

# Corporate Social Responsibility Report



Sustaining the Future with  
*Lightweight Eco-Papers*



# A Word from the Managing Director

*"Producing paper sustainably isn't a choice—it's our calling. For over a century, we've been combining industrial excellence with social responsibility. In an uncertain global context, our commitment to people, the environment, and our local communities remains our guiding star. This second corporate social responsibility (CSR) report reflects our determination to make our actions visible and to move forward together"*



**-Stéphane Barbereau -  
Managing Director at PDL**

“As pioneers in responsible manufacturing, we were the first to conduct a full Life Cycle Analysis of our specialty papers. But sustainability goes beyond our operations, it is embedded in our culture. We foster a place where our teams and our partners' contributions drive our success.

Looking ahead, we remain committed to reducing our environmental footprint, enhancing our processes, and working alongside our partners to build a more sustainable industry. This report reflects our journey, our achievements, and our ambition to shape a responsible future.



# LIFE - Less Impact For Earth

## Facing the Global Challenge

As climate change accelerates, biodiversity loss intensifies, and global **demand for natural resources continues to rise**, the **responsibility to transition** towards sustainable practices falls not only on governments and civil society but on industries as well.

For the paper manufacturing sector, these pressures translate into specific and measurable imperatives: **reducing carbon emissions, preserving water resources, advancing circular economy models, and ensuring fair, safe, and inclusive working conditions**. These challenges underscore the importance of **aligning industrial development with Sustainable Development Goals (SDGs)**—not as a choice, but as a necessity. At Papeteries du Léman (PDL), we recognize that our planet's health, our communities' wellbeing, and our economies' resilience are inextricably linked.

## Our Role as an Industry Leader: Acting with Purpose and Integrity

As a European leader in specialty paper manufacturing, PDL holds a critical responsibility to lead by example. **Our operations are guided by a long-term vision that integrates environmental stewardship, social commitment, and economic resilience**. Through the adoption of **six fundamental SDG axes**, we have **embedded sustainability at the heart of our corporate strategy**. This approach is not simply about compliance or risk mitigation—it is about **shaping a responsible and innovative industrial model** for the future.

We believe that true leadership lies in our ability to act decisively, transparently, and inclusively. It means:

- **Innovating** for environmental efficiency by investing in low-carbon technologies and sustainable production processes;
- **Fostering a safe, fair, and empowering workplace** where every employee can thrive;
- **Collaborating** with partners and stakeholders to build resilient value chains and amplify our impact;
- **Driving sustainable economic performance** to ensure long-term viability without compromising ecological and social responsibilities.

This Corporate Social Responsibility (CSR) report outlines our commitments and achievements across these axes, demonstrating our ambition to contribute meaningfully to the global agenda. Together—with our employees, customers, partners, and communities—we are **building a future where industry is not part of the problem, but a key part of the solution**.

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# A Company Committed to its Environment

01

Building on its achievements to date, PDL has set itself ambitious new sustainability goals for 2025 and beyond, in line with its commitment to responsible innovation and the circular economy. These objectives will serve as key milestones as the company continues to lead the way in creating high-performance paper solutions with reduced environmental impact.

## TODAY

## TOMORROW

REDUCE THE ENVIRONMENTAL IMPACT OF PRODUCTION	<p>Biomass boiler : covers <b>37% of the site's steam requirements, avoiding the emission of 11,500 tons of CO2 per year</b></p> <p>Steam from the Household Waste Incineration Unit of Thonon-les-Bains (Unité d'Incineration des Ordures Ménagères: UIOM): <b>50% of the site's steam requirements</b>; enabled the shutdown of a gas boiler.</p> <p>Preservation of the site's flora</p> <p><b>Elimination of chlorine use</b> in pulp bleaching processes</p> <p>Production of 25g/m<sup>2</sup> paper containing 30% silver film</p> <p>Production of 25g/m<sup>2</sup> paper containing 30% colored textile waste: in the form of dust &amp; shredded fabric</p>	<p><b>Continuous reduction of CO<sub>2</sub> and greenhouse gas emissions</b> linked to incoming flows.</p> <p>Fighting the establishment of invasive plant species on the site.</p> <p>Waste: <b>100% of sludge treated by methanization</b>; continuous reduction in the volume of chemical waste sent to landfill.</p> <p>Control of manufacturing waste volume.</p>
OPTIMIZE RESOURCE USE ACROSS THE VALUE CHAIN	<p><b>Reducing product weight</b> (Thin print and food range)</p> <p><b>Replacement of titanium dioxide</b> with PCC</p> <p>Creation of a PCC production unit to generalize the replacement of titanium dioxide across all ranges</p> <p><b>Reduction in the use of fossil fillers.</b></p> <p>Introduction of a renewable filler, produced on site</p>	<p><b>Continuously decrease our water electricity and steam consumptions</b> to reach a <b>cumulative 10%</b> for each by 2027.</p> <p>Obtain <b>ISO 50001 certification</b> by the end of 2025</p> <p><b>Optimize raw material</b> inventory management</p>
DEVELOP CIRCULAR ECONOMY	<p>Return of wooden pallets and wood shavings from deliveries made to our customer. Reuse of pallets and reintegration of wood shavings.</p> <p>"Enter the loop" (CCPEVA) : business synergies</p> <p>Use of steam from the waste incinerator at the UIOM: local partnerships</p>	<p><b>Growth in the percentage of steam used from the UIOM</b></p> <p><b>Growth in the percentage of local subcontractors</b> in relation to the total volume of subcontractors (as a percentage of turnover)</p>

# Achievements & Goals



TODAY

TOMORROW

<p><b>SUPPORT EMPLOYEE WELLBEING AND LOCAL COMMUNITIES</b></p>	<p>Introduction of massage sessions (2019)/osteopathy (2018)/stretching (2024) Creation of break rooms for employees on duty (M4/M3/M6) <b>Facilitating young graduates' entry into professional life through work-study programs and internships</b> Regular updating of employees' skills in line with changes in professions and tools. <b>Certified training courses</b> in place since 2016 <b>Development of local partnerships</b></p>	<p>By 2025, ensure that <b>80% of new employees requiring housing receive appropriate support</b> to help them settle in the region before the start of their contract. Allocate <b>at least 1% of the annual payroll to training</b> (excluding regulatory obligations). By 2025, <b>10 PDL employees will have benefited from the soft mobility support scheme</b></p>
<p><b>ENSURE ACCESS TO SAFE, HIGH-PERFORMANCE PRODUCTS</b></p>	<p>Ensure the <b>biodegradability and compostability of baking paper</b> Offer <b>alternatives to plastic packaging</b> Develop a <b>non-greaseable product that are without fluorinated resins</b> Maintain <b>BRCGS and ISO 9001 certifications</b> and promote the QSDA culture Develop <b>internal tests to meet the needs of end customers</b> Provide <b>product training to customers</b></p>	<p>Evaluation Ecovadis : <b>Reach SILVER</b> in 2025 <b>Develop the number of new testing methods.</b> Increase the amount of product training.</p>
<p><b>UPHOLD ETHICAL &amp; RESPONSIBLE BUSINESS PRACTICES</b></p>	<p>Purchase of <b>FSC®/PEFC-certified paper only</b> Proposal of <b>titanium-free products</b> Based on our ethical values, <b>refusal to use products containing chromium or fluorinated resins</b> Implementation of an <b>ethical purchasing charter</b> Integration of CSR criteria into supplier evaluations</p>	<p>For equivalent performance, maintain a proportion of pulp purchases as close as possible to the site &gt; 30%. Maintain certifications (FSC® since 2005, PEFC since 2010, ISO 14001)</p>

# Protecting a Natural Reserve

At Papeteries du Léman (PDL), sustainability is not an abstract goal — it is a responsibility shaped by our surroundings.



## Responsibility at the Heart of Our Operations to Preserve Our Unique Landscape

Located in Publier, on the shores of Lake Geneva and just 600 meters from a **Natura 2000 protected area** — the Dranse River delta — our site sits in the heart of an exceptional natural ecosystem. Every day, we are reminded of the importance of preserving this rich biodiversity. Our 22-hectare site is **75% green space**, home to over **11 species of orchids** and more than **80 animal species**, including rare and protected ones. Operating in such a setting brings both pride and duty.

This proximity to nature reinforces our **commitment to producing responsibly**. It inspires the way we work, the investments we make, and the choices we offer our customers. Sustainability is not just an initiative — it is embedded in the technologies we use, the products we design, and the way we manage resources. From water and energy efficiency to the reduction of waste and emissions, our **processes are continuously optimized to minimize our environmental impact**.





### Sustainability in Action...

Our proximity to such a rich natural environment reinforces our commitment to produce responsibly — not just in principle, but in practice. It influences how we operate, the technologies we adopt, and the value we bring to our customers. **Sustainability is woven into every stage of our process:** from water and energy efficiency to the reduction of emissions and industrial waste, we continuously seek to limit our environmental footprint. **Our investments reflect this ambition — modern, high-performance systems are in place to support responsible production** without compromising quality. Certified to the highest standards, including BRCGS for food safety, our site is equipped with advanced traceability tools that ensure **transparency and environmental care at every step.**



### ... To Work Toward a Shared Future

Sustainability at PDL is not just about reducing impact — it's about **creating positive value**. That means protecting our environment, supporting our teams, and offering high-performance paper solutions that help our customers meet their own sustainability goals. Whether in baking, food packaging, or other specialty applications, we believe **paper can — and should — be part of a more responsible future.**

Preserving our natural heritage while **producing over 50,000 tons of specialty papers per year is a challenge we proudly accept** — and one we are prepared to meet with ambition, transparency, and accountability.

# 1 The Leader in Light-Weight Eco-Papers

At Papeteries du Léman (PDL), our vision of innovation is inseparable from our responsibility to create high-performance papers that respect both people and the planet.

## Lightweight Eco-Papers...

PDL is committed to designing paper solutions that **combine performance, sustainability, and industrial excellence**. As a pioneer in **lightweight paper manufacturing**, the company **develops materials that help reduce environmental impact** across a wide range of uses—food, leaflets, literature and more. Every sheet reflects a dedication to **reducing resource consumption without compromising quality or safety**.

## ...Powered by deep technical expertise

This commitment is made possible by PDL's **longstanding technical know-how** and focus on **innovation**. Our teams continuously explore **fiber efficiency, material optimization, and process innovation to engineer lighter, stronger, and more sustainable papers**.

By investing in **cleaner production methods** and **traceability** technologies, PDL ensures that each product meets the **highest standards** of responsibility. From raw materials to finished rolls, we **design with purpose**—to help our clients reduce waste and move toward more **sustainable packaging and industrial practices**.





# A Leader in Key Figures...

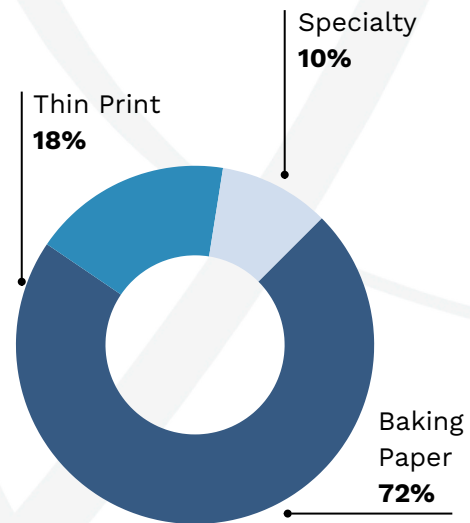
At PDL, who we are shapes how we act. Our key figures reflect not only the scale of our operations—our business segments, global presence, and export reach—but also the foundations of our sustainable growth. From our people to our guiding values, each element supports a long-term vision rooted in responsibility, innovation, and care for the environment. These pillars drive every decision, reinforcing our role as a trusted partner in the transition toward more sustainable paper solutions.



## Lines of Business

**45,000 TONS**

In 2024 we have produced 50,000 tons of eco-responsible paper with **72%** this production coming from our **baking and packaging paper business**



### In 2024

**85%** of the 192,733 MWh of energy consumed came from **renewable sources**.

### Goal 2030

Reach **90%** of energy consumed to come **from renewable sources**.

### Goal 2050

Reach **95%** of energy consumed to come **from renewable sources**.

### In 2024

**200** CLIENTS OVER THE WORLD

**75%** EXPORTED PRODUCTS...



...OVER **50** LOCATIONS

Our journey toward a more human-centered company began with a simple belief: that people thrive when they are trusted, heard, and empowered. At PDL, this philosophy has shaped the way we work and live together. Since 2014, we've embraced a more progressive form of management—one that values autonomy, shared responsibility, and collective leadership. It's a transformation rooted in confidence: confidence in each person's potential to grow, create, and lead. This cultural shift has made us stronger—as individuals, as a team, and as a company. Today, our values are not just principles on paper, but the everyday force behind our performance, innovation, and shared success.







## The ACE Culture

Rooted in our daily practices, the ACE culture shapes everything we do at PDL. It drives how we design and develop our papers, how we **manufacture with care**, and how we **build lasting relationships** with our clients. This shared foundation strengthens teamwork and sharpens our responsiveness. **With ACE, we move forward together, guided by purpose and precision.**



## Our Values

More than just a paper manufacturer PDL is built on a **human and collective vision** of responsibility. Our values guide how we work, grow, and care for one another every day. From nurturing expertise to protecting the environment, from ensuring customer satisfaction to building a **culture of co-responsibility**, these principles shape everything we do. They are the foundation of our promise: **to act with purpose, together.**

	Safety, listening, and respect for people		Living together, co- responsibility		Customer satisfaction
	Developing skills and expertise	 Commitment to the company			
 Environmental protection and eco- responsibility					

...with people & culture



# Eco-Design at the Heart of Developments

Guided by a deep sense of responsibility, we place eco-design at the heart of our development—shaping each innovation with the ambition to preserve resources, limit our impact, and create lasting value.

## Lighter papers for lighter footprints

At PDL, lightness is more than a feature—it's a commitment. **A lighter paper means fewer natural resources consumed.** It means using less raw material, less water, and less energy. It means fewer trucks on the road and less space needed to store our products. Because **every gram we save helps lighten our environmental impact.**

## From the field to the sheet: new fibers for responsible papers

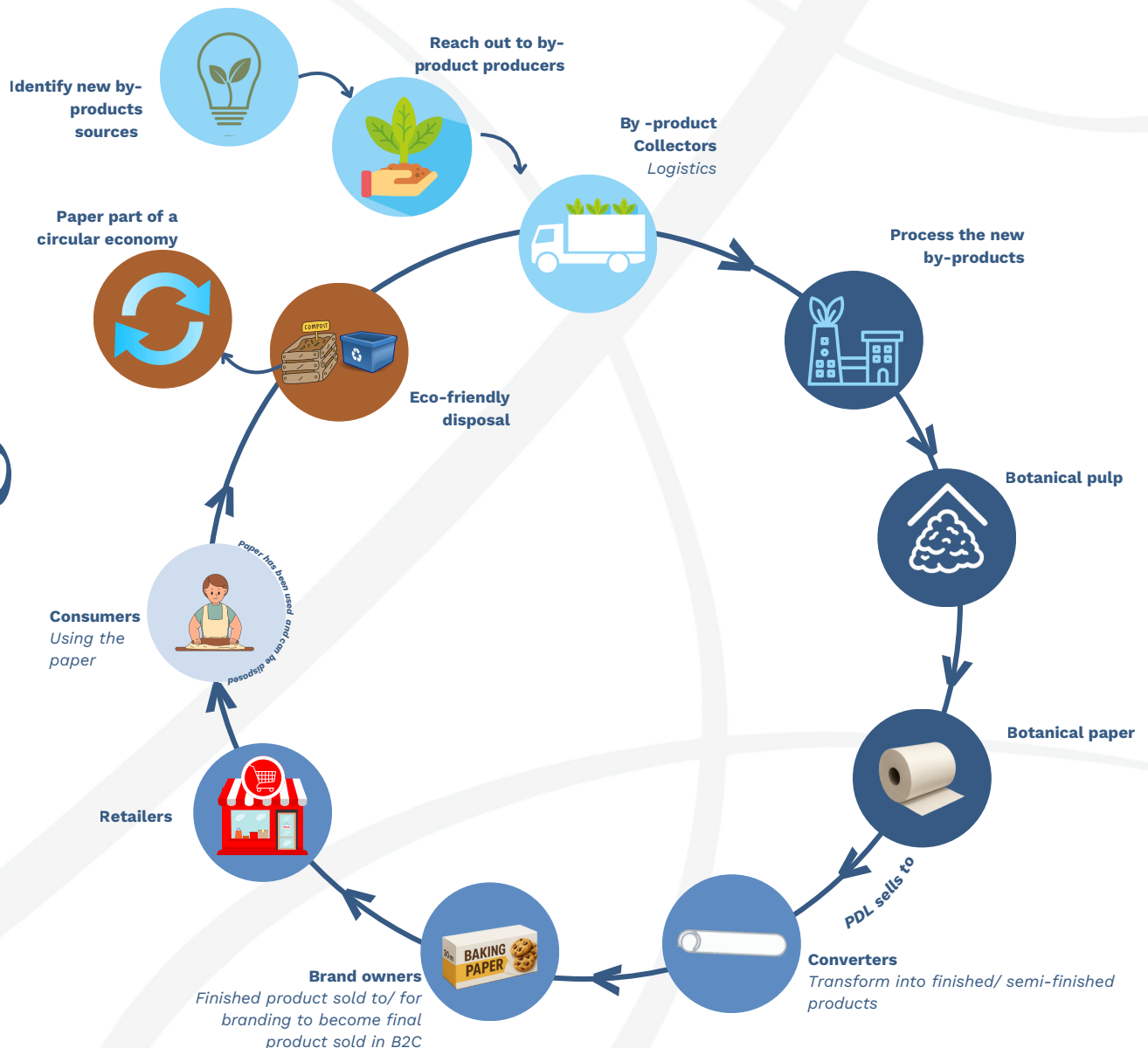
Our know-how goes beyond thinness. PDL has developed the expertise to craft paper from a wide **variety of plant-based fibers**, including fast-growing annuals like hemp and agricultural or industrial by-products—from coffee to cocoa. Every new fiber is a new opportunity to reduce impact and rethink how paper can serve both people and the planet.



# Innovating for the Future

## Innovation through collaboration, driven by purpose

In December 2024, we took a bold step forward by filing **new patents** that **reimagine waste as resource**. By transforming by-products like coffee husks and textile scraps into tissue paper for packaging, we're opening up new creative pathways. But innovation doesn't happen alone—it's the result of close partnerships with our raw material suppliers and clients, united by the shared goal of **building more sustainable solutions**.



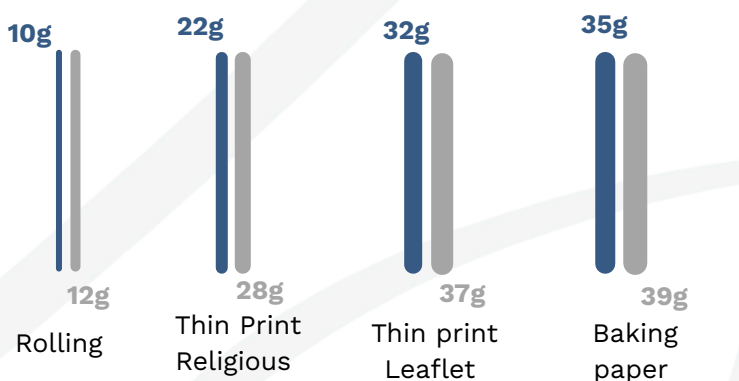
# The Art of going Light

## Lighter Paper, Stronger Impact

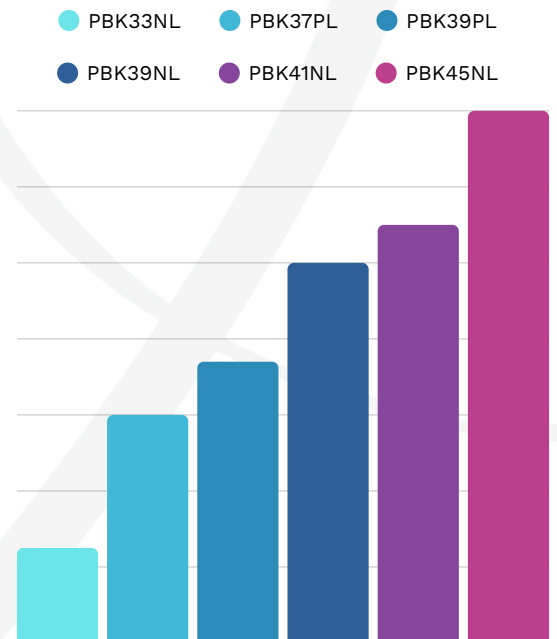
For us, **reducing paper weight** isn't just a goal—it's a fundamental principle and part of our mission to create sustainable paper solutions. By helping our customers **reduce paper weight while maintaining the same surface area**, we cut the amount of raw material, water, and energy required to produce each sheet. **Fewer grams** mean fewer trucks on the road, less space needed for storage, and a **significant reduction in CO<sub>2</sub> emissions**.

This approach has already **saved hundreds of thousands of tons of CO<sub>2</sub>**—starting with thin print papers and now extended to baking paper. Few paper manufacturers can deliver consistent quality below 39 gsm, but at PDL, **we've made it a specialty**. Because when every gram counts, **reducing paper weight becomes one of the most powerful levers to shrink our collective footprint**—without giving up an inch.

### PDL's lightest papers vs lightest alternatives on the market



### CO<sub>2</sub> Emissions/1,000m<sup>2</sup> of Paper Produced



*Note: CO<sub>2</sub> figures include emissions from raw material production to the reel leaving the factory. Transport savings from reduced grammage are not included.*

**Light on paper.  
Light on impact.  
Heavy on  
performance.**

**What  
Next?**

Eager to keep pushing forward, we're continuing to put concrete actions in place to **reduce the environmental impact of our production**. From **optimizing the use of our resources** to strengthening local sourcing and expanding **circular practices**, every step counts. There's still work to do—but **we're on it**, and we're not slowing down!



Highlight



## ECO-DESIGN AT THE HEART OF PAPERMAKING: PDL DRIVES CHANGE WITH ITS LIFE LABEL

**WHAT IS PDL'S CONTRIBUTION TO A MORE RESPONSIBLE PAPER INDUSTRY? HOW IS THE COMPANY REINVENTING ITS PRACTICES TO DELIVER SUSTAINABLE SOLUTIONS?**

“PDL has long believed that paper can — and must — **contribute to a more sustainable world**. With the launch of the **LIFE (Less Impact For Earth) label**, we are turning this belief into action. By **embedding eco-design into every stage of product development**, PDL is not only reducing its environmental footprint but also **setting new standards for the industry**.

At the core of our LIFE initiative is a bold ambition: to create papers that deliver high performance while limiting their impact on the planet. Our efforts focus on four key areas:

**01' AIR:** We actively **limit greenhouse gas emissions** from fossil fuels and non-renewable biomass by **improving energy efficiency and prioritizing cleaner processes**.

**02' ENERGY:** We work to reduce the energy required for production by developing thin and ultra-thin papers that consume fewer resources without compromising quality.

**03' WATER:** We thoroughly develop new solutions and invest in techniques to limit our water consumption. Our water treatment facility also enables us to clean the water to give back clean water to the natural reserve surrounding PDL.

**04' EARTH:** We minimize industrial waste and reduce the exploitation of virgin raw materials by favoring alternative and responsibly sourced fibers. We also strengthen control over supply chains to ensure the responsible sourcing of raw materials, promoting circularity and cleaner production.

### WHAT ACTIONS SUPPORT THESE GOALS?

Our **LIFE label** is more than a symbol — it's **a program that guides all our innovations**. From limiting pollution and conserving resources to protecting local ecosystems, **LIFE helps PDL develop papers that meet today's demands for eco-responsibility**. This is reflected in breakthrough products like Primabake and PrimaSilk™ Renew, which use alternative fibers such as textile waste and coffee chaff — demonstrating that performance and responsibility can go hand in hand.”

“**With LIFE, we are reshaping paper as a force for good — reducing impact, rethinking design, and creating solutions for a more sustainable future.**”

# Primabake, the Go-To Baking Paper for Eco- Conscious Kitchens

## Premium performance, lighter impact

In just a decade, Primabake has become the **benchmark** in premium baking paper. Recognised for its **technical excellence** and consistent quality, it stands out for more than performance alone. Thanks to our proprietary **GreenFiber Tech** process, each sheet is crafted with **reduced energy use**—bringing together **high efficiency and low environmental impact**. For bakeries, brands, and food professionals looking for a reliable, sustainable solution, Primabake has become the **natural choice**.

## Scaling up for a more sustainable future

As demand continues to rise, so does our ambition. To provide a **viable, eco-responsible alternative** to conventional baking papers at scale, PDL is preparing to **double Primabake's production capacity to 65,000 tons per year** by 2027. Because accelerating the shift toward greener baking solutions means **producing more —while still consuming less**.



# The Natural Baking Paper



## Primabake, At the Forefront of Sustainable Baking Paper

The baking paper range is a strategic pillar for PDL, with Primabake at its core and over **80%** of its production. This flagship product not only reflects the group's **technical expertise** but also embodies its commitment to eco-responsibility. With **demand growing steadily** across Europe and North America, Primabake has become a driver of transformation—both industrial and environmental. By **investing in capacity expansion and more sustainable technologies**, PDL is positioning Primabake as a key lever to meet tomorrow's expectations in baking and food packaging, while accelerating its long-term sustainability goals.

## PRIMABAKE

RECETTE 100% FRANÇAISE

- This increase in the production capacity of Primabake would take place on the PM6 machine in Publier (Evian, French Alps), and through enhanced collaboration with Papeterie des Vosges (PDV).

### A Multi-Certified Baking paper

2024 marks a new chapter for Primabake. **New sustainability certifications** have been awarded, reinforcing the range's role as a **responsible choice** in the baking world. These recognitions highlight our efforts to combine **high performance with lower environmental impact**. They also strengthen PDL's ambition to **set the benchmark for eco-designed baking papers**.

This year, in 2024,

**65,000** METRIC TONS Per  
Year by 2027

were announced as the new production ambition from the PVL group



Most certified  
baking paper in  
the world



New lighter  
substance  
33g/m2



Certified compostable\* by entities  
with the highest standards



Superior quality.  
Complain rate  
down at 0.2% in  
2024



Purchase of  
unbleached  
pulp from  
France



One of the only baking paper on the  
market to also be recyclable\*

\*recycle if clean and dry; compost if food-soiled.



Highlight



Patrick Sombret, Primabake  
Product Manager

## DRIVING INNOVATION IN BAKING PAPERS: HOW PRIMABAKE SETS NEW SUSTAINABILITY STANDARDS

### WHAT MAKES PRIMABAKE A NEW STANDARD IN BAKING PAPER, AND HOW DOES IT DIFFER FROM TRADITIONAL GENUINE VEGETABLE PARCHMENT?

“Our mission at PDL is to continuously **push the boundaries of sustainability** while delivering **uncompromising performance**. With **Primabake**, we have succeeded in creating a baking paper that not only meets the **highest functional standards** but also sets a **new benchmark for environmental responsibility**.

Unlike traditional Genuine Vegetable Parchment (GVP), which is compostable but not recyclable, **Primabake offers a unique dual advantage: it is both compostable and recyclable**. This makes a real difference in **promoting circularity** in the food industry, helping **reduce waste** and encourage more responsible disposal practices.

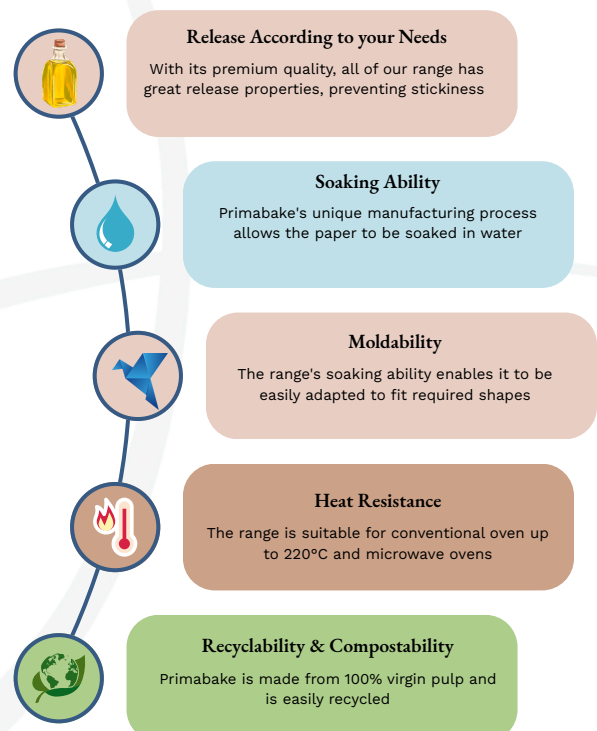
Primabake is made using our proprietary **GreenFiber Tech** — a process that draws on PDL's deep expertise in fiber treatment. This technology allows us to **save on resources, optimize material use, and reduce energy consumption**, making production more efficient and **sustainable without compromising on quality**.

What truly sets Primabake apart is its position as **the most certified baking paper in the world today**. It meets the rigorous standards of CMA, BPI, and TÜV Austria (both Industrial and Home Compostable) for compostability.





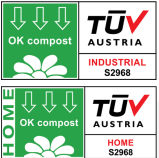






These recognitions confirm our commitment to **producing a paper that meets the highest environmental and safety benchmarks globally**.

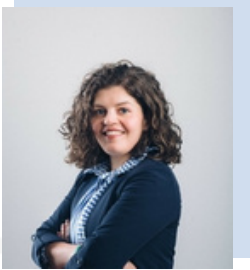
Beyond its circular credentials, Primabake is also **free from harmful PFAS**, and **made exclusively with approved materials certified for food contact**. This ensures that professional bakers, food manufacturers, and home users alike can work with confidence, knowing they are **choosing a paper that is safe, sustainable, and built to meet the expectations of today's and tomorrow's markets**.

At PDL, we see **Primabake** as more than just a product — it is **a symbol of our drive to innovate and lead the industry towards a future where high-performance paper solutions are also the most responsible**.



# Certifications that Matter

<p><b>SITE PDL</b></p>	<div>  <p><b>ISO 9001 ISO 14001</b></p> </div> <div> <p>Forest Stewardship Council</p> <p><b>FSC®</b></p> </div> <div> <p>Programme for the Endorsement of Forest Certification</p> <p><b>PEFC</b></p> </div> <div> <p>For packaging and relative to PM6</p> <p><b>BRCGS</b></p> </div>
<p><b>GAMME PRIMABAKE</b></p>	<div> <p>Food Certifications</p> <div>  <p><b>ISEGA</b></p> </div> <div>  <p><b>Kosher &amp; Star K</b></p> </div> <div>  <p><b>Halal</b></p> </div> </div> <hr/> <div> <p>Compostability Certifications</p> <div>  <p><b>TÜV AUSTRIA OK COMPOST INDUSTRIAL &amp; HOME</b></p> </div> <div>  <p><b>CMA-IW</b></p> </div> <div>  <p><b>BPI</b></p> </div> <div>  <p><b>ABA - INDUSTRIAL &amp; HOME COMPOSTABLE</b></p> </div> </div> <hr/> <div> <p>Recyclability &amp; Ecology Certifications</p> <div>  <p><b>RECYCLABILITY</b></p> </div> <div>  </div> <div>  <p><b>ISEGA ECOLOGY</b></p> </div> </div>



–Déborah Cibello, EUDR Lead at PDL

## PDL'S COMMITMENT TO COMBATING DEFORESTATION: IMPLEMENTING THE EUDR WITH RESPONSIBILITY AND TRANSPARENCY

**ON THE ISSUE OF ILLEGAL DEFORESTATION, WHAT IS PDL'S COMMITMENT IN LIGHT OF THE NEW EU REGULATION? WHAT ARE THE MAIN OBJECTIVES DRIVING OUR GROUP'S ACTIONS IN THIS AREA?**

**The European Union Deforestation Regulation (EUDR)**, coming into force on December 30, 2025, marks a critical milestone in **global efforts to halt deforestation**. This regulation **prohibits the sale on the European market of products derived from land that has been deforested or environmentally degraded after December 31, 2020, targeting key commodities including wood, paper, soy, coffee, and cocoa.**

EUDR establishes a comprehensive duty of care for companies, organized around three fundamental stages:

- 01'** Collecting accurate and verifiable information about the origin and supply chain of raw materials.
- 02'** Conducting rigorous risk assessments to identify any links to deforestation or illegal land use.
- 03'** Implementing effective mitigation measures when potential risks are detected, including supplier engagement and, if necessary, ceasing business relationships.

Compliance demands that **companies provide robust evidence—through documentation and sometimes third-party audits—that their products do not contribute to deforestation.**

PDL has embraced this regulation as an opportunity to **reinforce its commitment to responsible sourcing and environmental protection**. Our multidisciplinary teams, including Purchasing, Sales, Quality Assurance, and IT, work in close coordination to **establish processes and systems that meet and exceed the EUDR's requirements.**

We are strengthening our digital processes to ensure that **each product is backed by complete and verifiable** due diligence data (DDS). By **reinforcing traceability across our supply chain**, we can precisely track the origin of raw materials and provide customers with **transparent, reliable documentation** that meets the highest standards of compliance.

By embedding due diligence into our supply chain management, we **strengthen traceability, promote sustainable forestry practices, and contribute to the preservation of vital ecosystems worldwide**. This approach not only complies with regulatory obligations but also **aligns with PDL's broader sustainability strategy**, affirming our role as a leader in the paper manufacturing industry dedicated to minimizing environmental impact.

Through these efforts, **PDL reaffirms its commitment to ethical business practices and to delivering products that respect both people and the planet.**

# CSR at PDL

02



# 1 Shaping a New Leadership Model

At PDL, the shift toward a new leadership model marks a deeper transformation—one that places autonomy, trust, and shared responsibility at the heart of our organization.

## Becoming a driver of change for more sustainable manufacturing

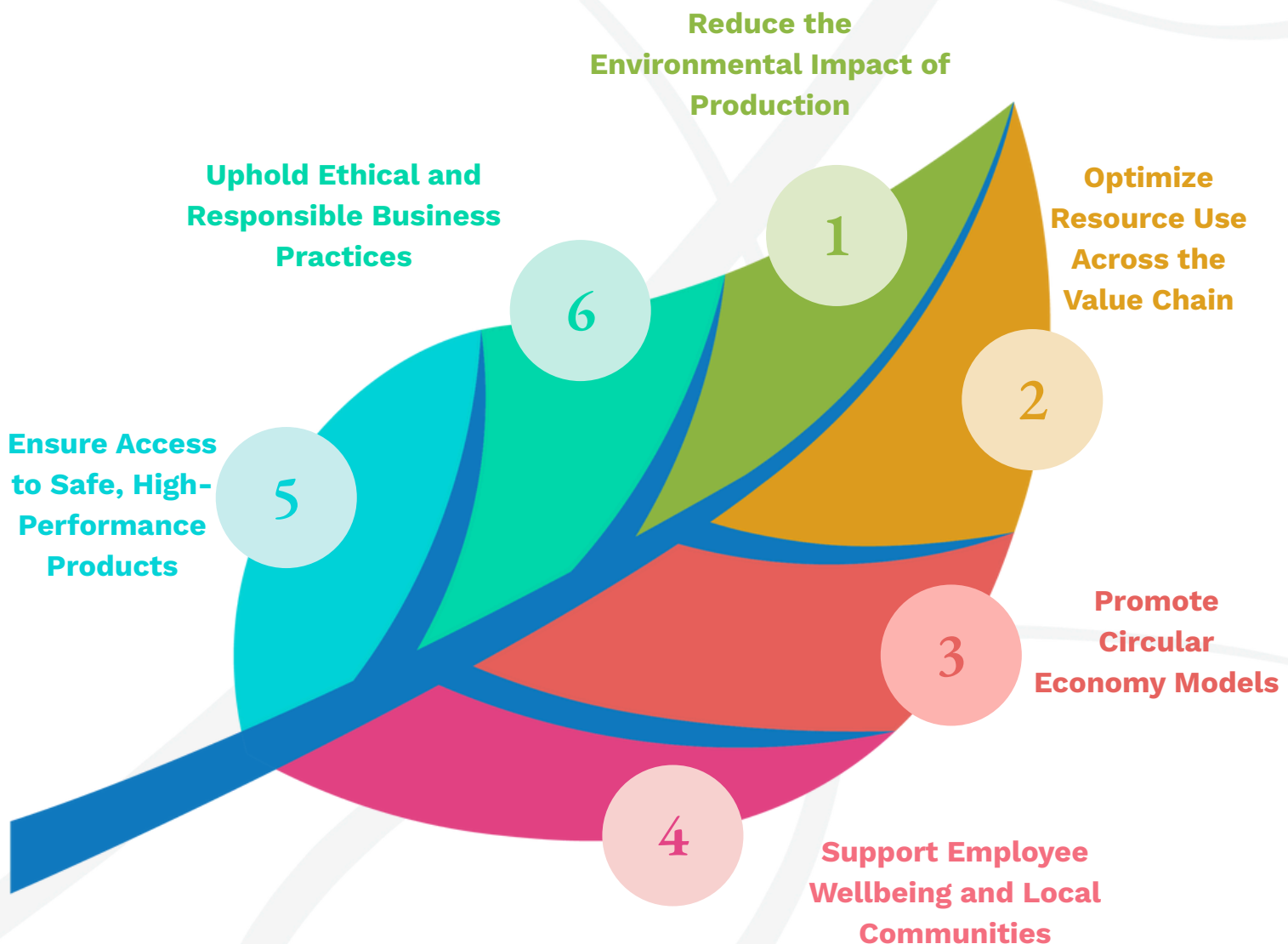
In a world shaped by climate urgency and growing expectations from partners and consumers, PDL is committed to making **sustainable choices** easier and more transparent across the paper and packaging industry. **Building a more responsible future** means knowing how to measure our impact—and **acting to reduce it**. Each year, we aim to **improve the environmental and social footprint** of our new and upgraded products, and to share that progress openly.

## ... with a clear structure to guide our progress

Rooted in **six strategic pillars** inspired by the **Sustainable Development Goals**, our roadmap gives structure to our ambitions. These foundations inform the tools we develop and the actions we implement—from rethinking resource management to **accelerating circular practices** and expanding local partnerships. This approach empowers us to move forward with focus, amplify our impact, and scale meaningful initiatives across our value chain.



# The Six Pillars that Guide Us





# Reduce production impact

## Reduce the Environmental Impact of Production

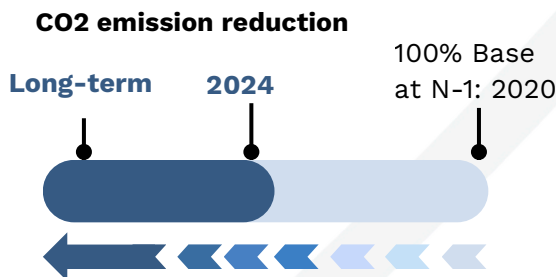


Reducing the environmental footprint of manufacturing is a priority—and a responsibility. By setting clear targets to cut emissions, manage waste more sustainably, and protect biodiversity, we are reshaping the way we produce. This first pillar of our CSR strategy reflects a long-term ambition: to decouple performance from impact and build a production model that's fit for the future.



### Decreasing our Impact

Reducing the environmental impact of production is a key focus of our sustainability strategy. At PDL, this includes a **targeted reduction of CO<sub>2</sub> emissions** and a **decrease in GHG emissions linked to incoming logistics flows**. In parallel, we are working to **protect local biodiversity by addressing the spread of invasive plant species on our sites**.



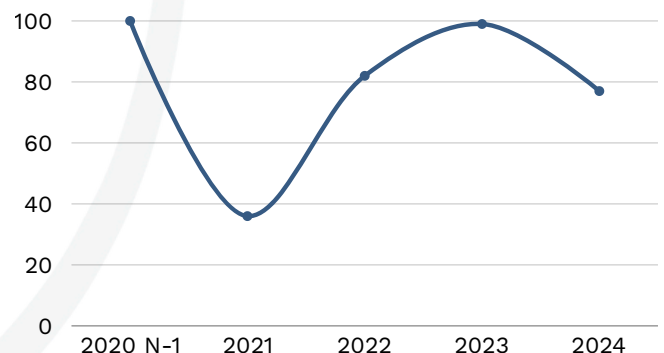
Continuous decline of CO2 emissions

Our **waste management actions** follow the same ambition. All **sludge generated is now treated via anaerobic digestion**, supporting the development of **renewable energy**. We are also **reducing the volume of chemical waste** and continuing efforts to **minimise overall manufacturing waste across our facilities**. These actions contribute directly to our long-term goal of **decarbonating production and preserving resources**.

Key investments, most notably the installation of a biomass boiler, enable PDL to cover

**37%** of the site's steam needs of the site's steam needs  
**11,500 tons**  
**of CO<sub>2</sub>** emissions prevented each year

### Sludge/ Production Ratio (kg/MT)



## Optimize Resource Use Across the Value Chain



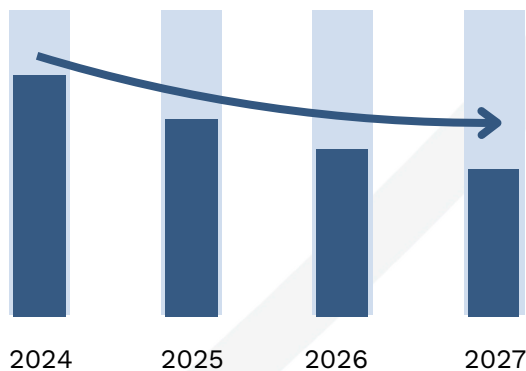
Optimizing how we use resources is central to our drive for a more sustainable industrial model. From water and energy to raw materials, every input is monitored and managed with the goal of doing more with less. This means designing smarter production systems, reducing consumption at every stage, and constantly challenging ourselves to improve efficiency across the value chain.

### Reduce & Optimize

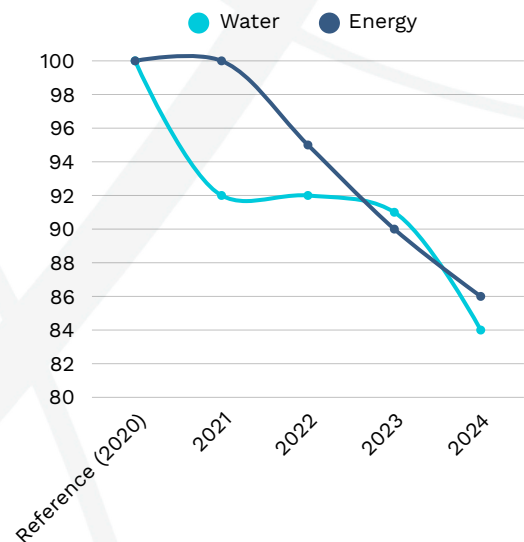
Optimizing resource use across the value chain is essential to building a more **resilient and responsible production model**. This includes ambitious **reduction targets for water, electricity, and steam consumption**—each set to decrease by **3% annually from 2025**, with a **cumulative 10% cut by 2027**.

#### Water Goal 2027

*Continuous decline of water, electricity and steam consumption in the next years*



### Water and Energy (m3/MT) Consumption per Production Ratio



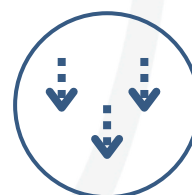
By 2027

**-10%**

for each consumption in water, energy and steam.  
\*cumulative cut

### Smartly Innovate

To support this trajectory, we are also pursuing **ISO 50001 certification** by the end of 2025. At the same time, efforts are underway to refine **how we manage raw material inventories**, ensuring **smarter, more efficient use of every resource**.



REDUCE



OPTIMIZE



SMART  
INNOVATION

Optimize resources used

## Promote Circular Economy Models



Promoting circular economy models means rethinking the way we design, produce, and collaborate. This third pillar of our CSR strategy is rooted in the belief that smarter resource loops and local partnerships can help build a more resilient and responsible value chain.

### PDL Committed to New Solutions for a more circular industry

PDL continues to **innovate by rethinking its operations to minimize waste, optimize resources**, and strengthen local partnerships — all to advance a more sustainable industrial model.



#### In 2024

- Our **transport trucks returned loaded** by recovering wooden pallets and wood shavings from deliveries to RTF — **reducing waste and reusing materials** directly in production.



- We integrated the **“Enter the Loop”** program led by CCPEVA — creating new **synergies with local businesses** to strengthen the circular economy.



- We harnessed **steam from the Thonon UIOM waste incinerator** — delivering financial savings and reinforcing local energy partnerships.



#### Objectives



Continue to boost the **growth in the percentage of steam used** from the UIOM



Decrease dependence on fossil energies



Second life to industrial waste

### Closing the Loop with Local Energy for a More Sustainable Future

To bring our circular economy ambition to life, PDL is **gradually increasing the share of steam recovered from the local waste-to-energy facility (UIOM)**, allowing us to **reduce our dependence on fossil-based sources** while giving a **second life to industrial waste**.

3

## Case Study

# REDUCE, REUSE, RECYCLE: PRIMASILK™ RENEW, A FLAGSHIP OF OUR CIRCULAR ECONOMY COMMITMENT



-Hervé Brunet-Jailly,  
Diversification &  
Development at PDL

**WHEN IT COMES TO PACKAGING SOLUTIONS, WHAT IS PDL'S CONTRIBUTION TO DRIVING THE TRANSITION TOWARDS A CIRCULAR ECONOMY? HOW IS THE COMPANY TRANSFORMING WASTE INTO A VALUABLE RESOURCE?**

“PDL is a committed player in the circular economy, with the expertise and responsibility that come with being a leader in sustainable packaging innovation. With PrimaSilk™ Renew, we show how we can **combine reduced environmental impact with high-performance products**. This premium packaging paper is a powerful illustration of our Promote Circular Economy pillar and brings to life our **3R ambition**:

## REDUCE, REUSE RECYCLE

OUR GOALS WITH PRIMASILK™ RENEW:

### 01'Reduce the use of virgin raw materials.

PrimaSilk™ Renew incorporates textile fibres **sourced from industrial co-products**, helping to **limit reliance on virgin resources** and **lowering the environmental footprint** of our packaging papers.

### 02'Reuse materials otherwise destined for waste.

By **transforming surplus textile fibres** into a silky, high-quality paper, PrimaSilk™ Renew gives a **second life to industrial waste**, helping to **preserve natural resources**.

### 03'Recycle through a circular, future-ready solution.

PrimaSilk™ Renew is designed in anticipation of future European regulations on extended producer responsibility for textile waste — offering a **material fit for a closed-loop system**.

### HOW IS PDL DRIVING THIS STRATEGY EVEN FURTHER?

As part of its diversification strategy, PDL is **accelerating the development of ultra-lightweight, grease-resistant, free-from-harmful-PFAS papers to meet growing expectations for eco-responsibility**.

The company draws on its unique expertise in **processing fibres from annual plants and co-products** — as with PrimaSilk™ Renew — to **create next-generation materials**. With PrimaCoffee™, an innovative paper made from coffee chaff, PDL reaffirms its ambition to lead in sustainable, high-performance, and innovative paper solutions.

“**With PrimaSilk™ Renew, we're not only transforming raw materials — we're transforming the future of paper itself.**”





# Wellbeing & Communities

## Support Employee Wellbeing and Local Communities



Fostering positive impact starts within our walls and extends outward. Empowering people—both within PDL and in the communities where we operate—is a central pillar of our CSR strategy. We believe that long-term success depends on creating a safe, inclusive, and supportive work environment, while also building meaningful connections with local partners to promote shared progress.



### Employee Wellbeing

#### Housing support initiative

**80%** of incoming employees who **require accommodation are supported** before their contract even begins



#### Culture of continuous Learning



Boost personal growth



Strengthen expertise



Meet challenges with confidence

#### Soft mobility



##### Action

To encourage healthier, **more sustainable commuting habits**, we've also rolled out a **soft mobility support scheme**.

##### Ambition

Help employees shift towards **lower-impact transportation**



### Local Communities & Projects



##### Action

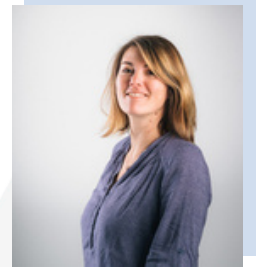
Contribute to the creation of an **educational forest** with a journey highlighting the history and expertise of the Léman paper mills, in collaboration with local stakeholders.

##### Ambition

**Strengthen connection between industry and community** by showcasing the region's papermaking heritage and **raising public awareness around sustainable manufacturing** through an accessible, educational initiative.

Case Study

## EMBEDDING LOCAL LIFE INTO OUR DNA: HOW PDL BRINGS CSR TO ITS COMMUNITIES



### IN CONCRETE TERMS, HOW DOES PDL CONTRIBUTE TO THE REGION'S SOCIAL AND CULTURAL DYNAMISM?

As a historic employer in the Chablais region, PDL has always understood that industrial performance goes hand-in-hand with **community vitality**. In recent years, this belief has translated into a **growing number of partnerships** and participations across a wide range of events that matter locally—culturally, socially, and economically.

In 2024 alone, our teams were active on many fronts. We supported **Journées Sport Santé** to promote wellbeing through physical activity, and were proud to contribute to the **Ripaille Book Festival**, fostering cultural life just steps from our production site. We were also a key partner of **Toques en Chablais**, a major culinary event celebrating gastronomic craftsmanship—an area closely **aligned with our own paper expertise for professional bakers**.

These actions are not isolated. They reflect a **long-term vision: that of a company that does more than operate in a territory—it participates in its identity**.

Whether it's through engaging as a sponsor of the only **women's cycling team in Haute-Savoie**, or with local schools during **Industry Week**, backing inclusive projects like **HANDICAF**, or simply helping keep traditional festivals alive, such as the Fête des Quais or Thonon Village Festival, **we act with purpose and consistency**.

**Supporting the life of our region isn't a side project—it's part of who we are. We believe that a strong business must be a good neighbour.**

Our ambition is simple: to **make our presence a positive force, supporting those who make the region vibrant**. And we intend to go even further. In the coming years, we will **continue to deepen these connections—strengthening the social fabric that sustains us, while anchoring our industrial future in mutual respect and shared growth**.

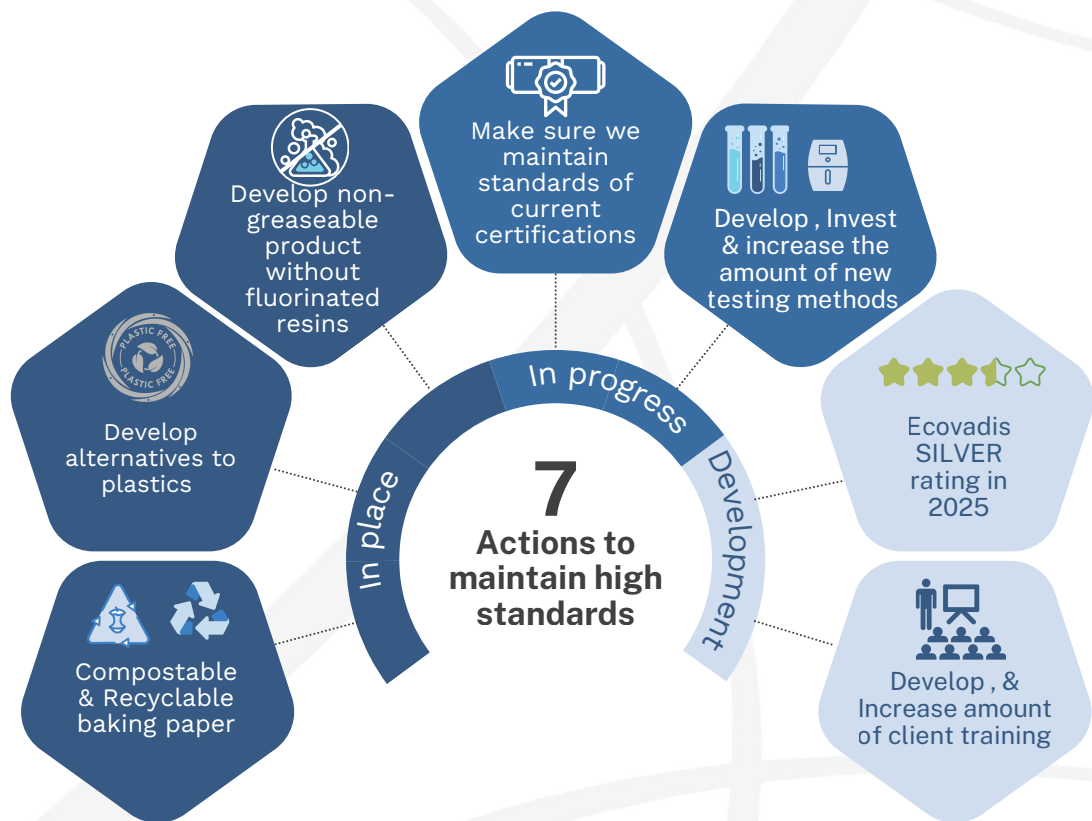
-Caroline Payet, CSR Project Lead at PDL

Ensure Access to Safe,  
High-Performance  
Products



Ensuring access to safe, high-performance products is a fundamental commitment at PDL. From raw material selection to finished goods, every step is guided by rigorous quality standards and traceability protocols. This pillar of our CSR strategy reflects our responsibility as a food-grade paper manufacturer: to guarantee consumer safety while continuously enhancing the technical and environmental profile of our papers.

**Safe, Tested & Certified**



Created as a **core part of our quality and innovation approach**, **product testing** at PDL ensures that **every paper we deliver performs safely and consistently**. It is our way of turning our **promise of performance** into measurable trust.

Testing is not a final step—it is a constant dialogue with reality: how our baking **papers behave in real ovens**, how they support food safety, and how they **respond to customer needs**. By strengthening our in-house test protocols, we **make sure our products meet the highest expectations**, both regulatory and practical.

It is through rigorous testing that PDL **transforms quality into certainty**—for every user, every time.

**Why  
Testing?**

*Top-Notch Products*



**Uphold Ethical and  
Responsible Business  
Practices**



Acting with integrity at every level of the business is non-negotiable. At PDL, we believe that building a sustainable future means upholding the highest standards of ethics, transparency, and compliance—across our operations and with all stakeholders. This commitment guides our decisions, shapes our partnerships, and reinforces trust throughout our value chain.

# Ethical & Responsible

## Sourcing with Principles, Producing with Purpose

Every decision we make reflects our responsibility to **do business fairly and transparently**. That's why **we source only FSC® (FSC C023778)- and/or PEFC (10-32-2155)-certified papers, reject materials that conflict with our ethical standards**—such as those containing chromium or fluorinated resins—and offer **safer, titanium-free alternatives**.

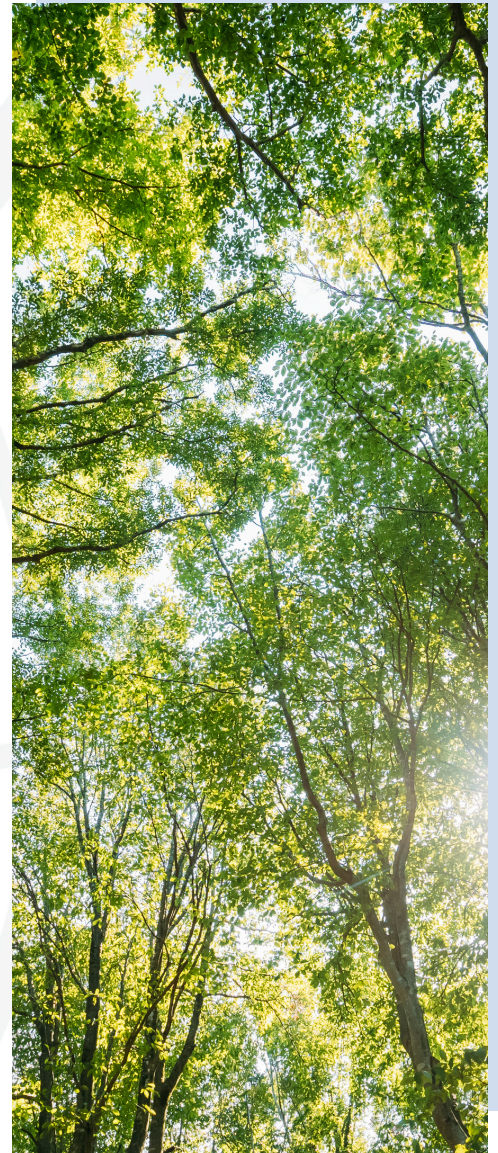
This commitment also shapes how we work with suppliers: through the rollout of an **ethical purchasing** charter and the inclusion of CSR criteria in supplier evaluations, we ensure our principles are upheld across the value chain.

### In 2024

**50%** of PDL's pulp supplies came from France  
an equivalent of **36%** of its purchase

### Long-Term Goal

- For equivalent performance, maintain a **proportion of pulp purchases as close as possible to the site > 30%**.
- **Maintain certifications** (FSC® since 2005, PEFC since 2010, ISO 14001)



**Uphold Ethical and  
Responsible Business  
Practices**



## Responsible Forestry

### FSC® Certified

- 🌳 Forests are managed sustainably, preserving biodiversity and ecosystem services.
- 👤 Respects the rights of workers and Indigenous peoples.
- 🔍 Ensures full traceability through the supply chain (Chain of Custody).
- 🚫 Prohibits deforestation, illegal logging, and use of hazardous chemicals.
- 📄 Certification is independently audited to guarantee compliance with strict environmental and social standards.

### PEFC Certified

- 🌱 Promotes sustainable forest management tailored to local conditions.
- 🌍 Endorses national forest certification systems that meet international standards.
- 👨👩 Supports rural livelihoods and community interests.
- 🔍 Ensures transparency and continuous improvement in forest practices.
- 📄 PEFC-certified products are also traceable through a robust Chain of Custody system.

***Sourcing FSC® and PEFC-certified pulp is not just a choice — it's our commitment to protecting forests, respecting communities, and building a sustainable future from the ground up.***

-Caroline Payet, CSR Project Lead at PDL



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