

# CSR REPORT 2024.

Environment Carbon footprint  
Social  
Equity Ethics Sustainability  
Responsability



# TABLE DES MATIÈRES



## 01. Éditorial

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## 02. The Company & the Zerust-Excor Federation

---

## 03. Values

---

## 04. Commitments

---

## 05. 2024 Assessment

---

Editorial

## 06. Our Objectives

---

## 07. Our Future Strategy

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# EDITORIAL 01.

Corporate Social Responsibility (CSR) is playing an increasingly important role at Acobal. In 2024, we enhanced our commitments across the different pillars of our CSR strategy, particularly focusing on people, the environment, responsible purchasing, and upholding ethics in business. Several actions have been taken this year, with strong commitments for 2025.

For CSR to be effective and representative of our activity, our strategy must be integral to the company's overall strategy, just as our ISO 9001 efforts for 2025. Thus, CSR actions will be directly included in our continuous improvement plan to factor in the expectations of our clients and all other stakeholders..

At Acobal, CSR is an integral part of our DNA—since its creation, it guides every decision and is embodied in the daily commitment of all our employees. Together, we contribute to a sustainable future, aligned with our principles and social responsibilities.

**Jérôme Vendramini**  
*President*





## “Company Background

**Acobal SAS has been a provider of anti-corrosion packaging solutions for industry for nearly three generations.**



ACOBAL SAS was founded in September 1996 by Northern Technologies International Corporation (NTIC) (50%) and ELF-ATOCHEM (50%). The shareholding structure has changed over time with the departure of ELF ATOCHEM. Since its creation, ACOBAL SAS has been part of the Zerust® Excor® Federation.

Based in St Chamond (42), ACOBAL SAS has always focused on its significant R&D capabilities in order to offer cutting-edge, relevant, and customised technical solutions for industrial companies.

## “A committed company

In 20 years, ACOBAL has reduced the amount of plastic raw material used in the manufacture of its products by more than 50%, while maintaining the same corrosion protection performance and identical mechanical properties. The rollout of a new generation began in 2022 and is still ongoing today. A 50% reduction at source also means 50% less weight to transport, 50% less waste to recycle, less energy to manufacture and recycle waste, etc. A real virtuous circle for the environment.

### Areas of influence

**France** ●  
**BeneLux** ●  
**Africa** ●

## Key figures



**14**  
Employees



**11,6M€**  
Turnover 2024



**50%**  
Carbon emissions savings  
(on materials/transport/energy/waste)

# THE FEDERATION02.

## “Source of sharing and knowledge”

Acobal's reputation and products are built significantly on its international network, the technical support from its research and application laboratories, its patented Zerust, Excor, or Gardac technologies, the technical and commercial teams, and logistics.

**“The global reach of the Zerust-Excor international federation allows the company to intervene worldwide with the local support of VCI and corrosion experts on every continent.**

**This setup enables swift global action, such as inspections, sample shipments, and damage investigations, ensuring a consistent, high-quality response across markets.”**



**ZERUST® EXCOR®**

**400**  
VCI Experts

**60**  
Countries

**30**  
Joint-Venture  
Companies

**4**  
Research and  
application centers

Driven by NTIC, the federation enables us to be present in most industrialized countries in order to assist our customers and partners.

# OUR VALUES 03.



## RESPONSIBILITY

We are aware of the economic, social, and environmental challenges and accept full responsibility for our commitments. We give our industrial partners the resources and confidence they need to fulfill their commitments within the given deadlines.



## SOLIDARITY

For Acobal, it is the desire to advise, support, develop an effective expert relationship and a trusting collaboration with the manufacturer – complementary skills and intentions are the guarantee of a successful partnership.



## RIGOR

Our reputation is based on our methodological rigor and operational efficiency. Working directly with our international network, ACOBAL has developed a personalized technical support method based on preliminary analysis of the issue at hand. Our work is carried out under constant supervision and systematically verified at every stage by the quality control department.



# OUR COMMITMENTS

## 04.

Whether environmental, social, or societal, our commitments reflect our desire to make a positive contribution to our ecosystem.

ACOBAL positions itself as a responsible and innovative player. The company creates shared value, benefiting both its stakeholders and society.

### “ASSOCIATIVE SUPPORT

Supporting local French associations that work for causes aligned with the company's values.

### “TRAINING COURSES

Maintain investment in training our teams, focusing on improving their well-being at work (Quality of Life and Working Conditions - QVCT).

### “RESPONSIBLE PURCHASING POLICY

Focusing on local and proximity purchases to reduce environmental transport impact and reinforce responsible purchasing.

### “CARBON FOOTPRINT

Continuing efforts to reduce the carbon footprint of our products. The Slimline range and future developments will play a key role in this approach.

### “VALUES

Engage in collective reflection to redefine our values and improve our overall performance.

### “CSR Partners

Involving main suppliers in our Corporate Social Responsibility approach.

# REVIEW<sup>05.</sup>



## Human theme

### 1. Workforce



**8**

women



**6**

men



Seniority  
avg.  
[years]



**13**

Permanent  
contract



**1**

apprenticeship  
contract



# REVIEW<sup>05.</sup>



## Human theme

### 2. Training and contributions

**Several training courses** were held this year, most of them on the theme of QVCT, such as training courses to raise awareness and prevent MSDs:

- **visual fatigue** and exercises to prevent it,
- **posture to adopt** in front of a screen and related exercises.

These two training courses were conducted by a professional osteopath.

Short training courses on **personal development**, such as self-esteem, were offered to employees and the materials were shared.

In addition, we are continuing our **safety initiative** with several OHS refresher courses.

The company has also participated in **local initiatives for young people** by visiting middle schools to present careers in industry, answer students' questions about their future, and more.

**A work-study student joined Acobal** for a project on digital communication. The aim was to help young people integrate into the world of work.

Finally, **Acobal continues to collaborate on various services** with a local ESAT (organization that helps people with disabilities find employment) in order to promote the integration of people with disabilities.

# REVIEW 05.



## Human theme

### 3. Support for associations

Several associations were supported in 2024 in various fields. All of these associations and forms of support are in line with the company's values.

#### Sponsorships



- **Elijah Chort:** A promising young French surfer who combines his sporting career with high-level studies (medicine). Highly motivated and deeply committed to both fields.



- **Mornant Handball Club:** Support for a local sports club that has been developing women's teams for the past three years to promote women's sports.



- **Vivre aux Eclats:** Support for sick or frail people of all ages through entertainment with clowns (hospitals, nursing homes, etc.). Support also for healthcare workers in difficult services.



- **4L Trophy:** Human adventure for young students on a humanitarian mission to help local populations



- **Les 2 Petites demoiselles:** Support for two young girls with multiple disabilities.



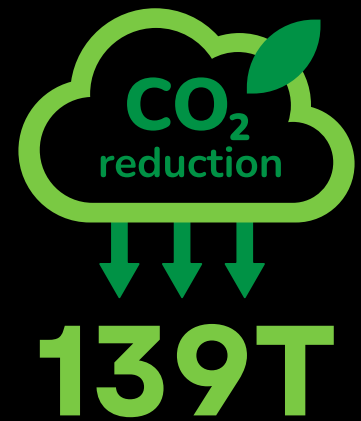
# REVIEW 05.



## The environment

In 2024, ACOBAL conducted its first carbon assessment. The results, along with CSR workshops on collective intelligence, will enable us to establish an action plan for improvement in 2025.

Our efforts to develop reinforced thin film using Slimline technology continue to be offered and deployed to our customers with their agreement. This year, these efforts have enabled a reduction at source of our plastic anti-corrosion solutions by 54.5 tons (24 tons more than in 2023). This reduction at source is equivalent to a reduction of approximately 139 tons of CO<sub>2</sub>.



At the same time, Acobal continues to offer reusable solutions to its customers when reuse makes sense and is logistically feasible. Our fleet greening policy continues with the acquisition of two new hybrid vehicles in 2024.



# REVIEW 05.



## Responsible purchasing

**In 2024, 64% of our purchases were made in France and 31% in Europe (outside France).**

**This means that a total of 95% of purchases in Europe were made from suppliers who comply with European laws and therefore respect human rights.**



**95%**  
**European purchases**





## Ethical compliance



**Business ethics are central** to Acobal's relationship with its customers and suppliers.



Acobal is increasingly committed to a contractual approach with its customers and suppliers, signing **codes of conduct or contracts based on business ethics.**

# OUR OBJECTIVES

# 06.

## 01.HUMAN THEME

**Continue training on QVCT** with courses for all employees on road safety, whether during business trips (customer visits or commuting between home and work) or during private trips.

**Acobal will continue its local support** by visiting middle schools to explain to young people the challenges of working in industry and, above all, to answer their questions (at least one visit planned).

**Sponsorships** and continuing our support for Vivre aux éclats and Elijah Chort, as well as contributing to new local associations.

**Finally, Acobal will organize collective intelligence workshops** for its employees to work collectively on the company's vision and redefine its values.

An action plan will be developed in 2025 incorporating the concept of Global Performance.





# OUR OBJECTIVES 06.

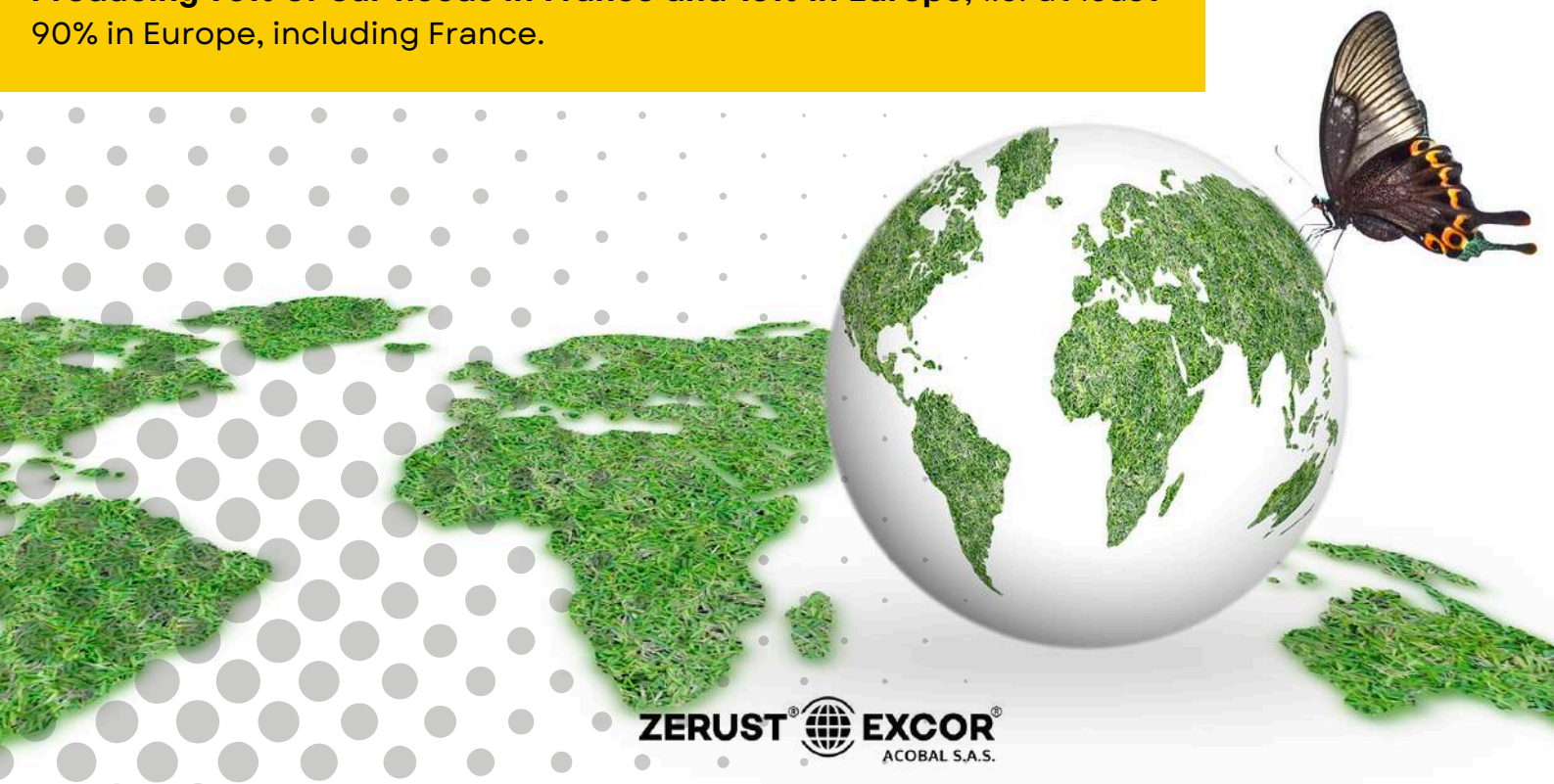
## 02.THE ENVIRONMENT

**Continue rolling out our Slimline solutions** with a target of achieving an additional reduction of around 30 tons of plastic at source.

Commercialization of the new generation of ICB anti-corrosion chemistry, **featuring a use-by date 25% longer** than that of current plastic products and **offering 50% longer protection duration**, in order to limit product use over time through product replacement

## 3.RESPONSIBLE PURCHASING

**Producing 75% of our needs in France and 15% in Europe**, i.e. at least 90% in Europe, including France.





# OUR STRATEGY FOR THE FUTURE

# 05.

Our CSR policy must be fully integrated into the company's strategy.

**“The concept of overall performance will guide our approach to CSR.”**

This overall performance must integrate economic, social, societal, and environmental dimensions into the company's strategy and governance in an inseparable manner. All of our internal and external stakeholders must be involved in this overall performance approach. These stakeholders will be surveyed on their perception of ACOBAL's CSR approach and their expectations.



# CSR REPORT\* 2024:

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*Thank you*



**ZERUST<sup>®</sup>**  **EXCOR<sup>®</sup>**  
ACOBAL S.A.S.

\*LIMIT YOUR CONSUMPTION OF PAPER, INK, AND ENERGY. CHOOSE THE DIGITAL VERSION INSTEAD.