



ALTYOR

ECO-RESPONSIBILITY REPORT
2022

“

We are far from perfect in our low-carbon approach. However, we are firmly convinced at Altyor that each company can act at its own level and thus create a positive dynamic between all the players. The signs of change are numerous and visible. We can no longer not act if we want a desirable future.

With our transformation into a company with a mission, we, Altyor, and the Altyormates, make this change possible and hope to motivate our peers.

This report is our first report on these subjects and testifies to a profound change that we initiated a few years ago and on which we are now proud to communicate, and which commits us to the achievement of results which will have to progress by year by year.

The purpose of this document is as much to bear witness to the steps taken as to make you react: send us your remarks and criticisms so that we can question ourselves further and improve ourselves.

Good reading.



Yanis Cottard
President of Altyor
yc@altyor.com



OUR MISSION

Meaning in innovation, responsibility in action

We, Altyormates, wish to contribute, on our scale, to the ecological and social issues challenging humanity. Our conviction that SMBs hold the power to change our economic models and our production methods urges us to ensure our organization is a player in the industrial transformation.

Convinced of the potential of the men and women who make up our company, we want to use all our know-how to serve progress, to create a sustainable and desirable world.

Our expert and enthusiastic teams are therefore committed to a responsible approach to the design, manufacturing and offer users and customers products that contribute to the ecological and social transition, while limiting the environmental impact of our activity.

Unpretentious but proud of our values, we are determined to embody and inspire a modern industry where social justice, respect for the environment and economic sufficiency prevail over infinite growth, in particular by relinquishing opportunities that do not correspond to our values.

OUR STATUTORY OBJECTIVES

In particular, the social and environmental objectives that the Company is committed to pursuing in the course of its business, as defined in the second paragraph of Article L. 210-10 of the French Commercial Code, are the following:

EXEMPLARITY

3

Create a responsible industrial movement, by inspiring, uniting and educating our ecosystem.

CONTRIBUTION

2

Offer services and expertise for products that contribute greatly to the ecological and social transition, such as ecology, sustainable agriculture, education, wonderment, energy savings and any other area highlighted in the UN Sustainable Development Goals. This means relinquishing projects that do not meet these criteria.

RESPONSABILITY

1

Eco-design, eco-manufacturing, circular economy: we are committed to minimizing the environmental impact of our products and those of our customers.

FULFILLMENT

4

The true foundation of our vision: our organization will endeavour to ensure the fulfillment of each Altyormate in their mission, in all the entities of the group.

THE ALTYOR GROUP IS:



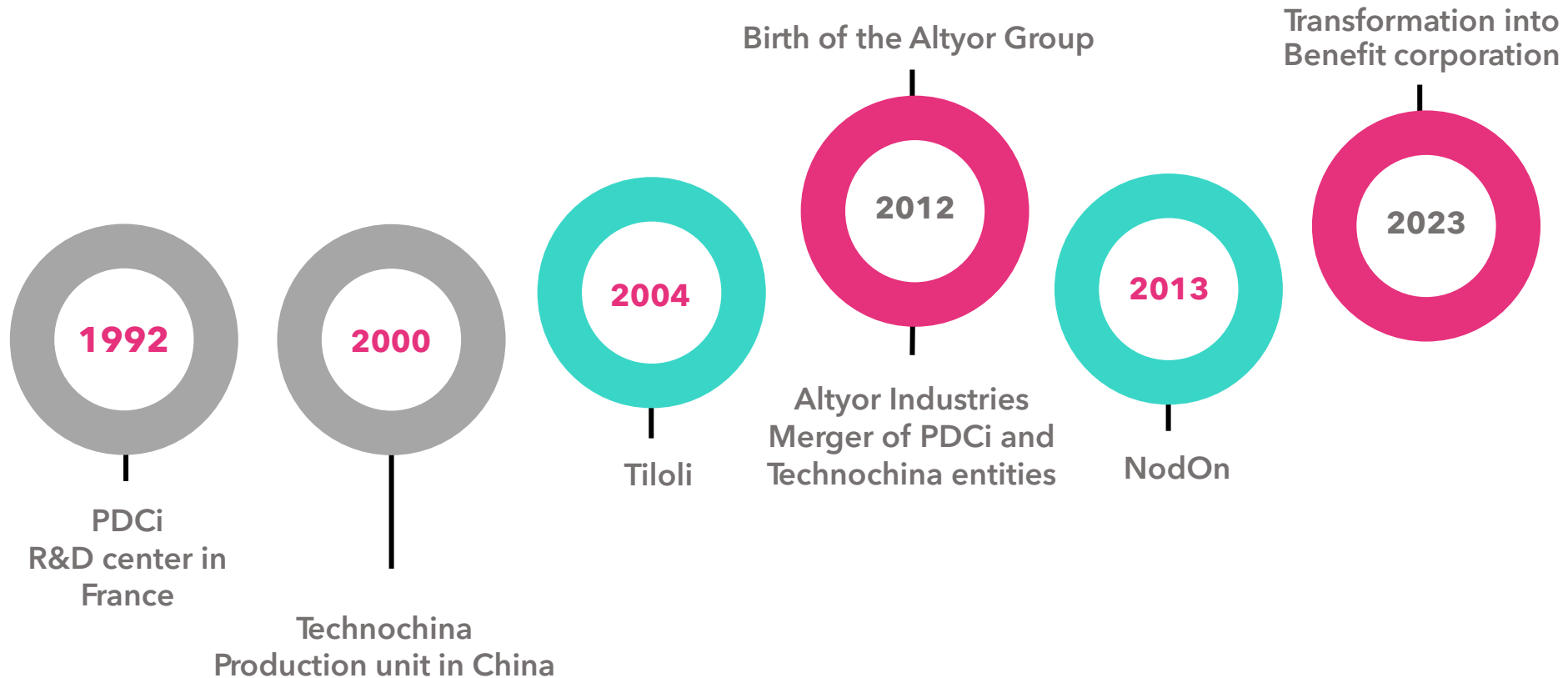
Industrial manufacturer
of smart devices



Smart home & smart
building specialist



Distribution of High Tech
accessories



EMPLOYEES

**2022**

213

TURNOVER

**2022**33
million €

IOT PROJECT LAUNCHES

**2022**

140

OUR EXPERTISE

**Definition
project**
& IoT strategy**Design**
Product
& packaging**Eco conception
product**
Mechanics
& electronics**Prototyping
of functional
product**
Mechanics
& electronics**Qualification**
& support
for certification**Industrialization**
Tools,
manufacturing
& testing processesProduction
unit ChinaProduction
unit France**Logistics****Circular economy
loop**

OUR REFERENCES

 Sharelock FAMOCO somfy UNISTELLAR Money
WALKIE Dookinou AVEiNE



SMART HOME & SMART BUILDING SPECIALIST

EMPLOYEES



2022

9

TURNOVER



2022

3
million €

PRODUCTS ON THE MARKET



2022

+ 700,000

OUR SOLUTIONS



Customization of our range
to the client's brand



Design of your products
with our technological
bricks



Development and distribution
of own NodOn products



WORKFORCE



2022

22

TURNOVER



2022

10
million €

PRODUCT REFERENCES



2022

4000

SOUND

ACCESSORIES

CONNECTION

IoT

LUGGAGE

BtoB

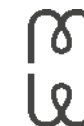
OUR REFERENCES



S A T E C H I



JBL



DECODED

NOMAD



70

ORLEANS

Headquarters | R&D Centre
Industrialization and
production center

3

GRENOBLE

Sale offices

27

Remote

150

SHANGHAI

100% owned
industrialization and
production unit



EUROPE
France



Shanghai

CHINA
Shanghai



ALTYOR

THE GOVERNANCE

Within Altyor, various committees exist, permanently or temporarily, and where employees, managers or partners are represented.



STRATEGIC COMMITTEE

It exercises a company monitoring function and issues opinions and recommendations on the strategic orientations presented by the ComEx .



EXECUTIVE COMMITTEE OR COMEX

It decides on the Group's strategy and defines the associated resources. It is the governance body that holds the most important decision-making power.



OPERATIONAL COMMITTEES

It decides on operational choices at Group level in accordance with the directions given by the Executive Committee and in relation to the constraints on the ground that it encounters. There is one ComOp per entity.



MANAGEMENT COMMITTEES

It decides on the choices specific to its activity in relation to the specific constraints it encounters and in relation to subjects submitted to it by the executive committee or the operational committees. There is a CoDir per geographical area.



MISSION, CSR AND DESIGN FOR TOMORROW COMMITTEE

The missions, CSR and Design for Tomorrow committees are committees that guide the company in its sustainable choices.

THE TASK FORCES

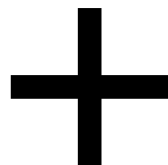


In addition to these committees, Altyor encourages the creation of working groups, called Task Force: telework, ERP, stress, etc. So many subjects which, at the initiative of the field or the Executive Committee, are led and managed by employees who so wish.

CONSTITUTION OF THE EXECUTIVE COMMITTEE



Yanis Cottard,
Chairman of
Altyor



Julien Marichy,
Partner & Director
of Industrialization



Thomas Gauthier,
Partner
& CEO of NodOn



Yanniss Brun,
Partner



The IPCC reports and overall the impact of human activity on ecosystems, inclusion, sharing of wealth and resources, are, in 2023, all essential subjects for companies. It is not only essential that Altyor play its full part in this subject, but it must be its DNA, its driving force, its raison d'être. All the Altyormates unite around this desire to participate, on our scale, in the ecological and social transition.



Whether you are a citizen, a committed activist or an entrepreneur, we no longer have the right today to ignore the ecological and social emergency that surrounds us.

As an SME, we have two choices available to us: continue on the road of "Business as usual", and inevitably participate in the collapse of our society, or use our company to transform things.

Personally, I believe in the power of companies, and in particular SMEs, to set an example and make others want to follow us.

I believe in a company capable of changing its software. I believe in a company whose financial success is only a tool to achieve a greater goal, and above all a more important one. I believe in a contributory company, an actor in the world of tomorrow, and whose social and ecological usefulness is proven and approved by all of its employees. I want Altyor to take this path.



ALTYOR

CONSTITUTION OF THE CSR COMMITTEE



Yanis Cottard,
Chairman of
Altyor



Thomas Gauthier,
Partner
& CEO of NodOn



Helene Guerif ,
French quality
manager



Mathieu Heyne,
China quality
manager



Bastien Spinella ,
Design for
Tomorrow manager



Mélanie Foulonneau ,
HR and Communication
Officer China



Karen Murciano,
HR Manager France



Marion Valentin,
Marketing Manager



Alice Fréneaux ,
Marketing Manager
Tiloli

The Altyor commitment

We guide our company's strategy to be in line with our environmental and ethical values, and adapt our organization to promote the well-being of our employees at work.

Member of the UN Global Compact

Since 2023, Altyor has been part of the United Nations Global Compact movement.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Regular audits

In addition to the audits carried out by our customers, we voluntarily carry out the Ecovadis audit of our activities each year.



63/100
85th percentile

A transformation into a Benefit corporation

Altyor will become a Benefit corporation in 2023 to align our values with our statutes.

Being transformed into

Benefit corporation 



4 dimensions in our CSR commitment

SOCIAL

The health and safety and well-being of Altyormates is a priority for Altyor.



ENVIRONMENT

Altyor is committed to reducing its environmental impact both at the level of its activity and at the level of the products that the company manufactures and distributes.



BUSINESS ETHICS

Altyor is committed to fighting corruption and mismanagement of information.



SUSTAINABLE PROCUREMENT

Altyor is part of a responsible and sustainable purchasing approach, requiring a control and commitment policy.



SOCIAL

Labor rights, including health and safety, working conditions, structured social dialogue, career management and training, as well as human rights through the promotion of diversity, equity and inclusion and prevention of child labor and forced labor are pillars of our commitments.

LABOR LAW POLICIES



AVAILABLE AT
WWW.ALTYOR.GROUP



Altyor is committed to providing each Altyormate with a secure workplace, where each employee feels fulfilled, respected and sees themselves growing.

HUMAN RIGHTS POLICIES



The company can be a real tool for everyone's development if and only if it is free from discrimination and harassment. It is from this angle, which is one of the pillars of our Benefit corporation, that Altyor wishes to evolve.

SOCIAL

OUR GOALS

Provide a safe working environment

Provide a work environment free from discrimination and harassment

Encourage social dialogue

Facilitate reporting in the event of a failure

Promoting the inclusion of people with disabilities

Participate in the professional development of our employees

Be transparent about working conditions

Improving the integration of newcomers



SOCIAL

EMPLOYEES



230
2021



262
2022

EMPLOYEE SATISFACTION RATING

2022

85 %
2021: 79%

RATE OF WOMEN EMPLOYEES

2022

46 %
2021: 53%
GRI 405-1

AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE/YEAR

2022

10 p.m.
GRI 404-1

INTERNAL PROMOTION RATE

2022

11 %

SOCIAL

EXAMPLES OF CONCRETE ACTIONS 2022

Work with ESATs

Since 2021, Altyor has been working with two ESATs (Establishment and Work Assistance Service) with the desire to offer people with disabilities a window to the professional world and promote their personal and social development. In 2022, Altyor reiterated its commitment to these two ESATs .

Preventive measures for well-being

Altyor also offers well-being workshops such as osteopath and naturopath training... and work organization workshops. We also measure the level of stress and concern of our employees through an annual survey.

CSE

Altyor (France) has a CSE (social and economic committee) to ensure the collective expression of employees and the permanent consideration of their interests. It helps to promote health, safety and working conditions in the company.



Trainings

During annual interviews, but also throughout the year, employees can express a training need. Last year this represented an average of 22 hours of training per Altyormate . These trainings are carried out by external consultants but also by Altyormates experts . We work hard to capitalize on our knowledge and share it internally.

SOCIAL

EXAMPLES OF CONCRETE ACTIONS 2022

Two-way communication

Twice a year, our Altyormates are invited to respond to an anonymous survey allowing us to trace their level of fulfillment within Altyor , their difficulties, their proposals for improvement and their level of commitment.

General section

I will recommend Altyor as an employer

86 %

2021: 73%

Section 'My work'

I feel recognized for my work, I feel free to organize my work, my objectives and missions are clear, I am satisfied with the remuneration and benefits

85 %*

2021: 80%

Section 'In team'

If I need help I can count on my colleagues, the working atmosphere is good, multisite collaboration works well

86 %*

2021: 75%**

Section 'With my manager'

Questions*: My manager gives me regular feedback, I feel free to express my professional development, I feel listened to

87 %

2021: 74%***

*The percentage is an average of the answers to the questions above

**The percentage is an average of the responses for the 2021 'team' section on the following questions: the working atmosphere is good, multi-site collaboration works well (the other questions are additions made to the 2022 survey)

***The percentage is an average of the answers for the 2021 section 'With my manager' on the following questions: I can confide in my manager, I feel free to express my professional development (the other questions are additions made on the 2022 survey)

SOCIAL

KEY FIGURES

	2022
EFFECTIVE	
Full Time Equivalent <i>GRI 2-7</i>	261.27
Headcount (end of month) <i>GRI 2-7</i>	262
Average seniority <i>GRI 2-7</i>	5.04
Average Age <i>GRI 405-1</i>	39.25
RECRUITMENT <i>GRI 401-1</i>	
Number of recruitments per year	41
Recruitment time	63 days
Rate of end of trial period by the employer on the number of recruitments	2.44%
Rate of end of trial period by employee on the number of recruitments	2.44%
TURNOVER RATE <i>GRI 401-1</i>	
	13%
DIVERSITY, DISCRIMINATION AND HARASSMENT <i>GRI 405-1</i>	
Percentage of workers with disabilities employed	0%
HEALTH AND SAFETY <i>GRI 403-9</i>	
Workplace accident frequency rate	13%
Workplace accident severity rate	0.3%
SOCIAL DIALOGUE	
Share of total workforce covered by formal collective agreements on working conditions	26.71%
TRAINING	
Training completion rate	96%
Training satisfaction rate	89%
CAREER MANAGEMENT	
Percentage of total workforce having benefited from periodic appraisal and career development interviews <i>GRI 404-3</i>	100%

ENVIRONMENT

Our strategy to reduce our impact on the environment extends to the level of the company and its operations, and to the level of the products that we design, manufacture and distribute.

COMPANY ENVIRONMENTAL POLICY



Through this policy, Altyor pursues its ambition to reduce the environmental footprint of its activity, in particular energy consumption, water consumption and the materials used. This policy brings together the commitments that Altyor carries out, resulting from the carbon footprint® carried out by the company.

ENVIRONMENTAL PRODUCT POLICY



Altyor 's environmental policy is built around 4 commitment levers, which are:

- the design of durable and repairable products
- optimization of energy consumption
- the promotion of product and packaging sobriety
- the organization of the end of life of the products

AVAILABLE AT
WWW.ALTYOR.GROUP



ENVIRONMENT

OUR GOALS

RELATED TO COMPANY ENVIRONMENTAL MANAGEMENT

Train our
Altyormates in
climate issues

Regularly carry
out our GHG
assessment

Reduce the energy
consumption of our
buildings

Mastering water
management

Reduce the
consumption of our IT
infrastructure

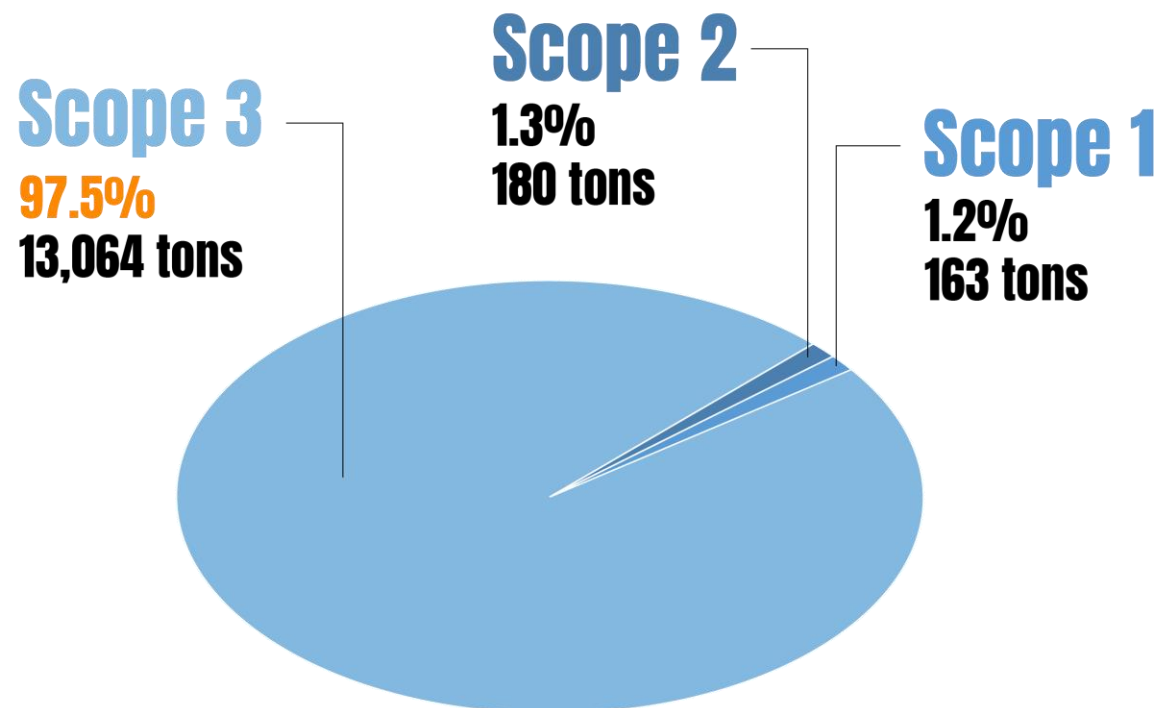
Having recourse to the transport
of goods and people with the
lowest CO2 emissions

Have optimized
waste
management



ENVIRONMENT

RESULTS OF OUR CARBON FOOTPRINT® ACHIEVED IN 2021



- Direct emissions
- Indirect energy-related emissions
- Other indirect emissions

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WWW.ALTOR.GROUP

Altyor has undertaken the voluntary process of carrying out its GHG assessment in 2021; an approach that has enabled us to understand the environmental impact of our business. In order to carry out this low carbon strategy, Altyor was selected by Bpifrance to join the 'Decarbonation' accelerator.

**Building our goals
figures for our low carbon trajectory
according to the SBTi 1.5°C
initiative**



ENVIRONMENT

EXAMPLES OF CONCRETE ACTIONS 2022

Decarbonization Accelerator

Altyor has undertaken the voluntary process of carrying out its GHG assessment in 2021; an approach that has enabled us to understand the environmental impact of our business. In order to carry out this low carbon strategy, Altyor was selected by Bpifrance to join the 'Decarbonation' accelerator.

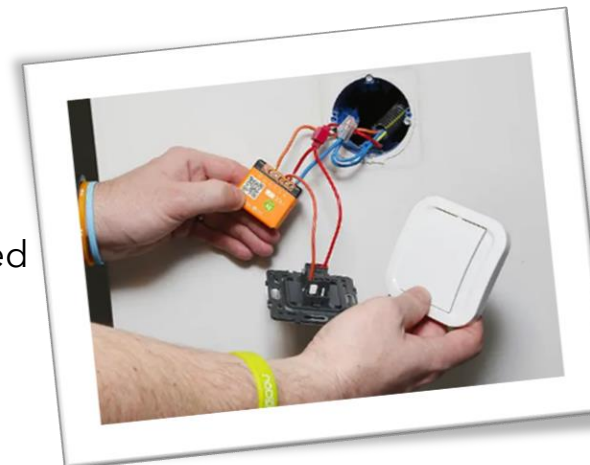


Water consumption

In our qualification laboratory, Altyor teams perform leak tests. In order to reduce our water consumption, a closed circuit system has been set up to reuse the same water for each test. Water savers have been installed on all the toilets.

Waste management

In order to improve our on-site waste management, Altyor has equipped each section of the company with a sorting bin (packaging, organic waste, glass, compostable organic waste, electrical cables, PCBA and electronic components, non-organic waste) encouraging each employed to be an actor in this management. The waste is then recovered in the recycling center, via our compost or even in specialized companies.



Energy saving

Altyor, through its subsidiary NodOn, which specializes in home automation, has installed an automated system in each meeting room to turn on the heating if and only if a meeting is scheduled in it (via the outlook calendar).

ENVIRONMENT

KEY FIGURES

	2022
GHG EMISSIONS	
Scope 1 GHG emissions <i>GRI 305-1</i>	163 tons CO2e (2021)
Scope 2 GHG emissions <i>GRI 305-2</i>	180 tons CO2e (2021)
Scope 3 GHG emissions <i>GRI 305-3</i>	13,064 tons CO2e (2021)
ENERGY CONSUMPTION	
Total energy consumption (French entity) <i>GRI 302-1</i>	368148 kWh
Total renewable energy consumption (French entity) <i>GRI 302-1</i>	0
Total water consumption (French entity) <i>GRI 303-3</i>	11784 m3
MATERIALS, CHEMICALS AND WASTE	
Total weight of hazardous waste <i>GRI 306-3</i>	0.9832 tons
Total weight of non-hazardous waste <i>GRI 306-3</i>	1553.79 tons
Total weight of recovered waste <i>GRI 306-4</i>	1136.4 tons
WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT	
Total weight of WEEE collected <i>GRI 306-3</i>	0
Total weight of EEE placed on the market <i>GRI 306-3</i>	3.98 tons
Number pollution accidents	0
Share of sites/operations located in or near areas sensitive to biodiversity <i>GRI 304-1</i>	0

ENVIRONMENT

OUR OBJECTIVES

RELATED TO THE ENVIRONMENTAL MANAGEMENT OF PRODUCTS

Select design and manufacturing projects with a low environmental impact or contributing to a positive social and environmental impact

Eco-design 100% of products (via our expertise in energy optimization, choice of materials, intelligent design, etc.)

Measure the environmental footprint of each product

Develop our recycling loops, in order to increase the percentage of recycled material

Promote our reconditioning loop to our customers, so that they adopt this business model

ENVIRONMENT

DESIGN FOR TOMORROW

In 2020, Altyor launched its eco-responsible Design for Tomorrow initiative, with the aim of developing reasoned product designs for responsible manufacturing.

DURABILITY & REPARABILITY

Our ecodesign experts develop products that last and whose design allows for easy repair.



ENERGY OPTIMIZATION

Optimizing power consumption focuses on selecting the technologies that are relevant to the product's use, no more, nor less.



PRODUCT & PACKAGING SOBRIETY

Our engineering teams strive for product and packaging sobriety to design products with a reduced carbon footprint.



END-OF-LIFE MANAGEMENT

End-of-life is an integral part of the product life cycle that must be anticipated as early as possible and managed intelligently.



Creation of the refurbishing loop

In 2022, Altyor created a reconditioning loop within its production unit in Saint-Cyr-en-Val. This loop, available to all our customers, makes it possible to repair, clean or even change damaged parts of end-of-life products in order to give them a second life.



Objective :
Make all our customers aware of the end of life and the business model to choose as soon as possible

This is what our customer Pimely decided by integrating their Bookinou audio reader into this loop. After recovering the products from their customers, the Bookinou are refurbished. Pimely then gives them a second life by offering them to the children of the Necker-Enfants Malades Hospital in Paris.



ENVIRONMENT

EXAMPLES OF CONCRETE ACTIONS 2022

Creation of the Recycling loop

Our recycling loop has been in existence since 2000, and its exclusively French version since 2020. This loop has been built around French partners who are experts in the field of recycling or injection moulding.



2021

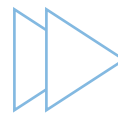
68%

2022

76 %

of the plastic material used
was recycled material

GRI 301-2



Making recycled material reduces the
environmental footprint of its material by

70%

ENVIRONMENT

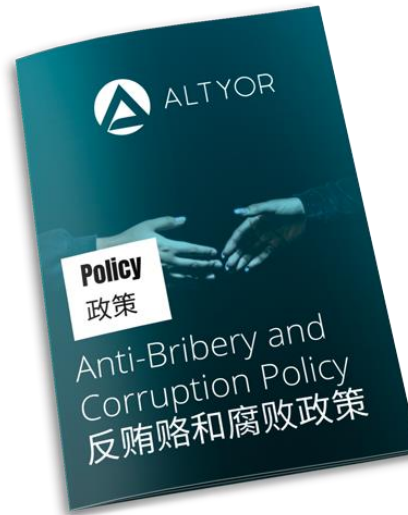
KEY FIGURES

	2022
USE OF PRODUCTS (Altyor Industries)	
Share of eco-designed products sold	13%
PRODUCT END OF LIFE (Altyor Industries)	
Number of products taken back	396
Percentage of products with an LCA carried out	13%
Share of products with a Design for Tomorrow index calculated	25%
Overall rate of recycled plastics used in our products	76%
PRODUCT QUALITY AND SAFETY (Altyor Industries)	
Number of non-compliance with REACH - ROHS	0
Number of critical customer complaints (related to end-user health)	0

BUSINESS ETHICS

Corruption and mismanagement of information are part of the challenges of a CSR policy. Altyor is therefore committed on these fronts in order to guarantee ethical and responsible business management.

ANTI-CORRUPTION POLICY AND FRAUD



This policy is devoted to the fight against these illegalities, as well as money laundering, conflicts of interest and the reflexes to have.

INFORMATION SECURITY POLICY



This policy is devoted to warnings against the various cyber-attacks and the best practices to put in place.

AVAILABLE AT
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BUSINESS ETHICS

OUR OBJECTIVES

Educate our Altyormates on the reflexes to have both in terms of inappropriate gestures linked to corruption, and cyberattacks

An alert procedure has been put in place to report any fact that does not respect these policies, a procedure open to all our stakeholders.

Although we obviously suffer from phishing campaigns, our objective is that we are ready, and that this causes no internal impact.



BUSINESS ETHICS

EXAMPLES OF CONCRETE ACTIONS 2022

Fake phishing campaigns

Altyor 's IT department organizes fictitious phishing campaigns in order to assess people's level of alert. Each person thus receives an email which looks like fictitious types of email which each Altyormat could receive as normal with links to click. The results of the test are then sent to everyone and awareness campaigns are organized afterwards.

Raising awareness for newcomers

For each newcomer, a specific meeting is organized by the IT department during their integration process. This training explains what information security is and gives advice on the risks to avoid.

Regarding corruption, training is organized by the Human Resources department to provide the right reflexes.

PERCENTAGE OF EMPLOYEES INFORMED ON ANTI-CORRUPTION

2022

89.3%

GRI 205-2

PERCENTAGE OF EMPLOYEES TRAINED IN INFORMATION SECURITY

2022

100 %

BUSINESS ETHICS

KEY FIGURES

	2022
ETHICS	
Number of violations of the Code of Ethics / main CSR policies (social law, fight against corruption, etc.)	0
ALERT GRI 2-26	
Number of incidents reported as part of the alert procedure	0
BRIBERY GRI 205-3	
Number of confirmed corruption incidents	0
DATA SECURITY	
Number of confirmed information security incidents	0



ALTYOR

SUSTAINABLE PROCUREMENT

Altyor has a supply chain rich in diversity and therefore requiring a control and commitment policy. Our purchases of materials, electronic components or finished products are therefore subject to the search for responsible and sustainable management.

SUSTAINABLE PROCUREMENT



Our Sustainable procurement policy recognizes that all types of products and services purchased have inherent impacts on society, human health, the environment and the economy. Altyor therefore makes sustainable purchasing decisions.

THE CONFLICT MINERALS POLICY



We also have specific issues related to our business as a designer and manufacturer of electronic products, our conflict minerals policy sets out our commitments.

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SUSTAINABLE PURCHASE

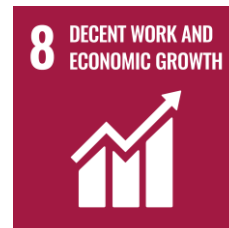
OUR OBJECTIVES

Launch a process to commit all our suppliers to social and environmental responsibility. This involves signing a code of conduct, an annual assessment, on-site audits

Create a support program for our suppliers in the development of their capacities on environmental and social issues, through action plan monitoring, training or guides on specific subjects

Launch a binding approach on the subject of Minerals Conflicts

Promoting diversity among our suppliers



SUSTAINABLE PROCUREMENT

EXAMPLES OF CONCRETE ACTIONS 2022

Training and awareness

All our buyers are trained in the challenges of sustainable purchasing. These issues are aligned with our status as a Society with a Mission. They are indeed an integral part of our 3rd pillar which is 'exemplarity', the supreme objective of which is to create a responsible industrial movement.

Choice in our suppliers

The search for diversity within our suppliers encourages us to choose subcontractors managed by minorities. This is the case, for example, for ESAT (Establishment and service of assistance through work) or even to reintegration companies for the management of our infrastructures .

PERCENTAGE OF BUYERS TRAINED IN SUSTAINABLE PROCUREMENT

2022

100 %

PERCENTAGE OF TARGETED SUPPLIERS HAVING SUBJECT TO A CSR ASSESSMENT

2022

100 %

GRI 308-1

GRI 414-1

SUSTAINABLE PROCUREMENT

KEY FIGURES (Altyor Industries)

Percentage of targeted suppliers who have signed the Supplier Code of Conduct (SRMA)

Percentage of targeted suppliers whose contracts include a CSR clause
(in the SRMA contract)

Percentage of targeted suppliers having undergone an on-site CSR audit

Percentage of purchased raw materials that are recycled

Percentage of products purchased with an eco-label

Proportion of relevant direct suppliers who have adopted and
implemented a policy on conflict minerals (Altyor Industries France)

2022

57.4%

57.4%

0%

76%

0

100%



ALTYOR

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Altyor 's CSR actions on
LinkedIn