





**To become a benchmark in
our industry.
Using our products to
help make buildings more
sustainable**



The managers and employees of StellaGroup in each of its companies share the desire to act responsibly to improve and preserve our ecosystem, in both environmental and human aspects.

We are aware of both the impact of our industrial activity and the positive contribution our products make to buildings by reducing energy consumption. We want to play our part in sustainable development. This gives meaning to the work of our teams.

That's why, since 2020, StellaGroup has set itself the goal of becoming a benchmark for the sector, both in terms of its industrial performance and the sustainability of its actions. To achieve this, we have committed to a voluntary initiative to reduce our carbon footprint.

The aim of this report is to present the main achievements across the StellaGroup perimeter, i.e. 12 companies in 5 countries, as well as the main thrusts of the Stella Impact programme.

Frank Schädlich
Chairman, StellaGroup

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Many thanks to the teams at StellaGroup companies who contributed to the production of this 2023 Sustainability Report

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StellaGroup

MAKE OUR BRANDS SHINE BRIGHTER

A CONSTELLATION OF BRANDS

StellaGroup now brings together twelve companies specialising in window closure, access and solar protection.

Operating in five countries (France, Germany, Italy, the Netherlands and the UK), StellaGroup companies design and manufacture their products in Europe.

COMPANIES AND ACTIVITIES

Window closure



Roller shutters
External venetian blinds (EVB)
Vertical awnings (fabric screens)



Access



Portals
Grilles and curtains
Sectional doors

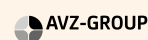


A StellaGroup Company

Sun protection



Pergolas
Awnings
Terrace roofs
Vertical awnings (fabric screens)



**STELLAGROUP
IN 2023**

€642M

Pro forma sales
including PRATIC

2,500

employees

JUNE 2023

Welcome to PRATIC
who joins StellaGroup

MORE SUSTAINABLE BUILDINGS THANKS TO OUR PRODUCTS



Buildings and housing consume 40 % of Europe's energy and generate 36 % of greenhouse gas emissions. These emissions are due to the energy consumed to heat, cool, light and power buildings and their equipment.

At StellaGroup, we offer sustainable solutions that improve both winter and summer comfort. In winter, roller shutters improve the thermal insulation of buildings. In summer, roller shutters, external venetian blinds, awnings or pergolas are both durable and effective solutions for limiting the heat in your homes or offices during the summer months and other warm periods.

Our solutions limit the use of air conditioning and heating and the associated greenhouse gas emissions.

AUTONOMOUS BRANDS WORKING TOGETHER



2007

LA TOULOUSAINE
France

PROFALUX
France



2012

EVENO
France

2017

SOFERMI
France



From left to right: Vrège Jeloyan (BIOSSUN), Gilles Venet (CFO StellaGroup), Steven Helias (EVENO), Frédéric Lapellegerie (Managing Director, StellaGroup), Astride Estève (ALULUX), André Barth (DUOTHERM), Colin Reoch (SWS UK), Alexandre Martinez (PROFALUX), Robert Jean Walckenaer (FLIP), Frank Schädlich (Chairman StellaGroup), Niels Beerens (AVZ Group), Edi Orioli (PRATIC), Didier Simon (Chairman of the Supervisory Board, StellaGroup), Charles Loubsens (SOFERMI), Fabrice Rousseau (ERHARDT), Pascal Brouard (LA TOULOUSAINE)

2019

AVZ GROUP
The Netherlands

ALULUX
Germany

ERHARDT MARKISEN
Germany

SWS UK
United Kingdom

2022

BIOSSUN
France



2023

PRATIC
Italy

2020

DUOTHERM
Germany

2018

FLIP
France



A SUCCESSFUL AND SUSTAINABLE BUSINESS MODEL

CAPITAL

HUMAN

2,500 employees

1,080 in France **770** in Germany

300 in the Netherlands **230** in Italy **120** in the United Kingdom

INDUSTRIAL

12 stand-alone brands

16 sites in Europe

INTELLECTUAL

- Expertise in powertrains and connectivity (Stella Advanced Technology)
- High level of industrialisation
- Ability to innovate

FINANCIAL

€1.2bn in assets

RESOURCES CONSUMED

19,330 MWh of natural gas

12,058 MWh of electricity
7.3 % purchased from renewable sources

18,250 T of aluminium
65 % from recycled metal

7,600 T of steel
23 % from recycled metal

22,000 m³ of water

ACTIVITY

CUSTOMER NEEDS

Individuals and businesses, via a partner installer or by direct contact



**MANUFACTURING
MADE TO MEASURE**



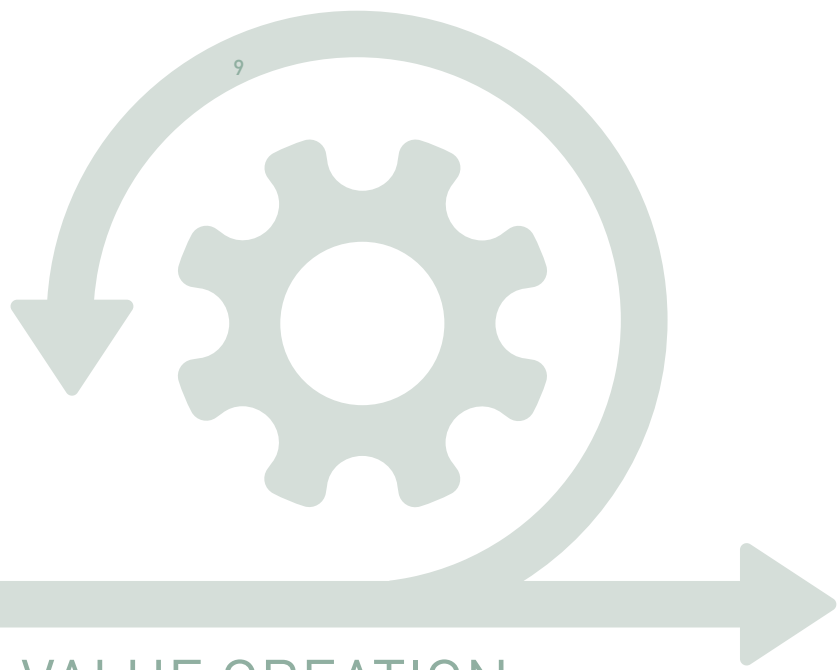
DELIVERY
on site,
on customer's premises
or the installer



INSTALLATION
by a professional

END-OF-LIFE PRODUCTS

Company contributions to the various national eco-organisations



VALUE CREATION



TAKING
DIMENSIONS



ORDER



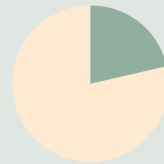
AFTER-SALES
SERVICE



EMPLOYEES



95%
employees
on **PERMANENT
CONTRACTS**



21.50% of women
of whom 21% hold
management positions

48

apprentices
and **work-study students**



50% of French
employees are also
StellaGroup shareholders

CUSTOMERS

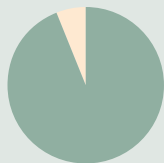
25,500 customers in Europe
ranging from craftsmen to major contractors

Window closure:
1,000,000
products delivered

Access :
50,500
products delivered

Sun protection :
100,000
products delivered

SUPPLIERS



94% of suppliers
based in Europe
95 % of purchase value



65% of aluminium
recycled
23 % recycled steel

LOCAL COMMUNITIES

€242,000 of donations
for local associations in 2023

Fiscal year 2023

THE PROGRAMME STELLA IMPACT

StellaGroup has structured its sustainable development approach, known as STELLA IMPACT, around three pillars: **REDUCE**, **GET INVOLVED** and **ACT**.

STELLA IMPACT embodies our determination to take action in the face of the climate emergency and the increasing scarcity of natural resources. The implementation of this programme is taking place against a backdrop of major regulatory changes with the European CSRD directive. It is also helping to nurture StellaGroup's culture, to integrate companies and their employees, and to engage in dialogue with suppliers and customers on these issues.

01

REDUCE

- FAVOUR LOW-CARBON PURCHASING
- REDUCE THE IMPACTS OF OPERATIONS
- ECO-DESIGN PRODUCTS

02

GET INVOLVED

- ENSURE SAFETY AT WORK
- VALUE DIVERSITY
- DEVELOP APPRENTICESHIPS AND CAREERS

03

ACT

- STRENGTHEN COLLABORATION BETWEEN BRANDS
- ACT ETHICALLY
- SUPPORT LOCAL COMMUNITIES



- Favour the purchase of less emissive materials such as recycled metals produced in Europe

- Reduce the impact of transport
- Reduce the energy consumption of operations
- Reduce waste and recycle more



- Integrate the criteria of durability, low energy consumption during use, repairability and recyclability at the end of life

- Deploy safety and risk and accident prevention programmes

- Defend equal opportunities: gender equality, disability



- Encourage young people to join apprenticeships and work-linked training schemes
- Implement training plans to develop skills throughout a career

- Enable brands to develop themselves through synergies
- Share expertise and innovations through business communities

- Put in place a framework and actions to ensure ethical business conduct

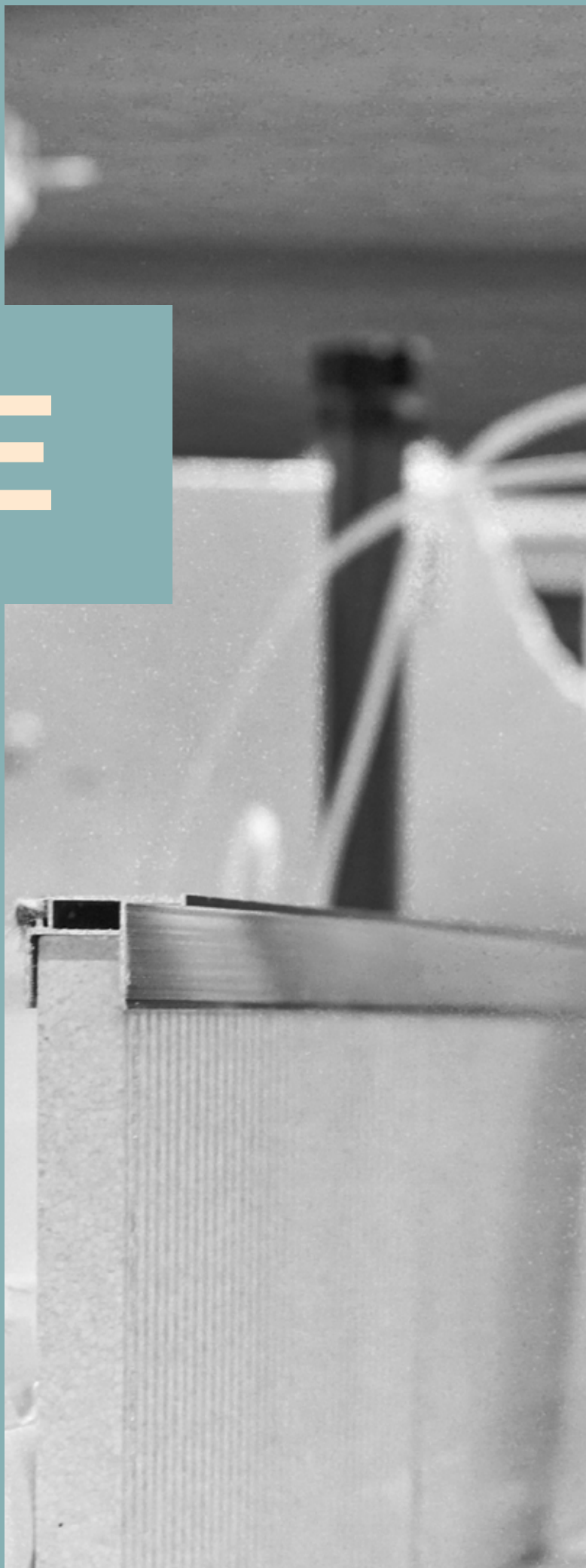


- Invest in your region
- Support local organisations

01

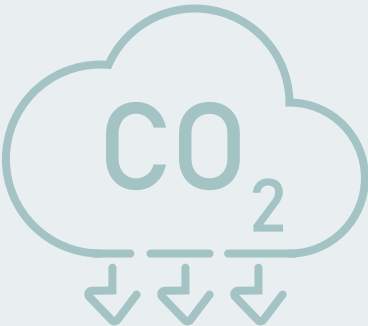
REDUCE

Reducing the carbon footprint and impact of manufacturing operations, committing to eco-design of products





FAVOUR LOW-CARBON PURCHASING



The first analysis of StellaGroup's carbon footprint in 2022 highlighted the significant proportion of the Group's carbon footprint accounted for by the purchase of raw materials.

StellaGroup is continuing to analyse its carbon footprint by carrying out carbon assessments of each of its companies in order to refine the trajectory, objectives and plans for reducing its greenhouse gas emissions (GHG).

Almost 65 % of StellaGroup's carbon footprint comes from its metal purchases (aluminium and steel). The Purchasing teams are therefore in the front line in helping to reduce these emissions through the implementation of a responsible purchasing policy that gives preference to European suppliers, low-carbon processes thanks to the electricity mix, and a high proportion of recycled aluminium.

In 2023, the Purchasing teams played an active role in studying suppliers to gain a better understanding of their production processes and determine with them the carbon footprint of the various materials purchased. This fruitful dialogue made it possible to determine a carbon intensity per tonne of aluminium purchased for each supplier.

KEY FIGURES

99%

of aluminium purchased in 2023 produced in Europe

65%

of recycled aluminium purchased in 2023

23%

of recycled steel purchased in 2023



REDUCE THE IMPACT OF TRANSPORT



REDUCE GHG EMISSIONS FROM TRANSPORT

At StellaGroup, the vast majority of products are shipped to customers by road, using our own trucks or external carriers. To limit transport-related emissions, our logistics teams are working on 3 areas of optimisation: the loading rate, the distance travelled and the type of lorry. In France, several Group companies work with transport companies that have signed up to the "Objectif CO₂" label, which supports the decarbonisation of transport and logistics sectors.



EVENO: ON THE WAY TO THE OBJECTIF CO₂ LABEL

As a subsidiary of EVENO, the transport company EOL has been committed since 2021 to a voluntary labelling approach with the Objectif CO₂ scheme supported by ADEME. One of the key actions implemented is eco-driving training for the ten drivers and monitoring of their driving performance. Each driver is trained with his or her own vehicle, with the aim of learning how best to use the trucks and their specific features. EOL uses the same trucks, all Euro VI standard, so that drivers can drive uniformly from one vehicle to another. Eco-driving reduces premature wear and tear on trucks and the cost of maintaining and replacing parts such as engines, brakes and tyres. In terms of transport organisation, EOL works with EVENO teams to improve the tonnage loaded, reduce the number of journeys and avoid empty mileage.



PROFALUX: SOFT MOBILITY

To mark its Mobility Week, PROFALUX is encouraging its employees to come to work by means other than the car. A workshop for checking and repairing bicycles has been set up to guarantee safe mobility for all. The most original of them all took the opportunity to carpool in a tractor!

REDUCE THE ENERGY CONSUMPTION OF OPERATIONS

Although StellaGroup’s industrial activities consume relatively little energy (electricity and gas), energy efficiency remains a priority issue for its operations. A wide range of initiatives have been taken, depending on the production site: low-energy LED lighting, control of heating settings, automatic door controls to minimise heat loss, improved thermal insulation of buildings, installation of solar panels to produce renewable electricity. Water is mainly used for cleaning and sanitary purposes.

KEY FIGURES

-4%

Electricity consumption 2023
(excluding PRATIC acquisition)

-10%

Natural gas consumption 2023
(excluding PRATIC acquisition)

8%

of renewable electricity purchased
(excluding electricity mix) - 2023

785^{MWh}

of renewable electricity generated
and consumed on site (Germany, Italy,
Netherlands)
2023

ALULUX®

ISO 50001 certified site

SWS UK

ISO 14001 certified site

AVZ-GROUP CONTROLS ENERGIES



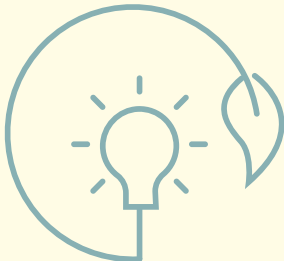
CO₂ PERFORMANCE LADDER

AVZ-Group has set itself the target of reducing its CO₂ emissions by 49 % by 2025 compared with 2021. This target was almost achieved in 2023, with a reduction of 47 % compared with 2021.

Since 2022, AVZ-Group has been certified under the Dutch CO₂ Performance Ladder programme at level 3. This certification verifies the group’s CO₂ emissions and encourages the organisation to take the right reduction actions each year (both in terms of CO₂ emissions and consumption reduction).

ALULUX IS ROLLING OUT ITS T.A.R.G.E.T. PROGRAMME

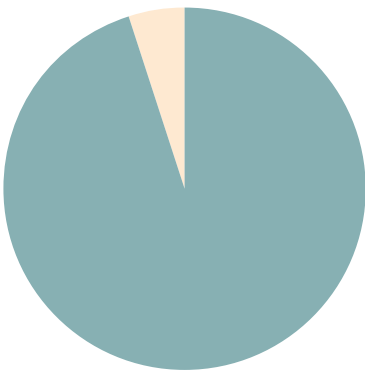
TARGET is not just a goal, it is a programme that brings together all the energies of *Team Alulux Revolution - Green Energy Transformation*, which has been working since its launch at the end of 2022 to make operations more sustainable. In 2023, the teams tackled powder coating, a very energy-intensive area! The old heating system dating from 1986 was replaced by condensing boilers, heating units and a revised distribution system, with the ambitious aim of reducing natural gas consumption by 30 %. After 8 months of work, the new system was launched in August 2023. By the end of March 2024, the measured reduction in consumption had already reached 22%, which means some 93 tonnes of CO₂ emissions avoided and significant savings on the gas bill!



REDUCE WASTE AND RECYCLE MORE

StellaGroup takes a responsible approach to the consumption of raw materials, measuring and reducing offcuts and production waste at every stage in the manufacture of its products. This waste is then sorted and compacted on site to be recycled and recovered as effectively as possible by waste operators. Non-hazardous waste accounts for the vast majority of waste. Pallets in good condition are taken back for reuse, metals are melted down and reshaped, and cardboard is recycled. Electronic components and electric motors are treated separately, as is hazardous waste (paint, solvents, etc.).

BREAKDOWN OF WASTE 2023



- Non-hazardous waste**
95% or 6,144 tonnes
Metals, plastics, cardboard, wood, etc
- Hazardous waste**
5% or 351 tonnes
WEEE, chemicals, mineral oils

RECYCLING AND RECOVERY RATE OF WASTE 2023 (OVERALL)



LESS SCRAP AT SWS UK

Since the installation of the roll former in 2023, SWS UK has prevented 2.8 tonnes of material from going to waste.

UPCYCLING IN BAGS

ERHARDT recycles fabric cuttings by transforming them into bags. In 2023, some 1,580 bags were produced from fabric scraps.

INNOVATION BY STELLA ADVANCED TECHNOLOGY

It is estimated that 80 % of a product's environmental impact is determined during the design phase.

Will it be repairable? How much energy will it consume? How can it be easily reused, and then recycled at the end of its life? Eco-designing a product means asking all these questions right from the design and development phase. As most of our solutions are made from aluminium and steel, StellaGroup is committed to raising awareness of the principles of eco-design among its product development and purchasing teams, with the aim of contributing to the rational use of metal resources.

Extremely durable, aluminium can be recycled ad infinitum without losing any of its qualities, provided it is properly sorted for recycling.

Stella | Advanced Technology®

With over 20 years' experience in the design and development of motorisation and connectivity solutions, Stella Advanced Technology offers around fifteen wired, radio and solar electric motors, as well as four ecosystems combining motor + control point + connectivity solutions.

More than 4 million electric motors already on the market.

FOUR ECOSYSTEMS OF SOLUTIONS

Wired solutions

Wake

Radio solutions 1st generation

RdX

Radio solutions compatible with smarthome

CalypsoHOME

Solar solutions

NeoSol

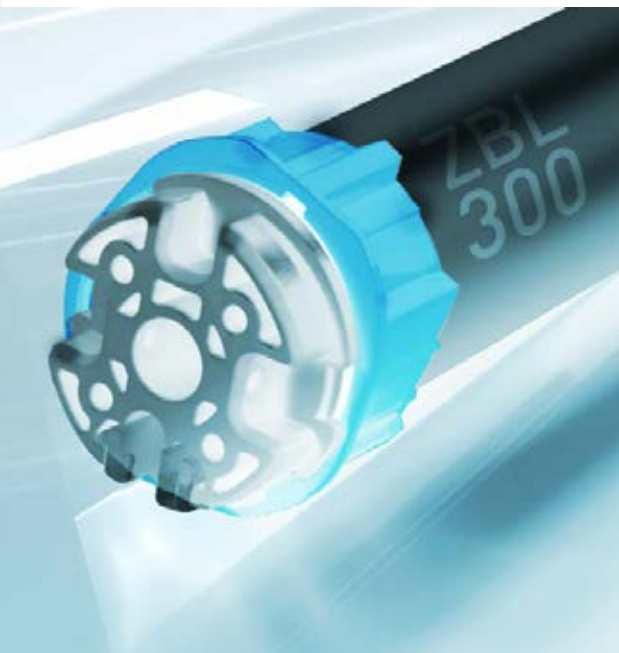
OUR CONNECTIVITY PARTNERS

somfy®

legrand®

DELTA
DORE

ECO-DESIGN PRODUCTS



A MORE DURABLE BRUSHLESS MOTOR

It took several years of work to develop the ZBL300 engine, which was unveiled to the market at the R+T show in Stuttgart in February 2024. Designed to very exacting specifications, this new motor has a service life of 25 years, 2.5 times longer than current standard requirements. The use of permanent magnets avoids premature wear of parts in the motor, which too often leads to premature replacement. This wear and tear all too often leads to premature replacement of the complete roller shutter because the motor has broken and cannot be repaired. As a result, the motor lasts as long as the extremely durable aluminium slats. Designed by the Stella Advanced Technology teams, the ZBL300 motor is versatile and can operate roller shutters, external venetian blinds (EVB) and vertical awnings (on facades and pergolas). It is assembled in Europe, reducing the amount of transport to the StellaGroup production sites where it is integrated.



ALULUX: LAUNCH OF OPTIMAXX

The innovative OPTIMAXX platform deployed by ALULUX significantly reduces the size of the roller shutter box. It offers more daylight with less material consumption.

In addition, the use of rollformers in the OPTIMAXX manufacturing process helps to reduce offcuts and production waste.

02

GET INVOLVED

Ensuring safety at
work, valuing diversity,
developing learning and
careers





ENSURE SAFETY AT WORK

Guaranteeing the safety of our employees and protecting their health is a priority. To this end, we are constantly striving to reduce and prevent accidents. In each company, the safety programme includes training for all those working on site, whether they are permanent employees, temporary workers or service providers. Safety results are taken into account in the achievement of non-financial objectives, and there is regular communication on accidents in the workplace.

After two years in 2021-2022 marked by an increase in accidents in a context disrupted by Covid and absenteeism, the frequency rate is falling in seven out of twelve companies. StellaGroup companies will strive to amplify this trend over the coming years.



WORKPLACE ACCIDENT INDICATORS

FREQUENCY RATE

20.5

2020

28.2

2021

29.6

2022

25.5

2023

-14 %

SEVERITY RATE

0.66

2020

0.64

2021

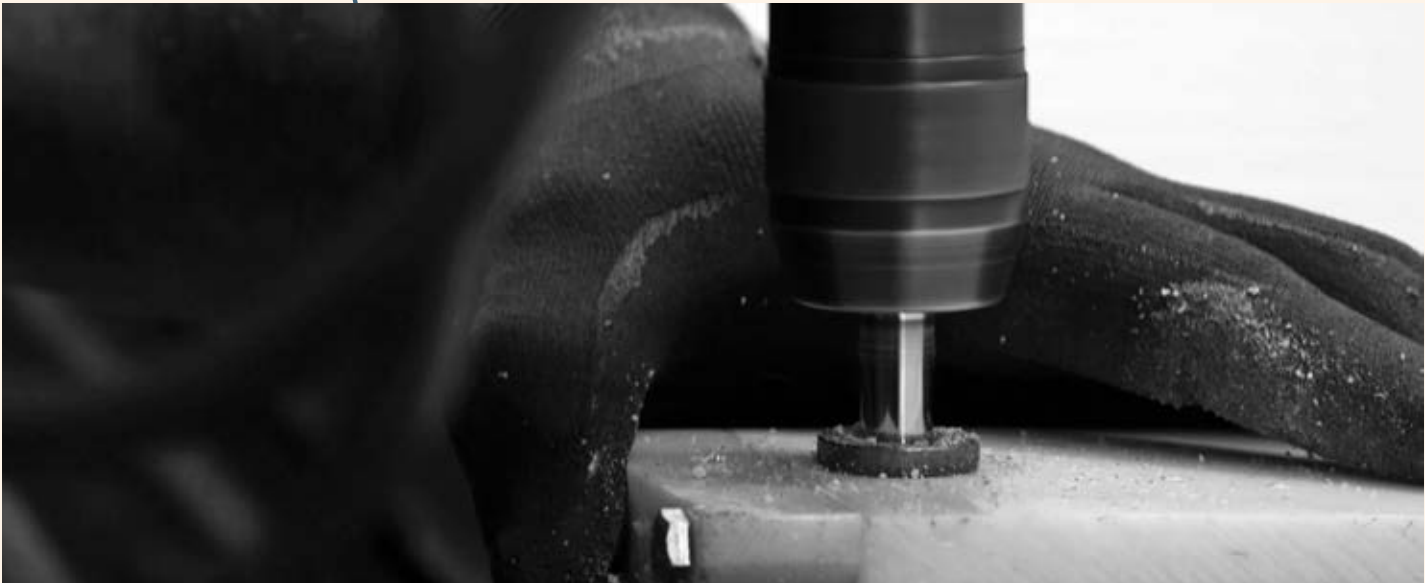
0.80

2022

0.75

2023

-7 %





LA TOULOUSAINE: EVERYDAY SAFETY

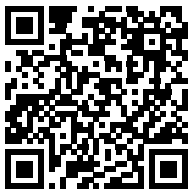
At LA TOULOUSAINE, safety is a major area of focus on a daily basis. The company focuses on reducing risks at workstations by regularly carrying out safety inspections and audits. It also carries out risk assessments and implements projects to prevent musculoskeletal disorders (conveyors, load handlers, reducing parcel weight, etc.). Improving the safety culture is an ongoing objective. This involves staff safety training, communication via safety briefs and meetings, and the display of performance indicators. Compliance with PPE (personal protective equipment), procedures and safety instructions, as well as machine conformity, are all fundamental at LA TOULOUSAINE. All our employees receive regular training in the various aspects of safety.



DUOTHERM: FIRE TRAINING

Since 2022, DUOTHERM has reviewed and adapted its safety programme: roles and responsibilities have been reassigned to production sites, documentation and operating instructions standardised at all sites, and staff trained. In particular, customer service staff have been trained in the risk of falling from heights, and short practical training sessions on fire risk are held every quarter.

PROFALUX, WHAT IS A PRODUCTION OPERATOR?



[BECOME A PRODUCTION OPERATOR](#)



VALUE DIVERSITY

Nourished by the identities of each of its brands, the StellaGroup culture is built day after day through collaboration within the Business Units. Its common denominator is the values that underpin our brands: professionalism, proximity, the constant quest for improvement and performance, and the sharing of value. It is through these values that StellaGroup forges its social identity and the culture of its human, industrial and financial performance, so that each and every one of our employees finds his or her place in our collective.

COMMITTING TO DIVERSITY AND INCLUSION

With its skills-based approach and team-oriented mindset, StellaGroup is committed to inclusive management. Although the majority of industrial jobs are held by men, StellaGroup companies are committed to treating all their employees equally and offering them the same development and career prospects.



[VIDEO FOCUS ON CLAIRE, LOGISTICS MANAGER AT LA TOULOUSAINE](#)

DIVERSITY AND INCLUSION INDICATORS 2023

21.5%
of women
(vs 20.8 % in 2022)

21%
of women
in management positions
(vs 13.6 % in 2022)

3.65%
of people with
disabilities
(vs 3.58 % in 2022)



FLIP: EQUALITY AT WORK

In 2024, FLIP Fermetures achieved a score of 92/100 on the Gender Equality Index and is continuing its efforts to create an inclusive and equitable working environment.



PROFALUX: DUODAY 2023

The idea is simple: to welcome people with disabilities for a day's immersion in a company, taking part in the life of a department and discovering a trade in tandem with a volunteer employee. For the seven people welcomed into the Marketing, Quality, After Sales Service, Design Office, Human Resources, Factory Packing or Sales departments, the encounters were warm and rich in exchanges!



ALULUX: WOMEN'S RIGHTS DAY

On 8 March 2023, ALULUX organised a coffee debate bringing together female employees and management. Among its strengths, ALULUX applies equal pay for men and women and promotes a work culture where it is normal for men to take parental leave to enjoy their families.

DEVELOP APPRENTICESHIPS AND CAREERS

2023 INDICATORS

95%

of employees on permanent contracts (vs 94 % in 2022)

48

apprentices and work-study students (vs 47 in 2022)

51%

of employees trained (vs 42 % in 2022)

Initially French, StellaGroup has opened up internationally since 2019. With the arrival of ALULUX and ERHARDT (Germany), AVZ Group (Netherlands) and SWS UK (United Kingdom), the group has taken on a European dimension that has been strengthened by DUOTHERM (Germany) in 2020 and then PRATIC (Italy) in 2023.

StellaGroup is setting up a programme to support its employees as it expands in Europe. Language courses to improve employees' English and German are now the order of the day to facilitate professional exchanges within the group.

In 2023, a number of technicians and engineers were given assignments to support the implementation of industrial projects in other companies in the such as product development or the integration of new equipment to pass on their skills and expertise.

When it comes to research and development, Stella Advanced Technology is preparing for the future! By developing practical, useful innovations, StellaGroup companies can offer their customers differentiating, factory-coded, ready-to-use solutions, while benefiting from a shared approach to innovation.

Whether in production, design offices, maintenance or other functions support, there is no shortage of exciting careers in industry.





AVZ GROUP: MEETING THE STUDENTS OF EINDHOVEN

AVZ Group employees are involved in a number of technical and general schools and universities, and regularly interact with students at careers forums and online via LinkedIn and Indeed. With 7 to 8 apprentices every year, internships and apprenticeships are often their first step towards a job at AVZ Group. The assignments are varied: logistics, IT, HR, marketing, R&D, sales and management.



LA TOULOUSAINE: PRODUCT KNOWLEDGE FOR CUSTOMER SATISFACTION

Since January 2018, LA TOULOUSAINE has had its own approved training centre and trains its customers' technical and sales teams in its products: gates, garage doors, grilles and curtains, and industrial doors. Since March 2022, the training centre has been Qualiopi certified, making its courses eligible for company training plans. By belonging to StellaGroup, the daughter companies are able to enhance their product offering through cross-selling. Between 2020 and 2023, in addition to the 187 professional customers trained on site, the FLIP, SOFERMI, EVENO and PROFALUX teams were able to come and receive training in LA TOULOUSAINE products. Focusing on practical aspects, the training courses enable everyone to get to grips with the products and to sell, install, connect and dismantle them in strict compliance with current standards.

[FIND OUT MORE
ABOUT THE TRAINING CENTRE](#)



STELLA ACADEMY GETS UNDERWAY

Launched at the end of 2023, the Stella Academy has developed a tailor-made training programme for the teams of our twelve brands. The Stella Academy is designed to develop both business knowledge and the Group's shared culture around the following themes Finance and soon Commerce, then R&D.

03

ACT

Strengthening
cooperation between
Group companies, acting
ethically and supporting
local communities



A horizontal bar chart with a green segment on the left and a white segment on the right. The green segment represents approximately 25% of the total bar.

€80,500

HEALTH AND RESEARCH

- Marie Curie Institute (France)
- Ligue contre le cancer (France)
- Telethon (France and Italy)
- Kerpape Endowment Fund (France)
- Fondation Université Bretagne Sud (France)
- KWF (Netherlands)

A horizontal bar chart with a green segment on the left and a white segment on the right. The green segment represents approximately 25% of the total bar.

€63,000

DISABILITIES


- Emeraude solidaire (France)
- Association Simon de Cyrène (France)
- Association Neuf de Cœur (France)

A horizontal bar chart with a green segment on the left and a white segment on the right. The green segment represents approximately 25% of the total bar.

€48,000

YOUTH AND SPORT

- Endowment fund - Stade Toulousain (France)
- Espérance Banlieues (France)
- NQT - Nos quartiers ont du talent (France)
- E2C - 2nd chance school (France)
- Maxi Mômes (France)
- Gofus e.V. (Germany)

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€24,000

SOLIDARITY

- Food bank (France)
- SDIS - Fire and Rescue Services (France)
- Le Cœur des Entreprises (France)
- Kartei der Not (Germany)
- Donations for Romania (Germany)
- Maxi Mômes (France)
- Gofus e.V. (Germany)

A horizontal bar chart with a green segment on the left and a white segment on the right. The green segment represents approximately 25% of the total bar.

€14,000

ENTREPRENEURSHIP

- Réseau Entreprendre (France)
- Réseau Entreprendre Awards Ceremony (France)

A horizontal bar chart with a green segment on the left and a white segment on the right. The green segment represents approximately 25% of the total bar.

€12,500

ENVIRONMENT

- OYO POUR TOUS - PLANT'ACTION (France)

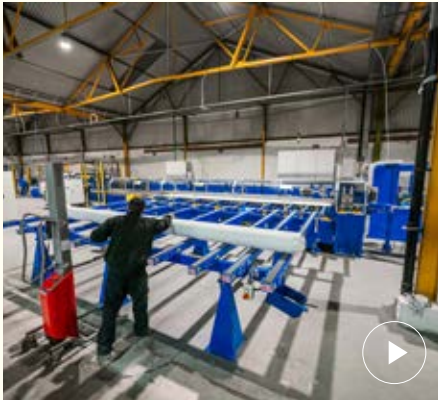
DONATIONS AND SPONSORSHIP 2023

€242,000

STRENGTHEN THE COLLABORATION BETWEEN BRANDS



The Stella Way is the common thread running through every process in the company. It represents the methodology used by the teams to manage projects. The entry key is the factual approach that enables us to diagnose and draw up action plans in all areas: commercial development, sustainable development, industrial excellence and the implementation of synergies. The Stella Way is managed and framed by strong social values and a solid entrepreneurial culture.



[BEHIND THE SCENES](#)

SHARING GOOD PRACTICE TO INCREASE COMPETITIVENESS

In 2022, the StellaGroup industrialisation team launched an ambitious project to improve industrial performance at SWS UK in the UK.

After a needs analysis phase by the SWS technical team, the business experts from PROFALUX and LA TOULOUSAINE were able, with the support of the SWS team, to define the solutions and then deploy them with the aim of improving processes, productivity and managing industrial flows. After a needs analysis phase carried out by the SWS technical team, the business experts at PROFALUX and LA TOULOUSAINE, with the support of the SWS team, were able to define solutions and then deploy them with the aim of improving processes and productivity and managing industrial flows. This resulted in the purchase of a roll-up garage door slat forming machine. The PROFALUX industrialisation team was involved from the design of the machine through to its installation and commissioning. The SWS UK teams were also able to benefit from training and skills transfer.

On the powder coating side, following training and analysis of the causes with the LA TOULOUSAINE team, the process was upgraded, as was the control of the installation's flows, carried out by the SWS UK maintenance team.

On the strength of this first Franco-British experience, the teams are continuing their collaboration, which is now part of the day-to-day business of the Access Business Unit.



AVZ-GROUP: FIRST EPD

AVZ-Group is committed to making its operations and products more sustainable, in line with its corporate strategy.

Life Cycle Analyses (LCAs) are essential in this area, and lead to the publication of EPDs (Environmental Product Declarations). These declarations provide valuable information on the total environmental impact of our products, from raw materials to recycling.

The entire SMITS range of solar protection products for façades is now listed in the Dutch environmental database with category 1 data for the environmental performance of the range of vertical blinds (SolidScreens), roller shutters and arm-awnings.

This provides external stakeholders with the most reliable and specific data. This data is then used in the design and calculation of the environmental impact of buildings.

ACT ETHICALLY



GUARANTEEING ETHICAL BUSINESS PRACTICE

After completing its mapping of corruption risks in 2023, StellaGroup is developing a comprehensive programme comprising its anti-corruption policy, a code of conduct for all employees and procedures for assessing third parties (customers and suppliers in particular). The anti-corruption training programme will be rolled out to those employees most exposed to these risks by virtue of their position within the company. Subsequently, all employees will also be made aware of this issue and trained in it



EVENO PASSES ITS ECOVADIS ASSESSMENT

At the request of its customers, who are keen to work with responsible companies, EVENO has undergone an EcoVadis assessment and obtained an overall score of 52/100 with the COMMITTED label.



SUPPORT LOCAL COMMUNITIES

Proud to contribute with their products to the energy efficiency of buildings, StellaGroup companies are actively involved in the work of their professional associations at national level.

WE SUPPORT PROFESSIONAL ORGANISATIONS



France

Groupe Actibaie - FFB and SNFA

Germany

ITRS, BVRS, VFF

Italy

FederlegnoArredo Assotende

Netherlands

Romazo

United Kingdom

DHF - Door & Hardware Federation



... AND WORK AT EUROPEAN LEVEL

At European level, StellaGroup is a corporate sponsor of the *ES-SO European Solar Shading Organization*, which promotes passive and sustainable solutions such as solar shading in buildings.

Faced with the acceleration of climate change and rising global temperatures, there is an urgent need to adopt passive, low-energy solutions to limit the rise in temperatures in buildings. Solar protection installed on the outside of buildings effectively limits the heating of glazing, lets in natural light and reduces the need for air conditioning, which consumes energy and emits greenhouse gases.



PROFALUX PLANTS TREES

Following the loss of 15 hectares of communal forest in the municipality of Nancy-sur-Cluses in Haute-Savoie, hit by a violent storm, PROFALUX joined forces with the Plant'Action programme of Oyo pour Tous and the ONF (Office National des Forêts) to reforest two plots of land. In November 2023, PROFALUX employees got together to plant tree species adapted to climatic variations and helping to restore local biodiversity. The enthusiastic response to this initiative led PROFALUX to decide to repeat the project in 2024 in the municipality of Thyez.



 **PROFALUX**
Protection extérieure et confort intérieur

FLiP
Ouverts au monde de demain

EVENO
Les éléments de votre Confort

ALULUX®

SOFERMI®
POUR MEUX VIVRE CHEZ SOI

 **DuoTherm**





ERHARDT®
OUTDOOR LIVING

bioSSUN®
PROTECTIONS BIOCLIMATIQUES

AVZ-GROUP

pratic

35



SWS UK



StellaGroup
MAKE OUR BRANDS SHINE BRIGHTER

SUSTAINABILITY INDICATORS

ENVIRONMENT

INDICATORS	
REDUCE	Energy and water
	Electricity consumption
	Renewable electricity purchased
	Share of renewable energy purchased
	Renewable electricity generated
	Electrical current
	Gas consumption
	Gas intensity
	Fuel consumption
	Heating oil consumption
	Water consumption
	Water intensity
	Greenhouse gas emissions (GHG)
	Category 1 GHG emissions
	Category 2 GHG emissions
	Total category 1 and 2 GHG emissions
	GHG emissions categories 3-4-5-6 (scope 3)
	Purchases of raw materials
	Share of recycled aluminium purchased
	Share of recycled steel purchased
	Waste
	Quantity of non-hazardous waste
	Quantity of hazardous waste
	Total quantity of waste
	Recovery/recycling rate for non-hazardous waste
	Waste recovery/recycling rate
	Waste recovery/recycling rate

2023 reporting scope including PRATIC data, i.e. one more company than in 2022



DEFINITION	UNIT	2020	2021	2022	2023	VARIATION
	MWh	8 774	10 167	10 994	12 058 ⁽¹⁾	+ 9,7 %
Purchase of certified renewable electricity (photovoltaic, wind, etc.) via guarantees of origin, renewable energy certificates or direct supply contracts. Excludes renewable electricity produced and consumed on site and renewable electricity from the national mix.	MWh	453	623	533 ⁽²⁾	879 ⁽³⁾	+65 %
100 * renewable electricity purchased / total electricity purchased	%	5.2	6.1	4.9 % ⁽²⁾	7.3 % ⁽³⁾	+ 50
Total quantity of renewable electricity produced and fed into the grid and/or consumed by the customer.	MWh	-	362	324	785 ⁽⁴⁾	+142 %
Total electricity purchased / sales	MWh / €M	18	17	17	18	+ 5
	MWh PCS	15 979	18 022	18 684	19 330 ⁽⁵⁾	+ 3.5
Total quantity of gas purchased * 1000 / sales	MWh / €M	34	31	26	29	+10
Diesel and petrol for all vehicles (owned and leased)	litres	1 215 315	1 342 214	1 394 306	1 355 191	- 3
	litres	30 932	32 363	31 760	17 241 ⁽⁶⁾	- 46
Sum of incoming water (groundwater, surface freshwater, seawater) Excludes volumes of water recycled or reused on site	m³	17 554	20 682	19 834	21 972 ⁽⁷⁾	+11
Water consumption/sales	m³/€M	37	36	31	33	+6
Direct emissions: gas, fuels, domestic heating oil	tonnes CO ₂ eq	3 056	6 407	6 931	6 974	+0.6
Indirect emissions associated with energy (electricity)	tonnes CO ₂ eq	1 469	1 541	1 713	2 092	+ 22
Total direct and indirect emissions associated with energy	tonnes CO ₂ eq	4 525	7 948	8 644	9 066	+ 5
Indirect emissions associated with transport, products purchased, products sold, other indirect emissions	tonnes CO ₂ eq	191 432	NA	184 161	Bilan carbone 2023 en cours de completion	
According to information gathered from the main suppliers	%	NA	NA	43 %	65.5 % ⁽⁸⁾	+ 52
	%	NA	NA	14.6	22.6 % ⁽⁸⁾	+ 55
Such as metals, plastics, cardboard/paper, glass, wood, OIW and household waste	tonnes	5 863	6 469	6 434	6 144 ⁽⁹⁾	- 4.5
Such as paints, soiled packaging and consumables, WEEE, paints, aerosols, etc	tonnes	197	226	231	351 ⁽¹⁰⁾	+ 52
Total hazardous and non-hazardous waste generated by the business	tonnes	6 060	6 695	6 665	6 495 ⁽¹¹⁾	- 2.5
Volume of non-hazardous waste recovered / Total volume of non-hazardous waste	%	50 %	66 %	75 %	88 %	+ 17
Volume of DDM recovered / Total volume of DDM	%	82 %	93 %	78 %	49 %	- 37 %
Total DND+DD recovered / Total volume of waste	%	51 %	66,8 %	75 %	85.5	+ 14

(1) Including PRATIC; 10,593 MWh excluding PRATIC [-4%]

(2) Change of contract / supplier at ERHARDT

(3) Increase in the proportion of electricity from renewable sources at AVZ-Group

(4) Including PRATIC; 403 MWh excluding PRATIC [+24%]

(5) Including PRATIC; 16,966 MWh excluding PRATIC [-9%]

(6) Inventory effect, not significant

(7) Including PRATIC; 18,567 m3 excluding PRATIC [-6%]

(8) Improving supplier information

(9) Including PRATIC; 5,545 tonnes excluding PRATIC [-14%]

(10) Including PRATIC; 181 tonnes excluding PRATIC [-22%]

(11) Including PRATIC; 5,726 tonnes excluding PRATIC [-14%]

SUSTAINABILITY INDICATORS

SOCIAL

INDICATORS	
GET INVOLVED	Employees
	Employees on permanent contracts
	Employees on fixed-term contracts
	Total workforce
	Percentage of employees on permanent contracts
	Apprentices and work-study students
	New hires
	Departures
	Net jobs created
	Turnover
GET INVOLVED	Diversity and inclusion
	Absenteeism rate
	Gender equality index (France only)
	Number of women
	Share of women
	Percentage of women managers
	Percentage of women executives
GET INVOLVED	Health and safety
	Frequency rate
ACT	Incentives, profit-sharing and employee share ownership
	Severity rate
	Voluntary sharing of the value created
	Number of employee shareholders
ACT	Employee shareholders
	Charitable donations



DEFINITION	UNIT	2020	2021	2022	2023	VARIATION
Excludes temporary workers, trainees, VIEs and employees absent for more than 9 months	persons	1 799	1 979	2 074	2 373	+ 14
Fixed-term contracts and work-study contracts; excluding temporary workers, trainees, VIEs and employees absent for more than 9 months	persons	99	109	130	120	- 8 %
Total number of employees on permanent and fixed-term contracts	persons	1 898	2 088	2 204	2 493	+ 13
Number of employees on permanent contracts / Total workforce	%	95 %	95 %	94	95	stable
Under an apprenticeship and/or sandwich course contract	persons	NA	46	47	48	stable
Permanent + fixed-term contracts. Changes of contract from fixed-term to permanent are not counted.	persons	298	377	336	350	+4
Permanent + fixed-term contracts, including resignation, individual dismissal, termination of contract for economic reasons, contractual termination, end of contract, retirement, suspension of contract	persons	229	339	323	324	stable
Recruitment - departures on permanent and fixed-term contracts	persons	69	38	13	26	+ 100
Permanent and fixed-term contracts according to the formula (new hires + departures) * 100 / 2 / Total workforce	%	14 %	17 %	15	14 %	- 10
Number of days absent / Total number of hours worked	%	5,8 %	6,6 %	7.2	6.8	- 5 %
As described by law in France	/100	NA	86	83	83	stable
Permanent staff	persons	354	388	431	510	+ 18
Number of women on permanent contracts / Number of employees on permanent contracts	%	20 %	19,6 %	21 %	21.5	+ 3
Person in charge of at least one person or a team, all functions combined. Number of women managers on permanent contracts / Number of managers on permanent contracts	%	15,5 %	17,9 %	18.7	18.6	stable
Includes members of the Executive Board, the Executive Committee and the Management Committees of the operating entities. Number of women executives / Number of employees in management positions	%	19,2 %	18,4 %	13.6	20.9	+ 54
Number of disabled employees	persons	59	69	79	91	+ 15
Number of disabled employees / Total workforce	%	3,1 %	3,3 %	3.6	3.7	stable
Number of lost-time accidents x 1,000,000 / Actual hours worked		20,50	28,16	29,64	25,48	- 14 %
Number of days lost due to accidents at work x 1,000 / Actual hours worked		0,66	0,64	0,80	0,75	- 7 %
Number of companies offering a plan that goes beyond the requirements of national law	Out of 12 companies	8	6	8	8	stable
This scheme currently only applies to employees in France.	persons	668	646	569	535	- 6 %
Number of employee shareholders / Total number of employees on permanent contracts	%	35,2 %	30,9 %	25.8	24.5	- 5 %
Amount of charitable donations made during the year (direct donations and financial estimate of donations in kind).	€'000	60	139	143	242	+ 70

StellaGroup

MAKE OUR BRANDS SHINE BRIGHTER

WINDOW CLOSURE



ACCESS



OUTDOOR

