Parfex

A CRODA BRAND

PARFEX CSR POLICY – VISION 2030

Founded in 1985 in Grasse, Parfex designs, produces, and markets fragrance compositions for fine perfumery, body care, and home products.
With 40 years of experience, our company relies on the unique expertise of its teams to meet daily challenges with rigor and determination.

Our ambition is to create high-quality fragrances that meet stakeholder expectations in terms of quality, safety, and environmental responsibility, while integrating a Corporate Social Responsibility (CSR) approach.
We are proud to work with prestigious clients and trusted partners, and we strive to increase their satisfaction through the responsiveness of our teams.

A STRATEGIC COMMITMENT, EMPOWERED BY THE CRODA GROUP

As part of the CRODA Group, PARFEX benefits from strategic, operational, and ethical support to achieve its medium- and long-term CSR goals.
We share strong values with the Group that resonate deeply with our company culture:

- Be responsible.
- Work together.
- Be innovative.

Certified ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, we embed these standards into our Integrated Management System (IMS), which underpins our commitment to quality, safety, occupational health, and environmental stewardship.

MANAGEMENT COMMITMENTS

PARFEX's leadership is firmly committed to:

- Meeting the needs of its clients and stakeholders.
- Continuously improving the performance of its processes, environmental impact, and working conditions.
- Complying with all applicable legal, regulatory, and other requirements.
- Preventing pollution, occupational risks, non-conformities, and accidents.
- Promoting health, safety, quality, and environmental protection.
- Actively engaging all employees in the continuous improvement process.

OUR INTEGRATED GOVERNANCE

We firmly believe that economic performance must go hand in hand with social, environmental, and ethical responsibility. Our CSR policy is designed to strengthen PARFEX's long-term sustainability through a continuous improvement approach.
It builds on our existing Quality, Hygiene, Safety, and Environment (QHSE) policy and is anchored in our Integrated Management System (IMS), enriched by the guidelines of ISO 26000 and aligned with several United Nations Sustainable Development Goals (SDGs).

Our strategy is structured around four strategic pillars and sixteen key challenges:

Parfex

A CRODA BRAND

P1. CLIMATE AND LAND POSITIVE

E1: Protecting Biodiversity

- Support local ecosystem regeneration projects (e.g., pollinators).
- Combat deforestation and forest degradation (in line with the EU EUDR regulation).
- Integrate biodiversity criteria into the selection of our raw materials.

E2: Reducing environmental impact and resource consumption

- Reduce GHG emissions by 42% for scopes 1 & 2, and 25% for scope 3 by 2030.
  - Identify major emission sources and implement targeted actions.
  - Optimize site energy use, reduce travel, etc...
- Implement responsible waste management and promote circular economy.
  - Reduce waste at source.
  - Maximize waste recovery.
  - Integrate circular principles in design, production, and consumption.

E3: Eco-designing fragrance compositions

- Responsibly select raw materials, favoring certified sustainable sources (RSPO, UEBT).
- Reduce use of controversial substances.
- Ensure transparency and traceability of ingredient composition and origin.

E4: Acting on climate change

- Adapt activities to climate change effects.
- Engage stakeholders in concrete actions.

P2. PEOPLE POSITIVE

E5: Ensuring health and safety of employees and stakeholders

- Raise awareness and train staff on health and safety best practices.
- Develop a safety culture aiming for “Zero accidents”.
- Prevent occupational risks.
- Provide safe and healthy working conditions.
-

E6: Engaging, retaining, and empowering our Teams

- Improve Quality of Work Life (QWL).
- Enhance physical, psychological, and social working conditions.
- Maintain and develop employee skills.
- Anticipate job evolution and value career paths.
- Recognize and support individual career paths.
- Strengthen recruitment.
- Attract talent aligned with company values.
- Reduce turnover and improve onboarding.

E7: Facilitating stakeholder engagement and participation

- Strengthen transparency and trust.
- Create shared value.

E8: Fighting corruption and avoiding conflicts of interest

- Apply CRODA Group’s anti-corruption policies.
- Follow CRODA’s Code of Conduct.
- Raise employee awareness.
- Promouvoir l’égalité hommes/femmes (taux de 97/100 en 2024) et la non-discrimination.
- Veiller au respect des droits de l’homme dans la chaîne de valeur.

E9: Respecting human rights

- Ensure decent working conditions.
- Promote gender equality (score of 97/100 in 2024) and non-discrimination.
- Ensure respect for human rights throughout the value chain.

Parfex

A CRODA BRAND

P3. ECONOMY POSITIVE

E10: Responsible purchasing

- Integrate CSR criteria into procurement.
- Favor responsible suppliers.
- Raise awareness among internal buyers.

E11: Promoting “Made in Grasse”

- Highlight local expertise.
- Support regional development.
- Build strong ties with other local businesses.

E12: Sustaining, securing, and growing markets

- Maintain adaptability and agility in uncertain geopolitical and economic contexts.
- Strengthen client relationships and loyalty.
- Enhance strategic and commercial foresight.

P4. CUSTOMER POSITIVE

E13: Innovating Responsibly

- Maintain our competitiveness by offering innovative new solutions.
- Develop green alternatives to high-impact synthetic molecules.

E14: Ensuring Product Health and Safety

- Comply with relevant European and international health and safety standards.
- Continuously train staff to strengthen their expertise.

E15: Ensuring Product Quality and Compliance

- Conduct rigorous quality control at every stage.
- Strictly adhere to technical specifications, applicable standards, and customer requirements to deliver reliable, safe, and high-performance products.
- Raise employee awareness through “Quality and CSR” onboarding sessions.

E16: Creating Transparent and Engaging Customer Experiences

- Further enhance customer satisfaction and loyalty.
- Personalize the customer experience by tailoring offers and services to each client’s specific expectation.

OUR 2030 AMBITION

By 2030, we aim to create shared value for our employees, partners, clients, and the planet.
This ambition is driven by a continuous improvement dynamically, supported by the commitment of all our teams.
Management relies on all PARFEX stakeholders (employees and partners) apply the provisions of our Integrated Management System and to propose any useful actions that contribute to improving the organization and achieving our objectives.

Together, we are building a future that is more sustainable, more respectful, and more inspiring.

Grasse, September 30, 2026

Cristian Galucci
General Manager

Yann Mabille
Global Sales Director



