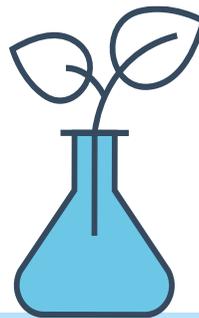


SUSTAINABLE  
DEVELOPMENT  
REPORT 2020

Our solutions for the environment





## SUMMARY

- p.2 Our Environmental and Social Commitment Charter
- p.3 60 years of environmental involvement
- p.12 The requirement for leitmotif
- p.26 Respect for the environment as a fundamental value
- p.35 Proximity as a development strategy
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# EDITORIAL



## **Preserving the environment:** **Our team of 1,258 employees is committed to this goal.**

In 2018, during the celebration of our 60 years of existence, I stressed how much the strength of the CHIMIREC Group is linked to the professionalism and involvement of its team. Although production tools are essential, all the added value that we bring to our business comes from the men and women who, daily, uphold the ethics and high standards championed by the CHIMIREC Group.

The health crisis that we have experienced has strengthened my convictions. Our team has rallied together to deal with this unprecedented situation. Fully aware of the stakes, it has been able to implement the necessary measures without ever failing to meet our clients' requirements.

CHIMIREC is an independent family group and I am proud of this distinction. Indeed, I remain convinced that it plays an undeniable role in the teamwork we lead and in the close relationship we build with our customers.

For all these reasons, we wanted this new environmental report to be, to a large extent, the voice of our employees. Their expertise is invaluable to further improve the quality of our services and to continuously optimise our contribution to the circular economy. Their commitment in the field is equal to the environmental challenges that concern us all, on a global scale.

Jean Fixot  
Chairman of the CHIMIREC Group

# OUR CHARTER OF ENVIRONMENTAL AND SOCIETAL COMMITMENT



## PRESERVING THE ENVIRONMENT

- Minimising our energy consumption
- Reducing our carbon footprint
- Developing biodiversity initiatives
- Sharing our know-how internationally
- Training our teams in environmental issues



## CONTRIBUTING TO THE CIRCULAR ECONOMY

- Prioritising waste recovery
- Advising our clients with a view to environmental performance
- Participate in local development
- Innovate sustainably



## SECURING PEOPLE AND FACILITIES

- Comply with regulatory obligations
- Target "0" accident
- Continuous improvement of the working environment





# ACTING ON WASTE MANAGEMENT: A HISTORIC COMMITMENT FOR CHIMIREC

Today we operate in most industrial sectors that generate Hazardous and Non-Hazardous Waste. CHIMIREC began its activities in 1958 with the collection of used black oils from garages. At the time, the law on waste did not exist and the preservation of the environment was not on the agenda.

Right from the start of its activities, CHIMIREC avoided polluting the environment by collecting used oil, knowing that a single litre discharged into nature can cover a surface area of 1,000 m<sup>2</sup>, prevents oxygenation of the water, and has harmful impacts on fauna and flora for several years.

Driven by the strong conviction of its Chairman Jean Fixot since 1987, the Group quickly adopted a sustainable development approach by seeking operating solutions for these tonnes of sorted and collected waste. The first recovery methods, alternatives to landfills and incinerators, were set up as early as 1985.

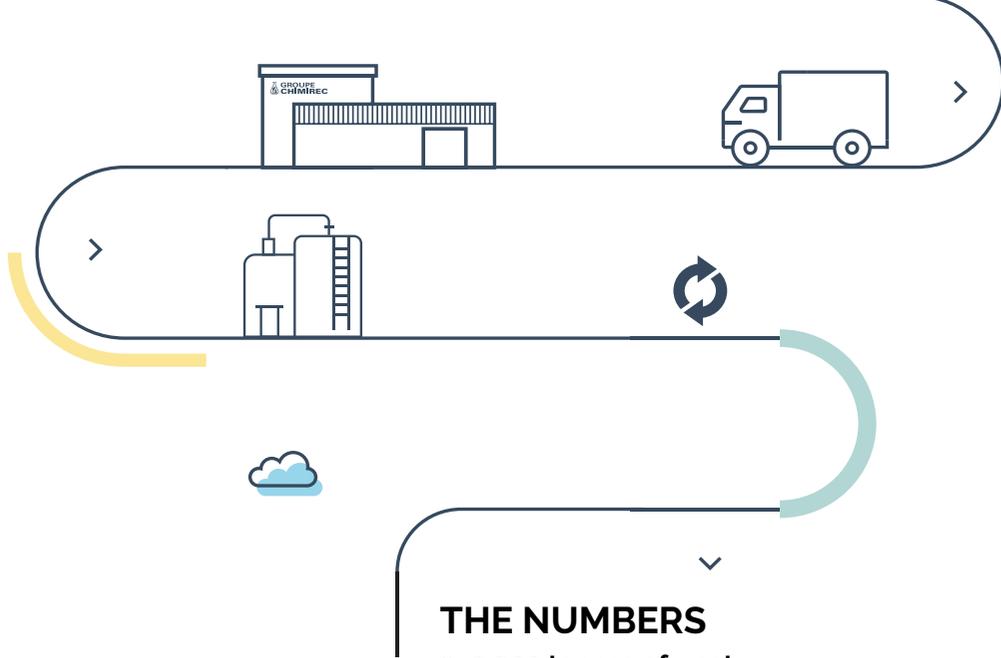


Historically a specialist in the automotive sector, CHIMIREC takes care of all hazardous waste from car repair workshops, by collecting and treating:

- **86,000 tonnes/year** of used black oils. Recovery rate: 87%
- **6,500 tonnes/year** of oil filters. Recovery rate: 100%
- **5,600 tonnes/year** of used coolants. Recovery rate: 99.5%

In addition to its services, CHIMIREC collects **50,000 tonnes/year** of non-hazardous waste (windshields, bumpers, cardboard, scrap metal and aluminium, etc.). Recovery rate: 82%





## THE NUMBERS

340,000 tonnes of waste managed each year in France.



With its **ECO-LOGISTIQUE reuse subsidiary**, the CHIMIREC Group contributes to the recycling of plastic and the reuse of plastic containers, a worldwide pollution problem. Every year, 20,000 tonnes of plastic packaging are recovered through reuse and 5,000 tonnes of plastic packaging are 100% recycled.



Every year, our **CHIMIREC Javené subsidiary** transforms 20,000 tonnes of high calorific value waste (paint residues, industrial and hydrocarbon sludge, adhesives, and sealants, etc.) into Energy Substitution Fuel. Recovery rate: 100%



In 2019, our **partnership with the start-up Cy-clope** has enabled us to collect and recycle 100 million cigarette butts. Classified as Hazardous Waste by INERIS (Institut National de l'Environnement Industriel et des Risques), each cigarette butt discharged into the sewers pollutes 500 litres of water.





# CHIMIREC: A PARTNER IN ENVIRONMENTAL PERFORMANCE OF OUR CUSTOMERS

Upstream of all waste collection, our Group is committed to supporting its customers. For each producer, we carry out a personalised needs analysis to provide optimal solutions in terms of environmental performance and economic impact.



Question to Stéphane Debicki, Sales Director of the CHIMIREC Group.



*What is the role of the sales teams?*

Our sales representatives meet our customers at their sites and visit their waste production areas. They are fully knowledgeable about the waste management processes, waste regulations and safety standards. They provide our customers with genuine technical assistance, considering their constraints and requirements.

### Our intervention strength

Proximity, a value claimed by CHIMIREC, is a daily reality for us. Our clients, 60% of whom have been loyal to us for 20 years or more, know that they can count on our team to study their problems and find solutions. Our objective is to support them in the continuous improvement of their environmental performance.



### Our consulting strength

This means always better sorting of waste to avoid non-conformities and to increase the potential for additional recovery. A waste diagnosis is carried out on site to identify the type and quantity of waste. This data also makes it possible to plan the frequency of collections, which we adapt according to clients' needs.

During this first stage, we look for possible improvements at all levels:

- reduce the amount of waste and refine its sorting.
- optimise storage space.

### Our support strength

Once our logistics team has set up the containers in the storage area, our sales representative trains the company's employees to demonstrate how selective sorting works in the different containers. It also raises their awareness of regulatory requirements and environmental benefits. In addition to the



## Our waste assessment

- Identification
- Advising
- Implementation of selective sorting
- Storage area organisation
- Collection planning

compulsory marking of containers, CHIMIREC can also improve the signage of the storage area with additional waste pictograms. In this way, the same container will always be positioned in the same place, clearly identified, thus avoiding any risk of error and optimising sorting reflexes. ”

## KEY FIGURES 2019

**96 technical sales representatives**  
**250 different** customers collected per day  
**12 regional sales managers**  
Customer satisfaction rate: **94%**



# AS CLOSE AS POSSIBLE TO THE NEEDS OF OUR CUSTOMERS, **INCREASE** OUR LOCATIONS

CHIMIREC's development revolves around two major objectives. On one hand, the regional network which, by optimising our geographical proximity, reduces our carbon footprint while strengthening our responsiveness to our customers. On the other hand, the capacity to treat the collected waste. In 2020, our Group has 42 locations.



Question to  
**Christophe Maillet,**  
Deputy Managing  
Director of the  
CHIMIREC Group

*What services and skills are required for new location projects?*

”

Each new location project calls on local, cross-functional resources and multiple skills, both internally and externally. We are called upon to manage two types of situation, either the construction of a site or the takeover of an existing company. Bringing a project to fruition means working from 2 to 10 years depending on the situation. Our development strategy is based on two criteria: the needs of local companies in terms of waste management and the availability of land or existing sites to set up our activities.

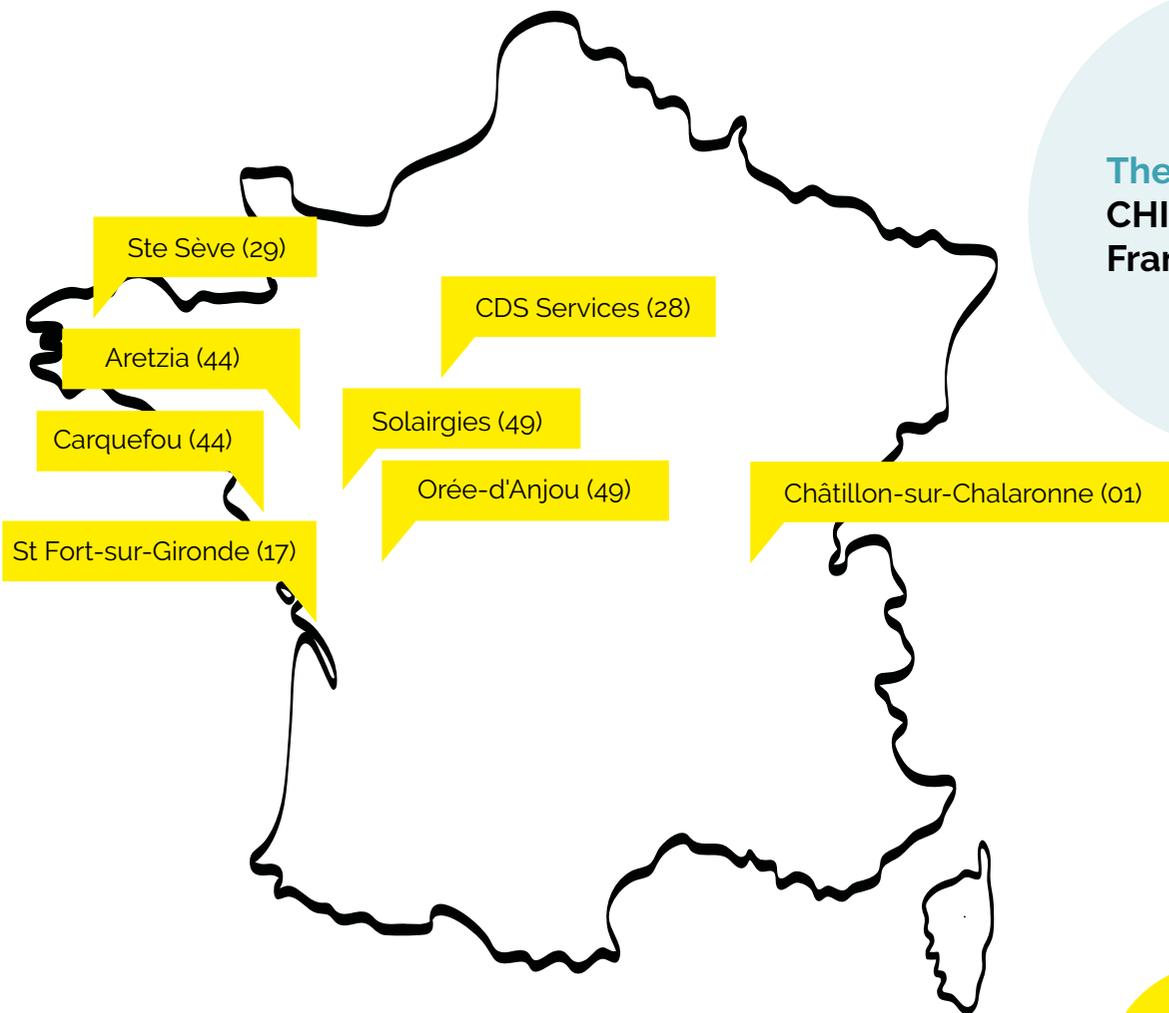
## Compliance with regulations

Our Quality - Safety - Environment department, in collaboration with an independent consultancy firm, is responsible for obtaining prefectural decrees and building permits, implementing safety standards, and measuring environmental impact. In the context of site construction, our Asset Management department manages the construction phase of the project by also calling on the skills of external service providers, such as architects, insurers, and security experts. In its implementation phase, the project is led by the future director of the site.

## The integration of our Group requirements

The sites acquired by CHIMIREC must integrate the same operating standards of all our subsidiaries. We accompany them in the field so that they can acquire our business processes and obtain, in the short or medium term, their triple Quality-Safety-Environment certification. The implementation of our UNICOM business tool involves our Information Systems Department team; our Human Resources department manages changes in employment contracts and collective agreements as well as

The 8 new  
CHIMIREC sites in  
France since 2018



internal transfers; the Purchasing department integrates new sites and additional tonnages into existing Group contracts. The successful completion of a location project mobilises, at various levels, all the services of the CHIMIREC Group.”

KEY POINTS

The CHIMIREC Group has 42 locations, including 34 in France (classified ICPE - Installations Classified for the Protection of the Environment) and 8 locations in 5 countries.

Since 2018, 9 new locations:

- 4 **Subsidiaries for the collection, sorting and grouping of waste:** Ste Sève (29), Orée d'Anjou (49), St Fort-sur-Gironde (17), CDS Services (28), Châtillon-sur-Chalarnonne (01), Carquefou (44).
- 2 **Waste treatment subsidiaries:** Solairgies (49) and Aretzia (44).
- 1 **Subsidiary for waste collection and treatment:** Kenitra in Morocco.





# PROMOTE

## THE SELECTIVE SORTING OF WASTE

As a player in the preservation of the environment, CHIMIREC wishes to contribute to changes in behaviour. Our subsidiaries open the doors of their sites on a regular basis, as part of our commitment to education and transparency in our activities.

The celebration of the Group's 60th anniversary was carried on a national scale, with open days at most of our sites, during which guided tours were organised for our customers, suppliers and all stakeholders, and the families of our employees.

Our waste collection, sorting and recovery businesses deserve to be better known. They are the concrete link between the education campaigns on the good practices of sorting and the outcome of our waste treatment activities.



**Question to Stéphane Heidmann  
Director,  
CDS Services.**

**Why do you welcome visiting children on your site?**



Because from a very young age, they need to be awakened to sustainable development and the preservation of the environment. They are directly affected by the future of our planet and they must become its stakeholders. By showing them concretely how waste is treated and how we can recycle it, our aim is to encourage children to sort waste. At home and at school, it must become a reflex. In some families, they will even

be ambassadors of sorting to their parents! Even if many pedagogical documents are made available to schools, the reality on the ground reinforces the impact of the approach. When we welcome a school class for a guided tour of our site, we cannot help but notice how curious the children are. It is really useful and beneficial to answer all their questions.

### Educating to the right actions

In addition to the interest of recycling, we make them aware of the harmful effects of certain types of waste on human health and on the environment due to their highly polluting nature. Batteries, light bulbs, household detergents, phytosanitary products, paint cans, etc. they exist in every household! It is important to explain to children the toxicity of all these products. ”

# TRANSPORTING

## WASTE UNDER HIGH SECURITY

Due to its activity, CHIMIREC transports hazardous materials. To ensure safe transport and optimum management of waste streams, the Group has several tools at its disposal: its own fleet of collection vehicles, which comply with ADR regulations, and a safety advisor at the level of the Group and its subsidiaries.



### THE NUMBERS

55,000 rounds  
per year



Question to  
Jonathan Gaudron,  
Deputy Director,  
CHIMIREC East

**What is the role of the security advisor at CHIMIREC?**

” Under the responsibility of the site manager, the safety advisor is responsible for monitoring compliance with the regulations on the transport of hazardous goods. He also advises on the prevention of risks to people, property, and the environment. Each year, he is responsible for producing a report to the management of the company.

### Safety procedures and rules

The safety advisor works closely with all CHIMIREC's operational departments, our customers, suppliers, and subcontractors. Within the company, he is responsible

for implementing safety procedures and rules. He stipulates measures for the prevention of accidents as well as appropriate emergency procedures in the event of incidents during the transport or handling of waste. His role with the staff is essential to make everyone aware of the risks related to their job. ”

### FOCUS ON...

## ADR compliance

ADR regulations concern all actors in the logistics chain for the transport of dangerous goods. Its requirements are thus imposed on CHIMIREC's activities, whose vehicles are specifically equipped to collect waste, whether hazardous or not, in complete safety.

# THE REQUIREMENT FOR LEITMOTIV



**OBJECTIVE:**  
to strive for excellence,  
a policy of continuous  
improvement

# OUR EXPERTISE, AT THE SERVICE OF VIRTUOUS AND SAFE WASTE MANAGEMENT

On a global level, waste management represents a major challenge, both in terms of environmental and health impacts and the imperative need to preserve raw material resources. At the heart of this issue, in full awareness of its role to play, the CHIMIREC Group has always set itself the highest level of requirements and performance to contribute to the circular economy.



Question to  
Éric Gautret,  
Secretary General  
of the CHIMIREC Group

*On a day-to-day basis, how does the high level of standards demanded by the Group translate into action?*

” Basically, the nature of our activities implies an extreme requirement for safety issues. To protect people, installations, and the environment from any risk of accident, the implementation and respect of safety rules are at the top of our list of priorities.

## Our safety requirements

The same applies to all the administrative regulations, which are constantly evolving in our sector of activity and which we must integrate into our internal procedures. However customised they may be, our services do not in any way detract from our security requirements.



Obtained in 2012, our unique triple Quality, Safety and Environment certification commits all our subsidiaries to strict compliance with these rules at all levels of our business.

## Our requirement in waste treatment processes

Our aim is to transform all waste into a new resource. CHIMIREC thus designed recovery solutions early on and continues to refine selective sorting to obtain an ever-increasing percentage of reuse, recycling and recovery.”



## PRIORITISING WASTE RECOVERY, THE CHIMIREC RULE

Our Group is a driving force in making proposals to its customers, providing them with all the advice they need to maximise the recovery of the waste they produce. More and more companies are becoming aware of the need to protect the environment and are increasingly turning to value-added solutions.



Question to Mathieu Taubaty, Platform manager, CHIMIREC Centre East

*In the field, how do you proceed for an optimal recovery of the collected waste?*

”

When considering any waste, we ask ourselves about its treatment potential, and then about its possibilities for material or energy recovery. For example, for pasty waste, two recovery options are possible: either transformation into Energy Substitution Fuel (ESF), or incineration producing energy in the form of steam or electricity.

**In 2019, + 6% on the rate of recovery of polluted water**

Our activities lead us to manage polluted waters. These waters can for example be recovered by a physicochemical treatment to purify them or by evaporative concentration to extract the pollutants. In this second case, the pollutants are recovered energetically, while the water is treated again before discharge.



**A constant search for optimising recovery**

Our objective is to reduce the burial of waste as much as possible and to reduce energy recovery in favour of material recovery. Always on the lookout for innovative solutions, we are constantly on the lookout for new recovery processes. At the same time, we are constantly fine-tuning the sorting, both at our customers' premises and at our site.”

### PLAYER IN THE CIRCULAR ECONOMY

The CHIMIREC Group is in line with European Parliament Directive 2008/98/EC, which recommends the following hierarchy for waste treatment:

- 1 - preparation for reuse.
- 2 - recycle.
- 3 - other forms of recovery, in particular energy recovery.
- 4 - disposal.

Source: ADEME

## FOCUS ON...

### The key role of CHIMIREC laboratories:

#### Analyse - Verify - Guide

Within the Group, the team of chemists plays a key role in terms of safety and the choice of treatment methods.

WHEN the waste arrives at the site, the chemists take samples to control its nature and check its conformity with the Prior Acceptance Certificate (CAP).

The results make it possible to determine the most suitable treatment methods.

## KEY FIGURES

39 chemists  
21 laboratories  
5,500 analyses per day



# WASTE RECOVERY A HISTORICAL ETHIC AT CHIMIREC

From the outset, the CHIMIREC Group has sought alternative solutions to landfill and incineration to make better use of the waste collected. With the regeneration of clear oils, the first internal recovery process designed in 1985, the CHIMIREC Group was already part of a circular economy approach.

## Our recovery processes: responses to the imperatives of environmental preservation

### 1985 - Regeneration of clear oils

Recovery rate: 95 %

### 1996 - Oil filters

Recovery rate: 100%

### 2007 - PolyChlorobiphenyls (PCBs)

Recovery rate: 100% of oils with PCB content < 2,000 ppm - 95% of the materials used in electrical appliances.

### 2013 - Transformation of waste into Energy Substitution Fuel (ESF)

Recovery rate: 100%

### 2014 - Coolant regeneration

Recovery rate: 99,5%

### 2014 - Reuse of plastic packaging

Recovery rate: 99%

### 2014 - Recycling plastic packaging

Recovery rate: 100%

### 2019 - Treatment of polluted water

Recovery rate: 78%

### 2019 - Industrial sludge treatment

Recovery rate: 65%

### 2019 - The treatment and recovery of Hazardous and Non-Hazardous Waste by Solar Drying

Recovery rate: 94%

## KEY POINTS

### Key Figures 2019:

**97,500 tonnes** of waste were recovered or recycled in CHIMIREC treatment centres.

**75.5%**: overall recovery rate

**FOCUS ON...**

**Recovery OF CLEAR OILS,  
35 years of proven expertise**

Processed and recovered at the CHIMIREC PPM (37) and CHIMIREC Dugny (93) sites, the clear oils come from hydraulic systems and turbines. These are oils that have not been burnt in a process. They are highly polluting and therefore represent a danger to the environment.

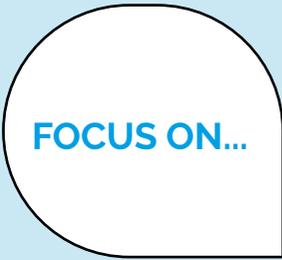
**How are these oils recovered?**

Clear waste oils are recycled using a vacuum filtration and dehydration process. This treatment results in a new oil which can be used as formwork oil, chain oil or for certain other lubrication activities.



**Treatment capacity per year:  
10,000 tonnes of clear oils  
regenerated.  
Recovery rate: 95%**

Clear oil treatment unit  
CHIMIREC PPM (37)



## The reuse OF INDUSTRIAL PACKAGING IN PLASTIC, a logic of circular economy

Not only is plastic one of the leading causes of pollution worldwide, but its production is also very energy intensive. Its re-use has 4 advantages:

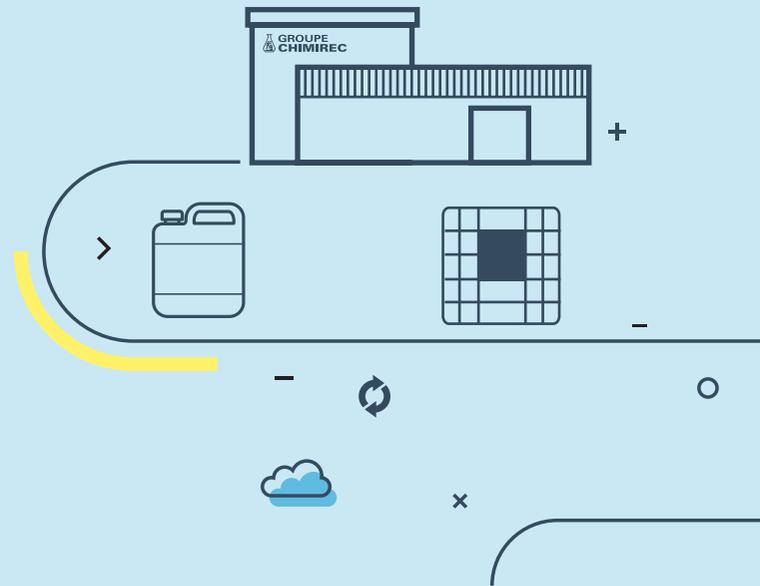
- the extension of the product's lifespan.
- the economy of the resources used in its manufacture.
- the reduction of waste production.
- a lower purchase cost.

### A quality, ecological and economical solution

For more than twenty years, ECO-LOGISTIQUE Réemploi (45), a subsidiary of the CHIMIREC Group, has specialised in the treatment and recovery of "rigid hollow body" industrial packaging, such as drums, jerry cans, bottles, IBCs, GRVs, 1,000-litre containers and buckets. It offers for sale a wide range of "second-hand" packaging: the quality of new, cheaper, and more ecological.

### Which treatment process?

Once collected, the packaging is emptied, washed, and checked for leaks. If necessary, they are rebuilt by changing the shell or the framework, e.g. for IBCs. With the same quality as new packaging, refurbished packaging can once again be used in industrial sectors.



**Treatment capacity per year:**  
 20,000 tons,  
 100,000 IBC containers.  
 Recovery rate: 99%

**THE ENVIRONMENTAL "+":**  
 the water used to clean the packaging is treated by a biological treatment plant and then recovered by phytoremediation.



# FROM COLLECTION TO PROCESSING, COMPREHENSIVE WASTE MANAGEMENT

The CHIMIREC Group offers its customers a global and reliable response to their waste management problems. Whether it is optimising sorting on their site, collection, directing waste to the most suitable recovery channels, or the traceability of their waste, our customers have a single point of contact: the technical sales representative in charge of their waste management.



**Question to  
Michaëlle Wallée,  
Director of CHIMIREC PPM**

***What place does CHIMIREC PPM  
occupy within the CHIMIREC Group?***

” A CHIMIREC subsidiary since 1993, the PPM treatment centre specialises in the regeneration of coolants and clear oils. We are an integral part of the CHIMIREC Group insofar as our expertise in recovery is a link in the chain of management of collected waste. In a way, we are an internal supplier of the Group, which is involved in the final stage of processing.

The waste collected by the Group becomes usable products again following treatment at the CHIMIREC PPM site, in accordance with the decree of February 22nd 2019 which sets the criteria for the removal of chemical products that have been regenerated from waste.

## **A double advantage**

In the case of CHIMIREC PPM, as a subsidiary of the Group, we have triple Quality Safety Environment certification and we are regularly subject to internal audits. We work in accordance with these criteria, which facilitates communication and increases responsiveness.”

## **A DENSE NETWORK FOR LOCAL SERVICE**

34 Installation in France  
10 treatment sectors



## A RESPONSIBLE PURCHASING POLICY

Firmly committed to an eco-responsible approach, the CHIMIREC Group adopted a responsible purchasing charter in 2015, in addition to its sustainable development charter.



Question to Vincianne Viroles, Purchasing Director of the CHIMIREC Group

*What is the balance between the environmental choice and the economic choice in the selection of treatment subsidiaries?*



As a specialised player in the collection and treatment of Hazardous Waste, our role is to offer our customers the solutions that are most compatible with the waste they entrust to us. Nevertheless, the balance between environmental and economic choices is complex.

Firstly, the diversity of the waste collected, and their respective technical specificities require us to have a very wide range of solutions. The first criterion for the selection of a process is the compatibility between the waste and its possible treatment method.

### Dealing with the current capability problem

Secondly, we must consider the processing capacities available on the market. This capacity, until now in excess, is no longer sufficient to meet the needs of strong growth. This reality affects our range of choice and can limit opportunities. Today, this capacity issue is a major criterion in the selection of solutions.



### Our diversification strategy

The CHIMIREC Group reaffirms its historic commitment to its customers. To offer the most virtuous treatment solutions for the environment, by avoiding storage as an easy solution, which represent less than 1% of our final output.

Thanks to our diversification strategy, we are not dependent on just one solution. On our platforms, we optimise sorting to make the most of even the most restrictive solutions. When we look at foreign outlets, we are dealing with value recovery that meet the same criteria with the introduction of

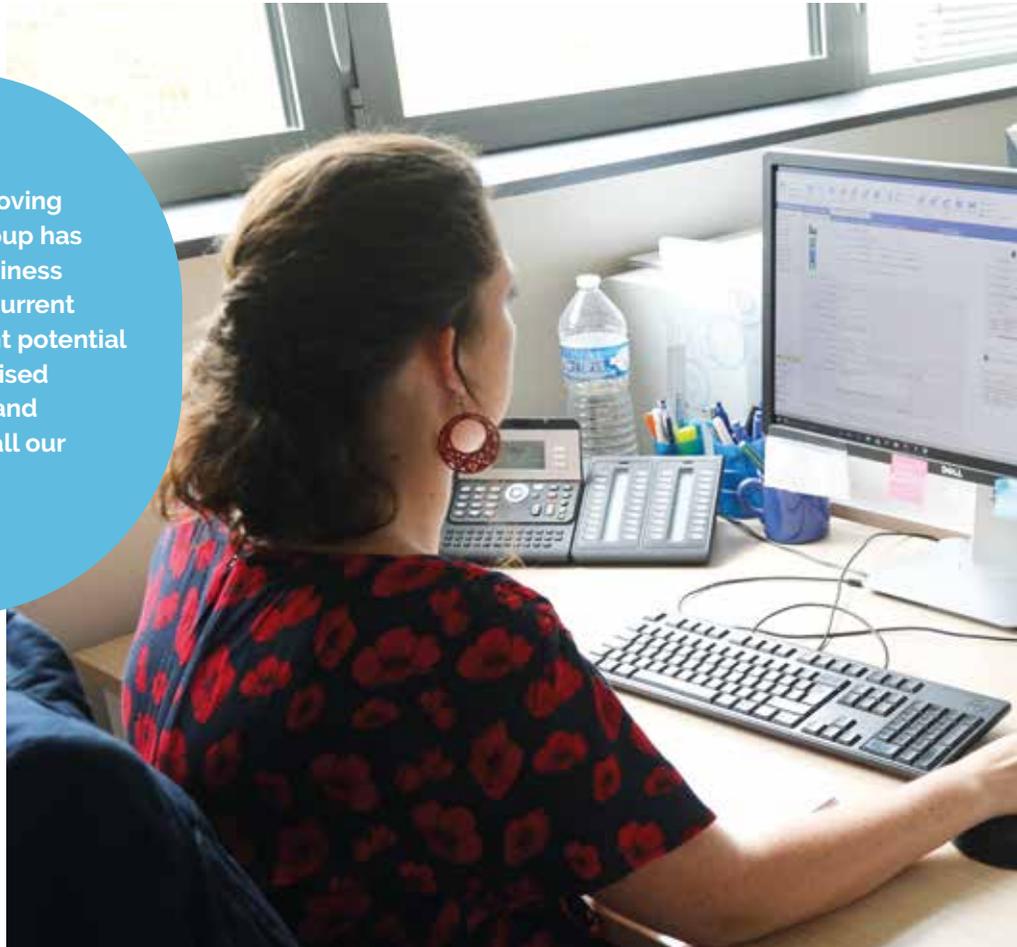
cross-border documents. Given the current market context, economic choice can no longer be the major criterion for selecting solutions.

The Group also relies on its internal treatment processes, oriented towards Reuse, Recycling and Recovery, and continues to invest in Research and Development to develop recovery solutions, in accordance with its environmental ethics. ”



## COMPUTERISED MANAGEMENT OF OUR ACTIVITIES: TO IMPROVE TRACEABILITY AND RESPONSIVENESS

With the aim of constantly improving performance, the CHIMIREC Group has equipped itself with its own business tool, the UNICOM software. Its current functionalities and development potential are undeniable assets for optimised reliability, increased efficiency, and improved quality of service for all our customers.



### **Applications developed by professionals**

A keystone in the management of our activities, the UNICOM software intervenes at each stage of our business and thus benefits all our services and staff. It facilitates the sharing and exchange of information internally and externally.

### **A tenfold increase in reactivity**

Thanks to the automation, dematerialisation, and digitalisation of processes, CHIMIREC can cope with the significant administrative burdens inherent in its activities. Our company can also respond quickly to any new business, regulatory or contractual requirements according to our customers' expectations.

### **Thanks to the UNICOM management software:**

- national and standardised deployment of our business processes
- an enhanced quality of service for our customers

## FOCUS ON...

### A lasting performance

From an environmental point of view, our computerised business management system has made it possible to significantly reduce the consumption of paper and printing inks.



**Question to  
Cédric Tan,  
Astrhul Director**

***How does the UNICOM business tool enable to improve waste management with a view to recovery?***

” A subsidiary of CHIMIREC since April 2019, Astrhul had to quickly integrate this business tool into its operating processes. After six months of using this IT support, a new working method for us, we have drawn some positive conclusions. Firstly, UNICOM ensures an enhanced traceability of the waste, from the moment the order is taken at the customer's premises to when the waste leaves. All information is reliably compiled, and statistics can be drawn from it instantly.

## KEY POINTS

### **558,500 WTS per year and 100% traceability**

- All the Waste Tracking Slips (WTS - Bordereaux de Suivi de Déchets BSD), issued each year by the CHIMIREC Group, are scanned, and completed electronically. They can be accessed at any time in the UNICOM computer tool.
- In compliance with the legislation, WTSs benefit from forensic, secure computer archiving for a period of 5 years.

### **Enhanced traceability and optimised recovery**

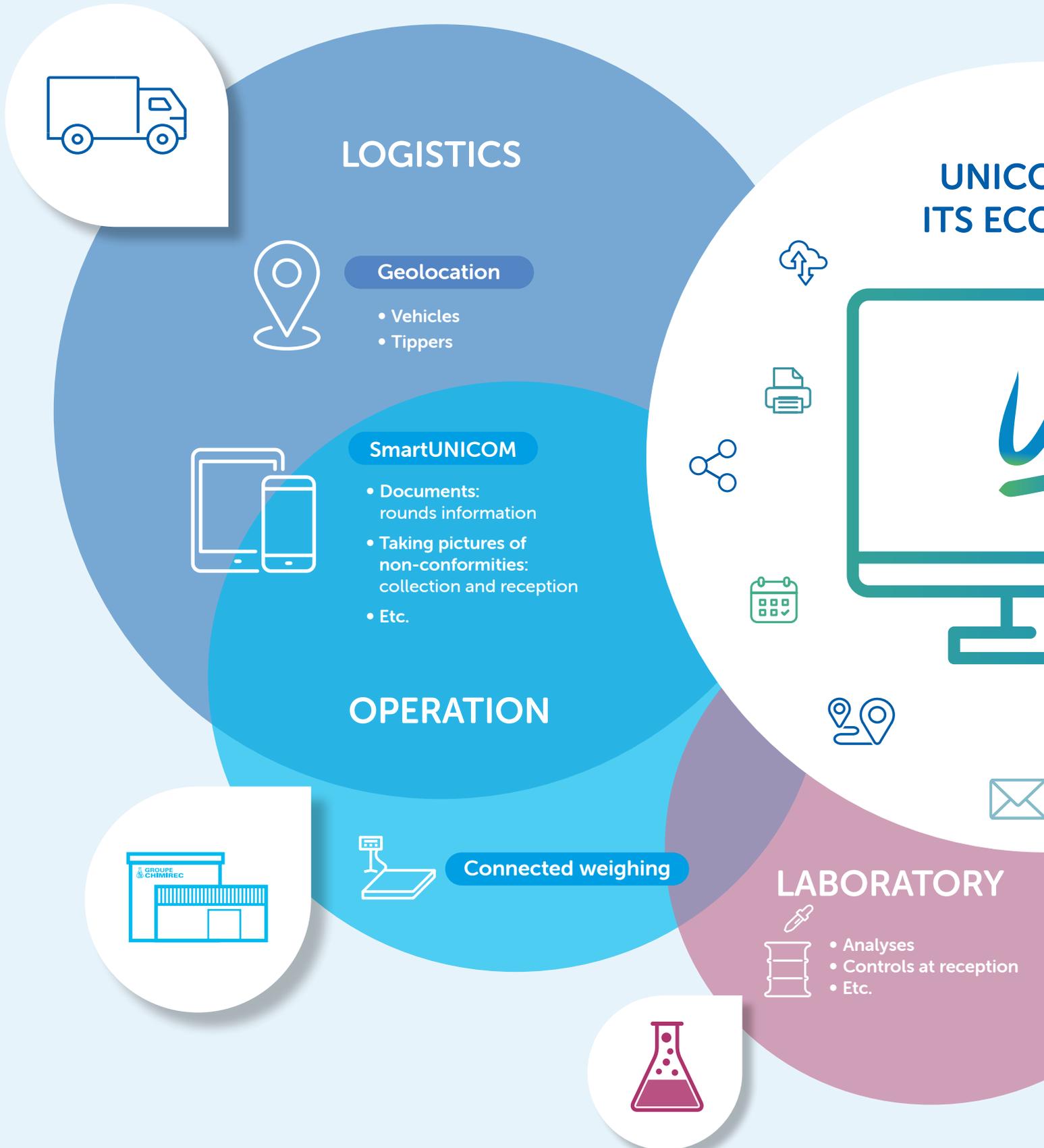
Secondly, for certain types of waste, this business tool opens recovery prospects that we would not have exploited before. It contributes to the objective set by the CHIMIREC Group to always give priority to recovery opportunities. I would also add the value of sharing information at the Group level, which enables us to benefit from the experiences of other subsidiaries and thus further improve our practices on the Astrhul site.

Lastly, for our customers, UNICOM is a source of improved quality of service both from a regulatory and environmental point of view.”



# UNICOM: A GLOBAL RESPONSE TO THE REQUIREMENTS OF OUR ACTIVITIES

In the era of digital transformation, our UNICOM business tool, thanks to its proprietary development, allows rapid and reliable adaptation to CHIMIREC's needs and to new regulatory or contractual requirements.



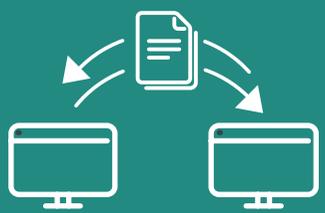
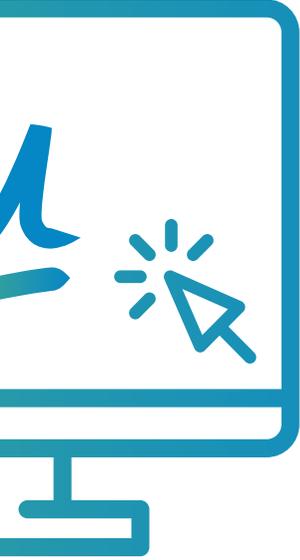
# AT THE SERVICE OF OUR CUSTOMERS



## Extranet

- Access to official documents
- Access to results
- Traceability, records
- Etc.

## DM AND OSYSTEM



## Electronic exchanges

- Orders
- Activities
- Results
- Etc.



## Dematerialised invoicing

- Performance
- Secure processing
- Etc.

# DEMATERIALIZATION



The CHIMIREC Group is a partner of the State for the dematerialisation of the traceability of hazardous waste.



# RESPECT FOR THE ENVIRONMENT AS A FUNDAMENTAL VALUE



**OBJECTIVE:**  
act on the impacts  
related to our activities

# MINIMIZE

## OUR ENVIRONMENTAL IMPACTS: CHIMIREC GROUP ACTION PLANS

At all levels of its operations, the CHIMIREC Group is committed to minimising the ecological footprint of its activities as much as possible. The company upholds eco-responsible values in the field for all waste transport, treatment processes and the choice of suppliers and partners,

### Optimized waste collection

Thanks to its territorial coverage, the Group offers local service to its customers, thus reducing the distances to be covered. In addition, our logistics teams use a geo-location tool to streamline the organization of collection rounds to further reduce our carbon footprint.

All our drivers benefit from training in eco-driving, a source of fuel savings, reduced CO2 emissions and reduced risk of accidents due to compliance with safety rules.



### Compliant and monitored operating sites

Our operating sites are designed in strict compliance with regulatory standards. They are regularly renovated and refurbished to meet the growing volumes of waste collected, to improve the ergonomics of workstations, to optimize flow management and, if necessary, to comply with regulations.

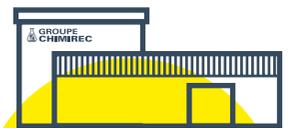
In addition to the mandatory audits, induced by our triple QSE certification, CHIMIREC subsidiaries are subject to regular controls by our Quality-Safety-Environment department.

### Responsible consumption habits

CHIMIREC is constantly improving its processes to reduce water and energy consumption. For example, to wash containers, our subsidiaries use rainwater runoff from rooftops rather than water from the network.

For the purchase of containers, CHIMIREC favours refurbished containers or those that incorporate recycled materials, when ADR regulations allow it.

Awareness campaigns are conducted internally to promote eco-citizen behaviour, responsible use of electricity, water and paper printing, and compliance with selective sorting in the offices.



# MOVING

## ALWAYS TOWARDS "0" IMPACT

This high level of requirement has long been driven by Jean Fixot, President of the CHIMIREC Group. Constantly increasing from year to year, the neutralization of our generated impacts implies both commitment and rigour in the methodology. Detect, identify, analyse, measure, until the right solution is found.



Question to  
Franck Pattin,  
operations manager  
of CHIMIREC Javené

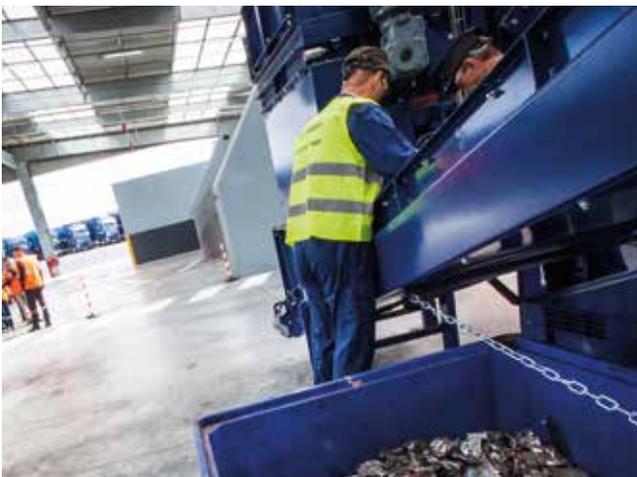


*To preserve air quality, how are air emissions at treatment facilities managed?*



At the CHIMIREC Javené site, the process of capturing and channelling atmospheric emissions has been initiated as part of our objective to preserve the health of our employees. For example, in 2008, a first collective aspiration was installed at the deconditioning station. This collection system was extended in 2017 to all our grinding tools, with the installation of a 55,000 m<sup>3</sup>/h fan linked to a dust collector.

At the same time, we have been looking for the most efficient and comfortable Personal Protective Equipment (PPE), as the comfort of the PPE is an essential criterion to ensure the quality of our teams' working conditions.





## FOCUS ON...

### Our 2019 carbon footprint

Since 2009, the CHIMIREC Group has been quantifying its greenhouse gas (GHG) emissions and taking action to reduce them.

The emissions mainly come from three sources:

- ① the transport of waste
- ② the transport of people
- ③ the company's internal energy and the industrial processes used

### Treating air emissions

Since 2013, the production of Energy Substitution Fuel (ESF) constitutes an important part of CHIMIREC Javené's activities. By its nature, this activity generates diffuse emissions of dust and Volatile Organic Compounds (VOCs).

Capturing these emissions at the source and channelling them in 2017 has enabled to first address the problem of dust, with the installation of a bag filter.

A lengthy analysis was then undertaken to precisely characterize the flows and nature of the VOCs emitted by our activities, an essential step in identifying the most suitable treatment method. After trying various treatment pilots, we decided to install two mobile activated carbon filters.

### Neutralize diffuse emissions

In addition to emissions from our production tools, we have sought to resolve the issue of diffuse emissions from storage facilities located outside the operating buildings. The implementation of regular monitoring rounds, using a PID detector, allows us to identify the origin of these emissions and take the necessary corrective action. ”

# COMPLY

## WITH REGULATIONS: CHIMIREC 100% MOBILISED

Over the last few decades, the regulatory obligations governing the waste management industry have changed considerably. The CHIMIREC Group knows how to respond with rigour, anticipation, and reactivity.



Question to  
Jean-Hervé Fossat,  
Quality, Safety and  
Environment Manager,  
CHIMIREC Dargelos

***What does it mean for CHIMIREC to comply with IED (Industrial Emission Directive) regulations in comparison with BAT (Best Available Techniques)?***

”

The IED regulation is a European directive on the prevention and reduction of industrial emissions. It includes a reference system of "Best Available Techniques" (BAT) and sets limit values for discharges into water, air, and soil. In the area of waste management, a new BAT standard was adopted in 2018, requiring sites to be compliant by 2022. After analysis, we find that our subsidiaries already meet a large majority of the defined requirements. The issue of diffuse atmospheric emissions resulting from waste management activities requires improvement actions on the part of the Group.



### The PID, a high-performance control device

This device is used to measure the presence of gases in the air and to identify their molecules. Within the Group, we use it to measure concentrations of Volatile Organic Compounds (VOCs) in the atmosphere, at waste treatment facilities and in waste storage areas. The results provided by the PID enable to map diffuse VOC emissions at each of our operating sites. Once this data has been collected for the whole Group, we will implement the appropriate solutions by 2022 as part of our working procedures and operating techniques. ”

Preservation of the landscaped environment,  
protection and development of biodiversity,  
cultivation of good living at work for our teams:

**The CHIMIREC Group is committed to this and  
its subsidiaries have no shortage of initiatives!**



**Some examples....**

## From fishpond to participatory garden: unifying projects carried out by the CHIMIREC Est teams



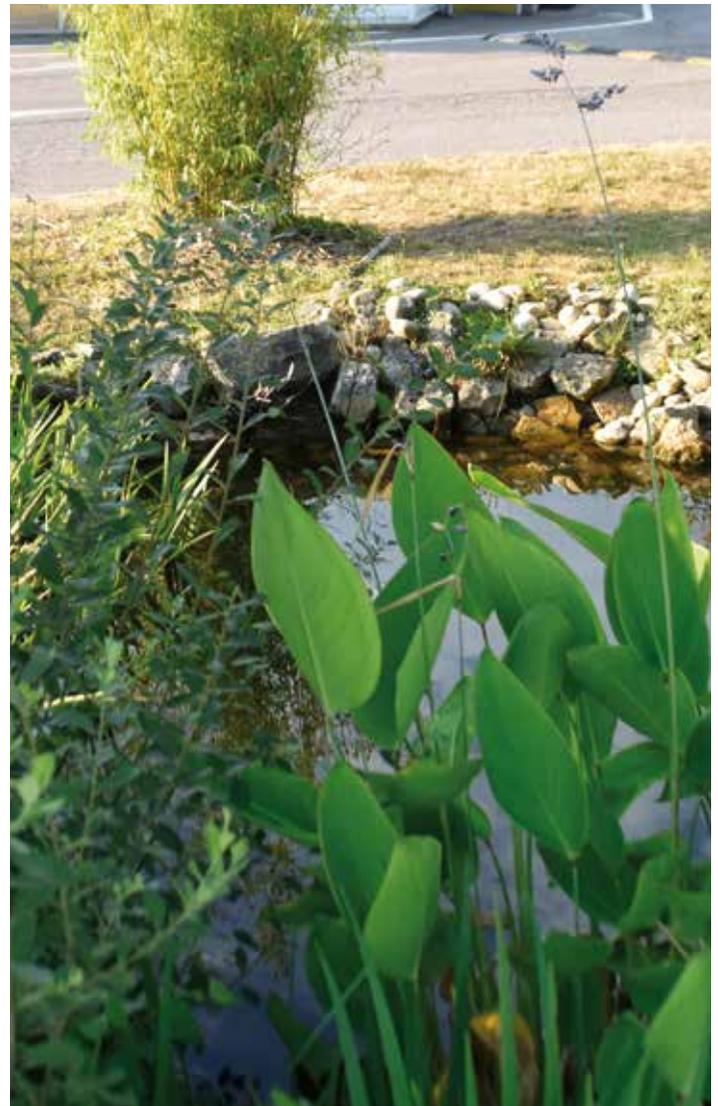
Question to  
Émilie Grandmougin,  
Director, CHIMIREC East

*How and why did you develop the natural environment  
of the Domjevin site?*

” We have had a fishpond on our site for several years. Last year, we decided to embellish it by calling on the skills of our maintenance department to furnish the space with slates and waterfalls. This project won everyone's support. So much so that we have appointed a pond manager. This project proved to be extremely unifying and was further diversified with the creation of a participatory vegetable garden and an orchard.

### Creating links, reconnecting with the earth, developing biodiversity

These projects required collaboration with volunteer staff. The employees participate at the level they wish in the maintenance of the garden, sowing and watering, with a budget allocated by the management. The participatory garden has become a place for convivial exchanges, for sharing experiences, in a framework other than that of our professional activities. Real moments of shared relaxation that dispenses with hierarchies, during which we take advantage of our local production. These initiatives are fully in line with the CHIMIREC Group's vocation to preserve the environment and we are proud to highlight them when we receive visitors to our site.”



## Honey at the CHIMIREC Valrecoise plant... Yes, it is possible!



Question to Emmanuel  
Dumont, Director,  
CHIMIREC Valrecoise

### *How did you develop the bee biomonitoring project at your site?*

” Our site is in the middle of nature, in a preserved ecosystem, and it is our duty to protect and maintain it. On the advice of an environmental preservation association, we have opted for eco-pasture. Buck and goat graze the grass on the hard to reach areas of our site.

### **Harvest 2019: 70 kilos of honey from 3 hives**

We wanted to continue our approach by setting up beehives. In autumn 2019, our teams were able to eat honey from these hives managed by beekeepers. These beehives and how they work are showcased during open days and educational visits for schools from the surrounding area.

### **At the beginning of 2020, our bees have been carrying out biomonitoring**

Through its foraging activity, the bee is an excellent indicator of pollution. This is why we have signed a biomonitoring contract with an authorised company which, by analysing the bees, can provide us with a measurement of the level of pollution over a 3-kilometre radius around the hives.

With the same desire to protect nature, we have other projects in progress such as the installation of nesting boxes for birds and an insect hotel! ”



## More than 1,000 Douglas fir trees planted in French forests: a sustainable commitment of the CHIMIREC Group, in partnership with EcoTree

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Question to  
Céline Daviet,  
Communications Officer,  
CHIMIREC Group

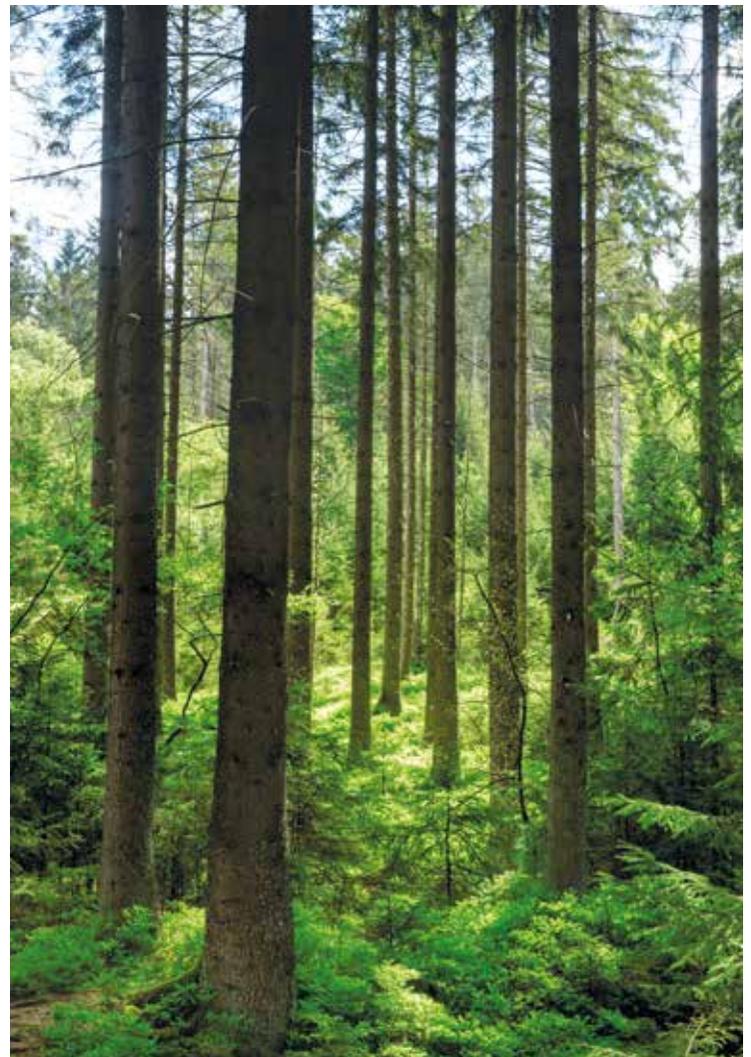
*What was the origin of this reforestation project and does it improve the CHIMIREC Group's carbon footprint?*

” In 2018, in celebrating the Group's 60th anniversary, CHIMIREC wanted to demonstrate its commitment to the environment through sustainable action. We chose the reforestation project led by EcoTree. Within the framework of the open doors event and at the Pollutec trade fair, we have set up a bicycle animation. All visitors were invited to get on their bicycles and for every 2 minutes they pedalled, CHIMIREC pledged to plant a tree. For the year 2018, 1,000 Douglas fir trees have contributed to the reforestation of the Palotas forest in Creuse.

**For every 100 trees planted, 50 tonnes of CO<sub>2</sub> will be offset over the next 20 years.**

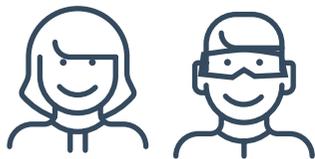
Our partnership with EcoTree reflects the values of eco-responsibility that we champion. On one hand, to preserve natural environments and, on the other hand, to offset the carbon footprint linked to our activities. In this case, each tree planted compensates for 20 to 30 kilos of CO<sub>2</sub> per year.

In 2019, during the Equip'Auto show, our Group also wanted to distinguish its customers most committed to good waste management practices in their companies by awarding them with a certificate of environmental excellence. ”



# PROXIMITY

## AS A DEVELOPMENT STRATEGY



**OBJECTIVE:**  
quality of service



## PROXIMITY: A FOUNDING PILLAR OF THE CHIMIREC CORPORATE CULTURE

Since its creation, CHIMIREC has built its development on this key value, undeniably linked to its distinction as a family business. Geographical proximity to offer customers with quality service and maximum reactivity. Managerial proximity in a collaborative spirit with its teams to foster dialogue and engage them in the Group's development.



### Meeting the needs of our customers with a lower carbon impact

Our territorial coverage strategy is directly linked to the satisfaction of our customers. In addition, it generates a double advantage:

- maximum reactivity in collection times.
- minimum carbon footprint thanks to short distances.

### Contributing to local economic development

In accordance with its commitments, the CHIMIREC Group supports local development:

- by promoting the establishment of small waste management structures.
- by recruiting staff in the geographical area of its activities.
- by soliciting, when possible, local service providers and suppliers.



### Getting involved in local social life

The CHIMIREC subsidiaries are developing various initiatives to promote local integration:

- organisation of Open Days to welcome our clients, partners, local administrative contacts, associations, etc...
- opening of our sites to school groups as part of an educational discovery of our professions.
- participation in operations to preserve the environment.
- contribution to events or actions in sports.





## World CleanUp Day

### A global citizen movement

Founded in 2008 in Estonia, the World CleanUp Day takes place every year in September. By 2019, it had crossed borders to mobilise some 20 million volunteers in 180 countries.

CHIMIREC joins this day of action to raise global awareness to the problem of environmentally harmful litter.



**Question to**  
**Théo Leulliette,**  
**Quality Safety**  
**Environment Manager,**  
**CHIMIREC Norec**

*How did you participate in the World CleanUp Day event?*

” In September 2018, I became aware of the litter collection day organised by the World CleanUp Day association. This citizen and voluntary initiative promotes a global awareness of the problem of litter. It corresponds to my personal convictions but is also in perfect harmony with the vocation and values defended by the CHIMIREC Group. It was therefore only logical that CHIMIREC Norec supports the World CleanUp Day.

### In only 2 hours, 8 m<sup>3</sup> of litter collected

I went to the Parc de la Citadelle in Lille, to represent our subsidiary and take part in the collection of litter. We were no less than 328 volunteers, from all generations, mobilised to fight against this ecological degradation! We recovered 8 m<sup>3</sup> of waste, mainly plastic waste, in two hours...

This type of event proves that there is still a lot of work to do to change behaviour."



## TRAINING CHIMIREC TEAMS: BEYOND COMPULSORY TRAINING, A SOCIAL COMMITMENT

Our job is demanding, in terms of safety, in prevention rules, and in terms of skills, which are constantly evolving. This is why our activities require, for most of the positions we occupy, training corresponding to our environmental responsibilities.

### **At the CHIMIREC training school**

In the absence of schools specialising in waste collection, treatment and recovery, our Group makes every effort internally to ensure the training of its teams and to welcome new employees in the best possible conditions of support and integration. For this purpose, we have qualified trainers who work continuously with all our subsidiaries. In addition, the professional experience of our teams is a real source of learning for newcomers.

As an independent family group, CHIMIREC defends local human values that govern the company's management.

Led by QSE managers and staff, "conversations" are dedicated to quality, safety, and the environment. Their aim is to recall good prevention and safety practices. These meetings are also an opportunity for employees to share their experiences and keep a watchful eye on things.

### KEY POINTS

#### **CHIMIREC is committed:**

- **To develop the human values** of openness and involvement, of dialogue and loyalty which are values of the CHIMIREC Group, an independent, family-owned company.
- **To constantly improve the working environment** of our employees, in terms of hygiene, quality, and comfort, both within the company and in the field.
- **To develop a policy of continuous professional training** that ensures our employees have the required skills and that promotes career development.
- **To guarantee the safety of our employees and our operating sites.**
- **To promote internal dialogue** to optimise "living well together" within the company.

*Extract from our Sustainable Development Charter*



**Question to  
Arnaud Toupry, MCE\*  
trainer for our drivers,  
Groupe CHIMIREC**

**As a trainer, what are your priorities?**

”

Compliance with safety rules is the number one priority, both in terms of driving and loading the vehicle, followed by a global awareness of sustainable development, particularly through eco-driving. I provide each driver with one week of continuous professional training every five years. Among the many points discussed, adopting a flexible driving style to, among other things, minimise CO<sub>2</sub> emissions, i.e. do not leave the engine running when the vehicle is at a standstill, do not abuse the air conditioning in the cabin, and use the most direct routes for collections. My role is to provide real support for our drivers and to listen to their experience in the field.”



\*MCE: Mandatory Continuing Education.



## DEPLOYING OUR ACTIVITIES INTERNATIONALLY: IN THE QUEST FOR ENVIRONMENTAL PROTECTION

### KEY POINTS

**Poland:** CHIMIREC Polska in Warsaw and Lodz.

**Canada:** Solva-Rec Environment and  
FEC Technologie in Quebec.

**Morocco:** CHIMIREC Maroc in Kenitra.

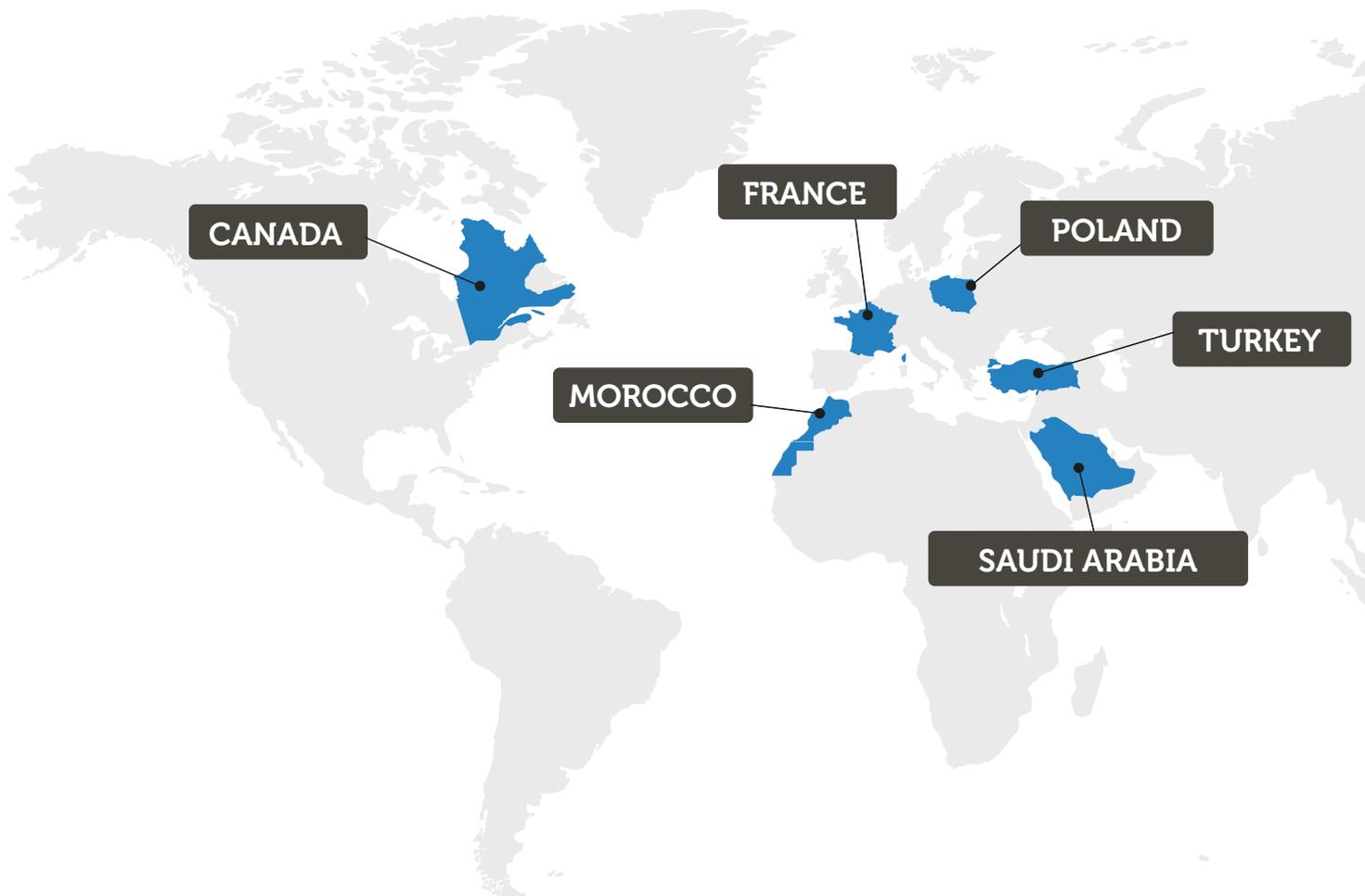
**Turkey:** CHIMIREC Avrasya in Gebze.

**Saudi Arabia:** Saudi CHIMIREC in Dammam.

#### Our subsidiaries abroad

- 145 employees
- 188,000 tonnes of waste managed per year

For more information: [www.chimirec.com](http://www.chimirec.com)



# PROVIDING HIGH-PERFORMANCE SOLUTIONS FOR VIRTUOUS WASTE MANAGEMENT



Question to  
Didier Gauthier,  
Chief Executive Officer  
of the CHIMIREC  
Group

**Fighting pollution generated by abandoned waste and saving natural resources that are being depleted: environmental awareness no longer knows borders and the urgency is global.**

As a result of its recognised professionalism in France, the CHIMIREC Group has been exporting its expertise abroad since 2004.

*Internationally, what are the absolute rules applied by the CHIMIREC Group?*

”

Both abroad and in France, our Group defends the same values and pursues the same objectives. When it comes to the safety of people and installations, our standards are of the same high standard.

**Here, as elsewhere, we have an obligation to be exemplary.**

Our constructive measures comply with French regulatory standards. We study the impacts and risks of a project in the same way. Our employees work in the safest conditions at least equivalent to those we have in place in our French subsidiaries, and adapted, if necessary, to local obligations: compulsory wearing of personal protective equipment, training in the safety rules is essential to our profession.

As in France, we always give priority to waste recovery techniques that contribute to sustainable development and the circular economy.

**Attention to local needs and contexts**

In compliance with local regulations, our Group recommends personalised services. Our societal approach leads us to intervene in a climate of dialogue and to consider social, cultural, and administrative particularities.”



## SHARING OUR EXPERTISE: THE CHIMIREC GROUP'S COMMITMENT TO SOCIETY

As a specialist in the collection, sorting and treatment of Hazardous Waste, the CHIMIREC Group is a privileged partner for countries that are looking for long-lasting and sustainable solutions for the preservation of their environment.

### A global benefit

The CHIMIREC Group's expertise extends to all the waste management processes. Our international subsidiaries offer support at every stage: waste assessment, implementation of selective sorting, supply of containers, transport, treatment, with full traceability.

### A societal ethics

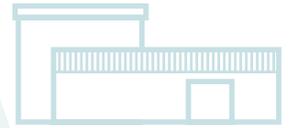
In each of our foreign subsidiaries, the teams are made up almost exclusively of locally recruited staff. Our French employees travel to the sites to get them up and running and then make regular supervisory visits. But the Group's ultimate goal is for locally recruited teams to take ownership of the production tools and skills required.



THE CHIMIREC GROUP:  
**MORE THAN 60 YEARS  
OF SUSTAINABLE COMMITMENT**



# KEY FIGURES 2019



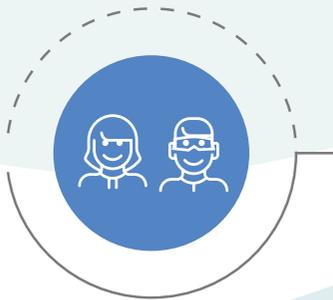
## → SUBSIDIARIES

### 35 sites in France:

- 20 collection, grouping and pre-treatment platforms
- 9 oil depots
- 5 treatment centres
- 1 transport company

### 8 sites abroad:

Canada, Poland, Morocco, Turkey, Saudi Arabia.



## WORKFORCE

- Board of Directors: 8
- Number of employees: 1,258 including 145 abroad



## RESPONSIVENESS

- Logistical intervention under 10 days maximum
- 400 Trucks (ADR regulation)
- 220 daily rounds
- 55,000 shared rounds per year
- 860 invoices per day





## PERFORMANCE

- 340,000 tonnes of waste managed per year
- 45,000 customers with a 94% or better satisfaction rate



## TRANSPARENCY

- 100% traceability

*Our UNICOM IT tool guarantees total legal and digital traceability at every stage of the waste management cycle.*

- 558,500 Waste Tracking Slips (WTS) issued



## QUALITY, SAFETY AND ENVIRONMENT

- 100% of CHIMIREC sites are certified
- Triple unique certification since 2012
- Equipment budget of  
Individual Protection (PPE): € 430 k
- 99% Number of field feedback, sources of improvement: 470
- Safety campaign developed each year in all the Group's subsidiaries.



## RECOVERY

- 10 waste recovery sectors
- 76%, overall recovery rate in 2019, in constant improvement
- 97,500 tonnes of waste recovered or recycled per year in CHIMIREC treatment centres



# 2018-2019

## TWO EVENTFUL YEARS!



**L'ENGAGEMENT DURABLE**  
Groupe CHIMIREC



Celebrating **the Group's 60th anniversary**, CHIMIREC organised open days nationally.

By integrating a **wastewater treatment process** and a new Energy Substitution Fuel recovery process, the Group is increasing its waste management capacity.

**The milestone of 1,000 employees has been reached**, with professional skills constantly being enhanced to ensure customer satisfaction.





CHIMIREC is committed to the reforestation programme deployed by EcoTree: more than **1,000 firs** already planted, offsetting 500 tonnes of CO2 over the next 20 years!

Supporting sustainable development, the **UNICOM business tool** takes up the challenge of dematerialisation, which allows for increased traceability and the potential for remote work.



**The Group continues to grow in France and abroad:**  
8 new national sites and 2 abroad.





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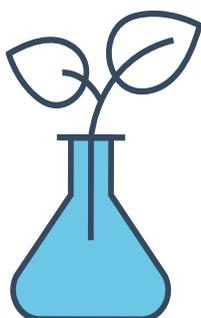
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Thank you to all the CHIMIREC employees who actively participated in the production of this report.

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