

SCA3P CORPORATE SOCIAL RESPONSIBILITY REPORT

2024-2025





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SCA3P ANNUAL CSR REPORT

FOREWORD

Sustainable development and societal impact concern us all, and businesses have a key role to play. Aware of the current challenges facing our society, we have been committed for several years to reducing our environmental and social footprint as much as possible.

Our cooperative brings together employees and more than 200 producers, who are themselves employers. The social dimension is therefore essential: ensuring decent working conditions and fair incomes, while safeguarding the health and safety of everyone involved.

This grouping of agricultural holdings is, above all, a commercial tool designed to sustain the value chain and ensure the economic viability of our region. Perfume plants, the dominant crop in the PACA region, can represent up to 90% of cultivated land. They are also closely linked to other sectors, such as honey production and tourism, making the economic dimension particularly significant.

The extensive cultivation of perfume plants in our region has an impact on soils and biodiversity, and remains highly dependent on climate conditions and pest pressure. These challenges directly affect our value chain and have repercussions on the environment and ecosystems. Adapting to these issues and implementing new integrated farming practices is essential. This is the third major commitment SCA3P has undertaken.

Through our actions and partnerships throughout the year, we strive to reduce our impacts and actively contribute to the collective effort to reverse current trends. Our objective is to generate, together with our producers, partners and stakeholders, a lasting positive impact — for our society and for our planet.

01 INTRODUCTION



SCA3P
KEY FIGURES

+200
Member
producers

+6000
Hectares of
Perfume Plants

~400
Tons of Essential Oils
per Year

CONTEXT
OUR COOPERATIVE

The Agricultural Cooperative Society of Perfume Plants of Provence (SCA3P), **founded in 1979**, is a leading agricultural cooperative in the perfume plants sector.

It is the first French cooperative dedicated to essential oils. Its head office is located in Simiane-la-Rotonde (04), with a second collection site in Puimoisson (04).

The cooperative is governed by a **Board of Directors composed of 15 producers** (2025) and is supported by a dynamic team of eight employees. SCA3P assists its members at every stage of production, from harvest to marketing, while promoting sustainable and responsible agricultural practices.

It brings together more than 200 producers located across the Valensole plateau (04), the Albion plateau (04, 84), the Enclave des Papes (84) and the Quercy region (82, 46). Together, these producers manage an exceptional territory of **10,000 hectares, including 6,000 hectares dedicated to perfume plants**, thereby helping to preserve and enhance a unique natural heritage.

With approximately **400 tons of 100% pure and natural essential oils** marketed each year, SCA3P exports its high-quality products to international markets, strengthening its position as a major player in the sector.



OUR VALUES



TRUST



PASSION



RESPECT FOR THE ENVIRONMENT



QUALITY



PERFORMANCE



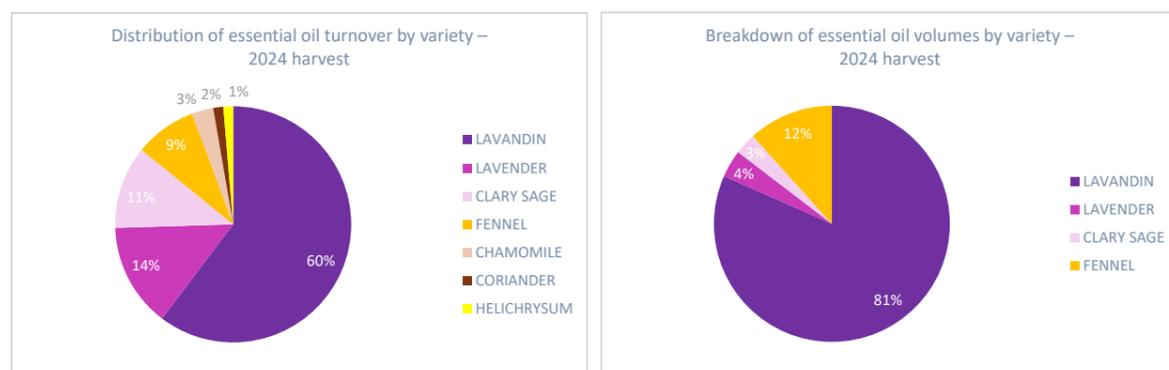
EQUITY

CONTEXT OUR PRODUCTS

Quality lies at the heart of every stage in the life cycle of our products. SCA3P is committed to delivering essential oils that precisely meet its clients' specifications, through processes such as filtration, blending, and varietal research.

All of this is carried out with absolute respect for the product's naturalness and purity. **Our essential oils are 100% pure and natural**, with no added solvents, additives, preservatives or any other substances.

SCA3P markets **14 varieties of perfume plants**, available in specific grades depending on the desired profile or certification.



Enhancing the Value of By-Products from Distillation or Plant Material

SCA3P also values the by-products as part of a circular economy approach:

- **Distilled Straw:** used as compost by producers or sold to clients for other uses.
- **Undistilled Flowers and Straw:** marketed in raw form, particularly as dried flowers.
- **Hydrosols:** aromatic waters reused in closed circuits for cooling and condensing essential oils or sold to clients.

INTRODUCTION

Discover our essential oils

100% pure and natural

Made in France

 <p><i>Lavandin</i></p> <p>Lavandin</p> <ul style="list-style-type: none"> • Grosso • Super • Sumian • Abrialis <p> </p>	 <p><i>Lavender Angustifolia</i></p> <p>Lavender Angustifolia</p> <ul style="list-style-type: none"> • Fine • Maillette • Diva • Blend <p> </p>	 <p><i>Spike Lavender</i></p> <p>Spike Lavender</p> <p> </p>
 <p><i>Clary Sage</i></p> <p>Clary Sage</p> <ul style="list-style-type: none"> • Dry-Crushed • Green-Crushed <p> </p>	 <p><i>Helichrysum</i></p> <p>Helichrysum</p> <ul style="list-style-type: none"> • Corsican type <p> </p>	 <p><i>Roman Chamomile</i></p> <p>Roman Chamomile</p> <p> </p>
 <p><i>Coriander Seeds</i></p> <p>Coriander Seeds</p> <p></p>	 <p><i>Thyme</i></p> <p>Thyme</p> <ul style="list-style-type: none"> • Thuyanol • Linalol • Geraniol <p> </p>	 <p><i>Rosemary</i></p> <p>Rosemary</p> <ul style="list-style-type: none"> • Cineole <p></p>
 <p><i>Oregano</i></p> <p>Oregano</p> <p> </p>	 <p><i>French Tarragon</i></p> <p>French Tarragon</p> <p> </p>	 <p><i>Hyssop</i></p> <p>Hyssop</p> <ul style="list-style-type: none"> • Officinalis • Decumbens • Montana <p> </p>
 <p><i>Spanish Sage</i></p> <p>Spanish Sage (Lavender Leaf Type)</p> <p></p>	 <p><i>Bitter Fennel</i></p> <p>Bitter Fennel</p> <p></p>	<p> Valorization of bi-products from distillation or cultivation</p> <p>We also offer a range of hydrosols as well as distilled and non-distilled straws during the harvest period to ensure complete and sustainable use of the resource.</p>

Product from **Conventional Agriculture**, 100% pure and natural

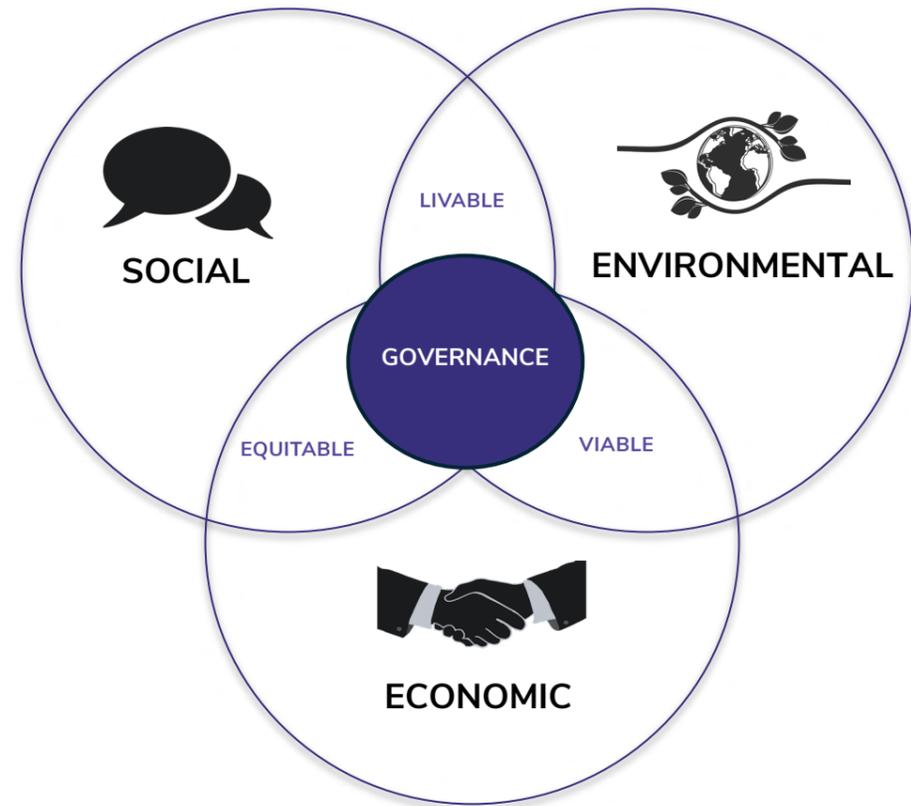
Product from **Organic Agriculture**

Product complies with **UEBT standards**

Product benefiting from the **Protected Designation of Origin (PDO)**

CONTEXT OUR CSR STRATEGY

The cooperative's decisions are based on the three pillars of sustainable development, while ensuring they remain fair and viable, with SMART objectives aligned with those of the UN Sustainable Development Goals (SDGs).



- **Social Strategy**
To be a human-scale company, focused on equity, collaboration, safety, and workplace well-being.
- **Environmental Strategy**
To be a company committed to preserving biodiversity and respectful of its environment.
- **Economic Strategy**
To be a company deeply integrated into its territory, building relationships based on transparency and dialogue.

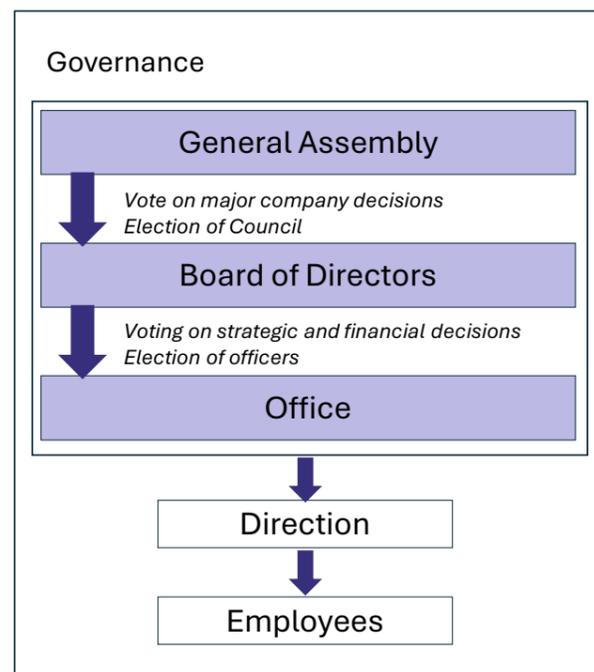
02 GOVERNANCE AND ETHICS



THE COOPERATIVE MODEL: SPECIFICS AND GOVERNANCE

1. A Collective and Democratic Tool

The Structure of a Cooperative



One of the fundamental principles of a cooperative is fairness among all its members. Each member has an equal vote, regardless of the volume they contribute.

Every year, the cooperative therefore invites its members to gather at a General Assembly, where they can express their views and make their voices heard.

The most recent Ordinary General Assembly took place on the 4th of November 2025.

Strategic and financial decisions are voted on during Board of Directors meetings, of which there are at least four per year.

In 2025, a member producer joined the Board of Directors as an observer, bringing the total number of board members to 15.

The day-to-day operations of the cooperative are managed by the Commercial Director and the Technical Director. They ensure that the decisions taken by the Board are effectively implemented.



2. Profit Sharing

A commercial tool by the producers, for the producers.

SCA3P is, above all, a tool dedicated to its producers, supporting them in marketing their products and providing technical and regulatory assistance.

Its primary objective is to maximise sales while ensuring competitive pricing and a fair income for producers.

- **The target remuneration level is set by the Board of Directors** at the beginning of each campaign and may be adjusted according to the average selling price.
- **All profits are either directly redistributed to producers** or allocated to reserves.

3. Mutual Commitments

Each application to join the cooperative is approved by the Board of Directors. The new member commits for a minimum period of five years, with automatic renewal, and subscribes to cooperative shares. In accordance with the statutes, they undertake to deliver at least 60% of their harvest to the cooperative.

For its part, the cooperative commits to collecting the member's harvest each year, in compliance with the established historical references and the notified quality requirements. It also undertakes to ensure fairness among all member producers and to redistribute profits to producers in accordance with the rules set by the High Council for Agricultural Cooperation (HCCA).

ROLE OF THE COOPERATIVE



1. Collection and Marketing

After harvest, producers distil the raw materials and deliver the essential oil to the cooperative.

SCA3P then carries out the various stages of processing, preparation and marketing.

It guarantees the purity, quality and safety of its products. The cooperative collects and controls the essential oils, which are then filtered, blended and stabilised to ensure they meet the expected quality standards. It ensures full traceability of its oils, from field to client where required, and is responsible for compliance with applicable standards and regulations when marketing its products.

Finally, SCA3P ensures proper packaging and associated logistics in accordance with international export regulations.

2. Technical Support

In addition to its role in collection and marketing, the cooperative also provides genuine technical support to its producers. It makes the expertise of a technical advisor available to guide and assist producers with crop management and harvesting practices.

The cooperative also works to create diversification opportunities for its producers, generating a dual impact. The objective is to minimise the negative effects of monoculture on soils by promoting crop rotation, while positioning producers in new markets and outlets.

Lastly, SCA3P is committed to promoting the work of its producers to clients, notably through field visits and certifications. It highlights emerging best practices from the field and encourages their wider adoption.

3. Quality and Regulatory Support

Trust is one of SCA3P's core values, which is why transparency and product traceability are central to its approach.

The traceability system implemented both at the cooperative and producer levels makes it possible, where necessary, to trace products back to the individual farm and plot.

Essential oils are pure and chemical products, although natural. As such, they can present risks during handling. Some are classified as hazardous goods and may pose risks to people and the environment.

SCA3P's objective is to supply products that fully comply with quality, regulatory and transport standards, both in France and internationally.



4. Promotion of the Cooperative Model

Trade Fairs



In 2024 and 2025, SCA3P reconnected with its clients and met new prospects at national and international trade fairs. The cooperative welcomed visitors to its stand at In-Cosmetics Global in April 2025 in Amsterdam. It also exhibited at SIMPPAR in June 2025 in Paris, focusing on the theme of Lavender from Provence.



The commercial team also took part in IFEAT in Sweden in September 2025, the largest global gathering of essential oil buyers and sellers. On behalf of CIHEF and representing the sector, the Commercial Director delivered a conference on sustainable initiatives within the French lavender industry.

The cooperative will once again be present at SIMPPAR for the 2026 edition in Grasse.

Responsible Communication

With the aim of increasing the cooperative's visibility and promoting the cooperative model, a partnership was established in 2024 with Deyana Mincheva, a professional specialising in communication, marketing and sustainable development. Her expertise has helped strengthen SCA3P's presence on social media, launch a quarterly newsletter, and improve and optimise its communication tools.

In addition to this partnership, the cooperative's website was redesigned in 2024, and the promotional film produced in 2023 — showcasing all aspects of the cooperative and its stakeholders — was further highlighted.



You can sign up to receive our newsletter by scanning this QR code.

[in /cooperative_sca3p](https://www.linkedin.com/company/cooperative_sca3p)
[📷 /Coopérative-sca3p](https://www.instagram.com/Coopérative-sca3p)
[@SCA3P2023](https://www.youtube.com/channel/UC...)

A partnership was also established in 2025 with photographer Vincent Ghesquière, with the aim of showcasing the landscapes and crops of the cooperative's production areas through a professional lens. These photographs will subsequently be used across the cooperative's communication materials.



With a commitment to transparency, promotion of the cooperative model, and securing market outlets for its producers, SCA3P strengthened its responsible communication strategy towards clients and partners in 2024–2025.

This approach aims to create a direct link between producers and end users, to explain agricultural realities, production costs, and the specific climatic and economic challenges facing the Lavandin and Lavender value chain in Provence.



Impact on the Sustainable Development Goals (SDGs)



INTEGRATED AGRICULTURE

SCA3P works closely in the field, in direct connection with its producers and their crops. For several years, the cooperative has therefore been committed to environmental responsibility through four main pillars that structure its environmental approach:

- Preserving biodiversity, soils and ecosystems
- Encouraging the development of new, more environmentally friendly cultivation practices
- Reducing energy and water consumption
- Ensuring proper waste management and maximising recovery

1. A Key Player in Soil Preservation

Cover Crops



The cooperative supports its member producers in their production methods. The cooperative employs a technical advisor who is available to provide guidance on cultivation, harvesting and distillation practices.

Through this support, SCA3P promotes responsible agriculture and innovation in farming practices. For example, it encourages the implementation of cover crops, at least during the first year of the crop's life cycle. This practice has been the subject of several years of research within the sector and has proven beneficial, particularly for soil preservation. Cover crops contribute organic matter, improve soil structure and limit erosion. In certain cases, their presence can also help reduce pest pressure.

The cooperative works in partnership with technical institutes to explore new practices and cultivation methods, and to provide support in carrying out technical studies (farming practices, plant protection products, etc.).

Diversification

Perfume plant crops in the Alpes-de-Haute-Provence and Vaucluse are predominantly Lavender and Lavandin. For several years, the cooperative and its producers have sought to develop new varieties in order to diversify their crops. Over time, varieties such as Helichrysum, Clary Sage, Coriander and Fennel have been introduced. Diversification trials continue to take place each year.

Diversification may be initiated by the cooperative to access new markets or in response to client demand. It also addresses strategic risk-reduction challenges. For certain products, it may be linked to international geopolitical contexts or climate change, with the aim of eventually offering clients varieties that are currently cultivated in other geographical areas considered “at risk.”

In some cases, diversification responds to marketing objectives related to promoting French origin. In others, it simply involves supporting member producers by integrating into the cooperative’s portfolio crops that are already being grown but were not yet under contract. The goal is to help producers maximise sales while offering clients an increasingly broad range of options.

Beyond its commercial interest, diversification also has clear environmental benefits. The addition of different varieties facilitates crop rotation and thus contributes to soil preservation.



Helichrysum



Coriander



Thyme



Clary Sage



Tarragon



Fennel



Oregano



Rosemary



2. Integrated Crop and Ecosystem Protection

One of the major challenges in cultivating perfume plants lies in crop health, which is often threatened by pests, with limited control options depending on the variety. The use of plant protection products is restricted for certain crops, such as Lavandin, and their application raises concerns regarding the impact on biodiversity in production areas, particularly on pollinators.

The cooperative and its member producers strive to maintain the economic viability of perfume plant crops while preserving local ecosystems.



Organic Farming

Some producers have chosen to transition to organic farming. With the support of SCA3P, a significant share of the products offered are now certified organic, involving around 30 committed producers.

However, the organic essential oils market is currently experiencing a challenging period, limiting prospects for growth or new projects in this area in the coming years.

Nevertheless, a specific development was carried out in 2025 on behalf of a client.



Integrated Farming

Other producers are adopting an integrated farming approach, combining the responsible use of plant protection products with biocontrol and mechanical solutions.

These biocontrol methods help reduce both the dosage and frequency of plant protection product applications, while improving their effectiveness.

As part of this approach, producers benefit from the support of the cooperative and technical institutes, which provide tailored resources and expertise to help optimise their agricultural practices.



The integrated practices reflecting the commitment of both producers and SCA3P have been recognised for several years through various certifications, labels and initiatives:

UEBT MEMBER



SCA3P has been a UEBT member since 2023. This recognition reflects the cooperative's commitment to more responsible and ethical sourcing, as well as to practices that respect biodiversity and people.



A three-year action plan has been launched, including the assessment of suppliers and producers in order to identify and address environmental risks associated with cultivation and harvesting practices.

UEBT INGREDIENT CERTIFICATION



SCA3P holds UEBT Ingredient Certification for part of its Lavandin Grosso essential oil production (3 producers representing 23 tonnes from the 2024 harvest, and 4 producers representing 27 tonnes from the 2025 harvest), and now also for part of its Lavandin Sumian essential oil production (2 producers representing 2.5 tonnes from the 2025 harvest).

These certifications demonstrate the cooperative's commitment to sourcing its Lavandin through a system that is more respectful of biodiversity and people.

Voluntary member producers from the Valensole plateau have joined the cooperative in this continuous improvement approach towards more ethical and responsible Lavandin sourcing.

FAIR FOR LIFE



Since 2024, SCA3P has been engaged in Fair for Life certification for part of its organic clonal Lavender production, in exclusive partnership with one of its clients, who holds the certification.

Two voluntary producers have thus been able to showcase their farming model, which reflects long-standing work and a strong commitment to organic cultivation and environmental stewardship. This fair trade certification also enhances the value of their work by ensuring they are remunerated at a fair price.

VALUE CHAIN VERIFICATION

Certain non-certified ingredient value chains are verified according to official standards set by SCA3P's clients or under the UEBT standard. Following the verification of Fennel in 2023, the Diva Lavender, Lavandin Grosso Espieur and Clary Sage value chains were verified in 2025 under the UEBT standard.

These verifications provide an opportunity to highlight producers' best practices, identify challenges encountered, and define possible areas for improvement related to these crops. They are generally renewed every three years.

CENSO



SCA3P has been committed for many years to the CENSO initiative for its Lavandin Grosso. This approach guarantees product traceability and promotes continuous improvement in order to ensure the long-term sustainability of production within the region, in line with a sustainable development strategy.

The initiative was launched by CIHEF, the interprofessional organisation representing the essential oils sector.

3. Improved Knowledge of Plant Protection Products

As a key player in the perfume plants sector, SCA3P must maintain a strong understanding of plant protection products. This knowledge is essential in terms of environmental and human safety. The cooperative's technical advisor conducts ongoing monitoring to better support member producers on technical matters.

In addition, the cooperative takes part in the plant protection products commission, working on diversifying the use of active substances. The objective is, in the long term, to identify potential alternatives to certain existing products or to diversify solutions in order to limit weed resistance. This commission meets four times a year.

The cooperative also facilitates Certiphyto training for its producers by hosting sessions led by the Chamber of Agriculture at its premises. The most recent session took place in March 2025.



ENVIRONMENTAL IMPACT

1. Resource Management

The Cooperative

The cooperative is committed to the responsible use of energy and water through raising awareness among its staff on environmental issues and by monitoring its resource consumption.



Figure 1: Evolution of water consumption since the 2019–2020 financial year for both SCA3P sites combined.

Water consumption had tended to increase since the 2019 harvest, mainly due to the strengthening of the quality and cleaning system, in addition to the purchase of new equipment.

However, the most water-intensive cleaning operations are tank cleanings. Due to market conditions, stock volumes increased and turnover slowed. Since tanks cannot be cleaned while full, this situation delayed certain cleaning operations. At the same time, tank rotation was optimised, making cleaning processes easier to carry out.

Stock turnover slightly improved during the 2024 harvest, which explains the recent increase, with consumption gradually returning to a level closer to the cooperative's optimal operating conditions.



Figure 2: Evolution of electricity consumption in kWh since the 2019–2020 financial year for both SCA3P sites combined.

Although handling operations have been less intensive than during the 2020 harvest, the quality system has become more energy-consuming since the 2021 harvest, notably due to more frequent filtration processes. In addition, new areas have been in use since 2021, increasing overall storage capacity.

In this context, the reduction in electricity consumption reflects a more responsible use of energy. Overall, consumption has remained relatively stable over the past three years, with only moderate variations.

Producers and Technical Institutes

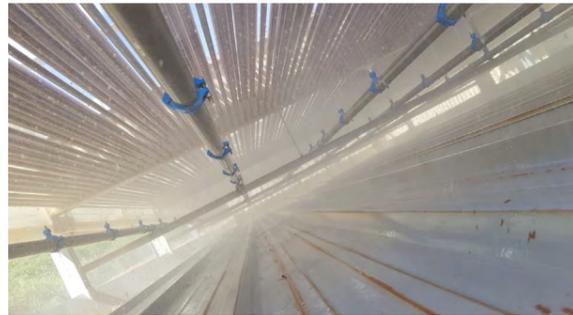
An increasing number of producers are adopting integrated farming practices, which also contribute to better management of energy and water resources.

Eco-driving practices are widely implemented in order to limit the consumption of non-road diesel (GNR).

Furthermore, soil management practices can also impact water resources. According to technical institutes within the sector, reducing soil tillage, adding organic matter, maintaining inter-row cover crops, and preserving hedgerows along field edges may improve water management at the plot level. These measures can enhance water retention, increase tolerance to climate stress, and reduce evaporation.

Genetic factors can also influence water use efficiency, which is why technical institutes incorporate drought stress criteria into their breeding programmes.

Distilleries



Distillation uses water in the form of steam, which passes through the plant material and carries the essential oil with it. The mixture of steam and essential oil is then liquefied using a cooling system, typically an evaporative condenser, and subsequently separated: hydrolate on one side, essential oil on the other.

Today, many distilleries are equipped with closed-loop water systems, enabling significant water savings. In these systems, the hydrolate used in the cooling circuit is sprayed onto the condenser to liquefy the essential oil from the next distillation cycle. Thanks to these systems, water requirements have been reduced by a factor of 11 compared to older installations.

According to CRIEPPAM, the amount of water required for a distillery over one season is lower than that needed to produce one hectare of maize.

Most distilleries are also equipped with double-jacket systems that allow preheating of the water entering the boiler, using the steam and essential oil mixture exiting the distillation chamber. In this way, the incoming water can be preheated to temperatures of up to 60°C, thereby reducing gas consumption.

2. Management of Chemical Waste



Waste is generated at the producer level. Empty containers of plant protection products and used engine oils are properly managed through dedicated collection systems such as Adivalor.

At the cooperative level, the only chemical waste consists of essential oils or rinsing and cleaning water.

To ensure proper waste treatment, the cooperative works with a specialised company for the transport and processing of waste: ORTEC.

The objective is to ensure the responsible management of the cooperative's chemical waste and to track it through to final disposal, guaranteeing that it is treated appropriately. In 2025, 3.94 m³ of chemical waste were processed by ORTEC.



In order to limit waste generation, essential oils are stored in HDPE plastic containers. These containers are reused from one year to the next, while ensuring that product quality is not compromised.

04 SOCIAL PILLAR



Impact on the Sustainable Development Goals (SDGs)



CODE OF ETHICS

Non-Discrimination and Equal Opportunities Policy

The cooperative is committed to ensuring that its activities are aligned with Human Rights.

SCA3P strictly prohibits slavery, forced or compulsory labour, servitude, threats, violence, corporal punishment, physical or psychological abuse, or any other form of intimidation. It does not employ and does not tolerate child labour.

SCA3P expects all employees to work and communicate with respect for others. It promotes diversity in the workplace and fosters the inclusion of its staff. The cooperative is committed to recruiting personnel based solely on qualifications and expertise, without any distinction based on origin, colour, age, gender, religion or sexual orientation.

Finally, SCA3P prohibits all forms of discrimination and harassment.

Training Policy

Training programmes are offered or made available to employees by Management. These enable staff to enhance their existing skills or develop new ones. Where necessary, an employee may undertake training during their career at SCA3P in order to acquire the competencies required to fulfil their responsibilities.

Training may cover topics such as chemical risk management, transport of raw materials, the HACCP quality approach, forklift operation, or export-related formalities.

Personalised training suggestions are discussed with each employee during individual appraisal meetings. At this time, employees may also express their own training requests, in line with their daily activities and responsibilities.

Remuneration Policy

Employees receive a salary corresponding to the remuneration set out in their employment contract. This remuneration is above the minimum wage required under French law for all SCA3P employees.

A 13th-month salary is paid in accordance with the applicable collective agreement. Eligibility requires six months of service. It is calculated on a pro rata basis according to the employee's start date.

A seniority bonus is also paid to cooperative employees, in line with the collective agreement, from the third year of service onwards, and may reach up to 10% of salary.

A year-end bonus is generally granted to employees subject to positive results. This decision is renewed each year by vote of the Board of Directors.

Since 2020, income tax has been withheld at source by the French State. SCA3P employees therefore receive a net salary after tax deduction.



EMPLOYEE RELATIONS

1. A Human-Scale Organisation

SCA3P is a small organisation with fewer than 10 employees, making it a genuinely human-scale company. The cooperative fosters an open social and relational policy centred on communication and dialogue.

Management shows genuine interest and concern for the well-being of its employees, as well as for their personal and professional development and success. The company's size results in a simplified hierarchical structure with few layers, facilitating smooth and direct communication.

The company adapts, as far as possible, to the needs of its employees and enables flexible work organisation.

Its governance therefore fosters a climate of trust, respect and collaboration, supported by considerate management practices and transparent communication.



Our Social Commitments:

- Valuing the work of employees
- Providing career development opportunities and continuous training
- Ensuring fair remuneration, as well as social benefits that contribute to their personal and professional fulfilment.

2. Team Cohesion

SCA3P is committed to employee well-being by organising team-building and exchange days during its quarterly meetings.

In December 2024, the team had the opportunity to visit one of its clients, who kindly welcomed them to learn more about their business, operations and commitments. The day continued with a convivial pastry-making workshop at the Forcalquier biscuit factory.

This day was also organised to thank Alexis De Moura, the former order preparer, who left the company in January. The role is now held by Nicolas Mailland, who is responsible for managing the cooperative's two warehouses, as well as collecting essential oils and preparing orders. Nicolas joined the team in October 2024.



In spring, the team had the opportunity to discover the Abbaye de Valsaintes site in Simiane-la-Rotonde, its history, its rose garden and its perfume plants. It was also an opportunity to meet Gwenaëlle Larvor, the new Sales Administrator, who joined the team in September 2025.

HEALTH AND SAFETY AT WORK

Our Commitments:

- Compliance with French law, labour regulations and employment legislation
- Prevention of occupational and psychosocial risks
- Provision of a healthy, ergonomic and balanced working environment
- Provision of appropriate safety equipment and materials in line with employees' responsibilities
- Health and safety training for employees

Objective: 0 Workplace Accidents

Labour Law Compliance Review

In January 2024, a labour law compliance review was conducted at the cooperative, organised by Coop ration Agricole Sud, to ensure full compliance with French labour legislation. It also provided an opportunity to update knowledge on recent regulatory developments, address questions, and engage with a specialist in the field.

Safety Training

In order to further strengthen safety standards within the cooperative, SCA3P employees completed fire safety and first aid training courses in 2024.

TRAINING AND REGULATORY UPDATES

ICPE

In 2024, the cooperative carried out the five-year compliance inspection of its ICPE registration (Classified Installation for Environmental Protection). Some modifications to the premises were required to ensure compliance, resulting in improved fire protection systems and procedures, as well as

the installation of additional containment basins to prevent major spills in order preparation areas.

These inspections are essential, and the cooperative is committed to maintaining full compliance in order to ensure enhanced site safety for employees and better environmental control of its products.

IATA

SCA3P aims to become fully autonomous in its processes and competencies. One key area concerns the transport of dangerous goods, for which the cooperative was not previously fully autonomous.

In 2024, the relevant employees were trained in the transport of dangerous goods by sea and by air, enabling greater independence in transport management and improved control of internal procedures.



KNOWN CONSIGNOR

In anticipation of regulatory changes concerning the air export of sealed containers, SCA3P has held a Known Consignor security approval issued by the French Civil Aviation Authority (DGAC) since 1 January 2025.

New security procedures, site adaptations and staff training programmes have been implemented to comply with the requirements of this certification.

SUPPORT AND ASSISTANCE FOR PRODUCERS

1. Fair Remuneration for Producers

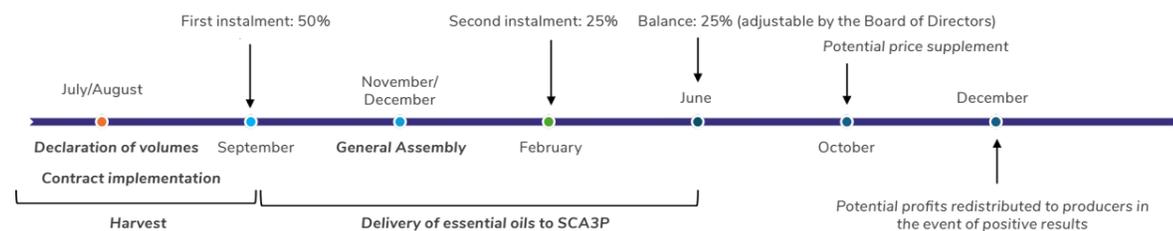
SCA3P is an organisation dedicated to its producers. It sets selling prices that ensure “fair” remuneration, enabling producers to secure a living income in addition to covering their production costs.

The cooperative supports its producers through a pre-financing system consisting of three instalments throughout the year.

These three advance payments allow producers to smooth their income over the year, with a larger share paid in the autumn at the launch of the new production campaign, enabling them to carry out their projects. The cooperative may also provide cash advances in certain cases and carries stock on behalf of its members, recognising that the volume collected depends on production levels rather than downstream demand.

The cooperative reserves the right to grant a price supplement for certain varieties if the year’s results are sufficiently satisfactory. This fourth payment, if applicable, is made in the autumn by decision of the Board of Directors. A price supplement was paid for Lavandin from the 2024 harvest.

In addition, a rebate may be distributed at year-end in the event of surplus results. This is voted on at the Annual General Assembly. If no rebate is approved, the surplus is allocated to reserves.



2. Social Support for Producers



SCA3P has been a UEBT member since 2023, meaning that the cooperative is committed to responsible and ethical sourcing practices.

A three-year action plan has been launched, notably to ensure that its suppliers apply best practices. The aim is to identify environmental as well as social risks associated with cultivation and harvesting practices. The cooperative requires its members to commit to respecting Human Rights, ensuring decent working conditions, workplace safety, appropriate training, non-discrimination and the fight against corruption.

The cooperative supports producers who wish to do so on key topics, particularly farms employing staff.



COMMUNITY COMMITMENTS

1. Support for Local and International Associations

The cooperative is committed to its local territory by supporting local associations and organisations through donations.

In 2025, it notably contributed to the funding of a new multi-sport court (city stadium) in Simiane-la-Rotonde, the village where its head office is located.



This year as well, the cooperative also provided financial support to one of its clients through a marathon, with the funds donated to the British humanitarian NGO CAFOD (Catholic Agency for Overseas Development).

2. Support for Education



In February 2023, SCA3P hosted an intern for two weeks as part of a BTS in International Trade at Lycée Jeanne Perrimond in Marseille. This International Trade Development Assistant internship was renewed in January 2025.



In April 2025, SCA3P also welcomed a Year 9 student (fourth year of secondary school) from Collège du Sacré-Cœur in Dignes-Bains for a two-week work observation placement.

As a stakeholder within the region, SCA3P hosts students each year from various educational programmes for site visits, to discover its practices and to learn about the different professions within the cooperative.



05 ECONOMIC PILLAR



Impact on the Sustainable Development Goals (SDGs)



ETHICAL BUSINESS PRACTICES

1. Purchasing Policy

100% French Production



All member producers of the SCA3P cooperative are located in the South of France.

The production of essential oils and straw is therefore 100% French, with the exception of Roman Chamomile, for which part of the production is sourced externally from Italy.

Promotion of Regional Products



SCA3P markets Fine Lavender with AOP (Protected Designation of Origin) status.

This Lavender complies with a strict set of specifications and undergoes an olfactory examination to ensure it meets the expected quality standards.

It is produced exclusively in the Alpes-de-Haute-Provence, Hautes-Alpes, Drôme and Vaucluse regions.

External Purchases from Cooperatives or Non-Member Producers

When member producers are unable to supply sufficient quantities to meet client demand, SCA3P prioritises sourcing from other cooperatives or non-member producers rather than from traders.

2. Sales Policy

A Responsible Commercial Strategy

SCA3P prioritises sales directly to essential oil end users in order to minimise intermediaries and maximise the producer's share of the value chain

It applies a responsible pricing policy, taking into account market conditions, production costs, and the minimum income required by producers to ensure the long-term sustainability of their farms. The objective is always to maximise sales while safeguarding the long-term interests of members through fair remuneration.

SCA3P is committed to working with ethical clients who are aware of the challenges faced by production and who are committed to responsible sourcing. The cooperative also seeks to build long-term partnerships.

Ethical Commercial Relationships Governed by General Terms and Conditions

In the interest of transparency and operational efficiency, General Terms and Conditions of Sale (GTCs) have been in place since September 2023.

This document helps prevent potential disputes and improves the cooperative's internal organisation and management

Commercial transactions are governed by SCA3P's conditions unless a framework agreement prevails. This ensures clearer understanding of operations and more productive exchanges with clients. The GTCs are updated annually.

Long-Term Contracts

As the essential oils market is volatile, one of the cooperative's objectives is to stabilise it and prevent excessive fluctuations in supply and demand that could harm the sector and its value chain.

In this context, work began in 2022 — and has since been strengthened — to establish new long-term contracts with clients.

These contracts define a fixed volume and a guaranteed price over several years, based on average production costs. The price may be revised upward or downward within a threshold jointly defined with the client.

Although subject to potential renegotiation, these contracts secure positions, reduce Lavandin volatility, and ensure a decent income for producers regardless of market conditions.

In downturn periods, they provide a minimum sales price above the average market price, thereby better supporting production.

In favourable market conditions, the maximum sales price may be below the actual market price. However, it will never fall below production costs, and the cooperative is bound to honour the negotiated conditions, recognising that this is a reciprocal commitment.

Production cost considerations are central in determining the reference price under "normal" market conditions.

This approach helps combat market volatility and ensures the long-term sustainability of the sector by limiting price erosion during periods of overproduction.

Long-term contracts remain the most reliable way to secure activity at both farm and industry levels.

Client Visits to Strengthen Partnerships



Throughout the year, particularly in June and July, SCA3P welcomes numerous visitors with an interest in the essential oils sector. These may include partner companies and brands, perfumers, buyers, political representatives, students, and journalists.

These visits are essential for maintaining close relationships with clients and with both current and future stakeholders of the perfume plants sector.

They also provide an opportunity to reconnect with field realities and to share the challenges faced by producers, particularly those related to climate change and pest pressure.

3. Fair Trade

The cooperative committed in 2023–2024 to a project aimed at implementing Fair for Life certification for its organic clonal Lavender value chain.

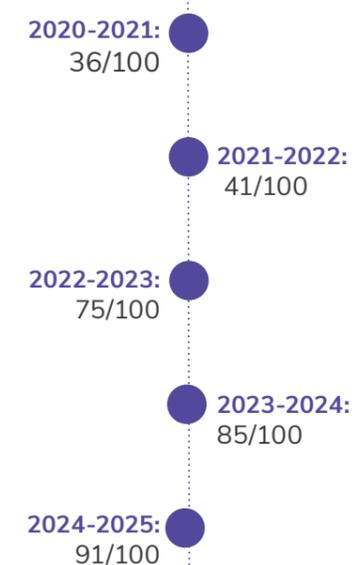
This project is carried out in partnership with one of its clients, who holds the certification. Through this initiative, SCA3P is making a long-term commitment to fair trade and to more sustainable agricultural practices within its organic clonal Lavender value chain.



PERFORMANCE RECOGNITION

Since 2017, SCA3P has participated in the mutual assessment of CSR performance through the EcoVadis platform, with the objective of continuously improving the company's CSR performance. The cooperative had set a target of achieving a score of 60/100 by 2025 on this platform. This objective was exceeded in 2022–2023.

SCA3P has continued to improve since then and remains in the top 1% with Platinum status, achieving global score of 91% and 100% on the environmental pillar.



Score global

Percentile
99ème

↗ 91/100



Plus d'informations sur: <https://ecovadis.com/fr/>

INTEGRATION OF THE CIRCULAR ECONOMY

Beyond chemical waste, there are other by-products that are in fact co-products directly derived from the cultivation of perfume plants and from distillation: straw and hydrolates.

Lavandin, Clary Sage and other perfume plant straws are most often recovered by producers to produce compost, which is then spread back onto the fields. For additional valorisation of these co-products, the cooperative also offers distilled straw for sale to its clients. It further responds to requests for larger-scale industrial projects aimed at recovering distilled straw, which can be used in the energy production sector.

Distillation also generates water containing traces of essential oils, resulting from the steam extraction of plant molecules. This is known as hydrolate. The cooperative offers hydrolates for sale to its clients, thereby creating an additional outlet for this co-product.

DISTILLED STRAW AND HYDROLATES

	Conventional	Organic 
Lavandin	✓	✓
Lavender	✓	✓
Clary Sage	✓	✓
Helichrysum	✓	✓



06 PARTNERSHIPS



Impact on the Sustainable Development Goals (SDGs)



POLICY AND CULTURE

The cooperative is a major stakeholder within its region and is committed to defending and preserving it. Over the years, SCA3P has supported its member producers' farms, thereby maintaining and shaping new landscapes across its territory, fostering tourism and contributing to the region's economic development.

MAISON DU PATRIMOINE



In 2023, the cooperative joined the Maison du Patrimoine Culturel Lavandicole de Provence Association.

In December 2024, the first Institutional and Diplomatic Symposium was held at the French Senate to support the candidacy of the cultural landscapes of Lavender for inclusion on the list of French heritage sites and subsequently as a UNESCO World Heritage Site. SCA3P had the honour of participating in this event, which brought together political representatives and ambassadors of Lavender and Lavandin.

Supporting this project and the association behind it means standing alongside producers to ensure the continued vitality of the Lavender value chain. The symposium was renewed in December 2025. Our Commercial Director attended and spoke to promote the long-term contractualisation model as a tool to ensure the sustainability of the sector.

As part of this association, SCA3P also participated as a jury member in the International Young Perfumer Award (SFP), on the theme of "Olfactory and Poetic Cultural Landscapes of Lavender in Provence", in support of the UNESCO heritage candidacy. The award ceremony took place during SIMPPAR in Paris in 2025.

REGION AND CHAMBER OF AGRICULTURE

In 2024–2025, SCA3P once again benefited from the support of the Région Sud and FranceAgriMer, French Ministry of Agriculture, for numerous initiatives, particularly in terms of funding for participation in international trade fairs such as In-Cosmetics, SIMPPAR and IFEAT.



INTERPROFESSIONAL ORGANISATIONS

VALUE CHAIN STAKEHOLDERS

The cooperative works closely with its stakeholders to support regulatory initiatives, technical studies and to benefit from expert guidance.

It collaborates with numerous professional unions, technical institutes and interprofessional organisations. In particular, it contributes to the Université Européenne des Senteurs et Saveurs, PPAM de France, CIHEF, CPPARM, CRIEP-PAM, ITEIPMAI, the GIEE Essen'sol group, IFEAT, SFP, the High Council for Agricultural Cooperation, OCAPIAT, the Agroecology and Fair Trade Association, and Coopération Agricole Sud.

Through these partnerships, the cooperative works alongside these organisations to support and advance the sector. These relationships are based not only on regular exchanges and technical or regulatory meetings, but also on the sharing of data and information.



FRENCH SOCIETY OF PERFUMERS (SFP)



Since 2023, SCA3P has been a member of the SFP – Société Française des Parfumeurs.

This membership aims to increase interaction and exchanges with professionals in the perfumery sector, while enabling participation in the sharing of technical and scientific information facilitated by the association, and representing the production side of the value chain.

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