



# CSR report

# 2024



AKERON

triogen®

IOCI Electrodes

BIOSEA

# editorial

On a planet where freshwater accounts for less than 1% of the world's water resources and more than 2.2 billion people have no access to safe drinking, BIO-UV Group provides proven, sustainable solutions to treat and disinfect water without adding harmful chemicals.



Beyond this vital mission, it is a part of our social responsibility to identify how we can better manage our resources, work effectively with our partners, develop our territories and our capabilities, while regularly measuring our impact and performance.

The year 2024 was the starting point for a structural approach that has enabled us to integrate Corporate Social Responsibility into our Group comprehensively and sustainably, with:

- the creation of the CSR Committee that steers our activities,
- the implementation and attainment of the ISO 26 000 standard,
- the launch of the calculation of our carbon footprint,
- the acculturation of all our employees.

I remain convinced that the environmental and social battles must be fought first and foremost at the individual level. In this sense, we owe it to our employees to raise their awareness so that they can act as responsible citizens daily, both inside and outside the company. The BIO-UV Group has to be an agent of cultural change, fostering the ability to work better together for the common good.

With this first CSR report, which goes beyond the communication of simple figures, we demonstrate the progress made by the BIO-UV Group on social issues with a view to continuous improvement. To maintain and improve our business, we need to use our ability to adapt and innovate to create a working environment that incorporates optimal social, economic and environmental conditions. Helping to build a better world, preserving a vital resource and working towards a sustainable model are all the reasons that motivate us and bind us to an ideal that is fairer, more efficient and more respectful.

Thank you all for your commitment.  
Water is life, BIO-UV Group is for life.

Laurent-Emmanuel MIGEON, CEO of BIO-UV Group.



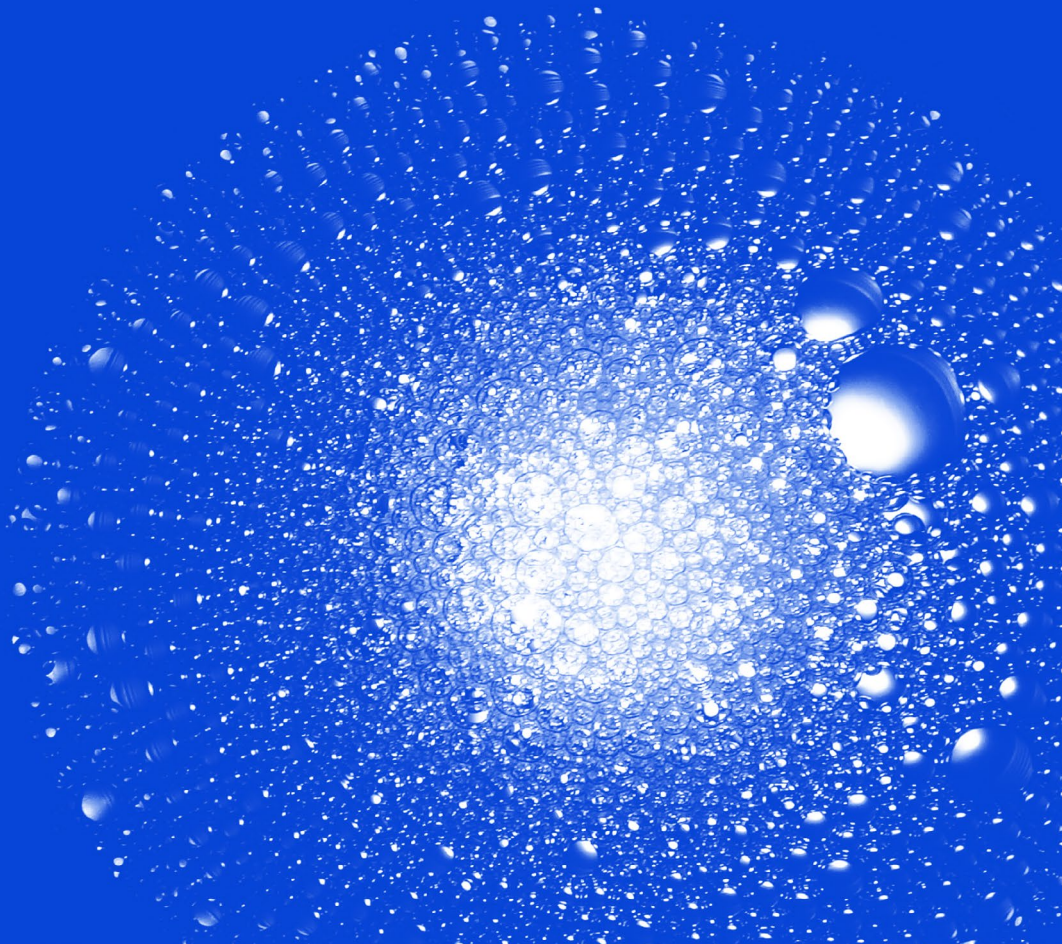
“

Water is not essential for life,  
it is life.

”

Antoine de Saint-Exupéry

quote



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# in our ecosystem

From our headquarters in Lunel, France to the sites of our subsidiaries triogen Ltd. in Glasgow (Scotland) and CORELEC in Muret, France, the BIO-UV Group is aware that we are an integral part of our ecosystem. The impact we have on the local area, through our economic, social and environmental activities, and our interaction with all our stakeholders, leads us to seek ever greater sustainability in the way we operate. Since the company was founded in 2000, we have been committed to protecting the environment. Our chemical-free water treatment solutions help to preserve terrestrial and marine ecosystems and optimise water resources against the backdrop of significant climate change and pressure on water resources. The key challenge for the coming years is to improve our social and environmental impact as a company by involving all our stakeholders.

We are proud to design and manufacture most of our products in France, where we generate over 50% of our turnover. We are part of the French Fab community, which supports companies, economic operators, institutions and industrial sites based in France that are committed to the development of French industry.

Because we believe that it is not enough to produce in France if we are not committed to the environment and climate, we are part of the Coq Vert community, a group of managers committed to the ecological and energy transition. Created by Bpifrance, in partnership with ADEME and the French Ministry for Ecological Transition, this community encourages the exchange of expertise between committed entrepreneurs.



# governance

## governance structures

The Executive Committee is responsible for the day-to-day management and implementation of the strategies defined by the Board. It brings together the key competencies of our Group. Decisions are taken based on key performance indicators (KPIs) and in full knowledge of the budget. The members of the CODIR are responsible for communicating the directives adopted to their respective departments, through the COPILS, monthly meetings that enable top-down and bottom-up communication.



## administrative board

**43% +50%\***

of the Board of Administrators are independent members.

**30%**

of women on the Board of Administrators.

\* rate of change in the indicator in relation to the 2023 financial year.

**SDG**

Target Sustainable Development Goals (SDGs):





# stakeholder engagement

## innovation in maritime transport

We support shipowners who are committed to the ecological transition and use sailing ships to transport goods. In 2024, our BWTS (Ballast Water Treatment System) systems equipped the new sailing yacht Grain de Sail II, owned by the Morlaix roaster/chocolatier of the same name. The shipowner TOWT has ordered 7 diesel-powered vessels between 2022 and 2027 for transatlantic crossings carrying French consumer goods. We are also supporting the launch of NEOLINE, a future Ro-Ro vessel for low-carbon transatlantic car transport. Sailing can drastically reduce CO<sub>2</sub> emissions in the maritime sector, which accounts for 3% of global emissions.



Grain de Sail II sailing cargo ship

## engaging our stakeholders

To encourage communication within the company and to better target our actions, in 2024, our employees were able to answer an internal questionnaire on Quality of Life at Work (QWL). In 2024, to better integrate our employees into the new CSR policy of the BIO-UV Group, a board game on CSR was offered to our employees. The game was provided by BIOVIVA, a Montpellier-based leader in eco-designed educational games. This initiative allowed us to combine **team building** and **CSR awareness**, while encouraging **local partnerships**.



# CSR in figures

## business activity in 2024



## impact on the environment and human health over the last three years

2.6 billion

m<sup>3</sup> of water treated by our systems

22.7 M€

savings in resources (water, heating and chemicals) for collective pools, thanks to the installation of our dechloramination systems

38 million

m<sup>3</sup> of water saved thanks to our REUSE systems and dechloramination



57 million

m<sup>3</sup> of ballast water treated by our BIO-SEA systems



21.5 tonnes

of chloramines avoided in collective pools



# water, a resource under pressure

In essence, we are at the heart of a major social issue: water resources. Global warming, a phenomenon linked to human carbon dioxide (CO<sub>2</sub>) emissions, is the primary factor responsible for the depletion of water resources. Higher temperatures mean faster water evaporation from the Earth's surface and greater condensation at higher altitudes. The overall effect is an acceleration of the water cycle, reflected in increasingly violent rainfall and longer periods of drought. The combination of more frequent droughts and episodes of flooding is threatening the availability of water throughout the world. Until recently, the Western world was completely unconcerned, and few people were alarmed by the strain on freshwater resources. This is all the more true given that control over water and sanitation has been in place for centuries in France and Western countries overall.

Here we are in the early hours of the 21st century, and water resources are already a major issue in many parts of the world. In Europe, for example, many cities faced water restrictions in 2022 and experienced disruptions in their supply. Worldwide, 2.2 billion people do not have access to safe drinking water, 4.2 billion do not have access to sanitation, and 3 billion do not even have a place to wash their hands (source: World Health Organisation).

“

**Unsafe water is the leading cause of death in the world, and the people most affected are African children.**

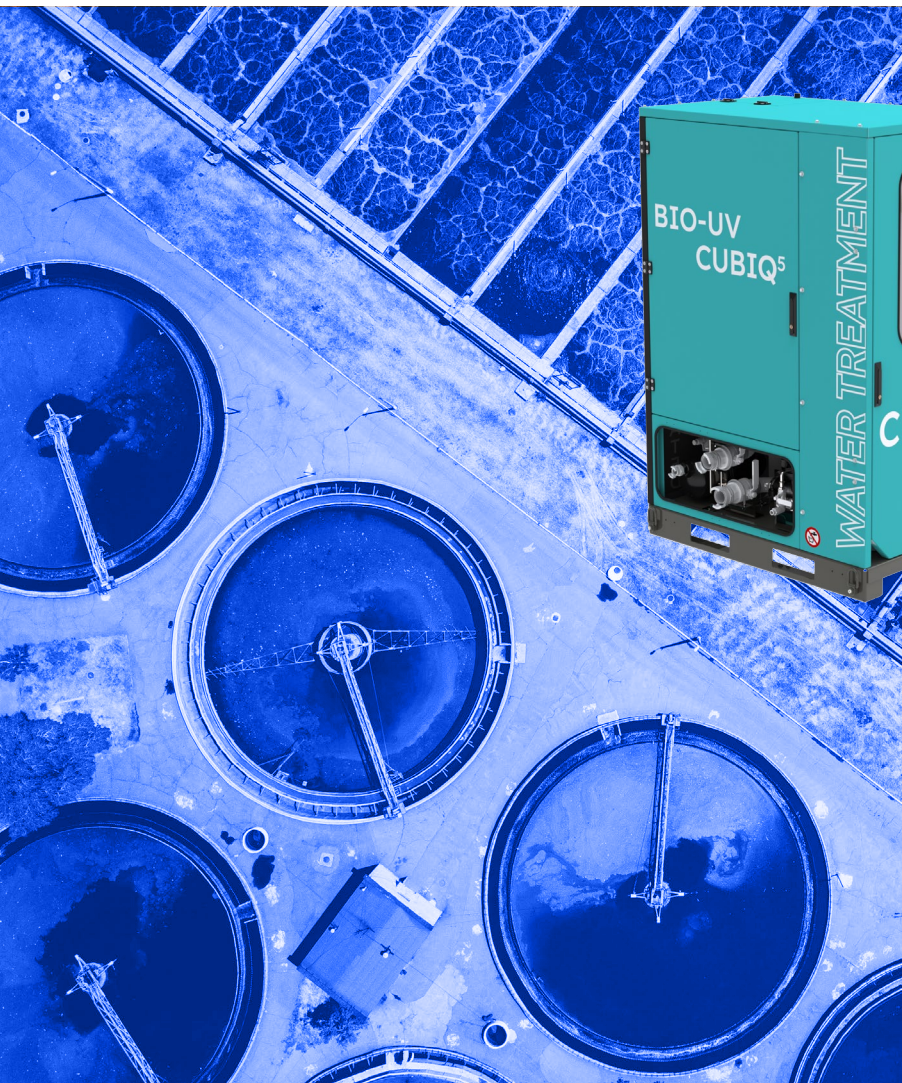
”

Simon Porcher, *La fin de l'eau ?*

# BIO-UV Group actions

In this context, we are putting our years of experience at the service of society, both in France and around the world. In 2023, France experienced an episode of unprecedented water stress, particularly in coastal tourist areas where resources are already under pressure. The year 2024 was marked by a growing awareness on the part of local authorities and the identification of new needs in terms of wastewater reuse (REUSE). We responded to this demand with the launch of the **CUBIQ** solution, which purifies wastewater treated in a wastewater treatment plant for small-scale urban uses such as street cleaning or watering public gardens, stadiums, etc.

By selling our water treatment systems, we are responding to the United Nations' Sustainable Development Goal (SDGs) 6. This sixth goal aims to achieve universal and equitable access to drinking water, hygiene and sanitation by 2030, especially for vulnerable populations. It also calls for the sustainable management of this resource and mentions reducing the number of people suffering from water scarcity. This goal incorporates the notion of transboundary management of this resource, which is essential for the proper use of water, but also conducive to peace and cooperation.



The CUBIQ solution, launched in 2024 to meet the need to reuse treated wastewater following the exceptional drought in 2023.

SDG

Target Sustainable Development Goals (SDGs):





# sustainable development goals

In 2015, the 193 members of the United Nations (UN) defined **17 Sustainable Development Goals (SDGs)** to be achieved by 2030, covering the majority of societal challenges by integrating the concept of sustainable development. Through its actions, the BIO-UV Group targets some of these SDGs, not only as a manufacturer of water treatment systems, but also as a committed company.

## sustainable development: what is it?

The concept of sustainable development is a definition of development that integrates **economic, social and environmental** issues and takes into account the medium to long-term impacts of economic growth.

“

*Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.*

”

Mme Gro Harlem Brundtland, Prime Minister of Norway (1987)

## the SDGs at BIO-UV Group

As a committed company and manufacturer of water treatment systems, the BIO-UV Group meets several Sustainable Development Goals.



# our CSR approach

CSR is part of the company's foundation, part of its DNA. Through our innovative, environmentally friendly and sustainable water treatment solutions, we make a positive contribution to the preservation and conservation of natural resources. For the company, the global and long-term integration of CSR seemed obvious. The year 2024 was crucial for the implementation of the BIO-UV Group's CSR strategy, with the setting of 6 objectives structuring the company's CSR action plan.

1. **reduce** our Scope 3 greenhouse gas emissions by 5%.

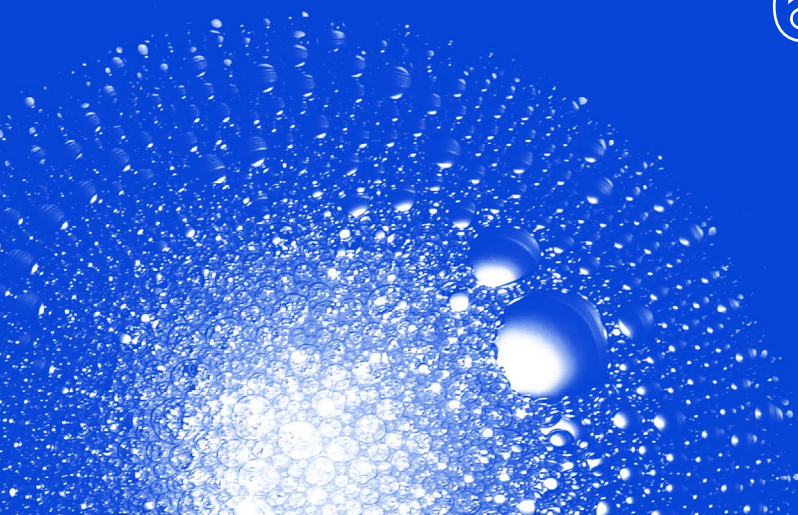
2. **comply** with the ISO 26 000 standard

3. **raise** employee awareness of CSR issues

4. **set up and run** a CSR Committee

5. **start** decarbonising the car fleet

6. **installation** of solar panels at the Lunel headquarters (34)

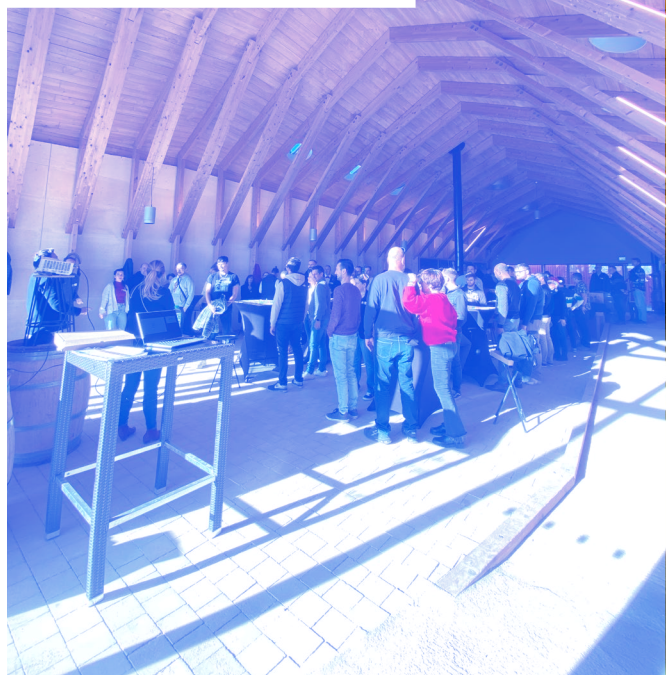


# CSR Committee

In 2024, the CSR Committee was set up within the company. This committee, made up of employees representing each of the company's departments, meets regularly to decide on the CSR action plan and to review the actions taken. Laurent-Emmanuel MIGEON, CEO of the BIO-UV Group, chairs the committee and ensures that the CSR objectives are clear and understood by all the company's stakeholders. In particular, the Committee decides on the annual schedule of awareness-raising weeks on various social and environmental themes (Well-being Week, Sports Week, Safety Week).



Escape Game on the theme of MSDs (Musculoskeletal Disorders) organised during Safety Week.

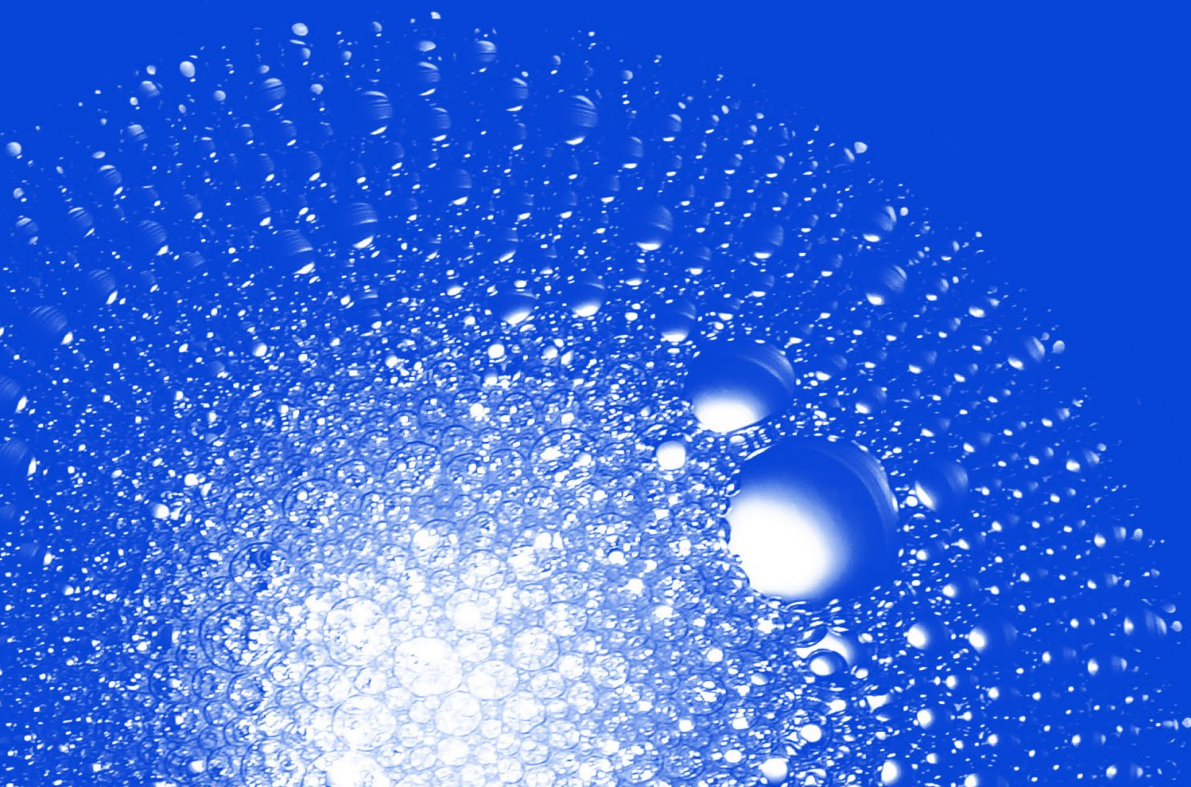


Board game on the theme of CSR to raise awareness among our employees.



# CSR within the company

We want to raise awareness of social and environmental issues and involve **all parts of the business**. From the research and development phase to the marketing of our water treatment systems, we believe it is important to involve every link in the value chain (purchasing, production, marketing, etc.) in our CSR approach.



# a committed R&D department

## 80 years of combined expertise

Our water treatment expertise is recognised. The combination of **CORELEC**'s 20 years expertise in salt electrolysis, **Triogen Ltd.**'s 35 years expertise in water treatment using ozone, UV and AOP, and Lunel's 25 years of experience in UV-C treatment gives us a combined expertise of over 80 years.

Since 2010, the Lunel and Muret sites have been **ISO 9001** certified for our quality and performance management system, demonstrating a quality service that meets our customers' expectations and needs. Our products also comply with international and national certifications, considering the specific regulations of each country. The Group is also a member of several competence clusters, including **Aqua- Valley**, **EUOTA** and **IUVA**, which bring together professionals and experts in the fields of water treatment, UV and ozone technologies. These clusters help companies to become more competitive through collaboration, innovation and knowledge sharing. They provide a common platform to promote best practices and sustainable economic development projects.



# one step closer to eco-design



Xavier BAYLE  
R&D Director

*We initiated the approach  
and have been integrating  
eco-design concepts for  
many years.*



Our water treatment solutions already incorporate eco-design principles. The water treatment solutions we offer are tailored to each specific application. We aim to be **economical** in terms of both the size of the systems and the power consumption of all our systems. Our customers and the environment benefit from our optimal solutions, both in terms of energy consumption and raw materials. In 2025, eco-design training will be provided for key functions within the company. The aim is to **promote eco-design** throughout the value chain and to formalise the concept more effectively within the company.



BIO-SEA BWTS system at chantier de l'Atlantique (44)

SDG

Target Sustainable Development  
Goals (SDGs):

**Target 4:** "By 2030, modernise infrastructure and adapt industries to make them sustainable through more rational use of resources."





# responsible purchasing

**97%**

of purchases made within  
the European Union

**62%**

of purchases  
made in France



## engaging our suppliers

In 2024, we formulated our CSR requirements for suppliers. We have added social and environmental compliance obligations to our annual assessment grid and audit plans. We have also developed a Responsible Sourcing Charter, which will be presented to suppliers in 2025. This charter commits our suppliers to issues such as quality/compliance, human rights/working conditions, environmental protection, business ethics, community involvement and sustainable innovation.

# ethical and sustainable production

Production is one of our pillars, ensuring the availability of our finished products. Ethical production that respects the environment means integrating environmental and social issues in terms of **waste management, energy consumption and health and safety at work.**

## industrialisation

Faced with a highly competitive market and ever-tighter deadlines, we are bringing in **new industrial capabilities in-house**. There are many benefits to this approach, including a reduction in the **carbon footprint** associated with travelling between production sites and external service providers. In 2024, we purchased a **laser cutting machine**. In 2025, we will continue this approach with the installation of an additional **machining and assembly station** at the Lunel site.



Gilles WALLEZ  
Director of Operations

“

In a changing environment, driven by the demands of our customers and the market, BIO-UV Group needs to move towards a more industrial approach. There are many reasons for this industrialisation: to reduce the carbon footprint of our products, to limit our stocks and control the risks of outsourced know-how, while enabling our employees to develop their skills.

”

SDG

Target Sustainable Development Goals (SDGs):

**Target 2:** "Promote inclusive and sustainable industrialisation and significantly increase, following national circumstances, the contribution of industry to employment and gross domestic product by 2030, and double it in the least developed countries."



# infrastructure sustainability

## we know all about UV...

In March 2024, we installed **86 solar panels** on the roofs of our headquarters in Lunel, France. These panels provide an optimal output of 30 kWp (achieved on sunny summer days).

**31 MWh**

energy supplied by solar panels in 2024 (0 MWh in 2023)

**14%**

share of self-generated solar energy in total electricity consumption in 2024 at the Lunel site



**-25%**

of electrical energy not self-generated consumed (compared with 2023) for the Lunel site

**+ 44 131 €** invested in solar energy in 2024

## ...also in 2025



artist's view of the 2025 project

In 2025, a new solar panel installation will be installed in the shade of the car park. This will provide a higher optimum output than the rooftop installation completed in 2024, with 40 kWp fed into the grid when the sun is at its zenith.

**+ 97 825 €\***

projected investment cost over 2025 (excluding tax)

**SDG**

Target Sustainable Development Goals (SDGs):

**Target 2:** "By 2030, significantly increase the share of renewable energy in the global energy mix"





# health and safety at work

Occupational health and safety is a critical issue for companies in the industrial and manufacturing sectors. A good understanding of health and safety means ensuring the well-being of employees at every stage of the production chain. The year 2024 marks a turning point in our approach to health and safety with the appointment of Fanny GRYSON as Quality & Safety Manager. It was also the year in which BIO-UV Group was selected by CARSAT to participate in the National Programme for the Prevention of Chemical Risks at Work.



Welder on the Lunel (34) production site



Fanny GRYSON  
Quality & Safety Officer

“

*Health, safety and welfare at work must be a priority. The company's role is to provide the right equipment to work in a healthy and safe environment, so that our people can do their jobs without compromising their physical or moral integrity. We must work towards this goal and it is everyone's responsibility.*

”

SDG

Target Sustainable Development Goals (SDGs):

**Target 8:** "Defend workers' rights, promote safety in the workplace and ensure the protection of all workers, including migrants, especially women, and those in precarious employment"



## waste management

As an industrial company, we recognise the importance of managing our waste properly, for both environmental and economic reasons. However, waste sorting and management are ultimately a matter for individuals. In 2024, for example, we raised our employees' awareness of waste management by collecting litter thrown into the countryside.



Rubbish collection (35kg collected)



Employee collecting rubbish.

**-24 %**

industrial waste generated  
in 2024 than in 2023.

In 2025, we are committed to better waste management with a view to **continuous improvement**, with the installation of a bio-waste composting facility on the Lunel site and the testing of a cardboard waste compactor, already in place at CORELEC (Muret). Awareness-raising campaigns on waste sorting will also be launched in partnership with Lunel Agglo.

**SDG**

Target Sustainable Development Goals (SDGs):

**Target 5:** "By 2030, significantly reduce waste production through prevention, reduction, recycling and reuse".



# well-being at work

Every year, the company organises a **well-being week**. The aim is to promote well-being through awareness-raising activities related to nutrition, sports activities and massages at the workplace. Local service providers are preferred for this week.



Massage session for an employee at the Corelec site.



We'll be offering breakfasts and raising awareness of the importance of good nutrition.



Collective meals for our employees at the triogen site.

In 2024, a **safety awareness week** was organised in collaboration with the Occupational Health Service. During this week, all internal stakeholders were made aware of MSDs (Musculoskeletal Disorders) through the organisation of an escape game in collaboration with the Occupational Health Service (AIPALS). All our employees were informed about the correct postures to adopt to work in the most ergonomic way possible.



Johanna EUGENE  
Communications Officer and  
member of the CSR Committee

“

*Well-being at work is a balance between a healthy environment, positive relationships and feeling useful. When you feel respected, listened to and valued, you want to contribute and do your best - not because you have to, but because it makes sense. Taking care of our people means investing in people, and when people are well, the business follows.*

”

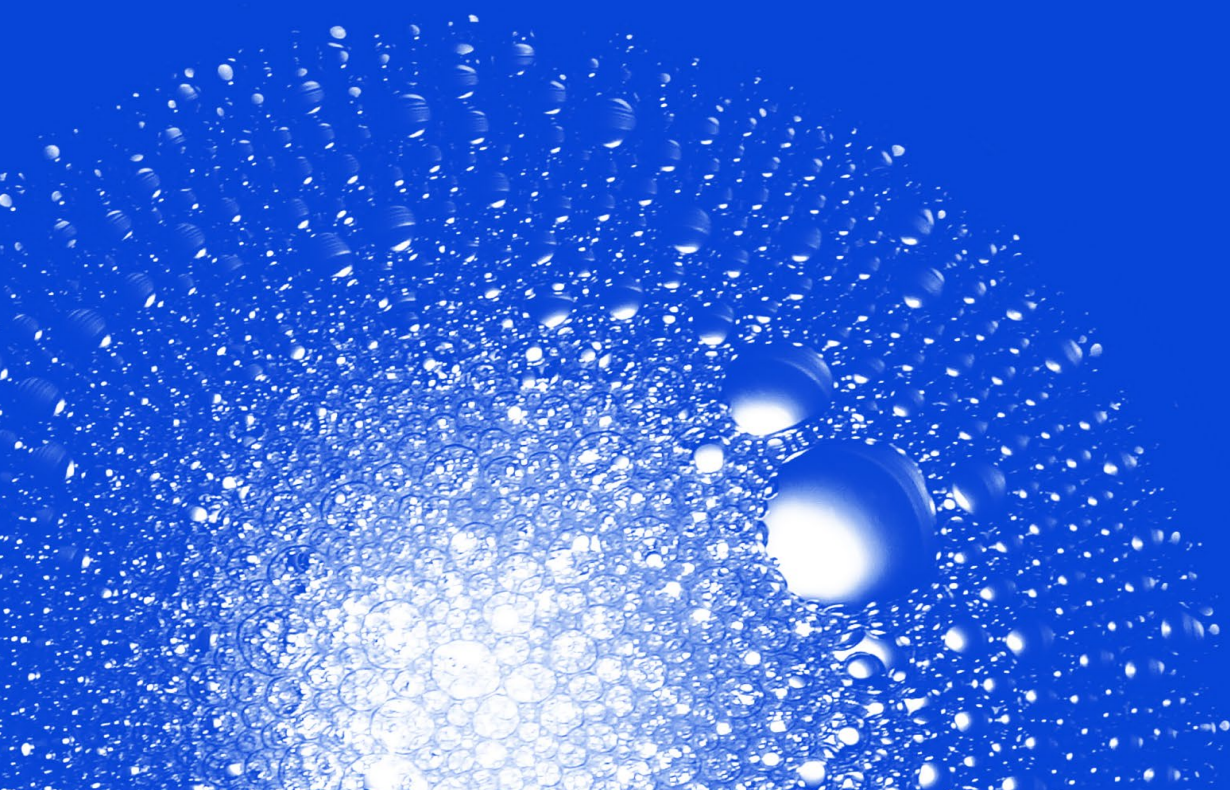


# environmental impact

The impact of **climate change** is now a fact. The summary of the IPCC's (Intergovernmental Panel on Climate Change) sixth assessment report, published in March 2023, warns of global warming of 1.1°C since pre-industrial times. The IPCC's projection scenarios predict a global warming of 1.5°C by 2030, and the most pessimistic scenarios predict a warming of up to 4.5°C by 2100. The consequences are already manifold (longer droughts, more frequent extreme weather events, more intense and shorter rainfall, etc.) and are being experienced globally, with great disparities between regions.

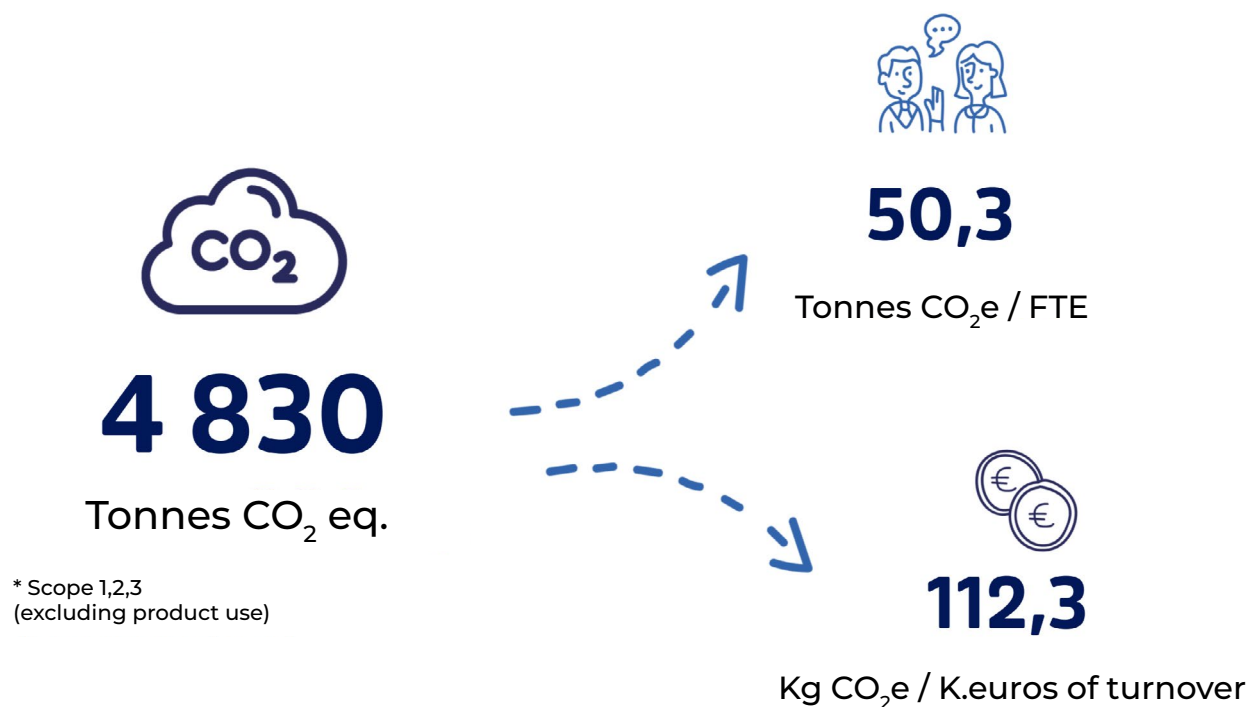
Moreover, according to the OFB (French Office for Biodiversity), 68% of vertebrate populations disappeared between 1970 and 2016, 40% of the world's insect species are in decline and their mass has been decreasing by 2.5% per year for the last 30 years. We are currently experiencing the beginnings of the **6th mass extinction of our planet Earth**.

At BIO-UV Group we accept our share of responsibility for this environmental crisis. We believe that our industrial activities cannot be allowed to negate efforts to protect biodiversity and the climate, and we are determined to continue to take action on our own scale.



# our carbon footprint

in 2024 we've taken stock...



## Recorded activity data

- Data on purchases of goods and services
- Data on transport goods
- Travel data
- Waste-related data
- Data related to the use and end of life of products
- Data related to events and seminars



Average annual carbon footprint  
of 525 French people  
(9.2 tonnes of CO<sub>2</sub>e in 2022)

or



**20 557**  
Paris-New York return flights

# our commitments

## and we are committed to reducing...

We are aware of the challenges posed by global warming, both for our business and for future generations. Following our carbon footprint assessment in 2024, we set up an action plan to **reduce our footprint** with the support of the consultancy ATEO. The plan covers 5 areas in which we are committed to reducing our greenhouse gas emissions.

### 1. purchasing and services

- **draw up** a responsible purchasing charter
- **move** towards paperless (invoicing)

### 3. waste management

- **trial** of a cardboard waste compactor'
- **studying** the future acquisition of a cardboard shredding machine for reuse in shipments

### 5. eco-design

- **training** in the eco-design of our products
- **recycling** our electrodes
- **reconditioning** after-sales equipment for resale

### 2. mobility

- **promote** rail transport
- **renewing** the vehicle fleet with electric/hybrid vehicles

### 4. digital

- **draw up** a charter on good digital practices



Target Sustainable Development Goals (SDGs):





# biodiversity

## bees at BIO-UV Group

In 2024, we installed two hives of black Occitanian bees (120,000 bees). These hives were installed by the Les Ecoruches beekeepers' group. As the black Occitanian bee is in danger of extinction, the installation of these hives will allow the creation of a new colony and contribute to the **conservation of the species**. A beekeeper maintains and manages the hives with the help of volunteers. In addition to preserving local biodiversity, this partnership has enabled the collection of the equivalent of 100 125g jars per year per hive, distributed to company employees.



Our apiaries

Honey harvesting by a member of staff in protective clothing.

SDG

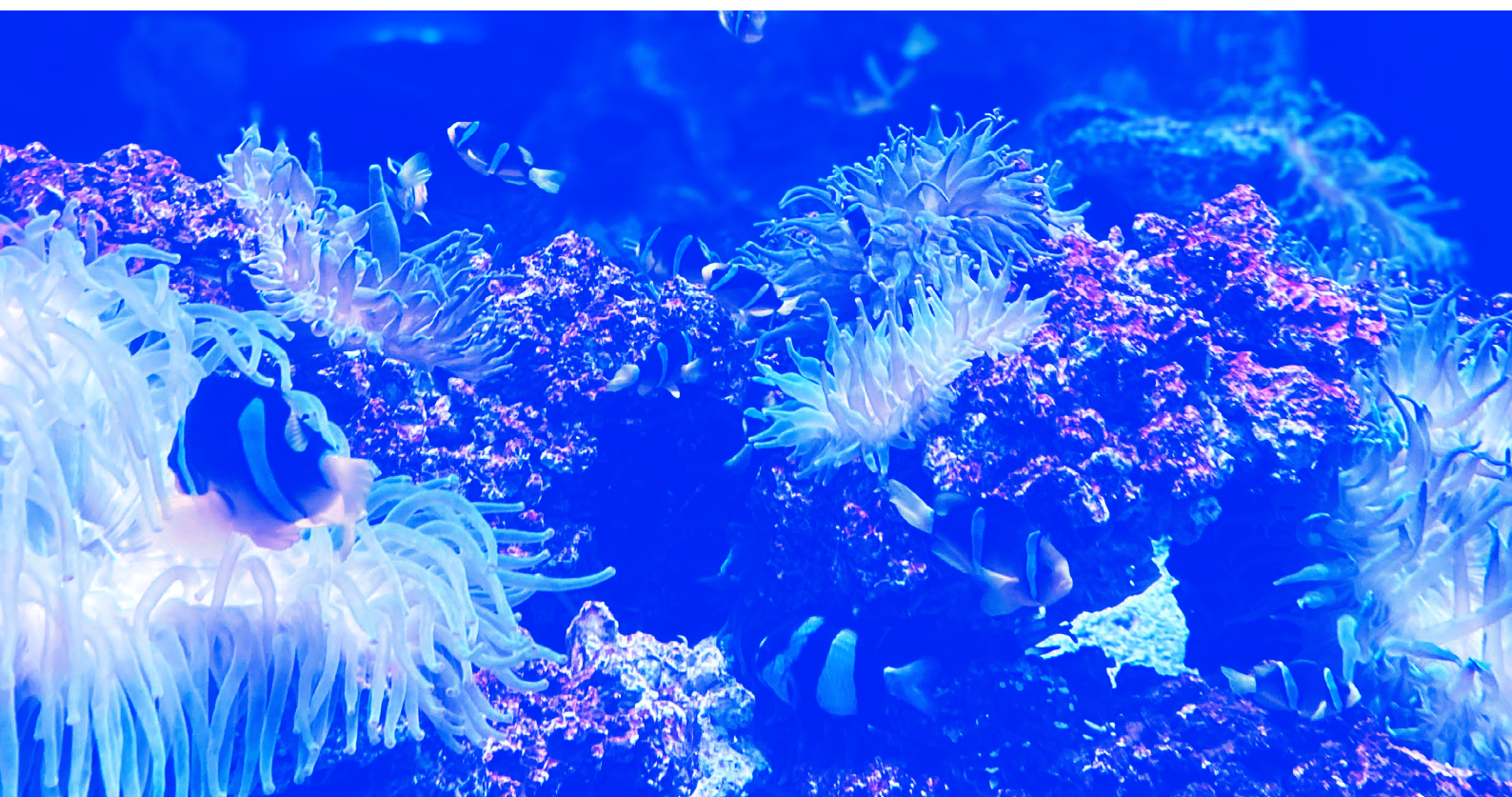
Target Sustainable Development Goals (SDGs):



# aquatic biodiversity

Through the sale of our ballast water treatment systems, we play an important role in **preserving marine ecosystems**. The 2004 International Maritime Organisation (IMO) Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention) entered into force on 8 September 2017. It requires ships to be fitted with ballast water treatment systems from September 2024.

Ballast water is used on board ships to stabilise and balance ships during loading and unloading. Ballast water can contain thousands of micro-organisms, zooplankton, algae and marine animals that can be transported from port to port around the world. The discharge of untreated ballast water at the ship's destination can lead to the introduction of invasive species, as well as viruses and bacteria. Hundreds of cases of damage to local biodiversity have been reported, sometimes with catastrophic consequences for the ecosystems concerned.



**SDG**

Target Sustainable  
Development Goals  
(SDGs):

**14** LIFE  
BELOW WATER





# a collective spirit



In 2024, we sponsored our employees to take part in the **Montpellier Reine**, a charity walk in support of breast cancer prevention, screening and research. It's a great way to build team spirit and raise awareness of an important health issue.



# within the company...

Just like in a sports club, it is the collective effort that counts within the company. Therefore, the **well-being** of each individual and **listening** to others within the BIO-UV Group are key to our CSR approach.

Playing a variety of sports together within the company (padel, futsal, fitness, etc.) helps to strengthen the team spirit of our employees, which is essential for the smooth running of the company. In 2024, a sports week was organised at the Lunel (Group headquarters) and Muret (CORELEC) sites to encourage our employees to take part in physical activity and to develop team spirit.

Futsal



Group running/walking session



Petanque game



# ...and territories

As a local player, we are committed to **playing a collective** role by supporting local players through partnerships and sponsorship to help them develop their activities within our community.



The BIO-UV Group team wins in basketball



BIO-UV Group is a sponsor of the Lunel rugby, football and basketball clubs, as well as the Lunel fire brigade.

**5 524 €** allocated to **financial and in-kind sponsorship** in 2024

In 2024, we participated in an innovation challenge in partnership with **IMT Mines Alès**. The budding engineers were able to work on recycling the electrodes used in our systems. Every month, we use the services of the **ESAT Lunellois** to maintain our green areas, and we regularly open our doors to BTS classes from the **Lycée Louis Feuillade** in Lunel, with whom we have a partnership. Many students from this school come to us for work experience. We are also a partner of the **UIMM (Union des Industries des Métiers de la Métallurgie)** in Occitanie. In particular, the UIMM enables us to train tomorrow's talents in the metalworking trades, in partnership with companies such as BIO-UV Group.



**SDG**

Target Sustainable Development Goals (SDGs):

**Target 17:** "Encourage and promote public partnerships, public-private partnerships and partnerships with civil society".

**17** PARTNERSHIPS FOR THE GOALS





[www.bio-uv.com](http://www.bio-uv.com)

**BIO-UV Group** - 850 Avenue Louis Médard 34400 Lunel, France - [contact@bio-uv.com](mailto:contact@bio-uv.com)

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