





































## KEY INDICATORS 2023

Theme	Chapter	KPI	Result 2021	Result 2022	Result 2023	Target		SDGs
FROM SKY TO EARTH								
Environment	VDC	Percentage of partners participating in the Sustainable Viticulture survey	82%	N/A	91%	100%	2025	  
		Response rate of partners to the Sustainable Viticulture survey	95%	N/A	90%	90%	2025	
		Rate of VDC-certified supplies	17.5%	34.4%	27.8%	>90%	2030	
	Biodiversity	Number of trees/shrubs planted	300	300	150	150	Renewable	  
		Hectares of new vines planted	1.9	1.4	1.4	Renewable		
		Number of active beehives	8	8	16	20	2025	
		Number of units used of insecticide, pesticide or carcinogenic, mutagenic or reprotoxic chemical in piper-heidsieck's own vineyards	0	0	0	Renewable		
		Percentage of renewables in electricity purchases (%)	N/A	100	100	100	2025	
	Energy	Quantity of water consumed (in m3)	10 617	10 870	11681	9150	2025	  
		Electricity consumption (in kWh)	3 263 741	3 633 700	3 583 455.00	2 822 244.60	2025	
		Gas consumption (en kWh)	2 489 049	2 259 163	2 595 074	0	2025	
		Waste recycling rate (%)	100	100	100	100	2025	
	Wastes	Percentage of waste recycled into materials rather than energy	77	85	89.6%	85	2025	  
		Tonnes of hazardous waste generated	3	8	0.81	0.0414	2030	
		Tonnes of non-hazardous waste generated	161	310	224.477	119.62	2030	
		Tonnes of Scope 1 CO2 emissions	N/A	300	952	294.06	2030	
	Climate	Tonnes of Scope 2 CO2 emissions	N/A	99	172	77	2030	  
		Tonnes of Scope 3 CO2 emissions	N/A	20 071 tCO2e total 14 093 tCO2e intensity	23640.3 tCO2e total 15095 tCO2e intensity	9515.3 tCO2e total 6673.9 tCO2e intensity	2030	
		Tonnes of CO2 emitted by PHCH SAS	N/A	20 472	24 764.57	0	2050	
		Kg CO2/bottle	N/A	3.05	3.97	1.91	2030	
		Business trips	Number of kilometers traveled by plane for business trips	N/A	820 977	729 210.69	624432.00	
	Origin and eco-design	Rate of packaging suppliers based in Europe	N/A	81	86.36%	100	2030	  
		Weight of French glass production	93.70%	99.30%	100	100	2030	
		Reduction in the weight of the bottle used by Piper-Heidsieck on all 75 cl formats	835	835	835	810	2030	
		Rate of lighter 875g Charles Heidsieck 75 cl bottles (special format)	N/A	82%	100	>90	2030	
		Share of sales volume in boxes/VAP Piper-Heidsieck	39.40%	31.50%	27.40%	16.30%	2030	
		Share of sales volume in boxes/VAP Charles Heidsieck	16.80%	10.80%	9%	6.45%	2030	
		Share of sales volume in boxes/VAP Rare Champagne	33.03%	26.58%	24.50%	19%	2030	

# MOVING FORWARD TOGETHER

Social	Career development and training	Average employee seniority (in years)	13.91	12.83	13.39	13.75	Renewable	  
		Rate of employees benefitting from salary increase (%)	100	100	100	75	Renewable	
		Rate of employees benefitting from training (%)	97.88	90	85.6	80	2025	
		Rate of employees benefitting from at least one training course on developing their skills during the year	N/A	90	92%	80%	2025	
		Rate of employees trained on our anti-corruption code over past year (% of workforce concerned)	100	Online training for new recruits	100	100	2025	
	Safety	Number of commuting accidents	0	0	0	0	Renewable	 
		Number of lost-time accidents (LTAs)	5	2	3	0	Renewable	
		Number of minor work-related accidents	5	9	6	5 (-10% compared to N-1)	Renewable	
		Number of non lost time accidents in the workplace (NLTAs)	0	3	2	2 (-10% compared to N-1)	Renewable	
	PSR-QLW	Number of PSR-QLW steering committee meetings	1	4	5	4	Renewable	 
		Number of CSSCT (Health, Safety and Working Conditions Committee) meetings	4	4	4	4	Renewable	
		Rate of employees taking part in wellness days	N/A	63%	83%	50%	Renewable	
		Number of meetings with Chairman (breakfasts, staff meetings, management committees, production facility tours)	N/A	33	33	Renewable		
		Number of issues of the in-house company newsletter (ENM)	5	9	10	9	2025	
		Employee satisfaction or engagement rate	63%	N/A	73	65	2025	
		Gender Equality Index - Overall Score	Incalculable	Incalculable	94	Renewable		
	Diversity and Inclusion	Rate of women in total workforce (%)	37.35	38	39.94	50	2030	  
		Percentage of women managers/executives (%)	40	48	56	50	2030	
		Percentage of employees with disabilities	5.02	4	3.22	6	Renewable	
		Gender pay gap + CSP (internal calculation)	10	8.9	4.9	0	2025	
		Average duration of our supplier relationships	N/A	13	16.7	stable compared to N-1	2025	
	Supplier relationship	Average duration of winegrowing collaborations	N/A	16	19.3	15	Renewable	   
		Rate of nationally sourced supplies	N/A	83.3	93.97%	80%	Renewable	
		Response rate of suppliers to general supplier CSR questionnaire	80%	N/A	78.0%	80%	2025	
		Rate of suppliers covered by our Code of Conduct	N/A	59.9	80%	100%	2030	
		Rate of distributors covered by our Code of Conduct	68%	68%	80%	100%	2030	
		Suppliers/Distributors who have signed the code of conduct jointly with our houses (at the expense of the houses)	N/A	59.9	82%	100%	2030	

## A HERITAGE OF SHARING

Societal	Responsible consumption	Percentage of customer events covered by an alcohol monitoring system	33%	37.50%	75%	100	2025	
		Percentage of in-house events covered by an alcohol monitoring system	N/A	100%	100	100	2025	
		Number of in-house responsible consumption education events (PADE)	0	1	3	1	Renewable	
		Rate of employees trained in Evin Law compliance (% of workforce concerned)	100%	100%	100	100	2025	
	Community environment	Number of "Nos quartiers ont des Talents" students supported	N/A	11	12	Renewable		
		Number of Pro Bono hours on paid leave	491 h	N/A	44 h	Renewable		
		Number of Pro Bono hours in work time	96 h	N/A	296 h	Renewable		
		Rate of employees involved in Pro Bono	14%	15%	8%	Renewable		
	Transparency	Certification related to transparency	3	4	4	Renewable		
		Percentagee sold with full oenological traceability (date of disgorgement/laying down in cellar/dosage)	4.8	8.4	10.50%	100	2030	
	Sponsorship and partnership	Number of external CSR events (talking about B Corp and CSR: supplier, schools, jury, etc.)	N/A	N/A	4	Renewable		
		Sponsorship Piper-Heidsieck	111 300 €	93 500 €	58500	Renewable		
		Sponsorship Rare Champagne	20 000 €	30 000 €	15000	Renewable		
		Sponsorship Charles Heidsieck	N/A	45 000 €	29800	Renewable		