



TOURNAIRE

Produit le meilleur, protège l'excellence

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TOURNAIRE GROUP

PRESS KIT

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Press Release

TO SUPPORT ITS DEVELOPMENT IN FRANCE AND ABROAD, TOURNAIRE IS MOVING INTO THE 2.0 ERA

Grasse, 12 November 2014 – Tournaire is a company specializing in the design and manufacture of ground-breaking solutions for the creation and protection of high-added-value products for a large number of companies in all sectors: flavors and fragrances, cosmetics, human and animal health, food processing and dietary supplements, crop protection, and many others, both in France and abroad.

With the advent of Internet 2.0, the social networks have revolutionized enterprise strategies and structures. Aware of the new opportunities offered by these developments, Tournaire has rethought its strategy, becoming a “connected” enterprise and enhancing the commitment of its 240 employees. Tournaire is thus one of the first companies in Grasse to adopt such a clear web 2.0 position and take advantage of all the functions now available.

> A NEW VISUAL IDENTITY AND SIGNATURE TO SUPPORT THE CORPORATE BRAND

The first stage was the adoption of a new visual identity to strengthen the corporate brand: the global image of a company with a long history and a strong presence along the whole of the value chain, from process engineering for natural raw materials to the design of exceptional packaging products.

This new visual identity is associated with a brand platform that asserts Tournaire’s vision: **high-quality products deserve high-quality processing and protection**, and also its determination to serve its many clients by **continuous innovation so as to push back the technical limits of processes and materials, thereby offering best-quality solutions and strongly developing international business.**



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This vision and determination are reflected in the strategic promise that forms the Group's new signature: **"Produce the best, protect the most"**.

> THE RENEWED WEB SITE AND THE CREATION OF A DIGITAL ECOSYSTEM

To support and underline this development, Tournaire has totally renewed its web site (www.tournaire.fr), launched a specialized process & materials blog, and designed a powerful digital ecosystem.

The new site in 3 languages – French, English, Spanish – is now linked to the major social networks:

Facebook, Twitter, LinkedIn, Viadeo, Youtube and Google +, making it possible to engage in a broader and more direct dialog with the target audiences and also to develop a community both in France and abroad.

Tournaire is aware that today a company's influence depends not only on the volume of its sales but, more and more, on the size and quality of its community

> THE COMMITMENT OF TOURNAIRE'S EMPLOYEES, THE FIRST AMBASSADORS FOR THE BRAND

Because they are the first relays and the leading ambassadors for the company, Tournaire's employees have been made fully aware of this significant digital orientation:

- An in-house meeting was held to present the new graphic charter, the new web site and the social networks that have been set up; a guide to the use of social media was distributed to 240 employees;
- On a voluntary basis, training sessions were organized to enable everyone to be present and active on the company's social networks.

In this way Tournaire's digital transformation has been shared and adopted by all interested employees.

As Luc Tournaire, Chairman of the board, declares: *"We are fully aware that our environment has undergone far-reaching changes and that web 2.0 is now part and parcel of our way of working and communicating. Among the companies in our region, in our sector of activity and more particularly as a family company known for its discretion, Tournaire is no doubt the first player to have gone so far in the integration of these new modes of sharing, co-production and collaboration."*

Having chosen to go down this 'digital road', and thanks to its new communications strategy, Tournaire has new resources available to provide strong support to its development in France and internationally."

About Tournaire

Tournaire came into being in 1833, along with the first perfume plant distilleries in Grasse. Over the years Tournaire has continually acquired new expertise as the perfume industry has developed, to meet the specific needs of its clients. Today the Tournaire Group is structured around two divisions: the **Equipment Division** specializing from the start in the design, manufacture, installation and commissioning of pilot or production units for complete, made-to-measure processing of natural raw materials; and the **Packaging Division**, which offers the largest range of technical packaging systems on the market (pure aluminum, co-extruded plastics, or glass), with the highest levels of quality, service and safety.

Present in more than 70 countries throughout the world, Tournaire has 240 employees, mainly on its Grasse site, and in 2013 had a turnover of € 52 million, 65 % in international markets.

Discover Tournaire on its web site: www.tournaire.fr

And on the social networks:



<https://facebook.com/GroupeTournaire>



https://twitter.com/Groupe_Tournaire



<https://plus.google.com/u/0/+GroupeTournaire>



<https://linkedin.com/company/tournaire>



<http://www.viadeo.com/fr/company/tournaire>



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1 The Tournaire Group: "Producing the best, protecting the most..."

1.1 *From its origins until today...*

Tournaire came into being along with the first perfume flower distilleries in Grasse. Originally a coppersmith, then manufacturer of stills, modern extractors and cans for flower oils in copper and then aluminum, Tournaire has continually acquired new expertise as the perfume industry has developed, to meet the specific needs of its clients.

While Tournaire's heritage is that of a pioneer in the engineering of raw materials processing for fragrances, it also has a long history of diversification towards many other sectors of industrial activity. Today Tournaire benefits from a unique position in its market: that of a family company which also has a strong international presence. Tournaire's know-how, universally acknowledged, is entirely at the service of many sectors of the economy, both for the engineering of leading-edge equipment and for high-quality technical packaging.

The Tournaire group is structured around two divisions:

- The Equipment Division (link to 2.1), with long-standing expertise in the design, manufacture, installation and commissioning of pilot plants or full tailor-made production units for materials processing;
- The Packaging Division (link to 2.2) offers the widest range of technical packaging on the market with the highest level of quality, service and safety.

- The Tournaire group also includes three subsidiaries:
 - o Tournaire Plastic in Chalon-sur-Saône,
 - o TMM in Grasse (link to <http://www.tmm-packaging.com/>)
 - o Elemental Container in the USA (link to <http://www.aluminumbottles.com/>).



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1.2 ...a Group that possesses unique qualities....

Tournaire has always believed that quality products deserve quality processing and packaging.

This vision applies to all Tournaire's lines of business. It is shared and implemented on a day-to-day basis by Tournaire's employees whose know-how, skills and professionalism are universally acknowledged by its clients.

Although Tournaire has become a company of reference selling equipment and packaging throughout the six continents, it has conserved its values and individual features, today recognized by clients as qualities that set it apart:

- An independent family company, which means it can make long-term strategic decisions with total freedom and autonomy, so as to respond even better to its clients' expectations and further enhance their level of satisfaction and trust;
- A pioneering spirit, always on the lookout for innovative solutions, taking into account the latest techniques and processes;
- Expertise in the fields of unique, global made-to-measure productions and creations;
- Unfailing attention to the notion of service, to guarantee the quality and tailor-made nature of performance at every stage;
- Unique consideration for environmental issues, with business conducted in the framework of a global Quality-Safety-Environment approach.



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1.3 with a powerful ambition and vision

A pioneer in the engineering of raw materials processing for fragrances, Tournaire strongly asserts its ambition:

to innovate ceaselessly so as to push back the technical limits of
processes and materials in order to offer clients the most effective solutions
on the market and to develop internationally.

Current Tournaire Group clients are:

Demanding industrial companies, often with an international presence, seeking innovative,
safe and lasting solutions enabling them to produce and protect high-added-value
goods in the sectors of flavors and fragrances, cosmetics, human and animal health,
food processing and dietary supplements, and crop protection.

This ambition is reflected in our powerful single vision:

Quality products deserve quality processing and packaging

2 Equipment Division

Flowers, leaves, gums, resins, various types of powder... Whatever the raw materials to be processed, Tournaire's Equipment Division can design and produce the system best suited to the client's requirements. Production of natural extracts for pharmaceuticals, fine chemistry, flavorings and perfumery... process know-how and solutions based on extraction, distillation, and rectification with static or stirred batch extractors enable Tournaire's Equipment Division to meet every need.

In a sector like industrial equipment, where the market is often scattered and fragmented, Tournaire, thanks to its Equipment Division, is the only company offering a cross-cutting service, capable of designing a *complete* production process with *premium* solutions and, thanks to its unique engineering skills, offering turnkey and customized systems that precisely meet client needs and expectations.

2.1 Line of business

Tournaire Group's Equipment Division designs, manufactures and installs materials processing solutions throughout the world for a wide range of industries. On demand this Division can produce one-off units such as reactors, filter-dryers or rectification columns

Since its foundation, Tournaire Group's Equipment Division has developed a vast fund of expertise, particularly in the design and development of high-performance processes, not to mention the manufacture, installation and commissioning of pilot or production units.

The fundamental added value proposed by the Tournaire Group lies in its unmatched knowledge of natural raw materials extraction. Tournaire is therefore irreplaceable when it comes to offering clients ongoing support for the successful implementation of their projects.

At the heart of its expertise, the engineering skills of Tournaire's Equipment Division can be summed up as follows:

- Audit and expert evaluation of existing installations;
- Optimization of existing installations including support for compliance with regulatory standards: safety, processes, energy efficiency and revamping.
- Support in process intensification;
- Engineering of client utilities (energy production, network design, etc.) ;
- Support for the implementation of specific equipment solutions and/or tailor-made processes

2.2 Solutions

To meet the expectations of its clients in all the sectors concerned, Tournaire Group's Equipment Division offers a set of solutions:

- *Distillation*: a full range of batch distillation and hydro-distillation units working under pressure or at atmospheric pressure;
- *Rectification*: batch and continuous rectification units at atmospheric pressure or under vacuum down to 0.5 mbar absolute;
- *Extraction*: a range of stationary or stirred batch extractors for the processing of an extremely varied range of raw materials: from the most fragile flowers to bulk or crushed materials;
- *Filtration*: Single-plate vacuum or pressure filters , Multi-stage pressure filters. Agitated filter dryers (Nutsche filters);
- *Evaporation*: batch or continuous units operating at atmospheric pressure or under vacuum down 0.1 mbar absolute;
- *Drying*: vertical cylinder dryers of two types with bottom-mounted stirrer or dome-mounted stirrer, with or without vertical movement;
- *Molecular distillation*: for separating, purifying or decolorizing heat-sensitive products, products with high molecular weight or viscosity, products with high melting or boiling point.
- *Reaction*: complete reactor units from pilot size up to industrial scale.
- *Condenser column*: compact units have been designed to replace the following elements in reactor systems, such as primary condenser, trap condenser, decanter, cooler, storage tanks; compared to traditional assemblies they offer the following advantages: significant space saving, decreased installation time, elimination of piping support structures, reduced retention volume, savings in cleaning time and cleaning product consumption.
- *Subcritical water extraction*: an extremely promising process, particularly from an environmental point of view: Tournaire Group's Equipment Division designs and manufactures pilot units or turnkey industrial installations adapted to the specific needs of users.

2.3 Services

Tournaire's vast experience in the industrial process field, its thorough understanding of a wide range of regulatory issues and their implementation, and its operational excellence reflected in quality assurance and reliability of production, all guarantee an unmatched service offering.

Services on offer include:

- Training in the use of equipment;
- A dedicated contact for spare part provision: original parts compliant with industrial requirements;
- Inventory and maintenance optimization through made-to-measure contracts;
- A technical team qualified for interventions on hazardous sites: level 1 and 2 chemical risks, MASE, etc.);
- After-sales service for equipment maintenance;
- Monitoring of technological progress so as to update equipment to the benefit of clients.

2.4 Applications

Flavors

The production of flavorings is at the heart of Tournaire Equipment's history. The company supports clients with a wide range of apparatus and units dedicated to the production and purification of natural extracts.

Fine chemistry

Tournaire's equipment range covers a large number of individual operations encountered in chemical engineering, in particular:

- The primary stages of synthesis/reaction, condensation and decantation;
- The intermediate stages of concentration, crystallization, evaporation or rectification;
- The finishing stages, filtration and drying.

Cosmetics

Positioned well upstream in the value chain, the apparatus and units proposed by Tournaire's Equipment Division find many applications in the production of ingredients for the cosmetics industry. Having always been present in the made-to-measure sector, Tournaire can meet all demands, from the extraction and purification of ingredients through blending to filtering, drying etc.

Perfumery

Processing of raw materials from plant sources is a field in which Tournaire Group's Equipment Division possesses extensive experience.

Steam distillation and extraction using volatile solvents are the processes most widely used for obtaining natural extracts.

These extracts are then purified and decolorized, or they are used for the isolation of specific molecules by vacuum rectification or molecular distillation.

Pharmaceuticals

The pharmaceutical industry imposes the most stringent quality standards for all its products. Traceability and cleanability requirements are taken into account right from the start of a project so as to deliver equipment that is compliant with all standards. For this reason the equipment proposed by the Tournaire Group is in constant evolution, to keep abreast of ever-changing regulations and client needs.

2.5 References & international presence

Many leading industrial companies have placed their confidence in Tournaire Group's Equipment Division for the design, development, installation and maintenance of their solutions

International presence

3,000 Tournaire Group equipments are currently used in more than 70 countries, worldwide, including: Algeria, Belgium, Brazil, Bulgaria, China, Costa Rica, Ecuador, Egypt, France, Germany, Guatemala, Indonesia, Iran, Iraq, Japan, Madagascar, Morocco, Monaco, Mongolia, Nepal, Netherlands, Nigeria, Portugal, Reunion, Russia, Saudi Arabia, Sicily, Singapore, Slovenia, South Korea, Spain, Switzerland, Tahiti, Tanzania, Tasmania, Thailand, Tunisia, Turkey, UK, United Arab Emirates, USA

3 Packaging Division

After acquiring unique expertise in the design and manufacture of leading-edge equipment items, Tournaire Group naturally developed its activity in the direction of technical packaging.

Today, with the largest range on the market, Tournaire Group's Packaging Division supplies a wide variety of sectors: human and animal health, crop protection, perfumes, well-being, food processing and dietary supplements, and also specialty chemicals for electronics and laboratories, offering the highest levels of quality, service and safety.

Tournaire's Packaging Division thus offers a vast number of aluminum or co-extruded plastic packs with their closing systems, which offers users the best possible guarantees.

3.1 Line of business

Tournaire's Packaging Division designs, manufactures and sells barrier packaging to enable sensitive or fragile products to be transported safely throughout the world.

This involves three major industrial activities:

- The transformation of aluminum (extrusion and stamping): the pure aluminum metal is shaped to form a one-piece container. It can be protected by varnish, or anodized;
- Blow-molding: several layers of plastics with complementary mechanical and chemical properties are combined to produce coextruded packaging with a "barrier" effect, offering optimal chemical resistance and leak-tightness;
- Insertion of plastic necks / handles on aluminum containers, and stoppers equipped with seals or caps.



3.2 Products

The Packaging Division proposes a range of packaging in all sizes, shapes, colors and finishings to meet client needs in all fields of application. Unlimited possibilities for customization are also available.

Packaging can be divided into three broad categories:

1/ 100 % recyclable aluminium packaging:

With ranges such as System Plus™, a true market benchmark; Chem 42™, T802™ et T835™, T1C32™, O220™, TYPE 4™, AP25/28™, 9M6™, TYPE 1™, CC Boxes™, GCMI™, ATK™, Flexspout™, cartridges.

2/ coextruded plastic packaging (multi-layer barrier):

With ranges such as Euro KS™, Euro TT50™, Euro TE63™, C40™, Euro Chem50™, TMM™

3/ 100% recyclable amber glass packaging

3.3 Services

Packaging offering still better performance and quality, markets that are ever more demanding ... Tournaire Group's Packaging Division undertakes to provide you with the best packaging, now and in the long term:

- quality levels under full control;
- traceability at each stage of manufacture;
- definition of standards of cleanliness, integrated right from the start of the design of production facilities (installation of new manufacturing rooms or washing machines), including in particular checks for the possible presence of certain pollutants (aluminum or micro-biological particles) particles
- investment to support client development;
- protection of the environment;
- on-going development of new technical solutions;

Accessories

Depending on the different packaging ranges, the Packaging Division makes available to clients: crimping pliers, nuts and wrenches, torque wrenches, opening, fitting and dismantling tools, handling devices, etc. Also other options such as stoppers equipped with a pouring spout, plugs, lids, measuring caps, dust-caps, sprays, etc

All these accessories help to optimize the ergonomics of Tournaire packaging systems and increase productivity and safety for clients.



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Advice and customization

Adapting to specific requests: thanks to its acknowledged expertise and decades of experience the Packaging Division's R&D department can design products to meet the individual needs of our clients.

Product customization: we can offer various decorative schemes for containers and closure systems, such as the addition of retractable or pull-out sleeves, screen-printing, lacquering, pad-printing, etc.

Logistics

Close to its clients, Tournaire supports them in the management of product flows that vary with the seasons, thanks to dynamic, optimized inventory management.

Product identification by labels and bar codes ensures traceability through to destination.

Tournaire offers a wide choice of packaging adapted to all needs and modes of shipping (road, air, sea). Protective systems have been specially designed for Air/Sea grouped consignments: strengthened outer packaging, pallets and boxes.

Regulatory issues

The Packaging Division's original range of packaging has been approved by the UN for the transport of hazardous materials and for the recycling of materials and waste (94/62). UN regulations describe all the constraints applicable to the transport of hazardous materials whether by road, sea, rail or air.

3.4 Applications

- **Perfumery & well-being:** raw materials (absolutes and concretes), perfumed compositions, aromatherapy (essential oils, etc.), perfumed candles, powders, bath salts, etc.

Tournaire has two centuries of expertise in the world of perfumes. With our specially developed ranges for storing and transporting noble substances, our packaging is synonymous with excellence.

- **Health:** antibiotics, active ingredients, sterile products, vaccines, etc.

The pharmaceutical industry has stringent regulatory requirements and demands high quality for products and packaging. Tournaire meets those standards by offering packaging designed for transporting and storing both sterile and non-sterile active pharmaceutical ingredients and conserving baseline samples. With our high quality standards, full traceability, DMF Type III and more, we provide the security guarantees you are looking for.



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- **Animal Health:** active ingredients, vaccines, antiparasitics, growth hormones, etc.

Our high quality standards and full traceability provide the security guarantees sought by the largest veterinary labs. Your sensitive products are perfectly preserved from manufacture to the end user, and their shelf life is maximised.

- **Crop protection:** - Solvent-based formulations, aqueous suspension products, granules, etc.

With our extensive experience in and knowledge of the agrochemical market (we have been supplying leading companies internationally for several decades), Tournaire can anticipate your needs and your market's seasonality. We have eight production sites in Europe and are renowned for our technical expertise. We can provide flexibility, quick response times and customisation (colours, sleeves, specific solutions, etc.) for your large and small orders.

- **Nutrition:** Flavouring, vitamins, Omega 3, natural extracts, nutritional supplements, etc.

With our multilayer plastic barrier packaging and the largest range of aluminium packaging on the market, Tournaire has the right product for you. We offer unrivalled watertightness, long-term food contact and protection of your products from light, oxygen, moisture and more

- **Specialities chemicals:** glue, putty, primer, grease remover, disinfectant, varnish, paint, ink, etc

In order to protect your sensitive products (from moisture, oxygen, light, etc.), Tournaire has developed high performance packaging to suit your needs and which also meets the most stringent safety (resistance, watertightness and quality tests) and regulatory (transport of hazardous materials, UN approval for units and combinations) requirements.

- **Electronics & Laboratories:** liquid crystal, reagents, laboratory solvents, etc

Tournaire ensures the packaging specially designed for your sensitive, pure or high value added products has optimal cleanliness. Our high quality standards and full traceability provide the guarantees and safety sought by the most exacting industries.



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3.5 References & international network

Many leading industrial companies have placed their confidence in Tournaire Group's Packaging Division for their aluminium or coextruded plastic packaging. Internationally, Tournaire has signed agreements with agents and representatives in many countries to present its packaging range.



4 Quality, Environment, Safety

Energy recuperation, waste-water treatment, materials recycling, respect for employees, staff training, concern for a long-term quality commitment to clients: nothing is left to chance when it comes to finding lasting competitive solutions to our clients' problems, with total respect for Man and the Environment.

For many years now, Tournaire has invested in a sustainable development policy and in the establishment of stringent quality control, going far beyond the demands of national or international regulations.

All of Tournaire's organization is geared to guaranteeing client satisfaction, from purchases through to delivery, from management to support services, with the aim of protecting the environment and ensuring business security.

The performance of the organization has naturally be acknowledged by certifications: ISO 9001, 14001 and MASE

4.1 Product Quality

> **Tournaire's Equipment Division** offers consultancy services to identify the most appropriate process solutions, whatever the client's needs may be, including ground-breaking solutions (pilots) corresponding to the specific problems of some markets, such as for example extraction with sub-critical water;

> **Tournaire's Packaging Division** offers a full range of packaging in aluminium or coextruded plastic with various closing systems and different capacities.



4.2 System Quality

Both Tournaire's Divisions possess ISO 9001 certification. They use high-performance computer systems for rapid processing of client demands, non-conformity and possible improvements.

> **Tournaire's Equipment Division** also benefits from considerable expertise in the field of system quality:

- Experience in the design and manufacture of complex types of equipment;
- Organization enabling it to build on practical feed-back for the benefit of future projects;
- Optimized project management with regular progress reviews to guarantee that deadlines will be met;
- Rigorous documentary follow-up to provide and conserve the documentation necessary for optimal use of the equipment or to meet regulatory requirements

> **Tournaire's Packaging Division** does everything possible to satisfy client expectations with respect to standards applicable to their activities such as Good Manufacturing Practices (GMP) Pharmaceutical, HACCP, AIB, etc.:

- by ensuring traceability at the level of an item, a palette or an OF according to product lines;
- by always bearing in mind the prevention of crossover contamination, both at design and production level;
- thanks to a robust product change management system.

4.3 Environment

Both Divisions of Tournaire are ISO 14001 certified. The Environmental Management system enables the company to make constant progress in limiting its impact on the environment.

- The involvement of all employees in waste selection makes it possible to send waste to specialist centers for recycling or energy production; in 2013 62% of OIW (Ordinary Industrial Waste) was recycled, including 48% of card and paper waste and 14% of plastic films (more than 12 tonnes recycled every year); Tournaire also recycles aluminium, scrap metals, wood and other plastic materials;
- Waste water is treated on the Grasse site thanks to a Tournaire in-house treatment plant. Discharged water is returned to the natural environment.
- Effluents are permanently checked and monitored to ensure compliance with limits;
- Manufacturing processes are optimized to limit impact on resources (water, gas, electricity); for example each new generation of washing machines substantially reduces the amount of water required to wash containers: over the past ten years this consumption has been reduced fourfold.
- Significant resources are devoted to monitoring and anticipating regulatory changes to ensure the compliance of products and equipment with ever-stricter European and French regulations;



- The company participates voluntarily in local initiatives in favor of the environment, such as, for example, the encouragement of car-sharing and the use of public transport, in the framework of an Inter-Company Mobility Plan; also through operations in partnership with a local association to collect old PCs and recondition them.

4.4 Safety

The Grasse site is MASE* certified: since 2006 for the Equipment Division and since 2010 for the Packaging Division. The Tournaire Group has opted for safety through the adoption of this stringent standard. Tournaire uses MASE (certification of safety procedures) as a preventive tool leading to continuous improvements in safety in its workshops and worksites. This organization makes it possible to prevent accidents (low levels of frequency and severity compared with other engineering companies) and raises awareness of potential risks among Tournaire employees.

**MASE: Manuel d'Amélioration de la Sécurité des Entreprises, Company Safety Improvement Manual*

Tournaire's sub-contractors are chosen according to HSE (Health, Safety, Environment) criteria.

Work performed by Tournaire's Equipment Division on client premises follows strict operating rules and constraints, and is carried out by experienced staff who possess the requisite training (chemical risk certification, etc.), information and resources. Audits are performed to check that essential safety rules are properly observed on site.

4.5 Health and working conditions

For the company as a whole, safety procedures are based on a preventive approach to industrial diseases and difficult working conditions:

- by risk analysis and reorganization of workstations;
- through consideration of replacement of hazardous substances and the possibility of withdrawing staff from activities involving risk;
- by involving staff and health services in this thinking;
- by encouraging the submission of information and suggestions.

Tournaire is a pioneer in the launching of ground-breaking experiments such as the Sport and Health at Work project, which aims to provide employees with the opportunity to play sports at their place of work.



4.6 *Management of skills, jobs and knowledge*

Tournaire runs an ambitious training plan for all its employees. It benefits from the expert knowledge of its staff whose average seniority is high: 15 years with the company as of 2013.

Tournaire is in a position to capitalize on this knowledge through:

- Its training academy: set up in 2009, this is run on a voluntary basis and aims to transmit know-how, encourage career development, facilitate access to professional qualifications and maintain employment levels. A further ambition is to adapt jobs to the new economic and industrial circumstances;
- The promotion of Tutoring: the issues linked to the tutoring mission are many and varied, depending on the context: it is chiefly a question of:
 - o facilitating co-operation between generations;
 - o enabling new recruits to integrate;
 - o transmitting and sharing company values;
 - o formalizing and passing on know-how linked to a professional specialty or sector;
 - o taking advantage of the good practices developed by an employee possessing expertise;
 - o organizing transfer systems to avoid loss of skills regarded as "critical".

All these actions are part of a Strategic Workforce Planning strategy that enables the company to anticipate its manpower and skills requirements and improve its competitiveness. It is an opportunity for both the company and its employees to anticipate technological, industrial, demographic and organizational changes so as to face up to the major challenges of tomorrow: technology, population change, economic globalization, and ecology and sustainable development.



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5 Research & Development

Tournaire's ambition is to innovate ceaselessly so as to push back the technical limits of processes and materials in order to offer clients the most effective solutions on the market and to develop internationally.

From one-piece containers in 99.5% pure aluminum to the "System Plus" closure (UN approved) which enables packaged products to benefit from a totally hermetic and inviolable seal, by way of raw materials extractors integrating the latest technological progress, Tournaire's engineers have never ceased to create new processes so as to remain permanently at the leading edge of excellence.

The aims of the Tournaire teams are as follows:

- for the Equipment Division, to design the most innovative solutions in the fields of extraction, distillation and rectification in compliance with ever-changing regulatory constraints. The products proposed by Tournaire's Equipment Division are constantly adapting to changes in the industrial environments and constraints of its clients so as to provide still better day-to-day support.
- for the Packaging Division, to offer technical packaging that is ever more robust, lighter, more ergonomic and easier to recycle, while improving barrier performance and taking into account, where appropriate, the complexity of the environment.



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Equipment Division:

- A team of engineers and technicians specializing in the design of the fullest range of processes available for raw materials processing;
- Tournaire's Equipment Division has maintained its professional specialization and developed, thanks to the skills of its engineers, a unique expertise and high-performance processes in the fields of extraction, distillation, filtration, drying, evaporation, rectification, molecular distillation, condensation and other tailor-made processes.
- Backed up by two centuries of practical feed-back, R&D in the Tournaire design office constantly seeks further improvements, from the design of complete lines intended mainly for the transformation of raw materials from plant sources to the preparation of active ingredients. Tournaire possesses the skills that are essential for the production of devices or complete units that comply with applicable regulations in the countries concerned.
- The departments of the Equipment Division can provide "made-to-measure" units for the most demanding clients, or "turnkey" systems for a range of processes in which Tournaire possesses long-standing expertise.

Packaging Division:

- The R&D department of Tournaire's Packaging Division offers the widest range in the market of technical packaging corresponding to specific client needs;
- This same Research and Development department also designs the production systems that guarantee the reliability of the packaging produced;
- The experts in Tournaire's Packaging Division adapt to all demands thanks to their acknowledged know-how that is backed by years of experience;
- Once the best technical solution has been found and the container volumes chosen the packaging can be customized: different decoration schemes for the containers, closure systems such as retractable or pull-up handles, screen-printing, lacquering; pad printing, etc.



TOURNAIRE

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6 Luc Tournaire, Chairman of the Board



Luc Tournaire studied at ECAM (École Catholique des Arts & Métiers) in Lyon, from which he graduated as an engineer in 1977.

That same year he began his career at Fairfield, in New Jersey, USA, as an engineer with Chem-Pro Equipment Corp. Two years later he was taken on as a design engineer in the low-current electricity department of Roiret in Lyon,

From 1980 onwards he worked for Tournaire, becoming CEO in 1993 and Chairman of the Board in 2005.

Since he joined Tournaire Luc Tournaire has worked hard to promote innovation, with the first supercritical CO₂ extraction unit, or the first filtering-bottom stirred extractor, a technology that has revolutionized the sector thanks to its unmatched capacity and long-term performance levels, with a significant improvement in the ecological footprint.

He also encouraged expansion into new sectors like pharmaceuticals through new equipment such as, for example, the first dryer for pharmaceuticals in 1994 or the first condenser tower in 1995.

With his staff Luc Tournaire has also:

- accelerated the development of the Packaging activity and set up subsidiaries, such as TMM (in 2000) in partnership with MILLET MARIUS in the Jura region so as to offer better service to clients in the agrochemical sector, or Tournaire Plastic in Châlon-sur-Saône (in 2005) so as to be closer to its clients;
- proceeded with acquisitions such as the American distributor O'Berk International which became Elemental Container, based in New Jersey (USA);
- encouraged the international development of both divisions of the company;
- worked to obtain certifications acknowledging the professionalism and skills of staff.

Luc Tournaire has also been a member of the Nice Côte d'Azur CCI since 2006.



7 Facts & Figures

- Date of foundation: 1833
- Total payroll: 240
- Turnover 2013: € 52 million of which 65 % are exports
- Satisfaction rate as expressed by Tournaire clients: + 97 %
- Total surface area of group production sites: 120,000 m²
- Presence of Tournaire in the world: 70 countries
- Number of equipment items installed throughout the world: 3 000
- Number of containers produced and distributed throughout the world by the Packaging division since Tournaire was founded: + 1 billion
- Average lifetime of equipment items manufactured by Tournaire: 40 years
- Number of active clients in the world: 300
- Tonnes per day of natural raw materials processed and transformed by the largest production unit installed by Tournaire: 40
- Tonnes of materials transformed every year by the Packaging division: 5,000

CERTIFICATIONS:

Tournaire benefits from a number of certifications for its two Divisions:

- ISO 9001 certification (version 2000) for the Packaging Division (2002)
- ISO 14001 certification for the Plan de Grasse site (2003)
- ISO 9001 certification (version 2000) for the Equipment Division (2006)
- MASE certification (2007)
- UIC (Union of Chemical Industries) approval according to DT 78 for the Equipment Division (2007)
- ISO 9001 certification (version 2008) for TOURNAIRE PLASTIC SAS in Chalon-sur-Saône (2008)
- single global certification to ISO 9001 (version 2008) and ISO 14001 (version 2004) for Tournaire SA (Packaging Division and Equipment Division) and TOURNAIRE PLASTIC SAS (2009)

TOURNAIRE PRODUCTION SITES:

- **Equipment Division:**
 - o Grasse site: production of made-to-measure or turnkey units
- **Packaging Division:**
 - o Grasse site:
 - One-piece aluminium packaging
 - Multilayer coextruded plastic packaging
 - Stoppers and seals
 - o Chalon-sur-Saone site:
 - Multilayer coextruded plastic packaging