

# HORIZON

Looking further ahead **opens new prospects**

## WHAT IS OUR AIM?

## TO MAKE A DIFFERENCE

By coming up with the best ideas and designs for our pets.

By taking positive steps, each day and within our own scope, to preserve the planet and the world around us.

By looking to tomorrow with daring and optimism.

## OUR PILLARS



- It's **GOOD** to pay attention to my pet's **health** and **well-being**.
- It's **GOOD** to keep my pet safe and use **suitable products** for my pet's needs.
- It's **GOOD** to help my **pet thrive** as part of the family.



- It's **GOOD** to work in a team, in a **trustworthy** and **fair environment**.
- It's **GOOD** to be able to **develop**, while maintaining a **well-balanced lifestyle**.
- It's **GOOD** to feel **valued**, to stay **informed** and be **involved** in company life.



- It's **BETTER** to **reduce our environmental impact** in the design, manufacture and shipment of our products.
- It's **BETTER** to **encourage our teams to adopt environmentally responsible actions** by changing our instincts and habits.
- It's **BETTER** to **reduce our carbon footprint** through our products, our organisation and our buildings.

## OUR ACTIONS

- **Involve our partners** in our commitments.
- Conduct a **customer satisfaction survey**.
- Reach **1,000 qualified members** in the Zolux Clan (La Tribu).
- Develop all our consumables with **veterinary support**.
- Conduct an **annual employee satisfaction** survey.
- Improve quality of life in the workplace thanks to our **new instruments and equipment**, together with our **property projects** (work & renovation).
- Develop skills through our new **multi-year training plan**.
- Continuously develop our **ZLink collaborative platform**.
- Search for **European suppliers** in priority.
- Review our **carbon footprint** every 4 years.
- Expand our **labels and certifications**, for the long term : FSC®, PEFC™, Oeko-tex®, BIO (production), ISO 9001-14001, PME+...
- Create and develop all new products based on the **eco-design** charter.

## OUR VISION

- To be a recognised specialist designer-manufacturer in the pet store sector with **strong and committed brands**.
- To campaign for “**better consumption**” and reduce our environmental impact.
- To **involve** our teams and **reward** individual actions.

## OUR VALUES

- **Creative mindset**
- **Optimism**
- **Commitment**

Our creativity shines through in each of the new products we launch, in their conceptualisation and now in their eco-design. But it is also at the heart of all our teams who put forward new ideas and solutions each day.

Optimism is part of our corporate culture. This is a quality that we actively seek and encourage in each of our employees and which helps to create a collective enthusiasm within our Group. The exciting and endearing sector we work in simply serves to strengthen this positive energy in each of our actions.

The ZOLUX Group is fully committed to a far-reaching social and environmental approach. This desire, together with our optimism and pride at being part of this group, is reflected in our teams who share our values and seek each day to drive our company's progress.

## INCREASINGLY STRONGER COMMITMENTS



**100%**  
of new items are  
carefully studied in order  
to **reduce their  
environmental impact**

