

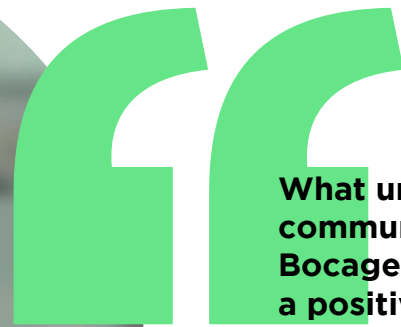


2024 Impact Report

Member of **Emmaus**

Find out more about
our responsible and
solidarity actions!





What unites our working community at Ateliers du Bocage is the desire to make a positive impact on our social and natural environment, day after day. Find out more about the action being taken in 2024 that lies behind our “EMPLOY – RE-EMPLOY” slogan, and become a partner in our cooperative for a future that serves the common good !

Nicolas Lebeau,
director of Ateliers du Bocage.

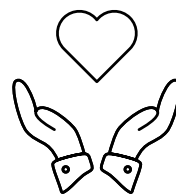
6 sustainable development goals at the heart of our strategy



Find out about our
“Horizon 2026”
strategic project



1. Put people
at the heart of our
business model.



2. Promote solidarity,
welcoming
and openness.



3. Make a collective
commitment to
the environment.



Promoting a responsible business model

Our membership in the Emmaus movement has encouraged the emergence of a cooperative model based on democratic governance and value sharing. Autonomy through activity, hospitality, solidarity and sustainable development have been in our DNA since our inception in 1992.



Sales of
€15.5m

1 self-sustaining
business
model

Subsidies only account for
5.7% of sales
(including 3.6% for job subsidies).

100%
of profits
reinvested
in the company
(no dividend).

**1 member
= 1 vote**

Power-sharing and equality
for all when it comes
to **major decisions**.

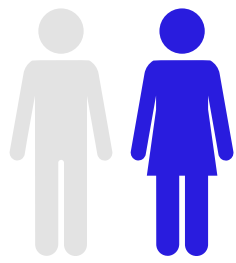
189
members

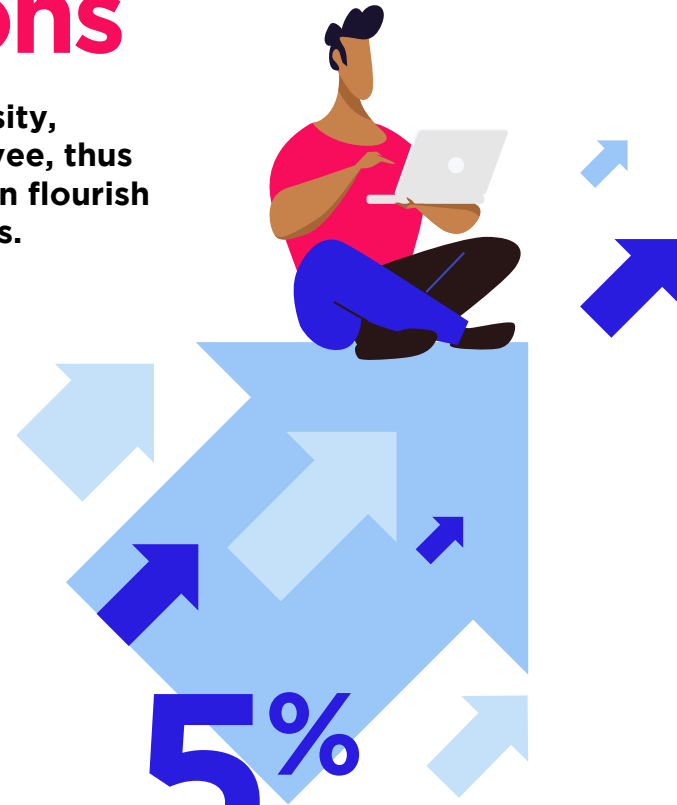
Ateliers du Bocage and Chantiers Peupins
employees, volunteers, Emmaus groups,
partner organisations, local authorities
and Solidatech beneficiaries.

Supporting social transitions

At the heart of our business, we value diversity, fairness and the integration of every employee, thus creating an environment where everyone can flourish and contribute fully to our collective success.

Nearly **200** employees
over 6 workshops and 1 administrative hub

 **98/100**
our workplace gender equality index


5%
of gross payroll spent on training

7 work-study contracts

20
new employees, having worked for 6 months, learned more about the values of our cooperative over breakfast.



Promoting employment and inclusion

As a fully-fledged economic player, we are a disability-friendly, social integration company. We use our activities to help people regain self-confidence and [re]build themselves through work.

26
workers with disabilities, including 11 in adapted positions, all on permanent contracts.

7
professionals dedicated to providing support in partnership with local stakeholders.

75
employees supported in a wide range of jobs.

62%
of employees left for a job or training course of their choice.

Promoting a return to work by taking mental health into account

A mental health nurse is available on our premises to help employees with their needs. She listens, assesses and refers people to healthcare professionals, working alongside our teams to strengthen our mission of helping people return to sustainable employment. With 468 appointments kept, this demonstrates the need for and importance of this support. Her work is shared with 12 organisations promoting inclusion through work.



Car sharing is a practical solution to the challenges of travelling in rural areas. Our La Mobilité en Partage (Sharing Mobility) programme aims at strengthening this dynamic, thereby facilitating greater professional inclusion for all.

29
people without a driving licence or vehicle have been recruited.

45%
of users would have struggled to keep their job without a mobility solution.

Mathieu, a car sharing passenger

“Thanks to car sharing, I can come to work and develop my professional skills. I will continue to share rides until I take my theory test and get my driving licence.”



Innovation in the manufacture and refurbishment of pallets

For Ateliers du Bocage, it all began with the manufacture of wooden pallets. Over the years, we have developed unique expertise in keeping with our social and environmental values. Today, we are renowned for our custom-made pallets, both new and refurbished: flats, backslashes, frames.



Up to **500**
new pallets
manufactured per day.

All sizes combined:
up to 6 m long and 3 m high.

20,000
pallets refurbished.

As part of the Packaging EPR (Extended Producer Responsibility), we are taking concrete action to promote the **circular economy**: marketing, recovery, refurbishment.



Custom-made pallets: a second life through refurbishment

In 2024, we launched an online platform to facilitate the collection of custom-made pallets. Accessible from our website, it enables companies in Western France and the Paris region to register their pallets for collection. The aim is to increase opportunities for custom-made pallet refurbishment. Tangible logistical progress, in support of the circular economy and the reduction of wood waste.



Visit [our Pallets website!](#)

They were on integration contracts... Where are they now?

Alseny is now an operator at Millet.

Majdi joined the Heuliez Bus team as an operator.

Derici was promoted internally: having started as an operator, he is now a line worker on a permanent contract in our Pallet workshop.

Manage green and natural areas in an environmentally-friendly manner

We have solid expertise in landscaping and maintaining parks and natural areas, as well as in fencing. Our approach emphasises environmentally-friendly practices aimed at preserving soil and biodiversity.



21 km of fence
installed.

Agricultural and forestry,
domestic, industrial.
(120 km over 4 years!)

25 landscaping projects
completed.

Creation of flowerbeds, ponds,
plantings, hedge trimming, etc.



Our business is **ISO 14 001**
certified, in recognition of our
commitment to the environment.



Taking action to preserve “extra” ordinary natural areas in the Thouarsais region

As part of the “Preserving the “extra” ordinary natural areas of the Thouarsais region” project*, our team worked on an outstanding natural site: the Pressoir valley. We were involved in the ecological restoration of dry grasslands, a sensitive habitat that is essential to local biodiversity. These lands are home to 58 heritage plant species, some of which are rare and protected, such as the Early Star-of-Bethlehem. In March 2025, the site was officially listed as a regional nature reserve.

* Supported by the Thouarsais Community of municipalities, with the backing of the Nouvelle-Aquitaine region.

Enzo, green spaces maintenance agent on a permanent contract



4 years of apprenticeship, a permanent contract: at Ateliers du Bocage, I’ve grown professionally and as a person. I’ve learnt, and today I can share what I learnt. Working here means being part of a genuine collective adventure where everyone matters. I want to thank the whole team for their confidence.



Recovering print cartridges is the right thing to do

Our collections give millions of cartridges a second life. We save them from landfilling, which avoids soil pollution and preserves natural resources by recovering materials (plastic and copper), while supporting occupational integration.



1.8 million
cartridges
sorted.

39%
cartridges and
toners reused.

When they cannot be reused, cartridges take another route: **78% of plastic** and **75% of metals** are recycled, thanks to approved partners in Europe.



Maintaining a winning momentum

The cartridge collection business grew significantly in 2024, from 1.7 to 1.8 million units, driven by an ambitious and positive action plan. We would like to thank our customers, those who have supported us from the outset, and the new partners who have joined us since. Thanks to their trust and commitment, our approach has gained in impact and visibility. This momentum confirms the relevance of our solutions and encourages us to continue along this path in 2025.

They were on integration contracts... Where are they now?

Audrey is training for a CAP (certificate of professional aptitude) in childcare.

Sylvie successfully earned her funeral director diploma.

Joey was promoted internally: he is now on a permanent contract in the IT workshop, in recognition of his skills.

Watch videos of
Sylvie's and Joey's
career paths!



Working towards a more sustainable digital technology

We are seeking to minimise the impact of an overproduction society. We give a second life to all reusable digital equipment, and recover raw materials from other equipment through recycling.

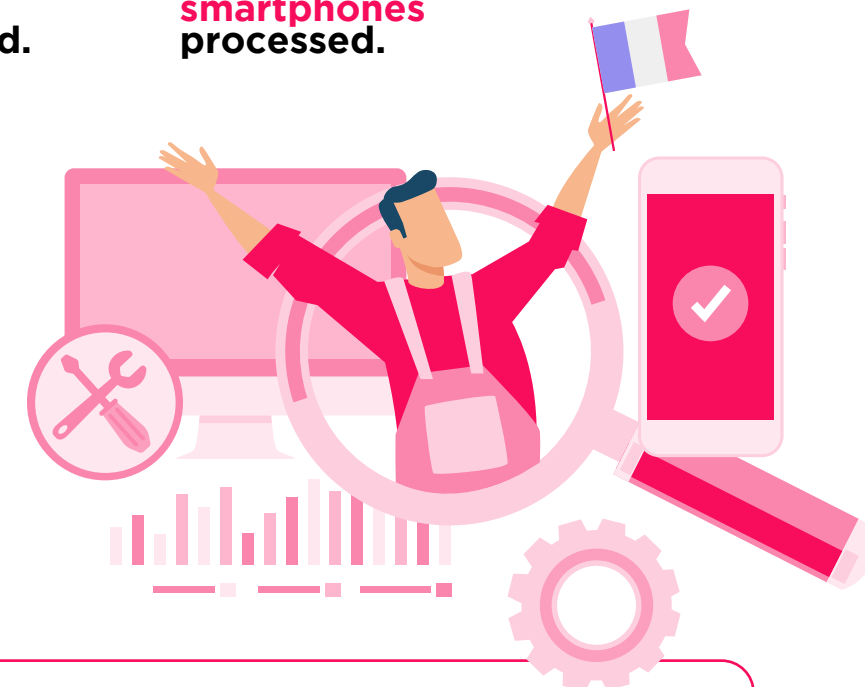


324
tonnes of IT
equipment collected.

320,000
smartphones
processed.

Cannibalising means recovering functional spare parts from smartphones and IT equipment to repair other equipment.

Less new equipment, more resources preserved.



Developing collection and recycling in Africa

We have been working alongside Orange in Africa for 15 years. Another milestone was achieved in 2024: Orange France passed the baton to Orange Middle-East & Africa for collection management, which focuses on 3 countries: Burkina, Cameroon and Côte d'Ivoire. As a result, 43,535 kg of mobile waste (290,300 mobiles), 28,700 kg of WEEE (Waste Electrical and Electronic Equipment), 8 containers were sent to France. It also means 15 direct jobs and thousands of indirect jobs working to reduce the environmental and health risks associated with WEEE.

**8 adapted
positions**

£11 are linked to our IT and
Telephony activities.

There are also 2 jobs in the Bookshop
and 1 in the Natural areas.

Promoting alternative consumption

We promote “responsible purchasing” instead of “purchasing power”. We encourage our customers and partners to adopt a more sustainable and virtuous approach to consumption.



59,530

digital devices were sold through our distribution channels, giving them a second life.

more than **6,700**

new private customers took a step towards refurbished products by choosing our cooperative.



Over 1,800 tonnes of CO₂ equivalent saved thanks to our IT and telephony refurbishment activity, i.e. as many emissions as from manufacturing 9,456 laptops or 21,257 smartphones!

Our online store is just a click away!



Combating planned obsolescence by reinventing uses

Faced with the impossibility of upgrading some PCs to Windows 11, we chose Linux as the optimal alternative. This enables us to offer Primtux, an educational system designed by pedagogues, for school and home use. An open and secure solution supported by the French Ministry of Education and Canopée. Around 40 PCs were installed in the second half of 2024.

7 trainees

welcomed in our stores with support focused on discovering the business, passing on know-how and learning in real-life situations.



Strengthening the impact of associations through digital technology

Solidatech is a digital solidarity programme that helps non profit associations gain access to digital tools and their uses. More than 42,000 associations have already registered free of charge.



15,000

software packages and online solutions distributed to our beneficiaries.

2,800

refurbished digital devices sold to associations.

260

employees and volunteers trained in digital issues.



2,600

people enrolled in our 22 webinars on digital responsibility, cybersecurity, LinkedIn, etc.

Practices enhanced by tailored support

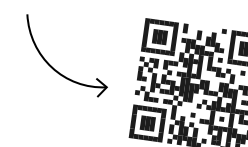
With support from Dell and the Ateliers du Bocage endowment fund, we launched two digital support programmes over several months for 29 associations. They carried out their digital assessment, identified their priorities and developed their skills in key areas: collaborative working, digital communication, GDPR, etc.



Solidatech

PROGRAMME ATELIERS DU BOCAGE

Find out about the Solidatech programme



Sylvana, Support Manager on a permanent contract



I joined the company in 2016 on an integration contract, and was able to take a *Baccalauréat* in Administration Management at the same time, after which I signed a permanent contract. Now as a Support Manager, I enjoy the human factor in my job, both with the associations and with my team.



Giving new life to books through solidarity-based reuse

We collect surplus and unsold books from Emmaus groups, associations and libraries. We sort them carefully and put them back up for sale on the Label Emmaus marketplace, giving them a second or even third life!



272,000

books ready to go on a new shelf.

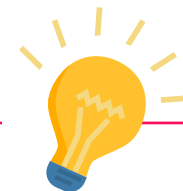
4.8 ★★★★★

out of 37,455 customer reviews

our customer satisfaction rating.



55 tonnes of books were saved from recycling. Result: around 27.5 million litres of water saved, the equivalent of 183,000 baths.



A new chapter for the Pages Solidaires collective

Since March 2025, our bookshop and those of the Pages Solidaires collective have been using brand new software to register and offer books for sale, manage stock and dispatch orders all over the world. This high-performance tool is the result of our team's commitment from 2024 onwards, with workshops, test days and the support of Emmaus France and a major financial partner.



Our solidarity bookshop is just a click away!



Océane, operator on a fixed-term integration contract for 18 months

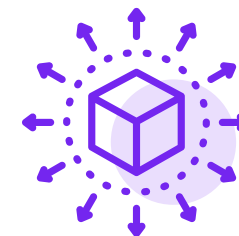


I was good with computers when I arrived, but I've improved my skills thanks to the job: order management, after-sales follow-up, etc. I've also improved my interpersonal skills, which are essential for teamwork and contact with customers. Immersion periods in companies and community services help me prepare for what comes next. Today, I'm looking ahead to my future.



Encouraging donations of unsold non-food items to charitable causes

We collect unsold non-food items from professionals (retailers, distributors, wholesalers, etc.). We sort them and redistribute them to the groups, communities and committees of friends of the Emmaus movement.



5,870

pallets of goods collected and redistributed.

123,000

items saved from destruction: furniture, decoration, clothes, etc.



Our unsold non-food goods platform helps companies comply with the AGEC Act. By redistributing the products, we avoid their destruction by incineration or landfilling.

Olympic-scale solidarity action

In 2024, our donation management platform was particularly active in connection with the Olympic Games. In partnership with Emmaus France and two other Emmaus organisations, we were given the opportunity to take part in a major operation: 260 lorries full of products from the Olympic Village were distributed to around a hundred Emmaus organisations in France and Europe. A great collaborative effort!



The people in charge of the logistics inherent in this activity are employees of the "Chantiers Peupins" work-based integration programme, our long-standing partner.



Innovating for a more inclusive and responsible society

Working together to change the way we work and consume: employment, inclusion, the environment, digital technology... these are all priorities that we promote locally in the Deux-Sèvres department, in France and internationally.

Continue to prove that a responsible business model is possible

We regularly demonstrate our transition and governance model. In 2024, we took part in the Néo Terra documentary, produced by the Nouvelle-Aquitaine region. This film forms part of the regional roadmap for ecological and social transition and highlights initiatives in the region.

NÉO TERRA
LE FESTIVAL
DES SOLUTIONS
Nouvelle-Aquitaine
Watch the full documentary!



135 employees supported

Promoting inclusion for all

In 2024, we supported 75 employees at *Ateliers du Bocage* and 60 at *Chantiers Peupins*. For this partner integration project, we joined the *Premières heures en chantier rural* national experiment run by *Convergence France*: an adapted and progressive scheme designed to get people in situations of severe exclusion back to work. Working conditions are adjusted to facilitate their transition towards a more traditional organisation.

At the same time, 9 employees in adapted positions took the *CléA numérique* training course (20 to 64 hours) to develop their digital skills and gain access to a recognised certification.

Supporting digital transitions

To strengthen digital inclusion in rural areas, our digital advisor led 461 hours of Qualiopi-certified training sessions. This support helps people acquire the skills they need to become more independent in an increasingly digitised environment.

Our Solidatech programme, in partnership with the *Mouvement associatif* runs *CRDLA Numérique*, a resource centre dedicated to helping the national network of DLAs (local support measures) support SSE organisations with regard to digital matters. On average: 40 requests processed every year, resources produced for DLA project managers, and a 5th national survey on “The role of digital technology in the voluntary sector project” to be published in 2025.

€10,000
for solidarity

Acting locally for solidarity and the environment

Our Endowment fund launched its 2nd *Coup de pouce solidaire* call for projects, aimed at boosting the local community network. This call for projects supports initiatives focusing on social inclusion, solidarity and sustainable development. 5 winners each received a prize of €2,000.

We are part of the Recyculture consortium, a group of 10 organisations led by *La Colporteuse*, committed to reuse. Together, we have created a recognised “Recyculteur” upcycling training programme, promoting manual and artistic talent to aid the ecological transition.

More than 30 events and 400 media publications

Sharing our expertise, in the field and on screen!

GreenTech Forum, Galeries Recyclettes, Forum national des associations et des fondations... So many opportunities to share our solutions based on responsible digital technology, the circular economy and inclusion. Our expertise extends beyond borders too! We spoke at a conference on WEEE management in Nairobi, Kenya, as part of the Africa project in partnership with Orange.

Teams from France 2 television also visited us for their *Un geste pour la terre* programme (2.5 million viewers on average) to promote solidarity-based reuse and showcase our expertise in refurbished telephony.

80
Odoo
users

Strengthening our internal tools to support our missions

Our Odoo ERP* has helped us achieve a new milestone in the reuse of digital equipment. Result: 250,000 devices processed and over 400,000 logistics and production operations recorded, enhancing effectiveness and traceability. Deployment continues in 2025.

At the same time, we finalised our “Adapted Company” welcome charter, a key tool for anchoring our inclusive practices.

We have also consolidated our responsible purchasing policy with the support of the CCI (Chamber of Commerce and Industry) and *Ademe*, choosing local partners and integrating the social and environmental impact into our decisions.

* Enterprise resource planning.



As a socially and environmentally useful cooperative and member of the Emmaus movement, we feel it is urgent to **collectively change** the way we **work** and **consume**. Our commitment to social, environmental and digital transitions remains as strong as ever, as we believe in a **responsible business model**.

A big thank you to our customers, partners and employees; each and every one of our initiatives has been made possible thanks to your support and trust!



**ATELIERS
DU BOCAGE**

EMPLOYE [R] ÉEMPLOYER

Ateliers du Bocage
16 ZAE la Boujalière
79140 Le Pin
ateliers-du-bocage.fr

