



2025 Impact Report

Member of **Emmaus**

Find out
more about
**our responsible and
solidarity actions!**





What unites our working community at Les 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 2025 that lies behind our “USE - REUSE” slogan, and become a partner in our cooperative for a future that serves the common good!

Nicolas Lebeau,
director of Ateliers du Bocage.

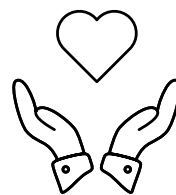
6 sustainable development goals at the heart of our strategy



Discover our
“Horizon 2026”
strategic project



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



2. Promoting solidarity, hospitality and inclusion.



3. Making a collective commitment to the environment.



Promoting a responsible business model

Our belonging 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
€16m

1 self-sustaining business model

Subsidies only account for **5.5% of sales** (including 3.8% 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**.

192
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, equity and the integration of every employee, thus creating an environment where everyone can flourish and contribute fully to our projects.

192 employees

over 6 workshops and 1 administrative hub



98%

of employees say they are proud to work for our co-operative*

96

employees have completed at least one training course

Nearly 20 different languages are spoken: Arabic, Comorian, Malagasy, Nepali, etc.

30

people have benefited from career advancement: taking on new responsibilities or promotion



* Source: 2025 internal questionnaire on Quality of life and working conditions (QLWC), administered to all employees (83% response rate).

Promoting inclusive employment

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

22

workers with disabilities including 10 in adapted positions, all on permanent contracts.

65

employees supported, through diverse job roles.

1

two-person team: one vocational adviser and one manager for every employee on the programme.

60%

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

Supporting employees in sheltered workshops

The sheltered workshop has maintained its focus on inclusion by supporting 10 employees, representing 8.78 FTE (full-time equivalents), several of whom were in extremely vulnerable situations. We have stepped up support in complex situations, thus ensuring a smooth transition and safeguarding long-term employment. In 2026, this support will be supplemented by a mental health programme. At the same time, a training programme for our managers, run in partnership with UNEA (National Union of Sheltered Workshops), aims to strengthen our management team and improve the quality of the support we provide.

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.

128

employees are eligible for the **Forfait mobilité durable** (FMD or sustainable mobility allowance), whether they carpool on an occasional or regular basis.

126,000 km

travelled in carpooling, 23 tonnes of CO₂ avoided.

Emma, Mobility Project Manager

“

On the ground, we see it every day: lack of mobility is a major obstacle, especially in rural areas. Since 2017, 438 people have received support from the Mobility Service, and 219 people who had neither a driving licence nor a vehicle have been recruited.



Innovation in the manufacture and refurbishment of pallets

For Les 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: decks, back supports and trestles.



Up to **600**
new pallets
manufactured per day

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

22,499
pallets
refurbished

We are committed to a responsible purchasing policy, prioritising **local and certified timber**: eight out of ten sawmills are PEFC or FSC certified: one tree is planted for every tree felled.



Optimising our processes and improving working conditions

With 25 production staff, our bespoke pallet business has reached a new milestone. We are carrying out a thorough review of our production lines: streamlined processes, optimised space, semi-automated and material handling equipment. The objective is twofold: becoming more competitive whilst enhancing safety. Automated pallet tipping will enable us to reduce repetitive strain, improve working conditions and ensure safety at every stage of production.



Visit [our Palettes website!](#)

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

Mathieu secured a fixed-term contract with the Cerizay municipality (79) as a road maintenance worker.

Mohamed is a temporary worker at SAVEL, an agri-food group, with a permanent job opportunity.

Aslan is continuing his vocational integration programme at EITA, in Saint-Barthélemy-d'Anjou (49), working as a finishing construction worker.

Manage parks 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 fencing
installed

Agricultural and forestry, domestic, industrial.

25 landscaping
projects
completed

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

136.6 tonnes of green waste were **turned into compost** in the municipality of Le Pin (79), and reused by both private individuals and businesses as a natural fertiliser to nourish crops and plantations.



Restoring aquatic habitats and maintaining ecological connectivity

In Terves (79), four ponds built on a protected river had altered its natural course and compromised the site's ecosystem. As part of a call for tenders issued by the Bocage Bressuirais Urban Community, Les Ateliers du Bocage, in partnership with the Pelletier Group (Cirières, 79), restored 600 m of river, as well as the wetlands. After the undergrowth was cleared and the ponds drained, the watercourse was re-routed to follow its meanders. Watering troughs were set up for the animals, and fences protect the riverbanks as well as the local flora and fauna. Over a period of three weeks, five of our staff led this project, helping ensure the long-term restoration of this natural environment.

Laura, grounds maintenance worker on a work integration programme

Read [Laura's full testimonial!](#)



As part of my support programme, I came across La Colporteuse, a grassroots education organisation. It was a real eye-opener. I'm preparing for the BAFA (Youth leadership qualification) to work in youth recreation. Thanks to Les Ateliers du Bocage, who are covering my training costs, continuing to pay my salary and adjusting my work schedule during my placements, I can move forward confidently with my career plans.



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.



1.9 million
cartridges collected

7 000
known and sorted items



Opening up new opportunities through innovation

We conducted an audit with the Nouvelle-Aquitaine Region as part of the “Dihnamic programme”. This survey, carried out with the support of artificial intelligence experts, has enabled us in particular to consider implementing a visual recognition system for printer cartridges. The objective is to reduce training time and provide support to existing operators. In the long run, this development could mean opening the cartridge workshop to a wider audience, whilst still pursuing the same goal: to create jobs.



When they cannot be reused, cartridges take another route: **80% of plastic** and **69% of metals** are recycled, thanks to approved partners in Europe.



Audrey, former employee on a work integration programme



I worked as a cartridge operator for 12 months and, with the work integration programme, I was able to develop my career plan in early childhood care: I worked at a part-time day nursery, took part in open days, looked into training opportunities and used my CPF (personal training account) to fund my training programme. I enrolled on the Early childhood educational assistant CAP course (Certificate of professional aptitude) at the MFR (Rural family home) in Moncoutant (79) in September 2024 and graduated in July 2025. Today, I've found my calling.

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.

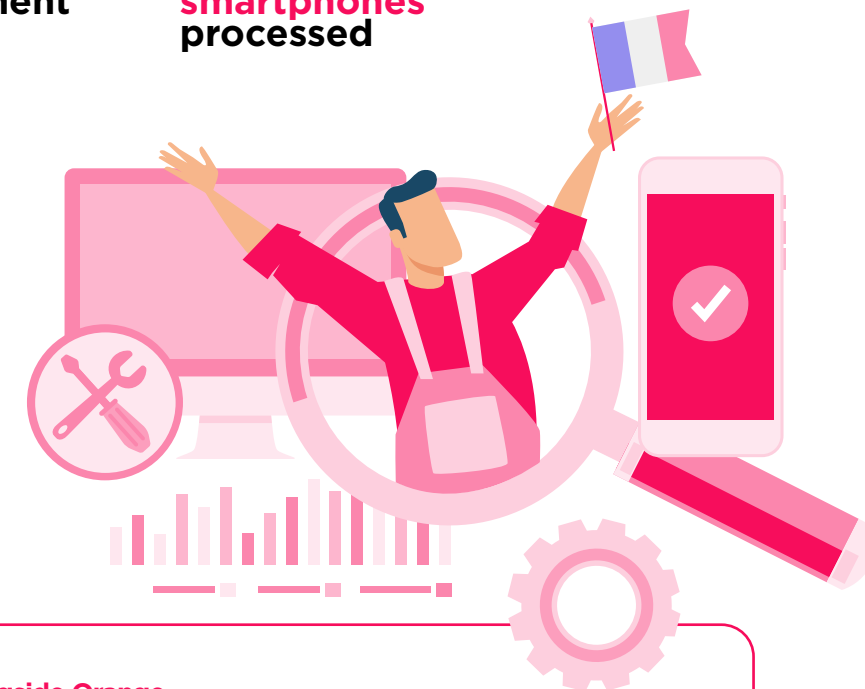


277
tonnes of IT equipment
collected

355,000
smartphones
processed



We sent **6,607 tonnes** of electronic circuit boards for recycling to a French partner, helping recover **1.32 kg of recycled gold**.



Working in Africa alongside Orange

In 2025, three containers of electronic waste, totalling 58.2 tonnes, were shipped to and recycled in France. For the first time, we have established a direct partnership with Orange Côte d'Ivoire, opening up new opportunities for the responsible management of the subsidiary's WEEE (Waste Electrical and Electronic Equipment). Since the end of 2025, the European framework on waste shipments has become stricter and requires a cautious interpretation of the provisions of the Basel Convention. This means we have to put together notification dossiers, which lengthens the processing times for returns to France. Despite these constraints, we remain committed and motivated to carry on with this initiative!

**7 adapted
positions**
out of 10 are linked to our
IT and Telephony
activities.

There are also 2 jobs in the Bookshop and
1 in the Parks department.

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.

 **45,435**
pieces of digital devices
have found a second life.

6,966
new customers have taken
the leap into the refurbished
market

 Nearly 1,735 tonnes of CO₂ equivalent saved thanks to our IT and telephony refurbishment activity, i.e. as many emissions as from manufacturing 9,007 laptops or 21,645 smartphones!

Implementing refurbished solutions within organisational practices

The AGE C Act has set a course: 20% of equipment purchased through public procurement should be refurbished. In Cognac, as in Grand Orly Seine Bièvre, this requirement is met by providing the necessary equipment to elected representatives and internal departments. Companies are following suit, convinced that it is possible to combine performance with social responsibility. Projects with a significant social impact are also taking shape: our computers and smartphones support charities such as Secours Populaire and the Sonnenhof Foundation, which promote social inclusion and independence for vulnerable people.



Romain, sales technician, welcomed Martin as part of DuoDay

 Martin dismantled and reassembled a laptop, installed an operating system, and replaced an iPhone screen. What I'll take away from this day: the satisfaction of bringing something different to our profession and, above all, the joy of taking part in a charity event. Welcoming a person with a disability is not a hindrance, but a real strength.



Discover [intersecting perspectives from our DuoDay events!](#)

Strengthening the impact of associations through digital technology

Solidatech is a digital solidarity programme that helps associations gain access to digital tools and their uses. More than 45,000 associations have already registered free of charge.

 **10,707**
software packages
and online solutions
distributed to our
beneficiaries

2,027
refurbished digital
devices sold to
associations

132 
employees and
volunteers trained
in digital issues

4,524
people have registered
for our 21 webinars:
artificial intelligence,
no-code, cybersecurity, etc.

Publication of our 5th version of: “The role of digital technology in non-profit projects”

Conducted nationwide by Solidatech since 2013, in partnership with Recherches & Solidarités, this study provides an overview of digital technology within French charities. For the first time, it explores the use of artificial intelligence, highlighting current practices, emerging trends and prospects for the future of the sector. This barometer is an essential reference for understanding digital developments and supporting organisations in their projects.



Solidatech
PROGRAMME ATELIERS DU BOCAGE

View [the results of our survey](#)



Laurine, communications and marketing trainee



When I joined Solidatech, I knew nothing about the social and solidarity economy (SSE). As part of this small team, I quickly came to understand the issues at stake through discussions with non-profits organisations. I have worked on a variety of practical projects and have followed every stage, from designing the offer to seeing it used by organisations. Seeing the impact of our work first-hand was highly motivating.



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!



275,000

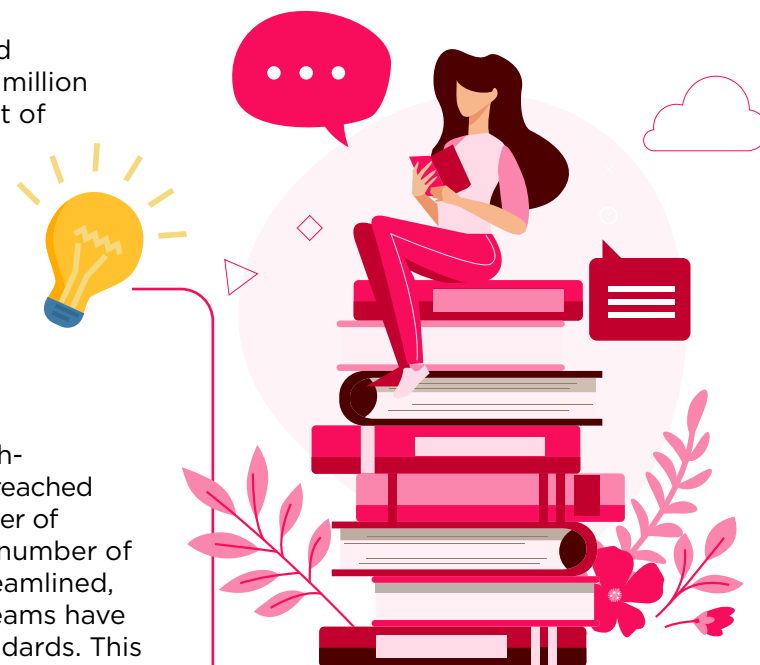
books ready to go on a new shelf

4.8 ★★★★★
based on nearly 38,000 customer reviews

our **customer satisfaction** rating



37 tonnes of books were saved from recycling. Result: around 18.5 million litres of water saved, the equivalent of 123,110 baths.



Strengthening skills and service quality

Thanks to the new, more intuitive and high-performance software, our efficiency has reached a new milestone: 50% increase in the number of books processed and 24% increase in the number of orders prepared. Workflows are more streamlined, workstations have been revamped, and teams have been trained in the new e-commerce standards. This results in enhanced reliability, greater responsiveness, improved service quality and modernised working conditions.

Read **Éric's testimonial!**



Éric, full-time operator in an adapted position

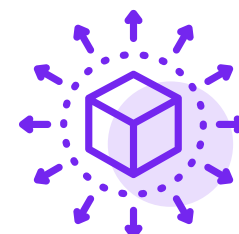


When I first arrived here, I wasn't even a shadow of my former self... I went through some tough years before I managed to get back on my feet. Having worked as a freelance entertainment worker for 17 years, I experienced the major festivals, followed by a difficult period marked by addiction. Thanks to the people I met and the supportive environment at Chantiers Peupins, and later at the community bookshop, I've found my balance again. Work has become a major boost for me to move forward.



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.



4,522

pallets of goods collected from businesses

194,681

items saved from destruction: clothes, furniture, connected devices, etc.



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

Contributing to the solidarity-based economy

With 17 corporate donors, these contributions support the Emmaus network's welcoming and support initiatives, as well as those of other non-profit organisations. A total of 92 beneficiaries benefited from this. The Emmaus community in Thouars (79) renovated the bathrooms and kitchens in its properties. Maison Sésame in Herzele (59), a reception centre for refugees, renewed its bedding. These donations directly improve the daily lives of the residents.



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.



Acting collectively to reshape our business models

Our actions form part of a CSR approach linking social impact, environmental impact and economic performance. They reflect a shared commitment: to take concrete action alongside our stakeholders to drive change in our practices and business models.

More than **20** memorable visits

Opening our doors to build a fairer economy together

Expectations vary depending on the audience: for businesses and local authorities, it is about understanding our CSR issues and solutions; for those involved in the social and solidarity economy (SSE), sharing best practice; for elected officials, assessing the local impact; for schools, learning about careers in the reuse sector; and for journalists, showcasing our initiatives.

To engage with local businesses, we launched the **Matinales Inside** event: a relaxed format combining breakfast with tours and exhibition stands, which attracted 81 participants.

These exchanges build bridges, inspire and challenge... while demonstrating that another industrial model is possible.

4 awards for our commitment

Being recognised for our business model

According to the Mobility Award, in the 100 to 499 employees category, we rank 1st in the Deux-Sèvres department and 2nd in the Nouvelle-Aquitaine region. Our Parks and Natural Areas team was recognised for its dedication to social causes, with more than 7,700 hours of inclusion work completed in public procurement.

We received two awards from the **Top des Entreprises** of the Deux-Sèvres department: Jury's Special Award and "Best of the Best", which endorse our cooperative model and our commitments. These awards enabled us to reach the regional final of the **Prix de l'Économie Néo-Aquitains** in Bordeaux.

Getting involved in networks of committed stakeholders

Involved in nearly 50 organisations at various levels, we work together to address social (employment, social inclusion, mobility, etc.) and environmental issues (circular economy, digital responsibility, etc.).

These partnerships encourage the sharing of best practice, the pooling of expertise and the tangible advancement of collective initiatives.

1 Endowment fund

Supporting community-based initiatives

As a member of the Emmaus movement, we practise solidarity in every possible way.

We support charities via our Endowment Fund, by donating digital kits and awarding financial aid through calls for proposals. We help finance property development projects and contribute our expertise on issues relating to social integration and occupational safety to a number of Emmaus organisations.

Our platform for unsold non-food items contributes to a solidarity fund dedicated to the work of Emmaus International.

Learn more about our [Endowment fund!](#)



Speeding up inclusion in our region

Against a backdrop of budget cut announcements regarding the Inclusion through Economic Activity (IAE) programme, advocacy led by stakeholders in the sector, including Emmaus, has helped bring about a change in policy decisions. At a local level, we have called on our elected representatives to defend these essential measures.

In practice, this commitment is reflected in concrete action: we have decided to recruit six additional staff members without public funding, in order to meet a genuine need in the region.

To provide a better understanding of these career paths and encourage businesses to get involved, we have published the "Employment as a pathway to inclusion" brochure, which makes it easier to read and understand.

94%

of employees say they come to work feeling motivated*

Improving quality of life at work

An agreement on weather conditions has been reached. As well as the requirements relating to heatwaves, it also takes into account other weather-related hazards: strong winds, snow, frost and extreme rainfall.

A training course on psychosocial risks was delivered to 15 people (senior management and members of the social and economic committee) with a view to strengthening prevention measures and fostering dialogue on these issues.

An initial survey on Quality of life and working conditions (QLWC) was conducted on the subject of working hours, with dedicated support provided for non-native speakers or people with reading and comprehension difficulties. With an 83% turnout rate, it helped shape an action plan for 2026, including a 2050 watch unit.

These mechanisms were developed through a process of social dialogue involving management and staff representatives. They reflect an ongoing commitment to improving the quality of life at work.

* Source: QLWC 2025.



As a cooperative with a social and environmental purpose 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 stronger than 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

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