

“A silicone expert committed to responsible industrial performance”

As a subsidiary of the Exsto Group specialized in silicone processing, Sterne has always been committed to human and social values. Its commitment to CSR is reflected in actions that have been rewarded by numerous awards, including the recent EcoVadis bronze medal.

Based in Cavaillon, Sterne is specialized in the design, development and manufacturing of technical pieces and devices in silicone elastomers. With over 28 years of expertise, the company joined the Exsto group, experts in polymers and industrial plastics. Based in the Drôme region of France Exsto also has sites in Italy, the USA and Brazil.

This merger with Exsto has propelled Sterne into the ranks of Mid-caps companies, by enabling it to strengthen its presence abroad, to answer specific needs of the medical markets. Sterne's entry into the Group has resulted in a transfer of know-how in the manufacture of silicone medical devices, in collaboration with teams in Brazil.

Putting people at the heart of performance

Sterne's management is deeply committed to human and social values, the sharing of experience and equal opportunities.

The company supports employment assistance (company visits) and student training (internships), as well as local access to culture and sport culture. It also works in partnership with a local ESAT and employs disabled workers in its team (12%).

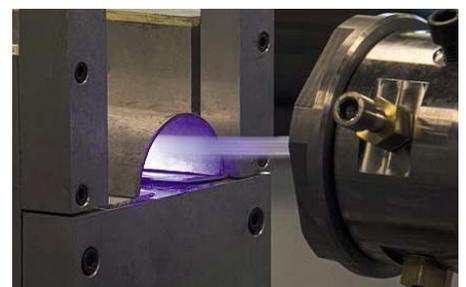
Sterne has implemented an inclusive archipelago governance style, teams are made aware of CSR issues, notably through week-long shared activities: soft mobility activities, biodiversity, etc.

Sterne has implemented an inclusive governance model, in an "archipelago" style, with all its teams being made aware of CSR issues, notably through shared activities over a week: sustainable mobility, biodiversity, etc. Fully embodying CSR within Sterne, its General Director Céline Laget naturally initiated, starting in 2021, the desire to formalize the corporate social responsibility policy within her company. This led her to become the CSR leader at the Exsto Group level this year.

Sustainability as the Foundation of the Company's actions

The company and the group are not only positioning themselves on human and social pillars to base their actions. In 2024, Sterne integrated a dedicated CSR process within its Quality Management System (QMS), based on the ISO 9001:2015 and ISO 13485:2016 standards. This integration formalizes and deploys the entire CSR strategy across all activities and associates indicators with it.

In a constant quest for improvement and with innovation as a guiding principle, the company refines and develops new processes for transforming raw materials, particularly focusing on the UV crosslinking of silicones. This approach consumes little energy while resulting in products with physical properties equivalent to, or even superior to, those manufactured using standard thermal crosslinking processes, which are very energy-intensive.



Sterne promotes the use of UV curing silicones, which require less energy.

Moreover, silicone, known and recognized in the medical sector for its biocompatibility and durability, naturally replaces other traditional materials in eco-friendly products such as menstrual cups. The concept of eco-design is seamlessly integrated into the principles of consideration from the product idea to its industrialization; similarly, the development of more sustainable materials is also pursued in the various R&D centers of the group to reduce the frequency of product renewal. Finally, after conducting energy assessments, carbon assessments are carried out at French sites to optimize and adjust certain actions with the aim of reducing emissions.

A Rewarding Commitment



Awarded 2 stars by the CSR evaluation organization Positive Workplace in 2021, Sterne also received the "Coup de Coeur" Trophy at the Vaucluse CSR Awards in 2023.

In June 2024, in line with its goal of evaluating its CSR performance, the company obtained the EcoVadis bronze medal. For reference, the EcoVadis evaluation is based on 21 CSR criteria divided into four fundamental themes: Environment, Social and Human Rights, Ethics, and Responsible Purchasing.

These awards encourage the deployment of the strategy at the group level and reinforce Sterne in its choices.