

OUR CSR COMMITMENT

Our core business is to protect men and women at work. So, we act to protect what is most precious. We act to preserve the essential. Our Corporate Social Responsibility (CSR) commitments are based on 3 pillars



People

Ensuring that our employees have the means to thrive in their work while maintaining good health in a safe environment.



Safety in the Workplace

- ▷ **0%** workplace accidents



Training and Skills Development

- ▷ **1** training course every 6 years for French employees. Our goal is to offer additional training to **30%** or more of international employees



Employee Safety and Protection

- ▷ Benefit packages are offered to qualifying employees in all subsidiaries



Management of Attendance and Resources

- ▷ Remain below the threshold **3%** for absenteeism over 6 consecutive months



Planet

Conducting our economic development while limiting its impact on future generations.



Waste Management

- ▷ Exceeding the target of **77%** of waste recycled



Impact on Climate Change

- ▷ Maintaining our CO2 ratio at around **0.045** tons per €k of logistics flow



Resource Management

- ▷ Reducing our resource consumption ratios at all sites within the scope



Environmental Impact of the Product Lifecycle

- ▷ Passing the threshold of **15%** recycled materials in 2023



sustainable Economy

Developing our business in a safe, ethical and responsible manner.



Loyalty of Practices

- ▷ **100%** of employees informed of good practices and **100%** of people identified as «at risk» trained



Supplier Involvement in our Approach

- ▷ **90%** compliance of selected suppliers & **8** selected CSR themes



Protection of our Intangible Internal Resources

- ▷ Ensure the safety and protection of our trademark registrations and all sensitive computer data



Support for Local Initiatives

- ▷ Providing and maintaining environmental and social consciousness around our sites

Our CSR commitments contribute to the UN's sustainable development goals

