

2024 CSR POLICY

The areas of EHS (Environment, Health and Safety), CSR (Corporate Social Responsibility) and Ethics are key priorities of the Gravotech Group. These areas are an integral part of the management system of all the Group's business units.

We pay particular attention to taking action to:

- Ensure full regulatory compliance,
- Deploy an Ethical Culture,
- Protecting, preserving the environment and improving our environmental performance,
- Ensure safe and healthy working conditions for our employees,
- Develop a partnership with our suppliers and subcontractors,
- offer PREMIUM quality products and services to our customers.

In compliance with legal requirements and other EHS and CSR obligations, we are committed to:

- Maintain governance that promotes responsibility, our vision and our values at all levels of the company by structuring our CSR approach,
- Promote the ethical rules defined by the company,
- Limit our impact on the environment and preserve our planet's resources by reducing our electricity and water consumption by 5% and our scope 1 GHG (Greenhouse Gas) emissions by 40%,
- Promote biodiversity on our sites,
- Develop and promote social responsibility among our suppliers by deploying a Code of Conduct,
- Provide our employees with a pleasant and safe working environment by deploying EHS and QWL (Quality of Life at Work) actions,
- Combat different forms of discrimination and harassment by deploying processes, procedures, training and communication,
- Promote diversity by developing adapted events,
- Continuously train our employees on business themes, Ethics, CSR, Marketing, HR, etc. through our ACADEMY,
- Continuing our safety actions allowing us to obtain a high level of safety for our employees,
- Maintain a constructive social dialogue,
- Integrate CSR, health, safety and environmental and ethical considerations into investment decisions, service and product design, and stakeholder transactions,
- Design our products responsibly by integrating environmental constraints from design to the end of the product's life,
- Act to have a positive impact on the Sustainable Development Goals set by the United Nations by training our employees.

Continuous improvement, which is center to our processes, will allow us, with everyone's involvement, to demonstrate the relevance of combining an ambitious search for economic performance with strong CSR commitments.



Arnaud Linquette
President