



Corporate Social Responsibility Chart

As members of the CGEM,

- We commit to the objectives of sustainable development. We engage ourselves to act in a responsible and continuous manner to achieve them while realizing our economic activities, in our industrial relations and in our contribution to the creation of value in general.
- We practice our social responsibility in our strategic decisions and in our daily operations. We accept to notify our stakeholders through sincere information, appropriately communicated.
- We commit ourselves to respect, to prevent attempt to, and, by means at our disposal, promote fundamental rights and the legitimate expectations of our stakeholders. We will take into account their material and moral interests when they are, or could be, impacted by our managerial decisions or by company activities that we handle or with which we operate.
- In this spirit, we commit to:

1. Respect Human Rights

- Respect freedom of association and the right of all employees to choose union membership
- Prevent all forms of discrimination and promote equal opportunities between men and women, and in favour of vulnerable groups such as the disabled
- Prohibit the use of child labour under the age of 15
- Promote collective bargaining, prevent labour conflicts and find peaceful solutions to conflicts

2. Continuously improve working conditions and labour relations

- Improve competencies and employability of employees and favour training and skills development
- Strictly respect the legal obligations to declare all employees to social security and protection organisms
- Provide health and safety conditions to all employees, at least in line with legal requirements and decent sanitary infrastructure
- Strictly respect the legislation on occupational accidents and illnesses
- Provide precise information to all employees on the criteria and methods applied for professional reviews and evaluations as well as transparent internal appeal systems for appraisals and decisions that concern them

- Continuously improve the conditions and contents of social dialogue
- Prevent the use of atypical and precarious work contracts
- Manage restructuring processes or site closures after providing information to employee representatives and authorities within reasonable deadlines; cooperate with the relevant stakeholders in order to alleviate the social consequences and favour the creation of sustainable activity

3. Protect the environment

- Define, in terms and conditions that are suitable to the company, a frame of action dedicated to the protection of the natural environment providing for improved environmental performance, communication and cooperation with local authorities, employee awareness and training.
- Reduce water, energy and raw material consumption and reduce polluting emissions such as greenhouse gases
- Promote the use of renewable energies
- Evaluate and minimise the environmental impacts of our investment projects
- Define an urgency plan to prevent and mitigate accidental damage on environment, health or on safety

4. Prevent Corruption

- Prohibit all behaviour that, directly or indirectly, promises, offers, requests or grants illegal payments or unwarranted advantages aiming at obtaining or preserving a market or any other irregular or illegitimate advantage
- Not to offer, nor accept or deposit any payments, commissions or gifts to public or private agents or to their relatives in exchange for a contract or the modification of one
- Make visible the company's action principles against corruption and extortion by the use of adapted means
- Make employees aware of the measures taken by the company regarding corruption and extortion and promote the respect of these clauses by using adequate information channels, training programs and disciplinary procedures

5. Respect fair competition rules and regulations

- Not to conclude, nor execute agreements aiming at:
 - Imposing prices, collusive bidding or establishing production restrictions
 - Participate in market sharing by clients, suppliers, geographic areas or branches
 - Carrying out counterfeiting
 - Practicing price-dumping

6. Reinforce Corporate Governance transparency

- Respect the competencies of stockholder representatives and the prerogatives of corporate governance bodies by disclosing truthful and reliable information on company results and perspectives. Guarantee stockholders the right to vote
- Reinforce the lay out of internal audit and broaden the risk assessment by independent audits and account certifications to communicated conclusions to control and decision organs
- Define objective methods of nomination, evaluation and remuneration for Directors that are linked to measurable performance criteria.
- Equal treatment of all stockholders

7. Respect the interests of clients and consumers

- Watch over the safety of products and services and the health of the consumers
- Disclose clear and precise information to consumers regarding the characteristics of products and services in order to help them make informed purchasing decisions
- Define efficient and transparent procedures for claims and disputes ensuring quick and fair treatment of client disputes
- Avoid untruthful advertising statements as well as omissions, deceitful, misleading or unfair practices.
- Respect the private life of clients and consumers and protect the confidentiality of personal data

8. Promote the Social Responsibility of subcontractors and suppliers

- Consider as purchasing criteria : the regularity with which a subcontractor or supplier declares to a social security and protection organ; the social protection of their employees, the respect of minimum employment age
- Bring technical assistance and cooperation to maintain sustainable relations with subcontractors or suppliers whose compliance is recognized, in line with competition rules and regulations

9. Develop Community involvement

- Contribute to human and economic development in the community where the company is located and improve living conditions for local residents
- Encourage local employment and training of employees in the regions and areas where the company is located
- Favour accessibility of the company's products and services that are of public interest
- Contribute to all initiatives of local or national scope, dedicated to the prevention or mitigation of the impacts of natural catastrophes, ecological imbalances or diseases, the fight against poverty, illiteracy, inequalities in regional development and, more generally, to the promotion of culture, art and knowledge