



ACTIA Group

Sustainable development policy

ACTIA Group is committed to conducting its activities in a socially responsible manner, taking into account the environmental, social and economic impacts of its activities. This policy serves as a guide to all stakeholders. We are committed to integrating social and environmental considerations into our activities, fostering positive relationships with stakeholders and creating long-term sustainable value.

Goals

Our sustainable development policy aims to achieve the following objectives:

1. Environment

- ❖ We work to minimize our environmental footprint through sustainable practices across our operations, such as reducing waste, conserving resources, preventing pollution, and using energy and water responsibly.
- ❖ Continuous efforts are made to create products that use less energy and resources, identify environmentally friendly technologies, promote sustainable recycling and sourcing practices, and pursue a circular economy approach.
- ❖ ACTIA's strength in tackling these challenges is innovation, a founding value of the group.

2. Social

- ❖ We are committed to respecting human rights, promoting diversity and inclusion, and providing a safe and healthy working environment for all employees.
 - We value our employees and are committed to their well-being, professional development and work-life balance in a safe and inclusive work environment that promotes equal opportunities
 - Training programs and initiatives are implemented to raise employee awareness of their role in contributing to our sustainable development goals.
- ❖ We actively engage with local communities, supporting social and environmental initiatives that contribute to the well-being of society.

3. Governance and Ethics

- ❖ We conduct our activities with the ethical standards set out in our ethical charter.
- ❖ ACTIA implements collective decision-making organizations respecting the necessary separations of power, vigilant to the risks of conflicts of interest and respecting stakeholders.

Responsibility for the value creation chain

- ❖ We expect our suppliers and business partners to adhere to similar ethical and sustainability principles.
- ❖ Supplier collaboration focuses on promoting responsible sourcing, fair labor practices and environmental responsibility throughout the supply chain.

Stakeholder engagement

- ❖ We engage with our stakeholders, including employees, customers, suppliers, investors, local communities, and regulators, to understand their expectations, address concerns and foster mutually beneficial relationships.
- ❖ Collaboration and dialogue are encouraged to create shared value and promote sustainable development in the regions where we operate.



❖ This engagement with stakeholders allowed us to identify areas of effort in relation to the international movement promoted by the United Nations: The Sustainable Development Goals. For the years to come, ACTIA is committed to being active in the objectives favored by our close stakeholders:

- SDG 3: Health and Well-being
- SDG 4: Quality education
- SDG 7: Sustainable and affordable energy

This sustainability policy reflects our commitment to sustainable and responsible business practices. By integrating social and environmental considerations into our operations, we aim to create shared value, mitigate risks, and contribute to a more sustainable future for all stakeholders.

Signed on October 3rd, 2023

Jean-Louis PECH

Chairman and CEO of ACTIA Group

A handwritten signature in black ink, appearing to read "JL Pech", written over a horizontal line.