

At Alstef Group, we make economic, human and environmental commitments to all our stakeholders in particular, our customers, shareholders, partners, subcontractors, suppliers and employees.

We are determined to meet the environmental and social challenges of today and tomorrow, taking into account climate, biodiversity and the circular economy in our activities.

Women and men are at the heart of our company's success and our sustainable development approach. We attach great importance to integrating our employees over time while protecting their safety and environmental conditions of intervention.

This is why, we have defined and are following a set of commitments and actions aimed at strengthening our positive impacts and reducing our negative impacts in terms of Corporate Social Responsibility (CSR), while promoting our growth and pursuing our economic development.

Our CSR strategy is based on the following internal and external challenges:

1. Responsible Offer	2. Environmental issues	3. Social issues	4. Societal issues	5. Ethics & governance
Sustainable purchasing : Integration of social and environmental criteria in the purchasing and subcontracting policy	Combating, mitigating and adapting to climate change	Employee health and safety	Education and awareness of stakeholders on CSR issues	Anti-corruption, ethics, transparency and business ethics
End-of-Life Product Management	Prevention and reduction of pollution (water, air, soil)	Talent management and training	Territorial anchoring and local development	Due diligence and respect for human rights
Awareness raising and training of operators on the health and safety issues associated with the use of products and on how to use them in a way that limits their environmental impact	Protection of the environment and biodiversity	Working conditions and employee well-being	Support to civil society organisations	Governance and management of the CSR approach
Eco-design and responsible innovation	Sustainable use of water resources	Diversity, inclusion and anti-discrimination		Data protection and privacy
Product quality	Sustainable use of energy resources Sustainable use of raw materials and waste management (circular economy)	Social aspects of other stakeholders in the value chain		

These challenges are deeply rooted in our corporate culture. We are committed to deploying these challenges at all levels and in all international territories where our activity radiates.

In our business and projects, we are committed to:

Responsible offer

- Develop a responsible purchasing policy and a supplier ethics charter deployed on 100% of our strategic supplier panel.
- Promote our eco-responsible approach in our customer offers.
- Pass on to our customers the best methods for managing our equipment in an optimized manner.
- Reduce the energy consumption of equipment installed at our customers.
- Apply the eco-design approach to our product range.
- Use materials/components with a long lifespan or derived from reuse or recycling.
- Reduce consumables and optimize consumables.

Environmental issues

- Implement a carbon footprint for our centers of excellence and decarbonize in line with carbon footprint priorities.
- Developing sustainable mobility.
- Evaluate and control our potential emissions and pollution.
- Promoting biodiversity and ecosystem services on our sites.
- Measure our water consumption and use the resource “water” in a sustainable way.
- Measure and reduce our energy consumption in all our processes and infrastructure.
- Using sustainable energy systems.
- Eliminate the use of CMR (Carcinogenic, Mutagenic and Toxic for Reproduction) chemicals in the company and promote the use of sustainable chemicals.
- Managing our waste.
- Develop green IT (Green IT).
- Implement a circular economy approach.

Social issues

- Ensuring a high level of health and safety for our employees (both physical and mental).
- Promote the personalized professional development of our employees.
- Develop the pleasure of working in Alstef Group.
- Develop a culture of inclusion at the group level and promote equal opportunities.
- Ensuring fair and appropriate working conditions for our contractors under Alstef Group contracts.
- Maintain a good internal and external social dialogue based on the monthly meetings of the company’s Economic and Social Committee.

Societal challenges

- Educate and raise awareness of environmental impacts among our employees.
- Communicate our results through our annual CSR report.
- Identify opportunities to contribute to local societies, especially in the communities where we operate or carry out projects.
- Develop and promote volunteer programs for our employees, enabling them to work as volunteers for humanitarian or educational purposes.
- Be committed to social and equitable treatment by responding to social issues while respecting human rights.

Ethics and governance

- Comply with the laws applicable in the countries where our Group operates.
- Set up and deploy the alert system and meet deadlines.
- Implement a program of ethical conduct for the stakeholders (employees, suppliers and customers) with whom we work.
- Apply the rules of ISO 27001 “Information Security System” at group level.

Our CSR strategy is based on concrete objectives associated with each of our commitments.

Certifications and accreditations ISO 9001, ISO 45001, ISO 14001, ECOVADIS, CYBERVADIS, CDP and ISO 27001 validate progress made. We continue our dynamic of improvement and innovation by relying on pragmatic CSR action plans deployed throughout our Group.

I will continue, with the help of COMEX, Management Committee and Pilots and Operational Pilots of our CSR strategy to invest personally in promoting these issues on a daily basis. I am counting on the involvement and mobilization of all our employees to succeed in these challenges.

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