



CSR POLICY

Thanks to its dynamic and continuous growth, AUTAJON Group is today one of the world leaders in its field. Proud of our products and our company, at the service of our customers, we work and govern with integrity, respect for people, the environment, laws and regulations.

Member of the United Nations Global Compact since 2017, AUTAJON Group, concerned about sustainable performance, has integrated Corporate Social Responsibility into its strategy and continues to progress with pragmatism. The evaluation of our CSR approach by ECOVADIS allows us to quantify this improvement, which today places AUTAJON Group at the Silver level, with a score of 58.

Our objective is to reach the Gold level, a score of 66, by 2022.

WHAT ARE OUR COMMITMENTS ?

PROTECT THE ENVIRONMENT

We are committed to reducing our environmental footprint and are targeting a 2% reduction in our total CO2 emissions by 2022 and 10% by 2030 (baseline year 2017). Our business model based on local production for local markets is already a facilitator. However, the analysis of our activities has led us to define 3 areas for progress:

- **Promoting responsible consumption :**

The growth of our activities, the evolution of materials and technologies require constant innovation. In a spirit of technical advice and creativity, we develop and offer our customers solutions that are more respectful of the environment. The eco-design of our products is carried out in partnership with our customers and suppliers. Thanks to life cycle analysis, we are able to evaluate the impact of our products on the environment and define actions to reduce this impact.

- **Reducing our water and energy consumption and CO2 emissions:**

Where possible, we give priority to supplying our sites with renewable energy, modernising our industrial facilities and reducing our energy consumption through new investments. We integrate CO2 emissions into our Travel policy and give priority to video-conferencing. The Carbon footprint is a good tool for improvement. Even if water is not used much in our manufacturing process, it is up to us to reduce our consumption in order to preserve this resource, especially in areas with high water stress.

- **Preventing pollution and reducing our waste :**

As an industrial company, we have an environmental responsibility and we are taking several actions to reduce our impacts. The most emblematic concern the optimization of our consumption of materials, the prevention of the occurrence of environmental incidents, and the optimization of the sorting of our production and office waste by giving priority to recycling.

DEVELOP HUMAN RESOURCES

- **Respecting and protecting our employees**

As our employees are our most valuable resource, in accordance with the Universal Declaration of Human Rights and the Conventions of the International Labour Organization (ILO), we recognize the importance of respect for all individuals, ensure equal treatment and exclude all forms of discrimination.

We prohibit any conduct that would undermine the dignity of a person and we promote equal opportunities; we do not tolerate any form of harassment or discrimination, and we prohibit child or forced labour. Our commitment is to ensure and preserve the integrity and health of our employees and any external persons working at our sites.

Our ambition for the coming years is to significantly reduce the number of workplace accidents.

The means we deploy to achieve this goal include on-site facilitation, training, making everyone responsible, investigating and analyzing workplace accidents and setting up action plans.

In order to measure our results and share best practices, we communicate our "Safety News" to all Group sites every six months.



- **Developing Skills: Career Management and Training**

We promote the creation of a good working environment that gives meaning to everyone's job in the Group. Our growth creates more and more opportunities for assignments and offers our employees the chance to follow an enriching career path. We encourage the sharing of experiences and working groups. We identify and take into account our employees' career development wishes through a skills review process launched in 2014. In order to enhance the value of each of our talents, we have reviewed and extended this process, which is now called "People Review". Our goal is to have all of our sites rolling it out by 2021.

We are developing a Group approach to training: inter-site training, development of projected training plans at all sites (including in countries with no legal obligation).

Our training policy aims to transmit the Group's know-how and culture, such as Group training for team management, but also to adapt skills to the new challenges of the Group and its internationalization. We aim to deploy our entire Group training catalogue by 2023.

- **Managing recruitment: cooptation, diversity and attractiveness of young people**

Our recruitment is ambitious and open to diversity: we want to attract and integrate motivated people looking for challenges. We give opportunities to new employees that we train in our technical professions, we support projects focused on diversity, particularly the hiring of seniors, and we welcome young people on internships, work-study programs or VIEs on specific missions where they can express their full potential. In addition, we want everyone to participate in the Group's future through a co-opting program that has been in place since 2019.

DRIVING PERFORMANCE WITH INTEGRITY

Each at our own level and through our skills, we act daily with integrity, respect, rigour and transparency in order to guarantee our image and reputation. We promulgate responsible commercial and partnership practices. We conduct our business with integrity and engage in fair competition in compliance with international trade and antitrust laws.

AUTAJON Group's Code of Conduct is a reminder of these principles and values that are known, understood and applied on a daily basis by all.

Thanks to our mapping of corruption risks, we have been able to identify the most exposed employees and we have committed to train them in full by 2021.

BUY AND SOURCE RESPONSIBLY

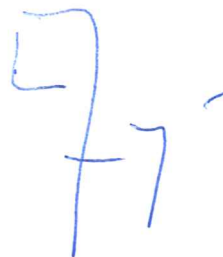
The integration of CSR criteria into our Responsible Purchasing Policy has been a must for several years now. Our role is to choose the right suppliers, to reference the right products, to identify and qualify the right partners and this under the best conditions.

We promote the purchase of FSC-labelled paper and cardboard.

90% of our suppliers are based in the European Union and 100% of our suppliers have signed a legal and social commitment to the AUTAJON Group.

We make sure that our suppliers respect these commitments by carrying out audits.

As part of Autajon Group's strategic plan, these commitments are re-evaluated annually by the Management Committee.



Montélimar on June 11, 2020
Gérard AUTAJON
Chief Executive Officer