

CONNECTION MAKERS

Corporate Social Responsibility Charter



Sharing an ambition

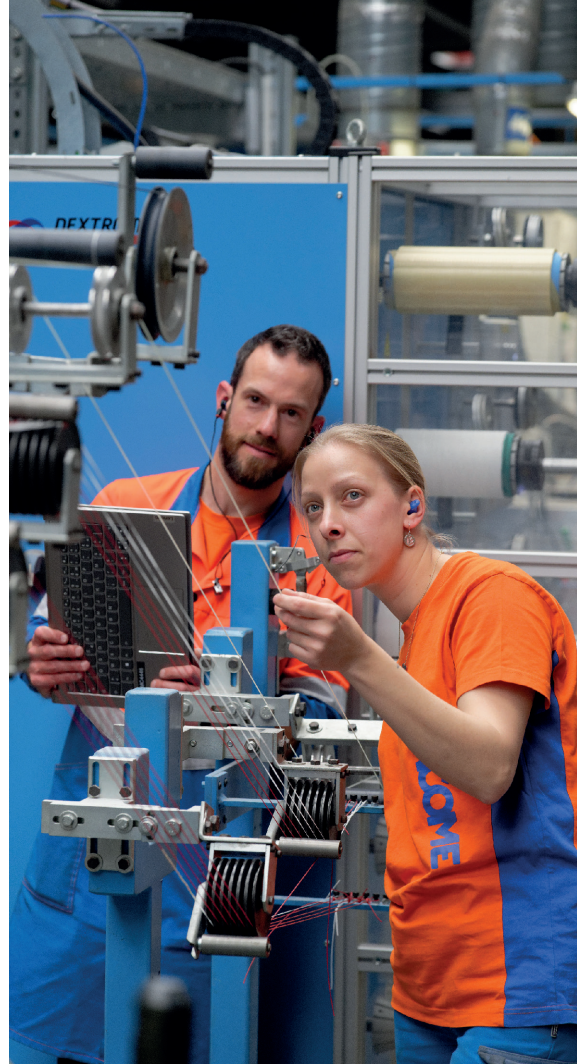
In line with its values – commitment, excellence, solidarity and respect – and its membership in the United Nations Global Compact, ACOME Group places people at the heart of its priorities.

Organised as a cooperative enterprise (SCOP) through its parent company, ACOME Group relies on a cooperative governance model that inspires the entire organisation in the way it manages its activities, engages with stakeholders and develops its subsidiaries. This approach aims to reconcile economic performance with industrial resilience, innovation with respect for planetary boundaries, while anticipating customer needs in a rapidly evolving market environment.

Through its Corporate Social Responsibility (CSR) approach, ACOME Group affirms its ambition to be a sustainable industrial company, recognised as such by its employees, customers, partners and all stakeholders.

This CSR Charter constitutes the Company's overarching framework for corporate social responsibility and sets out the commitments underpinning the following objectives:

- Driving the environmental and energy transition;
- Promoting employee well-being, engagement and employability;
- Advancing responsible procurement and a sustainable value chain;
- Promoting ethical, accountable and transparent governance.



Scope



This Charter applies to all ACOME Group entities, subsidiaries and sites, as well as to all employees, managers and representatives.

It serves as the common reference framework for CSR policies, procedures and action plans and is intended to be shared with all stakeholders, particularly partners and suppliers.

1. Environnement

ACOME Group is committed to:

- Strengthening the sustainability of its value chain;
- Improving its environmental performance, particularly regarding climate, water and biodiversity;
- Designing products that are compatible with living systems and ecosystem preservation.

These commitments are further detailed in the Environmental Policy.

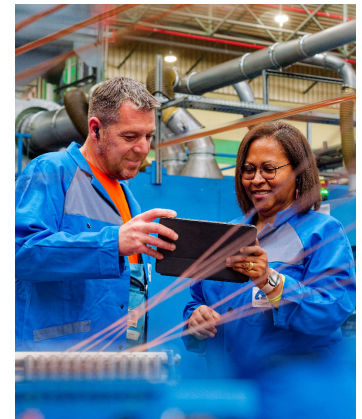


2. Social Responsibility

ACOME Group is committed to:

- Fostering a healthy, safe and secure working environment;
- Promoting inclusion, diversity and equal opportunities;
- Developing employees' skills, employability and professional fulfilment.

These commitments are further detailed in the Social Policy.



3. Responsible Procurement

ACOME Group is committed to:

- Integrating ethical, social and environmental criteria into its procurement processes;
- Strengthening dialogue with suppliers regarding their CSR practices and preventing associated risks related to human rights, environmental protection and business ethics;
- Contributing to the decarbonization and resilience of the value chain.

These commitments are further detailed in the Procurement Policy.



4. Ethics

ACOME Group is committed to:

- Promoting a shared culture of ethics at all levels of the organization;
- Preventing and managing ethical risks that may impact its operations and reputation;
- Promoting responsible and fair business relationships.

These commitments are further detailed in the Ethics Policy.



5. Local Community Engagement

ACOME Group is committed to:

- Contributing to the economic and social development of the regions in which it operates;
- Supporting local employment and developing partnerships with local stakeholders, while favoring local sourcing whenever possible;
- Maintaining transparent and constructive dialogue with local stakeholders;
- Contributing to local initiatives whenever compatible with the Group's internal policies and rules.



Standards and Reference Framework

The CSR approach is implemented in accordance with:

- The principles of the United Nations Global Compact;
- Applicable international standards;
- Relevant regulatory requirements and non-financial reporting frameworks.



Implementation, Monitoring and Continuous Improvement

This Charter is communicated throughout the Group and implemented by all entities and employees. It presents the pillars of our Corporate Social Responsibility approach, structured around four key themes: Environment, Social Responsibility, Procurement and Ethics. For each of these themes, commitments, strategic orientations and performance indicators are detailed in dedicated policies and supporting documents. These operational documents translate the Charter's principles into concrete actions, enable effective management of initiatives and provide a framework for measuring progress and performance.



Management Commitment

ACOME Group's Executive Management confirms its commitment to promoting and enforcing the principles set out in this Charter and to mobilizing all teams in support of these commitments.

Frédéric Briand

Chairman and Chief Executive Officer