

CSR POLICY - OUR COMMITMENTS

Committed to working alongside our stakeholders, we place their expectations at the heart of our **continuous improvement** process. The Ponticelli Group affirms its determination to act in an exemplary, transparent and innovative manner, in order to generate a **positive impact**, both locally and globally, today and tomorrow. To this end, we are diversifying our activities in order to actively contribute to the **energy transition** and the **evolution of industries**. Our reason for acting: **transforming the world**.

Thierry LE GANGNEUX, CEO

SOCIAL

Making the **health, safety** and **well-being** of our employees our primary concern

Promoting **Quality of Life and Working Conditions** by:

- Preventing psychosocial risks
- Encouraging work-life balance
- Making annual reviews an effective tool for career management

Developing our **human capital** by investing in **training**

Promoting **diversity** and **professional equality**

Ensuring **equal opportunities** from recruitment onwards and throughout careers

Making **social dialogue** a driver for continuous improvement

Encouraging our employees to adopt a **healthier lifestyle** (sport, health and nutrition) for a better quality of life

Making Ponticelli an **employer of choice**

SUSTAINABLE DEVELOPMENT GOALS

Strengthening our **positive impact on the territories** where we operate and invest in local communities

Developing and sustaining partnerships and **support for organisations** with shared values and commitment to **family, health, education, sport and well-being**

SOCIETAL

ETHICS

Applying a **zero-tolerance** policy towards any behaviour that contravenes **integrity** and **probity**

Preventing and detecting **risks of corruption** and **influence peddling**, in the interests of **exemplary business practices**

Protecting **Human Rights** and fundamental freedoms for our employees worldwide

Implementing our commitments throughout **our value chain**, particularly in our **purchasing activities**

Assessing and **limiting** the **environmental impact** of our activities

Actively contributing to the **fight against climate change** by reducing our **energy** consumption and **greenhouse gas emissions** from our activities

Supporting our clients and suppliers in their low-carbon trajectories by gradually integrating carbon criteria into our relationships, processes and solutions

Ensuring **compliance** with our **obligations**

Promoting the development of an **environmental culture** among employees

Preventing **pollution** and **accidental situations**

Improving **waste** sorting and recovery

Contributing to better **water resource** management, especially in areas at high risk of water-related hazards

Taking action to protect **biodiversity** and **ecosystems**

ENVIRONMENT