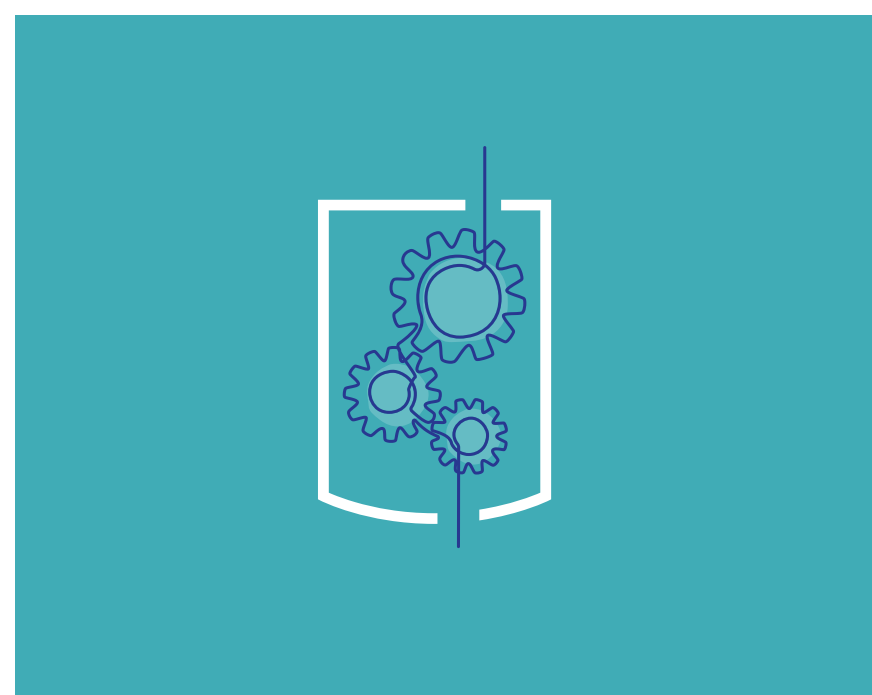
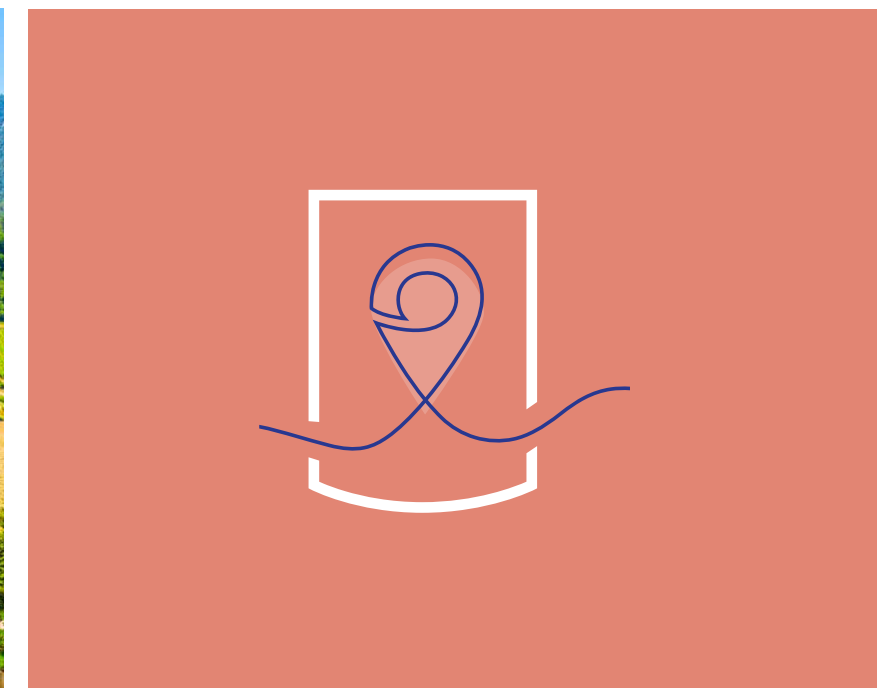
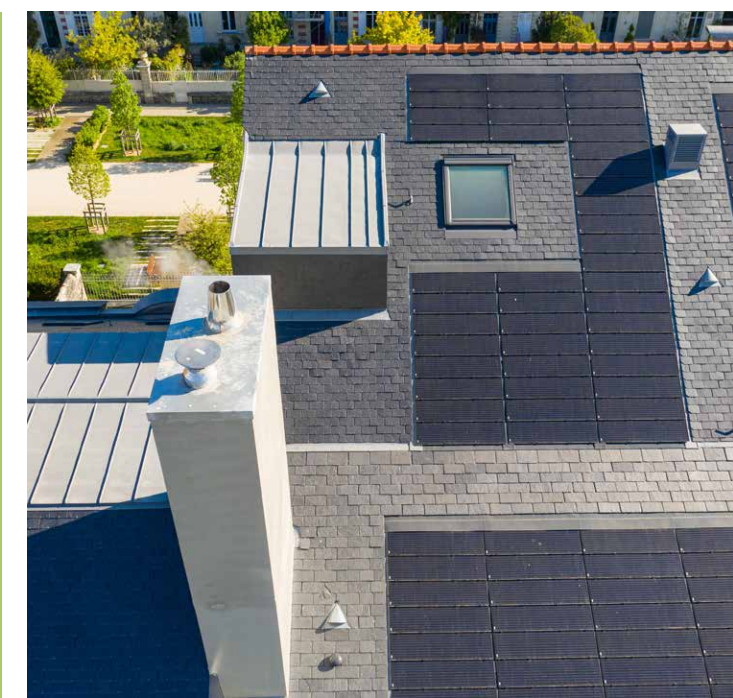
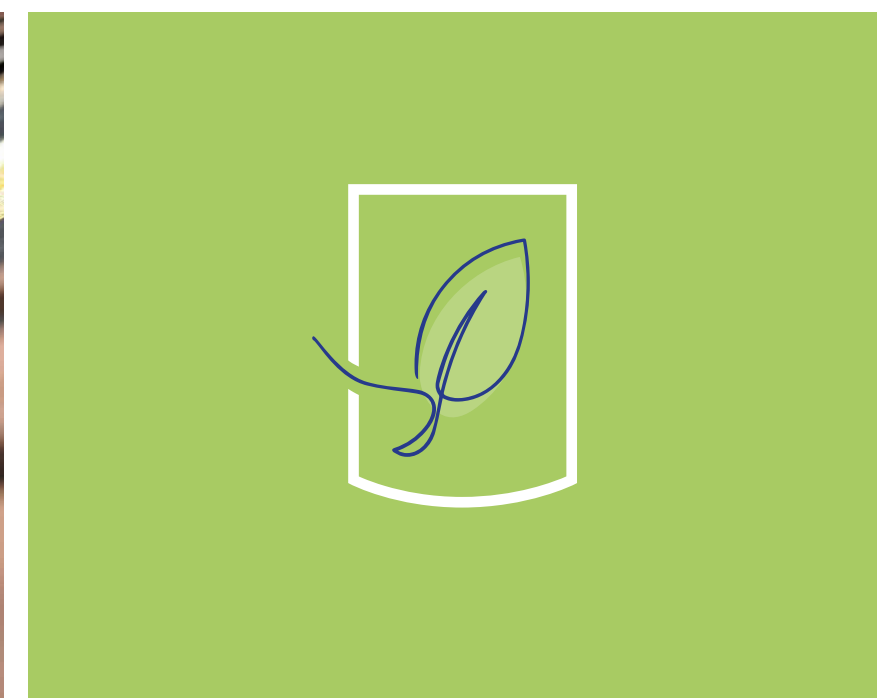
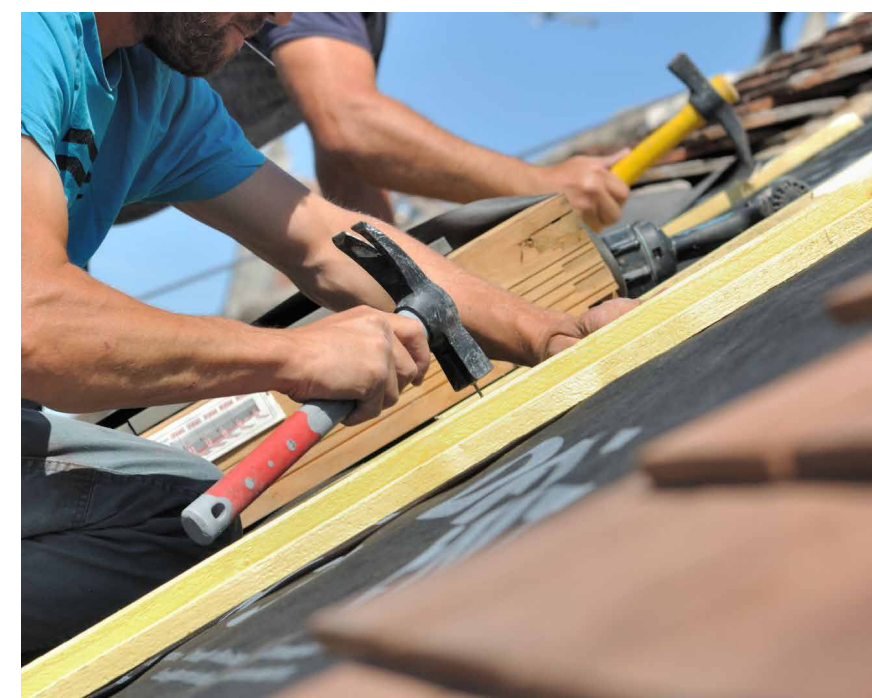


*Shaping
a sustainable
future together*

CSR REPORT
2022 EDITION



A word from our CEO

CSR Strategy

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ESG Report Disclaimer

The Edilians Group draws the reader's attention to the fact that the content of this report covers the scope of Edilians SAS [and its subsidiaries] located in France. In the event that Edilians publishes extra-financial environmental, social and/or governance data, on a consolidated basis in the future, such data (including the objectives in connection therewith) may differ from data contained in this report.

This report has been prepared on a voluntary basis and does not constitute a declaration of non-financial performance ("déclaration de performance extra-financière") within the meaning of Article L.225-102-1 of the French Commercial Code.



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“

Our motto says it all : Shaping a sustainable future together

”

Taking action to protect homes sustainably

We believe that sustainability begins at home. As supporters of local performance, we have spent many years building a virtuous growth model within regions : by offering products rooted in local soil, by contributing to the development of communities and their residents, and by protecting our rich architectural heritage.

Recently, the pandemic and the climate emergency have brought the subject of homes into sharper focus. This is clearly illustrated by the 15% rise in demand for our products in France and Europe after the first lockdown. With over two centuries of history behind us, we possess unique expertise that we must use to build a better future, by developing roofing solutions of the highest quality. **Our motto says it all : “Shaping a sustainable future together”** : this is what drives our action, reflecting the excellence, innovation, human touch, and local roots that are all in our DNA.

Shaping a sustainable future starts with reasserting the role of terracotta roofing in eco-housing. Motivated by regulatory objectives and the creation of our Edilians Énergie Environnement centre in early 2022, we are developing a complete system offering of solutions for buildings that are more resilient and have better performance in terms of energy. In this regard, more than 20 years after

we developed the first photovoltaic tile on the market, our acquisition of IRFTS's solar roofing business in 2022 further strengthens our market presence.

Shaping a sustainable future also means constantly thinking about how to improve our impact. With a major investment plan, we are committed to reducing our direct carbon emissions per tonne of tiles in France by 30% by 2030. We will achieve this by optimising our manufacturing performance, reducing our consumption of natural gas, and replacing fossil fuels with decarbonised energy sources. Our action on this front so far has already been rewarded by the ISO 50001 certification of three of our sites in 2021.

Shaping a sustainable future also means making a commitment to the people who are with us every day. This naturally means continuing to improve working conditions, never cutting corners when it comes to the health and safety of our employees and partners, as well as promoting equality and diversity, supporting the development of skills, and attracting new talent to the sector. It also involves being aware of the ecosystem in which we are operating: controlling the impact of our manufacturing sites on the environment and biodiversity, protecting our resources, and creating mutually beneficial partnerships with our local communities.

Shaping a sustainable future, is ultimately our commitment as a company, which has always been our *raison d'être*. In publishing this report, we want to publicly declare our Corporate Social Responsibility ambitions and aims and to inform our stakeholders about our achievements and our areas for improvement. These are vectors of commitment that mobilise the whole company, spurring us on to keep making Edilians a sustainable partner for innovative and responsible homes.

Pascal Casanova
CEO of Edilians

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Edilians at a glance

Blending high technical performance and local industry, we develop and manufacture innovative roofing solutions for sustainable housing.

Edilians embodies **rooted local foundations** and unrivalled expertise in the unique nature of our regions and the local people we deal with daily. Our **nationwide presence** is the result of a strong heritage and a rich and long-established history of working with **terracotta**, driven by our ongoing desire to renew ourselves and upgrade our solutions.

Edilians also stands for delivering **responsible and sustainable innovation policies**, designed to move forward on near and medium-term environmental and societal topics, as well as tomorrow's standards.

Our values

TEAM SPIRIT

Friendliness and professionalism blended together to create team spirit. This is based on cooperation, mutual respect, and kindness in our pursuit of the highest standards.

TRUST

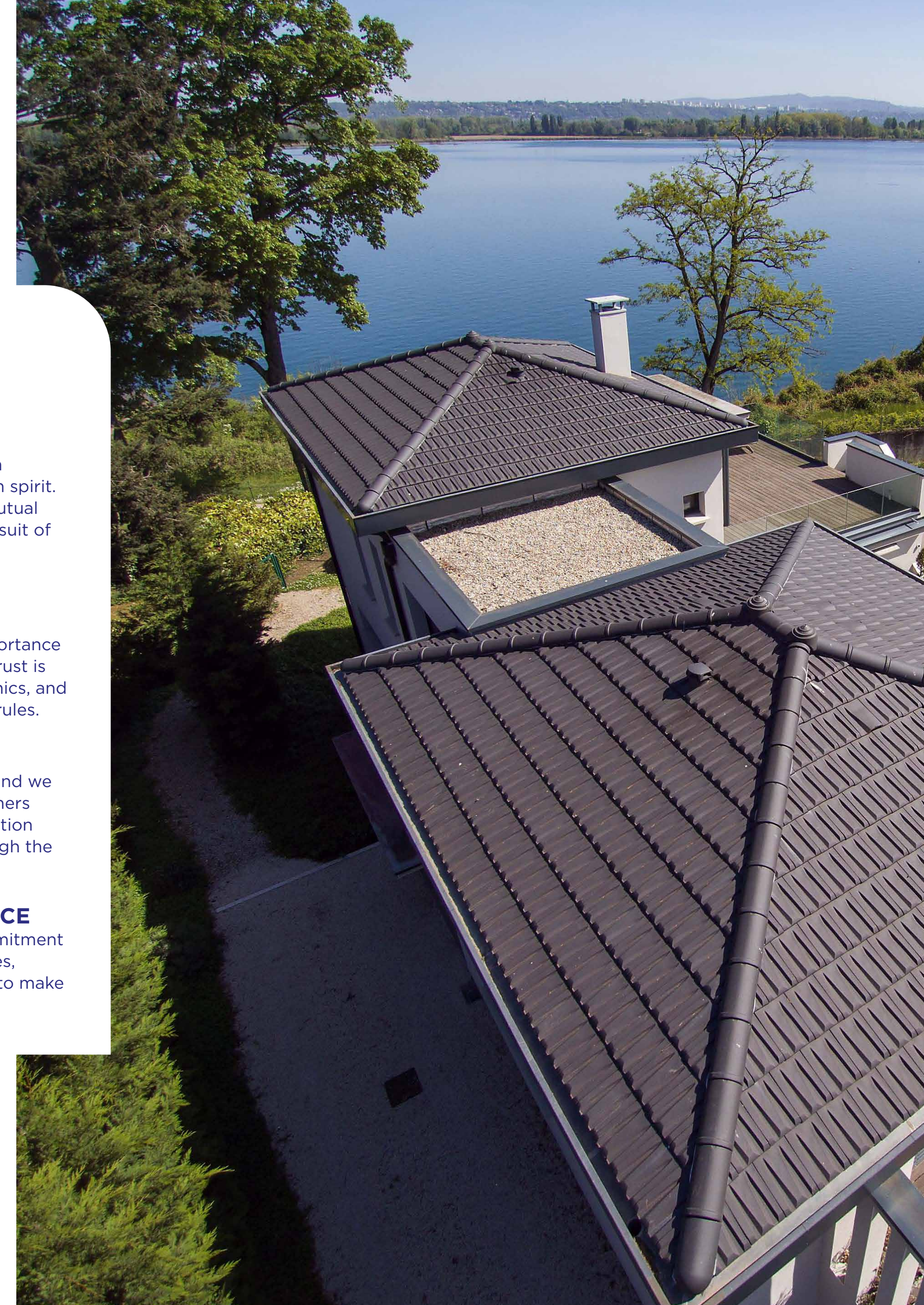
Autonomy and creativity are encouraged, illustrating the importance of every member of our team. Trust is based on transparency, work ethics, and responsibility whilst abiding by rules.

LEADERSHIP

We assert our leading position and we set the standards for our customers and the industry. Results, innovation and services are delivered through the ambition of our employees.

CULTURE OF EXCELLENCE

We encourage a collective commitment to achieving ambitious objectives, capitalising on everyone's skills to make us the industry benchmark.



Our foundations

ADDING VALUE TO THE REGIONS

Although we control the entire production process, our raw material extraction and processing activities are specific to the region and land where they are based. That is our great strength : offering products that are sustainably rooted in their land, having significant network coverage across the territory, to provide a truly local presence for our customers, whilst contributing to the development and vibrancy of our home regions, many of which are rural areas.



Tile site



Solar activity site

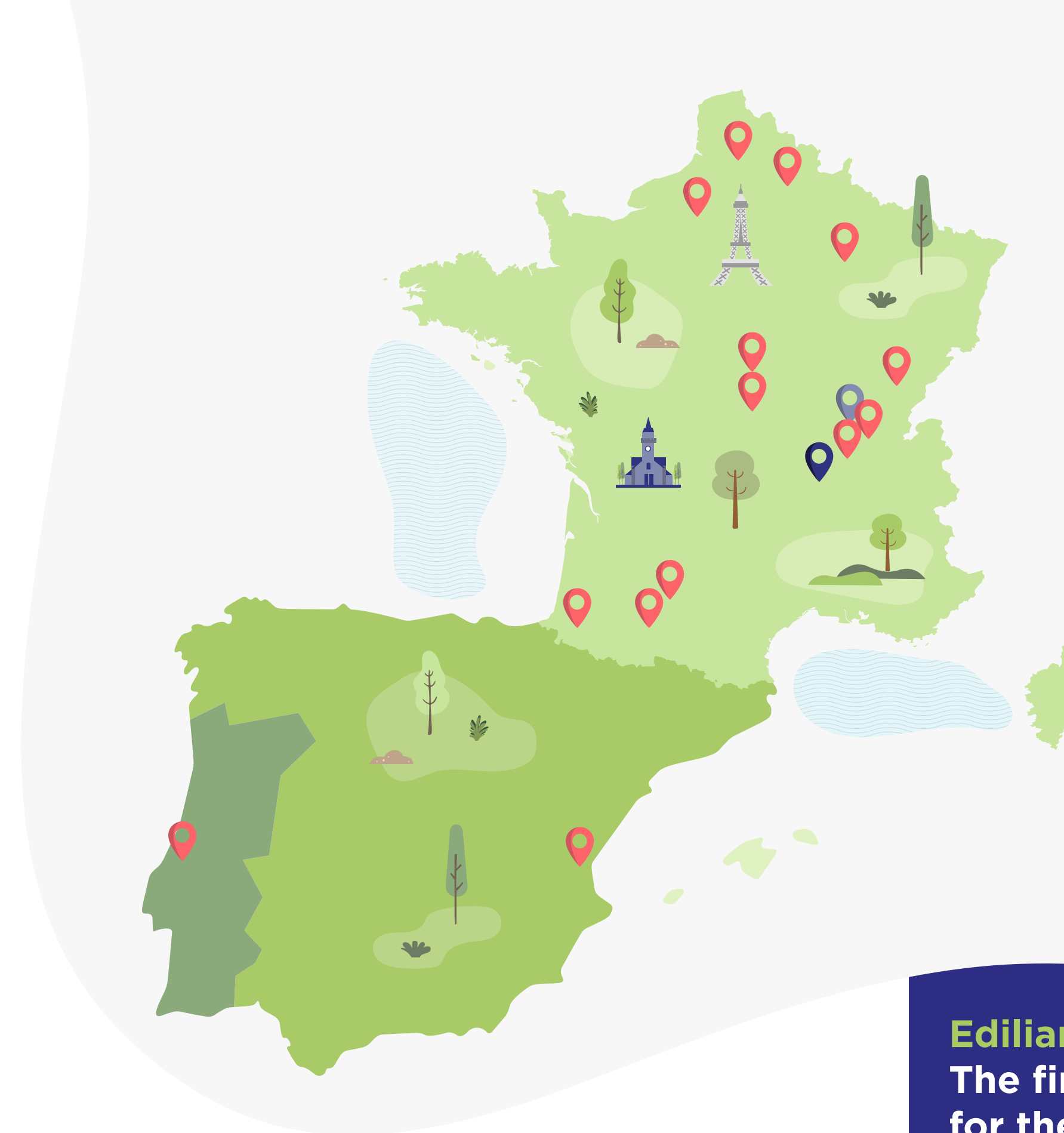


Metal component site

Our expertise

FROM TERRACOTTA TILES TO THE HOME OF THE FUTURE

All of our creations combine the quality craftsmanship that befits a noble material such as clay with the cutting-edge technical performance characteristics that a sustainable, innovative and resilient home demands. Our commitment? To create solutions that increasingly meet the expectations of our customers and the challenges of the future.



16
manufacturing
sites
in the Group

~1,450
employees
in 16 employment
areas

+ 400
million euros
turnover
in 2021*

Edilians

The first CSR report for the Edilians Group

The Edilians Group was created in 2018 following the carve-out of the Imerys roof tiles business. The company originated in France, where it still conducts most of its operations, mainly involving the production and sale of terracotta tiles and accessories. The Group recently added an international dimension on the Iberian Peninsula, with the acquisition of a Portuguese company, Umbelino, in 2019, followed by the acquisition of Tejas Borja in Spain in late 2021. The scope of the contents and illustrations in this report mainly concerns the operations of Edilians SAS in France, which accounted for 80% of the Group's sales and profits in 2021. The recent ratings by Moody's ESG (A2 rating) and EcoVadis (silver rating in 2022) concern that subsidiary. In 2023, Edilians will also aim to cover the international activities of its largest subsidiaries.

12
local brands
with
96
tile models
and 380 colours

7
ranges of complementary
roofing components
a complete system offering
for eco-housing

* FY 2021 pro forma including the acquisition of Tejas Borja

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Let's stay open to the world

Seven ongoing trends

With demographic growth, urban sprawl, territorial divides, and issues concerning access to housing, quality of life, or energy performance and environmental footprint, the housing sector now finds itself at the intersection of many complex social, economic, and environmental trends. These underlying trends have a profound influence on our strategy, decisions, and actions.

1. CLIMATE CHANGE

A development model tending towards carbon neutrality

With the Paris Agreement in 2015, governments undertook to limit global warming to less than 2°C by the end of the century, compared to the pre-industrial era. To reach this target, greenhouse gas emissions must be significantly reduced by 2030, and tend towards zero by 2050. Europe and France both have climate laws to encourage all stakeholders to implement ambitious carbon emission reduction roadmaps. Our customers are looking for low-carbon products and solutions. All of our stakeholders have high expectations with regard to decarbonisation, because it will have a major impact on humanity and biodiversity.

2. HABITS AND LIFESTYLE

From detached houses to renovation projects

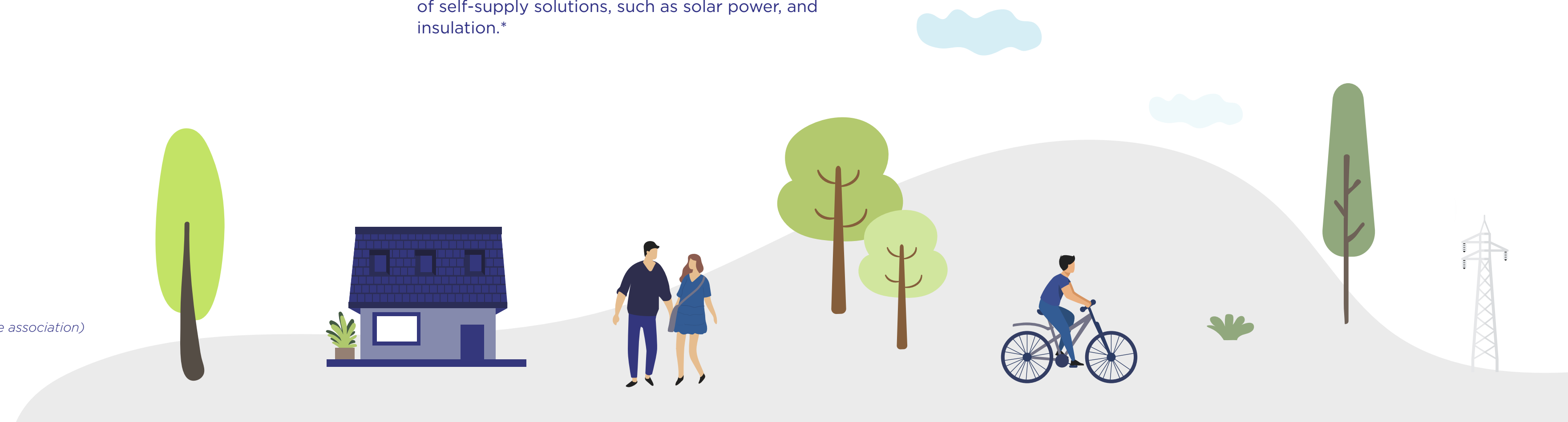
The Covid crisis and lockdown redefined people's priorities for their homes. Today, 75% of French people dream of living in a detached house, 50% think their home requires renovation, and 33% say they feel cold at home in the winter.* Roof renovations are even more common since the rise in house purchases in suburban and rural areas. In parallel, private individuals are increasingly aware of self-supply solutions, such as solar power, and insulation.*

3. SUSTAINABLE HOMES AND ENERGY EFFICIENCY

A massive need for energy-related home renovation

Renovation and improving the energy performance of buildings should help to combat climate change and reduce energy poverty. Encouraged by government policy and new regulatory constraints, the construction sector is developing new solutions to reduce the carbon footprint of structures and design energy-efficient buildings. This is an opportunity for roofing materials to contribute to the creation of comfortable, compliant, autonomous, and resilient homes.

* (Source: Promotoit trade association)



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4.ECOLOGICAL TRANSITION AND CIRCULAR ECONOMY

New levers of value creation for the sector

The construction sector currently accounts for 20% of greenhouse gas emissions in France and generates 46 million tonnes of waste per year.* Compare this to approximately 30 million tonnes of household waste produced annually in France. The buildings of the future must be decarbonised in terms of both their uses and their implementation, but the Extended Producer Responsibility also envisages the requirement to consider the sorting, collection, recycling, and re-use of materials. All these challenges contribute to the deployment of foundational projects in the fields of industrial innovation, the circular economy, and fair employment and development of employees' skills.

5.SECTOR ATTRACTIVENESS AND TALENT

Difficulty recruiting and loss of qualified personnel

Companies in the sector are struggling to recruit : only 44% of young people trained in the construction trades actually find their first job in that sector**. If the problem is that these trades are not attractive to prospective employees, it is up to companies to improve the working conditions and attract new prospects, especially women. The ecological and digital transitions, however, could open up new horizons, with new trades and new ways of imagining buildings. It would then be necessary to expand the training offering and support the needs of companies.

6.LOCAL SUPPLY CHAINS AND RAW MATERIALS

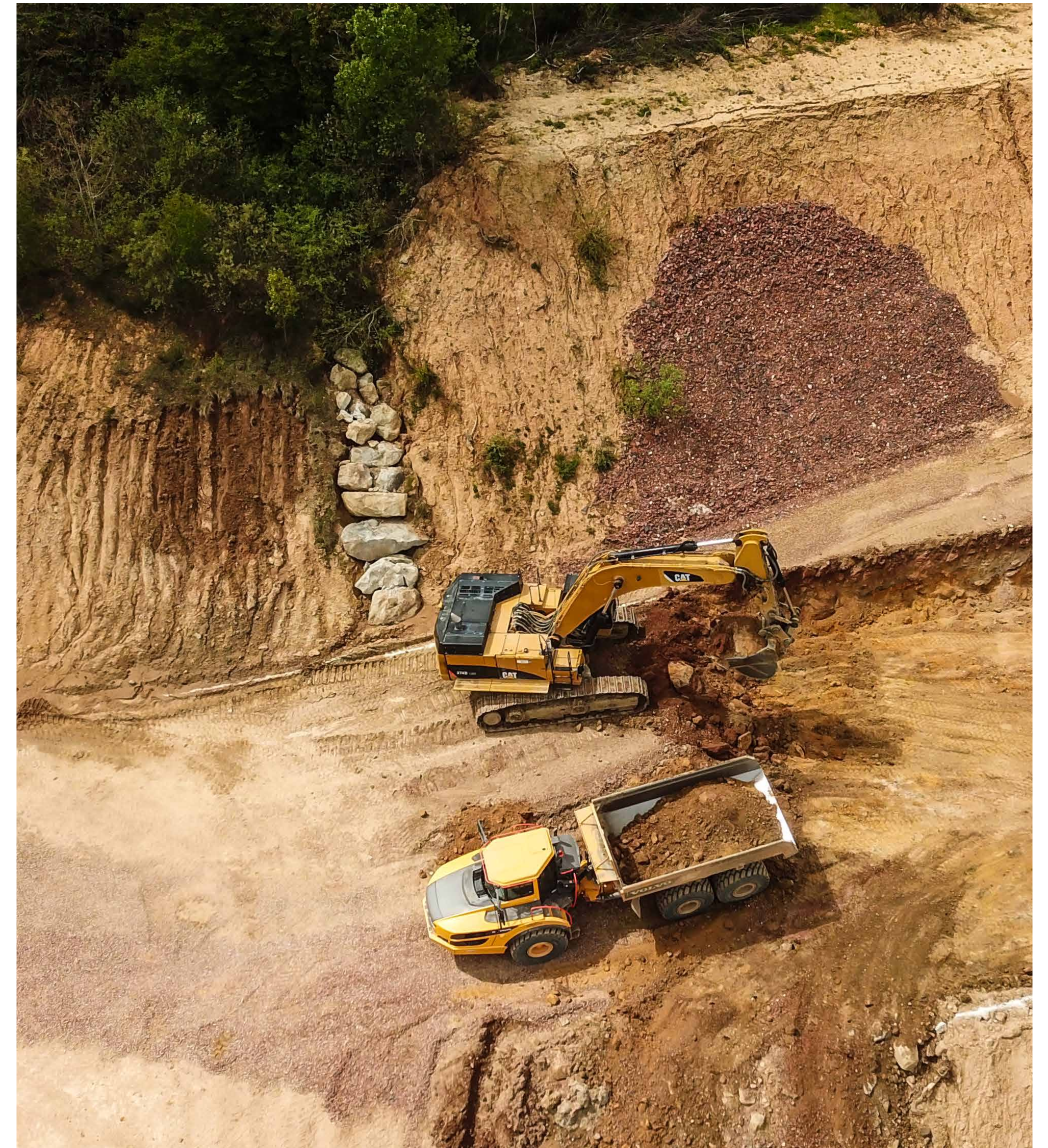
Advantages of locating production as near as possible to the territories

The Covid-19 crisis and, more recently, the conflict in Ukraine, have highlighted some strong tension in the supply and prices of certain materials and raw materials. This generates many uncertainties for businesses. Many companies are considering relocating their value chain within France and Europe; the tiles sector, with the proximity of its quarries, processing sites, and final construction sites, can offer local supply chains very close to the regions concerned.

7. IMPACT AND VIBRANCY OF THE REGIONS

Towards a corporate regional responsibility

At this time of profound transformation, a return to more local activity is a strong expectation. The need for territorialisation or belonging to a local network is reflected most notably in the economic and social fabric in which companies play an essential role. When mobilising resources and organising production activities in the regions, when creating new interdependencies, partnerships, and external effects, companies have a responsibility to promote responsible practices favouring the virtuous development of the regions where they operate.



* (Source: Ministry for the ecological and solidarity transition)

** (Source: Cereq - Centre d'études et de recherches sur les qualifications)

A word from our CEO

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Shaping a sustainable future together

Our CSR commitment

Buoyed by two centuries of heritage and history, we keep on innovating and renewing ourselves to respond to the environmental and societal issues of the day. As an innovative and responsible home partner relying on the historic, local know-how of men and women with a passion for their trade, our hallmark reflects the virtuous model that we strive to deploy for our stakeholders every day. That is why we have set out to direct our approach and structure our actions by equipping ourselves with an ambitious and achievable Corporate Social Responsibility policy based on four main guidelines, with quantifiable progress goals for 2025 and 2030.

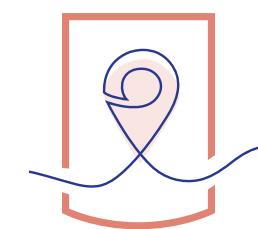


ENVIRONMENT

Building sustainability

Let's build environmentally friendly solutions.

- **To reduce** our carbon intensity significantly, through continuous improvement, innovation, and use of disruptive technologies
- **To control** our environmental impact throughout our value chain
- **To protect** ecosystems and biodiversity

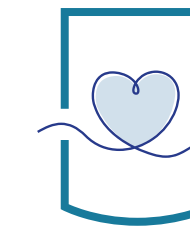


LOCAL ROOTS

Local artisans

Let's strive to maintain virtuous bonds between individuals and their regions.

- **To be a leading manufacturer** in the virtuous development of regions

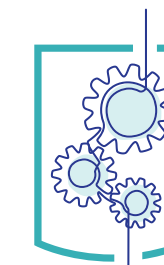


THE HUMAN TOUCH

Creating know-how

Let's invent a fulfilling and sociable human experience.

- **To provide** good working conditions and ensuring the well-being of our employees
- **To commit** to the development of our employees' skills
- **To pursue** our efforts to promote diversity and equality



GOVERNANCE

Responsible manufacturers

Let's work to conduct our business in an exemplary manner.

- **To be exemplary** in operating transparently and ethically

Our contribution to the Sustainable Development Goals

A word from our CEO

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The 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are the cornerstone of the 2030 Agenda, calling on all institutional, economic, and civil players to mobilise. That is why we have identified 13 ambitious and cross-functional SDGs that will require us to conduct our activities and operations responsibly.



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In 2021...

A few highlights

A CO₂ committee has been created to implement and monitor the plan to decarbonise our activities.



Flora and fauna surveys have been carried out in the context of the operating plans for the quarries at La Sablière and Voillecomte.

357 employees

participated in an online health challenge : two weeks to build up their team's step count!



2,000 m² of photovoltaic roofing were installed on the earth shed of our factory in Commenailles.

Two internal applications were created:

EDILEARN our training platform to upskill our employees.

EDISAFETM an interface to share information concerning health & safety risk prevention.

3 of our sites obtained ISO 50001 certification for energy management.



More than **200 roofers** have been **certified** by the Edilians Academy to install solar panels.

Remote working is more widely offered up to two days a week for eligible jobs.

A special new training programme dedicated to Quality of Life at Work has been deployed.



Our red solar tile Max Solar Tiles combined with Omega 13 terracotta tiles were selected for a renovation project near the historic castle at Saint-Point.

3 projects of high architectural and heritage value were supported thanks to the 'Earth, Nature, and Solidarity' endowment fund.

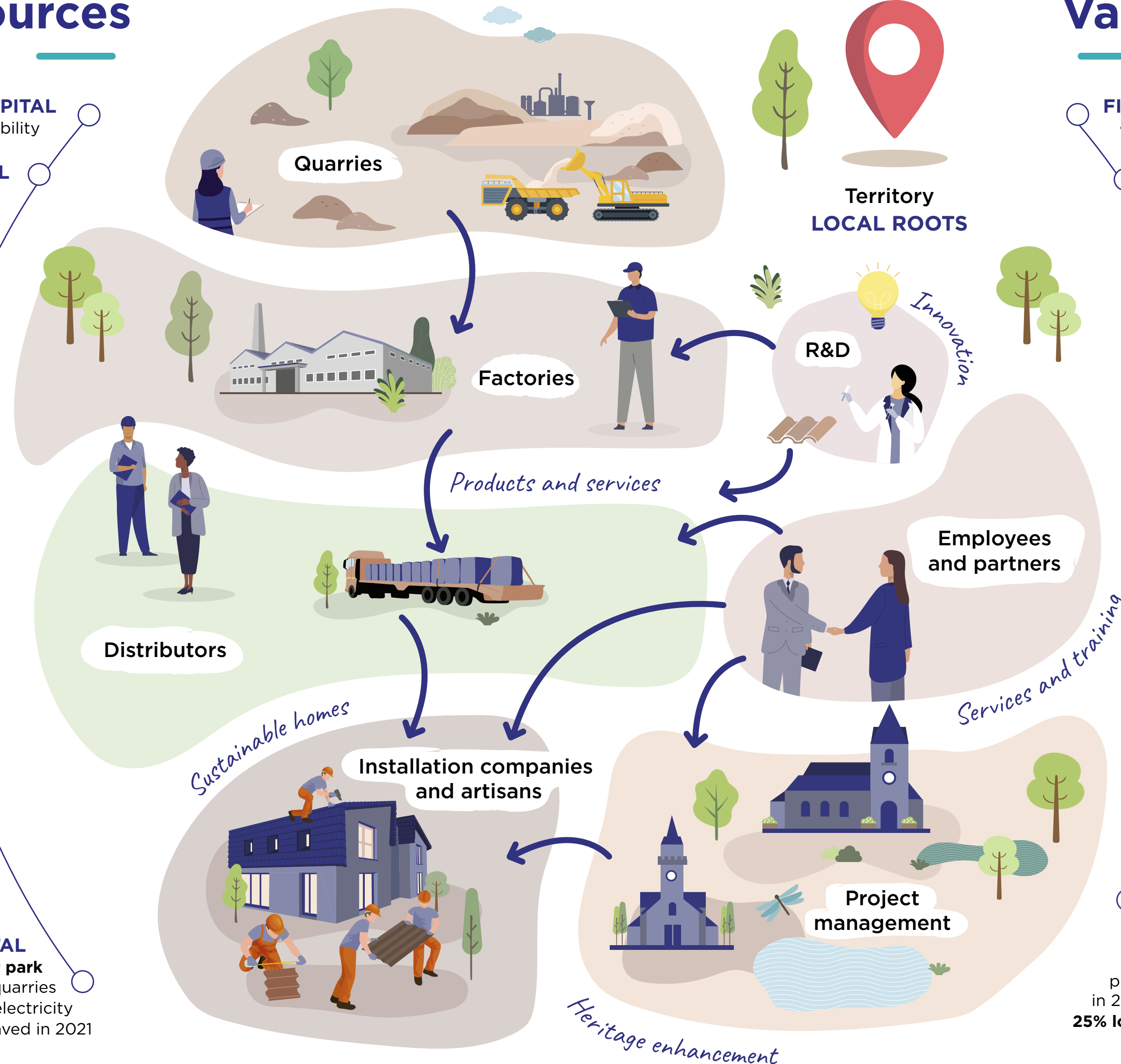
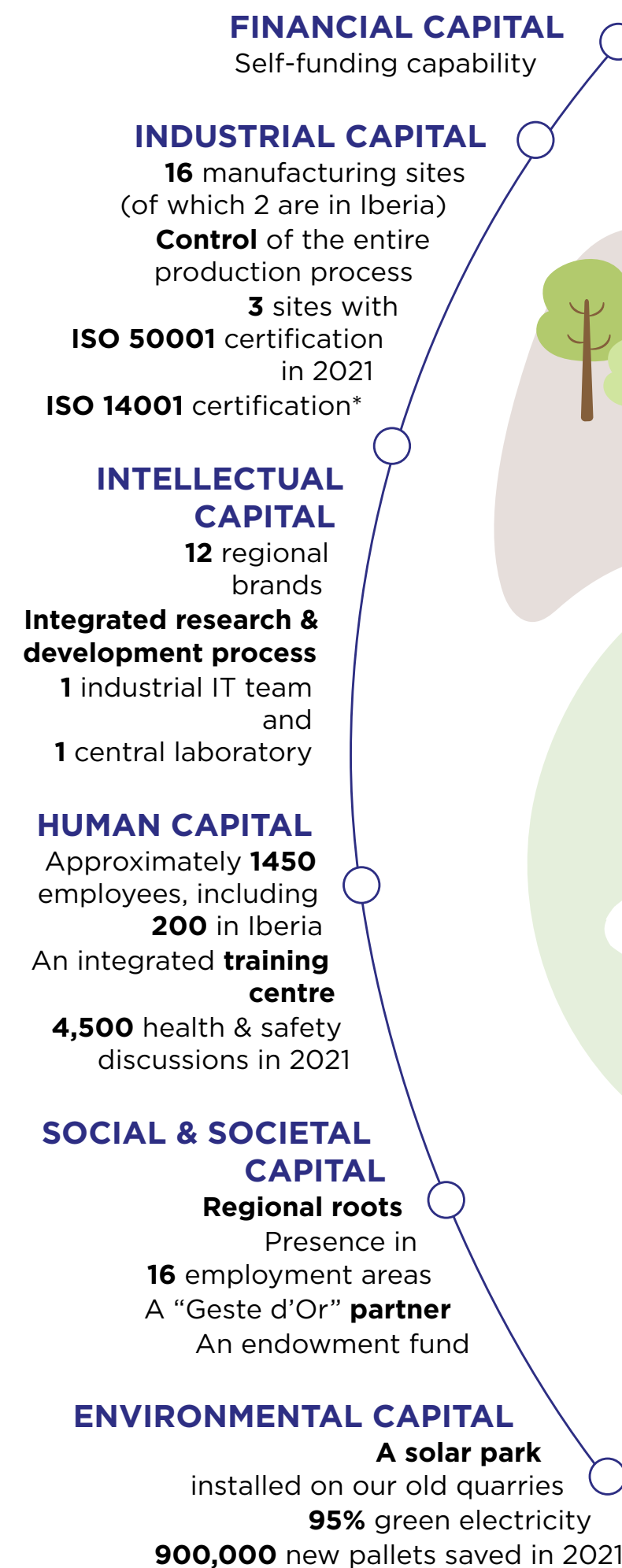


4,500 health and safety discussions were carried out in the field.

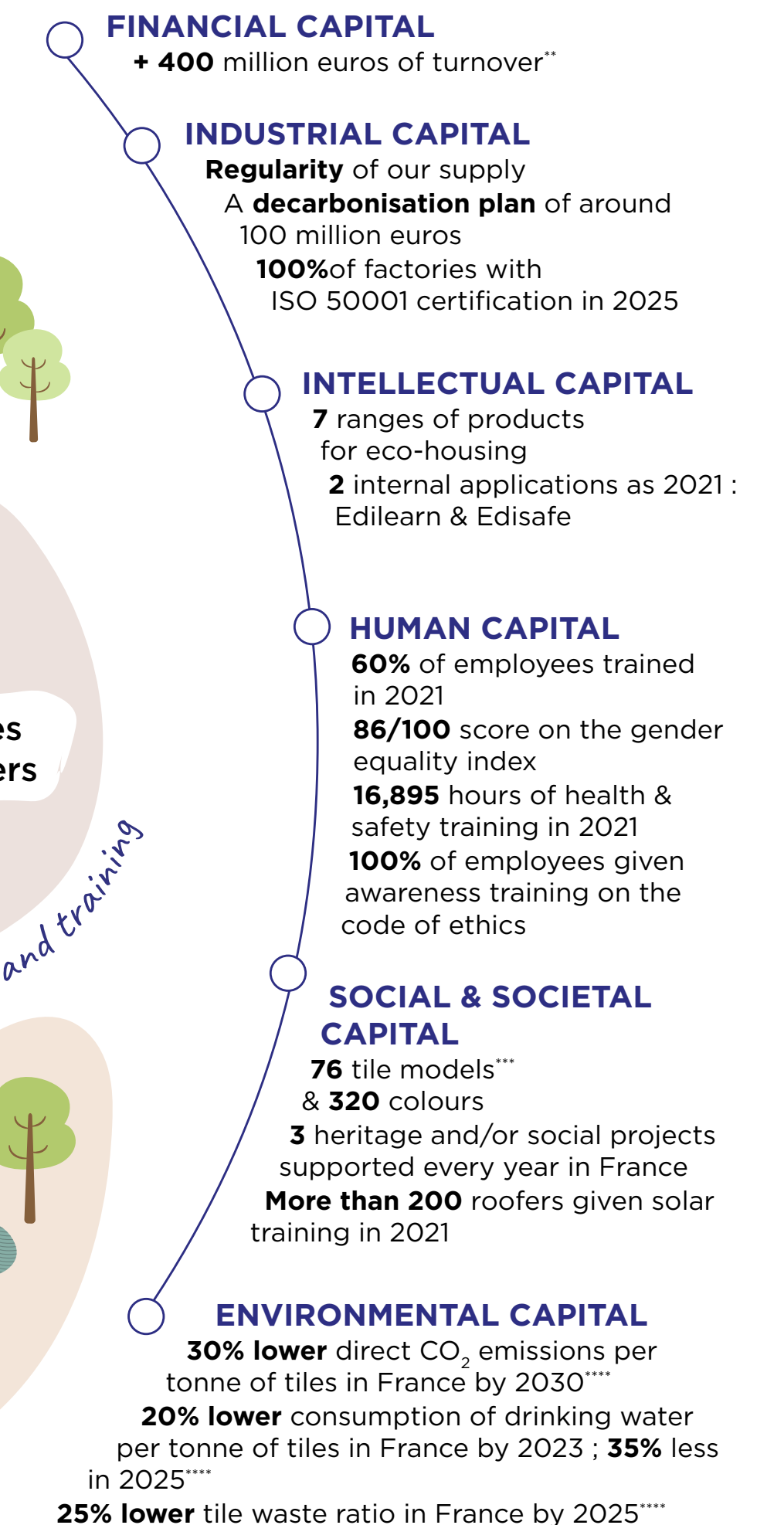
Our strategy

"Blending high technical performance and local industry, we develop and manufacture innovative roofing solutions for sustainable housing."

Resources



Value creation



A word from our CEO

CSR Strategy

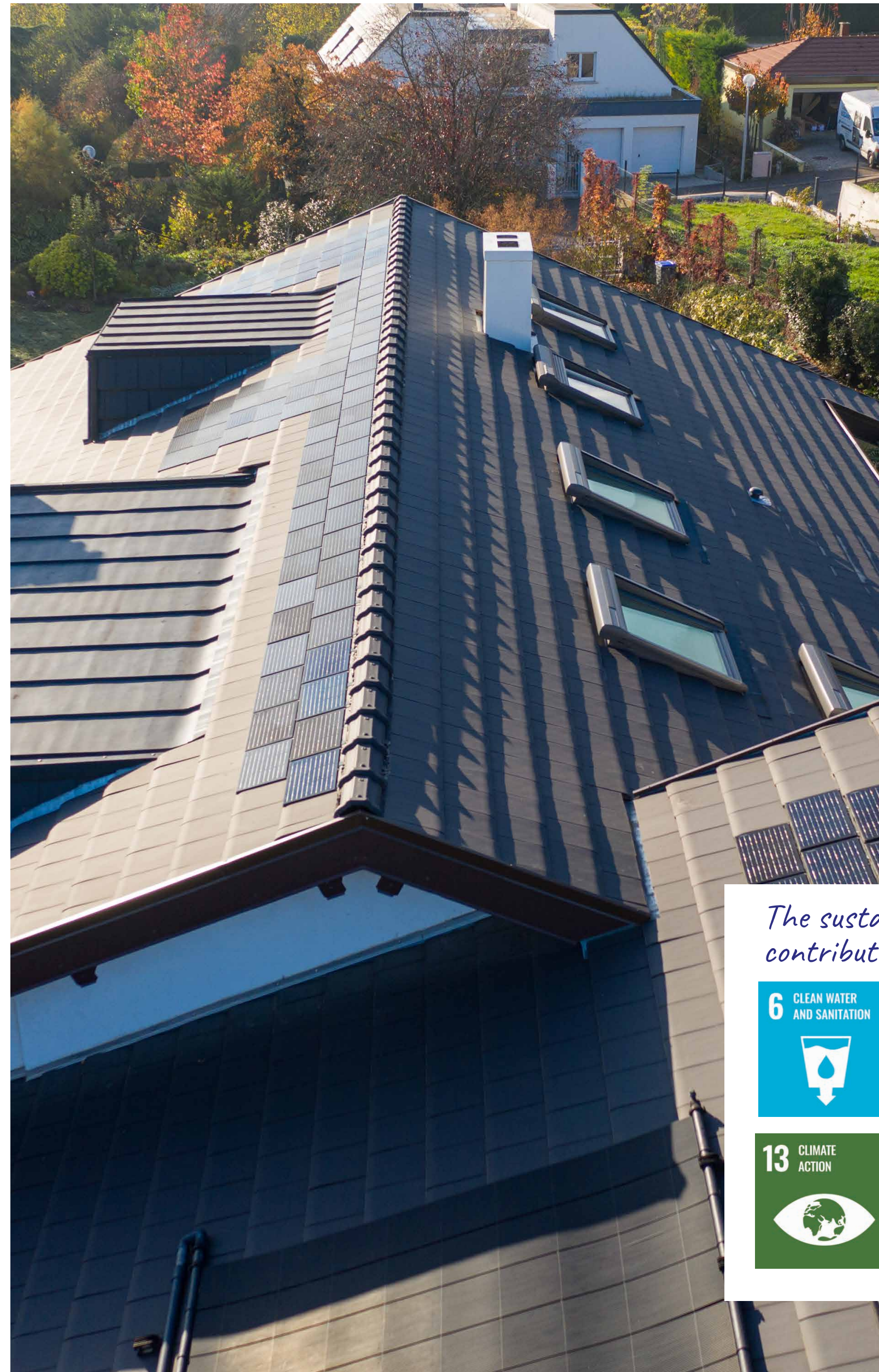
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ENVIRONMENT

Building sustainability



Let's build environmentally friendly solutions

Because we believe in the precious connection between people and the land, we work every day to build an innovative, responsible, and respectful habitat, and to make our practices evolve in accordance with the environmental challenges.

Reducing our carbon footprint and controlling our impact on nature and biodiversity: these are projects that will enable us to build our future, perpetuating our expertise and innovation capabilities for tomorrow.

The sustainable development goals to which Edilians contributes in the Environmental category



-30%

direct carbon emissions per tonne of tiles produced in France by 2030 (compared to 2021)

100%

of factories with ISO 50001 certification in 2025

-35%

drinking water consumed per tonne of tiles in France by 2025 (compared to 2019)

1.

To reduce our carbon intensity significantly, through continuous improvement, innovation, and disruptive technologies.

We are convinced that the future of our habitat also depends on the future of the climate. That is why we are pursuing ambitious goals to reduce our CO₂ intensity by implementing a plan to decarbonise our activities and continuous improvement of our energy efficiency.

Reduce our CO₂ intensity

OUR DECARBONISATION PLAN

Our decarbonisation plan is the cornerstone of our commitment to reducing our environmental footprint, aiming for a 30% cut in our direct CO₂ emissions per tonne produced by 2030 in France*. This will be achieved through a major investment plan to first reduce our consumption of natural gas, and in a second step to initiate substitution of natural gas with alternative decarbonised energy.

* Compared to 2021

“

As a manufacturer, controlling our environmental impact is part of our Edilians DNA; we do this through the management of our quarries, our production sites, and the thermal efficiency of our processes. Our ambition is to make our teams and our customers proud of our environmental performance, with the particular goal of producing low-carbon terracotta tiles. The first step is to reduce our CO₂ intensity by 30% between now and 2030.

Maxime Coutouly
Vice President Operations

”



A word from our CEO

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Innovate to optimise our manufacturing processes

01

IMPROVE THE THERMAL EFFICIENCY OF OUR FACILITIES

- Operating our existing facilities in an optimum way by recruiting and training our teams to give them the knowledge and the time to get the best out of each production line.

02

UPGRADE OUR PROCESSES VIA MATURE TECHNICAL SOLUTIONS

- Deploying best practices and proven techniques line by line to reduce the energy consumption and CO₂ emissions of our manufacturing processes (drying and curing).

03

RESEARCH, INNOVATION, DESIGN, AND DEPLOYMENT OF TOMORROW'S TECHNOLOGIES ON OUR MANUFACTURING SITES

- Deploying our research and development programmes across all our processes and production tools in order to reduce our energy consumption.

Jointly developing energies for the future

04

REPLACING THE NATURAL GAS WE CONSUME WITH ALTERNATIVE DECARBONISED FUELS

- Entering into a long-term commitment to an industrial and regional ecology initiative, with other local players, to pool the deployment of energies for the future (electricity, biomass, biomethane, biogas, hydrogen, etc.).

2019
180 kg CO₂ / T

2030
126 kg CO₂ / T

30% less
direct carbon emissions
per tonne of tiles produced
in France by 2030
(compared to 2021)

In 2021

- Our accessory production line at Sainte-Foy-l'Argentière invested in an innovative technology to recover and use residual heat from the ovens.
6.5% reduction in annual CO₂ emissions
- Our production line for profiled tiles in Saint-Geours-d'Auribat was upgraded to recover unused heat to pre-heat the products before curing.
4.5% reduction in annual CO₂ emissions

> A TOTAL OF
1200 T OF CO₂ AVOIDED IN 2022

“

The decarbonisation of our suppliers' activities is definitely a key issue that will affect the future of our business relationships. When a leading corporation like Edilians publicises its goals clearly and transparently, it helps to steer the whole sector towards more responsible and more sustainable practices. It is also an opportunity to raise awareness amongst our purchasers, to reposition the social responsibility of our suppliers at the centre of negotiations.

Julien Nowaczyk
VP Purchasing, GEOXIA

”



Invest in green, decarbonised electricity

With the aim of conducting a responsible purchasing policy in the field of energy, we subscribe to a green electricity supply contract covering almost all of our electricity needs. This type of contract lets us support the maintenance and development of renewable energies, especially from hydroelectric sources and from Europe.

95%

of our consumption
in green electricity

OUR SOLAR PARK: OUR SELF-SUPPLY AMBITION

For several years, we have made the most of our assets by converting them into surfaces that produce green, non-polluting electricity. That is why, alongside our partners, we are developing solar farms on our old quarries and buildings, in areas with few biodiversity issues, with the aim of covering all the energy needs of our factories.

58%

of our electricity
needs covered

by the solar electricity
generated on our terracotta
tile manufacturing sites by
2022 in France

100%

of our needs
covered by 2026
(same scope)

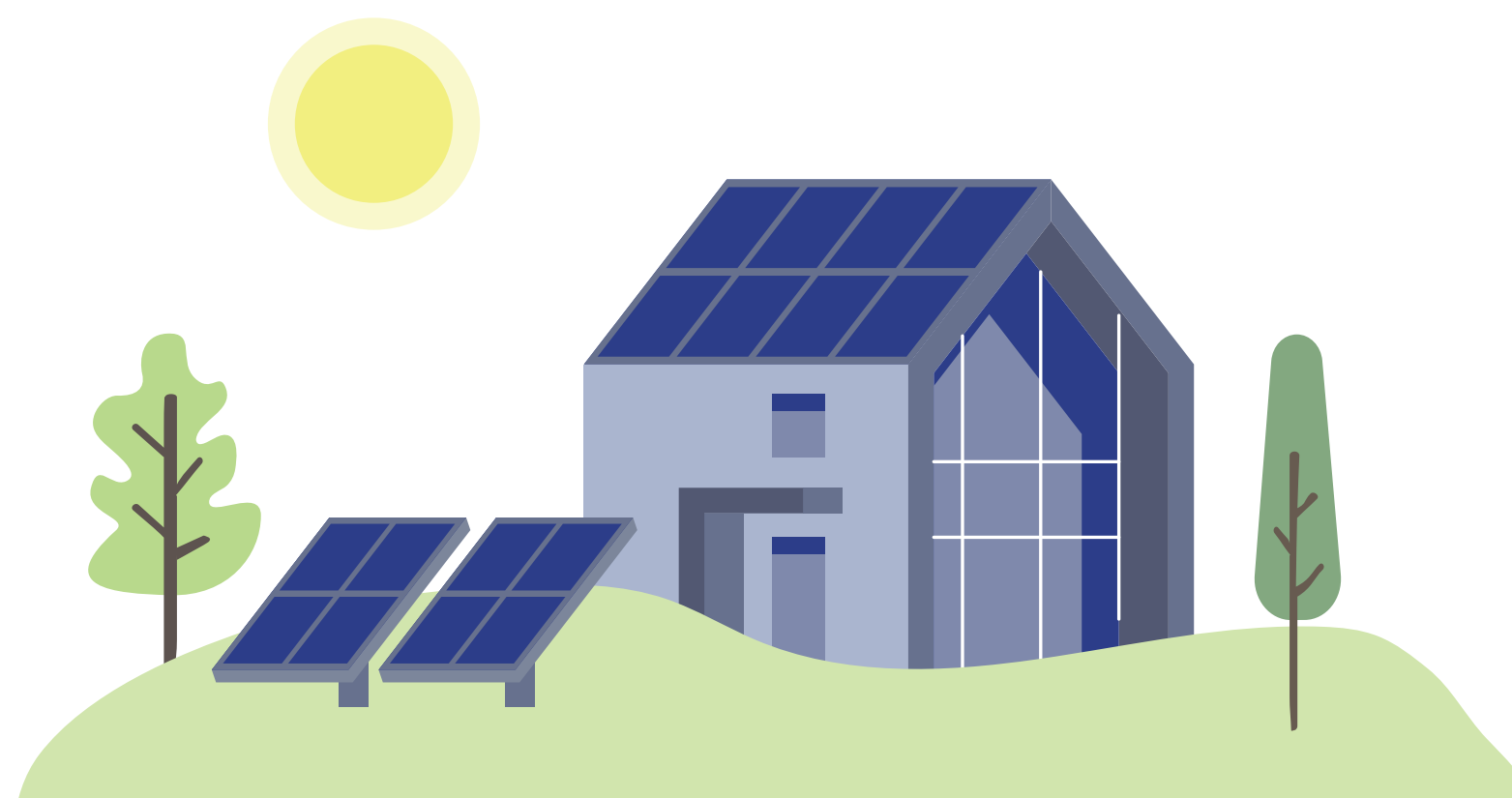
3

new plants
in service in 2022



GILARDONI : A NEW SOLAR SITE INAUGURATED IN 2022

Our old Gilardoni factory, which was shut down in 2009, was rehabilitated to become a 27-ha solar power plant with a generating capacity of 28 GWh per year. Of a total area of 73 ha, 46 ha were conserved as an environmental compensation measure. Commissioning is due to take place in September 2022!



A word from our CEO

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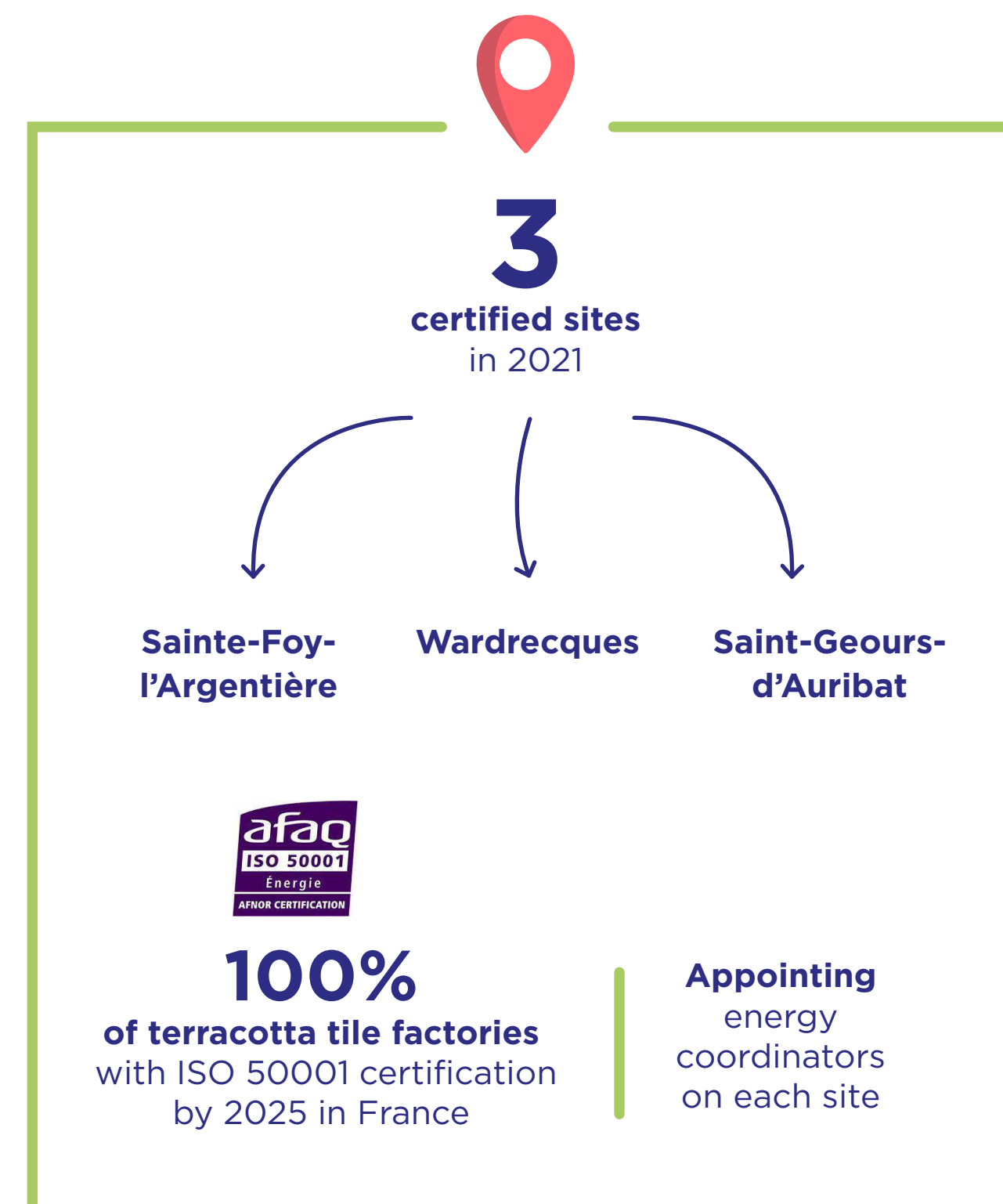
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Making our energy efficiency commitments come true via an ISO 50001 initiative

Since 2021, we have been committed to obtaining ISO 50001 certification for our sites with regard to energy management, allowing us to obtain tools to measure and evaluate our consumption.



UNDERSTANDING THE ISO 50001 STANDARD



ISO 50001 offers guidelines for the deployment of an efficient energy management system in a company or any other organisation. In a way, it's the benchmark manual for anyone who wants to introduce more energy efficiency into their organisation with a view to making savings and limiting the emission of greenhouse gases and pollutants resulting from combustion.

2.

To control our environmental impact throughout our value chain.

If we take our raw materials from nature, it is a resource that we have a duty to protect, in our capacity as an eco-friendly manufacturer. That is why we are committed to reducing our whole environmental impact, all along our value chain.



From our extraction sites...

In France, more clay is deposited in rivers every year than the entire industry consumes!

15 YEARS...

That's how much time can pass between the initial surveys and the start of quarrying operations...it takes this time to consult and discuss with all the stakeholders, particularly the nature conservation authorities (the *Conservatoire des espaces naturels* and the *Commission départementale de la nature, des paysages et des sites*).

Take only as much as necessary

Drilling core samples from all of our quarries to learn more about our deposits and avoid mining areas with high levels of barren material or high overburden thicknesses.

Optimisation of the utilisation and preservation rate of extracted materials by building additional sheds to better control humidity levels.



In 2021

- **En Séguie quarry : perfect knowledge of the deposit following core sampling performed in 2018 and 2020.**
- **Pargny-sur-Saulx site : construction and commissioning of a shed to store yellow clay. In addition to controlling the humidity level, the aim is to avoid wasting clay due to runoff.**

...to our factories...

Our factories are ISO 14001* certified, ensuring the constant improvement of our environmental performance!

Adapting our manufacturing processes

Products with a lower ecological and energy impact: reducing the weight of our tiles and adjusting the clay mixtures.

Limiting our consumption of drinking water

- **In slip coating :**
 - > implementing systems that use less water;
 - > replacing drinking water with untreated water;
 - > recycling the slip coating waters in the moulding machine or in earth preparation.
- **Overall :**
 - > recovery of runoff water by installing basins or waterproof tarpaulins, or using old concreted trenches,
 - > regular tracking of consumption and repair of any leaks in pipes,
 - > reduction of humidity in the moulding machines.

Saint-Germer-de-Fly
Installation of a water recovery system in the quarry basin
49% less clean water consumed in 2021 compared to 2019



Sainte-Foy-l'Argentière
1,100 m³ of rainwater buffer stock

Saint-Geours-d'Auribat
Installation of a water recovery system
36% less clean water consumed in 2021 compared to 2019

Lègevin
Detection and then repair of a leak
27% less clean water consumed in 2021 compared to 2020



Reducing our tile waste

- **Optimising the waste rate** by implementing an action plan based on **2 priority processes: pressing and colour**
- **Re-use of tile waste** to create tracks for vehicles to drive on in and around our quarries

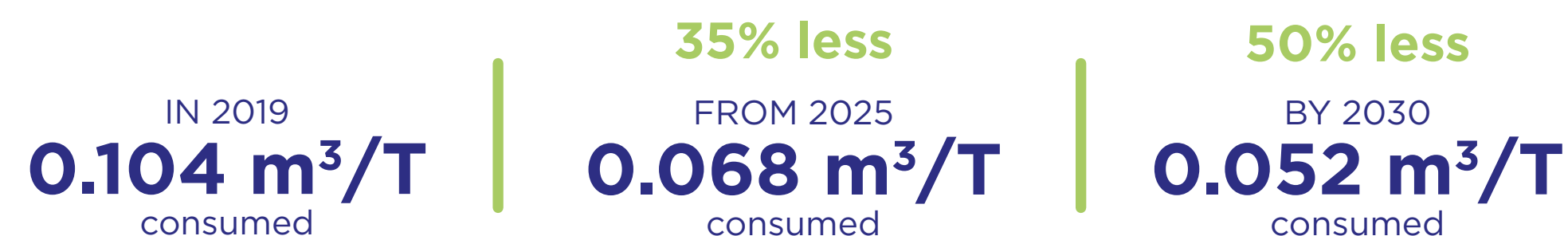
Tiles are a naturally respectful material : 100% natural and totally inert!

25% lower tile waste ratio in 2025 (compared to 2019, for equivalent quality)

Controlling and treating our emissions and discharge

- **Reducing and treating our atmospheric and dust discharge:** watering tracks + compliance measurement gauges, filtering our emissions to purify the atmospheric discharge.
- **Treating, recycling, collecting water:** decantation of discharged runoff water, recycling of process water.
- **Declaring our discharge annually (water, ground, and air):** regular D.R.E.A.L. inspection of all our sites.

DRINKING WATER CONSUMPTION



*In France, except the Doyet, Arnas, La Talaudière sites

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...and our logistics

Pallet deposit system : a reality since 2016

The easiest waste to deal with is the waste you don't produce in the first place! That is why we are using reusable pallets that are subject to a deposit on all of our sites: a closed system with our customers and our pallet recycling and repair service provider, Epalia.

≥ 900,000
pallets saved in 2021,
saving more than
20,000 m³ of wood



60 million pallets
made in France
are not reused and
therefore viewed as
scrap...that's nearly
6,000 m³ of wood
being destroyed per
day !*

Being locally based : our advantage to limit our transportation impact

Each of our raw material extraction activities is specific to the region and land where it is based. This local industrial base allows us to optimise the distance between our extraction sites, our processing plants, and the installation worksites. With a network of 12 manufacturing sites spread across the region **80% of our volumes produced in France are installed less than 300 km from our tile production sites !**

* (Source: planetpal study by Mikaël Sachot)

3. To protect ecosystems and biodiversity.

Our future and the acceptance of our activities depend above all on the fragile equilibrium of ecosystems. That is why we are committed to protecting the fauna and flora of our sites by developing and restoring our lands in a way that favours natural habitats and enriches biodiversity.

01 Avoiding

areas with major biodiversity issues upstream from our projects

- **A flora & fauna survey is conducted** for 100% of our quarrying projects before applying to the local authorities for the necessary permits and waivers.

What exactly does a flora & fauna survey involve?
Through all four seasons of the year, it involves :

- cataloguing the animal and plant species present and the associated types of environment ;
- determining the presence of protected species and their level of protection ;
- offering prevention, reduction, and compensation recommendations ; actions in specific periods of the year, restoration of areas to favour the re-planting of species, etc.

03 Compensating

for our impacts on biodiversity in space and time

- **Creating or protecting equivalent environments** when one of our quarries affects fauna, flora, habitats, or wetlands.



02 Reducing

the impacts on biodiversity as quickly as possible in the context of our operations

- **Rehabilitation of our quarries as soon as possible**, as their operation progresses ; in anticipation of the rehabilitation phasing planned in the operating permits.
- **Systematic restoration** of the site concerned after operation.

IN 2025...

100%
of our quarries
in France with a
nature integration
action

Building for the future

Because we believe in a better way of living on Earth, we work every day to develop sustainable, innovative, and respectful solutions. By combining noble materials and traditional know-how with high-performance systems in terms of their technical, energy, and environmental characteristics, we are now working on reducing the ecological footprint of homes and building up our resilience in the face of climate change.

“

Our aim is to create synergies between tiles and all the other aspects of roofing : solar, insulation, ventilation, sealing, and rainwater collection by offering innovative solutions for homes that are healthy, comfortable, energy efficient, low-carbon, and suppliers of energy.

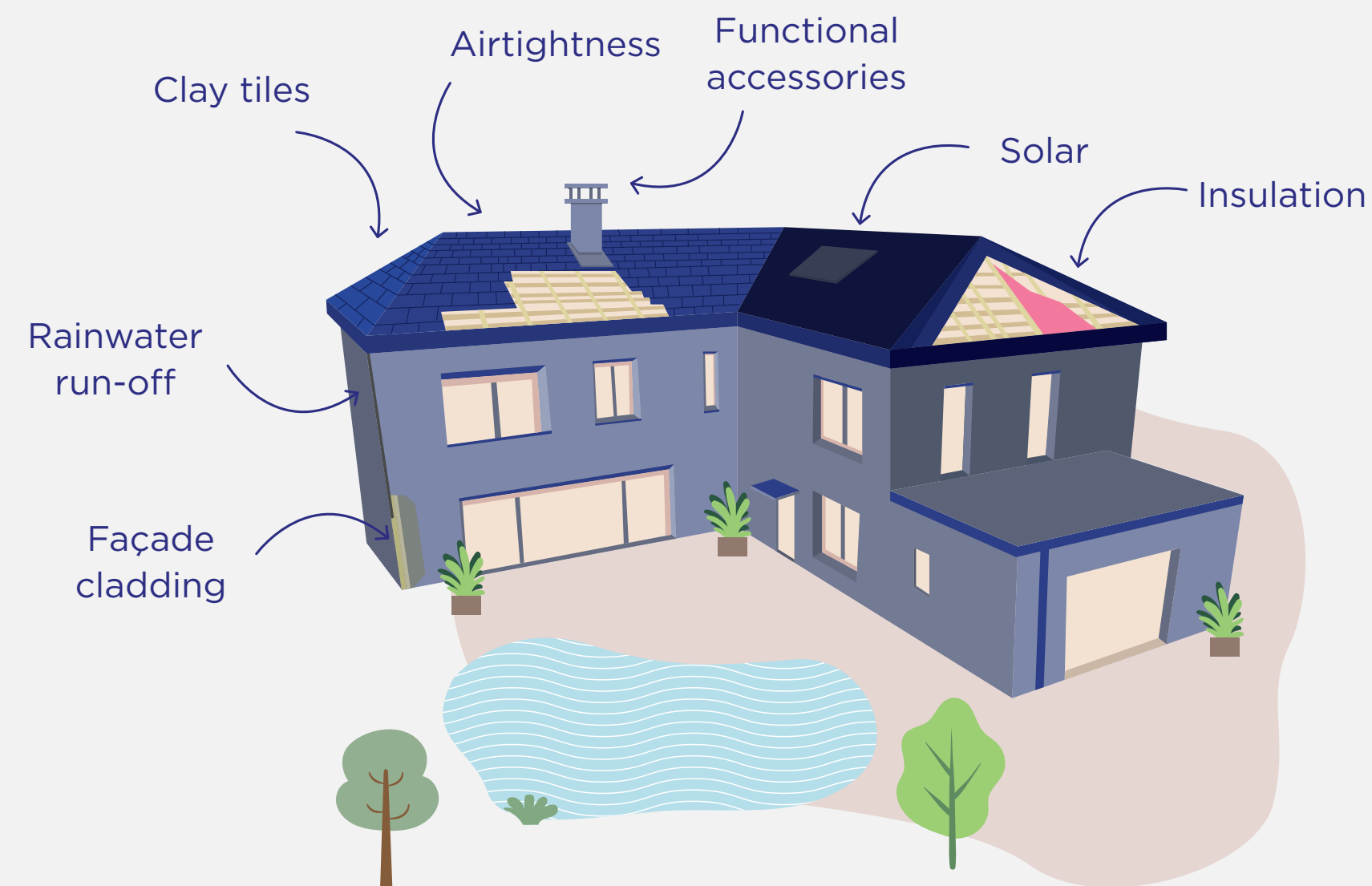
Olivier Delattre
VP Edilians Energy
Environment



”

A COMPLETE AND SUSTAINABLE SYSTEM OFFERING FOR ECO-HOUSING

Seven complementary product ranges combining quality craftsmanship and high-performance energy and environmental characteristics



Integrating all roofing components for a solution that is resilient to climate change (extreme events and summertime comfort)

- Mounting and watertightness
- Reflective screens
- Ventilation systems on the underside of the tiles
- Rainwater
 - > Gutters and downpipes

Offering a product range to promote energy efficiency in buildings, and putting buildings at the centre of the energy system of the future

- Solar
 - > Solar clay tiles
 - > Max solar tile
 - > Solar door canopy
- Insulation :
 - > Insulation through sarking
- Airtightness
 - > Roof underlay membrane
 - > Vapour and rain barrier
 - > Adhesive tapes
- Reflective sheet
- Home ventilation / roof outlets

A word from our CEO

CSR Strategy

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Solar, a mainstay of our innovation

Thanks to our tile expertise, over 20 years ago we developed the first solar tile on the market, which was fully integrated into the roof, watertight, attractive, and easy to install. Over the years, we have expanded our product offering with an enriched range that is both practical and attractive, for watertight, durable, energy-generating roofing. Today, we want to guide the sector in making these solutions more widespread.

“

In a context that favours the deployment of new energies, our desire is to guide the sector in expanding the use of solar solutions that are not only innovative and durable, but also more attractive and compatible with the architecture and the local visual heritage of our regions.

Mélanie Peulet
 Project Manager,
 Operational Marketing



”



Guiding roofers towards solar solutions

- **Since 2018 > solar training for all roofers** with the Edilians Academy
- **2021 > Development of a website offering simulations and personalised advice** to support roofers on solar technology for private homes

Reconciling solar technology with historic monuments

To bring yesterday and tomorrow together and to upgrade our regional and national heritage with more sustainable solutions, we are developing attractive, integrated solar products that are sympathetic to the history and architectural heritage of the regions we work with.

In 2021

Completion of a roof renovation project with red Max solar tiles near the historic castle in the town of Saint Point. The solar installation received ABF approval thanks to the attractive and perfectly integrated appearance of the red solar tile.

IRFTS : RAMPING UP THE SOLAR ACTIVITY

In 2022, with the acquisition of IRFTS's solar roofing business (technologies, patents, and systems), we are strengthening our commitment to this market. In addition to enriching our range to satisfy every need, this acquisition should enable us to keep ahead of developments in standards, technologies, and environmental factors, whilst continuing to support the presence of our partners in this sector.

A word from our CEO

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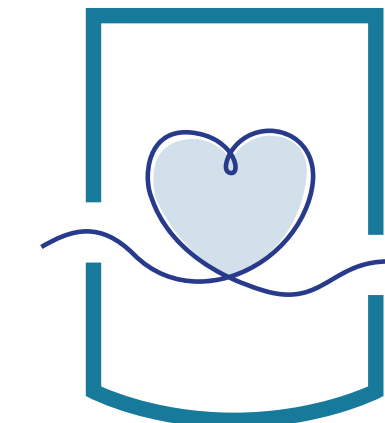
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THE HUMAN TOUCH



Creators of know-how

Let's invent a fulfilling and sociable human experience.

Because our skills are based on the expertise of the men and women we work with every day, we protect and respectfully support every one of our 1,450 employees. Ensuring they have good working conditions, upgrading their skills, and promoting diversity and equality : that is how we give each human experience a sustainable, responsible guarantee of fulfilment. When building the future, we might as well build it collectively!

The sustainable development goals to which Edilians contributes in the Human category



4,500
health & safety
discussions in 2021

95%
of our employees
received training in
2020 and 2021

86/100
Gender equality
index in 2021

1.

To provide good working conditions and ensuring the well-being of our employees.

By their nature, our manufacturing activities expose our employees and partners to the risk of workplace accidents and occupational illnesses, but we constantly strive to guarantee their safety, their health, and their well-being.

Strengthening the health and safety culture

In the area of health and safety, we are deploying an ambitious roadmap : **to prevent accidents and illnesses, starting with the most serious ones likely to cause irreversible effects**, based on two main reference frameworks:

1. Our Quality Health Environmental Policy
2. Our Health & Safety Charter

And a three-point action plan :

1

Leadership embodied by the management's visible and concrete commitment to health and safety routines : health & safety discussions, analysis of accidents and incidents, holding safety chats, celebrating successes, disciplinary measures, monthly steering committee meetings, etc.

2

Risk control with field assessments for the regular updating of risks, of our 17 internal protocols and how well they are understood.

3

Organisation & systems with the implementation of dedicated management tools for operational staff.



“

Respect is one of our most essential values. We are convinced that it is a powerful lever for success, promoting well-being and social cohesion. When it comes to health and safety, respecting individuals means guaranteeing their integrity and preventing the risks to which they are exposed in their job every day.

Olivier Leduc
VP, Prevention,
Health and Safety



”

A word from our CEO

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6 priority commitments

Safety

1 ————— 2 ————— 3

WORKING ON MACHINES

- Implementation of a machine safety plan with **more than 1,500 improvement actions** conducted

WORKING AT HEIGHT

- Assessment of the risks inherent in all types of work at height, along with special advanced training for the relevant employees

VEHICLE MOVEMENTS

- Separation of traffic flows on the sites
- Training sales personnel in defensive driving
- Equipping forklifts with on-board anticollision systems

Health

4 ————— 5 ————— 6

NOISE

- Implementation of acoustic enclosure actions
2021 : 1 acoustic enclosure action of a press on our **EDILIANS TECH** site **> -10 dB**
- Equipping staff with custom-moulded PPE

CHEMICAL AND DUST RISK

- **Regular assessment of the chemical risk** and search for alternatives to the most hazardous products, especially titanium dioxide, TiO2
- **Dust measurement** campaigns and review of the diagnoses in anticipation of regulatory constraints

ERGONOMICS

- **Ergonomic** studies conducted on specific workstations, to implement new handling aids
- Implementation of a regular **muscle warm-up** before starting a shift



Facts & Figures

29% lower
 rate of accidents
 with sick leave in France
 (Frequency of lost
 time injuries) in 2021
 (compared to 2020)

4,500
 health & safety
 discussions carried out
 in the field in 2021

200 employees
 trained to lead these
 discussions

A global
 network of Health &
 Safety representatives
 on each site

EDISAFE™ APP
 deployed in 2021
 An interface for sharing
 information on risk
 prevention, intended to
 optimise the reporting of
 information, incidents, and
 best practices, directly from
 the field!

1
 Health & Safety Day
 on each manufacturing
 site in 2021



A global Health & Safety
 training plan

CACES (safe driving certificate
 for construction vehicles),
 electrical certifications, bridge
 crane operator, first aid, working
 at height, etc.

= 16,895
 hours of training

in 2021, a total of almost
 16 hours per person



**1 SAFESTART® TRAINING
 PROGRAMME in 2021!**

An original accident
 prevention approach based
 on self-knowledge and
 acquiring good habits to
 avoid the mistakes that can
 be caused by feelings of
 haste, frustration, tiredness, or
 overconfidence, etc.

1,000
 people trained

**More than
 10,000**
 hours of training



A word from our CEO

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Focus on...

QUALITY OF LIFE AT WORK

In 2021, we implemented a special health & well-being training programme to suit each type of job, addressing several themes: work postures, organisation and efficiency, nutrition, sleep and work patterns, and exercise.

54%

of our employees

were given quality of life at work training in 2021 (renewal every three years)

Target : 90% in 2022

1 online Health challenge

in 2021: two weeks to build up your team's step count!

357 participants, 4,478,361 steps taken, i.e. 31,350 km travelled !

with a cheque for 1,000 euros awarded to the winners, to be donated to a local charity helping disabled children!

Solidarity and commitment during the COVID-19 crisis

Right from the start of the pandemic, we made a point of keeping the lines of dialogue open every day, despite the stress-inducing conditions that prevailed. We implemented a number of measures to protect and check on the health and well-being of our employees whilst also keeping the company going :

- **a COVID unit** within the Executive Committee starting in February 2020,
- **enhanced communication** with managers concerning the development of the crisis,
- **daily meetings** the personnel representative bodies on our 14 manufacturing sites and nationally, reaching agreements concerning the terms of temporary layoff for operational reasons and advance annual leave,
- **supply of PPE to all sites** in the context of a national shortage,
- **increased implementation of remote working** with the supply of computer hardware,
- **mental health support** from the second half of 2020, provided by psychological support company Crise-Up.

“

In the context of an unprecedented health crisis, we managed to work together and get through the crisis with responsibility, solidarity, and commitment. Our essential values relating to safety, teamwork, agility, and performance were embodied by all of our employees every day.

Virginie Gendre
Human Resources
Manager, Central Region



”



A word from our CEO

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REMOTE WORKING TO CONTINUE AFTER THE CRISIS

To help with work-life balance and to reduce travel, we are now offering all eligible employees the opportunity to work from home up to two days a week.

70% of eligible people have chosen remote working following an agreement signed with our social partners.

Strengthening the social dialogue

Our social dialogue involves frequent, open, high-quality discussions with the personnel representative bodies (CSEC, CSE, CSSCT), and in the next two years we aim to reach agreements on the following topics:

- **diversity and gender equality**
- **disability**
- **equal** opportunity
- **management** of jobs and careers



In 2021

Implementation of a profit-sharing agreement for a three-year period, considering employee safety, the reduction of production waste, the financial health of the company, and customer satisfaction.



2. To commit to the development of our employees' skills.

Excellence can't be invented ; it must be acquired. And since our employees are the primary custodians and transmitters of our know-how, we are committed to the daily task of guiding them to a high skill level.

“

As distributors, we are naturally responsible for offering new solutions to improve the energy performance and to reduce the carbon footprint of buildings. With this in mind, sending specifications and information to our suppliers is an essential lever. Since our primary goal is to list products according to demand, positioning ourselves in the photovoltaic market, and solar in particular, will mainly involve educating and training our end customers.

Rifki Baccar
 VP, Roofing/Sealing Activities,
 SAMSE Group



”

Enriching human experience. Our four growth areas :

1. DEVELOPING SKILLS AND KNOWLEDGE

We offer insertion and upskilling courses to suit every employee, with :

- **A six-month inclusion course** for new arrivals, comprising periods of theoretical and practical training on our tools and products.
- **Regular training and upgrading campaigns** so that employees can acquire the skills they need for their job.

WELCOME SESSIONS : FOR NEW MANAGERS JOINING THE COMPANY

The Welcome Sessions are organised every year near our headquarters and our site at Ste-Foy-l'Argentière. Their purpose is to supplement the welcome that new managers have received from the company's executive team. What's on the programme? Tour of a production unit. company presentation, and some opportunities for discussion and socialising!

95%
 of new arrivals
 benefited from an
 insertion course in
 2021

95%
 of our employees
 took at least one
 course in 2020 and
 2021

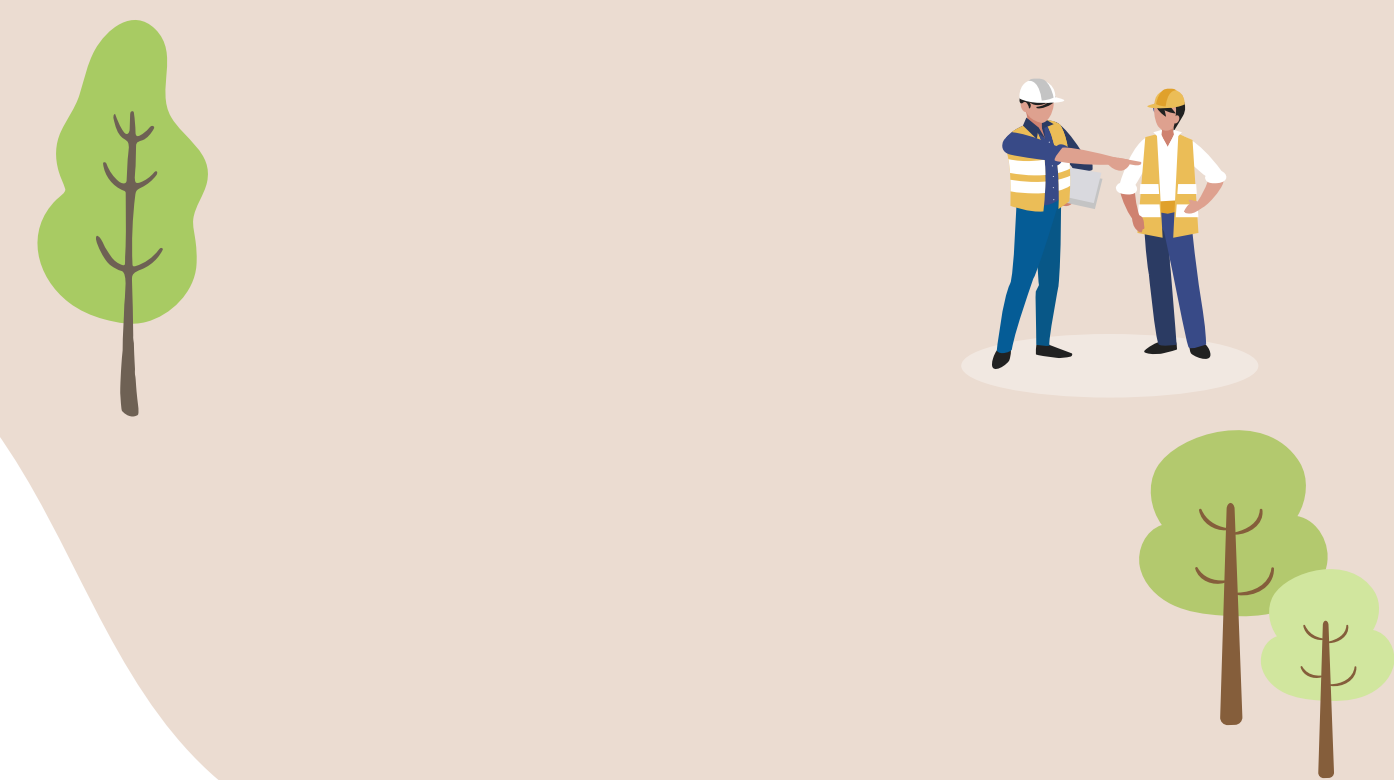
PROMOTING THE UPSKILLING OF OUR EMPLOYEES AND PARTNERS... WITH :

The Edilians Academy

The Edilians Academy was founded in 2019 and comprises six regional training centres, offering themed and specific training modules to our employees as well as roofing companies, solar companies, and merchants.

The EDILEARN platform

Our e-learning platform, created in March 2019, hosts training modules intended to increase our employees' expertise on subjects related to trades, products, and management.



2. PROMOTING MOBILITY AND FULFILMENT WITHIN THE COMPANY

Because this is an essential factor for fulfilment, engagement, and attractiveness, we work to identify potential routes for advancement within the company, with the implementation of succession plans and annual performance reviews on all our sites and in all sales regions, in order to plan for upskilling and replacing people in key positions.

75%
of management jobs
are filled via internal
promotion in 2021

3. SUPPORTING OUR SALES FORCE IN THE QUEST FOR EXCELLENCE

Our sales teams are the specialist point of contact for our solutions, so we make a special effort to sharpen their skills. Thanks to a jointly constructed **skills reference framework**, each person can identify their needs and receive a **personalised training course**.

4. GROWING THE TALENTS OF TOMORROW

We believe that the handing down and continuity of knowledge is an essential way to ensure sustainability. By promoting work experience and internships in our company, we focus on developing skills and cultivating the employability of our young talents through rewarding projects that help them learn to handle responsibility.

To do this, we are building school-company partnerships around targeted technical training courses in the regions where we operate, whilst reinforcing our internship policy in particular for key engineering jobs, as well as our work experience policy.



More than 20
work experience placements
in 18 months, thanks to the
“Boost Alternance” operation
to recruit learners and raise
the awareness of our work
experience supervisors



3.

To pursue our efforts to promote diversity and equality.

Convinced that diversity, inclusion, and equality are essential factors for cohesion and performance, we are deploying a stronger diversity policy in our company, whilst ensuring gender equality at all levels:

- **Inclusion awareness and training** for employees
- **Recruiting** women for manufacturing jobs
- **Plan to reach an agreement** on diversity issues
- **Actions to promote the inclusion and continued employment** of workers with a disability
- **Reinforcing communication between the generations through mentoring and, soon, the Knowledge and Experience Transfer (KET) process**

86/100
on the Gender Equality
index in 2021
(i.e., 11 points above the
legal minimum)



A word from our CEO

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LOCAL ROOTS

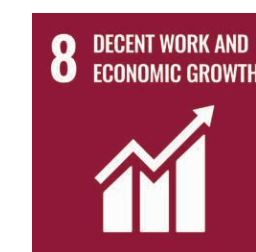
Local artisans



Let's strive to maintain virtuous bonds between individuals and their regions.

Because we are more than just a company : we are true artisans with a passion for our trade and our know-how. This makes us particularly determined to defend and enrich the regions that gave birth to our heritage and our history. We put this commitment into action every day by contributing to the development of communities and their residents, and by protecting the treasures of our architectural heritage.

The sustainable development goals to which Edilians contributes in the Local Roots category



16

employment
areas

+200

roofers given
solar training in
2021

3

projects with
architectural
and heritage
value and/or
social impact
supported
each year

A word from our CEO

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1.

TO BE A LEADING MANUFACTURER

in the virtuous development of regions.

The regions and their uniqueness have always forged our identity ; our products are specific to the region and the land where our sites are located. That is why we strive every day to create mutually beneficial partnerships with all the stakeholders we associate with every day, to sustain a thriving local economy.

EMPLOYMENT AND SKILLS

Thanks to our local roots, it is a point of pride for us to support the dynamic activity of the local employment areas in the regions where we operate.



16
employment areas
at the heart of the
territories



“

Our engagement at the local level is a way of consolidating our responsibility towards the regions where are manufacturing sites are located. This close proximity to our regional partners gives us insider knowledge, to provide a specific response to local problems, and constitutes a real lever of commitment for our employees. A responsible company rooted in its region can thus create value for its whole ecosystem, both internally and externally.

Elodie Albert
Plant Manager,
Léguevin

”



A word from our CEO

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Local recruitment near our sites

Because of both human and environmental concerns, we strive to develop a local network of partners for recruitment, whilst working closely with the regional authorities to recruit employees as locally as possible for our sites.

75%
or more of our employees
hired for permanent jobs
live **within 40 km** of our
factories in 2022

TAKING ADVANTAGE OF LOCAL CONNECTIONS TO ATTRACT CANDIDATES

Like many manufacturing companies, we sometimes have difficulty hiring people in certain trades. In 2021, we launched a reinforced communication and recruitment plan for our plants in Pargny, Doyet, Sainte-Foy-L'Argentière and Quincieux. Banners, posters in shops, bread bags in bakeries, videos in service stations, as well as advertisements on local radio stations, announcements in the press and social media, career speed dating events, and even workshops in the local employment centres... lots of special operations to recruit locally!



INVOLVING OUR EMPLOYEES IN RECRUITMENT

To reinforce our collective engagement locally and build a trusted source of jobs, we use cooptation bonuses to encourage our employees to recommend members of their network to fill job vacancies.

A construction worker is shown from the waist down, kneeling on a roof. He is wearing a bright orange high-visibility jacket with reflective silver stripes, blue jeans, and white work gloves. A safety harness is visible, secured with a yellow strap. He is in the process of installing red, corrugated metal roof tiles. The roof's wooden framework, including rafters and battens, is visible beneath the tiles. A blue waterproofing membrane is also present. The worker is using a tool to fasten the tiles. The scene is brightly lit, suggesting a sunny day.

A word from our CEO

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Our commitment to vibrant regions

We believe it is essential to maintain regular and fruitful relationships with the local ecosystem in which we operate : residents, local elected representatives, associations, businesses, schools, etc. Because we are aware of local issues in the communities where we are based, we maintain a daily involvement in local sporting, cultural, or charitable initiatives aimed at strengthening the social and economic fabric of the area.

- **In Légevin, local businesses promote a healthy lifestyle**
...thanks to a partnership with a local company-owned business, putting together baskets of fruit for employees.
- **In Pargny, landscape and sport go hand in hand...**
... with the restoration in 2022 of a historic washing station along the GR14 hiking trail.
- **In Doyet, heritage gets a new lease of life...**
...with funding for the restoration of the bell tower covered in chestnut shingles on the Church of Saint-Martin of Louroux-Bourbonnais.
- **In Commenailles, the tile maker is a football fan...**
...having sponsored the Bresse Jura team for many years!



A word from our CEO

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Edilians supports the “Geste d’Or”

An independent, cross-functional association of building trades with a mission to improve practices and share expertise in our sector.

In 2021

Edilians won the top company prize in the roofing category for restoring the roof of the church at Ormoy-sur-Aube using photovoltaic tiles.

> Every year, the Geste d’Or competition recognises outstanding heritage projects, particularly in the areas of environmental protection, social management, or financial engineering.

The ‘Terre Nature et Solidarité’ (Earth, Nature, and Solidarity) Fund

Since 2016, we have been committed to contributing to local new and renovation heritage needs via the Terre, Nature et Solidarité endowment fund.

3

projects of architectural and heritage interest and/or with social impact

highlighting our product lines supported every year in France

* In France

Heritage and culture

With our ancestral skill set, our dearest wish is to be involved in projects that enhance the heritage of the regions where we are based. The architectural projects we support, both new and renovation, reflect the specific technical and aesthetic characteristics of each region.

10

brands at the heart of the regions (heritage)*

76

tile models
320 colours*



Limonest School

Renovation in Ste-Foy of the school’s roof using Omega 13 terracotta, and installation of a 3kWp Max solar power unit, implemented under the supervision of Massardier.



Résidalia in La Tour de Salvagny

3,000 M² of Oméga 10 laid in 2021 => La Tour-de-Salvagny care home for the elderly : project by local company Les Compagnons Bâisseurs Minot and general contractors Domusvi.



Project for a medical centre and 10 houses

With Passelegue.



A word from our CEO

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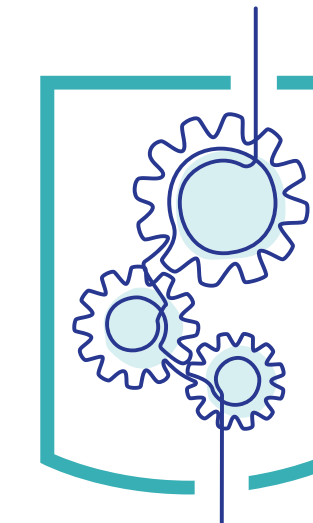
Governance

Indicators



GOVERNANCE

Responsible manufacturers



Let's work to conduct our business in an exemplary manner.

Because trust is a value we have now spent more than two centuries standing up for, we always try to apply it in our daily modes of operation, actions, and conversations. Trust based on transparency, integrity, ethics, and responsibility, in accordance with the rules, to perpetuate the greatest strength of our model: building prosperous and responsible relationships with our ecosystem of partners.

The sustainable development goals to which Edilians contributes in the Governance category



2

external
certifications
since 2021
(Moody's ESG
and EcoVadis)

1

code of
ethics
formalised in
2020

A word from our CEO

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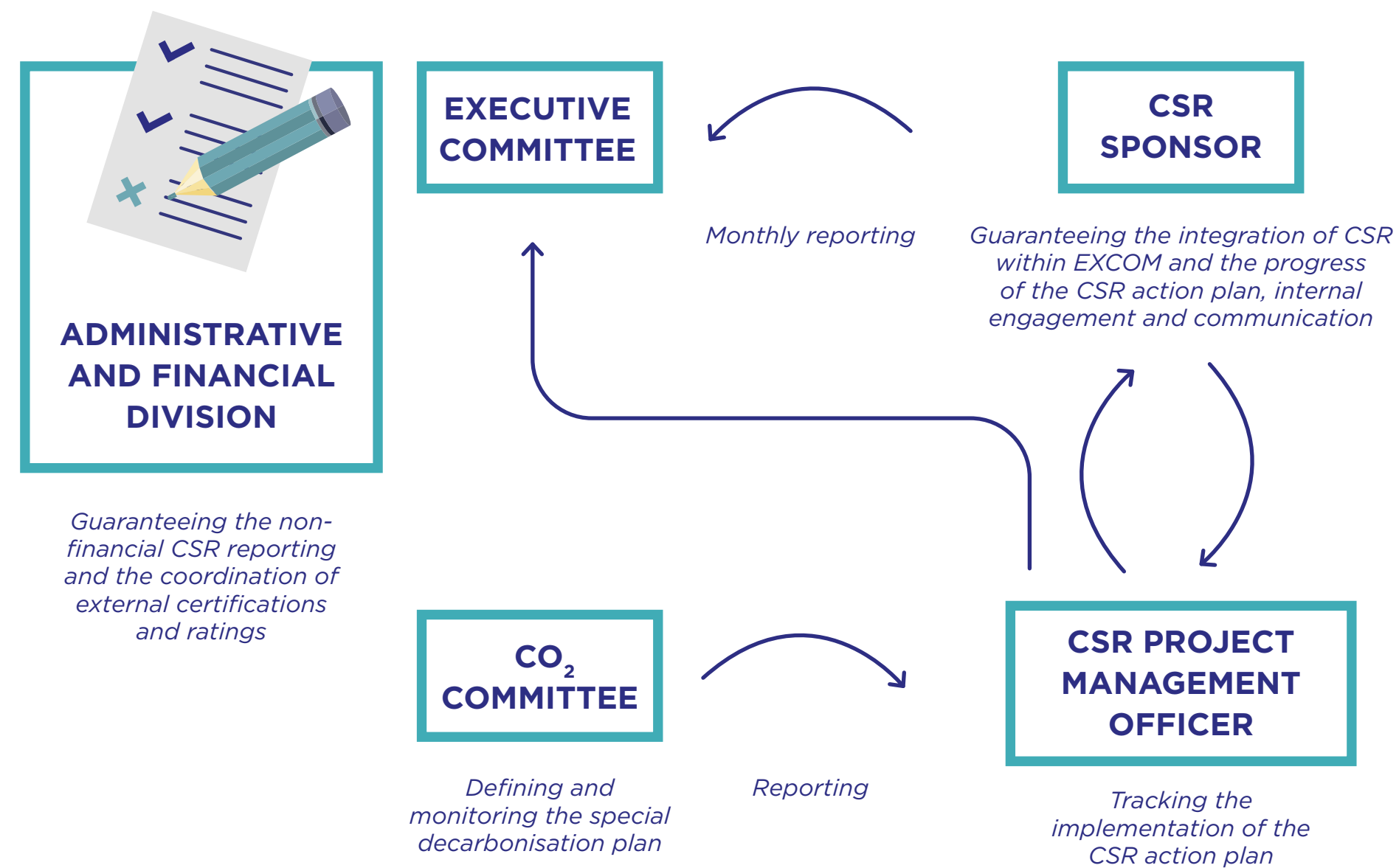
Indicators

1.

Governance and CSR certifications: a guarantee of integration and transparency.

Our CSR governance

Our CSR commitment and organisation form an integral part of our strategic and operational decision-making process.



Our certifications

Being assessed by external certification bodies provides an opportunity for us to structure our Corporate Social Responsibility policy. It is also an opportunity to measure ourselves against the best practices in our sector and to identify levers for improvement.

Our aim is to be able to give our stakeholders an objective evaluation of our actions and our progress when they ask for it.

In 2022

> **Moody's ESG – A2 rating**
(Top 20%)

> **EcoVadis – Silver Medal**
(Top 25%)

MOODY'S | ESG Solutions



A2



A word from our CEO

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Ethics: an essential obligation at the heart of our business

With the particular aim of fulfilling our obligations under the Sapin 2 law, we work every day to identify the risks inherent in our activities and to strengthen our overall compliance policy.

This included the publication, in 2020, of our code of ethics and business integrity, which applies to our employees and business partners.



“

We believe that it is essential to conduct our business ethically and with integrity, so we plan to adopt a zero-tolerance strategy with regard to corruption and influence peddling, and compliance more generally.

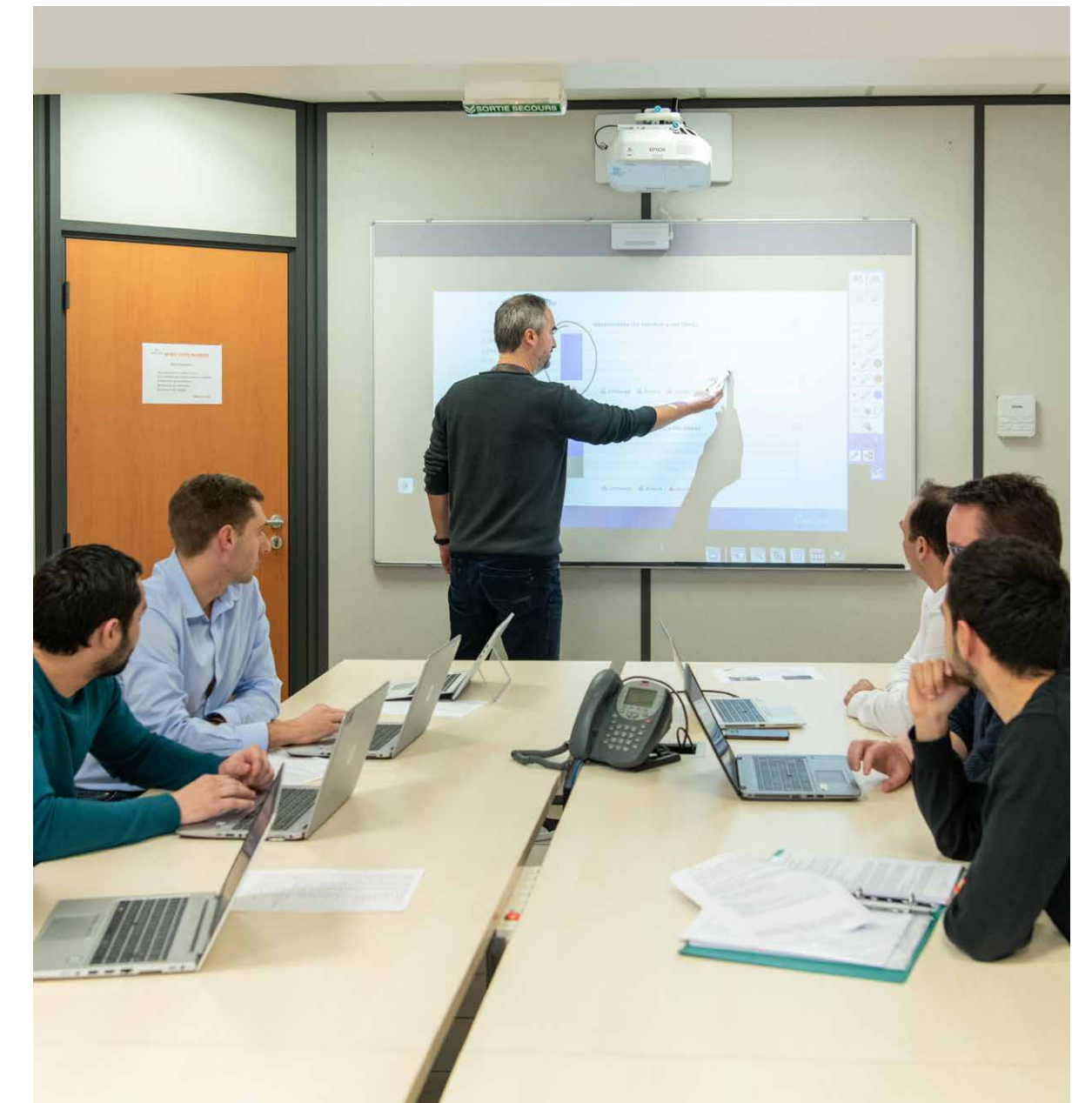
Sonia Chapuis
Legal & Compliance
Manager

”

Our code of ethics

A 13-page document setting out the values that must be known, observed, and applied whilst doing one's job every day, as well as the behaviours to be avoided. The main principles covered included mutual trust and courtesy between colleagues, **obeying** laws and regulations; **respect** for people, including competitors and suppliers; **honesty, fairness, loyalty, and integrity**. It advocates all of the following :

- ethical principles at work with regard to diversity, health and safety ;
- sustainable development, environmental protection, and social responsibility ;
- irreproachable business ethics with regard to money laundering, competition, corruption, conflict of interest, and data protection.



In 2022

- **ENHANCED TRAINING**
 - > 1 e-learning course for 100% of management staff
 - > Ethics awareness campaigns for 100% of employees
- **NEW TOOLS DEPLOYED**
 - > Launch of a whistleblowing platform in case of violation of either the code of ethics or responsible practices

A word from our CEO

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Indicators

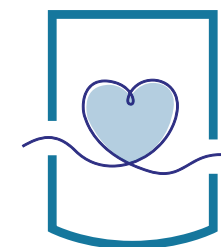


Environment

		INDICATOR	UNIT	REFERENCE YEAR	SCOPE: ACTIVITY/ GEOGRAPHICAL AREA	VALUE REFERENCE YEAR	ACHIEVED 2021	TARGET FOR 2022	TARGET FOR 2025	TARGET FOR 2030
REDUCING	Greenhouse gas emission reduction policy*	Direct (part of Scope1) CO ₂ emissions per tonne produced (nominal tonne, based on 2019)	(kg CO ₂ / t)	2019	Terracotta business France	180	180	176 (down 2%)	161 (down 10%)	126 (down 30%)
	Energy management policy	Production of green electricity on our lands and buildings compared to our consumption (solar arks)	Percentage (%)	2019	Terracotta business France	9%	29%	58%	85%	100%
		ISO 5001 certification of sites	Number of sites	2019	Terracotta business France	0/12	3/12	5/12	All	All
CONTROL	Drinking water consumption control policy	Total consumption of drinking water per tonne produced	m ³ per tonne produced (m ³ /T)	2019	Terracotta business France	0.104	-18%	-20%	-35%	-50%
	Waste control policy	Tile waste ratio improvement index (compared to 100 nominal baseline in 2019 & comparing equivalent quality)	Progress compared to the base value 100 (%)	2019	Terracotta business France	100	-2%	down 15%	down 25%	down 40%
PROTECTING FAUNA AND FLORA	Biodiversity protection policy	Voluntary natural integration actions (beehives, nesting boxes, hedgehog crossings, other initiatives)	Percentage (%) of the number of sites in operation	2019	Quarries (22) and manufacturing sites (12) in the Terracotta business France	0%	0%	20% (6/34)	100% (34/34)	100% (34/34)

* We have voluntarily decided not to publish our CO₂ reduction targets in absolute value in combination with our CO₂ reduction targets per tonne produced, as this would lead to publishing sensitive commercial information on our production volumes.

Indicators



The human touch

A word from our CEO

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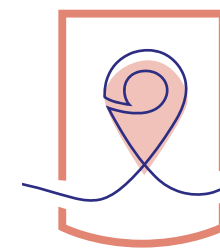
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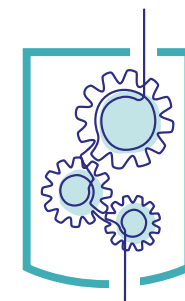
		INDICATOR	UNIT	REFERENCE YEAR	SCOPE: ACTIVITY/ GEOGRAPHICAL AREA	VALUE REFERENCE YEAR	TARGET FOR 2022	TARGET FOR 2025	TARGET FOR 2030
PURSUING OUR EFFORTS TO PROMOTE DIVERSITY AND EQUALITY	Diversity and equality policy	Gender equality index	Index	2021	France	86	87	90	90
		Proportion of women in management and executive roles	Percentage (% of employees / managers)	2021	France	20.3%	20.5%	21%	22%
		Proportion of workers with a disability	Percentage (% of employees)	2021	France	5.32%	6%	6%	6%
CONTINUING TO IMPROVE WORKING CONDITIONS AND THE WELL-BEING OF OUR COLLEAGUES AND PARTNERS.	Health, Safety, Quality of Life at Work Policy	Training expenditure on Health, Safety and Wellbeing at work	Percentage (%) of the payroll	2021	France	2.25%	2.25%	2.30%	2.30%
		Frequency of lost time injuries (TF1)	Number per 1,000,000 hours worked (employees + temporary workers + EE)	2021	Group (excluding Tejas Borja)	13.6	<10	<8	<5
		Safety discussions	Number	2021	Group (excluding Tejas Borja)	4,500	5,000	5,500	6,000
		Annual health and wellness challenges	Number	2021	Group (excluding Tejas Borja)	1	1	2	4
COMMITTING TO THE DEVELOPMENT OF SKILLS	Inclusion course, training, promotion, work experience policy	New arrivals who received an insertion course	Percentage (% of employees)	2021	France	95%	100%	100%	100%
		% of employees who received upskilling training	Percentage (% of employees)	2021	France	60%	65%	70%	75%
		Training expenditure on talent development (excluding health & safety and wellbeing at work reported above)	Percentage (%) of the payroll	2021	France	0.54%	0.60%	0.70%	0.75%
		Jobs filled by internal promotion	Percentage (%) of the payroll	2021	France	>66%	>66%	>66%	>66%
		Number of work experience trainees	Full-time workers	2021	France	46	46	48	50

Indicators



Local roots

		INDICATOR	UNIT	REFERENCE YEAR	SCOPE: ACTIVITY/ GEOGRAPHICAL AREA	VALUE REFERENCE YEAR	TARGET FOR 2022	TARGET FOR 2025	TARGET FOR 2030
TO BE A LEADING MANUFACTURER IN THE VIRTUOUS DEVELOPMENT OF REGIONS	External training policy	Customers / Partners trained via the Edilians Academy	Number of participants	2021	France	200	200	200	200
		Courses taught	Number of sessions	2021	France	19	20	20	20
	Heritage enhancement contribution policy	Heritage, architectural, and/ or social impact projects supported	Number of projects supported per year (in kind or financial support)	2021	France	3	3	3	3



Governance/Ethics

		INDICATOR	UNIT	REFERENCE YEAR	SCOPE: ACTIVITY/ GEOGRAPHICAL AREA	VALUE REFERENCE YEAR	TARGET FOR 2022	TARGET FOR 2025	TARGET FOR 2030
TO BE EXEMPLARY IN OPERATING A TRANSPARENT AND ETHICAL BUSINESS	Business ethics	Employees trained in the code of ethics	Percentage of employees trained in the code of ethics (%)	2020	France	100%	100%	100%	100%
	Compliance of commercial exchanges	Checking of restricted or unauthorised third parties at international level	Percentage (%) of the base of third parties	2021	Group	100% of third-party customers outside the EU	100% of third- party customers outside the EU	100% of all third parties	100% of all third parties





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2022



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