

A word from our CEO

CSR Strategy

Environment

The human touch

Local roots

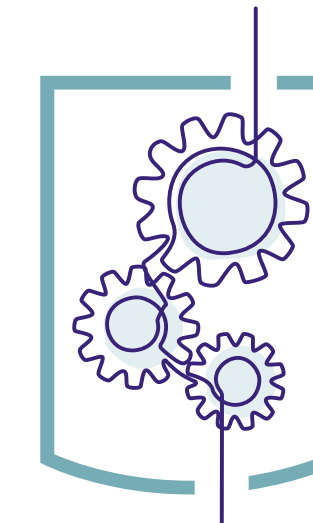
**Governance**

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

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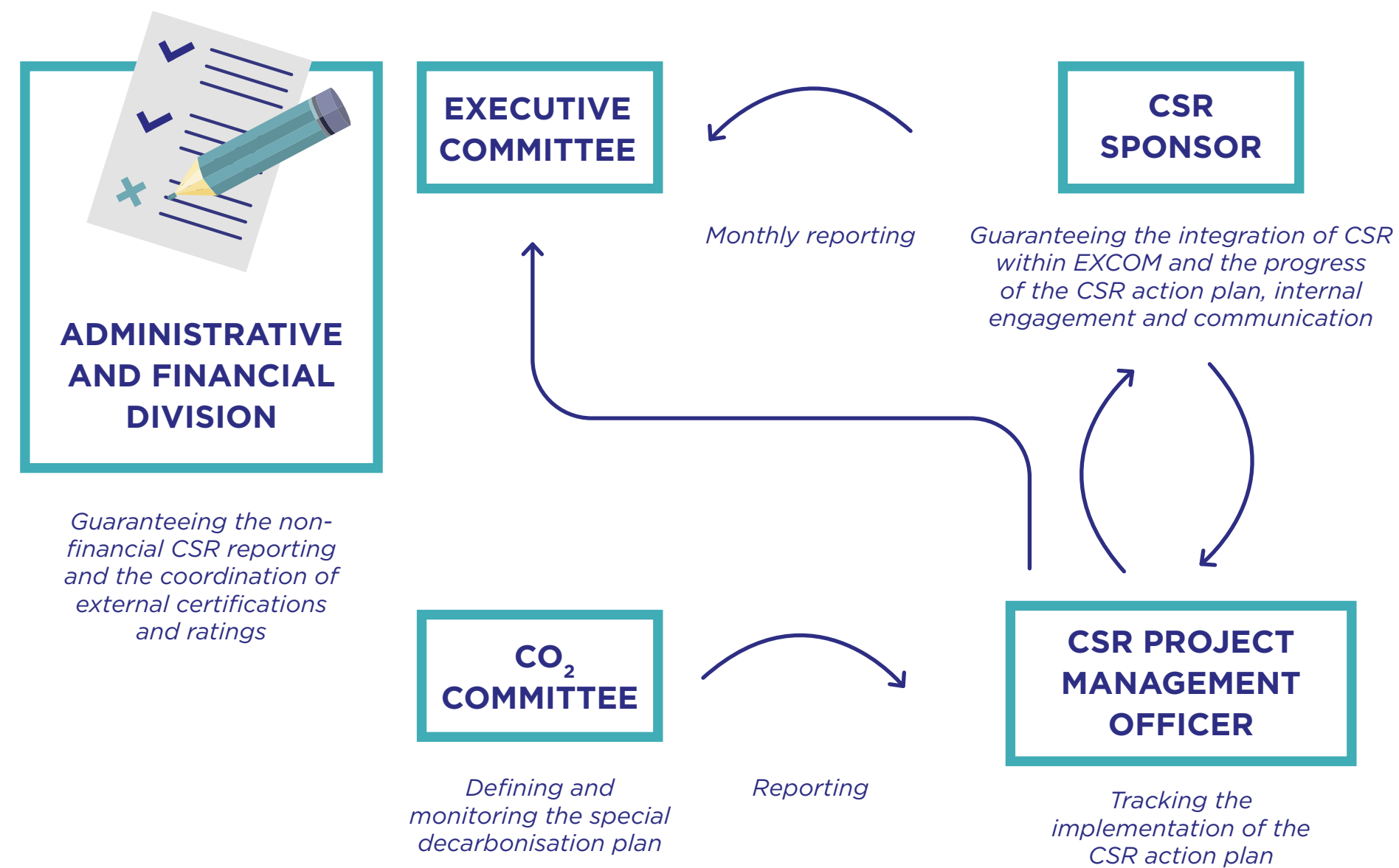
Indicators

# 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





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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.



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*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.*

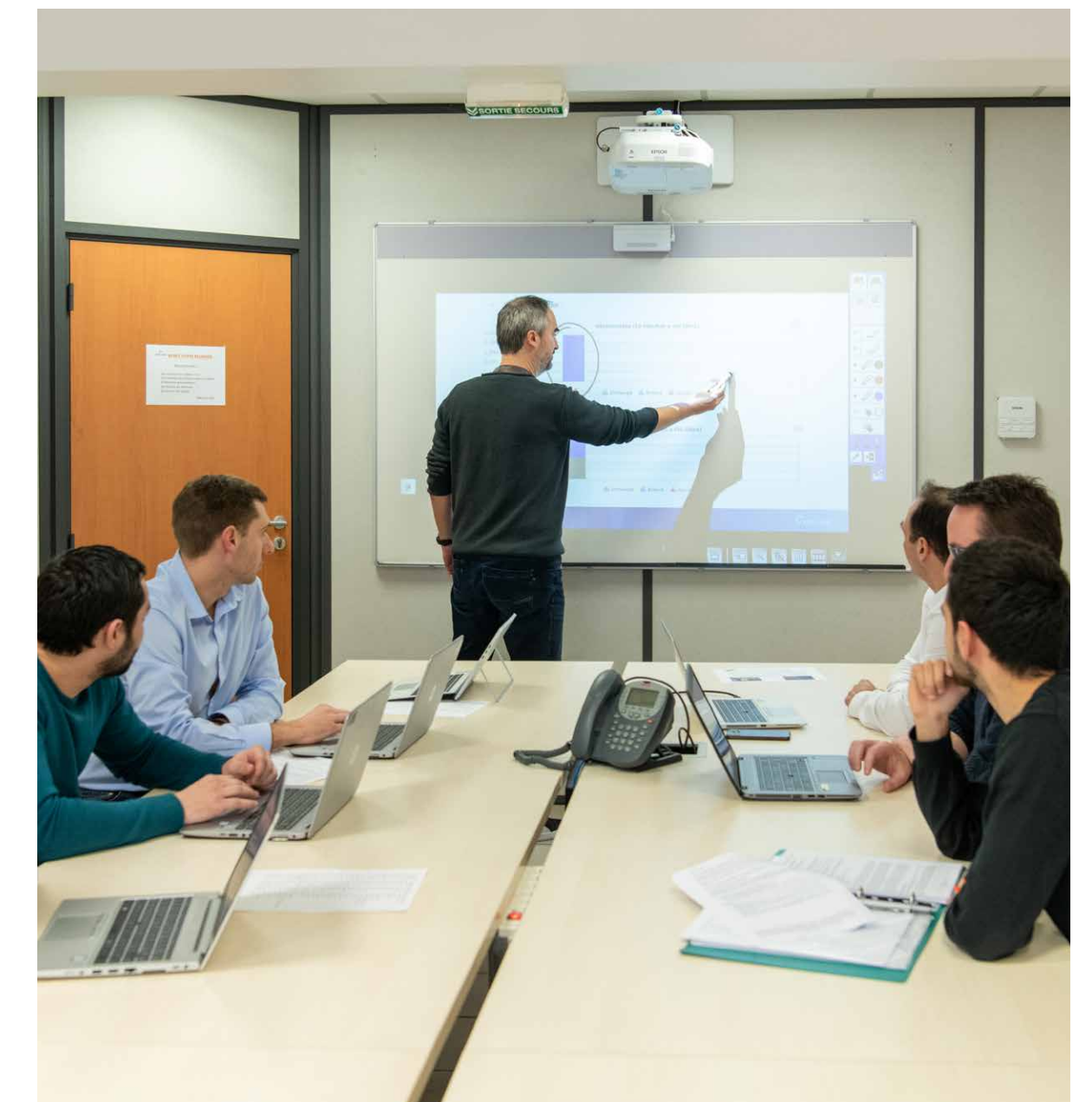
**Sonia Chapuis**  
Legal & Compliance  
Manager

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## 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