

A word from our CEO

CSR Strategy

Environment

The human touch

Local roots

Governance

Indicators



LOCAL ROOTS

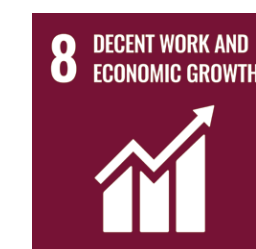
Local artisans



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

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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

”



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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.

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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!



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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.

