

A word from our CEO

CSR Strategy

Environment

The human touch

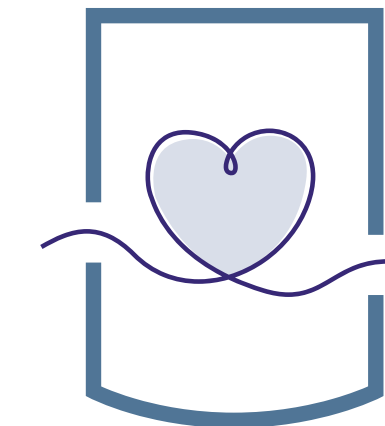
Local roots

Governance

Indicators



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



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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



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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



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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



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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

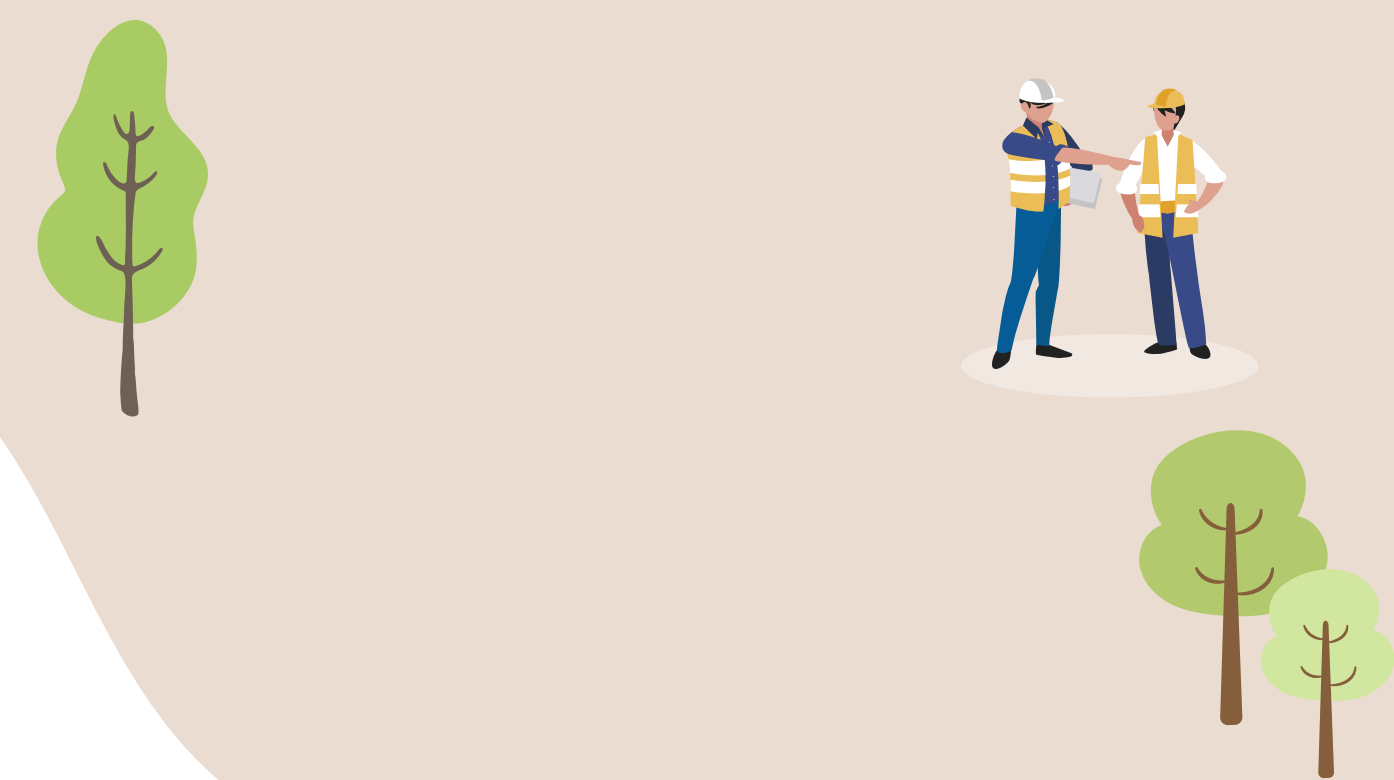
PROMOTING THE UPSKILLING OF OUR EMPLOYEES AND PARTNERS... WITH :

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.



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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)

