

ATELIERS DE FRANCE

La Haute Construction

CSR POLICY

ATELIERS DE FRANCE GROUP

2023

OUR CSR POLICY

**« RESTORING OUR HISTORIC HERITAGE
AND CREATING EXCEPTIONAL PROJECTS FROM TODAY AND TOMORROW,
USING NOBLE, SUSTAINABLE MATERIALS
AND PERPETUATING THE SKILLS OF EXCELLENCE
FROM ONE GENERATION TO THE NEXT. »**

As a major player in heritage restoration, the Ateliers De France Group has been contributing to economic and social progress ever since it was founded. Today, preserving our heritage is essential to the economic attractiveness of our regions and to the survival of many manual trades that would otherwise disappear.

Our culture has always been one of excellence through the use of time-honoured techniques and keeping our word.

Our CSR (Corporate Social Responsibility) or ESG (Environment - Social - Governance) approach stems from this culture.

By working every day to ensure the long-term future and development of our Houses and their centuries-old expertise, we intend to pursue and strengthen our commitment to society and the environment at every level. The Group's CSR approach is an integral part of our corporate strategy, whether in the training of our employees, the management of our projects, or our relations with our customers, service providers and suppliers, both in France and abroad.

10 CSR priorities for the present and the future

With the management of all the Houses and the Executive Committee, we have identified 10 environmental, social and good governance priorities which clearly define our field of action.

A 17-measure action plan

To implement these priorities, 17 measures will guide each of us over the coming years. These priorities and associated measures are aligned with the principles of the Universal Declaration of Human Rights, the European Convention on Human Rights, the Paris Climate Agreement, and the United Nations Global Compact.

To ensure that this shared responsibility shines through at the heart of our organisation, we must all assume it together: employees and partners. This document sets out our commitments in terms of environmental and social responsibility and encourages our partners to ensure that they are respected by their own networks.

Our roadmap

By capitalising on the creativity of our teams, our operational excellence, and our innovative know-how, the Ateliers De France Group is working to help achieve the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda for Sustainable Development.

The 17 operational measures associated with our 10 CSR priorities will enable us to assess our results on a regular basis. Each company draws up its own roadmap based on the Group's priorities and its own specific challenges.

Everyone is a key player in our collective success!

Environment

We encourage efficiency and innovation in all our Houses in order to minimise the exhaustion of natural resources and be a committed player in mitigating and adapting to climate change.

Priority 1. Achieve carbon neutrality in our activities by 2035 and net zero by 2040	
<p>➤ Measure 1: By 2035, 90% reduction in greenhouse gas emissions per FTE (scope 1 & 2) vs. 2023</p> <p><i>Scope 1 represents the direct greenhouse gas emissions (heating, vehicles, etc.) produced by the company through its consumption of fossil fuels (oil, gas, coal); Scope 2 corresponds to indirect emissions resulting from the consumption of electricity and heating/cooling networks during the production cycle.</i></p>	<p>➤ Measure 2: By 2040, 90% reduction in greenhouse gas emissions including scope 3 vs. 2023</p> <p><i>Scope 3 relates to the company's indirect emissions linked to its activity (purchases of goods, services, etc.)..</i></p>

We empower our workers and co-operate with our stakeholders to accelerate the transition to a low-carbon economy by reducing the carbon footprint of our activities, both on site and in the workshops.

The priority levers implemented in the Houses are:

- Reduce greenhouse gas emissions from worksites and business travel.
- Improve the energy performance of our offworkshops,workshops (monitoring, insulation, self-consumption, etc.);
- Progressively use 100% renewable energy in our offices and workshops.
- Reduce the plaster,footprint of our supply chain, in particular by purchasing materials close to our worksites;
- Switch to an electric fleet of cars and site machinery

Priority 2. Integrate eco-design into our worksites, workshops and offices	
<p>➤ Measure 3: By 2027, over 80% of our projects will incorporate an eco-design approach</p>	<p>➤ Measure 4: By 2030, over 90% of our scrap materials (wood, metal, plaster, stone, etc.) will be sorted and recycled</p>

Although our materials are generally natural and minimally processed (stone, wood, leather, etc.) and have a low carbon footprint, their production and processing can have an impact on biodiversity.

We are committed to:

- Developing eco-design in all our projects, with the aim of workshops.he environmental impact of projects and the materials used;
- Manage our waste efficiently by sorting it and recovering scraps of wood, metal, plaster, and stone for recycling.
- Promoting responsible partnerships with our suppliers to favour supplies from the circular economy, using bio-sourced materials or eco-materials.

Social

The know-how of our companies is the result of companions passing on the ancestral secrets of their trades to one another. Developing the skills and diversity of expertise of our teams are key challenges for the long-term future of Ateliers De France. At the same time, the Group takes care to ensure the professional well-being and working conditions of its employees and works to strengthen pride in belonging to the company.

Priority 3. Preparing for the future by developing skills

➤ Measure 5: Maintain the proportion of apprentices or work-study students in our workforce at 5% per year

➤ Measure 6: By 2027, more than 50% of employees will be offered training each year

We all strive for personal fulfilment throughout our working lives, which should be regularly enriched by meaningful experience.

Developing the skills of our employees not only strengthens our employer brand, but also increases their loyalty, commitment and productivity.

The Group has made a long-term commitment to providing access to knowledge and skills through:

- Passing on know-how (sharing experience, expertise and techniques);
- Professional development.
- Management of trainees, apprentices, work-study students of all ages and professional reorientation.
- Career development and mobility within the Group.

Priority 4. Do everything possible to protect health and safety on worksites and in workshops

➤ Measure 7: By 2027, aim for an accident frequency rate below 30.

Frequency rate = (no. of accidents in first instance/hours worked) x 1,000,000

➤ Measure 8: By 2027, aim for an accident severity rate below 1.

Severity rate = (no. of days lost through temporary incapacity/hours worked) x 1,000

The Group is committed to strengthening the health and safety culture at all its entities.

Employee health and safety is a fundamental priority for the Group in order to:

- Garantir le bien-être de tous les collaborateurs.
- Contribuer à un environnement de travail sûr et productif pour tous.

The Group's approach to protecting people's health and safety goes well beyond regulatory compliance. It is firmly rooted in the respect owed to all those who work on our sites and in our workshops, whether they are employees, temporary staff or subcontractors.

Priority 5. Promoting diversity and equality in our teams

➤ **Measure 9: By 2027, 30% of management positions will be held by women**

➤ **Measure 10: By 2027, 22% of the Group's positions will be held by women**

When applied to a company, diversity refers to the variety of human profiles that may exist within it (origin of country, region, neighbourhood, surname, culture, age, gender, physical appearance, disability, sexual orientation, qualifications, etc.).

Considered as a factor of collective enrichment and economic efficiency, diversity and equality influence all of the company's procedures and processes for implementing equal treatment and

Beyond commitments and tools, respect for diversity is first and foremost an individual matter: it is up to each individual to change his or her practices to improve collective performance.

The Group is committed to :

- Recruit fairly, in compliance with the regulations in force. Any selection based on non-professional grounds (in particular religion, age, gender, disability, political opinions, ethnic origin, trade union membership, etc.) is prohibited.
- Reconsider positions traditionally occupied by male staff as being accessible to women.
- Endeavour to maintain a balance between professional activity and personal life.
- Ensure equal pay for men and women.

Priority 6. Demanding that our partners and subcontractors manage their teams ethically and responsibly

➤ **Measure 11: By 2027, the top 8 suppliers or subcontractors in each House are aligned with our ESG commitments and have signed our supplier charter.**

The requirement for integrity and transparency applies not only to Group companies and employees, but also to our partners and subcontractors. In addition to their technical skills and their ability to carry out their assignments, our partners and subcontractors are also assessed on the basis of their own commitments in terms of respect for human rights and business ethics.

The Group seeks to establish a privileged relationship with service providers or subcontractors, which implies that they agree to ensure that all the Group's health, safety and human rights rules are applied to their own employees.

No distinction should be made between employees within the Group's Companies with regard to human rights.

Priority 7. Contribute to the restoration and valorisation of the treasures of the past through our sponsorship activities and our quality labels (EPV, Qualibat, etc.).

➤ **Measure 12 : Dedicate €150K each year to sponsorship (in kind, skills or financial)**

➤ **Measure 13 : Within the companies, maintain or obtain the quality labels and certifications corresponding to our expertise**

Our raison d'être is the restoration of historic monuments and, more generally, our heritage, in accordance with the rules of the art.

To achieve this, we are also involved in various forms of sponsorship: financial sponsorship, sponsorship in kind and skills sponsorship. These actions, and particularly skills sponsorship, enable us to increase our social impact while offering employees the opportunity to put their skills to work for a worthwhile cause.

We have numerous Qualibat, certifications and labels, including EPV (Entreprise du Patrimoine Vivant). We are committed to maintaining and developing these certifications in order to protect and preserve the world's cultural and natural heritage.

Governance

Our responsible growth is based on the trust of our stakeholders, nurtured by continuous and transparent dialogue. Each of us is committed to applying ESG best practices that serve the Group's long-term interests, while taking into account the social and environmental impacts of our activities.

Priority 8. Prevent corruption and develop business ethics

➤ **Measure 14: 100% of companies have signed up to the Group's Code of Ethics**

➤ **Measure 15: 100% of management staff have been trained in the fight against corruption**

We reaffirm our zero tolerance of corruption. Our strong growth, particularly internationally, requires us to be particularly vigilant.

The aim of the Group's Code of Ethics is to ensure that the expectations of every employee, everywhere in the world, at every level of the company, without exception, are met by setting out fundamental principles based on the applicable legal rules.

We demand honest and exemplary professional behaviour in all circumstances and help Group employees to make decisions that respect our values.

The Group is committed to:

- Identify the risks of corruption among its activities and partners.
- Implement measures to avoid these risks.
- Promote ethical business practices and managerial behaviour by raising awareness among all management staff.

Priority 9. Protecting personal data

➤ **Measure 16: 90% of employees concerned have received training on GDPR risks**

The processing of personal data commits us to all those who entrust us with their information: Prospects, Customers, Employees, Partners, Suppliers.

This information is protected by several pieces of legislation concerning privacy rights, in France, within the European Union (including the General Data Protection Regulation - GDPR) and in other regions of the world.

In addition to the legal framework, data protection management enables us to build a relationship of trust with our stakeholders based on three main actions:

- Train our employees in the challenges of data protection and cyber security.
- Implement rigorous data management processes that comply with regulations.
- Analyse any incidents as part of an improvement process.

Priority 10: Integrate ESG criteria into our practices, thinking and strategic investments

➤ **Measure 17: Each year, ESG issues are on the agenda of at least 3 Group Executive Committee meetings and 2 Supervisory Committee meetings.**

We have well-defined ESG governance and organisation in place to:

- Structuring and deploying the ESG policy in the Companies.
- Measuring and analysing impacts.

The Executive Committee oversees and manages ESG actions for the Group as a whole. Three times a year, ESG policy is placed on its agenda in order to:

- Adopt the roadmap every 3 years.
- Share news and information on CSR in general.
- Review performance indicators and operational action plans.
- Decide on corrective action if necessary.

In addition, the ESG initiative is on the agenda of 2 Supervisory Board meetings each year. In this way, ESG issues are integrated into the Group's major decisions.

Finally, our reporting system will enable us to accurately monitor our indicators and adapt to future changes in regulations.

Our commitment and our success in this ESG process are everyone's business!