

ATELIERS DE FRANCE

— La Haute Construction —

CSR Policy

2026

LA HAUTE CONSTRUCTION

Striving to preserve heritage and the métiers d'art

Leading the way in circularity and energy efficiency across our projects

Cultivating exceptional talent



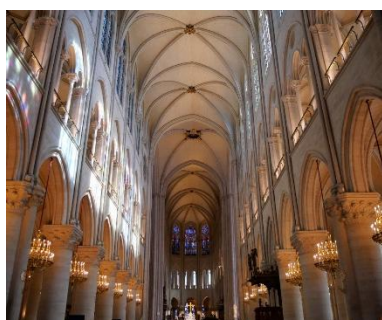
Restoring historic heritage and delivering the exceptional projects of today and tomorrow with noble, long-lasting materials, while passing on savoir-faire of the highest order from generation to generation.

Whether the project is a listed public building, a renowned hotel or a private residence, Ateliers De France has worked since its founding to preserve heritage and uphold the highest standards of the craft.

Ours has always been a culture of excellence, built on time-honoured techniques and a love of work well done. Our approach to CSR is rooted in that culture.

Every project undertaken by Ateliers De France is designed to meet our principles of quality and of environmental and social responsibility. We are committed to perpetuating precious skills while adopting practices that respect the environment and society, strengthening our positive impact at every stage of our activity, in France and internationally.

5 Our vision



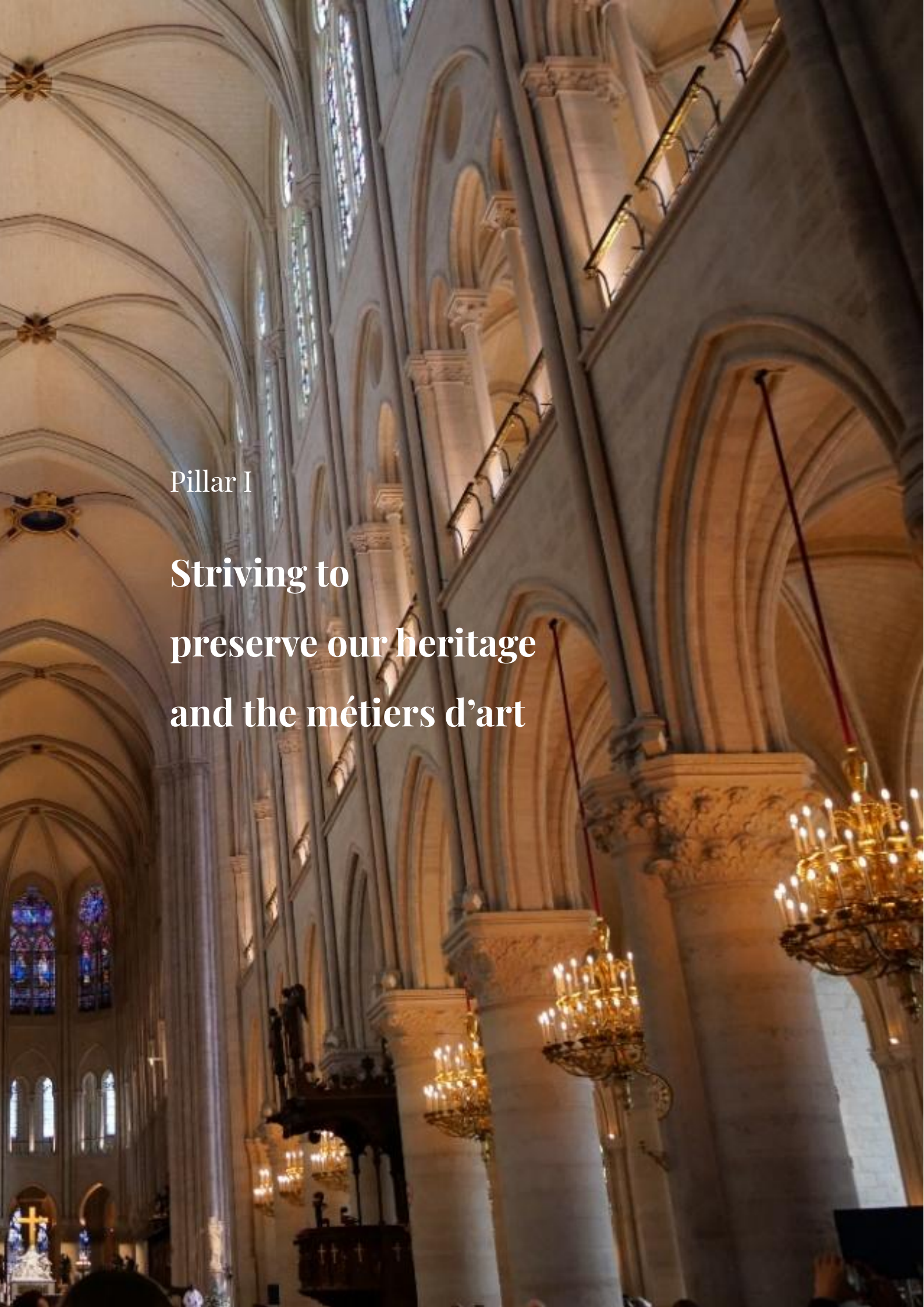
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Pillar I

Striving to
preserve our heritage
and the métiers d'art

Heritage does not preserve itself: it takes hands, the skill to use them, and the conviction that preserving it is our duty.



For Ateliers De France, preserving heritage and passing on the métiers d'art are not recent commitments: they are part of what the Group is. Through this pillar, we undertake to make our Maisons and our crafts better known, to raise public awareness of the richness of built and intangible heritage, and to act, alongside our ecosystem, to safeguard savoir-faire that is sometimes rare or under threat. By mobilising our craftspeople, our ateliers and our partners, we intend to remain, for the long term, one of the leading forces behind that effort.

Making our Maisons and our crafts better known, and raising awareness of heritage and the métiers d'art.

Few people ever see the everyday gestures that take place in our ateliers or on our sites. We therefore have a responsibility to make them visible, by opening up our ateliers, by sharing our sites, by bringing our crafts to life beyond our walls.

Our actions

The Group organises and takes part in many events that introduce its crafts to a wider audience. Through these events, our objective is to reach 1,000 people a year.

Putting the excellence of our savoir-faire at the service of heritage and the métiers d'art.

Patronage is not a side activity for us. Every year, Ateliers De France brings the excellence of its savoir-faire to preserving heritage and keeping the métiers d'art alive, with tangible support. It is a way of committing what our Maisons do best to works that deserve to be saved and crafts that deserve to endure.

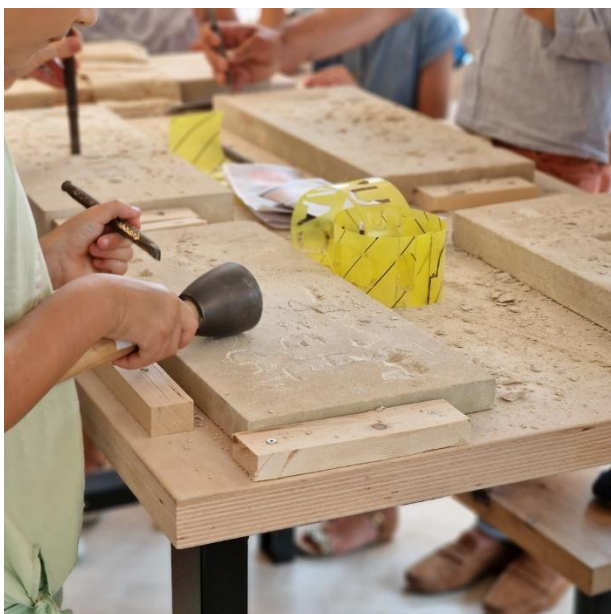


Our actions

Our Maisons are committed to skills-based patronage projects that help preserve heritage. The Group also holds more than fifty labels and certifications that protect and showcase our savoir-faire.

Day after day, we keep working to guarantee the excellence of our savoir-faire and to make it available to others.

In 2025, the Maisons delivered more than €500,000 in patronage.



Joining forces with our ecosystem to preserve savoir-faire

Year after year, we strengthen our ties with those working in heritage, in education and in the métiers d'art, to support the passing on of knowledge, encourage new vocations and keep those skills in living practice.

Our actions

We have a duty to engage with education providers, which is why members of our teams give their time each year to speak directly in secondary schools and colleges, at careers fairs and conferences, and to meet the generations to come.

Passing on savoir-faire also means reaching out to those who could become its guardians tomorrow.



A man wearing a green hard hat with a yellow logo, safety glasses, and a grey hoodie is smiling. The hoodie has a logo that reads "h.chevlier 01 45 01 133". He is in a workshop or construction site with various tools and materials in the background.

Pillar II

**Leading the way in circularity and
energy efficiency across our projects**

Since 2022, Ateliers De France has worked with each of its Maisons to reduce its environmental footprint.

Alert to environmental challenges, Ateliers De France is committed to reducing the environmental footprint of its projects, its sites and its ateliers, while meeting the standards of quality and excellence that exceptional works demand.



Training our teams in sustainable practices in construction and the métiers d'art

The transition is won first in the field, with our teams. We support our people in embedding more sustainable practices in our professional gestures, our site methods and the daily life of our ateliers.

Our actions

We train everyone involved in project design and in the value chain in the sustainability practices of our sector. It is essential that we respond strategically to the challenges we meet on the ground.

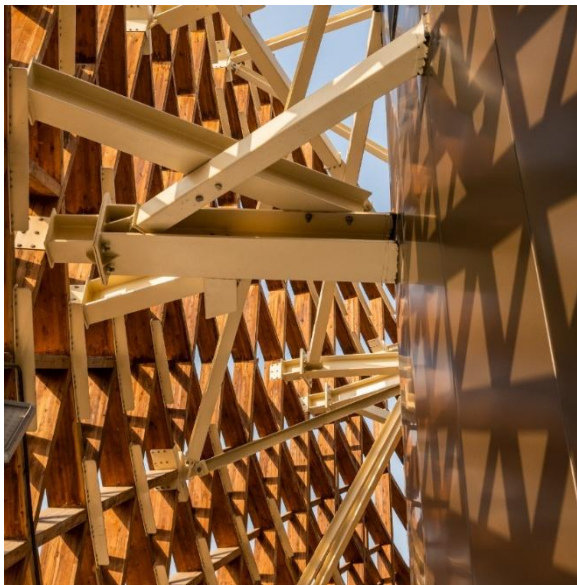


Evolving our materials and processes in our ateliers and our projects

We are changing our choice of materials and our processes to favour, wherever possible, leaner solutions with a better controlled environmental profile. This sits within a continuous improvement approach, looking for relevant alternatives that remain compatible with our execution standards.

Our actions

Every high-impact material and process must have a sustainable alternative. To cover 90% of them by 2030, our teams are investing in research and development into alternative sustainable materials. Those alternatives must equally guarantee the level of quality and finish our Maisons expect.



Raising awareness among clients and engaging them in sustainable practices

We want to move our entire value chain forward. We therefore work with our clients and partners to bring environmental considerations into decisions as early as possible, to encourage responsible choices and to share realistic solutions suited to the nature of each project.

Our actions

Delivering projects is at the centre of what we do. That is why we aim to include a sustainable option in every tender response we submit.

Ensuring optimal waste management on our projects

We are structuring our waste management practices to reduce volumes, improve sorting and increase recovery, on our sites as much as in our ateliers. This commitment reflects a demand for operational rigour and respect for resources, in the service of a circular approach.

Our actions

Monitoring, sorting and recovering waste in our ateliers and on our sites is essential. To achieve this, we work continuously with qualified partners and run internal initiatives in parallel, such as reusing materials or recovering energy directly on site.

Several Maisons have installed biomass boilers to recover their wood waste.







Pillar III

Cultivating exceptional talent

Each year, Ateliers De France welcomes more than 100 apprentices across its Maisons.

The women and men of Ateliers De France are the Group's greatest asset. Ateliers De France is determined to place people at the heart of its CSR strategy, by developing skills, passing on savoir-faire and building the lasting appeal of our crafts.



Offering training suited to every level

We are building a training offer aligned with the reality of our crafts and the needs of our teams. It aims to support every employee's progression, to secure quality of execution and to maintain a high level of excellence as techniques and regulations evolve.

Our actions

Each year we welcome many apprentices across the Group. Partnerships with schools and training centres create a direct link between initial training and the reality of our crafts.

Developing career paths that promote internal mobility and bring more women into our crafts

We want talented people to be able to see a long-term future within the Group. We encourage internal mobility, growth in responsibility and the opening up of our crafts to everyone, not least by bringing in more women, in order to widen the skills pool and diversify career paths.



Our actions

We are determined to show that skilled manual crafts are not reserved for men. That is why we have rolled out the “Nos Métiers au Féminin” programme, giving young women visibility of the careers open to them.

Since 2023, more than 20% of our positions have been held by women

Safeguarding our savoir-faire

Some gestures cannot be improvised: they are built over time and passed on with rigour. We act to conserve and sustain our savoir-faire by documenting it, supporting its transmission and guaranteeing the conditions its continuity requires within our Maisons.

Our actions

We identify the critical crafts and skills within the Group and roll out safeguarding initiatives, so as to centralise, secure and make this savoir-faire accessible to the teams concerned and to future talent.





Transversal pillars

Our core commitments

Acting to decarbonise our activities

At Ateliers De France, we recognise that tackling climate change calls for collective and determined action. Our decarbonisation work is not limited to reducing our own environmental footprint; it is also part of a wider effort towards a sustainable future

Since 2022, Ateliers De France has measured its carbon footprint across the whole Group

A decarbonisation trajectory validated by the SBTi

To play an active role in tackling climate change, we have chosen to align our actions with the most ambitious greenhouse gas reduction targets. Our decarbonisation trajectory has been validated by the Science Based Targets initiative (SBTi), which confirms that our efforts match the global goal of limiting warming to well below 2°C, in line with the Paris Agreement.

Our actions

Following an ACT Pas à Pas assessment, we have defined a precise decarbonisation action plan for each of our Maisons. Our actions cover the whole of our value chain: improving the energy performance of our offices and ateliers, installing solar panels and biomass boilers, switching our vehicle fleet to electric, shifting our purchasing towards local and sustainable materials... We also support our main subcontractors in producing their first carbon footprint assessment.



We also invest directly in sustainable infrastructure at our own sites, allowing us to reduce our reliance on imported energy.

In 2025, we produced more than 550,000 kWh of renewable electricity

Safeguarding the health and safety of our stakeholders

The health and safety of our employees is a fundamental priority for the Group, safeguarding everyone's well-being and contributing to a safe and productive working environment for all. The Group's approach to protecting people's health and safety goes well beyond regulatory compliance. It is firmly grounded in the respect owed to everyone working on our sites and in our ateliers, whether employees, agency staff or subcontractors.



On our sites and in our ateliers

Our sites and our ateliers are demanding environments. Everyone working in them, whether employee, agency worker or subcontractor, must be able to do so safely. That is a requirement we uphold collectively, every day.

Our actions

Day to day, many measures protect the health and safety of all our employees and partners: safety inductions, training, housekeeping and tidiness audits on our sites, warm-up exercises, a weekly fifteen-minute safety briefing, annual safety event...

Acting for a responsible value chain



Our requirement for integrity and transparency applies not only to the Group's Maisons and employees but also to our suppliers and subcontractors. Alongside their technical skills and their ability to deliver, we also assess their own practices on human rights and business ethics.

Relations with our partners

The Group works to build a close relationship with its suppliers and subcontractors, asking them to respect and apply all of the Group's health, safety and human rights rules for their own employees.

Our actions

To ensure our partners are aligned with our commitments, we have rolled out a Supplier and Subcontractor Charter across all our Maisons. It forms part of the onboarding process for our partners.

LA HAUTE CONSTRUCTION

Our CSR Policy embodies our determination to combine savoir-faire and sustainability. We firmly believe that the future of Ateliers De France rests on an approach that values craft excellence while respecting our environment and the people we serve.

Reaching these ambitious objectives depends on everyone playing their part. We encourage our employees, partners and stakeholders to commit actively to this mission.

La Haute Construction means preserving our heritage and our métiers d'art, so that they can be passed on to future generations.

Photography

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ATELIERS DE FRANCE

La Haute Construction

ABOUT ATELIERS DE FRANCE

Ateliers De France is a leading name in heritage restoration and luxury projects, working on listed public buildings, renowned hotels and exceptional private residences alike. Each Maison in the Group is entirely independent and led by a team passionate about its field.

www.ateliersdefrance.com