

ANVIS



*Ethical Charter and Corporate Social  
Responsibility – CSR ANVIS*

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ANVIS

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## Message from the President

We as Anvis Group have a strong focus on the below mentioned topics

### **Sustainability**

At the Anvis Group, our business is based on sustainable value creation and responsible corporate governance principles. To ensure compliance with these principles across all divisions of the company, we have defined clear guidelines and responsibilities.

Focus on:

- Identifying challenges and opportunities for sustainable operations
- Developing and monitoring sustainability goals
- Further developing, specifying and integrating sustainability into the individual divisions, taking the entire value chain into account
- Ensuring the cooperation of all departments in the company involved in sustainability
- Helping to deliver a sustainable and individual rubber and organic plastic solutions

### **COMPLIANCE AND HUMAN RIGHTS**

The aim of our compliance management system is to ensure legal conformity of all Anvis Group activities.

Responsible and lawful conduct is firmly established as part of the Anvis Group's corporate culture. We strongly believe in respect for human rights and are committed to observance of such rights at all of our locations. We also expect this from our business partners throughout the value chain.

Key measures:

The Anvis Group regards integrity and compliance with the law as basic requirements for longterm business relationships. Clear values and guidelines enable us to build trust among our customers, business partners, shareholders and the general public, thereby laying the foundation for the longterm success of our company.

Establishing legal conformity within the Anvis Group

The Anvis Group Legal Compliance Code forms the basis of our compliance management system. It spells out the Board of Management's commitment to compliance as a joint responsibility and underlines all employees' obligation to act responsibly and in compliance with applicable laws.

Managing compliance

Our compliance management system is oriented towards the Anvis Group's risk situation and also covers the Financial Services segment. With defined structures and processes, it creates a company-specific regulatory framework, so that every employee is aware of their compliance responsibility and lawful conduct is systematically ensured. Key components of this system include internal compliance regulations, legal monitoring, complaint and case management, compliance controls and compliance reporting, as well as compliance training and communications activities.

The compliance management system is applied to all compliance topics: in particular, to prevent corruption and anticompetitive conduct and to ensure respect for human rights – especially the core labour standards of the International Labour Organization (ILO) – at all our locations.

We also ask all organisational units of the Anvis Group to conduct a local risk assessment of potential for human rights violations. Their responses form the basis for developing further measures to minimise risks.

We will work on the establishment of an ethics and CSR committee (compliance officer, HSE of each entity or general manager) to make those items visible to all stakeholders.

Olaf Hahn

President Anvis Group

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## **WHO IS CONCERNED BY THIS CHARTER?**

This Charter applies to all ANVIS Group employees, i.e. all employees - permanent and occasional, but also applies to all the Group's partners, in particular customers and suppliers, in the context of their contractual relations with the Group.

This Charter, which is communicated to new employees when they are hired, is available on the Group's various intranet sites so that everyone can refer to it.

It is also made public on each company's internet and web site

This Charter is regularly updated in line with changes in the Group's activities as well as legislative and regulatory developments.

## **WHAT IS IT USED FOR?**

The present Charter is not intended to recall or complete all the laws and regulations, conventions or internal guidelines that govern the activities of the various entities and their employees. Nor can it deal with all the situations that managers or employees may encounter in the course of their activities. Many situations are not covered by laws, regulations or other internal and external standards. In such situations, the principles of integrity, respect and fairness must govern everyone's conduct, without prejudice to local laws and regulations.

Each employee must therefore exercise vigilance, reflection, common sense and judgement.

The purpose of this Charter is therefore not to provide exhaustive details of the behaviour to be adopted in each situation, but to provide guidelines and to remind us of the spirit that should govern each decision.

Sometimes, certain situations may not be simple. However, any decision must be taken in consideration of the principles of this Charter and requires asking oneself some fundamental questions:

- /1. Is it legal?
- /2. Does it comply with the Ethics and CSR Charter?
- /3. What is the consequence of my action or inaction?
- /4. Would I feel comfortable explaining and justifying my decision if it were known to the Group or externally?

## **WHO SHOULD I CONTACT IF I HAVE A QUESTION OR DIFFICULTY IN RELATION TO THIS CHARTER?**

Each employee may, in all circumstances, in the event of concern, doubt or question, inform his or her line manager, the Ethics and CSR correspondents, his or her Compliance Officer or Human Resources

## **WHAT ARE THE SANCTIONS FOR NON-COMPLIANCE WITH THIS CHARTER?**

Non-compliance with the Ethics and CSR Charter may result in severe penalties for the Group, but also, on an individual basis, for any manager or employee concerned by a breach of these principles.

Actions contrary to the principles of the Ethics and CSR Charter may also result in economic, image and reputational damage for the Group.

They may also lead to :

- disciplinary (e.g. dismissal for serious misconduct), civil (e.g. damages) and criminal (e.g. fines and/or prison sentences) sanctions being applied against a Group employee who is at the origin of such conduct;
- the termination of any business relationship with a business partner who does not act in accordance with the values and principles of the Ethics and CSR Charter.

# *1*

## *Our core values and our Mission & Vision*

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## Core Values

### **PROACTIVITY**

We do not wait for tomorrow, we act today.

### **TRUST**

We believe in caring, we respect our differences. We work in a team spirit, to say what we do and do what we say.

### **RESPECT**

We value the mix of cultures and are proud of our differences. We care about the planet and its diversity.

### **INNOVATION**

We dare to challenge the status quo. We take innovation to heart and challenge ourselves to always do better. We take risks to make the impossible possible.

### **PASSION FOR THE CUSTOMER**

Our customers are the driving force behind our decisions and actions. We go the extra mile for them and enjoy doing so.



## **Mission**

Our highly engaged employees with unique talents create innovative rubber and organic plastics solutions for our customers complemented by value added services. Our sustainable business acts with respect for people and the environment, making our communities a better place.

## **Vision**

Committed actor to the world's transition for a safe and sustainable environment, become CO2 neutral in 2025 and supplying efficient eco-friendly and reliable long-life industrial solutions.



# 2

*Our commitments  
as a company with  
integrity*

## **2.1 RESPECT FOR PEOPLE**

Numerous laws aim to protect the company's direct partners (customers, employees, suppliers) and in some cases people who have an indirect relationship with it.

Anvis is careful to comply with the laws and to ensure that they are complied with, in particular by ensuring that the practices of its suppliers and service providers comply with the Group's commitments regarding respect for people. If this is not the case, the Group will implement a corrective action plan with the partner and, failing a satisfactory outcome, will cease all relations with the supplier or service provider concerned. Whistleblowers will not be prosecuted for raising a valid concern (no retaliation).

### **2.1.1 PROMOTING CORE LABOUR RIGHTS**

#### **FORCED LABOUR**

Forced labour is defined as work performed under duress or threat. Anvis is committed to exercising strict control over suppliers and service providers who may use people who work under duress or threat. Should this be the case, the Group will implement a corrective action plan with the partner and, failing a satisfactory outcome, will cease all relations with the supplier or service provider concerned.

#### **UNDECLARED WORK**

Undeclared work consists of not officially declaring a person working in the company to the competent authorities, thereby depriving them of their social rights and depriving the community of the social contributions associated with their work.

Anvis is committed in all the countries where it operates to never resort to concealed work and ensures that guidelines are issued to this effect.

#### **CHILD LABOUR**

Child labour includes any form of economic activity carried out by children that deprives them of their dignity and damages their normal physical and psychological development.

Anvis undertakes to :

- Strictly respect the age limit set in the legislation of each country where it operates and never employ a child under the age of 14 in any country;
- to exercise the utmost vigilance in the choice of its suppliers and service providers;
- refusing to work or immediately ceasing to work with those who employ children under the legal age limit or under the age of 14.

## **2.1.2 PROSTITUTION, PIMPING**

Prostitution is the act of consenting to sexual relations for economic purposes.

Pimping is the act of allowing or contributing to the prostitution of others and profiting from it in any way. The offence of pimping exists in many countries. It consists of the operator of an establishment knowingly accepting that acts of prostitution are carried out in his establishment and profiting from them.

Anvis undertakes to:

- not to encourage, organise or, above all, profit from the trafficking in human beings, including sexual exploitation;
- to inform the competent authorities of any information relating to reprehensible acts in this area.

## **2.1.3 EQUAL ACCESS**

Anvis applies a policy of equal access to customers and employees.

Anvis is committed to:

- recognising the individual diversities of its customers and employees. The Group is committed to eliminating possible sources of discrimination in its business offerings, IT infrastructure, facilities, equipment and buildings, as well as in its practices, procedures and management of its facilities;
- ensure, in accordance with applicable laws and regulations, that the IT infrastructure, equipment and facilities it offers, uses or operates, offer, as far as possible, the possibility for its customers and employees to access and use them to the best of their ability.

## **2.1.4 SECURITY**

Security consists of preventing and combating malicious attacks on people and property, and fighting crime that could potentially threaten our customers, staff and infrastructure. It is a shared responsibility between the Group and the country's authorities, with whom Anvis strives to maintain a transparent and honest relationship. Security is a key component of the products and services we offer and is one of our customers' primary expectations.

Anvis ensures the safety of its customers and suppliers by

- defining safety recommendations based on the constructions, equipment, technologies and safety procedures to be put in place
- ensuring the reporting system of security incidents
- evaluating safety measures (via audits) and providing advice and training to personnel to improve our protective measures.

## 2.2 COMPLIANCE WITH TRADE RULES

### 2.2.1 COMBATING BRIBERY AND TRADING IN INFLUENCE

Corruption and influence peddling, in all their forms, are criminal offences, with heavy penalties for both a company and an individual participating in any form of corruption, even indirect.

In accordance with the various laws applicable to the prevention of corruption and influence peddling, and in particular the French Sapin 2 law, Anvis has put in place measures designed to prevent and detect the commission of acts of corruption or influence peddling, in France and abroad.

These criminal acts are subject to zero tolerance within the Group and expose their perpetrators to disciplinary measures that may lead to the dismissal for misconduct of the employee(s) concerned and to legal proceedings before the civil and criminal courts.

There are two types of corruption to be distinguished:

- active corruption, when a natural or legal person obtains or tries to obtain, at any time, by means of gifts, promises or advantages, from another person exercising a public or private function, that the latter performs, delays or refrains from performing an act falling within the scope of his or her function or likely to be facilitated by it.

This natural or legal person is then qualified as a briber.

- Passive bribery, where a person exercising a public or private function takes advantage of his or her function by soliciting or accepting, at any time, gifts, promises or advantages with a view to performing or refraining from performing an act within the scope of his or her function. This person is then qualified as corrupt.

These two offences, although complementary, are distinct and autonomous. Their perpetrators can be prosecuted and tried separately.

Corruption is said to be "public" when the bribe taker is a public official and "private" when the bribe taker is a person who does not hold a public office.

Influence peddling is defined as the fact that a person, exercising a public or private function, solicits or accepts, at any time, directly or indirectly, offers, promises, gifts, presents or advantages of any kind for himself or herself or for others in order to use his or her real or supposed influence to obtain from a public authority or administration distinctions, jobs, contracts or any other favourable decision.

As with bribery, trading in influence can be :

- active or passive, but also
- private (if the intermediary is a private person) or public (if the intermediary has a public function).

Both bribery and trading in influence are totally contrary to the values of Anvis:

- unacceptable for any reason, and are subject to zero tolerance within Anvis;

- harmful to the communities in which we operate; and of such a nature as to cause serious harm to the company.

The Group has specifically developed a "Corruption Prevention Policy", which includes various obligations that every Anvis employee or partner must comply with.

Anvis undertakes to take all measures to avoid any act of corruption or influence peddling within the framework of its activities and ensures in particular that, within the framework of its contracts or relations with public authorities, both in France and abroad, no remuneration, payment, (a facilitation payment is the act of paying, directly or indirectly, an undue remuneration to a public official for the performance of formalities or administrative acts that fall within the scope of his duties) or any other advantage is paid or given, directly or indirectly, to a public official or elected representative. Anvis undertakes to respect the rules of international trade (in particular with regard to export regulations and economic sanctions).

## **2.2.2 GIFTS AND INVITATIONS**

Anvis is committed to the fight against corruption, influence peddling and conflicts of interest by refusing gifts or personal benefits.

The principle is that an employee should neither receive nor offer a gift or personal benefit in the context of a business relationship.

As an exception, and unless local law is more restrictive, non-pecuniary gifts or entertainment may be offered or accepted as part of the normal course of a business relationship, provided they are of reasonable value and offered outside of any negotiation period.

## **2.2.3 ANTI-MONEY LAUNDERING/TERRORIST FINANCING/ARMED CONFLICT**

Money laundering is a criminal offence consisting of holding or using funds derived from fraudulent activities: corruption, tax fraud, trafficking, etc.

The financing of terrorism is a criminal offence consisting of providing or collecting sums of money intended for the perpetration of terrorist acts.

Anvis undertakes to be vigilant with regard to financial flows that could have a criminal or criminal origin or destination.

Anvis also undertakes not to use minerals that finance armed conflicts ("minerals conflict")

## **2.2.4 COMPLIANCE WITH COMPETITION RULES**

Competition rules prohibit anti-competitive practices in two ways:

- Any agreement or exchange of sensitive information between competitors, particularly on price fixing or customer allocation;
- Any abuse of a dominant position that prevents the maintenance of healthy and fair competition.

Anvis undertakes to comply strictly with the rules of competition in all countries where it is present.

## **2.2.5 TRANSPARENCY, COMMUNICATION, FAIRNESS**

Anvis is committed to :

- tenders, listings and contracts are subject to a transparent and fair process based on objective criteria, and suppliers are treated fairly and honestly
- ensure regular, timely and clear communication, providing all suppliers with the same level of information;
- informing successful and unsuccessful suppliers individually within a reasonable time.

## **2.2.6 COUNTERFEITING**

Anvis undertakes not to knowingly use counterfeit parts.

## **2.3 RESPECT FOR PROPERTY AND DATA**

### **2.3.1 INSIDER TRADING**

Insider information is precise and confidential information which, if made public, would be likely to have an influence on the company's share price.

Anvis undertakes to ensure compliance with the market rules that must be observed by its employees who may hold insider information on the company.

### **2.3.2 CONFLICTS OF INTEREST**

A conflict of interest arises when the employee's personal or private interests (financial, professional, family or other relationships) may influence or simply appear to influence a decision taken by the employee in the performance of his/her duties.

While respecting the privacy of its employees, the Group expects them to avoid conflicts of interest. In the professional context, employees must at all times act in the interests of the Group.

Anvis requires all employees to disclose any conflict of interest situation as soon as they become aware of it and, as far as possible, before acting.

## **2.3.3 FRAUD**

Fraud is generally characterised by an intentional act or omission. Fraud may include the presentation of false, inaccurate, misleading or incomplete statements or documents in order to improperly obtain the collection, return or retention of funds or information.

Anvis undertakes to comply strictly with the laws and standards in force in each country, in particular with regard to accounting, taxation and customs;

## **2.3.4 COMPANY ASSETS - MISUSE OF CORPORATE ASSETS**

The assets of Anvis are intended to enable the Group to achieve its objectives. They are made available to employees and must only be used for the benefit of Anvis and not for the personal benefit of any employee. Any misuse of Anvis assets by an employee may result in disciplinary action and criminal sanctions, depending on the country concerned.

Misuse of corporate assets is the deliberate and personal use of company assets or credit or of the powers held by company directors in a manner contrary to the company's interests.

The concept of abuse of corporate assets exists in many legislations. Its definition and characterisation may vary from one country to another. In France, the abuse of corporate assets is an offence which exposes its perpetrator to criminal prosecution.

Anvis undertakes to use the strictest definition of abuse of corporate assets for all its subsidiaries and to take all necessary measures to prevent and detect this activity.

## **2.3.5 PROTECTION OF PERSONAL DATA**

The protection of personal data (surname and/or first name, telephone number, e-mail address, credit card number, customer preferences, etc.) aims to protect all information relating to directly or indirectly identifiable natural persons and to define the conditions under which such data may be collected and processed. This information is protected by several laws concerning the right to privacy, in France, in the European Union (including the General Data Protection Regulation - GDPR) and in other regions of the world.

## **2.3.6 INFORMATION SYSTEMS SECURITY**

The security of IT systems consists of managing information risk at all levels of the company: security of access to information and dedicated sites, access rights associated with managers, training to raise awareness of IT risks, control of our partners through specific security tests and audits, etc.

Anvis commits to:

- setting up a dedicated information systems security organisation
- defining rules for the use of IT systems within the company and ensuring the high availability of its most critical systems

- provide regular training for sensitive personnel;
- implement technological solutions to protect personal data (customers and employees).

## **2.3.7 INTELLECTUAL PROPERTY**

Intellectual property includes intangible rights such as trademarks, domain names, designs and models, patents, know-how and copyright. Failure to respect these rights constitutes an infringement punishable in particular by a sentence for counterfeiting or unfair competition.

Anvis undertakes to:

- ensure the protection and defence of its own intellectual property rights;
- ensure that it respects those of all its employees and partners and, more broadly, those of third parties.

## **2.3.8 PROTECTION OF IMAGE AND REPUTATION**

Personality rights are a category of rights such as the right to privacy, image, family name, honour and reputation. Like natural persons, legal persons have the right to respect for their reputation and are authorised, if necessary, to take action for defamation or denigration.

Anvis undertakes to :

- to obtain the express authorisation of natural persons before any use of a medium including one or more attributes of the personality of an employee or a person outside the Group (photograph or video representing an identifiable person, a name, etc.);
- that employees who express themselves on social networks on a subject directly or indirectly related to the Group, its brands or its businesses do not provide confidential information and/or information likely to harm the Group's reputation.

## **2.4 RESPECT FOR OUR PARTNERS**

### **2.4.1 SHAREHOLDERS AND INVESTORS**

In addition to the meetings organised for the publication of annual results, the objective is to be as responsive and transparent as possible to our shareholders and the economic and financial community, in particular through regular exchanges

with institutional investors, financial analysts and financial market regulators.

Anvis is committed to :

- creating a relationship of trust with the market by being a reliable and relevant source of information;



## 2.4.2 SUPPLIERS AND SERVICE PROVIDERS

Anvis ensures that its commitment to sustainable development is reflected throughout its supply chain. Non-compliance by the supplier with one of these principles may constitute a cause for termination of the relationship.

# 3

## *Our commitments as a responsible employer*

## 3.1 RESPECT FOR WORKING CONDITIONS

### 3.1.1 SOCIAL DIALOGUE

Social dialogue is an essential link between people. It aims to constantly seek consensus and is a factor in reducing social conflicts.

Encouraging dialogue allows us to get closer to all of the Group's employees and to give everyone the opportunity to make their voice heard.

Managers are the actors of our policy and encourage exchanges with employees.

Anvis is committed to ensuring the transparency of its communication with employees by :

- systematically carrying out an annual appraisal interview with each employee;
- giving each employee access to clear information on his/her rights, duties and the benefits available to him/her;
- providing information materials adapted to the local context, in particular through the translation of internal documents;
- taking into account the impact of change on men and women when implementing reorganisation or restructuring projects.

### 3.1.2 FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE REPRESENTATION

The purpose of freedom of association and the right to collective representation is to allow employees to form and join organisations of their own choosing to defend their interests within the company.

Anvis undertakes to :

- ensure compliance with the legal texts relating to the freedom of association of its employees, applicable locally;
- to encourage all forms of collective expression of employees within our company;
- not to prevent or obstruct the procedure for setting up an internal staff representation body;
- Respect the deadlines for consultation with stakeholders and employee representatives, particularly in the case of reorganisation or disciplinary procedures;
- Ensure that employees have the opportunity to express themselves freely within the company on issues relating to the conditions in which they carry out their activities.

### **3.1.3 COMBATING ALL FORMS OF HARASSMENT**

Moral harassment takes the form of repeated and hostile behaviour, words or actions that undermine the dignity or integrity of the employee. Any behaviour or action that goes against the right to respect and human dignity is unacceptable.

Sexual harassment is the repeated imposition on a person, regardless of gender, of sexually oriented comments or behaviour that violates the dignity of that person by being degrading or humiliating or that creates an intimidating, hostile or offensive situation. The same applies to any form of pressure, even if not repeated, with the real or apparent aim of obtaining an act of a sexual nature for the benefit of the harasser or a third party.

Such conduct may include unwanted or inappropriate physical contact, emails, looks or gestures, comments, invitations or solicitations of a sexual nature expressed in any form, or the sending or display of material of a sexual nature (documents, images, objects, etc.). Such behaviour may also seek to make the obtaining of a promotion or other benefit conditional on the performance of a sexual act.

Such sexual harassment may occur on or off Anvis' premises and may come from, among others, an employee of the Group or a customer, supplier or partner. Anvis does not tolerate any form of moral or sexual harassment. The Group asks each employee to alert the Human Resources Department, which will implement the necessary means to put an end to any situation of moral or sexual harassment.

### **3.1.4 WORK-LIFE BALANCE**

Reconciling professional and private life allows employees to live and work better. An essential lever in the fight against psychosocial risks, work-life balance improves the well-being and quality of life at work of employees and therefore the quality of work.

Anvis is committed to:

- respecting the major stages of life (birth, marriage, holidays, death of relatives, etc.);
- minimising situations where the short-term schedule is unknown, in order to reduce the constraints associated with atypical working hours

### **3.1.5 RELATIONS WITH SERVICE PROVIDERS OR SUBCONTRACTORS**

Anvis is committed to respecting workers' rights in general and to ensuring that its service providers and suppliers do not violate these rights; in particular, not to resort to the supply of labour by third-party companies outside the cases permitted by law.

### **3.1.6 HEALTH, SAFETY AND WORKING CONDITIONS**

Every Anvis employee has the right to a safe working environment in which local managers are the primary health actors who must prevent risks, identify them if necessary, and implement an appropriate action plan.

Upstream analyses must be carried out in order to anticipate and reduce the short- and long-term risks induced by each position or activity. Physical constraints, when possible, must be avoided and appropriate training must be provided.

Anvis undertakes to:

- identify and assess the short and long term risks induced by the activity, the department or the workstation;
- provide appropriate training and tools to reduce work-related accidents and illnesses and to prevent illness (training on health and well-being, e.g. prevention of psychosocial risks, first aid, etc.);
- anticipating and taking into account the human impact of changes in working conditions;

## **3.2 RESPECT FOR CAREERS**

### **3.2.1 NON-DISCRIMINATORY AND TRANSPARENT RECRUITMENT METHOD**

The employees in charge of this process follow the Group's ethical and methodological rules. These rules precede recruitment and promote efficiency while guaranteeing fairness, in compliance with the regulations in force.

Any selection based on non-professional motivations (notably religion, age, gender, sexual orientation, disability, political opinions, ethnic origin, trade union membership, etc.) is prohibited, with the sole exception of a limited number of countries where local regulations may impose certain specific criteria for hiring.

Awareness-raising is essential to fight against stereotypes, which are the drivers of discrimination. The environment, our past experiences and our unconscious expectations can influence the way we consider a candidate and the questions we ask.

Anvis is committed to :

- Respecting a selection process based on a common methodology for all candidates for the same position;
- Recruiting solely on the basis of our needs and the qualities of each candidate, based on professional skills and human qualities, without any other consideration.

### **3.2.2 PROMOTING AND RESPECTING DIVERSITY AND INCLUSION**

Diversity, applied to the company, 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, diplomas, etc.; this list is not exhaustive).

Its application to management leads to an inclusive approach of recognising and valuing individual differences as real assets for the company's performance.

In terms of organisation, diversity influences all of the company's procedures and processes for implementing equal treatment and preventing discrimination.

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

### 3.2.3 RECOGNITION OF PERFORMANCE

Performance is based on the commitment of employees. Collective performance is the result of the team's cohesion around a common objective.

Anvis is committed to recognising performance and rewarding employees fairly.

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### 3.2.4 TRAINING AND CAREER SUPPORT

At Anvis, everyone seeks lifelong development and meaningful experience. Everyone feels valued and free to pursue their own goals. Anvis is committed to ensuring that the development experience is learner-centred, accessible to everyone, everywhere and at all times.

Anvis adds value to the development of its people, not only for the future of the organisation, but also to ensure that they are prepared for the ever-changing world.

# 4

## *Our commitments as an actor committed to civil society and the planet*

## **4.1 RESPECT FOR THE ENVIRONMENT**

As a responsible company, we develop our business with respect for the planet by reducing our impact. We are constantly working towards more sustainable and environmentally friendly solutions.

### **4.1.1 ENVIRONMENTAL MANAGEMENT**

Our environmental policy is based on a management system that aims to control the major environmental issues facing Anvis, both during the construction of buildings, for example

Anvis is committed to :

- setting objectives for improving the Group's environmental performance, deploying them and monitoring their achievement using appropriate indicators and environmental control and management tools
- to put in place processes to ensure that environmental management is supervised by deploying guidelines for sustainable construction or renovation to guide new building projects.

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### **4.1.2 CUSTOMER AWARENESS AND EMPLOYEE TRAINING**

Raising awareness of environmental issues on a daily basis is at the heart of any environmental action. Our employees are the keystone of our sustainable development policy. They must act as ambassadors by showing exemplary respect for the environment on a daily basis and by promoting the approach.

### **4.1.3 PRESERVATION OF NATURAL RESOURCES**

#### **ENERGY AND CO2**

Energy consumption, in addition to being a significant cost, is one of the Group's primary impacts on the environment. Anvis is committed to redefining its carbon footprint to align it with the objectives of limiting global warming.

Anvis is committed to:

- controlling energy consumption and reducing associated CO2 emissions through regular monitoring of energy performance and the implementation of reduction action plans
- promote renewable energy by giving priority to these energy sources in new buildings or renovations, as appropriate for the region, and by contributing to the identification of technologies to limit our energy and climate footprint;
- reduce the carbon footprint of the value chain



## **WATER**

The Group's direct water consumption is significant and can occur in areas of water stress. As such, the preservation of water resources is a major concern for Anvis.

Anvis is committed to:

- preserving water resources through regular monitoring of its consumption, adapting actions and equipment that consume less, particularly in areas of water stress;

## **POLLUTION AND DISCHARGES**

Anvis' activities could be likely to generate direct or indirect impacts on the environment.

Anvis undertakes to:

- control the impact of its wastewater discharges by guaranteeing their systematic treatment for all its buildings
- to implement environmentally friendly practices by limiting any nuisance (noise, visual, olfactory) or air pollution.

## **WASTE, WASTE AND RECYCLING**

The waste generated during manufacturing operations also represents significant volumes.

Anvis is committed to:

- recovering or recycling this waste
- ensuring the correct treatment of the waste produced
- reducing the quantity of raw materials used by limiting packaging and other disposable products, in particular plastic, and by favouring recycled and/or recyclable materials;

## **4.2 RESPECT FOR LOCAL COMMUNITIES AND CIVIL SOCIETY**

### **4.2.1 RESPONSIBLE MARKETING AND COMMUNICATION**

Responsible communication must be ensured upstream of communication actions with the aim of ensuring the transparency of the service, the relationship and the offers, as well as the protection of customers.

All communications are concerned by a responsible communication approach with the aim of avoiding any drift towards "greenwashing".

Anvis is committed to ensuring the responsibility of all communications by establishing a process for validating communications before they are disseminated and by integrating environmental impact into its criteria for choosing media and carrying out its events;

## 4.2.2 CONTRIBUTIONS TO SPONSORSHIP AND PATRONAGE ACTIVITIES

Anvis develops sponsorship activities in areas such as training .... Sponsored operations are excluded from subjects that are in opposition to our fundamental values, particularly in the case of violence or failure to respect the fundamental principles of non-discrimination and diversity.

Anvis undertakes to:

- ensuring the responsibility of all sponsorship initiatives by establishing a validation process for actions before they are implemented and by integrating the fight against corruption and influence peddling as well as environmental impact into its criteria for choosing actions;
- act and communicate transparently.

## 4.2.3 POLITICAL ACTIVITIES AND RESPONSIBLE LOBBYING

Anvis does not support any political party, either in France or in other countries where the Group is present.

Employees who engage in political activities do so in a personal capacity, outside of working hours and without taking advantage of their membership of Anvis. They take care to avoid any conflict of interest between their duties within the Group and their political activities.

Lobbying is a constructive and transparent contribution to the development of public policy on relevant topics related to the Group's activities. This contribution aims to enrich the thinking of public decision-makers and is implemented by the Group in accordance with the legal and regulatory provisions in force in each country and in compliance with the principles of prevention of corruption and influence peddling.

Generally speaking, the lobbying activities implemented by the Group are developed in accordance with its strategic action principles, its sustainable development and CSR policies.

Anvis is committed to:

- act in defence of its legitimate interests by ensuring that its actions are well-founded;
- not seek to gain undue political, regulatory or administrative advantage;
- Demonstrate integrity and intellectual probity in all its relations with public officials and organisations, regardless of the situation or the interest being defended.