



Dec 2025

Message from the President

As Anvis Group, we focus on the following topics:

Sustainability

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

We focus on:

- Identifying challenges and opportunities for sustainable operations
- Developing and monitoring sustainability objectives
- Developing, specifying and integrating sustainability into the various divisions, considering the entire value chain
- Ensuring cooperation among all company departments involved in sustainability development
- Contributing to providing sustainable and customized solutions in rubber and organic plastics.

COMPLIANCE AND HUMAN RIGHTS

The goal of our compliance management system is to ensure the legal compliance of all Anvis Group activities. Responsible and lawful conduct is firmly embedded as part of Anvis Group's corporate culture. We strongly believe in respecting human rights and are committed to upholding these rights at all our sites. We also expect the same from our business partners throughout the value chain.

Key measures:

Anvis group considers integrity and respect for the law as fundamental conditions for long-term business relationships. Clear values and guidelines enable us to build trust with our customers, business partners, shareholders and the general public, laying the foundation for the long-term success of our company.

Establishing legal compliance within Anvis Group.

The Anvis Group Legal Compliance Code forms the basis of our compliance management system. It sets out the Executive Committee's commitment to compliance as a shared responsibility and emphasizes the obligation of all employees to act responsibly and in accordance with applicable laws.

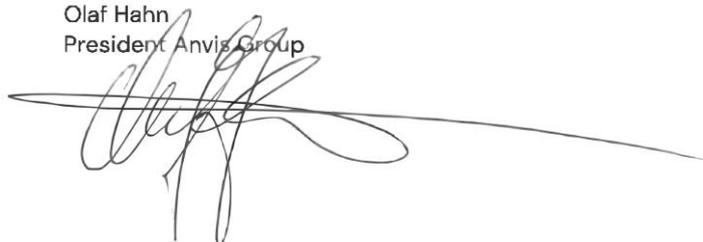
Compliance management

Our compliance management system is tailored to Anvis Group's risk situation and also covers the financial services segment. Through defined structures and processes, it creates a company-specific regulatory framework, ensuring that every employee is aware of their compliance responsibilities and that lawful behavior is systematically guaranteed.

The main elements of this system include internal compliance regulations, legal monitoring, complaint management, compliance controls and reporting, as well as compliance training and communication activities. The compliance management system applies to all compliance-related topics: in particular, preventing corruption and anti-competitive behavior and ensuring respect for human rights especially the fundamental labor standards of the International Labour Organization (ILO) at all our sites. We also require all organizational units within Anvis Group to conduct local risk assessments of potential human rights violations. Their responses form the basis for developing new measures to minimize risks.

We will work towards establishing an Ethics and CSR Committee (including the compliance officer, HSE representatives from each entity, or the general manager) to make these elements visible to all stakeholders.

Olaf Hahn
President Anvis Group



WHO IS COVERED BY THIS CHARTER?

This charter applies to all employees of the Anvis Group, including permanent and temporary staff. It is also intended to apply to all Group partners, notably customers and suppliers, within the framework of their contractual relationships with the Group.

This charter is communicated to new employees upon hiring and is available on the various Group intranet sites so that everyone can refer to it.

It is also published on the website of each company.

This charter is regularly updated to reflect changes in the Group's activities as well as legislative and regulatory developments.

HOW SHOULD IT BE USED?

This charter is not intended to restate or supplement all laws, regulations, conventions or internal standards governing the activities of the various entities and their employees may encounter in the course of their work. Many situations are not specifically covered by laws, regulations or other internal and external standards. In such cases, the principles of integrity, respect and fairness must guide everyone's conduct, without prejudice to local laws and regulations.

Each employee must therefore exercise vigilance, reflection, common sense and sound judgment. The purpose of this Charter is not to provide an exhaustive list of behaviors to adopt in every situation but rather to offer guidance and remind everyone of the spirit that should govern every decision.

Sometimes, certain situations may not be straightforward. However, every decision must be made in consideration of the principles of this Charter and requires asking fundamental questions:

1. Is it legal?
2. Is it consistent with the Ethics and CSR Charter?
3. What are the consequences of my action or inaction?
4. Would I feel comfortable explaining and justifying my decision if it were known within the Group or externally?

WHO TO CONTACT FOR QUESTIONS OR ISSUES RELATED TO THIS CHARTER?

Any employee may, at any time, raise concerns, doubts, or questions with their manager, Ethics and CSR representative, their Compliance Officer, or Human Resources.

Anvis provides a grievance and alert mechanism accessible to all employees, including temporary workers, contractors and indirect workers, as well as any third party (supplier, subcontractor, customer, local community...). This system guarantees confidentiality, protection against any form of retaliation, and the possibility of transparent follow-up of reports.

Anyone wishing to report a breach of the principles of this Charter or a violation of human rights may do so in good faith through the dedicated channels (ethics email address, whistleblowing hotline, or local CSR contacts).

Substantiated alerts are handled promptly, impartially and documented by the Group's Ethics and CSR Committee.

WHAT ARE THE CONSEQUENCES OF NON-COMPLIANCE WITH THIS CHARTER?

Failure to comply with the Ethics and CSR Charter may result in severe consequences for the Group and individually, for any manager or employee involved in a breach of these principles.

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

They may lead to:

1. Disciplinary, civil and criminal sanctions against the employee responsible for such actions (for example disciplinary measures such as dismissal for gross misconduct, civil penalties such as damages, and criminal penalties such as fines and/or imprisonment).
2. Termination of any business relationship with a commercial partner who fails to act in accordance with the values and principles of the Ethics and CSR Charter.

1

OUR VALUES OUR VISION AND MISSION

Our values

PROACTIVITY

We do not wait for tomorrow, we act today.

TRUST

We believe in kindness and respect our differences. We work as a team, committed to saying what we do and doing what we say.

RESPECT

We value cultural diversity and take pride in our differences. We care about the planet and its diversity.

INNOVATION

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

CUSTOMER PASSION

Our customers drive our decisions and actions. We go the extra mile for them and we enjoy doing it.

Our Vision

As a committed player in the global transition toward a safe and sustainable environment, we aim to become CO₂-neutral by 2030 for our production and deliver efficient, eco-friendly, and reliable industrial solutions with long-lasting performance.

Our Mission

Our highly engaged employees, equipped with unique talents, create innovative solutions in rubber and organic plastics for our customers, complemented by value-added services. Our eco-friendly company acts with respect for people and the environment, making our communities and the world a better place.

2

OUR COMMITMENTS AS AN ETHICAL COMPANY

2.1 RESPECT FOR PEOPLE

Numerous laws aim to protect the company's direct partners (customers, employees, suppliers) and, in some cases, individuals indirectly connected to it.

Anvis ensures compliance with these laws and enforces them by making sure that the practices of its suppliers and service providers align with the Group's commitments to respecting people. If this is not the case, the Group will implement a corrective action plan with the partner and, failing satisfactory results, will terminate any relationship with the supplier or service provider concerned.

Whistleblowers will not face retaliation or prosecution for raising a legitimate concern (no reprisals).

1.1.1 PROMOTING FUNDAMENTAL LABOR RIGHTS

FORCED LABOR

Forced labor is defined as work performed under coercion or threat. Anvis applies strict controls to suppliers and service providers who might use individuals working under coercion or threat. If such cases arise, the Group will implement a corrective action plan with the partner and failing satisfactory results, will terminate any relationship with the supplier or service provider concerned.

CONCEALED WORK

Concealed work consists of failing to officially declare an individual to the competent authorities, depriving them of social rights and depriving the community of associated social contributions.

Anvis commits, in all countries where it operates, never to resort to concealed work and ensures clear directives are provided in this regard.

CHILD LABOR

Child labor includes any form of economic activity performed by children, depriving them of dignity and harming their normal physical and psychological development.

Anvis commits to:

- Strictly respecting the age limit set by the legislation of each country where it operates and never employing a child under 14 years old in any country
- Exercising the utmost vigilance in selecting suppliers and service providers
- Refusing to work or immediately ceasing to work with those who employ children below the legal age limit or under 14 years old.

1.1.2 PROSTITUTION AND PIMPING

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

Pimping refers to enabling or contributing to the prostitution of others and profiting from it in any way. The offense of pimping exists in many countries. It includes knowingly allowing acts of prostitution to occur in an establishment and profit from them.

Anvis commits to:

- Never promote, organize, or profit from human trafficking, including sexual exploitation
- Reporting any information related to reprehensible acts in this area to the competent authorities.

1.1.3 EQUAL ACCESS

Anvis applies a policy of equal access for both customers and employees.

Anvis commits to:

- Recognizing the individual diversity of its customers and employees. The Group strives to eliminate any potential sources of discrimination in its commercial offers, IT infrastructures, facilities, equipment, and buildings, as well as in its practices, procedures and management of its establishments
- Ensuring, in accordance with applicable laws and regulations, that the IT infrastructures, equipment and facilities it provides, uses or operates offer, as far as possible, customers and employees the ability to access and use them to the best of their capabilities.

2.1.4 SECURITY

Security consists of preventing and combating malicious acts against people and property, as well as fighting crime that could potentially threaten our customers, employees and infrastructures. It is a shared responsibility between the Group and national authorities, with whom Anvis strives to maintain transparent customer's primary expectations.

Anvis ensures the safety of its customers and employees by:

- Defining security recommendations based on construction, equipment, technologies and security procedures to be implemented
- Ensuring an incident reporting system is in place
- Assessing security measures (through audits) and providing advice and training to staff to improve, in particular, our protective measures.

2.2 COMPLIANCE WITH TRADE RULES

2.2.1 FIGHT AGAINST CORRUPTION AND INFLUENCE PEDDLING

Corruption and influence peddling, in all their forms, constitute criminal offenses subject to severe penalties for both legal entities and individuals involved in any act of corruption, including indirect forms.

In accordance with applicable laws on the prevention of corruption and influence peddling, notably the French Sapin 2 law, Anvis has implemented measures to prevent and defect acts of corruption or influence peddling, both 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 dismissal for misconduct and to legal proceedings before civil and criminal courts.

There are two types of corruption to distinguish:

- Active corruption, when a natural or legal person obtains or attempts to obtain, at any time, through gifts, promises or advantages from another person exercising a public or private function, that this person performs, delays or refrains from performing an act related to their function or likely to be facilitated by it.

This natural or legal person is then considered the briber.

- Passive corruption occurs when a person holding a public or private position takes advantage of their role by soliciting or accepting, at any time, gifts, promises or benefits in order to perform or refrain from performing an act related to their function. This person is then considered corrupt.

These two offenses, although complementary, are distinct and independent. Their perpetrators can be prosecuted and judged separately.

Corruption is considered public when the corrupt individual is a public official and private when the corrupt individual does not hold a public position.

Influence peddling is defined as the act by a person holding a public or private position of soliciting or accepting, at any time, directly or indirectly, offers, promises, gifts, presents or any advantages for themselves or for others in order to use their real or supposed influence to obtain from a public authority or administration distinctions, jobs, contracts or any other favorable decision.

As with corruption, influence peddling can be:

- Active or passive and also
- Private (if the intermediary is a private individual) or public (if the intermediary holds a public position).

Totally contrary to Anvis values, corruption and influence peddling are:

- Unacceptable, regardless of the reason, and subject to zero tolerance within Anvis
- Harmful to the communities in which we operate and likely to cause serious damage to the company.

Anvis is committed to taking all necessary measures to prevent any act of corruption or influence peddling in the course of its activities and ensures, in particular, that in its contracts or relations with public authorities, both in France and abroad, no remuneration, facilitation payment (defined as an undue payment made directly or indirectly to a public official for the performance of formalities or administrative acts within their duties), or any advantage is paid or granted, directly or indirectly, to a public official or selected representative.

Anvis also commits to respecting international trade rules (including export regulations and economic sanctions).

2.2.2 GIFTS AND INVITATIONS

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

The principles are that an employee must neither receive nor offer any gift or personal benefit in the context of a business relationship.

By way of exception and unless local law is more restrictive, non-monetary gifts or invitations may be offered or accepted when they fall within the normal scope of a business relationship, provided they are of reasonable value and offered outside any negotiation period.

2.2.3 FIGHT AGAINST MONEY LAUNDERING / TERRORIST FINANCING / ARMED CONFLICTS

Money laundering is a criminal offense consisting of holding or using funds derived from fraudulent activities such as acts of corruption, tax fraud, various trafficking...

Terrorist financing is a criminal offense consisting of providing or collecting funds intended for the commission of terrorist acts.

Anvis is committed to exercising vigilance over financial flows that could have a criminal or illicit origin or destination.

2.2.4 COMPLIANCE WITH COMPETITION RULES

Competition rules prohibit anti-corruption practices in two ways by banning:

- Any collusion and exchange of sensitive information between competitors, particularly regarding price fixing or customer allocation
- Any abuse of a dominant position that hinders the maintenance of fair and healthy competition

Anvis is committed to strictly complying with competition rules in all countries where it operates.

2.2.5 TRANSPARENCY, COMMUNICATION, FAIRNESS

Anvis commits to:

- Ensuring that tenders, listings and contracts are subject to a transparent, fair process based on objective criteria, and that suppliers are treated with fairness and honesty
- Providing regular, prompt and clear communication, offering all suppliers the same level of information
- Informing selected and non-selected providers individually within a reasonable timeframe.

2.2.6 COUNTERFEITING

Anvis commits to never knowingly using counterfeit parts.

2.3 RESPECT FOR PROPERTY AND DATA

2.3.1 INSIDER TRADING

Privileged information is specific and confidential information which, if made public, could influence the company's stock price.

Anvis is committed to ensuring compliance with market rules that must be observed by employees who may hold privileged information about the company.

2.3.2 CONFLICTS OF INTEREST

A conflict of interest arises when an employee's personal or private interests (financial, professional, family or other relationships) may influence or appear to influence a decision made by the employee in the course of their duties.

While respecting employees' privacy, the Group expects them to avoid conflicts of interest. In a professional context, employees must always act in the best interests of the Group.

Anvis requires all employees to disclose any conflicts of interest as soon as they become aware of them and wherever possible, before taking any action.

2.3.3 FRAUD

Fraud is generally characterized by an intentional act or omission. It may include presenting false, inaccurate, misleading or incomplete statements or documents with the aim of unduly obtaining, refunding or retaining funds or acquiring information.

Anvis is committed to strictly complying with applicable laws and standards in each country, particularly in accounting, tax and customs matters.

2.3.4 COMPANY ASSETS – MISAPPROPRIATION OF CORPORATE ASSETS

Anvis assets are intended to enable the achievement of the Group's objectives. Made available to employees, they must be used solely in the interest of Anvis and not for personal purposes. Any misuse of Anvis assets by an employee exposes them to disciplinary sanctions as well as criminal penalties, which vary depending on the country concerned.

Misappropriation of corporate assets consists of deliberately and personally using the company's property, credit or powers held by corporate officers in a manner contrary to the company's interest. The concept of misappropriation of corporate assets exists in many legal systems. Its definition and characterization may vary from one country to another. In France, misappropriation of corporate assets is a criminal offense exposing its perpetrators to prosecution.

Anvis commits to applying the strictest definition of misappropriation of corporate assets across all its subsidiaries and to taking all necessary measures to prevent and detect this activity.

2.3.5 PERSONAL DATA PROTECTION

Personal data protection (such as first and last name, phone number, email address, credit card number, customer preferences...) aims to safeguard all information relating to identifiable individuals, directly or indirectly 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, within the European Union (including the General Data Protection Regulation – GDPR), and in other regions of the world.

2.3.6 INFORMATION SYSTEM SECURITY

Information system security consists of managing information risk at all levels of the company: securing access to information and dedicated sites, managing access rights for administrators, raising awareness through training on IT risks, and monitoring partners through specific security tests and audits.

Anvis commits to:

- Implementing a dedicated organization for information system security
- Defining rules for the use of IT systems within the company and ensuring high availability of its most critical systems
- Providing regular training for sensitive personnel
- Deploying 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 that may result in penalties for counterfeiting of unfair competition

Anvis commits to:

- Ensure the protection and defense of its own intellectual property rights
- Respect the intellectual property rights of all its employees and partners and more broadly, those of third parties.

2.3.8 PROTECTION OF IMAGE AND REPUTATION

Personality rights include rights such as respect for privacy, image rights, family name and respect for honor and reputation. Like natural persons, legal entities have the rights to respect for their reputation and are entitled, when necessary, to take legal action for defamation or disparagement.

Anvis commits to:

- Obtain the express authorization of individuals before using any material that includes one or more attributes of a person's personality (such as a photograph or video depicting an identifiable person, a name...)
- Ensure that employees who express themselves on social media about topics directly or indirectly related to the Group, its brands or its businesses do not disclose confidential information and/or information likely to harm the Group's reputation.

2.4 RESPECT FOR OUR PARTNERS

2.4.1 SHAREHOLDERS AND INVESTORS

Beyond meetings organized for the publication of annual results, the objective is to communicate with the greatest responsiveness and transparency to our shareholders and to stakeholders in the economic and financial community, notably through regular exchanges with institutional investors, financial analysts and financial market regulators.

Anvis commits to building a relationship of trust with the market by providing a reliable and relevant source of information.

2.4.2 SUPPLIERS AND SERVICE PROVIDERS

Anvis ensures that its commitments to sustainable development are reflected throughout its supply chain. Failure by a supplier to comply with these principles may constitute grounds for terminating the relationship.

Anvis expects its supplier, subcontractor and partners to respect the ethical, social and environmental principles set out in this Charter, including the absolute prohibition of forced labor, child labor and any form of human trafficking. These requirements must be communicated and applied throughout their own supply chain ("cascade of obligations"). Audits, self-assessments and improvement plans may be implemented to verify our partners' ongoing compliance with the Group's commitments.

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 at the constant pursuit of consensus and is a factor in reducing social conflicts.

Encouraging dialogue helps us get closer to all Group employees and gives everyone the opportunity to make their voice heard.

Managers are the key players in our policy and promote exchanges with employees.

Anvis commits to ensure transparency in its communication with employees by:

- Systematically conducting an annual performance review with each employee
- Providing everyone with clear information about their rights, duties and benefits
- Making available information materials adapted to the local context, notably through the translation of internal documents
- Considering the impact of change on men and women when implementing reorganization or restructuring projects.

3.1.2 FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE REPRESENTATION

Freedom of association and the right to collective representation aim to allow employees to form or not form organizations of their choice and to join or not join them in order to defend their interests within the company.

Anvis commits to:

- Ensure compliance with local laws relating to employees' freedom of association
- Encourage all forms of collective expression by employees within our company
- Not prevent or obstruct the process of establishing an internal employee representation body
- Respect consultation deadlines for stakeholders and employee representatives, particularly in cases of reorganization or disciplinary procedures
- Ensure that employees can freely express themselves within the company on matters relating to the conditions under which they carry out their activities
- Fully recognize freedom of association and the right to collective bargaining as defined by the fundamental conventions of the International Labour Organization (ILO)

No employee, whether permanent or temporary, should suffer discrimination, intimidation or retaliation for exercising these rights or participating in union activities. The Group also encourages its suppliers and partners to guarantee the same freedom of association to their employees, in accordance with international standards.

3.1.3 COMBATING ALL FORMS OF HARASSMENT

Moral harassment is manifested through repeated and hostile behaviors, words or actions that undermine the dignity or integrity of the employee. Any behavior or action that goes against the right to respect and human dignity is unacceptable.

Sexual harassment consists of repeatedly imposing on a person, regardless of their gender, remarks or behavior of a sexual nature that undermine their dignity due to their degrading or humiliating nature or that create 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 a sexual act for the benefit of the harasser or a third party.

These behaviors may include unwanted or inappropriate physical contact, emails, looks or gestures, comments, invitations or sexual solicitations expressed in any form, as well as sending or displaying sexually explicit material (documents, images, objects...) These behaviors may also involve making a promotion or other benefit conditional upon performing a sexual act.

Sexual harassment can occur inside or outside Anvis premises and may originate from a Group employee or from a client, supplier or partner. Anvis does not tolerate any form of moral or sexual harassment. The Group asks every employee to alert the Human Resources Department, which will implement the necessary measures to stop any situation of moral or sexual harassment.

3.1.4 WORK-LIFE BALANCE

Balancing professional and personal life allows employees to live and work better. As a key lever in preventing psychosocial risks, work-life balance improves well-being, quality of life at work and therefore the quality of work.

Anvis commits to:

- Respect major life events (birth, marriage, leave, bereavement...)
- Minimize uncertainty regarding short-term schedules to reduce constraints related to atypical working hours.

3.1.5 RELATIONS WITH SERVICE PROVIDERS OR SUBCONTRACTORS

Anvis commits to respect workers' rights in general and ensures that its service providers and suppliers do not violate these rights and more specifically, not to resort to the provision of labor by third-party companies except in cases authorized by law.

3.1.6 HEALTH, SAFETY AND WORKING CONDITIONS

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

Upstream analyses must be conducted to anticipate and reduce short-term risks associated with each position or activity. Physical constraints should be avoided whenever possible, and appropriate training must be provided.

Anvis commits to:

- Identify and assess short and long-term risks related to the activity, department or workstation
- Provide training and tools to reduce accidents and occupational illnesses as well as to prevent diseases (health and well-being training, e.g., psychosocial risk prevention, first aid...)
- Anticipate and consider the human impact of changes in working conditions.

3.2 RESPECT FOR CAREERS

3.2.1 NON-DISCRIMINATORY AND TRANSPARENT RECRUITMENT PROCESS

Employees in charge of this process uphold the Group's ethical and methodological rules. These rules precede recruitment and promote efficiency while ensuring fairness, in compliance with applicable regulations.

Any selection based on non-professional motives (including religion, age, gender, sexual orientation, disability, political opinions, ethnic origin, trade union membership...) is prohibited, subject only to a limited number of countries where local regulations may impose certain specific hiring criteria.

Awareness is essential to combat stereotypes, which are diversity of discrimination. Our environment, past experiences and unconscious expectations can influence how we perceive a candidate and the questions we ask them.

Anvis commits to:

- Respect a selection process based on common methodology for all candidates applying for the same position
- Recruit solely according to our needs and the individual qualities of each candidate, based on professional skills and human qualities, without any other consideration.

3.2.2 PROMOTION AND RESPECT FOR DIVERSITY AND INCLUSION

Diversity, when applied to a company, refers to the variety of human profiles that may exist within it (country or origin, region, neighbourhood, surname, culture, age, gender, physical appearance, disability, sexual orientation, degrees... this list is not exhaustive).

Its application to management leads to an inclusive approach that recognizes and values individual differences as genuine assets for the company's performance.

From an organizational perspective, diversity influences all company procedures and processes to implement equal treatment and prevent discrimination.

Beyond commitments and tools, respect for diversity is primarily an individual matter: it is up to each person to evolve their practices for better collective performance.

3.2.3 RECOGNITION OF PERFORMANCE

Performance is based on employee engagement. Collective performance results from team cohesion around a common goal.

Anvis commits to recognize performance and reward employees fairly.

3.2.4 TRAINING AND CAREER DEVELOPMENT SUPPORT

At Anvis, everyone seeks continuous development throughout their professional life and meaningful experiences. Everyone feels valued and free to pursue their own goals.

Anvis undertakes to ensure that the development experience is learner-centered, accessible to all, everywhere, and at any time.

Anvis adds value to the development of its employees not only for the future of the organization but also to prepare them to face the constant transformation of the world.

4

OUR COMMITMENTS AS AN ACTIVE CONTRIBUTOR TO CIVIL SOCIETY AND THE PLANET

4.1 RESPECT OF THE ENVIRONMENT

As a responsible company, we develop our businesses with respect for the planet by reducing our impacts. We continuously work toward more sustainable and environmentally friendly solutions.

4.1.1 ENVIRONMENTAL MANAGEMENT

Our environmental policy is based on a management system aimed at addressing the major environmental challenges Anvis faces, for example during building construction.

Anvis commits to:

- Define the Group's environmental performance improvement objectives, implement them and monitor their achievement using appropriate indicators and environmental management and control tools
- Establish processes ensuring structured environmental management by deploying sustainable construction or renovation guidelines to guide new building projects.

4.1.2 CLIENT AWARENESS AND EMPLOYEE TRAINING

Daily awareness of environmental issues is at the heart of all actions in favor of environmental protection. Our employees are the cornerstone of our sustainable development policy. They must act as ambassadors by setting an example in respecting the environment on a daily basis and promoting this 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 environmental impacts. Anvis is committed to redefining its carbon trajectory to align with climate change mitigation objectives.

Anvis commits to :

- Control energy consumption and reduce associated CO2 emissions through regular monitoring of energy performance and the implementation of reduction action plans
- Promote renewable energy by prioritizing these sources during new constructions or renovations, depending on regional relevance and by contributing to the identification of technologies that help limit our energy and climate footprint
- Reduce the carbon footprint of the value chain.
- Strengthen energy and water efficiency by reducing the carbon footprint of products and relying on recognized scientific standards to guide efforts to reduce greenhouse gas (GHG) emissions.

WATER

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

Anvis commits to :

- Preserve water resources through regular monitoring of consumption, adapting actions and equipment to reduce usage, particularly in water-stressed areas.

IMPACTS ON ECOSYSTEMS AND DISCHARGES

Anvis' activities may potentially generate direct or indirect impacts on ecosystems.

Anvis commits to:

- Control the impact of its wastewater discharges by ensuring systematic treatment for all its facilities

- Implement environmentally friendly practices, notably by limiting all nuisances (noise, visual, odor) and air pollution
- Preserve natural resources and biodiversity by limiting impacts on ecosystems and contributing to the fight against deforestation and forest degradation.

WASTE, WASTE REDUCTION AND RECYCLING

Waste generated during manufacturing operations also represents significant volumes.

Anvis commits to:

- Recover or recycle this waste
- Ensure proper treatment of produced waste
- Reduce the amount of raw materials used by limiting packaging and other disposable products, particularly plastics and by favoring recycled and/or recyclable materials
- Integrate the principles of the circular economy by promoting eco-design and optimizing the recycling of materials and products.

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 objective of guaranteeing transparency regarding services, relationships, and offers, as well as protecting customers.

All communications are subject to a responsible communication approach to avoid any “greenwashing” practices.

Anvis commits to ensure the responsibility of all communication initiatives by establishing a validation process before dissemination and by integrating environmental impact into its criteria for choosing media and organizing events.

4.2.2 CONTRIBUTIONS TO SPONSORSHIP AND PATRONAGE ACTIVITIES

Anvis develops sponsorship and patronage actions in areas such as education. Subjects contrary to our core values are excluded from sponsored operations, notably in cases of violence or non-compliance with fundamental principles of non-discrimination and diversity.

Anvis commits to:

- Ensure the responsibility of all sponsorship initiatives by establishing a validation process before implementation and by integrating anti-corruption and anti-influence measures as well as environmental impact into its criteria for selecting actions
- Act and communicate with full transparency

4.2.3 POLITICAL ACTIVITIES AND RESPONSIBLE LOBBYING

Anvis does not support any political party, whether in France or in other countries where the Group operates. Employees who engage in political activities do so in a personal capacity, outside working hours, and without claiming affiliation with Anvis. They must ensure that there is no conflict of interest between their roles within the Group and their political activities.

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

In general, lobbying activities implemented by the Group are developed in line with its strategic action principles, its sustainable development policies, and its CSR commitments.

Anvis commits to:

- Act to defend legitimate interests while ensuring the validity of its approach
- Not seek to obtain any undue political, regulatory or administrative advantage
- Demonstrate integrity and intellectual honesty in all relations with public agents and bodies, regardless of the situation or the interest being defended.