



CORPORATE
SOCIAL RESPONSIBILITY
CHARTER

The CSR Charter describes the principles and directions that support ARaymond social and environmental responsibility.

Each company of the ARaymond Network is committed to applying these principles at all times and in all places, which contributes to the trust that our stakeholders place in our Network and which guarantees our long-term sustainability.

This CSR Charter is underpinned by internal standards of behavior such as the [Code of Conduct and Ethics](#), the [Compliance](#) general overview, the [Servant Leadership](#) approach, external commitments such as our longstanding participation to the [United Nations Global Compact](#), and our [Integrity Next sustainability profile](#).



AS MEMBERS OF THE ARAYMOND NETWORK, WE BRING THE ARAYMOND VALUES INTO ALL THE DECISIONS AND ACTIONS WE MAKE.

ARaymond CSR aims to create shared sustainable value in response to the needs of all its stakeholders: employees, shareholders, local communities, customers, suppliers, strategic partners, and the planet.

THEREFORE, ARAYMOND CSR DEVELOPS AROUND FIVE PILLARS:

OUR PLANET We contribute to the preservation of our planet through meaningful creations and actions

OUR SOCIETIES We have a positive impact on human communities and surrounding territories

OUR PEOPLE We are an open collaborative network in which employees can thrive

OUR BEHAVIOR We strive to act with respect, integrity and care, in a climate of economic peace

OUR VALUE CHAIN We deliver innovative and sustainable solutions through value-driven supplier-customer collaboration



MINIMIZING OUR ENVIRONMENTAL IMPACTS TO PRESERVE OUR PLANET

- We commit to minimize our environmental impacts, to preserve the ecosystems on which we all depend.
- We develop and deploy structured environmental approaches to climate change mitigation, energy usage, the sustainable use of resources particularly water and input materials, and the prevention of pollution.

A CARING ATTITUDE THAT HAS A POSITIVE IMPACT ON OUR SOCIETIES

- We strive to ensure that all our activities, including those of our partners, are conducted with respect for human rights and free from abusive labor practices, such as forced labor and child labor.
- In each region where we are present, we commit to participate in the socio-economic development of the territories and communities that surround us.

THE MOTIVATION AND COMMITMENT OF OUR PEOPLE, ESSENTIAL TO OUR SUCCESS

- We have high commitments to the health, safety, and wellbeing of employees.
- We embrace and encourage diversity, giving everyone the same opportunity and valuing different opinions.
- We work with management, personnel, and social partners to provide a workplace in which each employee can learn, develop, grow, and flourish. We establish a work environment that brings out the best of each individual.

A CULTURE AND CONSCIOUSNESS OF SUSTAINABILITY THAT INSPIRES OUR BEHAVIOR

- We commit to make the company meaningful and compelling for the next generations.
- We develop a social and environmental conscience among employees. We adopt ways of working allowing everyone to contribute to building a society respectful of humans and nature.
- We acknowledge the importance of compliance with the laws, regulations, and social requirements of the countries in which we operate. We strive to fulfill our responsibilities based on international standards in a spirit of transparency and honesty.

A CLOSE COLLABORATION WITH OUR VALUE CHAIN TO INNOVATE FOR SUSTAINABILITY

- We integrate UN Global Compact principles into our company's supply chain and into the life cycle of our products and services.
- We cultivate an open dialogue and a close collaboration with our suppliers, customers, and business partners, to build up sustainable business models in a win-win environment, with creativity and agility.



The commitments in this CSR Charter represent what we want to achieve.

A regular review of progress is carried out and communicated, to continuously improve our CSR performance.