

Gravotech is committed to conducting its business around the world in a manner that protects the environment, the health and safety of its employees and the communities in which it operates.

Our goal is to apply robust environmental and safety management principles and practices to every phase of our operations and products.

To achieve this, we will strive to:

- Meet or exceed all applicable laws, regulations, and other requirements regarding the safety, health, and environmental impact of our operations and products.
- Ensure perfect regulatory compliance,
- Deploy an ethical culture,
- Protect, preserve the environment, biodiversity and improve our environmental performance,
- Reduce our ecological footprint by reducing our energy consumption,
- Engage all employees to proactively manage risks in the workplace and achieve zero accidents.
- provide safe and healthy workplaces for our employees, visitors, contractors, customers and the communities in which we operate and to comply with international labour law.
- limit the exposure of our stakeholders to chemicals as much as possible,
- Develop partnerships with our suppliers and subcontractors,
- Ensure responsible recycling of our end-of-life products,
- offer PREMIUM Quality products and services to our customers.

In compliance with legal and other EHS and CSR obligations, we are committed to:

- Maintain a Governance that promotes responsibility, our vision and our values at all levels of the company by structuring our CSR approach,
- Promote the ethical rules defined by the company,
- Limit our impact on the environment and preserve our planet's resources by reducing our electricity and water consumption by 5% and our scope 1 and 2 GHG (Greenhouse Gas) emissions by 15%,
- No longer order diesel vehicles for our fleet in France.
- Promote biodiversity on our sites,
- Develop and promote social responsibility among our suppliers by deploying a Code of Conduct,
- Ensure that our employees have a pleasant and safe working environment by deploying EHS and QWL (Quality of Life at Work) actions,
- Fight against the different forms of discrimination and harassment by deploying processes, procedures, training and communication,
- Promote diversity by developing adapted events,
- Continuously train our employees on business issues, Ethics, CSR, Marketing, HR, etc. through our ACADEMY,
- Continue our safety actions allowing us to obtain a high level of safety for our employees,
- Maintain a constructive social dialogue,
- Integrate CSR, health, safety and environmental and ethical considerations into investment decisions, service and product design and stakeholder transactions.
- Design our products responsibly by integrating environmental constraints from design to the end of the product's life,
- Act in order to positively impact the Sustainable Development Goals set by the United Nations by training our employees.

Continuous improvement, at the heart of our processes, will allow us, with the involvement of all, to demonstrate the relevance of combining an ambitious search for economic performance with strong CSR commitments.



Arnaud Linquette
Managing director