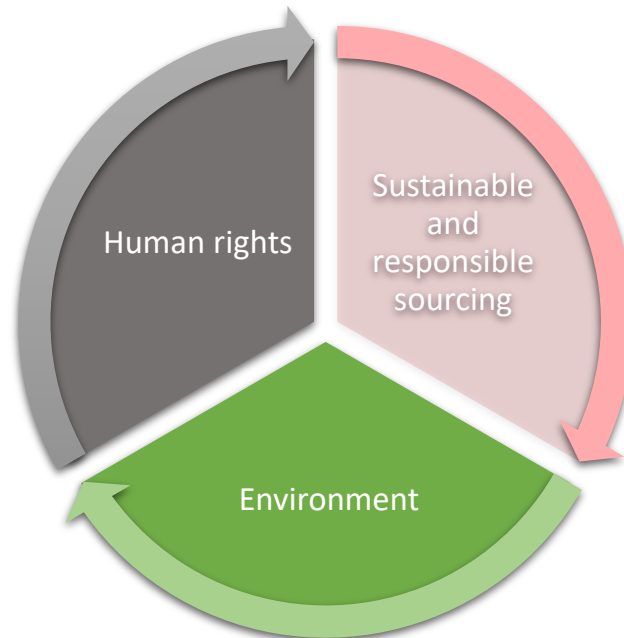


For several years now, ROVENTA-HENEX SA has been committed to rigorously practicing and monitoring its environmental and social commitments. ROVENTA-HENEX SA has focused its CSR strategy on 3 key areas:



## 1. Human rights

Strict observance of ethics and human rights in the workplace, including :

- Implementation of a complaint and reporting management process.
- Raising awareness of discrimination issues.

Improving the quality of life at work, with the aim of ensuring the well-being, fulfillment, health and safety of all our employees.

Supports the integration and recognition of talent, by integrating the following elements:

- Promoting inclusion and diversity within our teams.
- Establishing pay equity.
- Recruiting the best people for our various positions, regardless of gender, race or religion.

Promotion of skills through the following actions:

- Encouraging ongoing training and the integration of sustainable development issues into our expertise.
- Supporting the transmission of skills and knowledge.

## 2. Sourcing

Within our suppliers' operations, we ensure the following:

- Unconditional respect for human rights.
- Sustainable and ethical sourcing of raw materials.
- Responsible business practices.

To make this commitment a reality, we are taking the following actions:

- We provide a code of conduct for all our partners, informing them of our expectations and standards in terms of social and environmental responsibility.
- We regularly visit our suppliers to assess their compliance with our corporate social responsibility criteria.
- We develop and implement a sustainable sourcing policy aimed at promoting environmentally friendly and socially responsible practices in our choice of raw materials.

## 3. Environment

Annual assessment of our carbon footprint and development of a strategy to reduce our emissions, including :

- Consolidation of our activities on a single site in Tavannes.
- Optimizing employee travel, and implementing telecommuting whenever possible.
- Promoting car-pooling and environmentally-friendly modes of transport.
- Minimizing our electricity consumption.
- Establishing a plan to reduce greenhouse gas (GHG) emissions.

Responsible waste management, including :

- Reducing waste in collaboration with our suppliers.
- Eliminating superfluous waste.
- Substituting biodegradable materials for necessary waste whenever possible.
- Effective management of waste recycling.

Responsible energy use, with :

- Controlling our water and energy consumption.
- Training our employees to promote energy-saving practices.