



CSR Report -2023

Deville ASC

Presentation of the Group, its values, and principles

Materiality Matrix

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Presentation of the Group, its values, and principles

The Devillé Group is a family business, created by Roger Devillé in 1934 and established in Baugé-en-Anjou since 1959. Over the years, the company has developed, and then established itself in Poznan (Poland), in Beaucouzé, Chasseneuil and Jihlava (Czech Republic). Today Devillé group is managed by Cédric PICARD, who is a continuation of the Devillé family DNA.

Specialized in the automotive sector, the group co-designs and manufactures metal or plastic parts and sub-assemblies for passive or active safety, for manufacturers of seat belts, airbags, etc. and steering columns as well as parts related to the electrification of vehicles.

After having developed its activity and consolidated its European presence, the Group aims to expand on the American continent. One of the strengths of Devillé Group, which has enabled this continuous growth, lies in the richness and diversity of skills of its human capital.

In addition of this co-development activity, Deville Group sets itself apart from its competitors through an approach aimed at achieving total customer satisfaction. It is reflected in particular by a zero-defect approach and great flexibility.

The production activity of automotive safety parts makes it a natural CSR group, with the ultimate objective of saving lives. This CSR approach has now been evaluated by the Ecovadis organization every year since 2021 (1st Gold medal award in 2023). This assessment illustrates the dynamic that drives the Group and its employees. Together, we become better, more efficient, and above all more responsible on social, environmental, and societal issues.

In 2023, the Devillé Group joined the Coq Vert community of BPI France, a community of leaders convinced of the need to act and committed to the ecological and energy transition, promoting the sharing of expertise between committed entrepreneurs. In addition, the Group is committed to the circular economy by joining the ADECC (Association for the Development of the Circular and Collaborative Economy), enabling inter-company collaborations to be promoted in their territories.

We are committed to this process based on part of the UN sustainable development goals. The main ambitions and objectives are grouped together in a summary table (see annex)



Materiality Matrix

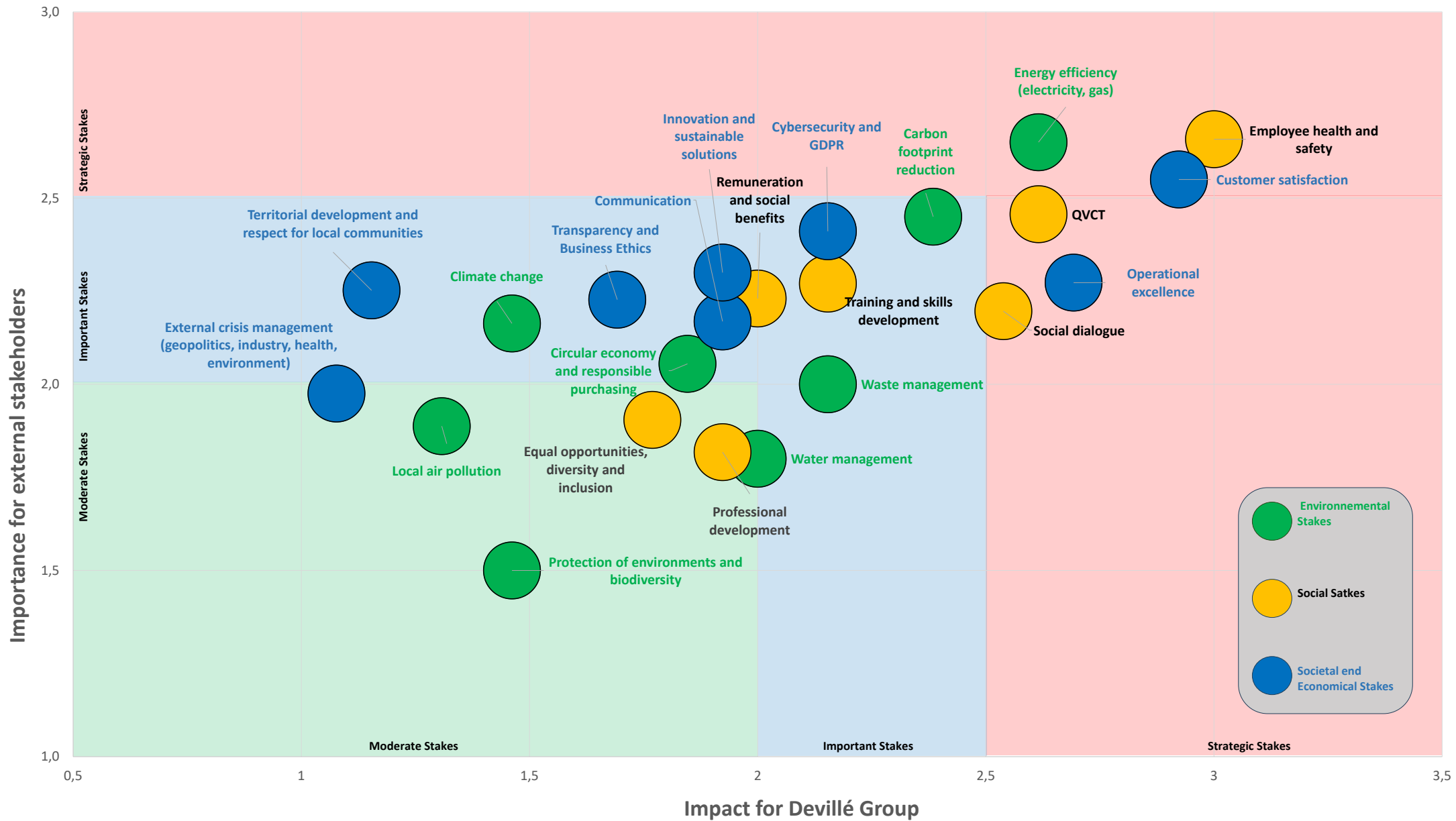
To properly identify the priority actions to be implemented and continue our deployment plan, we wanted to gather the opinions of our stakeholders on the importance of the various CSR issues.

We sought the opinions of our 5 largest clients, 4 civil institutions (including the Baugé-en-Anjou town hall), all of our shareholders and all of our employees (and Employee Committee).

Thus, we were able to classify a set of 23 environmental, social and societal issues according to their impacts on our stakeholders but also according to their importance for the financial performance of the Devillé Group by taking into account the opinions of the members of the management committee.

Themes	Stakes	Impact
Environnemental	Carbon footprint reduction	Performance (Scope 1,2,3)
	Waste management	Performance (Scope 1,2,3)
	Water management	Pollution (scope 3)
	Energy efficiency (electricity, gas)	Resource scarcity
	Climate change	Pollution and carbon energy scarcity (scope 1 and 2) + increase in costs
	Local air pollution	Resource scarcity + energy crisis Local population health + global warming
	Protection of environments and biodiversity	Diversity of local fauna and flora
	Circular economy and responsible purchasing	Contribution to the local economy and development of territories
Social	Employee health and safety	Accidents and occupational diseases
	QVCT	Turn-over
	Social dialogue	Turn-over
	Training and skills development	Expertise and Turn-over
	Professional development	Expertise and Turn-over
	Remuneration and social benefits	Recruitment attractiveness and Turn-over
Societal & Economic	Equal opportunities, diversity and inclusion	Recruitment attractiveness
	Territorial development and respect for local communities	Contribution to the local economy and development of territories
	External crisis management (geopolitics, industry, health, environment)	Economic stability and sustainability
	Customer satisfaction	Competitiveness
	Operational excellence	Competitiveness
	Communication	Attractiveness and reputation
	Innovation and sustainable solutions	Competitiveness
	Transparency and Business Ethics	Sustainable and trusting relationships *
Cybersecurity and GDPR	Company operations and compliance with regulations	

This materiality matrix therefore constitutes a valuable tool for the Devillé Group, making it possible to manage the CSR strategy and communicate effectively, with relevant indicators, on priority CSR issues.



1. Labor and Human Rights

30 human rights are defined by the United Nations. They include the right to life and security, health, respect for private life, freedom of expression, access to decent work. The Devillé Group is made up of women and men whose actions and activities have an impact on many internal and external stakeholders as well as on the environment. It is therefore our responsibility to ensure that human rights are respected daily.



- Preservation of health and maximum safety

“Accidents are no longer a fatality, together let’s make safety a reality”.

Cédric PICARD – CEO

Deville Group strives to reduce the risk of accidents at work and occupational injury (repetitive strain injury). Responsibilities in terms of health and safety are clearly defined, communicated, and shared.

Safety is everyone’s responsibility, but many people, more specifically, support the deployment of the group’s safety policy: Health and Safety Coordinator, Social and Economic Committee, Health, Safety and Working Conditions Commission, Local Representatives, First Aid Workers.

Health and Safety training is provided to each employee, particularly when joining or returning to work after an absence of 2 months or more, to make them aware of the risks associated with their activities. At each integration and in any event during each internal transfer, our teams are trained for the activities for which they are responsible. The teams of in-house trainers and tutors who receive regular training ensure that each employee is made aware of the identified risks in their workplace and that they adopt good practices.

We implement special precautions for vulnerable categories of employees (pregnant women, young mothers, employees with disabilities, night workers in particular). Employees over the age of 58 are made aware first of the fight against cardiac arrest and life-saving actions. First aid medicine cabinets and fire extinguishers are readily available at all workplaces. The sites are also equipped with cardiac defibrillators. We limit the exposure of our employees to hazardous chemicals and/or processes as much as possible. Personal protective equipment is available to the employees concerned on a self-service basis and is fully supplied by Devillé Group.

Health, safety, and environment incidents as well as “near misses” are reported and systematically investigated to improve health and safety and prevent any recurrence. Our health and safety indicators are monitored, communicated, and shared. The following are then analyzed at least once a month: the frequency rate, the severity rate, the number of accidents with and without leave.

Emphasis is placed on the single Occupational Risk Assessment Document (DUERP in French): Department and workshop managers work continuously on the prevention of accidents and occupational injuries (Musculoskeletal Disorder - MSD in particular), by improving the risk management, to provide all our employees with a safe and suitable working environment. We therefore implement appropriate precautionary measures to anticipate workplace-related hazards and protect our employees against these risks. Each employee must behave responsibly to limit risk-taking while respecting the rules to preserve their health, their moral and physical integrity as well as their safety, and that of their colleagues.

Expected state of mind: Play an active role in your health and safety **and** that of your colleagues.

Each employee has the duty to withdraw from any situation of danger of serious and imminent accident; non-compliance with health and safety standards may result in disciplinary action.

- **Working Conditions**

We ensure that all employees benefit from a universal social protection base and aim to enable them to find a balance between their personal and professional lives. Salary negotiations take place annually with our social partners in a climate of sustainable and reasonable exchanges. Agreements are signed by our union delegates: wages, time savings account, professional equality between women and men, profit-sharing, participation, working time, etc.

The normal working week is limited to 48 hours and 44 hours per week on average over a period of 12 consecutive weeks. Overtime is usually paid at a premium rate (25% or 50%). However, we regularly assess the number of employees required to achieve the objectives set to limit the use of overtime. We respond to the requests of our employees to balance personal and professional life as well as possible. We carefully study any request for part-time work. In this area, our human resources policy is based exclusively on part time work chosen for any personal reason (childcare, training, health problems, etc.) None of our employees work part time because they have not been offered a full-time job within our organizations.

Our salary policy is based on internal equity and the principle of non-discrimination. We pay salaries at regular intervals (1 month) and the wages paid comply with French regulations linked to the SMIC (Salaire minimum interprofessionnel de croissance). The SMIC is the legal minimum hourly wage below which employees cannot be paid. We are also subject to the minimum wage regulations of the metallurgy collective bargaining agreement, enabling our employees to receive a minimum wage that is at least 2.4% higher than the SMIC. In addition to guaranteeing all our employees a salary at least equal to the collectively agreed minimum, we offer a 13th month's pay, which corresponds to an 8.3% increase in salary, ensuring greater financial stability for our employees. In addition, a seniority bonus of up to 15% of salary is awarded to employees who have been with the company for at least 3 years, and a performance-related profit-sharing bonus of up to 3.4% of the minimum wage is granted. Our objective is for 100% of salaries paid to be at least 10.9% above the minimum wage. This reflects our commitment to promoting decent living conditions and supporting the well-being of our employees. We firmly believe that the recognition of work through fair and equitable remuneration contributes to a more motivating and fulfilling working environment. "Healthcare and welfare costs" solutions guarantee our employees tailor made support at all stages of their lives (work stoppage, maternity, birth, family events, death) that go well beyond the legal minimums.

In addition, Quality of Life and Working Conditions (QVCT) is at the heart of our social commitment. With this in mind, we have implemented several initiatives aimed at promoting well-being and inclusion within our company. A satisfaction questionnaire was sent to all our employees to find out their perception of the Devillé Group, and we recorded a satisfactory participation rate (45%). This questionnaire showed that the values that best represented the Group were operational excellence and workplace relations. In addition, 74% of people who responded to this questionnaire described the Devillé Group with a positive verbatim (progress, innovation, excellence) and 15% with a neutral verbatim. On the occasion of "Pink October", the Devillé Group mobilized with an awareness campaign and a challenge for its employees. In line with our awareness-raising actions on disabilities, we organized a virtual reality workshop on invisible disabilities, allowing managers to better understand people with these disabilities in order to better integrate them.

These actions demonstrate our determination to create an inclusive and supportive work environment, where everyone can flourish fully. In addition, we are actively pursuing our ambition for ISO 45001 certification, in order to strengthen our commitment to health and safety at work.

- **Career Management (recruitment, training, and development)**

Our values are deeply rooted in respect and form the foundation of our diversity, equity, and inclusion policy. We are convinced that the diversity of skillset of our workforce is a real asset. We are therefore committed to seeing our employees thrive on a daily basis in an inclusive work environment.

Fair treatment is one of the foundations of Human Resources Policy. It translates into concrete action in terms of:

- Recruitment, integration, and retention in employment of people with disabilities.
- Professional equality between women and men
- Intergenerational
- Equal opportunities

We also implement proactive policies in favor of well-being and quality of life at work, so that our employees work in the best conditions. We offer internal and external training for our employees, paid for by the company, so that they can best meet the constantly changing needs of our business. The size of the group and the diversity of our business offer regular opportunities for internal development so that everyone can also develop their careers.

- **Freedom of expression and intra-company dialogue**

Local supervision is available for each employee of Devillé Group to gather new ideas and proposals for improving the Quality of Life at Work. These exchanges take place in an atmosphere of active listening and volunteering. Daily, weekly and/or monthly meetings take place and are established in each department to guarantee top-down communication, while promoting individual feedback.

Social dialogue with the Staff Representative Bodies occupies a central place in our organization. We guarantee freedom of opinion, freedom of association. Managers are informed of the role, powers and resources made available to elected or appointed employees and of the time devoted to the exercise of their mandate. Staff representatives have access to workplaces, this guaranteeing them freedom of movement. Premises are made available for them as part of the exercise of their mandate and/or the social and Economic Committee. Employees can then meet their representatives, during the meetings organized each week.

Staff representatives have access to company agreements, as well as all information useful for their mission, in compliance with the rules of confidentiality and security of Devillé Group. Any employee who wishes, may be accompanied by the employee representative of their choice (and in general by all employees of the company) for any disciplinary procedure or related question.

We are committed to developing harmonious working relationships with respect for individuals.

- **Protection of personal data**

Deville Group undertakes to process the personal data of internal and external stakeholders in full compliance with applicable data protection regulations and in particular the new General Data Protection Regulations (GDPR). Employees processing flows of personal data are regularly made aware of good practices in terms of the GDPR to ensure that they are processed in accordance with the regulations daily. Respect for privacy is one of the fundamental pillars of our internal processes.

Deville Group's Data Protection Officer (DPO) updates existing procedures as needed, specifying the forms of personal data collection, management, storage, storage location and access procedures to this data. Employees and employee representative bodies are informed of any surveillance of the workplace and the reasons justifying such activity.

Each employee has access to all personal data concerning themselves, collected by Devillé Group (with exception of confidential management information). The collection and management of data are carried out in a non-discriminatory manner.

- **Prohibition of discrimination**

Deville Group takes all necessary measures to ensure that no job seeker or employee are victim of discrimination. In addition, no employee can be sanctioned for having reported significant and proven discrimination. Strong advocates of inclusivity within our organizations, we ensure that every decision is based on objective criteria. No discrimination is tolerated in our Human Resources Policy.

Hiring, the development of salary policy, access to training, internal promotion and dismissals are based on perfectly objective criteria, this excludes any consideration of sex, gender, sexual orientation, disability, state of health, political or union opinions, origin, religion, and any other criteria prohibited by the Labor Code. Particular attention is also paid to groups of vulnerable people whose human rights are unfortunately, more often, exposed to violation. Maternity or Paternity leave and adoption leave have no negative impact on future compensation or on the careers of the employees concerned within the Group. Pay increases are granted during maternity and paternity leave as if the employees concerned were at work. The minimum remuneration and the status of our employees are based on objective factors related to the job.

Our non-discriminatory job advertisements are also meant to be inclusive. No information relating to family status, pregnancy, intention to have children or other is asked during the recruitment process. Managers in charge of recruitment are trained on our non-discrimination policy. For qualified people with disabilities, reasonable accommodations are regularly implemented in collaboration with the occupational health services.

- **Fight against moral and sexual harassment and against sexist acts**

Deville Group prohibits any sexual or moral harassment, at any level, and works to prevent harassment and sexist behavior. We protect our employees against all forms of moral physical, verbal, sexual or psychological harassment or other abuse and threats. Appropriate disciplinary measures are taken if necessary. Our employees are made aware of and informed of their obligations to refrain from any violent, threatening, or abusive behavior. Managers are made aware of the fight against such behavior. They are then able to identify and deal with a situation of harassment. Harassment and sexist acts referents are appointed and trained on the subject.

The QSE-CSR Director and the HR Manager are the management contacts for this topic, alongside two elected members of the economic and social committee.

The common management procedure for sexual and moral harassment and violence at work is communicated to each employee, during their integration. It can be viewed by everyone on the communication screens. Any employee who considers themselves to be a victim of acts constituting moral harassment, sexual harassment, or sexist acts of violence at work can inform a harassment referent. Any report of harassment or violence in the workplace is investigated with due process. Appropriate preventive and disciplinary measures are put in place. They can go as far as reporting criminally reprehensible activities to the competent public authorities.

- **Prohibition of child labor and forced labor.**

Deville Group does not tolerate any form of forced labor. An employment contract specifying all the working conditions such as salary, working hours and significant employment activities is given to each candidate before their first day of work. Employees are free to resign subject to compliance with the legal or contractual notice period. Copies of personal documents of employees (identity cards, passports, driving license, family book, etc.) are requested for the updating of the personal data of our employees. In any case, none of these official documents are retained by our services. If work certificates or other documents are necessary for the employee to take leave, these documents will be given to them without delay.

The employment of employees who do not have the minimum legal age for hiring and in any event, who are under the age of 16, is prohibited. The age of employees is verified when the employment contract is drawn up prior to taking up their duties. Copies of their official document indicating the name, date of birth and a photo of the employee are requested by Human Resources department and kept in their personal file. If necessary, the Human Resources teams are trained in the identification of common frauds concerning the falsification of personal identification documents.

Employees, aged 16 to 18, benefit from specific working conditions. They are prohibited from carrying out dangerous work or working at night. In accordance with the international conventions in force and the legislation governing employment, Devillé Group strictly refuses to employ children under the age of 16 and respects the legislation governing the work of young people aged 16 to 18. Reception within the group is possible for any young person under the age of 16 as part of a discovery and observation internship framed by a tri-party agreement (trainee, company and training center, work experience)

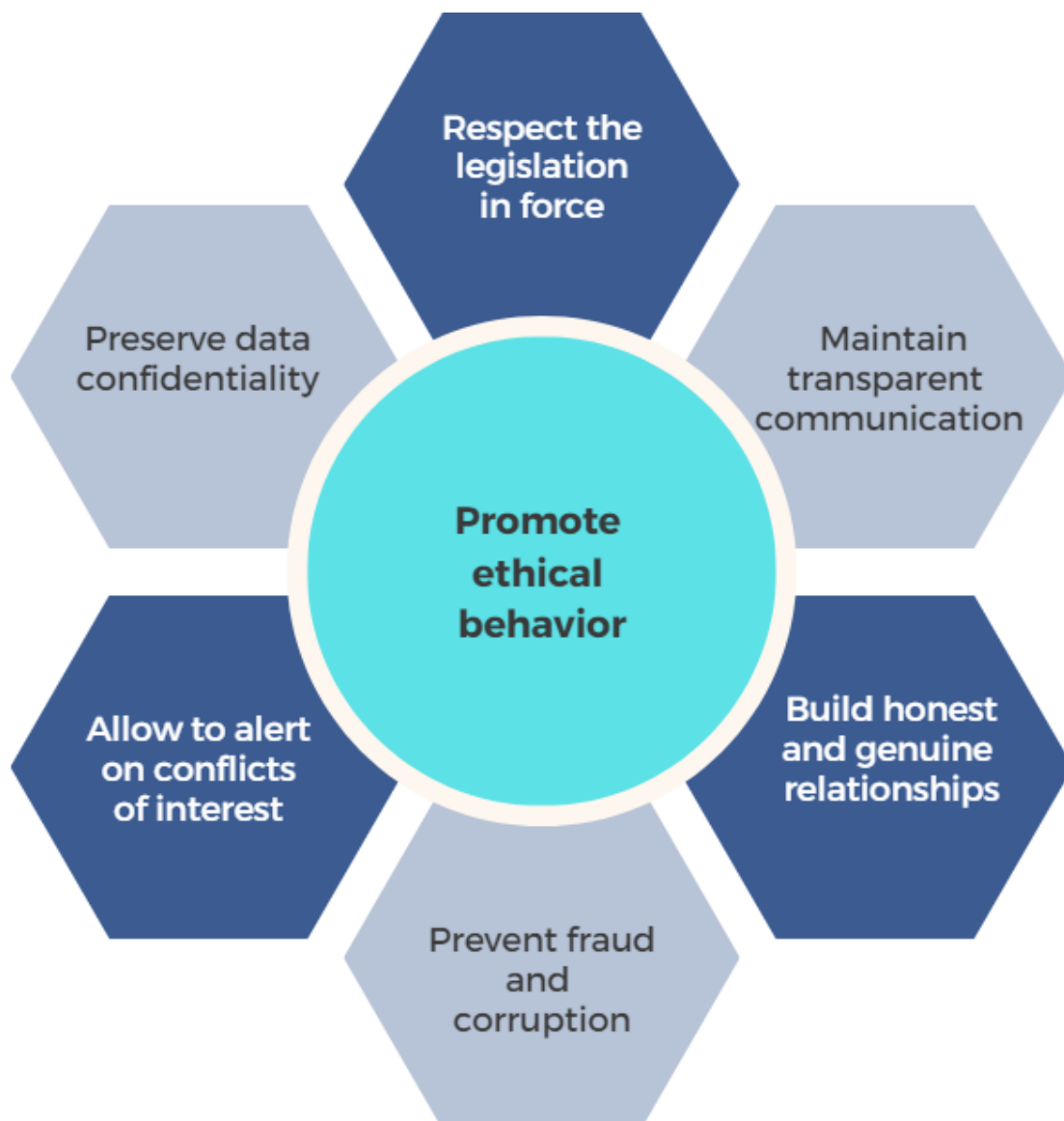
- **External Stakeholders**

Deville Group is committed to collaborate with external stakeholders, in accordance with our social and Human Rights policy.

2. Ethics

Within Devillé Group, a code of ethics has been established, and an Ethics Committee ensures that it is respected and that abuses are prevented. Composed of the QSE-CSR director (president of this committee), the financial director and the HR director, this committee meets whenever necessary and twice a year to draw up a report (systematically forwarded to the Devillé Group supervisory Committee) which covers :

- Any alerts and their treatment
- The preventive actions carried out.
- Any changes or improvements to its operation and/or composition



Commitments

An analysis of the risks of fraud and corruption was carried out which made it possible to identify the people who should be trained in the prevention of these risks. The objective is to ensure all employees are aware of the policies, every 3 years.

The company considers the following practices as basic principles of its operation:

- **Gifts** : Any attempt to pay or receive bribes is strictly prohibited. No employee of the Devillé Group shall offer, promise, accept or solicit improper advantages in the form of bribes, gifts, payments or other personal benefits in order to obtain or retain business, favor an action or compromise a fair decision.
- **Conflict of interest** : Employees must avoid any situation where their personal interests could conflict with those of Devillé Group. If an employee has any doubts as to whether the interests of the Devillé Group can be safeguarded from his or her own (or that of a family member), he or she must alert his or her direct manager and ask for his or her opinion on the risk of a conflict of interest, and refrain from any decision or action that could be perceived as biased by personal interests.
- **Money laundering** : The Devillé Group is firmly committed to the fight against money laundering. All employees are prohibited from accepting or handling funds whose suspicious origin could be linked to criminal activities. All suspicious transactions must be reported in accordance with the company's internal procedures.
- **Fraud** in any form is strictly prohibited. This includes falsification of documents, misrepresentation, misappropriation of company funds or assets, and any other form of deception aimed at obtaining an unjustified or illegal advantage.
- **Compliance with legislation**: Every employee is required to comply with national and international legal rules, including anti-monopoly laws, economic competition regulations, labor legislation, environmental protection and the principles mentioned above. Failure to comply with the above principles exposes employees and the Devillé Group to criminal penalties (fines and/or imprisonment) and disciplinary sanctions (warnings, suspensions, demotion or even dismissal).
- **Honesty and authenticity** : The Devillé Group keeps accounting records and other evidence that clearly and accurately reflect its transactions and real estate situation, in accordance with current legislation and Group rules.
- **Market agreements** : The Devillé Group is committed to respecting the rules and principles of fair competition. Relations with suppliers and customers are based exclusively on quality, performance, costs and aspects of corporate social responsibility (CSR). No anti-competitive practices are tolerated.
- **Data protection and confidentiality** : the Devillé Group is committed to respecting the principles of the RGPD and ensures compliance with confidentiality rules towards its employees, customers and suppliers via a charter specifying the terms of application.

On these general aspects, each employee has the right to alert if they become aware of actions contrary to these practices. Information on the existence of the right to alert has been given to each employee and “whistleblower” procedure is accessible to everyone on all the company’s communication screens.

3. Environment

Climate change, the scarcity of resources and pollution linked to fossil fuels are the main sources of the current environmental problem that have prompted Devillé Group to adopt a process of accountability and control its impacts. In addition to the evaluation of its CSR approach by Ecovadis, Devillé Group has been ISO 14001 certified since 2015 and has participated in the carbon Disclosure Project (CDP) since 2021. All these organizations specializing in the field of the environment allow Devillé Group to build real expertise, aiming to propose a roadmap, with a clear and defined objective.



Commitments

Devillé Group is committed to reducing the impact of its own activities on the environment, by reducing the consumption of resources and energy and by optimizing the creation, removal, and disposal of waste in all phases of each process. All group companies are ISO 14001 certified.



Levers for reducing our environmental footprint:

- **Reduce our carbon footprint:** Devillé Group is committed to greenhouse gas (GHG) reduction targets of 70% for scope 1 and 2 and 40% for scope 3, based on 2019 data and this by 2030.



- **Water conservation:** Water is a precious commodity and Devillé group is committed to improving its specific consumption while limiting its withdrawals and guaranteeing the quality of discharges into to the natural environment. Our water consumption reduction targets are set at -50% by 2030 (base 2019).



- **Controlling local pollution:** Devillé Group undertakes to control all sources of local pollution generated by its activity and the use of its products, in particular GPI (Industrial Plastic Granules). The company complies with decree N° 2021-461 of April 16th, 2021 (Attestation GPI - AFNOR) relating to the prevention of industrial plastic pellet losses in the environment (inspections every 6 months and audits every 3 years with a “favorable” conclusion).



- **Control the environmental impact of the use and end of life of its products:** As the final design of the products is under the responsibility of its customers, Devillé group cannot ensure control from the point of view of environmental impact during their use and at the end of their life. However, Devillé Group actively participates, during product co-design, in minimizing environmental impacts.

- **Manage waste:** Devillé group activities lead to production of waste; to limit their impact, the company is committed to maximizing their recyclability and reaching 35% by 2030 (base 16% in 2019). Other waste is sent to the most efficient recovery channel and its generation is restricted as much as possible.



- **Consumer health and safety :** As a manufacturer of automotive safety parts, Devillé Group is committed to the highest standards of quality and reliability, ensuring that our products contribute to the protection of road users. Every stage of our production process is rigorously controlled to ensure that our parts meet the highest safety requirements. The health and safety target is 0 non-conformities detected or experienced by a consumer on a safety feature of our products. This objective has always been achieved.

- **Controlling the use of chemical products:** The Group evaluates its chemical products and makes sure to use, and this under controlled conditions, only the least aggressive substances for its personnel, for the users of the products and for the environment. The company is committed to 100% monitoring of hazardous waste.

- **Eco-mobility:** For its employees, Devillé Group is committed to a voluntary approach to promoting soft mobility, alongside Mobil’Ethic. It is transforming its vehicle fleet to 50% electric or hybrid by 2030 (0 in 2019)



4. Sustainable Procurement

The Devillé Group strives to apply best CSR practices to its suppliers and service providers, as summarized below :



Commitments

Our customers expect their suppliers to be exemplary and to share common CSR values. In our partnerships with suppliers and service providers, we demand the same respect for these shared rules and values. A quarterly review mechanism, carried out by the purchasing team, is in place to assess performance, identify opportunities for improvement and ensure that CSR objectives are met. The specific scope of this policy covers all purchasing activities, with a particular focus on supplier selection, environmental and social impact assessment, and the promotion of sustainable practices throughout the supply chain.

General principles

Our sustainable purchasing policy, governed by management, aims to promote purchasing practices that respect our environmental, social and economic criteria. This policy is regularly monitored, and the results are shared with our stakeholders to ensure transparency and continuous improvement of our practices. Today, responsible purchasing is a major challenge for the Devillé Group: these criteria are integrated throughout the purchasing and procurement process. The Devillé Group promotes exemplary, sustainable and fair relations with all its suppliers, and encourages them to develop a global CSR approach.

- **Environmental approach**

Knowing that at least 80% of our greenhouse gas emissions come from sourcing, our purchasing practices now incorporate strict environmental criteria, in order to minimize the ecological impact of our supply chain and contribute to sustainable development. This includes :

- Reducing the carbon footprint of our supply chain. Our suppliers must commit to measuring, reducing and offsetting their CO2 emissions.
- Promoting sustainable management of natural resources. We expect our suppliers to manage water, energy and raw materials responsibly, promoting energy efficiency, recycling and reuse.
- Limiting waste and pollution throughout the product life cycle. Suppliers must implement practices designed to minimize waste, prevent pollution (air, water, soil) and manage waste in an eco-friendly manner, promoting recycling and the reduction of hazardous waste.



We give preference to certified suppliers (ISO 14001, EMAS) and those who use eco-responsible materials or sustainable manufacturing processes, thereby reducing the environmental impact of their products and services. We are also particularly vigilant in monitoring hazardous substances (REACH: Registration, Evaluation, Authorisation, and Restriction of Chemicals) or those originating from conflict zones (CMRT/EMRT). Hazardous substances must be identified, managed and restricted as far as possible (RoHS: Restriction of Hazardous Substances).

- **Business ethics**

In line with the United Nations Global Compact, as well as the recommendations of the OECD and Transparency International, our business conduct policy aims to manage customer/supplier relationships ethically and honestly, and in strict compliance with all laws and regulations.



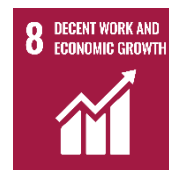
We expect our suppliers to apply a “zero tolerance” policy regarding corruption and influence peddling. We expect our suppliers to comply with all applicable laws on bribery and corruption, and to take appropriate measures to prevent, detect and punish any direct or indirect corruption or influence peddling within the scope of their activities.

The Devillé Group and its business partners are required to comply with the laws and regulations applicable to the processing of personal data and in particular the EU General Data Protection Regulation. The Devillé Group protects its skills and know-how in the same way as those of its partners. Confidential information (technical, financial, personal, intellectual property, etc.) must not be divulged on either side. In the case of subcontracting, the sharing of confidential information requires the written consent of the Devillé Group. Suppliers must ensure the confidentiality and privacy of information relating to Devillé Group customers and employees, in accordance with applicable law.

- **Working conditions and human rights**

We expect our suppliers to ensure respect for the human rights recognized in the United Nations Universal Declaration of Human Rights, and to comply with international standards and regulations such as the conventions of the International Labor Organization (ILO). This includes :

- The prohibition of forced labor and child labor.
- Freedom of association and the right to collective bargaining.
- Non-discrimination in employment and working conditions.



We expect our suppliers to provide safe and healthy working conditions to ensure the protection of workers and promote a culture of safety and security, reasonable working hours and fair wages that allow workers to live in dignity.

Our suppliers must respect and promote social protection policies, including access to health care, paid leave and retirement benefits. We also encourage practices that promote job security and stable employment contracts.

We actively encourage our suppliers to implement practices that promote social inclusion, gender equality and diversity, particularly in recruitment, training and career development. They must not tolerate any discriminatory practices based on personal, economic or social characteristics. It is their responsibility to implement the necessary measures and ensure compliance with the principles of equality and fairness.

Our suppliers must act responsibly towards local communities, respecting their rights, contributing to their economic and social development, and limiting the negative impacts of their activities.

In general terms, we encourage suppliers to carry out a CSR audit or assessment, such as Ecovadis or a CSR and responsible purchasing self-assessment.

Organization of the chain of responsibility

We evaluate potential suppliers, right from the selection stage, on their social and environmental practices and their compliance with our CSR requirements. Regular assessments and on-site audits may be carried out to verify compliance with the above-mentioned CSR requirements. We favor a collaborative approach with our suppliers to identify areas for improvement and support them in implementing corrective actions, when non-conformities are detected.

It is important that our suppliers apply this sustainability approach throughout their supply chain, ensuring that these requirements continue to apply to their own suppliers.

Our suppliers and their sustainable practices

Throughout the purchasing process, we strive to select the most respectful suppliers throughout the product life cycle.

- Supplier analysis and evaluation: Assess potential suppliers in terms of their social, environmental and economic practices.
- Definition of selection criteria: Establish supplier selection criteria based on principles of social, environmental and economic responsibility.
- Integrate sustainable criteria into calls for tender: Include clauses and requirements relating to social and environmental responsibility in calls for tender.

- Selecting sustainable suppliers: Choose suppliers who best meet established responsibility criteria.
- sustainable contracts: Include contractual clauses that encourage suppliers to meet high standards of social and environmental responsibility.
- Set up a monitoring and review mechanism: Regularly monitor the performance of selected suppliers in terms of social and environmental responsibility.
- Continuous improvement: Putting in place mechanisms to encourage suppliers to continually improve their sustainable practices. All our nomenclature and critical suppliers are assessed annually against 21 criteria (purchasing performance, quality, logistics, CSR). 10% of these criteria are CSR-related (signature of code of good conduct, ISO 14001 certification, signature of general contract including ethics, circular economy, energy performance improvement, etc.).
- Awareness-raising and training: Raise employee and supplier awareness on corporate social responsibility and provide training to help them adopt sustainable practices. All buyers, purchasing quality and supply chain personnel are trained in sustainable purchasing issues. We have integrated the main CSR purchasing objectives into the purchasing department's roadmap.

Theme	CSR topic	GRI* Standards	Key indicators	Results 2022	Target 2023	Results 2023	Target 2025	Ambitions	UN SDG** theme		
Social and Human Rights	Health & Safety at Work	403-9	- Number of lost-time accidents (base 2021)	18 Accidents (-19%)	-30%	15 Accidents (-32%)	-45%	0 accidents and 0 occupational diseases			
			- % of risk management actions reviewed	New indicator	90%	95%	98%	100% risk management actions reviewed			
	Training	404-1	Number of training hours / person	12 h	13 h	15h	18h	Ensuring a match between company needs and employee expectations			
	Diversity	405-2	Gender Equality Index	87/100	85/100	92/100	87/100	Ensuring gender equality in the workplace			
Environment	GHG emissions	305-1 305-2 305-3	Emissions in tCO2 eq (evolution based on 2019) Scope 1: Direct emissions Scope 2: Indirect energy-related emissions Scope 3 : Indirect emissions	S1 : 1622 (-32%) S2 : 319 (-39%) S3 : 30886 (-39%)	Linear target between 2019 and 2030	1433 (-40%) 280 (-46%) 31597 (-37%)	-46% -50% -40%	By 2030 - base 2019 - 70% reduction in Scope 1 and 2 - 40% reduction in Scope 3 (PM, Purchasing and Upstream Transport)	 		
			Water consumption	303-5	Consumption in m³ (evolution based on 2019)	- 39%	- 18%	- 45%	-47%	By 2030, 50% reduction in consumption (based on 17,000m³ in 2019)	
			Waste	306-4	Recycled waste rate : Total weight of waste recycled / Total weight of waste produced (hazardous and non-hazardous)	39%	28%	45%	47%	Continuously increase waste recycling	
Sustainable procurement	Supplier Code of Conduct		Rate of suppliers having validated the CdBC	40%	80%	80%	90%	Development of CSR awareness and validation of our expectations expressed in the Code of Conduct (CdBC) for the entire Supplier Panel in 2030			
	Buyer training		Percentage of buyers trained in CSR purchasing	80%	100%	100%	100%	Raising employee awareness of CSR issues to help them adopt responsible practices			
Ethics	Business ethics	206-1	Rate of people trained over a 3-year period	New indicator	100%	100%	100%	Raising awareness among target staff			
	Fraud & Corruption Prevention	205-2	Rate of people trained over a 3-year period	New indicator	100%	100%	100%	Raising awareness among target staff			

Update : August 2024

* GRI : Global Reporting Initiative

** SDG : Sustainable Development Goals