



CSR Report -2024

Deville ASC

Presentation of the Group, its values, and principles

Materiality Matrix

1 – Labor and Human Rights

2 – Ethics

3 – Environment

4 – Sustainable Procurement

Annex: Ambitions and objectives summary table

Presentation of the Group, its values, and principles

Deville 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 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 to 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, 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

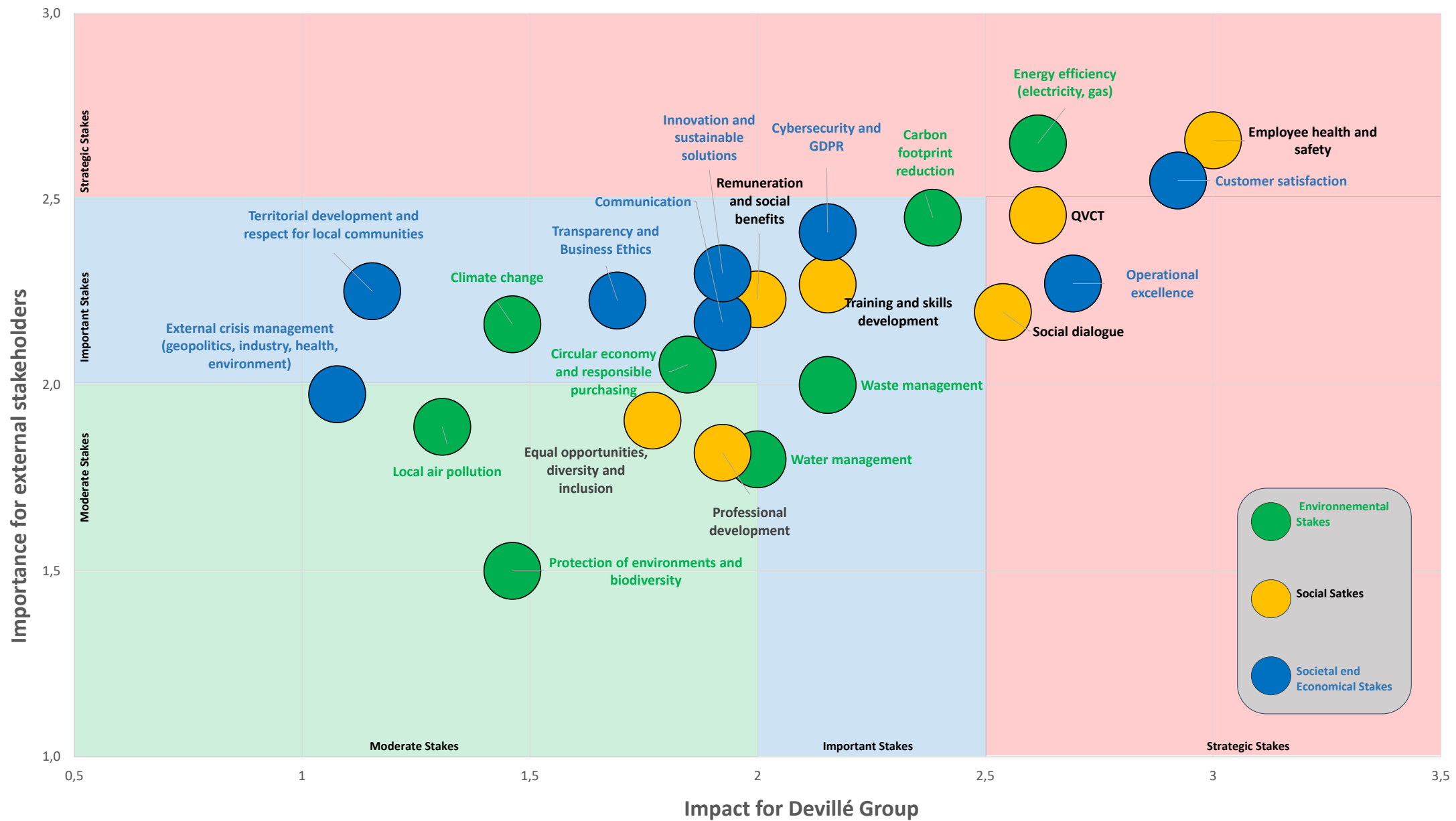
To properly identify the priority actions to be implemented and continue our deployment plan, we wanted to gather the opinions of our stakeholders on the importance of the various CSR issues.

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 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
	Equal opportunities, diversity and inclusion	Recruitment attractiveness
Societal & Economic	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 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. Dewillé 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 and PRAP 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.

- **Quality of Life and Working Conditions ()**

Within Devillé Group, we ensure that all our employees have a solid foundation of universal social protections, while also promoting a good work-life balance.

Every year, wage negotiations are conducted with our social partners in a spirit of constructive and responsible dialogue. These discussions result in agreements covering key topics such as remuneration, time-off savings accounts, gender equality, profit-sharing, employee participation, and work-time organization.

The weekly working hours are regulated: they do not exceed 48 hours per week, with an average of 44 hours over 12 consecutive weeks. Overtime is paid at an increased rate (25% or 50%), but we ensure that its use is limited by regularly adjusting staffing levels to meet our objectives. In this way, we meet our employees' expectations regarding work-life balance. Any request to work part-time is carefully considered, in accordance with a policy based solely on the employee's chosen reasons for working part-time (childcare, training, health, etc.). No employee is forced to work part-time simply because a full-time position is unavailable.

Our salary policy is based on the principles of internal fairness and non-discrimination. Salaries are paid monthly, in accordance with French legislation, and respect the legal minimum wage (SMIC) as well as the higher minimum wage stipulated in the collective bargaining agreement for the metalworking industry. In addition, we offer a 13th month's salary, representing an 8.3% increase in the annual salary, as well as a seniority bonus of up to 15% for employees with at least three years of service. A performance-related bonus can also reach 3.4% of the SMIC. Our goal is for 100% of salaries paid to be at least 11% higher than the minimum wage, reflecting our commitment to ensuring decent living standards and recognizing the contribution of each employee. Health and welfare benefits programs complement this approach, covering major life events (illness, maternity leave, birth, death, etc.), far exceeding legal requirements.

QLWC balance is a core pillar of our social policy. In a continuous improvement approach, we regularly distribute a satisfaction survey to gather feedback from our employees. The first survey highlighted two key values: operational excellence and quality interpersonal relationships, which were naturally incorporated into our new brand identity, based on three pillars: respect, commitment, and boldness.

This year, participation increased to 58%. The results reveal strong management commitment to safety issues, as well as recognition of the initiatives undertaken to improve QLWC. Employees express pride in working for the company, their motivation to perform at their best, the meaning they find in their work, the support they receive from colleagues and managers, and the quality of their work environment. 78% of respondents expressed positive opinions about the topics addressed.

Deville Group is actively involved in health, safety, and well-being initiatives, such as Breast Cancer Awareness Month, Movember, blood donation campaigns, disability awareness programs, and flexible work arrangements. Environmental issues are also integrated into our approach, particularly through initiatives promoting sustainable mobility.

These commitments reflect our desire to build an inclusive, supportive, and fulfilling work environment. By the end of 2024, we have undertaken to launch a process of ISO 45001 certification for the entire group, with completion targeted for the end of 2025, further strengthening our commitment to occupational health and safety.

- **Human values at the heart of the company culture**

Deville Group places respect at the core of its company culture, fully integrating it into its diversity, equity, and inclusion policy. This approach is based on the belief that diverse talents are an essential asset for the Group's development. The goal is to create an inclusive work environment where every employee can thrive, both personally and professionally.

Fair treatment is a central pillar of the Human Resources policy. This translates into concrete actions in support of:

- The integration and retention of people with disabilities in the workplace
- Professional equality between women and men
- Intergenerational solidarity
- Equal opportunities for all

HR practices are transparent and fair.

These commitments are supported by an active policy on quality of work life, aiming to provide favorable conditions for everyone's professional development.

The Group offers internal and external training programs, funded by the company, to enable employees to adapt to evolving job requirements and develop their skills. Thanks to the Group's size and the diversity of its activities, numerous internal career development opportunities are available, fostering rich and varied career paths.

Deville Group firmly opposes all forms of discrimination, whether during recruitment or during employment. Decisions are made based on objective criteria, in accordance with the principles of fairness and equal treatment.

Decisions regarding hiring, compensation, training, mobility, or termination of employment are strictly professional, without consideration of personal or discriminatory factors.

Special attention is given to vulnerable individuals, whose rights may be more easily infringed. Maternity, paternity, or adoption leave has no negative impact on compensation or career progression. Salary increases are maintained during these periods of leave.

Minimum compensation and job status are determined based on criteria related to the position held, guaranteeing a fair starting point for all. Job postings are written with an inclusive and non-discriminatory approach. No personal information (family status, pregnancy, or parenting plans) is requested. Recruiting managers receive training on the company's non-discrimination policy. For individuals with disabilities, reasonable adjustments are systematically considered and implemented, in collaboration with occupational health services, to ensure a suitable and respectful work environment.

- **Social dialogue and continuous improvement: a daily commitment**

Within Devillé Group, close-knit management plays a key role in listening to and supporting employees. Each employee can share their ideas and suggestions for improving QLWC and working conditions. The most relevant initiatives, developed by the teams, are recognized and celebrated every month, demonstrating our commitment to recognizing and promoting continuous improvement.

Discussions take place in an environment of active listening and mutual respect. To ensure smooth and transparent communication, regular dialogue sessions are held at various frequencies (daily, weekly, or monthly) in each department. These sessions facilitate both the dissemination of information from management to employees and the gathering of feedback and individual suggestions.

Social dialogue with employee representatives is central to our organization. We guarantee freedom of expression, freedom of association, and the right to union membership. Managers are made aware of the role and rights of employee representatives, particularly regarding the time allocated for their duties.

Employee representatives have unrestricted access to the workplace and dedicated office space, and they hold weekly office hours to make it easy for employees to meet with them. They also have access to company agreements and all necessary information to carry out their duties, while respecting the Group's confidentiality and security policies.

Any employee can, if they wish, be accompanied by an employee representative—or any other colleague—during disciplinary procedures or for any matter related to their rights.

We are committed to fostering harmonious working relationships, based on mutual respect and the recognition that dialogue is a key driver of collective progress.

- **Personal data protection: a strong and enduring commitment**

Deville Group is committed to processing the personal data of all its stakeholders, both internal and external, in strict compliance with applicable regulations, and in particular the General Data Protection Regulation (GDPR).

Employees who handle personal data are regularly trained in the best practices for data protection, in order to ensure rigorous compliance on a daily basis. Respect for privacy is a fundamental pillar of our internal processes.

Our Data Protection Officer (DPO) ensures that the procedures governing the collection, management, retention, storage, and access to personal data are kept up to date. These procedures are adapted according to regulatory changes and operational needs.

Employees and employee representatives are systematically informed of any workplace monitoring measures, as well as the reasons justifying these measures, in the interest of transparency.

Each employee has the right to access their personal data held by Devillé Group. The collection and processing of this data are carried out in a fair, transparent, and non-discriminatory manner.

- **Prevention of Harassment and Respect for Individuals**

Deville Group has a zero-tolerance policy for all forms of harassment, whether moral or sexual, regardless of any hierarchical relationship. We actively work to prevent sexist and inappropriate behavior and to protect our employees from all forms of harassment—whether moral, physical, verbal, sexual, or psychological—as well as from any abuse or threat.

Appropriate disciplinary measures are taken in case of misconduct. All employees are informed of their behavioral obligations and are made aware of the importance of maintaining respectful, non-violent,

and non-threatening conduct. Managers are also trained to identify, prevent, and manage any harassment situation.

Duly trained harassment and sexual misconduct prevention officers have been appointed within the company. For the management team, this role is fulfilled by the Quality, Safety, Environment, and Social Responsibility (QSE-CSR) Director and the Human Resources Manager, in collaboration with two employee representatives from the Employee Representative Committee (CSE).

A procedure for reporting cases of moral or sexual harassment or workplace violence is communicated to each employee, particularly during their onboarding process. It is also accessible at any time via the company's internal communication screens.

Any employee who believes they have been the victim of harassment or sexist behavior can contact one of these designated officers. Every report is subject to a thorough investigation, conducted in accordance with the principles of due process. Preventive and corrective measures are implemented, which may include reporting the matter to competent authorities in cases of criminal offenses.

Through this approach, Devillé Group reaffirms its commitment to ensuring a respectful, safe, and supportive work environment for everyone.

- **Respect for fundamental rights and prohibition of forced labor**

Devillé Group is firmly committed to opposing all forms of forced or compulsory labor. Each employee receives a clear and detailed employment contract before their first day of work, specifying the terms of employment: salary, working hours, main duties, etc. Employees are free to terminate their contract, provided they comply with the statutory or contractual notice periods. For administrative purposes, copies of personal documents (identity card, passport, driver's license, family record book, etc.) may be requested to update personnel files. However, the company does not retain any official documents unnecessarily. If an employee needs documents such as a work certificate, these are provided promptly.

The Group strictly prohibits the employment of any person who has not reached the legal minimum employment age of 16. The age of all applicants is systematically verified before hiring, using an official document bearing their name, date of birth, and photograph. The Human Resources department is trained to detect falsified documents to prevent fraud. Young people aged 16 to 18 benefit from specific working conditions, in accordance with current legislation. They cannot be assigned to hazardous tasks or work at night. Devillé Group scrupulously respects international conventions and French regulations governing the employment of minors. Internships for young people under 16 are only permitted as part of introductory or observation programs, governed by a tripartite agreement between the school, the company, and the intern.

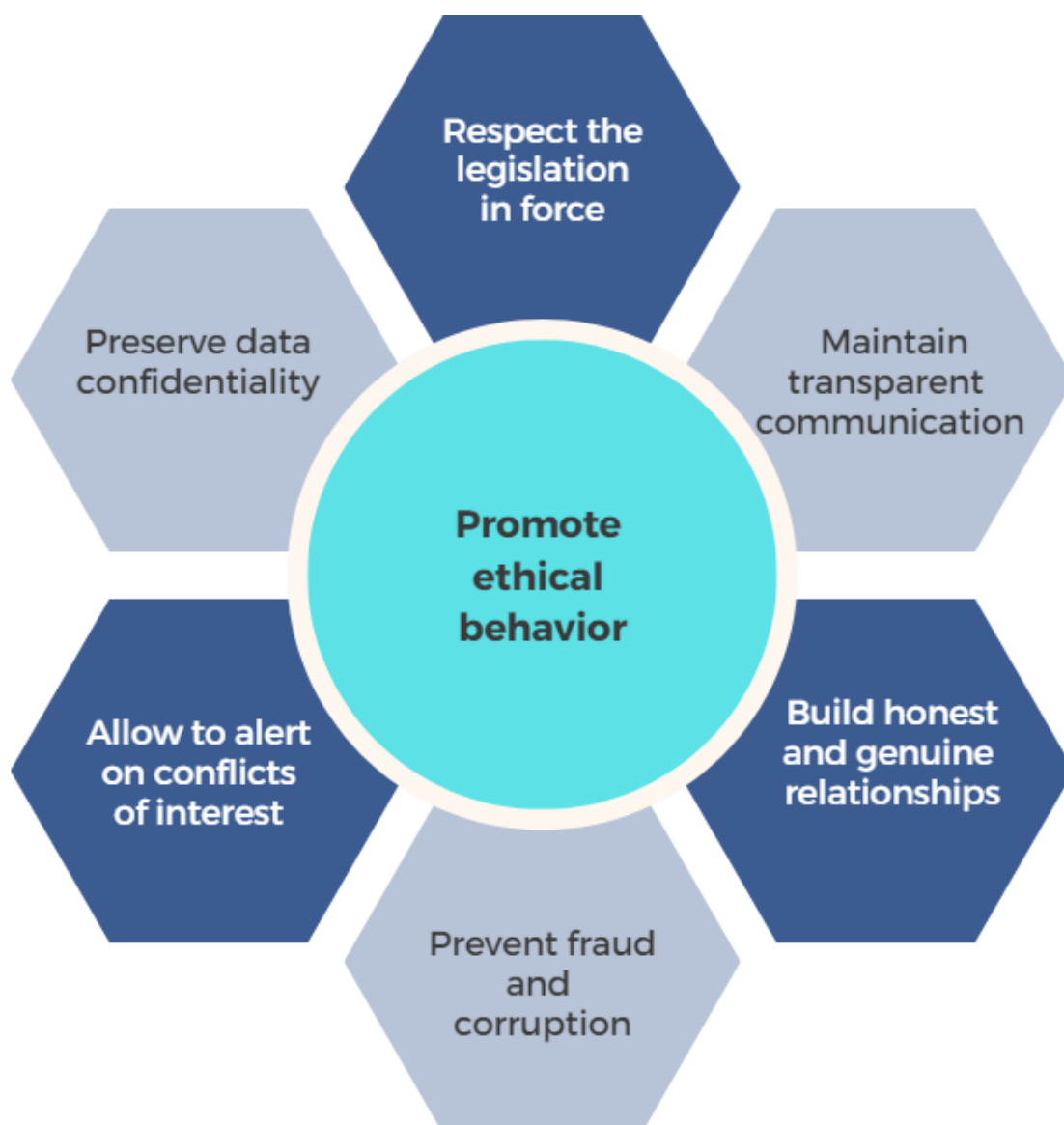
- **External Stakeholders**

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

2. Ethics

Within Dewillé 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 Dewillé Group supervisory Committee) which covers:

- Any alerts and their treatment
- 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 Devillé Group shall offer, promise, accept or solicit improper advantages in the form of bribes, gifts, payments or other personal benefits 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 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:** 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 Devillé Group to criminal penalties (fines and/or imprisonment) and disciplinary sanctions (warnings, suspensions, demotion or even dismissal).
- **Honesty and authenticity:** 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:** 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:** 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. A certification process for cybersecurity and data protection is currently underway, with the aim of obtaining TISAX certification (AFNOR audit) by the end of 2025. This process will be followed by the

implementation of an information security management system compliant with the ISO 27001 standard in 2026.

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 Dewillé Group to adopt a process of accountability and control its impacts. In addition to the evaluation of its CSR approach by Ecovadis, Dewillé Group has been ISO 14001 certified since 2015 and has participated in the carbon Disclosure Project (CDP) since 2021, with a score of B for the 2024 climate report. All these organizations specializing in the field of the environment allow Dewillé 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 certified as ISO 14001.



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 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. Furthermore, although the use and end-of-life management of these products are controlled by the automotive manufacturers, compliance with RoHS and REACH regulations, as well as the complete declaration of materials in IMDS, helps to reduce the use of hazardous substances, ensures better traceability, and facilitates the recycling of end-of-life vehicles (ELVs). These measures directly contribute to reducing the environmental impact associated with the use and end-of-life of Devillé products.
 
- 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 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, Dewillé Group is committed to a voluntary approach to promoting sustainable mobility, including electric bicycles, alongside Mobil'Ethic. It's also transforming its vehicle fleet to 50% electric or hybrid by 2030 (0 in 2019)



4. Sustainable Procurement

Dewillé 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, piloted 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 Devillé Group: these criteria are integrated throughout the purchasing and procurement process. 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, 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, Authorization, 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.

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. 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 Dewillé Group. Suppliers must ensure the confidentiality and privacy of information relating to Dewillé 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.

 Delivering solutions, driving success										
Theme	CSR topic	GRI* Standards	Key indicators	Results 2022	Results 2023	Target 2024	Results 2024	Target 2025	Ambitions	UN SDG** theme
Social and Human Rights	Health & Safety at Work	403-9	- Number of lost-time accidents (base 2021) - % of risk management actions reviewed	18 Accidents (-19%) New indicator	15 Accidents (-32%) 95%	-50% 100%	25 Accidents (+13%) 95%	-45% 98%	Tend towards 0 accident and 0 occupational disease 100% risk management actions reviewed	3 
	Training	404-1	Number of training hours / person	12 h	15h	16h	16,7h	18h	Ensuring a match between company needs and employee expectations	
	Diversity	405-2	Gender Equality Index	87/100	92/100	87/100	88/100	87/100	Ensuring gender equality in the workplace	5 
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%)	1433 (-40%) 280 (-46%) 31597 (-37%)	follow linear evolution between 2019 and 2030	1589 (-34%) 277 (-47%) 36661 (-27%)	-46% -50% -40%	By 2030 - base 2019 - 70% reduction in Scope 1 and 2 - 40% reduction in Scope 3 (PM, Purchasing and Upstream Transport)	7  13 
	Water consumption	303-5	Consumption in m³ (evolution based on 2019)	- 14%	- 28%	- 25%	- 10%	-25%	By 2030, 50% reduction in consumption (based on 17,000m³ in 2019)	12  14 
	Waste	306-4	Recycled waste rate : Total weight of waste recycled / Total weight of waste produced (hazardous and non-hazardous)	39%	45%	35%	37%	45%	Continuously increase waste recycling	11 
Sustainable procurement	Supplier Code of Conduct		Rate of suppliers having validated the CdBC	40%	80%	85%	85%	90%	Development of CSR awareness and validation of our expectations expressed in the Code of Conduct (CdBC) for the entire Supplier Panel in 2030	8 
	Buyer training		Percentage of buyers trained in CSR purchasing	80%	100%	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%	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%	100%	Raising awareness among target staff	16 

Update : August 2025

* GRI : Global Reporting Initiative

** SDG : Sustainable Development Goals