



CSR REPORT – 2025 Review

Deville ASC

Overview of the group, its values and principles

Materiality Matrix

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2- Ethics

3- Environment

4- Sustainable Procurement

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Overview of the Group, its values and principles

The Devillé Group is a family-run business, founded by Roger Devillé in 1934 and based in Baugé-en-Anjou since 1959. Over the years, the company has expanded and established sites in Poznań (Poland), Beaucouzé, Chasseneuil and Jihlava (Czech Republic). Today, the Devillé Group is led by Cédric Picard, who carries on the Devillé family tradition.

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

In addition to this co-development activity, the Devillé Group sets itself apart from its competitors through its commitment to achieving total customer satisfaction. This is reflected by a zero-defect approach and a high degree of flexibility.

Having expanded its business and consolidated its European presence, the Group is now aiming to diversify. One of the Devillé Group's strengths, which has enabled this continuous growth, lies in the breadth and diversity of its workforce's skills.

Its production of automotive safety components makes it a group with CSR at its core, with the ultimate aim of saving lives. This CSR approach has been assessed annually by Ecovadis since 2021 (awarded silver and gold ratings since 2022). This assessment illustrates the drive that motivates the Group and its employees. Together, they are becoming better, more effective and, above all, more responsible on social, environmental and societal issues.

In 2023, the Devillé Group joined BPI France's **Coq Vert** community, a community of business leaders convinced of the need for action and committed to the ecological and energy transition, which promotes the sharing of expertise amongst committed entrepreneurs. Furthermore, the Group has committed to the circular economy by joining **the ADECC** (Association for the Development of the Circular and Collaborative Economy), thereby fostering inter-company collaboration within their regions.



Materiality Matrix

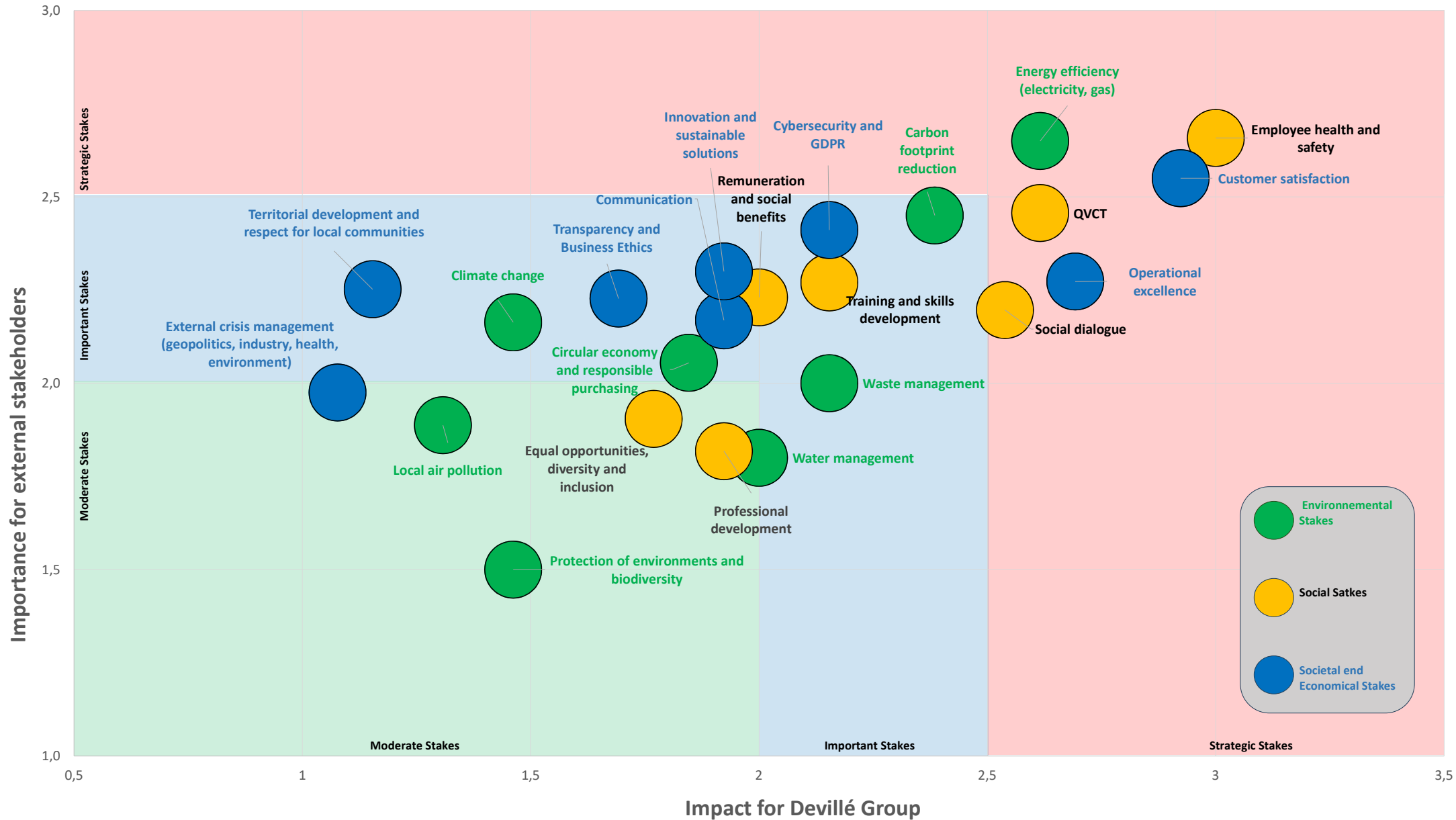
In order to clearly identify the priority actions to be implemented and to continue with our roll-out plan, we sought the views of our stakeholders on the importance of the various CSR issues.

We sought the views of our five largest customers, four civil institutions (including Baugé-en-Anjou Town Council), all our shareholders and all our employees (and the Social and Economic Committee).

This enabled us to rank a total of 23 environmental, social and societal issues according to their impact on our stakeholders, as well as their significance for the Devillé Group's financial performance, taking into account the views of the members of the Executive 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 is therefore a valuable tool for the Devillé Group, enabling it to steer its CSR strategy and to communicate effectively, using relevant indicators, on priority CSR issues.



1. Social and Human Rights

The United Nations has defined 30 human rights. These include, in particular, the right to life and security, health, respect for privacy, freedom of expression and access to decent work. The Deyllé Group is made up of men and women whose actions and activities have an impact on numerous internal and external stakeholders, as well as on the environment. It is therefore our responsibility to ensure, on a day-to-day basis, that human rights are respected.



Commitments

The Deyllé Group is committed to ensuring the health and safety of its employees, which is a prerequisite for a QVCT approach. Work situations are analysed to assess risks and determine preventive measures. Staff are involved in this assessment and its regular review. All companies within the group have been ISO 45001 certified since 2025.

- **Safeguarding health and ensuring maximum safety**

“Accidents are no longer inevitable; together, let’s make safety a reality”

Cédric PICARD – Managing Director.

The Devillé Group is committed to reducing the risks of workplace accidents and occupational illnesses. Responsibilities regarding health and safety are clearly defined, communicated and shared. Safety is everyone’s responsibility, but a number of key stakeholders play a more specific role in implementing the Group’s safety policy: the health and safety coordinator, the Social and Economic Committee, the Health, Safety and Working Conditions Committee, local representatives, workplace first-aiders, and PRAP representatives. We maintain close partnerships with occupational health services and CAP EMPLOI, which support us on a day-to-day basis in our efforts to improve working conditions and help our staff remain in employment.

Health and Safety training is provided to every employee, particularly upon joining the company or when returning to work after an absence of more than two months, to raise their awareness of the risks associated with their roles. Whenever a new employee joins the company, and in any case whenever there is an internal transfer, our teams receive training on the tasks for which they are responsible. Teams of in-house trainers and mentors, who receive regular training, ensure that every employee is made aware of the risks identified in their workplace and adopts best practice.

We implement specific precautions for vulnerable categories of employees (including pregnant women, new mothers, employees with disabilities and night workers). Employees aged over 58 are given priority training in cardiac arrest prevention and life-saving techniques. First-aid kits and fire extinguishers are readily available at all workplaces. Sites are also equipped with defibrillators. We minimise our employees’ exposure to hazardous chemicals and/or processes as far as possible. Personal protective equipment is available on a self-service basis to the employees concerned and is fully covered by the Devillé Group.

Health, safety and environmental 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, reported and shared. The following are analysed at least monthly: the frequency rate, the severity rate, and the number of accidents resulting in and not resulting in time off work.

Emphasis is placed on the Single Document for the Assessment of Occupational Risks (DUERP): department and workshop managers work continuously to prevent accidents and occupational illnesses (particularly musculoskeletal disorders), by improving risk management, in order to ensure a safe and suitable working environment for all our employees. We therefore implement appropriate precautionary measures to anticipate workplace hazards and protect our employees from these risks. The audits carried out regularly attest to the advanced level of maturity of our approach to managing the DUERP.

Every employee must behave responsibly in order to minimise risk-taking whilst complying with the rules in force to safeguard their own health, moral and physical well-being, and safety, as well as that of their colleagues.

Expected mindset: to take an active role in ensuring one’s own health and safety, **as well** as that of one’s colleagues.

Every employee has a duty to raise the alarm and the right to withdraw from any situation posing a serious and imminent risk of accident; failure to comply with health and safety standards may result in disciplinary action. A specific awareness-raising campaign is carried out among all Group employees and is, in all cases, incorporated into the induction process for new staff.

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

Within the Devillé Group, we ensure that all our employees are provided with a solid foundation of universal social protection, whilst promoting a harmonious work-life balance.

Every year, negotiations are held with our social partners in a spirit of constructive and responsible dialogue. The negotiations aim, in particular, to safeguard employees' purchasing power whilst maintaining the Group's financial stability and long-term viability.

The agreements signed are therefore part of a constructive social dialogue, conducted responsibly and pragmatically.

These discussions lead to the signing of agreements covering key areas such as remuneration, time-saving accounts, gender equality in the workplace, profit-sharing, employee share ownership schemes, and the organisation of working time.

A collective agreement relating to the donation of rest days has also been signed. This scheme enables any employee who wishes to donate, voluntarily and anonymously, some of their rest days to a colleague facing a particularly difficult situation. The days collected in this way will enable them to support a loved one with a disability, who has lost their independence, is seriously ill or has been the victim of an accident requiring constant care and demanding treatment. Because certain hardships demand time and availability, everyone can, in their own way, show solidarity by enabling a colleague to benefit from additional days off whilst retaining their pay.

The weekly working hours are regulated: they do not exceed 48 hours in a week, with an average of 44 hours over 12 consecutive weeks. Overtime is paid at a premium rate (25 per cent or 50 per cent), but we take care to limit its use by regularly adjusting the staffing levels required to meet our objectives. The use of overtime relies primarily on the voluntary commitment of employees. In this way, we meet our staff's expectations regarding work-life balance. Any request to switch to part-time work is carefully considered, in accordance with a policy based exclusively on the employee's chosen part-time arrangement, for personal reasons (childcare, training, health, etc.). No employee is forced to work part-time simply because they have not been offered a full-time post. The Group also encourages the use of the phased retirement scheme, with applications being carefully assessed in light of individual circumstances.

Our pay policy is based on the principles of internal equity and non-discrimination. Salaries are paid monthly, in accordance with French legislation, and meet the statutory minimum wage (SMIC) as well as the higher rates set out in the collective agreement for the metalworking sector. In addition, we offer a 13th month's salary, representing an 8.3 per cent increase in annual pay, as well as a length-of-service bonus for employees with at least three years' service, which can be as high as 15 per cent. A performance-related profit-sharing bonus can also amount to more than 40 per cent of the SMIC. Our aim is for 100 per cent of salaries paid to be at least 15 per cent higher than the minimum wage, reflecting our commitment to ensuring decent living conditions and recognising everyone's dedication.

Health and welfare schemes complement this support, covering major life events (sick leave, maternity leave, childbirth, death, etc.), going well beyond legal requirements. The Group makes a significant contribution to the funding of health insurance and welfare schemes, with the aim of preserving employees' purchasing power.

Quality of Life at Work (QVCT) is a central pillar of our social policy. As part of our commitment to continuous improvement, we regularly distribute a satisfaction survey to gather feedback from our staff. The first survey highlighted two key values: operational excellence and the quality of interpersonal relationships, which have naturally been incorporated into our new brand identity, based on three pillars: **respect, commitment and boldness**.

The latest campaign saw an increase in participation, which stood at 58 per cent. The results reveal a strong commitment from senior management to safety issues, as well as recognition of the measures taken to promote QVCT. Employees express their pride in belonging to the company, their motivation to give their best, the sense of purpose they find in their work, the support they receive from colleagues and managers, and the quality of their working environment. 78 per cent of respondents expressed a favourable opinion on the topics covered.

The Deyillé Group is fully committed to the health, safety and wellbeing of its employees through numerous awareness-raising and prevention initiatives such as Pink October, Movember, blood donation campaigns, raising awareness of disability and road safety risks, as well as initiatives relating to the organisation of working hours.

This approach also incorporates an environmental and social dimension, driven by initiatives to raise awareness of sustainable mobility and by charitable initiatives, such as collecting bottle caps to benefit a charity working to support people with disabilities.

Furthermore, the Group helps to foster a friendly and inclusive working environment by regularly organising events that encourage interaction amongst staff. Alongside major events such as the Group's 90th-anniversary celebrations or the Christmas drinks reception, more informal activities, such as the Easter egg hunt or pancake days, also contribute to the collective spirit.

Committed to promoting a culture of health and safety, the Group supports projects and initiatives led by employees by providing financial contributions towards them.

The Group is also committed to supporting employees with their housing-related matters, in particular through its ongoing partnership with *Action Logement*. This policy enables us to provide employees with information and guidance on suitable solutions regarding access to housing, rehousing, financial assistance or support with certain property investment projects or building works.

These commitments reflect our desire to build an inclusive, supportive and fulfilling working environment.

- **Human values at the heart of our corporate culture**

The Deyillé Group places respect at the heart of its corporate culture, fully integrating it into its policy on diversity, equity and inclusion. This approach is based on the conviction that a diversity of talent is an essential asset for the Group's development. The aim is to create an inclusive working environment where every employee can flourish both personally and professionally.

Equal treatment is a central pillar of the Human Resources policy. It is reflected in concrete actions to promote:

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

HR practices are transparent and fair.

These commitments are underpinned by an active policy on quality of life at work, aimed at providing conditions conducive to everyone's personal development.

The Group offers in-house and external training, funded by the company, to enable staff to adapt to changes in their roles and develop their skills. Investment in skills development amounts to an average of 20 hours of training per employee per year.

Thanks to the Group's size and the diversity of its activities, there are numerous opportunities for internal progression, fostering rich and varied career paths.

The Deyvill  Group takes a firm stance against all forms of discrimination, whether during recruitment or in the workplace. Decisions are made based on objective criteria, in accordance with the principles of fairness and equal treatment.

Decisions regarding recruitment, remuneration, training, career progression or the termination of employment are strictly professional in nature, without regard to personal or discriminatory criteria.

Particular attention is paid to vulnerable individuals, whose rights may be more at risk. Maternity, paternity or adoption leave has no negative impact on pay or career progression. Pay rises are maintained during such leave.

Managers systematically conduct a return-to-work interview following a long absence, including maternity leave, to support the employee as they return to work. This constructive discussion provides an opportunity to review any changes that have taken place during their absence and to facilitate a smooth and successful return to work.

Minimum pay and employment status are determined according to criteria linked to the role held, ensuring a fair basis for all.

The gender equality index demonstrates the company's commitment to equality between women and men, with a score that consistently and significantly exceeds the minimum threshold.

Job advertisements are drafted in an inclusive and non-discriminatory manner. No personal information (family circumstances, pregnancy, plans to have children) is requested. Managers responsible for recruitment are trained in the non-discrimination policy.

For people with disabilities, reasonable adjustments are systematically assessed and implemented, in collaboration with occupational health services, to ensure a suitable and respectful working environment.

The Group's commitment to retaining, recruiting and integrating people with disabilities has been recognised with the award of the '*Employeur Handi-Engag *' label.

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

Within the Deyvill  Group, line managers play a key role in listening to and supporting staff. Every employee is thus able to share their ideas and suggestions for improving quality of life and working conditions (QVCT). The most relevant initiatives, driven by the teams, are highlighted each month, illustrating our commitment to recognising and promoting continuous improvement.

Discussions take place in an atmosphere of active listening and goodwill. To ensure smooth and transparent communication, regular dialogue sessions are held at varying intervals (daily, weekly or monthly) in each department. These sessions facilitate both the flow of information from management downwards and the communication of individual needs or suggestions upwards.

Employees are encouraged to carry out a daily self-assessment of their current well-being. The 'Well-being Target' is a collaborative tool that helps to better understand the team's state of mind, encourages open discussion and provides a space to share difficulties encountered or positive events, whether professional or personal. It thus helps to strengthen mutual support and the collective search for solutions, whilst providing useful indicators for monitoring quality of life and working conditions.

Social dialogue with the Employee Representative Bodies (IRP) plays a central role in our organisation. We guarantee freedom of opinion, association and trade union involvement. Managers are made aware of the role and rights of employee representatives, particularly regarding the time allocated to the performance of their duties.

Staff representatives have unrestricted access to workplaces and dedicated premises, and organise weekly drop-in sessions to enable employees to meet them easily. They also have access to company agreements and all the information necessary to carry out their duties, whilst complying with the Group's confidentiality and security rules.

Any employee may, if they wish, be accompanied by an employee representative – or any other colleague – during disciplinary proceedings or in relation to any matter concerning their rights.

We are committed to fostering harmonious working relationships, based on respect for everyone and the recognition of dialogue as a driver of collective progress.

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

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

Staff who handle personal data are regularly trained in best practice regarding data protection to ensure strict compliance on a day-to-day 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 in line with regulatory changes and operational needs.

Employees and staff representatives are systematically informed of any surveillance measures in the workplace, as well as the reasons justifying these measures, in the interests of transparency.

Every employee has the right to access their personal data held by the 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**

The Devillé Group has a zero-tolerance policy towards any form of psychological or sexual harassment, regardless of whether there is a hierarchical relationship. We take active steps to prevent sexist and inappropriate behaviour, and to protect our employees from all forms of harassment — whether psychological, physical, verbal, sexual or psychological — as well as from any abuse or threats.

International Women's Day provides an opportunity to highlight the Group's commitment to promoting a respectful working environment and preventing any instances of harassment.

Appropriate disciplinary measures are taken in the event of any breach. All staff are informed of their obligations regarding conduct and made aware of the importance of adopting a respectful,

non-violent and non-threatening attitude. Managers are also trained to identify, prevent and manage any instances of harassment.

Duly trained points of contact for harassment and sexist behaviour are appointed within the company. For senior management, this role is fulfilled by the QSE-CSR Director and the HR Manager, in collaboration with two elected representatives from the Social and Economic Committee (CSE).

A standard reporting procedure covering psychological harassment, sexual harassment and violence in the workplace is communicated to every employee, particularly during their induction. It is also accessible at any time via the internal communication screens.

Any employee who feels they have been a victim of harassment or sexist behaviour may contact a designated representative. Every report is subject to a thorough investigation, conducted in accordance with the principle of the right to be heard. Preventive and corrective measures are implemented, which may include reporting the matter to the relevant authorities in the event of criminally punishable offences.

Through this approach, the Devillé Group reaffirms its commitment to ensuring a respectful, safe and supportive working environment for all.

- **Respect for fundamental rights and the prohibition of forced labour**

The Devillé Group is firmly committed to opposing all forms of forced or compulsory labour. Before their first day at work, every employee is provided with a clear and detailed employment contract setting out the terms and conditions of employment: remuneration, working hours, main duties, etc. Employees are free to terminate their contract, subject to the statutory or collectively agreed notice periods. For administrative purposes, copies of personal documents (identity card, passport, driving licence, family record book, etc.) may be requested to update personnel files. However, no official documents are retained by the company without valid reason. If an employee requires documents such as a certificate of employment, these are provided without delay.

The Group strictly prohibits the employment of any person who has not reached the legal minimum age for employment, which is 16 years. Candidates' ages are systematically verified prior to any recruitment, through the presentation of an official document bearing their name, date of birth and photograph. The Human Resources department is trained to detect forged documents, in order to prevent any fraud. Young people aged between 16 and 18 are subject to specific working conditions, in accordance with current legislation. They may not be assigned to dangerous tasks or work at night. The Devillé Group strictly complies with international conventions and French regulations governing the employment of minors. Young people under the age of 16 may only be accepted for taster or observation placements, governed by a tripartite agreement between the school, the company and the placement student.

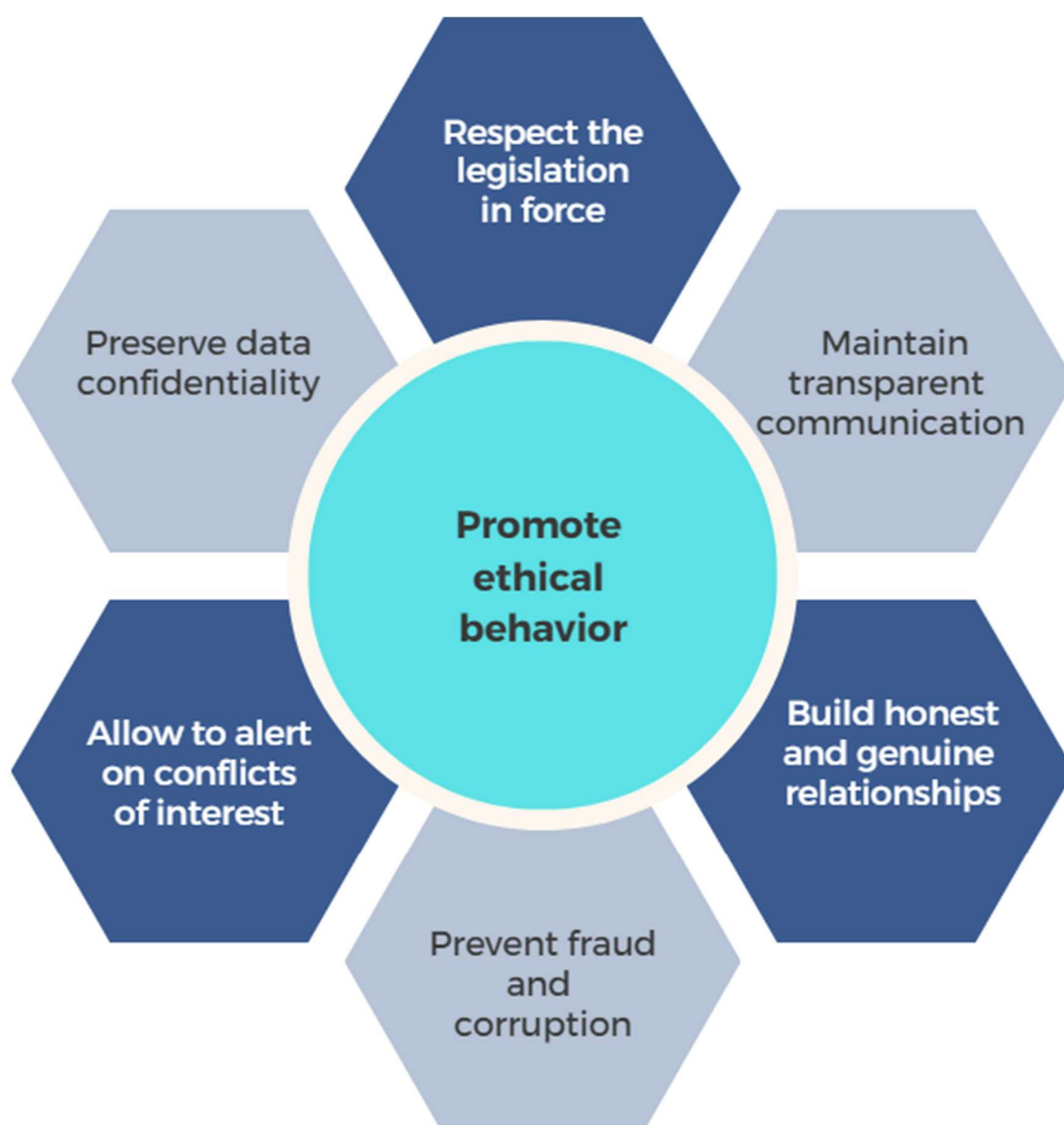
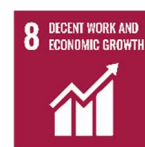
- **External stakeholders**

The Devillé Group is committed to collaborating with external stakeholders, in accordance with our Social and Human Rights Policy.

2. Ethics

Within the Devillé Group, a code of ethics has been established and an Ethics Committee ensures compliance with it and prevents any breaches. Comprising the QSE-CSR Director (who chairs the committee), the Finance Director and the HR Director, this committee meets whenever necessary and twice a year to draw up a report (which is systematically forwarded to the Devillé Group's Supervisory Board) covering:

- Any reports of concern and how they have been handled
- Preventive measures taken
- Any changes or improvements to its operation and/or composition



Commitments

A risk analysis on fraud and corruption has been carried out, identifying the individuals who require training in the prevention of these risks. The aim is to provide training to at least 100 per cent of these individuals on a three-yearly basis.

The company regards the following practices as fundamental principles of its operations:

- **Gifts:** Any attempt to pay or receive bribes is strictly prohibited. No employee of the Devillé Group must offer, promise, accept or solicit undue advantages in the form of bribes, gifts, payments or other personal benefits with the aim of securing or retaining a contract, influencing an action or compromising a fair decision.
- **Conflict of interest:** Employees must avoid any situation in which their personal interests might conflict with those of the Devillé Group. If an employee has any doubts about whether they can safeguard the Devillé Group's interests in relation to their own (or those of a family member), they must alert their line manager, seeking their advice 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 combating money laundering. All employees are prohibited from accepting or handling funds whose suspicious origin may be linked to criminal activities. Any suspicious transaction must be reported in accordance with the company's internal procedures.
- **Fraud** in all its forms is strictly prohibited. This includes the falsification of documents, making false statements, the 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 regulations, including anti-monopoly laws, competition regulations, labour legislation, environmental protection legislation and the principles set out above. Failure to comply with the principles set out above exposes employees and the Devillé Group to criminal penalties (fines and/or imprisonment) and disciplinary measures (warnings, suspensions, demotion or even dismissal).
- **Honesty and integrity:** The Devillé Group maintains accounting records and other supporting documentation that clearly and accurately reflect its transactions and property portfolio, in accordance with applicable legislation and the Group's rules.
- **Market agreements:** The Devillé Group is committed to upholding the rules and principles of fair competition. Relationships with suppliers and customers are based exclusively on quality, performance, costs and corporate social responsibility (CSR) considerations. No anti-competitive practices are tolerated.
- **Data protection and confidentiality:** The Devillé Group is committed to complying with the principles of the GDPR and ensures compliance with confidentiality rules in relation to its employees, customers and suppliers through a charter setting out the terms of application. A certification process for cyber security and data protection was initiated in early 2025, and TISAX certification (AFNOR audit) was obtained in late 2025. This initiative will be followed by the implementation of an information security management system in accordance with the ISO 27001 standard in 2026.

With regard to these general aspects, every employee has the right to raise concerns if they become aware of any conduct contrary to these practices. Information regarding the existence of this right to raise concerns has been provided to every employee, and the 'Whistleblowing' procedure is accessible to all via the company's communication platforms.

3. Environment

Climate change, the increasing scarcity of resources and pollution linked to fossil fuels are the main causes of today's environmental challenges, which have prompted the Devillé Group to adopt an approach focused on accountability and managing its environmental impacts. In addition to having its CSR approach assessed by Ecovadis, the Devillé Group has been ISO 14001 certified since 2015 and has been participating in the Carbon Disclosure Project (**CDP**) on climate change since 2021. All these organisations, which specialise in environmental matters, enable the Devillé Group to build up genuine expertise, with the aim of setting out a roadmap featuring clear and well-defined objectives.



Commitments

The Devillé Group is committed to reducing the environmental impact of its own activities, in particular by reducing resource and energy consumption and by optimising the generation, collection and disposal of waste at every stage of each process. All companies within the group are ISO 14001 certified.



Measures to reduce our environmental footprint:

- Reducing our carbon footprint :** The Dewillé Group is committed to reducing greenhouse gas (GHG) emissions by 70 per cent for Scope 1 and 2 and by 40 per cent for Scope 3, based on 2019 figures, by 2030.
 

- Water conservation:** Water is a precious resource, and the Dewillé Group is committed to improving its specific water consumption whilst limiting its water abstraction and ensuring the quality of discharges into the natural environment. Our targets for reducing water consumption are set at a 50 per cent reduction by 2030 (based on 2019 figures).
 
- Controlling local pollution:** The Dewillé Group is committed to controlling all sources of local pollution generated by its operations and the use of its products, in particular Industrial Plastic Granules (IPG). The company complies with Decree No. 2021-461 of 16 April 2021 (GPI Certificate – AFNOR) relating to the prevention of the loss of industrial plastic granules into the environment (half-yearly inspections and audits every three years with a ‘Favourable’ rating).
 
- Managing the environmental impact of the use and end-of-life of its products:** As the final design of the products is the responsibility of its customers, the Dewillé Group cannot guarantee control over their environmental impact during use and at the end of their life. However, the Dewillé Group plays an active role in minimising environmental impacts during joint product design. Furthermore, although their use and end-of-life are managed by car manufacturers, compliance with ROHS and REACH regulations, as well as the full declaration of materials in the IMDS, helps to reduce the use of hazardous substances, ensure better traceability and facilitate the recycling of end-of-life vehicles (ELVs). These actions make a tangible contribution to reducing the environmental impact associated with the use and end-of-life of Dewillé products.
- Waste management:** The Dewillé Group’s activities generate waste; to limit its impact, the company is committed to maximising recyclability and achieving a target of 35 per cent by 2030 (starting from 16 per cent in 2019). Other waste is channelled towards the most efficient recovery stream, and its generation is minimised as much as possible.
 
- Controlled use of chemicals:** The Group assesses its chemicals and ensures that it uses only those substances that are least harmful to its staff, to product users and to the environment, and that these are used under controlled conditions. The company is committed to 100 per cent tracking of hazardous waste.
- Consumer health and safety:** As a manufacturer of safety components for the automotive industry, the Dewillé Group is committed to complying with the strictest standards of quality and reliability, ensuring that our products contribute to the protection of road users. Every stage of our production process is rigorously monitored to ensure that our components meet the highest safety requirements. Our health and safety target is zero instances of non-compliance detected or experienced by a consumer relating to a safety feature of our products. This target has always been met.

- **Eco-mobility:** For its employees, the Devillé Group is committed to a voluntary initiative to promote sustainable transport, including electric bikes, in partnership with **Mobil'Ethic**. It is also converting its vehicle fleet to electric or hybrid models, aiming for 50% of the fleet to be electric or hybrid by 2030 (0% in 2019).



4. Sustainable procurement

The Devillé Group is committed to promoting CSR best practices amongst its suppliers and service providers, as summarised below:



Commitments

Our customers expect their suppliers to set an example and share their common CSR values. As part of the partnerships, we maintain with our suppliers and service providers, we require the same adherence to these common rules and values. A quarterly review process, managed by the procurement 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 procurement activities, with a particular focus on supplier selection, the assessment of environmental and social impacts, and the promotion of sustainable practices throughout the supply chain.

General Principles

Our responsible procurement policy, led by senior management, aims to promote procurement practices that comply with our environmental, social and economic criteria. This policy is regularly monitored, and the results are shared with our stakeholders to ensure transparency and the continuous improvement of our practices. Today, responsible procurement is a key priority for the Devillé Group: these criteria are integrated throughout the entire procurement and supply process. The Devillé Group promotes exemplary, responsible and fair relationships with all its suppliers and encourages them to develop a comprehensive CSR approach

• Environmental approach

Given that at least 80 per cent of our greenhouse gas emissions stem from our supply chain, our procurement practices now incorporate strict environmental criteria to minimise 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 the sustainable management of natural resources. We expect our suppliers to manage water, energy and raw materials responsibly, prioritising energy efficiency, recycling and reuse.
- Limiting waste and pollution throughout the product life cycle. Suppliers must implement practices aimed at minimising waste, preventing pollution (air, water, soil) and managing waste in an environmentally sound manner, by promoting recycling and the reduction of hazardous waste.



We give preference to certified suppliers (ISO 14001, EMAS) and those who use environmentally 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 minimised as far as possible (RoHS: Restriction of Hazardous Substances).

• Business Ethics

In accordance with the United Nations Global Compact, as well as the recommendations of the OECD and Transparency International, our business conduct policy aims to manage client/supplier relationships in an ethical and honest manner, whilst strictly complying with all laws and regulations.

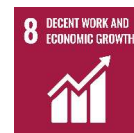


Our service providers are expected to apply a 'zero-tolerance' policy regarding corruption and influence peddling. We expect our suppliers to comply with all applicable anti-corruption laws and to take appropriate measures to prevent, detect and sanction any acts that directly or indirectly constitute corruption or influence peddling within the scope of their activities.

The Devillé Group and its business partners are required to comply with applicable laws and regulations regarding the processing of personal data, and particularly the EU General Data Protection Regulation. The Devillé Group protects its expertise and know-how in the same way as that of its partners. Confidential information (technical, financial, personal, intellectual property, etc.) must not be disclosed by either party. In the event 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 the Devillé Group's customers and employees, in accordance with applicable law.

- **Working Conditions and Human Rights**

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



- The prohibition of forced labour and child labour.
- 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 to promote a culture of safety, reasonable working hours and fair wages that enable workers to live in dignity.

Our suppliers must respect and promote social protection policies, including access to healthcare, paid leave and pension benefits. Furthermore, we 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 relation to recruitment, training and career development. They must not tolerate any discriminatory practices, based in particular on personal, economic or social characteristics. It is their responsibility to implement the necessary measures and to ensure that the principles of equality and fairness are upheld.

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

In general, we encourage suppliers to carry out a CSR audit or assessment, such as an Ecovadis assessment, or a self-assessment of their CSR performance and responsible procurement practices.

Organisation of the chain of responsibility

We assess potential suppliers, from the selection stage onwards, 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 CSR requirements mentioned above. We favour a collaborative approach with our suppliers to identify areas for improvement and support them in implementing corrective actions where non-compliance is detected.

It is important that suppliers extend this sustainability approach throughout their entire supply chain by ensuring that these requirements are upheld by their own suppliers.

Our suppliers and their sustainable practices

Throughout the procurement process, we strive to select the most responsible suppliers across the entire product life cycle.

- Supplier analysis and assessment: Assessing potential suppliers in terms of their social, environmental and economic practices.
- Defining selection criteria: Establishing supplier selection criteria based on principles of social, environmental and economic responsibility.
- Incorporating sustainable criteria into tenders: Including clauses and requirements relating to social and environmental responsibility in tenders.
- Selection of sustainable suppliers: Choose suppliers who best meet the established responsibility criteria.

- Sustainable contracts: Incorporate contractual clauses that encourage suppliers to adhere to high standards of social and environmental responsibility.
- Establishment of a monitoring and review mechanism: Regularly monitor the performance of selected suppliers in terms of social and environmental responsibility.
- Continuous improvement: Put in place mechanisms to encourage suppliers to continuously improve their responsible practices. All our core and critical suppliers are assessed annually against 21 criteria (procurement performance, quality, logistics, CSR). 10 per cent of these criteria relate to CSR (signing the code of conduct, monitoring ISO 14001 certification, signing the general contract covering ethics, the circular economy, improving energy performance, etc.).
- Awareness-raising and training: Raising awareness amongst employees and suppliers of social and environmental responsibility issues and providing training to help them adopt responsible practices. All buyers, procurement quality staff and supply chain personnel are trained in the challenges of responsible procurement. In particular, we have incorporated the key CSR procurement objectives into the procurement department's roadmap.

 Delivering solutions, driving success										
Theme	CSR topic	GRI* Standards	Key indicators	Results 2023	Results 2024	Target 2025	Results 2025	Target 2026	Ambitions	UN SDG** theme
Social and Human Rights	Health & Safety at Work	403-3	- Number of lost-time accidents (base 2021) - % of risk management actions reviewed	15 Accidents (-32%) 95%	25 Accidents (+13%) 95%	-45% 98%	8 Accidents (-68%) 98%	4 Accidents 99%	Tend towards 0 accident and 0 occupational disease 100% risk management actions reviewed	3 
	Training	404-1	Number of training hours / person	15h	16,7h	18h	18h	20h	Ensuring a match between company needs and employee expectations	
	Diversity	405-2	Gender Equality Index	92/100	88/100	87/100	88/100	88/100	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	1433 (-40%) 280 (-46%) 31597 (-37%)	1589 (-34%) 277 (-47%) 36661 (-27%)	-46% -50% -40%	1666 (-31%) 276 (-47%) 40722 (-19%)	-46% -50% -30%	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)	- 28%	- 10%	-25%	-8%	-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)	45%	37%	45%	33%	45%	Continuously increase waste recycling	11 
Sustainable procurement	Supplier Code of Conduct		Rate of suppliers having validated the CdBC	80%	85%	90%	88%	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	100%	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	100%	100%	100%	100%	100%	Raising awareness among target staff	
	Fraud & Corruption Prevention	205-2	Rate of people trained over a 3-year period	100%	100%	100%	100%	100%	Raising awareness among target staff	16 
Update : August 2025		*GRI : Global Reporting Initiative								
										**SDG : Sustainable Development Goals