



# **POLICY AND CSR COMMITMENTS**



**Your technical and sustainable service**

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## SUMMARY AND DELIVERABLES

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# 1

## CONTEXT

Our commitment to social, societal and environmental issues has been an integral part of our identity for many years.

That is why we have placed CSR at the heart of our development strategy, convinced that it contributes to the sustainable performance of our company in a constantly changing world.

Our sector of activity enables us to have a positive impact across all areas through the company's social and environmental responsibility.



**Pierre CHEVALIER**  
President

Whether in our own operations or those of our clients, we actively contribute to addressing social, societal and environmental challenges.

Our group's values are firmly rooted in this approach.

We draw on our **dynamism** and **expertise** to remain **attentive** to our stakeholders and act **responsibly** in every decision and action we take.

Our slogan, 'Your technical and sustainable service', is fully reflected in our approach.

The pillars of our CSR policy that underpin our strategy are:

### 1

#### **Environmental commitments**

Our goal is to achieve carbon neutrality by 2050 and we support our clients in their decarbonisation efforts by seeking out innovations.

### 2

#### **Social commitments**

With a focus on diversity, inclusion and training (notably through the Emalec Academy), we are developing our expertise to ensure a sustainable service.

### 3

#### **Corporate social responsibility**

We aim to build a network of partners across our entire area of operation and to develop an ethical policy that reflects our values.

# 2

## GOVERNANCE

Our CSR policy is based on a targeted selection of Sustainable Development Goals (SDGs) carefully chosen to reflect our priority issues and the values that guide our organisation: **dynamism, responsiveness, responsibility and expertise.**

The selected SDGs (3, 5, 7, 8, 10, 12, 13 and 17) form the foundation of our commitment. They focus our actions on areas where we can have a real, measurable and sustainable impact for all our stakeholders.



By drawing on these SDGs, we are developing a coherent and ambitious CSR strategy that is fully aligned with our identity, whilst strengthening our contribution to responsible and sustainable development.

# 2

## GOVERNANCE

For several years now, Emalec has relied on a CSR committee responsible for defining and steering the CSR initiatives implemented across the group.

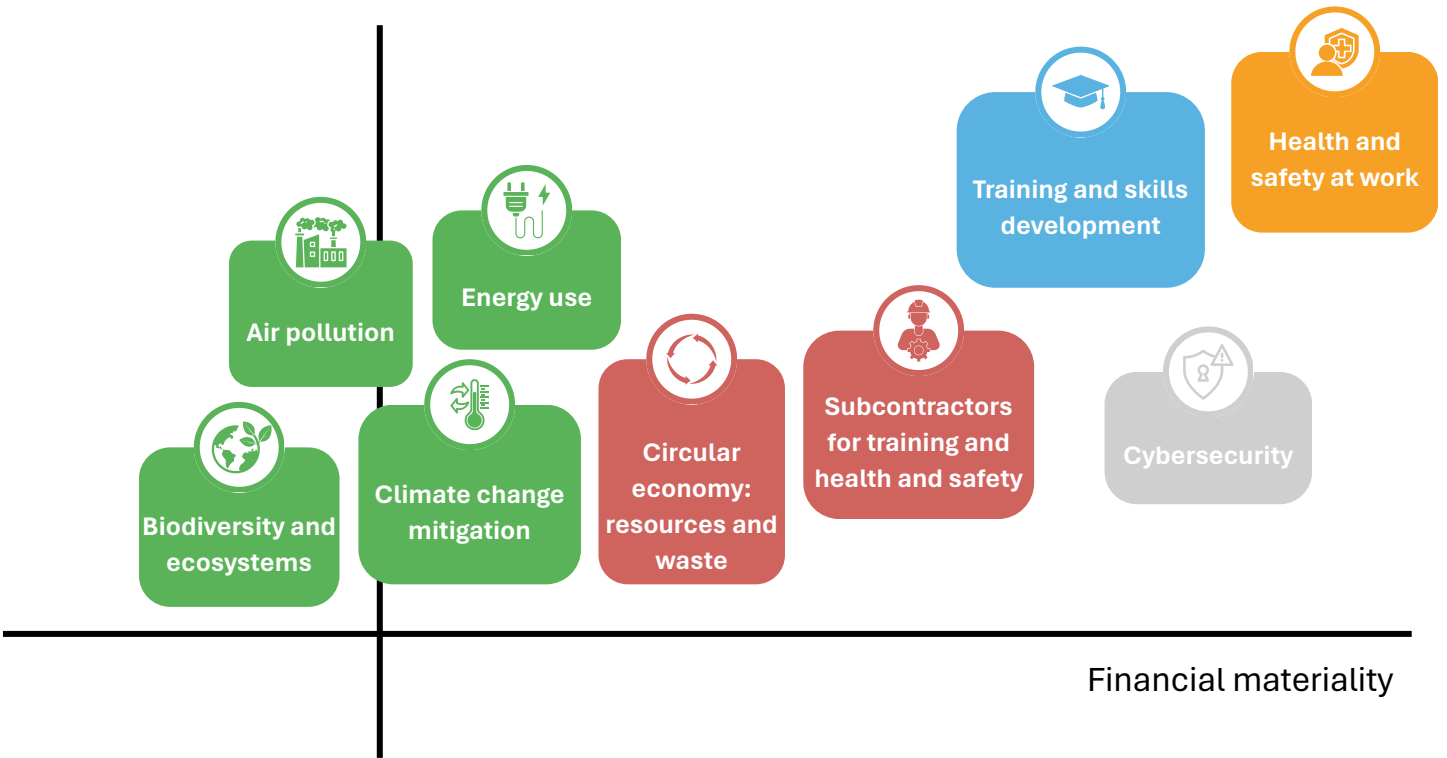
This quarterly committee enables us to monitor our commitments and objectives.

Our CSR policy and its indicators are reviewed by the strategic committee with our shareholders, as well as at our quarterly committee meetings bringing together all department heads and service managers (sales, finance, human resources, IT, procurement, performance, QHSE, operations).

In 2025, although not subject to the CSRD, we carried out a double materiality analysis to define CSR priorities based on a factual assessment of our impacts.

### Double materiality analysis

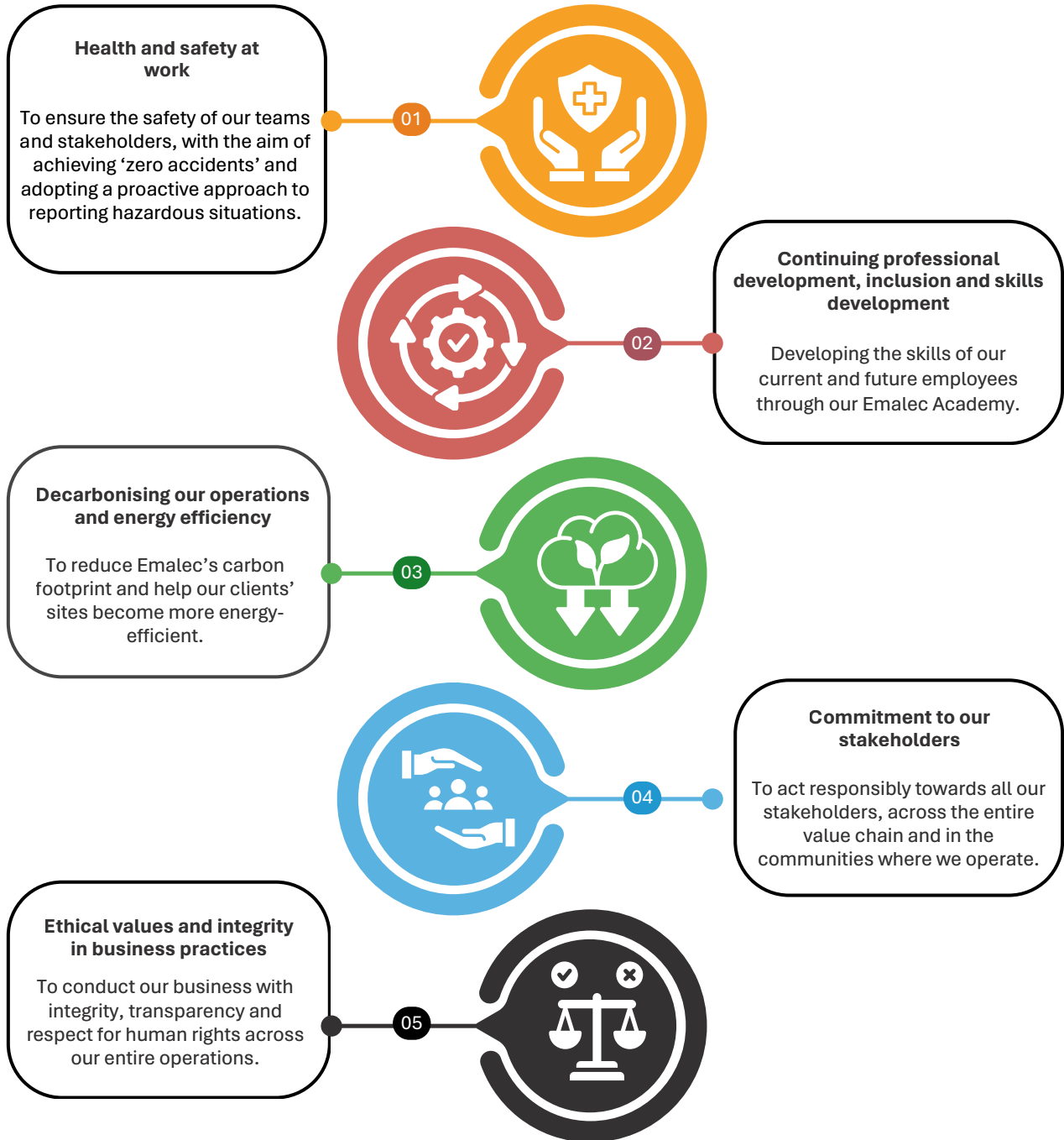
Materiality of impact



# 3

## STRATEGIC PRIORITIES

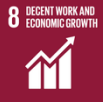
Our CSR commitments are organised around five key areas:



# 3

# STRATEGIC PRIORITIES

## 01. Health and safety at work



At Emalec, the health and safety of our employees and partners have been at the heart of our corporate culture for many years.

We have developed a genuine HSE (Health, Safety, Environment) culture through our 8 golden rules, our HSE induction sessions, our Safety Days dedicated to our employees and partners, our talks and other HSE communications.

This approach, which we strive to improve year on year, enables us to consistently reduce our accident frequency and severity rates.

### SAFETY

**Our objectives are ambitious: zero accidents, zero interventions without analysis, and 100% of hazardous situations reported and investigated.**

Every employee is involved from the moment they join the company and throughout their time at Emalec.

Our partners and service providers are also involved in this process, and their performance is monitored to ensure continuous improvement.



### HEALTH

When it comes to health, we conduct an annual employee satisfaction survey and offer health-related training (such as warm-up exercises and the prevention of psychosocial risks) to equip our staff with the tools they need to manage their daily lives at Emalec.

We encourage physical activity by providing a gym at our head office and organising sporting challenges open to all (charity runs, the Emalec club on a sports social network).

# 3

# STRATEGIC PRIORITIES

## 02. Continuing professional development, inclusion and skills development

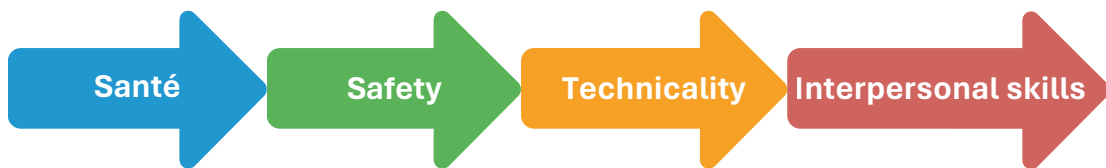


Emalec has a training centre covering over 500 m<sup>2</sup>, equipped for hands-on training across all the technical disciplines we specialise in: Electrical Engineering, HVAC Engineering, Electronic Security, Fire Protection, EV Charging Points...

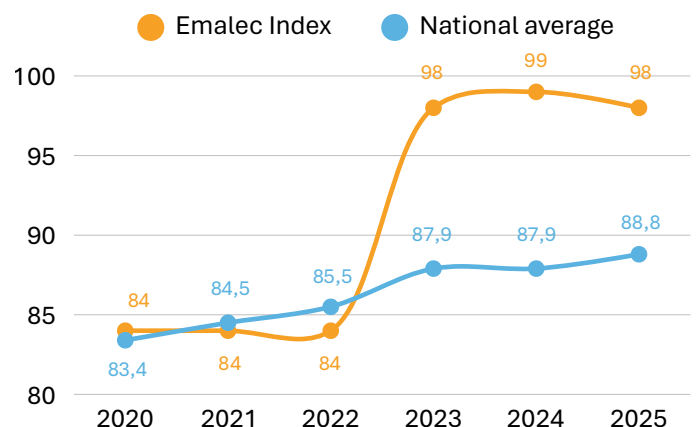
Our Emalec Academy was established there in 2024. This school embodies our ambitious policy of training and recruitment through professional integration. It supports the development of our teams' skills and enables us to recruit new staff. The programmes are accessible to as many people as possible, including those undergoing a career change or seeking to return to work.



We also organise an induction programme for every new recruit to familiarise them with our corporate culture: health, safety, technical expertise and interpersonal skills.



Finally, our performance in the area of workplace equality is exemplary, with very high scores. This underscores our strong commitment to gender equality.



# 3

## STRATEGIC PRIORITIES

### 03. Decarbonising our operations and promoting energy efficiency



Since 2020, we have developed a carbon calculator within our MOZARIS ERP system that enables us to assess our Scope 1 and 2 emissions and provide our clients with a carbon footprint report for the activities carried out on their behalf.

In 2025, we took a further step by producing a comprehensive carbon footprint covering all three scopes in accordance with the ADEME method, in order to define a pathway towards carbon neutrality **by 2050 for the years ahead**.

Our expertise in technical services enables us to make a direct impact by offering our clients **technical solutions** to improve their **energy efficiency**.

Thanks to our 'Performance' team, we are able to offer our clients innovative technological and service-based solutions (smart building management, new technologies, digital audits and multi-year investment plans).

Finally, we have assessed **the climate vulnerability** of our sites to anticipate potential risks and implement adaptation measures in the coming years.



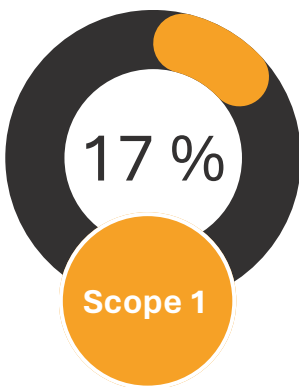
# 3

## STRATEGIC PRIORITIES

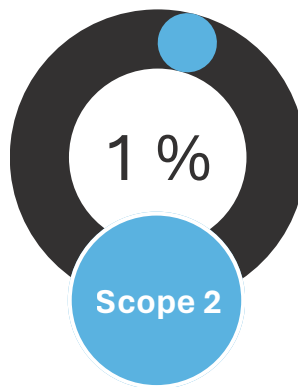
### 03. Decarbonising our operations and promoting energy efficiency

#### Focus on EMALEC's carbon footprint

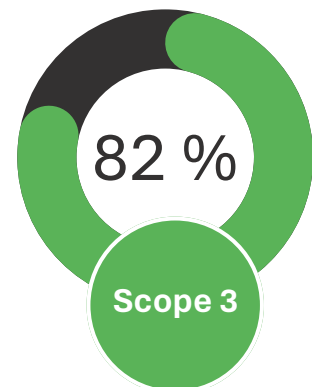
22 tonnes of CO<sub>2</sub>e per employee



**Direct emissions**  
Vehicles, gas



**Indirect emissions**  
Electricity



**Upstream and downstream indirect emissions**  
Purchases, fixed assets, freight, waste, goods sold

#### Areas where we need to improve:

- ✓ Mapping and monitoring the carbon footprint of our purchases
- ✓ Promoting low-carbon products and offering low-carbon options to our customers
- ✓ Responsible selection of our suppliers
- ✓ Energy transition of our vehicle fleet
- ✓ Optimising our travel and deliveries
- ✓ Implementing energy efficiency measures

# 3

# STRATEGIC PRIORITIES

## 04. Commitment to our stakeholders



We are committed to preserving natural resources and biodiversity through our investment decisions and by offering our clients tailored solutions in the areas of energy efficiency and responsible procurement.

Our responsible procurement charter sets out quality and CSR performance criteria with our suppliers right from the start of the relationship. Our ongoing monitoring is reinforced on an ad hoc basis during our partner days, which complement this framework.

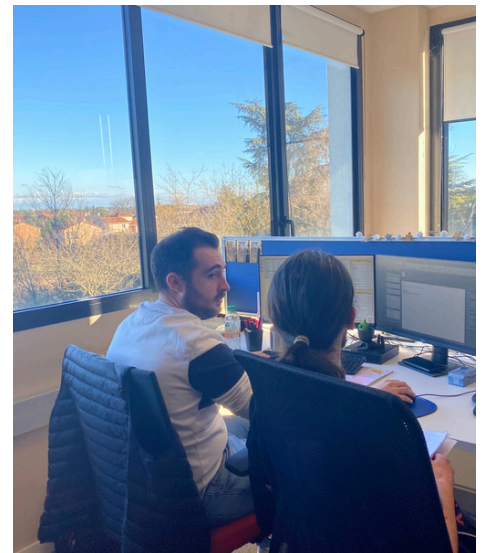


We listen to our customers and tailor our services to their needs by regularly introducing relevant innovations.

We measure customer satisfaction annually in order to work with them to identify areas for improvement that balance sustainable development with economic growth.



Another key aspect of our corporate social responsibility is our commitment to inclusion and diversity within our local community. We organise 'Try My Job' schemes for people with disabilities or those who are out of work, so that we can assess together whether a career at Emalec is a viable option.



# 3

# STRATEGIC PRIORITIES



## 05. Ethical values and integrity in practice

Emalec operates in full compliance with the laws and regulations in force in each of the countries where we operate. This commitment is a real strength in our relationships with our stakeholders.

Our Code of Ethics sets out our commitments and defines the principles that guide our employees and stakeholders in managing their relationships with Emalec.

It is supplemented by:

- Our IT policy, which governs the protection of sensitive and personal data.
- Our responsible procurement policy, which communicates our ethical values to our partners and sets out the framework for our relationships.

The image shows a document titled 'IT POLICY' with the Emalec logo and the text 'Your technical and sustainability department'. The background features a hand typing on a keyboard with digital data overlays. To the left, a document titled 'PREAMBULE' is partially visible, containing text about the company's commitment to data protection and security.

The image shows a graphic titled 'Code of Ethics' with the Emalec logo. It features a grid of nine small images illustrating various ethical and professional scenarios, such as teamwork, customer service, and integrity. The background is dark with a grid pattern.






These policies are distributed to our partners, accompanied by selection questionnaires and regular audits to ensure their implementation and promote continuous improvement.

Finally, our long-standing commitment to the Global Compact demonstrates our dedication to upholding human rights at every level and throughout our entire value chain.



# 4

# SUMMARY AND DELIVERABLES

	Our ambitions	Measuring our performance
	<p><b>Health and safety at work</b></p> <p>Health and safety communications Employee satisfaction Risk assessment Physical activity</p>	<ul style="list-style-type: none"> <li>• Accidents</li> <li>• Hazardous situations, HSE inspections</li> <li>• Employee satisfaction rates</li> <li>• Health and safety awareness campaigns</li> <li>• Absenteeism</li> </ul>
	<p><b>Continuing professional development, inclusion and skills development</b></p> <p>Emalec Academy Skills development Onboarding of new employees Equality in the workplace</p>	<ul style="list-style-type: none"> <li>• Number of training hours per FTE</li> <li>• Gender equality index</li> <li>• Number of recruits from the Emalec Academy</li> </ul>
	<p><b>Decarbonising our operations and promoting energy efficiency</b></p> <p>Carbon footprint Path to carbon neutrality by 2050 Energy efficiency Resilience to climate-related risks</p>	<ul style="list-style-type: none"> <li>• Carbon footprint in tonnes of CO<sub>2</sub>e per employee</li> <li>• Energy consumption</li> <li>• Water consumption</li> <li>• Environmental awareness campaigns and initiatives</li> <li>• Waste recycling rate</li> </ul>
	<p><b>Corporate social responsibility and responsible supply chain</b></p> <p>Partner Days Innovations Subcontractor and Supplier Audits Customer Satisfaction Survey</p>	<ul style="list-style-type: none"> <li>• Customer satisfaction rate</li> <li>• Number of partner days</li> <li>• Number of innovations</li> <li>• Proportion of partners committed to our CSR initiative</li> </ul>
	<p><b>Ethical values and integrity in business practices</b></p> <p>Code of Ethics Responsible Procurement Policy IT and Data Protection Policy</p>	<ul style="list-style-type: none"> <li>• Proportion of purchases made from responsible suppliers</li> <li>• Proportion of staff trained in our code of ethics</li> </ul>