

# Organisation of GROUPE ATLANTIC's Corporate Social Responsibility Policy



## HISTORY

Since its creation in 1968, GROUPE ATLANTIC has contributed to the fundamental health and hygiene needs of its customers in the housing and tertiary markets through increasingly eco-efficient solutions.

Rather than waiting for regulatory obligations\*, GROUPE ATLANTIC has been formalising its environmental policy through the annual publication of its Sustainable Development Booklet since 2011.

Beginning in 2014, an internal organisation governing its Corporate Social Responsibility (CSR) was set up. This committee is made up of various Group departments, directly operated and steered by Group General Management.

Its purpose is to structure the Group's Sustainable Development process, explore areas for improvement and work with the departments to devise cross-functional projects.

It acts at the level of all Group structures, supporting the industrial sites and various operational departments in their environmental policy. It sets up and coordinates the necessary structures for analysing product life cycle, monitoring the environmental regulations affecting product life cycle, and collecting and reprocessing end-of-life products.

In 2020, alongside its sustainable development booklet, GROUPE ATLANTIC published the first annual edition of its Extra-Financial Performance Report (for the 2019 financial year), thereby formalising its comprehensive policy as one that takes social, societal and environmental challenges into consideration.

\*Ruling dated 19/07/2017 transposing the 2014 European directive on non-financial reporting

## THE SCOPE OF GROUPE ATLANTIC'S ENVIRONMENTAL POLICY

The Group policy covers the entire product life cycle:



### Supply

- Minimise environmental impacts
- Select responsible suppliers

### Production

- Reduce the environmental impact generated by industrial sites, their natural resource consumption and the production of non-recyclable waste

### Logistics

- Optimise transportation and limit its environmental impact

### Customers

- Coming together around our policy and respond to questions and surveys
- Inform and communicate

### End consumers

- Develop more efficient and sustainable products
- Inform and communicate regarding the environmental performance of our products

### End of life

- Improve product recyclability
- Ensure the collection and recovery of end-of-life products

# THE CHALLENGES FACING GROUPE ATLANTIC'S CSR POLICY

## Social challenges

**Promoting the employment of workers with disabilities** (86 full-time equivalent jobs) and promoting **gender equality** (34% of the workforce in 2020 vs the national average of 28% for the manufacturing industry).

**Ensuring the safety of employees and their quality of life at work:** an active policy aiming to minimise workplace accidents (237 people injured in 2020 compared to 254 in 2019) and enhance employee satisfaction at work (92% being the satisfaction rate at work for Group employees).



## Societal challenges

**Creating and maintaining jobs:** continuous, steady growth in the number of employees: 4,200 in 2010, 10,300 in 2021, and 800 recruitments on average annually,

**Conducting a responsible purchasing policy:** A supplier referencing process that integrates working conditions as well as production conditions concerning the environment and CSR policy.

**Interacting with stakeholders:** training in the professional sector (plumbers, heating system technicians, air conditioning engineers, etc.) for efficient implementation and use of products, intended to enhance thermal comfort and increase energy efficiency and sustainability. 4,700 interns were trained by us in 2020, and we had 8 integrated training centres in France.

**Creating an endowment fund to 'share the warmth'.** aimed at helping those experiencing hardship to fight against fuel poverty through sponsorship actions with general interest associations.

## Environmental challenges

**Developing more environmentally friendly products,** particularly focusing on solutions using renewable energy (27% of the Group's overall activity in 2020 vs 16% in 2010).

**Analysing and reducing the environmental footprint of products and their packaging** by completing a PEP (Product Environmental Profile) sheet, reducing their greenhouse gas emissions (an 18% reduction in 2020 compared to 2019 in the global warming potential of imported refrigerant gases) and continuously improving their energy efficiency (eco-design policy).

**Reducing the environmental impact of industrial sites** through environmental audits and sustainable use of resources (water, energy, etc.).

**Controlling and reducing waste generated by Group business activities.** Sorting and recovery of production waste, collection and recovery of end-of-life products through involvement in environmental organisations. In 2020, the collection of GROUPE ATLANTIC's waste in France helped avoid the emission of 42,500 tonnes of CO<sub>2</sub>, or the equivalent of travelling 383,000,000 km by car!

