

OUR
COMMITMENT
FOR
CORPORATE SOCIAL
RESPONSIBILITY OF
THE **GROUP**



Fire is the most well-known of all disasters, and this risk is all around us, in homes, schools, industrial or commercial buildings, office and high rise building, industrial sites, natural environments, etc.

Fire can have serious human, material, economic and environmental consequences.

That's why Efectis has been involved in the fire safety sector for over seventy years, through its participation in numerous national, European and worldwide commissions and working groups. Thanks to our large scope of equipment in our laboratories, we are able to assess the fire performance of most of the materials used in buildings and transport to improve public safety in fire situations.

Efectis is a major player in fire sciences, bringing together all the fire safety skills needed for testing, engineering and digital fire modelling, certification and inspections (audits), expertise and training.

Efectis can assess and certify the fire performance (fire resistance, reaction to fire, fixed and mobile firefighting systems, equipment, etc.) of products, systems or your entire project, on a small or large scale, from materials to construction products and structures, and for any field of activity (public buildings, high-rise buildings, housing, nuclear facilities, transport, infrastructure, tunnels, industrial and storage processes, offices, etc.).

Daniel JOYEUX
Président Efectis



OUR QUALIFICATIONS

- ISO/IEC 17025 accreditation (TESTING)
- ISO/IEC 17020 accreditation (INSPECTION)
- ISO/IEC 17065 accreditation (CERTIFICATION)
- ISO 9001 certification
- Notified Body for CE marking
- Approved Body for UKCA and UKNI marking
- CEFRI certification for radioprotection
- EDF-UTO qualification
- ISO 29990 training
- Official laboratory in France (decree 1959)
- Fire Hose performance assessment
- IMO
- CERTIFER laboratory certification for railway testing

OUR RECOGNITIONS

- FM approval
- INTERTEK for American market
- LLOYD'S approval for jet fire testing
- DIBT for specific German application
- VKF for Swiss market
- BHRC (Building & Housing Research Center) in Iran
- Civil Defense of United Arab Emirates
- Civil Defense of Qatar
- KFSD (Kuwait Fire Service Directorate)
- SASO (Saudi Standards Metrology and Quality Organisation)
- SES in Ukraine

OUR VALUES

- Expertise
- Independence
- Dynamism

OUR COMMITMENTS

- Availability
- Responsibility
- Transparency

OUR OBJECTIVES

- Customer satisfaction
- Safety of people and property
- Employee development

PROXIMITY

Thanks to its 22 offices and laboratories worldwide and the recognition of its services in 35 countries, Efectis is both close to its customers and able to support them in their international development.



Efectis and its employees are committed to 3 fundamental areas:

1

ETHICAL

2

HUMAN RESOURCES

3

ENVIRONMENTAL



ETHICAL COMMITMENTS

Efectis' strategy is to build its development on solid, socially responsible foundations, based on genuine relationships of integrity and trust with all its stakeholders.

1.1 A COMMITMENT GUIDED BY KEY PRINCIPLES

Respect for others is one of the principles that guide the day-to-day conduct of our employees. Each and every one of us, through our exemplary behaviour, contributes to making Efectis a great place to work.

The principles shared by the Efectis working community can be summed up as follows:

- Act with loyalty, fidelity and exemplarity;
- Respecting everyone's dignity and rights, in particular the right to be different;
- Comply with laws and regulations; and
- Preserving the environment.

Efectis fully adheres to the principles formulated by:

- The Universal Declaration of Human Rights;
- The European Convention on Human Rights;
- The International Labour Organisation - ILO;
- The United Nations Convention on the Rights of the Child;
- The importance of progress towards the Sustainable Development Goals (SDGs); and
- The United Nations Global Compact.

THE UNITED NATIONS GLOBAL COMPACT:

HUMAN RIGHTS

1 Businesses should support and respect the protection of internationally proclaimed human rights; and

2 make sure that they are not complicit in human rights abuses.

ENVIRONMENT

7 Businesses should support a precautionary approach to environmental challenges;

8 undertake initiatives to promote greater environmental responsibility; and

9 encourage the development and diffusion of environmentally friendly technologies.

LABOUR

3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

4 the elimination of all forms of forced and compulsory labour;

5 the effective abolition of child labour; and

6 the elimination of discrimination in respect of employment and occupation.

ANTI-CORRUPTION

10 Businesses should work against corruption in all its forms, including extortion and bribery.

1.2 ECONOMIC AND SOCIAL RESPONSIBILITY

As accredited, certified and notified laboratories for more than 50 years, compliance with rules and obligations is an integral part of the DNA of our company and our staff.

Efectis is committed to :

- Maximise customer satisfaction and listen to their expectations and comments with a view to continuous improvement;
- Comply with business law and combat all abusive practices;
- Act with integrity, disregarding private interests and personal considerations. Make decisions transparently and on the basis of relevant considerations;
- Respecting the principles of the market economy and fair competition;
- Comply with the rules applicable to the protection of intellectual property;
- Ensure the security of our information and the ones of our customers, suppliers and partners, and respect data confidentiality;
- Comply with applicable laws on the processing of personal data;
- Maintain a high-quality legal and regulatory/ethical watch.
- Implementing a responsible purchasing policy:
 - Establish and maintain mutually beneficial and fair relationships with its suppliers;
 - Working with companies supporting the employment of disabled employees;
 - Give priority to local sourcing.
- Respect the rules of good governance:
 - Hold regular Board meetings and Executive Committee meetings, with formal agendas and minutes;
 - Rapidly inform internal and external stakeholders of decisions taken by the Executive Committee;
 - Respect the prerogatives of staff representatives;
 - Ensuring that strategic objectives are clear.

Comply with Efectis Group anti-corruption Code of Conduct.

An ethics alert procedure is available on the Group's website, allowing anyone to report, confidentially, any serious breach or infringement of the general interest, ethics, legal and regulatory provisions and EFECTIS' internal procedures.

HUMAN RESOURCES COMMITMENTS

For several years, we have been committed to protecting our employees, promoting their well-being at work, enhancing their skills and their development, and fostering social dialogue and good management practices.

2.1 ENSURING THE SAFETY OF PEOPLE AND PROPERTY

Professional health and safety prevention is a major issue for Efectis. Above and beyond regulatory requirements, we are committed to reducing professional risks and improving the quality of life at work.

Therefore, we have implemented several measures to ensure the safety and physical health of our employees:

- Individual and collective protective equipment with strong maintenance;
- Employee training (first aid, fire safety, forklift, overhead crane training, etc.);
- Safety training for new arrivals;
- Safety manual detailing the Group rules and accessibility to all employees;
- Regular awareness campaigns to ensure that everyone understands and applies good safety practice.

All risks are analysed, assessed, and minimised using appropriate procedures as part of a Safety Management System.



2.2 A SOCIAL RESPONSIBILITY

Throughout its employees' working lives, Efectis refrains from applying 15 prohibited discrimination criteria and is committed to promoting diversity.

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- Age;
 - Political views;
 - Sex;
 - Health Status;
 - Trade union activities;
 - The surname;
 - Sexuelle orientation;
 - Origin (real or supposed);
 - Physical belonging;
 - Belonging to an ethnic group;
 - Religious convictions;
 - Family situation;
 - Disability;
 - The state of pregnancy;
 - Nationality.

This prohibition applies to all stages of our employees' professional lives: recruitment, salary, and career development.

Efectis also undertakes to:

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- Helping young graduates enter the world of work through work-linked training and company placements;
 - Promoting parity between men and women;
 - Encourage the employment, retention and training of senior workers;
 - Paying attention to the career paths of people with disabilities: maintaining employment, raising awareness among employees;
 - Applying a clear and motivating remuneration and benefits policy;
 - Regularly measure the perception of employees through the implementation of satisfaction surveys;
 - Promoting cohesion within the company.

2.3 PROMOTING WELL-BEING AT WORK

Efectis is committed to respecting the balance between private and professional life.

Efectis is committed to promoting respect for rest periods and maximum authorised working hours on a daily basis.

Flexibility and the development of autonomy make it possible, depending on the employee's assignments, to set up remote work if the employee so requests. Remote work is a response to the need for greater flexibility in the organisation of work and to the needs of employees. It also helps to improve the balance between professional and personal time and reduces travel time and environmental impact.

The prevention of Psycho-Social Risks is a priority for Efectis. Within our human-scale organisation, the close relationship we maintain with our managers and our tightly knit organisational structures encourage simple working relationships and the identification of weak signals.

2.4 PROMOTING AND DEVELOPING OUR EMPLOYEES

Efectis is keen to promote diversity in terms of qualifications and career paths, both at the recruitment stage and throughout the employee's career.

Training policy

For each of our business lines, where the technical dimension is strong, a genuine training policy has been implemented. We believe it is important to respond to the needs of our employees and the development of our business, and to develop their skills in order to compensate for the lack of initial training in our businesses.

The importance of merit

Efectis offers internal career paths to employees who have demonstrated their ability to progress. Whether in the technical, project or management fields, employees are offered a wide range of career paths to help them progress.

Annual performance evaluation

Our annual appraisal process is based on continuous improvement. The annual appraisal is an opportunity for our managers to discuss the past year with their staff, the successes and difficulties encountered, and to jointly determine the actions to be taken for the following year.

Talent management

Efectis adopts a proactive human resources management approach based on skills management in order to determine future job developments and assignments. The aim is to ensure the long-term viability of the company and to support employees in their professional development.



ENVIRONMENTAL COMMITMENTS

Through its activities and services, Efectis works on the limitation of the fire incidents that notably generate significant environmental issues.

Through its many research and development projects, Efectis is committed to reducing environmental impact (R&D programmes on wood construction, forest fire fighting, hydrogen development, etc.).

Efectis also implements an environmental risk management system (environmental analyses) to identify and control the environmental risks associated with its activities. In addition, Efectis ensures that it complies with regulations and trains and raises the awareness of its employees.

Our environmental impact lies mainly in our waste, our emissions and our consumption.

Efectis sorts its waste so that it can be recycled.

Wherever possible, Efectis works with local companies to limit greenhouse gas emissions linked to transport and favours the use of recycled products.

Efectis has voluntarily equipped most of its laboratories with flue gas treatment systems, and regularly carries out effluent analyses, which are limited to a few hours per month for each laboratory.

With a view to self-consumption, Efectis is gradually installing solar panels to power its industrial halls.

Efectis therefore undertakes to:

- Calculate and limit its carbon footprint,
- Controlling consumption of water, energy, and raw materials,
- Limiting waste production and encouraging waste recovery and recycling,
- Drive convergence towards “paperless”,
- Encourage transactions with local suppliers,.
- Favour public transport and the use of “soft” means of transport wherever possible.

Efectis