

# CSR CHARTER

To respond to environmental, societal and ethical issues, as well as the expectations of our stakeholders, the Vitaprotech Group has been committed to a Corporate Social Responsibility (CSR) approach for several years. Our CSR strategy is based on the international ISO 26000 standard.

The Group has been a member of the United Nations Global Compact since 2022 and contributes to the achievement of Sustainable Development objectives.

## OUR CSR APPROACH FOCUSES ON 3 PILLARS



### GOVERNANCE

Our CSR approach focuses on **ensuring the Group's positive impact** on society and individuals by:

- Ensuring the deployment of solutions & products that make a **positive contribution to the environment and society**;
- Guarantee responsible external practices on the part of our **suppliers**, by signing a **Responsible Purchasing Charter**;
- Internally, through the ethical behavior of our employees via the establishment of a **code of conduct**.



### SOCIAL

The Group aims to promote and **guarantee the well-being** of its employees, while having a **positive impact** on society by:

- Implementing an **employee-led sponsorship** project each year;
- By developing a **Diversity & Inclusion policy** to ensure that everyone's needs & realities are taken into account, and to guarantee the integration of everyone (disability, equality, LGBTQIA+, etc.);
- Developing **workplace well-being policies & actions** (teleworking, disconnection, QVCT initiatives, etc.).

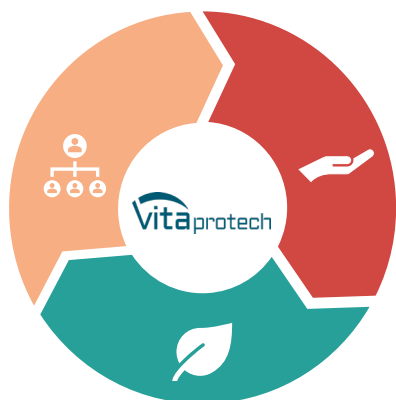


### ENVIRONMENT

Vitaprotech is committed to **considering and limiting its environmental impact** by:

- Preparing an **annual carbon footprint and action plan**;
- Encouraging **soft mobility** and limiting travel;
- Using **clean energy** to power almost all our offices;
- Improving the **recycling** and treatment of our **waste** and **hazardous waste**;
- **Raising** employee **awareness** of climate change.

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Aware of its responsibilities, the Vitaprotech Group is committed to taking social, economic and environmental impacts into account in all its decisions and actions.

As a Group, we are committed to rethinking the way we manage and operate, and to accelerating our transformation in order to meet the social and environmental challenges we face in the future, while responding to the expectations of our customers, employees and all our stakeholders.

Convinced of its role to play, Vitaprotech, in line with its raison d'être "Innovating for a Safe tomorrow", wishes to strengthen its commitment to sustainable development and a more inclusive, caring company.

Our CSR commitments are set out in this charter and detailed in our annual CSR report. With this charter, the Vitaprotech Group reaffirms its CSR commitments and its adherence to the Global Compact.



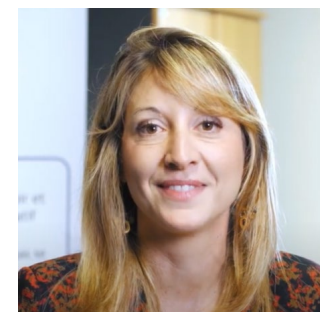
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