

PRACARTIS — CSR —

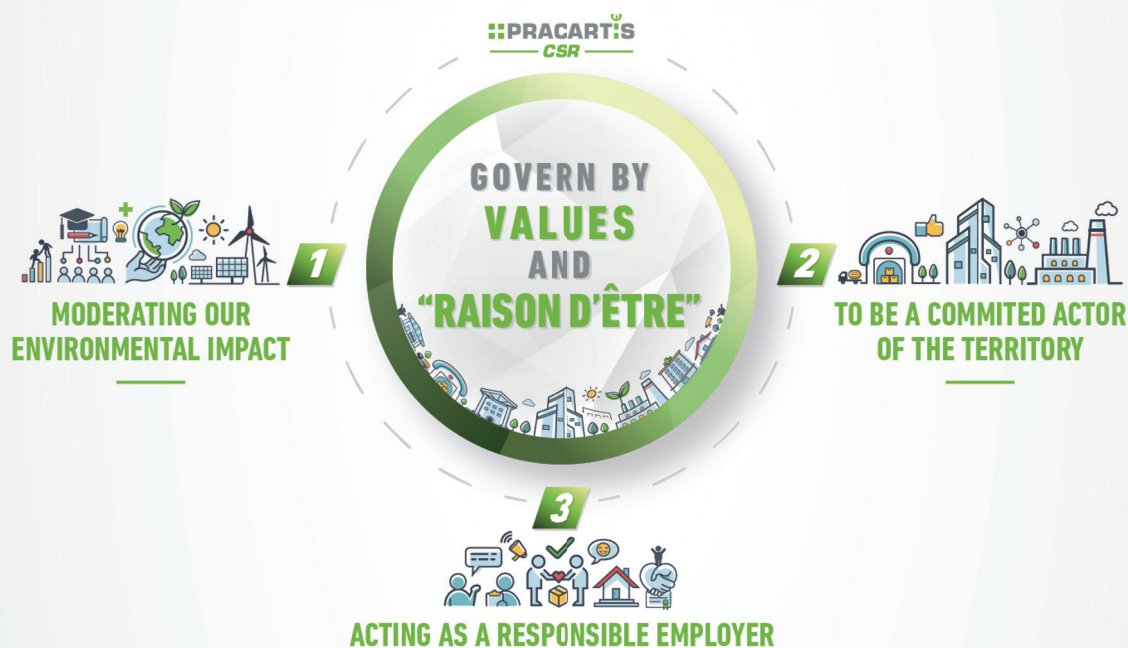
CSR Charter PRACARTIS Group

A CSR policy integrated into the company's strategy

PRACARTIS group has been committed to a formal CSR approach since the beginning of 2021.

Collaborative work with the Management Committee and a number of employees made it possible to establish a self-diagnosis of our practices and to build **an action plan**.

Our CSR approach is based on a strong guideline and three axes that support our actions :



Each theme contains actions aimed at achieving one or more of the Sustainable Development Goals defined by the UN. In total, 22 actions have been decided and planned, responding to 13 SDGs :



GOVERNING BY VALUES AND "RAISON D'ÊTRE"

1 Moderating our environmental impact page 3

Measuring and reducing the carbon and energy footprint of buildings, products and services, and taking environmental impact into account in all new developments and innovations.

Examples of current and future achievements :

- ④ Carrying out a diagnosis of our flows: energy, water, effluents, waste,
- ④ Carrying out a carbon assessment on all our sites,
- ④ Study of the installation of photovoltaic panels on our roofs,
- ④ Study of the recovery of waste heat,
- ④ Management and sorting of waste for recovery,
- ④ Eco-design approach to new products,
- ④ Fleet of service and company vehicles, mainly electric and hybrid.

2 To be a committed actor of the territory page 5

To be a key player and partner in our industrial and local ecosystem, and to influence stakeholders for a territorial CSR approach

Examples of current and future achievements :

- ④ Sustainable mobility plan,
- ④ Involvement of the management in numerous associations and professionnel networks at departmental, regional and national level,
- ④ Interventions in secondary schools, high schools, universities, organisation of visits to our companies in order to make the industry's professions known,
- ④ Sports sponsorship and local cultural patronage.

3 Acting as a responsible employer page 7

Further improve the working environment and conditions offered to employees to promote QWL

Examples of current and future achievements :

- ④ Sharing moments of conviviality with employees: sports meetings, mountain club, group party, etc.
- ④ Social barometer,
- ④ Free provision of electric charging points,
- ④ Study on a fleet of electric service bicycles; bicycle shelter and recharging station on site,
- ④ Company restaurant on the Peillonnex site supplied by the group's vegetable garden,
- ④ Action on biodiversity: beehives, orchards, sheep, melliferous plants.

Details of the action plan

First of all, it should be noted that some of the Pracartis group's offers are by definition part of a circular economy approach:

- ④ Our Electro-spindle division repairs and reconditions electro-spindles with a manufacturer's guarantee for the brands represented.
- ④ Our Cutting Tools division re-sharpens and reconditions cutting tools at the end of their life.
- ④ Our Industrial Services division optimises numerically controlled machines and refurbishes them through a complete retrofit.

All these actions make it possible to avoid the remanufacturing of tools, parts and machines. This has a direct positive impact on our customers, as it allows them to extend the life of their products, avoid the purchase of new products and thus save the energy, raw materials and transport required for their manufacture.

1 Moderating our environmental impact

- ④ Measuring and reducing the carbon and energy footprint of buildings, products and services and taking into account environmental impact in all developments and innovations.
- ④ Related UN Sustainable Development Goals :



1.1 Energy and material flow management : optimisation and reduction (waste, effluents, co-products, water)

- ④ **Flow diagnostics :** energy, materials and water
- ④ **Effluents and pollutant discharges :** objective of zero pollutant discharges into the environment
- ④ **Waste management :** sorting and reduction
- ④ **Energy :** equipment to reduce electricity consumption and installation of photovoltaic panels and car park shading - *studies in progress*

1.2 Group carbon footprint : measuring and monitoring the carbon footprint to reduce it

1.3 Ecodesign of products and services :

- ④ **Implementation of a simplified calculation tool for the environmental impact of our products/services**
- ④ **Cutting tools :**
 - Refurbishment service to extend service life
 - R&D work on new processes and materials
- ④ **HSM electrospindles :** repair and maintenance to extend life
- ④ **Industrial services :** retrofit, modernisation and optimisation of production resources
- ④ **Test centre and R&D :** low impact innovations (Precibot, H3Bike project, ...)

1.4 Digital responsibility and limiting paper use : good practice guide
- *in progress*

1.5 Preservation of biodiversity : beehives and honey plants, orchards, sheep, short circuit catering

1.6 Towards environmental certification : – *under consideration for a medium- to long-term R&D centre*

2 To be a committed actor of the territory

🕒 To be an important player and partner in our industrial and local ecosystem and to influence stakeholders for a territorial CSR approach.

🕒 Related UN Sustainable Development Goals :



All the PRACARTIS group's subsidiaries are small or medium-sized family businesses, with **strong roots in their territory**. The group aims to consolidate its partnerships and synergies with the players in the industrial and local ecosystems, by **driving a territorial CSR approach** with all stakeholders.

2.1 Employee mobility : reduce the impact of commuting and business trips by facilitating access to soft mobility

- 🕒 Reflection on **mobility package**
- 🕒 **Equipements** : facilitating bicycle access to the sites (shelters, VAE recharging facilities, showers)
- 🕒 **Limiting car transport** : on-site canteen (Peillonex), internal carpooling tools (in progress)
- 🕒 **Mobility info** : public transport census, awareness-raising events
- 🕒 **Choice of service vehicles and function** oriented towards French manufacturing and electric or hybrid motorisation
- 🕒 **Charging stations** for electric vehicles made available to employees
- 🕒 Facilitating **telework**

2.2 Involvement in local ecosystems: strengthening the territorial anchorage

- ④ Active involvement of the management in numerous **professional networks** : associations, technical centres, company networks
- ④ **Links with training** (high schools, universities, schools): organisation of visits to our companies, internships and apprenticeships, joint projects, company-student meetings)
- ④ Sports **sponsorship** and local cultural patronage

2.3 Responsible Purchasing : integrate the sustainable development dimension in the choice of peripheral and production purchases - *launch 2023 with dedicated WG*

2.4 Mobility of goods : reduce the truck transport footprint for supplies and deliveries - *under consideration*

3 Acting as a responsible employer

- ④ To provide employees with an environment and working conditions that promote the Quality of Life at Work (QWL).
- ④ Related UN Sustainable Development Goals :



The human factor is central to the PRACARTIS group. The **well-being of employees** is therefore a priority, implying a **benevolent management** that listens to employees. The actions put in place contribute to the development of the **group's employer brand**, for the retention of employees (low turnover) and the attractiveness of young talent.

3.1 Health and safety at work : dedicated working group with a referent per site to share good practice

3.2 Raising employees' awareness of social issues: workshops on environmental and social issues offered to all employees at least once a year

3.3 Trainings :

- 🔗 Listening to training needs and structuring towards a **forward-looking management of jobs and skills**.
- 🔗 Proposal of training courses open to all employees (ergonomics, SST, fire, first aid, etc.)

3.4 Inclusion and professional equality :

- 🔗 Ensuring **equal pay for men and women and equal opportunities**
- 🔗 Promote the employment of people who are far from work.

*A dedicated **Responsible HR Working Group** will be set up in 2023 to cover these topics (social barometer, training, insertion).*

Human resources mobilised, organisation and communication

1. Communication :

In each company, a CSR Corner is set up: dedicated to CSR information, it informs on the actions of the plan, raises awareness on different themes and also contains an idea box for employees.

The Group and subsidiary websites include a CSR tab to inform our visitors. Communication to key stakeholders will be deployed.

2. At group level, a structured CSR team :

- 🔗 Management committee involved and relaying the CSR policy
- 🔗 1 CSR Director
- 🔗 1 CSR Project Manager

3. In each company of the group :

- 🔗 **CSR ambassador** : acts as a link between the entity and the group, brings up ideas and needs and explains the CSR actions at group level. In particular, he/she feeds the CSR corner, an area for the exchange of CSR information on the group and the idea box for employees
- 🔗 **Carbon footprint and flow referent** : responsible for collecting data for the diagnosis and implementation of the resulting actions
- 🔗 **Purchasing referent** : members of the Responsible Purchasing WG
- 🔗 **OHS Officer** : members of the OHS WG
- 🔗 **HR and inclusion referent** : members of the HR and inclusion WG
- 🔗 **Dedicated time for employees** to participate in awareness-raising workshops
- 🔗 Time dedicated to participate in events and meetings of the ecosystem (mainly management committee and executives).