

# Sustainability Charter



Through this charter, ALTEN Group undertakes to promote a corporate social responsibility initiative within its companies.

As well as the commitment to comply with the laws and rules of good governance, this initiative is based on three fundamental principles: fairness, valuing employees, protecting the environment and developing environmentally friendly service offerings.

In this way, ALTEN Group intends to make an active contribution to sustainable development.

## Our Commitments

- 1 To act with integrity and ensure compliance with applicable laws and regulations.
- 2 To foster the development of skills, the social promotion of its employees, diversity and equality of opportunity in fighting discrimination.
- 3 To guarantee working conditions that respect fundamental rights and provide its employees with security, health and well-being at work.
- 4 To protect the environment by sustainably reducing the impact of its activities on natural resources and biodiversity and to promote environmentally responsible practices on the part of its employees.
- 5 To support its customers in developing environmentally friendly solutions.
- 6 To encourage its employees to play an active part in responsible innovation.
- 7 To unite its partners - customers, subcontractors and suppliers - around its values and encourage them to make their own contributions to its commitments in terms of sustainable development.
- 8 To support programmes of solidarity in line with Group values.
- 9 To strive for the development of engineering and the promotion of scientific and technical careers.
- 10 To base its corporate governance on rigorous management and responsible communication.

Simon AZOULAY  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'S. Azoulay'.



ALTEN