
RESPECT FOR THE ENVIRONMENT AND PHILANTHROPY

It is the responsibility of everyone within the group to seek to reduce the environmental impact of the business and maintain open and frank relationships with stakeholders directly or indirectly affected by the consequences of our decisions.

#1 ENVIRONMENTAL PROTECTION

Our commitments

- To comply with the environmental policy defined by the Group.
- To actively participate in energy saving, waste sorting and pollution prevention actions (air, water and soil).
- To search for the best technologies and methods to respect the environment at every stage of the product, from design to marketing.
- To apply the precautionary principle to environmental problems.
- To develop support missions by supporting local communities and NGOs.

What we do not do

- Knowingly circumvent the environmental rules applicable to our business.
- Neglect checks and work on the traceability of our products.

#2 STAKEHOLDER RELATIONS

Our commitments

- To respect our interlocutors and promote constructive discussions.
- To involve all stakeholders and take into account diverse or even divergent interests.
- To allow time for stakeholders to influence the decision-making process.
- To communicate information upfront and report on trade in an honest, objective and transparent way.

What we do not do

- Disrespect people.
- Knowingly fail to communicate all information relevant to dialogue and good decision-making.

#3 CHARITY WORK

Our commitments

- The **ERAM Group** has, throughout its history, encouraged various non-profit initiatives related to its territory, its activity and its values.
- Donations, sponsorships and patronage to charitable organizations made on behalf of the ERAM Group and using its financial resources are authorized subject to compliance with the applicable regulations and internal procedures.
- Said donations must be associated with the community in which the ERAM Group works and serve the cause of the charity in question, while improving to the image of the group

What we do not do

- Make donations on behalf of the **ERAM Group** or any of its entities without the written consent of the person authorized to validate this type of transaction.
- Make donations to a charity that are not related to the territory, activity or values of the **ERAM Group**.
- Make donations when requested to do so by a public official or an employee of a company with which the **ERAM Group** does business, in return for a decision or other advantage.
- Make donations that could be considered by a third party as likely to call into question the independence of a decision.



In return for obtaining an administrative permit, an elected representative solicits a donation for a sports association that he manages.