

## GENERAL CSR POLICY OF THE SFA GROUP

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Until the early 2000s, most companies were not concerned about the impact of their activities on their natural and social environment.

The vast majority of business leaders were primarily concerned with increasing their turnover and maximising their profit while maintaining social peace in their companies.

It was only at the turn of the 21st century that the environmental concerns expressed by numerous experts and citizens began to be known and taken into account by the major world leaders. The concern to preserve the world for future generations, to protect the planet, to save its resources, to preserve the atmosphere, water and soil became an increasingly shared concern.

This is how the concept of "sustainable development" - which initially concerned mainly environmental concerns - was extended to social concerns to become today the global concept of CSR: Corporate Social Responsibility

It is no longer a question of producing and consuming more and more in a disorderly fashion, but rather of organising reasonable growth in a sustainable manner.

It is in this spirit, by anticipating these concerns and anticipating regulatory obligations, that the SFA Group has been committed since 2016 and very gradually to a CSR approach in accordance with the protocol of the ISO 26000 standard

The initial work consisted of:

- redefining the SFA Group's businesses, missions and main purposes
- to specify its "values", those that unite the employees and give meaning to their daily actions, those that correspond to its history, those that are in line with its DNA, those that allow everyone to project themselves into its future, its progression, and its development.



- to identify the networks of its stakeholders, to better understand their expectations and to better assess their degree of satisfaction or even dissatisfaction
- to make the reasons why the SFA Group is committed to this approach understood and known internally and externally
- to explain that preserving the planet and responding appropriately to societal challenges is no longer an option, but an obligation

After a few years of evaluation, awareness, information and communication on CSR, and after the COVID years, the SFA Group decided in 2021 to initiate the operational construction of a voluntary "CSR PROGRESS PLAN".

In the first year, 28 themes for progress were identified, resulting in a three-year ACTION PROGRAMME.

This policy is an ambitious challenge with many issues at stake. The aim is to demonstrate that the SFA Group has changed, that its management has evolved, and that it is adapting to the new environmental and social imperatives.

The tasks to be carried out from now on consist of:

- continuing to build an ambitious and realistic "CSR PROGRESS PLAN
- supporting employees in adopting the approach
- providing the market with solutions that best meet its expectations
- to design products and manufacturing processes that are the most economical in terms of natural resources and environmental impact
- to be recognised by market observers for the quality of the operations carried out and the performance of the results obtained

**More globally, the real challenge for the SFA Group is to grow together.**

- ✓ Growing together while respecting human nature, the individual and all our stakeholders.
- ✓ Growing together while maintaining our liveliness, our spirit of agitation
- ✓ Growing together around this resource that we cherish: water.