

SFA Group Environmental Policy

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SFA Group envisions a future where economic performance and environmental sustainability go hand in hand.

As a responsible company and a participant in the United Nations Global Compact, we are committed to contributing to this vision by adopting sustainable practices and minimizing our environmental impact throughout the entire life cycle of our products, from design to end of life.

Since 2016, our commitment to corporate social responsibility has reflected our determination to build a more environmentally responsible future for our employees, customers, and all our stakeholders.

We recognize our responsibility and the urgent need to protect the environment. This Environmental Policy provides the framework for:

- Guiding our actions to ensure we operate responsibly;
- Continuously improving our environmental performance;
- Promoting sustainability and circularity across all aspects of our business, including the use and end-of-life management of our products.

KEY COMMITMENTS

By 2027, SFA Group is committed to achieving the following objectives:

Climate change:

Reduce our greenhouse gas emissions and support the transition to a low-carbon economy, taking into account both our operations and the impacts associated with the use of our products.

Our objectives:

- *Reduce our greenhouse gas emissions by 10%.*
- *Install 30,000 m² of solar panels across our sites.*
- *Integrate life cycle assessment (LCA) results to reduce the carbon footprint of our main product families.*

Waste reduction:

Reduce waste generation and promote reuse, repair, refurbishment, and recycling in order to develop a circular approach to our products.

Our objectives:

- *Reduce waste generation across our sites by 5%.*
- *Deploy solutions that promote reuse, repair, or refurbishment whenever technically and economically feasible.*
- *Reduce the volume of unsold or obsolete products sent for disposal, notably by developing alternative recovery and valorization channels.*

Pollution prevention:

Prevent pollution and minimize impacts on air, water, and soil by effectively managing emissions, waste, hazardous substances, and the responsible end-of-life management of products and components.

Our objectives:

- *Increase the share of sustainable vehicles in our fleet to 20%.*
- *Strengthen the monitoring and control of emissions and discharges across all our sites.*
- *Develop approved end-of-life management channels for products and components.*

Resource efficiency:

Reduce the consumption of energy, water, and raw materials across our operations and integrate these principles into the design of our products.

Our objectives:

- *Reduce our energy consumption by 10%.*
- *Reduce our water consumption by 10%.*
- *Optimize the use of raw materials by increasing, wherever possible, the proportion of recycled and recyclable materials in our products and packaging.*

Sustainable innovation:

Design and promote environmentally responsible products by integrating eco-design principles throughout their life cycle.

We are also committed to designing, manufacturing, and placing on the market products that are safe for customers, installers, end users, and consumers by ensuring compliance with applicable regulations, providing clear information on installation, use, and maintenance, and continuously improving product safety.

Our objectives:

- *Conduct life cycle assessments (LCAs) for 80% of our product families.*
- *Eco-design all new products by integrating LCA into design decisions to reduce their environmental footprint throughout their life cycle.*

STAKEHOLDER ENGAGEMENT

SFA Group works closely with all its stakeholders to promote environmental awareness, collaboration, and sustainable development.

Our approach includes:

- Taking into account the expectations and feedback of our stakeholders to enhance the relevance and effectiveness of our environmental approach.
- Collaborating with our suppliers to promote responsible practices throughout our value chain.
- Raising awareness among and engaging our employees in achieving our environmental objectives.
- Communicating transparently on our environmental performance through our annual CSR Report.

ROLES AND RESPONSIBILITIES

The implementation of this Environmental Policy relies on the commitment of the entire organization.

Group CSR Steering Committee

- Oversees the Environmental Policy.
- Ensures its alignment with the Group's strategic objectives.

Management

- Communicates and implements the Policy at all levels of the organization.
- Assigns specific responsibilities within their areas of responsibility to achieve the Group's environmental objectives.
- Provides the necessary resources and training.

Employees

- Understand and comply with the Policy and the associated standards.
- Actively participate in environmental initiatives and contribute to continuous improvement through their daily actions.



CONTINUOUS IMPROVEMENT

We are committed to continuously improving our environmental management system, as well as the environmental performance of our operations and products.

Our approach includes:

- **Monitoring and improving practices:** Using measurable indicators to track progress and identify opportunities to enhance our environmental management system, industrial practices, and product design decisions.
- **Double materiality assessment:** Taking into account the significant impacts of our activities and products, including during the use and end-of-life phases, as well as environmental risks and opportunities.
- **Ensuring compliance:** Conducting regular reviews of our environmental performance to maintain compliance with relevant standards and regulations, including the CSRD, and to achieve our stated objectives.

This approach ensures the proactive management of our environmental impacts while fostering a culture of responsibility, innovation, and continuous improvement.

SCOPE AND COMPLIANCE

This Environmental Policy applies across SFA Group, including all its entities, employees, managers, and business partners.

We are committed to complying with all applicable environmental laws, regulations, and standards.

SFA Group relies on a structured environmental management system, including ISO 14001 certification for its main manufacturing sites, and continues to expand this approach with the objective of having 75% of its sites ISO 14001 certified by 2030.



REVISION

SFA Group's Environmental Policy is subject to a comprehensive review every three years. This ensures that it remains relevant, effective, and aligned with evolving environmental challenges and best practices.

Version	Approbation	Description
V1	13-12-2024	Initial version
V2	30-06-2026	Revision of the Environmental Policy to incorporate the Group's new environmental commitments and regulatory and strategic developments.

GROWING TOGETHER

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