

Theme	Challenge
Responsible partner	Responsible management of the sourcing of metals with potentially negative social and/or environmental impacts, particularly conflict minerals. Integration of environmental and social criteria in the purchase of products and services.
Limiting our environmental impact	Reduction of energy consumption, decarbonization, implementation of measures to mitigate climate change and adapt to its impact. Reduction of waste production, adoption of sorting and recovery through recycling or reuse measures. Pollution and discharges into the air, water and ground with a serious impact on the environment. Compliance with international regulations, particularly on hazardous/chemical substances. Reduction of the ecological impacts of products over the entire life cycle: reduction in the use of resources during production, eco-design, energy-saving products, etc.
Developing human capital	Preservation of business continuity in the event of exceptional climatic or health events requiring a reorganization of activities, and which may constrain international trade. Gender parity throughout the organization, local recruitment, policies in favor of disabled people and juniors/seniors, fight against all types of discrimination. Training and promotion policy to ensure the development of internal skills and the appropriation of the Company's values by employees. Ability of the Company to attract the talent essential to its operations. Working conditions guaranteeing the safety of employees and service providers. Prevention of accident risks, including psychosocial risks, both at Group level and by entity depending on their activities.
Ethics and compliance culture	Group ethical rules and their appropriation by partners, including corruption, fraud, competition rules. Data protection, compliance with personal data regulations, and computer system security.