



## Corporate Social and Environmental Responsibility Policy of the F2J Industry Group

The F2J Industry Group, a leader in advanced engineering and automotive project management, is committed to embedding Corporate Social Responsibility (CSR) principles throughout its operations and long-term strategic planning. This policy outlines our dedication to sustainable development, environmental stewardship, social well-being, and economic integrity.

### **Vision and Values:**

We aim to be a leader in our sector by adopting responsible practices that benefit our employees, customers, partners, and the environment. Our core values include integrity, innovation, excellence, respect, and responsibility.

### **Objectives of our CSR Policy:**

#### *Ethics and Governance:*

- Promote transparent and ethical governance and ensure compliance with all regulations.
- Maintain a strict code of conduct for employees and partners, with mechanisms to report violations.
- Provide regular ethics and compliance training at all organizational levels.

#### *Environment:*

Reducing our ecological footprint remains a major objective, with the development of ISO 14001 certification within our group. We focus on sustainable waste management, renewable energy use, and green technology R&D.

#### *Commitments:*

- Resource Management: Optimize natural resource use, particularly water and energy, using advanced technologies.
- Emission Reduction: Implement strategies to reduce greenhouse gas emissions, including sustainable transport practices.
- Waste and Recycling: Reduce, reuse, and recycle production materials, using recycled and recyclable materials.
- Ecological Design: Integrate ecological design principles to minimize environmental impact throughout product lifecycles.

#### *Social:*

Ensure safe and fair working conditions, promote diversity and inclusion, offer professional development, and support local communities through volunteer actions and partnerships.

#### *Commitments:*

- Health and Safety: Ensure a safe work environment with regular risk assessments and safety training.
- Diversity and Inclusion: Promote equal opportunities and prevent discrimination.
- Skills Development: Offer training and professional development programs.
- Community Engagement: Support local projects and encourage employee volunteering.
- Combat Forced and Child Labor: Prevent and eradicate forced and child labor in supply chains.

#### *Economy:*

Maintain sustainable economic performance by collaborating with suppliers and partners who share our sustainability and ethics values.

#### *Commitments:*

- Sustainable Performance: Ensure economic growth through responsible business practices and regular economic impact assessments.
- Sustainable Innovation: Invest in R&D for sustainable technologies and solutions.
- Responsible Supply Chain: Collaborate with sustainable and ethical suppliers, conducting regular audits for compliance with CSR standards.

#### *Governance Commitment:*

The highest level of governance supports CSR initiatives. A CSR committee, led by the group president and general manager, will oversee policy implementation and progress monitoring.

We commit to raising employee awareness of CSR practices, optimizing natural resources, and managing raw materials. Our key performance indicators (KPIs) will measure CSR progress, with an annual sustainability report detailing initiatives and results, and regular stakeholder feedback to improve practices.

The F2J Industry Group recognizes that CSR is essential for our long-term sustainability and prosperity. We pledge to integrate CSR principles into all operations and positively contribute to society and the environment. This policy will be reviewed and updated regularly to reflect stakeholder expectations and best CSR practices.

Chairman : Jérôme Rubinstein  
General Manager: Jean-Pierre Daniel