

BEYOND, TOGETHER

2023 CSR roadmap

*Further,
together,
sustainably*

HTL's CSR CHALLENGES



RESPONSIBLE WITH OUR CUSTOMERS AND PARTNERS TO PRESERVE OUR ENVIRONMENT

Reduce and control our water consumption

Control aqueous and atmospheric discharges and prevent risks of air, water and soil pollution

Reduce our fossil fuel consumption (decarbonisation)

Set up a management system to reduce our environmental footprint

Eco-design our processes and products

Sort, recycle, recover our waste

Take action to preserve ecosystems

Optimise our supply chain with our suppliers and service providers

EXEMPLARY TOWARDS OUR EMPLOYEES

Improve health and quality of life at work

Ensure safety

Ensure a high-quality social climate through open, respectful and ethical dialogue

Develop a Diversity & Inclusion policy to combat all forms of discrimination

Implement a skills management policy (Development and Continuing Education)

Make CSR a lever for team commitment and attractiveness

Engage teams in our continuous improvement approach

CITIZENS IN CIVIL SOCIETY

Continue to make ethics a priority and a reputational asset for the whole of civil society

Support local biodiversity conservation

Give meaning to our ambition of corporate citizenship by establishing local and national partnerships

Contribute to local economic development and jobs

Report on our commitments and actions through transparent communication

MAIN ACTIONS 2023

OUR OBJECTIVES AND INDICATORS

- ✕ Optimising the HTL4 cleaning process
- ✕ Extension of monitoring counters for real-time supervision
- ✕ Registration Science Based Target initiative
- ✕ Detergent product reduction plan (NEP process)
- ✕ Adapting the air supply system to the HTL4 activity
- ✕ Insulating paint treatment (Cool Roof) of roofs (whitening)
- ✕ ISO 14001 follow-up audit
- ✕ Extend the scope of Plastic recovery to all workshops
- ✕ Reactivation of the 2nd ethanol distillation column

WATER
REDUCTION RATE 2023
(vs 2022):

- 10%

REDUCTION
RATE
GHG consumption 2023 per kilo of HA
produced
(vs 2022):

- 15%

2023 WASTE RECOVERY RATE

>30%

MAIN ACTIONS 2023

- ✕ Set up a barometer to regularly "take the pulse" and improve situations that require it
- ✕ Introduction of a Welcome pack and a Photo Directory
- ✕ Installation of new production changing rooms
- ✕ Improving workstation ergonomics
- ✕ Psychosocial risks (PSR): training for managers
- ✕ Updating the single document
- ✕ Finalise and communicate the Human Resources strategy
- ✕ Develop a Diversity & Inclusion policy
- ✕ Raise awareness among all HTL executives of climate issues via a "Climate Fresco" workshop
- ✕ Set up partnerships with schools

OUR OBJECTIVES AND INDICATORS

NUMBER OF RESPONDENTS TO THE INTERNAL BAROMETER
>65%

NUMBER OF EMPLOYEES That have participated in the Climate Fresco workshop

> 40

M/F EQUALITY INDEX
> 82

NUMBER OF WORK ACCIDENTS WITH LOST TIME IN 2023:
<5

FOCAL POINT 3: CITIZENS IN CIVIL SOCIETY

MAIN ACTIONS 2023

- ✘ Renew Global Compact membership & Write our 1st COP (Communication On Progress)
- ✘ Finalise the HTL Code of Ethics and roll it out to the teams
- ✘ Raise awareness of the 10 principles of the United Nations
- ✘ Formalise a sponsorship/skills sponsorship policy
- ✘ Define the roadmap and the apprenticeship and work-study policy
- ✘ Open the “Company Life” section on our LinkedIn page
- ✘ Design a 1st annual sustainability Report (in anticipation of the CSRD)

OUR OBJECTIVES AND INDICATORS

NUMBER OF EMPLOYEES TRAINED IN THE ANTI-CORRUPTION CODE

>99%

NUMBER OF PARTNERSHIPS

>2

NUMBER OF WORK-STUDY CONTRACTS

>8