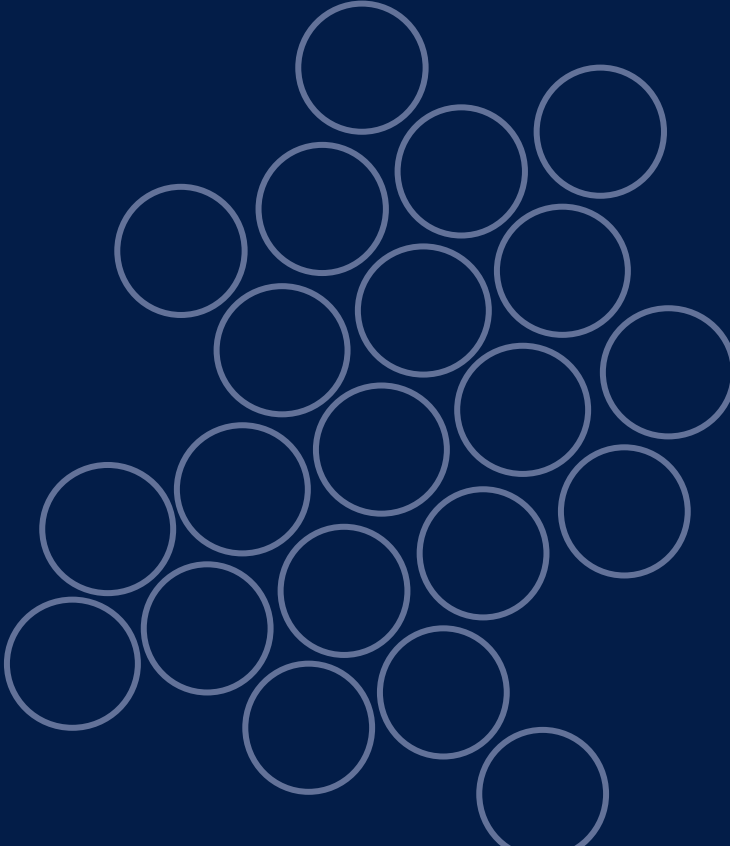


# CSR CHART

## RONDOT GROUP



<b>DOCUMENT TITLE</b>	<b>CSR CHARTER RONDOT GROUP</b>
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# CSR CHART

# RONDOT GROUP

*Official Document - Applicable to all subsidiaries of Rondot Group.*

"The current changes we are experiencing compel us to rethink the business models of tomorrow, and we firmly believe that companies have a significant role to play in this transformation.

We are pleased to define together the priorities of tomorrow and adapt our roadmap according to the challenges ahead".

"IT IS BECAUSE A COMPANY IS **USEFUL** THAT IT **THRIVES**, NOT THE OTHER WAY AROUND".

Rondot Group is driven by the conviction that the businesses of tomorrow must be responsible and serve as an example for all stakeholders.

We operate in a complex international environment where every company bears a responsibility for its ecosystem.

This project leads us to build a business model that combines performance, transformation, and sustainable growth through our three pillars of sustainable development.

Economic, social, and environmental challenges are redefining the role of the company in society.

Profit alone is no longer sufficient to ensure growth; companies must integrate these new parameters into every aspect of their business to have a positive impact on the world of tomorrow.

Rondot Group is committed to a process of reflection and action through its Corporate Social Responsibility (CSR).

By the end of 2023, we joined the Global Compact, an organization established by the United Nations, enabling us to have a universal language across our various subsidiaries. This language is based on 17 Sustainable Development Goals, which we adapt according to the business of each entity to contribute to a fairer, more inclusive, and more respectful society, while ensuring its sustainability.

For Rondot Group, this is also a new challenge, which involves integrating CSR solutions within each subsidiary, each department, and at the inception of every project. By incorporating CSR criteria at every level of the company, we aim to align with today's expectations and, more importantly, anticipate those of tomorrow.

This CSR chart, supported by the management and shared with all subsidiary directors and employees, serves as a common reference framework for all stakeholders. Campaigns and training workshops will be organized for this purpose.

CEO

Raphael CONSTANTIN



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SAS au capital de 31.400.000€  
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69410 Champagne au Mont d'Or France  
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Head of CSR

Isabel COMOY



## I. A RESPONSIBLE GOVERNANCE

Rondot Group is experiencing significant growth and therefore must consider its social and environmental footprint to align with its economic footprint.

This mastery and the integration of these footprints lead us today to a strong structuring of our social responsibility, driven by the leadership and top management of the group, and the creation of a dedicated CSR steering committee.

To ensure successful implementation of this ambition, Rondot Group's governance must adhere to several key principles, notably the respect for Human Rights.

We are signatories of the United Nations Global Compact, which therefore supports the ten associated principles, including the respect of Human Rights.

For Rondot group, respecting human rights means being vigilant in identifying and correcting any potential direct or indirect negative impacts of its organization.

Rondot Group must continuously monitor its activities to avoid direct or indirect involvement in human rights violations committed by another company, government, individual, group, or any other entity with which it collaborates.

Additionally, through its international presence, Rondot Group respects communities and seeks to honour local cultures.

## II. ETHICAL BUSINESS PRACTICES

Rondot Group provides various documents to sustain its commitment to Corporate Social Responsibility and Environmental Responsibility, including the drafting of:

- An ethics and anti-corruption policy
- A Responsible Purchasing Charter
- An environmental and travel policy
- This CSR Charter

These documents serve as a guide for all teams within the group, who are not only obligated to adhere to their principles but also to contribute to their ongoing improvement. These documents extend beyond mere compliance with laws; they aim to provide a framework that enables all our employees to pursue our economic and societal objectives while considering, on a daily basis, the interests of all stakeholders and the associated impacts of their decisions.

## II.1 SUPPLIER ENGAGEMENT

As an industrial company, it is crucial that our procurement process be clearly defined. That's why a Responsible Purchasing Charter has been established to outline the social, environmental, and economic commitments that Rondot Group and all associated subsidiaries require suppliers to adhere to.

This chart pledges to consider the social and environmental impacts of purchasing goods or services at every stage, including supplier or subcontractor selection, contracting, and service delivery.

## II.2 BEHAVIOR TOWARDS OUR PARTNERS

Every member of Rondot Group's staff must adhere to the principles of loyalty and integrity towards all our partners. Given the nature of the services and products we provide, no compromises are acceptable in the realm of safety.

Furthermore, the company acknowledges that corruption poses significant risks to its sustainability and reputation, potentially destabilizing internal organization. Therefore, Rondot Group commits to combating all forms of corruption in every country where it operates.

## III. A RESPONSIBLE AND COMMITTED SOCIAL POLICY

### III.1 HEALTH, SAFETY, AND WELL-BEING

Safety and well-being are fundamental points to be respected. An employee will be efficient if they feel safe and fulfilled within their organization. Our goal is to ensure cohesion, communication, sincerity, and transparency through high-quality professional relationships that are honest, loyal, and respectful at all levels of the company.

### III.2 INTERNAL DIALOGUE

Freedom of expression is a fundamental right guaranteed within Rondot. Everyone's opinion on the rules of life within the company is sought, particularly through the representative bodies of the staff when designated. It is in this context that Rondot Group relies on dialogue and openness within its companies. Furthermore, a questionnaire will be sent to all employees every 2 years to promote this dialogue.

(à valider)

### III.3 EMPLOYEE FULFILMENT & SKILL DEVELOPMENT

An employee thrives when given the tools to do so. That's why Rondot Group implements an individual training program for all employees called **"Care Management"** to enable each individual to develop their skills, feel valuable, and completely secure. Internal mobility is also a key focus for the group. Employee

fulfilment is a real factor in performance and sustainable growth. That's why training needs are expressed every year during individual interviews.

#### III.4 PROMOTION OF EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

Rondot Group is committed to promoting equal opportunities and non-discrimination, whether related to disabilities or any other form, in professional treatment at all levels of the company. It aims to gradually integrate this principle into the corporate culture, respecting every profession and sector of activity.

This principle applies from the recruitment stage, with teams being sensitized through the provision of a dedicated chart.

### IV. A COMMITMENT FOR ENVIRONMENTAL PROTECTION

#### IV.1 MINIMIZING OUR IMPACT

As part of our industrial activities, it is our duty to integrate environmental issues and associated compliance requirements as early as possible. Hence, we have implemented an environmental policy aimed at reducing our carbon footprint to align with the Paris Agreement. In this regard, a carbon footprint assessment has already been completed for one subsidiary, and another is underway, enabling us to develop an action plan to address our energy consumption and greenhouse gas emissions. Our objective is also to promote this policy around the 4Rs: "Refuse/Reduce/Reuse/Recycle."

Awareness-raising efforts among each employee are planned as part of a comprehensive commitment, where each staff member is expected to integrate eco-friendly practices into their daily routines and contribute ideas in this regard. Additionally, as the group's development necessitates the renovation of certain buildings in the near future and potentially the construction of new offices and workshops in the years to come, it is important that environmental considerations be incorporated into this approach regarding buildings and equipment whenever feasible.

Furthermore, Rondot Group is committed to strong digital sobriety with an associated action plan, particularly focusing on managing the IT infrastructure and data usage responsibly.

#### IV.2 TOWARDS RENEWABLE RESOURCES

Committed to sustainability, Rondot Group strives to reduce its environmental footprint by optimizing energy consumption at its manufacturing sites as well as in its travel and transport activities. Beyond mere optimization, our company is committed to progressively integrating renewable resources across all its operations. This involves adopting eco-efficient technologies and supporting projects that promote renewable energies, in order to foster an industrial model that is more respectful of the environment. We are committed to closely monitoring our progress in these areas,

measuring our advancements not only in terms of consumption reduction but also in increasing our use of renewable resources.

### IV.3 RESPECT OF THE BIODIVERSITY

As part of our CSR charter and environmental policy, Rondot Group is committed to integrating biodiversity considerations into all its activities. Aware of the importance of preserving biodiversity for a sustainable future, we implement awareness-raising actions for our employees, partners, and local communities. On our industrial sites, and future sites whenever possible, we adopt environmentally friendly practices such as creating green spaces, protecting existing natural habitats, and promoting local wildlife and flora. Our goal is to minimize our impact on ecosystems and actively contribute to the preservation of biodiversity, while fostering a corporate culture that values and respects nature.

### IV.4 ECO-DESIGN, AN AMBITION

Our ambition is to integrate eco-design at the inception of every R&D project. While our products are known for their quality and durability, we must reconsider our approach to new projects. Conducting a life cycle analysis on priority products can be considered to identify at which stage we can act on our environmental footprint.

## V. A COMMITTED EMPLOYER BRAND

### V.1 A COMMITMENT TO SOCIETY

Rondot Group commits in favour of Society and firmly believes that structuring such a project has a real positive impact and can serve as a unifying element for employees, allowing everyone to contribute, at their own scale, to one of many challenges of this complex world in which we must adapt.

Through various philanthropic projects, we are dedicated to supporting and developing any initiative or project of general interest with a social dimension that collectively contributes to a positive impact on society at large.

The goal of Rondot Group is to contribute to a world with significant human added value by aiding individuals affected by illness, as well as those who are distant from employment, in their return to the workforce. The PDPE program is an example (*Periods of Discovery in a Professional Environment*), allowing individuals distant from employment to confront real-life situations to explore a profession or sector, confirm a career path, or initiate a recruitment process. This is a program we have already implemented in one of our subsidiaries.

## VI. A POSITIVE IMPACT ON OUR CLIENTS

Today, over 500 glassworks worldwide benefit from our technologies through glassmakers worldwide.

Rondot Group is, above all, driven by an ambition—to provide premium products of quality and utmost precision, continuously enhancing the health, efficiency, and productivity of our partners:

### VI.1 UNIQUE EXPERTISE, OUR PRIORITY

Rondot Group is committed to leveraging its expertise across the entire value chain to manufacture innovative and high-performance products for its customers who are seeking innovation to ensure the sustainability of their business models.

4 of Rondot's sites are ISO 9001 certified.

1 site is currently undergoing ISO 14001 certification, with the objective of expanding our commitments in terms of environmental management.

### VI.2 INNOVATION, A MAJOR CHALLENGE IN AN EVOLVING WORLD

Rondot Group is recognized for its technical expertise. Our role is to develop product innovations that align with the future expectations of our partners. The glass industry is evolving, and it is our responsibility to accompany them by maintaining a regular dialogue and engaging in co-development projects.

## VII. ABOUT RONDOT GROUP

For over 50 years, we have been exploring and creating unique solutions for the hollow glass industry. Our mission is to provide solutions to glassmakers directly in their factories worldwide, through our 8 manufacturing subsidiaries and 8 distribution companies.

We collaborate with industry leaders who share our passion and work together to address their needs and leverage our expertise to design the best solutions. We market either for a dedicated company or our own products directly to glass professionals through our own sales network. We provide well-known & recognized products that are innovative and rigorously tested in collaboration with our industry partners.

Today, millions of end consumers benefit from our technological solutions through glassmakers worldwide.

Our shared key values are *ethics, responsibility, respect, cohesion, agility, trust, and results orientation*.

Today, Rondot Group aims to embrace a new challenge by systematically integrating CSR solutions and actions into our technological expertise, to offer all stakeholders solutions aligned with today's challenges and, most importantly, to anticipate tomorrow's obstacles in the best possible way.

# CSR CHART

## RONDOT GROUP

