

Charter of Social Responsibility

Green Transfo SAS



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Green Transfo SAS positions itself as a key player in the energy transition. This dynamic strongly overlaps with the social responsibility approach for company, in line with our commitment to the Global Compact. It is based on 4 values and specifically sets out individual rules and principles of collective action against all stakeholders.

A- 4 Core Values:

The roots of company's social involvement lie in its values that place people at the center of life:

- Commitment
- Ethics
- Excellency
- Team spirit

B- Good Practices “Green Transfo SAS” Governance:

- Guarantee the sustainability of the company
- Share goals
- Ensuring the health and safety of people (“Safety first”)
- Putting the customer at the heart of our decisions
- Respect the rules
- Comply with legal obligations
- Promoting social dialogue
- Promote economic and social efficiency
- Contribute to environmental performance and energy

C- 6 Priority Areas of Responsible Management:

- Annual maintenance
- Participation and consultation
- GEPP and training
- Monitoring and compliance with regulations and other compliance obligations
- Continuing our value creation
- Compliance with an anti-corruption code of conduct

D- Customers and Sustainable Innovation:

We support customers towards new uses, by committing to the energy transition with efficient, digitized and communicating equipment:

- Connection of renewable energies to the grid,
- Better asset management, from the source to the subscriber, through smart-metering,
- Connection and charging of electric vehicles.

E- Quality and Environment at the Center of our Corporate Culture:

We make every effort to investigate the environmental performance of our operations. Management and production processes are the subject of a desire for continuous improvement. All group assets are ISO 9001 certified. The largest is ISO 14001 certified.

F- Promoting Occupational Health and Safety:

With an ambitious "safety first" policy, we are committed to increasing the ISO 45001 certifications of the company's subsidiaries as well as addressing the challenges of ergonomics in the workplace.

G- Involve Suppliers:

Our suppliers, selected based on their specific social performance, commit to respect and support the principles of the "Global Compact" and implement the necessary tools to ensure that they are implemented by themselves and their subcontractors. Our most representative carriers are working on carbon impact approaches.

They contribute to the environmental performance and health and safety of the **Green Transfo SAS** ecosystem.