



Corporate Social Responsibility Policy

2023 - 2025

ae&t Working together



A company must create an environment conducive to strong individual and collective commitment. A sense of belonging at work, a healthy work-life balance and improved working conditions: all help employees to commit themselves fully to our customers.

Ambition for 2025:

- Increase investment in production facilities and working conditions,
- Increase the number of events promoting group cohesion (at least two per year).

CIVIL SOCIETY Taking more initiative



Become more keenly aware of our place in civil society and do more by supporting meaningful actions and giving employees the means to get involved.

Ambition for 2025:

- Free up time: employees give their time, ae&t gives the equivalent time,
- Partner our cooperation with integration institutions (sheltered employment centre, etc.) and pursue our policy of work placements and sandwich courses,
- Create at least one targeted sponsorship action per year.

CUSTOMERS Accelerating coopération

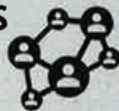


Strengthen and adapt our structure to create key moments with our customers and ensure greater involvement in our innovations.

Ambition for 2025:

- Multiply opportunities for exchange and improve the quality of these exchanges by listening attentively,
- Improve information management to provide the best possible service,
- Conduct two satisfaction surveys a year.

SUPPLIERS AND SUBCONTRACTORS Co-constructing for innovation



Innovate not only product functionalities, but also working methods.

Ambition for 2025:

- Increase the number of opportunities for exchange and co-construction with strategic suppliers,
- Systematically encourage our suppliers to reduce our joint environmental impact,
- Seek mutual benefit and cultivate transparency of information.

ENVIRONNEMENT Reducing our environmental impact



Help our employees to adopt frugal reflexes and work together to minimise our impact.

Ambition for 2025:

- Extend and promote the reparability of our products,
- Increase our efforts to reduce consumption, particularly by cutting down on paper: achieve 90% paperless invoicing and reduce our printing by 10%,
- Increase our ECOVADIS score by 10 points.

Signature of process pilots

MANAGEMENT COMMITMENT 2025 : As part of ae&t's Quality and CSR policy, I undertake for 2025 to :

- Write, with our quality manager as well as an external contributor, our next Quality and CSR policy according to the ISO 26000 referential with a view to future labeling,
- Accompany the purchasing department in its 'Responsible Purchasing' approach, guaranteeing the provision of the necessary means and support,
- Support our quality manager in merging production and logistics processes to create a single 'Supply Chain' process,
- Assist our quality manager in monitoring our Quality and CSR policy objectives and in all internal audits.