QCSR Policy
2026 - 2028

	ae&t Challenges	Actions
CUSTOMERS	A /Across all our markets, Improve customer experience	Listen, discuss and understand the needs Improve satisfaction (delivery tiles, after sales...) Organise, structure and secure our policy Widen and customize our offers : project support, rental equipement
	B/ Make ae&t our best supplier (and that of our customers)	Reinforce our testing and make more information available to our customers Increase the warranty of ae&t products Develop our internal measures and indicators, especially for production
	C/ Help foster a culture of security and share our expertise	Make essential information available to all: guides, webinars, white papers Create "a model" warehouse Thematic presentations and speaking engagements
PARTNERS	D/ Cultivate and foster innovation	Training, support and human capital development ae&t products : accelerate the launch of new features Rework the foundations of our internal systems
	E/ Reinforce our impact on the territory	Continue our civic engagement efforts Grow our revenue with ESAT Plan annual visits with our local suppliers
	F/ Fight against discrimination	Update the relevant section of our chart Train our harassment lead, form a team, and aim to expand the scope of their responsibilities Communicate internally on the matter Adopt Anonymous CV in our recruitment process
	G/ Develop our networks and accelerate co-creation with all our partners and collaborators	Develop sustainable purchasing Accelerate supplier evaluation and refine the selection criteria Network within the HALMA group and become more externally oriented
OPERATIONS	H/ Achieve sustainable, long-term growth	Develop markets related to our core products by diversifying and through internationalisation Increase the company's profitability Accelerate our CSR approach, undergo evaluation, and produce a report Measure the environmental impact of the company Improve the reparability of our products
	I/ Formalise ethical and faire practices	Appoint one or more coordinators to lead the initiative Identifiy the risks and asses the current status Raise awareness among our partners Define and manage a procedure
	J/ Improve our environmental impact	Measure the carbon footprint Define the value chain Incorporate environmental impact into decision-making

As part of ae&t's QRSE policy, I undertake to the following for 2026:

- Review our management and strategy tools as part of the integration of our parent company E2S into HALMA, and, with this in mind, provide support to all staff to ensure the success of this operation
- Work with our quality manager to continue our CSR work with a view to achieving ISO 26000 certification before the current policy expires, and, in particular, ensure that CSR is properly integrated into our quality procedures
- Producing our first CSR report
- In view of the increase in production activity, support the supply chain process as our workshop undergoes transformation.

Eric GREVEN