

# CSR POLICY

## CORPORATE SOCIAL RESPONSIBILITY

Since its creation, CTP environnement has been building on a foundation of values and commitments driven by the management in terms of respect for people, the environment and stakeholders to act as a responsible company that is both innovative and sustainable. With this in mind, CTP environnement displays a policy of social responsibility which is an integral part of our company's strategy, and is reflected in all of our processes and is applied at all of our sites in France.

### OUR COMMITMENT

#### GUARANTEE SOCIAL AND HUMAN BALANCE

- **Equal opportunities & diversity:** our recruitment process remains open to all candidates, regardless of gender, disability, age, education, origin or religious beliefs.
- **Internal career progression:** this allows each of our employees to train and develop continuously within CTP environnement
- **Equality:** thanks to an individualised remuneration policy and social security cover.
- **Responsibility:** because ethics, safety, and respect for others are at the forefront of our beliefs, we provide full support to our employees throughout their careers.

#### REDUCING AND CONTROLLING OUR ENVIRONMENTAL FOOTPRINT

- **Recycling** all generated waste (paper, plastic, coffee capsules, glass, electronic equipment, batteries, etc.)
- A programme to replace all existing light bulbs with LED lighting, backed up by the display of **energy saving information**.
- Electricity consumption is also a factor taken into consideration when developing our mobile processing units.
- The provision of regularly maintained and renewed vehicles large enough to enable minimal journeys to project locations coupled with an awareness of the principles of **eco-driving**.
- Raising our staff's awareness of environmental issues through their participation in 2tons workshops and water frescoes.

#### COMBINING TRUST AND PERFORMANCE

- A development strategy focused on **customer satisfaction**, respect for our commercial commitments, and remaining competitive in our operational activities.
- Establishing ethical partnerships and collaborations with suppliers and subcontractors.
- Building new relationships and creating value with our stakeholders
- **Respect for competition** together with the prevention of fraud & bribery



Philippe BARRE  
Chairman

*« By making Corporate Social Responsibility (CSR) the foundation of our development strategy, we ensure the sustainability of our corporate citizenship model. CSR is at the heart of CTP environnement's commitment to bringing together quality of life, well-being, and performance ».*



Conflans-Sainte-Honorine, 20<sup>th</sup> April 2025