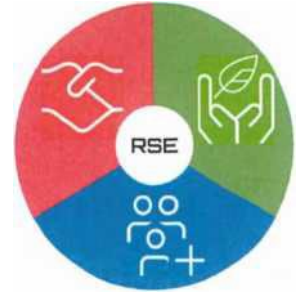


# CSR Policy



HEMERIA, is committed to the protection of its employees and the preservation of the environment within the framework of Corporate Social Responsibility (CSR).

This dynamic revolves around three fundamental axes.

## Reduce the environmental footprint of our activities and products

- Strengthen the Energy Sobriety plan in relation to climate issues
- Integrating ecodesign at the heart of our future projects
- Improve our environmental footprint through better waste management



## Ensure respect for human rights and the fairness of practices

- Ensure principles of integrity and ethics within the company
- Respect the individual, his dignity and fundamental rights
- Promote equal opportunities
- Fight against corruption
- Ensuring the ethics of business practices and those of our partners



## Improve working conditions

- Ensure the safety of employees by reducing occupational risks
- Promote well-being at work
- Fight against discrimination



Toulouse - 10/14/24

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Aymeric BESSIERE  
Deputy Chief Executive  
Officer