

SUSTAINABLY COMMITTED



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LATTY.COM



SUSTAINABLY COMMITTED

«Whether it's our **environmental responsibility** to reduce energy consumption, optimize waste management, or design products that are durable, energy-efficient and easy to reconition.

From our **social responsibility**, with the distribution of exceptional bonuses, to the strengthening of participative management.

Whether it's our **ethical responsibility**, with the drafting of a code of conduct for suppliers, and the implementation of a purchasing policy outside the war zone ;

LATTY is a committed company, whose CSR approach is one of its cornerstones, and this is undoubtedly one of its strengths. to continue to progress».



Christian-Xavier LATTY
Président

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SOCIAL RESPONSIBILITY OUR APPROACH

CSR, as defined by ISO 26000 is an organization's responsibility towards the impact of its decisions and activities on society and the environment. It translates into transparent and ethical behavior that :

- contributes to sustainable development, including society's health and well-being
- takes stakeholders' expectations into account
- complies with current legislation and is compatible with international standards
- is integrated throughout the organization and implemented in its relationships

As an international, family-owned company specializing in waterproofing solutions, we want to play an active role in energy savings, waste reduction and social ethics.

We are convinced that we can make a positive contribution to CSR, through our various solutions and products, reinforced by the global approach of our business by focusing on 3 key commitments:

- **Social commitment**, to improve the quality of working life and dialogue between employees, combat discrimination and get involved in local life.
- **Responsible and ethical commitment**, to behave ethically and responsibly, both within our Group and with our stakeholders.
- **Environmental commitment**, to reduce our impact on the environment and support our customers in this process.



SOCIAL



ETHICS



ENVIRONMENTAL

LATTY INTERNATIONAL S.A GET INVOLVED!

LATTY International S.A. is committed to implementing a CSR approach:

For this process, we rely on the expertise of ECOVADIS, a French organization specialized in CSR initiatives. A specialist in CSR performance assessment, ECOVADIS helps us diagnose our extra-financial performance and define areas for improvement.

Our involvement in various professional circles and the additional support of external consultants reinforce this continuous improvement approach.



COMMITMENT BY OUR SUBSIDIARIES AND DISTRIBUTORS TO RESPECT THE PRINCIPLES SET OUT IN THIS COMMITMENT



IMPROVING WORKING CONDITIONS



RESPECT THE PRINCIPLES SET OUT IN OUR CHARTER



ENCOURAGE OUR SUPPLIERS AND SUBCONTRACTORS TO SUPPORT US IN THIS COMMITMENT BY RESPECTING A CSR CODE OF CONDUCT



OPTIMIZING WORKING TIME



Our involvement in various professional circles and the additional support of external consultants underpin this continuous improvement approach.



SOCIAL COMMITMENT

LATTY INTERNATIONAL S.A IS COMMITTED!



FIGHT AGAINST DISCRIMINATION

LATTY International S.A. is committed to fighting all forms of discrimination:

This battle is waged at every stage of a person's professional life, from recruitment and integration to career development, access to training, promotion, etc...

In order to combat all forms of discrimination, and in particular harassment, we have made a number of commitments within our company, based on particular **vigilance** with regard to the different types of harassment, with the provision of **sexual harassment and sexist harassment referents**.

HEALTH & SAFETY AT WORK

Preventing accidents and occupational illnesses is a priority for LATTY International S.A.

Health and safety in the workplace are fundamental values shared by all our employees. It is the subject of a specific policy in which we undertake to :

- An analysis of occupational hazards
- Provision of protective equipment (safety shoes, hearing protection, work clothes, goggles, masks, etc.).
- Regular equipment checks
- The implementation of specific safety instructions in the event of fire or the handling of chemicals and hazardous substances.
- Safety training
- Adoption of an annual investment plan to improve working conditions

WORKING CONDITIONS AND SOCIAL DIALOGUE

Work management

In order to nurture collaborative work, managers hold **monthly discussions** on key indicators and their evolution, strategic decisions and various subjects inherent to the department. A genuine opportunity for exchange, employees actively contribute to the process by **sharing their experience**.

Because a company's wealth is made up of its talents, it is important to **guarantee our employees a safe and stimulating working environment**, enabling them to develop throughout their careers, but also to reconcile their professional and personal lives.

Arrangement of working hours

The introduction of a four-day week or telecommuting for certain employees is a further step towards their well-being

Supporting and developing talent

Being a socially committed company means investing in the support and development of people, and in the management of their careers.



This translates into :

- Welcome and training for all new recruits: a welcome booklet is given to new recruits, and they are guided through the company's integration process.
- The organization of professional interviews every 2 years to take stock of our employees' achievements, objectives and future prospects.
- Continuous training throughout the professional career to develop skills.

Social dialogue

A management presentation is made to employees at the beginning and middle of the year to outline **objectives and key figures**.

Department managers organize meetings with their departments to **discuss and communicate issues** and develop co-responsibility.

Regular dialogue with management via monthly C.S.E. meetings and the availability of a **social worker** for employees.



13th month bonus

Profit-sharing agreement and bonus with matching contribution

Company savings plan

Recognition of hard work and loyalty with company medals.

- Distribution of vacation vouchers twice a year
- Organization of a free 100% winning tombola,
- Part of the cost of sports and cultural licenses is covered,
- Every two years a major trip is organized for employees,
- Various sales (swimming pool, cinema, perfume tickets, etc.),
- Christmas meal with gift distribution to children, fishing competition organized at the company pond.



COMMITMENT AND SUPPORT TO LOCAL COMMUNITIES

Community involvement

We participate in and/or sponsor associations or communities such as :

- « Les motivés de la basket », local sports association,
- Pink October

We encourage our employees to give blood regularly

Inter-professional unions :

Rubber, Technical fiber processing industry, SNCT, ARTEMA

Professional associations:

EVOLIS, BHRG, EHEDG

Industry groups :

GICAN, GIFEN, GIFEC, Nuclear Valley

Corporate clubs :

CCI28, SUD28, ENTREPRISE28, UIMM28

Local commitment

Job creation and skills pool development: our company is the **second largest employer in the town of Brou.**

We support **work-study students and trainees** enrolled in local schools, and contribute to the development of local skills.

Regular visits to local schools consolidate this commitment to maintaining our attractiveness and promoting the business world.

We also contribute to the **integration of people with disabilities.**





RESPONSIBLE COMMITMENT AND ETHICS

LATTY INTERNATIONAL S.A IS COMMITTED!



RESPONSIBLE PURCHASING AND SUSTAINABLE

The implementation of a responsible purchasing policy is an effective lever to support our sustainable development approach, and our corporate social responsibility (CSR) policy.

A code of conduct has been drawn up to ensure that our suppliers and main subcontractors undertake to respect certain points such as human rights, fair practices, working conditions and safety at work.

To reinforce these commitments, agreements have been signed such as :

- Do not source tungsten from war zones (CMRT Declaration)
- Integrating CSR criteria into supplier evaluations
- Working with adapted companies (premises maintenance, paper recycling, etc.).
- Preference for purchasing environmentally-friendly raw materials
- Increased purchases and services from local partners
- Ban on employing minors



LOYALTY PRACTICES

Fair practices **guarantee the principles of integrity and honesty between the company and its stakeholders**, in particular its customers/consumers and competitors. It is an essential element in the successful implementation of our company's CSR approach.

Business ethics

Our company and our stakeholders are committed to the following:

- Anti-corruption and extortion
- Conflicts of interest
- Fraud
- Money laundering
- Anti-competitive practices

Information security

We are committed to **respecting the confidentiality and security of confidential information** received from our various stakeholders (employees, shareholders, customers, etc.).



ENVIRONMENTAL COMMITMENT

LATTY INTERNATIONAL S.A IS COMMITTED!



RESPECT FOR THE ENVIRONMENT CONTINUOUS IMPROVEMENT MEASURES

LATTY International S.A., a responsible company :

Our aim is to perpetuate our activities while respecting nature and the environment, helping to preserve our planet's resources and fully integrating into our local, economic and social environment.

Energy consumption

- Communication on eco-actions
- Energy action plan

Water management

- Wastewater analysis
- Communication on eco-actions
- Process water recycling

Waste processing

- Sorting and recycling waste
- Communicating ecological gestures
- Increasing dematerialization
- Optimizing recyclable containers and packaging
- Repairable, recyclable products
- Involvement of our teams in various decarbonization projects (nuclear, biomass, hydrogen, etc.)

Safety

- Safety data sheets for our products
- ISO 14001 certification process
- LATTY product approvals
- Support from a regulatory watch service provider
- Carbon footprint study
- Neighbourhood reports with measurement of noise and emissions

Air pollution

- Eco-pasture
- Lease of a field for organic crops
- Ecological transport, hybrid cars
- Limiting greenhouse gases



INNOVATION FOR SUSTAINABLE PRODUCTS

Consumer concern

We are committed to developing innovative, sustainable products with **reduced environmental impact**. This translates into :

- Longer product life (increased durability)
- Repairability and recyclability
- Limiting pollutant emissions, Overall
- Control of consumption
- Improving their energy performance
- Minimizing environmentally harmful leaks (CFCs, GHGs, processes)
- Involvement in projects to develop decarbonizing products (nuclear, biomass, hydrogen, etc.)

Our employees are trained to **ensure the quality of our products and associated services**, notably through QUALIOPI certification attesting to the quality of our training process. Our training programs are offered to external partners working to develop skills and optimize our products in operation.

FIGHT AGAINST WASTE

Company restaurant

Since 2020, a system of weekly tickets issued in advance by employees has been in place. This system, which enables us to better manage quantities, has **cut our food waste by 50%**.

Employees can also indicate their **dietary restrictions** on the ticket so that the menu can be adapted. The aim is to include all employees. The cooking is done on site and mainly **«home-made»** by our company's salaried kitchen staff. This effort is reflected in the positive feedback from employees.

Our company restaurant has chosen to **give priority to French and European meat as much as possible**. Fresh produce such as vegetables and fruit are purchased in local shops. In this way, we contribute to the **vitality of our town of Brou**.





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REF xxxxxx | 03-2024

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