

Our Purpose and CSR Ambition

The mission of the **POMMIER Group** is to offer the road freight transport industry with **sustainable, innovative and safe solutions**. Our **Corporate Social Responsibility (CSR) policy** reflects our commitment to creating long-term value for our customers, employees, partners and local communities, while controlling our impacts and strengthening our resilience.

Our CSR Strategy is Built on Three Pillars

- ⇒  **Environment**: Reduce our footprint and actively contribute to the low-carbon transition,
- ⇒  **Social**: Ensure a safe, fair and positive working environment,
- ⇒  **Governance**: Promote exemplary, ethical and transparent business practices.

Our Ambition Focuses On:

- ⇒ Reducing our environmental impacts,
- ⇒ Strengthening our social performance,
- ⇒ Implementing responsible governance.

We Deliver This Commitment Through:

- ⇒ Strong leadership commitment,
- ⇒ Integration of CSR objectives into our management system,
- ⇒ Structured governance through our CSR Committee.

Our Principles:

- Ensure **regulatory compliance** and anticipate future developments,
- **Prevent** risks, **protect** health and safety, and **respect** human rights,
- **Foster dialogue** with stakeholders and **promote a culture of responsibility**,
- Ensure **transparency** and measure progress through performance indicators,
- Promote a **responsible value chain** through sustainable procurement, due diligence and continuous improvement of our partners.

Our Priorities:

-  **Environment**: Efficient use of materials and energy, Prioritization of **low-carbon energy sources**, Reduction of our **carbon footprint**, **Eco-design** and packaging reduction, Lower-impact transportation solutions.
-  **Social**: Employee **well-being and engagement**, **Skills** development, **Long-term sustainability of jobs and expertise**, **Safety** as a top priority, Prevention of and awareness-raising on **discrimination**.
-  **Governance**: **Transparent** communication, A strategy driven by Group Management and its CSR Committee, Oversight of the POMMIER Group CSR Action Plan supported by a **dedicated** budget

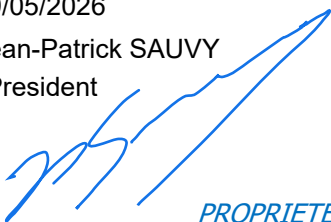
Further details regarding our commitments can be found in our **CSR Policy: DQ-RSE-002**.

Date: 29/05/2026

Name: Jean-Patrick SAUVY

Position: President

Signature:



PROPRIETE DE POMMIER-REPRODUCTION INTERDITE

1. Our Purpose and CSR Ambition

Our strategy is based on the three CSR pillars: **Environment, Social Responsibility, and Governance**, with our priorities formalized in document **DQ-RSE-001**.

Our CSR approach is integrated into the Group's management system, alongside Quality, Health, Safety and Environment (QHSE), in accordance with standard DQ-ENV-826, as well as the economic performance objectives of the POMMIER Group. It is part of a continuous improvement process based on stakeholder engagement and compliance with regulatory requirements and recognized standards, particularly ISO 26000 and our EcoVadis assessment.

Risk & Opportunity Approach

We regularly assess the risks, opportunities and expectations of our stakeholders (customers, employees, suppliers, local communities and authorities) in order to prioritize actions and align our decisions accordingly.

2. Our CSR Commitments by Pillar

A. Environment

We are committed to controlling and reducing the environmental impacts of our activities throughout their entire life cycle, from product design to end-of-life management, including industrialization, manufacturing, distribution and marketing activities.

Our Commitment Areas:

Climate & Energy

- ⇒ Measure and monitor our energy consumption and emissions,
- ⇒ Implement energy efficiency initiatives (processes, utilities and buildings) and, whenever possible, prioritize lower-impact energy sources.

Eco-design & Innovation

- ⇒ Integrate environmental criteria into product design (materials, durability, reparability and end-of-life management),
- ⇒ Promote solutions that improve performance and safety while reducing overall environmental impact.

Resources, Waste & Circular Economy

- ⇒ Prevent waste generation and optimize waste sorting, recovery and traceability,
- ⇒ Strengthen compliance and performance within the relevant recycling and recovery channels.

Pollution Prevention & Local Environmental Protection

- ⇒ Control emissions, accidental pollution risks and environmental nuisances (noise, emissions),
- ⇒ Ensure compliance with and effective management of all applicable ICPE regulatory requirements [*ICPE French Classified Installations for Environmental Protection*].

	CSR POLICY POMMIER GROUP	DQ-RSE-002
		Ind : A
		Page : 2/3

B. Social Responsibility

People are at the heart of our performance. We are committed to providing a safe, respectful and supportive working environment that fosters skills development and professional growth.

Our Commitment Areas:

Health, Safety & Working Conditions

- ⇒ Prevent occupational accidents and illnesses, analyze root causes, implement corrective actions and promote a sustainable safety culture,
- ⇒ Involve managers and employees in identifying and mitigating workplace risks (musculoskeletal disorders, chemical risks, psychosocial risks, discrimination and harassment),
- ⇒ Measure employee satisfaction through internal surveys.

Human Rights & Responsible Social Practices

- ⇒ Respect all individuals and prohibit any form of discrimination, harassment or forced labor,
- ⇒ Ensure fairness, social dialogue and confidentiality of reporting mechanisms.

Skills Development & Employability

- ⇒ Provide training, support career development, promote versatility and enhance competencies,
- ⇒ Encourage knowledge transfer and improve the attractiveness of our professions and expertise.

Community Engagement & Local Presence

- ⇒ Develop responsible relationships with customers and partners,
- ⇒ Contribute, within our means, to local community development through employment, partnerships and socially beneficial initiatives,
- ⇒ Promote inclusion and support for people with disabilities.

C. Governance & Business Ethics

We are committed to responsible governance based on integrity, risk management, communication and transparency.

Our Commitment Areas:

Ethics & Compliance

- ⇒ Zero tolerance toward corruption, fraud, conflicts of interest and anti-competitive practices,
- ⇒ Implement clear rules and standards (Code of Conduct, procurement practices and confidentiality requirements).

Responsible Procurement & Supply Chain Management

- ⇒ Assess and improve suppliers’ CSR performance using criteria proportionate to identified risks,
- ⇒ Promote compliance, traceability and continuous improvement regarding working conditions, environmental performance and ethical practices.

Data Protection & Cybersecurity

- ⇒ Protect sensitive information relating to customers, employees and partners, and strengthen cybersecurity best practices.

Performance Management & Transparency

- ⇒ Set objectives, monitor indicators, conduct audits and report progress,
- ⇒ Ensure transparent internal and external communication.

3. Stakeholder Communication and Engagement

This policy is communicated both internally and externally. It serves as a common framework and a public commitment of the POMMIER Group. It is reviewed periodically to ensure continued alignment with our strategic objectives, regulatory developments and CSR best practices.

Management Commitment

The Management of the POMMIER Group is committed to implementing and maintaining this policy, ensuring compliance, supporting continuous improvement and mobilizing all employees and partners to achieve sustainable progress.



Date: 29/05/2026
Name: Jean-Patrick SAUVY
Position: President
Signature: 