

Made for Motion

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CORPORATE SOCIAL RESPONSIBILITY CHARTER

TABLE DES MATIERES

WORDS FROM THE DIRECTOR	3
PREAMBLE	3
OUR RAISON D'ÊTRE	4
OUR VALUES	4
OUR COMMITMENTS	5
OUR STRATEGIC AXES	6
OUR ACTIONS	7
SOCIETAL	8
SOCIAL	10
ENVIRONNEMENTAL	11
CARBON FOOTPRINT	12
IMPLEMENTATION & FOLLOW-UP	13

WORDS FROM THE DIRECTOR

Through its activities and its customers, KTR France contributes to the evolution of our society.

For KTR France, its values and its openness to its local environment have always been key factors in its development. Treating one's environment well, the environment in the broadest sense, both internally and externally, and particularly with employees, suppliers, and customers, is simply doing oneself good.

Our CSR approach gives us the opportunity to formalize our commitments, to perpetuate them, to identify areas for improvement, and to share them with others.

PREAMBLE

Our company's choices impact its economic results, the communities in which it operates, the environment, and, more generally, society as a whole.

Society's expectations of businesses are increasing. Along with the duty of care, the legal framework for corporate social responsibility (CSR) has been strengthened. KTR France's profound transformation requires strong CSR, integrated into the company's DNA and adapted to the challenges of a constantly evolving society.



OUR RAISON D'ÊTRE

Experts in mechanical transmission and hydraulics, we create lasting partnerships and build high-performance and innovative solutions with our customers.

OUR VALUES



Partnership

We cultivate long-term relationships of trust, working closely with all our stakeholders.

Expertise

Thanks to our technical expertise in key areas, we offer innovative solutions adapted to the needs of our customers.

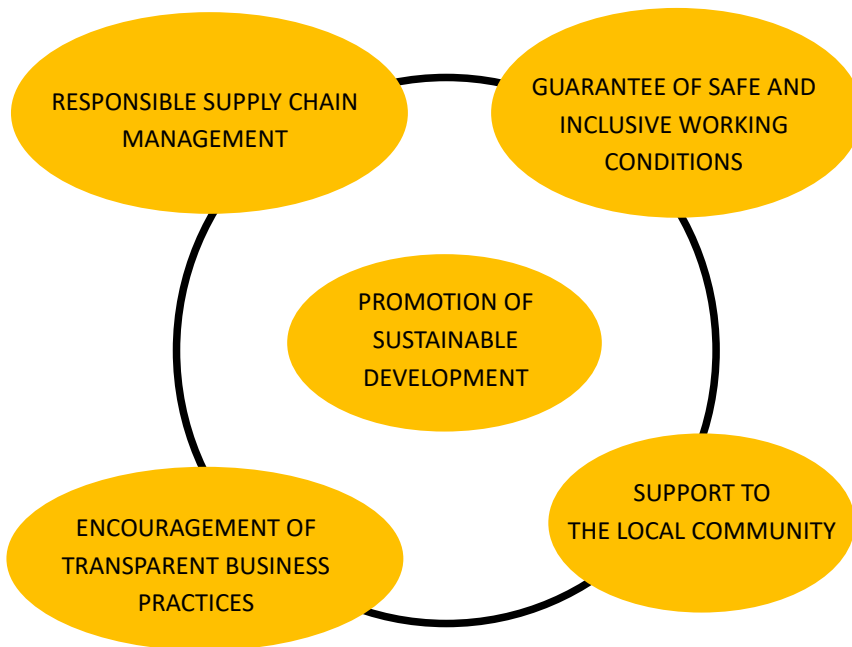
Disponibility

We prioritize responsiveness and proximity to our customers, guaranteeing a tailor-made and always accessible service.

Trust

We value transparency and integrity, fairness and kindness in all interactions, to build a lasting relationship of trust.

OUR COMMITMENTS



OUR VISION

By adopting this charter, we commit to promoting responsible practices while aligning our actions with our fundamental values of innovation, independence and responsibility.





OUR STRATEGIC AXES

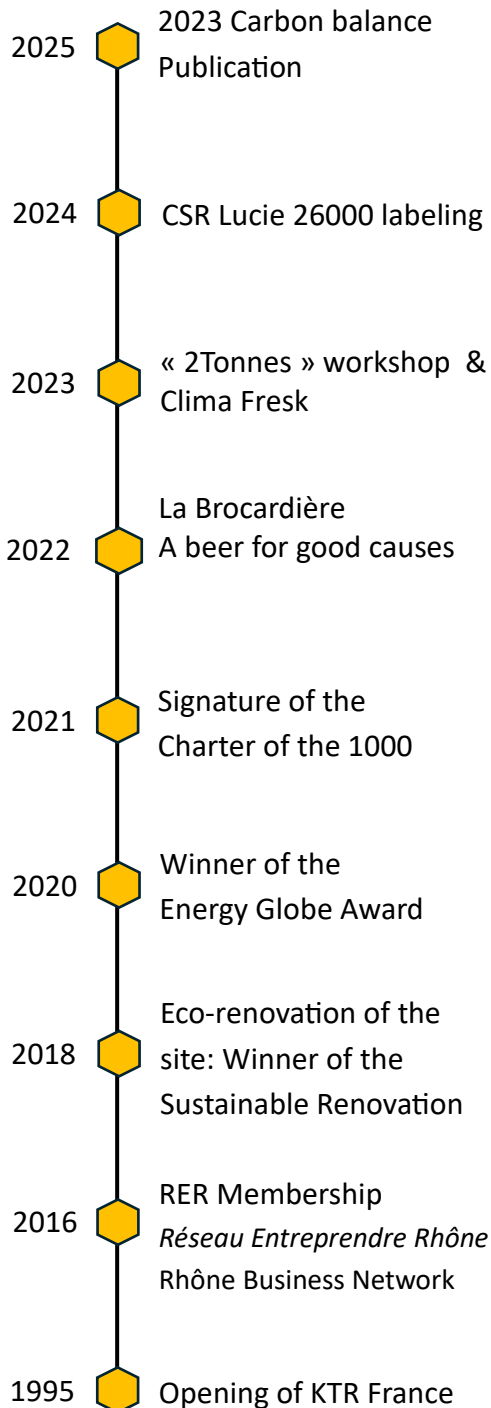


Commitment to this CSR approach is a guarantee of progress and sustainability within the framework of growth shared by all of KTR France's stakeholders.

It enables the company to better respond to the challenges it faces, as well as to the growing expectations of its stakeholders.



OUR ACTIONS



Over the years, KTR France has demonstrated its environmental, social, and societal commitment through specific and sustainable initiatives.

This commitment highlights a collective desire to contribute to the fight against bad practices, but also to raise awareness within the entire KTR France community of the importance of sustainability in everyday life.



SOCIETAL



Gouvernance of the organization

Our goal is to build stakeholder trust and promote informed decision-making. It also involves establishing an effective governance structure and ethical standards.

We are committed to adopting best governance practices to ensure transparency, integrity, and accountability.

- **CSR Commmity.** It ensures the application, consolidation and development of KTR France's commitment to its CSR policy.
- **Publication of an extra-financial report.** Through this publication we will communicate in complete transparency on our progress in terms of KTR France's corporate social responsibilities.



Community & local development

By investing in local initiatives and building strong partnerships, we aim to create economic opportunities and foster sustainable and equitable growth for all.

We are committed to actively supporting the local communities where we operate.

- **Opening of our company.** Our premises are open to all types of audiences (interns, work-study students, career change students, partners, etc.).
- **Provision of space.** Our meeting room hosts external events (associations, businesses, etc.).
- **Sharing of premises.** We share our premises with two other companies that benefit from the same advantages in terms of environment, comfort, and equipment.
- **Support of associations.** We support local associations through annual donations.





Questions dealing with customers

In our social approach, we give pride of place to our customers.

We are committed to placing them at the heart of our concerns.

- **Transparent communication.** We communicate directly and transparently with our customers across our entire product range, as well as our actions.
- **Customer satisfaction.** We assess satisfaction levels through surveys as a sign of our constant commitment to improving our products and services.
- **Customer awareness.** By communicating about our actions and commitments, we aspire to be a model of corporate social responsibility.
- **Supplier ethics.** We prioritize CSR commitment in our supplier selection.
- **Clarity in our offerings.** We offer our customers quality products and spare parts at reasonable prices and delivery times.



Loyalty of practices

Promoting fair and transparent business practices is our goal towards our stakeholders.

We are committed to upholding standards of ethics and integrity in all our activities.

- **Anti-corruption.** We do not tolerate corruption, bribery, or extortion, which undermine fair competition.
- **Fair competition.** KTR France management and all employees must act in compliance with international competition law. We do not participate in price agreements, market allocation, or collusion regarding customers, markets, or offers.
- **Export control.** We are committed to complying with applicable legal standards for export control of our goods.
- **Protection of information and intellectual property.** We protect confidential information and respect intellectual property. The transfer of technology and expertise must be carried out in a manner that protects our partners' data.

SOCIAL



Working relationships & conditions

We foster positive working relationships and support professional development and workplace fulfillment through an optimized environment.

We are committed to providing safe, fair and motivating working conditions.

- **Eco renovated building.** The quality of the building, including geothermal air conditioning, guarantees occupant comfort.
- **Ergonomic workstations.** Our workstations allow our employees to work efficiently and comfortably.
- **Employer stability policy.** This allows us to have a generational mix and a high-quality team of employees.
- **Vocational training.** Our training program is extensive and updated annually.
- **Health and safety at work and psychosocial risk factors barometers.** They are already integrated into our annual initiatives to ensure we remain attentive to our employees' needs.



Human rights

Our goal is to value and protect the rights of everyone in all our actions, by creating an inclusive and fair environment.

We are committed to respecting and promoting the fundamental rights of every individual.

- **Human Rights.** We attach the utmost importance to the rights of individuals, their dignity in all circumstances, and their uniqueness.
- **Anti-harassment.** Management asks each employee to initiate a whistleblower procedure if they suspect harassment.
- **Anti-discrimination.** We condemn all forms of discrimination.
- **Respect and Promotion of Data.** GDPR data protection regulations are respected throughout the value chain.
- **Sharing Values.** We ensure that our stakeholders respect human rights in all their forms.



ENVIRONNEMENTAL



Environment

In a world with limited natural resources, businesses can only ensure their sustainability through constant efforts to control their energy consumption and reduce the impact of their activities on the environment.

We are committed to minimizing our environmental impact and promoting sustainable practices.



- **Positive energy building.** Our building is energy self-sufficient thanks to a geothermal system and solar panels.
- **Biodiversity protection.** Our site is equipped with insect hotels, nesting boxes, fruit trees, a permaculture vegetable garden, and beehives producing high-quality honey.
- **Waste sorting.** We perform internal waste sorting with composting, and we use a recycling service provider.
- **Building insulation.** Our building insulation is provided partly by our hop field and the rest by our hemp-based protection.
- **Rainwater recovery.** We have installed a rainwater collector for watering the garden.



CARBON FOOTPRINT

2023 results

2801 t CO₂e over the year 2023 (uncertainty: 5%)

Which is equivalent to :

- to the annual emissions of **260 French people**,
- **1139 Paris-New York return** by air,
- the combustion of **845,000 liters of diesel fuel**
- **89,266 cell phones**

Key indicators :



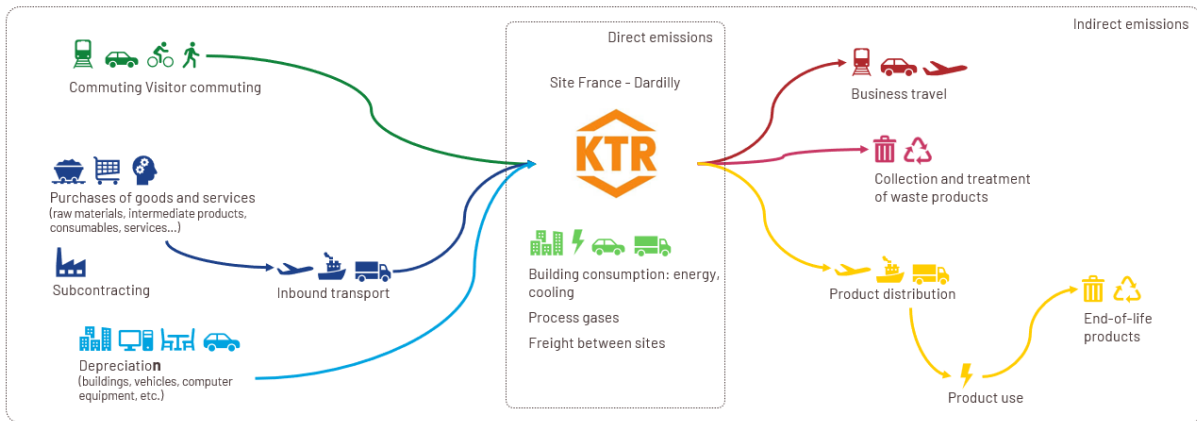
kg CO₂ e per k€ of sales



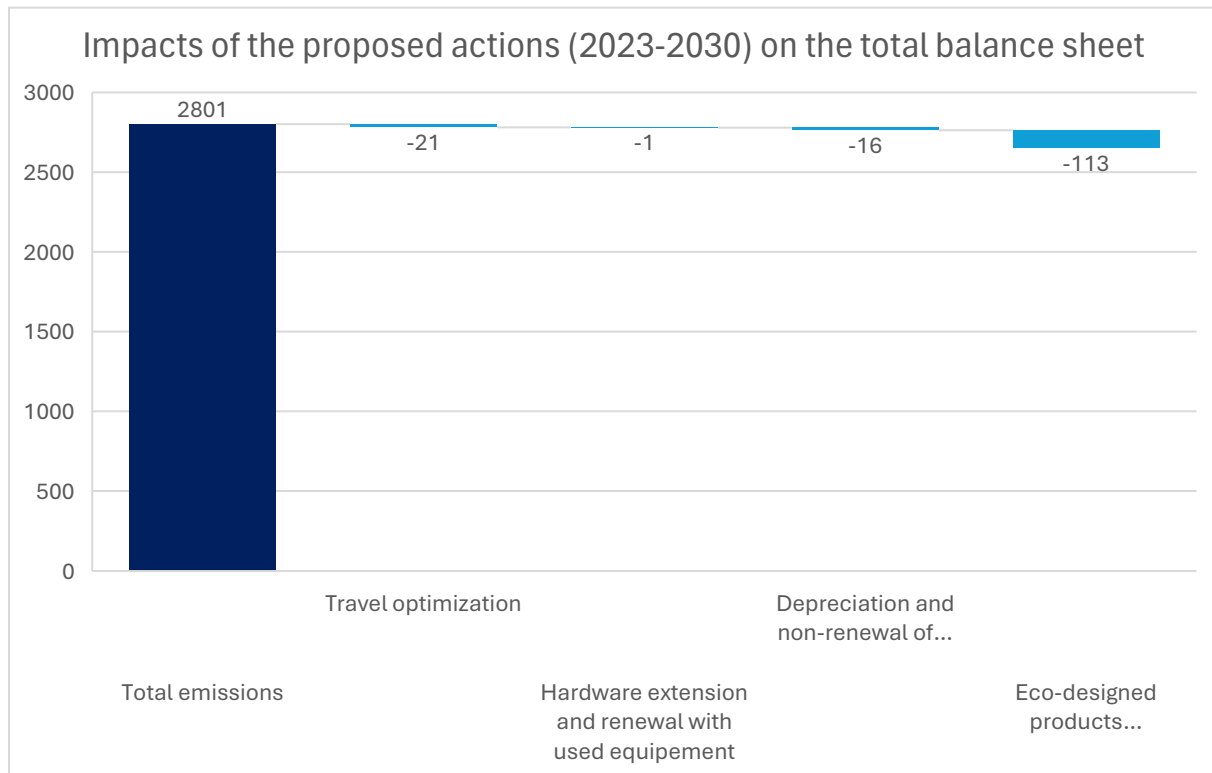
kg CO₂ e per kg of component sold



t CO₂ e per employee



Proposed scenario



IMPLEMENTATION & FOLLOW-UP

We are committed to planning and executing our future actions that are aligned with our strategic objectives.

To ensure their effectiveness and relevance, we implement monitoring using performance indicators.

These indicators allow us to measure the impact of our initiatives, identify areas for improvement and ensure continuous improvement.

Societal aspect

Our indicators:

- Number of CSR communications posted and stakeholder feedback.
- Participation rate and analysis of satisfaction survey results.

Social aspect

Our indicators:

- Number of cases of discrimination and/or harassment handled vs. reported.
- Employees' feedback on the contact's knowledge and accessibility.
- Participation rate for QWL and PSR questionnaires and analysis of results for corrective actions.
- Participation rate for training on prevention and reduction of safety incidents.

Environnemental aspect

Our indicators:

- Carbon footprint results and progress toward reduction targets.
- Percentage of purchases meeting CSR criteria.
- Annual reductions in CO2 emissions.



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