



CORPORATE SOCIAL
RESPONSIBILITY CHARTER

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Editorial



Yanis Cottard
President of Altyor

Altyor specialises in the eco-responsible manufacture of complete electronic devices, industrial sensors and connected objects. With 30 years' experience and a wide range of skills, we provide them with a cutting-edge industrial process and an optimised supply chain. From an idea or concept, Altyor brings the project to life with innovative and eco-designed intelligent objects. From innovation strategy to mechanical and electronic design, from industrialisation to production, Altyor manages the entire product development process with you and for you. Altyor is also committed to the ecological transition thanks to its expertise

Altyor is making a concrete commitment and will become a Mission-Driven Company in 2023.

“ We are a team of passionate employees, experts and leaders, based in France and China. We are proud of our diversity and of the commitment and professionalism of each and every one of them. They are all part of ALTYOR's DNA. We count on everyone to achieve the excellence we strive for.

“ We believe in strong human values: respect, solidarity, responsibility, customer satisfaction and fairness.

“ We want to play a part in the ecological and social transition and take concrete action that has an impact on the environment through our business.

Altyor conducts its business in a fair and honest manner, adhering to ethical principles and refraining from any form of corruption or unfair practice.

“ We refuse to work with any group, organisation or individual engaged in illegal or unethical activities.

“ We are convinced that we have a role to play in the social and economic development of our ecosystem and the market in general.

“ We want to promote our values, be environmentally responsible and help support the local economy.

Because social responsibility and ethics are not just issues for large companies, Altyor, through the following charter, is committed to three areas:

People, fair business practices, the environment and social commitment.

“ We are committed to respecting this charter and to ensuring that it is respected by everyone involved. Altyor firmly believes in being reliable, sustainable and accountable to all.

Introduction

This charter aims to reflect the way in which Altyor articulates its compliance with ethics, laws & standards in the area of social responsibility. It represents an opportunity to reinforce our values and communicate our commitments to our employees, customers, suppliers and, more broadly, all stakeholders

Ethics and social responsibility are everyone's business at Altyor. These values are integrated throughout the organisation & intrinsic to all the company's activities. It is integrated throughout the organisation and inherent in all processes defined in the company's governance.

Altyor has referred to the local laws of the countries in which it operates: ISO 26000 (Guidelines for the International Organisation for Standardisation), ILO (International Labour Organization) and ETI (Ethical Trading Initiative) to draw up this charter.

According to ISO 26000 [1], social responsibility is an organisation's accountability for the impact of its activities on society and the environment, through transparent and ethical behaviour. The key issues to be taken into account to maximise the contribution to sustainable development are: human rights, labour practices, the environment, fair operating practices, consumer issues, community involvement and development.

Note: This charter can be used as a guideline. In addition, these principles are promoted within the company through special training sessions and internal communication.

Our mission

Meaning in innovation, responsibility in action

As Altyormates, we want to make our own contribution to the ecological and social issues that threaten humanity.

Our conviction that SMEs have the power to change our economic models and production methods has led us to make our organisation a player in industrial transformation. Our conviction that SMEs have the power to change our economic models and production methods has led us to make our organisation a key player in industrial transformation. Convinced of the potential of the men and women who make up our company, we want to put all our know-how at the service of the future. We want to put all our expertise at the service of progress, to create a sustainable and attractive world.

Our expert and enthusiastic teams are therefore committed to a responsible approach to design, manufacture and offer users and customers products that contribute to the ecological and social transition, while limiting the environmental impact of our activity. Humble yet proud of our values, we are determined to embody and inspire a modern industry in which equality, respect for the environment and sustainable development are paramount.

Our 4 statutory objectives

The social and environmental objectives that the company undertakes to pursue in the course of its business, as defined in the second paragraph of Article L. 210-10 of the French Commercial Code, in the course of its business, as defined in the second paragraph of Article L. 210-10 of the French Commercial Code, are as follows:

EXEMPLARITY

Create a responsible industrial movement, by inspiring, uniting and educating our ecosystem. This is our ultimate goal in becoming a mission-driven company.

CONTRIBUTION

Offering our services and expertise for products that make a major contribution to the ecological and social transition and social transition, such as ecology, sustainable agriculture, education, energy saving energy savings and all the other areas highlighted in the UN's Sustainable Development Goals.

This means rejecting projects that do not meet these criteria.

RESPONSABILITY

Eco-design, eco-manufacturing, circular economy: we are committed to minimising the environmental impact of our products and those of our customers. This is at the heart of Design for Tomorrow.

FULFILMENT

The real foundation of our vision: our organisation will ensure that every Altyormate fulfils his or her mission, in every part of the Group. All of this is based on an inclusive policy.

Our CSR commitments

Altyor is committed to these 4 aspects:



Human & labour rights

Altyor respects the fundamental principles of human rights as defined by the United Nations.

Altyor is committed to acting ethically and remaining true to its values with all its employees.



Business ethics

Altyor adheres to fair operating practices at every stage of its business (purchasing, production and sales). Its suppliers must do the same according to the laws of their country as well as international regulations.



Environmental practices

Altyor is committed to reducing the environmental impact of its activities and products.



Sustainable purchasing practices

Altyor is committed to responsible and sustainable purchasing, which requires a policy of control and commitment.

Altyor's governance

Altyor's management aims to optimise operational performance and is based on the trust naturally placed in each other. In this way, governance adapts to and encourages the autonomy of each individual.

Our employees at the heart of governance

Our operational managers have real decision-making power. No more omnipresent directors who
2 key words: trust and transparency.

There are 5 committees on a human scale:



Strategic Committee

It has a supervisory role within the company, and issues opinions and recommendations on the strategic directions presented by the Executive Committee. It is made up of representatives of the investors in Altyor's capital, BPI France and Société Générale, and two members of the Executive Committee, Yanis Cottard, Chairman of the Altyor Group, and Yannis Brun.



Executive Committee or ComEx

It decides on the Group's strategy and defines the associated resources. It is the management body with the greatest decision-making power. Its members are Chairman Yanis Cottard and his partners Yannis Brun, Julien Marichy and Thomas Gauthier.



Operational Committee

It makes decisions concerning operational choices at Group level, in line with the directives given by the Executive Committee and in relation to the constraints encountered. There are three operational committees, one for each entity: Altyor Industries, Tiloli and NodOn.



Management Committee

It takes decisions specific to its activity, depending on the constraints encountered and in relation to the issues raised by the Executive Committee or the operational committees. Altyor has two Management Committees: one in France and one in China.

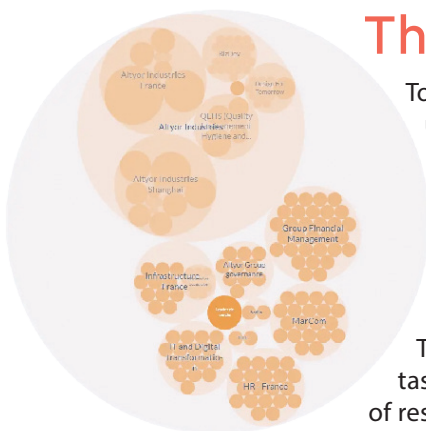


Mission Committee, CSR and Design for Tomorrow

The Mission, CSR and Design for Tomorrow Committees guide the company in its responsible and sustainable choices. Other specific thematic committees have also been set up, such as the Made in France Committee and the Key Accounts Committee.



Altyor employees, managers and partners are represented on each committee. In addition to these committees, we encourage the creation of Task Forces (or working groups): Teleworking, ERP (Enterprise Resources Planning), stress, etc. These are all subjects which, at the initiative of the field or the Executive Committee, are led and managed by employees who want to get involved.



The representation of Altyor

To do away with rigid organisation charts, Altyor has opted for a role-based representation using a tool called Holaspirit.

The advantages are numerous:

A representation that highlights each person's roles rather than hierarchical relationships. A better understanding of each person's role for new employees. Flexibility that makes it easy to create new roles or new bodies. This spherical representation also makes it easier for people to take ownership of their tasks, by giving leadership and autonomy to each Altyormate within his or her area of responsibility. Lastly, it makes it easy to adapt each person's role to the needs of the company.

Social

Labour rights, including health and safety, working conditions, structured social dialogue, career management and training, as well as human rights through the promotion of diversity, equity and inclusion and the prevention of child and forced labour, are pillars of our commitments.

Labour rights policies

Altyor is committed to providing each and every Altyormate with a safe workplace, where each employee feels fulfilled, respected and sees himself or herself grow.



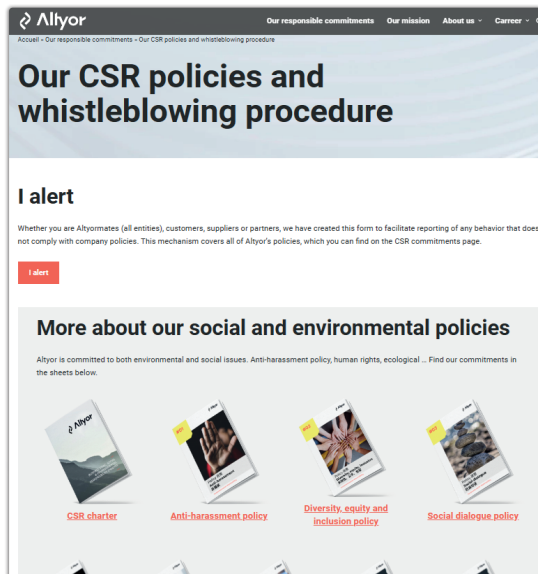
Human Rights Policies

The company can be a genuine development tool for everyone if, and only if, it is free from discrimination and harassment. It is from this angle, which is one of the pillars of our Mission Company, that Altyor wishes to develop.



Available at altyor.group/en/

Our objectives



Our anti-harassment, anti-bribery and employment law policies are available at altyor.group/en/our-responsible-commitments/our-csr-policies-and-whistleblowing-procedure/.

A contact form is available for any statement by an employee, manager or partner.

Environment

Altyor is committed to the environment at both corporate and production level.

Responsible commitments at our level

Altyor is pursuing its ambition to reduce the environmental footprint of its business, in particular energy and water consumption and the quantity of materials used.

Our objectives

Raise awareness of climate issues among our Altyormates	Carry out regular assessments of our GHG emissions
Reduce the energy consumption of our buildings	Master water management
Reduce the consumption of our IT infrastructures	Use transport for goods and people with the lowest CO2 emissions
Optimise waste management	



Our Environmental and Employee Safety policies are available at <https://altyor.group/en/our-responsible-commitments/>

Our carbon footprint results are also available at <https://altyor.group/en/our-responsible-commitments/carbon-footprint/>

Design for Tomorrow Altyor

Design for Tomorrow, Altyor's eco-responsible approach

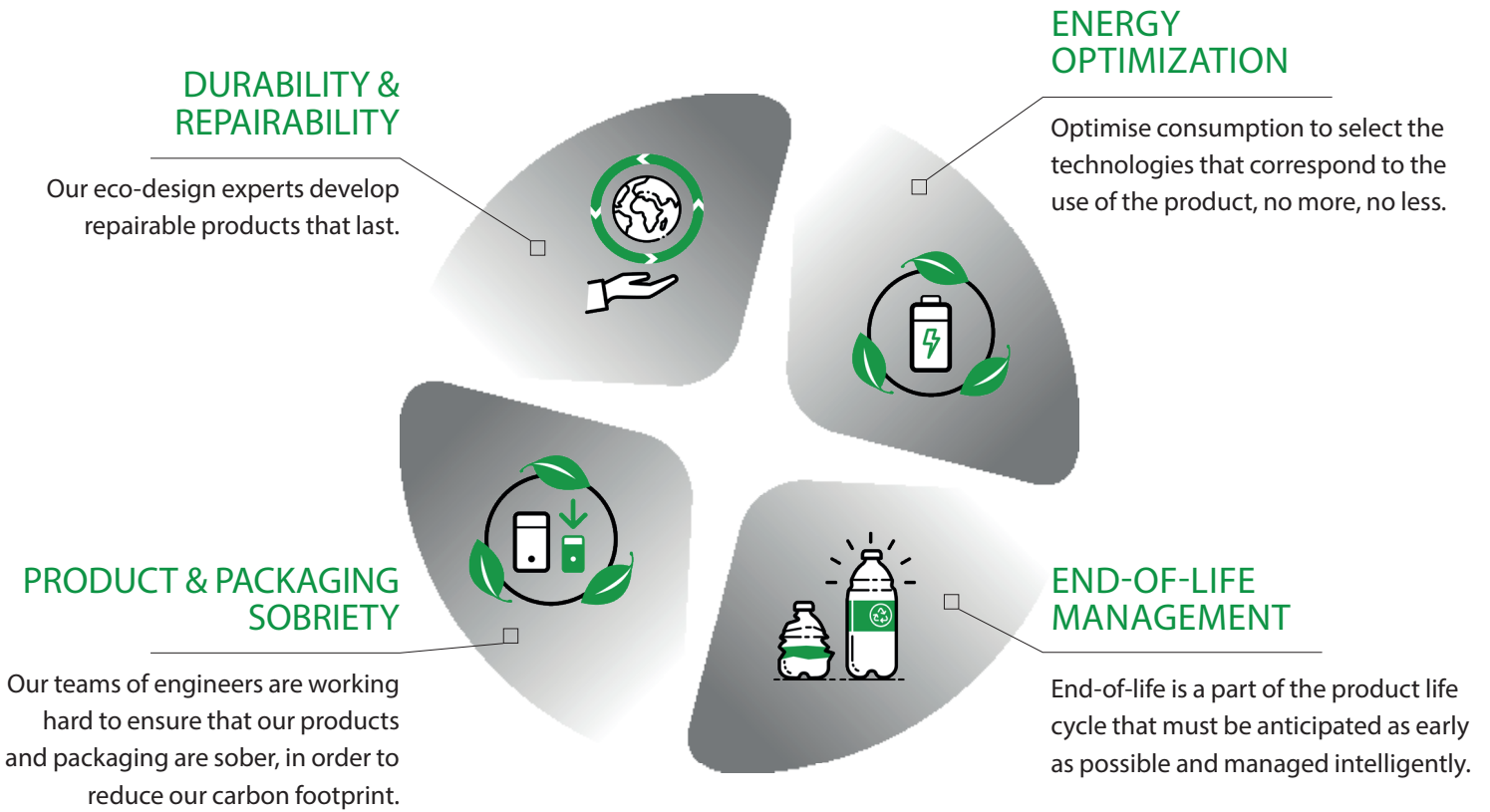
The aim of this approach is to control and reduce the environmental footprint during R&D for the production of our customers' electronic and mechanical products.

Our objectives

Select designs and manufacturing methods that have a low environmental impact, or contribute to a positive environmental and social impact	Eco-design 100% of our products (through our expertise in energy optimisation, choice of materials, intelligent design, etc.)	Develop our recycling loops, to increase the percentage of recycled materials
Promote our reconditioning loop to our customers, so that they adopt this way of working	Measure the environmental impact of each product	



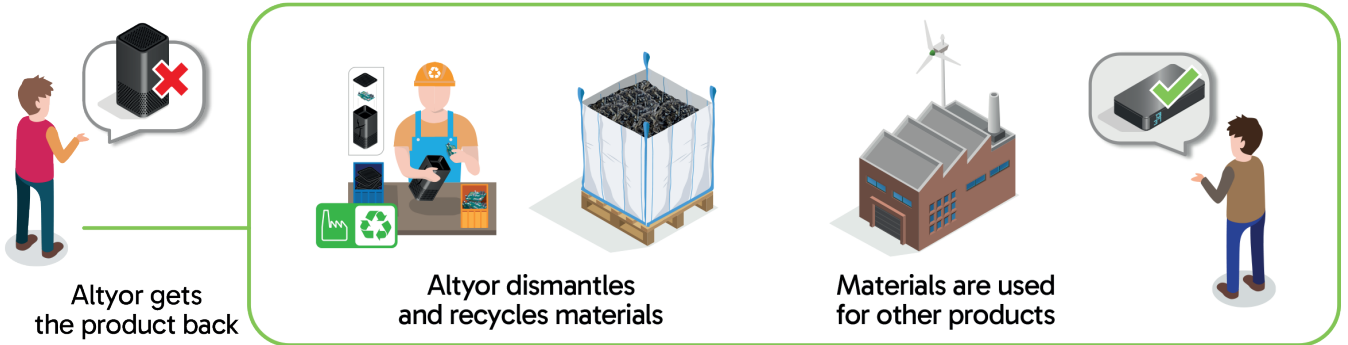
Our Environmental and Product Policy is available at <https://altyor.group/en/our-responsible-commitments/>



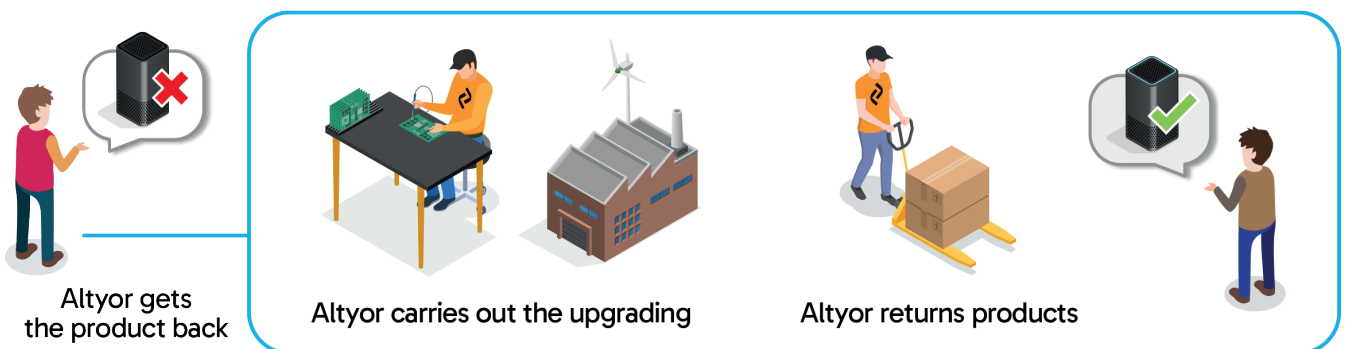
Circular economy

Altyor acts as a contract manufacturer on behalf of its customers. Altyor enables responsible development and manufacturing by mastering the circular economy process for plastic injection moulding:

RECYCLING LOOP



RECONDITIONING LOOP



Business ethics

Corruption and mismanagement of information are part of the challenge of Altyor's CSR policy, so we are committed to working on these fronts to ensure that our business is ethical and responsible.



Anti-bribery & corruption policy

This policy is devoted to the fight against these offences, such as money laundering, conflicts of interest and the reflexes to have.



Information security policy

This policy is devoted to the fight against these offences, such as money laundering, conflicts of interest and the reflexes to have.

Available at www.altyor.group/en/

Our objectives

Educate our Altyormates on what to do in terms of fighting corruption or cyber attacks.

An alert procedure has been set up to report any action that does not comply with these policies. This procedure is open to all our stakeholders.

Even if we do fall victim to phishing, our aim is for it to have no impact internally



Sustainable purchasing

Altyor has a rich and diversified supply chain, which requires a policy of control and commitment. Our purchases of materials, electronic components and finished products are therefore key factors in our quest for responsible and sustainable management.



Sustainable purchasing policy

Our Sustainable Procurement Policy states that any type of product or service purchased has an impact on society, health, the environment and the economy. Altyor therefore chooses sustainable procurement methods



Conflict minerals policy

We also face issues related to our business as a designer and manufacturer of electronic products, so our Conflict Minerals Policy sets out our commitments.

Available at www.altyor.group/en/

Our objectives

Initiate a process to commit all our partners to social and environmental responsibility. This involves signing a code of conduct, an annual assessment and on-site audits.

Create a support programme for our suppliers to develop their capacities on environmental and social issues, through the monitoring of an action plan, training and guidelines on specific subjects.

Initiate a binding approach to the issue of mineral conflicts.

Promote diversity among our suppliers.



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