



# CSR CHARTER



**2022**

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## OUR CSR COMMITMENT

At PAC TEAM SA, we strive to fulfill our mission: to support our customers in the enhancement of their products with personalized and avant-garde proposals and to favor a partnership of trust focused on a 360-degree service, and guided by our values, based on the spirit of service, quality, craftsmanship, responsiveness and passion of our teams.

It is from these values that we have since formalized our commitment, and structured our CSR approach, in order to improve the impact of our activities and create shared value, for the men and women who work daily in our agencies, but also for all our partners.

Aware of the societal and environmental challenges that we must, together, address, we always go further in improving the quality of the working conditions of our employees, reducing the environmental impact of our activities, in synergy with our partners.

As a leading player in our sector of activity, it is fundamental to achieve these objectives that our employees share the same values. This is why we invite them to read our commitments, materialized by this CSR Charter, and to join our ambitions, to perpetuate the relationships of trust and to be part of a process of continuous progress.

To meet the major challenges of sustainable development and develop its service offering, PAC TEAM SA is demonstrating its CSR commitment around the following three pillars:

- Propose tailor-made, relevant and optimal solutions, and by building lasting business relationships built on listening, commitment and responsiveness;
- To be an exemplary employer, concerned about the well-being and development of our employees. People are at the heart of our corporate strategy;
- Position ourselves as a key partner in the materialization of our customers' environmental approaches.

### Objectives of the CSR Charter

The purpose of this CSR Charter is to set the standards and principles that the company's employees must follow in the performance of their duties, and also to enable each and every one of you to act responsibly, in line with the CSR policy and the company's commitment to the main principles of Sustainable Development.

If the employee has questions about the company's commitment and policy, it is important to refer to this charter. For any question, he can also ask for clarification from his hierarchy.

## Implementation of the CSR charter

This Charter is addressed to PAC TEAM SA as well as to all employees, for all their activities.

The principles set out in this CSR Charter enable PAC TEAM SA to maintain and strengthen the trust of its customers and stakeholders.

Each employee of PAC TEAM SA must know, respect and ensure that the values and commitments of this Charter are applied.

## OUR COMMITMENTS AS AN EMPLOYER

PAC TEAM SA is committed as an employer to promote a healthy and safe working environment for its employees. PAC TEAM SA ensures that there was no discrimination or harassment of any form, in accordance with the Charter on Equality, Diversity and Inclusion as well as the ethical charter.

### Hygiene, Health and Safety

The health and safety of our employees and collaborators of PAC TEAM SA is one of our priorities.

We strive to maintain a safe and healthy working environment that complies with the relevant regulations. We undertake to implement a health and safety policy that aims to guarantee each employee a work environment that does not entail any danger to his health and safety, and to take all necessary measures to limit accidents at work that may occur in the treatment of an employee's daily tasks.

Each employee and must notify the safety manager, Christophe Vuille, of his site or his hierarchy in the event of an accident as well as any installation that could endanger the safety of workers.

Safety manager: [christophe.vuille@pacteam-group.com](mailto:christophe.vuille@pacteam-group.com) / +41 79 195 93 92

## OUR COMMITMENTS AS A RESPONSIBLE CORPORATE CITIZEN

We are aware of the impact of our activities on the environment and strive to minimize this ecological impact. It is the responsibility of each employee, collaborator of the company to try to reduce this impact as much as possible. The environment is a major concern of THE PAC TEAM SA and we are committed to its protection. We deploy an environmental policy on issues relating to eco-design, and the fight against global warming, in particular.

### Our environmental policy

Aware of the environmental impacts related to its activities, PAC TEAM SA is committed to a Corporate Social Responsibility approach of which the environmental policy is one of the pillars.

PAC TEAM SA's environmental policy has been defined in line with the significant environmental aspects and impacts of its upstream activities, and is the subject of an action plan that has been monitored and regularly reviewed; roles and responsibilities have also been assigned, and the Management guarantees its application. Objectives and monitoring indicators have been defined, allowing the implementation of the environmental policy with a view to continuous improvement of environmental performance.

### Perimeter

It applies to PAC TEAM SA, on all pillars (preservation of natural resources, pollution management, limitation of GHG emissions, preservation of biodiversity) which also promotes it within its value chain, and more broadly, among all its stakeholders.

### Our commitments / pillars

Wishing to work to control its environmental impacts, PAC TEAM SA has set the framework for its environmental policy, deployed according to the following axes:

- ∇ Structuring our environmental management system
- ∇ Preservation of natural resources
- ∇ Pollution control
- ∇ Fight against global warming
- ∇ Preservation of biodiversity
- ∇ Regulatory Compliance
- ∇ Training, accessibility and dissemination of environmental policy

## Our promotion of environmental services

We encourage all our employees, as well as our partners and suppliers, to actively participate in the implementation and continuous improvement of our environmental policy and performance.

PAC TEAM SA actively monitors the search for environmentally friendly solutions by identifying market opportunities and assessing their technical and economic potential.

We encourage a more responsible behavior of our customers, on CSR issues by offering them solutions presenting the least impactful environmental aspects.

## Continuous improvement and involvement of our stakeholders

We encourage all our employees, as well as our partners and suppliers, to actively participate in the implementation and continuous improvement of our environmental policy.

## Our charter of responsible innovation

PAC TEAM SA is committed to a responsible innovation process whose objective is to determine the criteria for:

- ∇ Reduce or eliminate the environmental impact of a product;
- ∇ Ensure the health and safety of the workers who produce it and the consumers who use it.

The main criteria applied for the realization of this approach are the following:

- ∇ The carbon footprint of the product,
- ∇ The volume of material used,
- ∇ The energy consumed in production,
- ∇ The proportion of components recycled at the end of its service life.

Specifically, this means:

- ∇ Measuring the various environmental impacts with a socio-economic concept tool.
- ∇ Reducing or eliminating impacts by using material with a low carbon footprint, improving the energy efficiency of the product through its full work sequence, and facilitating the recycling of a product at the end of its service life.

## OUR COMMITMENT TO ETHICS

### Reference to our charter on Equality, Diversity and Inclusion

PAC TEAM SA is convinced that diversity and inclusion create a wider and richer environment that enhances creative thinking and stimulates innovation, performance and quality of life within the company. We tend to be role models and ambassadors for diversity and inclusion.

We are committed to:

- ∇ prevent all forms of discrimination;
- ∇ implement a diversity approach;
- ∇ promote equal employment opportunities and equal treatment.

We have decided to implement a policy dedicated to these three commitments of which this charter is the expression.

The purpose of this charter is to demonstrate our commitment to cultural and social diversity within our organization.

### Reference to our Ethical Charter

PAC TEAM SA has formalized its commitment within an Ethical Charter, the objective of which is to set the standards and principles that the employees and associates of the company must follow when faced with ethical dilemmas in their workplace. It also enables all PAC TEAM SA stakeholders to act responsibly. This Ethical Charter is given to you at the same time as this CSR Charter.

If the employee has questions about ethics, or the responsible commitment of the company more generally, it is important to refer to this charter. For any question, he can also ask for clarification from his hierarchy.

This Ethical Charter is complemented by an alert system put in place when an employee has doubts about practices that may affect the company.

## ALERT PROCEDURE

The right of ethical alert is a right given to the employees and employees of PAC TEAM SA allowing them to report to the hierarchy a situation that does not comply with the principles set out in this charter.

If an employee of PAC TEAM SA or any other stakeholder is confronted with facts, allegations, or conduct that may contravene the principles of this Charter, falling within the scope of:

- ∇ Corruption;
- ∇ Anti-competitive practices;
- ∇ Breaches of the security of personal data and information;
- ∇ Forced labour, child labour, or human trafficking;
- ∇ Discrimination or harassment;
- ∇ Violation of human rights;



## CONCLUSION

PAC TEAM SA undertakes to guarantee the application of this CSR Charter, and ensures that the documents mentioned herein (Ethics Charter, Charter on Equality, Diversity and Inclusion, Responsible Purchasing Charter) are brought to the attention of all employees.

PAC TEAM SA counts on the commitment and responsibility of all to carry the values of this CSR Charter, and to consistently embody our mission: to support the development strategy of companies by offering multiple answers to equipment issues, favoring a holistic, sustainable and agile approach on a daily basis.



Alain Borle  
CEO Pac Team Group

### Signature of the CSR Charter

I, the undersigned, ..... hereby confirms:

- Have read this Charter, and understood the principles, values and in general all the content of this Charter;
- Adhere to its principles and commit to enforce them in my organization, and to promote the principles among my subcontractors and suppliers.

Done at: .....

Le : ..... / ..... / .....

Signature: .....