

SOCIAL POLICY

VERSION 3 - JULY 2025

A word from the President

“At Plastisud, we preserve, strengthen and stimulate our most precious resource: the women and men who make up our company.

Diversity, equality, modernized security measures... we want to offer a work environment that goes beyond the standards of a contemporary French company.

This document describes the specific social context in which our activities take place and the objectives we set for ourselves. It complements our internal regulations and demonstrates Plastisud's commitment to its employees, particularly with regard to their safety.

The peace of mind of our employees is a top priority. We are committed to ensuring that the men and women who contribute to Plastisud's success work in optimal conditions at every position and have all the resources necessary for their mission.

This policy concerns all our employees.”

Laurent Buzzo, President of Plastisud

Context

Aware that our activities have a social impact, we affirm our commitment to contributing to a more equitable society that respects human rights. We are committed to continually improving our production processes to minimize our social footprint, taking into account the implications for communities and individuals.

As a company, we understand that the use of energy and raw materials in our production can have social repercussions. We therefore pay particular attention to our practices, from mold design to their manufacture in our workshop, in order to integrate principles of social justice into every stage of our activity. This commitment is part of our vision of development that respects the fundamental rights of current and future generations.

Through this policy, we formalize our commitments to human rights and we are part of a cycle of Policies-Actions-Results which allows us to manage our social actions in a structured manner.

Perimeter

Our policy applies to the entire PLASTISUD group and all its legal entities, both domestic and abroad. It concerns all employees, directors, subcontractors, and business partners.

To ensure clear understanding and effective implementation, this policy is shared internally with relevant teams and made publicly available on our website. This transparency helps strengthen the independence and credibility of our approach with regard to external assessments such as EcoVadis.

Contribution to the Sustainable Development Goals¹

Concretely, Plastisud's CSR strategy is organized around four operational pillars: Environment, social, ethics and responsible purchasing.

Plastisud's CSR strategy, through these 4 pillars, contributes in a tangible and direct way to the 17 sustainable development goals for 2030 as defined by the United Nations.



[1] <https://www.agenda-2030.fr/17-objectifs-de-developpement-durable/>

Our commitments

Respect for human rights

We affirm our commitment to fundamental human rights, as defined by the Universal Declaration of Human Rights and ILO conventions.

We are committed to:

- Prevent any form of discrimination, harassment, forced labor or child labor,
- Promote dignity, freedom and equal treatment for all our employees and partners,
- Ensure that no legal action related to non-compliance with labor law is taken against us.

A Whistleblower system is made available to employees for any alert relating to human rights or ethics.

We follow:

- The number of reports received via this system,
 - Objective: 100% of reports received via the whistleblower system to be processed within 30 working days, starting January 2025.

Working conditions and safety

Safety is a top priority in our workshops. We are committed to:

- Comply with industrial safety standards (PPE, lifting, machine tools),
- Regularly train our teams on the risks associated with mold manufacturing,
- Carry out internal audits and implement prevention plans.

We monitor several key indicators:

- Frequency of accidents with lost time (target: 0 per year, monitored since 2023),
- Rate of work stoppage and occupational illness,
- Accident severity rate,
- Absenteeism rate,
- Rate of individual interviews carried out (target: 100% of employees each year).

Equality and inclusion

In a historically male-dominated sector, we promote diversity and equal opportunities:

- Recruitment and professional development without discrimination.
- Integration of female and young profiles in technical professions.

To do this, we monitor the evolution of the proportion of women in the workforce.

We aim to reduce the gender pay gap to less than 5% by the end of 2026, for equal work and equal skills.

We assess the average pay gap between women and men within the company, the number of disabled workers and the rate of women on the board of directors.

Dialogue social

We promote a working environment conducive to professional development, based on open and constant dialogue between management and employees.

Nos engagements :

- Availability of Management to communicate with staff,
- Processing 100% of requests and comments within 15 working days starting January 2025.

We follow:

- The number of improvement proposals from employees,
- The number of reports made by whistleblowers,
- The number of information meetings organized each year.

Career management and training

Mastering mold manufacturing processes is a strategic skill. We are committed to:

Train our employees in new technologies (CAD/CAM, robotics, innovative materials)

Develop work-study programs to transmit skills.

Promote internal career paths and skills development.

During the professional interviews that take place every two years, we are committed to ensuring that employees can express their wishes regarding their career path and professional development.

In this sense, we monitor the number of training sessions per year and per employee, the proportion of employees on permanent contracts, the number of changes in the skills matrix and the percentage of individual interviews carried out.

- Objective: 100% of employees benefit from a professional interview every two years, with monitoring starting in 2025.
- Objective: Annual monitoring of the proportion of permanent employees, the number of changes in the skills matrix, and the internal promotion rate.

Roles and responsibilities

The management committee is responsible for ensuring the proper implementation of this policy, which is operationally implemented by the Human Resources Manager, the IT Manager, and the CSR Officer. They are responsible for monitoring indicators and action plans to achieve the set objectives. Progress on the action plans is reported quarterly to adjust the resources needed to achieve the objectives.

Policy Review Instance

This policy is reviewed annually by the CSR committee and then communicated to interested parties.

Policy Approval:

Name: BUZZO Laurent

Position: President

Date: July 25, 2025

Nom : VIRCONDELET Xavier

Position: General Manager

Date: July 25, 2025

Signature :

Laurent Buzzo

Signature :

Xavier Vircondelet