

FIMM[®]

CHEMICALS



CSR
Charter



Responsible governance

- ▶ Accountability
- ▶ Respect for human rights
- ▶ Ethics & transparency
- ▶ Regulatory monitoring & compliance
- ▶ Data protection



Environmental responsibility

- ▶ Our founding purpose
- ▶ ISO 14001 certification
- ▶ Team engagement
- ▶ Ecosystem awareness
- ▶ Logistics optimisation
- ▶ Paperless goal



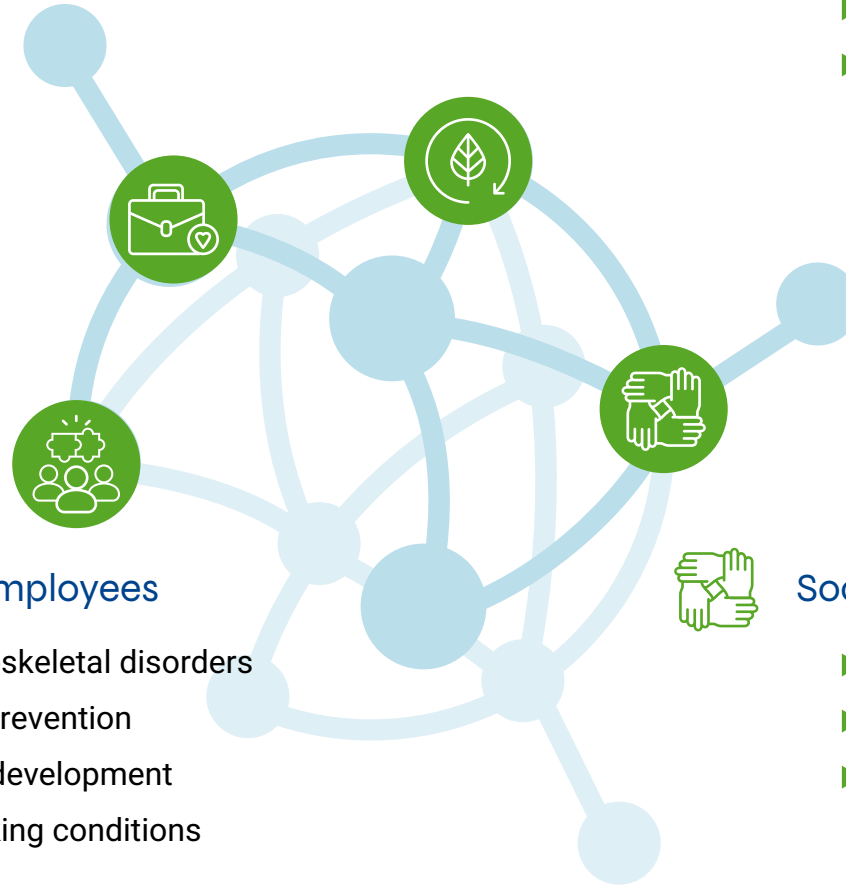
Responsibility to our employees

- ▶ Prevention of musculoskeletal disorders
- ▶ Occupational hazard prevention
- ▶ Skills & employability development
- ▶ Improvements to working conditions



Societal responsibility

- ▶ User safety
- ▶ Local presence
- ▶ Quality of commercial relationships





At FIMM Chemicals, we firmly believe that the success of a modern business cannot be measured solely by its financial results, but also by its positive impact on society and the environment. That is why we have adopted a proactive approach to Corporate Social Responsibility (CSR) several years ago.

As a responsible player in the chemical industry, we recognise our crucial role in creating innovative solutions that meet the needs of our industrial customers while conserving natural resources and respecting local communities.

This CSR charter is a testament to our commitment to sustainability, ethics and transparency. It guides our actions and decisions, ensuring that our practices align with universally recognised principles regarding human rights, decent work, environmental protection and the fight against corruption.

We are committed to fostering a working environment in which all employees are respected, listened to, and supported in their professional development. At the same time, we strive to build trusting relationships with our suppliers, customers and partners, sharing our best CSR practices and collaborating to create joint solutions that benefit everyone.

By sharing this CSR charter, we are demonstrating our commitment to being, and remaining, a responsible, socially committed and environmentally conscious company, through a policy of continuous improvement.

Philippe Vaudeleau



Our corporate policy is built on responsible governance

> ACCOUNTABILITY

As a company, we are committed to managing our operations rigorously, to taking responsibility for the impact of our decisions on society, the economy, and the environment, and to upholding our integrity.

> RESPECT FOR HUMAN RIGHTS

We always comply with the Universal Declaration of Human Rights and adhere to internationally recognised standards for protecting fundamental rights.

> ETHICS AND TRANSPARENCY

We are devoted to fair competition and strictly prohibit any anti-competitive practices in all our domestic and international business transactions. We firmly oppose any form of corruption, discrimination or harassment.

Equal opportunity and respect for diversity are core principles guiding our human resources policy.

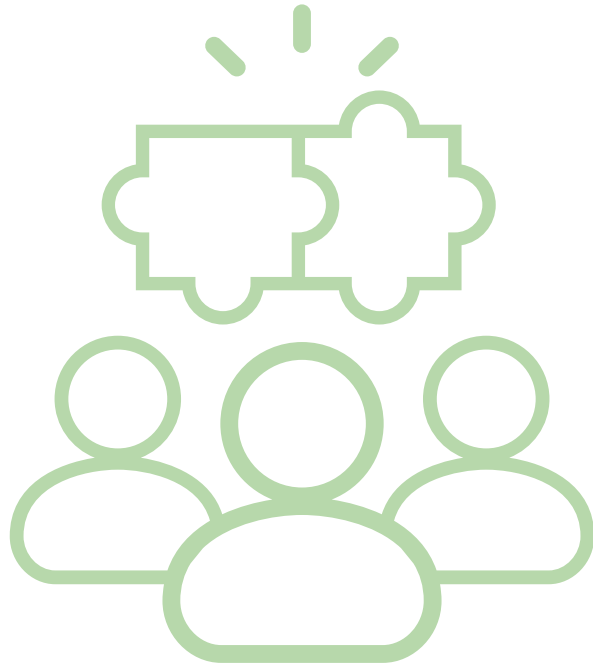
> REGULATORY MONITORING AND COMPLIANCE

We have consistently been proactive in bringing our processes and products into compliance, adapting swiftly to evolving or emerging standards. We also work to obtain all relevant certifications to build trust and drive performance within our industry.

> DATA PROTECTION

We are particularly vigilant in implementing the General Data Protection Regulation (GDPR). Notably, we ensure that the personal data of our clients, employees and partners is collected, processed and stored responsibly and securely. Confidentiality and the protection of sensitive information are absolute priorities for us.





We are committed to the well-being of our employees

> PREVENTION OF MUSCULOSKELETAL DISORDERS

Workplace ergonomics plays a key role in employee health. New employees, whether in France, Germany or Switzerland, are provided with an ergonomic workstation tailored to their needs, including a height-adjustable desk, an adjustable chair, a footrest and a large monitor. This enables our staff to work in optimal conditions.

> PREVENTION OF OCCUPATIONAL HAZARDS

We maintain a proactive approach to preventing accidents and occupational illnesses by regularly reassessing the risks our employees face.

In France, for example, keeping the DUERP (single document for occupational risk assessment) up to date enables us to account for changes in our activities, work environment and regulations.

This process also provides an opportunity to identify new preventive measures, raise employee awareness, and implement corrective actions across all our offices.

Through this approach, we promote a safe working environment, safeguard the health of our employees and reinforce our commitment to well-being in the workplace.

> SKILLS DEVELOPMENT AND EMPLOYABILITY

We recognise the critical importance of continuous learning and professional development in enhancing the qualifications and employability of our staff in an ever-changing professional landscape. We therefore invest in internal and external training programmes tailored to individual needs and career goals. IT tools, languages, first aid and more.

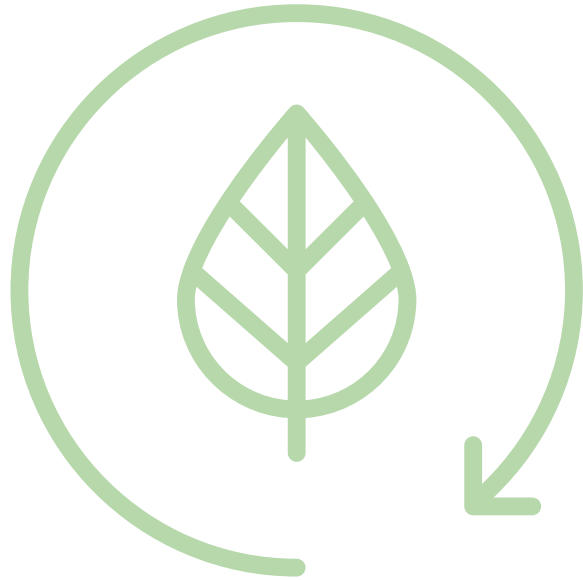
We strive to bring all teams to the same level of versatility, ensuring seamless coverage when any team member is absent.

> WORKPLACE CONDITIONS AND WORK-LIFE BALANCE

We recognise that a healthy work-life balance is an important factor in employee fulfilment. To this end, we have implemented remote working agreements to reduce commuting constraints and meet our employees' expectations of flexibility.

We remain permanently attentive to the needs of our staff.





We are limiting our environmental footprint

> OUR FOUNDING PURPOSE

Our company was founded in 1991, following the signing of the 1989 Montreal Protocol, with the mission of developing and offering alternatives to CFC solvents for parts cleaning and surface preparation.

Over the years, we have built particular expertise in ultrasonic cleaning processes, continuously improving our industrial methods to minimise their environmental impact throughout their entire lifecycle.

> ISO 14001 CERTIFICATION

Our pursuit of ISO 14001 certification is a testament to our commitment to environmental protection and sustainability.

This allowed us to highlight the measures we had already implemented and to identify areas for improvement.

In doing so, we have enhanced our environmental management system, to reduce our ecological footprint, minimise pollution risks and sustain more environmentally responsible practices.

> TEAM ENGAGEMENT

Our teams have a strong sense of environmental responsibility.

Across all our sites, we prioritise the purchase of recycled or sustainably sourced consumables and equipment wherever possible, in order to limit deforestation and the energy consumption associated with producing new materials.

We also practice selective waste sorting, recycle our waste or dispose of it through approved channels.

In addition, our remote working agreements help to reduce the carbon footprint associated with commuting.

> RAISING AWARENESS ACROSS OUR ECOSYSTEM

Environmental management also involves raising awareness among our suppliers, clients, and partners in order to create a more sustainable ecosystem.

Supplier selection

We want to maintain full control over our product suppliers and the formulation laboratories that develop our products. They are all based in Europe, close to the majority of our clients. They are carefully selected and continuously monitored on technical and quality grounds, as well as on their environmental and social commitments.

Client training and advisory

We ensure that, through in-depth user training, the processes we have developed are consistently followed over time, thereby maximising the operational lifespan of our products.

We also advise our clients on waste management to help reduce pollution.

> LOGISTICS OPTIMISATION

By maintaining high stock levels and optimising delivery schedules, we avoid partial deliveries to our clients in order to reduce our carbon footprint.

> PAPERLESS OBJECTIVE

By adopting practices such as document digitisation (invoices in particular), electronic signatures and cloud-based storage, we are committed to a paperless approach that minimises our digital environmental impact.





We are mindful of our societal responsibility

> USER SAFETY

Our company achieved REACH compliance (the regulation on the protection of human health from risks posed by chemical substances) as early as 2018.

For over a decade, we have been progressively eliminating carcinogenic, mutagenic or reproductive toxicant substances (CMR) from our products.

We are also working to limit or eliminate substances containing VOCs (Volatile Organic Compounds).

We apply the RoHS Directive, which aims to restrict the use of hazardous substances in electrical and electronic equipment.

Furthermore, we train end-users at client sites in the safe and responsible use of our products and recommend appropriate personal protective equipment. We provide free complimentary onboarding training when new personnel join our clients' teams.

> LOCAL PRESENCE

The company has been founded in France, but we are deeply committed to maintaining close proximity with our clients. Our development strategy therefore involves establishing local offices - each equipped with a storage facility - wherever business opportunities arise.

We recognise the important role to play in the social and economic development of the regions in which we operate, as well as in their environmental initiatives.

We strive to engage with local institutions and communities, contribute to job creation and foster the development of local skills. Where possible, we also source from local suppliers to support short supply chains.

> QUALITY OF COMMERCIAL RELATIONSHIPS

Clients

We view our contract with each client worldwide as a genuine long-term partnership, starting from the very first interaction.

We make sure to keep an open and honest communication and the quality of our service is at the heart of every relationship.

The interconnection of our French, German and Swiss offices, combined with our teams' versatility, leads to an excellent reactivity and adaptability to answer to client feedback and expectations. We have also implemented satisfaction monitoring and measurement procedures.



Suppliers

We maintain long-term, trust-based partnerships with our suppliers, which are particularly anchored in our shared commitment to environmental and social responsibility.

Innovation

We are able to adapt existing products or formulate new ones, to deliver the most optimal and environmentally responsible solutions for our clients.



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