



## Our corporate social responsibility (CSR) policy

Beyond its more immediate economic purpose as a business entity, the eol. group is equally committed to establishing its own corporate social responsibility policy, to promote group cohesion as well as the personal fulfilment of its staff members.

### THE COMPANY AND DISABLED PEOPLE IN THE WORKPLACE

One of our main objectives in 2015 and subsequent years is to facilitate, in a variety of ways, the integration of workers with disabilities.

At the beginning of the year, we formalised an agreement with a local ESAT training centre for the disabled which will provide daily office cleaning services at our corporate headquarters.

Our production facility located in Normandy currently employs temporary agency staff with disabilities.

### HEALTH AND SAFETY AT WORK

Our company takes the safety and security of its staff very seriously, ensuring that emergency evacuation drills are carried out regularly, as well as practical training in the use of fire extinguishers, fire hydrants and charged riser systems. This initiative was launched in 2015 across all our facilities and will continue throughout 2016.

Detailed reports highlighting accident rates in the workplace are regularly presented to the Executive Management Committee in order to ensure safety in the undertaking of our activities.

### DIVERSITY AND ETIQUETTE

We place diversity at the centre of our recruitment process: whatever the nationality or the degree of seniority of the applicant, all professional profiles are duly considered and evaluated.

Furthermore, in order to preempt problems that may arise in human and social relations at the workplace each employee gets, in addition to their yearly performance review with management, at least one supplementary opportunity per year to meet with an HRM. We believe that this initiative clearly demonstrates our commitment to ensuring that the necessary support measures are in place to allow each and every one of our staff members to flourish in their respective roles.

Our service and the wider HR infrastructure is there to serve the needs of every individual.