



SOCIETAL RESPONSIBILITY POLICY

Since its creation, MECANINDUS has developed itself around values giving priority to the customer, respect of human rights, understanding, fidelity and loyalty. These values remain the basis of our current policy.

MECANINDUS is committed to a **societal responsibility** approach to meet the challenges of **sustainable development** of its activities. Our company deploys a **proactive policy of continuous improvement** for the benefit of **its customers**, in partnership with **its service providers** and **key stakeholders**, this in our environment and given the context.

MECANINDUS respects **its employees** and is committed to the principle of **equality** offering the same opportunity for recruitment, training and evaluation, based on the skills and aptitudes of our staff and the needs of the company in striving to provide a fair remuneration and a **secure working environment for its employees**, respecting the professional legislation of the countries where it operates.

We analyzed important issues for our key stakeholders and for **MECANINDUS**. This study highlighted the possibility to select the main lines of our CSR approach.

Our governance is defined by :

- *questions relating to the requirements of our customers ,*
- *the ethics of our practices and our professionalism ,*
- *Respect for the principle of secularism according to the charter of values of the republic and secularism (Charter available for consultation <https://www.iledefrance.fr/la-charte-regionale-des-valeurs-de-la-republique-et-de-la-laicite>)*
- *the improvement of working conditions and the reduction of professional risks ,*
- *compliance with applicable regulations ,*
- *our approach of identification and reduction of environmental impacts ,*
- *our involvement with local communities is our contribution to local development .*

Our main CSR and Sustainable Development objectives aim to :

- *Anticipate risks in terms of Health and Safety, Quality, Environment and Social Responsibility,*
- *Reinforce the principle of prevention and reduce our QHSE impacts,*
- *Promote the well-being and professional development of our employees,*
- *To enforce our ethical rules of conduct,*
- *Interact with our key stakeholders.*

Our objectives, our indicators and our improvement plan structure our approach to Corporate Social Responsibility. Periodically, **MECANINDUS** analyzes this policy, its progress and examines the objectives and targets to progress continuously and favor its development.

Our **collaborators** and **partners** working for **MECANINDUS** are informed, involved and concerned by the approach.

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