

# ELECO PANACOL – EFD

## CSR CHARTER



ELECO PANACOL - EFD, aware of current social, environmental and economic concerns, expresses its values in this ethical and social charter by referring to the three fundamental principles of sustainable development.

### – The Economic principle (ethics and commercial relations) :

The economy is a pillar that occupies a pre-eminent place in our society. Sustainable development implies raising awareness in our behaviour by introducing actions to ensure that economic growth is not achieved at the expense of the environment and society.



Eleco Panacol - EFD is therefore committed to :

- Encourage European Sovereignty;
- Not tolerate any form of corruption, bribery, extortion or embezzlement ;
- To conduct business in compliance with applicable laws, directives and regulations ;
- Do not enter into unfair agreements with competitors ;
- Combat counterfeiting.

### – The Social principle (respect for human beings and regulations) :

Sustainable development encompasses the fight against social exclusion, working conditions, non-discrimination, dialogue and the improvement of employee training.



Eleco Panacol - EFD therefore undertakes to :

- Respect the labour legislation applicable in our country as well as the provisions of our collective agreement ;
- Prohibit child labour, forced labour and any form of harassment ;
- Promote equal opportunities (age, sex, ethnic origins and mores, political or religious opinions) ;
- Promote access to work for disabled workers ;
- Ensure social dialogue, employee motivation and training ;
- Provide health cover for its employees in accordance with current legislation ;
- Prohibit any form of work that could jeopardise health and/or safety.

### – The environmental principle :

In industrialised countries, the environment is one of the main concerns in terms of sustainable development. We need to better control our consumption and production methods. We must reject actions that are harmful to our planet so that our ecosystem, biodiversity, fauna and flora can be preserved.



To achieve this, Eleco Panacol - EFD is committed to :

- Manufacturing in Europe and favouring local sourcing ;
- Reduce its consumption of energy and natural resources ;
- Reduce waste and treat it in such a way as to encourage its recovery or recycling, with the introduction of selective sorting at our Gennevilliers site, for example.
- Prevent pollution risks ;
- Comply with the bans and restrictions on substances and materials required by the various European regulations (Reach, Rohs) ;
- Raise staff awareness and train them in environmental issues.