

CORPORATE SOCIAL RESPONSIBILITY CHARTER



OUR COMMITMENTS

As a recognised partner, SISE is committed to supporting each company in its innovative industrial strategy, supporting its growth, its performance and its staff.

Aware of its responsibilities, with a proactive approach, SISE, a low energy consumer, commits itself to address its social, economic and environmental impacts through this CSR charter.

OUR CUSTOMERS, OUR 'RAISON D'ÊTRE'



- Proposing innovative, sustainable and global solutions adapted to each customer
- Listening to and understanding our customers through our dedicated internal services
- Maintaining a relationship of trust through a customer-oriented quality management system
- Improving continuously

OUR STAFF, OUR SOURCE OF STRENGTH



- Fostering freedom of expression and collective intelligence in mutual respect
- Promoting diversity and equal opportunities
- Training our teams in a personalised manner
- Ensuring a caring social climate, a high-performance and safe working environment

OUR SOCIETAL POSITIONING, OUR ETHICS



- Supporting local associations
- Providing employment opportunities to those with special needs as well as Seniors looking for opportunities.
- Supporting trainees and interning students in their professional development
- Promoting a responsible purchasing policy

OUR PLANET, OUR RESPONSIBILITY



- Preserving biodiversity
- Controlling our waste
- Reducing our environmental footprint
- Propose sustainable products with a high level of maintainability and with integrated environmental functionalities





OUR ENDEAVOURS

**SISE's CSR commitments
have been reflected in its activities for many years**

OUR CUSTOMERS, OUR 'RAISON D'ÊTRE'

We have been satisfying our customers by offering them quality and personalised solutions based on our values and an efficient internal organisation recognized by our ISO9001 certification. We are customer-oriented, both nationally and internationally, and our Customer Service Center (CSC) offers a high level of reactivity and permanent advice. Likewise, our design office, which includes business and application specialists, is able to meet the most demanding needs.

Our documentation is under full control, the work supports necessary for our activities are used by our employees and contribute to the constant conformity of our production. We validate the conformity of our products via quality controls in our value chain, and equally detect and correct any non-conformities.

In addition, the analysis of the indicators in place guides our performance towards the satisfaction of our customers. Finally, our cross-functional "LEAN" approach initiated in 2014 improves our processes on an ongoing basis.



OUR SOCIETAL POSITIONING, OUR ETHICS

We are committed to the local community by supporting several associations such as AEPV (Acteurs Economiques de la Plastic Vallée) and the Oyonnax rugby club. We have been awarded the Origin'AIN label, a label presented by the Ain region which helps to strengthen the reputation and attractiveness of the Ain department. We are also a member and contributor to professional organisations such as CIDA, TIPC, Polymeris, Polyvia and UIMM.

We promote the integration of personnel with special needs and therefore position ourselves beyond the legal quota. For this approach, we received an award from Cap Emploi. In addition, we develop partnerships with companies providing labour assistance supplies and services such as ESAT and EA. We employ «senior» employees with a view to transferring experience and knowledge but also in order to offer them a fulfilling career continuation.

We want to train the workers of tomorrow. This is why we provide support each year to several interning students and trainees with a programme adapted to their apprenticeship.

Of course, our criteria for selecting and evaluating our suppliers and subcontractors enable us to work with quality partners with recognized know-how who respect social and environmental values, while favoring a short supply circuit with local and European companies.





OUR STAFF, OUR SOURCE OF STRENGTH

We promote the well-being of our employees and the cohesion of our teams with a participative management system and by involving everyone in continuous improvement groups. It is this mix of skills, knowledge and people that help SISE evolve, with professional diversity being the source of complementarity, social balance and efficiency within our company. Every new member of our teams goes through a complete integration program.

We protect our employees by setting a 35 hour work week over 4.5 days and ensuring that everyone disconnects during the rest periods. We listen to the desires of our employees to develop their skills in order to combine their ambitions with our development. We are very sensitive to this, which is why for several years we have been integrating a training policy for all our employees. Finally, the presence of indoor and outdoor relaxation areas



as well as a spacious and well-maintained work environment encourage concentration and fulfillment for all.



OUR PLANET, OUR RESPONSIBILITY

We do care about the environment. We allow the recycling of our waste with an internal sorting system and control our discharges. We participate in the preservation of biodiversity by hosting beehives on our site.

We also take steps to reduce our energy consumption by, for example, changing our lighting equipment to LED technology or encouraging carpooling. We participate in the societal evolution towards electric mobility by providing our staff and the public with two charging stations installed in 2021. Our marketing department distributes goodies to promote ecological awareness.

The company sees even further ahead. In other words, the eco-friendly features of our temperature control systems mean that our customers can reduce their electricity consumption. Our CYCLADES supervision system analyses the electricity consumption of the injection workshops and enables to prevent consumption peaks, thus controlling energy expenditure. Our process control solutions, such as the Smart Mold Box, enable our customers to move towards a circular economy by integrating recycled material into their products. Our involvement in our customers'



production performance allows them to reduce their waste. They benefit from substantial energy savings. We implement a sustainable design that offers our customers a high level of maintainability of their products. In other words, the eco-friendly features of our temperature control systems mean that our customers can reduce their electricity consumption.



OUR PROJECTS

Since 2020, SISE has stepped up its commitment to protection of the environment...

- Formalised its environmental policy
- Renewed its staff's awareness of the sustainable use of resources
- Maintains the presence of an internal energy referent
- Distributed new goodies that promote ecological awareness
- Preserved biodiversity with the installation of beehives on its estate
- Installed non-industrial waste recycling
- Gradually transition its vehicle fleet towards clean vehicles
- Installed electric charging stations for vehicles
- Studies the implementation of improvements in the energy performance of the SISE building
- Oriented its developments towards new solutions enabling customers to save energy
- Uses the ECOVADIS platform to evaluate its CSR and responsible purchasing performance

... and develops its internal and external communication to improve its quality of life at work and the satisfaction of its customers.

- Is Qualiopi certified
- Deploys its new service request system to all its activities
- Strengthens the security and control of risks related to its information systems
- Digitizes its inventories, its reception register
- Reinforces the awareness and training of its personnel in terms of safety, the environment and the preservation of its products
- Sets up an internal news system
- Systematizes a report of surprise at the arrival of its new collaborators

By 2025, SISE plans new actions to further engage and satisfy its stakeholders and move towards greener practice.

- Implements a CSR supplier charter
- Strengthens criteria for selecting trading partners
- Implements a procedure for authorizing the return of merchandise
- Digitizes production supports
- Sets up a satisfaction survey of its employees
- Distributes a Quality Safety Environment booklet to reinforce the application of good practices by its employees.
- Studies the installation of a photovoltaic solution
- Develops its transport methods to reduce its carbon footprint
- Develops its range of innovative and sustainable solutions to meet the responsible performance of its customers