



Charter

«Corporate Social Responsibility»



- REDEN, a responsible vision of solar energy

As a well-known player in the energy transition and a green power producer in France and abroad, REDEN Group is working each day, by the very nature of its business, for sustainable development and, more precisely, the development of sustainable solutions for cleaner energy for the planet.

Certified ISO 9001 and 14001 over the past several years, REDEN Group, as a responsible company, wanted to go further and had, therefore, committed to an active CSR approach (Corporate Social Responsibility).

To respond to the social, environmental, societal and economic challenges that become essential in our society, REDEN group is committed to **an active approach to Social and Environmental Responsibility**.

This **10 CSR commitments**, associated with our values, formalised by the Corporate Social Responsibility), are at the heart of each of our actions to combine economic development and social responsibility and implement a responsible vision of solar energy.



● Our social policy

As an employer, aware of its responsibilities, RE DEN acts, each days, consistent with its values, to ensure the development of jobs and skills, health and safety at work and the improvement of the working conditions and well-being at work.

Our social commitments :

Ensure good working conditions and promote the development and the fulfilment of each employee.

○ Development of employment and skills

- Recruitment in collaboration with local partners
- Systematic integration, in each department, of all new recruits in order to develop the knowledge of the teams and the knowledge of the whole group
- Implementation of an ambitious annual training plan in terms of investment and hours.
- Reinforcement of the reception of trainees and work-study students

○ Prevent risks

- Organisation of health and safety training (road risks, movements and postures...)
- Suppression of products wich are carcinogenic, mutagenic and reprotoxic (CMR)
- Reduction of road travel
- Improvement of company's vehicle security

○ Promote the well-being and employee's commitment

- Development of internal communication (newsletter, monthly meeting..)
- Realization of an social barometer, continuously, once every two years
- Development of values shared by the company and employees
- Development of work/life balance
- Health and welfare costs contract for all

- Our environmental policy

In a logic of sustainable development and continuous improvement, REDEN ensure to control and reduce the impact of its activities on the environment.

OUR ENVIRONMENTAL COMMITMENTS:

Reduce the impact of our activities on the environment and integrate these dimensions into our projects and decisions.

- **Reduce our environmental footprint**

- Positive energy Headquarters (photovoltaic shelters...)
- ISO 14001 Certification : pursuit of improvement of environmental management
- Encouragement of alternative modes for professional and/or personal trip (carshare, bike...) and implementation of charging stations for electric vehicle
- Encouragement of video-conferencing
- Use of local suppliers, when it's possible
- Take co2 into account of company vehicles when they are renewed

- **Reduce our consumption of water and electricity**

- Development of low voltage lighting in all premises
- Raising team awareness of good practices

- **Reduce the amount of waste produced and improve recycling**

- Reduction of the quantity of waste (optimization of packaging, reduction of paper and plastic consumption)
- Development of waste sorting (guide to good environmental practices, basket for recycling in offices...)
- Maximum waste recycling (wood, cardboard, paper, plastic, tin, aluminium, WEEE...)
- Participation in Pvcycle (photovoltaic panel recycling collection center)

● Our societal policy

REDEN and all its collaborators make sure to get involved and play an active role in the society around them.

OUR SOCIAL COMMITMENTS:

To be individually and collectively involved in the society of today and tomorrow.

○ Support solidarity and humanitarian initiatives

- Participation and support for humanitarian and solidarity projects (Madagascar, Morocco, Les restos du Cœurs...)
- Participation of volunteer REDEN teams in blood donation (twice a year: april and october)
- Raising awareness of the inclusion of people with disabilities (participation in Duo Day, awareness-raising actions)
- Subcontracting and/or missions with ESAT

○ Support sports and cultural initiatives

- Partnership and/or participation in sporting and/or cultural events (sponsoring, patronage...)
- Participation of REDEN teams in various sporting events.
- Development of the REDEN Sports association

- Our economic policy

REDEN ensures that its business relations are based on principles of ethics and professionalism and encourages responsible behaviour on the part of its employees and its suppliers and subcontractors.

OUR ECONOMIC COMMITMENTS:

To implement an ethical and responsible approach towards our various stakeholders.

- **To establish sustainable and balanced relationships with suppliers and subcontractors**

- Responsible purchasing management, in application of the Responsible Purchasing Charter

- **Refuse and prevent corruption**

- Compliance with the Code of Conduct
- Anti-corruption e-learning training for all teams
- Appointment of a compliance officer

