

“REDEN, a responsible vision of solar energy”

REDEN is an independent producer of photovoltaic energy created in 2008, operating in France and internationally. The group provides complete control of the photovoltaic development chain: from the manufacture of modules at our factory, to project development and up to the construction and operation of power plants.

Aware of the challenges related to the requirements and technical nature of our businesses, REDEN has been deeply committed for many years to an Integrated Management System, through ISO 9001, ISO 14001 and ISO 45001 as well as to an active CSR approach. At REDEN we consider these tools as strategic and so we have defined a single CSR policy around 6 axes. This policy is designed to provide a framework for defining our goals and then achieving them, as well as to support our strategic objectives.

REDEN's CSR Policy revolves around 6 strategic axes :

Human wealth	Green energy production	Creation of value for communities
<p><i>« Establish a strong corporate culture, based on solid skills, while respecting our values. »</i></p> <ul style="list-style-type: none"> ▪ Develop employment by promoting diversity and professional equality ▪ Broaden the skills of our employees and promote career development ▪ Promote the well-being, fulfilment and commitment of employees 	<p><i>« Encouraging the consumption of sustainable and carbon-free energy, while accelerating the energy transition »</i></p> <ul style="list-style-type: none"> ▪ Sustainably produce and supply the energy that society needs and contribute to the decarbonisation of the economy by increasing our capacity to produce green energy ▪ Create value by offering competitive photovoltaic power plants via complete control of their development ▪ Ensure quality performance, providing excellent services and products 	<p><i>« Involved individually and collectively in society, today and tomorrow »</i></p> <ul style="list-style-type: none"> ▪ Participate in the economic dynamics of communities ▪ Contribute to the sustainable development of communities; and promote agrovoltatics by combining green energy production and agricultural production ▪ Ensure regular dialogue with stakeholders ▪ Support solidarity, humanitarian, sports and cultural initiatives
Safety Culture	Environmental Footprint	Partnerships Responsible and Sustainable
<p><i>« Develop a solid safety culture and preserve the integrity of our employees and service providers »</i></p> <ul style="list-style-type: none"> ▪ Preserving the health and safety of all, particularly via the continuous improvement of working conditions ▪ Prevent risks using communication, awareness and training ▪ Promote the group's safety culture by involving everyone, specifically by the consultation and/or participation of employees in the health and safety approach at work 	<p><i>« Reducing the impact of our activities on the environment and helping to mitigate climate change »</i></p> <ul style="list-style-type: none"> ▪ Control our carbon footprint and actively participate in the fight against climate change ▪ Reduce our environmental footprint, by promoting the circular economy and energy sobriety. ▪ Protect biodiversity, control damage during our activities and ensure responsible conduct of our operations 	<p><i>« Developing sustainable, ethical and transparent partnerships »</i></p> <ul style="list-style-type: none"> ▪ Refuse and prevent corruption, work with integrity ▪ Establish lasting and balanced relationships with our partners ▪ Sourcing responsibly across our value chain, prioritising local purchases/suppliers


As part of these initiatives, REDEN is committed to :

- Act in accordance with the regulations and other requirements that we as a company have set ourselves and those which are applicable (ISO 9001, ISO 14001, ISO 45001, IEC 61215 and IEC 61730 concerning photovoltaic modules) and respect the legislation against corruption.
- Eliminate hazards and reduce occupational health and safety risks
- Ensure compliance with environmental protection, pollution prevention and the reduction of our significant impacts in a sustainable manner.
- Acquire the human, financial, material and training resources necessary for the implementation of this policy. As such, the QSE/CSR department is designed to facilitate these procedures.
- Communicate:
 - ⇒ all of our personnel have the information necessary for the implementation of this policy and to achieve the objectives.
 - ⇒ Externally, especially concerning stakeholders
- Annually review the evolution of the objectives and targets defined and periodically evaluate our performance. To do this, REDEN specifically takes into account the point of view of the stakeholders, the results of previous audits, new scientific knowledge, new techniques available as well as changes in the economic and social context.
- Audit all of its processes over a 3-year cycle.
- Promote the use of the process approach and the risk and opportunity approach.
- Constantly seek continuous improvement.

*“REDEN is committed to cultivating excellence in each of our missions, based on four core values : **Benevolence, Commitment, Ethics and Professionalism** . These four values are the pillars of the group's performance that guide all of our actions on a daily basis.”*

Roquefort, 03/02/2025

Frank DEMAILLE,
CEO

Signé par :

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