



## Corporate Social Responsibility

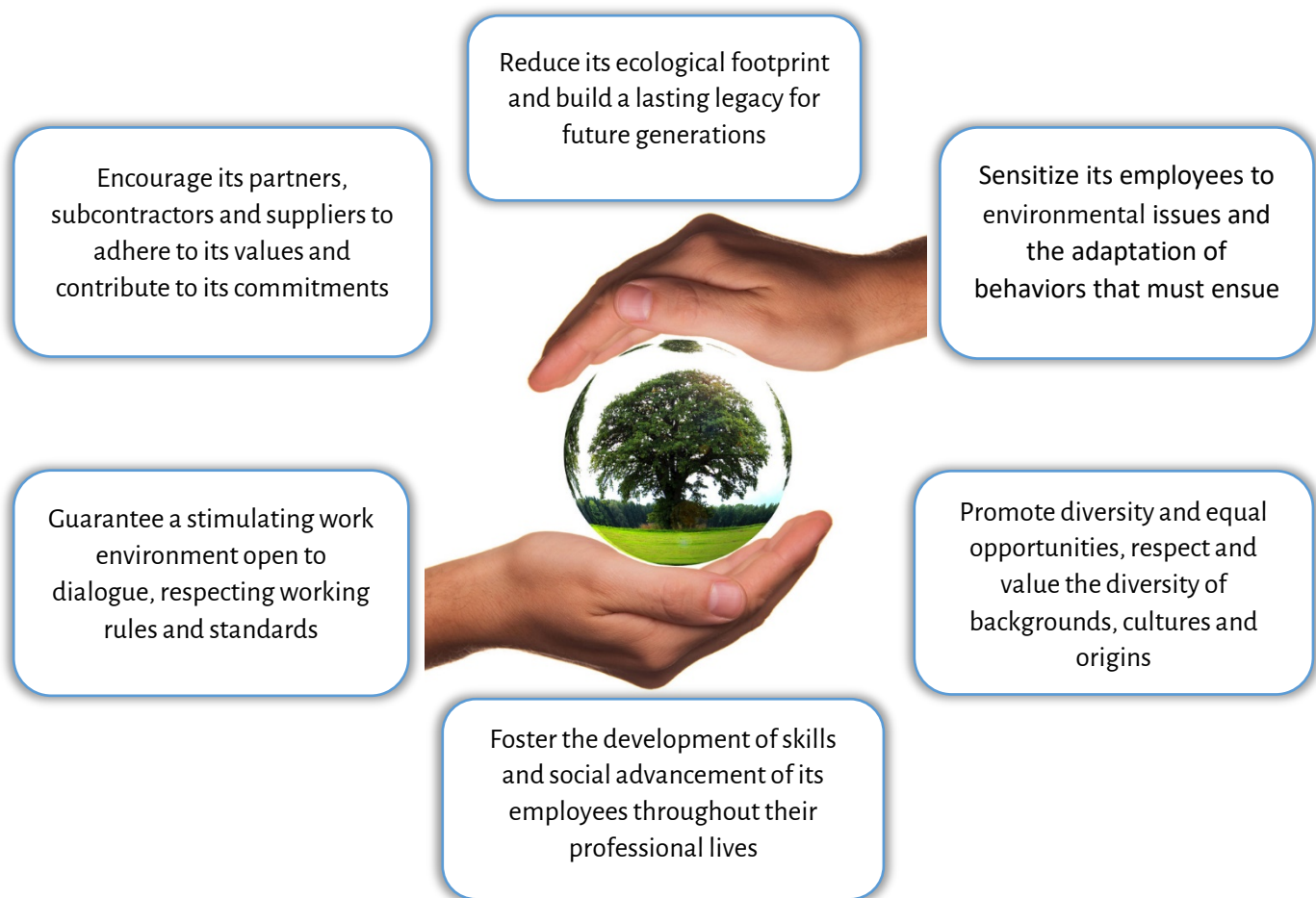
### Global SELTECH's CSR Charter

In order to meet the **environmental, societal and ethical challenges that have become paramount in our global society**, Seltech is committed to an approach of Social and Environmental Responsibility.

As a **guarantee of progress and sustainability**, it is emerging as **the key to shared growth**, profitable for the company, its employees, partners and broader civil society and the environment in which we operate.

SELTECH's commitments are formalized by a Corporate Social Responsibility (CSR) Charter, a reference document defining **its objectives, principles and roles of each**.

Within the framework of its Corporate Social Responsibility Charter, SELTECH undertakes to:



#### About us

SELTECH is an international solution provider with deep expertise in acoustics and sensors. We offer tailored innovative solutions to our customers' challenges, from design to production.



Copyright © 2020 SELTECH  
All rights reserved



## Environmental policy

Concerned about future generations and with a focus on continuous improvement, Seltech pursues a proactive environmental policy. It has set up different safeguards to control and reduce the impact of its activities on the environment.

- **Limit consumables** (paper, ink and toner cartridges, etc.) to a bare minimum. Maintain printer default settings of black and white and double-sided printing, prefer digital documents over paper printing, and keep a message and visual logo located at the bottom of each email encouraging the recipient to not print the email.
- **Manage and recycle** company waste as much as possible by reusing scrap paper and by giving a second life to the obsolete equipment of the company.
- **Reduce energy costs** by adopting a responsible attitude for regulating office temperatures (automatic or manual) and ensuring that the lighting is switched off outside of working hours.
- **Integrate the ecological perspective** in any investment or renewal of equipment by promoting office equipment and eco-labeled cleaning products and by choosing partners and suppliers committed to the environment.
- **Reduce data consumption** by taking care to keep only essential information and documents on our external server and on employees' computers. We regularly delete outdated documents to avoid an overconsumption.
- **Reduce CO<sup>2</sup> emissions**: Reduce travel thanks to better organization and extensive use of new technologies (video conferences).

Counting on the daily application of these "good habits", the company thus makes its contribution to the ecological cause and hopes that these gestures of a few will become commonplace for everyone tomorrow.

### About us

SELTECH is an international solution provider with deep expertise in acoustics and sensors. We offer tailored innovative solutions to our customers' challenges, from design to production.



Copyright © 2020 SELTECH  
All rights reserved



## Social and societal policy

The principles of social and ethical responsibility guide Seltech in its management of human resources and its actions with its employees. These commitments are reflected in a proactive policy made up of four components:

### ➤ Employee well-being commitments

**Seltech strives, through its organization, to contribute to the development of its employees. With this goal in mind, the company has implemented measures contributing to the well-being of its employees:**

Insurance covered 100% by the company for international travel of employees.

Implementation of 2 days of telework per month per employee.

Optimization of work station.

### ➤ Diversity, equal opportunities

In order to develop and promote diversity, the company is committed to the development of a culture that promotes equal opportunity, respect for others and their differences. This commitment applies to all stages of human resources management such as hiring, training, promotion or the professional promotion of employees, etc.

### ➤ Respect for the United Nations Global Compact

The United Nations Global Compact invites companies to adopt, support and apply a set of fundamental values within their sphere of influence and in the fields of human rights, labor standards, environmental standards and the fight against Corruption.

Seltech thus places the ten principles of the United Nations Global Compact at the heart of its social and societal actions:

- Promote and respect the protection of international human rights law in their sphere of influence in business.
- Ensure that companies are not complicit in human rights violations.
- Respect freedom of association and recognize the right to collective bargaining.
- The elimination of all forms of forced or compulsory labor.
- The effective abolition of child labor.
- Elimination of discrimination in employment and occupation.
- Apply the precautionary approach to environmental problems.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and dissemination of environmentally friendly technologies.

#### About us

SELTECH is an international solution provider with deep expertise in acoustics and sensors. We offer tailored innovative solutions to our customers' challenges, from design to production.



Copyright © 2020 SELTECH  
All rights reserved



- Act against corruption in all its forms, including extortion and bribery.

- Supplier commitments

Seltech applies a choice of paper suppliers and printers according to their sustainability criteria. The company contracts with paper manufacturers guaranteeing responsible management of the forest heritage.

## About us

SELTECH is an international solution provider with deep expertise in acoustics and sensors. We offer tailored innovative solutions to our customers' challenges, from design to production.



Copyright © 2020 SELTECH  
All rights reserved