

CSR POLICY

CORPORATE SOCIAL RESPONSIBILITY

Since its establishment, CTP environnement has had a bedrock of values and commitments led by management in relation to respecting people, the environment and stakeholders, in order to act as a responsible company, which is both innovative and sustainable.

With this in mind, CTP environnement is implementing a policy of social responsibility, which forms an integral part of our company's strategy. It is translated within all our processes and applied on all our sites.

OUR COMMITMENT

TO GUARANTEE A SOCIAL AND HUMAN BALANCE

- **Equality of opportunity and diversity:** our positions are open to all applicants, regardless of gender, disability, age, training/education, origin or culture.
- **Internal mobility**, which allows every one of our employees to be trained and continuously develop within CTP environnement.
- **Fairness**, thanks to a policy of individualised remuneration and high quality welfare benefits.
- **Responsibility**, because ethics, safety and respect for others are at the forefront when supporting employees throughout their careers.

TO REDUCE AND CONTROL OUR ENVIRONMENTAL FOOTPRINT

- **Recycling** all the waste generated (paper, plastic, coffee capsules, glass, WEEE, batteries, etc.).
- A programme of replacing bulbs with LED lighting, accompanied by an **energy saving awareness** poster campaign.
- Power consumption is also a criterion that is taken into account when developing our mobile processing units.
- The organisation of travel to and from our workplaces using carpools, regularly maintaining and replacing our fleet of vehicles and raising the awareness of **eco-driving** principles amongst our drivers .

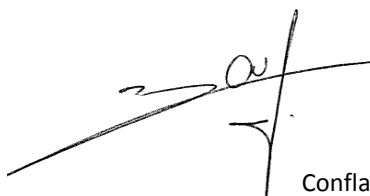
ENSURING THAT CONFIDENCE GOES HAND IN HAND WITH PERFORMANCE

- The development strategy focuses on the **satisfaction of our clients**, compliance with our commercial commitments and the competitiveness of our operational activities.
- The establishment of partnerships and collaborations with suppliers and sub-contractors in **accordance with ethical rules**.
- The creation of new models for relationships and the establishment of values with our stakeholders,
- **Respect for competitors**, the prevention of fraud and corruption.



Philippe BARRE
Chief Executive Officer

“By making Corporate Social Responsibility (CSR) the keystone of our development strategy, we are ensuring the sustainability of our model of a good corporate citizen. CSR is at the heart of CTP environnement’s commitment to combining quality of life, well-being and performance”.



Conflans Sainte-Honorine, 22nd January 2019