

TRAMEC AERO is a family-owned company; we have become a reliable and experienced partner since our establishment in 1939, committed to delivering high-quality products and services with integrity, enthusiasm, and ambition.

An ethical company is one that is aware of its economic, social, and environmental impact.

That is why we have implemented a Corporate Social Responsibility (CSR) policy, as a collective commitment and code of conduct, designed to inspire trust among our clients, partners, and employees, and to promote healthy and honest practices.

This policy reflects the company's core values. It is part of its culture and identity. It is intended to protect the brand, the company's heritage, its employees, and its partners. It sets out the rules of conduct to be followed in our workplace, our business practices, and our relationships with third parties. It applies to all stakeholders within the company.

Our policy is based on the following guidelines:

## 1. Environmental Commitments

We limit our environmental impact by adopting concrete and sustainable measures to reduce our ecological footprint:

- Reducing paper printing and digitizing documents to lower paper consumption
- Sorting and recycling waste (paper, cardboard, plastics, packaging materials)
- Optimizing shipments to reduce CO<sub>2</sub> emissions
- Raising employee awareness of energy savings (turning off lights and unused equipment, optimizing heating and air conditioning)
- Installing an electric vehicle charging station to encourage the use of clean transport

## 2. Social and Human Commitments

We value our employees and promote a fulfilling and safe working environment:

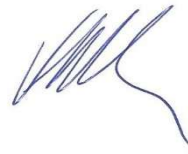
- Respect, equal opportunities, and zero tolerance for any form of discrimination (nationality, religion, political opinion, gender, appearance, disability, age)
- Flexible working hours and work-life balance
- Supporting employee development, encouraging initiatives, and enhancing skills
- Comfortable, suitable, and safe Workspace
- Promoting solidarity, mutual support, cohesion, team spirit, and the sharing and transmission of knowledge and expertise

### 3. Ethical and Third-Party Relations Commitments

We ensure that all our relationships with third parties - clients, partners, and suppliers - are aligned with our values and requirements:

- Selecting reliable and responsible suppliers
- Complying with applicable laws, regulations, and standards, particularly in the aerospace sector
- Ensuring transparency and integrity in our business relationships
- Placing customer satisfaction at the heart of our priorities by ensuring product and service quality, safety, and reliability
- Prohibiting any unfair or illegal business practices

**Note:** We regularly monitor our CSR actions using performance indicators in order to measure their effectiveness and continuously improve them. This document is therefore evolving and may be updated regularly in line with new challenges and opportunities for improvement.



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CEO