

SELECTARC, 24 July 2025

At SELECTARC, our sustainable development strategy is part of a strong commitment to shaping and communicating responsible commitments with all our stakeholders — employees, customers, suppliers, local communities and future generations.

Inspired by our industrial culture and local roots, this CSR approach is based on three key pillars **3R: Respect, Responsibility and Resilience**.

### **Respect – For people and human rights**

We place the health, safety and well-being of our employees at the heart of our priorities. We promote diversity, inclusion, social dialogue and the right to disconnect. Every employee plays an active role in creating an ethical, fair and respectful working environment.

### **Responsibility – For the environment and local communities**

We are committed to limiting our environmental impact, optimising the use of resources and actively contributing to the development of the communities in which we operate.

### **Resilience – For sustainable and ethical performance**

We meet the expectations of our customers and partners with rigour, transparency and integrity. Our responsible purchasing practices, anti-corruption policy, IT charter and ethical charter guarantee sound governance that complies with social, environmental and ethical requirements.

These **3R** are the result of collective reflection with our internal and external stakeholders. They embody our convictions and guide our daily decisions. By fully integrating sustainable development issues into our activities, we create shared value and ensure responsible growth for SELECTARC.

Chairman  
Jean Pierre GEBHARDT

Quality Manager  
Karine BARBIER