



CSR Report 2026

Selectarc :

- ✓ Designer, manufacturer, technical advisor and distributor of filler metals
- ✓ Complete range of high-quality welding and brazing filler metals
- ✓ Specialist in technical markets



Karine Barbier
Quality Manager

Message from the President

« At Selectarc, we believe that industrial performance and responsibility are inseparable. Our CSR policy is at the heart of our strategy and guides our actions to combine innovation, foot print reduction, and human commitment.

Driven by the involvement of our employees, this approach reflects our ambition: to build, together with our partners, a more responsible, sustainable, and future-oriented industry.»

Silvino CAETANO
CEO of Selectarc





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ABOUT US

About us

Designer, Manufacturer, Technical Advisor and Distributor

- Wide range of high-quality filler metals
- High-performance, repeatable and flexible production facilities
- Integrated laboratory
- Strong technical expertise
- Development of tailor-made products
- Two ISO 9001-certified production sites
- ISO 19443 certification for welding activities at the Grandvillars plant

Leading French Brand

- French family-owned industrial group
- Over two centuries of metallurgical expertise

Commitments

- Customer and stakeholder satisfaction

Specialist in Technical Markets

- Advanced expertise to meet the requirements of demanding markets
- Sustainable innovation, inclusion and footprint reduction through our **3R** : **Respect**, **Responsability**, **Resilience**

Distribution

- Presence in France and internationally
- Extensive distribution network
- High responsiveness through stock availability and logistics platform

141

Employees worldwide, including 111 in France

+ 2 000

Customers

€47

Million revenue in 2025



Our Values



Safety &
Security



Stakeholder
Satisfaction



Ethic,
Communication
& transparency

Reliability

- ISO 9001 and ISO 19443 certified organization
- Controlled health, safety and working conditions

Expertise

- Two centuries of know-how in welding and brazing

Innovation

- Solutions addressing technological, environmental and social challenges

Commitment

- Responsible company acting for employees, customers, partners and the environment

Proximity

- Personalized support and international presence fostering trust and responsiveness

Transparency

- Integrity in all our relationships



International Presence

Present on all continents and supplying more than 100 countries.

We have several production facilities and sales offices, or are well represented by our global distribution network.

Locations

- SELECTARC France
- SELECTARC Italia
- FSH Welding Canada

Export activities :

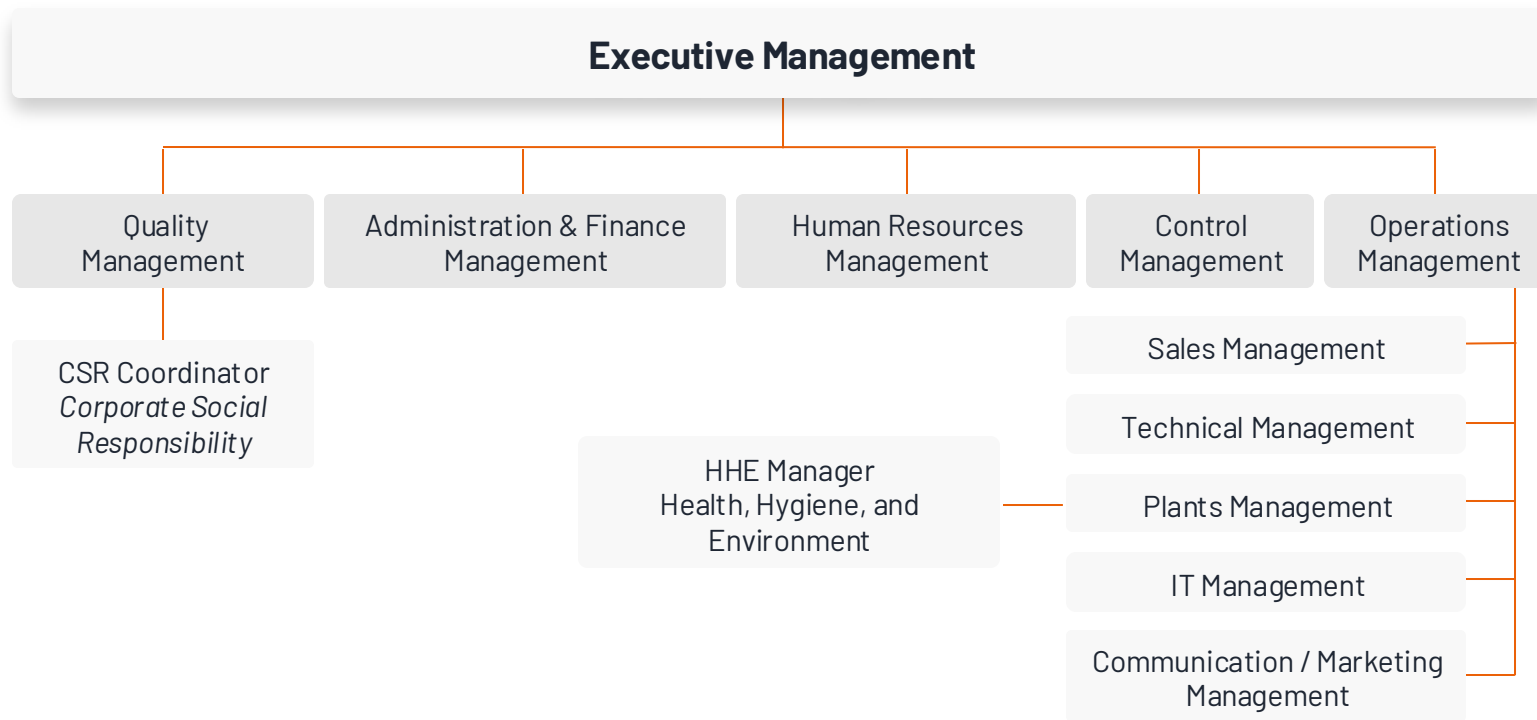
- 50% of revenue
- 33% of customers
- 40% of sales volume

Sales offices

- FSH Welding India
- Selectarc Gulf
- Thaïlande



Selectarc Organizational Chart



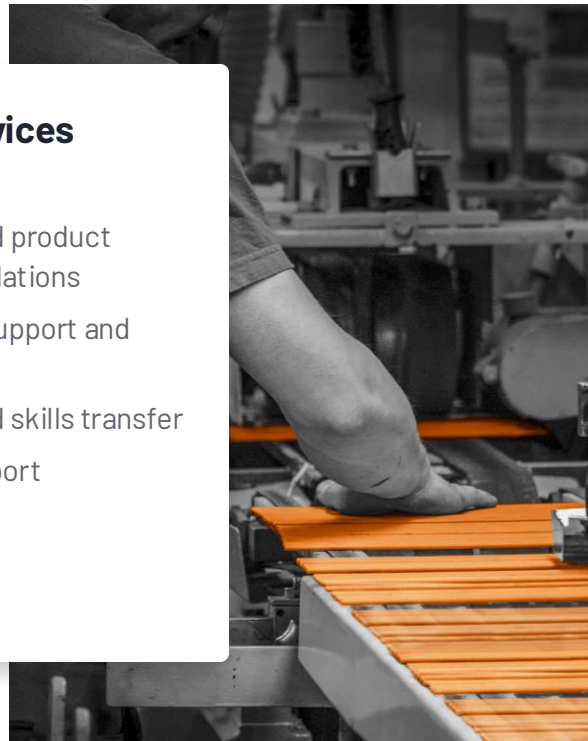
Business Activities & Services

Business Activities

- Design of filler metals
- Manufacturing of welding, brazing, metallization consumables and related solutions
- Testing and inspection
- Wire processing and subcontracted operations
- Multi-channel distribution

Services

- Process and product recommendations
- Technical support and expertise
- Training and skills transfer
- Quality support



Certifications & Initiatives

Certifications

- **ISO 9001:** Quality Management (since 1997)
- **ISO 19443:** Nuclear Quality Requirements (since 2024)



Reconnaisances

- **EcoVadis:** CSR Performance Assessment (Bronze Medal in 2025)
- **AirCyber:** Cybersecurity Maturity Assessment (Gold Level by 2025)

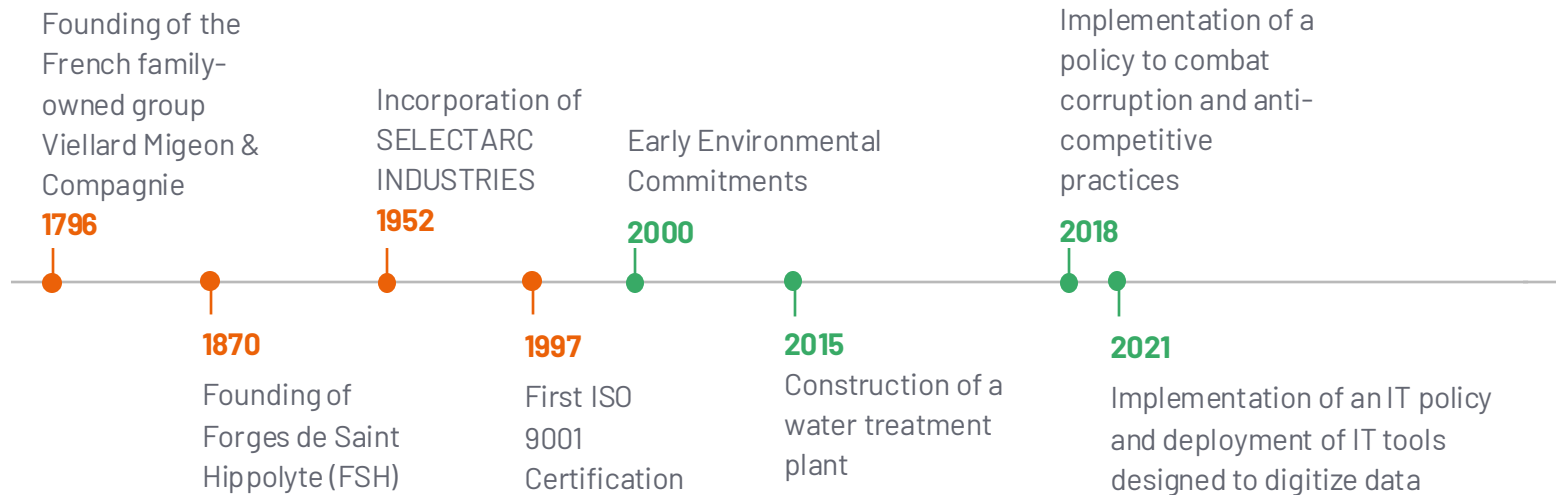


CSR Initiatives

- **French Fab, Le Coq Vert:** 2 roosters symbolizing innovation, responsible and sustainable industry
- **Team for the Planet:** active participation in the ecological transition and future-oriented projects



Key dates 1/2



Key dates 2/2

- First Ecovadis assessment: 53/100 (60th percentile)
- Implementation of the Whistleblower Program

2022

2023

- First electric vehicle in the fleet
- Strengthened efforts in waste sorting and recycling
- Community Initiatives: Continuing Partnerships with ESAT and Work-Study Programs

2024

- Ecovadis Rating: 57/100 (67th percentile)
- Addressing Risks Related to Climate Change
- First ISO 19443 Certification

2025

- Policy on Training Strategy
- Implementation: SELECTARC's Ethical Commitment
- Implementation of the CSR Policy
- Ecovadis Rating: 69/100 (82nd percentile)



An aerial photograph of a dense forest with a winding road. The road is light-colored and curves through the green trees. The forest is composed of various types of trees, including tall evergreens and shorter deciduous trees.

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OUR CSR POLICY

Our CSR Policy

At SELECTARC, our **sustainable development strategy** is driven by a strong commitment: to shape and pass on responsible values alongside all our stakeholders—employees, customers, suppliers, local communities and future generations.

Our CSR approach is built around three pillars, the **3Rs**:

Respect
Responsability
Resilience

These 3Rs are the result of a **collective effort** involving our internal and external stakeholders.

They embody our convictions and guide our day-to-day decisions. By fully integrating sustainability considerations into our operations, we create shared value and ensure responsible growth for SELECTARC.



Our CSR
Policy



SELECTARC

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Our 3 Rs

At the heart of our CSR approach: the **3Rs**, which form the foundation of our commitments and decisions.

Respect

- The health, safety, and well-being of our teams are our top priority
- Promoting diversity, inclusion, social dialogue, and the right to disconnect
- Everyone's Contribution to a Fair and Respectful Work Environment

Responsability

- Reducing Our Environmental Impact
- Resource Optimization
- Contribution to Sustainable Regional Development

Resilience

- Sustainable and ethical performance by meeting the expectations of our customers and partners with diligence, transparency, and integrity

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OUR COMMITMENTS

Our Commitments to the Community

Respect & employee Well-being:

- Management, employee representatives and works council involvement
- Occupational health and safety
- Continuous improvement of working conditions

Skills Transmission & welding/brazing Attractiveness:

- Support for and participation in welding and brazing competitions
 - ✓ French Welding Championship
 - ✓ LMS (Best Welders of France)
 - ✓ WorldSkills
 - ✓ Training centers and technical schools (UIMM, AFPMA, technical high schools, vocational schools)



Respect

Responsability

Resilience

Our Commitments to the Community

Inclusion & solidarity:

- Cooperation with sheltered employment organizations ESAT (product packing)
- Support for women's rights initiatives CIDFF : Events for March 8
- Apprenticeships, internships and work-study contracts
- Participation in National Caregivers Day
- Participation in European Disability Employment Week

Participation in Community Life:

- Involvement in community and professional initiatives
- Discussions with local elected officials and technical schools
- Participation in similar initiatives :
 - ✓ Les Influstriels (group of professionals committed to restoring the image of French industry)
 - ✓ Les Industri'elles (initiative that mobilizes men and women in the industry to promote gender diversity in the industry)



Respect

Responsability

Resilience

Our Environmental Commitments

Reducing Environmental Footprint:

- Recycling of industrial and office waste

Sustainable Mobility:

- Progressive electrification of company vehicles

Initiatives collectives:

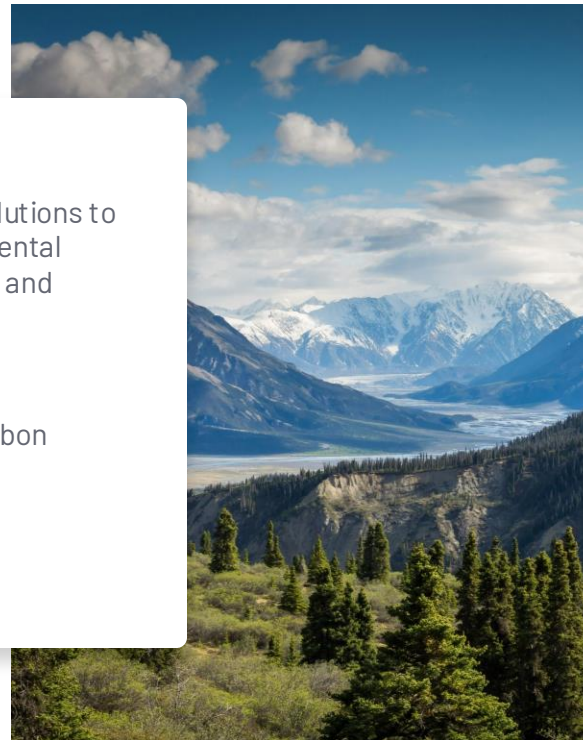
- Participation in the “Ma Petite Planète” Eco-Challenge

Circular Economy:

- Seeking eco-design solutions to minimize the environmental impact of our products and processes

Responsible Innovation:

- Investments in low-carbon technologies



Respect

Responsability

Resilience

Our Governance Commitments

Compliance & Integrity:

- Strict compliance with laws and regulations
- Zero tolerance for corruption, conflicts of interest, and anti-competitive practices
- Compliance with partner codes of conduct

Transparency:

- Transparent, sincere, and reliable communication regarding economic, social, and environmental performance
- Subscription to our stakeholders' alert systems

Governance:

- Performance monitoring and continuous improvement

Data Protection & Cybersecurity:

- Compliance with IT and cybersecurity rules

Responsible Procurement:

- Preference for certified suppliers committed to CSR principles



Respect

Responsability

Resilience



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MAJOR SUSTAINABLE DEVELOPMENT GOALS

Our major Sustainable Development Goals



United Nations Sustainable Development Goals (SDGs) to which Selectarc contributes

Respect

For People and Human Rights:

- Health and well-being
- Diversity and inclusion
- Onboarding New Employees
- Social dialogue
- Skills Management
- Youth access to the labor market
- Gender Equality
- Non-Discrimination & Combating Harassment
- Ethics



Responsibility

For the environment and local communities:

- Reduce environmental impact
- Optimizing resource use
- Optimizing our waste management



Resilience

For sustainable and ethical performance:

- Promoting business ethics
- Fight against corruption
- Regulatory Compliance (REACH, RoHS, etc.)



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OUR KEY INDICATORS

Our key indicators



	2023	2024	2025
Accidents Resulting in Temporary Total Disability (ITT)	5	4	0
Accidents without downtime (without temporary total disability)	2	1	1
Cumulative accident frequency rate over a 12-month rolling period (<i>as a percentage per million hours</i>)	38,36%	30,25%	0%
Cumulative accident severity rate over a 12-month rolling period (<i>compensated days × 1,000 / hours worked</i>)	1,92%	2,62%	0,79%



	2024	2025
Training Plan Completion Rate (<i>actual hours / projected hours</i>)	60%	60%
Percentage of Trained Staff (<i>as a percentage of FTE trained</i>)	72%	100%
Average number of training hours per employee	-	13,48
Percentage of Work-Study Contracts as of December 31	4%	4%



Respect

Responsibility

Resilience



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Our key indicators



	2023	2024	2025
Gender equality index	91%	96%	92%
Percentage of Women in Management Positions	33,33%	36,36%	36%



	2023	2024	2025
Average age	43 ans	44 ans	44 ans
Attendance rate of people with disabilities	>6%	7,92%	8,87%



	2023	2024	2025
Number of meetings with the CSE	11	13	11



Respect

Responsability

Resilience



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Our key indicators



	2023	2024	2025
Total headcount as of December 31st	102	100	102
Number of employees on permanent contracts as of December 31st, as a percentage	99%	93%	98%
Agreements on remote work / Measures for adjusting work schedules	Non / Oui	Oui / Oui	Oui / Oui
Number of long-service medals awarded	35	2	2



Respect

Responsability

Resilience



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Our key indicators



	2023	2024	2025
Water consumption (in m ³)	1204	1071	1240



	2023	2024	2025
Total electricity consumption (in kWh)	2 573 672	2 375 557	2 372 205



Respect

Responsibility

Resilience



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Our key indicators



	2023	2024	2025
Tracking of hazardous waste (in metric tons)	76,1	84,6	61,3
Tracking of non-hazardous waste (in metric tons)	92,7	93,7	82,6
Paper collection stream (in metric tons)	11,5	12,3	16,7
Percentage of REACH-Compliant Products	100%	100%	100%
Percentage of RoHS-Compliant Products	100%	100%	100%



Respect

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Resilience



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Our key indicators



	2023	2024	2025
Percentage of Electric Vehicles	7%	13%	35%
Average emissions of the vehicle fleet used for business travel (in gCO2/km)	-	126	101
Gas consumption for the two sites (in MWh)	2 797	2 149	2 594



	2023	2024	2025
Number of community service or civic initiatives	1	2	1



Respect

Responsability

Resilience



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Our key indicators



	2023	2024	2025
Revenue (in k€)	41,723	39,181	39,997



	2024	2025
Percentage of suppliers certified to ISO 9001 and/or 14001	60%	62%
Percentage of suppliers evaluated as meeting CSR criteria	-	20%



	2023	2024	2025
Sign-up rate for our clients' code of conduct	100%	100%	100%



Respect

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Resilience



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GOALS FOR 2026-2027

Goals for 2026-2027



Respect

Developing a responsible and inclusive work environment:

- Strengthening health and safety prevention

Indicator: Frequency of HSE communications (1 per month)

- Developing and implementing a Workplace Quality of Life (WQL) initiative

Indicators: Implementation and rollout of a Quality of Work Life policy

Percentage of Staff Trained in Quality of Work Life

- Raise awareness and train our employees on ethical issues

Indicator: Percentage of staff trained in ethical issues



Responsibility

Reducing our environmental footprint:

- Reducing our energy and water consumption

Indicators:

- 3% gas consumption
- 3% electricity consumption
- 10% water consumption

- Continue to electrify our fleet

Indicator: Achieve an 80% share of electric vehicles



Resilience

Strengthening Sustainable and Responsible Governance:

- Ensuring Ethical and Responsible Governance

Indicator: number of ethics alerts

- Strengthen the integration of CSR issues into our value chain

Indicator: Supplier Compliance Rate with Our CSR Requirements



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