



# CSR POLICY & LEADERSHIP TEAM COMMITMENT

## OUR VISION

*Be the global reference partner for the development of eco-responsible solutions for the coatings industry.*

## OUR REASON OF BEING

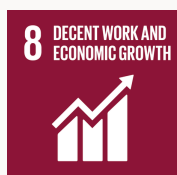
*Support our chemical industry in its environmental transformation by bringing innovative carbon footprint reduction technologies to the market and by offering eco-design services carried out by committed employees.*

## OUR CSR POLICY

*Safety, quality, innovation, and environmental and societal responsibilities are principles and values integrated into the operation of the company. Ecoat is committed to mobilizing all teams and providing the appropriate means to conduct its activities according to the following objectives:*

- 1. ENSURE THE HEALTH, SAFETY AND SECURITY OF PEOPLE, AND THE INTEGRITY OF FACILITIES**
- 2. OPERATE ETHICALLY WHILE RESPECTING THE PRINCIPLE OF LEGALITY, AND THE RULE OF LAW**
- 3. PUT OUR STAKEHOLDERS AT THE HEART OF OUR ACTIVITY** by offering our customers high-performance, quality products and services at the best costs and as quickly as possible without compromising the aforementioned objectives 1 and 2
- 4. INNOVATE BY INTEGRATING A SUSTAINABLE DIMENSION INTO 100% OF THE SOLUTIONS WE DEVELOP:**
  - Provide LCA rating to all Ecoat products
  - For each new product developed, improve the environmental and/or health impact compared to substituted products
- 5. MEASURE OUR IMPACT ON THE ENVIRONMENT AND PUT OUR ECO-DESIGN EXPERTISE AT THE SERVICE OF OUR INDUSTRY TO HELP IT PROGRESS**
  - Support customers/partners in their ecological transition
  - Carry out a carbon assessment every year and reduce our total emissions (scope 1/2/3) by 4%/year/kg of manufactured product
- 6. EMBARK OUR EMPLOYEES IN AN AGILE AND EFFICIENT ORGANIZATION,** by encouraging free expression and initiative, by promoting respect, listening and giving them the opportunity to develop their skills and evolve

## OUR PRIORITY SDGs (Sustainable Development Goals, as defined by the UN)



**Olivier CHOULET**

CEO

**Laurent DELEVILLE**

Industrial Director

**Ibrahima FAYE**

Polymer Innovation Director  
& Asia Business Manager

**Anaïs FÉRELLOC**

Chief Financial  
Officer

**Nicolas FLORENT**

Global Business  
Director

**Olivier MOREILLON**

CSR Director &  
Business Manager

**Isabelle SAINT-JEVIN**

Application Research &  
Procurement Director