



Description of the group

Founded in 1850, the Clesse Industries group designs, manufactures, and markets equipment for industrial and domestic gas networks worldwide.

With more than 60 years of experience in the gas sector, always at the forefront of innovation and development, **CLESE Industries** is unanimously recognised by professionals as the benchmark for quality and reliability and provides solutions dedicated to :

- Gas installers
- Gas supply companies
- Specialist gas distributors
- Plumbing and heating wholesalers
- Industrial gas users
- Manufacturers of gas appliances

Our product range includes gas regulators, valves, fittings, and safety accessories for installation in networks, tanks, reservoirs, or pipelines.

These products are marketed under the brand names **CLESE** and **NOVACOMET**.

By focusing on maintaining a direct relationship with the customer, the market, and the professional installer, the company is inspired by innovation to continuously improve its leadership, products and services.

Today, Clesse Industries has four technical and logistical centres in France, Italy, England, and Brazil and employs over 200 people.

Our motivations

Aware of our economic, social and environmental responsibilities, Clesse Industries' CSR approach is motivated by a threefold desire:

- Listening to:
 - Our customers through our sales teams, satisfaction surveys, and after-sales feedback
 - Our employees through various channels
 - Our shareholders are engaged in direct and indirect issues

➔ To gather relevant information
- Understanding:
 - The internal and external contexts in which the Company operates
 - That the resources, natural or otherwise, available to us are limited

➔ To identify points for action
- Acting:
 - By being part of a process of progress and limiting our impact on the environment

➔ To ensure the sustainability of our business

These motivations are perfectly in line with the values, defined with all employees, and shared by all, namely **Expertise, Commitment, Customer Satisfaction, Quality and Respect**.



Clesse Industries' Statement of Commitments

Our social commitments:

- ➔ Protecting the health and safety of our employees.
 - ✓ Regularly update our single occupational risk assessment document.
 - ✓ Carry out monthly safety audits.
 - ✓ Continuously improve the safety of our production facilities.
- ➔ Promoting well-being at work.
 - ✓ Respect the work-life balance of our employees.
 - ✓ Carry out surveys on well-being at work using an internal benchmark.
- ➔ Valuing and developing our people:
 - ✓ Ensure the proper integration of all newcomers.
 - ✓ Carry out individual interviews and propose training actions to employees.
 - ✓ Encourage internal mobility and professional development of our employees.
 - ✓ Stabilising teams and skills.
- ➔ Mobilising, within our means, all our stakeholders (shareholders, employees, customers, suppliers, banks, the State and local authorities) on our CSR commitments:
 - ✓ Integrate CSR criteria in the selection of our suppliers.
 - ✓ And in particular:
 - Develop partnerships to promote the employment of disabled workers internally and externally.
 - Fight against all forms of discrimination.

Our commitment to the environment:

- ➔ Monitor and improve our energy and water consumption.
 - ✓ Measure and analyse our consumption (gas, electricity, and water).
 - ✓ Reduce these consumptions.
- ➔ Reduce the impact of our transport.
 - ✓ Encourage public transport
 - ✓ Adapting our vehicle fleet.
 - ✓ Promote a regional supply chain.
- ➔ Treat and recover our waste.
 - ✓ Reduce our waste production at source.
 - ✓ Increase our share of recovered waste.
- ➔ Identify and limit our environmental impact.
 - ✓ Measuring our carbon footprint.
 - ✓ Raising awareness of environmental issues among our employees.
 - ✓ Increase our use of recycled materials.
 - ✓ Controlling our waste generation and being part of a continuous improvement process in this area.



Our commitment to integrity:

- ➔ Promoting the Clesse Ethics Charter.
 - ✓ To all our employees.
 - ✓ With all our suppliers.
 - ✓ To all our customers.
- ➔ Ensuring the safety of our products.
 - ✓ Using the quality management system as a vehicle for listening to customers.
 - ✓ Analyse after-sales feedback and initiate improvement actions.

Steering of the process and communication

A bi-annual review of the approach is carried out, and each process integrates our commitments, depending on its scope. Regular reports on the actions implemented and their results will be circulated internally and externally.

Meeting our commitments

Clesse Industries is committed to its customers to continuously improve its practices in terms of health and safety, integrity, people management, and the environment. The present CSR charter and the group's Ethics charter integrate the principles of our customers' codes of conduct, and represent the vectors for promotion within the company.

The CSR commitments made by Clesse Industries are communicated to all its employees and are also available on the company's website so that they are known to customers and external service providers. Any obvious breach of one of these commitments can be reported through the company's alert procedure or by sending an email to rse@clesse.eu

Ralph WILLI

Président