



## EHS 3 Frontières CSR Charter

### Introduction

This charter aims to formalize EHS 3 Frontières' commitments to ensure the sustainable development of our economic, social, and ecological environment.

### 1. Human Rights

- Human rights are inherent in all human beings, without distinction as to nationality, place of residence, sex, national or ethnic affiliation, colour, religion, language or other characteristic. They apply to everyone, without discrimination.
- All companies therefore have a responsibility to ensure that they are respected throughout their value chains, regardless of the government's ability or willingness to protect human rights.
- EHS 3 Frontières attaches great importance to the choice of its suppliers and subcontractors as well as to the occupational health and safety of employees in its value chain, in particular with regard to partners and end customers.
- EHS 3 Frontières is a signatory of the National Pact "Business and Human Rights" and the Diversity Charter in Luxembourg.

### 2. Commitment to ethics and integrity

- Compliance with applicable laws: We are committed to operating legally and complying with local and international regulations applicable to our industry.
- Business Integrity: We ensure transparency in our advisory activities and maintain high standards of honesty and integrity. No quid pro quo will be accepted that could influence the outcome of an assignment; similarly, EHS 3 Frontières will not pay hidden remuneration or remuneration in kind in exchange for an assignment.

### 3. Environmentally friendly

- Reducing the ecological footprint: We are committed to minimizing our impact on the environment through careful management of the resources used in our operations.
- Promotion of sustainable practices: Encouraging the use of eco-responsible solutions and raising awareness among our customers about the importance of sustainability.

### 4. Relations and working conditions

- Professional development: Even as an individual entity, we value skills development and access to continuing education.
- Occupational health and safety: Ensuring a safe and healthy working environment, adhering to safety standards and promoting well-being at work.
- Contribute to the improvement of the Health and Safety of employees belonging to direct and indirect customers as well as partners (sub- and co-contractors...)





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### 5. Social and Community Engagement

- Support for local initiatives: Actively participate (through participation in volunteer workcamps, monitoring of protected sites, etc.) in local development initiatives and support relevant charitable actions, such as those of the Conservatoire d'Espaces Naturels de Lorraine.
- Stakeholder Dialogue: Maintain an open dialogue with customers, suppliers, and other partners to continuously improve our CSR practices.

### 6. Governance and monitoring

- Regular evaluation: Conduct an annual evaluation of our CSR practices to measure progress and determine areas for improvement.
- Transparency and reporting: Communicate openly about our actions and their impacts through annual reports.

### Conclusion

- EHS 3 Frontières is committed to being a responsible partner, aware of its impact on society and the environment. We strive to conduct our business in an ethical and sustainable manner, ensuring our growth while contributing positively to society through the provision of consulting services aimed at controlling risks and reducing impacts in terms of Environment, Health and Safety at work.

Made in Pontpierre

On 03/04/2024

Daniel Schmidt, Managing Partner

