

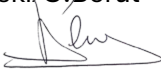
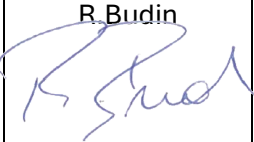




# CORPORATE SOCIAL RESPONSIBILITY (CSR) CHARTER

PR-CSR-001-EN-A



Rev	Date	Written by	Checked by	Approved by	Comments
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# 1 FOREWORD

At LAB, Corporate Social Responsibility (CSR) is an integral part of our identity and mission. With over 70 years of experience in designing and delivering emission treatment and reduction systems, we aim not only for technical excellence, but also to address today's and future social and environmental challenges via our meaningful contribution to environmental protection, ethical business practices, and social well-being.

**This CSR Charter defines our guiding principles and expectations, both internally and in relation to our stakeholders and business partners.**

# 2 OUR CSR COMMITMENTS

LAB expressly recognizes the ten principles of the UN Global Compact and actively supports these fundamental principles in the areas of human rights, labour standards, environment standards and the application of stringent ethical and moral business standards.

Consequently, LAB's CSR approach is based on the principles of the United Nations Global Compact and structured around three main standards:



In addition, LAB has implemented Responsible Purchasing principles integrating environmental, social and ethical criteria into the procurement process, ensuring that the purchasing decisions have positive impact on society and the environment and giving preference to suppliers and subcontractors who align with our CSR values and contribute to sustainable and ethical supply chains.

Each of these pillars supports LAB's long-term strategy and LAB's values guiding our decisions, behaviours, and relationships with our employees and all stakeholders. We believe that sustainable performance is inseparable from respect for people, the environment, and ethical rules of conduct.

## 2.1 Environmental Responsibility

- With our proactive approach, we are committed in favour to the climate, sustainable development and reduction of the environmental footprint, we design technologies and solutions that reduce industrial emissions and support energy efficiency and transition.

- We contribute to the circular economy by providing state-of-art technologies and innovative approaches that enable the treatment of non-recyclable waste to generate energy. Our solutions support the recovery of energy from materials that would otherwise be discarded, reducing waste and promoting a more sustainable use of resources.
- We comply with environmental laws, regulation and permits.
- We manage our operations in a responsible manner through continuous improvements and internal initiatives.

## 2.2 Social Responsibility

### Human Rights and Labour Practices

- We respect the Universal Declaration of Human Rights and ILO conventions.
- We reject forced labour, child labour, and all forms of illegal or exploitative practices.

### Health and Safety

- We encourage a security culture in LAB through appropriate initiatives including awareness and training programs.
- With the aim to prevent health and safety risks related to our activities and products, we implement robust health and safety policies for all employees and partners.
- We are committed to comply with current legislation to ensure a safe and healthy workplace and working conditions.

### Dignity at work, diversity, equality, inclusion and social dialogue

- We ensure a respectful workplace, free of harassment (moral or sexual) discrimination and intimidation.
- We promote equal opportunities in employment and encourage diversity and teamwork.
- We support freedom of association and collective bargaining rights.

### Trainings

- We provide our employees with on-going appropriate professional trainings (especially but not limited to occupational health and safety regulations) and ensure they have adequate necessary qualifications for the execution of their work.

## 2.3 Governance and Ethics

- **Business ethics:** We promote loyalty and integrity in all our business activities.
- **Anti-Corruption:** we prohibit any form of corruption, influence peddling and we implemented appropriate Gift and Hospitality Policy,
- **Conflicts of interest:** we manage conflict of interests by implementation of appropriate policies, to ensure our employees are not influenced by any personal interests.
- **Compliance:** We comply with applicable national and international laws and regulations including Competition laws, Economic and Trade sanctions laws, from any relevant jurisdiction in which we operate.
- **Transparency:** We maintain accurate financial books and records and in line with applicable accounting principles to ensure that all transactions and payments are authorized, controlled and transparent.

## 2.4 Responsible Purchasing

LAB considers procurement as a strategic lever for positive impact. Our approach to responsible purchasing includes implementation of the chain of value through:

- **Selection of Partners:** We evaluate our suppliers and subcontractors and give preference to those who share our values and comply with our CSR standards.
- **Supplier Code of Conduct:** We implemented “LAB’s Suppliers and Contractors Code of Conduct”, covering human rights, environmental protection, anti-corruption, and fair competition to ensure that all suppliers and contractors operate in accordance with LAB’s ethical, social, and legal standards.
- **Traceability and Due Diligence:** We encourage transparency across the supply chain, including on sourcing of raw materials.
- **Audits and Monitoring:** LAB reserves the right to conduct audits and requires self-declarations and documentation from partners and request corrective actions.

## 3 IMPLEMENTATION AND MONITORING

- This CSR Charter is aligned with LAB’s Vision and Missions, as well as with LAB’s Code of Conduct and Ethics.
- This charter is communicated across the organization, and employees are regularly made aware of its principles. It is available on the company intranet.