











OUR SUSTAINABILITY COMMITMENTS

MECATHERM



A word from our Chairman

« Our company has chosen to commit to a sustainable future by fully integrating sustainability at the heart of our strategy. We are convinced that our success depends on environmentally friendly developments and practices that benefit both our employees and our customers.

We are aware of the environmental challenges we face today. That's why we are implementing innovative solutions to reduce our carbon footprint and that of our customers, notably by optimizing energy efficiency and reducing waste. Our commitment goes even further. We invest in training our employees to raise awareness of sustainable practices because we believe that everyone has a role to play.

At MECATHERM, we aspire to be a key player in the transition to a more responsible and sustainable future by integrating sustainability principles into all of our activities. »

Raymond NOGAEL
President & CEO of MECATHERM

We aspire to be a key player in the transition to a more responsible future.



MECATHERM turns to a sustainable future

3 areas of commitment guide our ambition

ENERGY TRANSITION AND CIRCULAR ECONOMY

- Energy transition
- Circular economy

FULFILLMENT FOR ALL IN A SAFE ENVIRONMENT

- Training
- Safety
- Well-being and performance

SUPPORTING OUR CUSTOMERS IN THEIR CSR AMBITIONS

- Integrated solutions
- Alternative solutions
- Traceability

ACT FOR THE ENVIRONMENT

Set an example in energy transition and the circular economy

Our commitments

- Consume less and better over the entire life cycle of our equipment, from design to end-of-life.
- Offer solutions to optimize the energy consumption of equipment and production lines.
- Propose solutions to reduce waste.

Our actions

Reduce CO2 emissions :

We are committed to reducing our environmental impact over the long term.

- Carrying out a carbon assessment every 2 years on the 3 scopes in accordance with the GHG Protocol methodology to track our emissions.
- Implementing concrete reduction actions on the 3 scopes.

Raising awareness of sustainability throughout our value chain :

We are committed to integrating every stakeholder in our value chain into our sustainability approach.

- Training every in-house team and every newcomer in sustainability and climate-related issues.
- Making exchanges with our suppliers and customers to strengthen our sustainability partnership.



Continuously strengthen our global sustainability approach :

Thanks to the international benchmark certifications we carry out every year, we are able to identify our areas for improvement.

- EcoVadis certification.
- CDP (Carbon Disclosure Project) certification.



« Thanks to international benchmark certifications and a dedicated sustainability team, we are continually improving our global sustainability approach. On the environmental side, we are implementing concrete actions to reduce our CO2 emissions on the 3 scopes. »

Amandine CARDONNET, Sustainability Project Manager

Increase our responsible purchasing practices :

We are committed to consolidating a fairer, safer, and more environmentally friendly supply chain over the long term.

- Responsible Purchasing Charter signed by our suppliers.
- Annual sustainability audits of our suppliers.



« We wish to involve all of our suppliers in our approach, in order to develop mutually beneficial and sustainable relationships. By working together, we can create a significant positive impact on the environment and society over the long term. »

Sandrine MARCHAND, Purchasing Director



ACT FOR PEOPLE

Support everyone's development in a safe environment

Our commitments

- Putting people, their safety, and their personal and professional well-being at the heart of our concerns.
- Paying particular attention to all our employees, as well as to all those involved in the project's life cycle.

Our actions

SAFETY IS OUR TOP PRIORITY

Zero accidents :

- The safety of our employees and partners is our top priority. We aim to achieve zero accidents by reinforcing preventive measures, where every employee is a key player in safety.

Compliance with regulatory requirements :

- We are committed to anticipating, monitoring, and complying with applicable HSE regulatory requirements, while ensuring the compliance of buildings and equipment.

Predictive management of co-activity on site :

- We favor a preventive approach to managing coactivity, identifying associated risks upstream, and implementing appropriate coordination and safety measures.

Strengthening safety and environmental management systems :

- We firmly believe that controlling safety and our impact on the environment over the long term requires the implementation of an HSE management system in order to sustain our performance.



« Our actions are guided by a predictive and proactive approach to prevention and continuous improvement, aimed at guaranteeing the physical and moral integrity of all our employees. »

David LAVIGNE, HSE Manager

PROMOTING FULFILMENT AT WORK

Compliance with regulatory requirements :

- We offer opportunities for internal mobility and regular training to enable everyone to evolve and develop.

Support learning :

- We support the next generation through apprenticeship programs and rewarding work experiences.
- We are Happy Trainees certified for the quality of our apprentice support.

Creating a fulfilling environment :

- We promote a balance between professional and personal life, while offering a working environment where it's good to grow.

Promote equality and diversity :

- Inclusion and diversity are at the heart of our priorities, with concrete actions to guarantee gender equality and fair treatment for all.

Offer support at every stage :

- From the moment they join the company and throughout their careers, our employees benefit from personalized, caring support.

Give everyone a voice :

- We encourage a participative culture where all ideas are listened to and valued.



« We value every employee by encouraging their personal and professional development. We create a balanced and pleasant working environment, advocating for equality, inclusiveness, and diversity, while listening to and respecting each employee. »

Isabelle CESBRON, Responsible RH



ACT FOR OUR CUSTOMERS

Become a benchmark partner, supporting our customers in their sustainability ambitions

Our commitments

- Developing innovative alternative solutions.
- Developing integrated solutions for our customers' plant environments.
- Developing monitoring tools for the entire process.

Our actions

Innovate for sustainability by :

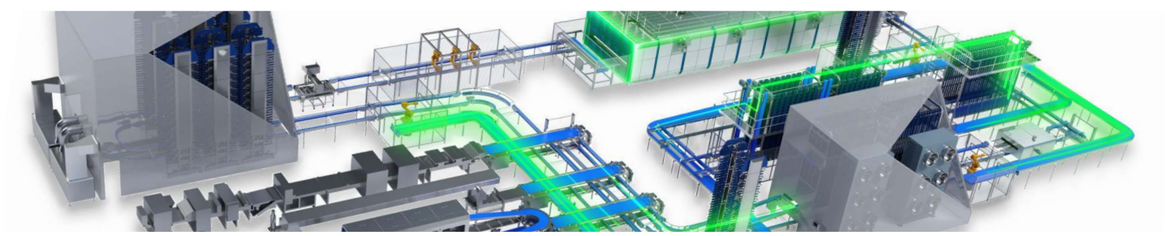
Helping our customers meet the challenges of climate change, particularly in terms of energy efficiency and the reduction of waste generated by non-compliant products. This includes :

- Continuous improvement of our existing equipment.
- Developing sustainable innovations (e.g. Hygro Control System).
- Designing lines that reduce product loss in the event of unscheduled stoppages (e.g. buffer).
- Equipping our lines with high-performance product quality control solutions incorporating artificial intelligence, in partnership with our sister company ABI (EYE-Q Quality Control System).



« A large proportion of our new equipment development projects are driven by sustainability issues in line with our customers' expectations, integrating carbon footprint reduction into our specifications. We have evolved to gain expertise in energy optimization and understanding the key factors in the consumption of our equipment. To achieve this, we have allocated new resources and expanded our team of thermal experts in R&D. »

Marie LAISNE, Marketing Manager



Encourage sustainable practices and provide concrete solutions across the value chain.

Inspire our customers to adopt sustainability practices without compromising product quality or industrial performance by:

- Raising awareness and providing training on sustainability issues through seminars organized in partnership with committed companies to deliver concrete solutions across the value chain.
- Developing an energy audit service to support our customers in their energy transition.
- Developing digital solutions to measure production line efficiency and carry out predictive maintenance actions via the "My MECATHERM" online portal.



« We are actively working to develop concrete solutions to help our customers optimize their energy consumption, particularly during the baking phase, the stage that consumes the most energy. The sustainability-themed customer seminars we organize enable us to discuss their various challenges in greater depth, while providing them with the technical expertise we have at MECATHERM »

Hicham MAIDEN, Thermal and Energy Expert













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