**CSR commitments**

The Social, Societal and Environmental Responsibility policy of DECACHIMIE aims to offer an attractive working environment to its employees and participate in the development of an eco-friendly offer responsible by supporting the CSR approaches of its customers and promoting the consideration of CSR by its suppliers and subcontractors. It is based on commitments and values carried by all employees, shareholders and shared with our stakeholders. These values are:

- Respect for stakeholders

- Equity

- Integrity

- Customer satisfaction

It is our company’s contribution to sustainable development according to the most internationally recognized standard, ISO 26000, which sets guidelines for the deployment of a CSR approach within an organization.

**DECA CHIMIE is committed to:**

1 Act for the health and well-being of employees

2 Promote management based on autonomy and trust

3 Facilitating the vocational integration of young people

4 Promote the development and promotion of employees

**Gradually develop responsible distribution activities to:**

5 Working to develop the eco-friendly product offer

6 Increase the sourcing share in Europe or with low ecological impact

7 Arbitrate systematically to limit the environmental impact of the activity: transport, storage

8 Inform and guide customers towards the most sustainable solutions

**To be a trusted partner, as well as:**

9 Strengthening ethics in business

10 Getting involved in networks and the local economy

11 Develop CSR exchanges with suppliers and subcontractors

**Develop local, committed and solidarity-based actions, as well as:**

12 Support the action of associations

**DECA CHIMIE mobilizes in its daily practices and in its business management for the environment and climate to:**

13 Reduce greenhouse gas emissions, including those related to transportation

14 Limit consumption of resources (consumables, energy)

15 Limiting and recovering waste

This approach is recognized and is at the heart of the company’s strategy. Led by its President and driven by progress indicators, CSR performance and the main issues are presented and analyzed in the company’s Management reviews, integrated into the quality strategy and system and shared with employees and stakeholders.