

Sustainable Development Booklet

2020/2021 Edition





Editorial

This 10th annual edition of the Groupe Atlantic Sustainable Development Booklet marks the persistence and perseverance of Groupe Atlantic's CSR policy, a formal commitment for the last ten years.

In fact, the CSR policy has been deeply rooted in our family-oriented Group's DNA since its creation in 1968. Our founders have always believed that being efficient and sustainable means that the company must focus not only on profit for its shareholders, but on being useful, considering public interest, creating jobs, satisfying customers and generating business for the suppliers and areas in which it operates.

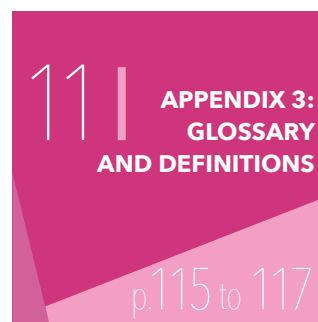
Striving for efficiency in this way has allowed Groupe Atlantic to continuously and steadily increase its workforce, which grew from 4,200 in 2010 to more than 10,300 in 2021. Most of them are located in France, with international numbers quickly rising.

Because this efficiency must also be sustainable, we aim to recruit and retain talented people, further increase the energy efficiency and environmentally friendly aspects of our products, and reduce the environmental impact of our industrial sites while ensuring they remain competitive.

This book will guide you through the details of recent actions and projects undertaken by Groupe Atlantic as part of this policy.

ISABELLE SAVIDAN

DIRECTOR OF SUSTAINABLE DEVELOPMENT AT GROUPE ATLANTIC



THE GOALS OF THE SUSTAINABLE DEVELOPMENT BOOKLET ARE TO:

- Provide a structured, appropriate response to the demands of all stakeholders concerning Sustainable Development for all products
- Share the main areas for improvement
- Identify "Sustainable Development" actions not implemented, and give reasons





1

**PRESENTING
GROUPE ATLANTIC**

OUR MISSION

To transform prevailing energies into lasting well-being by creating thermal comfort solutions that are ecologically efficient, accessible to all and suited to individual needs.

FRENCH GROUP FOUNDED IN 1968

- Family shareholders (Group not listed on the stock exchange)
- Corporate governance:
 - Executive Board (executive and management duties)
 - Supervisory Board (control duties)

OUR BUSINESS

Water heating, air heating, energy management, air conditioning and ventilation: GROUPE ATLANTIC develops high-performance solutions that are both competitive and environmentally friendly. They are designed for individual homes, collective housing, offices, shops, schools, airports, hospitals and all other tertiary buildings.

OUR BRANDS:

atlantic

Thermor

Sauter

lazzarini

YGNIS

ideal
HEATING

Hamworthy

GLEDHILL

Austria Email

erensan

Triangle
Tube

ACV

Keston
BY IDEAL BOILERS

ORCON

INNOVERT

edesa

TEPLOLUXÉ

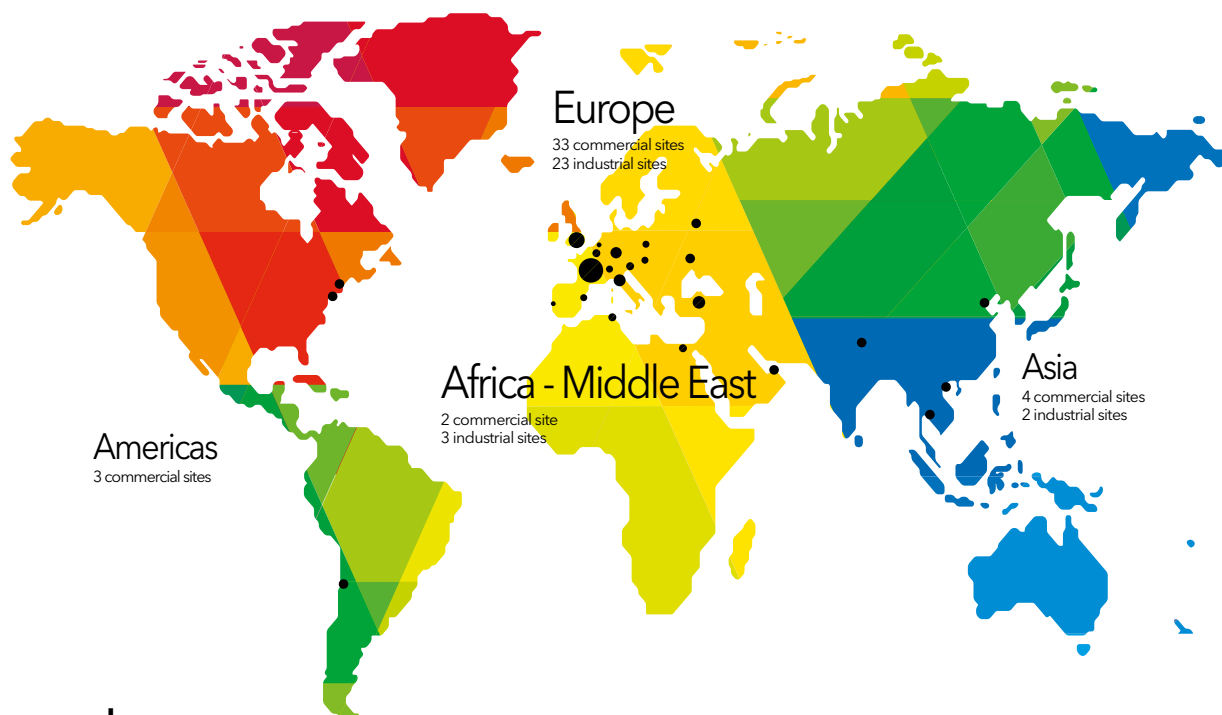
/ 2020

- Construction of a new, 7,500 m² French industrial site in Boz (01) near the old Pont de Vaux site, strengthening our production capacity in collective heating solutions (commercial boilers and heat pumps).
- Finalisation of our acquisition of the residential division of SST (Teploluxe brand), a leader in electric heating cables in Russia, which is now fully part of GROUPE ATLANTIC.

/ 2021

- Finalisation of our acquisition of Innovert, a French company specialising in ceiling- or wall-based heating and cooling systems, which is now fully part of GROUPE ATLANTIC.
- Movement of GROUPE ATLANTIC's Ile-de-France headquarters (300 employees) to a brand new, 7,000 m², High Environmental Quality [Haute Qualité Environnementale] (HQE) ranked building located in Arcueil (92).

GROUPE ATLANTIC WORLDWIDE



28 INDUSTRIAL SITES



AUSTRIA
-Knittelfeld

BELGIUM
-Seneffe

EGYPT
-Cairo (x2) (JV)

FRANCE
-Merville
-Billy-Berclau
-Trappes
-Aulnay sous Bois
-Pont de Vaux
-Cauoir
-Orléans
-La Roche-sur-Yon

-Fontaine
-Saint-Louis
-Meyzieu
-Vinay
-Boz

GEORGIA
-Kutaisi

INDIA
-Dehradun (JDA)

UNITED KINGDOM
-Hull
-Blackpool

SLOVAKIA
-Nová Dubnica

THAILAND
-Rayong (JV)

TUNISIA
-Tunis

TURKEY
-Torbalı
-İzmir
-Yozgat

UKRAINE
-Odessa

42 COMMERCIAL SITES



GERMANY
-Geldersheim
-Weiden
-Mülsen

AUSTRIA
-Knittelfeld (JV)

BELGIUM
-Aartselaar (JV)
-Dworp

CHILE
-Santiago (JV)

CHINA
-Beijing

EGYPT
-Cairo (x2)

UNITED ARAB EMIRATES
-Dubai
(Representative office)

SPAIN
-Viladecans

UNITED STATES
-Blackwood
-Warwick

FRANCE
-Bourg la Reine
-La Roche-sur-Yon (x2)
-Meyzieu
-Orléans
-Toussieu

ITALY
-Castronno
-Conegliano
-Faenza

NETHERLANDS
-Veenendaal (JV)

POLAND
-Warsaw
-Wrocław

PORTUGAL
-Lisbon

CZECH REPUBLIC
-Prague

UNITED KINGDOM
-Hull
-Blackpool
-Fife
-Poole
-Sudbury

RUSSIA
-Moscow (x2)

SWITZERLAND
-Ruswil
-Hergiswil

TURKEY
-Istanbul

UKRAINE
-Kharkov (JV)

VIETNAM
-Ho Chi Minh



10,300

EMPLOYEES



€2.2BN

NET TURNOVER



28

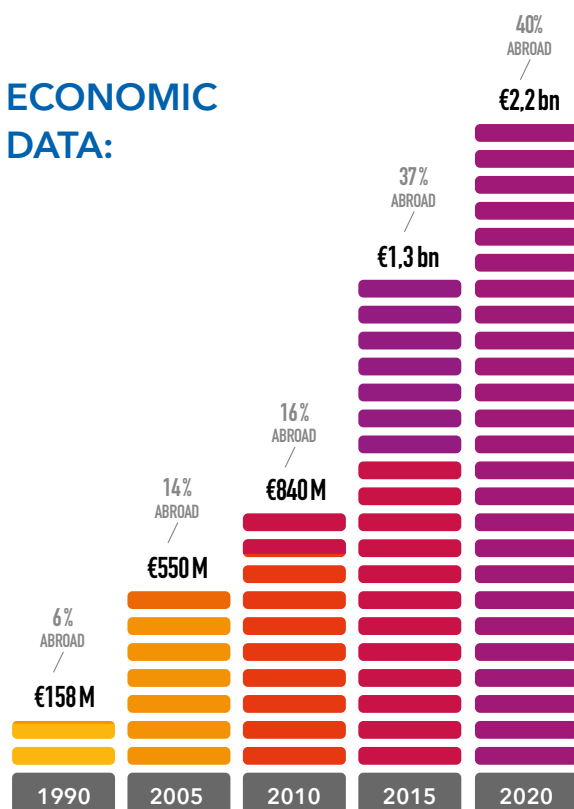
INDUSTRIAL SITES



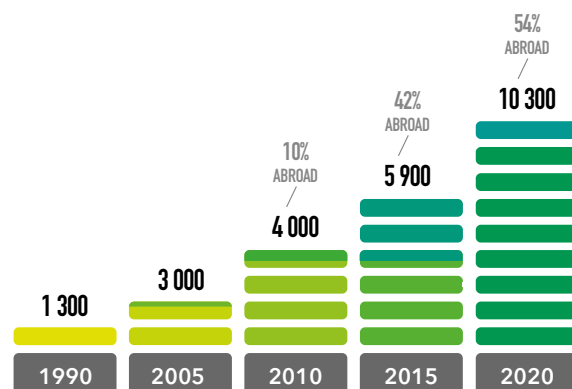
4%

OF TURNOVER DEDICATED
TO NEW AND FUTURE PRODUCTS

ECONOMIC DATA:



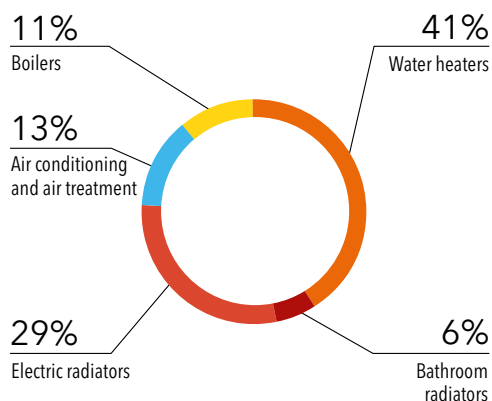
Progression of net turnover



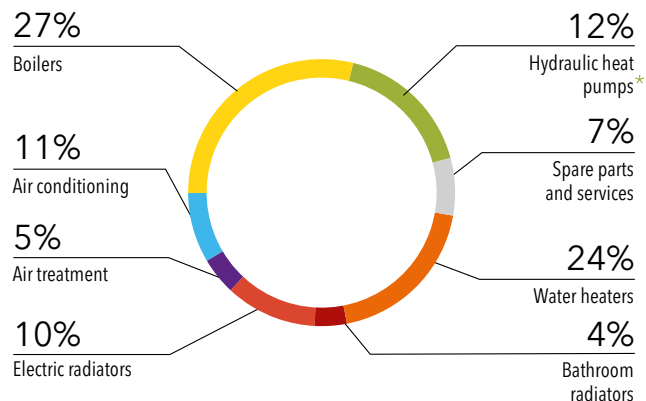
Progression of workforce

- 124 patented designs worldwide
- 86 registered technical patents
- 4% of turnover is allocated to developing new and future products
- 800 average hires per year
- 3% of approximate gross payroll was devoted to training in 2020 (France)

Turnover breakdown in 1999 (€290 M)



Turnover breakdown in 2020 (€2.2bn)



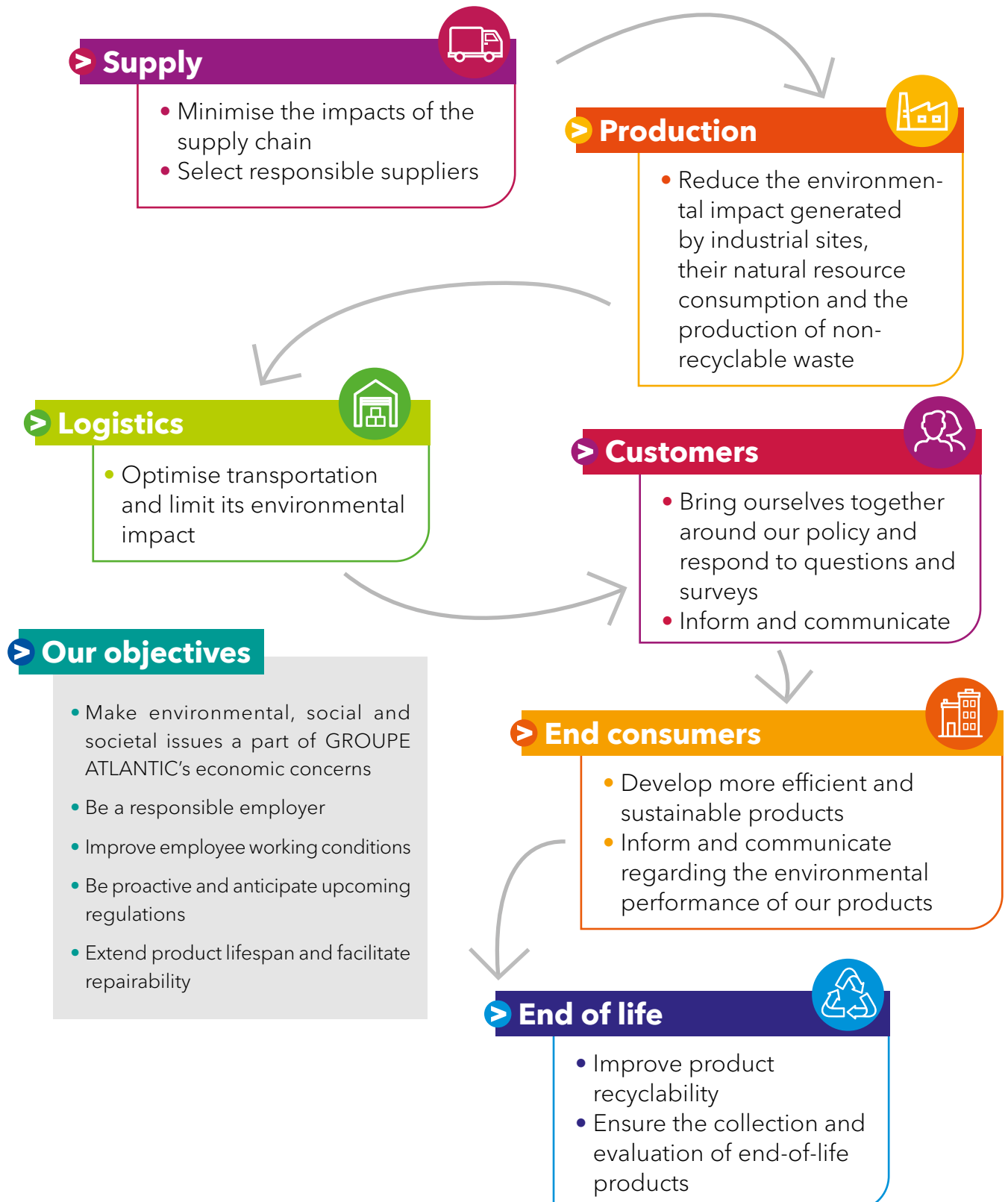
*Heat pumps, solar and heat pump water heaters



2 | SUSTAINABLE DEVELOPMENT: THE BASICS OF OUR PROCESS

THE CHALLENGES AND OBJECTIVES OF THE SUSTAINABLE DEVELOPMENT PROCESS FOR GROUPE ATLANTIC:

■ TAKE ACTION with regards to the entire lifespan of our products



HISTORY OF OUR CSR POLICY

Since its creation in 1968, GROUPE ATLANTIC has contributed to the fundamental health and hygiene needs of its customers in the housing and tertiary markets through increasingly eco-efficient solutions.

Rather than waiting for regulatory obligations*, GROUPE ATLANTIC has been formalising its environmental policy through the annual publication of its Sustainable Development Booklet since 2011.

Beginning in 2014, an internal organisation governing its social and environmental responsibility (CSR) was set up. This committee is made up of various Group departments, operated and steered by Group General Management directly.

Its purpose is to structure the Group's Sustainable Development process, explore areas for improvement and work with the departments to devise cross-functional projects.



It acts at the level of all Group structures, supporting the industrial sites and various operational departments in their environmental policy. It sets up and coordinates the necessary structures for analysing product life cycle, monitoring the environmental regulations affecting product life cycle, and collecting and reprocessing end-of-life products.

In 2020, alongside its sustainable development booklet, GROUPE ATLANTIC published the first annual edition of its Extra-Financial Performance Report (for the 2019 financial year), thereby formalising its comprehensive policy as one that takes social, societal and environmental issues into consideration.

*Ruling dated 19/07/2017 transposing the 2014 European directive on non-financial reporting.

SOCIAL CHALLENGES

- ✓ **Promoting the employment of workers with disabilities** (86 full-time equivalent jobs) and promoting gender equality (34% of the workforce in 2020 vs the national average of 28% for the manufacturing industry).
- ✓ **Ensuring the safety of employees and their quality of life at work:** an active policy aiming to minimise workplace accidents (237 people injured in 2020 compared to 254 in 2019) and enhance employee satisfaction at work (92% being the satisfaction rate at work for Group employees).



SOCIETAL CHALLENGES

- ✓ **Creating and maintaining jobs:** continuous, steady growth in the number of employees: 4,200 in 2010, to more than 10,300 in 2021, and 800 recruitments on average annually, with 103 part-time interns recruited in 2020.
- ✓ **Conducting a responsible purchasing policy:** A supplier referencing process that integrates working conditions as well as production conditions concerning the environment and CSR policy.
- ✓ **Interacting with stakeholders:** training in the professional sector (plumbers, heating system technicians, air conditioning engineers, etc.) for efficient implementation and use of products, intended to enhance thermal comfort and increase energy efficiency and sustainability. 4700 interns were trained by us in 2020, and we had 10 integrated training centres in France.
- ✓ **Creating an endowment fund to 'share the warmth'** aimed at helping those experiencing hardship to fight against fuel poverty through sponsorship actions with general interest associations.

ENVIRONMENTAL CHALLENGES

- ✓ **Developing more environmentally friendly products**, particularly focusing on solutions using renewable energy (27% of the Group's overall activity in 2020 vs 16% in 2010).
- ✓ **Analysing and reducing the environmental footprint of products and their packaging** by completing a PEP (Product Environmental Profile) sheet, reducing their greenhouse gas emissions (an 18% reduction in 2020 compared to 2019 in the global warming potential of imported refrigerant gases) and continuously improving their energy efficiency (eco-design policy).
- ✓ **Reducing the environmental impact of industrial sites** through environmental audits and sustainable use of resources (water, energy, etc.).
- ✓ **Controlling and reducing waste generated by Group business activities.** Sorting and recovery of production waste, collection and recovery of end-of-life products through involvement in environmental organisations. In 2020, the collection of GROUPE ATLANTIC's waste in France helped avoid the emission of 42,500 tonnes of CO₂, or the equivalent of travelling 383,000,000 km in a car!

GOVERNANCE:**> SR Committee**

- Legal Department
- Group Communication Department
- SD Department
- Purchasing Department
- Industrial Department
- Sales Departments
- Human Resources Department
- Customer Services Division

- > Structure the Group's sustainable development process
- > Discuss areas for improvement
- > Determine cross-departmental projects

- Judicial direction
- Group Communication Department
- Direction DD
- Purchasing department
- Industrial management
- Commercial routes
- Human resources department
- Services division management

> Sustainable Development

3 people

**> GROUP approach**

- > Promotion of commitments to action made by the Group with regard to Sustainable Development
- > Draft key documents for the Group's sustainable development process
- > Promote and raise awareness about sustainable development challenges within the company
- > Provide our sites with support and guidance concerning the impact of our business activities on the environment

> PRODUCT approach

- > Product life cycle assessments
- > Environmental product declaration (PEPs)
- > Waste management
- > Monitoring of environmental regulations

> ENVIRONMENTAL network

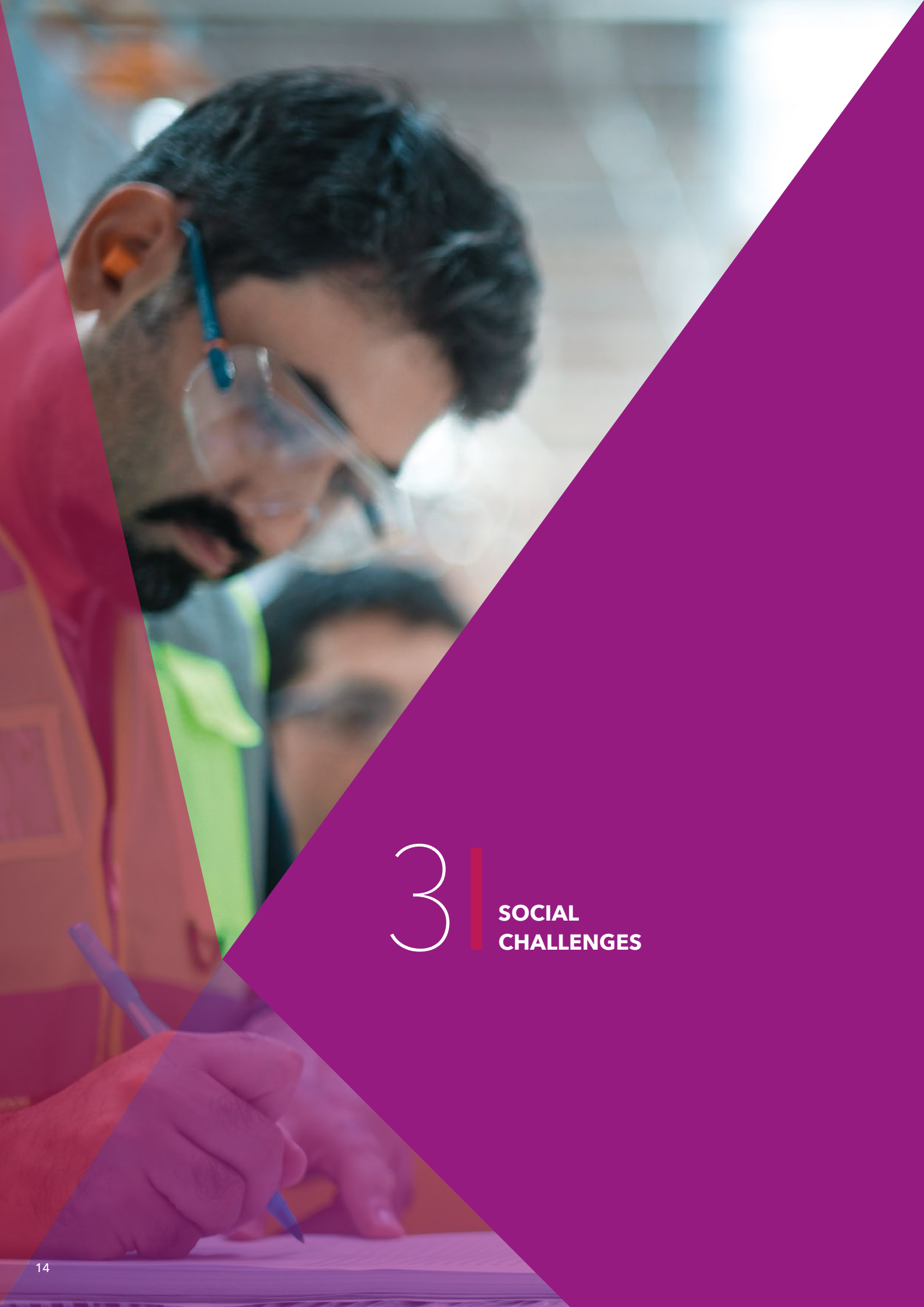
- > Enforce regulations
- > Keep watch over the impact of activity and implement actions in order to limit impact on the environment

> A network of PEP experts

- > Draft environmental declarations for our products (PEP sheets)

7 fundamental principles





3 | SOCIAL CHALLENGES



116

**EMPLOYMENT FOR PEOPLE
WITH DISABILITIES**
(Full-time equivalent
within France)



34%

**OF WORKFORCE COMPRISED
OF MARGINALISED GENDERS
IN FRANCE** versus the
national average of **28%**
for the industry



5,7%

**OF OVERALL
TURNOVER**
in France



3,14%

**OF THE GROUP'S TOTAL
PAYROLL**
in France dedicated to training



33%

OF POSITIONS
(excluding worker positions)
are filled internally in France



92%

**OF EMPLOYEES ARE
GLAD to work**
in the Group

For the 2020 financial year, the data used for each of the major pillars can be broken down as follows:

EQUAL TREATMENT:

- ✓ **Accessibility policy:** Group policy implemented on different sites with various levels of engagement depending on awareness and possibility. Monitoring indicator: number of workers with disabilities
- ✓ **Gender equality**
Monitoring indicator: gender equality index

TALENT RECRUITMENT AND RETENTION:

It can be difficult to find people with the relevant skills in certain business fields (industrial, commercial or support) on the labour market. In this context, GROUPE ATLANTIC is developing practices that make it easier to attract top talent.

- Relationships with schools and apprenticeships
- Internal training for the purposes of skill development Monitoring indicators: cost of training as a % of total payroll costs; % of positions filled internally

Performance indicator: rate of staff turnover (with an objective of stability and maintenance of that stability over time).

EMPLOYEE HEALTH & SAFETY AND WORKING CONDITIONS:

Since GROUPE ATLANTIC conducts industrial operations, particular attention is paid to employee safety on these sites in order to minimise occupational accidents.

- Performance indicators: number of accidents, rate of frequency and rate of severity.

As part of its qualitative approach to professional employer/employee relationships, GROUPE ATLANTIC is investing in **QUALITY OF LIFE AT WORK**. The areas for reflection and consideration are: well-being, work-life balance and freedom of expression, all with a view to continuously improving the everyday professional lives of its employees.

- Monitoring indicator: results of internal survey/Rate of absenteeism

The 7 GROUPE ATLANTIC principles, as defined by the Board of Directors, are the guidelines for each employee's actions, whatever their work and the country in which they are based:

- 1 TARGET EXCELLENCE** for customers
- 2 ENSURE** both long-term and short-term development
- 3 ENCOURAGE OPEN MINDEDNESS**, initiative and action, accepting the risks involved
- 4 AIM FOR COLLECTIVE EFFICIENCY**
- 5 COMMIT AND MEET COMMITMENTS** with transparency, thus inspiring trust
- 6 DEVELOP EXPERTISE IN OUR FIELD**
- 7 REMEMBER NOT TO TAKE OURSELVES TOO SERIOUSLY**

EQUAL TREATMENT

ACCESSIBILITY POLICY

In keeping with its strong family values, GROUPE ATLANTIC promotes and encourages many local initiatives from its teams all around the world to address the way we perceive disability.

Being open to all sorts of profiles is gratifying for a company; collective efficiency results from a range of experiences. It helps recruitment and it's a way for the general public to see our commitment. Within the company, it fosters a sense of belonging and pride in GROUPE ATLANTIC among its employees. Disability concerns us all.' Arnaud Rollin - HRD GROUPE ATLANTIC.

GROUPE ATLANTIC's policy promoting the inclusion of people with disabilities is based on 3 pillars:



- Organisation of hands-on workshops to raise awareness (with emphasis on visual, motor and sensory disabilities) across several French industrial sites, focussing on the subject of safety.
- A Handi-Accueil (Accessibility) management committee was established at the Group's head office in La Roche-sur-Yon. The leading axes of this group pertain to training, raising awareness, recruitment and communication on subjects relating to disabilities and providing as much support as possible to employees in need who are (or aren't) recognised as disabled workers. A Handi-Accueil (Accessibility) charter with AGEFIPH was signed in February 2020, with its duration being extended from the initially planned two-year period to a period of three years due to the global health issues of 2020.
- In 2021, GROUPE ATLANTIC plans to launch an awareness-raising and joint design process with APF France Handicap. This policy calls back to the Group's mission for its products to be universal by being present in every home, accessible to all and suited to individual needs, so that every person can take control of their own thermal comfort.

One concrete result of the policy is a two-week programme to raise awareness about disabilities, to be held on our La Roche sur Yon and Arcueil sites in autumn 2021. This method addresses both employees involved in product development but also all on-site personnel, through:

- awareness-raising sessions to learn the various forms of disability, both permanent and situation-based,
- product experimentation workshops to help people understand their usage constraints and positive aspects, as well as to devise improvements

At the same time, the Group has introduced a joint design process wherein they can work with people with disabilities in order to gather their opinions on using our products. Information collected in the course of this study will help to set best practices, particularly with regard to the use and accessibility of our products.

This project is part of our larger desire to make life easier for all of our customers. Clearly, the aim is to put off the critical moment of losing autonomy and to make up for the loss in physical, sensory and cognitive abilities, making our products accessible to all and suited to individual needs.

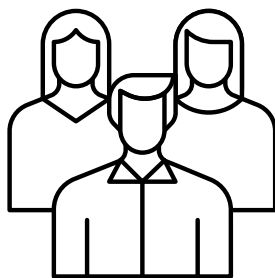
- As part of their Handi-Accueil (Accessibility) policy, and in cooperation with the Disability Confident organisation, our Group presence in the United Kingdom works to improve how the site attracts, recruits and retains disabled employees.

'Becoming a Disability Confident Employer not only helps us to reflect on how to make our workplace more accessible; it also shows our employees that we are committed to promoting equality in the workplace, which is a great way to encourage them to discuss disabilities that are often invisible.' Debbie Skalli HRD GROUPE ATLANTIC UK & ROI.

- Partnership established between GROUPE ATLANTIC and the Handi Equi'Compet Association: it aims to provide long-term support for initiatives that promote and develop para-equestrian sports in France, and to help member riders to practice their sport in the best possible conditions.

'The idea to establish a partnership with Handi Equi'Compet started with an employee with a disability who is also an equestrian enthusiast,' recalls Arnaud Rollin, Group Human Resources Director. 'The partnership was an opportunity for the Group to raise in-house awareness about the inclusion of disabled persons and to show an example of excellence and disability combined. The Group has a lot to gain.'

NUMBER OF
EMPLOYEES
WITH
DISABILITIES



IN 2020, IN ITS COMPANIES
IN FRANCE

116

FULL-TIME EQUIVALENT
DISABLED WORKERS

GENDER EQUALITY

GROUPE ATLANTIC's policy relies on legal compliance requirements in order to ensure that no form of discrimination exists within the company. The Group's challenge is to achieve true gender equality at work, particularly by combatting everyday workplace sexism and ensuring equal pay for equal work, gender parity in management and diversity within the business fields.

In 2020, women accounted for 34% of the GROUPE ATLANTIC workforce in France. This is higher than the national average published by the National Institute of Statistics and Economic Studies (Institut national de la statistique et des études économiques [INSEE]) for the manufacturing industry (28%).

As part of its agreements regarding professional equality in France, and in accordance with its fundamental principles, GROUPE ATLANTIC works to foster equality in the professional world every day. In other countries where the Group operates, local initiatives exist to promote access to technical business fields for women and to break down barriers and prejudice.



The Hull site in the United Kingdom participated in the WIME (Women into Manufacturing and Engineering) event to present and promote job opportunities in the manufacturing and engineering industries to women in the region. In 2020, we participated in the very first 'Virtual Zoom Event'.

GENDER EQUALITY INDEX

This index only applies to GROUPE ATLANTIC's French companies.

In 2020, GROUPE ATLANTIC obtained the following scores:

- ▀ For the company ACTA Industrie (Meyzieu): 78/100
- ▀ For the company ATLANTIC Industrie (La Roche sur Yon): 73/100
- ▀ For the company GA Synergy (La Roche sur Yon): 83/100
- ▀ For the company SCGA (Bourg la Reine): 76/100
- ▀ For the company SIC (Merville and Billy Berclau): 79/100
- ▀ Pour la société CICE (Saint-Louis) : 75/100
- ▀ For the company Thermor (St Jean de la Ruelle): 85/100
- ▀ For the company Guillot Industrie (Pont de Vaux): 84/100

For the companies CESC and Ygnis Industrie, their respective indices for 2020 cannot be calculated.

TALENT RECRUITMENT AND RETENTION

RELATIONSHIPS WITH SCHOOLS AND APPRENTICESHIPS

In order to support its development, the Group aims to increase its appeal to students. This will make it easier to recruit interns and work-study participants (sourcing) and in the long term, to develop partnerships and the employer brand in order to favour future recruitment.



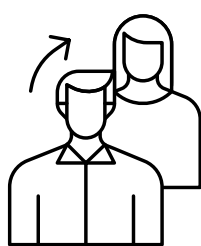
In the United Kingdom, the UK Division recruited 18 new engineering apprentices over the course of 2020. They will complete four years of theoretical and hands-on training on one of our sites and in a classroom.

We are also a major partner of **Ron Dearing UTC**, which offers a unique approach to education for 14- to 18-year-olds (Supervised apprenticeship with an employer specialising in engineering, creation and digital technology). Another of our partnerships is with St Mary's College, where we form part of their network of company advisors.

In France, a variety of initiatives are implemented each year:

- ▀ **Partnership events involving 20 schools:** 11 student visits to our plants, 6 supervised projects, 13 forums and trade shows (11 of which were virtual), 12 meetings with school Professional Connections departments, 7 conferences with students on the GROUPE ATLANTIC business fields.

- / **The '1 day/1 internship' programme** is a multi-day (two in person and four virtual) initiative for choosing future interns for the Group's various sites. This day offers the students selected a tangible opportunity to learn about the business fields and available internships (testimonials from former interns, meetings with managers) and provides creative workshops for designing the products of the future.
- / Our **Young Graduates programme** welcomes 40 young engineering graduates at various Group sites (in France and abroad) each year, creating a talent pool that can evolve within the Group. This three-year scheme gives them a chance to become part of the Group and reap the benefits of a special support programme.
- / **'Business field ambassador'** employees act as the link between managers and students from the Group's partner colleges, to lead meetings (in the form of first-hand accounts and participation on School forums) and projects.
- / Sponsorship **action** (windsurfing races) helps strengthen partnerships with schools and increase ATLANTIC's brand recognition among students. The Group also participates in the Coupe de France de Robotique robotics competition.
- / In 2020, the Group won the **'ChooseMyCompany.com'** award for the 5th time for management excellence and the high motivation of interns and work-study participants. The overall grade is 4.18/5, with a recommendation rate of 92.5%. **Number of part-time interns in France in 2020: 213** (+33% from 2019 – 103 part-time interns recruited in 2020).
- / In Georgia, the Kutaisi site has been involved in partnerships with two universities, **Kutaisi State Polytechnic University and Tbilisi Free University**, for the last three years. Both of these partnerships have provided opportunities for multiple meet-ups with students, visits to plants and development projects.
- / In Turkey, the Izmir site signed an agreement with the university **Dokuz Eylül Üniversitesi (Mechanical department)** and another with **İzmir Yüksek Teknoloji Enstitüsü**.
- / ERENSAN works jointly with **Istanbul Technical University**, organising meetings with the students.



IN 2020,
GLOBAL TURNOVER:

5,7%
IN FRANCE

DIVERSITY

As part of its recruitment policy, GROUPE ATLANTIC particularly focuses on integrating people from diverse backgrounds and promoting awareness of the group's businesses and its field of activity by building on its local roots and engaging its employees. A partnership with Nos Quartiers ont du Talent [Our Neighbourhoods Got Talent] (NQT) has been launched for the Group (within France). This partnership makes it possible, for example, to:

- // offer employees the opportunity to mentor a young person,
- // organise local events to introduce people to the Group's business fields,
- // and connect disadvantaged young people with recruitment managers within the Group.

The circumstances surrounding the 2020 health crisis did not allow for this partnership to come to life through action, but it was renewed for an additional year.

EMPLOYER BRAND

The primary focuses of GROUPE ATLANTIC's HR policy are both internal - developing employee pride in belonging to the company - and external - enhancing the Group's reputation in order to attract new talent. To expand our audience in the world of social media, 2020 saw us taking several new steps

- // Creating a network of contacts for all Group entities to share about life on site. These events are then posted for our entire community, who can then broadcast them more widely.
- // Setting up a committee of moderators to respond to comments made on company review websites.

In 2020, the number of followers on our **LinkedIn page increased by 49%, that of our Facebook page by 260% and that of our Twitter by 7%** when compared to 2019. **In 2021, for the 12th time, the Group was named Top Employer in France.**

INTERNAL TRAINING AND SKILLS DEVELOPMENT

HR policy aims to build the skills of each individual in order to enhance efficiency and build on skills. The goal, as with Group customers, is to develop a lasting relationship with its employees, providing them with support throughout their professional careers.

Numerous actions reflect this commitment:

- // GROUPE ATLANTIC owns training centres, a testament to its policy of capitalising on and sharing its product expertise. During the lockdown period, all digital training modules for Group products were rolled out and made available both internally and externally. As a result, internal training activity has increased significantly compared to 2019, with +28% and 1634 trainees.
- // Upon welcoming new arrivals to the sites in La Roche-sur-Yon, Billy-Berclau and Orléans, they responsive internal training system serves to train new employees and temporary staff in the Group's manufacturing business fields.
- // The 'Pépinière Managers' training course (34th session) offers managerial skills training in line with our corporate culture. It is available to both French- and English-speaking Group managers.
- // The 'Managers, Drivers of Group Innovation' programme (4th session) helps experienced managers to build on their managerial expertise and interpersonal skills.

- The 'Expertise' programme, offered in French and English (4th session), is available to employees who demonstrate potential. The goals of this course are to promote and enhance the Expertise programme, leverage knowledge transmission and facilitate personal development for every expert within their area of expertise.
- The 'Design Thinking' programme was launched in 2020. This programme makes it possible to develop skills regarding innovative practices that focus on end-customer needs. At the end of this 7-day programme, trainees will be able to prepare, facilitate and reproduce a Design Thinking workshop and apply Design Thinking principles within their professional context.

INTERNAL TRAINING

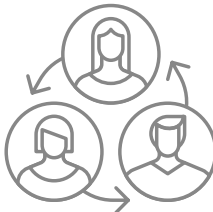


IN 2020, VOCATIONAL TRAINING REPRESENTED

3,14%

OF THE GROUP'S PAYROLL IN FRANCE. DESPITE THE HEALTH CRISIS AND THE LOCKDOWN PERIOD, EMPLOYEES CONTINUED TO BUILD THEIR SKILLS

INTERNAL MOBILITY



IN 2020,

33%

THE PERCENTAGE OF JOB POSITIONS (EXCLUDING WORKER POSITIONS) FILLED INTERNALLY IN FRANCE

HEALTH & SAFETY AND WORKING CONDITIONS

The year 2020 was marked by the COVID-19 health crisis and the two lockdown periods. To help our employees return to work in complete safety, each site has put together **a prevention guide** providing for the implementation of adequate sanitary measures (physical distancing, hand washing, mask-wearing, traffic flow guidance, etc.).

From the very first few days of lockdown, GROUPE ATLANTIC started circulating **a questionnaire entitled 'Let's stay in touch'**. It was sent to most employees in France and those in the International Division who have a professional email address. Its goal: to assess employee morale and enable HR teams to contact those who express that they are encountering difficulties. An average of 1,300 people answered every day, and morale was good overall (8.8/10 on average).

In the midst of this unprecedented context posed by the health crisis in 2020, GROUPE ATLANTIC set up **an individualised** helpline (via phone/Skype/Teams) to address issues of concern for employees within the framework of their professional activity or their personal situation. This measure was implemented by internal Group consultants, trained psychologists and support professionals using the following principles: voluntary service, confidentiality, neutrality and compassion.



GROUPE ATLANTIC believes that the health & safety and working conditions of its employees are paramount to its development. Therefore, it has introduced Group policy to implement all measures aimed at reducing the number of work accidents across all its sites

In spring 2020, the Safety Club, which brought together safety managers from across all of the industrial sites, established ten road maps

- Machinery risk Fire
- Risk
- Risk relating to the involvement of external companies
- Electric risk
- Road risk
- Safety culture
- Chemical risk
- Risk linked to physical activity Risk
- When working at height Risk related
- To workflow and traffic

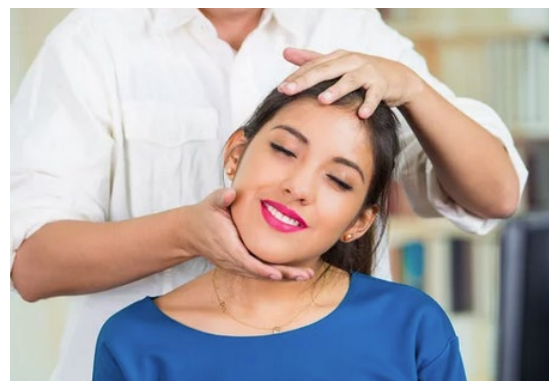
Each road map has made it possible to define actions for:

- Analysing accident risk
- Protecting people Training
- Making processes formal and ensuring compliance

During the summer of 2020, each industrial site had the chance to evaluate itself on each of the actions defined. The Safety Club, which combines safety managers from across all of the industrial sites, is now responsible for overseeing the implementation of these ten road maps and providing support for the sites. They have also begun defining standards and devising general training programmes.

At the same time, the Safety Club, the body responsible for regular direct exchanges among the various players in charge of on-site workplace safety, publishes a safety news flash on workplace accidents each month. It also reports on key highlights and best practices.

Several actions illustrate the attention paid to health & safety and working conditions:



- ▮ Various actions have been undertaken for employees: physiotherapy, vaccination campaigns, on-site blood donation, shuttle bus, health reports, and more.
- ▮ Actions to improve and support the implementation of safety procedures have been launched. The Group aims to ensure that each site guarantees a minimum level of safety in key risk areas and benefits from support tools for improvement so as to achieve even higher levels. The goal is for each site to make progress in terms of these different risk areas

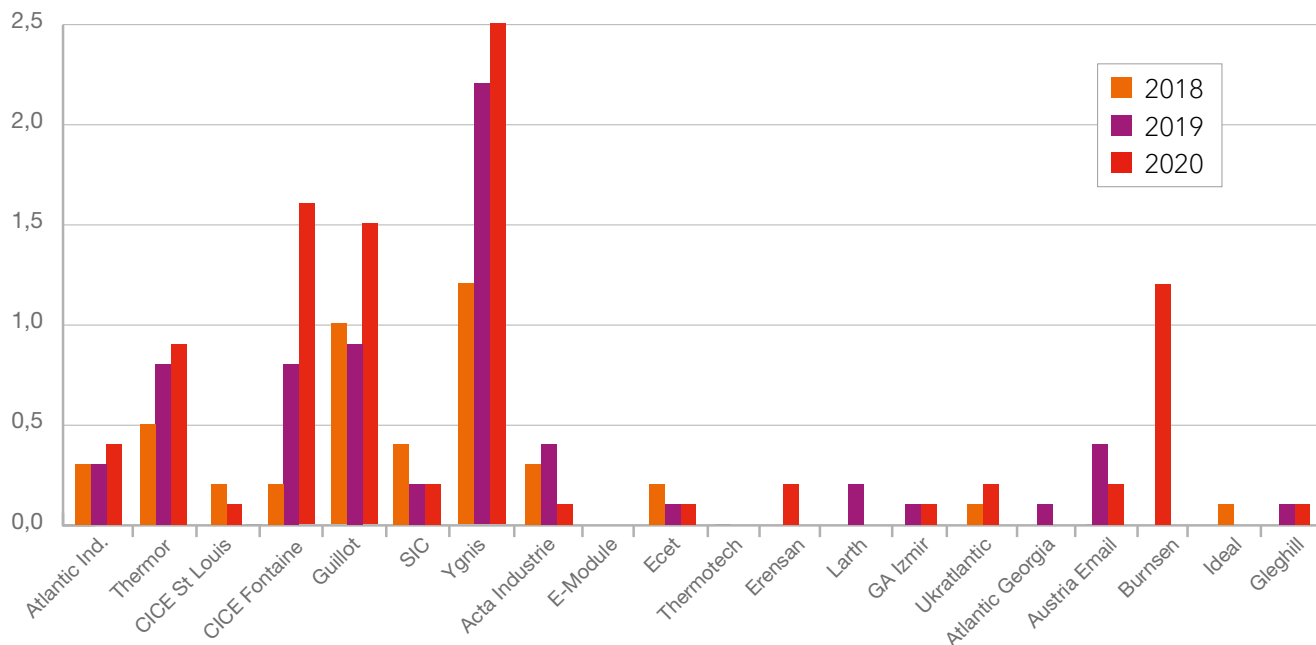
More specifically, here are a few examples of initiatives across Group sites which illustrate this approach:

- ▮ **Daily health services:** a nurse is present on site to manage employee health needs (regular care, vaccinations, medical appointments, nurse appointments, additional testing, hearing tests, etc.) and to raise awareness of the risks of workplace accidents (at La Roche-sur-Yon, Merville, Orléans and Saint-Louis). At the Saint-Louis site, medical analyses were performed directly on site.
- ▮ **Organisation of a Nurse Club (created in 2016):** biannual meetings promoting the sharing of experience and best practices in the field. Establishment of a health prevention programme and harmonisation of documents and practices. The goal of this club is for all participants to be workplace first aid trainers (La Roche-sur-Yon and Orléans sites).
- ▮ **Prevent MSD (Musculoskeletal Disorders):**
 - Gradual roll-out of warm-up exercise sessions before work and stretching after work (La Roche-sur-Yon and Orléans sites)
 - A Posture and Motion training programme for all site employees in 2018/2019 (Orléans site)
 - 60% of operators in manufacturing are trained in warm-up exercises (Cauroir site)
 - Recruitment of two ergonomics specialists, one for each site in La Roche sur Yon and Merville-Billy Berclau, to rate the positions and improve those with the lowest scores
- ▮ **Provide employees with everyday health advice:** distribution of a bi-monthly 'CAPITAL SANTÉ' flyer with information about public health topics, such as sleep, nutrition, extreme heat and warnings about carbon monoxide poisoning (Orléans site).

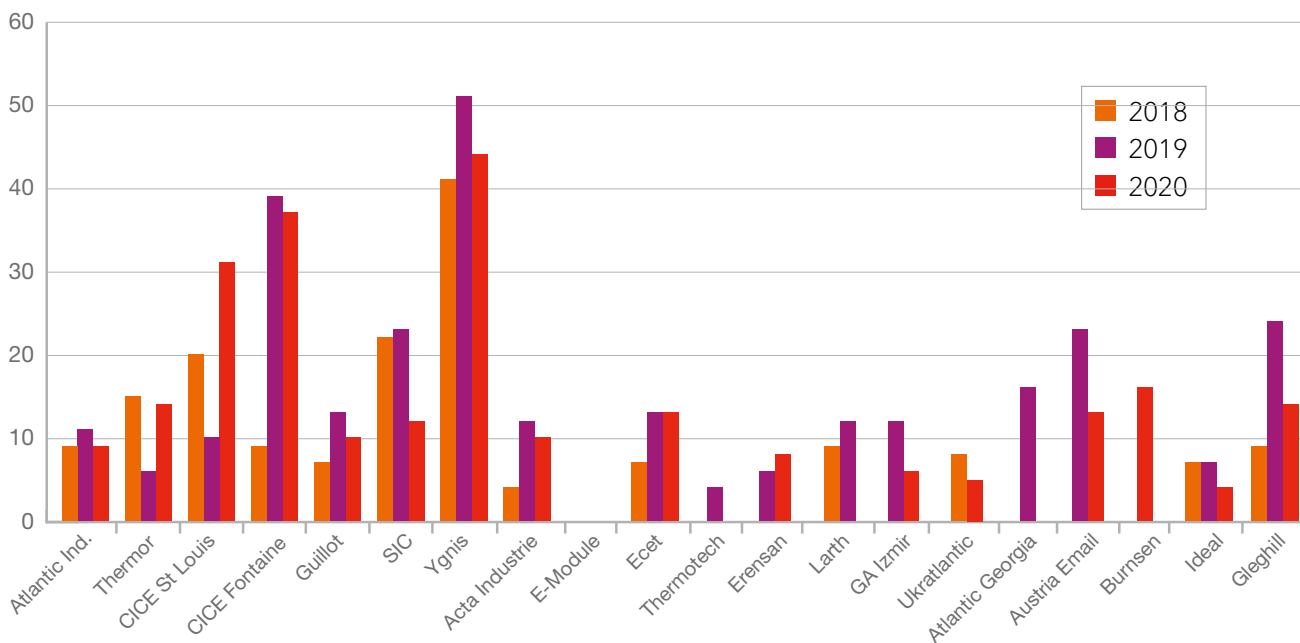
NUMBER OF WORKPLACE ACCIDENTS

For the year 2020, in the Group's plants worldwide: **237 people injured (versus 254 in 2019).**

RATE OF SEVERITY



RATE OF FREQUENCY



QUALITY OF LIFE AT WORK

The HR policy aims to attract and retain employees while offering them a secure and motivating professional setting, conducive to their personal fulfilment at work.

IMPROVING WORKPLACE WELL-BEING

Many local steps have been taken, each tailored to suit the site's needs and specific context:

- Implementation of remote working charters
- Workplace concierge services
- Access to nursery services
- Donation of leave time
- On-site presence of a social assistant
- Showers and cloakrooms for athletic activities
- Fruit baskets provided to raise awareness about healthy eating habits

Since September 2020, the Group's Services Division has implemented a Quality of Life at Work metric to evaluate the level of satisfaction of the Division's 350 employees.

This metric consists of 24 items broken down into six themes:

- Missions
- Organisation Workplace
- Environment Working
- Relationships
- Relationships with direct managers
- Quality of Life at Work in general

The Services Division has earned a satisfaction rating of 80% for Quality of Life at Work. A second survey was launched in spring 2021.

The **'Open Space' working group**, comprised of support service employees based on the La Roche-sur-Yon site, has created a

'Living Well Together' charter to collect best practices. **A Health & Safety Committee** was also created. It brings together employees from different departments to inform and raise awareness among employees about health and safety topics through communication and training activities, among other methods.



EMPLOYEE SATISFACTION AT WORK

To take on the challenges of quality of life at work, GROUPE ATLANTIC evaluates this through a satisfaction survey of their employees both in France and abroad.

This survey is administered by an external organisation (OBEA), ensuring the anonymity of the responses and the validity of the results obtained.

It is conducted every 4 years, with subsequent action plans according to results. The next satisfaction survey will take place in 2022.

For the survey conducted in 2018, participation was high: 84% of employees responded.

Examples of identified progress areas:

- Level of information within the Group supported by the in-house newsletter CLIMATIC
- Employee motivation: roll-out of evaluation and development reviews and simplified procedures linked to internal mobility
- Simplifying the management of training programmes: an IT tool for greater visibility
- Mapping of skills from certain businesses to foster internal mobility.

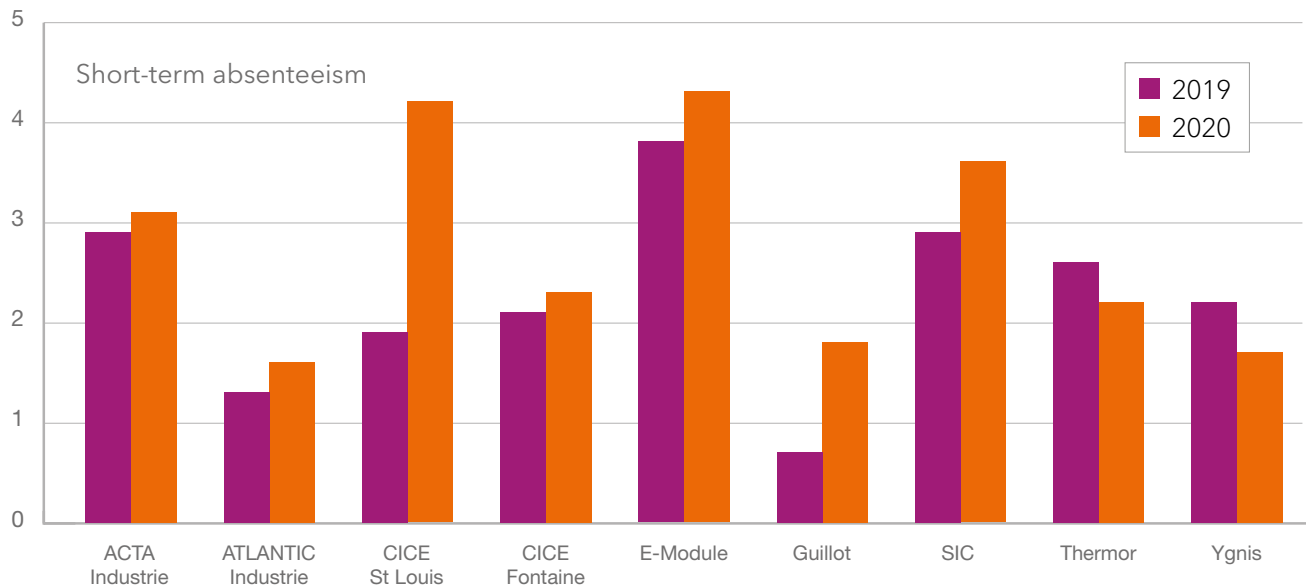
INTERNAL EMPLOYEE SATISFACTION SURVEY RESULTS



WORKER ABSENTEEISM

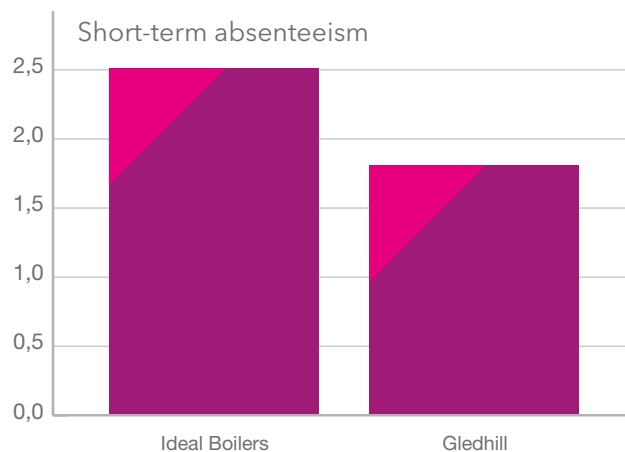
FRANCE

Number of hours of absence per 100 working hours, total over a 12-month rolling period



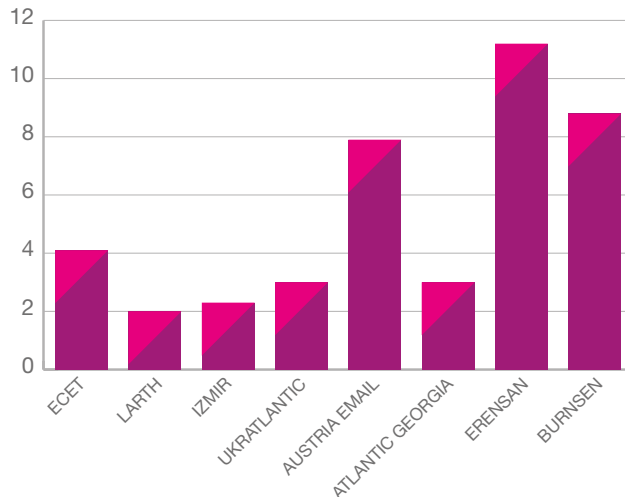
UK DIVISION

Number of days of absence due to illness compared with the number of days worked.



INTERNATIONAL (EXCLUDING UK DIVISION)

Number of hours of absence per 100 working hours, total over a 12-month rolling period



COLLABORATIVE WORK

In its quest for continuous improvement, GROUPE ATLANTIC aims to get all of its employees involved in the 'innovation' approach. This enables each individual to contribute, according to their business field and in their own way to the improvement of products, processes and customer satisfaction within the Group.

Collaborative actions include, for example:

- On our sites, the **Autonomous Progress Units (GAPs)** bring teams together around projects for improving safety, quality and productivity in the workplace.
- The **role of GAP leaders** is now validated by a professional qualification, the Certificate of Parity Qualification in Metallurgy (CPQM), 'Leader of Independent Manufacturing Team', recognised at a national level.
- All Innovators Policy:** enables all team members on sites to suggest and develop their own innovative ideas. The concept is simple: 'All of us, as Group employees, can bring ideas to the table.'
- Some Group sites, particularly the industrial ones, have already created FAB LABs, designated spaces for employees to develop prototypes and model solutions. For example:
 - The Group's support services in La Roche-Sur-Yon have created a new space for sharing and exchanging best practices. This is the FAB LAB, known as 'Le Cré'Yon'. The purpose of this area is to encourage employee creativity by providing tools and leading workshops, all in an environment that fosters innovation.
 - The Meyzieu site started using the LAB Services to encourage ideas for new services. For example, creating an internal application for services or creating videos for customers. Also planned: meeting teams from service departments in other companies in the region.
- The **'Managers, Drivers of Group Innovation' programme** helps experienced managers to build on their collaborative management expertise and interpersonal skills.



SOCIAL DIALOGUE

GROUPE ATLANTIC's policy is to maintain a constructive, regular social dialogue based on mutual trust.

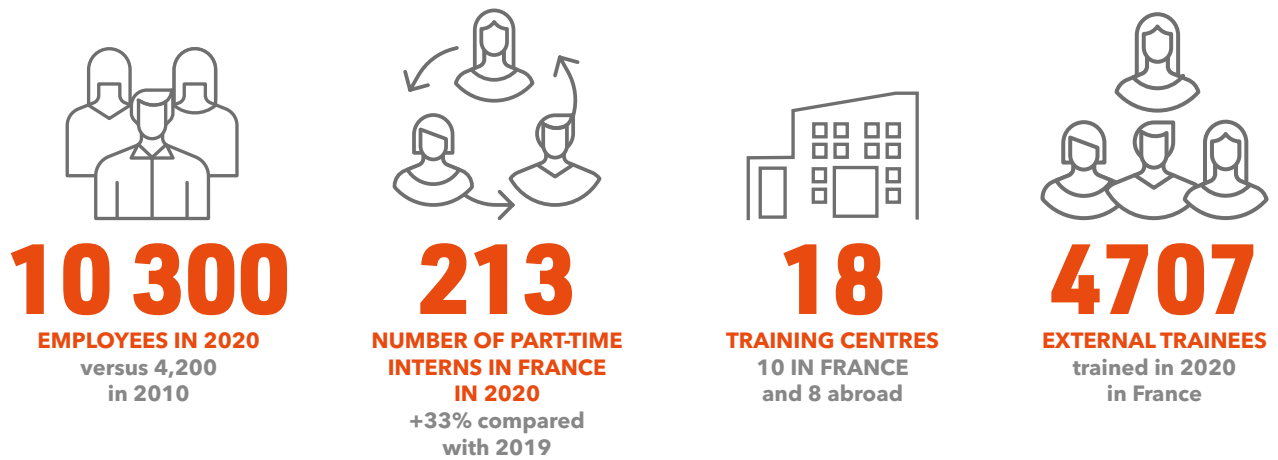
To facilitate local social dialogue, the Group made it a priority to establish local representative bodies for staff. As a result, in France 15,182 appointed team employees are in regular dialogue with the respective site management teams, and 19 agreements were signed in 2020.







4 | SOCIETAL CHALLENGES



For the 2020 financial year, the data used for each of the major pillars of the present report can be broken down as follows:

BUSINESS ETHICS:

Given its international scale and presence throughout the world, GROUPE ATLANTIC has established an anti-corruption and data protection charter (which is applied in addition to the various anti-corruption laws). The digital management of relationships with suppliers and customers also means investing in personal data protection to ensure GDPR compliance.

GROUPE ATLANTIC PURCHASING POLICY:

In order to maintain best practices and to ensure compliance with regulations on sourcing from suppliers, GROUPE ATLANTIC has recognised that its purchasing policy should have a framework and be shared by all of the Group's purchasing departments.

RELATIONSHIPS WITH STAKEHOLDERS:

Offering products that have a genuine impact on everyone's day-to-day lives (products relating to thermal comfort), the Group is seeking:

- To create a relationship with its own customers who recommend its products
- And to help improve people's living conditions through various sponsorship commitments.

- Partnerships and sponsorship (endowment funds, UK actions, etc.)
- Training for the industry (its customers):

Monitoring indicator: Number of customer training sessions

CREATION AND RETENTION OF POSITIONS:

The Group is continuously creating jobs, fulfilling one of the key roles in society that companies play. In ten years, the total number of GROUPE ATLANTIC employees has more than doubled, from 4,200 in 2010 to 10,000 in 2020.

Annual change in the total number of GROUPE ATLANTIC employees (France and international).

Customers, employees and suppliers are at the heart of GROUPE ATLANTIC's concerns. Respect, trust and transparency underpin our relationships.

GROUPE ATLANTIC strives to initiate and/or support projects in line with its industry, both in business and in the areas it serves.

CUSTOMER RELATIONS AND PARTNERSHIPS

ACCOMPAGNEMENT DANS LA CONNAISSANCE DE NOS PRODUITS ET DE LA RÉGLEMENTATION:

- Customer visits to our industrial sites
- Site visits from our teams and discussions with installers
- Customer visits to our Research Centre for Thermal Comfort (Centre de Recherche pour le Confort Thermique [CRCT])
- Development of sales tools intended for installers: internet support platform, tablet application, spare parts service, design help, etc.

TRAINING PROGRAMMES FOR OUR CUSTOMERS:

- The Group places great importance in the products designed, manufactured and marketed being practicable for customer use; in other words, they are able to recommend, distribute and install them. In this context, with the help of its training centres, the Group offers training to installers and partners.
- To date, the Group has 8 training centres internationally and 10 training centres throughout France.
- In particular, this training covers:
 - Technical training modules for installation, mounting, start-up, optimisation, maintenance and repair of all its products and systems.
 - Training modules to help customers in techniques of selling to the general public.
 - Regulatory and certification training: QUALIPAC (heat pumps and heat pump water heater modules), QUALIBOIS, refrigerant fluid handling, electrical certification, brazing, regulations, ErP, certification training to obtain an RGE certification (QualiPac, QualiPac module CET). In 2020, Groupe ATLANTIC supported 350 installers through certification training.
 - Campus ATLANTIC: an online evaluation platform for 800 customers, offering them training tailored to their needs and their qualifications.



NUMBER OF CUSTOMER TRAINING SESSIONS



IN 2020, IN FRANCE,
TRAINING
CENTRES WELCOMED

4 707

EXTERNAL TRAINEES,

Despite the health crisis leading to the training centres closing for two and a half months during the lockdown periods, the number of trainees only fell by 3%, thanks to the implementation of digital modules as well as high demand for skills training (QualiPAC and coolant fluids).

BUSINESS ETHICS:

Given the international environment in which the Group operates, and in application of provisions governing matters relating to the fight against corruption and money-laundering, and recent legislation on personal data protection, the company has undertaken a number of new approaches to implement the associated principles in these matters. Combatting corruption and protecting personal data will be discussed in this section.

- ✓ Anti-corruption charter: Implementation of the Group's Anti-Corruption Charter in France and abroad. The aim of this Charter is to acquaint employees with situations that could be considered as corruption and remind them of the behaviour to adopt in such situations. This Charter applies to all Group managers and employees.
- ✓ Personal data protection: Since the General Data Protection Regulation (GDPR) came into force, GROUPE ATLANTIC has a fairly complete overview of the personal data used within its departments and subsidiaries. Internal awareness is progressing in accordance with information updates, and two charters have been drafted and rolled out:
 - the general policy on data protection, which concerns customers and is published on the Group's websites,
 - the policy applicable to Group employees, which is gradually being incorporated in internal rules.

The Group has added a data protection officer (DPO) to its IT team. Over the course of 2020, it also succeeded in:

- distributing GDPR content to a wider audience involved in processing personal data, such as Marketing, R&D and HR positions, in the context of an evaluation and awareness programme in order to develop a good working knowledge of the regulations
- monitoring and securing access to data provided to the Group's maintenance partners and that is accessible from connected devices, with a view to developing the range of services offered.

In response to the increasing threat of cyberattacks, new projects were launched in late 2020 to implement additional firewalls as well as oversight of activity on our IT networks through an external cybersecurity centre.

AFTER-SALES SERVICE ABROAD:

- GROUPE ATLANTIC's subsidiaries (Spain, Belgium, Switzerland, Russia, Poland, Thailand and others) manage all after-sales and/or technical problems independently: call centres, technical managers and delivery of spare parts. In countries with direct import contracts (Bulgaria, Estonia, Malta and others), all after-sales activities are performed by local suppliers
- After-sales support includes: training on product usage and planned maintenance, the supply of equipment or parts, repairs or replacement guarantees in the event of damage or defects
- Centralised technical support for international customers is provided from France. The sale and delivery of spare parts for customers is organised for 100 countries and on five continents by personnel in Orléans, Pont de Vaux and Merville in France
- The call centre in Hull, United Kingdom, is open 364 days a year. Its trained staff provides assistance to help diagnose and solve problems over the phone. The centre alone cannot provide solutions for all customer queries. A technician service visit is scheduled on the same or following day. Implementation of a web chat service allowing the team to respond to requests online and over the phone. All our engineers are trained according to the highest standards and carry with them a wide array of parts in order to provide a same-day solution (first service call during warranty period > 97%). Service technicians explain what they do step by step during their service call and provide advice to ensure the system continues to work optimally. If a follow-up visit is required, the team in charge handles the request and makes sure to inform all the persons concerned

CLIENT TECHNICAL SUPPORT IN FRANCE:

- 5 Client Technical Support Services (Services d'Assistance Technique aux Clients [SATCs]) in France, to cover all our product ranges. 650,000 telephone calls were handled in 2020. The call centres are supplemented with multichannel digital platforms. For example, video tutorials were viewed 900,000 times in 2020.
- Responses to customers' technical enquiries: help with installation, configuration, repair and with particular needs (ordering spare parts, handling a warranty, etc.)
- Make an "After-Sales Service Area" website available exclusively for professionals: 24/7 consultation and ordering of spare parts (paperless orders), warranty management and access to technical documents and repair tutorials
- With ATLANTIC brand's EXPRESS WARRANTY service and Thermor brand's EXPRESS AFTER-SALES SERVICE, installers can obtain a spare part to repair an appliance under warranty, after a shared diagnosis. The procedure is free of charge and does not require any administrative procedure
- Technical After-Sales Customer Services are based at our factories. This local service provides quick, efficient transmission of all field data (phone calls, warranty feedback expertise) to the Quality, Manufacturing, Research & Development departments. Analysis of this information provides our customers with the best-quality products

100%
des retours
produits sous
garantie
sont expertisés
par les SATC

TECHNICAL SUPPORT SERVICE ON THE GROUND IN FRANCE:

- If field technical support is needed, the SATCs rely on a network of approved technical agents (independent companies) or our internal technical service: Factory Technical Services (Services d'Interventions Techniques Constructeur [SITC])
- In 2020, our technicians handled around 50,000 service calls to help customers with product set-up and maintenance (start-up, assistance, breakdowns, maintenance). A satisfaction questionnaire is sent out to each customer to help identify areas in which our services can improve. We monitor response rates and call back each unsatisfied customer to discuss the reason for their lack of satisfaction

SURVEY ON THE QUALITY OF OUR AFTER-SALES SERVICE IN FRANCE:

- Each year, Groupe ATLANTIC conducts a customer satisfaction survey regarding services provided by its France-based brands.
- Only 'highly satisfied' grades, which represented an average percentage of 42% in 2020, are recorded. All services earned a minimum score of 30%.
- The survey also includes the question, 'Would you recommend Brand X to close friends or family?' These responses are used to calculate a Net Promoter Score. In 2020, the NPS was 49%.

2020 RESULTS



'LIVE MY LIFE' OPERATION:

- Launched in 2013, the initiative aims to provide insight on real-life situations and everyday business issues our partners and GROUPE ATLANTIC companies face.
- Some examples from "Live my life" within the Services Division: 20% of the workforce (at a minimum), therefore approximately 80 people, have spent one or more days in the field each year for the last five years:
 - With an SM (customer-facing)
 - With an installer or After-Sales Service
 - With a distributor

The objective is to gain a full grasp of the business of these internal and external customers in order to identify ways to improve our services, or even generate innovation.

A few things to note 2018:

- Customers expressed their satisfaction about receiving a call providing notice when the standard delivery time could not be adhered to (this was an area for improvement raised two years earlier)
- The service platform is very useful, and the 2019 improvements were highly appreciated
- The Live my Life participants enjoyed getting to know our customers and building relationships with commerce and customers during these days. In 2020, in order to adapt to public health regulations, the majority of 'live my life' sessions were conducted remotely.

INVOLVEMENT IN DEVELOPMENT OF NEW PRODUCTS:

- Qualitative and quantitative market research carried out with our customers
- Co-design: working groups in which our customers and suppliers jointly create products that better suit their needs.
- Observations on how the products are used help take into account the precise needs of our users when designing new products
- A group of students from the Institute of Design in Pune, India spent several weeks working on the subject 'Making sanitary hot water accessible to all'. By following an empathetic 'Design Thinking' approach to observe and understand user lifestyles, the groups of French and Indian students were able to propose multiple timely solutions to meet needs in India. This work, overseen by the GROUPE ATLANTIC Designer team, was presented to teams from the company Hindeware: two solutions were selected and are now in development
- Participation in trade shows and other fairs to identify trends among companies and in the design of tomorrow
- Being ready to listen to our professional customers by meeting them in the field
- Making good use of the potential of GROUPE ATLANTIC employees by promoting internal innovation programmes. We are also customers, using our own solutions
- The 'POP Corn' competition is a large-scale, internal group innovation project performed in 2021 and aimed at all employees in France and Belgium, based on the concept of 'making our customers' lives easier'.
4,200 people were involved, including 1,700 participants, 300 ideas suggested by 204 teams, 10 teams of finalists and 4 winners. The 4 finalists have 6 months to build a 'proof of concept' demonstrator.



POP CORN
CONCOURS D'INNOVATION PARTICIPATIVE

BIM (BUILDING INFORMATION MODELING):

- BIM is a working method that allows for sharing of reliable information via a collaborative process throughout a building's life cycle (from design to demolition). This collaborative work process is centred around the 3D parametric digital model containing intelligent and structured data: BIM objects
- Decision support, improvement of cost and quality of construction, management support / operation / maintenance, etc.: BIM objects help to understand the interaction between equipment and its environment
- GROUPE ATLANTIC is progressively making BIM objects of its products in multiple operating formats (.RFA and .IFC) available to its partners, through its BIM Library available on Group brand websites (498 files available in 2021)



SUPPLIER RELATIONS AND PARTNERSHIPS

The Group initiated a responsible Group purchasing policy several years ago. The main lines of this policy are based on the following:

- **Involvement of the Purchasing Department:** managing supplier risks, compliance with regulatory requirements and innovation;
- **Demanding referencing process** for all components and raw material suppliers in and outside Europe (regular visits during approval phases). Buyers are mindful of the working conditions and production conditions relating to the environment observed on site at each inspection, as these could lead to the supplier being delisted if contract terms are not respected.
- **Including working condition clauses in purchase contracts** and compliance with current regulations;
- **Research and innovation with supplier partners:** development of projects for innovative products in partnership with suppliers;
- **Purchasing best practices:** rules and recommendations for operational and decision-making methods imposed on all Group buyers. Corporate social responsibility themes are considered in the best practices guide (ethics, working conditions, environment, respect for suppliers, etc.)
- **Gradual roll-out of a safety audit form to suppliers**



RELATIONS AND PARTNERSHIPS WITH OTHER STAKEHOLDERS

ENVIRONMENTALLY FAVOURABLE LEADERSHIP AND PROFESSIONAL PARTNERSHIPS:

- Founding member and shareholder of ECOSYSTEM, an environmental organisation that specialises in WEEE (Waste Electrical and Electronic Equipment) management: www.ecosystem.eco/en
- P.E.P. Association member since 2011 (Product Environmental Profile): www.pep-ecopassport.org
- Participation in inter-professional working groups on sustainable development
- Member of professional bodies: APPLIA, AFPAC, UNICLIMA, GIFAM, IGNES, EHI (Association of the European Heating Industry), EHPA (European Heat Pump Association), EVIA (European Ventilation Industry Association), AFV (Association française de ventilation [French Ventilation Association]), and more

SPONSORSHIPS:

GROUPE ATLANTIC created an endowment fund to 'share the warmth', working to combat fuel poverty since its launch in 2019. The primary goal of this fund is to accentuate the Group's efforts



to encourage integration, and particularly to promote access to acceptable living conditions for those experiencing hardship. The purpose of the fund is particularly to take action that can:

- Provide air and water heating systems to those in need Contribute to reducing energy bills
- for people experiencing economic hardship
- Promote education in the field of climate engineering in order to contribute to integrating/reintegrating unemployed people into the workforce

In 2020, GROUPE ATLANTIC formed partnerships with multiple community service associations, such as Habitat et Humanisme, Emmaüs and Les Compagnons Bâisseurs, leading to the following actions, among others:

- Provision of heating and sanitary hot water products to home renovations for farmers living in fuel poverty in the Rhône Alpes Auvergne region, via a collaboration with Les Compagnons Bâisseurs Rhône Alpes,
- Provision of heating products for the creation of an intergenerational home in Royan by Habitat et Humanisme,
- Provision of boilers and water heaters to the renovation of an Emmaüs companion home in the Nord department, and the creation of an online fund for Emmaüs's one-off public appeal.

PARTICIPATION IN LOCAL LIFE AND INVOLVEMENT IN THE REGION:

GROUPE ATLANTIC has a strong affinity for participating in local life, including the following local actions:

- MACMILLAN Cancer Support is the UK&ROI Division's official charity fund: the three industrial site and the 6 brands have organised several fund raising events to involve the largest number of employees, family members and friends, such as pedestrian activities, running events, soccer championships, etc.
- Sponsorship of a student team that won the Tour de France à la Voile sailing race in 2021
- School sponsorships through cooperation with the Sailing Academy: participation in the CCE (EDHEC Sailing Cup): 9th time participating in 2020. Sponsorship of two schools and of an all-student team. Given the unstable health situation of 2020, regattas could not be held as usual in April, but the teams were still able to train. The big event was held in October 2020.
- Participation and sponsorship of the Coupe de France Robotique 2020, which took place in late October without any spectators and was streamed online because of the health conditions.
- Participation in a charitable effort in Spain by GROUPE ATLANTIC España, providing duvets and blankets to people experiencing homelessness.



- GROUPE ATLANTIC supplied over 50 smart electric radiators in order to assist in the renovation of an ancient castle at an agricultural high school in Forges (77) via the organisation 'campus de la transition'.



SUPPORTING START-UPS TO PROMOTE INNOVATION:

In order to preserve and develop its agility, GROUPE ATLANTIC embodies a structured, visible approach to start-ups, GA Partners. The method involves selecting and evaluating start-ups working in the Group's strategic areas for innovation. The aim of GA Partners is to create a dynamic of open innovation via



G.A. PARTNERS
OPEN
INNOVATION
PROGRAM

technological, business and marketing partnerships, up to and including acquiring a stake in the start-up.

Other than market ambitions and the added value of their solution, potential partners are evaluated through an internal process on the quality of their team, their ability to support the project and their ability to work in an open-innovation setting with a large industrial group.

Fifteen companies are suggested to a community including multiple business fields in 3 to 4 pitch sessions per year.

In 2020, GA Partners entered partnerships with start-ups in energy coaching, electric cylinder heating optimisation, thermodynamics and presence detection algorithms.

The background of the page features a photograph of a calm lake with a dense line of green trees on the opposite shore. The sky is overcast. A large, semi-transparent yellow number '5' is positioned on the left side of the page, partially overlapping the lake and trees. To the right of the '5', the words 'ENVIRONMENTAL CHALLENGES' are written in a bold, white, sans-serif font, arranged in two lines.

5 | ENVIRONMENTAL CHALLENGES

5

ENVIRONMENTAL CHALLENGES



2

HIGH ENVIRONMENTAL QUALITY [HAUTE QUALITÉ ENVIRONNEMENTALE]

SITES:
Arcueil et Billy Berclaux



27%

OF GROUP TURNOVER
generated from products using renewable energies (vs 16% in 2010)



18%

REDUCTION IN THE QUANTITY OF GREENHOUSE GASES, HFC (tonnes CO₂ equivalent) imported into the European market in 2020 (vs increase of 10% in sales of products using them)



71

INDIVIDUAL PEP SHEETS VALIDATED IN 2020, more than 6 new sheets published in 2021



42 500

TONNES CO₂ EQUIVALENT
avoided thanks to the Group's contribution to sorting and reprocessing of end-of-life products (equivalent to 383,000,000 km travelled in a car)



49%

REDUCTION IN GREENHOUSE GAS emissions by the Group's long-standing industrial site (La Roche-sur-Yon) between 2019 and 2010, reported as part of turnover (15,9gr CO₂e/€ vs 31,1gr CO₂e/€)

For the 2020 financial year, the data used for each of the major pillars of the present report can be broken down as follows:

CONTROLLING THE ENVIRONMENTAL IMPACT OF INDUSTRIAL SITES:

GROUPE ATLANTIC strives to preserve the environment and manage the impact generated by its activities, whether on industrial or tertiary sites. In this respect, compliance with environmental regulations regarding pollution, as well as any action limiting emissions for better management of resources and waste, represent major challenges for the Group, particularly for its industrial sites around the world.

GROUPE ATLANTIC is therefore implementing an environmental management policy based on its environmental report.

SUSTAINABLE OFFERING:

GROUPE ATLANTIC has identified significant challenges relating to the natural energy resources required to operate its products. As a result, it has invested in a multi-energy product strategy in order to strike the best compromise between investment, efficiency, environment and comfort, all while offering consumers the choice of which energy to use.

Faced with the stakes of preserving resources and fighting climate change, GROUPE ATLANTIC is investing heavily in the development of products that use renewable energies; turnover from this activity has increased fourfold in ten years and accounted for 27% of the Group's overall business in 2020 versus 16% in 2010.

In line with environmental regulations, GROUPE ATLANTIC is taking an approach to **MINIMISE THE ENVIRONMENTAL FOOTPRINT** of its products through life cycle analysis.

Monitoring indicator: number of PEP sheets and overall WEEE collection rate by the environmental organisation ECOSYSTEM

Monitoring indicator: number of PEP sheets and overall WEEE collection rate by the environmental organisation ECOSYSTEM

GROUPE ATLANTIC'S ENVIRONMENTAL STATEMENT

The sustainable development strategy officially launched in 2009 with its first founding element, the Group's Environmental Statement, which summarises the guiding principles of this policy.

The Group undertakes to:

1/ Conduct constant research to further its product offering in terms of comfort, safety and energy performance with a specific focus on solutions using renewable energies.

- ▮ Innovate by combining the various types of energies to minimise greenhouse gas emissions and energy consumption
- ▮ Anticipate regulations concerning the thermal performance of buildings
- ▮ Refrain from using hazardous substances in appliances
- ▮ Constantly research ways to improve product performance in real life environments in its Thermal Comfort Research Centre and in its laboratories.

2/ Provide customers and expert partners with advice and training, in particular to promote environmental safety when installing and using Group equipment.

- ▮ Our product training offers (advice, installation and maintenance) provided in Group training centres throughout mainland France
- ▮ Provide installers and users with documentation that is suited to their needs by favouring the use of electronic formats

3/ Develop Responsible Purchasing that integrates sustainable development factors.

- ▮ Deploy a Group purchasing policy built around sustainable development criteria
- ▮ Include environmental and social clauses in supplier purchase agreements
- ▮ Include environmental and social criteria in the supplier audit framework

4/ Reduce energy consumption and greenhouse gases produced by Group business activities.

- ▮ Conduct environmental diagnostics and carbon balances on the Group's industrial sites
- ▮ Minimise the energy consumed by production processes
- ▮ Develop intra-group video-conferencing to reduce travel

5/ Protect water resources by reducing water consumption and improving discharge quality.

- ▮ Continuously aim to promote production techniques that reduce water consumption
- ▮ Optimise the quality of production-related waste water

6/ Control waste generated by Group business activities.

- ▮ Sort and recover production waste for each type of material
- ▮ The ECO-SYSTEMES organisation in mainland France collects and recovers end-of-life Waste Electrical and Electronic Equipment (WEEE)

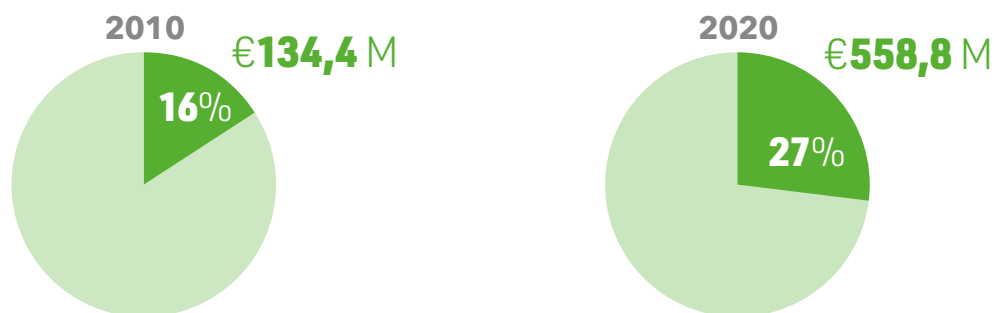
7/ Increase the use of recyclable packaging.

- ▮ Consider environmental impacts of material and design when selecting packaging.



6 | PRODUCT-RELATED ACTIONS

TURNOVER FROM PRODUCTS THAT USE RENEWABLE ENERGIES HAS QUADRUPLED IN 10 YEARS:



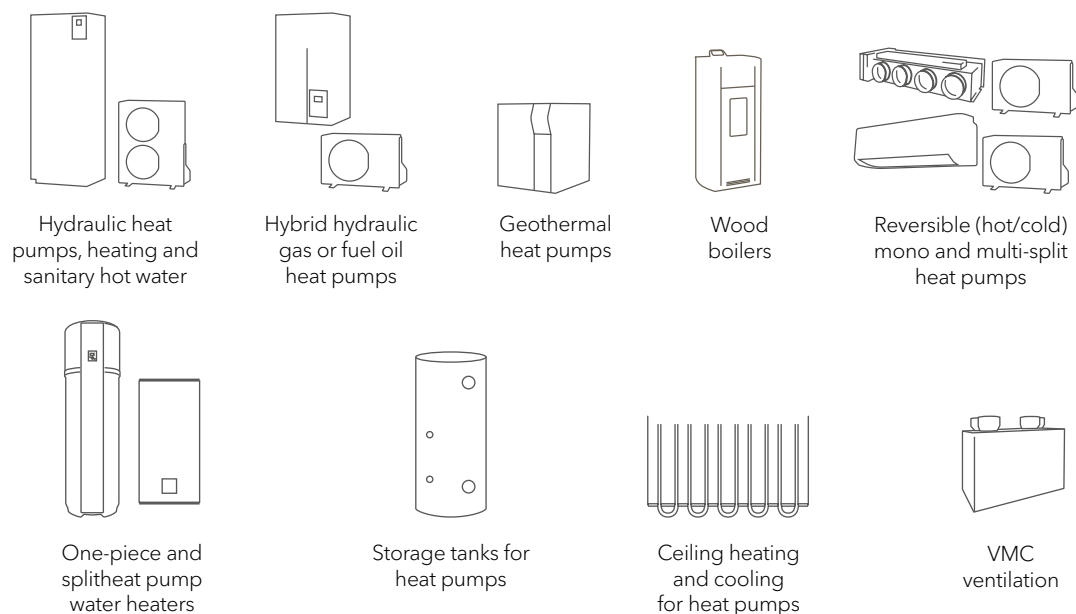
Share of GROUP TURNOVER from the following products:

- Aerothermal heat pumps
- Hydraulic and geothermal heat pumps
- Heat pump and solar water heaters

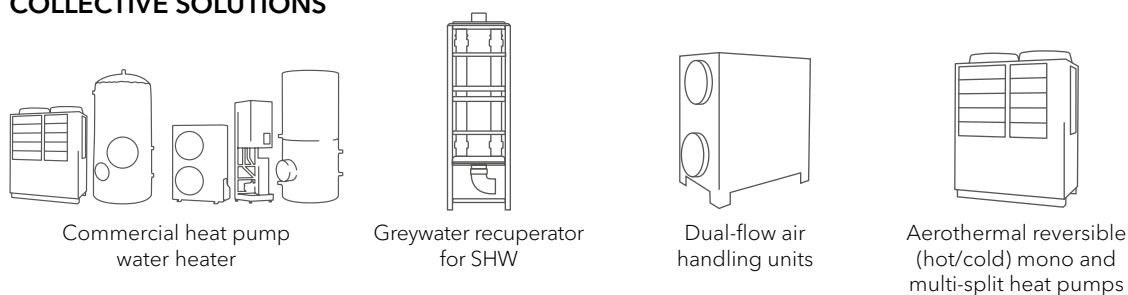
* According to the definition from the European Directive (EU) 2018/2001 on renewable energy.

A WIDE RANGE OF PRODUCTS FOR THE ENERGY TRANSITION:

INDIVIDUAL SOLUTIONS



COLLECTIVE SOLUTIONS



ENVIRONMENTAL ACTIONS THAT CONCERN PRODUCTS

COMPLIANCE WITH REGULATION:

- Our products comply with environmental regulations. Services concerned keep up to date and comply with regulations and, if needed, ensure product compliance
- ROUPE ATLANTIC is authorised to import products with a refrigerant fluid charge into the European Union, in accordance with the F-gaz regulation requirements
- Partnership with the company EcoMundo in order to use dedicated software for systematic consultation with all suppliers to ensure that they are complying with the following regulations concerning dangerous substances:
 - REACH SVHC Candidate List
 - RoHS 3 Europe
 - Declaration on nanomaterials
 - POP (Persistent Organic Pollutants)Declaration on the European SCIP database for items identified

FICHES PEP ecopassport® (PRODUCT ENVIRONMENTAL PROFILE)



ENVIRONMENTAL PRODUCT APPROACH:

Markets, equipment and regulations encourage manufacturers to offer more environmentally friendly products. To meet these standards in a reliable manner, GROUPE ATLANTIC structures its Environmental Products Approach around environmental statements for a better understanding of the impact of Group products on the environment and to take efficient, targeted action as part of the environmental approach to new product development.

- Products concerned: all product ranges (roll-out according to schedule)
- Implementation of an end-of-life analysis (LCA) of products starting in 2011 through the use of EIME software.
- Identification of the environmental impacts of our products during the 5 stages of their life cycle: manufacturing, distribution, installation, use, end-of-life (compliance with ISO 14025:2006, ISO 14040:2006 and ISO 14044:2006 standards)
- Membership of Groupe ATLANTIC in the PEP Association, and publication of PEP (product environmental profile) sheets www.pep-ecopassport.org
- In 2020, Groupe ATLANTIC had 71 valid individual PEP sheets, with 6 new sheets published in 2021, and helped publish 7 collective PEP sheets under the auspices of the Uniclimate union.

PRODUCT ECO-DESIGN

ENERGY LABELLING:

- ✓ The label meets the information requirements regarding the energy and acoustic performance of equipment, in accordance with the eco-design and energy labelling directives of the European Commission (ErP).

The label indicates the energy efficiency class with a corresponding letter and colour code. It concerns the following Group products: air conditioning, ventilation, heating and hot water equipment (boilers, heat pumps).

To take the environmental approach to products even further, constant research is conducted to reduce the impact of Group products. Here are the key points of the eco-design approach:

- ✓ Products evolve but any environmental impact generated during the various phases of their life cycle is reduced. New products are affected by the roll-out of eco-design across the Research and Development departments
- ✓ Evaluation of the recyclability rate of Group products via a calculation tool made available by the environmental organisation ECOSYSTEM
- ✓ Gradual replacement of refrigerant fluids with the strongest global warming potential. For example:
 - Heat pump water heater range: switch to R513A (GWP of 631) from R134A (GWP of 1430)
 - Heat pump and air conditioning ranges: switch to R32 (GWP of 675) from R410 (GWP of 2100)

Consequently, the quantity of greenhouse gases (HFCs expressed in tonnes of CO₂ equivalent) imported into the European market by GROUPE ATLANTIC fell by 18% between 2019 and 2020 while, at the same time, sales of products using these gases increased by 10% (heat pump heating systems and air conditioners).

Other internal tools are being developed in the search for improved performance from Group products:

GROUPE ATLANTIC laboratories:

GROUPE ATLANTIC has made considerable investments to develop a strong network of laboratories on its industrial sites, with testing methods and shared standards. Today, the Group owns 22 laboratories (11 in France and 11 abroad). These laboratories act as a tool for optimising Group product design.





Research Centre for Thermal Comfort (CRCT):



Consisting of two twin laboratories (Castor and Pollux), this Centre is situated in Orléans in France. Thermal comfort solutions are tested in real conditions in these two labs which are identical in all respects (same building structure, same furniture, same exposure to weather conditions). Each lab is equipped with modular

systems for heating, sanitary hot water and air conditioning. The CRCT relies on tangible data to determine the best combinations for appliances in terms of energy consumption and CO₂ emissions, ensuring relevant technological choices as a result.



Austria Email, our domestic hot water brand specialist, has developed Eco Skin, a range of new generation high-performance thermal insulation materials. Austria Email manufactures the non-woven insulation materials itself using polar fleece, which is a fully recyclable material. Energy efficiency test results confirm a 47% reduction in heat loss, which accounts for a lower energy bill and less CO₂ emissions.

FRENCH ENERGY SAVINGS CERTIFICATE (CEE):

✓ The CEE is part of a mandatory energy savings scheme set up by the government, inciting energy suppliers to actively promote energy efficiency among their customers. GROUPE ATLANTIC equipment complies with the scheme; the installation will enable energy savings and certification. Group products concerned are:

- Hybrid, air/water, water/water or air/air heat pumps
- High energy performance domestic/commercial boiler
- Domestic/commercial solar water heater
- Thermodynamic, storage water heater
- Electric transmitter, with advanced electronic controllers
- Energy optimisation and programming

✓ **Operation helping hand:** boosting certain operations conducted as part of the Energy-saving Certificate programme in order to accelerate the renovation of the existing fleet by replacing old heating equipment with new, less energy-intensive models. The Group products concerned are hydraulic heat pumps for heating.

RAISING AWARENESS OF THE BEST-PERFORMING PRODUCTS:

- ✓ **Specific brand tools to raise awareness:** professional websites, e-news, online magazines, blogs on thermal comfort with precise information and plentiful advice on subjects that concern the products, as well as on health, innovation, best practices and the environment
- ✓ **Thermor advice app:** an interactive tool for industry installers that assists them to better understand customer needs and recommend tailored solutions
- ✓ **ATLANTIC Services :** application geared to installation and maintenance professionals. They can easily and quickly find and access information regarding a given product: instructions manual, troubleshooting by referring to error codes, or detailed diagrams to easily identify each spare part
- ✓ **ATLANTIC, Thermor and Sauter Cozytouch :** mobile app that allows customers to remotely control connected radiators, heat pump water heaters, boilers, dual-flow ventilation systems and AI (ATLANTIC Interface) heat pumps in every room. It also enables monitoring of energy consumption and money savings
- ✓ **Touch Connect for Ideal boilers:** mobile app that allows customers to remote control their boilers. Users can programme absence periods, set temperatures and receive alerts



Cozytouch

END-OF-LIFE FOR PACKAGING:

GROUPE ATLANTIC is a member of CITEO - Eco-Emballages, an environmental organisation responsible for managing the national scheme for packaging sorting and recycling. Experiments are underway in 2021, with the goal of eliminating final waste on building sites. The aim of these experiments, conducted alongside Bouygues Construction for the renovation of 864 social residences on behalf of Emmaüs Habitat, is to replace individual packaging on radiant panel heaters provided by GROUPE ATLANTIC (Thermor) with packaging that can be returned and reused.

END-OF-LIFE FOR APPLIANCES:

GROUPE ATLANTIC is a founding member of ECOSYSTEM, an environmental organisation that manages the collection and processing of electrical and electronic equipment waste in France (WEEE). The contribution accounts for the estimated tonnage of WEEE household waste (appliances and lamps) collected, thanks to environmental contributions paid to ECOSYSTEM by GROUPE ATLANTIC. In 2019, ECOSYSTEM collected and processed 1,403,164 end-of-life electrical appliances for GROUPE ATLANTIC. Products sold outside of France are handled by Group subsidiaries, who work with local environmental organisations. 'Theoretical WEEE collection rate' monitoring indicator: In France in 2019, the theoretical WEEE collection rate by comparison with the contribution of GROUPE ATLANTIC is 49.7%. At the same time, and in order to prepare for the Extended Producer Liability (EPL) for building waste (excluding WEEE) required by the French AGECL law [law against waste for a circular economy] from 2022 onwards, GROUPE ATLANTIC joined in on the creation of the EMAT consortium in 2020. This body, comprised of economic players in the building sector, seeks to establish a national mechanism for traceability of waste from building demolition and renovation sites. This is part of GROUPE ATLANTIC's plan to become a member of an upcoming environmental organisation that arranges building waste pick-up and processing in order to avoid uncontrolled disposals, namely 42,500 tonnes of CO₂ equivalent (which is equivalent to travelling 383,000,000 km by car).

END-OF-LIFE FOR PRINTED PAPER:

GROUPE ATLANTIC is a member of CITEO - Eco-Folio, an environmental organisation that collects and recycles paper waste in France.

FOR MORE INFORMATION

Our product ranges are presented in the appendix.



7 | ACTIONS RELATING TO ESTABLISHMENTS

GROUPE ATLANTIC seeks to preserve the environment and control the impact generated by our activities, whether on our industrial or tertiary sites. Actions always have impact: we focus our analyses on understanding and reducing impacts.

ENVIRONMENTAL ACTIONS THAT CONCERN TERTIARY AND INDUSTRIAL FACILITIES

COMPLIANCE WITH REGULATION:

- ✓ Our industrial sites comply with regulations set by the country in which they are located. In France, 9 out of 11 sites are regulated by the Classified Installation for Environmental Protection scheme and are registered or authorised to operate by the local authorities in the relevant department.
- ✓ Sites are given support for regulatory monitoring and compliance by an environmental coordinator across all Group levels
- ✓ Centralised regulatory intelligence geared to the environment network of the industrial sites

QUALITY AND ENVIRONMENT MANAGEMENT COLLABORATION:

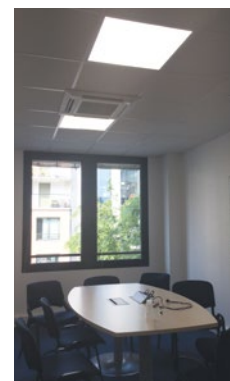
GROUPE ATLANTIC is committed to an environmental and high-quality approach across all of its industrial sites. Certification is not our priority; however, we do apply ISO 9001 and ISO 14001 standards. The choice between certification and self-reporting is left for the sites to make.

All sites employ managerial staff to properly address environment and quality issues: regulatory monitoring, initial environmental reviews, targets, action plans.

- ✓ **Environment Club:** this club is designed to bring together environmental managers from industrial sites several times a year, aiming to improve our practices and discuss ongoing projects on each site. The mid-term goal is to apply the approach on sites outside of France
- ✓ **Roll-out phase of environmental** on industrial sites
- ✓ **Project method:** at the quality management level, a shared process managing operations and customer satisfaction is established for all Marketing, Research and Development and Production teams

SUSTAINABLE USE OF RESOURCES:

- ✓ **Monitoring energy and water consumption:** monitoring and analysis performed several times a year at most sites with definite action plans regarding major consumption areas
- ✓ Our sites strive to use a **closed-circuit water system** for our processes to limit consumption
- ✓ **Ongoing lighting replacement with LEDs** (see image) in sites in France and abroad
- ✓ **Six energy audits conducted in 2015:** Meyzieu, Saint-Louis, Merville, and Orléans industrial sites, tertiary and industrial sites at La Roche-Sur-Yon.
- ✓ **On the Hull and Poole sites (United Kingdom),** our goal is to achieve sending “zero waste” to landfill sites in 2018; the implemented methods will then be applied to the Blackpool site (United Kingdom)



POLLUTION AND WASTE MANAGEMENT:

- ✓ **Noise measurements and monitoring of water and air pollution:** identifying areas for improvement in terms of reducing environmental impacts and improving working conditions
- ✓ **Waste management:** waste management procedures have been set up across the sites, entailing the separation of hazardous and non-hazardous waste at the very least. For most sites, sorting waste at the source is ensured through computerised monitoring of traceability (volume, route, waste collecting company, etc.)
- ✓ **Regular completion of greenhouse gas assessments** concerning the original ATLANTIC site in La Roche sur Yon and the Ideal Boilers site in Hull. The 2019 assessment for the La Roche sur Yon site shows a 49% drop in greenhouse gas emissions related to turnover compared to that in 2010 (15.9 gr. CO₂e/€ vs 31.1 gr. CO₂e/€)
- ✓ **Reduced travel** thanks to the roll-out of architecture dedicated to videoconferencing
- ✓ **Carpooling:** La Roche-sur-Yon sites registered on the carpool platform of the Council General of Vendée to promote car sharing among employees at 3 Vendée sites. Main objectives: encouraging contacts between departments and between sites, saving on travel costs between home and work and reducing CO₂ emissions

OTHER ACTIONS:

- ✓ **Modernisation policies for production lines** incorporating energy savings, environmental protection and product eco-design constraints

FOR MORE INFORMATION

For the sake of thoroughness, you will find QSE sheets in the appendix for each industrial site. They cover environmental data and the key elements of quality, hygiene, safety and environment management systems.

Only the environmental operations for production sites manufacturing finished products in France are presented. These are gradually being rolled out internationally.



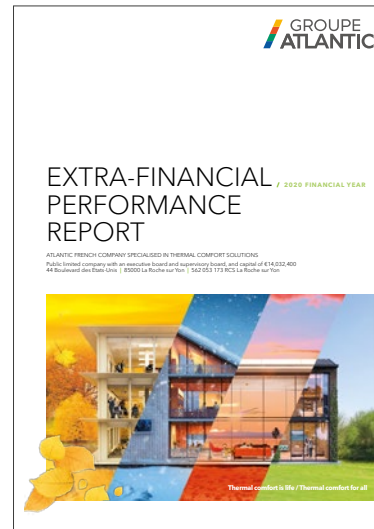
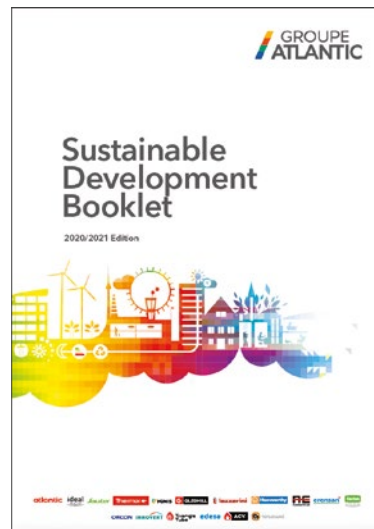
CONTINUOUS IMPROVEMENT PROCESS

Sustainable development values have always been a part of GROUPE ATLANTIC's initiatives.

In 2009, GROUPE ATLANTIC officially launched its Sustainable Development process, publishing its Environmental Statement.

Since then, we have committed ourselves to raise awareness among our employees and to incorporate environmental, social and societal concerns into all our activities, by identifying specific areas for improvement.

INITIATIVES TO HELP INTEGRATE SUSTAINABLE DEVELOPMENT ISSUES



- / **Two complementary processes** cover all of the issues identified in our activities: a Sustainable Development process relating to products and a Sustainable Development process relating to the Group's operation
- / **A data-sharing platform** on product and institutional aspects of the Group's sustainable development process, available for all employees
- / **Annual update** of the GROUPE ATLANTIC Sustainable Development Booklet and its Extra-Financial Performance Report in French and English versions, and distribution to all Group employees
- / **In-house communication** on GROUPE ATLANTIC sustainable development projects, particularly during the European Sustainable Development Week
- / **Suggestions box** encouraging the exchange of ideas between Group employees and members of the sustainable development team
- / **A CSR committee** (Corporate Social Responsibility) meeting to discuss issues and GROUPE ATLANTIC's sustainable development strategy
- / **Creation of a network** of contacts for the HSE (Hygiene, Safety and Environment) process at industrial sites

IDENTIFIED AREAS FOR CONTINUOUS IMPROVEMENT

PRODUCTS:

- Continued reduction of Global Warming Potential (GWP) of refrigerant fluids used in heat pump system products (heat pumps and water heaters)
- Roll-out of Life Cycle Assessments (LCA), ecopassport® PEPs (Product Environmental Profile) for all our products
- Raising awareness of eco-design processes at all levels of the company, from research and development to marketing departments
- Integration of issues relating to processing end-of-life electrical and electronic equipment, beginning with appliance design, in order to improve subsequent recycling
- Adopt a circular economy perspective, starting from product design (recyclability, repairability, durability)

SITES AND INSTALLATIONS:

- Extension of Greenhouse Gas Assessments (BGES) to other Group installations
- Harmonised management of environmental and health and safety projects as well as issues at all of the Group's industrial sites and installations
- Setting up a cross-functional, multi-site process for collecting and analysing social, societal and environmental data feeding into GROUPE ATLANTIC's Sustainable Development strategy
- Gradual roll-out of the sustainable development process on all sites abroad

EMPLOYEES:

- Raising awareness of Sustainable Development among all employees
- Training of employees actively involved at work in the Group's Sustainable Development process

CSR INDICATORS

Topics		2017	2018	2019	2020
SUSTAINABLE DEVELOPMENT NETWORK					
Number of PEP experts		13	10	12	12
Number of environment network correspondents		14	15	15	15
Share of industrial sites involved in the SD Booklet (participation majority)	France	100%	100%	100%	100%
	International	35%	42%	42%	85 %
SOCIAL AREA					
Total workforce (France and foreign subsidiaries)		7 100	8 149	9 634	10 305
Number of recruits (full-time staff)		677	888	1 055	843
% turnover		6,1%	6,7%	6,9%	5,7%
% female managers		32%	33%	33%	34%
% of payroll invested in training (France)		3,93%	4,06%	4,30%	3,14%
Number of intern days		8 357	8 146	10 505	8 597
ENVIRONMENTAL AREA					
WEEE collection rate		47,60%	51,30%	49,70%	51,70%
Number of valid PEPs		79	84	71	71
ECONOMIC/SOCIETAL AREA					
Number of calls received for on-site support (France)		650 000	650 000	690 000	625 000*
% turnover dedicated to product innovation		4%	4%	4%	4%

* The call centres are supplemented with multichannel digital platforms. For example, online video tutorials totalled 900,000 views in 2020.



9

APPENDIX 1: OUR PRODUCT RANGES

COMMERCIAL, DOMESTIC AND INDUSTRIAL BOILERS, AND HEATING EQUIPMENT



Today:

- Optimised, certified performance
- Low NOx burners
- Modulating burners

And tomorrow:

- Development of hybrid solutions with optimised control

/ CERTIFICATIONS:

- **HP Keymark-certified appliances:**
 - Hybrid gas/heat pump boilers: Hynea Hybrid duo and Hysae Hybrid
- **Appliances listed SHW Comfort *** (according to EN 13 203 standards):** Naema Micro, Naia Micro and Hysae Hybrid
- **ErP labelling for the entire domestic range, as well as for commercial appliances up to 70 kW (Hull)**
- **Appliances certified CE in accordance with the European Directive on Pressure Equipment (2014/68/EU):**
 - ESB, HDR, SSG steam boilers; SHW, EUROMAX S, HWR hot water boilers; DB thermal fluid boilers

/ ECO-DESIGN PROCESS:

Eco-design is taken into consideration in the designated R&D departments. The products comply with the Eco-Design ErP directive

/ PEP SHEETS:

Common professional rules for analysis of Life Cycle Assessment processes for gas, fuel or biomass boilers were registered on 20/03/2015 with the P.E.P Association and updated on 09/02/2018. Currently available PEPs* can be viewed and downloaded on the following websites: www.inies.fr, www.pep-ecopassport.org

* PEP = Profil Environnemental Produit

COMMERCIAL, DOMESTIC AND INDUSTRIAL BOILERS, AND HEATING EQUIPMENT

PEP EXPERTS:

- Merville: 1 PEP* expert is present and trained
- Pont-de-Vaux: 1 PEP* expert is present and trained

PACKAGING:

Hull: wall-mounted boilers are packaged in cardboard manufactured from 70% recycled papers – with cardboard inserts and a small plastic bag for installation components – all of which is 100% recyclable through local resources.

Floor-standing boilers are placed in a cardboard box provided by an FSC-certified supplier - with cardboard inserts, a polyethylene foam sheet and plastic liner bag which is 100% recyclable through local resources.

Every box is secured with a plastic strap which is 100% recyclable. The boxes are placed on wooden pallets purchased from sustainable sources, and which have generally been reused already within the production process.

END OF LIFE:

ECOSYSTEM is approved for the collection and recycling of used electric and electronic appliances in France (www.eco-system.eco/en) .

Hull: The Logic boilers are circa 98% recyclable at end of their life

OTHER SIGNIFICANT DATA:

Hull: The distribution of Ideal boilers, ducts, equipment and spare parts is done in one single operation to maximise vehicle space (up to 96%), thereby reducing unproductive mileage. Over the course of the past two years , there's been a reduction of overall mileage by approximately 16%, while volume of sales has increased by 22%. Small branch deliveries are now operated by a "closed loop" carrier. Backhaul operation with our two largest customers. Approximately 45,000 miles per year of saved mileage.

Concerns the following industrial sites:

- | | | | |
|-----------------|----------------|-------------------------|-------------------|
| • Merville | • Pont-de-Vaux | • Hull (United Kingdom) | • Yozgat (Turkey) |
| • Billy-Berclau | • Cauroir | • Aulnay-sous-Bois | |

* PEP = Product Environmental Profile

ELECTRIC HEATING AND BATHROOM RADIATORS



Today:

- Connectivity ensures communication between devices, remote piloting and information feedback for customers to manage their consumption (for example, Peak/Off-Peak pricing). This connectivity also offers the possibility of remote voice control of connected radiators via Google Assistant, as well as the ability to view information on air quality outside the home
- Embedded intelligence: presence detection, detection of open/closed windows, consumption indicators
- Automated learning of occupants' everyday routines and automatic programming
- Anticipation of heating being switched on and adaptation to the building in order to optimise the device's operation
- Individual room controls
- Commitment to roll out functionalities that allow energy savings without any effort on the customer's part (smart programming), and remain a leading company in such features

And tomorrow:

- Eco-design of products, including the roll-out of programming
- Protocol integration to communicate with LINKY meters

/ CERTIFICATIONS:

• NF ELECTRICITY PERFORMANCE certified appliances - category ☆ ☆ ☆ + eye - class II:

- Electric radiators: IRISIUM, DIVALI, GALAPAGOS (except for low model), ONIRIS (except for baseboard model), ATLANTIC brand: AGILIA, MYTHIK, EQUATEUR (except for low model), BILBAO (except for low model), OVATION (except for baseboard model), THERMOT brand: INGENIO; SAUTER brand: HEKLA
- Electric radiant panel heaters: ATLANTIC brand: TATOU; THERMOR brand: EMOTION

• NF ELECTRICITY PERFORMANCE certified appliances - category ☆ ☆ or category ☆ ☆ ☆ - class II:

- Electric radiators: ATLANTIC brand: DIVALI PREMIUM, CALISSIA, ACCESSIO, NIRVANA; THERMOR brand: KENYA, BALEARIS, MOZART. SAUTER brand: MALAO, IPALA; ATLANTIC brand: SOKIO; THERMOR brand: TENERIFE
- Electric radiant panel heaters: all models from the ATLANTIC, THERMOR and SAUTER brands
- Electric convector heaters: F18 multiform (except baseboard and low models), Variation from Silhouette (except baseboard and low models), F617 and Evidence, 6-setting models
- Bathroom radiators: all models from the ATLANTIC, THERMOR and SAUTER brands, except for the Timelis Chrome and Riva Chrome

• NF ELECTRICITY PERFORMANCE certified appliances category ☆ - class II: Electric radiators: SAUTER brand: Orosi, Sibayak

• Appliances NF ELECTRICITY certified - class II:

- Electric radiators: SAUTER brand: GYALI
- Blowers: ATLANTIC brand: TELIA; THERMOR brand: ILLICO 3

ELECTRIC HEATING AND BATHROOM RADIATORS

/ ECO-DESIGN PROCESS:

Eco-design processes will be introduced in French and international production sites in the next several years

/ NUMBER OF PEP SHEETS:

The ATLANTIC and THERMOR electric radiators and radiant panel heaters are covered by 6 PEPs published in 2021.

All available PEP* sheets are available to download from the following websites:

www.pep-ecopassport.org, www.inies.fr

/ PEP EXPERTS:

La Roche-sur-Yon: 2 PEP experts are present and trained

Orléans: 1 PEP* expert is present and trained

/ PACKAGING:

In partnership with our suppliers, Research & Innovation centred on packaging in order to limit their ecological impact

/ END OF LIFE:

ECOSYSTEM is a certified environmental organisation approved for the collection and recycling of used electric and electronic appliances in France (www.eco-system.eco/en)

Concerns the following industrial sites:

- La Roche-sur-Yon (France)
- Orléans (France)
- Izmir (Turkey)
- Le Caire (Egypt)
- Odessa (Ukraine)

Note: practically all appliances manufactured in our production sites located outside France are aimed at markets outside Europe.

* PEP = Product Environmental Profile

WATER HEATER AND INDIRECT & COMBI CALORIFIER*

* Electric water heaters - individual solar water heaters - heat pump water heaters - heat exchanger tanks - DHW equipment



Today:

- A range of water heaters consisting of products which meet market demands in new construction and renovation markets
- Products that drive innovation in the past years to meet RT 2012 regulations, incorporate energy labelling and offer better integration in homes

And tomorrow:

- Innovate by making our products increasingly suited to the needs of our users and tailored to the rhythm of their daily lives
- Continually improve the energy efficiency of our products and make them better suited to regulatory requirements (passive houses) and to meet our customers' concerns

/ CERTIFICATIONS:

• Appliances with NF ELECTRICITY and NF ELECTRICITY PERFORMANCE certifications category ☆ ☆ ☆:

- ATLANTIC and THERMOR brand electric water heaters marketed in France: ZENEO vertical and DURALIS vertical
- ATLANTIC and THERMOR brand heat pump water heaters marketed in France: CALYPSO REMOTE CONTROL, AEROMAX 5, REMOTE CONTROL CALYPSO SPLIT INVERTER, AEROMAX SPLIT 2
- ATLANTIC and THERMOR brand electric water heaters marketed in France: ESSENTIEL (75 L and above)
- SAUTER brand heat pump water heaters marketed in France: PAGOSA and GREEN

• Appliances with NF ELECTRICITY and NF ELECTRICITY PERFORMANCE certifications category ☆ ☆:

- ATLANTIC and THERMOR brand electric water heaters marketed in France: ZENEO vertical and horizontal, CHAUFFEO+ vertical, CHAUFFEO vertical and horizontal, STEATIS vertical and horizontal, sheathed-type heating elements vertical
- SAUTER brand electric water heaters marketed in France: BAJAWA vertical
- ATLANTIC and THERMOR brand heat pump water heaters marketed in France: EGEO and AIRLIS

• Appliances with NF ELECTRICITY and NF ELECTRICITY PERFORMANCE certifications category ☆:

- ATLANTIC and THERMOR brand electric water heaters marketed in France: ZENEO horizontal, CHAUFFEO+ horizontal, DURALIS horizontal, STEATIS horizontal and sheathed-type heating elements horizontal
- SAUTER brand electric water heaters marketed in France: BAJAWA horizontal

• Appliances with NF ELECTRICITY and NF ELECTRICITY PERFORMANCE certifications:

- ATLANTIC and THERMOR brand electric water heaters marketed in France: above sink, small-capacity appliances, Odéo, SQUARE OR ROUND RISTRETTO (up to 50 L).
- SAUTER brand electric water heaters marketed in France: ESSENTIEL 50 L

WATER HEATER AND INDIRECT & COMBI CALORIFIER*

* Electric water heaters - individual solar water heaters - heat pump water heaters - heat exchanger tanks - DHW equipment

• Appliances with NF ELECTRICITY certification:

- Mixed sanitary hot water boilers marketed in France: all models from the ATLANTIC and THERMOR brands
- ATLANTIC and THERMOR brand electric water heaters marketed in France: under-sink, small-capacity appliances, Odéo, SQUARE OR ROUND RISTRETTO, flat and square-shaped water heaters: LINEO, LINEO remote control, MALICIO and MALICIO 2
- SAUTER brand electric water heaters marketed in France: LIQUINE, ATAMI, GUELMA remote control
- Domestic individual solar water heaters with solar station and sensors marketed in France: SOLERIO Optimum 2 and BIOPACK Optimum 2

• Appliances with technical notice:

- Notice no. 14/12-1813*02: SOLERIO Optimum 2 and BIOPACK Optimum 2 with vertical solar sensors
- Notices no. 14/11-1680*02 and 1680*03: SOLERIO Optimum 2 and BIOPACK Optimum 2 with horizontal solar sensors
- Technical notice no. 14.5/17-2279: Aquacosy AV range; Technical notice no. 14.5/17-2273: Aquacosy SV range

/ ECO-DESIGN PROCESS:

Eco-design is taken into consideration in the specific R&D departments. The products comply with the Eco-Design ErP directive

/ PEP SHEETS:

ATLANTIC and THERMOR solar-powered collective sanitary hot water production solutions are covered by 2 collective PEPs published by the Uniclimate union in 2020.

All available PEP** sheets are available to download from the following websites:

www.pep-ecopassport.org, www.inies.fr

/ EXPERTS PEP:

- La Roche-sur-Yon: 2 PEP experts are present and trained
- Saint-Louis: 1 PEP** expert is present and trained
- Fontaine : 1 PEP** expert is present and trained

/ PACKAGING:

Packaging consisting of cardboard and EPS and, in some cases, wood, as well as plastic film

/ END OF LIFE:

ECOSYSTEM is a certified environmental organisation approved for the collection and recycling of used electric and electronic appliances in France (www.eco-system.eco/en)

Concerns the following industrial sites:

- Le Caire (Egypt)
- Saint-Louis
- Fontaine

- La Roche-sur-Yon
- Odessa (Ukraine)
- Aulnay-sous-Bois

- Cauroir
- Knittelfeld (Austria)
- Rayong (Thailand)

- Blackpool (United Kingdom)

Note: Practically all appliances manufactured in our production sites located outside France are aimed at markets outside Europe.

* PEP = Product Environmental Profile

AIR CONDITIONING AND REVERSIBLE* SOLUTIONS

*Split - VRF (centralised systems)



Today:

- Appliances with A to A+++ energy class (cooling)
- DC Inverter technology
- Wide operating ranges
- Energy consumption distribution and calculation on VRF systems

And tomorrow:

- Further reduction of energy consumption by the coefficient of performance (COP) increase
- Change to new refrigerant fluids
- Acoustic optimisation (< 20 dB(A) measured at 1 m)
- Integration of the SHW function
- Replacement by new refrigerants with reduced or no global warming effect

/ CERTIFICATIONS:

• EUROVENT certification for the following products:

- Mono and multi-split range of FUJITSU/GENERAL DC INVERTER appliances
- VRF range - FUJITSU/GENERAL DC INVERTER central air conditioning

• EUBAC certification for the following products:

- Chogun / Osmoz

/ ECO-DESIGN PROCESS:

Common professional rules for analysis of Life Cycle Assessment (LCA) of air conditioning appliances are not currently published. Eco-design is taken into account in relevant R&D departments (mainly manufacturing of air conditioning equipment accessories).

/ PEP SHEETS:

The mono or split air-air heat pumps are covered by a collective PEP published by the union Uniclimate in 2020.

Currently available PEPs** can be viewed and downloaded on the following websites: www.inies.fr, www.pep-ecopassport.org

/ PEP EXPERTS:

Meyzieu: 1 PEP expert is present and trained

/ PACKAGING:

Air conditioning appliances are packed in cardboard and polystyrene and wood for the VRFs

/ END OF LIFE:

ECOSYSTEM is a certified environmental organisation approved for the collection and recycling of used electric and electronic appliances in France (www.eco-systemes.fr)

Concerns the following industrial sites:

• Meyzieu

On the Meyzieu production site, production of some of the accessories for the air conditioning range and purchase of finished products from our suppliers.

* PEP = Product Environmental Profile

HEAT PUMPS AND HYBRID SOLUTIONS*

* Air/Water heat pumps - geothermal heat pumps



Today:

- Product eco-design
- Optimised share of renewable energy
- Reduced consumption of fossil fuels
- Reduced CO₂ emissions

And tomorrow:

- Further reduction of energy consumption by increasing seasonal performance (2nd level eco-design requirement)
- Replacement by new refrigerants with reduced or no global warming effect

/ CERTIFICATIONS AND LABELS:

- HP Keymark certification for all ATLANTIC brand air/water heat pumps
- NF Heat Pump Certification for the ATLANTIC brand ATLANTIC Geolia range
- EHPA label:
 - Only for the Austria Email brand SPLIT ranges

/ ECO-DESIGN PROCESS:

In accordance with ErP regulations, the relevant R&D departments take into account eco-design criteria in product energy performance

/ PEP SHEETS:

The air-water heat pumps are covered by 2 collective PEPs published by the union Uniclimate in 2020 and 2021.

Currently available PEPs** can be viewed and downloaded on the following websites: www.inies.fr, www.pep-ecopassport.org

/ PEP EXPERTS:

Merville: 1 PEP** expert is present and trained

/ PACKAGING:

Depending on GROUPE ATLANTIC brands, packaging for heat pump and hybrid solutions are as follows:

- For floor-standing products: each appliance is installed on a pallet or wooden support, protected by cardboard corners before being wrapped (plastic film)
- For wall-mounted products and outdoor units: each appliance is placed in a box with polystyrene wedges, then placed on a wooden pallet (alone or grouped, depending on dimensions and weight)

/ END OF LIFE:

ECOSYSTEM is a certified environmental organisation approved for the collection and recycling of used electric and electronic appliances in France (www.eco-system.eco/en)

Concerns the following industrial sites:

- Billy-Berclau
- Merville

* PEP = Product Environmental Profile

VENTILATION*

* Domestic - Commercial - Smoke extraction & Fire protection



Today:

- Use of low power consumption fans
- Up to 92 % recovery of calories from extracted air in dual-flow ventilation
- Optimisation of network sealing
- Accessibility to dual-flow solutions

And tomorrow:

- Combined heating/ventilation solutions; choice of energy source
- Connectivity: remote access to data to improve access to maintenance-related information

/ CERTIFICATIONS:

- **Domestic individual ventilation appliances, certified to NF CMV (Controlled Mechanical Ventilation):**
 - Duocosy HR, Duocosy HR HY, Optimocosy HR Access, Optimocosy HR Plus
- **Domestic individual ventilation appliances, certified to NF LCIE (Central Electrical Industries Laboratory [Laboratoire Central des Industries Électriques]):**
 - Aquacosy SV and AV
- **Domestic individual ventilation appliances with technical notice no. 14.5/17-2279:**
 - Hygrocosy, Hygrocosy BC, Hygrocosy Flex, Hygrocosy BC Flex, Aquacosy AV
- **Domestic individual dual-flow ventilation appliances with technical notice no. 14.5/14-2055_V1:**
 - Duocosy HR HY
- **Commercial ventilation appliances approved for 1/2h at 400°C with technical notice no. 14.5/17-2273:**
 - Extraction units: Cosmos, Comète, Copernic V
- **Individual ventilation appliances, certified to CSTBat:**
 - Hygrocosy, Hygrocosy BC, Hygrocosy Flex, Hygrocosy BC Flex and Aéraulix 3
- **Fire protection appliances:**
 - CE marking: CALYSTO (fire dampers), terminal fire dampers, fire-break cartridges, optical smoke detectors, fireproof roller shutters, STELAIR and VULCAN (smoke and heat extraction fans) and axial parking fans
- **Industrial dual-flow ventilation appliances approved for 1/2h at 400°C:**
 - Duotech C4

VENTILATION*

* Domestic - Commercial - Smoke extraction & Fire protection

/ ECO-DESIGN PROCESS:

Eco-design is taken into account within the dedicated Research and Development department located on the French production site

/ PEP SHEETS:

The single-flow commercial units are covered by 1 PEP performed by ATLANTIC in 2020.

Currently available PEPs** can be viewed and downloaded on the following websites:
www.pep-ecopassport.org, www.inies.fr

/ PEP EXPERTS:

Meyzieu : 1 trained on-site PEP** expert and a 8-person team

/ PACKAGING:

Packaging for ventilation devices includes cardboard, wood, crumpled paper and clear plastic film

/ END OF LIFE:

ECOSYSTEM is a certified environmental organisation approved for the collection and recycling of used electric and electronic appliances in France (www.eco-system.eco/en)

Sites industriels concernés :

- Meyzieu

** PEP = Profil Environnemental Produit



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APPENDIX 2: QSE SHEETS FROM INDUSTRIAL SITES

➤ Aulnay-Sous-Bois	70	➤ Trappes	93
➤ Billy-Berclau	72	➤ Vinay	95
➤ Cauroir	75	➤ Blackpool	97
➤ Fontaine	78	➤ Hull	99
➤ La Roche-sur-Yon	80	➤ Izmir	103
➤ Merville	82	➤ Turquie	105
➤ Meyzieu	85	➤ Odessa	107
➤ Orléans	87	➤ Knittelfeld	109
➤ Pont-de-Vaux et Boz	89	➤ Seneffe	111
➤ Saint-Louis	91	➤ Egypte	113
		➤ Tunisie	115



INDUSTRIAL SITE AT AULNAY-SOUS-BOIS

81 Rue Auguste Renoir, Aulnay-sous-Bois, 93600, France

Company: Ygnis Industrie Establishment 2

Workforce: 19

Manufactured products: heating equipment and sanitary hot water boilers



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including control process and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 standard application • The site now uses the HP Keymark certification as part of product quality (however, audits will no longer be renewed on the site). The site's operations are progressively approaching the ISO 9001:2015 2015 • Project to improve quality by developing a more relevant interface for technical after-sales customer service (SATC) in plants • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams • A new indicator has been implemented: the customer satisfaction indicator (RCI). It is calculated based on three elements: deadline observation, transportation-related damage and incoming customer complaints via sales administration
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 14001:2015 • No formalised control • Policy to reduce waste by assisting suppliers. Discontinued use of polyurethane foam in favour of cardboard and retractable wire • Pooling of suppliers to increase volume and to pressure suppliers to obtain more satisfactory specifications
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Implementation of a safety management system in GAPs and set up of relevant action plans • Operators are made increasingly aware of workplace health and safety issues during GAP meetings • + implementation of monthly safety communication updates • Creation of a 'Safety Group' consisting of a production operator and an office representative. Directed by the QSE manager. Purpose: to delegate and introduce safety at every level • Quarterly safety meetings with two operators acting as representatives, a QSE manager, an HR representative, and the site director • Set up of indicators for regulatory training, discussed during management review meetings (3 times per year) and for shared vigilance: all employees are actively involved in and responsible for the safety rules • Diagnosis of work-related accidents using fault tree analysis, drafting of corrective or preventive action plans • PPE (Personal Protective Equipment shoes) are mandatory, in addition to mandatory wearing of gloves while on the job (cut-resistant or handling) • Additional mandatory wearing of high visibility vests in production and logistics areas • One temporary recruit to update the unique health-safety document, safety data sheets, safety protocol and medicine cabinet
MANAGER(S) FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 QSE manager and 1 quality contact. 1 safety group (2 people) and 6 people trained in workplace first aid, 5 PPE and authorisations for all employees at HO and BO level, at minimum.

INDUSTRIAL SITE AT AULNAY-SOUS-BOIS (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Agreement with suppliers to reduce packaging per item • Set-up of WEEE processing and disposal routes • Installation of on-site waste sorting stations (batteries, toner, WEEE, bulbs, etc.) • Professionalisation of waste treatment channels, site improvements, safety equipment investments in line with the WeGA project and its 7 pillars • On-going project to recover pallets from production site for evaluation • Material recovery schemes set up with certain suppliers to reduce waste, still in progress
ENERGY SAVING	<ul style="list-style-type: none"> • Appointment of a team in charge of turning off equipment every evening • Increased awareness of energy savings (LED, heating) • Project to replace fluorescent tubes with LED tubes in 2021 • No management, but monitoring conducted by management control
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Installation of a heat pump for the showroom in the future training centre
WATER SAVINGS	<ul style="list-style-type: none"> • Construction of a recycled water system for final product testing (production line). Installation of 3 end-of-manufacturing test benches for recycled water
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Non-significant atmospheric discharges and noise emissions
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Optimising use of electric cables. Cables are directly cut to the right length • Availability of an inventory for hazardous products
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Not concerned by the ICPE* framework
OTHER SIGNIFICANT DATA/ ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Survey on the usefulness of installing a car (or e-bike) charging station • Employees are made increasingly aware of the advantages to cycling over driving

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT BILLY-BERCLAU

600 Boulevard Sud, Billy-Berclau, 62138, France

Company: Société Industrielle de Chauffage (SIC)

Workforce: 136

Manufactured products: Domestic boilers (wall-mounted boilers) and heat pumps



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for understanding and evaluating customer activities and satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification: in 2016 for product design, manufacture and internal transfer of domestic heating and sanitary hot water production devices • Certigaz certification for gas boilers; certified NF Heat Pump; MCS certified since February 2016 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams • Customer satisfaction measured by an installer survey on the after-sales service of heat pumps • Annual SITC seminar to assess business activities
ENVIRONMENTAL MANAGEMENT including an initial environmental review	<ul style="list-style-type: none"> • HQE-certified building • System to reduce air temperature by water evaporation (adiabatic cooling) installed in production facilities • 2 protected plant species: <i>Ophrys apifera</i> (or bee orchid) and <i>Juncus subnodulosus</i> (or blunt-flowered rush) for 5 years, thanks to an association. • Measures to protect abundant wildlife: birdhouses, late mowing, alternative wetlands • Monitoring environmental impact generated by the work, according to the decree from local authorities (ICPE regulatory monitoring). Newly updated ICPE following the extension of infrastructure (parking, locker rooms) • Late mowing of green spaces • Regulatory intelligence in conjunction with the Kaliès firm
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Single document updated in compliance with the regulations • Action plans drafted to address risks determined by Autonomous Progress Units (GAPs) and implementation of associated action plans, such as optimising lines or improving production installations and flows • Establishment of Safety Awards in GAPs (3 or 4 awards given). Roll-out of new golden rules for safety in order to develop the culture of safety and safety behaviour • QRQC methodology for analysis of workplace accidents and implementation of corrective actions • Implementation of policies in accordance with Covid-19-related health rules • Near miss reporting and analysis • Implementation of 5S and start of 5S interlinked audit • For safe and carefully planned workplace organisation projects, managers will go through basic safety rules and conduct risk assessment. This approach is called the "Butterfly Effect" • Training booklet for press brake operators, identified as hazardous stations by the French Occupational Health and Pension Insurance Fund (Caisse d'assurance de retraite et de la santé au travail [CARSAT]) This booklet has been enhanced to include sheet metal as of September 2020. • Greater training for press brake operators in collaboration with the CARSAT of Nord-Picardie • Take into account workstation ergonomics, beginning with product design; set up an ergonomics rating scale to evaluate workstations • Roll-out of specific PPE: ventilated face masks for cleaning powder paint cabins, moulded earplugs • Drafting of a Transport Safety Protocol for our on-site drivers. • Subcontractor safety: provide a welcome booklet in addition to the PDP • Fire safety: determine an internal organisational plan • Safety Culture Diagnosis, leading to the creation of a working group devoted to safety culture ownership and listing and evaluating independent initiatives in terms of safety and best practices

INDUSTRIAL SITE AT BILLY-BERCLAU (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE manager and Covid-19 referent • 1 environment manager in the "infrastructure, new renovation projects" department • 1 HSE supervisor • 1 nurse and workplace first aid trainer • 1 ergonomist • 1 production quality manager to supervise the production quality department in each plant (quality assessments and audits of finished products, management of rejected products, receiving inspection of materials and components, monitoring measurement equipment, system quality...) • 1 quality manager for projects, customers, suppliers
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Titanium dioxide analysis • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Computer tracking and efficient traceability (volume, route, waste collecting and processing company...) • Optimised management of hazardous and non-hazardous waste, structured and monitored waste disposal routes. Replacement of specific carcinogenic, mutagenic and reprotoxic waste (batteries, fluorescent lights, wood) • Raising awareness of teams to sorting waste by implementing procedures and re-organising hazardous waste zones (signs and posters in strategic areas) • Sheltered waste disposal area • Coffee vending machine equipped with a cup detector to reduce the usage of plastic cups. Provision of personalised reusable mugs displaying the Groupe ATLANTIC design • Provision of a waste register • Recovery of used pallets before they are disposed of as waste • Set-up of a closed-loop recovery system with the Fontaine (SATE) site for DHW cylinder pallets
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring and strict long-term analysis of all energy use several times a year • LED lighting throughout the building except in the logistics area • ATLANTIC high-efficiency boiler • RT 2012-10 insulation • Dual flow CMV • Compressor energy recovery to pre-heat shower water • Pre-set water temperature for showers and sinks • Set-up of a site specifically for reducing energy and powder consumption in painting areas. Reduction in baking temperatures for parts, adaptation of the painting process: 144-tonne reduction in CO₂
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Heat pump system for office air conditioning
WATER SAVINGS	<ul style="list-style-type: none"> • A rainwater collection tank: rainwater is used for the administration office bathrooms and for washing floors • Bathroom faucets are equipped with a detector: hands are placed under sensor for water flow

INDUSTRIAL SITE AT BILLY-BERCLAU (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Monitoring of air, water and noise emissions according to ICPE* rules • Implementation of specific atmospheric and noise emission monitoring procedures • Noise mapping of the workshops by the occupational medicine services. Wearing protective gear is mandatory throughout the site. Occupational medicine has explained the dangers of noise to all staff. Implementation of moulded ear plugs • Work on machine noise reduction. Protective enclosure for hoover • Perforated acoustic panelling on ceiling • Cleanliness maintained on-site and in the vicinity • Air treatment: Dual flow CMV • In the event of a fire, pumping stations are automatically shut down and flow to the holding tank is isolated • Measurements of welding machine wavelength emissions are conducted
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Management control department monitoring consumption of materials • Optimisation of sheet metal cutting
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to mechanical work on metals and alloys, varnish, paint and combustion • Monitoring of effluents (recordings) and atmospheric discharges, rainwater discharge and noise measurements at property • Ongoing certification of coolant fluid handling competence and annual declaration of coolant fluids • REACH site survey and monitoring of suppliers (over 300 raw materials analysed) • Newly updated ICPE following the extension of infrastructure (parking, locker rooms)
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Development of carpooling • Support of companies specialising in employment for people with disabilities (ESAT) • 3 disabilities advisors

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT CAUROI

Route de Solesmes, Cauroir, 59400, France

Company: Ygnis Industrie

Workforce: **122**

Manufactured products: Commercial boilers and cylinders



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification: until 2022 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Management system not aligned with any international standards • Environmental management process ensured within the scope of the ISO 9001 certification • Environmental analysis in progress (conducted by GROUPE ATLANTIC experts) • Regular noise and atmospheric discharge measurements at property limits
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Safety management process ensured within the scope of the ISO 9001 certification • Single document updated in compliance with the regulations • Participation in the Group Safety Club. Development of a Group safety standard in order to identify and share best practices in multiple subjects pertaining to major risks present on industrial sites • Implementation of a Group continuous improvement method (WeGA). This is based on 7 pillars with 4 levels, making it possible to achieve industrial excellence • Site evaluated using criteria defined by a safety roadmap shared by all Group sites • Cross-audits conducted between Group sites • Continuous improvement approach to raise awareness of daily risks at workstations. The HSE technician maintains awareness among personnel. Regular audits of workstations are performed. The audit results are included in the profit-sharing scheme. Profit-sharing agreements are being updated to include safety criteria (incidents, risky behaviour, hazardous situations). This makes it possible to eliminate hazardous situations and makes everyone more vigilant (greater risk perception) • Safety is managed in project mode. All new projects include a safety component • A Lean Method engineer ensures the 5S method is implemented throughout the site • 100% of employees use ear plugs; 80% of them opted for moulded ear plugs • Profit-sharing agreement with a portion devoted to safety measures taken by employees in keeping with the continuous improvement process and with workstation audit results • Daily cleaning procedures in the workshop and set up of a system to improve ambient air quality in the glass lining workshop. Air intake at the source where possible • Improved road safety at on site premises: separated flow of trucks and forklifts. Actions for improving the safety of the flow of outdoor foot traffic at the workshop have been finalised. Start-up of loading docks, which made it possible to decrease the flow and number of trucks circulating in the plant (divided by 12)

INDUSTRIAL SITE AT CAUROI (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document (... continued and end)	<ul style="list-style-type: none"> • A risk analysis overview will be conducted before any new installations. For the moving phase: risk analysis based on prevention plans (the same document is used for outside providers) • Implementation of collective warm-up exercise sessions before work. 60% of operators in manufacturing are trained • Use of a CMMS (Computer Maintenance Management System) program for planning and monitoring safety measures • Project regarding workstation ergonomics in progress • The Health-Safety and Working Conditions Commission (Commission Santé, Sécurité et Conditions aux Travail [CSSCT]) is actively involved in our safety measures
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 QSE team with 1 maintenance and safety manager, 1 HSE technician, 1 quality manager, 1 quality engineer, 1 quality technician, 1 After-Sales Service quality controller and 2 After-Sales Service quality operators • Training for key players involved in implementing safety risk analysis projects
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Chemical risk analysis (safety data sheet) • Constant monitoring of employee exposure to hazardous products • Routes for treatment of waste relating to hazardous products • Project for workstation improvement • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Optimised management of hazardous and non-hazardous waste, structured and monitored waste disposal routes. A waste storage area (DIS) and signs with visuals have been set up. Set-up of new signage to help guide employees. An expansion project for all other waste is in progress • Waste management (steel, stainless steel, scrap iron, cardboard, wood including pallets, hazardous waste, aerosols, WEEE, lightbulbs, batteries) and choice of specialised waste routes (disposal or recovery) • Process water (water from washing penetrant test products and oil removal on stainless steel exchangers and tank activity process water) is treated as hazardous waste • Pallet management is included in wood waste management
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring and strict long-term analysis of all energy use several times a year • LED lighting throughout the plant • Heat recovered from oven for pre-drying tanks after enamelling and for preheating before baking • Completion of office insulation
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Most of process water is used in closed-circuit systems • No process water is discharged
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Monitoring of atmospheric emissions and noise pollution according to ICPE* rules • No process water discharge due to a closed water re-usage circuit and water processing as hazardous waste • Measuring dust from sheet metal plasma cutting, and identifying areas for improvement • Noise level measurements conducted by a control office in order to detect any noise level rises during the so-called day and night periods

INDUSTRIAL SITE AT CAUROIR (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Monitoring the rate of raw material scrap falls as a malfunction indicator
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE* -listed production site; a declaration is required due to mechanical work of metals and alloys, varnish, paint and combustion, and to the use of glass lining and abrasive materials
OTHER SIGNIFICANT DATA/ ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Mug distribution project

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT FONTAINE

255 Rue de l'Aéroparc, Fontaine, 90150, France

Company: Compagnie industrielle des Chauffe-Eau (CICE)

Workforce: 250

Manufactured products: Electric, solar and heat pump water heaters and exchanger cylinders



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification achieved • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 14001:2015 • No formalised control • The Fontaine site is at the Aéroparc, an ISO 14001:2004-certified industrial zone • The initial environmental review data are available in the ICPE* file
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Leading the safety management system within the GAPs and setting up associated action plans • Safety audit once a week on one of the industrial site zones. Verification of parameters that might diverge and cause an accident • Unique health-safety document updated in 2017 • Periodic assessment of workstations and regular update of unique health-safety document according to detected risks • Introduction to Security training for all new arrivals and at any job position change • Monthly safety steering committee meeting to discuss risks and set up action plans
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE manager and 1 apprentice • 1 nurse
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting out hazardous waste and non-hazardous waste • Computerised monitoring of waste streams • Employees are trained to sort hazardous waste • Apprentice hired to work on waste, safety and cost control. • Set-up of a closed-loop recovery system with the Billy-Berclau (SIC) site for DHW cylinder pallets • Set-up of a partnership with Grand Belfort so that they take back the recyclable waste from dining halls that previously went to non-hazardous industrial waste (NHIW). This sorting change-up makes it possible to recover 6 m³ of waste per month
ENERGY SAVING	<ul style="list-style-type: none"> • 10% energy savings through improvements to air compressor management (replacement of 2 obsolete compressors, reduction of total number on site)
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date

INDUSTRIAL SITE AT FONTAINE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
WATER SAVINGS	<ul style="list-style-type: none"> • Fluid and energy management, input/output consistency, subtle analysis • Monitoring of the amount of water used during cleaning periods in the plants; raise awareness among operators. Water consumption was reduced in the past 3 years; as a result, glass lining + water waste was reduced • Replacement of taps with automatic taps
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Insignificant discharge into the atmosphere • Acoustic insulation for hydraulic unit
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Management control department monitoring consumption of materials • Reduction in insulation foam consumption, with use of a pentane injection system instead of polyurethane (reduction in polyol consumption to 46 t/year, -14% and isocyanate consumption to 92 t/year, -18%) • Use of a foaming agent with nearly zero global warming potential (GWP of C5H10/C5H12 = 12) for insulating the water heater tanks
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to work on metals, and other areas (information available on the authorisation decree). An update of the authorisation decree is in progress
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • 90% of plastic cups are recycled

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT LA ROCHE-SUR-YON

Rue monge, La Roche-sur-Yon, 85000, France

Company: Atlantic Industrie

Workforce: 754

Manufactured products: Electric heating, bathroom radiators, water heaters and heat pump water heaters



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> Between 1995 and 2010, production site certified ISO 9001:2000 Self-certification for ISO 9001: 2008 since 2010 (monitored by independent agency) Transitioning from ISO 9001 2008 version to ISO 9001 2015 version The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> ISO 14001:2004 standard application in the quality management system (monitored by an independent firm). This system includes the environmental management standard
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> Implementation of BS OHSAS 18001:2007 standards in the quality management system (monitored by an independent firm). This system also includes the health and safety standard Systematic analysis of all physical injuries (without a workplace accident procedure), by manufacturing teams organised into GAPs A Shiatsu massage therapist available on the production site (twice a week) Roll-out of collective warm-up exercise sessions for 3 industrial units: muscle warm-up before work and booklets for tailored stretching exercises Several "safety sites" created by personnel in different sectors (store, assembly line, etc.) Regular working groups on priority risks (cutting tools, risks associated with handling, working at heights, etc.) and on improving communication regarding safety Systematic action plan to be carried out over the next 12-month period for the most serious risks Single document updated in compliance with regulations Flu vaccination campaign (75 shots) Annual blood donation campaign (60 donations) Training for parties who place orders in their roles and responsibilities in the event of a service call by external companies Evacuation exercise with the Department fire and emergency service (Service Départemental d'incendie et de secours [SDIS]) in late 2018
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> 1 QSE manager, 1 Metrology, Safety and Environment Manager, and 1 HSE nurse to manage the industrial and logistical sites. The QSE manager steers the continuous improvement process for the industrial and logistical sites, 1 ergonomist
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> Update of the chemical product inventory. The consumption and hazardous nature of all products are monitored All chemical products have a product sheet displayed at the workstation All employees are made mindful of the use of chemical products (as soon as they are hired) Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> Management and recovery of reusable waste Computerised monitoring of stream management (waste, water) and software able to trace tracking slips and register waste Sorting waste by type: wood, cardboard, plastic, sheet metal and hazardous waste A train operating 15 hours a day takes cardboard waste to a specific area for compacting and removal by a waste disposal company (good sorting quality)

INDUSTRIAL SITE AT LA ROCHE-SUR-YON (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
OPTIMISATION OF WASTE MANAGEMENT (...continued and end)	<ul style="list-style-type: none"> • Installation of a weighbridge and associated software used for re-usable waste from the industrial site • Several containers of raw materials returned to suppliers for re-use; reduced waste (pallets, cardboard boxes, etc.) • Establishment of a colour code for identifying waste areas and bins according to type of waste • Pallet management is included in waste management • Ongoing project to recover pallets from production site for reuse in finished products • Material recovery schemes set up with certain suppliers to reduce waste
ENERGY SAVING	<ul style="list-style-type: none"> • Energy savings criteria when designing new equipment • LED lighting throughout the site since 2015 • Energy performance audit in 2020 • New audit scheduled every 5 years • Change in compressor in 2019
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • EDF contract with a share of consumption from renewable energy sources
WATER SAVINGS	<ul style="list-style-type: none"> • Mandatory measurement and monitoring of water samples and discharge in compliance with ICPE* regulations • Implementation of short-term measures prior to a more global approach • A closed circuit cooling system set up in the water heater laboratory in order to re-use water when testing newly developed boilers
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Respect for requirements specified in the authorisation decree to operate an ICPE* • Monitoring of emissions (air, noise) according to the ICPE* framework. A solvent management plan is updated on an annual basis • BEGES conducted in 2020, scheduled for every 5 years
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Material consumption monitored by the controlling department • Close management when production of models ends and anticipation of the associated procurement • Use of a foaming agent with nearly zero global warming potential (GWP of the foaming agent C5H10/C5H12 = 12)
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to mechanical operations on metals, surface treatment, paint • On-site treatment plant for process water used for painting, monthly water measurements and quarterly analyses
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Actions to eliminate single-use cups in some sectors have been implemented (mug personalisation workshops) • Company agreement on working remotely signed in 2020 • Project to build a company restaurant (reducing travel over the lunch break and reducing take-away orders, which generate a lot of waste). It is scheduled to open in 2022 • Partnership formed with the city of La Roche-sur-Yon in 2019 for the provision of e-bikes

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT MERVILLE

Rue des Fondateurs, Merville, 59660, France

Company: Société Industrielle de Chauffage (SIC)

Workforce: 252

Manufactured products: Domestic boilers, heat pumps and hybrid solutions

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification until 2021, for design, manufacture and internal transfer of domestic heating and sanitary hot water production devices • Certigaz certification for gas boilers; certified NF Heat Pump; MCS certified since February 2016 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams • Customer satisfaction measured by an installer survey on the after-sales service of heat pumps • Annual SITC seminar to assess business activities
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Monitoring environmental impact generated by the work, according to the decree from local authorities (ICPE* regulatory monitoring) • Regulatory intelligence in conjunction with the Kaliès firm
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Single document updated in compliance with the regulations • Action plans drafted to address risks determined by Autonomous Progress Units (GAPs) and implementation of associated action plans, such as optimising lines or improving production installations and flows • QRQC methodology and fault tree analysis to analyse workplace accidents and set up corrective actions • Implementation of policies in accordance with Covid-19-related health rules • Near miss reporting and analysis • Implementation of 5S and start of 5S interlinked audit. For safe and carefully planned workplace organisation projects, managers previously go through basic safety rules and conduct risk assessment. This approach is called the "Butterfly Effect" • Training booklet for press brake operators, identified as hazardous stations by the French Occupational Health and Pension Insurance Fund (Caisse d'assurance de retraite et de la santé au travail [CARSAT]) This booklet has been enhanced to include sheet metal as of September 2020 • Take into account workstation ergonomics, beginning with product design; set up an ergonomics rating scale to evaluate workstations • Roll-out of specific PPE: welding hoods with integrated ventilation to prevent inhaling welding fumes, moulded earplugs • Drafting of a Transport Safety Protocol for our on-site drivers. • Subcontractor safety: provide a welcome booklet in addition to the PDP • Safety Culture Diagnosis, leading to the creation of a working group devoted to safety culture ownership and listing and evaluating independent initiatives in terms of safety and best practices • Training for press brake operators in collaboration with the CARSAT • Establishment of Safety Awards (3 or 4 given). Roll-out of new golden rules for safety in order to develop the culture of safety and safety behaviour
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE manager and Covid-19 referent • 1 environment manager in the "infrastructure, new renovation projects" department • 1 HSE supervisor • 1 nurse and workplace first aid trainer • 1 ergonomist • 1 production quality manager to supervise the production quality department in each plant (quality assessments and audits of finished products, management of rejected products, receiving inspection of materials and components, monitoring measurement equipment, system quality...) • 1 quality manager for projects, customers, suppliers

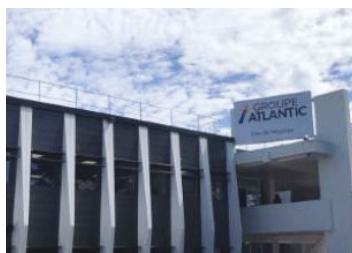
INDUSTRIAL SITE AT MERVILLE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Update of the chemical product inventory. • All chemical products have a product sheet displayed at the workstation • All employees are made mindful of the use of chemical products (as soon as they are hired) • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Computer tracking and efficient traceability (volume, route, waste collecting and processing company...) • Optimised management of hazardous and non-hazardous waste, structured and monitored waste disposal routes. Replacement of specific carcinogenic, mutagenic and reprotoxic waste (batteries, fluorescent lights, wood) • Raising awareness of teams to sorting waste by implementing procedures and re-organising hazardous waste zones (signs and posters in strategic areas) • Sheltered waste disposal area • Coffee vending machine equipped with a cup detector to reduce the usage of plastic cups. Provision of personalised reusable mugs displaying the Groupe ATLANTIC design • Provision of a waste register • Creation of a recovery area for outdoor units and the recovery of refrigerant fluids. • Poster campaign for waste sorting (fluorescent lights, batteries, paints, absorbents, pallets, metals) • Recovery of used pallets before they are disposed of as waste • Recovery system with SATE for DHW cylinder pallets
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring and strict long-term analysis of all energy use several times a year • Air heater regulation system, based on outside temperature changes • LED lighting for administrative offices and 1,200 m² plant extension; this summer, replacement of the lights in the sheet metal workshop with LED lighting • Centralised boiler in workshop for short production runs • Insulation of the roof and one facade of the SATC building. Installation of 6,000 m² of renovated roofing (insulation + asbestos disposal)
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Closed loop circuit for the laboratory
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Monitoring of air, water and noise emissions according to ICPE* rules • Implementation of specific atmospheric and noise emission monitoring procedures • Noise mapping of the workshops by the occupational medicine services. Wearing protective gear is mandatory throughout the site. Occupational medicine has explained the dangers of noise to all staff. Implementation of moulded ear plugs • Work on machine noise reduction. Protective enclosures for filter cleaning in paint process and for the hooder • Cleanliness maintained on-site and in the vicinity

INDUSTRIAL SITE AT MERVILLE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Management control department monitoring consumption of materials • Optimisation of sheet metal cutting
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to mechanical work on metals and alloys, varnish, paint and combustion • ICPE* update completed • Monitoring of effluents (recordings) and atmospheric discharges, rainwater discharge and noise measurements at property • Ongoing certification of handling coolant fluids and annual declaration of coolant fluids • Brazing training • REACH site survey and monitoring of suppliers (over 300 raw materials analysed)
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Modernisation of roofs with replacement of one third of fibre cement roofing with insulated steel sheet roofing. The project for roofs 100% free of fibre cement launched in 2020 has been completed; energy saved and asbestos risk eliminated • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Development of carpooling • Support of companies specialising in employment for people with disabilities (ESAT) • Set-up of remote working • 3 disabilities advisors

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT MEYZIEU

13 Boulevard Monge, Meyzieu, 69330, France

Companies: 2 companies at this address:

Atlantic Air Conditioning & Ventilation is now called ACTA Industrie as of 1/11/2020)

Formation of ACTA Commerce on 1/11/2020

Workforce: 500 in total for the two companies.

(ACTA Commerce and ACTA Industrie each have approximately 280 employees)

Manufactured products: Use the appropriate logo ("B to C" Dual flow and single flow CMV, air handling units, fire protection, air conditioning: trading activity



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> Quality management system based on the requirements of ISO 9001. Preparation work for ISO 9001 is in progress Regulatory certifications available for products requiring it. Regular audits by external bodies like CSTB (French Scientific and Technical Building Qualification), CETIAT (Technical Centre for the Aeraulic and Thermal Industries), Efectis, Eurovent Certita, eu. bac, etc. Plan to rewrite processes for greater efficiency, fluidity and collective control Project method shared by all GROUPE ATLANTIC teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> Currently exists; not aligned with any international standards such as ISO 14001: zone Formalised control according to the production site's ICPE* legal requirements Identification of processes that generate significant environmental impacts Activity generates trivial quantities of atmospheric discharges
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001:2007-type international standard Ongoing programme for health and safety actions (unique health-safety document and audits) Single document updated in compliance with the regulations
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> The QHSE department (Quality, Health, Safety and Environment) is made up of 7 people, including: The department manager, who, in particular, oversees HSE actions The HSE manager, who steers and manages the entirety of HSE Actions are taken within Groupe ATLANTIC's Air Conditioning and Ventilation Division: The MEYZIEU site (69): production site for ACTA Industrie and headquarters for the companies ACTA Industrie and ACTA Commerce, The St QUENTIN - FALLAVIER site (38): logistics platform for ACTA Industrie, The COLOMIERS site (31): logistics platform for ACTA Industrie and sales agency for ACTA Commerce, The sales agencies for ACTA Commerce located in mainland France. For the 2020/2021 year, the team is supported by an HSE apprentice
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> A chemical product inventory has been updated for all products used and stored on site Establishment of product sheets that will inform employees of the presence of hazardous substances Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> Sorting and evaluating waste before elimination, monitoring carried out based on rotation and cost indicators. Over 80% of waste is reprocessed (scrap iron, aluminium, cardboard boxes, paper, plastic, wood) Installation of waste sorting stations in offices Packaging waste reduction thanks to the cardboard delivery box rotation system set up with certain suppliers Member of AIRM (Industrial Association in the Meyzieu Region), a sustainable development specialist, which encourages its members to share their waste management practices 2 monitoring indicators have been set up: tonnage and cost Provision of register for hazardous and non-hazardous waste

INDUSTRIAL SITE AT MEYZIEU (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
OPTIMISATION OF WASTE MANAGEMENT (...continued and end)	<ul style="list-style-type: none"> • Installation of signage for hazardous waste areas • A reorganisation of flows was set up, emphasising, in particular, the collection of various types of waste (wood, plastic) with the help of a small train • New waste sorting bins have been set up and managed by the service provider ELISE • Pallet management is included in waste management • Pallets returned to some suppliers
ENERGY SAVING	<ul style="list-style-type: none"> • 1 person in charge of reading the meters and analysing the values <p>Regulatory energy audits:</p> <ul style="list-style-type: none"> -The last energy audit was conducted in 2019, identifying areas for improvement -The last transport energy audit (vehicle fleet) was conducted in 2019
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No actions listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Monitoring carried out by the controlling department • 1 person in charge of reading the meters and analysing the values
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • In accordance with ICPE* rules, the following procedures are performed: • Measurements of atmospheric discharges from the combustion furnace every two years • Measurements of noise throughout the environment every three years • In both cases, the results from these measurements are compliant, as they are below the regulatory thresholds • Total industrial site area about 40,000 m². An expansion project for 2022 is in progress (2,500 m² of additional office space) • Each quarter, performance of 6S audits with 2 criteria for the environment
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site ('Déclaration avec contrôle' procedure [periodic inspection of facility]) with respect to two sections: • combustion activities, • mechanical work of metals and alloys • Refrigerant fluids: ACTA Industrie has a certificate of competence that is valid for 5 years (the certificate was renewed in 2019) • REACH site survey and monitoring of suppliers; regular updates • ICPE was updated in 2020
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Several mask donations to hospitals were made following the public health crisis. • Elimination of plastic cups (mugs gifted to employees) • Mobility plan: a study of home/work commutes was conducted in 2019. A plan of action is underway to discover alternatives to driving solo in individual cars as part of the home/work commute (encourage carpooling by creating dedicated parking places, non-motorised transport, etc) • The logistics platform for the Saint Quentin Fallavier site, built in 2019, is an HQE-certified building that meets the latest environmental standards. Note the presence of 3 beehives and homes for insects and snakes on site. Carefully planned mowing was implemented, and trees were planted • Electric recharging stations were installed in 2019 on both the Meyzieu and St Quentin Fallavier sites

* ICPE = Classified Installation for Environmental Protection



SITE INDUSTRIEL D'ORLÉANS

17 rue Croix Fauchet, Saint Jean de la Ruelle,
45140, France

Company: Thermor Pacific

Workforce: **313**

Manufactured products: Electric heating and bathroom radiators



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification (certification body: Bureau Veritas) • Quality management system maturity (process approach), 1st certification in line with the ISO 9001 reference document in 1998 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with international standards such as ISO 14001:2004 • Infrastructure and equipment inventory carried out and updated • Environmental analysis performed in 2019; identification of major environmental impacts
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ILO OHS 2001 or BS OHSAS 18001: 2007 • Group warm-up exercises before work and stretching after work for all operators. Employment of an ergonomist on a part-time work-study basis • Occupational MSD project developed between 2014 and 2017: action plan to improve workstations in conjunction with the CARSAT. Focus on ergonomics and work conditions to combat MSD • Roll-out of new PPE after risk assessment procedures • Single document that is up to date with respect to regulations. Weekly review and monitoring of DER, advances and new cases
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 quality manager, 1 nurse, 1 infrastructure and energy manager. The tasks of the infrastructure and energies manager include the development of an energy productivity plan and the optimisation of waste management (safety legislation and regulatory monitoring system)
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Existence of an inventory for chemicals and storage in a retention tank. • Introduction of product tracking sheets and briefings for new employees • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting waste by type: wood, cardboard, plastic, sheet metal and hazardous waste • Computerised monitoring of waste tracking slips • Management and recovery of reusable waste • About 90% of waste is recycled • Work beforehand, particularly with suppliers, for recovery of polystyrene (packaging management) and downstream with recycling routes • Putting up signage for waste areas • Plans to set up tracking indicators for 2021 are underway • Pallet management is included in waste management
ENERGY SAVING	<ul style="list-style-type: none"> • Regulatory energy audits were conducted in 2015 and 2019 with implementation of an associated action plan. • 75% of lighting changed to LED by 2020. In 2021, the whole site will be LED-lit • Energy savings (electricity and gas) with better management of workshop and office heating ("eco mode" at night and on weekends) • Optimisation of energy consumption in production and in general services

SITE INDUSTRIEL D'ORLÉANS (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
ENERGY SAVING (...continued and end)	<ul style="list-style-type: none"> • Reorganisation of surface treatment process Plans to change the treatment tunnel are underway. Proposal for new burners to reduce gas consumption • Combatting energy waste: heat from appliance endurance testing room is recovered to heat another part of the workshop by installing a heat recovery system on the air compressor • Elimination of air leaks in the compressed air network • Use of destratifiers in the building (workshop + after-sales department) for better heating management • Adjustment of lighting, with presence detection and brightness in premises • Insulation of office ceilings, replacing of air conditioning with reversible air conditioning units still underway
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • EDF contract with a share of consumption from renewable energy sources • Supply of renewable energy now at 7.1% (5.6% hydro-electricity)
WATER SAVINGS	<ul style="list-style-type: none"> • Little water used in the process and no waste • Monitoring of process and sanitation water use by supervision
ÉVALUATION, PRÉVENTION AND RÉDUCTION IN POLLUTION (air, noise, etc.)	<ul style="list-style-type: none"> • Respect for requirements specified in the authorisation decree to operate an ICPE* • Monitoring of emissions (air, noise) according to the ICPE* framework* • Surface treatment line with no pollution discharge Twice a year, hazardous waste is pumped out
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Material consumption monitored by the controlling department
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to mechanical operations on metals, surface treatment, paint
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Two bicycles purchased for staff use • Introduction of a premium for km cycled • Introduction of car sharing

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT PONT-DE-VAUX ET BOZ

Route de Fleurville, Pont-de-Vaux, 01190, France

New Boz site, Allée des Acacias, Boz, 01190, France

Company: Guillot Industrie

Workforce: **240**

Manufactured products: Commercial gas boilers



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • Internal Quality Reference System inspired by ISO 9001:2015 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Management system not aligned with any international standards such as ISO 14001:2015; integrated to the ICPE* regulatory monitoring • Data on the initial environmental review available in the ICPE* file • Update of the SEVESO assessment to check site compliance. The site is not SEVESO listed • Administrative ICPE update of the site with a new prefectural decree dated 29/11/2017 The Boz site is subject to declaration with prefectural supervision • Regular environmental impact monitoring, such as measuring regular noise measurements at property limits, annual monitoring of atmospheric discharges, annual aqueous waste monitoring according to regulations in the decree for listed facilities • Significant reduction in site water consumption thanks to alternative production methods The project on high power test stations to further reduce water consumption has been completed The Boz site works in a closed loop • Ongoing efforts to reduce water consumption during new product testing
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Measurement of employee exposure to hazardous chemical substances and roll-out of improvement measures, particularly protection against welding fumes and the use of ventilated hoods Annual monitoring is carried out • Welding automation (7robots) for stations that require highly-repetitive motions. • Ergonomics audit of all workstations • Single document is up to date with regulations Including a focus on chemical and explosion risk assessment • e-organisation of workstations and installation of physical barriers for greater reliability of on-site pedestrian walkways Pedestrian and trolley flows have been separated at the Boz site since the design phase • Co-activity management in case of operations by outside companies • Introduction of high-visibility vests for the logistics area • Investments to improve ergonomics and working conditions for heavy handling jobs • A Quality of Life at Work session that include sophrology and posture stretches
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE department with 1 hygiene-safety-environment manager, 1 safety-environment apprentice • 1 Quality Department with 1 department manager, 2 quality engineers and 2 leading quality technicians • Process Department with 1 manager, 1 engineer and 2 technicians
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Establishing an inventory of chemical products • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants) • Setting up a procedure to introduce new chemical products

* ICPE = Classified Installation for Environmental Protection

INDUSTRIAL SITE AT PONT-DE-VAUX ET BOZ (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting and recovery of waste before disposal, monitoring carried out based on rotation and cost indicators • Suitable recycling material and images • Signing of a metal waste recycling contract with local providers to reduce transport costs and carbon footprint. • Continuous improvement process in waste recovery and recycling: paper, plastic packaging, aerosol, soiled wrapping. • Drafting documentation about how waste is created/processed, from its source to its disposal/recycling • Introduction of a register for hazardous waste and products • Pallet management is included in waste management • Investment in sustainable pallets for internal plant operations
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring of consumption by management control for both sites • Energy monitoring on main consumer stations Redesign through automation and reduction of water consumption completed. All test stations are closed loop with optimised automatic test cycles
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No action identified to date for the Pont-de-Vaux site • The heating in Boz is aerothermal
WATER SAVINGS	<ul style="list-style-type: none"> • Laboratory operates in a closed-loop system
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • According to ICPE* rules: bi-annual monitoring of testing station atmospheric discharges, triennial monitoring of process chimney atmospheric discharges, annual monitoring of water-based discharge • Noise impact assessment every 3 years • Reduced acoustic levels by using new technology to run the external forklift Installation of a silent electric forklift truck
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Ongoing work to select the least hazardous product for the function is expected following the systematic chemical risk assessment procedure prior to the introduction of a new substance
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE-listed production sites with a "Declaration subject to inspection" ranking • Plan to build a new industrial site completed (Boz)
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Distribution of resealable mugs by the CSE to limit the "production" of plastic cup waste • Index calculation for gender equality • HR project started for disability

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT SAINT-LOUIS

2 rue du Docteur Hurst, Saint-Louis, 68300, France

Company: Compagnie Industrielle des Chauffe-eau (CICE)

Workforce: **250**

Manufactured products: electric water heaters



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 9001 2015 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 14001:2015 • No formalised control • Initial environmental review
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Implementation of a safety management system in GAPs and set up of relevant action plans • Mandatory safety briefing for all visitors to the site • Single document updated according to the regulations to identify new risks
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE department with 1 HSE engineer
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Introduction of an inventory and FDS • Setting up of training on certain jobs for the handling of dangerous products • Introduction of simplified forms • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting out hazardous waste and non-hazardous waste • Provision of a waste register • Setting up signs for waste sorting (labelling of skips, colour of skips) • Recycling system set up with our cardboard packaging supplier to recycle their pallets • Purchase of plastic pallets to set up a pallet rotation system with our supplier of large plastic parts and rotation system for existing wood pallets
ENERGY SAVING	<ul style="list-style-type: none"> • Fluid and energy management, input/output consistency, fine-tuned analysis • Budgetary monitoring of energy consumption • Replacement of plant light sources with LEDs • Changing two entire rooftops (1000 m² + 660 m²) for improved insulation • Compliance with RT2012 standards • Administrative building roof redone (400 m²) for better plant insulation.
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date

INDUSTRIAL SITE AT SAINT-LOUIS (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
WATER SAVINGS	<ul style="list-style-type: none"> • Water consumption stable since 2009, at around 22,000 m³/year, with installation of a closed-circuit system for reusing water The figure rose for 2020 due to the production increase (31,000m³/year)
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Insignificant discharge into the atmosphere • Acoustic insulation of the 160-tonne press • Noise measured • Regular checks on wastewater discharges • 1 treatment plant for water with enamel and water from degreasing baths which are containerised and sent to specialised treatment centres
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • 11.5% reduction in thickness of shell rings for one of the product families, for savings of around 400 tonnes of steel per year • Replacement of HFC 245fa as foaming agent in the polyurethane foam formula with cyclopentane to significantly reduce the global warming potential (PRC: 1030 vs 12) and a forecast saving of 15% in raw materials (110 t of isocyanate and 70t of polyol) • Transition of some of our production to cardboard packaging so as to reduce shock during transport, thereby reducing customer returns • Monitoring of material consumption by the management control department with a monthly meeting on the Top 10 deviations in coils, steel sub-assemblies and other materials. Explanations of deviations by those involved (logistics, process, production, quality, purchasing and management)
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • ICPE*-listed production site due to metal work New prefectural decree since 8 March 2018
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Possibility to bring your own cup to eliminate plastic cups • Replacement of thermal forklifts with electric forklifts

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT TRAPPES

21 avenue Georges Politzer, Trappes, 78190, France

Company: E-Module

Workforce: 26

Manufactured products: Prefabricated hydraulic boiler room modules



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 9001 2015 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams • Introduction of a customer satisfaction indicator during 2020 Excellent satisfaction rate (1% of after sales) • Monitoring, analysis and control of quality incidents on purchased parts and finished products
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 14001: 2015 • No formalised control
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Improved working conditions for operators through: purchasing of suitable PPE, making workstations safer, establishing a security indicator and displays in GAPs • Prevention plan finalised: site security, SST and fire training, implementation of a transport protocol to be finalised in 2021, • Reduction of arduous tasks thanks to in-house production of numerous manufacturing supports. • Replacement of handling equipment in 2019: electric forklift, electric stacker • Purchase of scaffolding for all types of working at height • Increasing site safety by installing an electric gate • Optimising and bringing up to standard the electrical network in the entire building • Improved working conditions at the welding stations and in the paint shop by adding additional LED lighting • Gas unit heaters replaced by water unit heaters
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 2 safety officers on site • 1 production manager, also a quality officer since February 2019
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Hazardous substances stored according to area of use • Hazardous waste sheets available in electronic format • Skilled handling operators • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • DIB skip which collects mainly wood and cardboard. Optimised refilling to minimise the number of rotations to 1 per month • Sorting and storage of pallets for reuse • Management of paint waste since mid-2020, by an external company specialising in the reprocessing of such waste
ENERGY SAVING	<ul style="list-style-type: none"> • Installation of a new boiler room on the site • Insulation work was performed in 2018 • Neon vs LED comparison finalised. Investment over 2022 to be confirmed
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date

INDUSTRIAL SITE AT TRAPPES (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
WATER SAVINGS	<ul style="list-style-type: none"> • Installation delayed to 2022 (due to the health crisis) of a water recovery system for reuse in pressurisation trials on manufactured modules
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Non-significant atmospheric discharges and noise emissions • Work on insulating noisiest machines in the workshop • Study underway to consider change of process for filling with water in order to reduce noise impact
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Reduction of materials used in our product packaging such that our customers have less waste to manage
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Not concerned by the ICPE* framework
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT VINAY

107 Chemin des Traverses, Les Levées 38470 VINAY

Company: Cotherm SAS

Workforce: **160**

Manufactured products: echanical and electronic thermostats



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001 certification: 2015 since 2002 • Introduction of customer satisfaction indicators • Analysis, after-sales follow-up and action plan for returned parts • COFRAC accredited laboratory according to EN50440 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • ISO 14001 certification: 2015 since 2002 • Setting up regulatory monitoring of ICPE and eco-design of products • Environmental impact analysis • Measurement and management of environmental indicators: water, energy, waste • Consumption and pollution reduction targets being redefined
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Single document updated in compliance with the regulations • Improved working conditions for operators through: purchasing of suitable PPE, making workstations safer, establishing a security indicator and displays in GAPs • Future deployment of ergonomics at workstations • Prevention plan finalised: site security, SST and fire training, implementation of a transport protocol to be finalised in 2021, • Increasing site safety by installing an electric gate • Optimising and bringing up to standard the electrical network in the entire building • Internal audits to assess compliance with legal requirements • Monitoring of key performance indicators to reduce yearly workplace accidents • Near miss reporting and analysis
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE officer • 1 head of production • 1 quality manager
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Limiting and replacing hazardous substances as much as possible • Hazardous substances used and stored in a dedicated room • Hazardous waste sheets available in electronic format • Skilled handling operators • Availability of an inventory for hazardous products • Constant monitoring of employee exposure to hazardous products
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Waste management (steel, stainless steel, scrap iron, cardboard, wood including pallets, hazardous waste, aerosols, WEEE, lightbulbs, batteries) and choice of specialised waste routes (disposal or recovery) • A waste storage area and visual signs have been installed. • Installation of new signage to better direct employees • 90% of waste is recycled or reused • Sorting and storage of pallets for reuse • Pallet management is integrated with wood waste

INDUSTRIAL SITE AT VINAY (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring of overall site consumption • Implementation of consumption monitoring by future workshop • Installation of energy recovery systems for heating storage rooms
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • The site is heated by a reversible air conditioning system. Renewable energy is therefore the dominant part of the energy mix
WATER SAVINGS	<ul style="list-style-type: none"> • Test water recovery or reuse system under development • Training in eco-friendly ways to save water
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Carrying out internal environmental audits (cleanliness, tidiness of all site areas) • Monitoring of air, water and noise emissions according to ICPE* rules • Implementation of specific atmospheric and noise emission monitoring procedures • Cleanliness maintained on-site and in the vicinity
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Eco-design work in progress to reduce material consumption at source and optimise the choice of materials
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Production site listed as an ICPE area Declaration with Inspections for the use of greenhouse gases in refrigeration or air conditioning equipment
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Raising awareness on energy saving

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT BLACKPOOL

Sycamore Estate, Squires Gate Lane,
Blackpool FY4 3RL, United Kingdom

Company: Gledhill

Workforce: **274**

Manufactured products: Hot water tanks



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO certified since 1991 (certification body: British Standards Institute) • From ISO 9001: 2008 certification to ISO 9001:2015 in June 2018, for the design, development and manufacturing of domestic hot water storage tanks • The same project management method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams • Six Sigma validation process - manufacturing supplier approval • Continuous improvement process: reliability comes first
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Environmental Permit in place with Local Authority. • Regular monitoring of enterprise practices to assess environmental impacts and regulations to comply with required standards. • Monitoring of energy use for ESOS (Energy Saving Opportunities Scheme) requirements. • Plans to develop ISO 14001:2015 EMS in 2022
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Gledhill has had a structured health and safety management system in place to ISO18001 standards since 2013. Arrangements are in place to achieve OHSAS 45001:2018 certification by April 2022 • Employees involved in developing risk assessment processes • Information for employees concerning safety control measures to follow as part of workplace safety • Audits conducted to assess compliance with legal requirements • Monitoring of key performance indicators to reduce workplace accidents each year
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 production manager, 4 team leaders, 1 HSE consultant, 1 quality assurance manager
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Hazardous substances are carefully selected for minimum harmful effects. • Procedures for handling and using hazardous substances are regularly reviewed to ensure best practices. Continued investment is made in training to improve employees' understanding of chemicals and their environmental impacts
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Recycling of all metals, cardboard, soft and hard plastics, paper, wood and WEEE • Monitored disposal routes for all waste streams, monitoring of volume and final disposal • Regular waste management audits • A series of waste management procedures established to process hazardous waste streams • Hazardous waste is treated separately and safely and stored in retention bins • Annual declaration of handled packaging in accordance with packaging regulations • Waste reduction target: reduce the total tonnage of all waste streams by 2% based on the 2016 standard • "Zero waste to landfill" target • Pallet management is included in waste management • 90% of the pallets received on the site are re-used to provide customers with new calorifiers • End-of-life wood is sent to recycling • The pallets are made from sustainable sources

INDUSTRIAL SITE AT BLACKPOOL (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
ENERGY SAVING	<ul style="list-style-type: none"> • For a long time, the Gledhill site has promoted the use of renewable energy sources for maximum energy efficiency of their wide range of hot water tanks • Monitoring and analysis of site total energy consumption, gas and electricity in particular • Suggestion system set up for staff to recommend energy-saving measures • Continued roll-out of LED lighting throughout the site (33% energy savings by replacing old fluorescent lighting in office spaces) • All vehicles are equipped with trackers supplied by Quartix • Training for drivers and engineers on safe driving practices and efficient fuel management (eco-driving)
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • SOLAR ENERGY - Solar farm installed on Gledhill plant roof in 2015. Considering the large consumption requirements of the Blackpool plant manufacturing equipment, a 250 kWp system was chosen for maximum energy efficiency and to make the most of the UK Feed-in Tariff programme for commercial and domestic installations. • A total of 1,000 solar panels (a surface area of 80,000 square feet) were installed on the manufacturing plant's roof • 23% of annual electricity demand comes from our solar panels, saving approximately 54 tonnes of carbon emissions each year.
WATER SAVINGS	<ul style="list-style-type: none"> • Assessment of water consumption on the site: mapping of processes and identifying areas with potential for savings • Our test benches account for the largest static water volumes; water consumption can be reduced in other areas, such as in R&D.
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • All environmental impacts are monitored by the environmental management system. A programme of targets and checks has been established to reduce environmental impacts. The site continues to improve and has received a stripping permit from Blackpool Council and further work towards ISO14001 certification • Deliveries to the site are made only during daylight hours to reduce noise pollution during night hours. Investment has been made in the sewage treatment plant to introduce a 'pumping station' to contain all the diaphragm pumps, thereby reducing noise for the night shift • An Environmental Permit is in place for the emissions from the pickling process. This is monitored by the local authority. The pickling process is designed to limit emissions to minimal thresholds, using best available techniques. • A discharge consent is in place for trade effluent discharges from the pickling process. This is monitored by the Water Company • Atmospheric discharges for the site are insignificant. Monitoring is carried out through maintenance and service plans on all LEVs, including annual emissions sampling and Zurich Insurance inspections • Reversal risk assessment and implementation of appropriate reversal kits
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Strategic procurement of raw materials is managed by functions that monitor raw material supply • Working to have suppliers use more returnable packaging • Ongoing project to reduce packaging used on the site
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • A permit is not required from the French Environment and Energy Management Agency • Permit for industrial sewage discharges into the sewer system • Review of all applicable laws twice a year and assessment of compliance. • Annual declaration of handled packaging in accordance with packaging regulations • Annual declaration of WEEE compliance in accordance with waste electrical regulations. • Permit for emissions from pickling process in place
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT HULL

**National Avenue, Hull, East Yorkshire HU5 4JB,
United Kingdom**

Company: Ideal Boilers

Workforce: 956

Manufactured products: Domestic and commercial boilers



TOPICS	OBSERVATIONS AND IMPORTANT ACTIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2008 certification for 29 years (certification body: British Standards Institute) • ISO 9001:2015 certification achieved in 2018. Site will now be audited by BSI as an Integrated Management System (IMS) included standards ISO 9001,45001 and 14001. • The same project management method is shared among the GROUPE ATLANTIC • Product marketing, research & development and production teams • Compliance of all products with the directives for Gas Appliances and Boiler Efficiency including other geographical standards e.g. ANSI • A system for customer complaints is established and managed by the customer support service. • The Queen's Awards for Enterprise: Innovation, from 2013 to 2018 given by third parties(employee satisfaction, quality product). • The Queen's Awards for International Trade and Innovation, from 2019 to 2024 • Six Sigma validation process - manufacturing supplier approval • Current reliability testing for the mass production of parts • The production of boilers entails over 200 quality controls • PFMEA and DFMEA risk management processes are set up as standard methods • Reliability engineering: accelerated testing methods to generate new products, drive change management in mass production, and improve processes • Continuous improvement approach: reliability comes first • Warranty/product improvement by focusing on main production targets • Call centre is open 364 days a year. Its trained staff provides assistance to help diagnose and solve problems over the telephone. If the call centre cannot provide solutions for customer queries over the phone, an engineer service call is scheduled on the same or following day. • All our engineers are trained according to the highest standards and carry with them a wide array of parts for a same-day solution (first service call during warranty period >97%). Service engineers explain what they do during their service call and provide advice to ensure the system continues to work optimally. If a follow-up visit is required, the team in charge handles the request and makes sure to inform all the persons concerned.
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Continued certification to ISO 14001:2015 • Initial environmental and regulatory survey conducted as part of the ISO 1400:2004 standard in 2002 • Survey is repeated by six-eight monthly monitoring of enterprise practices to assess environmental impact compliance requirements • Key performance indicators ensure continuous monitoring of environmental impact of gas, electricity, fuel, waste and water usage. • Ongoing monitoring of Electricity Usage (MegaWatts), Gas (m³), Waste is managed through Valpak and WEEE, Water usage is monitored, and meter readings relayed as required (litres)
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • ISO 45001:2018 (Replaces OHSAS 18001:2007) certification was achieved in July 2019 • Employees involved developing of risk assessment processes • Information for employees concerning safety control measures to follow as part of workplace safety • Internal audits to assess compliance with legal requirements • Monitoring of key performance indicators to reduce yearly workplace accidents • Hazardous substances are carefully selected to ensure minimum harm

INDUSTRIAL SITE AT HULL (continued)

TOPICS	OBSERVATIONS AND IMPORTANT ACTIONS ON SITE
MANAGER(S) DEVOTED TO ENVIRONMENTAL QUESTIONS, QUALITY AND SAFETY	<ul style="list-style-type: none"> • 1 Environment and energy manager, 1 quality manager, 1 occupational health and safety manager, environment coordinators in each department, and safety representatives in each department.
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Recycling of all metals, cardboard, soft and hard plastics, paper, wood, glass and WEEE • Monitored disposal routes for all waste streams, monitoring of volume and final • Disposal • Regular waste management audits • A series of waste management procedures established to process hazardous waste streams • Labelled bins throughout the site to raise awareness of waste separation • Hazardous waste is treated separately and safely and stored in retention bins for recycling, incineration or recovered for use in another process • Food waste collected to fuel the local bio-methanation plant • Annual declaration of handled packaging in accordance with packaging regulations • Waste reduction targets: • Reduce kg weight of general waste by 2% based on 2019 baseline • Reduce total kg weight of all waste streams by 2% based on 2019 baseline • Logic model boiler uses 100% recyclable packaging • New product instructions manuals provide guidance to customers on end of life disposal route for boilers • General waste is processed off site into Refuse Derived Fuel (RDF) and sent to local energy from waste plant. • Returnable packaging in place with eleven key suppliers
ENERGY SAVING	<ul style="list-style-type: none"> • Continuous monitoring and analysis of site total energy consumption - gas, electricity • Energy reduction targets compared with 2019: reduce annual gas consumption by 2%; reduce the annual consumption of electricity by 2% • Suggestion system set up for staff to recommend ideas for improvement • Zone control increase implemented by way of a building management system • Continued roll-out of LED lighting throughout the site • Ongoing replacement of boiler test benches with a more energy efficient system (reduction of gas consumption) • Training for drivers and engineers on safe driving practices and efficient fuel management (eco-driving) • High-speed roller doors installed in the plant with roll out of strip curtains for heat retention • Process in place for assessing the energy efficiency of the plant. • Refurbishment of office areas to include additional insulation, presence-controlled LED lighting, energy efficient heating and cooling, increased natural lighting through skylights. • Heat recovery installed to new paintline to enable warm air to be diverted to manufacturing area • ESOS compliant energy audit completed identifying savings of 830,864 kWh, £76,190, and 212tCO₂e across site. • Green energy, zero carbon tariff in place for electricity. • Project planned to replace and rationalise transformers on site. Two transformers to be replaced with low loss efficient models and rationalisation, as per ESOS recommendations.

INDUSTRIAL SITE AT HULL (continued)

TOPICS	OBSERVATIONS AND IMPORTANT ACTIONS ON SITE
WATER SAVINGS	<ul style="list-style-type: none"> • Continuous monitoring of water discharges • Over 80% of domestic boilers are tested without using natural gas or water, just air • Currently 9 dry test rigs are in operation in domestic production and 3 in commercial production • Closed-loop humidity testing for central heating circuits • Refurbished welfare facilities include waterless urinals.
EVALUATION, PREVENTION AND REDUCTION IN POLLUTION (air, noise, etc.)	<ul style="list-style-type: none"> • All environmental impacts are assessed by the Environmental Management System. A programme of targets and checks has been established in order to reduce its impacts on the environment over time • Atmospheric emissions for the site are insignificant. Emissions from paintline stacks are sampled as per requirements. • New interceptors being installed on drainage system • Spill risk assessment and implementation of appropriate spill controls • All new vans purchased are Euro 6 engines • LEV monitoring and maintenance regime in place
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Use of raw materials tracked by the management monitoring department (materials) • Ongoing research and development department project: reduce the weight of domestic boilers to simplify the installation process; minimise the number of components • All domestic Printed Circuit Boards are now supplied in returnable packaging. Returnable packaging now in place with eleven key suppliers. • Replacement of metal components with plastic components, thereby reducing boiler weight and extending its life • The computerisation of processes has led to reduction in paper consumption • Replacement parts service makes the re-use of returned components possible • All timber used for pallets is source from FSC approved suppliers • Project in place to eliminate use of single-use plastic in product packaging.
PALLET MANAGEMENT	<ul style="list-style-type: none"> • 30% of the pallets received on the site are re-used to provide customers with new boilers • End-of-life wood is sent to recycling • The pallets are made of wood from sustainable source
LEGAL SITUATION in relation to ICPEs* or EQUIVALENT legislation outside mainland France	<ul style="list-style-type: none"> • No permit from the French Environment and Energy Management Agency is required • Permit for the disposal of industrial effluent into the sewers • Review of all applicable laws twice a year and compliance assessment. Complies with all United Kingdom and EU regulations with respect to waste, fluorinated gas, water, fossil fuels, REACH, wood, energy use, asbestos, and contaminated soil • Annual declaration of handled packaging in accordance with packaging regulations • Annual declaration of electrical and electronic products put into the UK marketplace in accordance with WEEE regulations. • Annual declaration of carbon emissions associated with energy use, as part of Streamlined Energy and Carbon Reporting.
* ICPE = Classified Installation for Environmental Protection	

INDUSTRIAL SITE AT HULL (continued)

TOPICS	OBSERVATIONS AND IMPORTANT ACTIONS ON SITE
OTHER SIGNIFICANT DATA	<ul style="list-style-type: none"> • Tours and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Project: development of a built-in management system to combine the energy, environment, quality, and health and safety systems in 2021. Comprehensive environmental audit schedule in place • The Ideal centres of excellence, warehouses and the department service engineers will be a part of the environmental management system, which supports the works already under way to improve the efficiency of our commercial fleet • Awarded Gold Medal by Ecovadis in recognition of sustainability • Increased planting of green space across site, based on advice and guidance from Yorkshire Wildlife Trust • Scoping of site for installation of renewable technologies, to be included in new site developments. • Installation of electric vehicle charge points to site • Project in place to calculate organisational carbon footprint



INDUSTRIAL SITE AT IZMIR

1 - GROUPE ARTLANTIC IZMIR

Zafer Mahallesi, Erkut Sk, Ege Serbest Bölgesi No:10,
35410 Gaziemir/Izmir

Company: Groupe Atlantic İzmir Radyatör Sistemleri San.ve Tic.A.Ş.

Workforce: 240

Manufactured products: Electric and hot water bathroom radiators



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> Existing, certified ISO 9001: 2008 by the LCIE Thermal development laboratory for improving the thermal efficiency of our products (climate control testing chamber for regulation, safety test bench) Surveillance plan for appliances during manufacture with daily sampling for testing under customer conditions Certified ISO 27001: 2013. Information management system for guaranteed access, reliability and confidentiality of company data The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams Regular audits of our customers who lead the European thermal comfort market The site director provides bimonthly communication to all employees on topics such as safety, quality and performance
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> Currently exists; not certified but based on ISO 14001 standards 2015 In 2019, incorporation of environmental challenges into the existing safety committee Regular monitoring of environmental impact. Every month, an audit/environmental survey is conducted by an outside agency At the end of the environmental audit, the managers meet to discuss how to address and eliminate non-compliant elements. Regulatory environmental training for all employees conducted by an outside firm once a year
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> Currently exists; not certified but based on BS OHSAS 18001 standards Setting up of a safety policy with a "zero accident" target at every level of the enterprise Drafting of a roadmap to manage 9 risks considered as highly important. Roadmaps are monitored by each plant manager and are discussed during multi-disciplinary working groups Single health-safety document is up to date and complies with country regulations Strong growth in GAP in 2020 Annual ergonomics improvement project for workstations Monthly safety meetings with the plant manager Workshop inspections with systematic risk analysis to determine safety rules and an emergency plan All visitors to both plants are given a safety test Safety training for all operators every 2 years Strong visual communication on both sites: a video screen and information table in staff break room, video jointly created with local companies, etc.
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> 1 quality manager, 1 manager for environmental regulatory monitoring, 1 manager for energy monitoring, 1 manager for chemical product management and treatment of wastewater, 1 safety manager and 1 continuous improvement process manager

INDUSTRIAL SITE AT IZMIR (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Two chemical storage areas, one with retention and one with floor protection • All Safety Data Sheet summaries are available in the user area of the site • Training in the handling of hazardous chemicals is given to employees who come into contact with these products • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting out hazardous waste and non-hazardous waste • Waste routes are presented. Specific premises are identified off site • Posters displayed in all sectors of plants used to raise employee awareness about the types of waste • The plant has a waste storage area approved by the Ministry of the Environment. All hazardous waste is registered in the government system and its transport and storage is monitored • Recycling scheme for the pallets of local suppliers • Reduce waste by using recovered pallets for our end customers
ENERGY SAVING	<ul style="list-style-type: none"> • Monitoring of energy consumption • Daily meter readings for machinery and main equipment • Monthly report on energy monitoring sent to the site's management • Electrical equipment inspected periodically, at least once a year • Ongoing discussion to reduce brazing furnace energy consumption • Installation of reversible air conditioning in the offices
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Solar energy panels have been used to heat the water in the changing rooms
WATER SAVINGS	<ul style="list-style-type: none"> • Low water use in process
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • On-site presence of a chemical treatment plant and a biological treatment facility • Ongoing daily monitoring of station emissions and automatic prevention of a discharge if the results do not correspond with standards (e.g. pH level is above the legal threshold set by regulations) • Monitoring of chemical and biological discharges conducted in the laboratory every 2 months • Monitoring of air emissions conducted every 2 years
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Projects are underway to reduce the metal thickness of extrusions
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Production site with an operating license
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT TURQUIE

Organize Sanayi Bölgesi Yerkoy / YOZGAT

Company: Erensan

Workforce: **276**

Manufactured products: Boilers (hot water, steam etc...)



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001 certified since 1999 • Existence of a shared Project Method for all ATLANTIC GROUP's product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Staff training on environmental management and an internal audit report are prepared once a year • emissions are measured every 2 years • Waste oil from the cafeteria is collected separately and delivered to the approved company
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Coordination of the safety management system within the GAPs (Autonomous Progress Groups) and implementation of the associated action plans • Regular safety audits on one of the industrial site zones. Checking parameters that might diverge and cause an accident Setting up action plans to avoid accidents • Single document updated in compliance with the regulations • Regular monitoring of environmental impact. Environmental audits are conducted by the government and a safety consultant • Monthly assessment of workstations and regular update of single health-safety document according to risks identified in the field. Introduction of safety checkpoint sheets • Introduction to Security training for all new arrivals and for any change in role. A test to check that the employee has recorded and understood the safety rules is in progress • Monthly safety steering committee meeting to discuss risks and follow the resulting technical processes Accidents and near misses are reviewed and monitored on a monthly basis • Raising operator awareness on the subject of safety at work with training, workshops, regular meetings and information screens have been set up during lunch to raise operator awareness • Covid awareness campaign (mandatory wearing of masks, social distancing, posters) through the use of screens during lunch and online meetings • An ergonomics team is being set up
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 2 HSE experts + 1 HSE engineer • 1 quality manager + a quality department (4 employees)
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • An inventory set up for hazardous products • An inventory for FDS • List of chemicals, with storage in dedicated areas. FDS sheets displayed in these areas • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Waste is sorted • Chemical waste and wastewater are transferred to a licensed waste collection company • Installation of sorting signs for hazardous and non-hazardous waste

INDUSTRIAL SITE AT TURQUIE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
ENERGY SAVING	<ul style="list-style-type: none"> • Installation of LED lighting in the paint shop • Monthly monitoring of electricity consumption. Introduction of monitoring indicators • Installation of display screens at lunchtime to raise awareness about reducing water and electricity consumption
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Monthly monitoring of water consumption
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Earplugs must be worn • Wearing a FFP2 mask to protect against enamel powder is mandatory
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant concern for all teams at the production site • A stacking program is used for waste-free cutting. The leaves are reused • Monitoring of material consumption by the planning department
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Not concerned by the ICPE* framework • Compliance with local regulatory requirements
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Plastic cup use discontinued • Policies on disability and discrimination in employment have been introduced • Support for the women's work foundation and the TEMA foundation which supports the planting of trees in forests • An employee bus system is provided

* ICPE = Classified Installation for Environmental Protection



SITE INDUSTRIEL D'ODESSA

Agronomicheskaya 225, Odessa, Ukraine

Company: Ukratlantic

Workforce: 250

Manufactured products: water heaters and electric convector heater



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
MANAGEMENT QUALITÉ dont processus de maîtrise et d'évaluation des activités et de la satisfaction des clients	<ul style="list-style-type: none"> • The Quality Department determines the processes and activities for the management system, in accordance with standard ISO 9001: 2015 • In order to ensure that the quality management system functions with efficiency and demonstrates continuous improvement with regard to risk evaluation, the organisation defined the necessary processes relating to the management of responsibilities, resource management, production, measurement, analysis and improvement • Regular analysis of customer comments on quality, performed in cooperation with after-sales service centres for various improvements to product quality • Based on after-sales information and the results of testing on raw materials and purchased components, various improvements have been made to the quality of the materials and components provided by suppliers • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not certified but based on ISO 14001: 2015 standards • Ukratlantic has permits for atmospheric emissions, waste and wastewater • Regular monitoring of environmental impacts. One environmental audit per month, after which managers meet to discuss the method of handling and eliminating non-compliant aspects • Environmental regulation training for the employees responsible provided through an external/ internal training session, once per year
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • The safety manager participates in all general meetings, because at Ukratlantic, it's safety first! • The safety manager provides a safety pamphlet to all visitors and entrepreneurs during the "Initial introduction to safety" • Ukratlantic is a member of the GROUPE ATLANTIC Safety Club • Implementation of a road map on site • All employees sit safety exams once per year for each type of work involving a high level of danger (for example, working at height) • All managers completed training and passed the IOSH exam on "risk evaluation analysis" • Risk evaluation analyses are performed prior to each new installation and for all new activities, including the work of subcontractors • Brochure for drivers (key rules) • Brochures for "safe usage" of dangerous equipment • Diagnosis of occupational accidents through fault tree analysis and drawing up of corrective and preventive action plans • Analysing and reporting all near-misses • PPE (Personal Protection Equipment) is mandatory on the Ukratlantic site; each position has identified its PPE • Standard unique health-safety document updated in compliance with regulations • Audits are performed on working units with production, quality and safety managers in order to improve the area's condition and safety, operational safety, product quality and the quality of the 5S methodology across the entire site • Diagnosis of safety culture
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 quality manager • 1 safety manager (environment manager) and 1 safety specialist

SITE INDUSTRIEL D'ODESSA (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • ukralantic has established procedures for working with and approving new chemicals • All chemicals cover MSDS passports • Establishing an inventory of chemical products • Implementation of internal and external training for employees • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • All new employees, visitors and subcontractors are briefed on waste • Sorting of all waste: hazardous and non-hazardous waste • Employees are trained in waste sorting procedures • Specific space organised for the collection and storage of waste (by name) • All waste is covered by a sale, usage and reuse contract • A separator was installed on the TTS (Traffic, Transport Security) line to purify water used in petroleum products (oil) with additional separation and elimination • 90% of pallets received on site are reused • End-of-life wood is sent to be recycled • The pallets are made from sustainable sources
ENERGY SAVING	<ul style="list-style-type: none"> • Use of an energy-efficient Gardner Denver VS 250 variable frequency compressor • Use of LED lighting in the water heater workshop (90W LED lamp installed in place of a 400W mercury arc lamp) • Heating via compressor heats 2x250kW in the workshop and the compressor room • Systematic oversight of energy consumption
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Installation of an oil separator in the compressor room • Installation of an oil separator produced by us in washing machine (savings of 150 m³/year)
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • All environmental impacts are monitored by the environmental management system • A programme of targets and checks has been established in order to reduce impact on the environment through the monitoring of emissions (air, noise) • Each year, our efficient gas treatment appliances are tested
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Management control department monitoring consumption of materials • Optimisation of sheet metal cutting
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • The permits and declaration have been obtained for: work with bottles of gas, electricity and welding • The site has also received authorisations for certain equipment in accordance with Ukrainian law • Initial test and oversight of suppliers with regular updates • Compliance testing performed on fire safety, • environmental protection and personal protection
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT KNITTELFELD

Austriastraße 6, 8720 Knittelfeld, Autriche

Company: Austria Email

Workforce: **342**

Manufactured products: Domestic hot water solutions



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001 certification: 2015 • Accreditations such as Climate Alliance Austria, CE labelling, DIN CERTCO, TÜV, Elektro Recycling Austria, waste recycling • Complaints managed quickly • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Currently exists; not aligned with any international standards such as ISO 14001 • Professional and commuting travel: • establishment of carpool for business travel; many employees cycle to work (summer)
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Management system not set up according to an ILO OSH 2001 or BS OHSAS 18001-type international standard • Forklifts equipped with a blue light system (front and rear), • which increases security safety inside plants • Implementation of double safety system for winches throughout plant • The site's employees are given an initial exam as well as continuous • health assessments by a professional • Positions are also ergonomic in terms of health at work • Work uniforms washed by Brolli • Personal protective equipment for all operators on the • production site: safety footwear, welding glasses • Personal protective equipment for all visitors to the production site: safety footwear and safety vests • Initial and adjustment examinations, follow-up examinations (welding fumes, quartz dust and ISO MDI exposure, called EMIS documents), workplace assessments, occupational accident and PPE records are completed • Bike repair day in the summer (bike repairs are paid for by the AE as many employees cycle to work) • Cyclist breakfast for all employees coming to work by bike "Austria Cycles to Work"
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 quality manager • 1 waste management director • 1 doctor
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Training and testing by the authorities of customer service employees who handle R32 refrigerants and gas condensing boilers (installation, maintenance) with gas
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting of waste (thermal waste, paper, etc.) • ARA licence • Reuse of Euro-pallets for packaging process • Use of wooden transport crates for packaging exhibition materials for fairs

INDUSTRIAL SITE AT KNITTELFELD (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
ENERGY SAVING	<ul style="list-style-type: none"> • Photovoltaic panel on the roof of the plant since 2019: a 180kW photovoltaic plant designed for 99% own consumption • LED lighting in the production hall: since the introduction of technically advanced LED technology to the market, the plant has modernised hall lighting to include LED lamps, thus helping reduce energy consumption. In the first half of 2019, a reduction of 7.09 tonnes of CO₂eq was achieved • Through the implementation of technical and organisational measures such as heat recovery, energy-efficient ceramics, heating pipe insulation, solar power systems, etc., the site's annual natural gas consumption was reduced (by 80% between 2011 and 2018).
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Photovoltaic panel on the plant's roof described in the previous section, "Energy savings" • New sales department in Vienna - heating, hot water, heat pump air conditioning • A 200 kWh solar system has been installed. Each year, more than 200,000 kWh of solar energy is generated and about 50 tons of CO₂ is saved
WATER SAVINGS	<ul style="list-style-type: none"> • Drinking water fountain in production halls • No operation listed to date
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Reduction of noise pollution for neighbours by closing doors in the production hall: automatic doors for driving forklifts • Frequent and strict controls are carried out by the local authorities
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • Material planning when customer expectations are modified • ECO SKIN insulation made from PET bottles, a recycled and recyclable material • Use of a foaming agent with nearly zero global warming potential (GWP of the foaming agent 1233zd =4.5)
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Not concerned by the ICPE* framework • Compliance with local regulatory requirements
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Subsidies for various employee costs as well as subsidies for product R&D are used • All genders are taken into account in job offers, especially women in technical professions, which are highly sought after roles • Disabled people have their own contacts (representatives of disabled people)

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT SENEFFE

4, Rue Charles Richet - 7180 Seneffe - Belgique

Company: ACV Burnsen

Workforce: **120**

Manufactured products: hot water tanks and boilers



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • Production site certified ISO 9001 • A shared Project Method for all ATLANTIC GROUP product marketing, research and development and production teams - yes, we have been using the ATLANTIC Group Project Method since 2021
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Environmental analysis in progress (conducted by GROUPE ATLANTIC experts)
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Ergonomic audit for certain positions • Improved road safety at on site premises: separated flow of pedestrians and forklifts. • A Lean Method engineer ensures the 5S method is implemented throughout the site • Profit-sharing agreement with a portion devoted to safety measures taken by employees in keeping with the continuous improvement process and with workstation audit results • Job hazard analysis and field visit audit being introduced • Continuous approach to raising awareness of daily risks at workstations Daily TOP 5 safety awareness session • Single document updated in compliance with regulations
MANAGER(S) FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 Quality Department with 1 head of department, 1 quality engineer and 1 quality coordinator technician, 1 prevention advisor for the Seneffe and Dworp sites, 1 quality manager and 6 quality technicians
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Updating a chemical inventory • Introduction of FDS • On-the-job training in the handling of hazardous materials • Consultation of material and component suppliers by an external service provider (EcoMundo) to ensure that manufactured products comply with current regulations on hazardous substances (REACH-SVHC, Rohs3, nanoparticles declaration, POPs: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting waste by type: wood, cardboard, plastic, sheet metal and hazardous waste • Visual signs for waste areas • Several raw material containers are returned to suppliers for reuse, thus limiting waste (transport racks for coils) • Pallet management is included in waste management
ENERGY SAVING	<ul style="list-style-type: none"> • LED lighting for part of the site • Energy audit carried out by the Hainaut Chamber of Commerce and Industry (2018), as well as training in efficient energy use • Monitoring and strict long-term analysis of all energy use several times a year
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • Ongoing discussion with a renewable energy supplier (wind)
WATER SAVINGS	<ul style="list-style-type: none"> • Most of process water is used in closed-circuit systems
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • No actions identified to date

INDUSTRIAL SITE AT SENEFFE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Daily monitoring of waste in €/d with defined targets
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Process underway to qualify the site (operating permit)
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • ATLANTIC bottle distribution

* ICPE = Classified Installation for Environmental Protection



SITE INDUSTRIEL D'EGYPTE

Plot 11, Industrial zone no.1, 10th of Ramadan - Egypt

Company: ECET

Effectif du site : 750

Manufactured products: Heating (towel dryer) / water heater



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001 certification: • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Management system not aligned with any international standards such as ILO OSH 14001 2015
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Leading the safety management system within the GAPs and setting up associated action plans • Regular safety audit on one of the industrial site zones. Verification of parameters that might diverge and cause an accident • Single document updated in compliance with the regulations • Monthly assessment of workstations and regular update of single health-safety document according to risks identified in the field. Introduction of safety checkpoint sheets • Introduction to Security training for all new arrivals and at any role change A test is carried out to check that the employee has recorded and understood the safety rules • Monthly safety steering committee meeting to discuss risks and set up action plans Accidents and near misses are reviewed and monitored on a weekly and monthly basis • Raising awareness of operators on the subject of safety at work • Raising awareness campaign for covid. (Mandatory wearing of masks, social distancing measures, signage)
MANAGER(S) FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE manager + 1 HSE engineer • 1 quality manager + a quality department (5 or 6)
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • There is an inventory of hazardous products • An inventory for FDS • List of chemicals, with storage in dedicated areas. Display of SDS sheets in these areas • Consultation with suppliers of materials and components via an external service provider (EcoMundo) to ensure that the products manufactured comply with the regulations in force on hazardous substances (REACH-SVHC, Rohs3, declaration on nanomaterials, POP: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting waste • Chemical waste and wastewater rating project • Plans to introduce visual signs and a waste register • Pallet management is included in waste management
ENERGY SAVING	<ul style="list-style-type: none"> • Energy management • Installation of LED lighting • Monitoring of electricity consumption Indicator deployment project underway • Plans for a display (in the offices) that raises awareness about reducing energy consumption
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No operation listed to date

SITE INDUSTRIEL D'EGYPTE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
WATER SAVINGS	<ul style="list-style-type: none"> • Monitoring of water consumption
POLLUTION ASSESSMENT, PREVENTION AND REDUCTION (air, noise, etc.)	<ul style="list-style-type: none"> • Earplugs must be worn • FFP2 mask must be worn to protect from enamel powder
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Management control department monitoring consumption of materials • Use of a foaming agent with almost zero global warming power (GWP of foaming agent 1233zd: 4.5)
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Not concerned
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • Elimination of plastic cups

* ICPE = Classified Installation for Environmental Protection



INDUSTRIAL SITE AT TUNISIE

ZI d'Ezzahra rue Amman 2034 Ezzahra Ben Arous, Tunisie

Company: Cotherm Ezzahra

Workforce: 500

Manufactured products: Fabrication de thermostat



TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
QUALITY MANAGEMENT including process for control and evaluation of activities and customer satisfaction	<ul style="list-style-type: none"> • ISO 9001:2015 certification 2015 (certification body: Bureau Veritas) • Quality management system maturity (process approach), • 1st certification in line with the ISO 9001 reference document in 1998 • The same project method is shared among the GROUPE ATLANTIC product marketing, research & development and production teams
ENVIRONMENTAL MANAGEMENT including an initial environmental survey	<ul style="list-style-type: none"> • Inventories of inspection tools, infrastructure and equipment are made and kept up to date • Work to bring the site into environmental compliance is underway • Plans to set up a regulatory monitoring system have been
MANAGEMENT OF HEALTH AND SAFETY AT WORK including a unique health-safety document	<ul style="list-style-type: none"> • Action plans drafted to address risks determined by GAPs • Near miss reporting and analysis • Plans to roll out new PPE after risk assessment procedures are in hand • Single health-safety document is up to date and complies with regulations. Weekly review. Definition of workstations/machines at risk. File for establishment classification in progress • Display of major hazards and statistics on accidents at workl. • An audit was carried out in February to assess the risks and hazards of the site.
SPECIFIC MANAGERS FOR ENVIRONMENTAL, QUALITY AND SAFETY ISSUES	<ul style="list-style-type: none"> • 1 HSE manager, 1 maintenance manager, 1 occupational physician, 1 quality manager
HAZARDOUS SUBSTANCES	<ul style="list-style-type: none"> • Inventory of chemicals/hazardous products and creation of a database for chemicals • Inventory of chemicals/hazardous products and creation of a database for chemicals • Continuously raising the awareness of the teams on the handling of dangerous substances • There is a product sheet that will inform the employee about the existence of hazardous or non-hazardous substances • FDS are updated frequently • Consultation with material and component suppliers by an external service provider (EcoMundo) to ensure that manufactured products comply with current regulations on hazardous substances (REACH-SVHC, Rohs3, nanoparticles declaration, POPs: persistent organic pollutants)
OPTIMISATION OF WASTE MANAGEMENT	<ul style="list-style-type: none"> • Sorting, management and recovery of reusable waste • Computerised monitoring of waste tracking slips • 8% of waste is recycled • Signage exists for recovered waste areas • Pallet management is included in waste management
ENERGY SAVING	<ul style="list-style-type: none"> • Lighting replacement with LED bulbs is underway • Adjustment of lighting, with presence detection and brightness in premises • A light measurement campaign has been set up. The results of this campaign will determine whether certain areas comply with the standard requirement (document ED85) with a view to adjusting the lighting

INDUSTRIAL SITE AT TUNISIE (continued)

TOPICS	SIGNIFICANT ACTIONS AND OPERATIONS ON SITE
SHARE OF RENEWABLE ENERGY	<ul style="list-style-type: none"> • No actions listed to date
WATER SAVINGS	<ul style="list-style-type: none"> • Project to recycle process water via a closed circuit. This will make it possible to set up a water recovery system in the bathrooms
ÉVALUATION, PRÉVENTION AND RÉDUCTION IN POLLUTION (air, noise, etc.)	<ul style="list-style-type: none"> • Wearing of hearing protection (helmets and plugs) by employees • A preventive check of noise generating equipment is carried out
REDUCTION OF RAW MATERIAL USAGE	<ul style="list-style-type: none"> • A constant issue for all the teams on production sites • Material consumption monitored by the controlling department • Reduction in the amount of scrap material in the safety tracks (30mm to 15mm). Reduced refinishing rate, reduces the amount of plastic used (reduction from 25 to 10%)
LEGAL POSITION with regards to ICPEs* or to other equivalent REGULATIONS outside of France	<ul style="list-style-type: none"> • Compliance with local regulatory requirements Compliance assessment to achieve 100% compliance is underway
OTHER SIGNIFICANT DATA/ACTIONS REGARDING SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • Inspections and audits are conducted on the production sites of GROUPE ATLANTIC suppliers • 90% of the workforce are women • Recruitment of several disabled people on the site

* ICPE = Listed Installation for Environmental Protection



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APPENDIX 3: GLOSSARY AND DEFINITIONS

- ACV:** Life cycle analysis
- AFPAC:** French Association for Heat Pumps [Association Française pour les Pompes à Chaleur]
- AGEFIPH:** French organization that manages funds allocated to employment of the disabled [Association de gestion de fonds pour l'insertion de personnes handicapées]
- AI:** ATLANTIC Interface
- AIMCC:** Construction Product Industry Association [Association des Industries de Produits de Construction]
- AIRM:** Association for Industry in the Region of Meyzieu
- APPLiA:** Home Appliance Europe APS : ATLANTIC Progress System AT: Workplace accident(s) [accident(s) de travail]
- BBC:** Low Carbon Buildings
- BEGES:** Assessment of greenhouse gas emissions
- BIM:** Building Information Modeling
- BSD:** Waste tracking slip
- BS OSHAS:** British Standard Occupational Health and Safety Assessment Series
- CA:** Turnover
- CCI:** Chamber of Commerce and Industry
- CE:** European Conformity [Conformité Européenne]
- CEA:** French Atomic Energy and Alternative Energies Commission
- CEE:** French Energy-saving Certificate
- Cluster:** Competitiveness hub
- CNAM:** French National Health Insurance Fund [Caisse Nationale d'Assurance Maladie]
- COPIL:** Executive Team
- CPQM:** Certificate of Parity Qualification in Metallurgy
- CRCT:** Research Centre for Thermal Comfort
- CSSCT:** Health-Safety and Working Conditions Commission [Commission Santé-sécurité et Conditions de Travail CSTB] French Scientific and Technical Centre for Building
- COD:** Chemical Oxygen Demand
- DD:** Sustainable Development
- DEEE:** Waste from electrical and electronic equipment (Déchets d'Équipements Électriques et Électroniques DEEE)
- HR DEPARTMENT:** Human Resources Department
- CHP:** Commercial Heat Pump
- EEF:** Engineering Employers' Federation
- EHI:** Association of the European Heating Industry
- EHPA:** European Heat Pump Association
- EIME:** Environmental Improvement Made Easy
- ErP:** European Directive ErP (Energy related Products) 2009/125/CE 21/09/2009 intended to improve energy efficiency of products and protect the environment
- PPE:** Personal Protection Equipment
- EVIA:** European Ventilation Industry Association
- ESAT/EA:** Establishment and Service of Support through Work/Adapted Workplaces [Etablissements et services d'aide par le travail / Entreprises Adaptées]
- FEEBAT:** Training on energy efficiency in buildings [Formation aux économies d'énergie dans le Bâtiment]
- FSC:** Forest Stewardship Council

GAP: Autonomous Progress Unit

GALSC: Groupe ATLANTIC Logtze Student Cup

GIFAM: Inter-professional Corporate Body of Household Equipment Manufacturers [Groupement Interprofessionnel des Fabricants d'Appareils d'équipement Ménager]

GMAO: Computer Maintenance Management System GWP: Global Warming Potential HQE: High Environmental Quality

DIY superstores: Do-It-Yourself superstores [Grandes Surfaces de Bricolage]

ICPE: Facilities Listed for Environmental Protection

IFOP: French Institute of Public Opinion

IGNES: Digital, Energy and Security Engineering Industry

ILO OSH: International Labour Organization Occupational Health and Safety

INES: French National Institute of Solar Energy [Institut National de l'Energie Solaire] International Standards Organization QRQC: Quick Response Quality Control Light-emitting Diode

UN: United Nations

HEAT PUMP: Heat pumps

Stakeholder: "Any internal or external player with an interest in the activities or decisions of an organisation" (definition found in the ISO 26000:2010 standard)

P.E.P. : Product Environmental Profile

POP: Persistent Organic Pollutants

GWP: Global Warming Power

QPI: Quality and Industrial Performance [Qualité Performance Industrielle]

QSE/HSE/QHSE: Quality, Health, Safety and Environment

QLW: Quality of Life at Work

R&D: Research and development

REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals

RGE: Recognised Guardian of the Environment

GDPR: General Data Protection Regulation

ER: Environmental Regulation

HR: Human Resources

ROHS: Restriction of Hazardous Substances RSE : Corporate responsibility TR: Thermal regulation

SAMETH: French government organisation that supports the professional reintegration of workers with disability [Services d'Appui au Maintien dans l'Emploi des Travailleurs Handicapés]

SATC: Technical after-sales customer service

SAV: After sales service

SCOP: Seasonal Coefficient of Performance

SDIS: Departmental fire and emergency service [Service départemental d'incendie et de secours]

SITC: Technical Manufacturer Services [Service d'Intervention Technique Constructeur]

SNBC: French National Low Carbon Strategy [Stratégie Nationale Bas Carbone]

SST: Workplace first-aider [Sauveteur Secouriste du Travail]

MSD: Musculo-skeletal disorders

UNICLIMA: French union for the heating, cooling and ventilation industry

VMC: Controlled Mechanical Ventilation [Ventilation Mécanique Contrôlée]

WIME: Women into Manufacturing and Engineering

5S: Sort, Straighten, Shine, Standardise and Sustain

Transform existing energy into **lasting well-being**, by creating thermal comfort solutions that are ecologically efficient, accessible to all and suited to individual needs.



Contact us:
developpement.durable@groupe-atlantic.com

