



Corporate Social Responsibility Policy

Take action to protect our planet



Grow responsibly



Protect and foster the human development of our employees



A company of ENGIE

A few words about this publication

2021 marks an important turning point for Elengy with the unveiling of its Company Project: Reinventing 2025 «Together let's make the transition a success» and formalising its purpose:

« For the men and women at Elengy their mission is to provide access to ever safer and more sustainable energy and thus contribute to meeting the planet's environmental challenges ».

It places CSR at the heart of the company's strategy and business.

In line with its purpose and consistent with the company's project «Reinventing 2025», our CSR Policy embodies our key commitments around three strategic challenges:

- Take action to protect our planet,
- Grow sustainably,
- Protect and foster the human development of our employees.

This is implemented by each of Elengy's Departments which:

- identifies the CSR commitments which most concern them,
- sets out their objectives,
- rallies staff around the corresponding action to be taken.

This policy covers all of Elengy's sites and engages all of us.

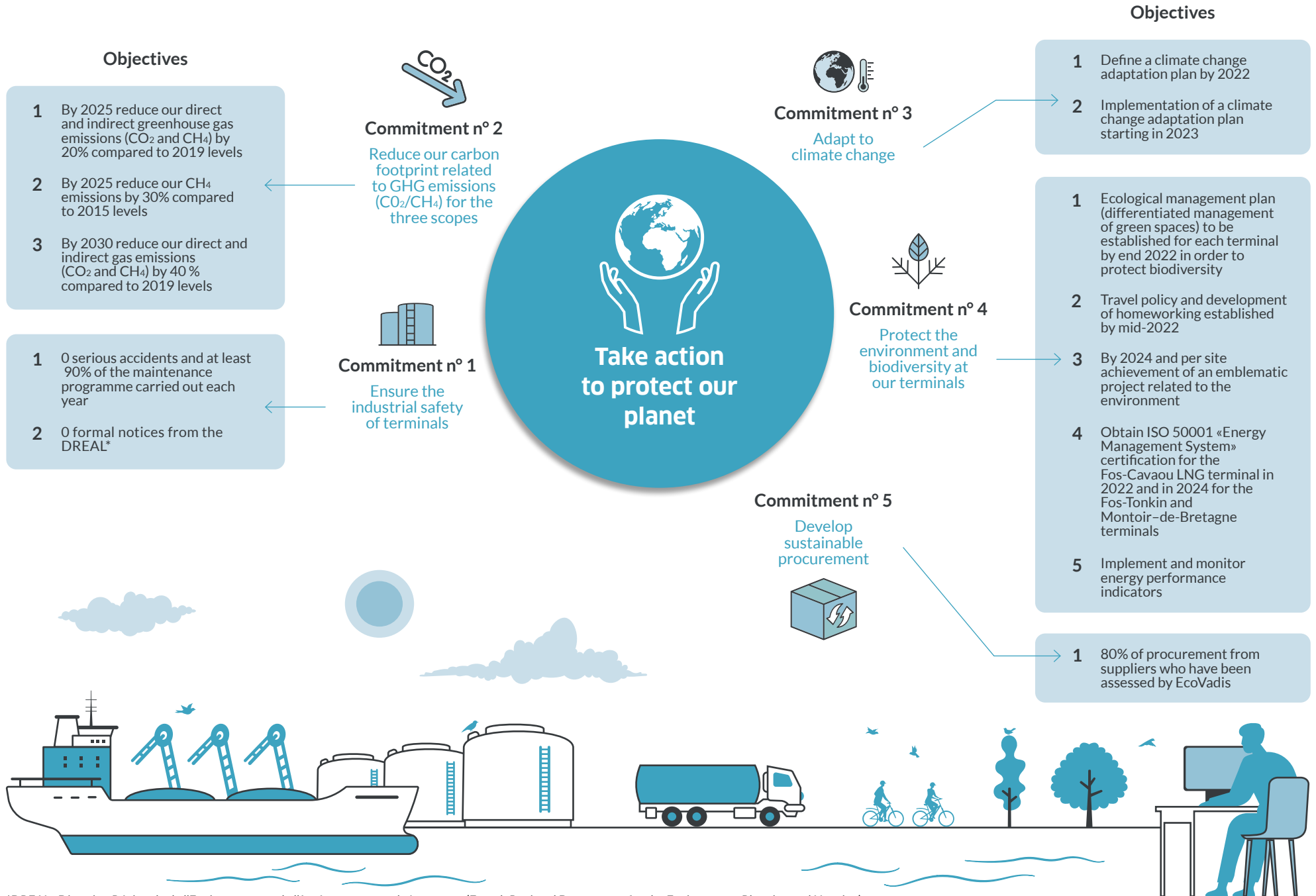
Our CSR Policy

Structured around 3 strategic challenges, this policy sets out Elengy's 12 CSR commitments with quantitative targets and thereby contributes in achieving the Sustainable Development Goals defined by the United Nations.

3 challenges

12 commitments





*DREAL : Direction Régionale de l'Environnement, de l'Aménagement et du Logement (French Regional Department for the Environment, Planning and Housing)

Objectives

- 1 Achieve a total of 10 TWh per year for the small-scale LNG business in 2025
- 2 Contribute to the reduction of carbon emitted by our clients by 600,000 tonnes equivalent of CO₂ per year by 2025



Commitment n° 6

Be recognised as a reference for the development of sustainable solutions for the ecological transition of heavy mobility (trucks, trains, ships) or for end-users in remote areas



Commitment n° 7

Develop offers, services and innovative carbon neutral projects

Objectives

- 1 Launch 2 activities in new gases by 2025



Objectives

- 1 75% of employees engaged by 2025

- 1 0 serious accidents involving
- 2 ISO 45001 «Occupational Health and Safety Management System» certification in 2024



Commitment n° 9

Improve the employee experience



Commitment n° 8

Ensure employee health, safety and well-being



Protect and foster the human development of our employees



Commitment n° 10

Through work-study programmes foster the upkeep and transfer of our skills and ensure solidarity amongst generations



Commitment n° 11

Use diversity as an asset for performance

Commitment n° 12

Act in accordance with our ethical principles in all circumstances

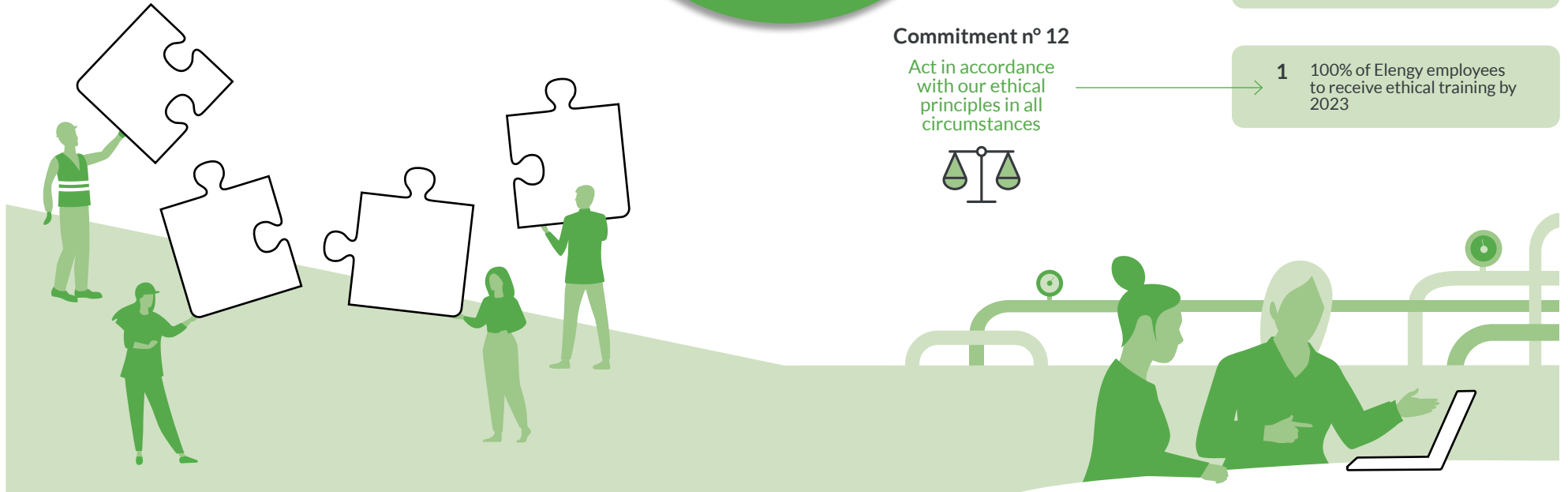


Objectives

- 1 Have a rate of employees in work-study positions of 10% each year
- 2 Recruit at least 2 women from amongst work-study employees in a technical profession between 2021 and 2023

- 1 Achieve a female worker rate of 25% in 2025
- 2 Achieve a minimum female worker rate each year of 33% amongst work-study trainees
- 3 Achieve a female management rate of 30% in 2025

- 1 100% of Elengy employees to receive ethical training by 2023



Elengy's CSR governance

CSR is managed at the highest level of company's management by the CEO, who validates the CSR policy and both the commitments and action plans.

The Technical Department manages operations and monitors Elengy's CSR performance and reports to Elengy's management and Board of Directors.

The CSR policy is included in the company's integrated management system related to cross-business management for each of the 12 commitments. Each CSR commitment is monitored by a Commitments Manager, appointed by General Management to run, coordinate and ensure that those concerned implement the action plans and/or initiate the work required in order to achieve the objectives set, in a rationale of continuous improvement.

Each Department undertakes to roll out the CSR objectives that concern it through management contracts and business roadmap.

The Technical Department, in coordination with the Communications Department and the Company Project's Steering Committee, ensures that the CSR policy is implemented, and in particular follows up the action plan, the achievement of commitments and the internal and external communications on CSR.

The Technical Department is also responsible for certification operations which contributes to Elengy's performance in CSR: ISO 9001 (Quality), ISO 14001 (Environment), ISO 50001 (Energy), ISO 45001 (Occupational Health and Safety) and ISRS/PSM (Industrial Safety).

The CSR policy at the heart of our purpose

For the men and women at Elengy
their mission is to provide access
to ever safer and more sustainable
energy and thus contribute to
meeting the planet's environmental
challenges.

This is our purpose and pride.

elengy

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