

# CORPORATE SOCIAL RESPONSIBILITY

*We are sustainability enablers*

**LECTRA**

We pioneer. You lead.



**Daniel Harari**

Chairman and Chief  
Executive Officer

At Lectra, we are committed...

For 50 years, we have endeavored to be a conscious corporate citizen, driven by a collective determination to do better for our customers, employees and society at large. We have built our business on a foundation of integrity, employee well-being and continual innovation with a focus on environmental sustainability.

We have long understood that social responsibility must be an integral part of our overall business strategy. **Today, we have decided to go even further.**

Over the next three years, we will deploy a new corporate responsibility strategy that will focus on **12 commitments, spread over 5 major areas of action.** With our new corporate social responsibility policy, we commit to setting the standard in transparency and ethical conduct, contributing meaningfully to the conservation and protection of the environment, providing a work environment where all employees thrive and feel valued, and empowering future generations to become leaders in their field.

We also commit to enabling our customers to do the same.

## RESPECTING THE HIGHEST ETHICAL STANDARDS

We lead by example and take our responsibilities seriously.

### We are committed to uncompromising business ethics.

We adhere to the strictest ethical standards. We have successfully created and implemented a code of conduct to fight corruption and influence peddling. We also train our employees in business ethics with an annual, e-learning refresher course.

### We are committed to a responsible purchasing policy.

At Lectra, working with suppliers that share our convictions is important. We established our own responsible purchasing charter in 2011 and signed the **Responsible Purchasing Charter issued by the French Buyers Association in 2021**. Under these charters, Lectra, its suppliers and our suppliers' suppliers must have processes that respect environmental standards, and comply with safety rules, as well as human rights and labor laws.

In 2023, we will establish a new, even more rigorous charter.

*Our goal is to have  
**at least 88%**  
of our entire industrial  
supplier base sign  
this new charter.*



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## DESIGNING ECO-RESPONSIBLE OFFERS

In implementing Industry 4.0 principles, we enable our customers to improve their environmental impact, primarily by reducing their material consumption.

### We commit to eco-designing our offers.

Sustainability is deeply ingrained in our product development process, starting at the earliest stages. With each new generation of equipment, our R&D teams focus, not only on improving performance, but also on reducing the environmental impact of our solutions by, for example, reducing energy consumption or optimizing weight and dimensions.

Today, 95% of our components for the Cestas production site come from European suppliers. As the only company in our sector with three manufacturing sites (in China, the USA and France), we will eventually be able to **manufacture a majority of our solutions locally**.

We also ensure that the transportation phase is green as well. To reduce our CO<sub>2</sub> emissions, we group deliveries, select the most carbon-efficient routes and favor maritime transport.



### IN 2023-2025, WE WILL GO FURTHER

We will be taking a systematic approach to our eco-conscious practices by defining criteria and objectives for each component in our products throughout its life cycle, including end-of-life recycling.



**We commit to providing our customers with products and services that enable them to reduce their environmental impact.**

Our solutions for design, development, collaboration and production planning significantly reduce the need for physical prototypes and facilitate remote collaboration, which significantly reduces travel and transportation.

With integrated scanners, state-of-the-art image sensors and long-life consumables, our cutting rooms are designed to **optimize material consumption and reduce waste.**

In addition, preventive maintenance, spacing of revisions and remote intervention are all subjects that we have been reinforcing, every year since 2007, reducing travel and the use of spare parts.

**We are committed to safe, accessible and easy-to-use offers.**

We integrate high-performance safety systems into our equipment to ensure operator safety. Since 2018, our cutters have incorporated a new **movement detection system** that instantly stops the cut in the event of risky user behavior.

We also work on ergonomics and ease of use to ensure that our equipment is accessible to all types of users.



**IN 2023-2025,  
WE WILL GO FURTHER**

We will develop dashboards and services that incorporate environmental criteria to help our customers ensure eco-conscious management of their cutting room.

## PROMOTING AN INCLUSIVE, DIVERSE AND VIBRANT WORK CULTURE

We offer a safe work environment where employees from around the world can achieve their full potential, find fulfillment, and contribute to society.

**We are committed to equal opportunities for all and have zero tolerance towards discrimination and harrassment.**

We are an inclusive company that values diversity: our teams are made up of people representing **67 nationalities**. Equality between women and men is also a strongly held value at Lectra, which is reflected in our score of 98/100 on France's the Professional Equality Index applicable.

**We commit to promoting a work environment that favors employee engagement.**

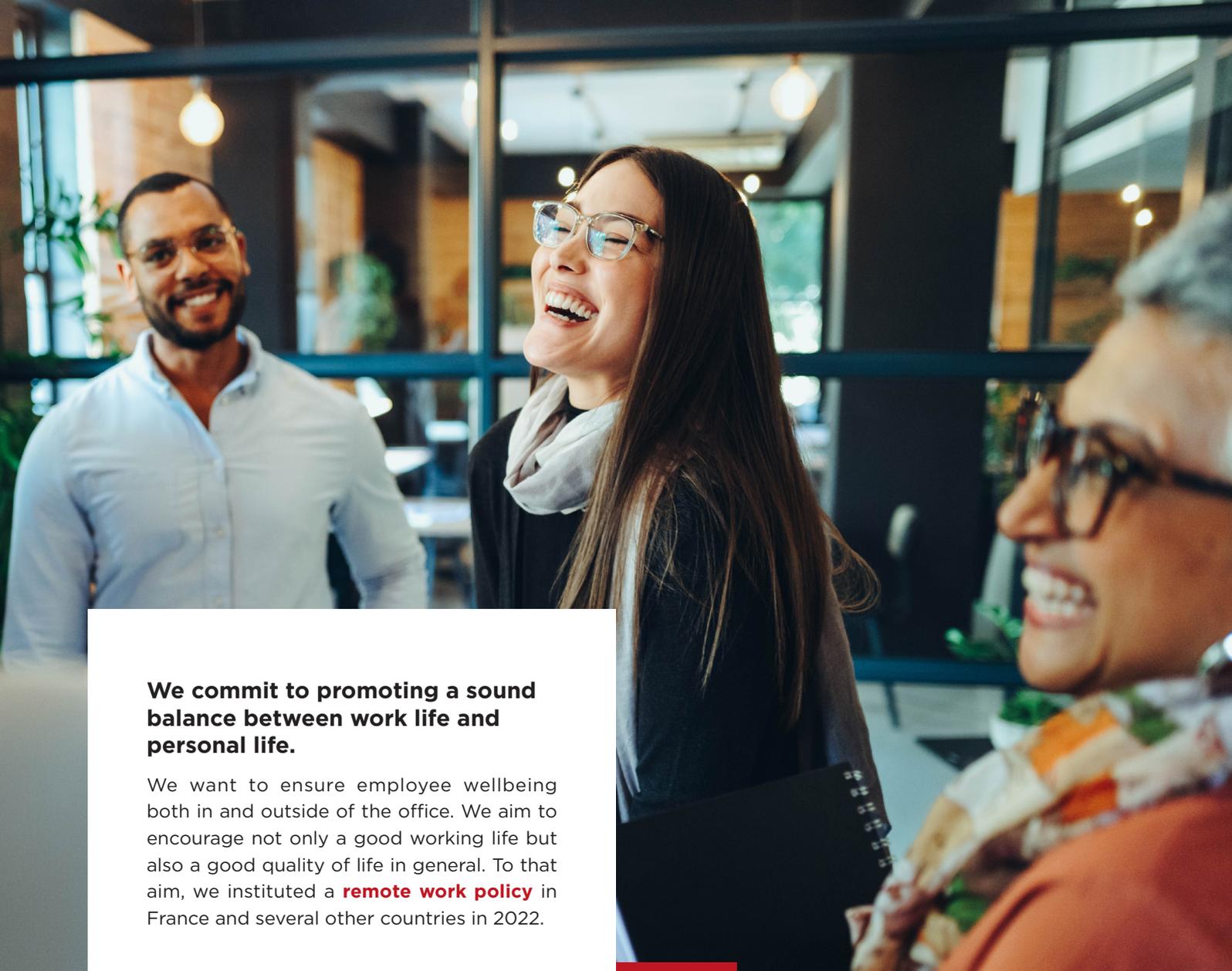
We value the unique contributions of each employee and believe a community of engaged employees is key to our success. That is why we have instituted **annual employee satisfaction surveys**. These surveys give team members the opportunity to participate in improving their work environment. Eighty-one per cent of employees participated in the 2022 survey, at the end of which, teams developed and implemented action plans.



**IN 2023-2025,  
WE WILL GO FURTHER**

The surveys encourage exchanges with employees and make it possible to initiate a new culture based on listening, collaborative construction and continuous improvement.

On this basis, the Human Resources Department is drawing up a human resources policy formalising our commitments as well as the action plans that will provide a clear framework for all managers.



**We commit to promoting a sound balance between work life and personal life.**

We want to ensure employee wellbeing both in and outside of the office. We aim to encourage not only a good working life but also a good quality of life in general. To that aim, we instituted a **remote work policy** in France and several other countries in 2022.

**We commit to developing talent, team expertise and career paths over the long term.**

We believe in the power of our people. We encourage colleagues to grow in their careers and develop the knowledge and know-how to evolve within the company.

Our **Lectra Academy, Sales Effectiveness and Customer Success Enablement teams** work diligently to design programs for employees, including integration sessions and high-level training workshops dedicated to our offer.

**We commit to ensuring the health and safety of our employees.**

We do our utmost to guarantee healthy, safe and pleasant working conditions for our employees, particularly those working in technical environments such as production sites or research and development laboratories. To this end, we organize regular audits by safety engineers.

# 04

## REDUCING THE **ENVIRONMENTAL FOOTPRINT** OF OUR ACTIVITIES

We are committed to a virtuous, resilient industrial model, and are working constantly to limit our environmental impact, including for newly acquired companies.



### **We commit to reducing the environmental impact of our activities.**

We have already taken action to **minimize the impact our activities have on the environment**: steering activities within the framework of an environmental management system, reducing greenhouse gas emissions, reducing energy and water consumption, reducing and reusing waste, limiting the use of single-use plastic in our logistics operations, and a more virtuous employee travel policy.

Starting in 2023, we will expand our efforts to our sites in the United States and to the vast majority of our sites around the world.

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## PROVIDING SUPPORT FOR **THE NEXT GENERATION**

We contribute to training the next generation of fashion professionals.



**We commit to sharing our knowledge, expertise and solutions to help the next generation of fashion professionals to develop their skills and employability.**

For more than 30 years, we have shared our expertise and solutions with more than **800 schools and universities** around the world, helping them train the future leaders of fashion. We also help the designers of tomorrow get their names in front of industry professionals by, among other things, enabling them to organize competitions or fashion shows with design schools.

# LECTRA

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## About Lectra

As a major player in the fashion, automotive and furniture markets, Lectra contributes to the Industry 4.0 revolution with boldness and passion by providing best-in-class technologies.

The group offers industrial intelligence solutions - software, equipment, data and services - that facilitate the digital transformation of the companies it serves. In doing so, Lectra helps its customers push boundaries and unlock their potential. The group is proud to state that its 2,500 employees are driven by three core values: being open-minded thinkers, trusted partners and passionate innovators.

For more information, please visit [lectra.com](https://lectra.com)

