

REVIEW^{05.}



Human theme

1. Workforce



8

women



6

men



**Seniority
avg.
[years]**



13

**Permanent
contract**



1

**apprenticeship
contract**

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Human theme

2. Training and contributions

Several training courses were held this year, most of them on the theme of QVCT, such as training courses to raise awareness and prevent MSDs:

- **visual fatigue** and exercises to prevent it,
- **posture to adopt** in front of a screen and related exercises.

These two training courses were conducted by a professional osteopath.

Short training courses on **personal development**, such as self-esteem, were offered to employees and the materials were shared.

In addition, we are continuing our **safety initiative** with several OHS refresher courses.

The company has also participated in **local initiatives for young people** by visiting middle schools to present careers in industry, answer students' questions about their future, and more.

A work-study student joined Acobal for a project on digital communication. The aim was to help young people integrate into the world of work.

Finally, **Acobal continues to collaborate on various services** with a local ESAT (organization that helps people with disabilities find employment) in order to promote the integration of people with disabilities.

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Human theme

3. Support for associations

Several associations were supported in 2024 in various fields. All of these associations and forms of support are in line with the company's values.

Sponsorships



- **Elijah Chort:** A promising young French surfer who combines his sporting career with high-level studies (medicine). Highly motivated and deeply committed to both fields.



- **Mornant Handball Club:** Support for a local sports club that has been developing women's teams for the past three years to promote women's sports.



- **Vivre aux Eclats:** Support for sick or frail people of all ages through entertainment with clowns (hospitals, nursing homes, etc.). Support also for healthcare workers in difficult services.



- **4L Trophy:** Human adventure for young students on a humanitarian mission to help local populations



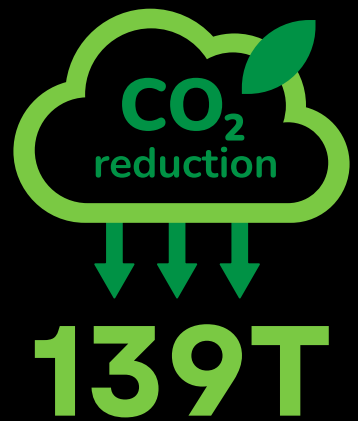
- **Les 2 Petites demoiselles:** Support for two young girls with multiple disabilities.

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The environment

In 2024, ACOBAL conducted its first carbon assessment. The results, along with CSR workshops on collective intelligence, will enable us to establish an action plan for improvement in 2025.

Our efforts to develop reinforced thin film using Slimline technology continue to be offered and deployed to our customers with their agreement. This year, these efforts have enabled a reduction at source of our plastic anti-corrosion solutions by 54.5 tons (24 tons more than in 2023). This reduction at source is equivalent to a reduction of approximately 139 tons of CO₂.



At the same time, Acobal continues to offer reusable solutions to its customers when reuse makes sense and is logistically feasible. Our fleet greening policy continues with the acquisition of two new hybrid vehicles in 2024.

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Responsible purchasing

In 2024, 64% of our purchases were made in France and 31% in Europe (outside France).

This means that a total of 95% of purchases in Europe were made from suppliers who comply with European laws and therefore respect human rights.



95%
European purchases



Ethical compliance



Business ethics are central to Acobal's relationship with its customers and suppliers.



Acobal is increasingly committed to a contractual approach with its customers and suppliers, signing **codes of conduct or contracts based on business ethics.**