

CSR POLICY

RESPONSIBLE TODAY, SUSTAINABLE FOR TOMORROW

ALSEAMAR is committed to ensuring that its technical, commercial and international growth goes hand in hand with responsible conduct towards its employees, the environment, its suppliers and the communities in which it operates.

This CSR policy sets out ALSEAMAR's commitments in the environmental, social, ethical and economic spheres. It is based on the ISO 26000 standard, the expectations of their stakeholders and ALSEAMAR's strategic vision: **to drive sustainable innovation beneath the sea.**

AMBITION

To be a **globally recognised leader in high-performance, reliable and sustainable** maritime and underwater technologies, combining technical excellence, respect for the marine environment and social responsibility.

BELIEFS

1. **Integrity & ethics**
(transparency, compliance with laws and standards)
2. **Excellence & innovation**
(a constant pursuit of quality, reliability and performance)
3. **Respect for the environment**
(the oceans, biodiversity, human resources)
4. **Commitment to people**
(safety, well-being, equality, training)

CSR MISSION

Integrating sustainability into every stage of their operations: from research and development to production, from maintenance to after-sales services, and from supplier relations to international operations.

MEDIUM-TERM (5-YEAR) CSR STRATEGIC OBJECTIVES

Environment	• Reducing the environmental footprint of their operations and products • Ensuring that the solutions are eco-designed and environmentally compliant • Preserving and gaining a better understanding of marine ecosystems
Social / Human Resources	• Ensuring the health, safety and well-being of their employees • Developing talent and promoting inclusion • Promoting a responsible and ethical culture
Ethics / Governance	• Ensuring regulatory compliance and ethical business practices • Securing data, systems and technologies • Promoting a responsible supply chain
Community / Partnership / Society	• Strengthening partnerships and knowledge sharing • Contributing to the sustainable development of regions and the oceans • Ensuring responsible and transparent international operations
Economy and Sustainable Innovation	• Developing eco-designed products and services • Extending the service life of equipment • Optimising industrial and economic performance