

DEXEL SA is part of the global community and as such strives to act as a responsible corporate citizen and to conduct its business in keeping with the protection of the environment and the sustainable use of natural resources.

Given the nature of its products and services, DEXEL SA is not directly involved in fields which have a significant impact on the environment. However, the company does use renewable and non-renewable raw materials such as steel, titanium, gold, glass, rubber, and various plastics. Therefore DEXEL SA strives to address environmental issues throughout the supply chain and business activities.

The principles set forth in this Environmental Policy confirm DEXEL SA's commitment to rigorous environmental management, in compliance with national and international environmental management standards and criteria. DEXEL SA therefore requires all employees to contribute to its environmental management efforts by complying with the principles and practices outlined below.

DEXEL SA's Managing Director is responsible for the implementation of this Environmental Policy.

Awareness and Training

DEXEL SA communicates its environmental policy to all employees, suppliers, and other stakeholders.

Site et exploitation

DEXEL SA develops, designs and carries out its activities with due consideration for ecological issues, so as to limit the negative effect on the environment.

Sites

DEXEL SA guarantees that the construction, transformation, modernisation and other work on the equipment is carried out in compliance with local environmental legislation, standards, and regulations, in line with the environmental context.

Water and Energy Management

DEXEL SA monitors the consumption of water, energy, oil, natural resources, and other materials necessary for its operational activities, striving to optimise use and minimise waste, especially for heating, lighting, ventilation, and air conditioning.

Where possible, management and employees responsible for packing and transporting goods will adopt an "energy efficient" strategy by carefully planning, organising and consolidating shipments.

Emissions, effluents

DEXEL SA scrupulously respects the legal environmental standards and regulations specific to the field concerning pollution control by installing appropriate retention and filtering systems.

In accordance with local regulations and industry best practices, the production site monitors and controls greenhouse gas emissions, emissions of ozone-depleting substances, wastewater flows, and any other such emissions resulting from manufacturing operations.

Waste Recycling

DEXEL SA optimises the collection and recycling of waste materials from the sorting process, paying particular attention to the treatment of hazardous materials. Wherever possible, materials are recycled.

Suppliers and other Stakeholders

DEXEL SA encourages its suppliers to adhere to the principles set forth in this Environmental Policy.

No “Dirty Gold” Procurement

DEXEL SA adheres to the principles of responsible gold procurement. Within the limits of its current corporate practice, DEXEL SA requires its suppliers to guarantee, as far as possible, that the extraction method of the gold supplied respects human and labour rights and does not harm the environment, either directly or as a result of subsequent pollution caused by leakage of chemical substances.

For internal manufacturing operations involving precious metals, DEXEL SA acts in strict compliance with local laws and regulations and strives to apply industry best practices when handling these materials.

Precautionary Principle

DEXEL SA endeavours to make all necessary adjustments to the design, manufacture or use of products or services in accordance with the latest scientific and technical knowledge, in order to avoid any adverse effects on health, safety or the environment arising from the manufacturing processes of the products or the products themselves.

Monitoring, Evaluation and Compliance

DEXEL SA regularly monitors its production performance with regard to this Policy.

Any existing or potential discrepancies between current operations and the requirements set forth in this Environmental Policy will be evaluated and reported with appropriate corrective action plans.

Any material non-compliance with this Policy should be reported. To enable rapid assessment and appropriate corrective action, the source cannot remain anonymous. However, the independence of the internal audit function guarantees the protection and confidentiality of the individual and of the information provided.

Regular Updates

This Environmental Policy is reviewed and updated as necessary to reflect new requirements for responsible environmental management as they emerge.

Discrimination

Dexel SA does not tolerate or practise any form of discrimination in the workplace with respect to hiring, job retention, wages, overtime, access to training, professional development, promotion, termination of contract and retirement. This includes any discrimination on the basis of race, colour, ethnicity, caste, origin, nationality, religion, disability, genetics, gender, sexual orientation, union or political affiliation, marital or parental status, pregnancy, physical appearance, HIV status, age or any other personal characteristic which is not relevant to the demands of the role. Members shall ensure that all individuals capable of working shall benefit from equal opportunities and shall not face discrimination on the basis of factors not relating to their ability to complete their tasks.

Besides protecting life, health, physical or moral integrity, honour, privacy, freedom of expression or personal details, the employer shall also protect the character of employees against any attack which may occur at the workplace.

Harassment

The employer shall ensure in particular that employees are not harassed morally, professionally (bullying/mobbing) or sexually. He or she shall take such appropriate steps as experience recommends in the circumstances and as may reasonably be required to prevent or terminate such acts. Any employees who consider themselves victims of harassment or bullying/mobbing can contact Human Resources, their superior or any other trusted confidante in confidence.

Procedure for Managing Grievances

In the event of any conflict arising which cannot be resolved internally, the company will engage an external mediator. This mediator or professional coach can intervene on an individual or team level to find a way to end the conflict.

Non-Retaliation

Employees acting alone or in groups are free to raise grievances without being penalised or experiencing any retaliation if reports are made in good faith. The employer is not permitted to terminate an employment contract on this basis.