



**EDILIANS  
GROUP**

CSR REPORT  
2025 EDITION



# Sustainable Roofing

Developing projects together for the low-carbon transition and the well-being of all



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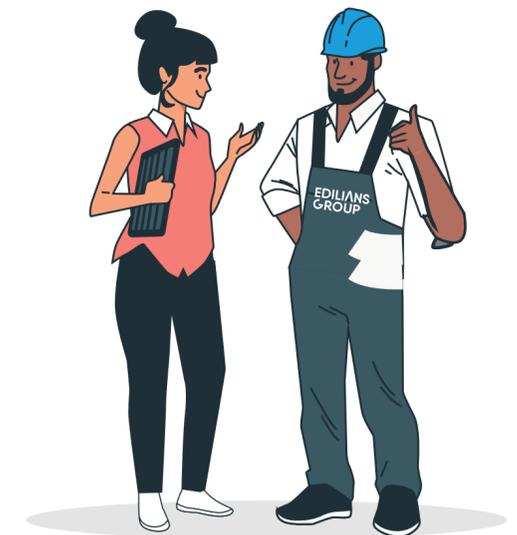
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# CSR REPORT Disclaimer

This report, in particular the non-financial environmental, social and/or governance data provided on a consolidated basis, covers the entire Edilians Group for 2024, including its French (Edilians SAS, Edilians Tech, Ceritherm, LFTB), Spanish (Tejas Borja, La Escandella), and Portuguese (Umbelino Monteiro) subsidiaries.

This report has been drawn up on a voluntary basis and does not constitute a declaration of non-financial performance as defined in Article L.225-102-1 of the French Commercial Code.

In this report, the terms “sustainable”, “environmentally friendly” and “eco-friendly”, as well as similar terms describing our business, products or services, refer to characteristics resulting from actions taken (among others) to enhance process efficiency, invest in advanced technologies, and reduce emissions and water use. Further details of our impacts are included in the “Environment” section.

In order to ensure completeness, and to begin alignment with the CSRD regulatory framework, EDILIAN'S Group has reviewed the disclosure of its indicators. Non-financial environmental, social and/or governance data are now provided for the entire Group. The reference year for these data is 2021, which corresponds to the acceleration of the Group's development in Iberia and guarantees reliable data on that basis.

# Pascal Casanova

Executive Chairman  
of Edilians Group

## Continuing to invest for the future

It's not breaking news. For the past two years, the construction sector has been facing an unprecedented crisis, with many players, including Edilians Group, having to cope with abnormally low production levels. That said, 2024 was not all bad news. The Spanish and Portuguese markets are growing. Our expertise continues to be exported internationally. Our leading position in the energy renovation and photovoltaic solar energy markets confirms that our strategy is coherent.

Even in a difficult economic climate, these results demonstrate that Edilians Group is a solid player. It is an industrial group bolstered by its various teams and entities, its historical roots, and recognised European expertise, consolidated by forward-looking innovation and investment policies. It is a resilient group that is pursuing its goal of still being around a century from now, thanks to a CSR policy that has become the cornerstone of its business model and strategy.

In particular, 2024 was a year of reassurance in terms of health and safety. The integration plan implemented since the acquisition of the Spanish subsidiaries Tejas Borja and La Escandella in 2021 and 2022 bore its fruit, with an improvement in our results. This plan enabled us to initiate cultural change at all levels of responsibility within the Group, supported by stronger mobilisation methods in the field.

In September 2024, Edilians Group and its new engineering subsidiary, Ceritherm, announced a major technological breakthrough for the decarbonisation of our industrial base. On our Saint-Germer-de-Fly production site, we succeeded in reducing the gas consumption of one furnace by 33%, avoiding 1,500 tonnes of CO<sub>2</sub> emissions. This was the result of 15 years of R&D, a €10 million investment and a lengthy industrial validation process, prior to roll-out to other Group units.

2025 marks the continuation of the Group's investments in developing careers, reducing emissions and energy and water consumption, and supporting cultural change to better anticipate the challenges of the future. It also represents a major new milestone with the effective implementation of the European CSRD, which is encouraging us to further improve our activities and step up the formalisation and transparency of our practices, with a view to our 2026 non-financial reporting.

These new prospects offer us yet another opportunity to demonstrate the coherence of Edilians Group's commitment to the sustainable transformation of housing.



# The strength of a Group

## 3 questions for...



**Maxime Coutouly**  
Managing Director,  
Edilians France



**Alexis Langlois**  
Vice-President, Iberia,  
Mergers & Acquisitions  
and Digital Transformation,  
Edilians Group



**Among all Edilians Group news, what were the highlights of 2024 within the various French and Iberian subsidiaries?**

**Maxime Coutouly.** 2024 marked a clear improvement in our health and safety results. This was a collective success that demonstrated strong mobilisation in the field, reinforced by initiatives deployed throughout the Group, following the example of the PACTE rules. Despite the economic climate, we continued to make progress on our strategic priorities, as reflected by our decarbonisation results on the Saint-Germer-de-Fly site with our subsidiary Ceritherm. This confirmed our ability as a Group to turn an R&D project into an industrial reality.

**Alexis Langlois.** Our three Iberian subsidiaries also made significant progress in the area of health and safety, with a remarkable level of commitment and results similar to those achieved on our French sites. This was proof that the Group's ambitions are strongly supported, something we are very proud of. At the same time, all three subsidiaries received their first EcoVadis medals, through a process we completed within less than six months.

**Given these results, how does the Group manage to create synergies within its various subsidiaries, particularly in terms of CSR?**

**A.L.** One thing is for sure: we are all looking in the same direction, although the situation varies from region to region. As the French framework is more favourable to the emergence of industrial projects driven by decarbonisation, it was obvious that we should give priority to this area. The experience gained will enable us to accelerate the roll-out of our roadmap to our Iberian subsidiaries. Conversely, Spain and Portugal have a high level of maturity in managing water stress, which is also a major issue when it comes to adapting our French sites to the effects of climate change. We have everything to gain from the diversity of our markets and contexts, so that we can progress together.

**M.C.** I agree with Alexis that good ideas and practices travel between regions and sites, which is great news. Our health and safety results illustrate what a group can bring to newly integrated entities. On the other hand, their rapid progress also reveals the potential for improving our French sites.

**What is your outlook for 2025 and beyond?**

**A.L.** Iberia intends to strengthen its solar energy range, drawing on the expertise already acquired in France. This is an exciting and meaningful project for our teams, who see real potential for the future. We all come from formerly family-run businesses that share a common passion for the trade. I am delighted to see this reflected in our collective values and our ways of being and working. We are working together to ensure that our expertise will continue to be relevant a hundred years from now.

**M.C.** In France and throughout the Group, 2025 heralds the completion of our CSRD compliance programme, as well as major work on our Scope 3 greenhouse gas emissions to determine the sphere of action and means needed to reduce them. At the same time, we want to continue working on our ability to plan ahead, and on our perceived value strategy. Edilians Group is taking concrete action, and we have to make this known to our customers. Whatever the context, we are pushing ahead with our human, financial and technological efforts to meet our CSR challenges, broaden our commitments and fulfil our role in society, in line with our stakeholders' expectations.



# Edilians Group

## At a glance



*As a leading player in clay roof tiles and eco-housing, we are committed to a long-term development strategy that reflects the role we wish to play in society: meeting people's aspirations to live with protection, comfort and sustainability.*



**Pascal Casanova**  
Executive Chairman of Edilians Group



**Focus on our strategic vision and CSR commitments with Pascal Casanova**

[Watch the video](#)

### OUR CORPORATE PURPOSE

Building and renovating in a sustainable manner for the comfort, well-being, and future of all.

**Edilians Group** combines the expertise of several key players active in the manufacture of clay tiles, the industrial manufacture of accessories and components, the solar roofing business, and industrial engineering.

**Drawing on its 1,700 staff members and 200 years of expertise** stemming from the legacy of several brands specialising in roofing and building envelopes, Edilians Group stands out through its commitment to eco-housing and energy renovation.

Constantly aiming for excellence and united around shared values and a clear mission, the various Edilians Group subsidiaries work in synergy to promote long-lasting solutions focused on energy efficiency.



### OUR VALUES

#### TEAM SPIRIT

Friendliness and professionalism combine to create team spirit. This is based on cooperation, mutual respect, and kindness in our pursuit of the highest standards.

#### TRUST

Autonomy and creativity are encouraged, illustrating the importance of every member of our team. Trust is based on proximity, transparency, work ethics, and responsibility whilst abiding by rules.

#### LEADERSHIP

We affirm our leading status and are the benchmark for our customers and the eco-housing industry. Results, innovation, and services are driven by our employees' ambition.

#### A CULTURE OF EXCELLENCE

This culture encourages a collective commitment to achieving ambitious objectives, capitalising on everyone's skills to make us the benchmark.

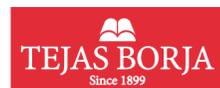
# Edilians Group

## At a glance

### Our activities

Historically present in several regions of France, Edilians Group also operates in Spain and Portugal. The various areas of expertise of all our brands and subsidiaries converge around a shared commitment: providing innovative, resilient and sustainable roofing solutions so that the buildings of today and tomorrow may contribute to the well-being of everyone and the future of the planet.

### Our brands



#### CLAY TILES

##### FRANCE



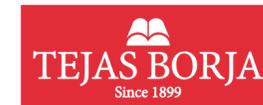
Combining high technical performance and local industry for the past 200 years, Edilians develops and manufactures innovative roofing solutions at the core of eco-housing. A leading brand in clay roofing, energy renovation, and photovoltaic solar energy, Edilians relies on a policy of innovation and responsible commitment to provide solutions to respond to the environmental, social, and regulatory challenges of the future.



##### SPAIN



La Escandella combines tradition and innovation. With decades of experience under its belt, the company has high production capacity for its various product ranges, meeting the varied needs of construction professionals all around the world.



Tejas Borja, Spain's historical leader in the ceramics sector, has specialised in manufacturing and marketing high-quality roofing products for over a century. With a wide and varied range of products, Tejas Borja offers integrated, complementary, and high-performance solutions.

##### PORTUGAL



Specialising in the manufacture and distribution of ceramic tiles, Umbelino Monteiro offers high-quality roofing solutions that are equally suited to preserving traditional buildings and to more innovative concepts, meeting modern standards of quality and sustainability.



#### ECO-HOUSING



Edilians Tech is a company with around 100 employees that has specialised in manufacturing cladding for buildings for over 50 years. Its three historical product ranges – rainwater solutions, non-clay roofing components and façade cladding – have made Edilians Group an eco-housing specialist, integrating all its components and its solar business.

#### ENGINEERING



An engineering company with 20 staff members, Ceritherm boasts over 25 years of expertise in designing, manufacturing, installing and commissioning thermal equipment for industrial uses and laboratories (dryers, heat chambers, and industrial kilns). Its team is involved in ambitious research programmes aimed at both designing innovative thermal equipment and improving the current fleet of machinery.

# Edilians Group Key figures



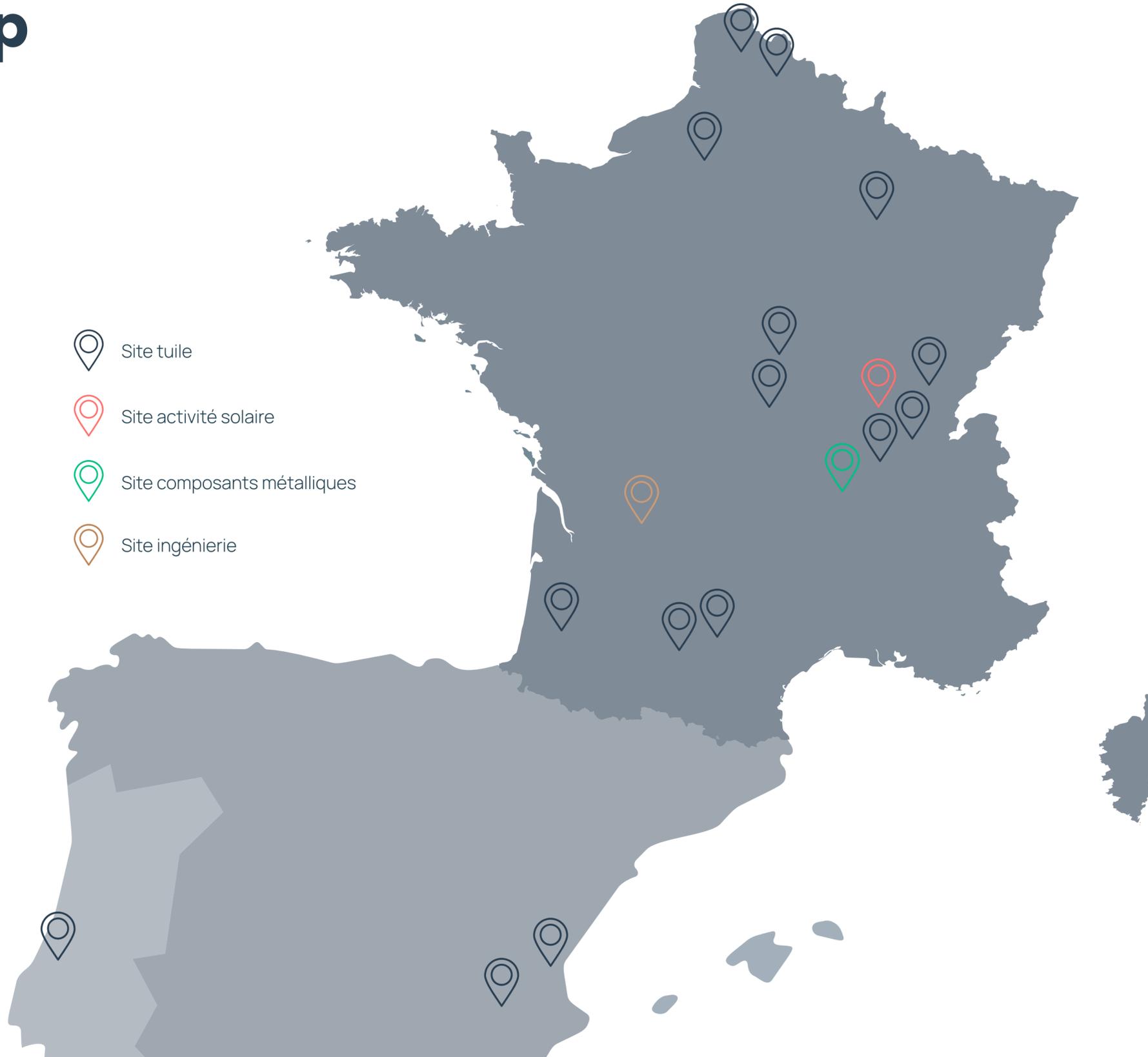
**1**  
engineering  
site

**3**  
countries

**17**  
production  
sites

**1,700**  
permanently  
locally based jobs

-  Site tuile
-  Site activité solaire
-  Site composants métalliques
-  Site ingénierie



# Our value chain

## SOURCING

- Raw materials**  
Clay, sand, water, etc.
- Finished and semi-finished products**  
Electronic components, metals, insulation materials
- Energy**  
Gas and electricity

Logistics



## OUR ACTIVITIES AND SERVICES

- Tiles and accessories**  
Extraction, Mixing, Crushing → Extrusion, Shaping → Firing, Drying → Storage, Packaging, Quality control
- Components and solar energy**  
Reception, Preparation → Transformation, Assembly → Storage, Packaging, Quality control
- R&D, industrial equipment**



## OUR MARKETS...

...to provide comfort and protection for residents

- Multi-unit housing**
- Single-unit housing**
- Public buildings**  
Schools, heritage
- Renovation New buildings**



Waste management

## OUR CUSTOMERS

- Roofers, Craftspeople
- Photovoltaic installers
- Distributors, Dealers, Specialist outlets

Logistics

Waste management

## END OF LIFE

**Reuse and Recycling**

# Our value creation model for 2024

Over 200 years of clay tile expertise and more than 20 years of solar expertise.

## Our resources

### Financial capital

Self-funding capability

### Industrial capital

17 manufacturing sites: 14 in France, 2 in Spain, 1 in Portugal.

100% of French sites ISO 50001 certified

### Intellectual capital

1 integrated research & development process

1 industrial IT team

1 central laboratory

1 engineering company

### Human capital

1700 employees, including 550 abroad

1 integrated Qualiopi-certified training centre

### Environmental capital

1 decarbonisation plan

A solar park installed on our sites

1 biodiversity partnership with ARCA2E

11 of our 14 French sites ISO 14001 certified

### Social & societal capital

Regional roots

Presence in 17 employment areas

1 Terre Nature Solidarité endowment fund

"Geste d'Or" partner

## Our activities



### Tiles and accessories

96 tile models and 380 colours

*Sustainable building and renovation for the comfort, well-being, and future of all*

### Components and solar energy

3 ranges: rainwater solutions, non-clay roofing components and façade cladding



### R&D, industrial equipment

Our engineering company so we can adapt to a low-carbon economy



## OUR BRANDS



## OUR CSR RATINGS



## 9 REGIONAL APPELLATIONS



## Our value creation...

### ... in financial terms

~ €500 million in turnover

### ... for our industry

Regularity of our supply

### ... for our teams

Local jobs that cannot be relocated

**85/100** Gender Equality Index score (France)

**100%** of staff receive quality of life at work training

**100%** of staff given awareness training on the code of ethics

Health & safety leadership programme

### ... for our environment

7 ranges of products for eco-housing

~ €100 million invested in the 2021-2030 decarbonisation plan

3 patents for the decarbonisation of our industrial lines

**85%** of our electricity needs offset by the solar electricity generated on our sites

**63%** of our quarries had a nature conservation initiative

### ... for our regions

9 regional appellations

17 heritage and/or social projects supported

**More than 200** roofers given photovoltaic training in 2024

# Responding to trends in a fast changing sector



Faced with an unprecedented crisis in the new-build market, as well as the challenges of the ecological transition and rapidly changing national and European regulatory frameworks, industry players need to adapt to find new sources of growth and attractiveness. Renovating buildings and improving their energy performance, combined with innovation and industrial expertise, are opening up new prospects that are essential to the sustainability of the sector. This is a sign that, beyond the current economic situation, the housing sector is now on the cusp of a long-term transformation.

## #1. Local roots and expertise

A robust model to be preserved and enhanced

**In a context of profound transformation, local roots and networks play an essential role in limiting the effects of disruption and improving the overall resilience of players in the sector.**

This means building self-sufficient teams, with ever-increasing local expertise, despite a shortage of skilled labour that is still considerably slowing down activity throughout the industry.

To mitigate the effects of this shortage, it is essential to raise the profile of jobs and career opportunities. This requires ongoing efforts to improve working conditions, enhance training and promote careers among young people and new population groups. These actions are crucial to making the sector more attractive and ensuring its sustainable transition in the long term.



<sup>1</sup>Eurostats, Key Figures on Europe, 2023 Edition

# Building homes for the future in a rapidly changing sector

## 2. Energy renovation

A market with a bright future and sustained potential

While the new-build market is struggling to recover, the energy renovation market is holding up well, buoyed by a favourable regulatory framework in Europe. In April 2024, the revised Energy Performance of Buildings Directive was adopted: Member States must ensure that the average primary energy consumption of their residential building stock decreases by at least 16% by 2030, and by 20% to 22% by 2035, compared to 2020.<sup>2</sup> Energy renovation thus appears to be an essential driver for the sector's ecological and energy transition.

These trends are also conducive to the development of residential photovoltaic solar energy, which is now almost as competitive as conventional energies. While this is growing in France (11% of TWh produced in 2020 compared with 2019<sup>3</sup>), it is also set to represent the largest annual increase in renewable energy capacity in Spain<sup>4</sup>

**Roofing thus features prominently in the energy renovation market, and for good reason: with comprehensive, high-performance and resilient systems, it can play a major role in offering healthy, comfortable, and more sustainable homes.**

**A roof renovation project (insulation and airtightness) represents:**

up to  
**40% less**  
heat loss  
in winter  
and  
heat gain  
in summer.



<sup>2</sup>European Parliament, Press release, 12 March

<sup>3</sup>SDES, according to purchase obligations, EDF, EDF-SEI, and ELD

<sup>4</sup>Mordor Intelligence, Solar energy in Spain market size & share analysis

# Building homes for the future in a rapidly changing sector



## #3. Decarbonisation

A lever for industrial performance to move into action

Buildings in the EU are responsible for 40% of our energy consumption and 36% of greenhouse gas emissions.<sup>5</sup> The housing sector is therefore at the forefront of efforts to achieve climate targets and carbon neutrality by 2050, driven by regulations that continually reinforce the responsibility of players in the sector (RE2020, the 2021 Climate and Resilience Act in France, the CSRD in Europe, etc.). While the energy renovation market represents one major decarbonisation solution for companies in the sector, industrial innovation is another, including energy efficiency and optimising the energy performance of industrial facilities, working on raw materials, developing new technologies and processes, and deploying decarbonised alternative energies.

Decarbonisation is expected to reshuffle the cards in the sector and to contribute to the emergence of new leaders with a strong, demanding environmental approach, leading to the creation of jobs that cannot be relocated and increasing the industrial sovereignty of local areas.

**In the long term, despite its cost and many challenges, decarbonisation will offer the opportunity to develop a new industrial model that is attractive, more efficient, more resilient, and more competitive.**

**In France, by 2050,<sup>6</sup> the ecological transition could create**

**+1 million jobs**  
including

**30,000**  
in the **energy sector**  
and  
**196,000**  
in **construction**



<sup>5</sup> [European Commission, Energy efficiency in buildings](#)

<sup>6</sup> <https://infos.ademe.fr/magazine-octobre-2021/dossier/transition-ecologique-et-emploi-un-cercle-vertueux/>

# A CSR policy

that takes account of our stakeholders' internal and external challenges

In 2020, to structure our CSR policy, we carried out a large-scale survey of our internal and external stakeholders in order to analyse various risks and opportunities for our Group. The materiality analysis that emerged from this in 2021 helped us identify our main CSR challenges, which include the health, safety and training of our employees, reducing our carbon footprint, and energy management.

## 2025-2026 TARGET

### Preparing for the CSRD

Since November 2023, a strategic consulting firm has been working with Edilians Group to help it prepare for the implementation of the CSRD, with a view to future cycles non-financial reporting.

In 2024, a dedicated monthly strategy committee was set up within the Executive Committee. A project committee is also in charge of ensuring operational compliance with the directive, in areas such as CSR strategy, data governance, and internal control.



# Sustainable roofing

## Our CSR commitment



For Edilians Group, corporate social responsibility is a long-term commitment; it is a continuous improvement process that is integrated across the board in our business model and strategy.

Aware of the environmental impact of our industry, we offer solutions that combine performance and sustainable development, in order to meet our customers' expectations and encourage the transition to a sustainable, low-carbon economy. We work to design smart roofing solutions so that buildings may contribute to the well-being of everyone and to the future of our planet, all while fostering engagement and nurturing a sense of pride among our employees and future staff members, who are instrumental in our success.

Our CSR policy therefore revolves around four main pillars, with quantifiable progress targets for 2025 and 2030.

### PEOPLE

#### CREATORS OF EXPERTISE

**Inventing** a fulfilling and sociable human experience

- Providing good working conditions and ensuring the well-being of our employees and partners
- Committing to the development of our employees' skills
- Pursuing our efforts to promote diversity and equality
- Tapping into the innovative creativity of our teams to develop our solutions

### LOCAL ROOTS

#### LOCAL ARTISANS

**Striving to** maintain virtuous bonds between people and their regions

- Setting the standard for the virtuous development of our regions
- Working together to develop projects to support the energy transition

### ENVIRONMENT

#### BUILDERS OF SUSTAINABILITY

**Building** environmentally friendly solutions

- Considerably reducing our carbon footprint through continuous improvement, innovation, and technological breakthroughs
- Contributing to efficient, sustainable, and low-impact buildings with our eco-housing solutions
- Managing our environmental impact and investing in water conservation
- Preserving ecosystems and biodiversity

### GOVERNANCE

#### RESPONSIBLE MANUFACTURERS

**Working** to conduct our business in an exemplary manner

- Affirming our commitment and our transparent approach
- Placing ethics and excellence at the heart of our business
- Being a preferred supplier for our customers

# Our contribution to the Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are the cornerstone of the 2030 Agenda, calling on all institutional, economic, and civil players to mobilise. Aware of our responsibility, we have identified 13 ambitious and cross-functional SDGs that should drive our commitments as we conduct our activities and operations.



### PEOPLE

- 3 GOOD HEALTH AND WELL-BEING**
  - Good health and well-being
  - Improve working conditions
  - Strengthen the health and safety culture amongst our employees
- 4 QUALITY EDUCATION**
  - Quality education
  - Develop the skills of our employees and partners
  - Preserve and pass on expertise
- 5 GENDER EQUALITY**
  - Gender equality
  - Increase the number of women in manufacturing and management positions
- 10 REDUCED INEQUALITIES**
  - Reduced inequalities
  - Strengthen our diversity, inclusion, and equality policies

### ENVIRONMENT

- 6 CLEAN WATER AND SANITATION**
  - Clean water and sanitation
  - Limit our water consumption
  - Reduce and treat our emissions
- 7 AFFORDABLE AND CLEAN ENERGY**
  - Affordable and clean energy
  - Improve our energy efficiency
  - Invest in renewable and low-carbon energies
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**
  - Industry, innovation and infrastructure
  - Innovate to optimise our manufacturing processes
  - Develop new breakthrough technologies
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**
  - Responsible consumption and production
  - Take only as much as necessary
  - Reduce our waste
- 13 CLIMATE ACTION**
  - Climate action
  - Significantly reducing our CO<sub>2</sub> emissions
  - Innovate for low-energy, autonomous, and resilient housing
- 15 LIFE ON LAND**
  - Life on land
  - Develop and restore our lands whilst promoting the natural habitats of flora and fauna

### LOCAL ROOTS

- 8 DECENT WORK AND ECONOMIC GROWTH**
  - Decent work and economic growth
  - Promote employment and a thriving local economy
- 11 SUSTAINABLE CITIES AND COMMUNITIES**
  - Sustainable cities and communities
  - Favour short supply chains
  - Be a peaceful industrial neighbour
  - Take action for the virtuous development of regions
  - Contribute to enhancing heritage

### GOVERNANCE

- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS**
  - Peace, justice and strong institutions
  - Communicate transparently about our commitments
  - Place ethics at the heart of our business

## Edilians Group supports the United Nations Global Compact.

Edilians Group has confirmed its support for the 10 principles of the United Nations Global Compact concerning respect for human rights, international labour standards, environmental protection and the fight against corruption, as well as its commitment to integrating the Global Compact and its principles into the Group's strategy, culture and day-to-day operations. Within this framework, Edilians Group has agreed to report on its efforts and progress through the annual publication of a Communication on Progress (CoP), in accordance with the Global Compact's policy.



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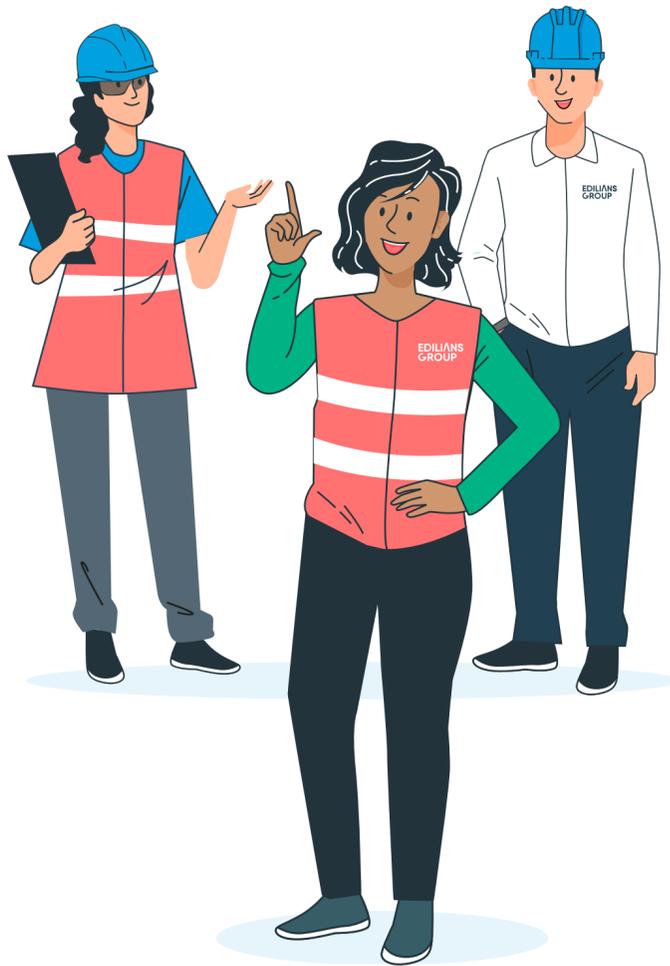


# Creators of expertise

## Creating a fulfilling and sociable human experience

Our know-how is based on the expertise of the men and women with whom we work every single day. That is why we aim to protect and support each of our 1,700 employees. We are convinced that providing good working conditions, upgrading skills, and promoting diversity and equality are sustainable, responsible ways to ensure our employees feel fulfilled at work.

# Creators of expertise



The Sustainable Development Goals to which Edilians Group contributes in the **PEOPLE** category:



## KEY INDICATORS

GROUP	INDICATORS	UNITS	2021 reference year	ACHIEVED IN 2024	TARGET FOR 2025**	TARGET FOR 2030**
Health, Safety & Quality of Life at Work Policy	Frequency of lost-time accidents (TFI)	Number per 1,000,000 hours worked <i>employees + temporary workers + contractors</i>	13.6	7,9	< 8	< 5
	Health & Safety* field leadership	Number	4,500	7,630	8,000	8,500

\* Our Health & Safety system's prevention programmes enable each manager to act as a safety leader in the field alongside our teams, including through:

- 'FORCE' inspections: carried out to identify any hazardous conditions
- safety discussions: dialogues with employees aimed at reinforcing safe behaviours and anchoring our prevention culture.

\*\* The reduction in targets is explained by Sébastien Blanchon on page 19.

# 1. PROVIDING GOOD WORKING CONDITIONS AND ENSURING THE WELL-BEING OF OUR EMPLOYEES

The nature of our industrial activities exposes our employees and partners to the risk of workplace accidents and occupational illnesses. That is why we are committed to the health, safety and well-being of everyone, at every level of responsibility within the Group.

## Strengthening our health & safety culture

For several years now, Edilians Group has had a strategic Health and Safety plan, based on **shared reference frameworks** and a set of actions, investments, tools, and training courses broken down into **three areas** and focusing on **six major hazards**.

Our objective is clear: **to prevent accidents and illnesses, starting with the most serious ones, which can have irreversible consequences.**

### 2 main reference frameworks:

1. **Our Quality, Health, and Environmental Policy**
2. **Our Health, Safety, and Environmental Charter focused on RESPECT**

### A three-point action plan:

1. **leadership** embodied by management's visible and concrete commitment to health and safety routines: health and safety discussions, FORCE inspections, analysis of accidents and incidents, holding safety meetings, celebrating successes, disciplinary measures, monthly steering committee meetings, etc.
2. **risk control** with field assessments to regularly update the preventive measures in our 17 internal protocols, and to ensure that they are understood.
3. **organisation and systems** with the introduction of dedicated management tools for operational staff.

### IN 2024

The improvement in the Group TFI rate marks the first milestone in a harmonised health & safety culture shared by all Group entities. This is the result of an integration plan implemented on all our sites and reinforced by continuous, concrete and positive mobilisation on the ground.

#### Frequency rate

**7.9**

Number per 1,000,000 hours worked (employees + temporary workers + contractors)

#### Lost-time accidents

down **47%**

(compared with 2023)

### TARGET FOR 2025

#### Frequency rate

**< 8**



Health and safety as priorities, with Alexis Langlois

[Watch the video](#)



*With the implementation of our Health and Safety plan in 2021, a special effort was made to train all employees. Every year, we thus capitalise on the training initiatives already undertaken, providing additional training for employees already trained, as well as comprehensive training for all new recruits.*

**Sébastien Blanchon**  
Human Resources  
Director

# # 6 priority commitments

## SAFETY

## HEALTH

1

### WORKING ON MACHINES

Continued implementation of the action plan on machine safety (with over 800 improvement initiatives in 2024).

Work to identify, with all sites, risks related to concurrent work on machines.

Plan to improve the reliability of maintenance operations.

2

### WORKING AT HEIGHT

Assessment of the risks inherent in all types of work at height, along with special advanced training for the relevant employees.

Provision of individual platforms in the yard to facilitate drivers' stowage operations.

Coordination of an "After-sales Safety" Working Group.

3

### ROAD RISKS AND VEHICLE-PEDESTRIAN INTERACTIONS

Separation of on-site traffic flows and review of floor markings.

Training sales personnel in defensive driving.

"Driving and telephones" policy signed by all sales staff.

Equipping forklifts with on-board anti-collision systems.

Testing pedestrian detection systems.

4

### NOISE

Equipping staff with custom-moulded PPE.

Deployment of Bluetooth® connected noise-reduction earmuffs for shift workers on volunteer sites.

Replacing noisy equipment (vibrators on drying tubes).

Covering certain engines with cowling and replacing others with quieter models.

Installing sectional doors inside buildings to limit the dissemination of noise and dust.

Soundproofing sorting stations.

Updating maps.

5

### CHEMICAL RISKS AND DUST

Regular assessment of chemical risks and research into alternatives to the most hazardous products.

Edilians Group's participation in the European NEPSI agreement protecting workers' health through the observance of good practices in the handling and use of crystalline silica.

Dust measurement campaigns and diagnostic review. Use of suction systems for cleaning and cowling.

Air purification with purifiers to capture more fine dust from workstations.

Use of ventilated hoods and soldering stations with integrated extraction.

6

### ERGONOMICS

Use of ergoskeletons.

Implementation of best practices in response to periods of intense heat (adaptation to climate change).

Purchasing of electric stackers and jib cranes with accessories for easier handling.

Ergonomic studies of workstations.



# 2024 KEY FIGURES AND BEST PRACTICES

## FIELD INITIATIVES

**1** 'FORCE' inspection programme on safety, cleanliness, and order

**5,876** health and safety discussions and FORCE inspections (compared to 4,789 in 2021)

Target for 2025:

**5,500**

**1** Group Health and Safety and CSR Day

**3** health and well-being employee engagement events

**1** multi-year action plan for effective field communication and visual factories (marking, signage, 5S (sort, straighten, shine, standardise, and sustain), etc.)

## MANAGEMENT

**5** new vital safety rules (2024 PACTE awareness campaign run by team managers throughout the year)

**1** internal audit process for Health and Safety protocols with safety inspections and self-assessment grids for our 6 prevention priorities



## TOOLS

**1** regulatory and managerial training plan, including

**1** new "Safety Management" training programme for all managers on our 13 sites in France.

**1** training programme dedicated to work safety carried out by external companies, with 104 contractors trained in the prevention plan procedure

**4** new SafeStart in-house trainers

**1** EDISAFE internal application for monitoring field feedback and safety discussions.

**1** PACTE programme based on 5 vital safety rules

## The PACTE programme

### 5 vital rules for an essential safety pact

In March 2024, Edilians Group launched the PACTE programme, comprising awareness sessions on vital safety rules, aimed at training all Group employees on a regular basis throughout the year.

**PACTE: 5 letters to identify priority safety hazards:**

**Piétons Circulation (Pedestrians & Traffic):** compliance with traffic rules for pedestrians and drivers, both on-site and on the road.

**Attitude Prévention (Prevention Attitude):** applying rules, procedures and instructions, and reporting dangerous situations and actions.

**Consignation des énergies (Energy isolation):** pre-work isolation and verification of all installations.

**Travail en hauteur (Working at height):** use of collective or personal protection.

**Equipements de Protection Individuelle (Personal protective equipment (PPE)):** correct use of all PPE and equipment suited to the workstation.

**IN 2024**

**100%** of P, A, C, T & E modules rolled out

## "One day, one action"

### Day-to-day health & safety

To take concrete, positive action and manage our health & safety on a daily basis, in 2024 we launched the "One day, one action" initiative, encouraging every employee to carry out one action every day on their site to improve safety for all.



# HEALTH AND SAFETY AND CSR DAY

## The culmination of the PACTE programme

On 19 September 2024, **Edilians Group's annual Health and Safety and CSR Day** was once again one of the highlights of the Group's commitment to risk prevention, with a tried-and-tested format for tackling serious issues in a friendly and engaging way.

This year, PACTE and its **5 vital rules** were chosen as the theme for the day.



### Health and safety for all

During this collective mobilisation event, production was suspended on most of our sites. Our teams were able to take part in fun and instructive workshops dedicated to risk prevention, providing an opportunity for everyone to learn about these issues in a friendly but serious setting.

### Edutainment workshops

One of the key activities was a "hazard hunt", in which each participant took on the role of a prevention expert. Faced with situations depicted on posters, everyone was asked to identify potential hazards and indicate what should be done to avoid any accidents.

### Friendly discussions

Following other activities, the morning ended with a complimentary lunch in a friendly atmosphere, providing yet another opportunity for everyone to share their impressions and continue to discuss good safety practices.

### Focus on CSR

Several activities and workshops were also organised in relation to our CSR commitments, including a workshop on inclusion and hearing and visual impairments.



Commenailles - Dust workshop



Léguevin - Disability workshop



Wardrecques - Biodiversity workshop



Saint-Germer-de-Fly - Tree planting CSR workshop



La Escandella - Fire extinguisher workshop



Ceritherm - Hazard hunt workshop



Sainte-Foy-l'Argentière - Safety workshop



Umbelino Monteiro - CSR workshop



Quincieux - Snakes and ladders CSR workshop

## Promoting quality of life at work

Through a structured programme of training and continuous improvement initiatives, we strive to deploy best practices in terms of well-being and working conditions, to ensure that everyone benefits from a fulfilling, healthy and peaceful working environment.

**2 days** of remote working  
for eligible employees per week



### A specific training programme

Our special health and well-being training programme is tailor to each type of job and addresses several themes: work postures, organisation and efficiency, nutrition, sleep and work patterns, and exercise.

### Between 2021 and 2024

**1,056 employees trained**  
in one or more topics related to quality of life at work (stress management, health and well-being, movements and postures, PSRs, screen work).

### In 2024

**100% of managers trained**  
in stress management.

### An action plan based on our Quality of Life and Working Conditions survey

At the end of 2024, **the latest edition of the biannual Quality of Life and Working Conditions survey** was distributed to **all Group employees**. This followed on from the survey already carried out in 2022 among French employees. The first results will be revealed in the first half of 2025.

**1 Quality of Life and Working Conditions action plan**  
deployed in France since 2023 with

**1 Quality of Life and Working Conditions steering committee per site**  
made up of management and staff representatives, in charge of rolling out the action plan.

## Strengthening social dialogue

When it comes to social dialogue, we frequently hold open, high-quality discussions with employee representative bodies. We work with them to enter into agreements on key subjects including gender equality in the workplace, disability and diversity, donating days of leave, and preventing exposure to occupational risk factors.

### Edilians Group continues to champion equality and diversity

The three-year agreement signed in 2023 in France on gender equality in the workplace, diversity, and disability set out the objectives and means of action implemented by the Group on these three subjects. In particular, we undertake to:

- **Ensure** that parenthood is given better consideration across the company.
- **Encourage** the inclusion and continued employment of workers with disabilities.
- **Facilitate** the connection between working life and personal life for employees with relatives with disabilities.

### Les Petits Chaperons Rouge x EDILIANS



### Making childcare easier

Through a company contract with a network of over 1,800 daycare centres in France, our employees benefit from priority access to permanent or occasional childcare for their children aged 10 months to four years, in a facility close to their home or workplace.

## 2. COMMITTING TO THE DEVELOPMENT OF SKILLS

Because they are the primary custodians of the Group's expertise and its sustainability, we want to offer all our employees tailor-made, attractive and fulfilling career paths, helping them achieve a high level of competency.

### EDILIFE

#### A new talent management portal



Officially launched in September 2024, Edilife has been designed to optimise talent management within HR departments, but also to provide employees with a tool for tracking their career paths on a single platform. After 18 months in development, this portal is built around several modules:

- **Organisation:** an accessible organisation chart for the entire Group, containing the job titles and professional contact details of all employees.
- **Training:** access to the complete training catalogue and online training modules (formerly Edilearn), with an overview of training courses already completed.
- **Recruitment and Careers:** an area dedicated to current recruitment to facilitate internal employee mobility.
- **Interviews and Performance:** access to interview histories and a list of skills required for each job.
- And other modules dedicated in particular to **succession planning** and **salary information**.

Rolled out in 2024 among French employees, Edilife will be accessible to all Group employees in 2025.



AS OF 31 DECEMBER 2024

**52%**  
of employees  
had logged on to the platform  
at least once

more than  
**2,800**  
training requests  
for 2025

more than  
**250**  
applications  
for

**42**  
job offers  
published



*By giving everyone an overview of all the Group's employees and job titles, and by providing new training and career development opportunities, Edilife is a new way to develop skills, mobility, and interaction at Edilians Group. With Edilife, Edilians Group is taking another step towards consolidating and deploying an integrated Group culture.*

**Sébastien Blanchon**  
Human Resources  
Director



### Understanding to take action

In 2024, Fresque de la Construction workshops were organised for the GLT (50 members of top management and Group executives). Directly inspired by Climate Fresk (rolled out among our French teams in 2022), these fun, collaborative workshops are tailored specifically to building and construction professionals. They aim to provide a better understanding of the climatic and environmental impact of the building industry and initiate the transition to sustainable, low-carbon construction.



## # 4 GROWTH AREAS

### # 1 DEVELOP skills and knowledge...

... with:

- **a prepared onboarding programme** (a document available to managers, listing all the steps to be followed for the successful onboarding of managerial and non-managerial staff);
- **a digital training programme** (via Edilife) for all employees, including a common core (history, values, code of ethics, manufacturing, etc.) and a specific programme by 'job' (managers, sales staff, etc.).

Through Edilife, these programmes, initially offered in France, will also be rolled out in Spain and Portugal.

- **A Welcome Session** (annual seminar for new managers: presentation of the management team and organisation, factory tour).
- **Regular training and refresher courses**, with a continually enriched training catalogue, designed for all professions and tailored to the specific requirements of each position.



**A look at the onboarding process at Edilians** with Virginie Gendre and Sandy Hurel-Le Corre

[Watch the video](#)

### # 2 PROMOTE mobility and personal development within the company...

... by identifying potential routes for advancement within the company and promoting the communication of key knowledge (succession plans and annual performance reviews).

**IN 2024**  
**37% of jobs**

were filled via internal promotion within the Group

### # 3 SUPPORT our sales force in the quest for excellence...

... through a jointly constructed skills reference framework, where each individual can identify their needs and enjoy a personalised training programme (France).



### # 4 DEVELOP the talents of the future...

... by building the skills and employability of younger generations, to ensure that our knowledge is passed on and sustained: partnerships with schools to offer targeted technical training at regional level, and a stronger internship and apprenticeship policy.



**IN 2024**  
**17%**  
**of work-study trainees**

were offered permanent jobs following their contracts



**Apprenticeships: a priority for the Edilians brand** with Grégory Corona and Maureen Juen

[Watch the video](#)

# 3. PURSUING OUR EFFORTS TO PROMOTE DIVERSITY AND EQUALITY



Because diversity and equality are essential factors for cohesion and performance, we are deploying a stronger diversity policy in our Group, whilst ensuring gender equality at all levels:

- **Recruiting women** for manufacturing jobs.
- **Signing an agreement on diversity, gender equality, and disability** (in 2023 in France).
- **Carrying out actions to promote the inclusion and continued employment of workers with disabilities** (in France).
- **Strengthening communication between generations** through tutoring and the knowledge and experience transfer process introduced in 2023.

## Gender Equality Index

**85/100**

for the France clay scope,  
**10 points above the statutory minimum**

## Target for 2025

**90/100**

for the same scope



## An initiative renewed in 2024

Every year in France, Edilians takes part in the national DuoDay, in which a company, local authority or association hosts a person with a disability and pairs them up with a volunteer employee. Since 2023, various duos have been trained on our sites, enabling the people taking part to discover a job through immersion in the company, raising awareness among our employees, and reaffirming our commitment to creating an accessible working environment for all.



*We decided to introduce this format in 2023, in line with the agreement we had signed with our social partners on the topics of diversity, gender equality in the workplace, and disability. This approach is beneficial for both the company and the people who take part, providing an opportunity to present our jobs, our company and our values, while at the same time raising awareness among our teams.*

**Marnie Lauer**

Employment law expert and organiser of DuoDay



# OUR SITES ARE COMMITTED!

## ARNAS (RHÔNE) 10 years with no lost-time work accidents

On 2 October 2024, the Arnas production site dedicated to the solar business celebrated 10 years with no lost-time work accidents. This achievement reflected the constant commitment of each and every team member, guaranteeing a safe and healthy working environment for all.

## QUINCIEUX (RHÔNE) Launch of a new management training programme

At the end of 2024, the Quincieux site officially launched the Group's "Safety Management" programme, aimed at reinforcing exemplary conduct among management, developing a strong, shared safety culture, and equipping our managers with the tools they need to remain proactive. Ultimately intended for all managers on our 13 sites in France, this training programme is part of an ongoing process of collective commitment and improvement.



## LA ESCANDELLA (ESP) Enhanced health & safety training

In the first half of 2024, 148 employees took part in a series of training courses on preventing occupational hazards, focusing on the Group's priority commitments: working at height, lifting platforms, road and workplace safety, dust and silica hazards, and electrical maintenance.



## UMBELINO MONTEIRO (POR) A tidy and orderly maintenance workshop

As part of the 'FORCE inspection' programme, the Umbelino Monteiro maintenance workshop was cleaned and tidied to improve working conditions and enhance quality and safety. This is just one example of teamwork and a collective effort aimed at making our day-to-day activities safer.





# OUR SITES ARE COMMITTED!

## DARDILLY (RHÔNE) Fire training for employees

In June and September 2024, some 20 people took part in a training course led by a fire-fighter, combining theory and practice to identify the means of extinguishing a fire, sounding the alarm, and helping evacuate people and lead them to safety. On the programme: learning how to respond more effectively, using and handling extinguishers according to the type of fire, etc.



## WARDRECQUES (PAS-DE-CALAIS) A sorting cabin for greater comfort

As part of its Quality of Life and Working Conditions approach, the Wardrecques site was equipped with a new sorting cabin designed to improve the well-being of the five employees working there: insulation from external noise, reduction of dust by an overpressure system, installation of an automatic buzzer, and implementation of reversible air-conditioning for individual temperature management and comfort in winter and summer.



## COMMENAILLES (JURA) GR30 Ultra Défi Solidaire challenge

From 27 May to 2 June 2024, a team of employees from the Commenailles site took part in the GR30 Ultra Défi Solidaire challenge. The idea? To accompany people with disabilities in a Joëlette (a sports wheelchair) on an exceptional 7-day, 200 km trail race through the heart of the Auvergne volcanoes. The atmosphere of solidarity and unity at the finish line was unforgettable!





# Building sustainability

## Building environmentally friendly solutions

Aware of the precious connection between people and the land, we work every day to build innovative and more environmentally friendly housing.

Significantly reducing our carbon intensity, taking action to promote eco-housing, controlling our environmental impact across our value chain, and preserving ecosystems and biodiversity are all commitments that will contribute to building our future and sustaining our expertise and our capacity to innovate over the long term.

# Building sustainability



The Sustainable Development Goals to which Edilians Group contributes in the **ENVIRONMENT** category:



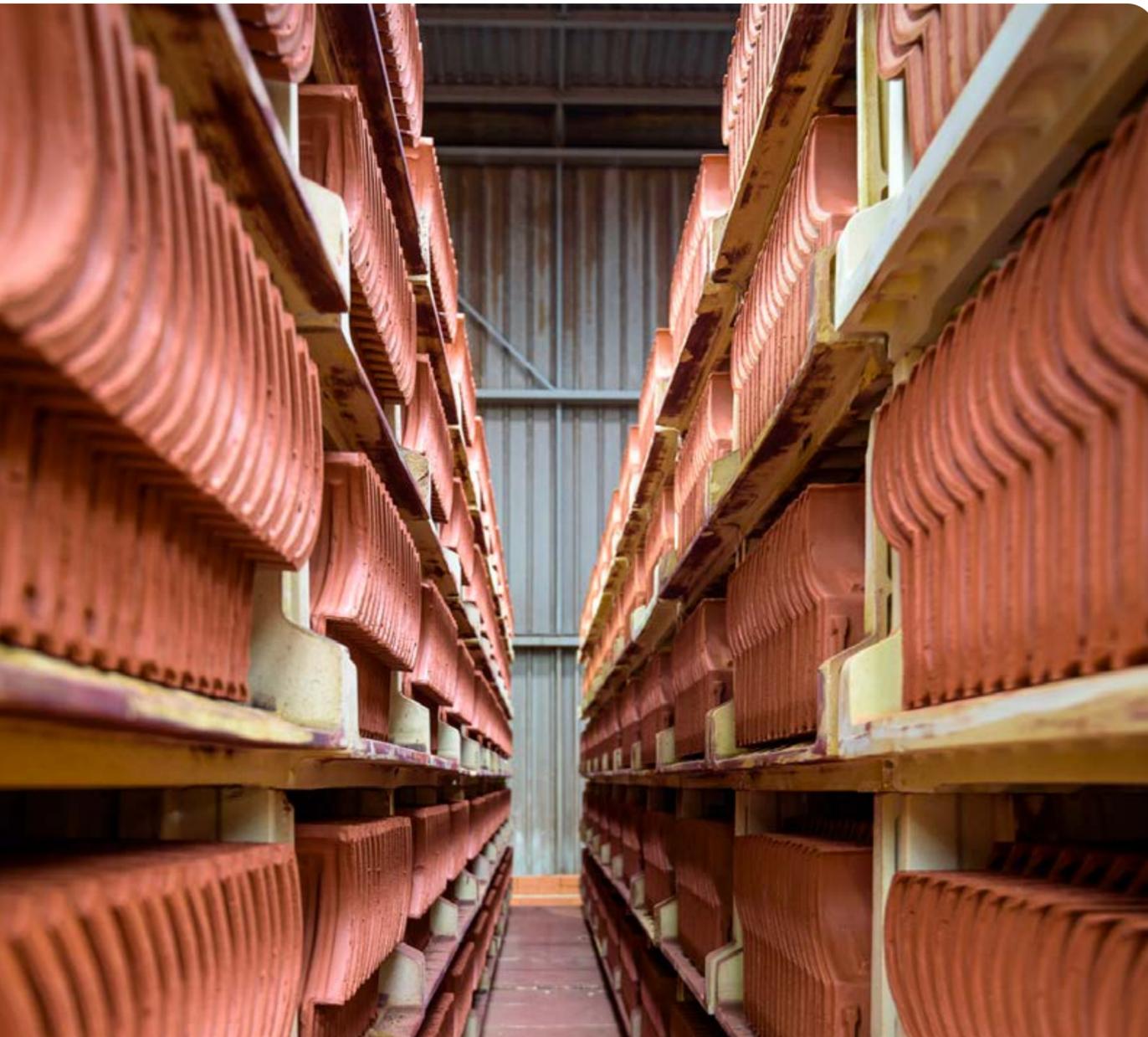
## KEY INDICATORS

GROUP	INDICATORS	UNITS	2021 reference year	ACHIEVED IN 2024	TARGET FOR 2025**	TARGET FOR 2030**
<b>Greenhouse gas emission reduction policy</b>	Direct CO <sub>2</sub> emissions (Scope 1)	Progress vs. baseline value of 100%	100 %	-39 %	NA*	-30%
<b>Drinking water consumption control policy</b>	Total consumption of drinking water per tonne produced	Progress vs. baseline value of 100%	100 %	-12 %	-15 %	-25 %

\* No target can be defined due to current uncertainty on international markets  
 \*\* compared with 2021

# 1. SIGNIFICANTLY REDUCING OUR CARBON INTENSITY

through continuous improvement, innovation, and technological breakthroughs



The building industry accounts for more than a third of the European Union’s total greenhouse gas emissions. It is therefore a key sector for achieving climate targets and carbon neutrality by 2050. Aware of its responsibilities, Edilians Group is committed to significantly reducing its CO<sub>2</sub> emissions by implementing a plan to decarbonise its business and continuously improve its energy efficiency.

## Our decarbonisation plan

Launched in 2021 as the cornerstone of our commitment, our decarbonisation plan aims to reduce our CO<sub>2</sub><sup>7</sup> emissions per tonne produced by 30% by 2030, through a major investment plan to:

- # 1. **reduce** our consumption of natural gas;
- # 2. start **replacing** natural gas with alternative decarbonised fuels.

### Reduction in direct carbon emissions in absolute value :

**2024**  
**-39%**  
 (at Group level, compared with 2021)

**TARGET FOR 2030**  
**-30%**  
 (at Group level, absolute emissions, 20% less specific emissions, compared with 2021)

## 2024

**A year which saw our absolute emissions drop sharply**

The unprecedented decline in volume of the building market, combined with our decarbonisation investment projects and our ongoing efforts to optimise our production facilities, led to a considerable drop in our direct CO<sub>2</sub> emissions in 2024.

<sup>7</sup> Direct CO<sub>2</sub> emissions compared with 2021

## Measuring our carbon footprint to go even further

In 2024, Edilians Group completed its carbon audit by evaluating the scope 3 emissions contributing to its footprint for all its subsidiaries. It was assisted in this by the consultancy firm ERM based on the GHG PROTOCOL. This new audit confirmed our priorities for action to reduce the CO<sub>2</sub> emissions of our production processes, reduce our electricity consumption, and continue to implement sustainable purchasing policies.



## A practical action plan

### 1. OPTIMISE

our manufacturing processes and their energy efficiency on our industrial sites, by recruiting and training our teams.

### 2. IMPROVE AND ADAPT

our industrial facilities by deploying mature technical solutions line by line: clays with lower emissions, product optimisation, drying and firing techniques, etc.

### 3. INNOVATE

and implement new technical solutions through our research and development programmes.

### 4. REPLACE

the natural gas we use with new low-carbon energies (electricity, biomass, biomethane, biogas, hydrogen, etc.), in partnership with other players.

## Decarbonisation under way within all subsidiaries

As part of the gradual roll-out of our decarbonisation plan to our Iberian subsidiaries, in 2024 we strengthened our in-house skills in Spain for the first pillar of the plan, aimed at improving the thermal performance and optimal operation of our facilities.



# INNOVATION AND TECHNOLOGICAL BREAKTHROUGHS

## The Group confirms its decarbonisation



FOCUS



In September 2024, Edilians Group announced a major technological breakthrough on a strategic production line on the Saint-Germer-de-Fly site: **a kiln with 33% lower gas consumption, avoiding 1,500 tonnes of CO<sub>2</sub> emissions annually.**

Fifteen years of R&D and three patents, coupled with a €10 million investment and a two-year industrial validation process, were necessary to reach this first milestone in the Group's decarbonisation. These significant results, which will be extended to other Group units from 2025, confirm the ambition of Edilians Group to accelerate the decarbonisation of its 17 production sites by 2030.

**-33%**  
gas consumption  
for a kiln,  
i.e.  
**-1,500 tonnes**  
of CO<sub>2</sub> emissions avoided



# INNOVATION AND TECHNOLOGICAL BREAKTHROUGHS

## The Group confirms its decarbonisation



### EDILIANS GROUP X CERITHERM



#### A union of two skills sets

In 2023, Edilians Group announced the acquisition of Ceritherm, a French industrial kiln manufacturer and expert in innovative thermal equipment. Boasting ambitious R&D programmes, this engineering company with around 20 staff members reinforced the technical expertise of Edilians Group and its capacity for innovation in the decarbonisation of its manufacturing facilities.



*Research and development are essential pillars of our decarbonisation plan; they are incremental processes aimed at deploying, site by site and line by line, the most relevant solutions on a case-by-case basis. These initial results have more than lived up to our expectations and confirm our ambition to combine the innovative capacity of Ceritherm with the industrial expertise of Edilians Group.*



**Bertrand Lanvin**  
Technical and Innovation  
Director, Edilians Group



*The decision to implement these advances at Saint-Germer-de-Fly, one of the largest Edilians Group production sites, demonstrates the robustness of our concepts and the level of confidence we have in them. We are delighted to have been able to prove, for the first time on an industrial scale, that our technological innovations are producing significant results in reducing the carbon footprint of production and helping to decarbonise the Group's industrial facilities.*



**& Giovanni Zamparo**  
Managing Director,  
Ceritherm

### FRANCE 2030 certified

#### Decarbonising French industry

These technological advances were partly financed under the France 2030 plan operated by ADEME, the French National Research Agency (ANR), Bpifrance, and Banque des Territoires. Launched in October 2021, this government investment plan aims to address ecological, economic, industrial and social challenges, while sustainably transforming key sectors of the French economy and fostering the emergence of future technological champions.



# Contributing to the production of decarbonised electricity

By making our land available to stakeholders dedicated to the generation of photovoltaic solar energy, we are contributing to the production of renewable energy fed into the grid.



Our solar farms are installed in our former quarries and buildings, in areas where little is at stake in terms of biodiversity.

## Photovoltaic production in our former quarries is equivalent to

**IN 2024**  
**85%**

of our electricity needs

were offset by the photovoltaic power generated by our roof tile manufacturing sites and quarries in France.

**TARGET FOR 2030**  
**100%**

of our needs met

(for the same scope)

## Our main photovoltaic sites

SITES	TOTAL PRODUCTION
Bessens (TARN-ET-GARONNE)	31 GWh
Pargny (MARNE)	28 GWh
Blajan Quarry (HAUTE-GARONNE)	16 GWh
Commenailles (JURA)	6 GWh
	<b>~81 GWh</b>

## The Electron project

### An effective action plan

In 2024, a multi-year plan was rolled-out in our factories in France to reduce our electricity consumption, together with measures dedicated to reducing our carbon impact. This plan is building on the work carried out in 2023 to identify reduction strategies, supported by best practices from the field and new working methods.

**-10%**  
consumption  
by 2026

on

**12**  
French clay tile  
production sites

# Making our energy efficiency commitments come true via an ISO 50001 initiative



In terms of energy efficiency, we are working towards ISO 50001 certification for all our sites by 2030. We are thus aiming to acquire tools to measure, assess, and optimise our consumption in a consistent and transparent way across all our sites.



*Building on its experience with the ISO 9001 and 14001 standards, the Umbelino Monteiro factory launched preparations for ISO 50001 certification in 2024. This process is enabling us to be more rigorous and therefore more efficient in our energy consumption, thus helping to reduce our footprint. It is being overseen by a young professional working exclusively on the project.*

**Pedro Valente**  
Industrial Manager,  
Iberia



*Year after year, our progress is the fruit of our collective commitment to deploying new working methods to improve our energy performance. The foundations are now in place on our 13 certified sites. It's up to all of us to reinforce them and pursue our quest for continuous improvement to reach our goal of certification for all our sites from 2025.*

**David Tribouillet**  
Quality & Operational  
Excellence Manager



## IN 2024

**13** ISO 50001 certified clay tile sites  
(out of 15 sites, Group scope)

### FRANCE

- Sainte-Foy-l'Argentière (Rhône) - 2021
- Wardrecques (Pas-de-Calais) - 2021
- Saint-Geours-d'Auribat (Landes) - 2021
- Saint-Germer-de-Fly (Oise) - 2022
- Léguevin (Haute-Garonne) - 2022
- Phalempin (Nord) - 2022
- Commenailles (Jura) - 2023
- Léguevin (Rhône) - 2023
- Pargny-sur-Saulx (Marne) - 2023
- Damiatte (Tarn) - 2024
- Doyet (Allier) - 2024
- Grossouvre (Cher) - 2024
- + Dardilly (Rhône) - 2021 (metal component site)

### SPAIN

- Tejas Borja (Sp) - 2022

## IN 2024

**86 %**  
of Group sites certified

## 100 %

of French sites certified

## IN 2025

**100%**

## 2. CONTRIBUTING TO THE ECOLOGICAL AND ENERGY TRANSITION in the housing sector

At Edilians Group, we apply the principles of eco-housing for comprehensive and resilient roofing systems and contribute to the sector's ecological and energy transition. Our commitment carries a threefold ambition: to combat climate change and adapt to its effects, to reduce energy expenses, and to work to improve residents' comfort and quality of life.

### Encouraging energy savings through high-performance energy renovations

Over the years, we have developed an extensive and comprehensive range of solutions designed to improve the energy efficiency of roofing and efficiently manage the entire renovation process.

Thermal insulation, more sustainable materials, renewable energies, water management, indoor air quality, and more. Our technical solutions are the fruit of many years of research carried out in partnership with CEA Tech (the "Technological Research" department at the French Alternative Energies and Atomic Energy Commission) and Wigwam, a design office specialising in thermal and energy engineering.

#### 7 ranges of technical solutions for eco-housing

(clay tiles, functional accessories, photovoltaic solar energy, insulation, airtightness, rainwater solutions, cladding)



## Eco-responsible insulation

### A partnership of excellence with Peg

In November 2024, Edilians Group strengthened its position in the eco-responsible insulation market by announcing a strategic partnership with the Normandy-based company Peg. On 1 January 2025, Edilians therefore became the exclusive distributor of the EcoPeg range of innovative, recycled and recyclable thermal and acoustic insulation made from post-consumer plastic bottles, in partnership with Véolia. Designed without any chemical additives, binders, adjuvants or boron salts, EcoPeg polyester wool is made from mechanically and thermally bonded fibres.

Sharing the same values of local roots and sustainable innovation, the two companies intend to offer comprehensive solutions for craftspeople and distributors, in line with the objectives of the energy transition and reducing the environmental impact of housing.



*We're delighted to partner with Edilians, a company that shares our commitment to sustainable solutions. This partnership will boost EcoPeg's position as a benchmark for sustainable insulation.*



**Manon Comalada**  
General Manager, Peg

## SUPPORTING THE TRANSFORMATION OF THE SECTOR

Energy renovation and the deployment of photovoltaic solar energy are contributing towards major changes in the sector and in most building trades, generating the need to provide better support for the industry. Through the Edilians Academy, dedicated tools and partnerships with other industry players, Edilians Group offers technical, administrative and financial solutions tailored to individual needs. These tools are for professionals, to strengthen and decompartmentalise expertise, and for individual customers, to understand the range of solutions and financing options available.



**Since 2022:** shareholding in Dorémi, a pioneering start-up in the social and solidarity economy promoting energy renovation in individual homes.



**Since 2023:** partnership with CAPEB, a confederation for tradespeople and small building companies, to enhance the skills of small energy renovation and photovoltaic solar energy companies.





## Optimally integrating photovoltaics with aesthetically pleasing results

Optimised with the benefits of overall renovations, photovoltaic solar energy provides a clean, renewable energy source consumed within the household, thereby significantly reducing electricity expenses.

As a pioneer in our field, having developed the market's first photovoltaic solar roof tile over 20 years ago, we now offer a range of eight models of solar roof tiles and slates suitable for all types of buildings, as well as systems for fastening and integrating photovoltaic panels (EasyRoof range).

### # 5 product ranges for residential photovoltaic systems

1. Solar tiles and slating (8 models)
2. Solar panel integration systems for pitched roofs (EasyRoof Integration)
3. Systems for mounting solar panels on overhang roofs (EasyRoof Top)
4. Systems for mounting solar panels on flat roofs or on the ground (EasyRoof Flat)
5. Photovoltaic canopy systems for building façades

**providing Edilians Group with a comprehensive range of residential photovoltaic solutions.**

## THE SOLAR PASS A to Z support for roofers

In 2024, Edilians officially launched the **SOLAR PASS**, providing roofing tradespeople with a tailored programme designed to help them start up their solar business. We provide an introductory interview, insurance assistance (partnership with April), qualifying technical training (BP accreditation), training in real-life installation, sales, and the solar simulator, and support with the first work project aimed at improving thermal performance and optimising the use of our facilities.



*Positioning a business in the solar sector involves a considerable investment, which means dealing with all the pain points involved in starting up a business. With the SOLAR PASS, we offer professionals comprehensive solutions and support tailored to each company's profile and level of maturity. It is also a way of involving our customers in a virtuous transformation supporting the energy transition of homes.*



**Olivier Delattre**  
President,  
Edilians Tech

# 3. CONTROLLING OUR ENVIRONMENTAL IMPACT throughout our value chain



We are committed to a process of continuous improvement at all our sites, aimed at reducing our overall environmental impact and investing in water conservation throughout our value chain.

## From our extraction sites...

### Clay: a renewable resource

In France, more clay is deposited in rivers every year than the entire industry consumes.

### Take only as much as necessary

- **Drilling core samples** from our quarries to learn more about our deposits and avoid mining areas with high levels of barren material or high overburden thicknesses.
- **Optimising the use and preservation rate of extracted materials** by building sheds to prevent rainwater run-off and better control humidity levels.

### 15 years...

That's how much time can pass between the initial surveys and the start of quarrying operations, to consult and discuss with all the stakeholders, particularly the nature conservation authorities (the *Conservatoire des espaces naturels* and the *Commission départementale de la nature, des paysages et des sites*).

## ...to our factories...

Our factories and quarries in France (except the Doyet, Arnas, and La Talaudière sites) are **ISO 14001 certified**, ensuring the constant improvement of our environmental performance.

### Adapting our manufacturing processes

- **Products with a lower ecological and energy impact:** reducing the weight of our tiles and adjusting the clay mixtures.

### Limiting our consumption of drinking water

- **In slip coating:** implementing systems that use less water, using untreated water, recycling water.
- **Overall:** recovering run-off water, regularly tracking consumption and repairing where necessary, reducing humidity in the moulding machines.

**Total consumption of drinking water** per tonne produced compared with 2021 :

**IN 2024**  
**-12 %**

**IN 2025**  
**-15 %**



*In Pargny-sur-Saulx, the investments made to implement our consumption reduction strategies enabled us to reduce our water consumption by 10% between 2023 and 2024. By integrating the water issue at every stage of our thinking and by sharing our best practices, we're demonstrating our ability, as a manufacturer, to provide the vision we collectively need for the future.*



**Philippe Roidot**  
Operations Manager,  
Pargny-sur-Saulx site

## Reducing our tile waste

**Tiles are a naturally respectful material:  
100% natural and totally inert**

- **Minimising the waste rate** through **2 priority processes: pressing and colour.**
- **Reusing tile waste** (tracks for vehicles to drive on, in and around our quarries).
- **Establishing partnerships** to develop new recovery systems.

**IN 2024**

**+1%\***

**Index for improving the rate of tile waste**

(for the same quality level, 2019 baseline)

*\* the very sharp fall in the market led to stop-and-go operations and the slowdown of our kilns, causing the index to rise*

**IN 2025**

**-25%**

**IN 2030**

**-40%**

## Controlling and treating our emissions and waste

determined by environmental analyses of our manufacturing sites, to prioritise areas with the biggest impact.

- **Reducing and treating** our atmospheric and dust emissions: watering tracks, compliance measurement gauges, and using filtering to purify atmospheric emissions.
- **Treating, recycling, collecting water:** decanting discharged run-off water, recycling process water.
- **Annual waste reporting** (water, ground, and air): regular DREAL<sup>8</sup> inspections of all our French sites and inspections by the competent authorities in Iberia.

## ...and our logistics

### Reduce our waste

- **Reducing the impact of plastic covers:** thicknesses, dimensions, transparency, reduction in ink content (-50%) and proportion of recycled plastic.

**IN 2024**

**30%**

**recycled material**  
used in covers

**New tests**  
to reach

**50%**

**recycled material**  
have been carried out  
on most of our sites

**TARGET FOR 2025**

**50%**

**recycled material**  
used in covers  
i.e.

a decrease of

**23%**

**in the average CO<sub>2</sub> footprint<sup>9</sup>**  
(1.01 to 0.78 kg CO<sub>2</sub>/m<sup>2</sup>)

- **Reusable pallets subject to a deposit** on all our clay sites in France: a self-contained system with our customers and our pallet recycling and repair service provider, Epalia.

<sup>8</sup> Regional Directorate for the Environment, Development and Housing

<sup>9</sup> According to the life cycle analysis method

### Limiting the impact of our transport

- **Local industrial base:** close to extraction, processing, and installation sites.
- **Reducing the weight** of products and **optimising** trucks loading.
- **Gradual conversion** of the vehicle and machinery fleet to hybrid and electric versions.

**80%** of our clay tile volumes sold  
in France are installed **within 300 km**  
of our tile production sites

### And the impact of our suppliers!

- Application of the Sustainable Purchasing Charter to all EDILIAN'S suppliers, including our carriers.
- **"Environmental commitment and reduced energy consumption" clause** integrated into contract models for freight transport and quarry operations, including actions such as eco-driving training, gradual conversion of the vehicle fleet, optimisation of fill rates, etc.
- Introduction of CSR questionnaires for our main suppliers and carriers, to analyse their maturity and jointly increase our skills on the subject, thus contributing to our shared sustainability.



# 4. PRESERVING ECOSYSTEMS AND BIODIVERSITY



We are committed to preserving ecosystems and biodiversity by developing and restoring our lands according to the specific environmental challenges of each of our industrial sites (factories and quarries). In France, our partnership with the design and consulting firm ARCA2E is enabling us to speed up the implementation of biodiversity initiatives.

## #01 Avoiding

areas with major biodiversity issues upstream from our projects

- **A flora and fauna survey is conducted** on 100% of our quarrying projects before applying to the local authorities for the necessary permits and waivers.

## #02 Reducing

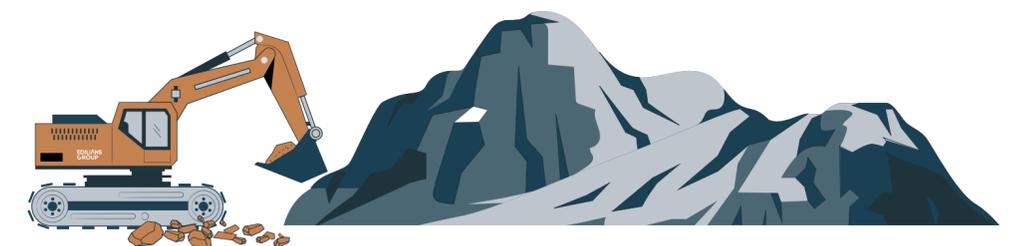
the impacts on biodiversity as quickly as possible in the context of our operations

- **Rehabilitation of our quarries as soon as possible**, as they are used, in advance of the rehabilitation schedule planned in the operating permits.
- **Systematic restoration** of the site in question after operation.

## #03 Compensating

for our impacts on biodiversity

- **Creating or protecting equivalent environments** when one of our quarries affects fauna, flora, habitats, or wetlands.



# OUR SITES ARE COMMITTED!



## DAMIATTE (TARN) DOYET (ALLIER) GROSSOUVRE (CHER) New ISO 50001 certifications



In 2024, the Damiatte, Doyet, and Grossouvre sites joined the 11 other Group sites that are ISO 50001 certified for energy management. **100% of our clay sites in France are now certified!** This is a further step towards the goal of certifying 100% of our clay tile factories at Group level by 2025, and 100% of all Edilians Group sites by 2030.

## PHALEMPIN (NORD) A new purifier for heat recovery



In the first quarter of 2024, the Phalempin site invested in a next-generation purifier to clean fumes from the kiln. With improved purification, the waste heat from these fumes can now be recovered for tile drying, thus offsetting the high gas consumption of the dryer. All in all, this equates to savings of 900 tonnes of CO<sub>2</sub> per year, as well as a sharp reduction in our sulphur dioxide emissions.

## WARDRECQUES (PAS-DE-CALAIS) Five new electric forklifts

To reduce its carbon footprint, the Wardrecques site has replaced its five combustion-powered forklifts with new electric machines that are more comfortable to operate. Safety has also been improved with the integration of warning lights and pedestrian detection cameras. This is the result of a collective decision, after two years of tests with various suppliers.

## At the heart of beehive operations

In honour of our annual Health & Safety and CSR Day on 19 September 2024, the Wardrecques teams had the opportunity to learn more about the operation of the three beehives installed in our quarries. These had been set up the previous year, in partnership with BtoBees, a company founded by two agricultural engineers to deploy beehives in companies and raise awareness of the decline in pollinators.



## QUINCIEUX (RHÔNE) Three new rainwater harvesters

On the Quincieux site, three new water harvesters were installed, each with a capacity of 630 m<sup>3</sup>. Connected to a basin supplying two production lines, these steel tanks will enable the site to increase its rainwater storage capacity (+ 1,890 m<sup>3</sup> in total), further reducing the amount of water drawn from the ground.

## SAINT-GEOURS-D'AURIBAT (LANDES) A banding machine for less plastic

In Saint-Geours-d'Auribat, the old hooding machine has been replaced by a new pallet banding machine, completely eliminating the gas consumption of the old equipment (8 kWh/t reduction) and reducing the amount of plastic used by 65%. For customers, this means that less plastic needs to be processed and the products are more stable on pallets and in transit.



# OUR SITES ARE COMMITTED!



## TEJAS BORJA (ESP) The first ERI project in Spain

In June 2024, our Easy Roof Integration (ERI) system was installed for the first time on a single-family home in Madrid. The choice was made to use BorjaSAT photovoltaic panels and Tejas Borja TB-10 TECH Entrepins tiles, featuring the world's first ceramic-printed finish. This renovated house now incorporates all possible roof improvements, including insulation and the installation of photovoltaic panels and high-quality tiles, for seamless aesthetic and functional integration.



Insulation system, integration of photovoltaic panels



Improvements to the roof

## COMMENAILLES (JURA) A wetland restoration project

Following the opening of a new quarry, an offsetting project was launched to restore almost 17 hectares of wetlands in the Vallon du Prélot, in cooperation with the hunting association *Fédération Départementale des Chasseurs du Jura* (FDCJ). This ambitious project, which represents twice the surface area impacted by the opening of the new quarry, aims to restore the natural operation of the valley, with the river re-meandering, restoration and creation of ponds, restoration of a spawning ground, and conversion of a poplar grove into a meadow.



Initial river course



New river course

## UMBELINO (POR) Trees for Citrinolândia

To mark World Tree Day, on 21 March 2024, Umbelino Monteiro teamed up with the municipality of Meirinhas to support the Citrinolândia project, a botanical space dedicated to the collection, cultivation, and display of over 78 varieties of citrus fruit. The Umbelino Monteiro teams took part in tree-planting for this new learning centre, which will feature exhibitions, workshops and various activities.





LOCALROOTS



# Local artisans

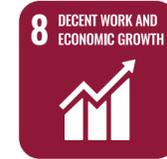
## Striving to maintain virtuous bonds between people and their regions

We are passionate about our industry and our expertise. That is why we attach special importance to defending and enriching the regions that are the foundation of our heritage and history. We put this commitment into action by contributing to the development of communities and by protecting our architectural heritage.

## Local artisans



The Sustainable Development Goals to which Edilians Group contributes in the **LOCAL ROOTS** category:



### KEY INDICATORS

GROUP	INDICATORS	UNIT	2021 reference year	ACHIEVED IN 2024	TARGET FOR 2025*	TARGET FOR 2030*
External training policy	Customers / Partners trained via the Edilians Academy	Number of participants	350	423	400	500
	Courses taught	Number of sessions	33	55	50	60

\* compared with 2021

# 1. SETTING THE STANDARD

## FOR THE VIRTUOUS DEVELOPMENT OF OUR REGIONS

Since its inception, Edilians Group's identity has been forged by the unique qualities of the regions where our products are manufactured. Whether this be in France, Portugal or Spain, our products are specific to the region and local area from which they originate.

Committed to defending and preserving these regions, Edilians Group strives to forge partnerships with local players to ensure that the local economy remains dynamic and vibrant.



### Reinforcing local employment

Based on our local roots, we take pride in supporting the vitality and dynamic activity of the local labour market in the regions where we operate.

**17**  
catchment areas  
at the heart of our regions

#### Local recruitment near our sites

Because of both human and environmental concerns, we strive to develop a local network of partners for recruitment, whilst working closely with the regional authorities to recruit employees as locally as possible for our sites.

**75%**  
or more of our  
employees  
hired for permanent  
jobs live **within 40 km**  
of our factories  
in France in 2024

### Referral bonuses Involving our employees in recruitment

To reinforce our collective engagement locally and build a trusted source of jobs, we use referral bonuses to encourage our employees to recommend members of their network to fill job vacancies.

### Reducing the rate of temporary employment

Although we depend on market fluctuations and need to be able to turn to temporary contracts, we want to reduce the number of these contracts as much as possible, in particular by working on recruitment, induction, integration, and training.

<b>TARGETS</b>	
<b>IN 2025</b>	<b>IN 2030</b>
<b>-20%</b>	<b>-15%</b>
temporary staff (manual workers)	

(compared with 2021)





## Training our roofer customers

Because we care about our partners and the long-term future of their trade, we support and advise our customers all the way to their worksites, in particular by contributing to the training of installers and dealers at the **Edilians Academy**.

### The Edilians Academy

The Edilians Academy offers themed and specific training modules for roofing companies, solar companies, solar panel fitters, and dealers.

**6**  
regional  
training  
centres

**1,233**  
professionals  
trained  
since 2019

### AMBITION FOR 2025 EDILIANS, a Qualiopi accredited training centre

By 2025, Edilians Group aims to obtain Qualiopi certification, issued by certification bodies accredited or authorised by the French Accreditation Committee (COFRAC) based on national quality guidelines. This "label" attests to the quality of the skills development process implemented, and to make the training courses offered easier to understand for companies and users.

### ECO-HOUSING: recognised training programmes

#### Photovoltaics

**2**  
technical training modules

**1**  
sales module

**88**  
roofers  
trained in BP electrical certification in 2024

**159**  
professionals  
have been trained to sell and install  
our solar solutions

### Training our teams to support our customers

To help our customers make the best technical choices, our sales teams are trained in energy renovation and our various insulation solutions.

**Insulation**  
**1**  
technical  
training module

**3**  
advisory and  
sales modules

**Renovation**  
Training our  
sales teams

**IN 2024**  
Our training targets  
were significantly  
exceeded, leading  
us to revise our 2025  
and 2030 objectives  
upwards compared  
with previous years.

**423**  
customers  
and partners  
trained through  
the Edilians Academy  
(55 training courses)

**IN 2025**  
**400**  
(50 training courses)

**IN 2030**  
**500**  
(60 training courses)

## EDILIANS X COMPAGNONS DU DEVOIR



### A partnership that has stood the test of time

For over 10 years, our partnership with the *Compagnons de Devoir France* ISC (Advanced Roofing Institute) has enabled us to support its members in the solar sector with integrated photovoltaic technology. We also train them in our complete Edilians system solutions with clay tiles and components.



## Our commitment to vibrant regions

Edilians Group has always maintained close, strong ties with the local ecosystems in which its production sites are located, including residents, elected officials, associations, businesses, and schools.

By regularly opening our doors to showcase local expertise and supporting sporting, cultural and solidarity initiatives, our 17 production sites are deeply involved in the local community, seeking to strengthen the social and economic fabric.



## 2. PRESERVING OUR CULTURAL AND ARCHITECTURAL HERITAGE

Edilians Group’s expertise reflects centuries of tradition. Our local appellations draw their strength from their proximity to their regions of origin, which they understand and can adapt to better than anyone else. That’s why we work hard every day to perpetuate this rich heritage, through our regular involvement in new-build and renovation architectural and heritage projects.

**9** regional appellations at the heart of our regions

**96** tile models and **320** colours



*Committing to a CSR approach means ensuring the continuity of an industry closely connected with its roots. It also means preserving our ability to produce tiles locally and sustainably, and taking action over the long term to protect our heritage.*



**Frédéric Fabien**  
Sales Director

### Reconciling architectural and environmental conservation

With renowned expertise in classified ABF zones in France, where the rules applying to roofing are strict (historic monuments, homes in heritage areas, churches, etc.), Edilians solar tiles are the best solution approved by the *Architectes de Bâtiments de France* for “heritage” pitched roofs.



Taking action to preserve our heritage and local roots with Frédéric Fabien

[Watch the video](#)

### Lycée Saint-Just in Lyon

#### An exceptional heritage restoration project

Created from the transformation of the former *Grand Séminaire* and built under the direction of Lyon architect Tony Desjardins from 1855, the high school Lycée Saint-Just has a long history. For this reason, the *Architectes des Bâtiments de France* required that the roof’s half-century-old flat tiles be identically reproduced. Intent on faithfully respecting the regional specificities of the French roofscape and protecting its historical cultural heritage, Edilians, with its 16x38 Doyet PLAIN clay tiles and AERO 2 DBA flexible roof underlay membrane, was chosen by the Archipat architectural firm to restore the 2,400 m<sup>2</sup> roof of the Lycée Saint-Just.



## The 'Terre Nature et Solidarité' (Earth, Nature, and Solidarity) fund

Since 2011, we have been committed to contributing to local needs in terms of new builds and renovation through the Terre, Nature et Solidarité endowment fund. While this fund currently only covers France, our ambition is to create a new endowment fund dedicated to the Iberian region by 2030.



**3**  
or more projects  
of architectural and  
heritage interest and/  
or with a social impact  
highlighting our product lines  
supported every year in France

**IN 2024**  
**17**  
heritage, architectural,  
and/or social impact  
projects supported

### Examples of projects supported:

- Renovation of a former caretaker's cottage in Altkirch (Bas-Rhin)
- Restoration of Château de Saconay (Rhône)
- Renovation of Château de Jarnioux (Rhône)
- Project to restore buildings to energy self-sufficiency in a nature reserve (La Vallée de la Millière association, Yvelines)

## FLOODING IN VALENCIA A wave of support within the Group

On 29 and 30 October 2024, flooding in Spain, mainly affecting the province of Valencia, triggered a considerable and spontaneous outpouring of solidarity within Edilians Group. Teams on our various sites mobilised en masse to help the local population, setting up fund-raising campaigns, sending equipment, and supporting humanitarian organisations.



*At the instigation of employees eager to lend their support, we worked together as operations managers to gather and send equipment in stock in our factories – boots, overalls, gloves, masks, etc. – that could help respond to the health emergency. In this way, we linked up with local aid networks to organise our response try to meet the needs of the affected population.*

**Élodie Albert**  
Operations Manager,  
Léguevin site



*The floods in Valencia triggered a real wave of concern and cohesion within the Group. While we did our utmost to support the individual situations of our hardest-hit colleagues on a case-by-case basis, the solidarity initiatives that spontaneously emerged in our factories reflect the values we hold dear and which, in the face of adversity, remain a source of great pride.*

**Alexis Langlois**  
Vice-President, Iberia,  
M&As and Digital Transformation,  
Edilians Group

# OUR SITES ARE COMMITTED!

## SAINTE-FOY-L'ARGENTIÈRE (RHÔNE)

**“When you love your region, you shout it from the rooftops”.**

In June and September 2024, the Sainte-Foy-l'Argentière site renewed a poster campaign designed to promote its expertise and local roots. Nearly 1,000 posters were thus distributed throughout the Rhône-Alpes region. A digital campaign also reached over 2.5 million individuals on the subject of renovation, including 61,000 people who visited the site.

## LÉGUEVIN (HAUTE-GARONNE)

**A visit from pupils from the Condorcet primary school**

The Edilians Léguevin site was delighted to welcome seven- and eight-year old pupils from the Condorcet primary school. During their visit, they were invited to meet the teams, immerse themselves in the manufacturing process, and create miniature tiles on-site, reflecting our local commitment to raising awareness of the importance of building a more sustainable future among younger generations.



## PARGNY-SUR-SAULX (MARNE)

**For the revitalisation of our regions**

As part of the “Small Towns of Tomorrow” agreement signed by the municipalities of Pargny-sur-Saulx and Sermaizelles-Bains, elected officials, government representatives, and local stakeholders took part in a tour of our Pargny-sur-Saulx site. This was an opportunity to highlight the performance of our factory as well as our dynamic commitment to the economy and our CSR initiatives!



## EDILIANS TECH (LOIRE)

**Unrivalled expertise in rainwater management**

The Edilians Group eco-housing specialist, Edilians Tech, manufactures our rainwater evacuation products. A workshop manager and three other employees profile, weld, press, and bend zinc, copper, galvanised steel, and a small amount of aluminium, giving the factory genuine 100% French expertise in manual welding, handed down from operator to operator over the years.

## PHALEMPIN (NORD)

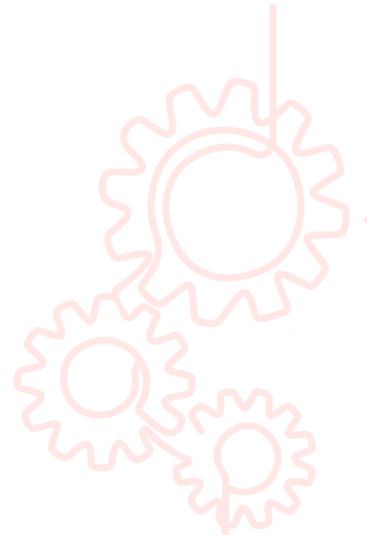
**Stronger links with our customers**

In April 2024, the Phalempin site had the pleasure of welcoming five of our UK customers for a visit where they exchanged views on key topics such as reducing our CO<sub>2</sub> emissions, our local roots, and the investments made to maintain our excellence in the British market. This was yet another illustration of our ongoing commitment to our partners!





GOVERNANCE



# Responsible manufacturers

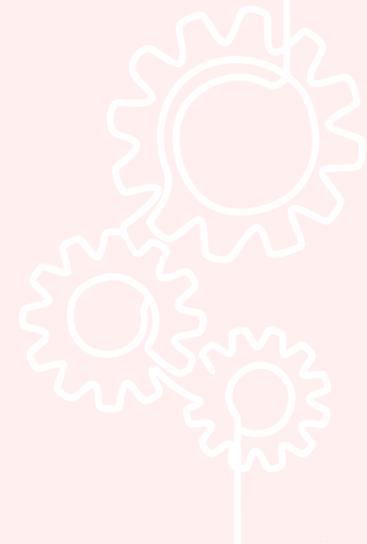
## Working to conduct our business in an exemplary manner

Because trust is a value we have now spent more than two centuries standing up for, we always try to apply it in our daily modes of operation, actions, and conversations.

Our trust is based on transparency, integrity, ethics, and responsibility whilst complying with regulations.

# Responsible manufacturers

The Sustainable Development Goals to which Edilians Group contributes in the **GOVERNANCE** category:



## KEY INDICATORS

GROUP	INDICATORS	UNIT	2021 reference year	ACHIEVED IN 2024	TARGET FOR 2025*	TARGET FOR 2030*
<b>Business ethics</b>	Employees trained in the code of ethics	Percentage of employees trained in the code of ethics (%)	100%	100%	100%	100%
<b>Compliance of commercial exchanges</b>	International verification of restricted or unauthorised third parties	Percentage (%) of the base of third parties	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of all third parties

\* compared with 2021

# 1. AFFIRMING OUR COMMITMENT AND OUR TRANSPARENT APPROACH



## Strengthening our CSR governance

Our CSR commitment and organisation form an integral part of our strategic and operational decision-making process. CSR is thus taken into account at the highest decision-making levels, guaranteeing regular reporting on all our action plans.

The various committees that make up our CSR governance draw on the day-to-day work of our in-house teams, divided up into working groups dedicated to specific action plans (health & safety, decarbonisation, etc.).

### OUR CSR GOVERNANCE



\* Environment, Social, Governance

## OUR CSRD COMMITTEE

In 2024, with a view to the CSRD compliance of the Group's 2026 non-financial reporting, a dedicated monthly strategic committee was set up, sponsored by our Executive Chairman.

A project committee is also in charge of ensuring operational compliance with the directive, in areas such as CSR strategy, data governance, and internal control.



*The implementation of the CSRD is encouraging us to be ever more demanding in monitoring our CSR indicators and formalising our internal policies. It's a new opportunity to involve all our partners in meeting our targets; it's also a way of reaffirming our strategy of value creation.*



**Louis Schaaf**  
Governance and Transformation Manager

## OUR ESG COMMITTEE

Our ESG Committee is an advisory body is made up of independent, internal experts. It aims to strengthen the integration of CSR within the Board of Directors, by supporting and guaranteeing the level of expertise of the most strategic CSR decisions. Founded in 2023, it meets every quarter and allows the Group to progress more quickly, accelerate its reporting, and guarantee compliance with the highest standards in its field.

### Topics covered in 2024:

- Review of the Group's CSR roadmap and progress monitoring
- Validation of independent bodies to be commissioned or subscribed to
- Review of changes in the regulatory framework and compliance (CSRD in particular) measures.
- Definition and review of the internal and external communication strategy

## Making progress on our commitments

Our Group is regularly assessed by external certification bodies. This approach enables us to structure our CSR policy, continually reinforce our commitments, and identify our levers for progress, by positioning ourselves in relation to best practices in our sector.



# ECOVADIS MEDALS

## Edilians Group consolidates its progress

Every year, the CSR rating organisation EcoVadis awards medals in recognition of the success of certain companies compared with their peers also rated by the organisation. Although an EcoVadis medal is not a certification, it recognises the positive approach adopted by the company and encourages it to continually improve its performance as its peers progress.



### FRENCH SUBSIDIARIES Recognition to match our commitments

Our subsidiaries Edilians Tech and Edilians SAS were awarded platinum and gold medals, placing them among the Top 1% and Top 5%, respectively, of companies assessed by EcoVadis.

Committed to this approach for several years, these companies have demonstrated a high level of progress, bearing witness to the robustness of the strategy adopted and commitments made by Edilians Group to make CSR a continuous improvement process integrated into its business model.



**EcoVadis  
Gold medal**

Edilians SAS

Top 5%  
73/100,  
95<sup>th</sup> percentile



**EcoVadis  
Platinum Medal**

Edilians Tech

Top 1%  
80/100,  
99<sup>th</sup> percentile



*Our move from silver to gold places us in the top 5% of companies rated worldwide for our CSR practices in the areas of Environment, Social and Human Rights, Ethics, and "Sustainable" Purchasing. We also won the highest medal for Edilians Tech this year. This proves, not only internally, but also to our customers and suppliers, that we are truly committed to a sustainable and socially responsible approach.*



**Sandy Hurel-Le Corre**  
Communication & CSR  
Director

### IBERIAN SUBSIDIARIES A new step forward for the Group

In 2024, our Iberian subsidiaries were also recognised by EcoVadis, with Umbelino Monteiro and Tejas Borja receiving silver medals and La Escandella being awarded bronze, a first for all three companies since their acquisitions in 2019, 2021, and 2022, respectively.

This further achievement reflects our subsidiaries' solid momentum and the efforts taken to implement a shared CSR culture and policy throughout the Group.



**EcoVadis  
Silver medal**

Umbelino Monteiro

Top 15%  
71/100,  
91<sup>th</sup> percentile



**EcoVadis  
Silver medal**

Tejas Borja

Top 15%  
68/100,  
87<sup>th</sup> percentile



**EcoVadis  
Bronze medal**

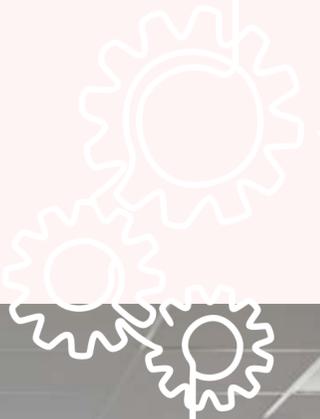
La Escandella

Top 35%  
59/100,  
67<sup>th</sup> percentile



# ECOVADIS MEDALS

## Edilians Group consolidates its progress



### CMEM GREEN X ECOVADIS



#### Working with our customers to build more sustainable housing

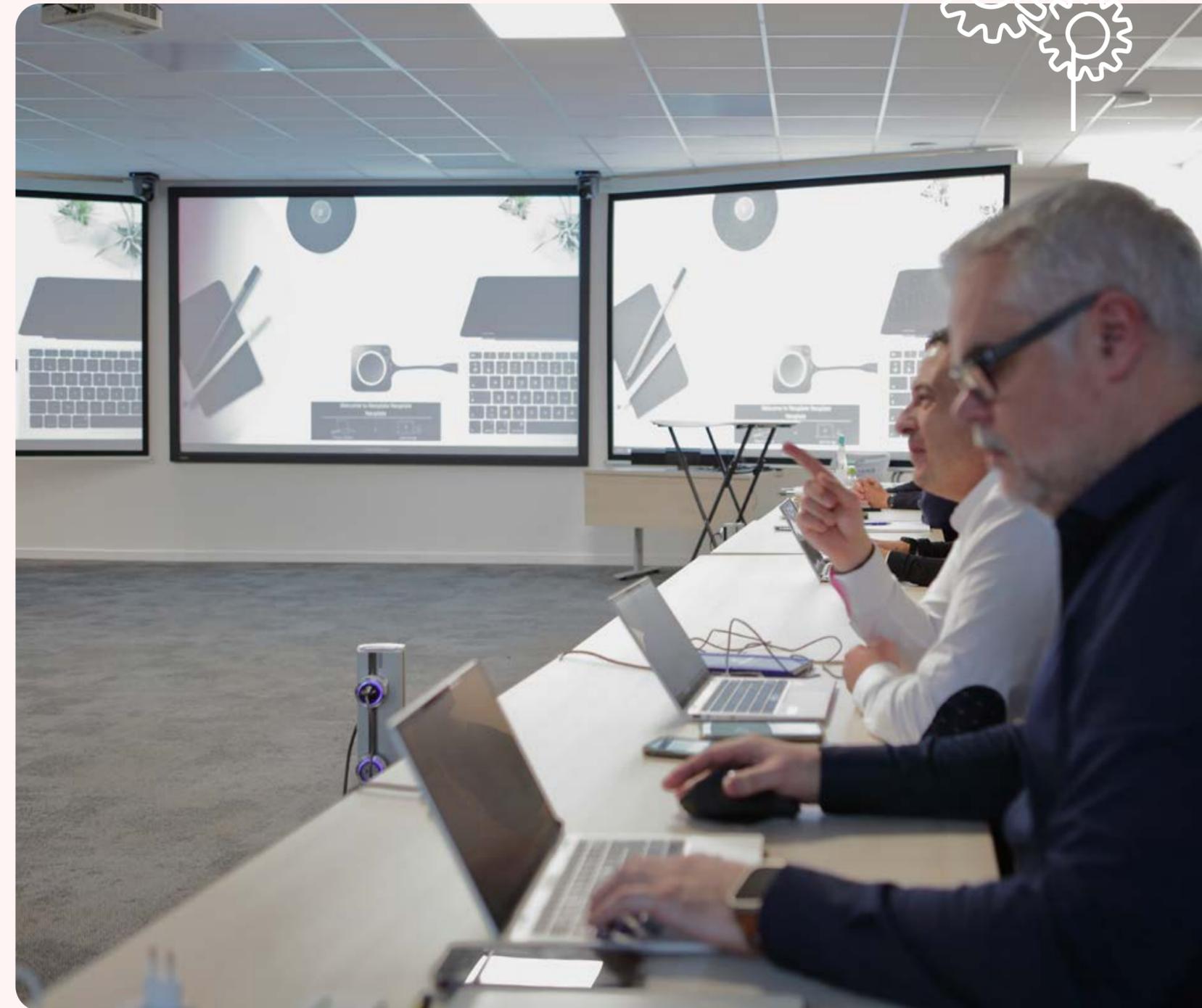
With 750 member companies, 1,700 sales outlets, and nearly 800 listed suppliers, CMEM, the central body for independent wood and material distributors, is a major player in the listing of building professionals. As part of its CMEM Green programme, the central office has developed a supplier **CSR reference framework** (multi-criteria CSR rating) for its members, based **on CSR assessment sheets supplied by EcoVadis.**

Edilians Group commends this innovative approach, which demonstrates the importance for our Group, as a major supplier, of committing to structured and structuring CSR efforts and being able to provide our customers with an objective assessment of our actions and progress.



*Through this reference framework, we aim to support changes in our suppliers' practices and meet the growing needs of our members, by adopting a more sustainable vision of the sector. While this is a new approach in the distribution industry, we are keen to promote suppliers that, like Edilians Group, are the prime movers behind it and account for a significant proportion of our sales. All this serves as proof that CSR is at the heart of tomorrow's products. *

**Patrick Schaeffer**  
General Manager,  
CMEM



## 2. PLACING ETHICS AND EXCELLENCE AT THE HEART OF OUR BUSINESS



Because it is fundamental that we conduct our business in an ethical and responsible manner, in accordance with the laws and regulations in force, we work every day to identify the risks inherent in our activities and to strengthen our overall compliance policy, with regard to both our employees and our business partners.

**IN 2024**

**100% of employees** trained and signatory to the code of ethics

### Our code of ethics

Published in 2020 and disseminated in four languages, our code of ethics sets out the values that must be known, observed and applied by everyone whilst they are doing their job every day. Based on key principles such as **trust, respect, honesty, fairness and integrity**, it advocates:

- ethical principles at work with regard to diversity, health and safety;
- sustainable development, environmental protection, and social responsibility;
- irreproachable business ethics with regard to money laundering, competition, corruption, conflict of interest, and data protection.

[Discover our code of ethics](#)

Edilians has a zero-tolerance policy regarding any form of fraud or corruption.

Since 2022, a whistleblowing platform has been in place, enabling any Group employee to report conduct or situations contrary to the Code of Ethics and Business Integrity and, more generally, to the regulations.

This platform complies with the French Wasserman Act and is available at [edilians.integrity.complylog.com](https://edilians.integrity.complylog.com). Edilians Group undertakes to deal with the alerts received on the platform within seven days.

### Our sustainable purchasing policy

While all our main suppliers are assessed annually (in line with the ISO 9001 standard), a Sustainable Purchasing Charter was drawn up at the end of 2022, based on ethical, environmental, social, and human rights criteria, to be applied to all our suppliers.

Since 2023, the Sustainable Purchasing Charter has been an integral part of our contractual documents with our suppliers (contracts, general terms and conditions of purchase, etc.). Agreeing to be part of Edilians Group's supplier database means undertaking to adhere to criteria that are based on international standards. We monitor compliance with these principles through self-assessment questionnaires and audits where necessary.

# 3. BEING A PREFERRED SUPPLIER FOR OUR CUSTOMERS

Excellence and quality are at the heart of our business. At the service of our customers, we are constantly evaluating and improving our processes to guarantee a high level of satisfaction and create solutions that are ever more tailored to their needs and the challenges of tomorrow.

**IN 2024**

**64%** of our sites were ISO 9001 certified for quality management

## **AGILIANS** Improving our organisation to support our customers and teams

At Edilians Group, we are committed to providing our customers with the very best quality, whilst ensuring the well-being of our employees. With this in mind, in 2024 we launched “Agilians”, an organisational project designed to improve our efficiency and meet the evolving needs of our customers.

### **3 MAIN PILLARS**

#### **Anticipation and preparation**

Establishing a genuine culture of anticipation and preparation, with a clear objective: to become more responsive and better equipped to meet changing market expectations.

#### **Clarification of policies and roles**

Making our processes simpler and clearer, including a complete review and standardisation of our policies for all our subsidiaries.

#### **Data governance**

Meeting new customer expectations and regulatory requirements, through shared common reference frameworks.



# Indicators

## PEOPLE

GROUP		Indicators	Units	2021 (reference year)	Achieved in 2024	Target for 2025**	Target for 2030**
CONTINUING TO IMPROVE WORKING CONDITIONS AND THE WELL-BEING OF OUR EMPLOYEES AND PARTNERS	Health, Safety & Quality of Life at Work Policy	Frequency of lost-time accidents (TFI)	Number per 1,000,000 hours worked (employees + temporary workers + contractors)	13.6	7,9	< 8	< 5
		Health & Safety* field leadership	Number	4,500	7,630	8,000	8,500
CONTINUING TO IMPROVE WORKING CONDITIONS AND THE WELL-BEING OF OUR EMPLOYEES AND PARTNERS	Inclusion course, training, promotion, and work experience policy	New arrivals who received an inclusion course	Percentage (%) of employees	95%	100%	100%	100%
		% of employees who received upskilling training	Percentage (%) of employees	60%	59%	70%	75%
		Jobs filled by internal promotion	Percentage (%) of the payroll	> 66%	37%	> 50%	> 50%
PURSUING OUR EFFORTS TO PROMOTE DIVERSITY AND EQUALITY	Diversity and equality policy	Proportion of women in management and executive roles	Percentage (Female executives / Total executives)	20.3%	18%	21%	22%
		Proportion of workers with a disability	Percentage (% of employees)	5.32%	3.8%	6%	6%

FRANCE		Indicators	Units	2021 (reference year)	Achieved in 2024	Target for 2025	Target for 2030
PURSUING OUR EFFORTS TO PROMOTE DIVERSITY AND EQUALITY	Diversity and equality policy	Gender equality index	Index	86	85	90	90
COMMITTING TO THE DEVELOPMENT OF SKILLS	Inclusion course, training, promotion, and work experience policy	Number of work experience trainees	Full-time workers	46	56	48	50

\* Our Health & Safety system's prevention programmes enable each manager to act as a safety leader in the field alongside our teams, including through:

- 'FORCE' inspections: carried out to identify any hazardous conditions

- safety discussions: dialogues with employees aimed at reinforcing safe behaviours and anchoring our prevention culture.

\*\* compared with 2021.

## ENVIRONMENT

GROUP		Indicators	Units	2021 (reference year)	Achieved in 2024	Target for 2025**	Target for 2030**
REDUCING	Greenhouse gas emission reduction policy	Direct CO <sub>2</sub> emissions (Scope 1)	Progress vs. baseline value of 100%	100 %	-39%	NA*	-30%
	Energy management policy	Production of green electricity on our lands and buildings compared to our consumption (solar parks)	Percentage (%)	21%	85%	85%	100%
		ISO 50001 certification of sites	Percentage (%)	20%	74%	100%	100%
CONTROLLING	Drinking water consumption control policy	Total consumption of drinking water per tonne produced	m <sup>3</sup> /t % reduction	100%	-12%	-5%	-25%
	Waste control policy	Index for improving the rate of tile waste (for the same quality level, 2019 baseline)	Progress vs. baseline value of 100 (%)	100%	+1%	-25%	-40%
PROTECTING FAUNA AND FLORA	Biodiversity protection policy	Voluntary natural integration actions (beehives, nesting boxes, hedgehog crossings, other initiatives)	Percentage (%) of the number of sites in operation	0%	63%	85%	100%

\* No target can be defined due to current uncertainty on international markets.

\*\* compared with 2021.

### LOCAL ROOTS

GROUP		Indicators	Units	2021 (reference year)	Achieved in 2024	Target for 2025*	Target for 2030*
<b>SETTING THE STANDARD FOR THE VIRTUOUS DEVELOPMENT OF OUR REGIONS</b>	External training policy	Customers/Partners trained via the Edilians Academy	Number of participants	350	423	400	500
		Courses taught	Number of sessions	33	55	50	60
	Heritage enhancement contribution policy	Heritage, architectural, and/or social impact projects supported	Number of projects supported per year (in-kind or financial support) or amount allocated	3	17	3	3

### GOVERNANCE

GROUP		Indicators	Units	2021 (reference year)	Achieved in 2024	Target for 2025*	Target for 2030*
<b>SETTING AN EXAMPLE IN OPERATING A TRANSPARENT AND ETHICAL BUSINESS</b>	Code of business ethics	Employees trained in the code of ethics	Percentage (%) of personnel receiving ethics code training	100%	100%	100%	100%
	Compliance of commercial exchanges	International verification of restricted or unauthorised third parties	Percentage (%) of the base of third parties	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of all third parties
<b>JUSTIFYING AND COMMUNICATING CORPORATE CSR PERFORMANCE TO STAKEHOLDERS</b>	Evaluating our CSR policy	EcoVadis certification	Label	Silver	Platinum/ Gold/Silver2/ Bronze	Gold	Gold

\* compared with 2021.

**EDILIAN  
GROUP**

**SUSTAINABLE ROOFING**

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