



## SOCOWAY, sharing create value

### Socomore's CSR Policy (Corporate Social Responsibility)

The upcoming decades will be marked by societal challenges. As an economic and social stakeholder, Socomore wishes to pledge its **strong commitment** to these challenges through an approach based on the principle of **sharing**.

Over the last few years we have initiated a number of measures intended to develop our societal and environmental responsibility, while stimulating an inclusive and resilient growth. This is the SOCOWAY: our belief that **a company that shares with all its stakeholders creates value for everyone**. Our **SOCO/2024** strategy seeks to pursue and broaden these approaches around **6 sharing commitments** anchored in **3 domains**: economic, societal and environmental.

- 1. Build partnerships with all stakeholders,**
- 2. Share the added value created by the company,**
- 3. Improve the environmental impact of our products, processes and activities,**
- 4. Develop our collaborative work places, work methods and work tools,**
- 5. Take action for quality of life at work,**
- 6. Promote the involvement of our employees in local community projects.**

SOCOMORE's employees are the primary actors of the SOCOWAY. We encourage everyone to devise and deploy the SOCOWAY, as it is only when each and every one of us is mobilized that we will meet tomorrow's challenges.

Date: May 2019

**Frédéric LESCURE**  
President / CEO

**André GUÉRIN**  
Deputy managing Director / COO