ALSTEF CHARTER OF COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR)

ALSTEF is committed to conducting its activities in an economic, social and environmentally sustainable manner with its clients, partners, sub-contractors, suppliers, and employees. With this charter, ALSTEF wishes to communicate and demonstrate its commitment to promoting Corporate Social Responsibility (CSR).

People are the key to the company’s success and contribution to sustainable development. ALSTEF’s objective is to fully integrate its staff members in the long term while operating in an environmentally responsible manner. ALSTEF supports all its employees from the moment they join the company throughout their entire career.

The Human Resources, Quality, Environment and Health and Safety functions play a central role in training and supporting our employees in honouring our 8 commitments that were put in place to ensure our social contribution:

COMMITMENT 1 : PROMOTING DIVERSITY

ALSTEF believes that valuing people’s differences contributes to their well-being and performance in the workplace.
Diversity is a response to the essential need of employees for well-being. By encouraging openness to others, it cultivates a spirit of solidarity and ensures team cohesion.
ALSTEF makes every effort to ensure that difference never stops, but encourages personal growth and collective creativity.
ALSTEF demonstrates its commitment by signing the Charter for Diversity.

COMMITMENT 2 : TRAINING

One of the major challenges of ALSTEF’s social and environmental responsibility is to promote the integration of its employees in the long term. Meeting this challenge answers:
- the necessity to promote economic development while attracting and retaining talented individuals
- the need for security and personal fulfillment in the workplace.

Since training develops skills, encourages employability and internal mobility, it is also an integral part of ALSTEF’s social and environmental responsibility.

ALSTEF dedicates a budget equivalent to 1.73 % of its payroll to training. It is more than the mandatory contribution of 1 %.
Specific training programs that integrate new issues related to sustainable development are implemented for certain trades.

COMMITMENT 3: TRANSFERRING EXPERTISE TO THE YOUNGER GENERATIONS

ALSTEF seeks to maintain and develop professional skills amongst its employees. A tutoring system has been put in place to ensure the transfer of “know-how” from the experienced employees to the younger ones.
COMMITMENT 4: MAINTAINING EMPLOYMENT

ALSTEF relies on the variety of talents and experiences of its employees. The presence of senior employees within the company is valued. It is essential that support be provided to them in the second part of their career to identify their needs and expectations in order to maintain their employment or anticipate their eventual departure.

To ensure this support, ALSTEF:

- Put in place discussions with employees who are in the second part of the career. These discussions are initiated by ALSTEF and take place before their 56th birthday.

- Developed a tutoring program between senior and young employees to encourage the transfer of know-how and promote dialogue between generations.

- Identified the job stresses and established an action plan. Tough working conditions can affect the health of employees throughout their career, and this is especially the case for senior workers.

COMMITMENT 5: GIVING ACCESS TO THE SHARE CAPITAL

ALSTEF employees hold close to 25% of the company’s share capital. The wealth produced by the company is distributed between those employees, and thus the teams are totally supportive of the company’s projects.

COMMITMENT 6: PROMOTING THE LEARNING OF OUR TECHNOLOGIES

ALSTEF encourages learning. Each year apprentice Technicians/Engineers are trained to its technologies. At the end of their training period, many join the company. Over the last five years, the number of apprentices at work varied between 15 to 25 each year, accounting on average for 7.2% of total staff.

COMMITMENT 7: TAKING PART IN THE COMMUNITY LIFE

ALSTEF works with sub-contractors and local associations in many different sectors of activities and services (installation and assembly, training, auditing, recruiting, research tax credit, outsourcing, communications, website, waste management, maintenance of green spaces...). ALSTEF is concerned about its impact on local development. For this reason, it maintains close relationships with local stakeholders (city council, Orléans Loire Valley Agglomeration, Orléans Charbonnière Technological Park...).

ALSTEF choses to use the services of sub-contractors and business partners located near their clients’ sites whenever possible.

It is very important for ALSTEF to make donations each year to schools and associations (the French road safety association “Prévention routière”...).

ALSTEF is also proud to be associated with the local sporting world by sponsoring the Boigny basketball club in its projects to enable the women and men Prime Teams to ensure their maintaining in Pre-National championship, to establish a training policy for its young members and ensuring their coaches training.
COMMITMENT 8: CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

ALSTEF is continuing to progress with its environmental approach, in the design of its products, as well as their transport and management on its clients’ sites. Thus ALSTEF:

- Works hard in reducing the energy consumption of its products with energy recovery and standby systems for its equipment.
- Optimises as much as possible the packaging of products and the loading density. Those actions enable ALSTEF to half the number of trucks on the road, therefore decreasing the CO2 emissions.
- Leases low-carbon emission vehicles for its employees when travelling, to cause less air pollution.
- Asks its employees to participate in events related to mobility. ALSTEF encourages them to use a means of transportation other than the private car. It also offers training in eco-friendly driving techniques to those who are the most motivated. ALSTEF organizes the “Mobility Week”, participates in the “VELOTOUR” and “FOULEES ROSES” in the fight against breast cancer.

D. GHANEM
Managing director

Last update: 05/05/2021