

Social and Human Rights Policy of ATEQ

The ATEQ Group is committed to uniting people around shared values related to fulfilment, health, safety, and society.

Our policy applies to ATEQ SAS and ATEQ France. It concerns all employees, directors, subcontractors, and business partners.

ATEQ ensures safety at work, physical health at work, psychological health at work, and stress prevention.

We have divided the objectives into themes:

Health and Security at Work:

We are committed to providing all employees with a safe working environment by conducting frequent health and safety risk assessments and providing adequate personal protective equipment.

We want 100% of activities to be assessed or reassessed within the year at production sites.

We want to reduce absenteeism by 10% by 2030 compared to 2024 at production sites.

Working conditions:

We are committed to providing all employees with good working conditions by ensuring that they receive adequate salaries, working hours, and benefits. We ensure that the right to disconnect is respected.

We want 100% of employees to have salaries that comply with the collective agreement, adhere to working hours, and enjoy the right to disconnect by 2026.

Career management and training :

We are committed to addressing the key stages of a professional career, including recruitment, assessment, training, career mobility, and professional development at every stage.

We aim to support employees' career development by offering appropriate training and internal promotions whenever possible.

We aim to increase the rate of training completed by staff to 90% of training courses approved by line managers by 2027.

We want 100% of professional and progress interviews to be conducted over two years.

We aim to increase the average number of training hours per employee by 20% by 2030 compared to 2020.

Finally, we want to reduce our turnover rate to less than 10%.

Diversity, gender equality, inclusion:

ATEQ is committed to providing equal treatment, fairness, and respect for all employees, whether they are temporary, part-time, or full-time. ATEQ is also committed to preventing discrimination, harassment, and physical, psychological, and verbal abuse against all employees in the workplace.

To this end, we want whistleblowing and anti-corruption mechanisms to be put in place. This includes training whistleblowing officers and a sexual and gender-based harassment officer at the CSE.

We want 100% of our staff to be trained in the whistleblowing system.

We want to achieve the highest possible score for ATEQ in terms of gender equality by reaching 85% gender equality at ATEQ SAS.

Finally, we want to increase the number of employees who have participated in discrimination and harassment awareness training by 20%.

The HR and QSE teams are responsible for developing this policy and presenting annual objectives in management reviews, as well as designing initiatives and tools aimed at improving the company's performance. They must also determine the best practices and tools that the company can use to fulfill its commitments and achieve its objectives.

The HR and QSE teams regularly update this policy and will communicate any changes to interested parties. It is important that you take the time to understand the most recent version of this policy and contact a manager if you have any questions or comments.

At Clayes Sous Bois, May 12, 2025

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