



The **planet is heating up** – overheating, in fact – while more and more scientific reports are published and the indicators just get worse.

So what can we do? Nothing? Wait a little longer? Not in our opinion – to act is important, it is a necessity: for all and at all levels, for today and for tomorrow.

Corporate Social Responsibility (CSR) is nothing new for the Samat Group, however, as we first launched this policy in 2007 under the name of "Sustainable Development".

In fact, we were already committed to these values from the outset, given the very nature of our activities.

In 2021, "**ACT**" – our strategic CSR plan – has been implemented to reinforce our approach, in which each employee can get involved and therefore become an ambassador for our values.

I know that I can count on the commitment of each of you, through your respective roles, to help the group progress together.

Florence **DUPASQUIER**
CEO of Groupe Samat



THE HUMAN IS CRUCIAL

PEOPLE

- Following our "**zero accident**" policy
- Developing the **skills** of our employees
- Improving **quality of life at work**

OUR PLANET IS ESSENTIAL

ENVIRONMENT

- Reducing our **energy consumption**
- Limiting our **carbon footprint**
- Recovering our **waste**

THE COMPANY IS AN ACTOR

GOVERNANCE

- Acting **responsibly**
- Promoting our **ethical values**
- Communicating on our **progress**



THE HUMAN IS CRUCIAL

On a **human** level, after the implementation of a continual policy of prevention and **reduction of occupational hazards** – in place from the launch of the Samat Group in the 1980s – significant resources have been deployed for the recruitment, integration and training of our teams, made up of people from all levels and backgrounds, in order to strengthen our culture of safety. Today, these principles of **quality of life at work** strive to improve the organisation and working conditions of our teams.

As such, **protecting people** in vulnerable situations, **preventing** psychosocial risks, facilitating remote work where possible, as well as the right to disconnect, gender-equality agreements and even the **training** of employees represent fundamental means of support.



OUR PLANET IS ESSENTIAL

Reducing the environmental impact of our activities is an ongoing concern, resulting in the purchase of the latest-generation equipment, using the most advanced "green" technologies. Of course, our equipment would mean nothing without drivers who are regularly trained in **good economic driving practices** (BBS: Behaviour-Based Safety), and the organisation of transport and logistics activities has always been designed to **limit empty miles** as far as possible, transporting our customers' products with **optimised loads**.



THE COMPANY IS AN ACTOR

Within the context of **governance**, the **fight against corruption** and **anti-competitive practices**, listening to our stakeholders and meeting their expectations in an **ethical** and **transparent** manner is essential for our group and its employees.

Actions speak louder than words: Samat is committed to the United Nations **Global Compact** and communicates regarding its Corporate Social Responsibility objectives on a voluntary basis, as well as with regard to its action plans and achievements within a **COP** (Communication On Progress) made available to all.