



The CSR charter of the Astre Group



Summary

Preamble : editorial	02
Our commitments	03
Astre Group Charter	04
Governance	05
Human rights	06
Relationships & working conditions	07
Environment	08
Ethics & fair practice	09
Customer Relations	10
Community & local development	11

7 PILARS 43 COMMITMENTS



EDITORIAL



Our top priority for tomorrow is to continue our European development, while ensuring that people and ecosystems are at the centre of our thinking. All our projects must aim to improve "living better" together and individually while preserving our planet. This vision is in line with the values that presided over the formation of the Group in 1992 and that still define who we are and what we stand for. To formalise our commitments to this vision of combining growth, profitability, economic sustainability and social and environmental responsibility, Groupement Astre has established this charter by declining it according to the 7 pillars of ISO 26 000, while remaining attentive to international conventions and relevant national and local regulations, but also to rules of conduct applicable to our activities.

All the members of the Astre Group are committed to recognising this charter, which can thus be shared by all, from newly hired employees to members of the Management Committees and Boards of Directors. I am convinced that this vision and our values enable our customers and our teams to contribute to building sustainable performance in a more collaborative world that respects our ecosystems. These are actions that bring us closer together, beyond the simple economic performance of our activity, since they are part of an imperative dynamic for future generations. I therefore invite you to discover all the CSR commitments of the Astre Group throughout the pages of this charter.

dynamic for future generations. I therefore invite you to discover all the CSR commitments of the Astre Group throughout the pages of this charter. Enjoy your reading.

1st September 2021

Denis BAUDOIN

A handwritten signature in black ink, appearing to be 'D. BAUDOIN', written in a cursive style.

03

OUR COMMITMENTS



CSR CHARTER

ASTRE GROUP

Since its creation in 1992 at the initiative of Mr. Yves RIVEAU, the Astre Group has grown thanks to strong values:



Mutual assistance and solidarity



Proximity and a strong attachment to the European dimension



A culture of diversity and tailored solutions



Responsible entrepreneurs

Resulting from these values and based on ISO 26000, the Astre Group's CSR approach takes into account all of its stakeholders: Astrians, employees of ASTRE organisations (Astre Commercial, Astre Cooperative and Astre Digital), its customers, its suppliers and civil society at large, while also considering future generations.

As a driving force for progress, innovation and performance, the Astre Group's CSR approach aims to meet the challenges of the 21st century faced by the transport and logistics sector from an environmental and societal point of view, while perpetuating and developing its commercial activities.

OUR COMMITMENTS

- The organization of the defined system of governance (General Meetings, Board of Directors, Senior Management, Services Department, Employees),
- The structured management of CSR in the Group (CSR Committee, CSR department),
- Regular dialogue with our stakeholders,
- Making our values part of the company culture,
- A CSR policy actively pursued by the Group's Management and the Board of Directors,
- Periodic reviews of our CSR activities.



GOVERNANCE

Corporate governance refers to the framework for making strategic decisions and incorporating CSR principles and regulatory requirements within them.



OUR COMMITMENTS

- Promotion of equal opportunities for all (measures favouring diversity and gender equality)
- Initiatives to promote the integration of people often excluded from the workforce or people with disabilities
- Non-discrimination during the recruitment process.
- The fight against sexism, stereotypes and harassment (whistle-blower system)
- Data and IT security in compliance with GDPR regulations,
- The right to disconnect and respect for the balance between professional and personal life,

HUMAN RIGHTS

Human rights and associated freedoms are those to which all individuals must have access by virtue of their human nature. These rights are specified in the Universal Declaration of Human Rights.

OUR COMMITMENTS

- Commitment to respect the labour code,
- Continuous improvement of employee safety and working conditions,
- Development of the skills of each employee,
- Transmission of information between the different levels of governance,
- Possibility of working time arrangements and teleworking when the position allows for this,
- Welcoming work-study trainees,
- Promotion of the transport and logistics professions (participation in the collective initiative “Le Monde du Transport Réuni” - the world of transport united),
- Training and boosting the awareness of employees on social, societal and environmental impacts and encouraging them to get involved in internal CSR initiatives,
- Respect for social dialogue



WORKING RELATIONSHIPS AND CONDITIONS

Working relationships and conditions refer to all practices and policies related to the work carried out within a company, including in the event of subcontracting. All forms of work are subject to the rules and rights expressed in the Declaration of the International Labour Organization (ILO) on fundamental principles and rights at work and its follow-up.

OUR COMMITMENTS

- Prevention and reduction of the environmental impact of the Group and its members, in particular through:
 - the consolidation and pooling of flows,
 - the use of clean vehicles and the latest technologies,
 - the deployment of multi-modal solutions,
 - alternative solutions for the logistical optimization of the last km with clean and quiet
 - deliveries in the city,
 - the CO2 objective labelling for participating Group members,
 - the processing and recycling of our waste,
 - the various support offered by the CSR department,
 - responsible solutions for the management of our warehouse.
- Promoting sustainable resource usage,
- Implementation of an environmental management system (ISO 14001),
- Awareness-building within the Group (eco-friendly actions, circular economy, etc.).

THE ENVIRONMENT

Our environmental approach allows the company to identify and manage its impacts on the environment in terms of pollution, waste management and the use of resources.



OUR COMMITMENTS

- Promotion of responsible procurement,
- Promotion of the development of each member company of the Astre Group in compliance with the legislation,
- The fight against corruption (respect for the rule of law),
- Fair competition (transparency),
- Promotion of social responsibility in the value chain,
- Respect for physical and intellectual property rights,
- Guaranteeing the protection of data and privacy for all our stakeholders (GDPR).



ETHICS AND FAIR PRACTICES

The ethics and fairness of practices make it possible to guarantee the principles of integrity and honesty in relations between the company and its stakeholders. This includes the concepts of the fight against corruption, responsible political engagement, fair competition and respect for property rights.

OUR COMMITMENTS

- Development of customer satisfaction,
- Respect for fair practices in terms of marketing, information and contracts,
- Guaranteeing the protection of the health and safety of our customers through compliance with their safety protocols,
- Support for and promotion of group members in terms of CSR,
- Promotion of sustainable consumption to our customers,
- Promotion of the preservation of the environment and natural resources to our customers,

THE CUSTOMER RELATIONSHIP

The company has a duty to its customers not to infringe their rights or compromise their health and safety. This implies transparency and the provision to customers of all information necessary for a choice of responsible services.



OUR COMMITMENTS

- Involvement with local communities,
- Job creation and the development of skills,
- Development and access to technology (creation of infrastructure for alternative energy solutions),
- Creation of wealth and income for communities and regions (payment of taxes, value creation through our services, etc.),
- Investment in civil society (sponsorships and patronage).



COMMUNITY & LOCAL DEVELOPMENT

This concerns the company's involvement in contributing to the socio-economic development of the area in which it is based.



If you have any questions about our CSR charter, you can contact the CSR department at the following address service.rse@astre.fr



Together
for a European
supply chain

GRUPEMENT ASTRE

1, rue de la Mare aux Joncs • ZAC de la Tremblaie • 91220 Le Plessis-Pâté • France • Tel. 01 60 76 61 71