



**CORPORATE / 20**  
**SOCIAL 22**  
**RESPONSIBILITY**  
CSR ANNUAL REPORT



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## Editorial

The Poclain Group has always paid particular attention to its stakeholders, to environmental protection, to its relationships with customers and suppliers and to the soundness of its finances.



**Laurent DAHMANI**  
**Company Secretary**



Once again this year, as an expression of our values, numerous actions and investments have been launched and carried out, including educational projects, charitable causes, employee skills development, safety promotion, reduction of our environmental footprint and the fight against corruption.

We introduced the formalization of our commitments in 2020. In 2021, we continued with the revision of our CSR charter and the definition of indicators that will help us monitor our progress and optimize our efforts accordingly.

To make our commitments more readable, the CSR Charter, integrated into the Governance Reference Framework, uses the common language defined by the United Nations. The Group has chosen to focus on four of the 17 Sustainable Development Goals (SDGs), four goals that align with our four values.

The operational initiatives carried out by our employees on a daily basis are monitored through indicators concerning the evolution of our industrial park, the “lean” transformation, the monitoring of accidents at work, the robustness of our Supply Chain and our adherence to ethical behaviors.

Monitoring the achievements will guide us in the path of sustainable development. Some indicators, particularly for our objective of responsible consumption and production, will be defined in the near future.

This work continues in 2022, a year marked by the launch of the Foundation project and by the evolution of our Code of Conduct in line with our CSR commitments.

## Poclair Foundation

Supported by the Bataille family, the Poclair Foundation project has achieved a major step. The definition of its legal framework has been completed as well as the organization of its governance, as well as plans for its international footprint.

The Poclair Foundation will uphold our organization's core values: People, Independence, Innovation and International. Our mission is to promote these values in enhanced ways in addition to our traditional economic activity of providing

industry leading hydraulic and electro-hydraulic solutions. We will aim to contribute to the common good with a strong impact and local presence.

Within the Group social community, it will be a hub for cohesion and will consolidate our worker's affectio societatis (the common will of people to operate within one entity).

**The Foundation will sponsor projects taking place in the vicinity of our local entities and related to:**

- Education,
- Occupational integration,
- Promotion of the industry,
- Strengthening of the local social fabric and of the "living together".

Chaired by a member of the Bataille family, the operational tasks will be carried out by a manager based at the site in Verberie, France. This part-time role will be to welcome, assess and process the calls for projects, follow-up on donations and on skill-based sponsorships, handle the communication and the Poclair Foundation dedicated webpage. This person will coordinate and work closely with the local representatives of our various sites.

**The Foundation is planned to go live at the end of 2022, and will strengthen relationships between the Group's employees and the shareholders, as well as continue our mission for a more efficient world.**



**POCLAIR FOUNDATION**

## Revision of our CSR Charter

Our commitments are now formalized in our Charter

Our CSR Charter was originally written in 2016 and was amended in 2021 to adapt it to new challenges and to better reflect our social responsibility commitments.

It now clearly underlines the alignment of the Group's values and the four Sustainable Development Goals (SDGs) selected among the 17 defined by the United Nations. The Poclair Group's goals are also connected to each objective.

This charter, which has been sent to all our sites, has been translated into seven languages to make it more accessible to the Group's employees. It is a unifying factor and means of mobilization around our values, and enables us to involve our suppliers and customers in our approach.

Key indicators are being put in place to measure and objectify our results and contributions in this area.

### CORPORATE SOCIAL RESPONSIBILITY

# CHARTER

CSR objectives are inspired by our 4 core values, which are the foundations of Poclair's company culture for the benefit of all company stakeholders.

<p>PEOPLE</p>	<p>INNOVATION</p>	<p>INDEPENDENCE</p>	<p>INTERNATIONAL</p>
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With their 17 Sustainable Development Goals (SDGs), the United Nations and the Global Compact initiative pave the way towards overall significant worldwide improvements by 2030 in terms of human rights, labor, environment and anti-corruption. In full alignment with its strategic ambition and core values, Poclair elects to follow 4 of those SDGs by focusing on:

<p><b>DECENT WORK AND ECONOMIC GROWTH</b></p> <p>Sustainable and profitable growth; Employees' and competencies' development; Safety at work.</p>	<p><b>RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p>Natural resources and respect of environment; Recyclable materials; Environmental impact of our plants.</p>
<p><b>INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p> <p>Innovative technologies for customers; Partnerships across supply-chain and its sustainability.</p>	<p><b>PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> <p>Zero tolerance in corruption; Business ethics promotion; Employees' &amp; partners' training.</p>

**Let's continue to be an attractive responsible company and an employer of choice wherever we operate!**

**POCLAIR**  
DRIVING VALUES FOR THE FUTURE

Frédéric MICHELLAND  
Group Chief Executive Officer

Petra GHANEM  
Governance, Risk & Compliance Manager

Harry CALLEBAUT  
Group HSE Director

October 2021

**SUSTAINABLE DEVELOPMENT GOALS**

**TARGETS**

**SUBJECTS MONITORED AND/OR MEASURED**  
 (TO BE COMPLETED BY OTHER INDICATORS IN 2023, 2024 AND 2025)

**8** DECENT WORK AND ECONOMIC GROWTH



- > Achieve a high level of economic productivity through diversification, technological modernisation and innovation.
- > Develop employee skills and those of young people with learning difficulties.
- > Promote safety at work.

- > ISO certifications in all Group entities:
  - ISO 14001 (Environmental management)
  - ISO 45001 (Health and safety management)
  - ISO 50001 (Energy management)
- > Lean transformation of the Group.
- > Training hours per employee.
- > Number of accidents at work.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



- > Reinforce the industry's technological capacity through innovation and the responsible consumption of natural resources.

- > Eco-design.
- > Environmentally friendly innovation projects.
- > Suppliers in accordance with the Code of Conduct.

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



- > Establish a sound chemical management system.
- > Reduce the volume of waste.
- > Encourage recycling and reuse.

- > Implementation of digital tools to reduce our consumption (energy, water...) We promote the improvement of our consumption through industrial projects.  
*(The targeted measure is currently being defined - 2022 is a year for defining the initial measurement points for the coming years).*
- > Carbon footprint assessment (products and production sites).
- > Sustainable consumption.

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



- > Promote business ethics.
- > Zero tolerance for corruption.
- > Employee and partner training on these issues.

- > Internal "ethics" and "anti-corruption" training.
- > Ethics violation cases.
- > Compliance audits.

- > Sustainable and profitable growth by continuously working on productivity and product innovation, systems and industrial processes.
- > Continuous development of employee skills. Recruitment of apprentices.
- > Continuous improvement and promotion of safety, property protection and safety at work.

Monitored indicators	Description	Data calculation	Baseline
Number of ISO Certifications in the Group	Measurement of progress in achieving ISO certification by site	Valid ISO 14001, ISO 45001, ISO 50001 certifications	16
Completeness of Lean Transformation	Effective implementation of Lean actions in production	% of roadmap achievement on quarterly basis (number of workshops realized)	79%
Number of training hours per employee	The people development approach positively affects all key people management processes from selection to assessment. We forecast 50,000 training hours minimum per year	Number of training hours divided per number of people	23 hours/pers
Number of accidents at work (LTIR)	Number of accidents at work, day-offs and severity	LTIR Calculation method	2,14

- > Selection of innovative and relevant technologies to meet and exceed customers' expectations.
- > Develop partnerships across our supply-chain to contribute to its sustainability and to improve its environmental impacts.

Monitored indicators	Description	Data calculation	Baseline
Number of Suppliers adhering to the Code de Conduct	In 2021, the suppliers' code of conduct was reviewed and updated to reinforce the compliance and sustainable commitments	Shared file completed by all the Sourcing community (to be replaced by Portal)	323 suppliers > €10K/year (52% of suppliers > €10k/year) No focus on suppliers < €10K/year
Eco-design indicators	To be defined in 2022		Data collection in progress
Number of eco-friendly innovation projects	To be defined in 2022		Data collection in progress

- > Rationalization of sourcing and the use of natural resources with full consideration of environment.
- > Product lifecycle enhancement through the use of recyclable materials and chemical product management.
- > Manufacturing sites' commitment to reducing their environmental impact.

Monitored indicators	Description	Data calculation	Baseline
Energy consumption			Data collection in progress
Water consumption			Data collection in progress
Waste control			Data collection in progress
CO <sup>2</sup> footprint for main products	To be defined in 2022		Data collection in progress
CO <sup>2</sup> footprint for production site	To be defined in 2022		Data collection in progress
Sustainable consumption roadmap	To be defined in 2023		Data collection in progress

- > Internal and external promotion.
- > Practice of business ethics practice and zero tolerance policy.
- > Active and regular training of all Poclair employees on these issues.

Monitored indicators	Description	Data calculation	Baseline
ETHICS: Number of trained employees	Number of employees who have completed the questionnaire with a successful rating (signature of Code of Ethics version 2022)	Certificates issued	Not measured
ANTI-CORRUPTION: Number of trained employees	Number of employees signed up for the e-learning module on anti-corruption. Number of trainings completed.	Certificates issued	Not measured
ETHICS: Number of violation cases	Number of ethical cases opened by internal audit following code of ethics violations.		Not measured
COMPLIANCE: Number of audits	Number of internal audits opened in 2022 on compliance issues with their audit reports.		1 audit in 2021



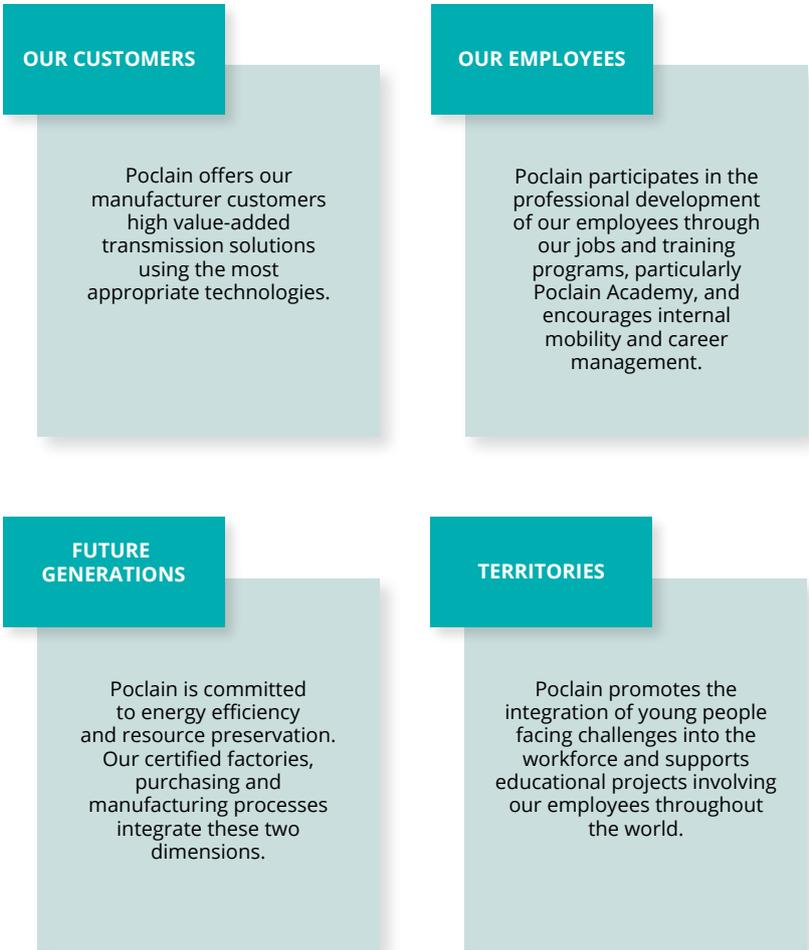
## Poclain's Mission

*“Industrial, innovative and global, committed to the long term, attentive to stakeholders and close to its customers, Poclain offers differentiating power transmission solutions to contribute to its customers' success.”*

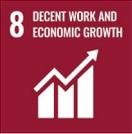


Poclain wants to continue to be a responsible company, with the goal of remaining the first-choice partner of its customers, and at the same time, meeting the expectations of all our stakeholders within the framework of our mission.

Beyond the expectations of our shareholders, suppliers and partners, there are those of:



## Hydraulics, between passion and vocation! Justin Darnet's experience



The efficiency of fluid mechanics that we benefit from today is based on scientific principles that are more than a century old. Their implementation has been nurtured over time by numerous innovations devised by passionate personalities who have developed this discipline. Poclair is fully committed to this permanent pursuit of industrial innovation and supports research and passion projects.



Justin Darnet



Justin Darnet is a student with a passion for hydraulics. He is doing his doctoral thesis within the Poclair Group. After a preparatory class, Justin joined the Technological University of Compiègne (TUC) in 2018. At that time, his knowledge of hydraulics was still very sketchy.

His instructors' very thorough approach inspired his initial interest in this discipline. He first heard about Poclair during his courses in hydraulics and fluid mechanics, when Poclair was mentioned as an example of local industry evolving in this sector.

As he was interested in hydraulics, Justin decided to study it further. He did his first internship at Supray Technologies, in Champagne-Ardenne, a company specializing in the design and manufacture of vineyard and tree sprayers. Then he took advantage of the Erasmus program to continue his studies at the Lappeenranta University of Technology in Finland.

In 2021, he contacted the Group's Human Resources department to apply for a final year internship. During the interview, he expressed his keen interest in hydraulics and the experience he had gained in the university's Fab Lab, without knowing that Poclair also had its own research center.

The interview ended well, and in September 2021, he joined the Verberie teams. A dynamic relationship was then established. He was passionate about the subjects covered by the Group and the Group found in him a competent and motivated resource, in line with its need for innovation. A research project was drawn up and at the end of the internship, the collaboration evolved into a doctoral thesis. Since then, Justin has been conducting his doctorate research on the engineering project that Poclair entrusted to him, in academic partnership with the Ampère Laboratory of the National Institute of Applied Sciences in Lyon.

Justin has been interested in innovative solutions since his childhood. He discovered the functioning and architecture of hydraulic motors during his apprenticeships. For him, "*hydraulics is a technology that sets in motion and drives high-powered tools with a very favorable size... and the motor is an ever-improving product, with evolution made possible by technological advances.*"

Justin is proud "*to contribute with his Poclair colleagues to the development of new technical solutions on machines that are essential (public works, agriculture...) by facing the ecological and economic challenges of today and tomorrow.*"

Poclair allocates between 5% and 7% of its annual turnover to Research & Development. The R&D department has 288 employees working in its 6 research centers.

## O'TECH PRODUCTION SCHOOL: “Lighthouses” to guide students on the path to success



Living its mission and its values, Poclain encourages the integration of young people disconnected from the traditional educational system into professional life and supports educational projects. The «O'TECH Production School» is the reflection of this commitment. Its origins come from a shared vision and partnership of committed local manufacturers including Poclain. This school prepares young people, who have dropped out of school, to obtain a state diploma and trains them to the professions of sheet metal working and machining. The school opened its doors on September 15th, 2021. The first class included 30 young individuals aged 15 to 17. This school encourages the values of respect and mutual support. The “team spirit” is the guiding principle for the students.

### Report on the school for which Poclain is one of the main founders

On the road to the Production School on an April day, the weather was grey, rainy, and cold. When we arrived, the clouds had dispersed, and the sun reappeared as if to reflect the spontaneous warmth that we would feel throughout our visit.

We met two students there: Inès, 16, and Louka, 15.

Inès has chosen the machining sector and Louka the sheet metalwork sector. Both are passionate about their apprenticeship. Inès, who also works on a digital milling machine, runs the conventional Huron milling machine like a helmsman steering a boat. Louka uses his welding machine with great dexterity. The pieces created by these students are very precise. In addition to the pieces they prepare for local

customers, they are currently working on a chessboard prototype that will soon be marketed. The precision of the figurines reflects the finesse of their work.

Students are taught by “*professional masters*”, one master for machining, a second for the sheet metalwork. In the school language, they are called “*lighthouses*”, teachers who guide the students on the right path, the path to growth and professional success.

They attend practical courses pertaining to their future professional occupation. They also take classes in French, mathematics, history, and geography, as with any other national education curriculum.

The training the school provides offers students who are disconnected from the traditional educational system additional benefits based on an active and participative method: “*I learn something, I do it with someone, and I do it alone.*”





The teachers link the theory of their courses to concrete examples. This was the case, for example, during the study day organized in Paris, with “*Les Invalides*” as the destination, followed by a picnic at the foot of the Eiffel Tower, an emblematic place for the consecration of sheet metalwork, and a visit to the National Assembly: the heart of French democracy.

At O’Tech, students very quickly put their knowledge to work for local customers by producing high-precision parts based on an order, specification charts and delivery deadlines to be met. To honor the requests, the students call on their knowledge and skills such as rigor and passion for a job well done.

Its clear success attracted many new candidates and the number of students jumped to 49 in 2022, including several girls.

This school, located in Compiègne, is the result of a partnership between local manufacturers: CMC (Constructions Mécaniques de Chamant), POCLAIN, SAFRAN, and UIMM (Union des Industries et Métiers de la Métallurgie). Its promotion is ensured by raising awareness among the mayors of the neighboring towns and villages who know the families and their difficulties.

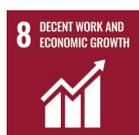
This remarkable social initiative offers young people who have left the traditional system a new future; they will serve industry and the French economy as successful citizens!

Testimonials from O’Tech students : <https://youtu.be/M3wdSyShIEs>



## Brno: Cooperation between Poclain and a primary school

In line with its human values, the Poclain Group is committed wherever it operates and is proud to support local educational projects alongside its employees.



In Brno, Czech Republic, our industrial site is located near a primary school that is part of a program based on the ScioSkola method. This method, which is similar in some respects to the Montessori method, enables young pupils to develop essential skills in an increasingly fast-moving world.

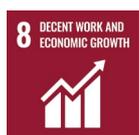
the rights of the nature without constraining it. As the land is large enough, the pupils also use it to practice their sports activities.

Poclain is committed to being a responsible player in the areas where it operates and is engaged in local projects in line with its values.

To support one of their projects on “*how to become a responsible consumer*,” Poclain provided land to the school to be used for vegetable gardening. The pupils will be able to develop their sense of observation and understanding of the natural environment: learning to garden while respecting



## Ziri: Local anchoring



The Ziri site, in Slovenia, has long promoted its activities to the local population by opening its doors to students and school-children. Regular visits are organized to allow primary and secondary school students to discover Poclain’s economic activity.

These visits are an opportunity to reinforce young people’s interest in industrial activities, in technical and engineering work as well as to promote our activities and business expertise, to build our local presence and strong relationships with the local community.

In the long term, the company visits encourage local recruitment, employee commitment, and pride in belonging to our Group when their children take part.



## Enhanced environmental and human requirements for the renewal and refurbishment of the industrial park

Every year, Poclairn devotes significant investments to the renewal and refurbishment of its industrial facilities, be it for capacity, competitiveness, flexibility, product quality or maintenance.



Two other requirements are also considered in the choice of investments. In direct line with its commitments as a responsible actor, the Poclairn Group integrates the ergonomics of workstations and the consumption (electricity, oil, etc.) of future equipment as major criteria in the choice of its industrial commitments.

Through the Group Standard, which complies with the ISO 14001, 45001 and 50001 standards and certifications, the Poclairn Group requires its equipment suppliers respect consumption criteria. The assessment of production-related waste is also taken into account.

The ergonomics of workstations and line operators' comfort are also part of precise

specifications submitted to equipment suppliers (sufficient space to work without discomfort, light, noise, easier gripping of parts, avoidance of musculoskeletal disorders, etc.).

Poclairn is thus committed to the environment and its employees!

## Green IT at Poclairn's doors

### A sustainable sobriety approach to benefit the environment !



The manufacture of IT equipment requires the extraction of precious minerals, along with the assembly and transport of electronic components.

These different processes come with various social and environmental issues.

Given the heavy tensions associated with the scarcity of certain natural resources along with shortages of raw materials and longer transport times, we at Poclairn are rethinking how we use and acquire them.

Our Green IT approach puts into question the over-consumption and disposal of equipment when it is entirely possible to repair and reuse it.

Poclairn, in line with its social and environmental ambitions, has become a leader in this change and is transforming its

current IT business model into a «green and sustainable» value chain.

For that, three actions have been initiated in 2022:

- Introduce and maintain hardware and software suppliers who adopt an eco-responsible policy.
- Purchase second-hand hardware, computers and mobile phones when renewing equipment. This action starts in Q4-2022 by a proof of concept in our Brno site.
- Offer our employees the possibility of buying their professional computers or mobile phones at a competitive and preferable price. The guarantee service is provided by a third party. This offer is being introduced to Verberie site's employee before its roll out to all sites in 2023.

These actions are designed to support a circular economy that contributes to social, environmental and economic performances. They will lead to measurable improvements monitored by CSR indicators.

The measurement of the carbon footprint of our new digital activities is projected to occur in 2023.

## REMANUFACTURING: Renewal of already-used motors

### DEVELOPMENT OF NEW OFFERS



A refurbishment program has been launched with several customers.

Repair centers in France and the Czech Republic receive used motors from OEMs. These motors are “remanufactured,” meaning the components are repaired, tested, and painted.

OEMs install these motors in second-hand machines or use them for their rental fleet.

The long-term objective of the aftermarket program is to integrate the refurbishment process into the product life cycle to respect the environment in accordance with our CSR commitments.



Motors  
refurbishment  
process

## Poclain meets its customers' environmental and social expectations



For several years now, the Manitou Group has been implementing a responsible purchasing policy to establish a sustainable and balanced relationship with its suppliers that creates value for all its stakeholders.

The Manitou Group encourages its suppliers to get involved and contribute to the United Nations Sustainable Development Goals (SDGs) to innovate together on common goals.

Besides common values, Poclain and Manitou share three SDGs for which the roadmaps of our two groups are perfectly aligned :

- Decent work and economic growth,
- Industry, innovation, and infrastructure,
- Production and responsible consumption.

In 2021, Manitou shared with its suppliers its expectations in terms of environmental, social, ethical, and economic responsibility at their «On the Way Up» convention. The commitments expected from its suppliers on human rights, working conditions, health, safety, responsible sourcing of minerals and environmental performance were highlighted and detailed.

Poclain was the only supplier invited by Manitou to speak about our commitments and our sustainable development policy.

For its invitations to tender, Manitou makes sure that the principles of its responsible purchasing charter are determining criteria in selecting a new supplier. For current suppliers, maintaining their status as Group suppliers is also subject to compliance with these principles, particularly through the CSR ranking.

Poclain, a long-standing partner of the Manitou Group, has embraced their responsible purchasing charter since 2016.



*Video of On the Way Up convention including the Petra Ghanem's talk - Governance, Risk, and Compliance :*

<https://www.youtube.com/watch?v=zfjZJIWRcAM>

## Poclain’s teams are mobilized to help people in need



In Yorkville and Shanghai, helping the needy is the norm. Our American employees offer their time to provide meals to people in need. In Shanghai, employees cultivate vegetables and donate them to hospitals and retirement homes after harvesting.

### IN YORKVILLE, FULL MEALS AND ESSENTIAL PRODUCTS

Every year at the end of the year, our American employees organize a food drive to provide meals to people in financial need. At the end of 2021, due to the Covid-19 health crisis, this drive was organized a different way. Funds were

collected and donated to a local food bank, in this case, the San Juan Pablo II parish in MKE. The collection ran from October 1 to November 12, 2021, which enabled the food bank to obtain products before the Christmas holidays. Full meals were distributed as well as basic necessities such as hygiene products.

Over \$2,500 was collected: 20 families benefited from this campaign.





### IN SHANGHAI, A PARTNERSHIP WITH A LOCAL FARM TO BENEFIT FROM CULTIVABLE LANDS

In January 2022, our Chinese employees organized a day specifically dedicated to CSR. They learned, among other things, how to grow vegetables without any plant protection products and according to the 24 cycles of the sun\*, as it was done in pre-industrial China.

A partnership was formed between Poclain and a local farm to benefit from cultivable land.

The vegetables harvested are distributed to charities, retirement homes, and hospitals.

*\* The 24 solar periods of the Chinese calendar: Applied thousands of years ago to guide agricultural production, each period evokes a change in nature and the agricultural activity of the time. They reflect China's rich history through seasonal festivals, cultural ceremonies, family gatherings, and healthy living tips corresponding to each solar term.*

### Raising awareness for agricultural plastic waste recycling

During the CSR event, a specific awareness-raising campaign was held for our employees concerning the recycling of agricultural plastics. Plastic waste, left on cultivable land, is a material that alters the quality of soil and water and hinders crop growth.

## An E-learning course specifically dedicated to raising awareness of “anti-corruption”



The Governance, Risk, and Compliance (GRC) team ensures compliance with good ethical practices and regularly promotes the values and principles of our Code of Conduct.

In 2021, this promotion has been extended to various e-learning modules accessible through the internal training platform "Poclairn Academy."

**The course to raise awareness of anti-corruption** is mandatory for all Group managers and has already been completed by most of them.

Awareness is raised through hypothetical scenarios concerning various subjects: conflicts of interest when selecting suppliers, creation of a new subsidiary, use of public funds, inappropriate gifts, etc.

Each case is completed by a reflection on the potential risks and recommendations to follow.

**Raising awareness and training our employees and partners on anti-corruption and ethical issues is a commitment formalized in our Corporate Social Responsibility Charter.**

**Poclairn practices zero tolerance for any act of corruption.**





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