

OUR C.S.R* COMMITMENT



Together, let's build a
responsible and balanced future

*Corporate Social Responsibility

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Edito



Recognized RFID manufacturer & expert



RFID technology, radio frequency identification, enables data acquisition. With the rise of the Iot, data capture is increasingly valued. Hence, as RFID manufacturer and expert, we are involved in the digital transformation of identification systems taking into account all related challenges including traceability, security and productivity of the information captured and exploited.



CSR: driving our transformation



« The company is an entity that must be open to the outside world. It is important to take into account the contingencies of our environment and the well-being of our employees in order to allow the company to evolve. AXEM Technology recruits more and more women and men who want to live a human and professional adventure. »

Indeed, the involvement of the management is essential to drive a meaningful process.

Our CSR policy is based on 4 major axes:

- 1) The Environment: controlling the environmental impact of our activities and integrating the environment into the design of our products, eco-design.
- 2) Human Resources: guaranteeing ideal working conditions by taking care of the well-being of our employees, their professional progress and their skills development.
- 3) Civil Society: maintaining high expectations in our economic relations in line with the company's values, notably concerning our partnerships with suppliers.
- 4) Governance: monitoring strategic actions carried out with a better balance of power between all stakeholders.

OUR ETHICS

C.A.R.E*



C.A.R.E

Our vision

As a responsible company, we are fully aware of the societal and environmental issues at stakes, so we integrate a responsible approach with our employees and all the other stakeholders to carry out sustainable actions.

One of the best ways to anchor CSR in our business is to demonstrate the links between a CSR strategy and the company's performance.

Therefore, we take our full share of responsibility to meet the major social challenges. We develop a policy of social responsibility based on strong principles: Trust, Support, Responsibility and Commitment. Thus, each year, we implement internal and external measures to enable our employees, our customers and all stakeholders to evolve in an eco-responsible, transparent and authentic environment.

<div style="text-align: center;">  <p>1 2022</p> </div> <p>We are among the top 25% of companies assessed by EcoVadis (see page 16)</p> <div style="text-align: center;">  </div>	<div style="text-align: center;">  <p>2 2022</p> </div> <p>Member of <i>La French Fab</i>, a coalition to promote manufacturing in France</p> <div style="text-align: center;">  </div>	<div style="text-align: center;">  <p>3 2022</p> </div> <p>Member of GS1 France, global organization for standardization of product identification</p> <div style="text-align: center;">  </div>
<div style="text-align: center;">  <p>4 2021</p> </div> <p>Jacques CRESSON International Prize V.I.E. Category</p> <div style="text-align: center;">  </div>	<div style="text-align: center;">  <p>5 2019</p> </div> <p>Signature of the "National Commitment" for social and professional integration</p> <div style="text-align: center;">  </div>	<div style="text-align: center;">  <p>6 2018</p> </div> <p>Award of the program « Entreprises de demain » (Companies of Tomorrow)</p> <div style="text-align: center;">  </div>



As such, we are often used as an example by the DIRECCTE (French regional directorates for the economy, employment, labour and solidarity) and the CCI (French Chamber of Commerce and Industry) and other entities for our actions in favor of youth employment and more generally our CSR commitment.

Thus, by joining the Club of Inclusive Companies of Val-de-Marne, which means making public commitments, we are mobilizing in favor of the following themes:

- Supporting and recruiting young people who have been through the integration process via the mentoring system,
- Support and recruitment of disabled workers,
- Offering internships to young people in urban political neighborhoods,
- Access to training and work-study programs for all young people, especially those from urban areas and disabled youth.

))) Common values for all employees



At AXEM Technology, our values are shared by all our employees.

They reflect the culture of our company and are particularly important during strategic periods.

Besides, our commitments reflect our desire to challenge the impossible and to take up new challenges every day.

We are convinced that it is by applying these values in our daily work that we have become a major actor in RFID and that we continue to develop our business.

OUR COMMITMENTS



HR and sustainable management

Relationships & working conditions

We are committed to maintaining stable and skilled teams in our business to ensure that our projects continue to progress. In addition, one of the company's core values is the control of the manufacturing force and management! CSR an intrinsic of our corporate brand.



Main areas of employee retention:

+15

interns
received/year*

*(internal data)

95%

of contracts are
concluded under
permanent
contracts*

*(excluding work-study)

9

work-study
students
currently present

Our actions in favor of the well-being of our employees :

- A welcome booklet for each new employee and a follow-up of the integration process,
- Carrying out a QHSE audit with the Paris Fire Brigade,
- Creation of an internal newsletter, including, among other things, guides/websites of good practices in peace with the planet and essential to the development of each of us.
- Relaying AXEM Technology's highlights on social networks (LinkedIn, Twitter...),
- Application of a profit-sharing agreement to reward and value the work of employees,
- Membership in a health and welfare protection plan for existing employees,
- Partnership with our bank to offer privileged conditions to all employees,
- Promotion of CSR events (mobilization against breast cancer; engagement of the company towards the international week for climate),
- Creation and animation of our "employer" brand,
- Creation of an anti-harassment charter,
- Implementation of a travel charter,
- Elaboration of a code of ethics.

Our values



- Respect for parity: male/female,
- Respect for gender diversity: implementation of measures to guarantee equal opportunities,
- Holding of an annual evaluation interview.



Creation of a corporate culture around our CSR issues.

 The Green Management*



« The Green Management is a more responsible and sustainable management that integrates the values of CSR (benevolence, responsibility, transparency, respect and fairness) by giving meaningful role and responsibility to all the company’s employees. The question of “working better” together becomes even more important in times of crisis.

Philippe MONDON, CEO and President of AXEM Technology



Kitchen to promote conviviality and balanced meals



Meeting rooms available for employees to organize friendly events



Changing rooms and showers to encourage employees to come by bike or to do sports at lunch time!

*Green Management: for the company, this means adopting more responsible and sustainable behavior.

Environmental health

Practices in favor of the environment

The company has always been committed to making progress on environmental issues by integrating them more and more into its decision-making and strategy to create wealth and improve its performance.

The teams have expertise in eco-design and high environmental quality of electrical and electronic equipment put on the market. As such, AXEM Technology designs eco-responsible products.

We also fund the collection and recycling of used equipment in accordance with the WEEE directive.



Importance given to the repairing products and thus extending their lifespan. Increase of the reparability index.



Respect of the prescriptions induced by the certifications and/or expectations of the customer.



Priority to the "made in France" by the creation of a production line on our site.

Sustainable actions in favor of the environment



- Preferential choice of maritime transport.
- Use of "green" cleaning products and supplies.
- Zero paper objective: electronic invoicing of our customers.
- Partnership with suppliers who demonstrate "green" behavior.
- Sensitization of employees to adopt this "green" behavior.
- Rearrangement of offices and installation of reversible air conditioning (elimination of old generation energy-consuming radiators).
- Replacement of the thermal car fleet with hybrid and electric vehicles.
- Sustainable mobility package set up to encourage the use of cleaner and more environmentally friendly transport.
- AXEM participates in working groups set up by the Region to promote the energy transition.

Assumed social issues

))) A citizen approach in favor of inclusion

AXEM Technology is mobilized in favor of several themes around civil society.

For example, AXEM Technology has signed the National Commitment Charter in November 2019 for the implementation of provisions in favor of inclusion and professional insertion. Indeed, joining the *Club des Entreprises Inclusives du Val-de-Marne* enables AXEM Technology to support and recruit young people from integration pathways and urban political districts.

AXEM Technology has also participated in a think tank to create a CSR certification at the regional level.



Furthermore, we are keen to welcome the 9th grade students for their "discovery" internship in a company and we do our best to make them feel at ease in each department. This is why we have created an adapted integration program, so that they can discover our businesses and understand how the company works, by visiting each department during their internship.

))) Our actions



- Partnerships: "Ecole de la Deuxième Chance", ESAT du Val-de-Marne (Establishment and Service of Help through Work).
- Promotion of employment for young people and seniors.
- Welcoming interns and work-study students in all our departments.
- Participation in local economic development by choosing local partners.
- Partnerships with local public stakeholders.
- Reducing our suppliers' payment times.

Responsible governance

A **Management** committed to its employees and customers

AXEM Technology has set up a responsible governance system that ensures the respect of ethical principles, a fair operation and the anchoring of CSR in the company's strategy. This governance mobilizes all stakeholders, in particular its customers, employees and partners, around a common project.

Its strategic orientations are in line with its long-term vision, take into account the ecosystem and guarantee the sustainability of the company, in a context of transparency of the decisions taken.

Our actions

- Reinvestment of the totality of the net result in the company,
- Regular training to develop our skills, management of the quality of our products and complaints,
- Procedure for resuming activity in case of force majeure in place,
- Integration of CSR in our strategy,
- Sensitization of all to CSR

Our Responsible Governance is based on a fair and participative approach, which takes into account the opinions and interests of each person according to the Company's objectives, while controlling risks.

Our CODIR



Philippe MONDON
CEO & Founder of
AXEM Technology



Marie CORREIA
Director of Human
Resources &
Administration



Arnaud CARLE
Technical & Operations
Manager

OUR PROJETS

Our projects: to go further ...



Projects in progress

Projects in progress

1

Finalization of the installation of electrical charging stations and improvements in our premises to limit energy consumption and respect the environment.

2

Internal regulations anchoring our CSR convictions.

3

Acquisition of ISO 9001 certification.

- AXEM Technology is committed to putting the human being and the environment at the center of its concerns. Thus, we wish to acquire the ISO 9001 certification soon. The ISO 9001 standard brings guarantees in terms of management and organization. It is based on a strong customer orientation with adapted and efficient products and services. The motivation and commitment of the management, the approach and the continuous improvement are key factors.
- Implementation of a production line based on circular principles.

Upcoming projects

1. Work on our premises to limit energy consumption and respect the environment,
2. Anchoring the eco-design of our production site,
3. Setting up a training and integration program for V.I.E*,
4. Anchoring our employer brand for an international influence of AXEM Technology.

*V.I.E : Volontariat International en Entreprise (International Voluntary Service in Companies)

2022

EcoVadis

What is EcoVadis?

EcoVadis offers a comprehensive Corporate Social Responsibility (CSR) assessment service, via a global SaaS platform.

The EcoVadis rating covers a wide spectrum of non-financial management systems, including impacts in the following areas: Environment, Social & Human Rights, Ethics and Responsible Purchasing. Each company is assessed on key issues according to its size, location and sector of activity.

Our EcoVadis rating

AXEM Technology has been awarded a silver medal in the annual EcoVadis assessment, placing it in the top 25% of companies assessed.

Today, buyers from more than 600 multinational companies rely on EcoVadis ratings to make their daily purchasing decisions. Indeed, the purchasing function now plays a central role in the development of CSR policies in companies. To be effective, it is necessary to practice responsible purchasing. Therefore, obtaining this internationally recognized label is an important step in the development of AXEM Technology's CSR policy.



2022 - 2023

Our contributions to the Sustainable Development Goals (SDGs)



The Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) are an action plan defined by the United Nations as part of a universal agenda for sustainable development. These goals aim to transform our world by ensuring an ecological and inclusive transition by 2030.

The 17 goals encompass all of the development issues facing countries: climate, biodiversity, energy, water, poverty, gender equality, economic prosperity, peace, education, etc.

Our commitment to the SDGs

AXEM Technology determines its actions in favor of a sustainable and inclusive world.

CSR is anchored in the company's DNA and its strategic orientations take into account environmental and societal challenges.

2022 - 2023

We have chosen to focus on 4 SDGs that resonate deeply with our purpose and CSR approach, and on which we have a significant impact.

SDG 5: gender Equality



Gender equality is not only a fundamental human right, but also an indispensable foundation for living in a peaceful, forward-looking and sustainable world.

Therefore, AXEM Technology is committed to equal rights and respect for all by promoting

- The respect of the parity between women and men
 - Equal salaries for women and men
 - The equality of opportunities between the sexes
-
- Female leadership
 - The condemnation of sexist stereotypical attitudes and behaviors in and around the company.
 - Valuing and promoting women, especially the female technicians and engineers of AXEM Technology through internal and external communication actions such as testimonials, interviews, etc.
 - Recruitment and promotion based solely on skills.
 - At AXEM Technology :
 - 41% of the total workforce are women. Although only 28% of women in the industry according to INSEE
 - 38% of women are executives
 - 25% of women are members of the Board of Directors
 - 27% of women are managers

2022 - 2023

SDG 9: industrial innovation and infrastructure



Innovation and scientific research are our core business. We work every day to develop new products to improve the internal and external operations of companies.

We support companies in their digitalization by proposing innovative solutions adapted to their needs.

We contribute to the introduction of RFID technology in the most demanding industrial applications as illustrated by the following points:

- 4 registered technological patents
- The creation of an innovation center, the AXEM Lab
- A considerable investment in research and innovation
- Collaborations with research laboratories
- The relocation of our production to France
- The implementation of a production line with a strong circular structure

SDG 10: reduced inequalities



For AXEM Technology, achieving SDG 10 is to promote the inclusion of everyone in society. We are inspired by our differences, this diversity contributes to the birth and development of great ideas and is our strength. We work to ensure equal opportunities around us and in the company by :

- The integration of people with disabilities as part of our collaboration with the ESAT Chennevières-sur-Marne.
- The signature of the "Inclusive Companies" Commitment Charter to fight against unemployment and the exclusion of vulnerable people and to promote equal opportunities in terms of professional integration.
- The implementation of an ethical charter.

2022 - 2023

SDG 12: responsible consumption and production



AXEM Technology doubles its efforts to consume and produce more sustainably:

- Consideration of the environmental contribution from the product's genesis and manufacturing with ECO-CONCEPTION.
 - Guarantee of a high reparability index and availability of spare parts over several years.
-
- Development of new production lines in France to promote short circuits and growth with less CO2 emissions.
 - Creating a "circular" industry of the future to ensure its sustainability.

AXEM Technology is committed to innovation, the environment, equal opportunities, a responsible economy and a better world.