



OUR COMMITMENTS

TREDIS attaches great importance to corporate social responsibility. With this in mind, TREDIS is constantly improving its contribution as a company to the challenges of sustainable development. This commitment is expressed in the attention we pay to the environment, social and human rights, ethics and responsible purchasing.

"Our aim is to have a positive impact on society and respect the environment with all our stakeholders. »



• ENVIRONMENT

In order to limit its ecological impact, TREDIS is committed to reducing its ecological footprint, improving its energy efficiency and reducing waste.

Our priority is to reduce the ecological footprint of our services and products by adopting sustainable practices.

We are determined to raise awareness among our internal and external stakeholders of the crucial importance of the environment and to promote a sustainable supply chain to build a more planet-friendly future.

OUR INITIATIVES :



- We have increased our use of low-carbon digital media and electronic document management, helping to reduce our use of consumables and preserve natural resources. In addition, the adoption of low-energy consumption equipment has also helped to reduce our carbon footprint.
- Our company has implemented awareness-raising programmes aimed at informing and engaging our employees on environmental issues, underlining the importance of each individual in protecting our planet.
- We have taken a proactive approach to the responsible use of palm oil by obtaining **RSPO certification** for palm oil/palm kernel raw materials, and we continue to promote these certified materials to our customers.



- We have launched new certified sustainable products, demonstrating our commitment to responsible and environmentally-friendly business practices. We are highlighting eco-responsible products, encouraging our customers to make choices that have a positive impact on the environment.
- We are expanding our range by offering more and more raw materials that are certified as sustainable under the **COSMOS and Eco Detergent standards**.
- We have undertaken in-depth work with our suppliers to improve the traceability of products derived from palm oil. In 2020, our traceability was 86%, and thanks to our ongoing efforts, it has increased to 93% in 2023, reinforcing our transparency and responsibility in the supply chain.



• RESPECT FOR HUMAN RIGHTS AND REGULATIONS

At TREDIS, we recognise that our human capital is the key to our success and that our growth and development project cannot be achieved without a strong and sustained commitment to our employees.

OUR INITIATIVES :

- We are committed to creating a safe and healthy workplace, respecting labour and human rights, and eliminating all forms of discrimination in recruitment, promotion, remuneration and working conditions.
- We affirm our commitment to the elimination of forced or compulsory labour, and to the abolition of child labour, particularly with our suppliers of raw materials located in high-risk areas.

We ensure that all our employees are treated with respect, and we guarantee ethical and fair working conditions for everyone.

- We actively promote diversity and inclusion among our employees through our Ecovadis 'Diversity and Inclusion' awareness programme. These core values help to maintain a healthy workplace, where everyone has the opportunity to develop both personally and professionally.
- To ensure a respectful environment, we have put in place an early warning system to report any issues such as harassment or discrimination, reinforcing our commitment to the safety and well-being of our team.

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- We have introduced a charter of Labour and Human Rights, and we ensure that it is rigorously applied. This charter represents our formal commitment to ethical and fair practices, and following it ensures a corporate culture based on respect and responsibility.
- We have a whistleblowing procedure in place. Any stakeholder wishing to report a suspected breach of our commitments (ethics, human rights, environmental protection, NDPE policy, etc.) is invited to submit their report to alerte@tredis.fr.



• RESPONSIBLE PURCHASING

The aim for TREDIS is to ensure that our suppliers and subcontractors are involved in sustainable development, and also to raise awareness among potential buyers.

OUR INITIATIVES :

- We select our suppliers according to a defined process, with an emphasis on strong performance in terms of social and environmental responsibility (SER). We expect our partners to share our commitment to environmental and social issues.
- We have increased our procurement of sustainable raw materials:

RSPO SCCS, COSMOS, ECODETERGENT



To date, 58% of our products are COSMOS certified (Certified or Approved) and 96% of our products derived from palm oil are RSPO SCCS certified.

- We promote the development of sustainable business relationships, focused on tackling risks and issues relating to working conditions, environmental protection, ethics and human rights.
- To monitor our suppliers' commitments, we implement a human rights risk assessment process that enables us to manage improvement actions and track

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their implementation. This process also relies on assessments conducted by independent organizations (RSPO, SPOTT, EcoVadis, and SMETA/SEDEX).

- We actively raise our buyers' awareness of ethical principles and CSR through our charters.
- Transparency is at the heart of our relations with suppliers and buyers. We strive to maintain an open and honest dialogue, fostering partnerships based on trust and mutual respect.

- **ECOVADIS COMMITMENT :**



In 2026, we were awarded the Platinum medal with an overall score of 93/100, placing us in the top 1%.

At TREDIS, sustainability is not just a goal, it's our daily commitment. This Platinum Medal is testament to our commitment to encouraging responsible business practices, making a positive impact on our environment and contributing to a fairer society.

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