



## 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.

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- 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.



CARE ABOUT  
PEOPLES

## • 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.



- **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.
- 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.

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- **ECOVADIS COMMITMENT :**



*In 2023, we were awarded the Platinum medal with an overall score of 80/100, 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.*

Date : 26.03.2024