

With a 150-year history, Bayard is a major player in the water cycle, offering solutions for drinking water and wastewater networks, as well as for irrigation and fire protection. Committed to preserving natural resources, the company has turned part of its innovation towards devices to prevent water wastage, such as its Sentinel device for detecting leaks in the network, or various safety elements to prevent street pooling.

Aware of the responsibility that its products entail in relation to drinking water, Bayard ensures that it obtains and maintains the appropriate health accreditations.

Bayard's management is committed to developing the following themes on a daily basis:

- **Ethics**
 - Ongoing fight against forced labor, concealed labor and child labor.
 - Application of the Group's Code of Conduct
 - Fight against all forms of discrimination and promotion of professional equality between men and women
 - Development of employee and supplier adherence to the company's Responsible Purchasing Charter, development of a circular economy with suppliers
- **Compliance:**
 - Mandatory annual training in anti-trust and anti-corruption rules
 - Promotion of a commercial culture that is fair, equitable and respectful of the rules of the game.
- **Social policy:**
 - Systematic compliance with legal and collective bargaining rules in terms of labor relations and compensation.
 - Continuous improvement of Quality of Life in the workplace and social climate
 - Promoting the integration of young employees through apprenticeships
- **Environment and sustainable development:**
 - Annual update of the company's carbon footprint and reduction of its carbon footprint
 - Reduce energy consumption by at least 5% per year while maintaining business growth
 - Prevention of accidental environmental pollution
 - ISO 14001 certification, involving regular updating of environmental impact analysis
 - Deployment of the Climate Fresco for all company personnel
 - Deployment of a mobility plan and promotion of soft transport
 - Compliance with REACH (secure manufacture and use of chemical substances) and ADR (transport of hazardous materials) regulations.
- **Safety:**
 - Deployment of a systematic safety induction program for staff, and safety training adapted to their function.
 - Prevention of workplace accidents through the development of a safety culture and the updating of the risks assessment document.

Bayard management is committed to implementing and promoting this policy. Management, employee representatives and Trade Unions and all employees are called upon to become involved in this safety initiative.

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