

# Corporate Social Responsibility (CSR) Policy Statement

At **Aginode** we firmly believe that economic performance must go hand in hand with social, environmental, and ethical responsibility. Our CSR policy reflects a voluntary and long-term commitment to creating shared value for all our stakeholders: employees, customers, partners, suppliers, local communities, and the environment. The three core values of our company reflect our commitment: Care (for our people, our planet and our partners), Drive (to continuously improve) and One Team (with all our stakeholders towards a common goal of creating value).

## 1. Social Commitment

We place people at the heart of our strategy.  
This includes:

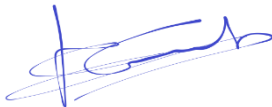
- Respecting fundamental rights and ensuring fair working conditions.
- Promoting diversity, equal opportunity, and inclusion.
- Supporting continuous learning and professional development.
- Encouraging open and constructive social dialogue.

## 2. Environmental Commitment

We are aware of our environmental impact and are committed to:

- Reducing our carbon footprint and optimizing energy consumption.
- Promoting circular economy practices and responsible waste management.
- Integrating environmental criteria into our procurement, product design and production processes.
- Raising awareness among stakeholders about ecological challenges.

In 2024, the entire scope of the company has been assessed by ECOVADIS resulting in a “Committed” rating. Being in the top 29% of companies assessed by ECOVADIS in the manufacture of wiring and wiring devices industry demonstrates our continuous effort, team commitment and efficiency of our actions.



**David De Craemer**  
CEO

05/05/2025



**Jean-Jacques Sage**  
CSR Director

05/05/2025

