

Tiama's Environmental Commitment

Tiama is aware of the global environmental issues and challenges we are all facing and wishes to commit and contribute, on its own scale, to fight against global warming.

Constituting one of the pillars of our Corporate Social Responsibility (CSR) approach, this charter is fully in line with our continuous improvement approach aimed at improving our environmental performance and encouraging the commitment of our employees in actions in line with these social and societal challenges.

In this context, TIAMA undertakes to implement the following provisions:

- Ensure compliance with legal and regulatory constraints concerning the environment and rely on the United Nations Sustainable Development Goals for the development of our CSR strategy.
- Evaluate the impact of our activities on the environment with the completion of our Carbon Footprint, then determine a strategy to reduce our GreenHouse Gases (GHG) emissions
- For our Customers, adopt appropriate waste management practices, promoting maintainability, renovation and recycling, and help our customers to reduce their GHG emissions with our products and services.
- With our new head office, "The Core", placing environmental issues at the center of our action with:
 - o The reduction of our consumption of carbon energy,
 - o The preservation of biodiversity,
 - o A travel policy in line with our low carbon strategy.
- Develop employees' knowledge of environmental issues by proposing awareness-raising actions on topics relating to the environment and sustainable development within our company.

Finally, TIAMA undertakes to develop and implement an action plan arising from this policy, and to report annually to all employees and stakeholders, through the CSR report, on compliance with this policy and progress made.

The success of this environmental policy will strongly depend on the commitment of each of Tiama's employees, whom we will ask to adopt virtuous behavior with regard to these issues.

We are all responsible for protecting the environment and preserving natural resources.

Benoit Burin Des Roziers, CEO

