

CSR POLICY

CORPORATE SOCIAL
RESPONSIBILITY

JUNE 2026



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PRESENTATION

For over 60 years, COMEPA has established itself as a key player in the development of cutting-edge technological solutions. Drawing on recognised expertise in highly demanding sectors such as medical, aerospace and rail, the company combines innovation, rigour and commitment to address the most complex technical challenges.

With its headquarters in Tremblay-en-France (France), COMEPA maintains a strong local presence while projecting itself onto the international stage. Its independence, human-scale structure and collaborative approach make it a trusted partner for its clients and employees.

Guided by its core values – Ingenuity, Support, Rigour and Commitment – COMEPA pursues its mission to improve the performance of its products in the service of its clients, while integrating responsible and sustainable practices across all its activities.

SCOPE OF THE POLICY

This policy applies to all of COMEPA's activities, both in France and abroad. It concerns all our stakeholders: employees, management, subcontractors, suppliers, partners and clients.

OUR CSR COMMITMENTS

COMMITMENT TO SUSTAINABLE INNOVATION

COMEPA is committed to promoting secure and innovative technological solutions tailored to demanding sectors such as medical, aerospace and rail. We integrate eco-design principles into our products and processes to minimise our environmental impact, while meeting the specific needs of our clients..

REDUCING OUR ENVIRONMENTAL FOOTPRINT

Aware of the climate challenges we face, we strive to reduce the impact of our activities on the environment. As part of our climate trajectory, we are committed to reducing our greenhouse gas emissions by 32% by 2030 (reference year: 2025). We are pursuing this ambition by progressively integrating

the principles of the circular economy, eco-design, energy efficiency and emissions reduction across all our activities.

TALENT ENGAGEMENT AND EMPLOYEE WELL-BEINGS

At COMEPA, every employee plays a key role in our collective success. We promote a company culture that values collaboration and individual responsibility, while actively supporting continuous professional development. We also cultivate an inclusive working environment where diversity and constructive exchange are encouraged, enabling each person to thrive fully and contribute effectively to the company's objectives.

RESPONSIBLE PROCUREMENT

We favour collaboration with partners who share our values, particularly regarding ethics, sustainability and social responsibility. This enables us to guarantee a sustainable value chain and to promote responsible practices at every stage of the process. We progressively integrate social, ethical and environmental criteria into the selection and evaluation of our suppliers.

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ETHICS, HONESTY AND TRANSPARENCY

We place ethics at the heart of our strategy, ensuring that our commercial operations comply with the highest standards. We are committed to building relationships based on honesty and transparency with our clients, providing clear, reliable and accurate information about our products and services. This includes fair commercial practices, respect for human rights and compliance with applicable regulations. By fostering open and sincere dialogue, we strengthen the trust of our partners and clients, while consolidating our position as a responsible and trustworthy company..

SOCIAL RESPONSIBILITY AND LOCAL ENGAGEMENT

Rooted in the Seine-Saint-Denis region for over 60 years, COMEPA actively supports local social and economic development. We encourage collaboration with local partners and support social initiatives in the service of the community.

CONCLUSION

COMEPA co-develops ever more high-performing solutions in collaboration with its clients and partners, responding to the specific needs of each sector with consistent rigour and ingenuity.

The company actively contributes to building a sustainable future by integrating innovation and quality at the heart of its processes, while maintaining a firm commitment to social and environmental responsibilities.

COMEPA strives to become a model of sustainability and innovation in its sectors of activity. By combining performance, environmental responsibility and social commitment, we aim to have a lasting positive impact on our clients, our partners and society as a whole.

GOVERNANCE AND MONITORING

The CSR approach is driven by Management and subject to regular oversight to ensure that the commitments made by COMEPA are met and that its performance continuously improves. We have implemented a continuous improvement process, with regular reviews to assess progress against defined objectives and to adjust our actions in response to internal and external developments.

COMMUNICATING THE POLICY

The CSR policy is communicated to all employees and stakeholders through various channels, including email distribution, publication on our website, and the organisation of awareness-raising sessions and training to ensure understanding and buy-in from everyone.

Gilles de Beauvais
CEO

