



CSR CHARTER

SIFA's corporate responsibility actions are deeply rooted in the company's origins: a family-owned business that is in the industry for the long-term, favoring longevity without precipitation, as demonstrated by its collegial governance and enduring commitment for overseas social and economic development.

SIFA has established its CSR approach on a foundation of strategic engagements backed by four main pillars:

1. Exhibiting ethical behavior in everyday practices
2. Acting as a responsible employer
3. Minimizing the impact of business activities on the environment
4. Undertaking general interest actions

These guiding principles help place SIFA's actions within a virtuous circle that gives meaning to the company's activities:

- Anticipating constraints and avoiding social, legal, ecological, and image-related risks
- Reinforcing people's pride within the company and improving its attractiveness with respect to recruitment
- Consolidating the company's reputation and favoring loyalty among stakeholders
- Improving business performance by leveraging innovation
- Reducing costs related to resource consumption and waste production

The engagements contained in SIFA's CSR charter are implemented according to the following sector-specific policies:

- Code of ethics
- Anti-corruption code of conduct
- Environmental policy
- Sustainable procurement charter
- Group-wide human relations and human resources policy



1. Exhibiting ethical behavior in everyday practices

Acting with ethics

SIFA places a high priority on ensuring the compliance of its activities with applicable laws and regulations while also adhering to best practices in the industry. All staff members are trained and made aware of risks related to corruption and illegal practices. Furthermore, we encourage whistleblowing.

A group-wide fraud prevention system has been deployed to help protect against fraud and discourage people from engaging in fraud.

Our commitment to act in an ethical manner enables SIFA to actively fight risks to the company's reputation as well as potential sanctions, further protecting our development plans.

Making sure we respect our clients' best interests

It is in SIFA's DNA to be a service provider. Every decision made by the group revolves around our clients and their expectations. The quality of service we provide is a fundamental priority for SIFA teams.

Sustainable procurement

Purchasing by SIFA and its subsidiaries is guided by principles of equity and transparency, in compliance with regulatory requirements.

As a result of our long-term policy, we favor durable relations and local purchasing, and we choose small suppliers whenever possible.



2. Acting as a responsible employer

Promoting diversity

As an economic player overseas for nearly 70 years, SIFA is committed to promoting diversity and fighting against all forms of discrimination related to recruitment, equal pay, and career advancement.

The company does not tolerate any discrimination whatsoever with respect to employees' origin, nationality, religion, race, gender, or age.

Developing skills and employability

Significant changes in expectations by clients who ship goods, along with digital transformation, have made skill and employability development for our teams a strong focus of SIFA's commitment.

Training is an integral part of the SIFA corporate culture. Every employee, at every level, must be given a chance to improve their skills and knowledge.

We promote practical training, and a digital training platform was deployed to help make it easier for employees to access training. Appropriate training programs are developed for each of the group's activities.

Compensation

SIFA applies a clear and motivating compensation and benefits policy for each job position, in line with practices in the sector.

Mobility

SIFA is well aware that knowledge of other cultures helps open the mind, and also serves as a source for improving each individual's professional practices. The company therefore encourages mobility among its subsidiaries overseas, in Africa, Oceania, and America.

Social cohesion and friendliness

SIFA promotes cohesion within the company by facilitating and pursuing social dialog.

We encourage initiatives that favor a friendly atmosphere within the company.

General and theme-oriented seminars are organized on a regular basis to enable employees from different departments and subsidiaries to get to know each other.

Day-long events for integration and internal team building are organized locally for staff.



3. Minimizing the impact of business activities on the environment

Controlling water and energy consumption

SIFA works hard to control its water and energy consumption. The company has undertaken a program to update and replace operational facilities with a focus on HQE (High Quality Environment) buildings.

Controlling our carbon footprint

SIFA launched a program to calculate and reduce its carbon footprint in the medium-term. We provide additional support for this program by regularly replacing our vehicles to support the latest environmental standards. All agencies in the SIFA group are deploying efforts to digitalize their operating processes and work towards achieving “zero paper” processes.

Sustainable procurement

SIFA strives to favor suppliers who implement a sustainable development policy. We want our suppliers to engage in an approach to:

- Respect the environmental regulations applicable to their business activity
- Implement progressive and ongoing improvement efforts to limit their direct impact on the environment
- Work to take environmental considerations into account when designing their products and services
- Fully commit to protecting employees, and their health and safety, at the workplace
- Facilitate career development
- Forbid any and all acts of discrimination at the workplace

We have made efforts to ask our suppliers whether they have implemented a CSR charter and, if not, to request that they sign an agreement to improve their practices on the topic.

Reinforcing nature

SIFA is aware that operating facilities have an impact on the biosphere and is thus committed to taking actions to reinforce nature at a local level. SIFA actively supports reforestation in the French overseas departments and territories.

Day-long events for integration and internal team building are organized locally for staff.



4. Contributing to the general interest

Young people are our future

SIFA is committed to helping young people enter professional life through work-study opportunities and internships at the company.

Patronage

As an economic player dedicated to the very heart of its overseas territories, SIFA supports corporate patronage initiatives that help preserve local historical heritage.

For example, SIFA financed an exhibition on the Yole – a traditional fishing boat – at the most recent Paris Boat Show to help highlight Martinique’s maritime heritage.



GENERAL DISPOSITIONS

Our contribution

We feel that our role involves helping ensure territorial continuity with overseas regions, while facilitating the circulation of goods necessary for the lives of people living in those areas.

We contribute to local economic development, at our level, through the quality and permanence of the local jobs we offer.

Follow-up

We follow up on SIFA's CSR commitments on a group-wide scale, with reports presented internally for our staff in newsletters, and externally through an annual CSR report.

Application

This charter applies to all employees of all SIFA group companies.

Every individual is asked to adopt exemplary behavior at each company, and to never take any kind of action that would be contrary to the rules defined in the SIFA CSR Charter.

Employees may direct their questions regarding application of the charter or its interpretation to their supervisor or the group's general secretary.

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