

SEMIN CSR APPROACH - REVIEW

RESPONSIBLE

We will only be sustainable
if we are responsible.

Our mission & vision

Every day, we work alongside the construction industry's finest. Whether through convenient installation or time saving, we want to provide them with solutions, products and services of impeccable quality to simplify their daily work in the construction and interior renovation of homes.

In a world undergoing fundamental change, we want to support the construction industry with innovative products, respectful of practices, in order to help its talented workers to meet the incredible economic environmental and behavioural challenges that the sector must face. The SEMIN Group is guided by a clear vision: **to become an international leader in responsible home interior design solutions.**



A word from
Caroline Semin



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***Our teams are our strength !
Supporting the group's sustainable
development.***

Caroline Semin

Responsible and committed, together and for all

People are at the heart of our strategy. We are convinced that SEMIN's greatest strength is its team - and we include all of the Group's employees.

All of the SEMIN group's developments are part of a strong desire to grow in a responsible manner, favouring short supply chains and controlling our environmental impact as much as possible.

Our values

Since 1838, SEMIN, a family-run French company, has capitalised on the respect of key values shared by all its employees:



Family spirit



Innovation



Service



Quality



WELL-BEING AT WORK





WE ONLY WORK WELL WHERE WE FEEL GOOD.

Semin commits, at every location and in every circumstance, **to guaranteeing the health, safety, integrity and well being at work of all people present on our sites.**

Because we believe that people are not just another resource: they are essential to our company. They are the very capital of the company.

IN PRACTICE

- As far as possible we set meeting times to be compatible with the personal constraints of participants
- Recognition of the right to disconnect in order to respect rest and holiday times, as well as the private lives of our employees.
- Provision of quality professional equipment to ensure maximum comfort on a daily basis and to preserve the good health of our teams.
- Training of our employees in First Aid in the Workplace (Trained First-Aider, TFA).





**RESPECT
AND APPRECIATION
OF PEOPLE**





TO BE FULFILLED IN ONE'S WORK, THROUGH ONE'S WORK, MUST BE A REALITY FOR EVERYONE.

Semin commits, at every location and in every circumstance, to offering,

an atmosphere, workplace and a management model that are conducive to training, professional development and personal fulfilment of all its employees. At the same time, defending equal opportunities, parity and gender diversity within the organisation.

For us, enabling rich and constructive exchanges, being a source of innovation and efficiency is the hallmark of a responsible company that favours diversity and inclusion at all levels, among those who make it up.

IN PRACTICE

■ Score of

86/100

in terms of gender equality*.

- Implementation of Nextgen operations for the employability of young people, transmission of our knowledge to the next generation and promotion of the construction trades.
- Support for people with disabilities by contracting packaging labelling work to sheltered workshop employees, recycling of IT material.

*The "liberté de choisir son avenir professionnel" (freedom to choose one's professional future) law of 5 September 2018 requires the calculation of an index that evaluates inequalities between women and men, allowing companies to measure their progress and, if necessary, to implement corrective actions. As a company that has always been committed to diversity and equality in a so-called "traditionally male" sector, the score obtained by SEMIN SAS (simplified joint-stock company) for the year 2021 is 86 points.



**PRESERVING
THE ENVIRONMENT**





IN A WORLD OF LIMITED RESOURCES, REALITY DICTATES THAT WE MUST USE THEM WISELY.

Semin commits, at every location and in every circumstance, **to continual innovation, by improving its product offering, reducing its environmental impact and sharing the value created with all its stakeholders, to ensure responsible growth in every respect.**

Because ecological and societal transitions now require a set of changes and actions that are reflected in our tasks and objectives within SEMIN on a daily basis. Together, in conditions that encourage the sharing of knowledge and best practices, the men and women of our group are working in earnest to ensure that our activity develops sustainably in the interest of and while preserving our planet.

IN PRACTICE

- Priority is given to short supply chains for both our own supplies and delivery to our customers.
- Products with the "Origine France Garantie" (Guaranteed French Origin)
- Development of a new range of eco-designed products, made from natural materials and of French origin.



CORPORATE RESPONSIBILITY



REAL SUCCESS CAN ONLY BE ACHIEVED TOGETHER BY SHARING RESPONSIBLE BEHAVIOUR.

Semin commits, at every location and in every circumstance, **to sharing our social, ethical and environmental standards with all our stakeholders – employees, clients, suppliers and partners. We are committed to supporting them in promoting and achieving the common goal of responsible growth.**

We are convinced that today, when it comes to the environment, neither collective nor individual action alone is enough. We must act on both levels simultaneously to reduce greenhouse gas emissions, save resources and energy, and recycle... and thus ensure the sustainability of our company.

IN PRACTICE

- Training all our staff in CSR culture, in particular through the Fresque du Climat (The Climate Fresco initiative) by 2023, with the intention that this culture should permeate their personal lives.
- Participating in the Convention des Entreprises pour le Climat (CEC, Business for Climate Convention), among 150 French companies, with the objective of defining a CAP (Climate Action Plan) 2030 by integrating business activities in the maintenance of planetary limits and by engaging all the company's ecosystems.
- Belonging to the Coq Vert, committed to the ecological transition, and promoting it through sharing and networking around common issues.
- Respect for business ethics through the application of principles shared by all our teams: respect for the client, avoidance of any conflict of interest, protection of internal and confidential information, identification of and reaction to any situation of corruption and abuse of rights.



**The SEMIN CSR approach is aimed at all employees of the group.
It is up to everyone to apply these rules and to respect them within
the company and outside.**



REFERENCE CONTACT :

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Director of Human Resources and Transformation

Watch our
CSR video

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