



2025 Quality and Environmental Policy



Our ambition

In 2025, several challenges are in front of us given the international geopolitical context, the uncertainty it generates leading to a general downturn of the industry.

In this constrained frame, the focus of LACROIX and its employees will remain the satisfaction of relevant stakeholder's needs and compliance with legal requirements. Customer and shareholders satisfaction, employee wellness are at the center of our daily activities along with meeting our Corporate Social Responsibility targets.

Our progress plan is structured around seven main pillars:

1. Competitiveness and Industrial Performance:

- improve productivity and efficiency,
- define and deploy our roadmaps,
- focus on quality, take every opportunity to learn from our daily experience.

2. Be attractive and retain our employees:

- make sure to have the right skills,
- develop our human capital,
- ensure a safe and motivating work environment,
- become a Great Place To Work ©.

3. Financial Performance:

- keep a tight control on our cost to meet our financial forecast,
- free-up the cash needed to support our investment plan.

4. Review and improve our management tools and routines:

- fully integrate the North America organization in our daily business
- set-up a common Quality and Management System.

5. **Develop and deploy our manufacturing and IT core model:**
 - ensure Information System security by preparing ISO27001 or similar, certification,
 - set-up our ERP strategy in EMEA and NA,
 - define and deploy our digital roadmap to support operations,
 - define our industrial strategy and plan our future footprint.
6. **Develop our top line:**
 - sale new service to our customers,
 - set-up a structured marketing approach,
 - develop sales in EMEA and NA
 - integrate our CSR roadmap in our business strategy.
7. **Project execution improvement:**
 - deploy the LED V12
 - ensure a proper management of Engineering Change request.

Our environmental objectives

The environmental objectives are embedded into the LACROIX Group CSR commitments and will serve the 2030 impact targets:

1. **Grow positive-impact business:**
 - focus on positive impact solutions and create sustainable business models.
2. **Design eco-efficient technology:**
 - eco-design our products
 - develop plain digital solutions.
3. **Run sustainable operations:**
 - reduce our greenhouse gas emissions,
 - limit other environmental impacts,
 - improve practices in our supply chain.
4. **Commit to our people and act locally:**
 - care and share,
 - empower our people,
 - promote diversity and equity,
 - commit to our regional presence.

This perspective of total environmental and quality management is the responsibility and commitment of all employees.

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