COMMITTED TO CREATING A BETTER WORLD

As a key player in the insurance and wealth management sector, Foyer Group contributes to the protection of property and people through its activities and investments.

A family-owned business for over 100 years, we are committed to continuous improvement by integrating Corporate Social Responsibility (CSR) into our strategy. Guided by our vision ***– to act and innovate alongside our customers, partners and stakeholders to help build a better world –*** *we seek to address the challenges of tomorrow.*

The men and women who work for Foyer Group's businesses, within its various entities and its network of agencies, shape our culture through the way they work, collaborate and bring our values to life.

This Pact sets out a framework and key principles to encourage a responsible, consistent and transparent approach, for all our employees . This pact is also made avilabale for our other stakeholders.

Environment

We are taking action to:

- Integrate climate and environmental issues into our activities
- Encourage initiatives aimed at reducing our environmental and climate impact
- Promote responsible digital practices, particularly with regard to ethical and responsible AI

Social

We place people at the heart of everything we do to:

- Promote diversity, equity and inclusion
- Foster a healthy, safe and fulfilling working environment
- Promote skills development and continuous professional development
- Encourage everyone's involvement in socially responsible initiatives
- Help prevent issues relating to health, safety and financial literacy

Governance

We adopt a responsible and transparent governance approach to:

- Ensure structured CSR governance, led by the Board of Directors, senior management and a CSR committee
- Foster dialogue and consultation with our internal and external stakeholders
- Ensure respect for human rights and internationally recognised fundamental rights
- Take concrete action and communicate in a sincere and responsible manner
- Encourage responsible practices amongst our partners, suppliers and stakeholders

Implementation

Our approach is based on:

- A top-down (strategic steering) and bottom-up (engagement and on-the-ground actions) approach
- The development of partnerships and the promotion of responsible commitments
- Compliance with the legal, regulatory and ethical requirements applicable to our activities

Commitment to local issues

We promote sustainable development through:

- Collecting and donating equipment (IT and other) to support local causes
- Raising awareness of environmental and social issues through conferences and events
- Financial support for local organisations and initiatives (patronage, sponsorship, donations)

Marie-Hélène Massard	**Florence Martin**	**Eliane Feller**	**Patrick Siebenaler**
Managing Director Foyer Group	Head of Human Resources and General Services Foyer Group	Chair of the Foyer Assurances delegation and representative of the Foyer Group delegations	Chair of APROF Foyer Assurances Professional Agents' Network