

Polydesign

EXCO

automotive solutions

SUSTAINABILITY REPORT 2024



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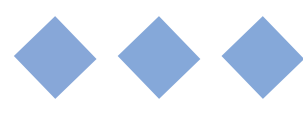
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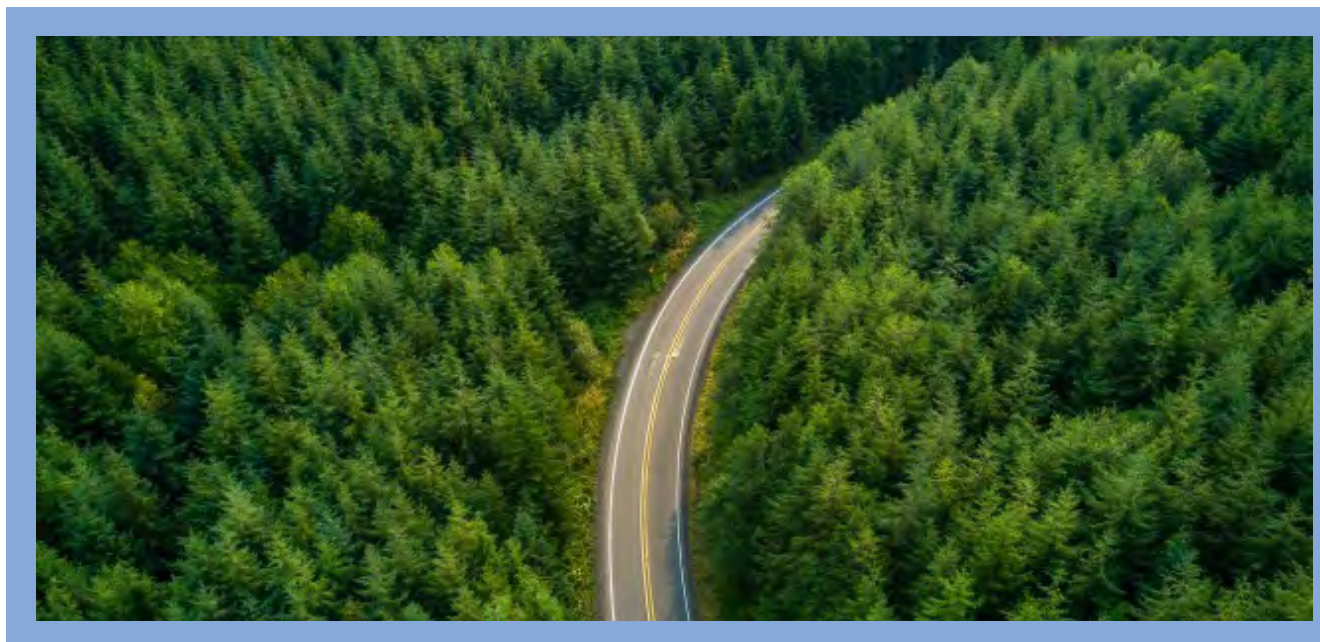
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● Introduction



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General Manager message

CSR: Drive Without Limits

As a global design and production partner in interior trim and seating solutions to many OEMs and Tier Ones primarily in Europe, Polydesign took the ambitious strategic decision to be a pioneer in sustainability within our community.

Since our creation, we have seized new challenges, rather than shy from them, and sustainability is no exception. Polydesign's roots lie in a sustainable model, wherein our processes, technologies and focus has always been to minimize our negative impact on our surroundings and serve as a positive example to those around us.

We have continued to optimize use of renewable solar energy, and in addition to the UN Global Compact, we signed a commitment to promote the UN Women's Empowerment Principles and are one of only 20 companies in Morocco to have done so. Here too, our goal is to lead by example, so others jump on board.

This has been an enriching year as we have consolidated our gains and progressed towards our ESG goals, always bearing in mind the 10 principles and 17 SDGs.

We have re-aligned and reinforced our various strategies to ensure they are robust and capture every aspect of our approach. We also implemented a process of sustainability reporting according to GRI norms as we continue to grow and seek to improve our system.

We were honored to share our commitment to ESG speaking on panels at several major conferences focused on logistics/supply chain, and others focused on gender equity, highlighting women's critical role in engineering (IEEE) and women in automotive. We were surprised to learn that our 60% of engineers that are women is extraordinarily rare in our industry. This is not just a statistic, but it is a key element in our competitiveness, valuing different viewpoints, all of which make us a stronger company and partner for our customers.

Our continued focus is on our people as they are our most precious asset and actors for positive impact and change.



Julianne M. Furman

**General Manager
Polydesign Systems**

We scrupulously respect workers' rights and maintain the highest health and safety standards and are deeply committed to diversity and gender equity. We are active in advocating for availability of renewable energy from the grid for light industry in Morocco, which will be critical to securing our future and maintaining our competitiveness. Looking back at 2024, we celebrate the progress we have achieved and focus on our ambitious objectives ahead, undaunted and certain that we will succeed.

Dare to Dream Big, Achieve Big.

About this report

REPORT NAME:

Sustainability Report 2024

REPORTING PERIOD:

Fiscal Year 2024

From 01/10/2023 to 30/09/2024

PUBLICATION DATE: December 2024

REPORTING METHODOLOGY:

By exercising due diligence with its stakeholders, Polydesign Systems has studied and analyzed the actual and potential impacts of its activities on the economy, the environment, and people, including the effects on human rights. This process has allowed the identification of relevant themes that Polydesign Systems must assess and thus prevent, mitigate, or address.

To report on these themes, the corresponding thematic standards according to the GRI framework have been selected, and the annual progress values over the last three years are presented to ensure better consistency in the approach.

Quantitative data is collected and consolidated by the pilots in charge of the respective processes, and a consistency check is conducted by their directors. The consolidated results are then sent to the CSR Responsible, who ensures the publication of the information for reporting once approved by the General Manager.

This report from Polydesign Systems concerns its sole entity located in the Tanger Free Zone, northern Morocco.

REPORTING FRAMEWORK:

This report is prepared in accordance with the GRI standards, including the 9 requirements of the GRI universal standard GRI 1: Foundation 2021. It is guided by the 8 reporting principles defined by GRI, which determine the quality and presentation of the information: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. It is structured around the 3 ESG criteria: Environment, Social, and Governance.

Polydesign Systems also refers to the 17 United Nations Sustainable Development Goals (SDGs) and the Ten Principles of the Global Compact.

CONTACT :

We remain at your disposal regarding our integrated report. For any questions, remarks, or suggestions, please contact our CSR Responsible, Mrs. Sarah El Hassouni

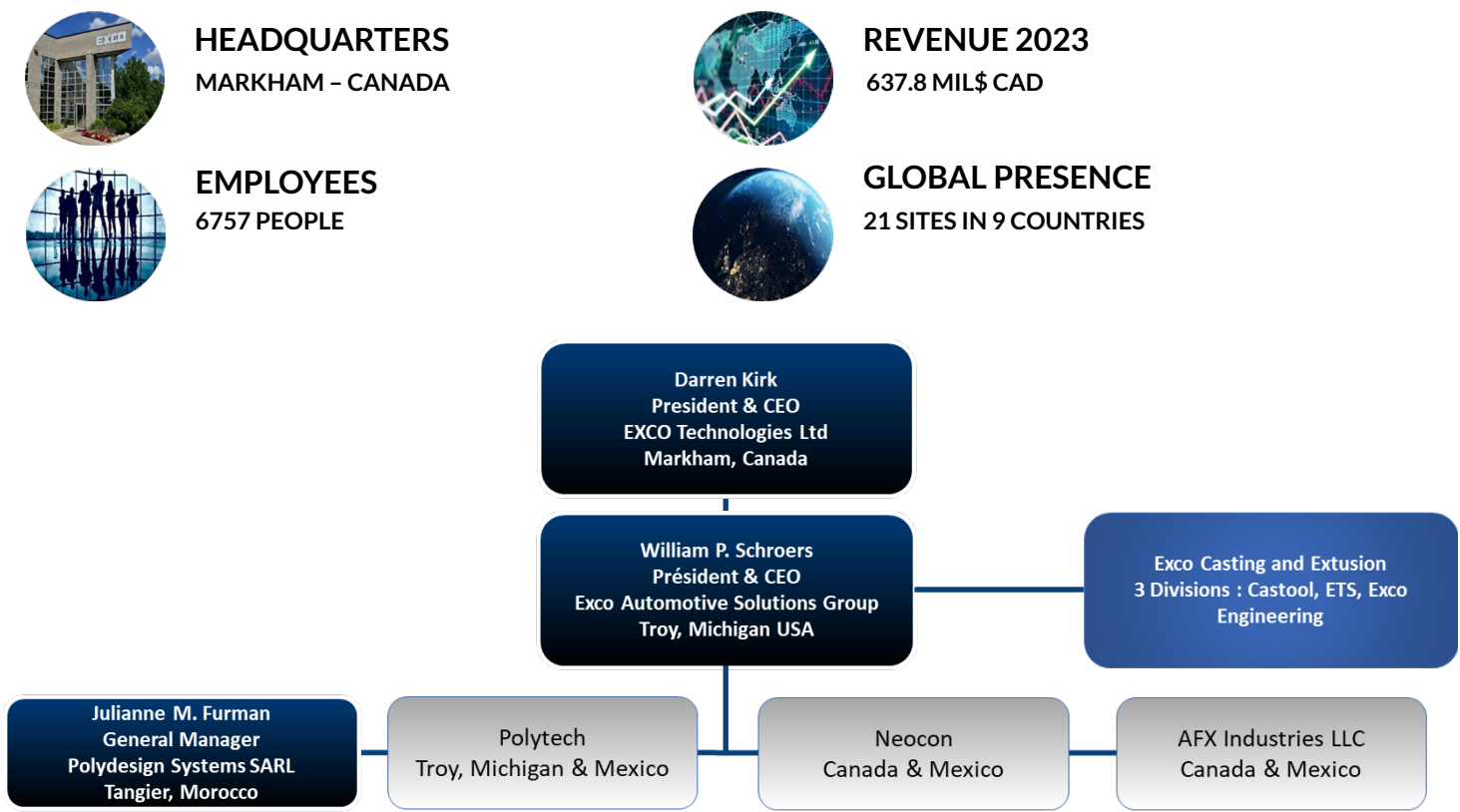
selhassouni@polydesignsystems.com

VERIFICATION: :

The firm TRAJECTOIRE 3P, expert in GRI reporting, has conducted an external assurance of this sustainability report, focusing on its compliance with the GRI standards' requirements, including the reporting principles and the GRI content index.

About Polydesign Systems

Parent company: Exco Technologies Ltd



Presentation: Polydesign Systems S.A.R.L.

Founded in 2001, Polydesign Systems is an automotive supplier specializing in the design and production of interior and seating solutions.

Polydesign Systems provides a broad range of products to over 30 Tier 1 suppliers and 15 OEMs worldwide from its single site located in the heart of the Tanger Free Zone in Morocco.

Our Mission

Our goal is to be the global market leader by providing innovative solutions through product development for interior and seating parts of the finest quality to the world automotive and adjacent industries.

We are building a resilient, profitable company known for its integrity, based on the goals of sustainable, long-term growth and profitability objectives for the benefit of our customers, shareholders, employees, suppliers, subcontractors, and our community.

We create a motivating and safe, inclusive, diverse and equitable work environment for our employees, the source of our growth, which promotes job satisfaction, personal and professional growth, and an opportunity to share in the prosperity of the company.



Tangier - Maroc

We are recognized as a world-class designer, developer and manufacturer, through speed and agility and excellence in quality, service, and cost by seeking and rewarding Excellence in performance.

We act responsibly and lead by example to achieve Excellence and maintain a high level of motivation among our employees.

We continuously contribute to our community and play an active role in resonating our Corporate Social Responsibility and ESG philosophy throughout our organization and environment and encourage our associates to do likewise.

Our values



ACCOUNTABILITY

We hold ourselves accountable through measuring our profitability, taking initiative, providing autonomy, and respecting our obligations.



LEADERSHIP BY EXAMPLE

At Polydesign, we ensure coherence between our acts and values, through our professionalism, know-how and proper behavior with our partners, while remaining open-minded.



RESONATE

We resonate through sharing our culture, transparency, transversality, and solidarity.

Our Value Creation



Exports to 121 destinations in 26 countries



1651 Employees



Employee turnover 8.24%



Absenteeism Rate 2.23%



Revenue € 48 Million



+180 Million components delivered

Development



CAD



Digital Cutting Stations



3D Printing



Prototyping



Innovation

Manufacturing



Plastic injection



Cutting



Wrapping



Weaving, Braiding, Knitting



Assembly
Heat stake, Hot plate and US Welding, Craftmanship, Sewing



Foaming



Wire Bending

Tests and CMM



Coordinate
Measuring
Machine



Colorimetry



Climate
test



Flammability
test



Traction
test



KNOW-HOW MATRIX

20+ YEARS OF CONTRIBUTION TO THE AUTOMOTIVE SECTOR

2001 NETTING BRAIDING NET SEWING AND ASSEMBLY	2003 WEBBING BODY ASSEMBLY STAPLING	2004 INJECTION MOLDING
2005 CUTTING BY PRESS TRIM COVERS ASSEMBLY BY MACHINE CUTTING CNC	2006 HEAD REST ASSEMBLY WELDING BODY ASSEMBLY TRIM COVERS	2008 WINDUPING STEERING WHEELS WRAPPING ARM REST WRAPPING DOOR PANEL
2009 WRAPPING UP LEATHER SPLITTING LEATHER TRIMMING GLASSING VACUUM WRAPPING	2012 SUN VISOR ASSEMBLY	2014 HOT PLATE WELDING HEAT STAKE WELDING FABRIC OVER HOLDING
2019 FOAM IN PLACE	2020 WIRE BENDING	2023 KUKA ROBOT



QHSE certifications







Clients Awards







NATIONAL HEALTH & SAFETY AWARD

Stakeholders

Polydesign Systems regularly reassesses the needs of its stakeholders and updates its materiality analysis to ensure the relevance and scope of issues linked to sustainable development and corporate social responsibility within the company and its ecosystem.

Below, we present Polydesign Systems' stakeholders, specifying the means of communication with each of them.



*TTA : Tanger-Tetouan-Al Hoceima

Our CSR commitment

Since our inception, we have upheld foundational principles of transparent, responsible, ethical behavior that contribute to sustainable development.

These principles are at the heart of Polydesign Systems' mission and long-term success. Financial results are presented transparently through our parent company, Exco Technologies LTD, which has been publicly listed since 1986. Polydesign Systems introduced its first CSR annual report in 2020. Initially shared internally, it presented the company's commitments in terms of governance, human capital and social precepts. In 2023, several milestones were reached to enhance the governance structure of our CSR efforts, including the creation of the CSR Responsible position, the establishment of a CSR committee, and the implementation of a robust CSR and sustainability policy, a strict anti-corruption policy, and a sustainable procurement charter, all communicated both internally and to our external stakeholders.

We have also committed to meeting the ESG goals of the United Nations Global Compact, of which we became a signatory, thus joining the small list of signatory companies in Morocco. We also communicated our progress through our CSR report published on our website. In 2024, we continue to fully integrate the seven principles of social responsibility as well as the seven core issues stipulated in the ISO 26000 guidelines.

We are also integrating the ten principles of sustainable development from the United Nations Global Compact into our strategy, culture, and daily operations. We continue to advance the Sustainable Development Goals (SDGs) that are most relevant to our activities and business relationships. Based on our strict respect for the rule of law and our legislative monitoring, no regulatory non-compliance cases have been recorded.

We have launched an awareness campaign on CSR for all our staff, which has reached 60% so far and will continue until 100% is achieved in 2025. We have also implemented a CSR training program for our CSR governance team, which concluded with a team-building event outlining the path for our **"CSR, Driving Without Limits"** strategy, with a roadmap including the CSR objectives and projects for the next three years (2025–2027).

Through a due diligence approach conducted with our stakeholders, we have identified the most significant actual and potential impacts and risks of our activities and business relationships. This has enabled us to shape our CSR efforts around thirteen key themes:

• Governance

1. Ethics and anti-corruption fight
2. Sustainable Procurement
3. Data privacy
4. Innovation & Sustainability

• Environment

1. Materials
2. Energy
3. Water and effluents
4. Emissions and climate change mitigation
5. Waste

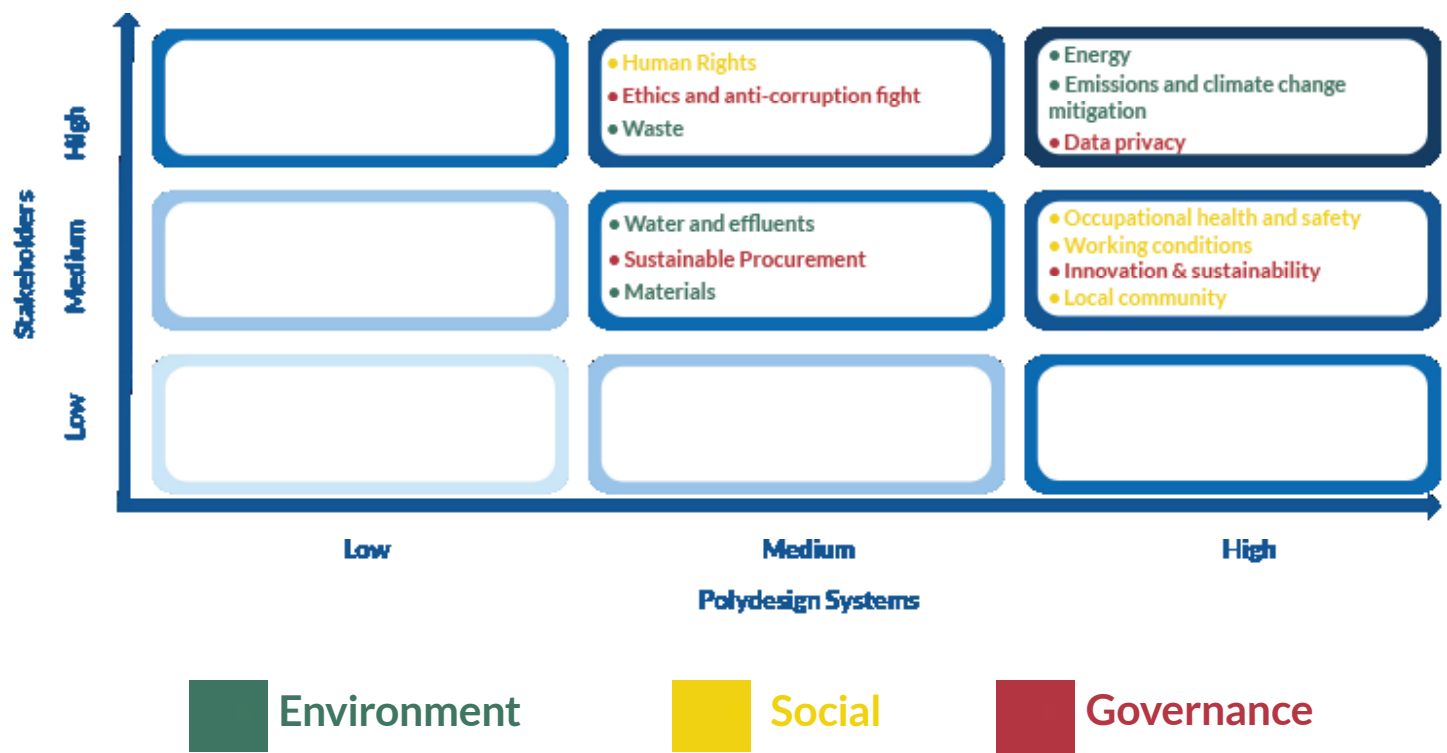
• Social

1. Working conditions
2. Human Rights
3. Occupational health and safety
4. Local community



Materiality assessment

The materiality assessment is based on a prioritization of these key themes, depending on the significance of their issues, both for Polydesign Systems and in terms of the needs and expectations of its stakeholders.



● Governance

- 1. Governance of Polydesign Systems
- 2. CSR Governance
- 3. Ethics and anti- corruption fight
- 4. Sustainable Procurement
- 5. Data privacy
- 6. Innovation & Sustainability



The actions described in this section contribute to the following Sustainable Development Goals:



Governance of Polydesign Systems

The governance bodies at Polydesign Systems demonstrate diversity, independence, and transparency.

MANAGEMENT COMMITTEE (CODIR):

Led by the General Manager, it consists of six directors of Polydesign Systems. The committee (CODIR) includes 43% women, exemplifying our commitment to gender diversity to ensure our success. Its mission is to define and drive the overall strategy of the company, guide operational activities, and ensure the economic, social, and environmental performance of the organization. Its responsibilities include making major strategic decisions and managing operations to achieve production, quality, safety, and profitability goals.

Board of Directors and Steering Committee of Exco Technologies Ltd:

These are the bodies with which we regularly communicate to share achievements and discuss strategic guidelines of the group and Polydesign Systems.

The Board of Directors and the Exco Group Management (CEO, CFO, and President) annually assess the performance of the GM of Polydesign Systems by evaluating the impact of Polydesign Systems on the environment, economy, and internal and external stakeholders.

Additionally, each year, a financial audit according to IFRS standards is conducted by third-party auditors (Ernst & Young), along with an internal control and compliance audit with the group's "Minimum Standards" conducted by the CFO and the group's controller.

Works Council:

Composed of the CODIR and employee representatives, this council serves as a structure for exchanging aspirations,

strategies, and achievements at Polydesign Systems, thus ensuring a constant and transparent flow of information with all employees. The environment at Polydesign Systems is characterized by transparency and mutual trust cultivated over many years. Continuous communication and sharing of information are core components of our governance model.

Our cultural transformation program MAG (Massirat Al Ghad), translated as "The March Towards the Future", has led to the creation of permanent consultation bodies and the active involvement of employees at all levels in solving daily problems, such as the Quality, Production, and Engineering bodies.

Other ad-hoc committees may be created to assist management in deploying the company's strategy, uniting employees, and gathering their ideas and contributions. For example, task forces such as SYTF (Save the Year Task Force) from 2019-2021, P2PTF (Path to Prosperity Task Force) from 2022-2023, and the Covid Committee involved all employees in achieving our goals in a continuous, direct, constructive and transparent exchange environment.

CSR Governance

Beyond simple compliance, Polydesign systems' CSR governance aims to align economic performance with social and environmental objectives for the responsible and sustainable growth of the company.

The CSR governance bodies of Polydesign Systems are:

The CODIR, led by the General Manager, defines Polydesign Systems' CSR strategy based on its needs, current regulations and laws, and the expectations of its stakeholders. It approves the major orientations regarding sustainability, ethics, and social performance, ensuring that CSR commitments are integrated into all company policies.

Additionally, each director is involved in implementing CSR actions related to his/her specific activities.

The CSR Committee comprises recognized operational actors for their involvement and/or expertise in each of the three strategic areas (environment, purchasing, social) and employee representatives. Its mission is to ensure the proper understanding of Polydesign Systems' CSR philosophy, and to define, supervise, and implement CSR initiatives validated by the CODIR. This committee is chaired by the HR Director, whose role is to lead the deployment of the CSR strategy.

The CSR Responsible is in charge of overseeing the daily implementation of the CSR strategy. He/she coordinates impact management, initiatives, consolidates achievements, and ensures transparent reporting. He/she is also the reporting member of the CSR Committee.

The CSR Ambassadors Network aims to give life to CSR roadmaps within activity zones. These ambassadors are selected for their ability to bring together their peers around CSR objectives and are continually supported by the CSR Committee.

Polydesign Systems created this network based on its conviction of the importance of operationalizing CSR across the largest scope of the company.



These CSR governance bodies work together, forming an integrated and effective CSR governance system to simultaneously ensure the achievement of sustainability goals and the competitiveness of the company. This promotes the anchoring of social and environmental responsibility throughout Polydesign Systems' activities and business relationships.

Ethics and anti-corruption fight

The governance bodies and employees of Polydesign Systems adhere to the principles and guidelines set out in the company's Code of Ethics. Through this adherence, they demonstrate that respecting professional conduct rules and the values unique to Polydesign Systems is an integral part of the company's culture. The Code of Ethics sets clear standards prohibiting any behavior that violates ethical principles (human rights), including corruption, collusion, anti-competitive practices, and antitrust laws. To make it easier to understand, the Code of Ethics has been updated with examples relevant to Polydesign Systems' context. In the same spirit, the anti-corruption policy, internal audit procedure, and whistleblower procedure constitute solid measures deployed to combat corruption, along with regular awareness programs for our employees. It is worth mentioning that the whistleblower procedure allows our internal and external stakeholders to anonymously report any suspicious behavior.

Our suppliers are regularly made aware of the fight against corruption and are committed to adhering to our Code of Ethics and that of the EXCO group by signing our Sustainable Procurement Charter.

This year, the corruption risk mapping developed in 2023 was updated in consultation with our stakeholders for our single production site. This approach identified several significant risk areas, particularly in management relations with their teams, relationships with suppliers and customers, and interactions with public authorities.

Identified risks include practices such as manipulating tenders, favoritism in supplier selection, advantages provided to clients, and potential pressures to obtain undue benefits.

To mitigate these potential risks, the anti-corruption policies and procedures are made available to all of our stakeholders via our website. Additionally, awareness sessions are held for our employees and suppliers regarding sound ethical practices and anti-corruption measures adopted by Polydesign Systems.

Employees trained on anti-corruption policies and procedures

2023**9%****2024****60%****100%**

**OF EMPLOYEES IN POSITIONS AT
RISK HAVE BEEN TRAINED ON
ANTI-CORRUPTION MEASURES**

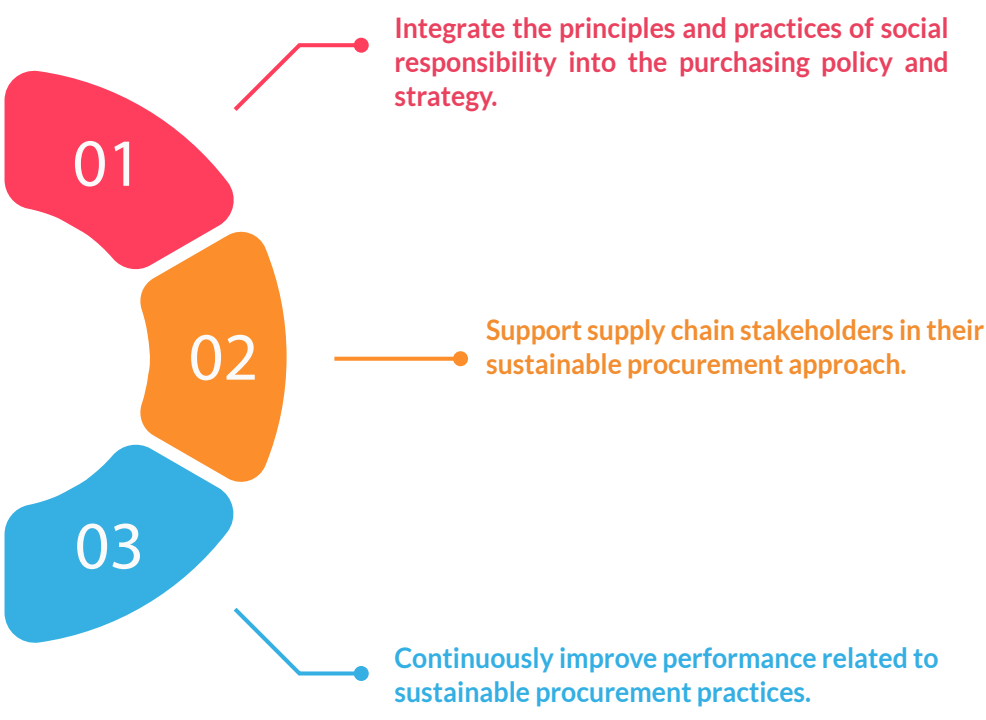
Sustainable Procurement

Polydesign Systems places great importance on sustainable procurement practices in order to minimize the environmental and societal impacts of its sourcing and subcontracting activities.

To this end, the Sustainable Procurement Charter was adopted in 2023, encouraging the integration of several

sustainability criteria and social responsibility in purchasing procedures and Supplier selection and evaluation.

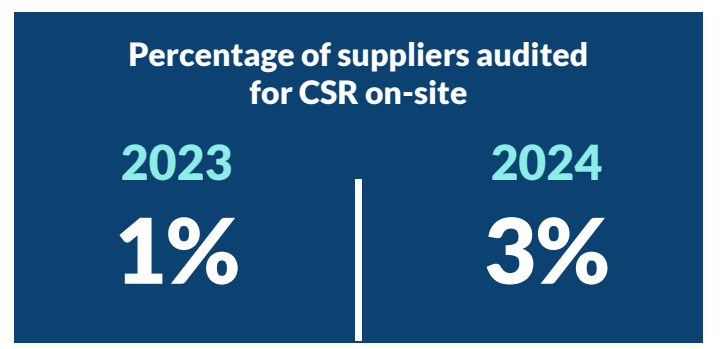
To strengthen this approach, this year, Polydesign Systems developed its Sustainable Procurement Policy, articulated around three key commitments:



All suppliers and subcontractors of Polydesign Systems are pre-selected based on their ability to meet sustainability and social responsibility criteria. Our purchasing process is based on signing the Sustainable Procurement Charter and systematic verification of environmental requirements in the automotive sector, including QHSE certifications and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and CMRT (Conflict Minerals Reporting Template) regulations.

All suppliers and subcontractors are systematically evaluated based on well-defined criteria, including respect for human rights and the environmental impact of their activities.

Scheduled or unscheduled audits are conducted at the suppliers' sites, and in cases of identified risks or violations, preventive or corrective measures are systematically requested.



Polydesign Systems also resonates its vision and commitment to CSR with its suppliers through workshops and communication on best practices in sustainable procurement and CSR. In this context, Polydesign Systems organized the first edition of the "Coffee & CSR Connection" workshop, inviting ten of its suppliers and subcontractors. This initiative will become a tradition in the coming months, connecting all actors in its value chain.

Percentage of spending on local suppliers

2023	2024
15%	17%

For a sustainable future, Polydesign signs the Sustainable Procurement Pledge



Sustainable
Procurement
Pledge



Data Privacy

Aware of the strategic importance of data protection, Polydesign Systems takes all necessary steps to ensure the security and confidentiality of not only customer data but also that of employees and partners. In fact, Polydesign Systems is committed to meeting data protection standards, including the regulatory stipulations of Law 09-08 and the normative provisions of ISO 27001 and TISAX related to information security management systems. Our security policy relies on a set of organizational, technological, human, and physical controls based on best international practices, ensuring rigorous defense against threats. Following an analysis of real and potential risks, Polydesign Systems has implemented an integrated approach to data privacy, structured around the following areas:

1

- Leadership and governance, a top priority:

Our commitment to data protection is supported by the active involvement of our GM and CODIR, ensuring solid governance and strategic alignment.

We aim for continuous improvement of our Information Security Management System (ISMS), periodically evaluating risks and adapting our security measures to meet new requirements.

2

- Transparency and regulatory compliance:

In alignment with regulations such as CNDP (National Commission for the Protection of Personal Data) and GDPR (General Data Protection Regulation), we ensure full transparency with our clients and employees regarding the collection, storage, and use of their personal data.

Our ISMS covers all processes related to data collection, processing, and backup, reinforcing confidentiality and ensuring that user rights are respected.

3

- Continuous monitoring and adaptability to new threats:

Our security system is constantly updated to respond to evolving threats, integrating advanced monitoring and evaluation mechanisms. With next-generation security systems powered by generative AI, we have enhanced our ability to proactively detect and respond quickly to potential cyberattacks. Each real or suspected incident is investigated by experts and reported to management, ensuring transparent and effective risk management.

4

- A cybersecurity culture for our employees:

We have implemented an ongoing awareness and training program on cybersecurity and data protection, ensuring that our employees understand current risks and best practices. Our annual plan includes 6 online awareness campaigns delivered through an intuitive platform, with 75% of our users participating this year. This approach strengthens our collective vigilance and ensures the constant protection of sensitive information.

5

- Digital Transformation:

It is a key pillar of our IT roadmap, constituting one of the four strategic components of our transformation plan. With approximately 50% of our CAPEX investments dedicated to this initiative, we are strengthening our technological capabilities for continuous optimization and better overall performance. This commitment to digitalization aligns with our CSR objectives by reducing resource waste, promoting more energy-efficient operations, and integrating sustainable practices across all departments.

7

- On the way to VDA ISA TISAX 6.0 certification:

Polydesign Systems is on the verge of obtaining the VDA ISA TISAX 6.0 certification, thus reinforcing its commitment to excellence in information security within the automotive industry. This certification will attest to our compliance with stringent data security and confidentiality standards, ensuring our clients and partners a high level of protection for their sensitive information. Through this initiative, Polydesign Systems affirms its position as a reliable and responsible player in an increasingly digital environment.

6

- An Information Security Management System (ISMS) in continuous improvement:

Our ISMS aims to permanently maintain the integrity, availability, and confidentiality of information. It includes continuity and crisis management plans, which are regularly tested to ensure their effectiveness. Organizational, human, technological, and physical controls are established to identify, assess, and mitigate risks, thus meeting the regulatory and contractual requirements of our clients.



6 TRAINING CAMPAIGNS
CARRIED OUT

0 INFORMATION SECURITY
INCIDENTS

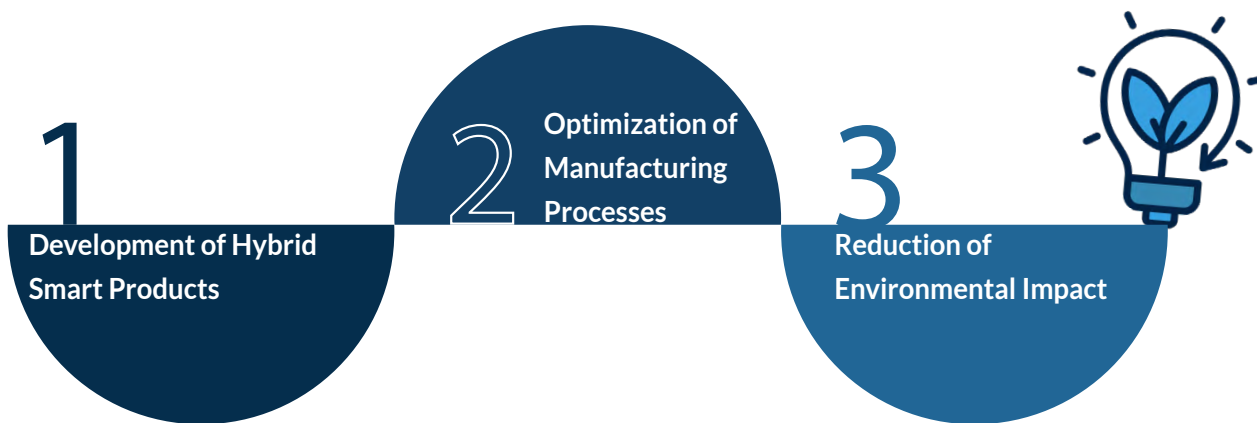
75% OF EMPLOYEES TRAINED IN DATA
PROTECTION

0 COMPLAINTS RELATED TO
PRIVACY BREACHES AND CUSTOMER
DATA LOSS

Innovation & Sustainability

Since 2023, we have embarked on an exciting innovation journey aimed at identifying new materials, methods, applications, and technologies to make our production as sustainable as possible. To do this, we enlisted the Zebra Group, experts in observation and strategic consulting in the fields of innovation and design, to help define and build our innovation strategy and roadmap.

Aligned with sustainability and economic performance goals, Polydesign Systems' innovation strategy is centered around three main pillars:



This strategy relies on four key levers:



We are confident that these initiatives will yield great results in the coming years.

This year, we also established strategic partnerships with suppliers of innovative materials, universities, and research centers.

Additionally, we submitted two innovative projects to the innovation support fund initiated by the Ministry of Industry and Commerce. One of these projects, derived from the circular blue economy, was selected for presentation at the Blue Invest Africa Event in Kenya, sponsored by the European Union.

To do this, we created an internal 'Innovation Committee' to encourage innovative ideas and suggestions from all employees while fostering an environment conducive to open innovation.

We have also launched programs in partnership with AL AKHAWAYN University (AUI).



● Environment

1. Materials

2. Energy

3. Water and effluents

4. Emissions and climate change mitigation

5. Waste



In line with its mission statement and CSR approach, Polydesign Systems is committed to continuously improving its environmental performance through an ISO 14001-certified Environmental Management System, aimed at reducing the significant environmental impacts of all its activities.



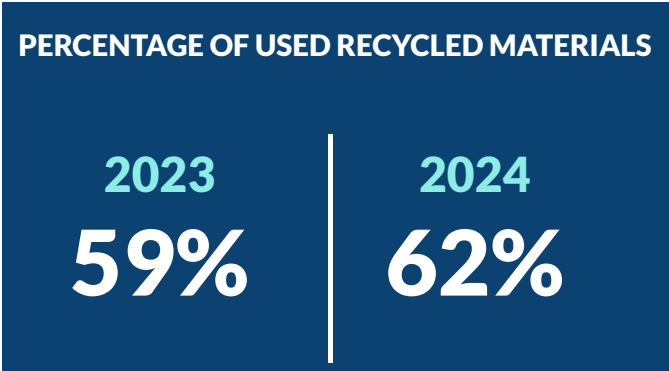
20th Anniversary of our ISO 14001

The actions described in this section contribute to the following Sustainable Development Goals:



Materials

As part of its CSR/ESG Policy, Polydesign Systems is committed to a sustainable procurement approach based on the use of the strict minimum raw materials, the introduction of renewable and recycled materials, as well as those of recycled packaging materials and products.



Energy

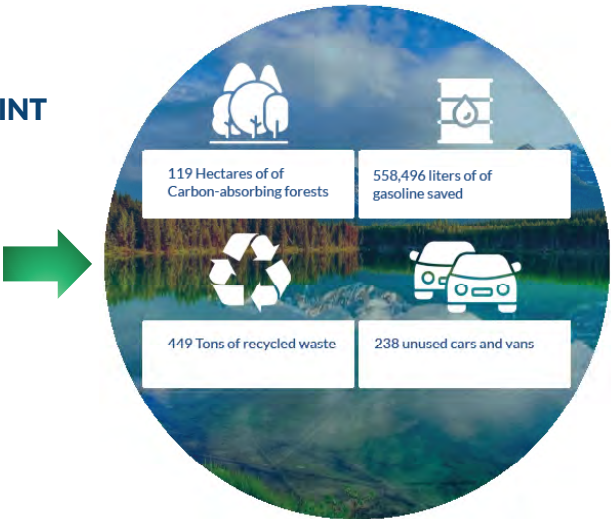
Aware of environmental concerns in the current context of climate change and energy transition, Polydesign Systems is committed to promoting the use of decarbonized energy and continuously improving its energy efficiency.

In June 2022, Polydesign Systems implemented a photovoltaic station on its rooftop with a capacity of 1.2 MWp, consisting of 2502 SUNPOWER monocrystalline solar panels.



REDUCING OUR CARBON FOOTPRINT AND PROTECTING OUR PLANET

The solar plant at Polydesign prevents the emission of 1,298 tons of CO2 per year, equivalent to:



 **2502**
Solar Panels on PDS ROOFTOP

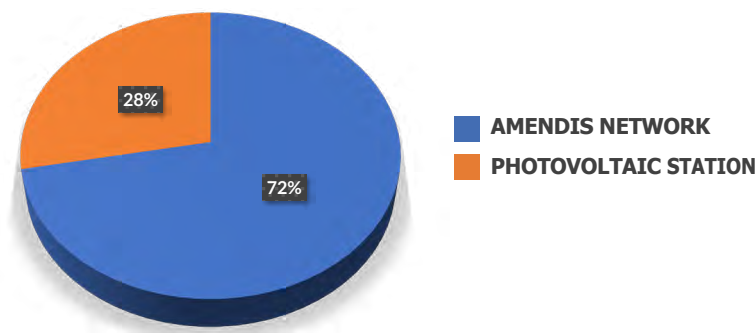
 **1.2 MWC**

 **73%** Energy Needs during Peak Hours

 **28%** Of global consumption

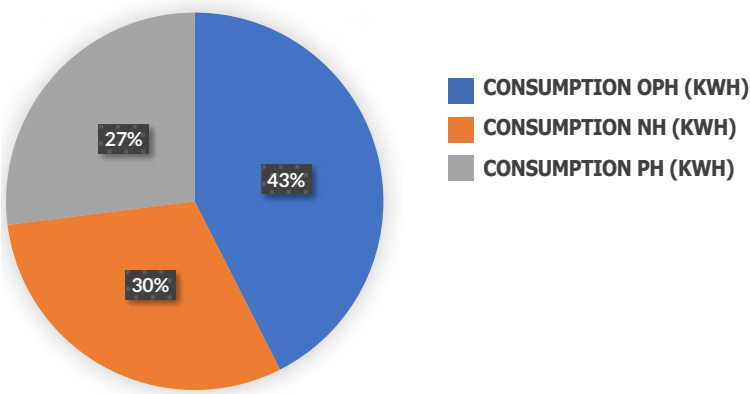
For its production, Polydesign Systems exclusively uses electricity that is supplied either from its photovoltaic station with direct injection without storage or from the AMENDIS public utility network.

ELECTRICITY SOURCE DISTRIBUTION



The high-voltage pricing system (A) in force in Morocco, intended for industrial companies with high energy consumption, is based on a billing system adjusted according to time slots: Normal hours (NH), off-peak hours (OPH), and peak hours (PH). The goal is to encourage companies to reduce their consumption during critical periods (PH) to prevent overloading the network and to encourage them to schedule their energy-intensive activities during periods of low demand (OPH). As shown by the breakdown of its total consumption below, Polydesign fully participates in reducing its impact on the network by shifting its energy-intensive activities as much as possible outside of peak hours.

DISTRIBUTION OF ELECTRICITY FROM AMENDIS IN KWH



Since the upstream and downstream activities of Polydesign Systems are subcontracted, its energy consumption is concentrated within its site.

In order to reduce energy consumption within the organization, several energy efficiency actions have been implemented:

- Optimizing the lighting zoning of production cells.
- Equipping the raw material and finished product warehouses with a lighting system with motion detectors.
- Restoring skylights on the factory roof to reduce the need for artificial lighting.
- Optimizing photovoltaic energy usage by prioritizing machine operations during the day, particularly in summer, with a focus on the plastic injection zone, the most energy-intensive area.
- Systematically identifying and repairing leaks in the compressed air system.
- Adjusting the compressed air pressure according to specific needs throughout the factory.
- Replacing exterior floodlights with energy-efficient LED systems and equipping them with dusk sensors. All light bulbs inside the factory were already replaced with LED systems in 2023.

28%

OF OUR ELECTRICITY CONSUMPTION COMES FROM OUR PHOTOVOLTAIC STATION

Polydesign Systems has implemented several specific actions in the injection zone, which is considered the area with the highest energy consumption of the factory:

- Adjusting the output temperature of the chiller based on the season.
- Prioritizing the use of electric and hybrid machines when planning production, instead of 100% hydraulic machines.

Other actions are in the process of being deployed, such as:

- Optimization of process parameters, such as temperature, pressure and cycle time to reduce energy use.
- Insulation of injection machines and heat/chiller equipment to minimize heat losses or excesses.

88853 KWH

ENERGY SAVINGS

FROM JANUARY 2023 TO SEPTEMBER 2024

Water and effluents

Although water is not used in its production processes, Polydesign Systems is concerned about the water scarcity context in Morocco and manages its water consumption in a responsible and proactive manner.

Polydesign Systems draws water exclusively from the public utility network managed by the operator "AMENDIS," responsible for drinking water distribution, electricity supply, and wastewater collection and treatment in the city. The extracted water is entirely consumed with no stock being kept.

Polydesign Systems complies with Moroccan regulations regarding wastewater quality, as established by Decree No. 2-99-377 on sanitation, and ensures that its effluents meet the limits for Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), and fecal coliforms, in accordance with national regulations.

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Progress by innovation

Polydesign is among a handful of companies selected to participate in the "Energy Efficiency Accelerator in Industry in Morocco" project for 2023, from May to December, under the auspices of the United Nations Industrial Development Organization (UNIDO) and led in Morocco by the Moroccan Agency for Energy Efficiency (AMEE). This project provided us with a training cycle on the Energy Management System (EnMS) according to ISO 50001 and expert support based on UNIDO-developed expertise and tools.

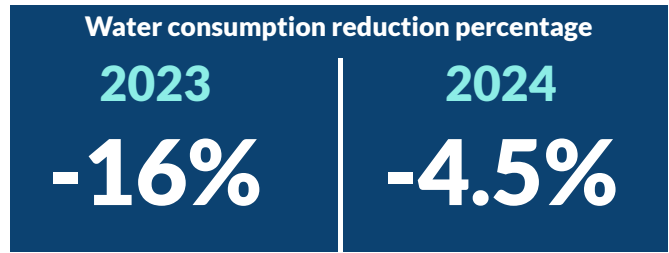


Moreover, regulatory checks are regularly performed on wastewater to verify their compliance with applicable Moroccan standards by an accredited organization that submits an analysis report. This preventive approach ensures that the effluents do not significantly affect the municipal network.

Wastewater is transported through the AMENDIS sanitation network to the BOUKHALEF treatment plant, where it is treated and repurposed for irrigation of green spaces throughout Tangier.

In line with its CSR approach, Polydesign Systems runs a year-round awareness and prevention program based on:

- Monitoring consumption and detecting leaks for immediate repair.
- Reducing all forms of waste.
- Raising awareness among employees and local suppliers.



Emissions and climate change mitigation

Aware of the global importance of climate change and committed to support Morocco's vision as a leader on the African continent in climate action, Polydesign Systems is dedicated to minimizing the carbon footprint of its operations as part of its environmental responsibility.

In this context, Polydesign Systems is a signatory to the Qualit'AIR Charter, initiated by the Mohammed VI Foundation for the Protection of the Environment, which aims to improve air quality.

Polydesign Systems is committed to:

- Annually evaluating its greenhouse gas (GHG) emissions.
- Reducing its GHG emissions through the adoption of an action plan, which is periodically reviewed.
- Communicating, sharing, and disseminating best practices and feedback to its stakeholders.

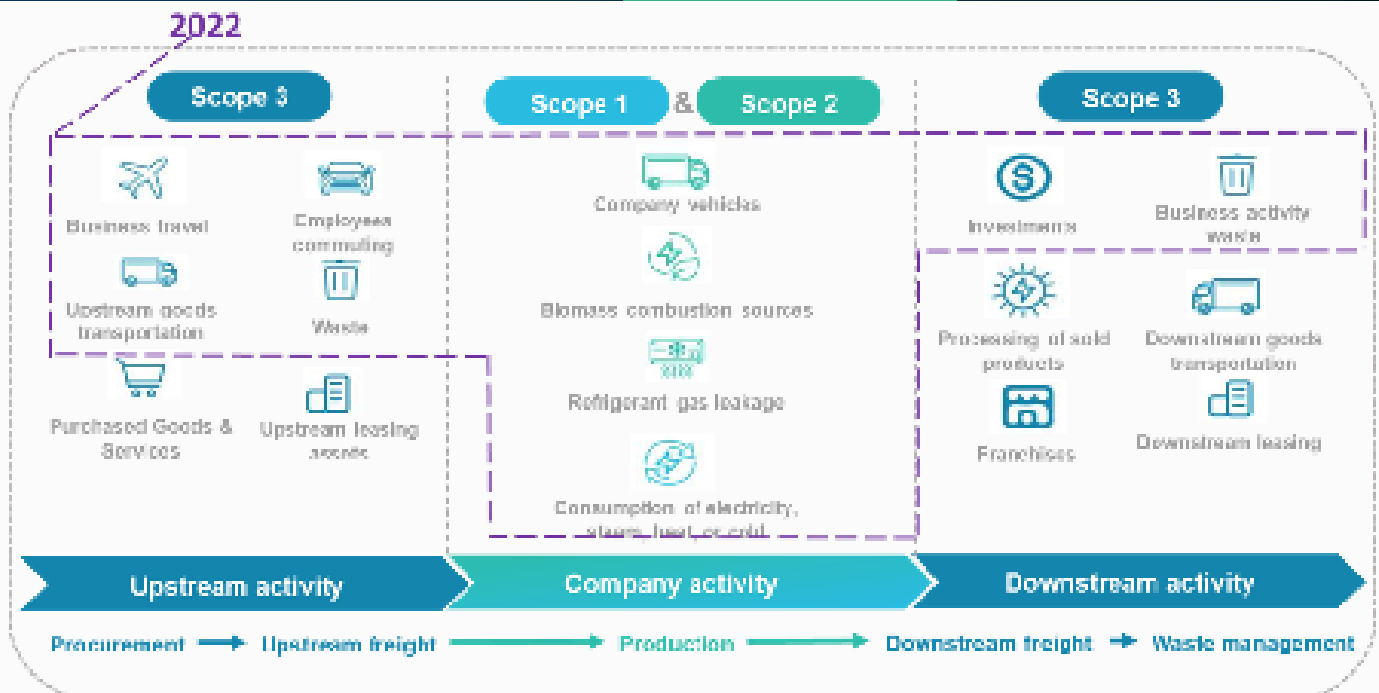
As part of this commitment, Polydesign Systems has established a dedicated team to reduce GHG emissions, with a budget allocated for implementing the action plan.

GHG emissions are evaluated using the ADEME Carbon Footprint® tool, with support from the Association for the Low Carbon Transition (ABC). This tool covers the three scopes of direct and indirect GHG emissions in accordance with ISO 14064.1 standards for GHG assessments and the Greenhouse Gas (GHG) protocol.

For scopes 1 & 2, the reference year adopted for the preparation of these assessments is 2019, as activity in 2020 and 2021 was not representative, being affected by the COVID-19 pandemic.

Starting in 2022, Polydesign Systems has partially included scope 3 in its assessment, covering categories such as: upstream transport and distribution, waste generated in operations, leased assets, employee commuting, and business travel.

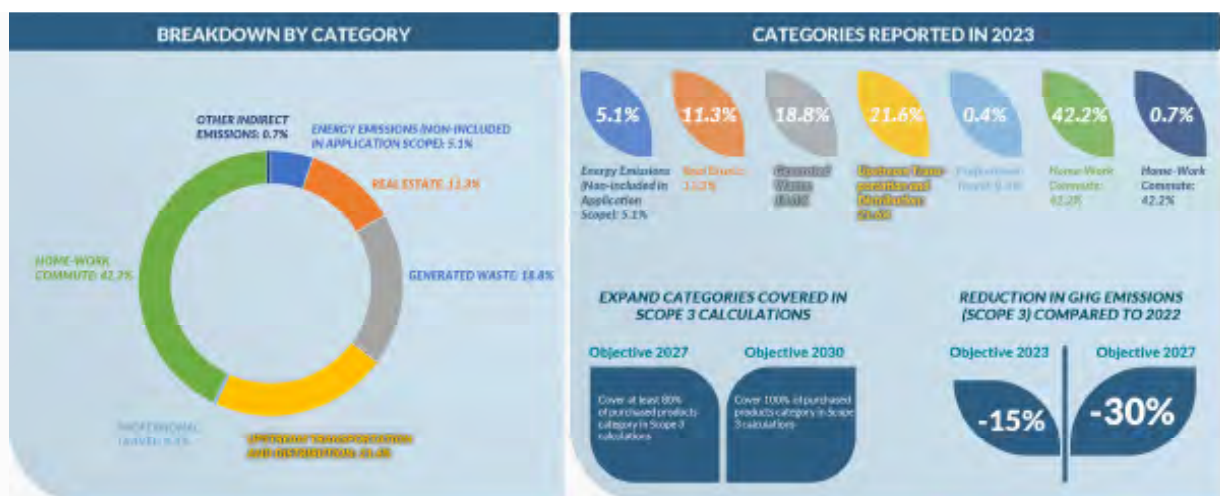




Greenhouse Gas (GHG) Emissions Reduction Trajectory (Scope 1&2)



GHG Emissions (Scope 3)



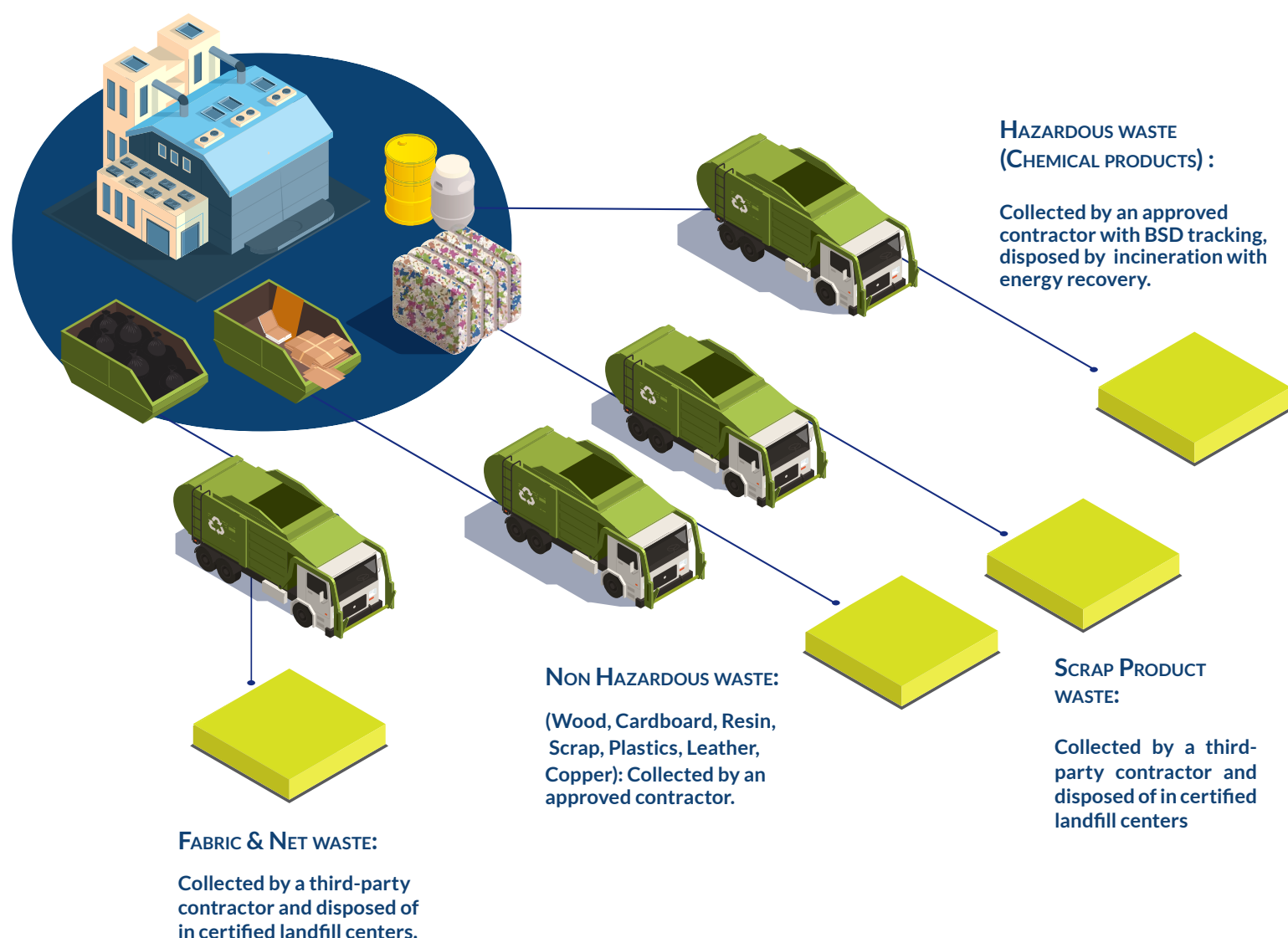
To achieve these objectives, an action plan has been established, focused on energy efficiency, industrial performance, waste reduction, and the circular economy.

Waste

As part of its environmental responsibility approach, Polydesign Systems places waste management among its key priorities. The environmental analysis conducted within the framework of its environmental management system according to ISO 14001 standards has enabled the complete identification of the impacts and risks related to waste generation, allowing for optimal waste flow management per activity based on severity.

All waste generated from internal activities is transferred to a sorting area and categorized as Hazardous Industrial Waste (HIW) or Non-Hazardous Industrial Waste (NHIW).

Waste is sorted by type off-site by certified contractors under contract ensuring full and transparent traceability per applicable regulations. For HIW, it is incinerated with energy recovery.

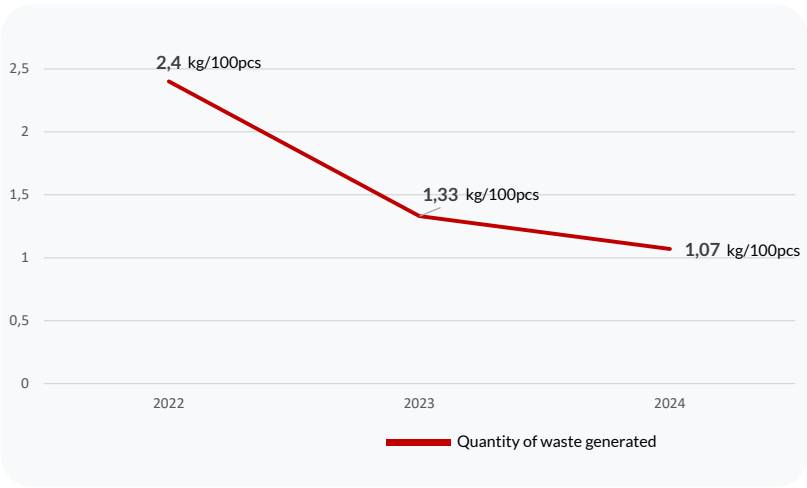


As part of our continuous improvement approach, Polydesign Systems is strengthening its waste management by implementing targeted initiatives to reduce the quantity of waste generated, with a goal of 0.96 kg/100pcs by 2025.



-55%


OF WASTE QUANTITY
GENERATED IN KG/100PCS
IN 2024 COMPARED TO 2022




In line with our environmental program, our waste-focused action plan consists of implementing the following actions across all processes:

- Reduction and sorting at the source.
- Promoting the reuse of waste internally, particularly packaging materials and fabrics.
- Maximizing recycling options for materials such as plastics, resins, metals, cardboard, and pallets.
- Raising awareness and training staff on best practices for waste management and the circular economy.


OUR ENVIRONMENTAL PERFORMANCE IN FIGURES




-0.48
MEGALITRES OF WATER



-61.358
KWH of energy



-30.836
metric tons of
CO₂ equivalent



-76.21
metric tons of waste

● Social

1. Working conditions
2. Human Rights
3. Occupational health and safety
4. Local community



The actions described in this section contribute to the following Sustainable Development Goals:



Working conditions

Human capital is a valuable asset for Polydesign Systems. In this regard, its guiding principles in human resource management aim to ensure optimal talent management, promote a safe and respectful work environment, and support the company's growth strategy by developing the skills of our employees. Polydesign Systems' approach to human resources management is based on the following key areas:

1. Strengthening the employer brand:

Create a strong employer brand that reflects the company's values and culture. This includes maintaining an active presence on social media to highlight the work environment and showcase employee achievements.

6. Fostering belonging:

Ensure talent retention and prevent high turnover by offering continuous training, internal promotions, personal development, and work well-being.



5. Communication

To foster open dialogue among all employees, communication channels are established to gather feedback from staff, such as satisfaction surveys, meetings between managers and their teams, suggestion boxes, and regular meetings with employee representatives. In the event of operational changes that could significantly affect our employees, a minimum notice of 6 weeks is provided. This period can be negotiated upwards with employee representatives, as far as possible.

2. Recruiting the best talents

Attract and select qualified candidates based on technical and behavioral competencies suitable for the available positions. The selection process is based on structured interviews, favoring internal promotions while ensuring equal opportunities.

3. Boosting performance:

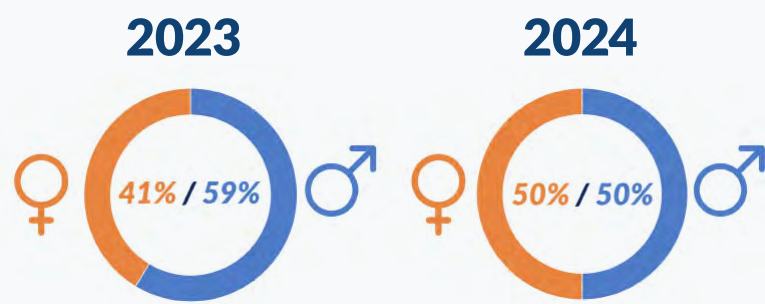
Develop employee competencies to help them achieve their professional goals while contributing to the company's performance. Annual performance evaluations, as well as ad hoc evaluations are performed, discussing objectives and career development opportunities

4. Recognizing competencies:

Ensure fair and equitable remuneration that reflects both individual and collective performance, along with many benefits beyond legal requirements. An annual review is conducted, and remuneration is reviewed based on company results, market trends, and individual performance. Employees are recognized through exceptional bonuses or events celebrating specific achievements. Production bonuses are paid based on achieved performance objectives, and social benefits are provided, including health insurance, retirement programs, cafeteria access, transportation support, etc..



TOTAL NUMBER OF NEW EMPLOYEE HIRES



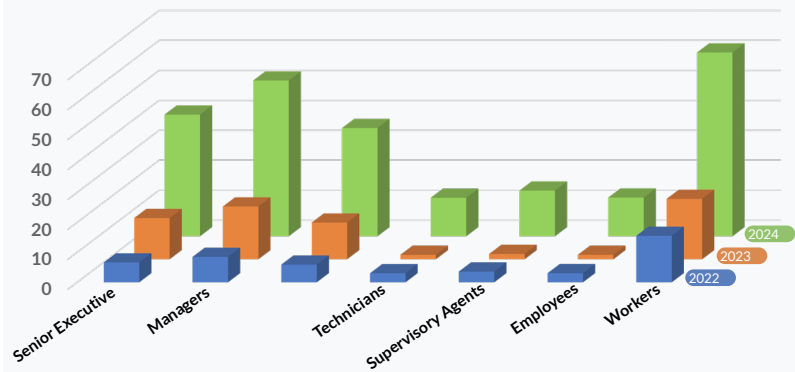
Polydesign Systems is composed of 1651 employees, including 299 women, all full-time employees with permanent contracts. It is important to note that this number does not include employees of subcontractors who operate on site; these individuals are under the direct control of their employers.

Polydesign Systems provides several benefits to all its employees, including:

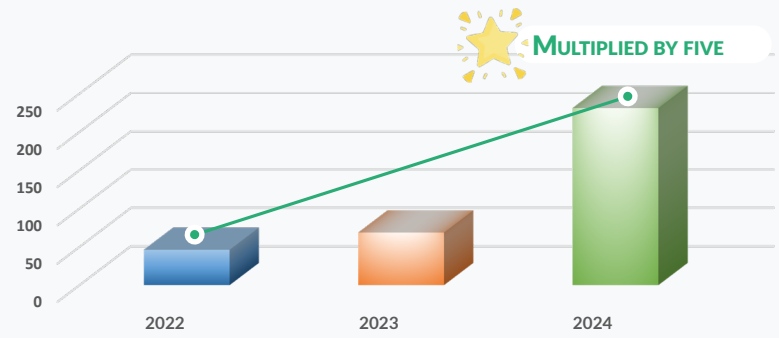
- Disability and invalidity coverage
- Life insurance
- Healthcare
- Parental leave
- Retirement plan

A continuous training plan tailored to the needs of our various professions is implemented annually to ensure the skill development of our employees. In parallel, our Project and Process Engineering teams regularly conduct a series of technical training sessions that serve to qualify operators in their positions.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY PROFESSIONAL CATEGORY



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE



100%

OF ADMINISTRATIVE STAFF HAVE BENEFITED FROM PERFORMANCE AND CAREER DEVELOPMENT REVIEWS



Human Rights

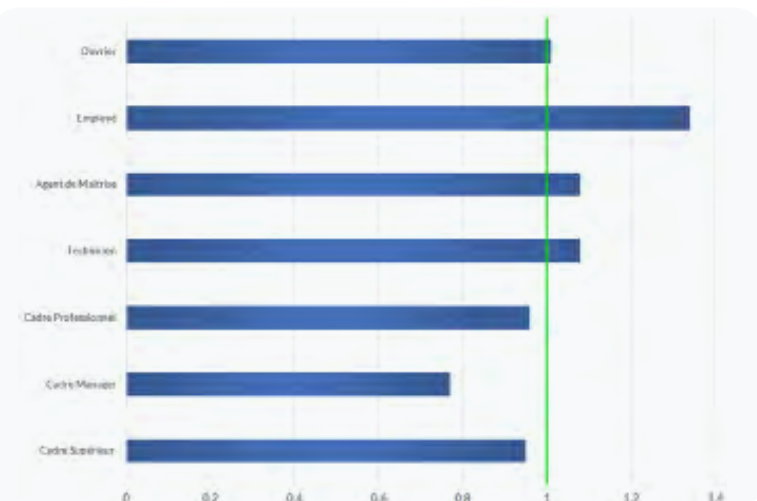
In its approach to corporate social responsibility, Polydesign Systems considers Human Rights to be a central theme. Since its establishment, the company has developed its Code of Ethics, which sets clear rules of behavior and values that rigorously respect Human Rights. In 2023, Polydesign Systems signed the United Nations Global Compact, demonstrating its sincere commitment to respecting and promoting Human Rights throughout its entire value chain.

This year, Polydesign Systems also signed a commitment to promote the United Nations "Women's Empowerment Principles" (WEPs) and strengthens its commitments by developing a Social & Human Rights Policy. Following the results of a due diligence process identifying the impacts and potential risks related to the company's activities and business relationships, this policy particularly focuses on Human Rights issues, including diversity and equal opportunities, combating discrimination, child labor, and forced labor.

Through this policy, Polydesign Systems commits to:

- Creating and maintaining a discrimination- and harassment-free work environment.
- Ensuring equal employment opportunities.
- Promoting a gender-sensitive approach.
- Prohibiting any form of forced or compulsory labor and child exploitation within our value chain.
- Adopting a zero-tolerance approach towards any violation of Human Rights.

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN FOR EACH EMPLOYEE CATEGORY



Polydesign Systems has implemented actions to create a respectful, stimulating work environment aligned with Human Rights principles. These actions include:

- Strictly applying the current recruitment procedure, allowing for public consultation of job offers through diverse panels and complete transparency throughout the hiring process.
- Regularly organizing awareness sessions for employees and suppliers to promote Human Rights culture.
- Taking Human Rights compliance into account when selecting suppliers and subcontractors, particularly concerning forced labor and child labor issues.
- Engaging suppliers and subcontractors to respect Human Rights by signing our Sustainable Procurement Charter, which notably requires the abolition of forced labor and child labor practices.
- Implementing indicators to monitor diversity in promotions and hiring by business area to assess progress and identify specific actions.

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



43% of
our Executive
Committee are
women



60%
of our
engineers
are women

Let's intensify our efforts
for diversity

2023
33%
PROFESSIONALS

2030
39%
PROFESSIONALS

Occupational health and safety

Polydesign Systems has made the health and safety of its employees a major priority by implementing an Occupational Health and Safety Management System (OHSMS) in compliance with ISO 45001 standards.

Our OHS Management System

Polydesign Systems' Occupational Health and Safety Management System (OHSMS) aims to ensure the safety of its workers while complying with legal and regulatory requirements, both Moroccan and international. This management system is certified according to the ISO 45001 standard and is periodically reviewed, allowing for proactive management of occupational risks and continuous strengthening of the safety culture within the organization.

The OHSMS covers all workers in all activities of Polydesign Systems, including production, maintenance, and support functions.

As part of its OHSMS, a process for identifying risks, hazards, and undesirable events related to work has been established in accordance with the ISO 45001 standard. This process includes a series of evaluation steps to control risks and increase worker and stakeholder satisfaction by meeting their needs and expectations. Each workstation is subject to a comprehensive checklist to identify potential risks, which are then assessed based on their severity, likelihood of occurrence, and legal requirements that must be met.

A procedure for managing and investigating undesirable health and safety events at work has been put in place to ensure a quick and effective response.

Polydesign Systems' OHSMS is led by a HSE (Health, Safety, and Environment) Responsible who oversees the continuous improvement of occupational health and safety performance in coordination with all relevant stakeholders.

Polydesign Systems' OHSMS actors

• Occupational health services

The occupational health service plays a crucial role in the protection and well-being of employees. It is composed of an occupational doctor and three nurses who provide medical care and advice as well as preventive actions.

All personal health-related information of our employees remains confidential under Polydesign Systems' data confidentiality policy to ensure the privacy of each employee.

• Hygiene and Safety Committee (HSC)

In compliance with applicable legislation and the ISO 45001 standard requirements, Polydesign Systems has established the Hygiene and Safety Committee (HSC) as a consultation body responsible for contributing to the protection of physical and mental health and safety of employees at work. Its mission is to enable all stakeholders (employees and employer) to participate in preventing any accident risk by improving the work environment within the company.

The HSC is chaired by the Human Resources Director and is composed of the HSE Responsible, the occupational doctor, and two elected employee representatives. The HSC meets quarterly or as needed, and convenes emergency meetings in the event of a work accident with critical consequences.

In addition to the HSC's role, Polydesign Systems places particular emphasis on consulting and involving workers in identifying risks and hazards and improving occupational health and safety procedures.

Occupational Health and Safety culture at Polydesign Systems

Polydesign Systems places particular emphasis on promoting a culture of Occupational Health and Safety (OHS) awareness among all its workers. This is done through the deployment of an annual training and awareness program focusing on various OHS aspects, such as:

- Onboarding Training: Raising awareness of OHS risks for new employees.
- Electrical Safety: Training on electrical intervention safety.
- Working at Heights: Fall prevention and safety management.
- Firefighting First Responder: Training on how to react in the event of a fire.
- Occupational First Aid: First aid training.
- Certified Forklift Operator Training (CACES R489): Certification for forklift operators.

Additionally, HSE awareness campaigns are carried out on the ground to ensure all employees understand the specific risks associated with their tasks and comply with the proper use of Personal Protective Equipment (PPE). The workplace health service team also conducts training on health and safety best practices, including ergonomics, posture, warm-up exercises before work, and prevention of musculoskeletal disorders (MSDs).



In addition to the training programs, Polydesign Systems conducts public health awareness campaigns for its employees. These campaigns focus on obesity prevention, diabetes awareness, breast cancer screening, and promoting healthy lifestyle practices to reduce stress. The materials for these campaigns are available to all employees and shared through internal communication channels.

Alongside work-related health monitoring, Polydesign Systems facilitates access to additional healthcare services for its employees by enrolling them in private health insurance with financial benefits.

100%

OF EMPLOYEES HAVE HAD AT LEAST ONE MEDICAL CONSULTATION



13th anniversary of our
OHSAS 18001 certification,
now ISO 45001



20th Anniversary of our ISO
14001

OHS Approach Related to Business Relationships

Polydesign Systems has implemented a proactive approach to prevent and reduce negative impacts on health and safety at work, taking into account risks directly associated with its activities, products, or services through its business relationships. In compliance with the requirements of ISO 45001, the company assesses risks related to its suppliers and subcontractors interacting with its operations, incorporating control and prevention measures into its contractual relationships.

Additionally, occupational health and safety criteria (OHS) are part of the supplier selection process, with a strong preference for ISO 45001 certification.

During on-site interventions, all suppliers and subcontractors must comply with the preventive measures and safety protocols in place. A signed commitment is required in this regard.

OHS Risk Management, Work-related injuries, and Work-related ill health

The risk mapping established in the OHSMS has identified the following hazards:

- Mechanical risks, including cuts and trauma.
- Slips, trips, and falls.
- Chemical risks.



In response to recorded incidents, several improvement actions have been implemented to further reduce risks, following an appropriate control hierarchy:

- Updating the risk mapping to integrate positions presenting identified potential hazards.
- Updating safety procedures related to activities concerned by potential hazards.
- Expanding the target audience for PPE (Personal Protective Equipment) for relevant positions.
- Strengthening safety measures in concerned areas.
- Increasing team awareness of safe behaviors.

Work-related ill health

Regarding occupational diseases, the risk mapping established in the OHSMS has identified repetitive motions as a risk for musculoskeletal disorders (MSDs).

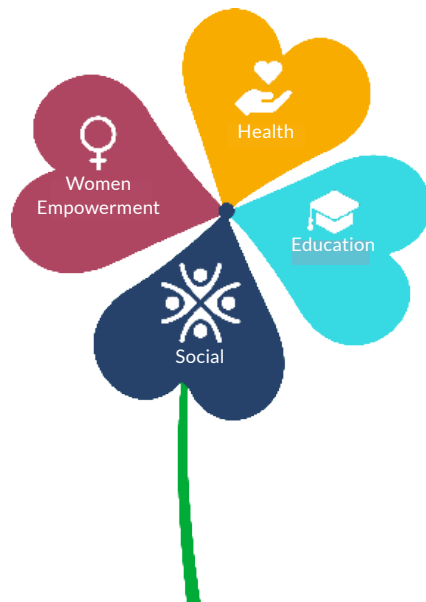
Preventive measures have been implemented accordingly, based on an appropriate control hierarchy:

- Improving ergonomics at workstations.
- Promoting job versatility to allow optimal position rotation.
- Encouraging warm-up sessions before starting work.

Local community

Since the launch of its activities, Polydesign Systems has made community engagement a core component of its CSR approach. To better address current social challenges, a regular due diligence process is carried out with stakeholders representing local communities through exchange workshops. These workshops focus on the potential impacts and risks associated with our activities as well as evaluating their needs and expectations.

As a result of these workshops, Polydesign Systems has decided to focus its community engagement efforts on four key areas:



The development actions for local communities are planned and organized in close collaboration with the stakeholders involved in the action, including associations, our employees, the management committee, and local authorities.



OUR ASSOCIATIVE PARTNERS



OUR SOCIAL ACTIONS 2024 IN PICTURES

Al Haouz Earthquake Solidarity Campaign



As part of our efforts to support the victims of the Al Haouz earthquake, Polydesign Systems designed and manufactured fully equipped tents to provide temporary shelters for the affected communities, as well as water tanks.

Al Haouz Earthquake Fundraising



In order to support the victims of the Al Haouz earthquake, Polydesign organized a fundraising campaign, raising 160,000 Moroccan dirhams. This amount was dedicated to supporting the Al Balsam Association for the acquisition of essential medical equipment.

Partnership with ESITH



For the 4th consecutive year, our partnership with ESITH (Higher School of Textile and Clothing Industries) enables their students to discover Polydesign and prepare for careers in the automotive industry. We are delighted to contribute to their professional future.

Supplied curtains for the classrooms of Al Atlassi Primary School



We had the opportunity to assist Al Atlassi School, located in Gzenaya, Tangier, by manufacturing curtains to improve its learning spaces.

Day for the Children of House of Life - Tangier



As part of our collaboration with House of Life Tangier, an institution of the Lalla Salma Foundation for Cancer Prevention and Treatment, we supported a carnival-type event organized for their young cancer patients.

Academic Excellence Award



Polydesign had the honor of joining Bir Anzarane High School in Tangier in, recognizing the student who achieved the highest score in the 2024 Baccalaureate.

Pink October 2024



As part of our celebration of Pink October, and in partnership with the Lalla Salma Foundation for Cancer Prevention and Treatment, we organized a personal development workshop at the House of Life in Tangier. This workshop, led by renowned coach Hayat Less, aimed to bring joy and positivity to the brave women affected by breast cancer.

Donation of Computer Equipment to Casal dels Infants Association



As part of our commitment to social organizations, Polydesign made a donation of 23000 MAD worth of computer equipment to the Casal dels Infants Association in Tangier to equip the premises of their partner associations in the region.

Blood donation 2024



This year, over 140 Polydesigners participated in our blood donation campaign, helping to save lives and offer hope to those in need.

Partnership with High Atlas



We were honored to host the High Atlas Foundation to explore collaboration opportunities around impactful initiatives. Our discussions focused on key partnership areas, with particular attention to empowering women and accelerating the reconstruction efforts following the 2023 Al Haouz earthquake.

Ramadan Fundraising Campaign



As part of our annual commitment during the month of Ramadan, we have always organized fundraising events to support the most vulnerable. This year, due to the economic context marked by inflation, we decided to redirect these donations towards our staff members to help them through these challenging circumstances.

PROFESSIONAL ASSOCIATION MEMBERSHIPS

We represent the United States within the Moroccan American Commission for Education and Cultural Exchange. This commission provides research scholarships and grants to Moroccan students, professionals, and professors wishing to pursue studies or research in the United States, as well as to Americans wishing to do the same in Morocco. It manages the prestigious Fulbright scholarships.



Polydesign is a founding member of the AIZFET (Tanger Free Zone Investors Association) and holds a seat on its Board of Directors, as well as on the board of the CGEM TTA (General Confederation of Moroccan Enterprises, Tanger-Tétouan-Al Hoceima), member of the National Company Advisory group of CGEM, and serves on the Board of the AMCHAM (American Chamber of Commerce). Polydesign Systems is also a member of AMICA (Moroccan Association for the Automotive Industry).



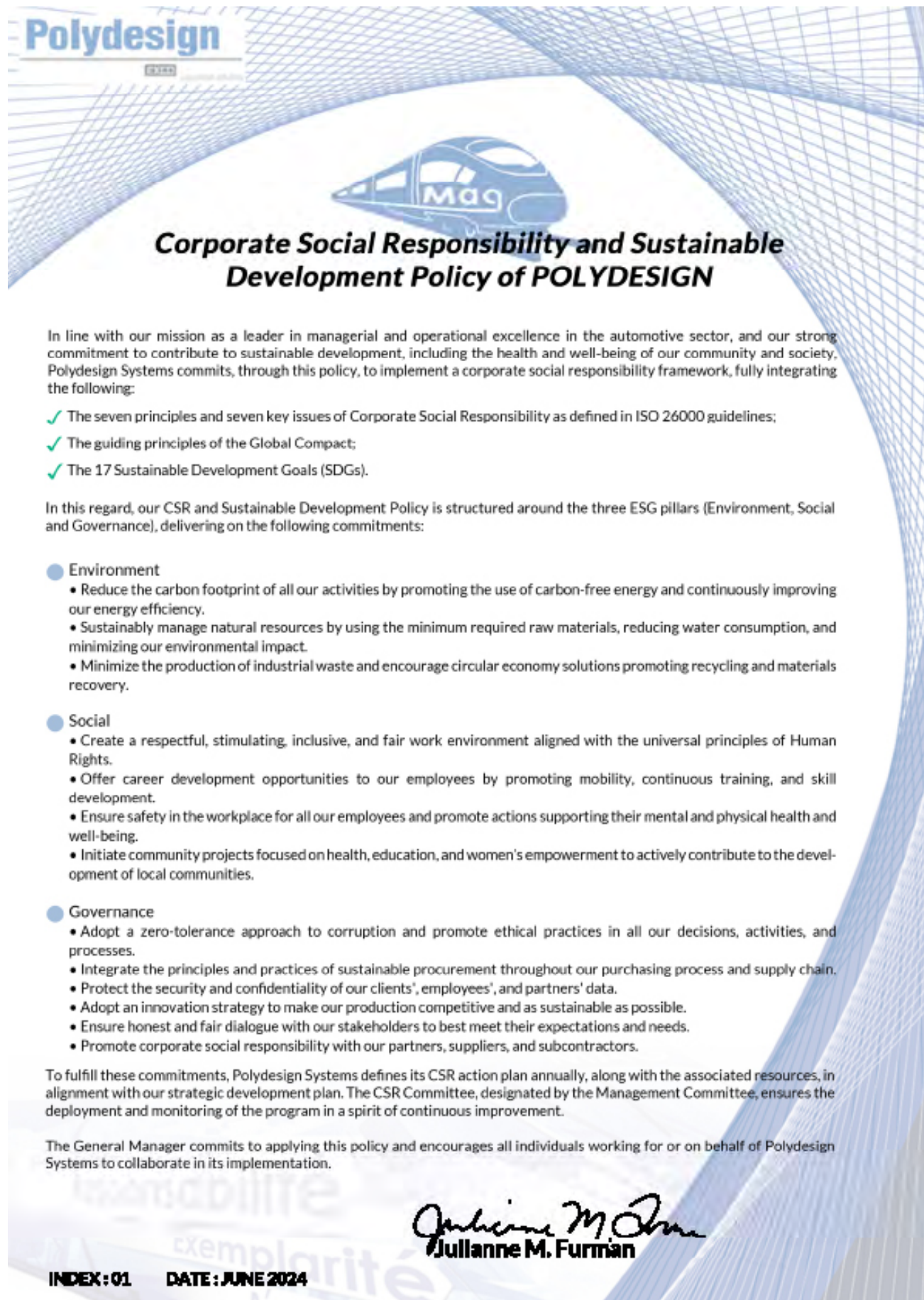
Our goal is to ensure that Morocco remains competitive economically and that the needs of businesses are considered in various government initiatives.



● Appendix

- 1. *Our CSR Policy*
- 2. *Our contribution to the SDGs*
- 3. *Our CSR indicators*
- 4. *GRI Standards content index*

Our CSR Policy



Polydesign

Corporate Social Responsibility and Sustainable Development Policy of POLYDESIGN

In line with our mission as a leader in managerial and operational excellence in the automotive sector, and our strong commitment to contribute to sustainable development, including the health and well-being of our community and society, Polydesign Systems commits, through this policy, to implement a corporate social responsibility framework, fully integrating the following:

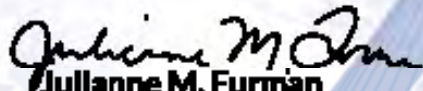
- ✓ The seven principles and seven key issues of Corporate Social Responsibility as defined in ISO 26000 guidelines;
- ✓ The guiding principles of the Global Compact;
- ✓ The 17 Sustainable Development Goals (SDGs).

In this regard, our CSR and Sustainable Development Policy is structured around the three ESG pillars (Environment, Social and Governance), delivering on the following commitments:

- **Environment**
 - Reduce the carbon footprint of all our activities by promoting the use of carbon-free energy and continuously improving our energy efficiency.
 - Sustainably manage natural resources by using the minimum required raw materials, reducing water consumption, and minimizing our environmental impact.
 - Minimize the production of industrial waste and encourage circular economy solutions promoting recycling and materials recovery.
- **Social**
 - Create a respectful, stimulating, inclusive, and fair work environment aligned with the universal principles of Human Rights.
 - Offer career development opportunities to our employees by promoting mobility, continuous training, and skill development.
 - Ensure safety in the workplace for all our employees and promote actions supporting their mental and physical health and well-being.
 - Initiate community projects focused on health, education, and women's empowerment to actively contribute to the development of local communities.
- **Governance**
 - Adopt a zero-tolerance approach to corruption and promote ethical practices in all our decisions, activities, and processes.
 - Integrate the principles and practices of sustainable procurement throughout our purchasing process and supply chain.
 - Protect the security and confidentiality of our clients', employees', and partners' data.
 - Adopt an innovation strategy to make our production competitive and as sustainable as possible.
 - Ensure honest and fair dialogue with our stakeholders to best meet their expectations and needs.
 - Promote corporate social responsibility with our partners, suppliers, and subcontractors.

To fulfill these commitments, Polydesign Systems defines its CSR action plan annually, along with the associated resources, in alignment with our strategic development plan. The CSR Committee, designated by the Management Committee, ensures the deployment and monitoring of the program in a spirit of continuous improvement.

The General Manager commits to applying this policy and encourages all individuals working for or on behalf of Polydesign Systems to collaborate in its implementation.


Julianne M. Furman

INDEX : 01 DATE : JUNE 2024

Our contribution to the SDGs

The 17 SDGs



Governance



Environment



Social



Our CSR indicators

Governance

Ethics and anti-corruption

Code	Disclosure	2022*	2023	2024
GRI 205-2	Communication on anti-corruption policies and procedures provided to:			
	Governance bodies	-	100%	100%
	Employees	-	100%	100%
	Business partners (clients and suppliers)	-	100%	100%
	Training on anti-corruption policies and procedures for employees (number and percentage by category):		146 9%	990 60%
	Senior Executives (Governance bodies)	-	7 100%	7 100%
	Management	-	9 60%	10 67%
	Professionals	-	40 78%	33 60%
	Technicians	-	10 10%	70 65%
	Supervisors	-	10 9%	72 62%
	Employees	-	20 27%	58 81%
	Workers	-	50 4%	740 58%
GRI 205-3	Total number of confirmed incidents of corruption	2	0	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	2	0	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0	0	0
GRI 206-1	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	0	0	0

* Anti-corruption policies and procedures were formalized in 2023.

Sustainable Procurement

Code	Disclosure	2022	2023	2024
GRI 204-1	Percentage of spending on local suppliers*	14%	15%	17%
GRI 308-1	Percentage of new suppliers that were screened using environmental criteria	-	100%	100%
GRI 414-1	Percentage of new suppliers that were screened using social criteria	-	100%	100%
GRI 414-2	Number of suppliers assessed for social impacts	-	100%	100%
	Number of suppliers identified as having significant actual and potential negative social impacts	-	0	0
	Significant actual and potential negative social impacts identified in the supply chain	-	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	-	0%	0%
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	-	0%	0%

* Local purchase refers to any purchase made within Morocco

Environment

Materials

Code	Disclosure	2022	2023	2024
GRI 301-1	Total weight of renewable materials used in tons	-	760	762
	Total weight of non-renewable materials used in tons	-	2 192	2 193
GRI 301-2	Total weight of input materials used in tons	-	2 952	2 955
	Percentage of recycled input materials used	-	59%	62%
GRI 301-3	Percentage of reclaimed products and their packaging materials	-	37%	38%

Energy

Code	Disclosure	2022	2023	2024
GRI 302-1	Energy consumption within the organization in KWH	3 685 827	3 847 705	3 808 726
GRI 302-3	Energy intensity ratio for the organization in KWH/KG of product sold	1,56	1,52	1,49
GRI 302-4	Reduction of energy consumption within the organization KWH*	-	27 495	61 358

*The reference year being the calendar year 2019 and the methodology adopted is the linear regression with several variables.

Water and effluents

Code	Disclosure	2022	2023	2024
GRI 303-3	Total water withdrawal in megaliters	12,77	10,73	10,25
GRI 303-4	Total water discharge in megaliters	10,47	8,79	8,41
GRI 303-5	Total water consumption in megaliters	12,77	10,73	10,25

Data concerning water and its consumption come from invoices provided by Amendis.

Emissions and climate change mitigation

Code	Disclosure	2019*	2022*	2023*	2024*
GRI 305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent**	14	13	9	-
GRI 305-2	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent**	3 464	2 247	1 950	-
GRI 305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent***	-	3 992	3 481	-
GRI 305-4	GHG emissions intensity ratio in metric tons of CO2 equivalent /million euros of sales for Scope 1&2	70,45	56,83	44,09	-
	GHG emissions intensity ratio in metric tons of CO2 equivalent /million euros of sales for Scope 3	-	100,39	78,32	-
GRI 305-5	Reduction of GHG emissions in metric tons of CO2 equivalent, due to renewable energy use (Scope 2)	-	13,826	30,836	-

*Calendar year used. CY2024 results will be calculated and available in January 2025.

**Reference year 2019.

*** Reference year 2022.

Waste

Code	Disclosure	2022		2023		2024	
GRI 306-3	Total weight of waste generated in metric tons	719,08		761,94		685,73	

Code	Disclosure	2022		2023		2024	
		Offsite	Onsite	Offsite	Onsite	Offsite	Onsite
GRI 306-4	Total weight of waste diverted from disposal in metric tons:	231,27	0	256,68	0	182,25	0
	<i>A- Hazardous waste by operations:</i>	0	0	0	0	0	0
	Preparation for reuse	0	0	0	0	0	0
	Recycling	0	0	0	0	0	0
	Other recovery operations	0	0	0	0	0	0
	<i>B- Non-Hazardous waste by operations:</i>	231,27	0	256,68	0	182,25	0
	Preparation for reuse	0	0	0	0	0	0
	Recycling	231,27	0	256,68	0	182,25	0
	Wood	96,55	0	107,16	0	69,3	0
	Cardboards	47,51	0	52,74	0	49,46	0
	Resin	70,52	0	78,25	0	46,08	0
	Scrap	11,96	0	13,28	0	13,48	0
	Plastics excluding Resin	2,67	0	2,96	0	2,09	0
	Waste leather	1,18	0	1,31	0	1,14	0
	Waste Copper	0,88	0	0,98	0	0,70	0
	Other recovery operations	0	0	0	0	0	0

Code	Disclosure	2022		2023		2024	
		Offsite	Onsite	Offsite	Onsite	Offsite	Onsite
GRI 306-5	Total weight of waste directed to disposal in metric tons	487,81	0	505,26	0	503,48	0
	<i>A- Hazardous waste by operations:</i>	22,78	0	23,60	0	22,37	0
	Incineration (with energy recovery)	22,78	0	23,60	0	22,37	0
	Incineration (without energy recovery)	0	0	0	0	0	0
	Landfilling	0	0	0	0	0	0
	Other disposal operations	0	0	0	0	0	0
	<i>B- Non-Hazardous waste by operations:</i>	465,03	0	481,66	0	481,11	0
	Incineration (with energy recovery)	0	0	0	0	0	0
	Incineration (without energy recovery)	0	0	0	0	0	0
	Landfilling:	465,03	0	481,66	0	481,12	0
	Scrap Products & NC Raw Materials	184,47	0	191,07	0	257	0
	Fabrics	251,13	0	260,11	0	212,31	0
	Mesh/Strip/Bungee	29,43	0	30,48	0	11,8	0
	Other disposal operations	0	0	0	0	0	0

Social

Working conditions

Code	Disclosure	2022		2023		2024	
		Men	Women	Men	Women	Men	Women
GRI 401-1	Total number of new employee hires:	9	2	95	67	10	10
	Under 30 years old	5	1	75	34	6	8
	30-50 years old	4	1	20	33	4	2
	Over 50 years old	0	0	0	0	0	0
	Rate of new employee hires:	0,64%	0,79%	6,88%	22,19%	0,74%	3,34%
	Under 30 years old	1,36%	2,44%	21,01%	53,13%	2,21%	12,12%
	30-50 years old	0,40%	0,52%	2,05%	15,07%	0,39%	0,94%
	Over 50 years old	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
	Total number of employees:	1408	252	1381	302	1352	299
	Under 30 years old	369	41	357	64	272	66
	30-50 years old	1004	192	976	219	1014	212
	Over 50 years old	35	19	48	19	66	21
	Employee turnover:	9,16%	5,95%	3,33%	6,62%	7,99%	9,36%
	Under 30 years old	10,03%	12,20%	4,20%	10,94%	16,18%	21,21%
	30-50 years old	8,96%	5,21%	2,97%	5,94%	6,11%	5,66%
	Over 50 years old	5,71%	0,00%	4,17%	0,00%	3,03%	9,52%
GRI 401-3	Total number of employees that were entitled to parental leave	77	14	97	10	105	8
	Total number of employees that took parental leave	77	14	97	10	105	8
	Total number of employees that returned to work in the reporting period after parental leave ended	77	10	97	10	105	7
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	77	10	97	10	105	7
	Return to work and retention rates of employees that took parental leave	100%	71%	100%	100%	100%	88%
GRI 404-1	Average hours of training per year per employee by gender	22,51	23,67	33,02	35,56	131,03	100,10
	Average hours of training per year per employee by professional category:						
	Senior Executives	6,63		13,77		40,61	
	Management	8,49		17,63		52,00	
	Professionals	5,90		12,25		36,12	
	Technicians	3,02		1,49		12,86	
	Supervisors	3,58		1,77		15,26	
	Employees	3,04		1,50		12,93	
	Workers	15,52		20,17		61,35	

Human Rights

Code	Disclosure	2022			2023			2024		
GRI 405-1	Diversity of governance bodies (GB) and employees									
	By gender :	Men	Women		Men	Women		Men	Women	
	Senior Executives GB	57%	43%		57%	43%		57%	43%	
	Management	72%	28%		73%	27%		73%	27%	
	Professionals	65%	35%		69%	31%		67%	33%	
	Technicians	92%	8%		92%	8%		91%	9%	
	Supervisors	70%	30%		69%	31%		72%	28%	
	Employees	90%	10%		88%	12%		86%	14%	
	Workers	86%	14%		83%	17%		83%	17%	
	Diversity of governance bodies (GB) and employees									
	By age group (years):	<30	30 à 50	>50	<30	30 à 50	>50	<30	30 à 50	>50
	Senior Executives GB	0%	71%	29%	0%	71%	29%	0%	71%	29%
	Management	0%	89%	11%	0%	80%	20%	0%	67%	33%
	Professionals	13%	75%	13%	10%	78%	12%	7%	82%	11%
	Technicians	6%	92%	2%	6%	91%	3%	8%	85%	6%
	Supervisors	14%	81%	4%	18%	75%	7%	16%	78%	7%
	Employees	4%	91%	5%	3%	90%	7%	3%	83%	14%
	Workers	29%	68%	3%	29%	68%	3%	24%	72%	4%
GRI 405-2	Ratio of the basic salary and remuneration of women to men for each employee category:									
	Senior Executives GB	0,91			0,96			0,95		
	Management	0,93			0,83			0,77		
	Professionals	0,92			0,92			0,96		
	Technicians	0,95			1,01			1,08		
	Supervisors	1,07			1,06			1,08		
	Employees	1,40			1,35			1,34		
	Workers	1,03			1,01			1,01		

Occupational health and safety

Code	Disclosure	2022	2023	2024
GRI 403-9	For all employees:			
	Number of fatalities as a result of work-related injury	0	0	0
	Rate of fatalities as a result of work-related injury	0%	0%	0%
	Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	0%	0%	0%
	Number of recordable work-related injuries	2	4	5
	Rate of recordable work-related injuries *	0,1%	0,3%	0,4%
	The main types of work-related injury	Trauma	Slips and falls	Trauma and burn
	Number of hours worked	2 668 079	3 114 839	2 476 882

* Accident rates are calculated based on 2 million hours worked.

GRI Standards content index

Statement of use	Polydesign Systems has reported in accordance with the GRI Standards for the period from October 1, 2023 to September 31, 2024 (fiscal year).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI Sector Standards 11, 12, 13, and 14 are not applicable to our sector

GRI Standard	Disclosure	Location or omission with reason and explanation
General disclosures		
GRI 2: General disclosures 2021	2-1 Organizational details	About Polydesign Systems, page 7
	2-2 Entities included in the organization's sustainability reporting	About this report, page 5
	2-3 Reporting period, frequency and contact point	About this report, page 5
	2-4 Restatements of information	No reformulations
	2-5 External assurance	About this report, page 5
	2-6 Activities, value chain and other business relationships	Our value creation, pages 8, 9 et 10 Stakeholders, page 11
	2-7 Employees	Working conditions, page 33
	2-8 Workers who are not employees	Working conditions, page 33
	2-9 Governance structure and composition	Governance of Polydesign Systems, page 15
	2-10 Nomination and selection of the highest governance body	Governance of Polydesign Systems, page 15
	2-11 Chair of the highest governance body	Governance of Polydesign Systems, page 15
	2-12 Role of the highest governance body in overseeing the management of impacts	Our CSR commitment, page 12 CSR Governance, page 16
	2-13 Delegation of responsibility for managing impacts	Our CSR commitment, page 12 CSR Governance, page 16
	2-14 Role of the highest governance body in sustainability reporting	About this report, page 5 CSR Governance, page 16
	2-15 Conflicts of interest	Our CSR commitment, page 12 Ethics and anti-corruption, page 17 Responsible purchasing, pages 18 et 19
	2-16 Communication of critical concerns	Governance of Polydesign Systems, page 15 CSR Governance, page 16
	2-17 Collective knowledge of the highest governance body	Our CSR commitment, page 12
	2-18 Evaluation of the performance of the highest governance body	Our CSR commitment, page 12

GRI Standard	Disclosure	Location or omission with reason and explanation
General disclosures		
GRI 2: General disclosures 2021	2-19 Remuneration policies	Working conditions, page 32
	2-20 Process to determine remuneration	Working conditions, page 32
	2-21 Annual total compensation ratio	<i>Omission</i> <i>Reason: confidentiality constraints.</i> <i>Explanation: This ratio would allow for the deduction of the highest-paid person's salary, which is personal information and cannot be disclosed according to Law 09-08</i>
	2-22 Statement on sustainable development strategy	General Manager message, page 4 * Our CSR commitment, page 12 Our CSR Policy, page 45
	2-23 Policy commitments	Our CSR commitment, page 12 Human Right, page 35 Our CSR Policy, page 45
	2-24 Embedding policy commitments	Governance of Polydesign Systems, page 15 CSR Governance, page 16 Occupational health and safety, page 36
	2-25 Processes to remediate negative impacts	About this report, page 5 Our CSR commitment, page 12 Human Right, page 35 Locale community, page 39
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholders, page 11 Our CSR commitment, page 12 CSR Governance, page 16
	2-27 Compliance with laws and regulations	About Polydesign Systems, page 10 Our CSR commitment, page 12
	2-28 Membership associations	Locale community, page 43
	2-29 Approach to stakeholder engagement	Stakeholders, page 11 Responsible Purchasing, page 19 Working conditions, page 32 Locale community, page 39
	2-30 Collective bargaining agreements	Working conditions, page 32
Material topics		
GRI 3: Material topics 2021	3-1 Process to determine material topics	Stakeholders, page 11 Our CSR commitment, page 12 Materiality assessment, page 13
	3-2 List of material topics	Our CSR commitment, page 12
Ethics and anti-corruption		
GRI 3: Material topics 2021	3-3 Management of material topics	Ethics and anti-corruption, page 17
GRI 205: anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and anti-corruption, page 17
	205-2 Communication and training about anti-corruption policies and procedures	Our CSR indicators, page 47
	205-3 Confirmed incidents of corruption and actions taken	Our CSR indicators, page 47
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our CSR indicators, page 47

GRI Standard	Disclosure	Location or omission with reason and explanation
Sustainable Procurement		
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainable Purchasing, page 18
GRI 204 : Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Our CSR indicators, page 48
GRI 308 : Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Nos indicateurs RSE, page 48
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Purchasing, page 18
GRI 414 : Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Our CSR indicators, page 48
	4414-2 Negative social impacts in the supply chain and actions taken	Our CSR indicators, page 48
Data privacy		
GRI 3: Material topics 2021	3-3 Management of material topics	Data privacy, pages 20 et 21
GRI 418 : Customer Data Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy, pages 20 et 21
Innovation & sustainability		
GRI 3 : Thèmes pertinents 2021	3-3 Management of material topics	Innovation & sustainability, page 22
Materials		
GRI 3: Material topics 2021	3-3 Management of material topics	Materials, page 24
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Our CSR indicators, page 48
	301-2 Recycled input materials used	Our CSR indicators, page 48
	301-3 Reclaimed products and their packaging materials	Our CSR indicators, page 48
Energy		
GRI 3: Material topics 2021	3-3 Management of material topics	Energy, pages 24, 25 et 26.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our CSR indicators, page 49.
	302-2 Energy consumption outside of the organization	<i>Omission</i> <i>Reason: Information unavailable / incomplete</i> <i>Explanation: Unavailable information from suppliers</i>
	302-3 Energy intensity	Our CSR indicators, page 49
	302-4 Reduction of energy consumption	Our CSR indicators, page 49
Water and effluents		
GRI 3: Material topics 2021	3-3 Management of material topics	Water and effluents, page 26
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and effluents, page 26
	303-2 Management of water discharge related impacts	Water and effluents, page 26
	303-3 Water withdrawal	Our CSR indicators, page 49
	303-4 Water discharge	Our CSR indicators, page 49
	303-5 Water consumption	Our CSR indicators, page 49

GRI Standard	Disclosure	Location or omission with reason and explanation
Emissions and climate change mitigation		
GRI 3: Material topics 2021	3-3 Management of material topics	Emissions and climate change mitigation, pages 27 et 28
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our CSR indicators, page 49
	305-2 Energy indirect (Scope 2) GHG emissions	Our CSR indicators, page 49
	305-3 Other indirect (Scope 3) GHG emissions	Our CSR indicators, page 49
	305-4 GHG emissions intensity	Our CSR indicators, page 49
	305-5 Reduction of GHG emissions	Our CSR indicators, page 49
Waste		
GRI 3: Material topics 2021	3-3 Management of material topics	Waste, pages 29 et 30
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, pages 29 et 30
	306-2 Management of significant waste-related impacts	Waste, pages 29 et 30
	306-3 Waste generated	Our CSR indicators, page 50
	306-4 Waste diverted from disposal	Our CSR indicators, page 50
	306-5 Waste directed to disposal	Our CSR indicators, page 50
Working conditions		
GRI 3: Material topics 2021	3-3 Management of material topics	Working conditions, pages 32, 33 et 34
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our CSR indicators, page 51
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Working conditions, pages 32 et 33
	401-3 Parental leave	Our CSR indicators, page 51
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Working conditions, page 32
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our CSR indicators, page 51
	404-2 Programs for upgrading employee skills and transition assistance programs	Working conditions, pages 32 et 33
	404-3 Percentage of employees receiving regular performance and career development reviews	Working conditions, page 33
Human Rights		
GRI 3: Material topics 2021	3-3 Management of material topics	Human Rights, page 35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our CSR indicators, page 52
	405-2 Ratio of basic salary and remuneration of women to men	Our CSR indicators, page 52

GRI Standard	Disclosure	Location or omission with reason and explanation
Occupational Health and Safety		
GRI 3: Material topics 2021	3-3 Management of material topics	Occupational health and safety, pages 36, 37 et 38
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety, page 36
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety, page 36
	403-3 Occupational health services	Occupational health and safety, page 36
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety, page 37
	403-5 Worker training on occupational health and safety	Occupational health and safety, page 37
	403-6 Promotion of worker health	Occupational health and safety, page 37
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety, page 37
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety, page 36
	403-9 Work-related injuries	Our CSR indicators, page 52
	403-10 Work-related ill health	Our CSR indicators, page 52
Local community		
GRI 3: Material topics 2021	3-3 Management of material topics	Local community, page 39
GRI 413 : Local communities 2016	413-1 Activities involving the local community, impact assessments, and development programs	Local community, page 39, 40, 41 et 42