



Driven by the humanist values bequeathed by our founders, we have always endeavoured to uphold a corporate philosophy based on a sense of responsibility, solidarity and commitment. For example, We pioneered the redistribution of the fruits of growth to employees, anticipating the laws on profit-sharing and incentive schemes in the 1960s, but also on the sustainability and reparability of our products at the end of the 2000s.

Convinced that Sustainable Development represents a lever for value creation for territories, but also for our customers and consumers, the Group has been committed for many years to an ethical, economically profitable, socially equitable and environmentally responsible approach.

NEW AMBITIONS TO COMMIT GROUPE SEB BY 2023

Our Sustainable Development strategy was born from extensive internal consultation that involved the Group's various business lines and countries.

Consistent with the UN's Sustainable Development Goals, it aligns the vision of all the teams, gives the Group the opportunity to become a contributing company at all levels and to pave the way by positively inspiring other economic players.



United Nations Sustainable Development Goals to which Groupe SEB is committed.



DEMONSTRATE OUR RESPECT FOR EACH PERSON AND OUR UTILITY FOR SOCIETY ON A DAILY BASIS

- Ethics, Human Rights and Governance
- Responsible purchasing
- Responsible employment policy
 - Working conditions
 - Social dialogue
- Citizenship engagement



EMPOWER OUR CUSTOMERS TO ADOPT SUSTAINABLE LIFESTYLES THANKS TO OUR PRODUCTS AND SERVICES



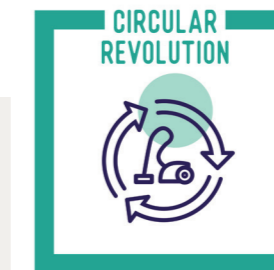
MAKE HEALTHY AND TASTY HOME-MADE FOOD ACCESSIBLE TO ALL

- Product safety
- Home-made food for all
- Healthy eating and sharing
- Sustainable cooking



HELP EVERYONE TO LIVE BETTER IN A HEALTHY HOME, REGARDLESS OF THEIR AGE AND HEALTH

- Inclusive-design products
- Healthy home



MAKE OUR PRODUCTS AND SERVICES PART OF THE CIRCULAR ECONOMY

- Quality & sustainability
- Repairability
- Recycled materials
- Second life
- Rental
- Recycling



CONTRIBUTE TO THE FIGHT AGAINST CLIMATE CHANGE THANKS TO OUR LOW-CARBON STRATEGY

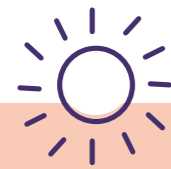
- Eco-design
- Eco-manufacturing
- Eco-logistics
- Eco-friendly workplace



PEOPLE MATTER



Demonstrate our respect for each person and our utility for society on a daily basis



WORKING CONDITIONS

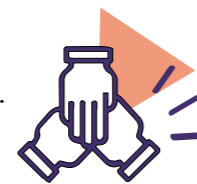
Ensure a safe working environment and promote good employee health

- Health and safety policy
- Global social protection floor

ETHICS AND RESPONSIBLE PURCHASING

Ensure compliance with human rights and ethical principles on our sites and those of our suppliers:

- Global Ethics Code training
- Suppliers:
 - Responsible purchasing charter
 - Audits and corrective action plans
- Audits on our sites in high-risk countries



Promote the professional development of each person

- Promote internal trainings and promotions so that everyone can develop and increase their professional skills throughout their career.
- Guarantee equality and equal treatment between all employees
- Offer a quality working life balanced with personal life

RESPONSIBLE SOCIAL POLICY

CITIZENSHIP ENGAGEMENT

In order to promote citizen engagement, each citizenship can get involved through:

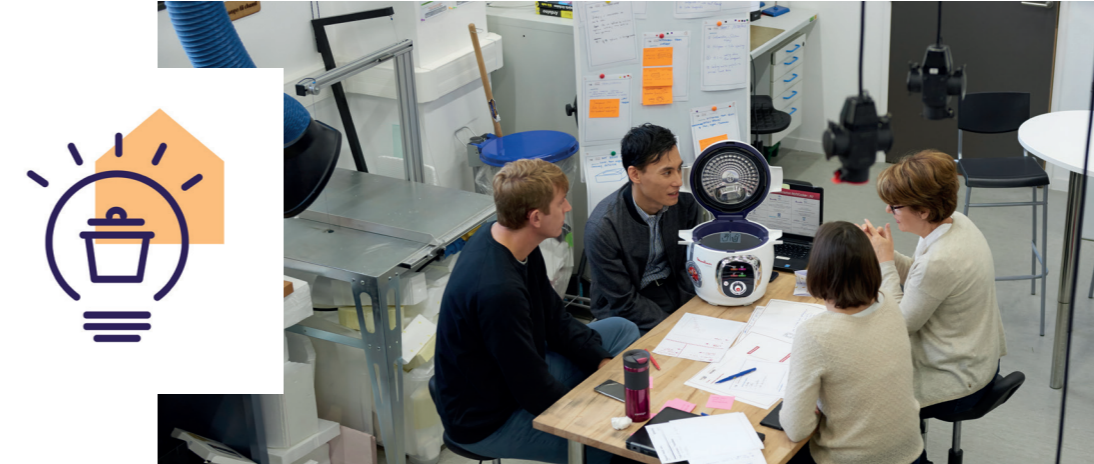
- team solidarity days
- skills sponsorship
- sponsorship of solidarity projects

430

projects to fight exclusion supported by the Fonds Groupe SEB for 10 years



SUSTAINABLE INNOVATION



Empower our customers to adopt sustainable lifestyles thanks to our products and services

BETTER HOMELIFE



Help everyone to live better in a healthy home, regardless of their age and health

HEALTHY HOME

Develop products that purify indoor air:

- Steam vacuum cleaners: clean and wash without detergent
- Air purifiers: capture fine particles and destroy formaldehyde



DES PRODUITS AU DESIGN INCLUSIF

Make our products more ergonomic so that everyone can use them regardless of their age or physical condition

COOKING FOR GOOD



Make healthy and tasty home-made food accessible to all

HOME-MADE FOR ALL

Develop and participate in awareness programmes and access to healthy, home-made food

HEALTHY FOOD

Support our consumers in eating healthy and gourmet foods, thanks to a *"Healthy & Sustainable Recipes Charter"* for the hundreds of recipes associated with our

SUSTAINABLE COOKING

Promote more sustainable and ecological cooking practices

Develop products that:

- respond to new food trends (flexitarianism, vegetarianism)
- limit food waste
- promote plant proteins

CIRCULAR REVOLUTION



Place our products and services at the heart of the circular economy



REPAIRABILITY

Encourage effective repair of our products:

- Design of products that can be easily dismantled and repaired
- Provision of spare parts for at least 10 years to our network of repairers

95 %
repairable
electrical
devices



EUROPEAN
LEADER
in repairability



RECYCLED MATERIALS

Increase the share of recycled raw materials in our products

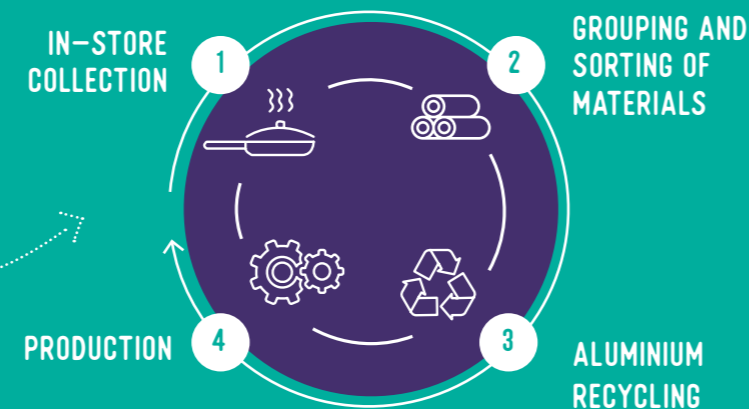
SECOND LIFE

- Experiment with product rental
- Develop partnerships that enable the collection, repair and refurbishment of products

RECYCLING

Set up operations with our distributor customers to collect used products from consumers

Example
of a recycling
operation



CLIMATE ACTION



Contribute to the fight against climate change thanks to our low-carbon

ECO-DESIGN

Reduce the environmental impact of our products: Increase their duration of use: durability and repairability

- Use alternative/recycled materials: aluminium, plastic, stainless steel, etc.
- Reduce their energy consumption without compromising their performance
- Increase their recyclability



ECO-MANUFACTURING

Optimise the carbon impact of our production sites:

- Reduce energy, water and material consumption
- Reduce and recycle waste
- Promote renewable energies



ECO-PACKAGING

Design packaging ensuring their main functions while minimising their environmental impact

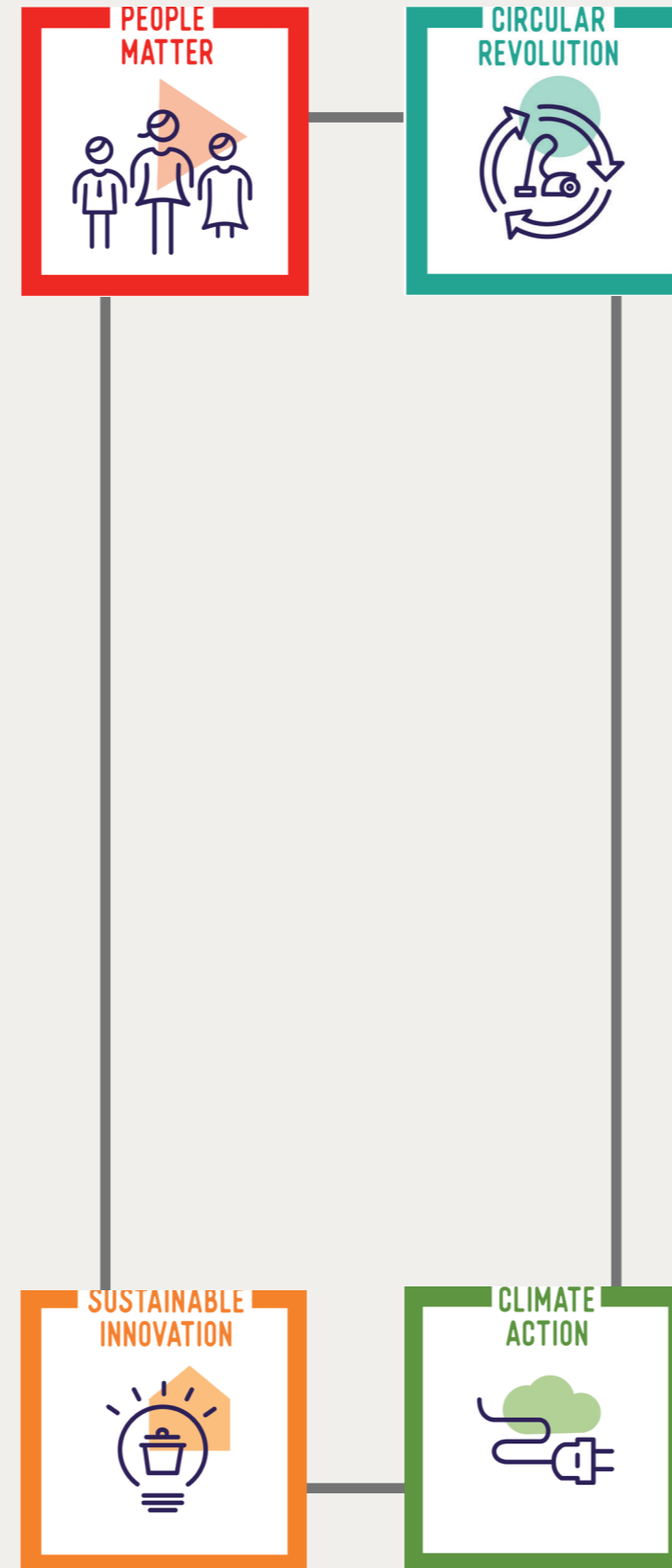
ECO-LOGISTICS

- Promote alternative modes of transport to roads: waterways, railways
- Optimise loading rates of transport units and packaging sizes



OUR TARGETS FOR 2023

Protection floor, health and safety	Promote the good health of employees	> 100% of employees covered by the <i>Wecare@SEB</i> social foundation
	Ensure a safe and healthy working environment	> Divide the number of workplace accidents with lost time* by at least 2, i.e. LTIRi < 1.5 > 100% of industrial sites certified on health and safety standards - OHSAS 18001/ISO 45001
Fairness & diversity	Guarantee equality and fair treatment between all employees	> 30 % of women hold management positions > Achieve parity between the % of women managers and the % of women in the Group
Quality of life at work	Offer a quality life at work, balanced with personal life	> Reach 75% on the GPTW question: "Overall, I can say it's a really good place to work"
Solidarity	Encourage employee civic engagement	> 100% of our countries are involved in a sponsorship programme
Better homelife	Improve the ergonomics of our products	> Develop 1 product range with an inclusive design
	Improve indoor air quality	> Create 1 awareness-raising programme around a healthy home
Cooking for good	Make home-made products for all easier	> 1 programme to make home-made products accessible to all
	Promote healthy and sustainable eating	> 1 charter promoting healthy and sustainable eating for the recipes associated with our products



Recycled materials	Increase the share of recycled materials in products	> x2 100% recycled plastic in our products in France
		> 50 % recycled materials in our products/ packaging
Repairability	Increase the share of repairable products	> Over 90% of 10-year SDA repairable products for Moulinex/Rowenta/Tefal/ Seb/Calor/Krups
Second life	Give our products several lives	> Experiment with business models to give our products a second life

Factories	Reduce the carbon impact of our factories	> - 40% carbon intensity on our factories
		> 100 % de sites industriels certifiés sur la norme de management environnementale ISO 14001
Logistics	Reduce the carbon impact of transporting our products	> - 10% carbon intensity for transporting our products
Products & packaging	Reduce the carbon impact of using our products Minimise the environmental impact of product packaging	> -15% carbon intensity on the energy consumption of our products
		> Eco-Packaging : - 0 expanded polystyrene - 90 % recycled fibres recycled - 0 plastic packaging