

# Revima

SERVICE IS OUR PASSION

## COMMUNICATION ON PROGRESS

AVRIL 2021 – AVRIL 2022



REPAIR & OVERHAUL | ENGINE PARTS REPAIR | MATERIAL SOLUTIONS | FLEET MANAGEMENT | LEASING

[WWW.REVIMA-GROUP.COM](http://WWW.REVIMA-GROUP.COM)

# COMMUNICATION ON PROGRESS

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# STATEMENT OF CEO

REVIMA is a leading independent MRO (Maintenance, Repair & Overhaul) solutions provider, specialized in APU, Engine Parts and Landing Gear MRO, for civil and military aircraft. Every REVIMA employee is proud of our company's history over the past 100 years as well as our values.

As we look ahead, we know that our success will rely on a sustainable future and we are committed to playing our part by making sustainability central to our vision, strategy and culture.

REVIMA regularly implements sustainable and environmentally responsible initiatives in the aeronautics industry which is a subject of increasing attention in the context of global warming. We are also committed to respect national and international labour rights, human rights, diversity, and ethical business practices. Ardian, our majority shareholder, is very proactive in ESG, and supports businesses in which it invests to improve in this field. In this context, we have set new targets for Revima Group in terms of CO2 emissions reduction, responsible governance, diversity and sharing of value creation, environmental policies, climate risk management, and strengthening a responsible purchasing policy.

With this statement, we are pleased to reaffirm our support of the Ten Principles of the United Nations Global Compact with respect to human rights, labour, environment, and anti-corruption and we express our commitment to implement these ten principles and make the UN Global Compact part of our strategy, governance frameworks and culture. We also commit to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We commit to share this information with our stakeholders using our primary channels of communication.



Olivier Legrand  
Chief Executive Officer

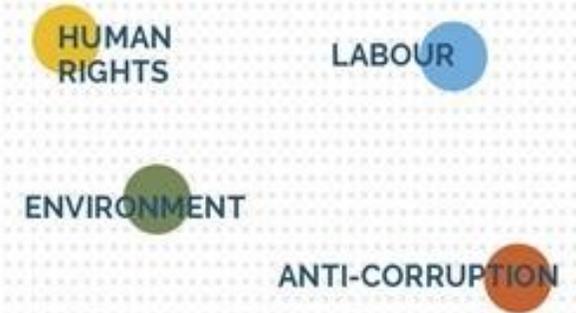
# TEN PRINCIPLES OF UN GLOBAL COMPACT

## HUMAN RIGHTS

- REVIMA respects national and international human rights.
- REVIMA makes sure not to be complicit in human rights abuse by:
  - Requiring its suppliers to respect national and international human rights as specified in our General Conditions of Purchase.
  - Working with customers and partners that are committed to respect national and international human rights, as specified in our MRO Services Agreements.



### THE TEN PRINCIPLES of the United Nations Global Compact



- 1 Support and respect the protection of internationally proclaimed human rights.
- 2 Not be complicit in human rights abuses.

#### REVIMA's actions to further work towards Sustainable Development Goals :

- Design and implement a Supplier Code of Conduct to strengthen our requirements towards suppliers.



# TEN PRINCIPLES OF UN GLOBAL COMPACT

## LABOUR – 1/2

- REVIMA adheres to the collective labor agreement for French metal industries.
- REVIMA asks each employee to support the effective abolition of child labour as part of our Code of Ethics. We ask our customers and partners to show the same support and require it from our suppliers.

### REVIMA's actions to further work towards Sustainable Development Goals :

- REVIMA endeavors towards diversity and inclusion as shown with our Penicaud index measured at 89 in 2022, above the national average.

**Penicaud Index = 89**

- Each year, more than 90% of our employees benefit from training.

**Employee training ratio = 96%**



## THE TEN PRINCIPLES of the United Nations Global Compact



- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labour.
- 5 Support the effective abolition of child labour.
- 6 Support the elimination of discrimination in respect of employment and occupation.



## LABOUR – 2/2

### REVIMA's actions to further work towards Sustainable Development Goals :

- Reduce the frequency and gravity of work accidents.

All potential and actual accidents are monitored and analyzed by our Health & Safety team in order to identify the root cause and implement preventive and curative actions. Thanks to our systematic process and our global action plan addressing the main risks of accidents, Revima is below the industry average in terms of both frequency and gravity rate.

**Frequency rate = 9,4**  
**Gravity rate = 0,06**

- Offer access to profit-sharing schemes to all employees.

REVIMA has put in place different profit-sharing schemes so that all our employees may benefit from at least one of them.

- Actively recruit diverse candidates and part of the “Activeur de progrès” program in favor of the inclusion of people with disabilities.

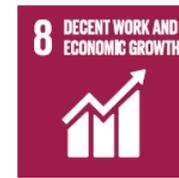
**% staff disabled = 3,26%**



## THE TEN PRINCIPLES of the United Nations Global Compact



- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Support the elimination of all forms of forced and compulsory labour.
- 5 Support the effective abolition of child labour.
- 6 Support the elimination of discrimination in respect of employment and occupation.



# TEN PRINCIPLES OF UN GLOBAL COMPACT

## ENVIRONMENT – 1/2

- REVIMA has strong Health & Safety procedures closely monitored by our authorities. We monitor environmental parameters for air, water and ground. We train together with local authorities and fire brigades in order to react efficiently to any potential industrial disaster and implement all mitigating strategies to avoid any subsequent environmental impact. More than 50% of our employees are trained annually on Health and Safety.

**% staff trained on H&S = 54%**

- REVIMA supports its employees in their efforts to reduce their carbon footprint with several initiatives such as our collaboration with a specialized mobile application for carpooling (Karos), a teleworking policy, a dedicated bicycle in-site parking, ...
- REVIMA has conducted a carbon footprint assessment and continuously strives to reduce its energy consumption by implementing energy efficiency initiatives such as replacing lighting by LED and waste reduction actions.

**Electricity intensity (in MWh/€m) = 43** →  
**Gas intensity (in MWh/€m) = 128** →  
**Water intensity (in m3/€m) = 206** →  
**Waste production intensity (Tons/€m) = 8** →



## THE TEN PRINCIPLES of the United Nations Global Compact



- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.

# TEN PRINCIPLES OF UN GLOBAL COMPACT

## ENVIRONMENT – 2/2

### REVIMA's actions to further work towards Sustainable Development Goals :

- Located near the Seine river, REVIMA has implemented a water recycling system allowing us to reuse 100% of our industrial water.
- Revima has appointed a CSR manager in order to define our sustainability roadmap at group level.
- REVIMA actively supports the aeronautics industry efforts towards carbon reduction with the “Fuel Saving” and “Carbon Watching” solutions provided by our Flight Watching platform which analyze aircraft real-time data to help airlines reduce their carbon footprint and fuel consumption.

**Total CO<sup>2</sup> avoided = 2700 tCO<sup>2</sup>e**

- Our “Material Solutions” entity repairs parts from dismantled aircrafts, contributing to a circular economy. These parts account for 13% of Revima’s procurement costs and generate 11% of its total turnover.



## THE TEN PRINCIPLES of the United Nations Global Compact



- 7 Support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
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# TEN PRINCIPLES OF UN GLOBAL COMPACT

## ANTI-CORRUPTION

- REVIMA is compliant with applicable Business Ethics legislation. In particular, we implemented a whistle-blower protection system to guarantee the safe detection and report of any ethics violation within our company.
- All REVIMA employees must adhere to our Code of Ethics rejecting all forms of corruption.
- We require in our General Conditions of Purchase that our suppliers work against corruption in all its forms.



### THE TEN PRINCIPLES of the United Nations Global Compact



#### REVIMA's actions to further work towards Sustainable Development Goals :

- Design and implement a Supplier Code of Conduct to strengthen our requirements towards suppliers.
- Update our current Code of Ethics and provide specific Ethics training to our employees.

*Hours of Ethics training*

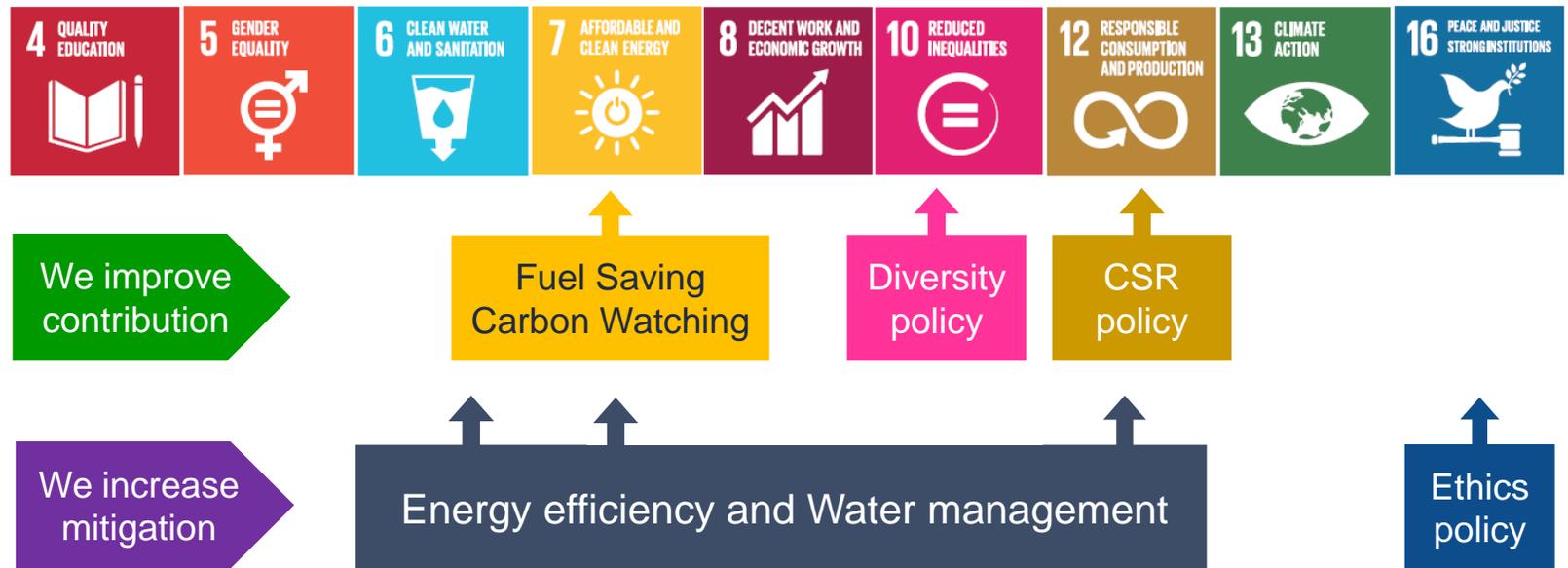


# SUSTAINABLE ROADMAP

## ACTIONS TOWARDS SUSTAINABLE DEVELOPMENT GOALS

Through our activities we contribute to or impact 9 SDGs. By completing our roadmap, we will:

- Improve our contribution to SDGs 7,10 and 12.
- Increase our mitigation for SDGs 6, 7, 12 and 16.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals. We welcome feedback on its contents.

# 2022-2023 ACTIONS AND TARGETS

5 key actions to further integrate sustainability into our activities:

- Define our CSR policy at group level.
- Develop our « Fuel Saving » and « Carbon Watching » solutions.
- Update and deploy our ethics policy through training and communication.
- Deploy a diversity policy.
- Further reduce electricity, gas and water intensity.

*Total CO<sup>2</sup> avoided*

*Hours of Ethics training*

*% staff disabled  
Penicaud Index*

*Electricity intensity (in MWh/€m)  
Gas intensity (in MWh/€m)  
Water intensity (in m3/€m)*

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