

SUSTAINABLE POLICY STATEMENT ALTAVIA

Altavia's Sustainable Policy positions sustainability as a strategic lever for long-term value creation for humans, the planet and business, fully aligned with UN Global Compact principles and SBTi commitments.

PURPOSE AND SCOPE

Altavia, a global retail activation group operating in 45 countries, commits to integrate ethical, social and environmental practices across all operations and along the value chain. This policy applies to all Altavia Business Units and guides decision-making in Human Capital, Procurement, Operations, Finance and Client solutions to deliver measurable, time-bound impact by 2030.

POSITIVE FOR HUMANS



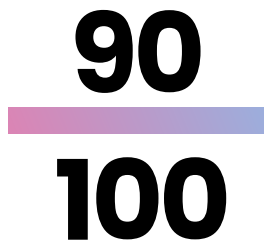
RESPONSIBLE FOR THE PLANET

POSITIVE FOR BUSINESS

Altavia aims to ensure an inclusive, safe and engaging working environment and to generate positive social impact in its ecosystem.

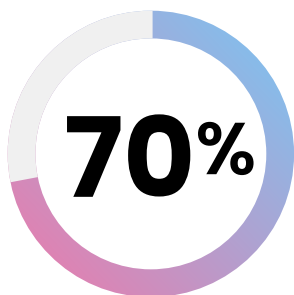
KEY COMMITMENTS AND 2030 TARGETS:

Gender equality in the workplace



EGAPRO TARGET SCORE ACROSS 100% OF BUSINESS UNITS, to ensure a work environment that supports talent development, well-being, and equal opportunities.

Social inclusion – Positive Sourcing



SHARE OF PRODUCTION SOURCED THROUGH ELIGIBLE POSITIVE SOURCING SUPPLIERS With **100% of Business Units involved,** to promote social inclusion while supporting local economies and small businesses.

POSITIVE FOR
HUMANS



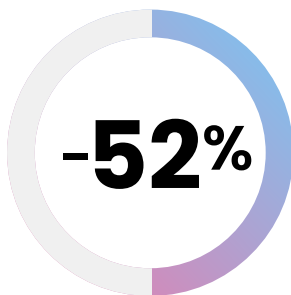
RESPONSIBLE FOR THE PLANET

POSITIVE FOR
BUSINESS

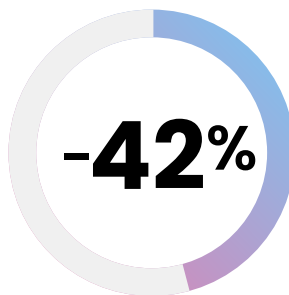
Altavia commits to operate within planetary boundaries and to be the strategic partner of its clients in reducing environmental impact.

KEY COMMITMENTS AND 2030 TARGETS:

Carbon footprint reduction



SCOPES 1 & 2



SCOPE 3

Measure and reduce the environmental footprint across all GHG scopes by 2030, and systematically offer eco-designed and eco-scored products.

Responsible sourcing



OF PAPER PURCHASES
CERTIFIED



OF PRODUCTS EVALUATED
USING AN ENVIRONMENTAL
ECOSCORE

While raising awareness among all stakeholders about environmental issues.

POSITIVE FOR
HUMANS

RESPONSIBLE
FOR THE PLANET

POSITIVE FOR BUSINESS

Altavia guides its clients in sustainable marketing, generating a positive 360° impact on the economic, social, and environmental aspects of the value chain.

KEY COMMITMENTS AND 2030 TARGETS:

Responsible suppliers



100%

OF STRATEGIC
SUPPLIERS AUDITED

Evaluate the Sustainable approach using recognized frameworks, select responsible suppliers committed to a sustainable trajectory, and audit these strategic suppliers.

Training and compliance



100%

OF EMPLOYEES
TRAINED IN GDPR
AND ANTI-CORRUPTION

Ensure all employees are trained, and implement robust data protection and anti-corruption measures throughout the value chain.

GOVERNANCE, STAKEHOLDERS AND REPORTING

Sustainability is embedded at the highest level of the organization:

the Board of Directors defines the strategic direction, while the Executive Committee oversees execution. The Sustainability department works closely with core functions and engages key stakeholders to conduct materiality assessments and ensure transparent and reliable reporting. This reporting is aligned with international reference frameworks such as the UN Global Compact, CDP, the Non-Financial Performance Statement, and the CSRD, and is supported by external verification. Commitments are deployed locally within each Business Unit, taking into account local contexts and regulations, with the necessary human, technical, and financial resources mobilized to achieve the objectives of this Sustainable Policy.

