

Charter

# Social and Environmental Responsibility Sustainable Development



# Our positioning

Transfibres Sàrl has made commitments regarding social and environmental responsibility. Respecting these commitments is the key to the long-term development of the company and its services.

This charter demonstrates our willingness to promote the application of Corporate Social and Environmental Responsibility (CSER) and sustainable development principles among our employees, suppliers, customers and subcontractors, through a process of continuous improvement.

Internally, several initiatives have been implemented to raise awareness among our employees about the three challenges of Sustainable Development (SD) and Corporate Social and Environmental Responsibility (CSER).

# Social aspects

It is thanks to the principles of Social and Ethical Responsibility that Transfibres Sàrl is guided in its Human Resources management and in its actions toward employees.

These commitments are reflected in a proactive and dynamic policy. The objective is to provide employees with a pleasant living and working environment.

We are committed to continuously implementing a policy for the prevention of health and safety risks in the workplace and to ensuring the well-being of our employees.



## Diversity, equal opportunities and non-discrimination

We respect and apply the principle of non-discrimination at all stages of Human Resources management, including recruitment, training, career development and promotion of employees.

Legal basis:

Article 8 paragraph 3 of the Swiss Federal Constitution of April 18, 1999, which establishes the principle of equality between men and women, in particular the right to equal pay for work of equal value.

The Federal Act on Gender Equality ([Leg-RS.151.1](#)) of March 24, 1995, which prohibits any form of discrimination based on gender in employment relationships.

Article 11 letter d of the Intercantonal Agreement on Public Procurement (AIMP).

Cantonal laws and regulations governing public procurement.

## Employee well-being

For several years, our company has been developing a formal policy regarding the management of its Human Resources. We are therefore committed to protecting our employees, promoting their well-being at work, their recognition and development, while also encouraging social dialogue and good management practices.

## Adequate working conditions

The term “working conditions” refers to a set of factors that may relate, among others, to organization, the working environment, training and skills development, communication and dialogue, as well as salary conditions.

- **Organization and work environment** : At Transfibres Sàrl, the goal is to promote a healthy working climate that supports productivity and efficiency. Depending on the positions, a certain degree of flexibility regarding work organization, working hours, rest periods and leave may be possible thanks to the company's organization and the versatility of our staff.
- **Salary conditions** : Transfibres Sàrl pays its employees at least the legal minimum wage while respecting equality between women and men.

## Prevention and management of workplace risks

The safety and health of workers are among the priorities of Transfibres Sàrl.

All employees are involved, at every level, in risk prevention processes and improvement initiatives: awareness of safety rules, collective and individual protection measures, regulatory training, etc.

When choosing personal protective equipment, the company encourages dialogue with employees in order to consider both their safety and their well-being.

# Environmental aspects

Transfibres Sàrl has implemented an environmental policy including waste management as well as energy and ecological efficiency.

We raise awareness among our employees regarding various aspects of environmental protection (waste management, wastewater treatment, use of polluting or toxic products, etc.).



## Waste management

Transfibres Sàrl has implemented selective waste sorting bins including paper, plastic, aluminum, steel, glass, etc. These are emptied at the Forel (Lavaux) recycling center in accordance with sorting regulations based on the Cantonal law of September 5, 2006 on waste management (LGD) and the Federal Environmental Protection Act of October 7, 1983 (LPE).

## Energy and ecological efficiency

In a continuous improvement approach and in the interest of future generations, Transfibres Sàrl pursues a proactive environmental policy.

We are committed to protecting the environment by optimizing energy use in an efficient and economical way.

To reduce electricity consumption, we have switched to LED lighting and recommend that our staff switch off computers, photocopiers and lights outside working hours.

We have also implemented a system for collecting cardboard packaging used for shipping goods in partnership with a company from the canton of Vaud which provides us with cardboard boxes instead of recycling them.

In addition, we reuse almost all packaging boxes received from our suppliers for shipments to our customers.

We also collect antistatic plastic packaging from some of our products from customers who use them the most in order to reuse them for storage and shipments to those same customers.

## Sustainable development and CSR of our suppliers

Whenever possible, Transfibres Sàrl strives to work with suppliers who are certified in terms of Sustainable Development and CSR.

Most of our suppliers are certified ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 and are RoHS labeled. The implementation of this policy is only possible thanks to the involvement of all stakeholders.

The management of Transfibres Sàrl needs the support of everyone to successfully carry out these actions and thus contribute to sustainable development.

A copy of this CSER & Sustainable Development charter of Transfibres Sàrl is included in our internal regulations and published on our website for our customers, suppliers and subcontractors.

The management, le 10.03.2026