

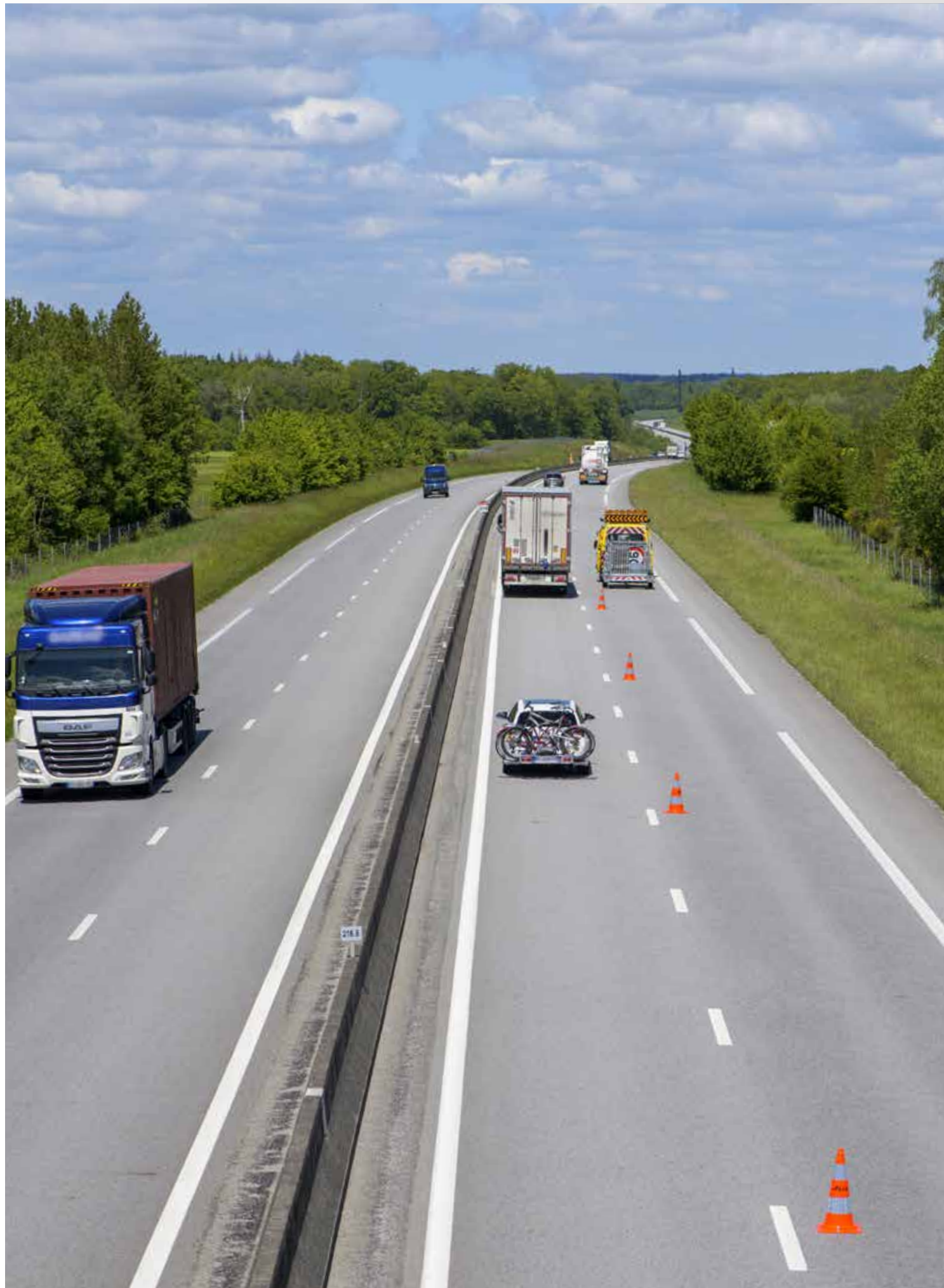
A LINK BETWEEN REGIONS
IN THE HEART
OF NORMANDY,



IS COMMITTED
TO ENSURING
RESPONSIBLE
AND SUSTAINABLE
DEVELOPMENT

CORPORATE
SOCIAL
RESPONSIBILITY





OUR COMMITMENTS

« The Corporate Management and senior managers are fully committed to the achievement of these objectives. The success of this policy rests on the involvement and empowerment of each and every one of us, whatever their position, their job, their capabilities, with attention to the quality and the professionalism of the work carried out.

In order to implement this policy and to achieve our objectives, I pledge to allocate all the necessary means and resources required. I also undertake to drive our CSR policy and to constantly improve its effect. »

Antoine Tréboz,
ALiS Managing Director





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COMPANY PRESENTATION

Autoroute de Liaison Seine-Sarthe - ALiS is an independent joint stock SME that holds the concession of the Rouen - Alençon section of the A28 motorway which it also operates. The motorway is an integral link between the North and the South of Europe, from the banks of the River Seine to the banks of the River Sarthe, crossing the Auge, Ouche and Perche regions in the heart of Normandy.

As a crucial element of local, regional and European economic activity, ALiS and the A28 motorway fundamentally contributes to the vitality, appeal and access to business and touristic infrastructure of the region by providing a safe and quick means of transport.

Having been awarded a 62 year concession, ALiS views the long term and involves itself in the daily life of the region, in a sustainable way, adapting to the ever evolving situation that is climate change.



Our 80 employees, mostly locally recruited, are attached to the values of modesty and hospitality of this Norman region and furthermore, to the quality of service provided to motorway users. They are the symbol of a declared willingness to have a real impact at local and regional levels, driven by concrete societal actions making us a local leader in Corporate Social Responsibility (CSR), on a human scale.

This CSR initiative is now centred on our values and our purpose and is a result of our commitment to overall performance, whether economic, environmental, social or societal.

OUR PURPOSE

ALiS is an economic, social
an societal link between territories
in the heart of Normandy



OUR AMBITION

2021 - 2023

In 2021, ALiS has taken a major step forward in its development by completely incorporating the management and operation of the motorway infrastructure. Formerly employed by Routalis, more than 60 employees have joined us to ensure the operation and maintenance of the A28 motorway, for the safety of everyone.

Beyond a successful incorporation of the staff and operations, **ALiS's ambition for the coming years is to give impetus to a genuine CSR policy within the company, driven by committed employees and managed at the highest level of the company with the full backing of all shareholders.**

Our commitment permeates throughout the Normandie region we are part of, through the strengthening of economic and emotional bonds connecting us to its inhabitants and to regional organisations. It also has the purpose of acting as a driver within our value chain, by involving our suppliers and operators of our service areas in a common approach to the reduction of the environmental impact of the infrastructure.

It also aims at further reinforcing our offer of service by working on quality, safety and the well-being of motorway users.

ALiS' commitment is demonstrated in the appointment of a staff member to oversee sustainable development & CSR policy, on a full-time basis.

By now having direct and overall control over our core business of motorway operations, we will be able to bring the all-around performance of the A28 motorway to the highest standards, to fully participate in a sustainable mobility chain and in combating climate change.

THE KEY POINTS

OF OUR CSR POLICY 2020 - 2025

As a committed regional player for the last 15 years, we decided to accelerate in 2020 our environmental, social and corporate commitment prioritising safety, customer satisfaction, an accentuated effort in sustainable development in all its forms, and support of regional economic and social initiatives.



The success of our corporate vision rests on the alignment of our values and initiatives with social and environmental concerns and by constantly striving to improve our procedures, our quality of service and the overall impact on the environment and society. This success shall be achieved through the effort and commitment of all stakeholders, in the Norman region and beyond, starting with each and every company employee, our partners and our shareholders, serving our customers.

After an initial phase of exchanges with our stakeholders (sub-concession holders, suppliers, customers, local authorities, administrative authorities and institutions, NGOs, local economic organisations, etc.), **we are implementing as of 2021 a voluntary and structured CSR policy centred on our participation in attaining 5 Sustainable Development Objectives among the 17 United Nations Sustainable Development Goals to make ALiS a company combining economic and sustainable performances.**





Our sustainable development goals



ALLOW EVERYONE TO LIVE IN GOOD HEALTH AND TO PROMOTE WELLBEING AT ALL AGES

FOR OUR CUSTOMERS

ALiS is committed to reducing the number of deaths and injuries resulting from road accidents on the A28 motorway for all users, whether they are motorcyclists, truck drivers or summer motorists.

ALiS is equally committed to reinforcing the prevention of psychoactive substance abuse, particularly drugs, medication and alcohol, when behind the wheel.



ALiS IN ACTION

Over the last few years, ALiS has participated, in partnership with local authorities, in "motorcyclists' rest stops" type actions in order to incite motorcyclists to take a break at specific locations providing them with dedicated services and facilities.

FOR OUR EMPLOYEES

ALiS is committed to the safety of its employees, particularly those exposed to motorway traffic and therefore to drivers who are sometimes careless or irresponsible. New experiments in this domain will be carried out.

Simultaneously, the well being of all employees in the work place will be a central theme which will be worked on, on a daily basis between now and 2025 conducting, for example, an annual employee satisfaction survey.



DID YOU KNOW?

The main cause of accidents on the motorway is through loss of concentration.

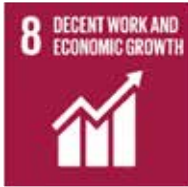
This is caused by:

- tiredness and the resulting somnolence;
- distractions (smart phones essentially).

When driving on the motorway, it is recommended that all motorists take a break at least every two hours in order to avoid fatigue.

The second most frequent type of motorway accident is due to alcohol and psychotropic substances (cannabis, medication, etc.).

Speed is often an aggravating factor.



PROMOTING SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

FOR STAKEHOLDERS

ALiS supports the economic development of the region and is committed to the promotion of positive entrepreneurial initiatives, creating decent jobs, at the service of all.

We reserve part of our purchase orders to organisations working in the field of social integration and workers with disabilities.

ALiS will study, with an open and positive approach, partnership projects with small and medium sized companies of the region in order to help them stimulate their growth.

ALiS will promote innovation and provide technical or financial support to meaningful and innovative projects, particularly concerning tourism and sustainable mobility.



FOR OUR EMPLOYEES

ALiS is committed to promoting workplace safety and ensuring the protection of each and every employee by implementing ambitious safety policies based on the participation of every employee, whatever their jobs or responsibilities.

ALiS shall promote sustainable employment, particularly with regards to gender equality, and will actively participate in the combat against all forms of discrimination, which are core values of the company.



ALiS IN ACTION

ALiS has established several partnerships with work led social insertion organisations in Bernay. As an example, ALiS has provided support on many occasions to the ACCÉS organisation based in Bernay in the creation of a solidarity garage and to the "École des Semeurs" (Sowing School) in the creation of facilities as part of a market gardening insertion programme.



« Integration structure through economic activity and social and solidarity economy stakeholder, ACCÉS has been carry out a solidarity mobility platform since 2017 which is providing a mobility offer across the whole Intercom Bernay Terres de Normandie territory. Getting an adapted transport to search, work or training, people we help find their way back to life. In 2020, thanks to ALiS, we implemented a solidarity garage workshop. We need sustainable funding to maintain our work over time. »

Isabelle ROSSELOT,
Head of ACCÉS



« Since 2020, the "École des Semeurs" has been training "school dropouts" to qualify them for the job of market gardener and seller of organic fruits and vegetables. In collaboration with ALiS and different stakeholders, this school is developing a market garden school in order to allow young people with social and academic difficulties to regain a taste for their life. For example, ALiS engages and financially supports the purchase and installation of an irrigation pump as well as the purchase of operating equipment. »

Marie-Cécile PENNEQUIN,
Head of the "École des Semeurs"



BUILD RESILIENT INFRASTRUCTURE, PROMOTE SUSTAINABLE INDUSTRIALISATION FOR THE BENEFIT OF ALL AND WHICH ENCOURAGES INNOVATION

FOR OUR STAKEHOLDERS

ALiS is committed to the quality and reliability of the A28 motorway infrastructure in order to encourage economic development of the territories served by the motorway, by gradually implementing specific solutions for the region's communities.

ALiS has carried out a comprehensive analysis of its risks and the procedures designed to eliminate or attenuate the impact on the smooth operation of the infrastructure and on the environment.

We have incorporated sustainability into its operation (notably Scope 1 & 2 of carbon emissions as of 2021, entire Scope 3 in 2023) and guard to limit its overall environmental impact (CO2 but also biodiversity, waste and water) in the future.



FOR OUR EMPLOYEES

ALiS values everyday innovation and fosters listening and implementation of technical solutions and best practice coming from the field and from our employees.

During the upcoming carriageway renewal of the Orbec interchange, ALiS will test a new carriageway maintenance technique currently being developed abroad but not yet widely used in France, aimed at prolonging the lifecycle of the infrastructure.



ALIS IN ACTION

We are gradually modernising the infrastructure in order to anticipate and maintain its resilience over the medium and long term with regards to climate change and extreme weather events.

ALiS aims to fully implicate the A28 motorway in the sustainable mobility issues of today (electric mobility, carpooling, etc.) and of tomorrow (hydrogen, etc.).

ALiS is also committed to a more rational use of energy resources and to more environmentally friendly industrial processes, particularly during maintenance and the upkeep of the infrastructure but also during winter weather operations.



« Thanks to ALiS and the Orne Departmental Council, we were able to implement a rental site for electric bicycles, golf carts or other electric toy vehicles. These new means of travel will allow our 120,000 visitors and participants in the annual events of the "Versailles of the Horse" to discover the 1100 hectares in an ecological and enjoyable way. »

Sébastien LEROUX,
Haras national du Pin Managing Director



IMPLEMENT SUSTAINABLE CONSUMPTION PATTERNS AND PRODUCTION PRACTICES

FOR OUR STAKEHOLDERS

ALiS is committed to reducing waste arising from the operation of the A28 motorway and will work with stakeholders on all waste cycles applying the 5R principle (Refuse, Reduce, Reuse, Repair and Recycle).

ALiS will launch, between now and 2025, an initiative specific to waste sorting and recycling management, particularly food waste, with the sub-concession holders of the rest & service areas.

ALiS shall also work with stakeholders to assist and develop local initiatives in sustainable tourism in order to highlight the culture, heritage and produce & products of the region. ALiS will bolster our local and regional sourcing policy for our own needs and we will work, between now and 2025, with the sub-concession holders of the rest & service areas to incorporate regional produce & products and services.



FOR OUR SUPPLIERS

ALiS will implement during 2021, a responsible procurement charter for all suppliers and will work with them to limit their own impact on the environment.

Simultaneously, ALiS will set out its commitment to good corporate governance (fight against corruption, protection of personal data, GDPR, cyber-security, etc.) and will work with its suppliers to share best practice.





PRESERVE AND RESTORE TERRESTRIAL ECOSYSTEMS, ENSURE THAT THEY ARE MANAGED IN A SUSTAINABLE WAY AND END THE DECLINE OF BIODIVERSITY

WITH OUR STAKEHOLDERS

Between now and 2025, ALiS will use its current carbon assessment to drive its Greenhouse Gases reduction strategy in accordance with the Science-Based Target methodology with the aim of reaching a "Net Zero" level between now and 2050 at the latest.

ALiS is committed to raising the awareness of stakeholders to climate change according to the various Environmental, Social and Governance (ESG) components.

ALiS will work, in particular with local associations, on the conservation of freshwater ecosystems, the soil, natural environments and habitats in order to safeguard and protect biodiversity.



Biodiversity conservation: our beehives on the Domaine d'Harcourt rest and service area.

FOR OUR EMPLOYEES

ALiS places innovation at the centre of its daily activity. Each employee is fully involved in finding simple and innovative solutions to actively participate, at their own level, in the reduction of Greenhouse Gases and in the optimisation of the consumption of drinking water. ALiS is motivating its employees, as of 2021, through collaborative workshops to determine realistic actions which will be gradually implemented.

ALiS is committed to sustainable mobility for its own needs and is gradually converting its pool of vehicles to hybrid, rechargeable hybrid and electric vehicles.



ALIS IN ACTION

ALiS has established a partnership with RustiK, a medieval fantasy theme park which will open its doors in 2021 in the heart of the Orne Department, in order to participate in its woodland conservation initiatives. Reforestation activities have been planned during the whole of the development of the park, to compensate construction and operation, including the CO2 produced by visitors' vehicles when driving to the park



« My job is mainly focused on finding areas to plant about 3 trees per square meter of available surface area. As part of our partnership, ALiS has provided us with roadside areas of the A28 to enable us to carry out these compensatory afforestation projects. »

Julien PREVOST-MERLIN,
RustiK Park Designer





Our 4 strategic
paths

OUR 4 STRATEGIC PATHS

These 4 strategic paths make up the shared core of CSR policy around which the objectives of our responsible management system will be formulated. These objectives will only be achieved by the adoption of a CSR organisation, the implementation of an ambitious environmental, social and governance action plan and the engagement of all employees and stakeholders.



ALiS is fully committed to the implementation of improvement initiatives needed to achieve the objectives that we set ourselves for each strategic path.





These initiatives will naturally and systematically be carried out in accordance with all applicable legal and regulatory requirements. They must provide complete transparency not only of our actions but also of our real CSR performance.

This required transparency shall be demonstrated through 3 additional mechanisms:

CSR REPORT

- Although ALiS is not obliged by any existing regulations to make a Non-financial Performance Declaration, we are committed to publicly declaring, on an annual basis, our progress in achieving stated objectives, our actions and our performance;
- Publication of a CSR digest and the creation of a CSR section on our website during 2021;
- Annual CSR report as of 2022.

COMMITMENTS OR FRENCH & INTERNATIONAL LABELS

- GRESB benchmark (Global Real Estate Benchmark), with the public sharing of our rating and our ranking and an access to the full reporting for our investors;
- ALiS is a signatory of the Sponsorship Charter.



INFORMATION AND COMMITMENT OF STAKEHOLDERS

- Interview of our stakeholders in 2020;
- Exchange workshops with all employees during 2021;
- CSR exchange day with our suppliers in 2022;
- Regular exchanges with our institutional stakeholders.



OUR SOCIAL AND SOCIETAL POLICIES

As an integral part of the company's future development and therefore of our CSR policy, our social and societal policies address considerations regarding the well being of all our employees and our position as a major economic player within the communities in Normandy we serve.

The various initiatives taken with regard to these policies will ensure greater organisational efficiency and will enable us to combine economic performance with both individual and collective fulfilment in our daily assignments at the service of our customers.

Our commitment must provide for the preservation of the health of all members of our teams and of our customers by incorporating the initiatives shared with all the stakeholders of the regions we serve.



Our proactive policy will result in the achievement of the following objectives:

— 1 —

Ensure the health and safety of everyone involved in our activities

— 2 —

Enhance the development of skills among all our employees

— 3 —

Continue and expedite our initiatives assisting local partners

— 4 —

Create partnerships at a local level for the conservation of the environment

— 5 —

Engage in regular exchanges with stakeholders

— 6 —

Experiment with innovative and low carbon mobility solutions

— 7 —

Promote the appeal of the regions of Normandy served by the A28 motorway

— 8 —

Work hand-in-hand with research establishments on future mobility solutions.

OUR ENVIRONMENTAL POLICY

The protection of the environment is naturally a central part of our approach to sustainable development. Our initiatives within the company, and shared with all stakeholders actions taken in favour of the conservation of the environment, are key elements in the company's strategy and the highlighting our performance.

Our success will be a result of the commitment by all, through the spreading and sharing of a manifest environmental culture with our stakeholders and the implementation of joint projects, showing ALIS to be a company having a positive impact.

Our ambitious policies will lead to the achievement of the following objectives:

— 9 —

Implement the selective sorting of waste at our two sites and during road-works

— 10 —

Monitor and measure the conservation of biodiversity

— 11 —

Monitor and minimise our energy consumption

— 12 —

Avoid, reduce and compensate the production of greenhouse gases throughout our value chain

— 13 —

Adapt our activities and innovate in order to improve the resilience of our infrastructure

— 14 —

Monitor and minimise our consumption of drinking water





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