



CSR BOOKLET



SUMMARY



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PREAMBLE

Sustainable development, “a mode of development that meets the needs of present generations without compromising the ability of future generations to meet theirs”, is aimed at all citizens and is based on 3 pillars: the economy, the social and the environment. For the company, it translates into the term CSR, Corporate Social Responsibility, a form of ethics which engages the company in a moral process.

Thus, the company, in close collaboration with its stakeholders, integrates social, economic, environmental and human concerns into its mode of operation, and interacts constantly in order to identify, prevent and mitigate the potential negative effects that it could generate. For large companies, there is a legal obligation to publish a CSR report.

The latter sets out the actions carried out and the directions taken within the framework of their activities; and ensures that they fulfill their commitments to sustainable development.

For HYTEM, this is a voluntary approach initiated by Management and which involves all employees. Below you will find details of all our current and future actions.

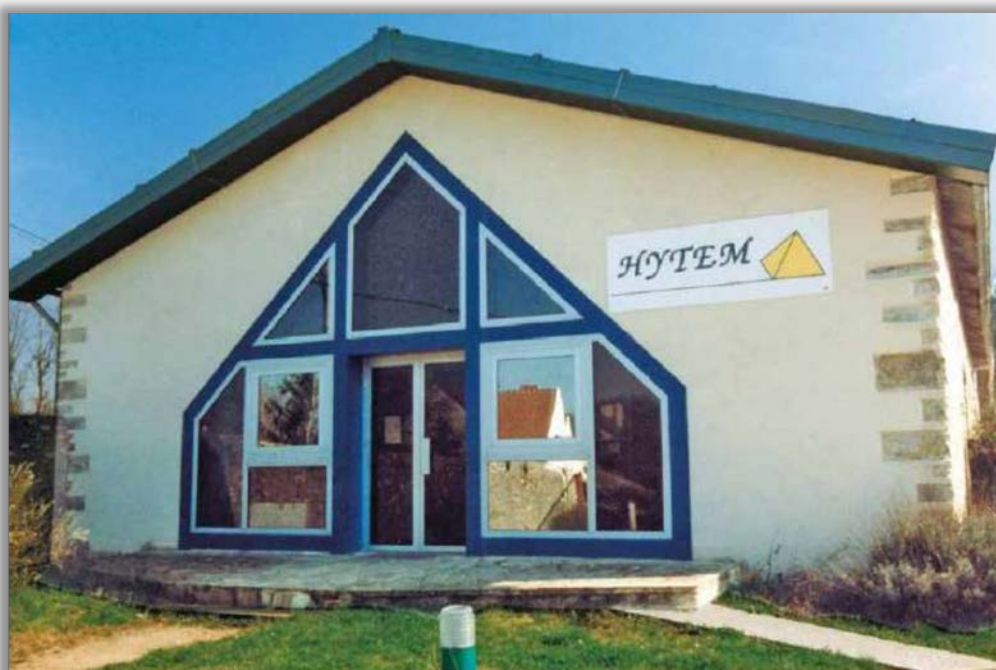
Good reading,

THE IDENTITY OF HYTEM

Created in 1994, the HYTEM company has continued to evolve in the field of radio frequencies and microwaves. It has become an industrial player with the creation of RF and microwave cords and connectors, RF components, RF design and integration departments. This diversification has strengthened control of its global offering and makes it possible to provide ever more innovative solutions to its customers.

The HYTEM company is consolidating its investment policy in order to maintain its competitiveness and move towards automation of the manufacturing processes of measurement and control devices. Technological developments and the diversity of fields of application have led the HYTEM company to constitute a complete and global range of products. High quality, total reliability and great flexibility combined with an ever-expanding range of products ensure HYTEM a dominant position in its markets.

Stock availability of the most common models is the answer to the requirement for responsiveness and flexibility of requests.



OUR ENGAGEMENTS

HYTEM has been committed to a quality approach for many years and remains permanently compliant with its commitment.

In line with our strengths, in terms of quality, technicality and responsiveness, I decline the Axes of my Policy:

1. Customer Satisfaction
2. Know-how
3. Internal performance
4. Integration of a CSR approach

The sustainability of HYTEM requires the federation of these four desires, an essential and responsible approach to face the world of today (competition) and that of tomorrow (new technologies, trends, etc.).

All members of the team are concerned by this process of continuous improvement and management is committed to providing them with the necessary means to accomplish their missions. It is also committed to respecting the legal and regulatory requirements that concern us as well as the standards and labels that we have chosen.

Our ambition is to continue developing our know-how. Quality and innovation of our offering are recognized by our customers around the world.

We are also fully committed to carrying out our profession while being aware of our responsibilities and wanting to act at our level.



Axis 1

OUR SOCIAL AND SOCIETAL RESPONSIBILITY

SKILL DEVELOPPEMENT

HYTEM ensures the development of the skills of its employees:

The skills required for each position are defined in job descriptions.

Annual individual interviews are planned and carried out to identify the skills to be developed.

A training plan is defined each year, training is planned, carried out and evaluated both hot and cold.

A skills table identifies the skills acquired (level and number) and the additional skills necessary in view of our risk analysis. HYTEM strives to have a diversity of skills internally to ensure good control of the activity and constantly brings in external skills, interns and apprentices to work on new and structuring projects for the company. business.

SALARY DIVERSITY

The professional risks linked to our activity have been identified and evaluated in a Single Professional Risk Assessment Document which is regularly updated. We actively monitor our prevention systems and our Personal Protective Equipment to ensure safe production and guarantee the health and safety of our employees. An update of the single document is carried out regularly.

HEALTH AND SECURITY AT WORK

The professional risks linked to our activity have been identified and evaluated in a Single Professional Risk Assessment Document which is regularly updated. We actively monitor our prevention systems and our Personal Protective Equipment to ensure safe production and guarantee the health and safety of our employees. An update of the single document is carried out regularly.



Axis 2

OUR ECONOMIC RESPONSABILITY

OUR CLIENTS

HYTEM has recognized multi-sector know-how which makes it possible to offer a particularly broad offering.
HYTEM's customers testify to its responsiveness and its ability to offer a tailor-made, innovative offer adapted to their needs.

Our references



OUR SUPPLIERS

Several criteria have been defined for the selection, monitoring and evaluation of suppliers: criticality, deadlines, price, relationships, societal and environmental commitment.

HYTEM implements rules of good practice with its suppliers: compliance with payment deadlines, regular dialogue, providing visibility by planning in particular increases or decreases in orders, long-term commitment, meeting suppliers by taking the time necessary to study their social conditions of production, particularly in countries at risk, to encourage collaboration.



Axis 3

OUR ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL ANALYSIS

As part of our CSR commitment, we have carried out an environmental analysis which allows us to implement a specific action plan, particularly on reducing our energy consumption.



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