



CSR report 2024 - 2025

French manufacturer



EDITORIAL

2025 marks a decisive milestone in JVD's CSR commitment. With 40 years of expertise in professional hygiene and hotel equipment, we have structured our approach around four strategic pillars aligned with the UN Sustainable Development Goals.

Our mission goes beyond simply manufacturing equipment: we actively contribute to public health, environmental preservation, and local development. This holistic approach allows us to create shared value for all our stakeholders.

This report reflects our concrete achievements and our ambition: to carry out our activities in a sustainable and virtuous manner, limiting our environmental footprint as much as possible and taking care of our customers, our teams and vulnerable people.



Thierry LAUNOIS
Director of JVD



SUMMARY

1. JVD: A committed and innovative French company - p2

Our history
Our key figures
Strong and unifying values
Our areas of expertise

2. Our CSR approach - p5

All committed!
Our responsible governance
Our Carbon Footprint 2024-2025
Reborn: Reconditioning and circular economy
Our memberships

3. JVD & Sustainable Development Goals - p12

Theme 1: ENVIRONMENT - Preserving resources
Theme 2: SOCIAL - Acting for well-being and inclusion
Theme 3: ECONOMY AND ETHICS - Innovating ethically
Theme 4: TERRITORIAL ANCHORING - Investing locally

4. Perspectives 2025-2035 - p26

Our impact indicators by 2035

Conclusion

01.

JVD: A committed and innovative French company

At JVD, innovation means designing sustainable, repairable, and eco-designed products, while integrating the latest technologies to serve their intended purpose. Committed to a strong ethical and environmental approach, we place people and the planet at the heart of the company's development. It is this vision of useful and responsible progress that makes JVD a French company resolutely focused on the future.



OUR STORY

Founded in 1984, JVD is a French company that designs and manufactures professional hospitality and hygiene solutions. From design and manufacturing to transportation and use, to after-sales service and recycling, every detail counts at JVD.

Key dates in our development

- **1984:** Creation of the company
- **1997:** Creation of the design office
- **1999:** Creation of JVD Asia subsidiary
- **2006:** Integrated design service
- **2007:** Creation of the JVD España subsidiary
- **2015:** Creation of JVD Americas subsidiary
- **2018:** Launch of **HygiaConnect**
- **2021:** Launch of the **Shield®** range
- **2024:** Acquisition of **Novven**
- **2024:** Launch of the **Bloom** range (sorting solutions)
- **2025:** Acquisition of **Hygitec**

OUR KEY FIGURES

JVD identity card

2 production sites Rezé and Aix-les-Bains: 100% Made in France
3 subsidiaries: Mexico, Spain, Singapore

130

employees engaged
in the CSR approach

105

Presence in 105 countries
for a global impact

41 years old

The average age of
our employees

Strong actions with visible impact

-3%

On our energy consumption
(2022: 202,742 kW → 2024:
197,562 kW)

27%

Recycled and bio-sourced
raw materials (244 tons)

-30%

Reduction in the waste
weight/turnover ratio over
the last three years



**270 tons of
WEEE* collected
and recycled**

*waste electrical and electronic
equipment



STRONG AND UNIFYING VALUES



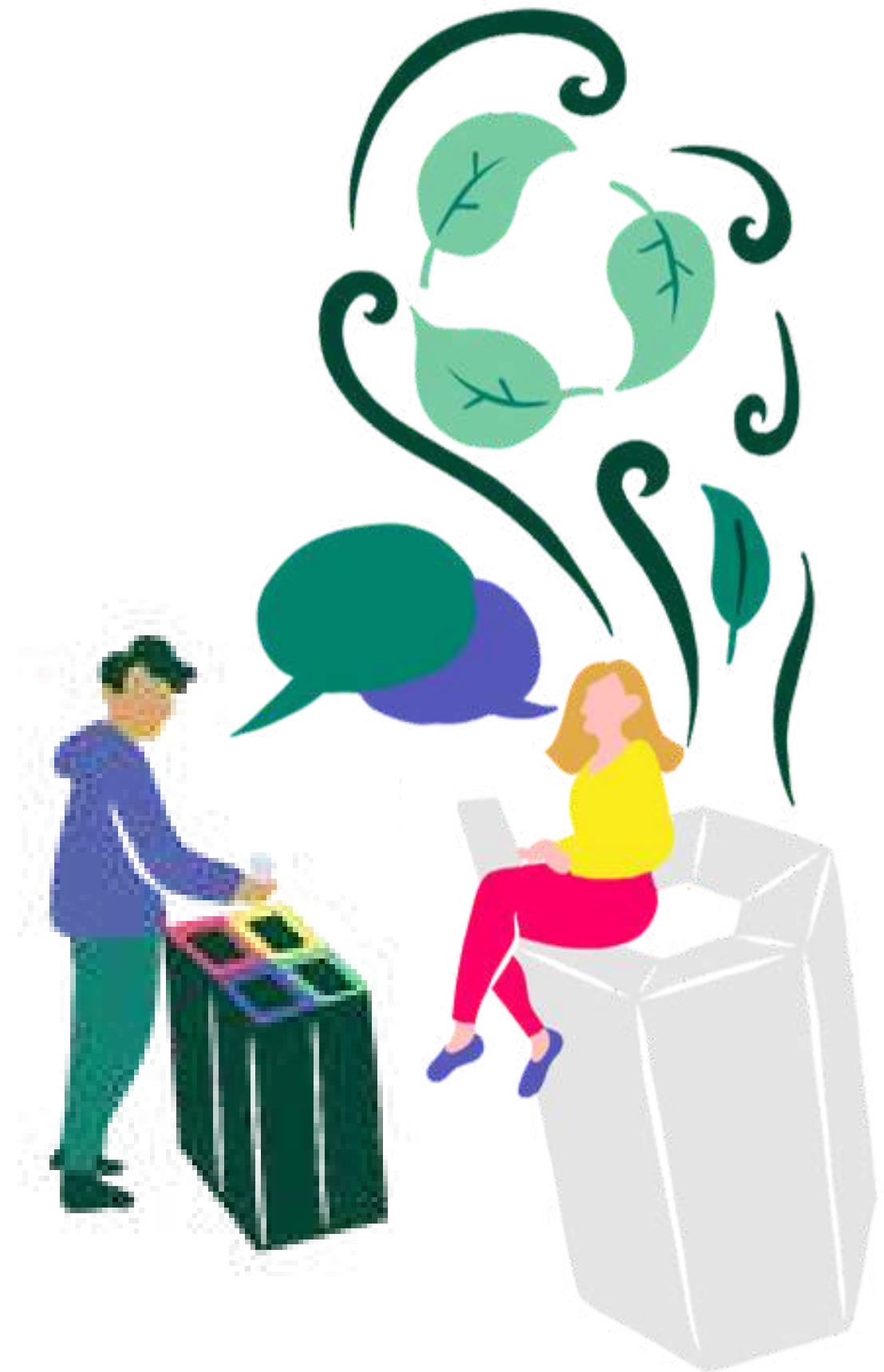
OUR AREAS OF EXPERTISE



02.

Our CSR approach

At JVD, CSR isn't an option; it's a true commitment. It permeates all our activities: from eco-design to the manufacturing of our products in Rezé, including respect for our partners and reducing our environmental footprint. Acting for tomorrow means starting today.



ALL COMMITTED!



All our employees have signed our CSR charter and code of conduct. These policies define virtuous behaviors regarding environmental and social impact within JVD. Respect and trust are the essential foundations on which the company's CSR strategy is based.

"Our CSR commitment is not a constraint but an opportunity to create more value for all our stakeholders. Every employee is a player in this transformation."



Arnaud PARIS
CSR Manager at JVD,
Operations Director

Vision 2035

"Responsible Hygiene & Positive Impact"

Environment :

25% reduction in carbon emissions by 2035 at constant scope

Circular economy:

Development of the Reborn by JVD reconditioning offer

Territory :

International influence of French know-how

Social :

Excellence in employee well-being and contribution to public health



OUR RESPONSIBLE GOVERNANCE



At JVD, we believe our environmental ambitions must be part of a collective project that is meaningful and impactful. This is why we place the preservation of the planet at the heart of our approach.

JVD's management firmly affirms its commitment to integrating sustainability and environmental responsibility into its entire strategy. Protecting our environment and encouraging a circular economy are among our priorities for building a responsible future. This commitment is reflected in measurable actions and specific objectives, defined to continually reduce our ecological impact.

Arnaud Paris, CSR Manager and member of the Executive Committee, oversees the governance and implementation of our CSR strategy. He oversees all sustainable development initiatives and ensures their consistency within the company. This collaborative effort is carried out in synergy with all departments to ensure the implementation of best environmental practices.

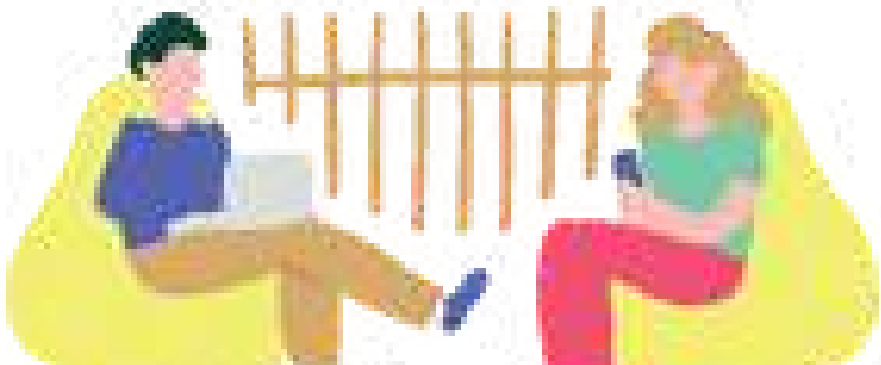
A CSR steering committee, bringing together representatives from several departments – General Management, Sales, Marketing, Technical Management, Operations, Responsible Purchasing and Circular Economy, Finance and Human Resources – meets every quarter in order to:

Promote a culture of sustainability within JVD.

Communicate progress and achievements to internal and external stakeholders.

Ensure compliance with environmental regulations and applicable standards.

Evaluate the company's environmental performance.

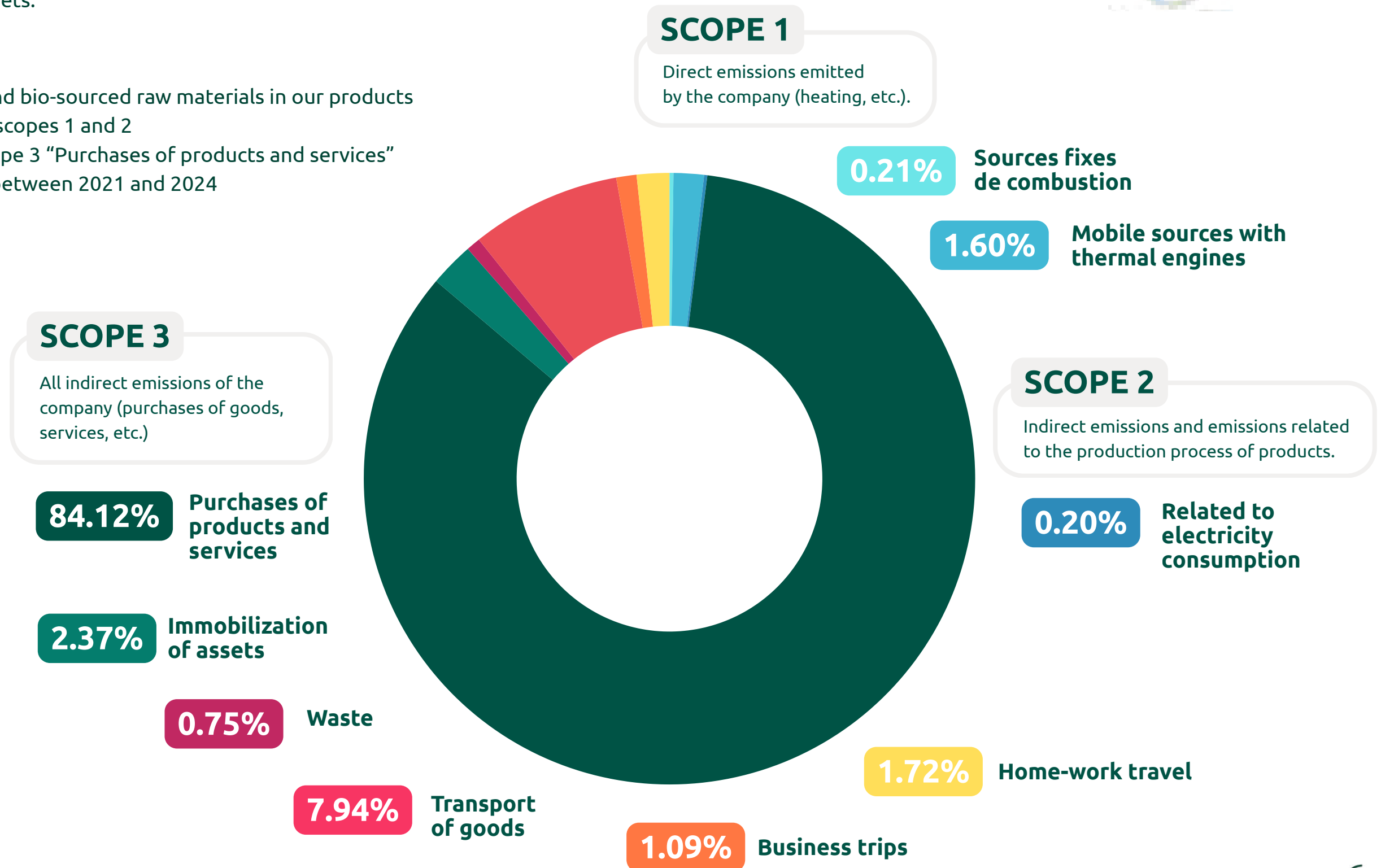


BILAN CARBONE

In March 2025, JVD carried out an update of the carbon footprint carried out in 2024, for the French area. We were able to refine the environmental impact of our activities and identify new levers for improvement to meet our greenhouse gas (GHG) reduction targets.

Results :

- +17% eco-responsible and bio-sourced raw materials in our products
- 7% of our GHGs on our scopes 1 and 2
- 10% of our GHGs on scope 3 "Purchases of products and services"
- 6% of industrial waste between 2021 and 2024





RECONDITIONING AND CIRCULAR ECONOMY

JVD has launched the Reborn by JVD project, which aims to extend the life of our products (hand dryers and air purifiers for now) while giving people the opportunity people with disabilities to train and work - the first reconditioning offer in the sector.

A benefit for the planet

This new recycling activity allows JVD to reduce its waste and limit its plastic consumption. The products are tested and refurbished at the company's premises in Rezé, recycling materials as much as possible.

An inclusive and local approach

JVD has partnered with an ESAT (Work Assistance Establishments or Services) to hire workers in social reintegration or with disabilities to train them in product reconditioning.

A dedicated project team

Since the beginning, a dedicated project team has led and structured the Reborn by JVD offering, under the responsibility of Jérôme LASSARA, Director of Purchasing and Circular Economy, and a dedicated project manager. We ensure the gradual ramp-up of the program, with a focus on continuous improvement.

The Reborn by JVD project is the **winner of the Circular Economy Award** from the Pays de la Loire Region, ADEME, and DREAL, a recognition that recognizes our commitment to a more sustainable model. Reborn is also a member of the Impact France movement, working alongside stakeholders working toward an economy that is efficient, social, and ecological.



Key figures for reconditioning

(source : Hello Carbo)

Stell'air



- 41,41%

less in consumption of resources

Avoids the extraction of 47.11 kg of raw material

Copt'air



- 45,90%

less in consumption of resources

Avoids the extraction of 40.29 kg of raw materials.

Sup'air



- 52,74%

less in consumption of resources

Avoids the extraction of 46.29 kg of raw materials.

To find out more, visit [Rebornbyjvd.fr](https://rebornbyjvd.fr)



OUR MEMBERSHIPS

A REWARDED COMMITMENT



ECOVADIS

JVD obtained EcoVadis Gold certification in 2023 and renewed this distinction in 2024, a benchmark recognition that recognizes the company's long-standing commitment to social and environmental responsibility. This medal, among the most demanding in the field, positions JVD among the 5% of companies worldwide to hold this demanding label.



This result reflects the collective work carried out over several years to structure, manage and advance our CSR actions. This distinction reinforces our determination to pursue an ambitious and transparent approach, in the service of sustainable and shared performance.

HELLOCARBO

As part of our environmental approach, JVD has partnered with HelloCarbo to analyze each stage of our solutions' lifespan and identify concrete levers for reducing their carbon footprint. At HelloCarbo, we are among the top 15% of companies most committed to the low-carbon transition.



LE COQ VERT COMMUNITY

JVD is proud to be part of the Coq Vert community, a collective of companies committed to accelerating the ecological transition in France.

Led by Bpifrance, in partnership with ADEME and the Ministry of Ecological Transition, this initiative aims to bring together economic players convinced that the ecological transition is not only an environmental imperative, but also an opportunity for transformation and sustainable innovation.

By joining this community, JVD is committed to working alongside other companies to share its best practices, draw inspiration from those of other members, and implement concrete actions in favor of responsible growth: reducing the carbon footprint, optimizing energy consumption, eco-design of products, and much more.

This collective dynamic reinforces our conviction that it is together, through cooperation and commitment, that we can meet the environmental challenges of tomorrow.

UNITED NATIONS GLOBAL COMPACT



In 2025, it seemed important to us to join the United Nations Global Compact to benefit from global influence and strengthen our CSR corporate approach.

This system is the largest international voluntary commitment initiative in the area of sustainable development and now brings together nearly 20,000 committed companies.

Thus, by joining this movement, JVD wishes to:

- contribute to the global goals (summarized in the 10 principles and 17 Sustainable Development Goals (SDGs) described by the United Nations),
- make our CSR approach a lever for performance,
- join a community of committed actors.

NANTES METROPOLIS CSR AMBASSADOR

JVD draws on the collective intelligence of the metropolis to devise solutions for doing business differently via the Nantes Métropole CSR platform. Economic stakeholders are working alongside us to reflect and act, and together address the challenges of environmental and social transitions.

JVD therefore joined the CSR platform in 2023, bringing together a community of committed actors since 2010. In line with CSR values, the platform is made up of stakeholders from different backgrounds.



RESPONSIBLE PURCHASING CHARTER

Created in 2010, the Responsible Supplier Relations Charter aims to encourage companies, public and private organizations to adopt responsible practices towards their suppliers. It is currently managed by the Business Ombudsman and the CNA (National Purchasing Council).

The charter was updated in October 2021 to become **the Responsible Supplier Relations and Purchasing (RFAR) charter**.

In 2025, JVD ratified the "Supplier Relations & Responsible Purchasing" charter, developed to structure and strengthen the implementation of our progress approach with all of our suppliers. By becoming a signatory, JVD has become aware that the charter's commitments can constitute a responsible purchasing policy.

STOP PLANNED OBSOLESCENCE



Since 2015, the HOP association - "Halte à l'obsolescence programmée" (Halt to Planned Obsolescence) has been working to promote more sustainable products and the circular economy, to protect consumers and the environment. By joining the HOP association, JVD demonstrates its commitment to designing, manufacturing, and marketing sustainable and environmentally responsible products.

03.

JVD & the Sustainable Development Goals (SDGs)

By joining the United Nations Global Compact, JVD demonstrates its commitment to respecting the UN's 17 Sustainable Development Goals (SDGs).

As a committed industrial player, JVD has chosen to follow these SDGs to assess their impact and enable us to structure our CSR commitments around concrete and measurable actions.





SDG , A REFERENCE FRAMEWORK FOR OUR CSR APPROACH



The UN Sustainable Development Goals provide us with a clear framework to structure our commitment. At JVD, we actively contribute to 4 SDGs, particularly around health, economy, innovation and responsible production.

Five other SDGs are also the subject of significant actions, particularly in terms of equality, accessibility to clean water, support for sustainable cities, engagement of our stakeholders and the fight against climate change.



Theme 1:

ENVIRONMENT

Preserve resources

SDG 6 - Clean water and sanitation

SDG 7 - Affordable and clean energy

SDG 12 - Responsible consumption and production

SDG 13 - Combating climate change SDG 15 - Life on land

At JVD, preserving resources involves specific actions: developing low-power hand dryers, designing durable and repairable devices, reducing non-essential plastic parts, and favoring stainless steel and aluminum, materials that are infinitely recyclable.

We manufacture locally, in Rezé, to limit transportation and control our carbon footprint. Our packaging is redesigned to avoid unnecessary waste and facilitate recycling. Every industrial decision is designed with resource savings and longevity in mind, because a useful product is one that lasts.

Our stakeholders



Future generations



End consumers



Biodiversity



Local authorities



Financial partners



Environmental associations



“Our environmental approach goes beyond regulatory compliance. We innovate so that every JVD product contributes positively to the preservation of our planet. Eco-design is not an option, it's our DNA.”

— JVD R&D Team

ACTIONS TAKEN

A long-lasting partnership with Better With Water

Since 2021, JVD has been working with the Better With Water association to improve access to water and raise awareness of good hygiene practices in disadvantaged urban neighborhoods in the Philippines. Founded in 2008 and based in Nantes, the association works to ensure sustainable access to quality running water while strengthening hygiene training.

Through this partnership, we have implemented a concrete initiative:
1 hand dryer purchased = 1 hygiene kit distributed

This initiative has notably raised more than €37,000 since 2021. Thanks to this partnership, feminine hygiene awareness sessions are also organized to help young girls and women better understand and manage their daily health.

37.000
hygiene kits distributed since 2021

20
Feminine hygiene awareness sessions since 2023



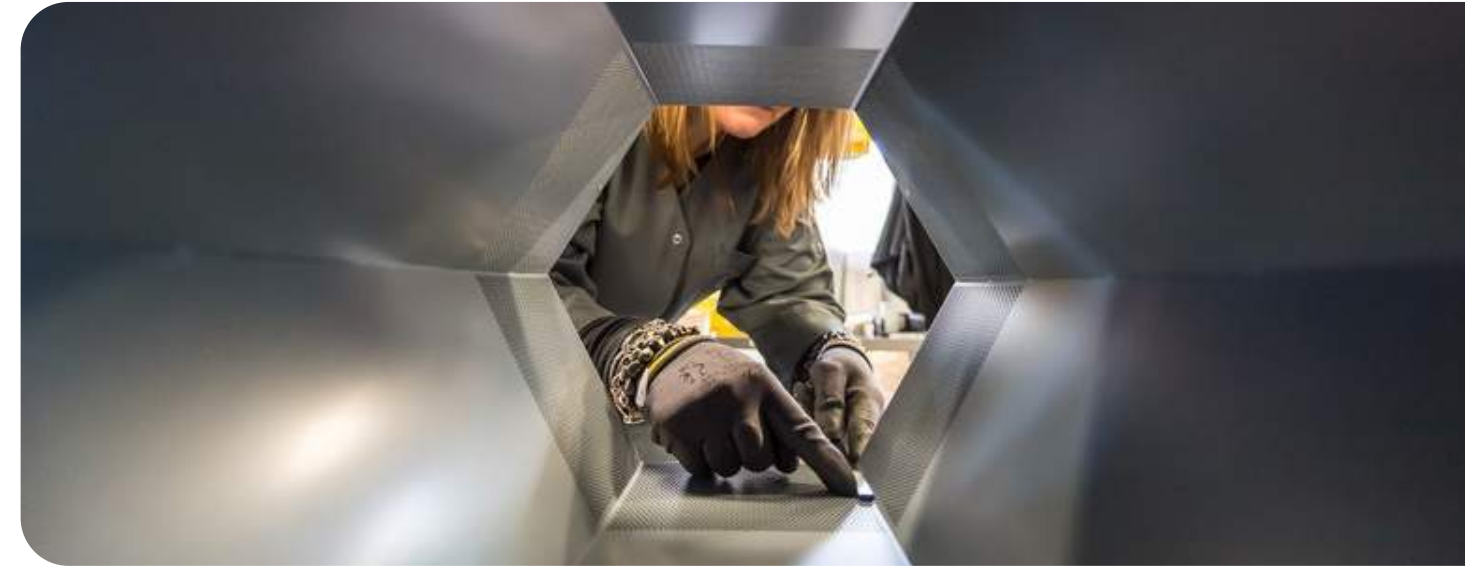
Energy efficiency, from products to JVD workspaces



Reducing our product consumption. Since 2010, the impact of using JVD hand dryers on a comparable basis has been reduced by more than 60%. This reduction was achieved through the launch of new, more energy-efficient products. JVD's pulsed air range of hand dryers consume up to four times less energy than traditional hot air models while reducing drying time by half.

JVD teams are continuously working on optimizing all existing ranges to further reduce electricity consumption while maintaining their efficiency levels. Since January 1, 2023, all JVD hot air hand dryers have been optimized to reduce their electricity consumption by 10%.

In 2024, our Rezé site recorded a 7% reduction in its energy consumption (188,809 kWh consumed in 2024). This represents a tangible improvement in our daily energy impact. JVD is committed to using clean energy sources and improving our energy efficiency. We are investing in technologies and processes that reduce our energy consumption and increase the use of renewable energy sources.



Eco-design, a priority in our product design

We are committed to responsible production and consumption practices. This includes eco-designing our products, reducing waste, recycling materials, and promoting the circular economy. We also work with our suppliers to ensure responsible and sustainable purchasing practices.

Eco-conception :

JVD prioritizes recycled, recyclable, renewable, or low-impact materials. This choice is made based on criteria such as durability, availability, impact on the product's life cycle, and ease of recycling.

Recycled plastics:

For components where technical constraints allow it, the use of recycled plastics reduces dependence on fossil resources and decreases the product's carbon footprint. In 5 years, the share of recycled plastic vs. virgin plastic for all our listed components has increased from 0% to 50% by 2024.

Against planned obsolescence:

Spare parts availability is guaranteed for a period of at least 10 years. This initiative not only extends the lifespan of devices but also effectively combats planned obsolescence, thus reducing the need to produce new devices and wasting resources.



Theme 2:

SOCIAL

Acting for well-being and inclusion

SDG 3 - Good health and well-being

SDG 4 - Quality Education

SDG 5 - Gender Equality

SDG 8 - Decent work and economic growth

SDG 17 - Partnerships for the Goals



At JVD, we believe that progress cannot be sustainable without social justice. Our commitment to inclusion, equality, well-being, and personal development is part of a responsible corporate vision.

By fostering a fulfilling work environment, valuing each talent and supporting cooperative dynamics, we actively contribute to a more equitable and united society.

Our stakeholders



JVD Collaborators



ESAT and integration structures



Health establishments



Charities



Social partners



Educational communities



"At JVD, we believe that economic performance and social excellence go hand in hand. Every employee contributes to our mission: to improve public health through responsible innovation."

— JVD Human Resources Department

ACTIONS TAKEN

Contribute to public health

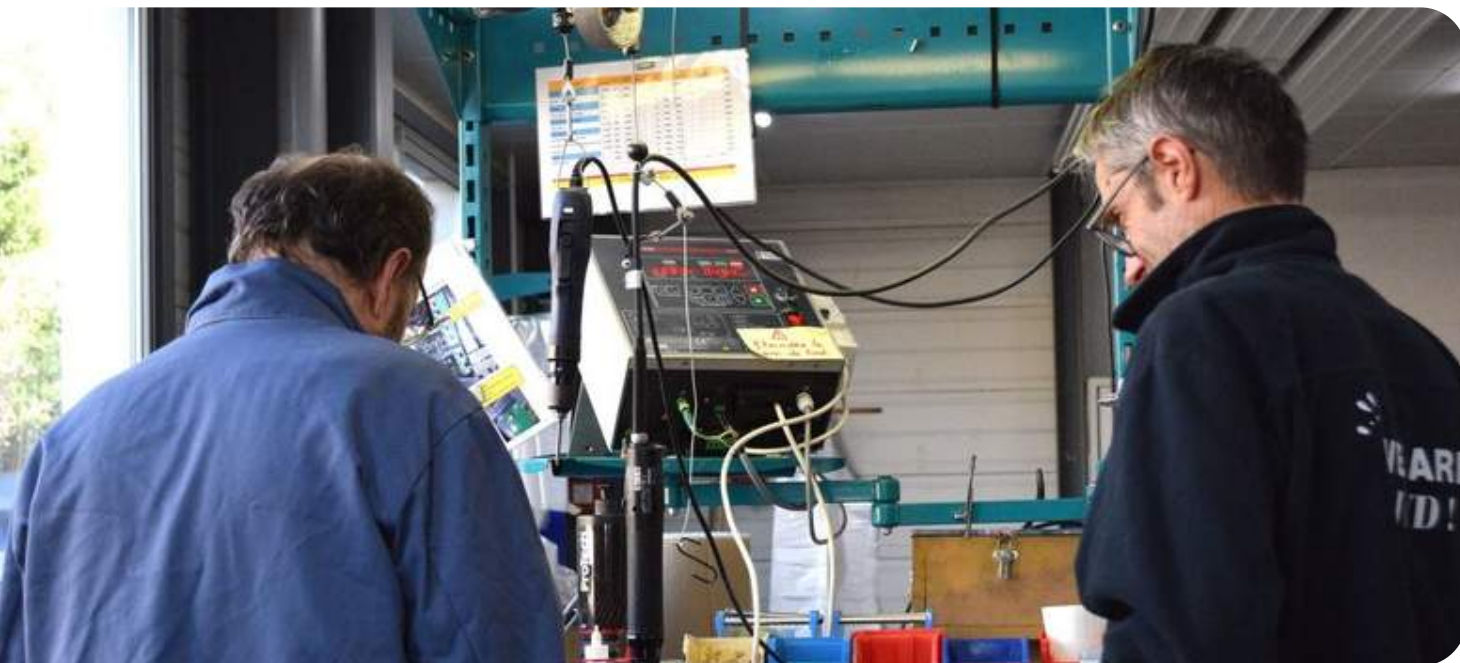
We develop useful solutions to improve hygiene and air quality in living spaces. Our disinfection stations are installed in many public spaces, hospitals, and public facilities. We have also developed **Shield technology**, a patented air purification system that sanitizes indoor environments. To encourage good habits from a young age, we offer a Kids range, designed to raise children's awareness of the importance of hygiene.



Encourage solidarity work

At JVD, we believe that businesses have a role to play in promoting inclusion through employment. This involves partnerships and concrete practices, linked to our business, which enable people who are excluded from the job market to regain an active place in society.

We collaborate with several ESAT (Etablissements et Services d'Aide par le Travail) to integrate people with disabilities into our projects. This is the case with the **Reborn by JVD** program, launched to give our products a second life. Three people supported by the **ESATCO in Rezé** were trained in reconditioning, with long-term technical and human support.



We also work with ESAT Atlantique, which manufactures our "Bérenère" rack from beech wood sourced from sustainably managed forests. This approach supports local organizations while producing responsibly.



For over ten years, we have also partnered with Façon Ouest, providing subcontracting services in the prison environment. This work, carried out by inmates, provides them with regular, rewarding, and paid work. It is a genuine reintegration tool, allowing them to prepare for a more peaceful return to work after their sentence.

All these initiatives reflect our desire to build a more inclusive value chain, involving stakeholders who are often overlooked but whose skills and commitment are invaluable. We believe in the power of partnerships to achieve the SDGs. We collaborate with like-minded organizations, institutions, and businesses to amplify our impact and promote sustainable practices on a larger scale.

Integrate and retain employees

The entire JVD team devotes time and energy to the integration of its new employees. A mentor is designated to ensure the successful integration of each new employee.

- **Transmission**

JVD regularly welcomes interns and work-study students of all levels. In 2023-2024: 4 apprentices, 3 master's-level interns, and 5 3rd or second-year interns.

- **Telework**

It is also possible for employees whose work allows it to telework 2 days per week for a better work/life balance.

- **Profit-sharing**

JVD has implemented an incentive agreement with a CSR criterion, giving meaning to employee commitment.

CSR training: 100% of employees by 2025





Theme 3:

ECONOMY AND ETHICS

Innovate with ethics

SDG 8 - Decent work and economic growth

SDG 9 - Industry, innovation and infrastructure

SDG 12 - Responsible consumption and production

SDG 16 - Peace, justice and strong institutions

At JVD, innovation isn't just about creating high-performance products or following the latest trends. We believe that innovation makes sense when it's part of a comprehensive, responsible, and sustainable approach.

Designing in France, limiting our environmental footprint, creating sustainable products, preserving local expertise... Every industrial decision is part of an ethical approach that combines economic common sense and positive impact. Innovate, yes—but not at any cost.

Our stakeholders



End consumers



Media, press, social networks



Suppliers and subcontractors



Institutions and certification bodies



Financial partners



"Our 'Made in France' strategy is not just an economic choice, it's an ethical commitment. The 20% additional cost compared to Asian competitors is offset by better service and a reduced carbon footprint."

— JVD General Management

ACTIONS TAKEN

Innovation at the heart of the strategy

At JVD, innovation is more than just a growth driver : it's a corporate culture, deeply rooted in how we design, manufacture, and improve every product. Our R&D efforts are focused on creating sustainable and innovative products that improve quality of life and support resilient infrastructure. Since establishing our integrated design office in 1997, we've chosen to maintain in-house control of our technical expertise and innovation capabilities. This model allows us to develop reliable, effective solutions that are perfectly tailored to our customers' needs.

Our ability to innovate has resulted in concrete achievements, such as the patented Shield device, designed to strengthen hygiene and safety, or HygiaConnect, our IoT platform that connects and centralizes hygiene management in establishments. In 2024, we launched Bloom, a new range of products combining design, sustainability, and embedded intelligence.



Be an expert in the maintenance of Personal Protective Equipment (PPE)

In 2025, JVD took a new step by integrating Hygitec into its ecosystem. A recognized specialist in disinfection, drying, and decontamination equipment for professional clothing, Hygitec shares with JVD the same requirement for quality, innovation, and responsible manufacturing.

This strategic acquisition complements our expertise, enabling us to offer an even more comprehensive offering to demanding sectors such as industry, medicine, and communities. It also demonstrates our commitment to supporting the development of local, sustainable solutions that enhance the health, safety, and comfort of users.



Our responsible supply chain

- **Regional subcontracting** : Plastic injection, electronic cards
- **European Supply** : Motors for Hand Dryers
- **Tool ownership** : Quality control
- **Optimized logistics** : Reduced transport



But innovation is only valuable if it's part of an ethical and responsible approach. That's why our supply chain is based on rigorous and committed choices. We favor regional subcontracting for key elements such as plastic injection and electronic boards, and we source mainly from Europe, particularly for the motors in our hand dryers. Because we own our industrial tools, we control each critical stage of production, which allows us to guarantee a high level of quality while remaining responsive.

Finally, our optimized logistics aim to reduce transport distances and therefore our carbon footprint, while ensuring a reliable and fast service to our partners. This comprehensive control – from design to delivery – reflects our commitment to reconciling technological innovation, environmental responsibility, and industrial performance.

Theme 4:

TERRITORIAL ANCHORING

Investing locally

SDG 8 - Decent work and economic growth
SDG 9 - Industry, innovation and infrastructure
SDG 11 - Sustainable cities and communities
SDG 17 - Partnerships for the Goals



Based in Rezé, our company has always cultivated a close relationship with its region. This local anchoring is much more than a geographical location: it's a genuine approach, fueled by the desire to support the regional economy, promote French expertise, and forge lasting relationships with our local partners.

By collaborating with subcontractors located a few kilometers from our site, by supporting local employment and by actively participating in the economic and social life of the region, we have chosen a responsible, sustainable and profoundly human industrial model.

Our stakeholders



Local associations



Universities and schools



Institutional partners



Local authorities of Loire-Atlantique



Nantes economic ecosystem

ACTIONS TAKEN

The development of a Third Place: Imagin'Air

Within one of the JVD buildings, the Rep'Air is a space that creates social connections where employees, professionals and local stakeholders can meet, exchange ideas and imagine the world of tomorrow together.

Located in Rezé, at the foot of the island of Nantes and 5 minutes from the city center, it is a place where it is good to live, share, exchange and create, both protected and open to the world, both anchored in its history and undeniably innovative.

In 2024, Imagin'air had the pleasure of welcoming the "Sport dans la Ville" association by providing workspaces while it found its own premises. Furthermore, for two years now, the "Territoire zéro chômeur de longue durée" initiative has been meeting regularly in our premises. This initiative, which facilitates access to training and employment for people who are far from the world of work, benefits each month from rooms made available by JVD. They are used to organize work meetings, welcome people in isolation (1 to 2 times per month), as well as for holding their board of directors meetings.



"JVD is proud to bring French expertise to the international stage from Rezé. Our local roots give us the strength to innovate and expand our reach in 105 countries while remaining true to our values."

— JVD General Management

NEW: the Solidarity Commitment Program

As part of its CSR commitment, JVD offers its employees the opportunity to get involved in solidarity initiatives, in partnership with a carefully chosen association: **Providenti'elles**.

This program allows several volunteer employees to dedicate half a day per month, during their working hours, to mutual aid and sharing missions within the association. This involvement is done without loss of pay, demonstrating the company's desire to support the civic engagement of its teams while fostering strong and meaningful human connections. It's a concrete way to put the values of solidarity, inclusion, and responsibility at the heart of our daily professional lives.



SOLIDARITY FOCUS

Lazare



JVD donates equipment (coffee machines, etc.) to shared accommodation between the homeless and young workers of the Lazare association.

Télémaque



Thanks to a mentoring system, several employees support middle and high school students to help them find their way and find their path.



Since 2021, JVD has supported the Better with Water association in its commitment to access to drinking water in the slums of the Philippines.



We employ people with disabilities to assemble new and refurbished products.



JVD's coffee machines, whether bean-to-cup or capsule, have been powered by the Café Joyeux brand for several years.



We have some of the kits (screws, dowels, etc.) assembled by Façon Ouest, an institute that offers work in prison environments.

04.

Perspectives 2025-2035

The next ten years mark a decisive milestone for JVD. In a rapidly changing world, we are more than ever committed to responsible innovation, local production, and sustainable solutions that address environmental, health, and social challenges.



OUR OBJECTIVES: HORIZON 2035

Decarbonization

JVD is committed to working on reducing carbon emissions across three scopes:

Scopes 1 and 2: -50% emissions

Scope 3: -25% emissions



Renewable energies

With the support and commitment of our service providers and suppliers, we aim to have

50% renewable energy

in our energy mix.



Carbon weight reduction

To meet our objective of decarbonizing our activities, JVD is committed to reducing carbon emissions linked to our products and services by **2% per year** by 2035.



Waste reduction

Waste management is also a priority at JVD. Our goal is to **reduce non-reusable waste by 30%**.



Carbon-free transport

Also, in connection with our activity, we want to increase the share of our **decarbonized transport** in JVD logistics to **50%**.



OUR ANNUAL GUIDELINE



Well-being at work

Because the well-being of everyone is at the heart of our collective project, we are committed to ensuring that **90% of our teams feel completely fulfilled**, with a minimum score of 3 out of 4, during their annual review. This ambition reflects our desire to provide a stimulating and respectful work environment conducive to the personal and professional development of each individual.



Inclusion of young profiles

JVD aims to maintain a minimum of **10 contracts held by people under the age of 30**, whether these are existing contracts or new hires. This dynamic notably includes work-study students, whose arrival actively contributes to the transfer of skills to tomorrow's talents.

Furthermore, we are continuing our commitment to guiding younger people by welcoming **5 interns over the year**, particularly as part of discovery courses for 9th and 10th grade students.

Security at JVD

We have set ourselves the goal of maintaining **an absenteeism rate of less than 3%** over the year, while pursuing a clear and non-negotiable objective of zero workplace accidents. Achieving these results requires a strengthened culture of prevention, responsible daily behavior, and constant attention to working conditions.



Disability inclusion

We aim to have at least **three employees with Recognition of Handicapped Worker Status (RHWS)** within the company. This approach is part of our commitment to promoting inclusion by valuing all skills.

We are also continuing our commitment to the social and solidarity economy, with the goal of integrating at least **two disabled workers** through partnerships with specialized structures such as ESATs. Because an inclusive company is, above all, a humane and responsible company.



OUR ANNUAL GUIDELINE



Ethics x AI at JVD

Innovation is at the heart of our development, with a particular focus on artificial intelligence (AI). Our goal is for all employees to be trained and made aware of the uses of AI, in order to master the challenges and best practices in their daily activities.

Furthermore, all members of the company are signatories to a charter for the ethical use of AI, accompanied by a best practices guide. This approach ensures that AI is used in a responsible, transparent manner that respects our values.

Finally, the AI Observatory at JVD, a working group dedicated to monitoring trends, identifying areas of concern, etc., helps strengthen our position as a responsible and innovative player.



Partner commitments

We aim for 100% of our suppliers to have signed and implemented our responsible purchasing policy and code of conduct. This approach is part of our commitment to fully integrating social and environmental criteria into our supply chain.

The code of ethical conduct is distributed to all our partners, guaranteeing transparency, integrity and mutual respect in all our business relationships.

Transparency on transactions

We continue our commitment to ethics by aiming to maintain zero reported sensitive transactions this year. This achievement reflects our commitment to ensuring transparency, integrity, and trust in all our operations.



CONCLUSION

2025 marks a decisive milestone in JVD's CSR commitment. With 40 years of expertise, we have structured our approach around four strategic pillars aligned with the UN Sustainable Development Goals.

Our mission goes beyond simply manufacturing equipment: we actively contribute to public health, environmental preservation, and regional development. This holistic approach allows us to create shared value for all our stakeholders.

This report demonstrates our concrete achievements and our ambition: to become the French leader in responsible hygiene.

