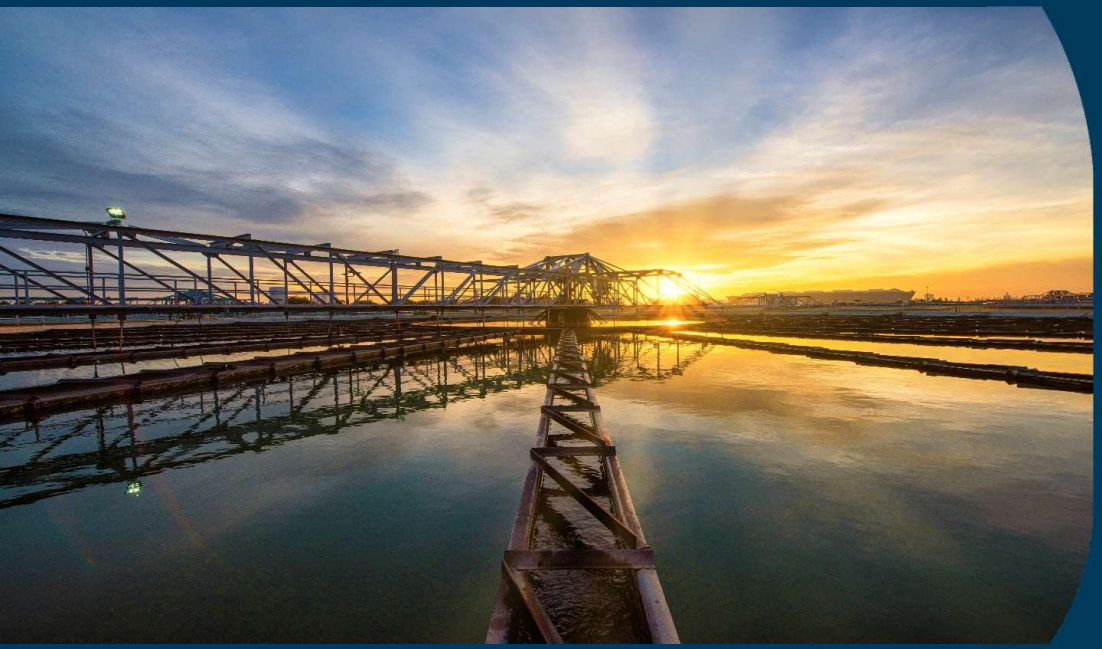
CSR Roadmap

June 2026





#missionwater

stereau

Water : A Greater Challenge Than Ever

From the design and construction of water treatment facilities...

to sustainable, low-carbon supporting the water transition.

2021-2025 — Our Core Business
Our mission : to design and build high-performance, reliable facilities for drinking water and wastewater treatment.
Our priority : to meet our clients' needs by delivering tailored, innovative, and sustainable technical solutions.

saur

In line with the Saur Group's strategy, Stereau has developed its own commitments to support the water transition.

2025-2030 — Our CSR Ambition
In the face of climate change, dwindling natural resources, and growing environmental challenges, our responsibility is expanding.
Our ambition: to fully integrate CSR principles into our activities, from project design to implementation, in order to reduce our environmental footprint, preserve resources, and contribute to more sustainable water management.

A New Ambition :
Combining Technical Performance, Carbon Efficiency, and Water Ressource Preservation

stereau

Building on the Saur Group's 2025-2030 CSR Roadmap, Stereau aims to strengthen its commitment to more sustainable development, taking into account the specific nature of its work in designing and building water treatment facilities.

stereau

1 **OUR PEOPLE**

Recongnizing and developing our employees' skills and expertise, while placing safety at the heart of everything wo do.

2 **OUR PROJECTS**

Designing high-performance, sustainable facilities that promote resource conservation and reduce environmental impact.

3 **OUR COMMITMENTS**

Promoting responsible and ethical practices built on trust, dialogue, and cooperation with our partners.

FOUNDATION

Putting People at the Heart of Everything We Do

Health, Safety & Well-being

- Roll out the Safety First program across our construction sites.
- Raise employee awareness of safety and risk prevention, particularly through safety briefings.
- Expand occupational health and safety (OHS) training.
- Maintain and strengthen ISO 45001 and ISO 14001 certifications.
- Expand management training on psychosocial risk prevention.
- Monitor quality of work life (QWL) through the Group's employee survey.

Diversity, Expertise & Collaborative Innnovation

- Promote greater femal representation in leadership positions and develop mentoring opportunities.
- Increase employee involvement in activities at partner schools.
- Establish a specialized training program for water treatment design engineers, in partnership with an educational institution.
- Work with shelterd employment organizations (ESATs) whenever possible.

SOLUTIONS

Designing Sustainable Solutions to Preserve Resources

Water Resilience

- Promote treated wastewater reuse (TWWR) solutions in wastewater treatment proposals.
- Recover partially treated water within treatment processes to reduce water withdrawals and losses.

Circular Economy

- Develop anaerobic digestion and the recovery of biogas for conversion into biomethane.

Biodiversity

- Encourage the installation of biodiversity-friendly equipment, such as nesting boxes and insect shelters.

Decarbonization

- Conduct a carbon footprint assessment of Stereau.
- Reduce greenhouse gas emissions by developping CO_2 capture and recovery solutions whenever possible, particulary in partnership with Valoriise.
- Relaunch the program for the take-back, refurbishment, and reuse of strategic equipment.

RESPONSABILITY

Acting Ethically and Strengthening Relationships with Our Stakeholders

Ethics & Governance

- Train Employees in ethical business practices.
- Develop a supplier charter tailored to Stereau to provide a framework for procurement activities.

Community Engagement & Shared Value

- Welcome young people to our sites and organize open days for the general public.
- Raise children's awareness of science and the environment through activities in schools and with partner organizations.
- Take part in the Saur Group's international solidarity programs through the Saur Solidarités endowment fund, particularly in initiatives promoting access to water.





#missionwater

stereau