

Corporate Social Responsibility Policy

Since it was created, DRT - a global leader in the field of plant-based chemistry - has implemented a responsible development and environmental protection policy. Its engagement in this area remains more than ever one of its priorities.

Corporate Social Responsibility (CSR) is an opportunity for a company to demonstrate its social and societal commitment and show its willingness to innovate in these fields. The DRT Group has chosen to implement its CSR policy in three areas, to better address the needs of its stakeholders, which includes our customers, our collaborators, our shareholders, our suppliers and the people who live near our sites.

I am convinced that this approach is a means of guaranteeing greater performance and competitiveness, which will support our development projects in France and abroad, in line with the values of our company.

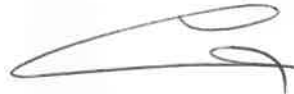
The three areas of this CSR Policy are:

- 1- **Social** because the Company must be responsible, ethical and human-centric. This implies continuing to give priority to the health, safety and quality of working life, with particular attention being given to diversity, equal opportunity, the quality of social dialogue and career development. With this in mind, the DRT Group has set up a Company Mutual Fund, a value recognition tool intended for the staff.
- 2- **Societal** implying Company commitment to its external stakeholders. This entails maintaining responsible behaviour and trust-based dialogue with the customers, suppliers and other partners. This responsibility also involves contributing to local development, as illustrated by investment in the local economy (education, employment, etc.) and support for cultural and sports associations.
- 3- **The environment** because a responsible company must respect it by minimizing its production of waste and optimizing its consumption of natural resources (Water, Energy, Raw Materials) while continuing to promote the circular economy and renewable energies.

All of these challenges are covered in the CSR Action Plan that will be fully implemented by 2021.

Making CSR the heart of the strategy followed at DRT and its subsidiaries will entail monitoring and analyzing our performance in these three areas. The definition of key performance indicators and targets to be reached for each of them will be a decisive step in its construction.

I therefore commit us to working to ensure the success of this CSR policy, which will help boost the development of DRT and its subsidiaries.



Laurent Labatut
President
December 14th, 2018