



**HUMAN
ADDED
VALUE**

**PERFORMANCE
MATERIALS**

H R P O L I C Y

1 Aim

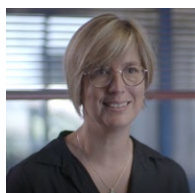
To become a multilocal organization while upholding ADDEV Materials' entrepreneurial spirit and finding the right balance between the company's personal size and its international dimension, while working with high HR standards where teams from all backgrounds enjoy growing and learning while contributing to the Group's success.



2 programs

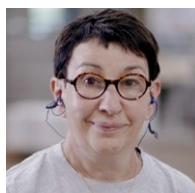
1 - ADD'ALL

To become even more inclusive, promoting diversity and dialog, the ADD'ALL Program currently promotes three target populations: women, young people and those who are disabled. The aim is to attract, retain and develop diverse skills by implementing dedicated training programs, identifying skills and mapping out career paths at annual performance appraisals.



Orianne PONTILLE
Director of the Pouilly-sous-Charlieu Site

« The fact that I am a woman has never hindered me in terms of my career path (...). Credibility and legitimacy are what make the difference in this position. »



Josiane EPINARD
Machine Operator

« My hours were adjusted (...) No one made me feel as if I were handicapped, and I stayed on to continue my work. »

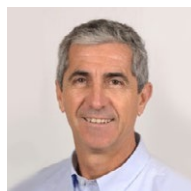


Mathieu MASMONT
Business development Mexico

«ADDEV Materials is a company that offers international career opportunities and supports its employees throughout their journey within it. After a V.I.E. of 2 years in Mexico, ADDEV Materials offers me the opportunity to stay in this country and to continue its business development. It encourages intrapreneurship and gives all its confidence to young talents.»

2 - ADD'CARE

Improving quality of life, safety and well-being in the workplace is a standalone program within the Group. To achieve this, QVT standards have been deployed throughout, wherever the company operates and various "leisure" initiatives are rolled out throughout the year.



Bruno LA TORRE
Industrial Performance & QHSE Director

« Safety first ! At ADDEV Materials, the health of our employees is an absolute priority. In order to make all our employees responsible, we deploy a daily safety management system on our sites, using visual performance management. Safety is a state of mind, let's talk about it and act together every day. »



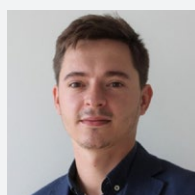
Arthur CARTIER
Marketing specialist
Aerospace & Defense

« I am happy to have been able to participate in the Run in Lyon alongside many other runners from ADDEV Materials. The opportunity, for my first run, to surpass myself and give the best of myself while discovering the city of Lyon in a different way. At the end of the race, a lunch buffet allowed the runners and their families to share a real moment of conviviality. Thank you for this great event! »

3 group policies

HIRING

We aim to conduct the hiring process with high standards whether internally or externally, by publishing our job offers widely with a strong diversity requirement.



Arthur DURAND GOUTELLE
HR Manager

«Our job openings can be accessed via our intranet, on the ADDEV Materials website and they are displayed on site. We require our hiring service providers to supply genuine diversity of job candidates. »

ANNUAL PERFORMANCE APPRAISAL

Our annual performance appraisals allow all employees to benefit - at least once a year - from an in-depth meeting with their Manager, which also provides the opportunity to express their wants and needs. Key elements of our HR policy include seeing the value of mapping out internal career paths, and allowing all employees to express themselves.

4 values

Adding value forms the cornerstone of the ADDEV Materials ethos and this is even more so the case with its teams. The Group's historical values can be unpacked as follows:

T

TRUST

E

ENTHUSIASM

A

AUTONOMY

M

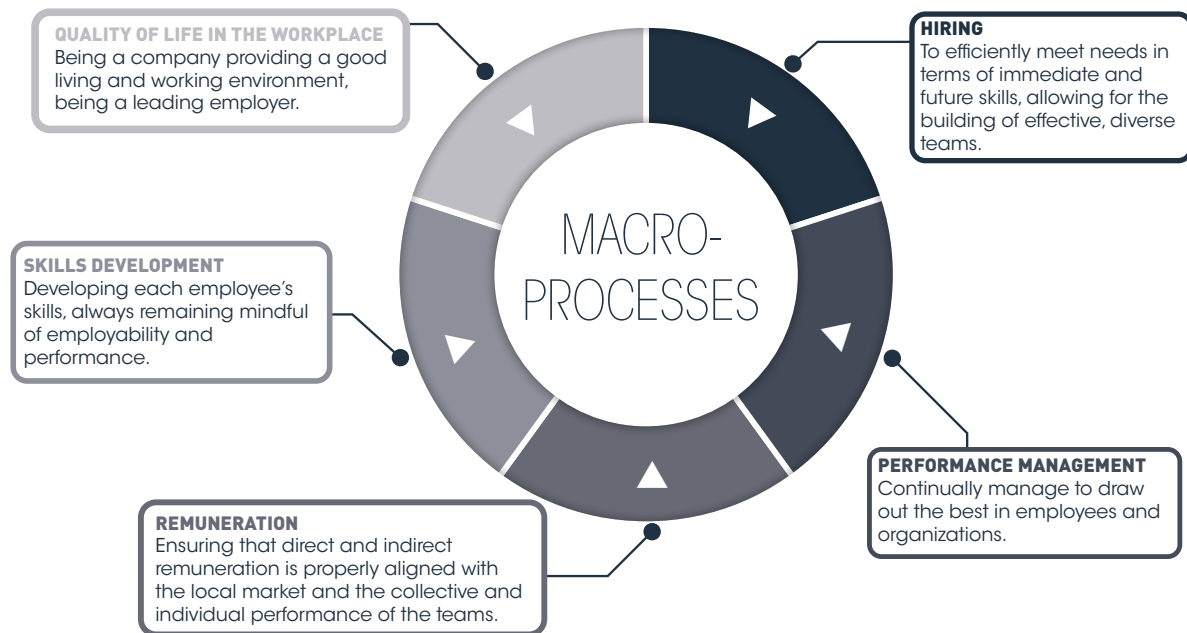
MOTIVATION



Pat WRIGHT - Key Accounts Manager, Pittsburgh

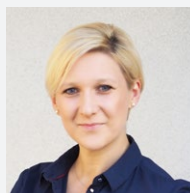
« Enthusiasm comes naturally, and working directly with the client is the only way to sell. If you don't have enthusiasm for your own work, how are clients going to be able to be enthusiastic working with your company? »

5 macroprocesses



REMOTE WORK

A significant Group policy was deployed from 2020, which allows all eligible employees to work remotely two days per week. Simultaneously, consideration was given to restructuring the work of those staff members who would be unable to work remotely, with the aim of also finding for them a more flexible structure that aligns better with the demands of daily life.



Dagmara RYTEL - Inside Sales Representative, Pologne

« At work at home, I love the fact that I can sleep a little longer and I don't waste time in traffic jams. On the other hand, I have my computer "open" all the time, so I work longer. I can fully focus on professional tasks, I do not have all sorts of "distractions" that normally exists in the office. However, contact with other people is important to me, we build interpersonal relationships and we feel that we belong to a community. It is also crucial to have possibility to discuss face to face some quotes, customers' issues with production people. »

ADDEV Academy

The Group has an in-house training school offering leadership programs to all Managers and personalized English language sessions to bolster its international position. Local coaching support and specific training are also provided to support ADDEV Materials employees.



*Ludivine DANGER,
Channel Manager
EMEA*

«As part of taking up a position in a Europe Middle

East sector directly linked to the United States, learning English and developing fluency is important in terms of being more at ease. It also provides a wonderful opportunity to meet others within the Group. »



Matt WEBB, General Manager - ANDPAK, California

« Leaders at all levels within our organization have a big responsibility to ensure that team members understand their goals, understand how they are performing against their goals, and are inspired to use their expertise and experience to contribute towards

the effort. This is not easy to do! It requires skills that can be learned and must be practiced. Some very useful training for management include Visual Management Tools to be more effective and efficient in communicating goals and performance, Communication skills in order to be empathetic listeners and to know how to communicate factually and without bias, and Personal Time Management, to identify and prioritize the most important and impactful activities

About us

Founded in 2006, ADDEV Materials is an intermediate-sized, owner-managed, entrepreneurial and international company that designs customized materials (adhesive strips, foams, technical films, glues, chemical products and paints) with added value to optimize its clients' industrial performance.

Its technical expertise lies in three major Business groups:

AEROSPACE & DEFENSE

MOBILITY & INDUSTRIES

HEALTHCARE & HYGIENE

Its history

ADDEV Materials was built combining its organic growth with strong external growth. By developing its technical expertise and investing in many bespoke converting and cutting technologies, today it offers its industrial clients unique know-how surrounding the manufacture and expert distribution of materials, the converting of adhesive strips, foams, technical films as well as the customized packaging of glues, chemical products and paints.

Its geographical position

Established in Europe and North America, ADDEV Materials is a "multilocal" player, combining proximity and responsiveness, with an industry understanding of key international accounts.



www.addevmaterials.com