



**OUR POLICY**

# CSR

**LHERS Corporate Social Responsibility**



# WHO ARE WE?

LHERS is a company specializing in the manufacture of precision mechanical parts and subassemblies

SIÈGE SOCIAL BASÉ À  
AUCAMVILLE (31)

**LHERS LLC**  
8840 Grissom Parkway Suite C  
FL 32780, Titusville | USA

**LHERS SAS**  
18 rue Françoise  
31140 Aucamville | FRANCE



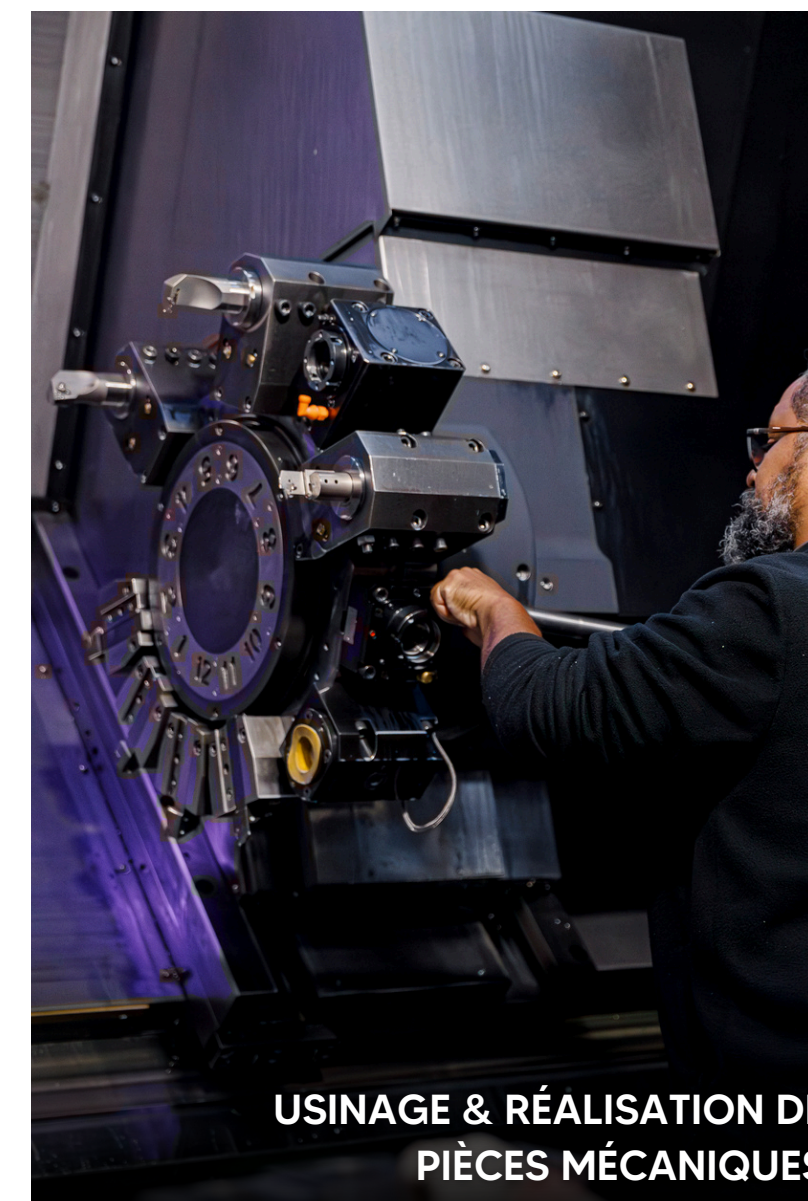
## OUR KEY FIGURES

**7.5 M€**  
REVENUE TARGET FOR 2025

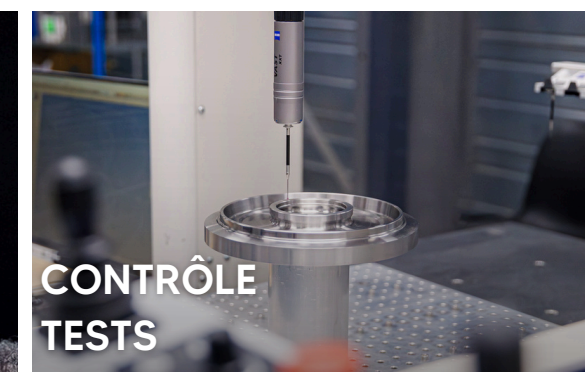
**62 employee**  
TOTAL WORKFORCE AT THE BEGINNING  
OF 2025

**3 000 m<sup>2</sup>**  
TOTAL FLOOR SPACE OF OUR FACILITIES

## NOS SERVICES



USINAGE & RÉALISATION DE  
PIÈCES MÉCANIQUES



CONTRÔLE  
TESTS



CHAUDRONNERIE  
SOUDURE



ASSEMBLAGE  
RÉGLAGE

# 1. GOVERNANCE & STRATEGY



CSR DIVISION



DELIVERY OF A TRAINING PROGRAM  
CORPORATE ECOLOGICAL  
TRANSITION COORDINATOR

CONDUCTING A CSR AUDIT IN  
2024



Our main clients



## 2. ECONOMIC PERFORMANCE

### CUSTOMER AND SUPPLIER RELATIONS



**80%**

of our business is conducted  
within 50 km of LHERS.

**99%**

of our purchases are  
made in Europe.

**100%**

Most of our subcontracting  
is carried out in European  
democracies.



Establishing a presence in the U.S. to shorten  
supply chains.

# 3. HUMAN RESOURCES & WORKING CONDITIONS



- All positions created are permanent, on-site roles.
- Management involvement in every hiring decision to ensure consistency in team composition.
- Onboarding and integration of our staff.
- Retaining talent within the company.
- Offering career advancement opportunities to our team, taking into account their ambitions, skills, and the opportunities created by the company's growth.

**50** JOBS  
CREATED OVER THE PAST NINE YEARS.

**+25%**  
DE PERSONNEL CHAQUE ANNÉE.



Strict equality in wages and salaries



Training plan established:  
1 training session per person per year



Commitment to increasing gender parity:  
7 women by 2025  
12% of our workforce



Partnership with CFAI:  
8 apprentices by 2025



The team includes players from 8 different countries

# 4. ENVIRONMENT

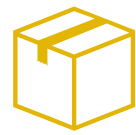
## & SUSTAINABLE PRODUCTION METHODS



### INTERNAL



Waste management and recycling.



Recycling cardboard through the purchase of a baler.



Elimination of plastic waste.



Elimination of paper wiping.



Widespread installation of LED lighting.



Installation of heat recovery systems on compressors and cooling systems to provide heating for the workshop.



Eco-labeled machines.



Encourage carpooling and public transportation.



# 5. LOCAL ROOTS & COMMUNITIES



Partner of FENIX Toulouse Handball & member of the 1964 Business Club

Partner of the TUC Balma Handball Association



Associate Member of SPACE AERO  
Supporting our growth  
and the training of our teams

Member of CPME31  
Haute-Garonne



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