



OUR COMMITMENTS 2026

LFB Group provides concrete responses to the societal challenges of our time and offers its clients solutions, products, and services that contribute to the fight against climate change. The Group structures its CSR commitments around three strategic pillars covering all of its activities. Their implementation is overseen by cross-functional governance bringing together Legal & Compliance, Human Resources, and Operations.

These commitments are reviewed annually to ensure their relevance and alignment with the Group's challenges and the expectations of its stakeholders, as we are actively working to build a sustainable future for generations to come.



Thierry Jomard
Chief Executive Officer
LFB Group



BE A RESPONSIBLE STAKEHOLDER

Customer and Stakeholder Satisfaction

Provide products and services that meet customer requirements, ensuring everyone's commitment to continuous improvement and effective risk management.

Responsibility

Play an active role in upholding our core values. Comply with the laws and regulations applicable to the company. Ensure ethical and responsible sourcing.

Innovation, Performance & Sustainability

Strengthen long-term, sustainable partnerships with suppliers. Improve overall profitability in order to safeguard the company's reputation and long-term viability.



PROTECT OUR ENVIRONMENT

Act to sustainably reduce the environmental impact of our activities and products.

Improve our environmental performance by reducing greenhouse gas emissions from our operations (Scopes 1 and 2), as well as Scope 3 emissions across our entire value chain.

Act to reduce our environmental footprint by conserving resources, preventing pollution, and optimizing waste recycling and recovery.

Improve the energy performance of products during their use phase.

Reduce our climate impact by actively driving the transition toward more environmentally friendly refrigerants.

Provide environmental information on our products.



- Reduce GHG emissions (Scope 1 & 2) by 5% compared to 2024
- Reduce the carbon intensity of our business activity (Scopes 1, 2 & 3) by 10% compared to 2023
- Reduce the energy consumption of products by 8 to 10% compared to 2024
- Achieve more than 5% of revenue from products with low GWP
- Ensure that all new HVAC products are certified under ECOPASSPORT and EUROVENT
- Reduce water consumption by 5% per year
- Achieve a 3% reduction in non-recovered (non-recycled) waste



- Reduce customer complaints by 15% each year
- Achieve zero non-compliance throughout the year in terms of business ethics
- Ensure that at least 60% of suppliers participate in CSR commitments over the year



PRESERVE OUR HUMAN CAPITAL

Health & Safety

Ensure a safe and healthy working environment, eliminate hazards, prevent risks and injuries, and promote the active participation of employees and their representatives.

Skills Development

Develop safety skills and best practices related to propane in order to reduce risks and incidents. Promote diversity and inclusion by training managers and employees.

Cohesion & Well-being at Work

Motivate, recognize, and retain our talents. Improve quality of life and well-being at work. Foster a positive and collaborative social climate through regular and constructive social dialogue. Reduce professional inequalities between women and men.



- Reduce workplace accidents by 20% per year
- Improve eNPS and employee engagement levels by 10% compared to 2025
- Train 50% of technicians and 100% of sales staff and production users in the safe handling of propane
- Reduce the gender pay gap from 4.9% to ≤ 4.0%