



NLX 2500/700

OUR POLICY

CSR

LHERS Corporate Social Responsibility

WHO ARE WE?

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

HEADQUARTERS LOCATED IN
AUCAMVILLE (31)

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

LHERS SAS
18 rue Françoise
31140 Aucamville | FRANCE



OUR KEY FIGURES

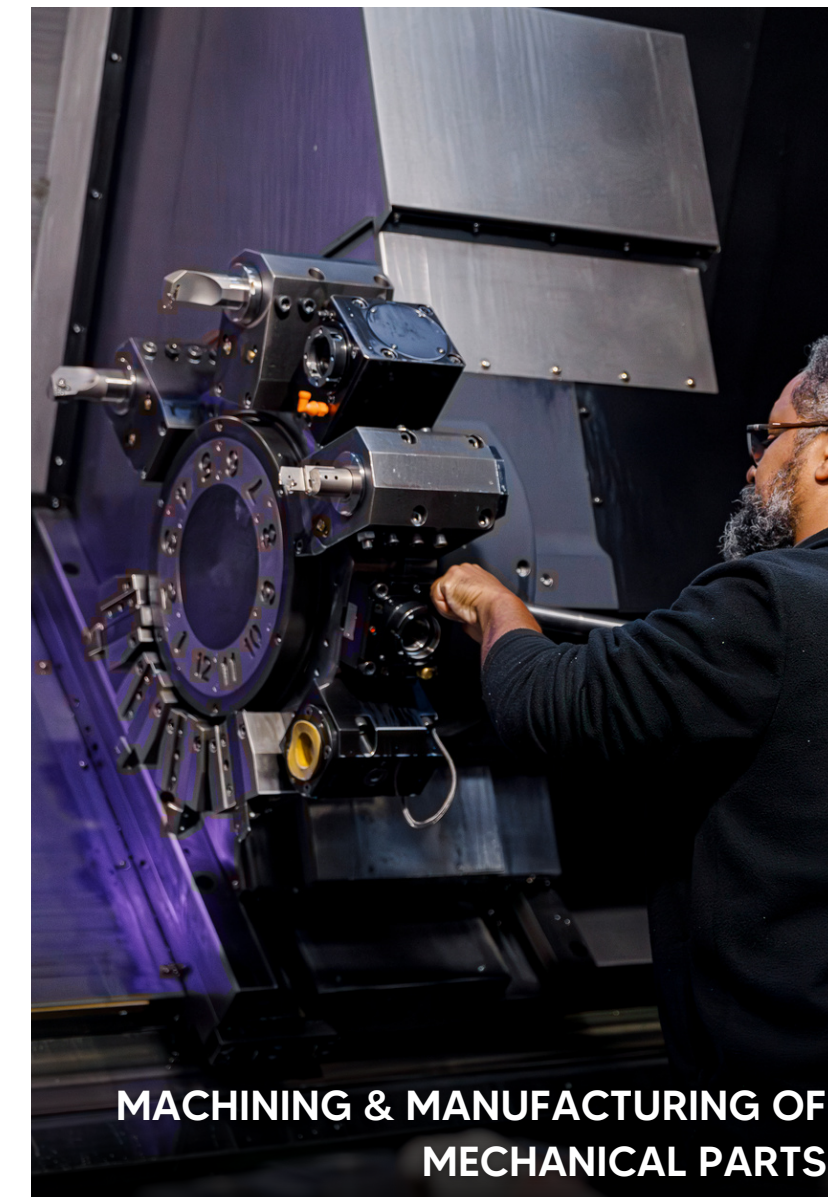
7.5 M€
REVENUE TARGET FOR 2025

62 employee
TOTAL WORKFORCE AT THE BEGINNING
OF 2025

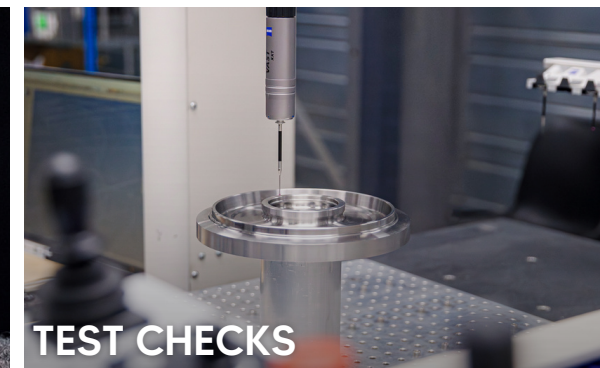
3 000 m²
TOTAL FLOOR SPACE OF OUR FACILITIES



NOS SERVICES



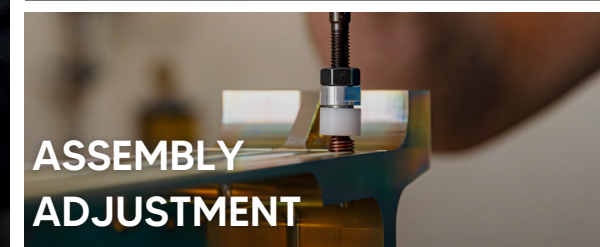
**MACHINING & MANUFACTURING OF
MECHANICAL PARTS**



TEST CHECKS



**BOILER MAKING
WELDING**



**ASSEMBLY
ADJUSTMENT**

1. GOVERNANCE & STRATEGY



CSR DIVISION

Salomé QUERIC
CSR Coordinator

Fernand ROMEO
Quality Manager

Olivier GEYSELS
President

DELIVERY OF A TRAINING
PROGRAM
CORPORATE ECOLOGICAL
TRANSITION COORDINATOR

CONDUCTING A CSR AUDIT IN
2024



Our main clients

LIEBHERR



AIRBUS
U.S. SPACE & DEFENSE



THALES

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



SALOMÉ QUÉRIC

COMMUNICATION | CSR

salome.queric@lhers.fr

FERNAND ROMÉO

QUALITY MANAGER

fernand.romeo@lhers.fr

+33 (0)5 32 74 86 60

OLIVIER GEYSELS

PRESIDENT

olivier.geysels@lhers.fr

+33 (0)5 32 74 86 43



LHERS

18 rue Françoise
31140 AUCAMVILLE
FRANCE
+33 (0)5 61 35 03 29



LHERS

8840 Grissom Parkway Suite C
FL 33780 TITUSVILLE
USA
+1 (321) 483-9057

contact@lhers.fr



www.lhers.fr