



INNOVATING
for low-carbon
and clean energies



COMMITTING
to sustainable
achievements

HUMAN RESOURCES POLICY

McPhy is at the forefront of **low-carbon hydrogen technologies** and practices, contributing to **sustainable development** and supporting **climate actions**.

We aim to continue being recognized as an employer of choice, through:

Placing **health and safety** at the highest level of importance,

Being an **inclusive company**, promoting **diversity** across our European entities and beyond,

Developing the **skills, empowerment and accountability of our people**, for the benefit of our stakeholders,

Minimizing our **environmental impact** and promote **better care for the Planet**,

Engaging with our **communities** to benefit to the wider society,

Integrating our **360° value chain**, i.e. our suppliers, contractors and clients through a **collaborative approach**.

Always with **unyielding integrity**.



CARING
respect people
and ideas
support each other

Jean-Baptiste LUCAS
Chief Executive Officer

Anne DELPRAT
Chief Human Resources Officer McPhy



ADAPTING
being agile
and solution driven

