



Organisation of work spaces is a true business project and an issue of human interest for you and your employees. Over the years, Ester has always been able to respond to the various economic, social, societal and environmental constraints and provide a five-fold response - 5E

Ethics

Beyond skills there is the matter of behaviour, with the following imperatives:

- Getting users to assume responsibility for their contributions and their value as examples.
- The need to adopt an attitude of trust in people and accept that while they may make mistakes they can be open-minded enough to learn from them.
- Informing in a transparent manner.
- Always telling the truth even when it is hard to say and tough to hear.
- Managing by setting an example: saying what we do and doing what we say.
- Participatory management where everyone has the right to be heard.
- Recognising and assuming one's acts.

Economics

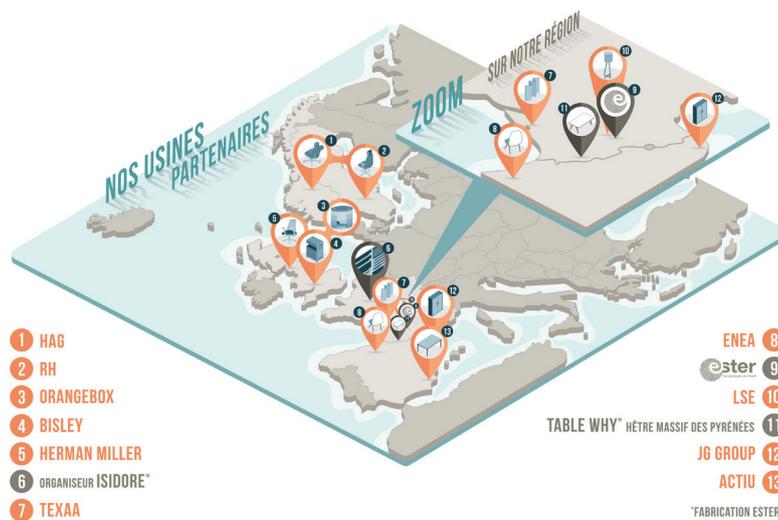
More in less – consuming less, better and sustainably on the basis of investments that boost performance and the quality of life at work.

- Not turning our results to purely marketing purposes: investing in proximity,
- Avoiding an obsession with figures.
- Acting with caring and responsible industrial and financial partners.
- Making and keeping to our commitments in the interest of all.

Ecology

Reducing (sobriety of needs), re-using (process efficiency), adapting (re-using objects for other ends) and recycling (making use of recycled materials and at the very least buying renewables).

- Re-using the equipment already available within the company and optimising it by integrating ecologically designed or natural additions.
- Zero mileage: developing local and ecologically responsible production, for its own sake and also to encourage positive behavioural changes.
- Adapting our purchasing policy to sustainable development.



Ergonomics

The link between collective performance and health at work finds expression in the respect granted to the quality of what is produced (goods or services). The best expert on workplace conditions is the person going through the gestures on a daily basis.

Thus technique, through the variability of applications, practices and conceptions, enters the field of cultural activities. But thought is inseparable from gesture and its absence leads to inaction or a poorly performed action. Developing solutions with users means striving towards greater appropriation and together achieving clearly identified goals – thus fostering an autonomous and appreciative organisation.

Esthetics

Accompanying collaboration, structuring surfaces and making the most of spaces to encourage human interactions and integrate them in architectural projects. All the previous actions lead to a functional blueprint for revealing beings in a natural and respectful environment and responding to the fine and the good. The whole story of the biophilia hypothesis.

In keeping with the 5E Charter, ester undertakes to grant to its partners and plants the same level of consideration that its customers expect in return. In that context, ester ensures that it honours its payments on the set due dates, performs quality controls before any handover, ensures the sustainability of its products and states only what is fair, objective and true.