

Corporate social responsibility policy

Corporate Social Responsibility (CSR) combines all of Artelia's values. It is at the heart of our strategy and gives purpose to our business lines.

It is materialised in the skills of the men and women who work at Artelia, whose mission is to imagine, design, and develop more efficient, harmonious and sustainable cities and regions. Our passion is to put our knowledge, intelligence and diversity at the service of our clients to design value-added solutions with them.

By implementing a proactive CSR policy and promoting eco-design as part of our clients' projects, we reassert our social and environmental commitment in our constant search for improvement.

OUR ACTIONS ARE GUIDED BY FOUR THEMES:

Governance

- Providing **working conditions** that comply with fundamental rights and that are in line with the regulations in force in the countries concerned;
- Pursuing our positioning **strategy based on emerging** techniques or niche sectors that require high value-added skills;
- Preserving our **independence** by making well thought-out decisions and taking into consideration unbiased economic, environmental and social aspects;
- Improving our integrated management system (QHSE), using our different Committees to enhance our practices (Commitment Committee, Ethics Committee, Diversity Committee, etc.) and reinforcing risk prevention and management in the context of our activities;
- Complying with our Code of Ethics and promoting a behaviour based on exemplarity and integrity.

Business lines

- Promoting **continuing education for our employees so that they remain at the cutting edge of their work sector**;
- Encouraging **research and innovation** concerning viable and sustainable techniques (patents and publications);
- Promoting holistic and multicriterion approaches from design to implementation of our assignments (eco-design, high environmental quality, green mobility, risk analysis, social acceptability, etc.) and keeping a record of new developments so that they are always taken into account;
- Listening to and advising our clients to guide them towards innovative and appropriate solutions, while taking into consideration current and future issues related to their projects.

Internal practices

- Promoting the wealth of the company's human resources, in particular with regard to diversity and multicultural **aspects**, and favouring social dialogue to create a climate of trust concerning the choices made by the company;
- Promoting eco-friendly behaviour (lighting, printing, sorting of waste, etc.), reducing our carbon footprint (using public transport and videoconferencing, developing our fleet of electric cars, etc.), **improving our energy efficiency (eco-certified IT equipment and paper, etc.)**, **ensuring consistency with our greenhouse gas emission targets**;
- Deploying our responsible purchasing policy and selecting our suppliers and subcontractors in consideration of their CSR assessment but also by helping them to adopt our sustainable approach;
- Involving our employees even more by allowing them to buy shares in the company;
- Reinforcing occupational health & safety risk prevention (Ad-hoc risk assessment forms, collective yearly actions: Safety Day, etc.).

Civil society

- Being proactive in order to contribute to positive changes in **ways of thinking** (proposing sustainable solutions to our clients, developing our social approach during our assignments, changing our workplace behaviour, establishing partnerships with our subcontractors, etc.) and developing a "win-win" approach for relations with internal and external stakeholders;
- **Discussing our practices with other industry players** (Syntec, Fidic) to create value and daring to step out of our comfort zone whenever necessary;
- Developing closer relations with students by encouraging our experts to give lessons in higher-education courses and proposing internships for different study levels;
- Backing the Artelia **Foundation** in its projects, in line with our Group's values.

The CSR approach is one of the components of Artelia's Management System (SMART). In this respect, the group's objectives, actions and indicators are defined and published regularly. Our network of Management System correspondents and technical specialists have a major role to play to ensure that this approach is fully embraced by our teams and used in our business activities. Artelia's annual report includes a section that summarises all our accomplishments relating to CSR. Our internal communication on this topic is based on the intranet site and two internal events, one dedicated to CSR aspects, the other to occupational health & safety aspects.

The Risks and Management System Department (RMSD) is in charge of coordinating and managing these themes in collaboration with other Group Management Departments.

