

Our commitments and goals for 2020

Artelia has undertaken to advance the UN's Sustainable Development Goals. All 17 SDGs are incorporated into the four pillars of our CSR policy. They are factored into our projects and implemented through the roll-out of CSR practices across the Group. Indeed, Artelia wants more than ever before to play a part in shaping a new world - a world that is kinder to people and more mindful of the environment.

ASSERT OURSELVES AS AN INDEPENDENT, ETHICAL GROUP

Our commitments

- **Preserve** our independence by means of employee shareholding, one of the company's core values
- **Abide by** our Code of Ethics and promote the highest standards of ethical conduct and integrity
- **Associate** our partners in our approach in the framework of our Business Conduct Guide
- **Make** exemplary ethical behaviour a driver of performance and long-term growth
- **Encourage** discussion and analysis of problem situations by means of the Ethics Committee
- **Roll out** a whistle-blowing system



Our goals for 2020

- Each year, provide ethics training for **100%** of our employees
- Increase the proportion of employee shareholders to **65%**

IMPROVE ENVIRONMENTAL PERFORMANCE

Our commitments

Promote eco-design approaches in our clients' projects:

- **Be attentive** to our clients in order to guide them towards solutions incorporating new digital technologies geared to the present and future issues related to their projects
- **Design and develop** attractive, energy-efficient and sustainable buildings, cities and regions and eco-efficient industrial facilities
- **Provide** cutting-edge expertise to promote the circular economy and address the challenges of energy consumption, greenhouse gas emissions, waste recovery, mobility, mixed usage, functionality, water resource management and biodiversity conservation

Adopt an eco-responsible approach for our activities:

- **Reduce** our greenhouse gas emissions by means of a sustainable travel policy
- **Adopt** an eco-responsible approach to managing our sites and buildings
- **Improve** the environmental impact of our office activities
- **Pursue** an eco-responsible purchasing policy by selecting suppliers on the basis of criteria with a sustainable development focus



Our goals for 2020

- Promote actions to enhance environmental performance in **100%** of our design assignments
- Reduce our GHG emissions by **10%** compared to 2014
- Educate **100%** of the Group's employees in eco-friendly actions
- Obtain buy-in to our ethical, environmental and social principles from **100%** of our suppliers*

* Excluding project-related services

DEVELOP OUR HUMAN CAPITAL

Our commitments

- **Offer** working conditions that respect fundamental rights and comply with regulations in force in the countries where we operate, to guarantee our teams' well-being
- **Guarantee** the health and safety of our employees
- **Promote** diversity and multiculturalism in all their forms within the Group
- **Attract and cultivate** the best talents with the Artelia Way: promote individual responsibility taking and creativity; encourage an entrepreneurial management approach that brings people together and nurtures talent for the Group; develop mobility as a springboard to a fulfilling career within the Group; propose a diverse range of skill development approaches tailored to each individual
- **Encourage** social dialogue
- **Undertake** to safeguard and develop employment



Our goals for 2020

- Achieve a workplace accident frequency rate of less than **3**
- Increase the proportion of female project managers to **25%**
- Ensure that **90%** of personal and professional development actions achieve their stated objective
- Obtain **90%** favourable opinions during annual negotiations and consultations

COMMIT TO CIVIC AND HUMANITARIAN CAUSES

Our commitments

- **Encourage** the Artelia Foundation in its undertakings and promote skills-based voluntary work
- **Drive** collaborative research and innovation to develop viable and sustainable techniques (patents, scientific publications, etc.)
- **Support** partnerships that aim to develop innovations or new services
- **Contribute** to community life thanks to our dense regional network and by encouraging our experts to get involved in local life
- **Share** our practices with our peers (through bodies such as Syntec Ingénierie and Fidic), in order to create value



Our goals for 2020

- Devote **4%** of the Group's net income to the Artelia Foundation*
- Allocate **3%** of our fees to our R&D and innovation programme

*Amount capped at €350,000

The Group's CSR approach ties in with the Artelia Management System (SMART). Objectives, actions and indicators in this respect are defined and published at regular intervals. Each year, Artelia's annual report is accompanied by a non-financial performance report summarising our achievements relating to CSR.

The Marketing, Communication & CSR Department is in charge of coordinating and overseeing these issues in conjunction with the other Group support service departments and sectors.