



CORPORATE SOCIAL RESPONSIBILITY

Our commitments and targets for 2025

In signing up to the Global Compact in 2018, Artelia made a firm commitment to advance the UN's seventeen Sustainable Development Goals. That is why we have set some ambitious targets for each of the four pillars of our CSR policy, that we aim to achieve by 2025.

These targets will help us move towards more resource-efficient and responsible practices within our everyday assignments. They also tie in with the company's corporate purpose: **designing solutions for a positive life.**

These targets have the full support of the Group's senior management. The CSR Director is in charge of overseeing the Group's policy in this area and reports to the Chief Executive Officer. The CSR Committee guides the actions of the Board of Directors, liaising closely with the CSR Director, and evaluates our progress towards achieving our targets on an annual basis. It also addresses any particular situations that arise.

COMBINE INDEPENDENCE AND VALUE SHARING

OUR COMMITMENTS

- **Guarantee** that control of the company remains in the hands of its management, **promote** employee shareholding on a broad level and **encourage** regular renewal in this regard, in order to uphold our independence
- **Share** the value created by the Group with all its employees (through individual and collective bonuses).



OUR TARGETS

- Increase the proportion of employee shareholders to **50%** with **40%** aged under 40
- Share at least **50%** of the Group's operating income with the workforce

COMMIT TO CIVIC AND HUMANITARIAN CAUSES

OUR COMMITMENTS

- **Promote** social, economic and environmental initiatives, in particular by supporting the actions of the Artelia Foundation
- **Pursue a responsible purchasing policy** by encouraging our suppliers and subcontractors to commit themselves to socially and environmentally sound practices



OUR TARGETS

- Aim to invest an amount equivalent to at least **3%** of the Group's operating income in the Foundation each year
- Require **100%** of our business partners to comply with the terms of a responsible procurement charter



DEVELOP OUR HUMAN CAPITAL

OUR COMMITMENTS

- **Guarantee** working conditions that protect the safety and well-being of our employees
- **Promote** diversity and multiculturalism in all their forms within the Group
- **Support** our employees by providing skills development opportunities
- **Encourage** dialogue within the company and involve staff and management representatives in corporate decision-making



OUR TARGETS

- Achieve a workplace accident frequency rate of less than **3**
- Increase the proportion of female project managers to **30%**
- Enable **100%** of our employees to access skills development opportunities each year
- Obtain **90%** favourable opinions during mandatory consultation procedures



PROTECT OUR ENVIRONMENT

OUR COMMITMENTS

- **Promote** systematic measures to enhance environmental performance in our design and work site supervision assignments
- **Consider** the CSR impact of our clients' projects by means of a social, ethical and environmental assessment grid
- **Preserve** natural resources and support the circular economy by rolling out eco-responsible practices at all our sites
- **Contribute to the fight against climate change and work towards net zero carbon** by reducing and offsetting our greenhouse gas emissions



OUR TARGETS

- Train **100%** of our project managers in eco-design and environmental issues on work sites
- Submit **100%** of our commercial proposals for design and works supervision assignments to an assessment using our CSR grid
- Work towards **zero** single-use plastics and recover **100%** of the paper and electronic waste produced at our sites
- Reduce the Group's carbon footprint by **50%** in comparison with 2020 (in tCO₂e per person)