



EKIUM CORPORATE SOCIAL RESPONSIBILITY CHARTER



Corporate Social Responsibility Charter



The SNEF Group, of which Ekium has been a part since 2017, published in 2018, for its seventh year, its commitment to the core values relating to human rights, labour rights, environmental protection and anti-corruption at the Global Compact Active level on the United Nations Global Compact website.

Society's expectations are changing. A survey on "[How the French look at CSR and their appropriation of it](#)" (IFOP poll for RM Conseil, year 2019) highlighted the areas related to CSR in which companies should focus their efforts as a priority:

- 1/ Improving working conditions and the well-being of employees
- 2/ Protecting the environment
- 3/ Promoting responsible consumption
- 4/ Promoting local business development

This perception is a prerequisite for Ekium to take into account the expectations of interested parties through ongoing dialogue.

In order to progress towards more sober and responsible practices, Ekium's strategy is based on the following three axes:

- 🔴 Responsible economic activities
- 🔴 Social
- 🔴 Environmental

Philippe LANOIR
Ekium President





The Management Committee

Composed of 9 members, it defines the strategic directions, ensures the coherence of the development of the subsidiaries and business units and steers the main operational issues. CSR indicators are monitored and analysed at each Management Committee meeting.



Philippe LANOIR
President

Jean-François YOT
Managing Director

Lionel BESSON
General Manager
Director

Yujing CHARRE-GUO
Administrative & Financial
Director

Pierre COLOMBEL
Human Resources
Director

Patricia CAMPISTRON
QHSE
Director

Vincent LAZIAN
Automation
Director

Alexandre MANTEL
Building Engineering
Director

Olivier RIBERA
Nuclear Services &
Engineering
Director

Frédéric TIRAND
Engineering Industry &
Consulting
Director

In addition to the Management Committee, steering committees are used to implement this organisation and transmit the strategy to different levels:

Operational Committee: This committee, made up of department and division managers, meets four times a year to analyse our strategy, the market and the competition in order to develop our offer and our organisation.

Management Committee: Its members are responsible for implementing the defined strategic orientations in the field and coordinating the actions of the various sites, and ensuring the flow of information within Ekiium.

AXIS 1: RESPONSIBLE ECONOMIC ACTIVITIES



TAKING OUR STRATEGY TO THE HIGHEST LEVEL OF THE COMPANY

Controlling the risks of our business through our integrated management system and steering committees

The deployment of Ekium's strategy involves the voluntary and shared application of the Integrated Management System, based on the application of normative and regulatory requirements, including ISO 9001, ISO 45001, MASE and CEFRI-E.

This management system supports our development while controlling quality, safety, health, environmental and radiation protection risks. We are continuing the process of digitalising our processes that began in 2018.



Ethics & Compliance

The SNEF Group has always affirmed its absolute commitment to business ethics and to preventing and rejecting corruption. Warning and management systems have been set up and strengthened in France and abroad:

- Compliance with our anti-bribery principles
- Qualification and monitoring of our suppliers, subcontractors and service providers
- Prohibition of any order or practice of a discriminatory nature

As such, the Code of Conduct is adopted each year by all of our Group employees.

This commitment to respecting ethical rules is reaffirmed through management meetings, plenary assemblies and specific training on the most exposed populations. The Group now has Compliance Officers as well as an audit department responsible for carrying out investigations.

Responsible Purchasing

CSR selection criteria are taken into account in our purchasing decisions and choice of suppliers, subcontractors and service providers: social and human, environmental, ethical and safety. These criteria and the associated rules are taken into account in our purchasing process, which is integrated into the Ekium SMI.



INDICATORS

Adapting our working methods:

Productivity gain (in percent) achieved through the implementation of digitalisation.

Number of audits carried out by the QHSE department in a year.

Implementing our purchasing policy managers :

Number of supplier assessments conducted in a year

Implementing the Compliance policy :

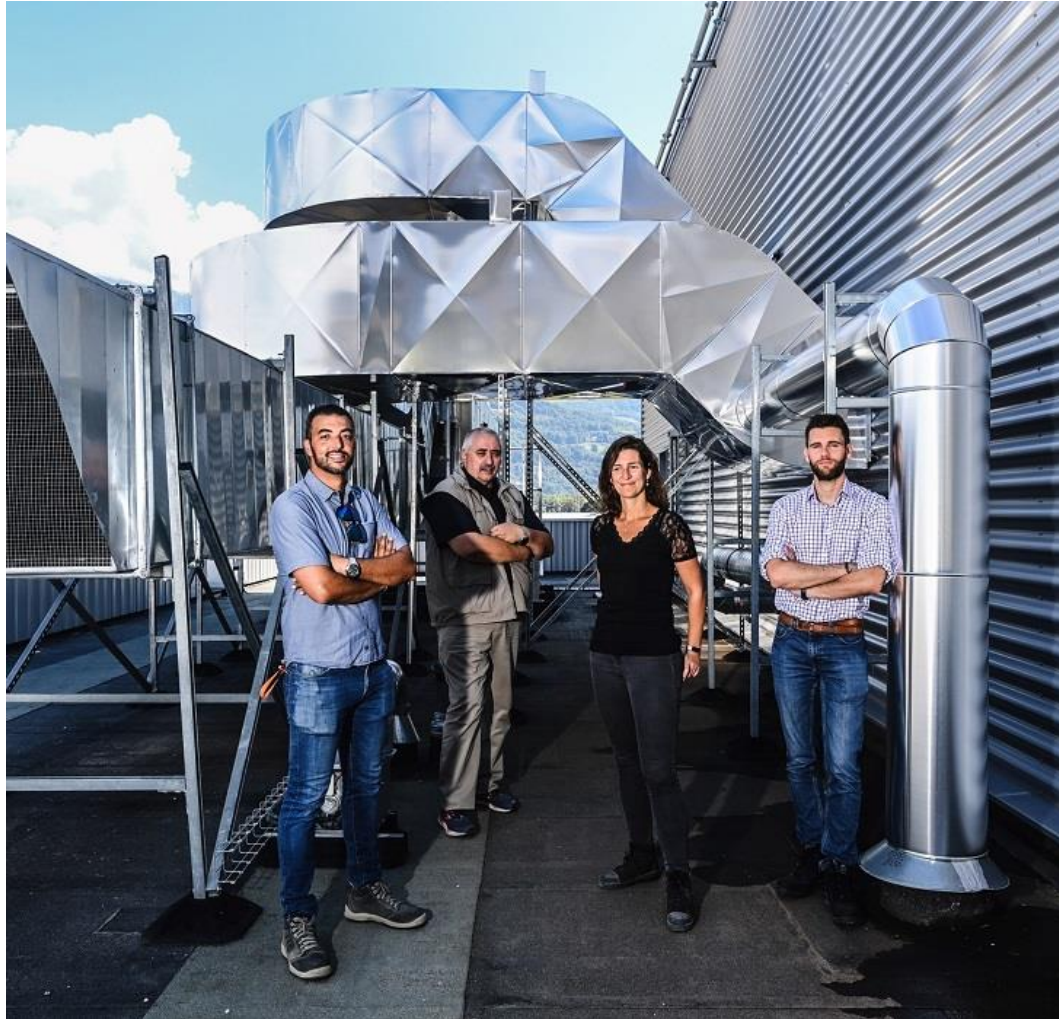
Raising awareness of populations at risk

AXIS 2: SOCIAL



CULTIVATING OUR HUMAN CAPITAL

Human capital is our most important asset. That's why Ekium is committed to preserving and cultivating it.



Encourage a mix of backgrounds and origins among our employees

Our recruitment processes express our desire to reflect the diversity of today's society in our workforce.

Recruitment methods are defined in a procedure in our integrated management system. We voluntarily give priority to skills wherever we operate.

Ekium is a partner of **Entreprendre pour Apprendre**, a federation of 15 associations under the 1901 law. **Entreprendre Pour Apprendre** interconnects school and business to mutually enrich each other's energies and help all potential grow together.

In order to promote gender diversity, Ekium has created the **EKILIBRE** network.

Equality between women and men is a fundamental right for all of us and is a key value. The Ekium Group is committed to limiting the pay gap between male and female starters. Every two years, the social partners and the management meet to renegotiate the company agreement in order to integrate new measures relating to gender equality and Quality of Life at Work. The present agreement was concluded in October 2021 and takes effect on 1 January 2022 for a period of 2 years.

The purpose of the **parenthood guide** is to help Ekium employees organise their family and professional life when they have a child. It outlines the rights and duties of future or new parents and the different types of leave and benefits they can take. This guide recalls the legal obligations but also the measures provided for by the branch collective agreement and the company agreement.

Ekium is actively committed to the retention of seniority: the transfer of experience and knowledge between generations is an essential factor in the preservation of our know-how.



TO GUARANTEE OUR EMPLOYEES WORKING CONDITIONS THAT ENSURE THEIR SAFETY, HEALTH AND WELL-BEING

Building career paths adapted to each individual

Innovation is at the heart of growth. To encourage it, Ekium must recruit qualified personnel and ensure that the skills of its employees are maintained and renewed. Initial training, continuous training and work-study are processes that are widely mobilised to ensure that each person can continue their professional career by reconciling the needs of the company with their personal wishes. Ekium monitors the careers of its employees through individual and professional interviews and second career interviews. In terms of community and local development, Ekium develops partnerships with schools and participates in job forums.

Internal mobility and professional development are part of a strategic Human Resources and managerial approach. We have decided to integrate and formalise these two essential components in a dedicated process. These provisions are defined in the "Internal Mobility and Career Development Charter".

Maintaining and/or promoting the employment of people with disabilities

Ekium is aiming for a 6% employment rate of people with disabilities. In order to achieve this goal, it is essential to continue to raise the awareness of employees and their management in the fight against prejudice and the recognition of disability. Ekium is committed to developing partnerships with associations to enable the integration and retention of disabled people in the workplace. Ekium is sensitive to these issues and to its employees, and has agreed with the union delegates to pay €500 to an association recognised as being of public interest for any new RQTH or disability. A listening and counselling unit has been set up to support employees in their disability-related efforts.



Health and safety management

Ekium is ISO45001, MASE and CEFRI-E certified, and takes measures to ensure that its employees carry out their duties in the best possible health and safety conditions:

- Integration programme for new or mobile employees
- Training and accreditation
- Identification, analysis and control of occupational risks
- Digitalisation of QHSE forms
- HSE communication campaigns
- Etc.

Promoting a psychosocial risk management approach

Within the framework of an active policy of prevention of professional risks, Ekium promotes an approach to the management of psychosocial risks. The assessment of psychosocial risks and the associated means of prevention are described in the Single Occupational Risk Assessment Document (DUERP).

Implementing actions to help employees

Ekium offers a permanent listening unit set up at the Group's insurance level, should the need arise.

In addition, we have set up a support guide for employees and managers.

The social partners and the management wanted to integrate the donation of days off into the company agreement in order to be able to define the terms and conditions.

Who can benefit? Any employee who is responsible for a child under the age of 20 and suffering from an illness, disability or victim of a particularly serious accident that makes a sustained presence and constraining care indispensable. Terms of implementation: 5 working days per donor per calendar year. The days must be taken consecutively within the limit of 60 working days and can be used once the balance (CP, RCR, RTT, Repos) of the employee concerned reaches 10 days or less.



GENERATING A POSITIVE SOCIETAL IMPACT

Maintain and develop our network of local agencies branches throughout the country

Proximity to our clients and our employees is essential for Ekium, whose history is punctuated by the creation or integration of new locations. Our agencies are spread throughout France and Europe.

Taking initiatives of social utility

Ekium works with young people in schools/colleges/high schools close to the largest agencies. Ekium is also involved in the integration of young people in priority neighbourhoods by setting up discovery training courses for 3rd year students.

Our partnership with the Entreprise des Possibles since 2021 allows us to work in favour of the most disadvantaged people. It is in this context that Ekium is committed to proposing employees for inter-project volunteer missions proposed by the Entreprise des Possibles throughout the Lyon metropolitan area.

Signing of the Charter of 1000 and the Charter of Engineering for gender diversity. For several years now, Ekium has been a signatory of the Charter of 1000 and is committed to developing actions that enable the employment of vulnerable people such as CSR beneficiaries or young people from priority neighbourhoods for example. More recently, we have also signed the gender equality charter, with which we hope to achieve a major objective: to increase the number of women in technical positions and attract more female talent to our business.

Setting up solidarity actions

Ekium initiates solidarity actions in favour of the company's partner associations. The first action was a toy collection at the Lyon branch.

These different actions make it possible to raise awareness among employees and to unite an entire group or team around a project.



INDICATORS

Encouraging a mix of backgrounds and origins among our employees

Percentage of female employees in Ekium

Percentage of women in management positions

Percentage of employees over 55 years of age in the permanent workforce

Percentage of employees under 25 years of age among permanent hires

HF equality index

Building career paths adapted to each individual

Percentage of professional interviews conducted

Percentage of second career interviews carried out

Number of work-study contracts signed during the year

Number of training courses for employees over 55

Percentage of payroll devoted to professional training

Number of mobility cases processed

Promoting a psychosocial risk management approach

Percentage of managers made aware

Percentage of Number of PSR cases handled.

Absenteeism rate

Taking initiatives of social utility

Number of voluntary actions

Number of associations supported

Number of jobs created following visits to schools/universities

Number of actions in local secondary schools

Implementing actions to prevent occupational risks

Frequency rate 1, 2 of accidents at work.

Severity rate of work-related accidents.

Number of safety activities (visits, talks) carried out by employees

AXIS 3: ENVIRONMENTAL



Ekium is one of the first 30 signatories of the Engineering for Climate Charter and is committed to :

- › Contribute to the fight against climate change through our missions. In concrete terms, this means carrying out assignments that contribute to European environmental objectives and promoting the improvement of the environmental performance of our clients' installations at all stages of the projects (eco-design, BIM, Smart City, Smart Building, low-noise worksites, etc.)
- › Evaluate and limit the environmental impact of our agencies and travel (selective sorting, reduction of paper printing, monitoring of carbon footprint, etc.)

Ekium's Health, Safety and Environment commitments and objectives are defined each year and monitored at various levels of the company.

In 2022, Ekium is financing the planting of 3,000 trees in France at the Saint-Germain-d'Estueil (33) and Festigny (51) sites in partnership with [ReforesAction](#).

Tackling climate change is not just about reducing emissions, it is also about balancing environmental, social and governance responsibilities to ensure that this goal is achieved in a sustainable way.

INDICATORS

Evaluate and limit the environmental impact of our agencies and travel

- Annual update of the carbon footprint
- Selective sorting in all branches

Contribute to the fight against climate change through our missions

- Number of BIM cases completed in the year
- Number of energy performance cases.

Industry and engineering are facing the challenge of climate change, an emergency that goes beyond national borders. Achieving the objectives of the Paris Agreement and France's National Low Carbon Strategy requires the mobilisation of all stakeholders, the search for new solutions and a profound change in practices and behaviour.

Engineering is at the forefront of reducing the impact of industrial facilities, buildings and infrastructure.