



# CSR ROADMAP



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Faced with an urgent climate situation, the collapse of biodiversity and the depletion of natural resources is now calling for emergency action to lead an ecological and social transition. The digital sector accounts for 4% of greenhouse gas emissions and 10% of the electricity consumption worldwide, making it a sector that truly needs to take action.

At Aubay, we are aware of our corporate responsibility and we are determined to help build a more sustainable, equitable and responsible world.

We also believe that financial and non-financial performances are intrinsically linked, and that our sustainability policy must be placed at the heart of our business strategy. We are committed to creating value for all stakeholders involved in our business, whether they are our clients, employees, shareholders, partners or simply part of the general public.

In regard to decarbonisation, we have taken ambitious measures to reduce our carbon footprint. We are in the process of setting greenhouse gas emission reduction targets in line with the latest climate science. To achieve these targets, we have established action plans to reduce our energy consumption and promote energy sobriety, particularly by optimising the energy efficiency of our premises and by making our employees aware of eco-responsible habits they can adopt.

We also encourage employees to use soft mobility for their travel and we favour suppliers and partners committed to sustainable practices.

Gender equality is another important issue for Aubay. We believe that diversity is a major asset for our company, and that we must do everything we can to promote equality among all employees by ensuring they get equal opportunities in recruitment, training and promotions.

We also implement awareness-raising initiatives to ensure an inclusive and respectful working environment for all.

Finally, regarding the impact of digital technologies, Aubay is deploying Sustainable IT practices in order to positively work on the social, economic and environmental footprint of these technologies, both within its own scope and within the scope of its clients.

Today, our stakeholders expect concrete actions and are increasingly demanding in regard to their partners' CSR commitments.

With this in mind, our CSR roadmap is being adapted, and it's an essential steering tool for setting an ambitious trajectory, monitoring our progress, meeting regulatory expectations and achieving our sustainable development objectives.



**Cécile Schneider**  
CSR Manager

**MORE THAN 15 YEARS  
AGO, IN 2004, AUBAY  
SIGNED THE UNITED  
NATIONS GLOBAL  
COMPACT.**

As part of this, Aubay committed to implement 10 universal principles relating to respecting human rights, international labour standards, protecting the environment, and combating and preventing corruption.



To reinforce our commitments regarding social responsibility, we've created a roadmap, which was updated in 2023 and which has been built around 3 key pillars :

### REDUCING OUR ENVIRONMENTAL IMPACT

- 1 Improving our carbon footprint;
- 2 Adopting a Sustainable IT approach;

### BEING A RESPONSIBLE EMPLOYER

- 3 Guaranteeing equal opportunities;
- 4 Retaining our employees and ensuring their well-being;

### CORPORATE CITIZENSHIP AND ETHICAL PRACTICES

- 5 Committing to ethical practices;
- 6 Continuing with our sponsorship initiatives.

This roadmap **also sets the quantified targets to reach for each pillar to develop our CSR approach.**

Today, Aubay's non-financial performance has already been recognised and praised by external organisations:



**DISCOVER OUR INDICATORS IN OUR  
NON-FINANCIAL STATEMENT**

[CLICK HERE](#)

### III - REDUCING OUR ENVIRONMENTAL IMPACT

## IMPROVING OUR CARBON FOOTPRINT

Today, the digital sector is responsible for 4% of all greenhouse gas emissions worldwide.

Faced with this figure, **Aubay is committed to taking action to reduce its contribution to climate change, and to take part in building a more sustainable, low-carbon world for the future.**

As a digital services business, Aubay can act on the impacts of its offices, its supply chain, its employees' travel, or the services that it offers to its clients.



#### MEASURING

#### OUR GREENHOUSE GAS EMISSIONS

To evaluate the weight of each of Aubay's emission sources, and to calculate an exhaustive measurement of the group's carbon footprint, we've conducted our Carbon Audit across scopes 1, 2 and 3, assisted by a consulting firm which specialises in CSR and climate strategy. Aubay has formalised its goals for reducing its greenhouse gas emissions. They're currently being validated by the Science-Based Targets (SBTi) initiative.

#### REDUCING

#### THE CARBON FOOTPRINT ASSOCIATED WITH OUR TRAVEL

Currently, our employees' travel represents our main source of greenhouse gas emissions. This is why we want to multiply our efforts to reduce the volume and impact of this travel, by encouraging Aubay employees to use soft transport modes and by developing new ways of working, such as remote working.

#### DEVELOPING

#### THE PROPORTION OF RENEWABLE ENERGY IN OUR ELECTRICITY CONSUMPTION

The carbon impact generated by energy varies a lot from country to country. For an energy mix based on fossil fuels, there's a high electricity emission factor. To contribute to and support the production of renewable energy, Aubay Group is aiming to continue to increase the proportion of its sites powered by renewable electricity.

#### OPTIMISING

#### OUR ELECTRICITY CONSUMPTION

In order to optimise our energy consumption as far as possible, we have assigned employees in charge of energy management at all our sites. To ensure that sustainable resource use becomes a permanent habit, we also want to raise awareness amongst our teams on the importance and impact of individual energy consumption reductions and the adoption of more responsible daily habits.





## ADOPTING A SUSTAINABLE IT APPROACH

Faced with the environmental impacts of digital technologies, it is essential to take action to transform the sector.

The Sustainable IT concept thus aims to reduce the social, economic and environmental footprint of digital technology.

In particular, eco-design incorporates reducing a digital service's environmental impact across its entire life cycle, from the design phase.

Having signed the Planet Tech'Care manifesto and the Sustainable IT Charter, Aubay is committed to measuring and reducing the environmental impacts of services and also raising stakeholder awareness of environmental issues.

In France, Aubay's Sustainable IT policy has been awarded the NR (*Numérique Responsable* - Sustainable IT) Level 1 label.

This label recognises the quality of our commitments and is clear encouragement for our work towards building a sustainable digital model.



### INCORPORATING

#### THE NOTION OF SUSTAINABLE IT INTO OUR VALUE PROPOSITIONS FOR CLIENTS

Aubay wants to support its clients with their ecological and environmental transition by offering them decarbonised digital solutions that are tailored to their needs, and by contributing to the fight against climate change.

### OPTIMISING

#### OUR INTERNAL INFORMATION SYSTEMS TO MAKE THEM LESS ENERGY-INTENSIVE

Here at Aubay, we are aware that the way we manage our infrastructure and data internally is a leverage point that we need to activate to reduce our digital environmental footprint. In 2021, we identified and implemented priority actions within the French scope to move towards a more sustainable information system.

### PROMOTING

#### THE CIRCULAR ECONOMY AND RECOVERING OUR WASTE

Due to its activity, the main types of waste that concern Aubay are office waste and waste from electrical and electronic equipment (WEEE). The latter is subject to specific collection and processing. Above all, Aubay is aiming to ensure that its equipment is energy-sober and long-lasting, but it also ensures that any equipment reaching the end of its life cycle and which can no longer be used by its employees is recycled.

### RAISING AWARENESS AND TRAINING

#### OUR EMPLOYEES ON THE CHALLENGES OF SUSTAINABLE IT

For a consultancy business like Aubay, training its staff is essential to deliver an excellent service and to develop individual skills. We want our employees to be able to support our clients in tackling the challenges of today and tomorrow, an ambition that currently involves their ability to offer digital solutions that align more with energy sobriety approaches. We also want to raise awareness amongst all our employees of the environmental consequences of digital uses, so that we can guide them towards moderation in their daily digital practices.

This is why, in 2022, Aubay implemented a training programme in France, dedicated to Sustainable IT and split into three sections: an introductory module presenting the impacts of digital technology and the Sustainable IT approach, a module on eco-design, and a final module on accessibility.



#### 2025 GOALS

- > **Reduce** our paper consumption **by 65%** versus 2018
- > **Reduce** our electrical consumption **by 30%** versus 2018
- > **Supplying 60%** of the group's sites with renewable electricity



#### 2032 GOALS

- > **Achieve** our greenhouse gas emission reduction targets



# ATTRACTING TALENTS AND DEVELOPING OUR EMPLOYER BRAND

To deliver an exceptional service, Aubay takes on top talent and ensures that it continues to do so in order to maintain its reputation and to strengthen its attractiveness. With local recruitment, Aubay establishes itself as an active player in regional development, and it supports young talents by offering them attractive professional development opportunities.

3

GOOD HEALTH  
AND WELL-BEING



4

QUALITY  
EDUCATION



5

GENDER  
EQUALITY



8

DECENT WORK AND  
ECONOMIC GROWTH



10

REDUCED  
INEQUALITIES



### INCREASING

### OUR REACTIVITY WITH OUR EMPLOYER BRAND

Our employer brand allows us to bolster Aubay's reputation amongst potential applicants. It's therefore essential that we nurture this employer brand, particularly in a context where the "talent war" is raging and the profiles recruited are extremely in-demand on the market. We can also be found on rating websites, such as Glassdoor or Indeed, on which we regularly track feedback and reviews submitted by employees or applicants on their experiences with Aubay.

### REINFORCING

### OUR RECRUITMENT POLICY, PARTICULARLY FOR YOUNG TALENTS

Aubay is developing professional insert for young job-seekers by focusing part of its recruitment on employing interns and student or graduate apprentices. We want to continue with our commitments to recruiting young talents by offering them career progression opportunities in a professional setting that allows them to thrive.

### MONITORING

### ENSURING GOOD ON-BOARDING FOR NEW EMPLOYEES

Retaining employees is one of our priorities, and the first step towards succeeding in it is the welcome we offer to new recruits. It's important to us that each new employee has a positive experience here at Aubay from their very first day. All employees arriving here at Aubay take part in an on-boarding session, which allows them to understand and learn about the basics of life at Aubay and the company's values.





## RETAINING OUR EMPLOYEES AND ENSURING THEIR WELL-BEING

Aubay employs profiles that are in high demand, in a constantly growing market. Employee retention is therefore a priority for us, as the higher the employee motivation, the higher the performance and implication in their work. **Aubay's policy on this topic are built on foundations of exemplary management, personalised support, and showcasing talents.**



### ENSURING

### CAREER MONITORING AND SKILL DEVELOPMENT FOR OUR TALENTS

Aubay is extremely attentive to its employees' potential and capacity to grow and progress, and it's committed to offering real career development. To achieve this, Aubay ensures that each and every person has access to personalised career support, so that they can reach their full potential and thrive within the company. Reinforcing its teams' commitment is essential in Aubay's aims to promote team spirit and to reinforce a sense of community amongst Aubay employees. A good quality of working life is a key part of preventing psycho-social risks and promoting professional fulfilment.

### DEVELOPING

### OUR TALENTS' SKILLS

Aubay's training policy is also in place to ensure that we're successfully supporting our clients with the challenges they're facing. Upskilling our employees is both a way to ensure we retain our employees and a competitive leverage point. In recent years, we have developed and expanded our in-house training offering, which allows us to train a larger number of employees while still having the capacity to tailor training to individual needs.





# GUARANTEEING EQUAL OPPORTUNITIES

Aubay combats discrimination and, or almost 10 years now, has been committed to the employment and professional integration of disabled individuals. The diversity of our teams is an exceptional asset that

stimulates creativity and boosts our performance, which is why **Aubay is committed to creating and maintaining a work environment that promotes equality for all.**



### SUPPORTING

#### EMPLOYEES WITH DISABILITIES

Here at Aubay, all employees are considered equally. In France, Aubay has been running the Aubay Care programme for more than 10 years, focusing on recruitment and job retention for disabled individuals, communication and awareness-raising on the theme of disability, and expanding use of the adapted and protected workers sector.

### PROMOTING

#### DIVERSITY AND ENSURING EQUALITY IN THE WORKPLACE

As a responsible employer, Aubay promotes diversity in the workplace and inclusivity for all. Aubay thus implements actions relating to professional gender equality, with particular focus on recruitment, training, career development, equal pay, and work/life balance.





### 2025 GOALS

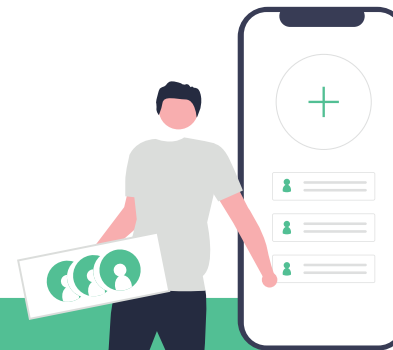
> **Reaching** a 3.5% employment rate for disabled individuals in France

> **Continuing with** our training initiatives



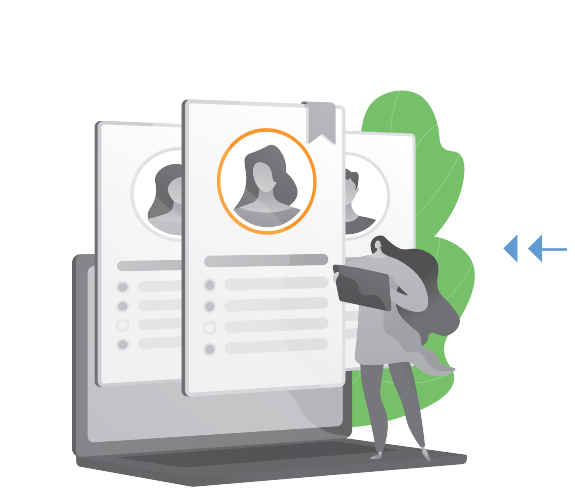
### 2029 GOALS

> **Reaching** 40% women in Management and Executive positions



### 2026 GOALS

> **Maintaining** above 30% women in Management and Executive positions





# COMMITTING TO ETHICAL PRACTICES

Aubay's teams work day in and day out to offer high-quality services to all our clients.

Aubay's development is based on the quality of its services, maintaining a high level of expertise and commitment amongst its consultants. We attach the utmost importance to doing the right thing with our stakeholders.



### ANTI-CORRUPTION

#### MEASURES

Aubay has been voluntarily committed to anti-corruption measures since 2012, as part of its membership of the UN Global Compact. As of 2017 and the implementation of the Sapin II Law, Aubay's commitment in this area has been reinforced.

Since then, a Code of Conduct has been appended to the internal regulations and is applicable to all employees. Aubay also has an externalised whistleblowing tool, allowing employees to anonymously report any concerns.

### PROTECTING

#### PERSONAL DATA

Aubay remains committed to respecting the privacy and protecting the rights of people whose personal and/or sensitive data is processed in its systems (employees, clients, third parties). The implementation of the GDPR is a continuation of the actions carried out in France and in each of its subsidiaries. The legal harmonisation brought about in the European Union by the GDPR thus contributes to strengthening the effectiveness of the measures already in force in the group.





# CONDUCTING RESPONSIBLE PURCHASING

On occasion, Aubay may be required to source specific expertise and to use subcontracting. Ethical compliance is a central element in the founding and building of these partnerships. In order to ensure

that its supplier relations are part of a sustainable and responsible approach, **Aubay has established a purchasing policy which sets out the principles of collaboration with service providers.**



### TRAINING

#### BUYERS IN RESPONSIBLE PURCHASING

To incorporate CSR into Aubay's purchasing practices, it's essential to ensure that we raise awareness amongst employees in charge of relations with our subcontractors, through training all employees involved in decision-making and purchasing processes in the principles of responsible purchasing.

### LEADING

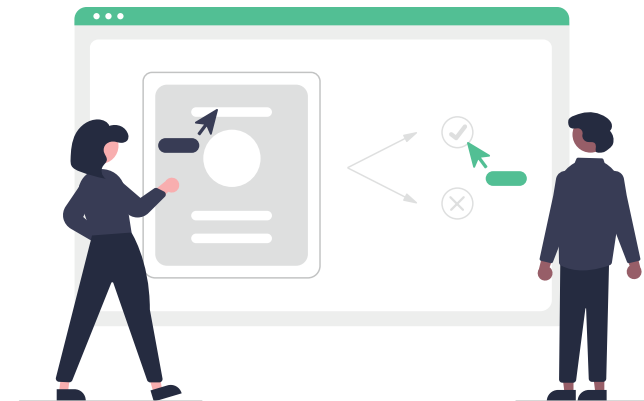
#### A CSR RISK ANALYSIS IN OUR PURCHASING PROTOCOLS

To ensure that our supply chain is both responsible and sustainable, it's key that we control social and environmental risks at every link of the chain. These risks can be assessed through responses to sustainability questionnaires, which review Aubay's CSR requirements for its suppliers. Today in France, audits are carried out to monitor and control measures implemented in the field of human resources and recruitment, in order to ensure compliance with quality, safety and CSR requirements.

### INCREASING

#### OUR CSR REQUIREMENTS FOR OUR SUPPLIERS AND SUPPORTING THEM IN THEIR DEVELOPMENT RELATING TO ENVIRONMENTAL OR SOCIAL ISSUES

Aubay seeks to form long-term and mutually-beneficial relationships with its economic partners. As part of our efforts to bolster our sustainability ambitions, we also want to encourage our suppliers to make positive changes, by reinforcing our CSR requirements and supporting them with improving their performances.





# CONTINUING WITH OUR SPONSORSHIP INITIATIVES

Aware of its responsibility as a regional actor, Aubay plays a part in local development through sponsorships or partnerships. In particular, for many years now, Aubay has been involved with several associations in the field of health and professional reintegration.

Aubay is also committed to skills sponsorship to make the expertise of its employees available to partner associations.

8 DECENT WORK AND  
ECONOMIC GROWTH

10 REDUCED  
INEQUALITIES

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

17 PARTNERSHIPS  
FOR THE GOALS


## CONTINUING

### DEPLOYMENT OF SKILL SPONSORSHIPS

In France, since the beginning of 2020, Aubay has been offering its employees the opportunity to work on IT projects for general-interest associations. A huge diversity of jobs is offered, allowing employees to showcase their skills which they may not always get to use.

## INVESTING

### IN COMMUNITY PARTNERSHIPS

In all its subsidiaries, Aubay regularly takes part in charitable initiatives for associations, whether it's through fundraising, or through sport or cultural events. We want to continue with our work for good causes by getting our employees involved.





### 2025 GOALS

- > **Maintaining** at least 80% of employees in sensitive areas having completed anti-corruption training;
- > **Increasing** the proportion of employees who have completed training on the GDPR;
- > **Continuing** to increase fundraising and donations associated with sponsorships



## VII. CONTACT

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