

# CSR Policy

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A word from

# THE MANAGEMENT

As part of its strategic direction, the management of MAGELLIUM ARTAL GROUP companies wished to define areas for improvement in order to implement responsible governance that would take account of the challenges of sustainable development and the role of employees in the company.

We are convinced that well-being in the workplace is a state of mind that needs to be built, developed and nurtured within the Group to enable our employees to give their very best to support our customers in their projects. The richness of MAGELLIUM ARTAL GROUP, in addition to the intrinsic technical skills of its employees, is also based on intergenerational transmission, multicultural exchanges and inclusion within the Group. Respect for the principles of non-discrimination and equal access to employment is a fundamental value of the Group!

Our businesses also require us to be as close as possible to our customers to protect their interests by complying with the legal framework in force and by ensuring that all members of management and employees. Aware that any activity has an environmental impact, the Group is committed to managing its activities in a responsible manner, constantly striving to minimise its overall impact on the environment.

Together, let's combine our skills and values to promote a more inclusive and sustainable world!

Pierre DUVERNEUIL  
CEO

## OUR CSR MANAGEMENT SYSTEM

### ECOVADIS

Since 2020, MAGELLIUM ARTAL GROUP has been structuring and documenting its practices in terms of social and environmental responsibility (CSR).

This approach covers environmental issues such as waste management, the life cycle of IT equipment, reducing greenhouse gas emissions, etc.), and social issues (health and safety at work, inclusion, structured social dialogue, career management and training, human rights, etc.) as well as ethical and compliance issues (anti-corruption practices anti-corruption practices, information security and RGD, responsible purchasing, etc.).

In October 2022, Magellium Artal Group was awarded the Ecovadis Bronze Medal. A second evaluation is planned for 2024 to assess the progress made on the Group's environmental and social environmental and social policy.

## OUR VALUES



Act as a **responsible employer**



Demonstrating **ethics** in our practices



Takin action against **climate change**



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## THE RECRUITMENT

Our recruitment process ensures equal access for all. We select candidates objectively and transparently. Your confidentiality and well-being are our priorities, with personalised support right from the start.



**Non-discriminatory** job offers and processing of applications



Applications selected on the basis of **objective criteria**



**Objectivity and honesty** in the recruitment process



**Compliance** with the principles relating to the protection of personal data



Support from a **mentor** on recruitment

## COMBATING UNDECLARED WORK

Pre-employment declarations managed by the Human Resources department

Pre-evaluation of suppliers and subcontractors

## PROMOTING GENDER EQUALITY



Equal pay and equal career progression

30,1 % women in the Group by 2023

(in 2016, around 22% of engineers in France were women\*)

Gender equality index > 90/100 in 2023



\*Source: IESF survey in 2016

## INTERCULTURALITY

14

different nationalities in the group

13

différents foreign nationalities in the gorup

Non-discrimination in recruitment

## INTEGRATION OF PEOPLE WITH DISABILITY

**1**  
Handi-friendly group with a **Disability Advisor**

**2**  
Expanded distribution of job offers on **Agefiph**

**3**  
**Adapted** workstation and work environment

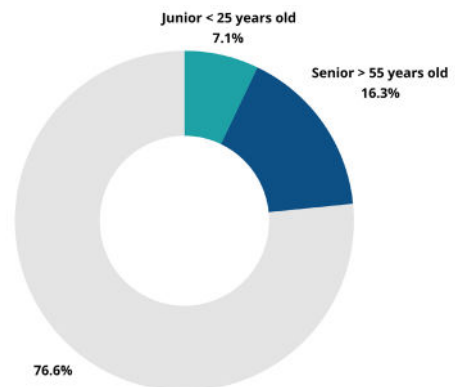
**4**  
Staff training sessions for **neuro-atypical employees**



## INTER-GENERATIONALITY

Inter-generationality management

Senior : **16,3%** > 55 years old  
Junior : **7,1%** < 25 years old



# PREVENTION OF PSYCHOSOCIAL RISKS

## TOGETHER TOWARDS PREVENTION

Availability of the Document Unique Assessment of Occupational Risks based on on the basis of information provided by the CSE and occupational medicine

Monitoring and analysing annual changes in the absenteeism rate

Harassment officer appointed within the CSE

# THE POSSIBILITY OF REMOTE WORKING



Agreement to telework  
2 days a week



For a pregnancy from  
the 6th month, up to 3  
days teleworking





# CARBON FOOTPRINT FOR 2022






In 2023, Magellium Artal Group carried out its **first carbon assessment for the year 2022**, with the support of Effet de Faire. The aim was to gain a better understanding of the environmental impact of our activities in order to study the **various possible measures to improve our sustainability and social responsibility**.

## OUR MOST SIGNIFICANT EMISSIONS ARE:

**PURCHASING SERVICES AND SUBCONTRACTING**

**THE USE OF PROJECT DATA**

**TRAVEL**

THEMES	MAIN ACTIONS PLANNED
 <b>CONTROL</b>	<ul style="list-style-type: none"> <li>Communicating and raising awareness : travel, low-impact digital use, eco-gestures</li> </ul>
 <b>ECODESIGN</b>	<ul style="list-style-type: none"> <li>Training and raising awareness of eco-design</li> <li>Include eco-design in calls for tender</li> </ul>
 <b>TRAVEL</b>	<ul style="list-style-type: none"> <li>Favour the train : set progressive targets</li> <li>Relaunch carpooling via an application or Sicoval</li> <li>Study the sustainable mobility package</li> </ul>
 <b>LOGISTICS</b>	<ul style="list-style-type: none"> <li>Raising awareness of the need for economical use : scanning by e-mail, archiving rules, etc</li> <li>Study the lighting system : detectors ; centralised control of heating and air conditioning</li> <li>Study the use of renewable energy</li> </ul>
 <b>EXAMPLARITY</b>	<ul style="list-style-type: none"> <li>Study the Responsible Digital label</li> <li>Adapting project methodology, integrating eco-design in a profound way</li> </ul>



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## RAISING EMPLOYEE AWARENESS OF ECO-FRIENDLY GESTURES

### SMALL ACTIONS, BIG IMPACTS

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**Systematically switching off** equipment, materials and lighting when not in use

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**Use of a cup/glass instead of plastic cups** (mugs available)

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Use of **printed paper** as scrap paper

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Limiting business travel by **giving priority to using means of telecommunication**

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**Selective sorting of waste:** batteries, white paper, cardboard, cans, plastic bottles, etc.

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Encouraging the use of **public transport or soft modes of transport**

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**Limiting printing** (printing in black and white and recto/verso format)

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**Unplugging equipment chargers equipment** as soon as the batteries are recharged

## SORTING AND RECYCLING WASTE

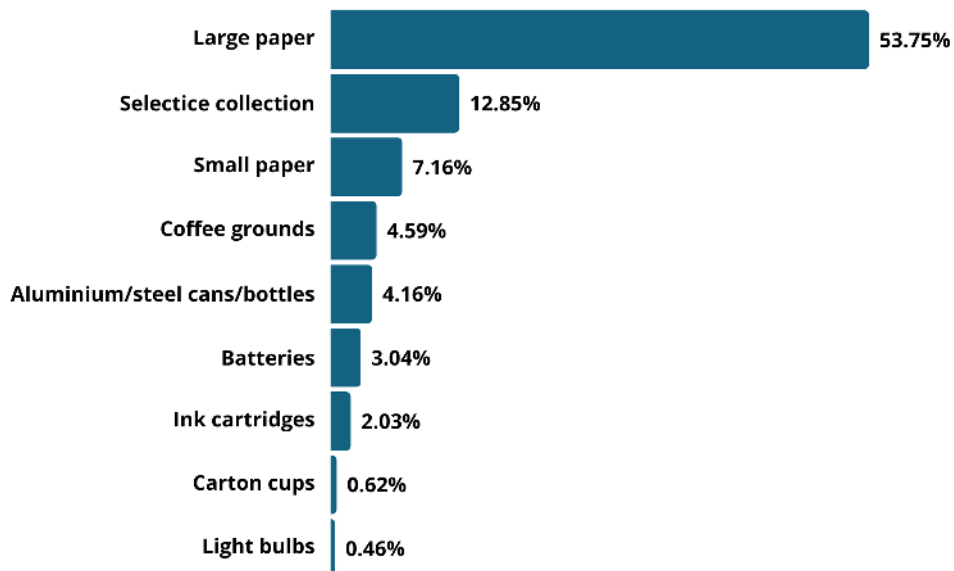
Partnerships with **Easytri** and **Sicoval** for waste recycling.

Choice to sort **12 waste streams** (legal requirement of 5 waste streams).

■ Addition of a sorting container for all food packaging (plastic, aluminium, glass, etc.)

■ Amount of CO2 saved: **79.68 Kg in 2023**

## DESTRUCTION BY MATERIAL IN KILOGRAMS YEAR 2023





**IN 2023, A 14% REDUCTION IN ANNUAL KWH CONSUMPTION**

## RESPONSIBLE DIGITAL PRACTICES

Instant internal messaging and fully-equipped meeting rooms

Data centre **temperature of 24°C**

Equipment life extended by at least 1 year, for a total of 6 years

**Document sharing** to reduce storage space

Simplification of IT systems to reduce the number of physical servers

Consolidation of the printer fleet (6) **with settings in economy mode**

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## ECODESIGN

In 2023, six employees received ecodesign training.

Five engineers took GreenIT's „ecodesign of digital services - web and software” course. The training provided them with the opportunity to acquire a number of skills: understanding the digital service eco-design approach, mastering the fundamental concepts of eco-design, the methodology and tools, and knowing how to assess the performance and environmental maturity of a digital service.

This training is an essential element in enriching our employees' knowledge of eco-design, thereby encouraging the development of their expertise in this fundamental field. It also leads to the award of the „ecodesign of digital services” certification.

In addition to the technical part, the CSR project manager took part in the „Green IT and responsible digital: state of the art” training course. Green IT and responsible digital technology: state of the art” training course to enable her to audit an existing information system, identify the key issues, define a responsible digital strategy in line with the CSR policy, draw up a plan of action and implement it. This training leads to the „responsible digital” certification.

At Magellium Artal Group, we give priority to upgrading workstations as soon as possible (adding memory, SSD disks, etc.) rather than replacing them. Although ,manufacturer' recommendations on the lifespan of hardware are generally 5 years, Magellium Artal Group has decided to extend this lifespan by at least 1 year making a total of 6 years.

A shared folder has been set up for projects. It can only be accessed by the staff assigned to it, thereby encouraging more efficient management of resources and reducing the environmental footprint through targeted and responsible use of data. In addition, an internal Rocket Chat channel is specifically dedicated to the project in order to limit the excessive use of e-mails, which are often associated with a higher carbon footprint.



**20% OF EMPLOYEES COME BY BIKE AND  
25% USE PUBLIC PUBLIC TRANSPORT**

## PROMOTION OF SOFT MODE TRANSPORT AND PUBLIC TRANSPORTS

Introduction of an **interactive car-sharing map**

Provision of **service bicycles**

Public transport season **tickets**

Bicycle **mileage allowances**

**Covered bike park**

**Washrooms and changing rooms available**

Every year Magellium Artal Group takes part in in the AYAV („Allons-y à vélo”) challenge organised organised by the Toulouse Vélo Association.



## OUR TECHNICAL SKILLS TO MEET THE ENVIRONMENTAL CHALLENGES OF CLIMATE CHANGE

### EUROPEAN RECOGNITION

Magellium Artal Group enjoys European recognition and is developing collaborations with scientific laboratories. We participate in projects for space or environmental agencies, for example: the CNES and the ESA on estimating the energy imbalance of the Earth system using space data, or the Copernicus operational service for determining snow and ice cover on behalf of the European Environment Agency.

We are working on similar projects on the quality of water in Mediterranean lagoons, fire smoke detection and many others.



### MAGELLIUM ARTAL GROUP, A COMMITTED PARTNER OF THE RAID ISAE

Magellium Artal Group is proud to be a partner of the RAID ISAE, an eco-responsible event that complies with the ISO 20121 standard. By supporting this event, we are demonstrating our commitment to sustainable sport. The RAID ISAE, organised by students from ISAE-SUPAERO, combines mountain biking, trail running and canoeing in an environmentally friendly environment.



# OUR EMPLOYEES INVOLVED IN ENVIRONMENTAL AND SOCIAL ACTIONS

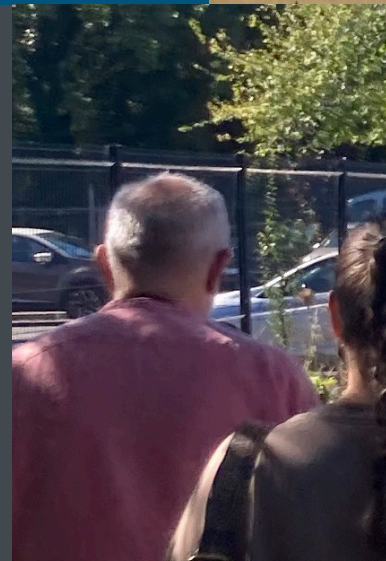
## PINK OCTOBER

We support these causes and have decided to give them visibility with a internal poster campaign with a description of the cause and the different numbers to call to talk about it. For pink October, we took part in the Ligue contre le cancer du sein (League against breast cancer) by making 'Coussins-cœurs', cushions for women who have recently undergone surgery to relieve their post-operative pain.,25 cushions were made from 100% cotton fabric. Whether they were beginners or professionals, the aim was to exchange ideas in a fun and and motivation. The cushions were then donated to the Ligue contre le cancer.

## SUSTAINABLE DEVELOPMENT WEEK

We organised our first Sustainable Development Week in September 2023. We wanted to all our employees to take part in this European event European event, which aims to raise awareness and share knowledge about ecology and the planet.

The agenda: a workshop on eco-actions for Courbevoie, a walk to observe biodiversity for Toulouse and simple challenges (calculating carbon footprints, 0 paper cups, seasonal cooking, etc.) but essential to do every day!







## CLIMATE FRESK

The Climate Fresco is a visual, interactive teaching method designed to raise the challenges of climate change.

The aim is to give people a global and holistic understanding of climate issues, while encouraging dialogue and collective awareness. Sixteen employees took up the challenge and created two climate murals.

Although most of them are already aware of climate issues through their jobs, this activity gave them the opportunity to develop and consolidate their knowledge, to strengthen their team spirit and raise even more questions about the environment and climate change.



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# ETHICS AT MAGELLIUM ARTAL GROUP

## COMPLIANCE WITH THE PRINCIPLES RELATING TO:



Human rights

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Labour standards

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Anti-corruption and anti-competitive practices

Referent : [magelliumartalgroup.conformite@magellium.fr](mailto:magelliumartalgroup.conformite@magellium.fr)

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Protection of personal data

Referent : [magelliumartalgroup.rgpd@magellium.fr](mailto:magelliumartalgroup.rgpd@magellium.fr)

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Export and import controls

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Environmental regulations

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## OUR SPONSORSHIP INITIATIVES

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### SKILLS SPONSORSHIP

#### AESCD

AESCD is a French association with two major objectives. The first is to promote solidarity and exchanges with certain populations in Niger, particularly in the areas of education, training, women's and children's health, access to water and sanitation, respect for the environment and food safety, among others.

The second objective is to take part in the life of the local community and develop initiatives to education, information and entertainment.

One of our staff members took part in a Geographic Information System (GIS) project for the rural commune of Dankassari.

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### FINANCIAL SPONSORSHIP

Magellium Artal Group supports the ENSG Foundation and LIFTI through donations.

The ENSG Geomatics Foundation supports students, teachers and researchers at the ENSG (Ecole Nationale des Sciences Géomatiques) to promote the field of geomatics and to support the quality of recruitment. Magellium Artal Group attaches great importance to the philanthropic network that promotes the search for sustainable solutions and that is committed to sustainable development and community projects.

The Laboratoire d'Initiatives Foncières et Territoriales Innovantes (LIFTI) seeks to identify the problems caused by a lack of knowledge about land (climate change, loss of biodiversity, preservation of the environment, etc.). At Magellium Artal Group is also keen to support LIFTI because of the common values it shares with the company, such as transversality, benevolence, respect, listening and working together.

## OUR ESG INDICATORS

Champs	Périmètre	Titre	Norme GRI	Unité	2023	2022	2021	ODD
Environnement	Toulouse ; Courbevoie	Consommation d'énergie	302-1.	Kwh	421 085	490 778	421 057	
Environnement	Toulouse	Poids total des déchets recyclés	306-3.	t	0,37035	0,21055	0,23237	
Environnement	Toulouse ; Courbevoie	Scope 1	305-1.a	tCO <sup>2</sup>	/	5	/	
		Scope 2	305-1.a			25		
		Scope 3	305-1.a			1042		
Social	Magellium, Artal	Index égalité FH	405-1.	Nb	89	88	84	
Social	Magellium, Artal	Effectif des salariés en situation d'handicap	405-1.	%	3,9	3,6	3,4	
Social	Magellium ; Artal	Femmes dans l'effectif total	405-1.	%	30,9	29,8	26,20	
Social	Magellium ; Artal	- 25 ans	405-1.	%	7,11	9,8	7,86	
Social	Magellium ; Artal	+ 55 ans	405-1.	%	16,3	7,6	10,48	
Social	Magellium ; Artal	Nombre de nationalités	405-1.	Nb	14	12	12	
Social	Magellium ; Artal	Stagiaires embauchés	405-1.	%	47,6	22,2	23,5	
Ethique	Magellium ; Artal	Salariés formés à l'éthique	205-2.	%	0	0	0	
Ethique	Magellium ; Artal	Alerte corruption	205-3.	Nb	0	0	0	
Ethique	Magellium ; Artal	SSI	418.	%	85,7	91,2	100	
		RGPD	418.		91,1	98,9	100	
Achats responsables	Magellium ; Artal	Montant auprès des EA	204-1.	€	1198,6	/	/	
Achats responsables	Magellium ; Artal	Achats auprès de TPE	204-1.	%	15,95	15,2	8,3	
		Achats auprès de PME	204-1.		39,7	36,8	38,5	

OUR INDICATORS ARE BASED ON THE SUSTAINABLE DEVELOPMENT DEVELOPMENT OBJECTIVES

## OBJECTIFS DE DÉVELOPPEMENT DURABLE





## OUR MAIN OBJECTIVES FOR 2024

Raise awareness and provide **in-house training in eco-design**

Produce quotations **to reduce energy consumption** (water aerator, motion detectors, etc.)

Raise awareness of responsible good practice

Develop our policy of responsible digital technology and digital accessibility

Raising awareness of **eco-friendly modes of transport** and choosing the train instead of the plane for business trips

Continue our social and engaging actions

Pursue our responsible purchasing policy

Encourage purchases from adapted companies

Repeat the **ECOVADIS assessment**

Carry out an initial **CSRD test**

# Data engineering for the Planet and Territories

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## For More Information

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