



CSR Policy 2025

ON YEAR 2024

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

AN AWARDED CSR APPROACH



ECOVADIS


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


This approach covers environmental issues (waste management, IT equipment life cycle, reduction of greenhouse gas emissions, etc.), 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, information security and RGD, responsible purchasing, etc.).

In 2022, Magellium Artal Group was awarded the ECOVADIS bronze medal. After considering the areas for improvement, the Group set about developing and enriching its CSR approach, including the company's carbon footprint, improvements to the sorting system, eco-design training courses, involvement in environmental and solidarity activities (Sustainable Development Week, Fresque du Climat, Pink October, etc.), etc.

In 2024, MAGELLIUM ARTAL GROUP decided to undergo a second ECOVADIS assessment to highlight the progress made on its CSR policy. As a result, in December 2024, the Group was awarded the gold medal with a score of 79/100 (an increase of +26 points) despite the increase in requirements to obtain a medal!

OUR VALUES


Act as a responsible employer


Demonstrating ethics in our practices

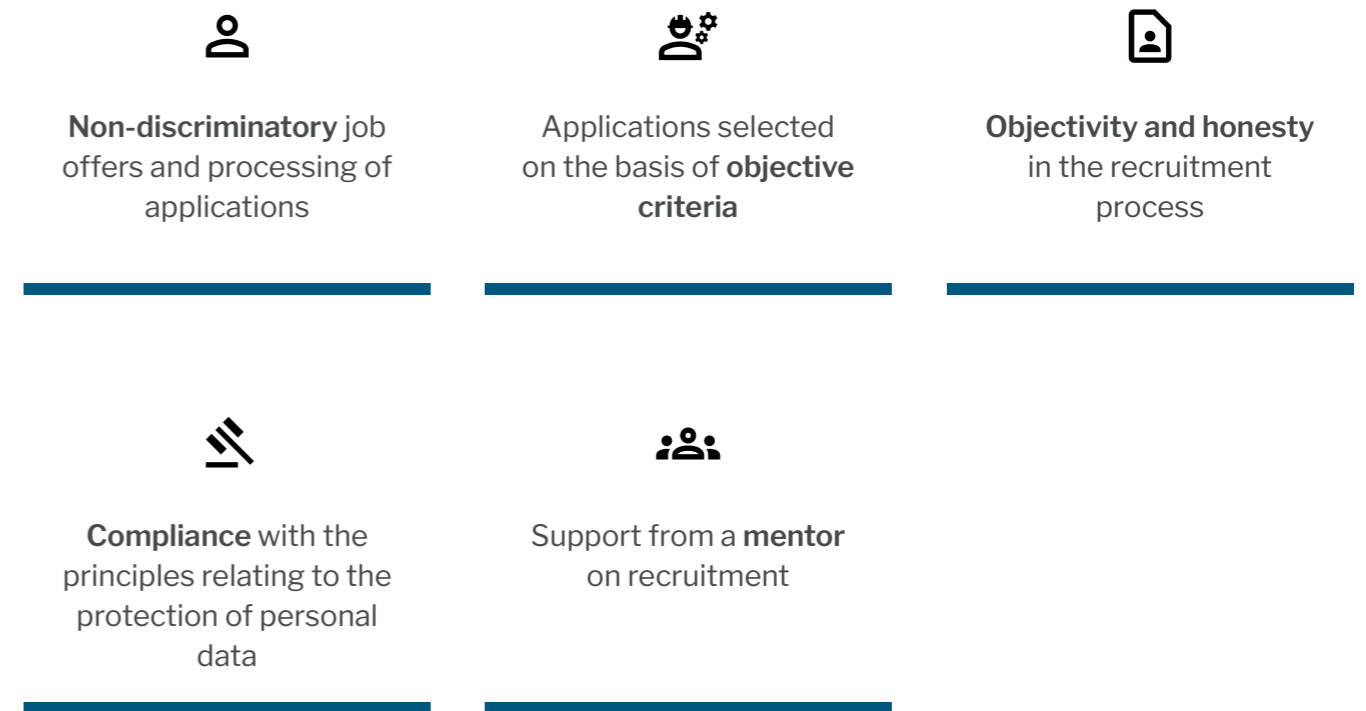

Takin action against climate change

TABLE OF CONTENTS

01	Job management	page . 6
02	Health and safety at work	page . 8
03	Environment	page . 9
04	Ethics	page . 18
05	Actions and goals	page . 19

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.



COMBATING UNDECLARED WORK

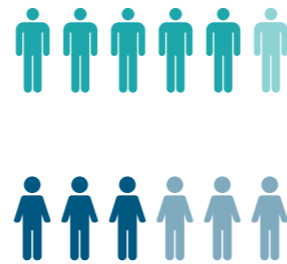
Pre-employment declarations managed by the Human Resources department

Pre-evaluation of suppliers and subcontractors

PROMOTING GENDER EQUALITY



- Equal pay and equal career progression
- 28 % women in the Group by 2024
(in 2016, around 22% of engineers in France were women*)
- Gender equality index > 89/100 in 2023



*Source: IESF survey in 2016

INTERCULTURALITY

15 different nationalities in the group

Non-discrimination in recruitment

DISABILITY

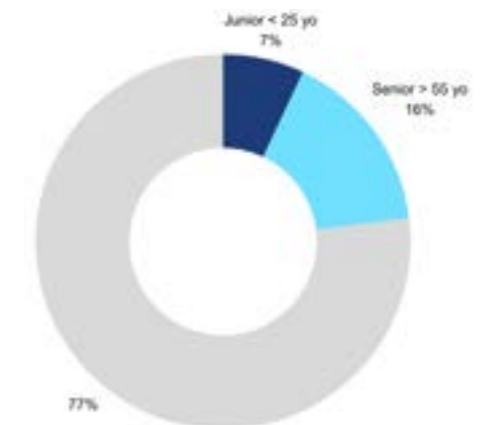
- Handi-friendly group with a Disability Advisor
- Expanded distribution of job offers on Agefiph
- Adapted workstation and work
- Budget defined for the purchase of office supplies from adapted companies
- Proposed courses to take part in DuoDays 2025



INTER-GENERATIONALITY

Inter-generationality management

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



PREVENTION OF PSYCHOSOCIAL RISKS

TOGETHER TOWARDS PREVENTION

Training planned for 2024 on preventing harassment and discrimination in the workplace for unit managers and the HR department

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



RAISING EMPLOYEE AWARENESS OF ECO-FRIENDLY GESTURES

SMALL ACTIONS, BIG IMPACTS

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

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

Use of printed paper as scrap paper

Limiting business travel by giving priority to using means of telecommunication

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

Encouraging the use of public transport or soft modes of transport

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

Unplugging equipment chargers equipment as soon as the batteries are recharged

SORTING AND RECYCLING WASTE

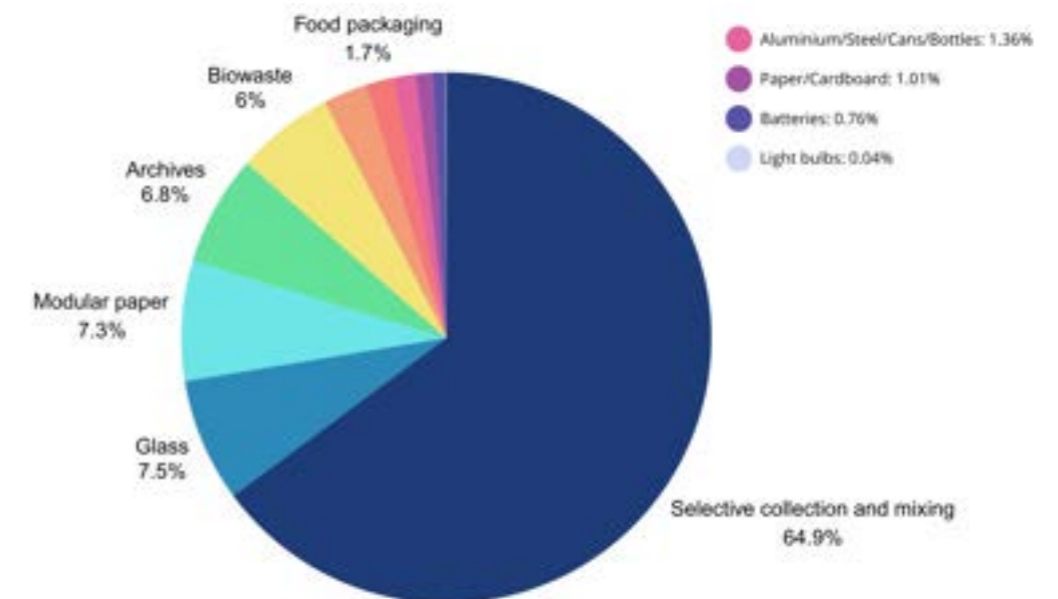
Partnerships with **Easytri** and **Sicoval** for waste recycling.

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

Since 2023, Megellium Artal Group has also been sorting glass, catering packaging and cigarette butts.

According to Easytri, 56 kg of CO2 were saved in 2024.

DESTRUCTION BY MATERIAL IN KILOGRAMS YEAR 2024



This label, awarded by Easytri, the company sorting specialist, certifies our commitment to sorting and recycling waste within our establishment. In 2024, the Easytri system helped save 56 kg of CO2.

“
**IN 2024, A 11% REDUCTION IN ANNUAL
 KWH CONSUMPTION IN TOULOUSE
 PREMISES**

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**

ECODESIGN

Since 2023, 10 employees have benefited from certified ecodesign training.

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

This training course is an essential element in enriching our employees' knowledge of eco-design, thereby promoting 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 technology: state of the art' training course so as to be able to audit an existing information system, identify the key issues, define a responsible digital strategy aligned with the CSR policy, build a prioritised action plan with objectives and put in place monitoring tools. This training leads to the 'responsible digital' certification.

At Magellium Artal Group, we prefer to upgrade workstations as soon as possible (adding memory, SSD disks, etc.) rather than replacing them. Although manufacturers' recommendations on the lifespan of hardware are generally 5 years, Magellium Artal Group has decided to extend this lifespan by at least 1 year, i.e. 6 years in total.

A shared file has been set up for projects. It can only be accessed by the personnel assigned to it, thereby encouraging more efficient management of resources and a reduction in the environmental footprint thanks to the targeted and responsible use of data. In line with this, an internal Rocket Chat channel is specifically dedicated to the project in order to limit excessive use of e-mail, which is 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 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 and ice cover on behalf of the European Environment Agency.

We are working on similar projects on the quality of water in Mediterranean lagoons 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 event that complies with the ISO 20121 standard. By supporting this event, we are demonstrating our commitment to sustainable sport. The RAID ISAE, organised organised by students from ISAE-SUPAERO, combines mountain biking, trail running and canoeing in an environmentally environment.



OUR EMPLOYEES INVOLVED IN ENVIRONMENTAL AND SOCIAL ACTIONS



PINK OCTOBER

We support these causes and have decided to give them visibility with an in-house poster campaign describing the cause and the different numbers you need to know to talk about it. For Pink October, we took part for the second time in the Ligue contre le cancer du sein (League against breast cancer) operation 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 you're a beginner or a professional, the aim was to share your ideas in a spirit of good humour and motivation! The cushions were then donated to the Ligue contre le cancer.

SUSTAINABLE DEVELOPMENT WEEK

We organised Sustainable Development Week for the second time in October 2024. We wanted to involve all our employees in this European event, which aims to raise awareness and share knowledge about ecology and the planet.

On the programme: team or solo quizzes (on transport, food, energy and digital technology), a 0-waste workshop to make bee-wraps and tawashis sponges with the La Glanerie association, and a clothes collection in aid of Secours Populaire!



THE PEDESTRIAN CORRIDA

On Friday 5 July 2024, the 'Corrida Pédestre' charity race was held in Toulouse to raise funds for children's and disability charities. This race offered 2 routes: one of 3km and a second of 10km. Magellium Artal Group financed the race numbers of 25 employees, who rose to the challenge with flying colours. The aim was to bring together conviviality, sport and cohesion for a great cause! The 2025 objective is to take part in a new charity race in Toulouse and Paris.

CLIMATE FRESK

The Climate Fresco is a visual and interactive teaching method designed to raise awareness of 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 the climate fresco in 2023. In 2024, 12 employees took part in the 2-Tonne Workshop. 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, strengthen team spirit and ask even more questions.



ETHICS AT MAGELLIUM ARTAL GROUP

COMPLIANCE WITH THE PRINCIPLES RELATING TO:



Human rights



Labour standards



Anti-corruption and anti-competitive practices

Referent : magelliumartalgroup.
conformite@magellium.fr



Protection of personal data

Referent : magelliumartalgroup.rgpd@
magellium.fr



Export and import controls



Environmental regulations

OUR SPONSORSHIP INITIATIVES IN 2023

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.

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 MAIN GOALS IN 2025

CSRD

Preparing for the **European directive on CSRD** (double materiality matrix, gap analysis, drafting of the report)

CARBON FOOTPRINT

- Raising awareness about **transport options**
- Raising awareness of **eco-actions**
- Produce an **internal tool** for carbon audits

DISABILITY

- **Respect the budget defined** for the purchase of office supplies from adapted companies
- Take part in **DuoDays 2025**

SOCIAL & ENVIRONMENTAL INITIATIVES

Taking part in European Sustainable Development Week, Pink October, Mapathon, 2tonnes Workshop, etc.

TRASH SORTING

- Reduce disposable cups **by 30%**.
- Carry out an **internal awareness-raising workshop**

ECODESIGN

- Train **at least 5 new employees**
- Produce an **internal guide to this practice**

RESPONSIBLE PURCHASING

- **Donating obsolete IT equipment** to a local charity
- **Monitor 'responsible' suppliers** for CSR, Communications and IT Services

Data engineering for the Planet and Territories

For more information

Adresses

1, rue Ariane
31520 Ramonville-Saint-Agne, France

90, boulevard National
92250 La Garenne-Colombes, France

Website

www.magellium.com

Follow us

@magellium  