

RGIS[®]



Charte ESG – 2023

Environment, Social and Governance



Editorial

RGIS, in line with its identity as a long-term and local investor, considers that taking into account environmental, economic, social, societal, governance and management issues in its investment policy contributes to the balanced development of the economy and society.

Convinced that sustainability goes hand in hand with financial performance, RGIS and its subsidiaries are committed to acting, including with their partners and various stakeholders, to promote responsible investment and to understand as fully as possible the opportunities and risks characterising its potential and actual investments.

The purpose of this charter is to set out the extra-financial criteria that guide the RGIS Group in integrating environmental, social and governance (ESG) factors into its activities and decision-making.

These criteria, which aim to improve the impact of its activities on the environment and on its stakeholders (employees, partners, subcontractors and customers), are part of a continuous improvement process and are intended to be enriched through experience, research and collaboration.



All you need to know About ESG

What is ESG ?

ESG refers to the environmental, social and governance criteria established by rating agencies to assess a company's responsibility towards the environment and its stakeholders.

These criteria are the three pillars of responsible investment and sustainable development. They serve as a benchmark for companies in the implementation of their environmental and sustainable development policies, but also as a reference for the professional ethics to be followed.

What are the ESG criteria?

There are three crucial criteria in ESG:

- **Environmental Criteria**

It measures the direct or indirect impact of the company's activity on the environment through greenhouse gas emissions, and therefore mainly CO₂, energy consumption of electricity, waste recycling and respect for biodiversity and risk prevention (oil spills, groundwater contamination, toxic waste, etc.).

- **Social Criteria**

It refers to the direct or indirect impact of the company's activity on its stakeholders (employees, customers, suppliers, trade unions and local communities) with regard to certain values considered to be universal: human rights, international labour standards, etc. This concerns, for example, the quality of social dialogue within companies, the rate of male/female representation, the employment of disabled people or people from minorities, access to training for employees, the prevention of accidents, and respect for the rights of employees and the chain of subcontractors.

- **Governmental Criteria**

It covers the way in which the company is managed, administered and controlled, including the role of shareholders, the gender balance and independence of the board and its management, the transparency of executive remuneration and the fight against bribery and corruption, the management structure and the presence of an audit committee.



ESG – OUR RESPONSIBLE INVESTMENT POLICY

The dedicated ESG team

RGIS has a dedicated ESG committee which meets at least once a year and is made up of members of the RGIS management:

- Elise Cordier, Legal Director and DPO
- Asaf Cohen, CEO
- Heinz Krause, CFO
- Pierrick Min, President of RGIS Europe
- Greg Schooneveldt, President of RGIS APAC

Elise Cordier, senior member of the ESG team, is responsible for initiating, defining and steering all strategic and operational decisions related to Responsible Investment, and more specifically for ensuring the proper integration of ESG considerations into the overall organisation and for ensuring the proper implementation of Responsible Investment.

A committed company

RGIS views Responsible Investment as progress to be made, resolutions to be made and challenges to be met in order to address current and future issues, which is why the group is committed to implementing a policy that aims to limit the effects of climate change, social inequality and unfair trading practices.



OUR ESG OBJECTIVES

The RGIS approach is to set immediate and long-term objectives:

Environmental objectives :

- Encourage environmentally friendly behavior through innovative solutions
- Reduce our direct environmental footprint

Social objectives :

- Enhance employability and well-being at work
- Promote ethics and diversity
- Be a committed player in ensuring health and safety conditions in the workplace
- Have a positive impact on communities

Governance objectives :

- Develop a responsible and sustainable customer relationship
- Integrate ESG policies into the life of the company
- Prioritize cyber security and data protection
- Ensure appropriate financial practices



As in



Environment

At the forefront of environmental innovation, energy performance and sustainable solutions IN ACTION

COMMITMENT 1 – Encourage environmentally friendly behaviour through innovative solutions

- ZERO PAPER" approach which aims to reduce the use of paper (use of touch tablets on inventory, new inventory software, dematerialisation of administrative documents).
- Implementation of a responsible purchasing policy that minimises the negative impact, and reinforces the positive impact, on society (pooled purchases, recycled and recyclable products, local manufacturing, products with low environmental impact)
- Checking the composition of materials, the origin of raw materials and compliance with applicable environmental standards.
- Conducting energy audits to ensure eco-efficiency (in the UK, RGIS participates in ESOS energy audits).
- Raising the awareness of service providers and goods suppliers of the issue of sustainable development in the implementation of their own social responsibility policy.

COMMITMENT 2 – Reduce our direct environmental footprint

- Reduction of CO2 and fine particle emissions during business trips thanks to a fleet of vehicles that consume less energy (introduction of lithium-ion batteries in our vehicles).
- Objective of increasing the proportion of electric vehicles to 20% within the next 5 years.





As in



Social

An attentive employer committed to our collective success

IN ACTION

COMMITMENT 3 – Enhancing employability and well-being at work

- Employment policy focused on integration and reintegration to enable everyone to gain professional experience and benefit from development opportunities.
- Recruitment campaign for work and study programmes to encourage not only skills and qualifications training but also, and above all, employment opportunities.
- Implementation of a skills development plan aimed at keeping employees in employment and enabling them to acquire new skills.
- Respect for working hours to reduce the risk of accidents.
- Awareness training for our teams on good gestures and postures.
- Campaign to raise awareness of the right to disconnect to respect the balance between private and professional life

COMMITMENT 4 – Promote ethics and diversity

- Raising awareness of good HR practices, including the promotion of diversity.
- Implementation of a career management process that guarantees equal treatment for each promotion.
- Reporting scheme to encourage employees to report all forms of harassment, discrimination and sexist acts.



COMMITMENT 5 – To be a committed player in ensuring health and safety conditions at work

- Compliance with the fundamental rules of workplace health and hygiene, prevention plan to limit accidents at work and COVID health measures to protect employees.
- Publication of safety measures and recommendations to prevent accidents.
- Supply of personal protective equipment (PPE), when necessary.
- Annual reporting of work accidents and work-related illnesses followed by corrective actions to prevent them.
- Whistleblower reporting system to encourage employees to report potential safety issues.

COMMITMENT 6 – Having a positive effect on communities

- Employment partnership in each department or region where we have a branch: Pôle Emploi, Cap Emploi, Mission Locale, CIDJ, BIJ / PIJ, local associations
- Regional implementation strategy in order to support local economic activity and bring us closer to our clients..
- Supporting the local economy by sourcing from local organisations wherever possible.





RGIS - ESG



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Governance



RGIS

Leading with integrity

IN ACTION

COMMITMENT 7 – Develop a responsible and sustainable customer relationship

- Delivering quality services to contribute to economic growth with minimal impact on the environment.
- Display a transparent and fair pricing policy.
- Deontological relations with our clients, respecting their mutual interests.
- Respecting business law and fighting against any abusive practice.
- Implementation of a quality approach, through regular evaluations, to measure the level of performance of the services provided and customer satisfaction.
- Optimising customer satisfaction by listening to expectations and comments, with a concern for constant improvement.

COMMITMENT 8 – Integrate ESG policies into the life of the business

- Establishment of a team dedicated to ESG policies whose main missions are
 - ✓ adopting the main strategic orientations and monitoring their implementation
 - ✓ verification of the reliability and sincerity of the information communicated
 - ✓ the protection of the company's assets,
 - ✓ ensuring that the major risks are properly taken into account
- Inclusion of ESG factors on the agenda of the Board of Directors.
- Anonymous reporting platform (www.rgis.ethicspoint.com) available to employees to report suspected violations of the Code of Ethics and Business Conduct or any applicable law.





COMMITMENT 9 – Prioritise cyber security and data protection

- Awareness-raising and training of all employees in cybersecurity and data protection to adopt the right responses.
- Simulation of phishing attacks to keep staff alert.
- Identity theft and impersonation protection system with Cisco Duo Security to secure access to company applications through dual authentication.
- Alert notification system for suspected computer attacks through a dedicated platform.

COMMITMENT 10 – Ensure proper financial practices

- Implementation of procedures as well as training and awareness programmes at all hierarchical levels for the most exposed populations to fight corruption and respect international economic sanctions.
- Publication and communication of a Code of Business Conduct, the objective of which is to reaffirm the fundamental principles that must govern the behaviour of all in their professional environment, both individually and collectively.
- Zero tolerance for corruption with the introduction of a disciplinary system which provides that failure by an employee to comply with the provisions of the Code of Conduct (Prevention of Corruption and Influence Peddling and, more generally, applicable laws) may result in disciplinary action up to and including termination of employment.
- An internal whistleblowing system that allows for the reporting of conduct or situations contrary to the Code of Ethics or the Code of Conduct.
- Application of a responsible tax policy that rigorously integrates tax rules while ensuring compliance with local regulations, international treaties and the directives of international organisations.
- SOC compliance audits for selected clients worldwide.

