

Econocom Group's Commitment to Sustainable Development

ecoresponsible 

March 2012

“ be enterprising, create, share, commit ”

As a European business-to-business digital service provider, with 8,300 employees in 20 countries since the acquisition of Osiatis in September 2013, we are aware of:

- ↪ In terms of society and the environment, as a service provider and via the products we distribute, maintain and lease.
- ↪ In terms of the ethics of our business practices, the resources we use and the carbon footprint we produce in the course of our day-to-day activity.

To help us develop, we benefit from the resources provided by society: infrastructures, education, justice, health, research, security, etc, as well as energy and natural resources.

Moreover, as Econocom Group grows, so does our responsibility, as even more and more people come to rely on us: clients, suppliers, financiers, banks, employees, etc.

We therefore believe that our growth must be based on responsible value creation, in other words, products and services that respect people and the environment, and for this reason we have pledged to implement a two-year Social and Environmental Responsibility policy, starting in 2012.

The main commitments – aside from the purely legal requirements – we will be focusing on from now on are the following:

To our shareholders:

- ↪ Ensuring sensible, transparent corporate governance, whilst guaranteeing business development by constantly exploring new demands from our clients and new approaches in order to create sustainable wealth, ensure long-term viability for the Group, thereby enabling us to share some of this wealth and give something back to society.

To our employees:

- ↪ Focusing on employees' well-being so that every man and woman in the Group can be part of a pact of solidarity that will give meaning to what we do.

The **SHARE** scheme, initially implemented in France in 2011, illustrates the Group's commitment to improving quality of life in the workplace and achieving a better work-life balance. A series of measures will be implemented to promote equal opportunities and better working conditions, such as working from home, on different sites or part-time. The results of these actions will be monitored via ongoing social dialogue, statistics and employee satisfaction surveys.



To our clients and partners:

- ↪ Developing a responsible marketing approach, focusing on being attentive to our clients and partners' needs, collaborative innovation with them, and sustainable, ethical relations, in order to develop solutions that match their needs whilst respecting the resources used to implement them, from design through to the end-of-life phase.

To our suppliers:

- ↪ Implementing a responsible purchasing policy, involving evaluating our suppliers and assessing the impact of our consumption. The aim of this policy is to guarantee fair, ethical, sustainable supplier relations, so that together we may work towards progress and sustainable growth.

To society:

- ↪ Measuring our carbon footprint and committing to reducing it via active waste management, optimising our CO₂ emissions and consumption of resources. We firmly believe that in order to be enterprising, we need to face reality in order to go further, for longer. By facing reality we will be able to anticipate, decide and act, and develop an environmental approach that is geared towards limiting the impact of our actions.
- ↪ Continuing to develop actions that help us share this progress, in particular by consolidating our partnership with Passerelles Numériques, working more with vocational rehabilitation associations, and via targeted initiatives in each country, as we always have.

The Group Executive Board will be in charge of deploying this policy, and its members - Véronique di Benedetto, Bruno Lemaistre and Jean-Philippe Roesch - will supervise the implementation of the operational action plans.

Each employee will be kept informed of the progress of this scheme and of his/her role in implementing it. Moreover, any external stakeholders may ask for information on these commitments and their progress.

The Group is proud to be responsible and to be involved in this sustainable project. By honouring its commitments the company can integrate, build and reorganise its resources, both internal and external, in order to keep apace with the rapidly-changing environment – whilst respecting it – and share its experiences, joys, difficulties, and the fruits of its successes and value creation.

Jean-Louis Bouchard
Chairman

