

CORPORATE SOCIAL RESPONSIBILITY

Our commitments and targets for 2025

Artelia implements an ambitious CSR policy based on 4 pillars and 20 quantified objectives that reflect the company's purpose: **designing solutions for a positive life**. These concrete commitments are based on internationally recognized guidelines and are assessed annually by independent organizations.

We support



As an active member of **Global Compact** since 2018, we contribute to the **Sustainable Development Goals (SDGs)**, while adhering to the **ten universal principles of the United Nations Global Compact** regarding human rights, labour, environment and anti-corruption.



Early 2022, we committed to the **Science Based Targets Initiative (SBTi)**, which sets emissions reduction targets and assesses our efforts to reduce our carbon footprint in accordance with the 2015 Paris Agreement.



Ranked **GOLD Ecovadis** in 2024. This recognition rewards Group-wide efforts in four main areas : environment, social and human rights, ethics and responsible purchasing.

Our CSR policy is sponsored at the highest level of the Group: the CSR Director reports to the Executive Chairman. The CSR Committee guides the Board of Directors in its work and assesses our progress annually.

ENSURE RESPONSIBLE GOVERNANCE

OUR COMMITMENTS

- Assert ourselves as a pioneer company in CSR
- Stay at the forefront of ethical standards
- Share the value created by the Group and preserve our independence by increasing the number of employee shareholders



OUR TARGETS

- Carry out a detailed assessment of ESG risks and opportunities on 100% of our significant offers, based on the European taxonomy and the SDG'S
- Train 100% of our employees yearly on ethical risks
- Integrate ESG clauses in 100% of our purchase contracts and carry out yearly targeted audits
- Share at least 1/3 of the profit generated by operational activity
- Promote employee shareholding to at least 50% of employees
- Encourage employee shareholding among young people with an initial objective of at least 50% shareholders under 45

PROTECT THE ENVIRONMENT

OUR COMMITMENTS

- Align the Artelia Group's carbon footprint with the objectives of the Paris Agreement, through our commitment to the Science Based Targets Initiative (SBTi)
- Promote eco-design and eco-monitoring in our customers projects
- Contribute actively to reflections on reducing the carbon emissions of our clients projects



OUR TARGETS

- Scope 1 and 2: Reduce the carbon footprint of our premises and car fleet energy consumption to meet the « **1,5°C** » trajectory
- Scope 3: reduce the carbon footprint of our indirect emissions (mainly our travels) to respect the « well below **2°C** » trajectory
- Train **100%** of our project managers to internal methods and tools dedicated to eco-design and eco-monitoring of projects
- Encourage an eco-design and eco-monitoring approach on **100%** of our significant projects*

DEVELOP OUR HUMAN CAPITAL

OUR COMMITMENTS

- Embrace a « zero accident goal » safety culture
- Foster the commitment and well-being of our employees
- Promote women empowerment within the company
- Accelerate inclusiveness
- Enable stimulating career paths



OUR TARGETS

- Achieve a workplace accident frequency rate of less than **3,25** and aim for **Zero** serious accident***
- Aim for **8/10** on the average of the « Commitment » and « Well-being » indicators of the annual employee survey
- Reach **25%** of female managers and in executive positions
- Make **100%** of our employees aware of the Diversity and Inclusion approach « Each&All » every year
- Enable **100%** of our employees to access face-to-face or digital training each year
- Promote new professional opportunities for each employee at least every **3 to 5** years

COMMIT TO CIVIC AND HUMANITARIAN CAUSES

OUR COMMITMENTS

- Contribute to the attractiveness of scientific professions
- Encourage women to join the engineering professions
- Commit to the common good through the Artelia Foundation



OUR TARGETS

- Support **15** research programs through doctoral chairs or actions
- Participate in **5** programs aimed at promoting engineering professions among women
- Reach **500** annual days of missions for volunteering missions
- Aim, through the Foundation, to grant at least **3%** of the Group's operating income

* Significant offers/projects = all topics submitted to the Group's Risk Evaluation Board or to the Offer Reviews of the Business Units

** ESG refers to environmental, social and good governance criteria

*** Frequency rate refers to accidents at work excluding commuting accidents - Serious accident refers to an accident resulting in more than 30 days off work, permanent injury or death of the employee