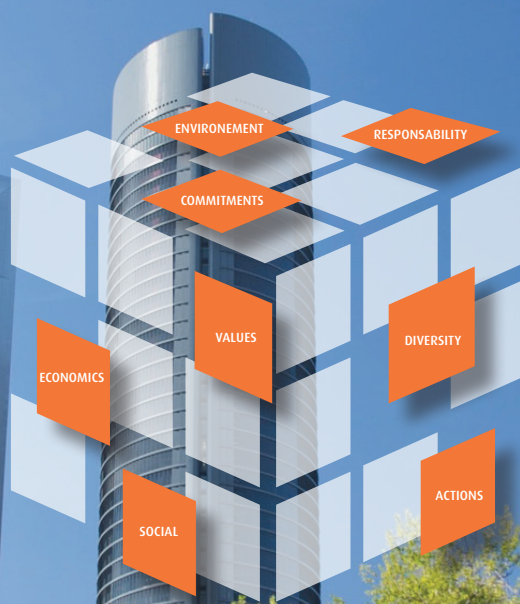


/ For a Sustainable Performance



Corporate Social Responsibility Charter

A shared commitment on a daily basis

CSR is an integral part of our DNA and we consider it a real driving force of performance. This means performance for the Group, since it encourages us to implement a process of continual improvement, but also and above all else, performance for our clients. We will continue to rely on the strength of the Group and on the commitment of our teams to pursue this ambition. Seeing further ahead, continually aspiring to achieve excellence, offering new solutions and reinventing our service lines are our fundamental objectives.

Social

- Foster the long-term integration of our personnel and avoid precarious employment
- Promote preventative health and safety measures to reduce absenteeism, work related accidents and MSDs
- Pursue our commitment to diversity and equal opportunities
- Master the provisional management of employment and skills by putting together a skills database and reinforcing the long-term integration of staff
- Promote the recruitment of apprentices and continue to set-up partnerships with prestigious Business Schools
- Highlight the value of our services in order to help to improve our client's comfort and work environment

Economics

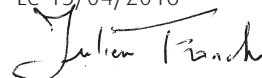
- Make sure that our economic expertise is perceived as a strong model that serves to regulate our local development in France and at an international level
- Deploy our processes and methods across all our entities in France and at an international level
- Innovate and create value for our clients and consolidate effective partnerships with them
- Promote our responsible procurement policy across all our spheres of influence

Environment

- Optimise the management and transport of our products and materials with the overall objective of reducing our carbon foot-print
- Promote the life-cycle analysis of our services and determine our environmental foot-print
- Deploy our system for environmental management across all our boundaries to control and reduce our impact on biodiversity
- Promote, through industrial technological benchmarking, any innovative solution in terms of performance, ergonomics and energy management and bring efficient advice to our clients on the matter

In line with these objectives, we are committed to continue evaluating our CSR policies annually on a voluntary basis and to be transparent with regards to our results: Sustainable Development report, EcoVadis evaluation, Communication on Progress.

Le 15/04/2016



Franck JULIEN
President ATALIAN Holding

QHSE POLICY

ATALIAN's policy in terms of Quality, Hygiene, Safety and the Environment is founded upon the following principles:

The satisfaction of our clients, the health and safety of their employees and environmental protection.

- 1 ATALIAN keeps a close watch on laws, regulations and other requirements applicable to its business and supplements them if necessary with specific requirements.
- 2 ATALIAN communicates, through its staff, a work culture that promotes skills management, positive feedback, information sharing and dialogue. This ambition is underpinned by the implication and exemplarity of our top management.
- 3 ATALIAN strives to set-up policies that evaluate and monitor risk, across all of its service lines.
- 4 ATALIAN embraces a constructive and transparent dialogue with its clients and makes recommendations to develop responsible partnerships.

- 5 Our employees help convey the Group's brand image, through their professionalism, responsiveness and respect with regards to clients
- 6 Our employees are conscious of their roles and responsibilities in terms of quality of service, health and safety, risk prevention of accidents and damage to the environment, as part of their activities
- 7 Our employees are urged to take ecologically responsible behaviour in order to control their consumption of resources (products, fuel, water, electricity, paper) and foster good practices on a daily basis.
- 8 Our management systems are aimed at developing the commitment of our various Group Departments in evaluating and measuring results, as well as setting-up action plans that encourage progress.



CLIENT COMMITMENTS

Performance

Our in-house command of different multi-service and multi-technical service lines, our network of specialized experts, our Quality Environment and Safety and ISO-certified methods, as well as the training we provide our employees, each guarantee superior results and a higher quality of service at an optimal price.

Tailor-made

Our client's needs differ according to their sector, their location and their structure. This is why our solutions are personalized according to the client's specific requirements. All of our offers are customized; from the teams we put in place, to our organization, methods and materials, right through to the uniforms and evaluation and reporting tools we provide.

Progress

We have developed IT tools that enable permanent evaluation of our services and which allow us to take fast action and to build progress plans in partnership with our clients. We have also created a team 100% dedicated to innovation in order to offer our clients innovative and useful solutions in the field.



Transparency

We have exclusive tools for real-time follow-up and traceability of services at our disposal. These are open to our clients to enable them to evaluate our performance and to check that we respect our commitments.



Responsibility

We are signatories to the United Nations Global Compact and the French Diversity Charter. Our health, security and environmental management processes are certified by the most demanding international norms (OHSAS 18001, ISO 14001).

Eco Vadis ranked ATALIAN as one of the most efficient, in terms of CSR, amongst the top 10% of companies in its sector.



ATALIAN. For a better performance

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