

# / Communication on progress 2016



## Letter of commitment

It is with great responsibility that I renew our commitment to the principles of the Global Compact, so that each of the decisions made by our company and the actions we implement respect the following fundamental themes: Human Rights, Labour, the Environment and Anti-corruption.

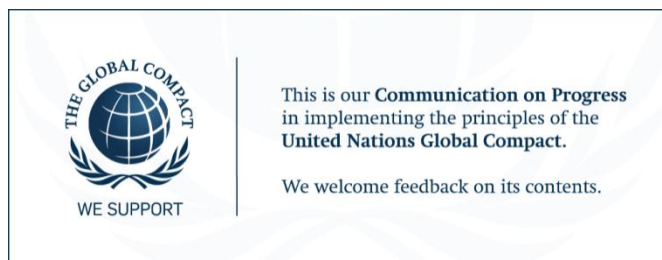
In this way we want to demonstrate our transparency in the way we communicate and share our achievements with all stakeholders.

This exchange with our partners will lead the way to sustainable performance.

Franck JULIEN  
President AHD&S



**This communication on progress describes all the actions undertaken in 2016 to fully incorporate the principles of the Global Compact within our company values.**





## / Human Rights

## Acquisition of the company DPS; integration through economic activity

### Evaluation, policy and objectives

In line with our CSR strategy, ATALIAN just acquired a company called *Dialogue Partenaires Services* (DPS). Founded in 1992, by people who come from the Social Economy sector, the company fosters professional insertion through economic activities.

### Implementation

DPS assists people who are isolated from the professional world in their endeavours to return to employment by giving them a job in the cleaning sector.

### Measuring results

Since 1993, more than 5 500 employees have benefitted from this professional insertion plan. In 2015, the company registered a dynamic outgoing rate of almost 58.2% of people benefitting from training and an employment solution.



## Protecting agents that operate at sites with ionising radiation

### Evaluation, policy and objectives

As part of our prevention plan for health and security at work and in accordance with our Group QHSE policy, we strengthened our risk prevention approach to ionising radiation.

### Implementation

We have set-up a nation-wide organisation to deal with risks at our sites and have appointed a network of People Competent in Radioprotection (PCR). This network is made-up of four members who have been duly trained and are qualified to deal with ionising radiation risk prevention. The team is managed by a national coordinator, who in turn relies on a number of regional correspondents.

### Measuring results

Thanks to this structure, at the end of 2016 we obtained the CEFRI-E\* certification for our cleaning activities in restricted zones subjected to ionising radiation.

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\* French committee that certifies companies that train and track personnel working in ionising radiation conditions.

# / Labour



## Partnership with Paris-Dauphine University for training and professional insertion

### Evaluation, policy and objective

ATALIAN, Paris-Dauphine University and the Paris-Dauphine foundation, signed a global partnership aiming to develop their relations in the field of education and the professional inclusion of young graduates from the Parisian university.

### Implementation

ATALIAN will offer internships, apprenticeship contracts, international voluntary and CIFRE contracts, as well as temporary and permanent job postings to Paris-Dauphine University students and young graduates. ATALIAN will bring its financial support to the Foundations programme of actions, via the following educational instruments: “International Mobility” scholarships, “Equal Opportunities” and “Student Accommodation” programmes.

### Measuring results

Through this initiative, ATALIAN commits itself to transmit its culture and values to young graduates, to train them, integrate them according to the Group’s needs and to help them develop professionally.



## Pursuing our partnership with the Global Heart Watch organisation to raise employees’ awareness

### Evaluation, policy and objective

Following the partnership that we signed in 2015 with the Global Heart Watch non-profit organisation, a first training session was organised at headquarters. Thereafter, ATALIAN’s objective is to pursue its commitment and awareness raising actions in 2016 and beyond.

### Implementation

Our employees are trained, directly at client sites, to recognise the signs of cardiac arrest and give basic treatment, whilst they wait for paramedics to arrive. Employees receive practical training in first aid and learn how to use a defibrillator.

### Measuring results

In 2016 close to 50 employees benefitted from such training. We aim to continue our endeavours in 2017 by increasing the number of training sessions and doubling the number of trainees.

## / Environment



## Undertaking energy audits across all ATALIAN entities

### Evaluation, policy and objective

Following on from the Green House Gas (GHG) balance and Carbon foot-print analysis that were undertaken across the Group's Cleaning business line, this year we undertook energy audits across all of our activities.

### Implementation

Fifteen Group entities undertook an energy diagnosis based on their building's electrical readings and on the fuel consumption of their vehicle fleets.

### Measuring results

After taking into account adjustment factors, that might have a direct or indirect impact on energy consumption, we can were able to draw-up a list of improvements, such as systematically taking into account "energy consumption" criteria when choosing vehicles; selecting tires that have low resistance; raising our employees' awareness of rational driving and energy savings.



## Two clients equipped with Ergelis' solution are distinguished by the CUBE 2020 competition

### Evaluation, policy and objective

The CUBE 2020 competition is supported by the French Ministry of Ecology and reflects the French government's sustainable development initiatives. The competition is organised by the French Institute for Building Performance.

### Implementation

The principle of the competition is simple, for a whole year competing building users commit themselves to reduce their energy consumption. On top of benefits such as cutting costs and mobilizing teams, the candidates are awarded an individual medal (platinum, gold, silver or bronze) according to their absolute progression.

### Measuring results

The « Parc du Millénaire 1 », a 29 000 m<sup>2</sup> office building in Aubervilliers (also near Paris), which Ergelis operates in partnership with MTO-Eurogem, obtained a Silver Medal. The "Campus Dassault Systèmes", a 66 000 m<sup>2</sup> office complex in Vélizy (near Paris), obtained a Bronze « Cube ».

A close-up photograph of a person's hands signing a document. The person is wearing a light blue button-down shirt. Their right hand holds a black pen with silver accents, and they are in the process of writing on a white sheet of paper. Their left hand rests on the paper to the right. The background is blurred, showing more of the person's shirt and a dark surface.

## / Anti-corruption

## Good practices and compliance, by ATALIAN's Legal Department

### Evaluation, policy and objective

Nowadays, compliance, ethics and good practices must be part of the strategy of any company that focuses on performance. With this in mind, ATALIAN has undertaken a number of initiatives. Firstly, the Group has reviewed its Ethics Code to detect any anti-corruption practices, as well as anti-competition practices. Furthermore, the Legal Department organised a training session on competition law. Following the lessons learnt, the Legal Department has decided to transmit a number of good practices in this field.

### Implementation

On top of these anti-corruption and anti-competition initiatives, ATALIAN has decided to create the position of Compliance Officer in 2017, in order to facilitate and centralise any complaints filed by Group employees, as well as to harmonise preventive and curative action plans. Furthermore, in accordance with the French « Loi Sapin II » which came into force in December 2016, during the first two months of 2017, the Group will set-up 7 measures, the aim of which are to help prevent and detect commission fees, received in France and abroad, from corruption or traffic of influence. Some of these measures include, drafting a code of conduct that illustrates the different types of behaviour that must be avoided and an internal alarm mechanism, via the designated Compliance Officer and internal monitoring procedures.

### Measuring results

Around a 100 Group employees – Sales Representatives, Regional Directors, Agency Directors – have already been trained in competition law. A complimentary e-learning training course will be launched in 2017 and each new Group employee will be trained to follow ATALIAN's good practices.



# / Conclusion



## ATALIAN continues to develop for a sustainable performance

Since becoming members of the EcoVadis platform, we have continuously analysed and evaluated our actions and practices in terms of social responsibility, so that we remain pragmatic at all times.

Our progress is constant and each and every action undertaken by our company has succeeded. At ATALIAN CSR is now fully carried by all our employees.

In October 2016, our professionalism was rewarded by an EcoVadis Gold Medal.



ATALIAN GLOBAL SERVICES  
Headquarters  
111-113 quai Jules Guesde  
94400 Vitry-sur-Seine  
T. +33 1 55 53 03 00

Follow us on:

 LinkedIn  
[atalian.com](https://atalian.com)

  
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