

A woman in profile, seen from the side, is holding a large, vibrant green plant. She is looking out over a city skyline with several tall skyscrapers under a bright, hazy sky. The image is framed by a white, angular shape that points towards the top right.

# Responsible Purchasing Policy

**ATALIAN GLOBAL SERVICES**

**Type :** Group policy

**Category:** Purchasing

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## Introduction



At ATALIAN, we are committed to driving sustainable growth by actively involving all our stakeholders.

With the full support of the Executive Board and under the sponsorship of our CEO, ATALIAN is rolling out a dedicated governance framework as part of its new CSR roadmap, I.M.P.A.C.TS.

This roadmap reflects our ambition to accelerate the Group’s transformation through concrete, structured and measurable actions in favor of sustainable development.

As part of this commitment, ATALIAN’s Responsible Purchasing Policy plays a central role in aligning procurement practices with the Group’s broader sustainability objectives. Its mission is to contribute to operational performance and long-term competitiveness, while strictly adhering to the Group’s core values, particularly in the areas of anti-corruption, ethics, regulatory compliance, and Corporate Social Responsibility (CSR).

By deploying this policy across all entities, the Purchasing Department is reaffirming its determination to act responsibly and to engage its supply chain in a continuous improvement process. This includes ensuring that all suppliers respect applicable legislation and meet the Group’s expectations in terms of social responsibility, environmental impact, and ethical conduct.

Our commitment is reflected in three key levers:

- Optimising and rationalising the supplier panel to ensure consistency and control,
- Strengthening strategic partnerships with key suppliers to foster mutual long-term value,
- Integrating Environmental, Social and Governance (ESG) criteria into the supplier selection and evaluation processes.

This policy is built upon the Group’s internal standards and frameworks, including our supplier approval procedures and Supplier Code of Conduct. It is a reference document that applies to all subsidiaries and countries where ATALIAN exercises effective control, ensuring a common foundation and shared ambition across the organisation.

Through this approach, ATALIAN reinforces its role as a responsible and forward-looking player, committed to creating shared value for clients, partners, employees and society as a whole.

**Guillaume BOURGER**  
Group Chief Procurement Officer

## Purchasing decisions guided by respect for our values and our CSR commitments.

ATALIAN has forged its identity and built its development on a foundation of enduring values shared by its managers and employees.

These values inspire and guide the Group's decisions and actions in all areas: economic, financial, social, societal and environmental.

### The values of the ATALIAN Group

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#### INITIATIVE & RESPONSIBILITY

Well-being, fulfilment and commitment.



#### AMBITION & AGILITY

Reactivity and transformation to reinvent our businesses.



#### OPENNESS & DIVERSITY

Employees from all cultures and with all backgrounds, for global and local action.



#### ETHICS & HIGH STANDARDS

Regulatory compliance, operational excellence.  
Commitment to services and results.



## The ATALIAN Group's CSR commitments

**At ATALIAN, Corporate Social Responsibility (CSR) is deeply embedded at the core of our strategy.**

Not only because any forward-looking company must act responsibly. By respecting the environment, promoting social equity and inclusion, upholding ethical standards, and ensuring transparency. But also, and above all, because our clients, regardless of their size or sector, increasingly demand and value this commitment to sustainability.

Our purpose is clear: to enable our clients to focus on their core business and enhance their performance, while caring for people and the environment.

**Guided by our CSR roadmap**, we are firmly committed to engaging our entire ecosystem, as well as employees, clients, suppliers, and partners, in building a more sustainable, equitable, and inclusive future.

**Our actions are concrete**, measurable, and driven by a dual ambition: to significantly reduce our carbon footprint and resource consumption, while maximizing our positive impact on local communities.

**Our vision goes far beyond regulatory compliance.**

It is part of a profound transformation process aimed at positioning ATALIAN as a responsible and committed leader, recognized as such by all stakeholders.

The road ahead is ambitious, and the challenges are many. Yet we are convinced that, together, we can shape a future where economic performance is fully aligned with environmental and social responsibility.

**With this conviction and determination, we look to the future, ready to make ATALIAN the benchmark Facility Management partner, combining service excellence with CSR leadership.**



## Presentation of the IMPACTS roadmap

The I.M.P.A.C.T.S. roadmap embodies ATALIAN Group's strong and unwavering commitment to embedding Corporate Social Responsibility (CSR) into the very fabric of all its operations. Transforming principles into tangible, measurable realities at every level of the organisation.

Meticulously designed, this roadmap is fully aligned with the Group's core values, long-term strategic vision, and bold ambition to position itself as a sustainable, indispensable benchmark in the Facility Management sector.

Each pillar of the I.M.P.A.C.T.S. framework reflects ATALIAN's determination to translate ethical commitments into concrete actions, continuously innovate to proactively meet client expectations, and deliver a meaningful positive impact; both socially and environmentally.

Far more than a CSR guideline, this roadmap is a strategic lever for transformation. Driving change, accelerating the adoption of sustainable practices, and enhancing the value we deliver to our clients and stakeholders.

By embedding this framework into its global strategy, ATALIAN reaffirms its ambition to be a driving force in the ecological and social transition. And a trusted, long-term partner to its clients.

**The Group is firmly committed to strengthening its competitiveness and resilience by anticipating future challenges, adapting to an ever-evolving global landscape, and actively contributing to a more sustainable future.**



IMPACTS





### IMAGINE

We go beyond the boundaries to create **new services, new processes and new innovative and sustainable offerings** that are as close as possible to our customers' needs. At Atalian, every idea is an opportunity to catalyze positive change and create sustainable value.



### MISSION

We can make a daily contribution to a more sustainable world thanks to Atalian's position as a **major player in FM in Europe and our number of employees**. That's why every action we take is guided by our commitment and **responsibility to our customers, our suppliers, our employees, our planet and our society**.



### PROGRESS

The deployment of **digital solutions and more intelligent operations management, a sustainable approach to our actions, combined with the agility** we value, will enable us to go even further towards social and environmental progress.



### ACTIONS

From the design of services to the implementation of ethical and responsible practices, **we transform our convictions into concrete actions motivated by our ESG commitment**.



### CUSTOMERS

Being our **customers' preferred partner is at the heart of our ESG approach**. By meeting their needs with excellence, we build lasting partnerships. We are committed to exceeding expectations, **supporting them in their own ESG needs**, while integrating their feedback to shape a more collaborative future.



### TRANSITION FOR ENERGY AND ENVIRONMENT

The Energy Transition is our compass for decarbonization. Through **new practices, more responsible purchasing and the development of sustainable solutions and services**, we are committed to shaping an energy transition that minimizes our impact, and that of our customers and suppliers, on the environment and encourages the adoption of responsible solutions.



### SOCIAL & SOCIETAL

Atalian has nearly 65,600 employees in France and continental Europe. **Supporting, training, developing and guaranteeing the well-being of our Talents are key to our success**. In addition to our employees, we have a concrete role to play in society, thanks to our **strong commitment to social integration and our work with local communities, schools and associations**. By actively contributing to society, we are working for a more ethical world.

## A Responsible Purchasing Policy Aligned with ATALIAN Group’s CSR Strategy

As part of its I.M.P.A.C.T.S. roadmap, ATALIAN has defined a clear CSR trajectory that addresses the major environmental and social challenges across its entire value chain. These include inclusion, disability awareness, the fight against modern slavery and child labour, biodiversity preservation, the advancement of the circular economy, decarbonisation, water conservation, and responsible waste management.

At the heart of this ambition, ATALIAN’s Responsible Purchasing strategy is a cornerstone of its CSR policy that directly contributes to the Group’s sustainable development and overall performance.

This strategy promotes the procurement of non-harmful, environmentally friendly products and enforces strict ethical standards in relationships with all stakeholders, particularly suppliers, and in all aspects of business conduct.

Far beyond compliance, this responsible purchasing approach is both a lever for environmental and social progress and a driver of operational excellence. It enhances resilience, strengthens trust with partners, and supports ATALIAN’s commitment to building a more sustainable and equitable future for all.

### Sustainable Procurement Practices Embedded in Supplier Selection

In alignment with its CSR strategy, ATALIAN’s Purchasing Department implements concrete, sustainability-driven actions when selecting and managing suppliers. These actions are designed not only to ensure operational efficiency, but also to reinforce the Group’s environmental, social, and ethical commitments.

Key initiatives include:

- Streamlining the supplier base to focus on partners offering the best overall performance, including CSR impact.
- Prioritising concentrated, eco-labelled cleaning products that are safer for employees, reduce packaging waste, and lower greenhouse gas emissions from transportation.
- Promoting the use of FSC-certified hygiene consumables to support responsible forest management.
- Favouring ergonomic and reconditioned cleaning equipment with a high reparability index, helping to reduce waste and improve the prevention of musculoskeletal disorders among employees.
- Reinforcing anti-fraud measures throughout the procurement process.



Ensuring supplier adherence to ATALIAN's ethical and compliance standards, including strict requirements related to human rights, the fight against modern slavery and child labour, as outlined in the Group's Supplier Code of Conduct.

To support these actions, a CSR performance evaluation grid, based on Environmental, Social and Governance (ESG) criteria, will be applied to suppliers during national tenders and contract renewals.

**Suppliers are assessed on key dimensions such as their decarbonisation pathways, social policies, and governance frameworks, with continuous improvement objectives integrated into selected contracts.**

This structured and proactive approach positions sustainable procurement not just as a compliance measure, but as a strategic driver of value creation for ATALIAN, its clients, and society as a whole.



## 10 Commitments of ATALIAN's Responsible Purchasing Policy for Sustainable Performance

### Economic and Governance Performance

1. **Foster long-term, trust-based relationships** with our suppliers, focused on service quality, reliability, and shared value creation.
2. **Ensure strict compliance with ethical standards** across the entire supply chain, promoting integrity, transparency, and alignment with ATALIAN's Code of Conduct.
3. **Streamline, digitise, and optimise purchasing processes**, enhancing efficiency, traceability, and responsiveness to business needs.

### Social Performance

4. **Promote health and safety** by prioritising products, services, and equipment that protect the physical well-being of our employees and partners.
5. **Promoting equal opportunities and support employability** through inclusive procurement practices and partnerships with social integration enterprises
6. **Ensuring social cohesion and well-being in the workplace**, encouraging socially responsible suppliers who promote diversity, fair treatment, and employee satisfaction.

### Contribution to Local Communities

7. **Engage actively with local communities**, supporting initiatives that generate positive social impact and strengthen territorial links.
8. **Support local economic development** by sourcing from regional suppliers and favouring short supply chains when possible.

### Environmental Innovation and Impact

9. **Collaborate with suppliers as innovation partners**, encouraging them to co-develop solutions that enhance service sustainability and bring added environmental value.
10. **Reduce our environmental footprint** through responsible sourcing, eco-design, and the integration of circular economy principles into our procurement practices.

