



# Corporate Social Responsibility Charter



## A commitment to sustainability at the service of our customers and at the heart of our service offering



**Quentin VERCAUTEREN DRUBBEL**  
*Group CEO*



Corporate Social Responsibility (CSR) is an integral part of our DNA and we see it as **an essential performance driver**. The Atalian Group has been a committed player since 2012 with its membership of the Global Compact and since 2015 with its compliance with 9 out of the 17 Sustainable Development Goals around Human and Labor Rights, environment and anti-corruption.

This commitment is also illustrated by the signing of the Diversity Charter in 2014 and the Caring for Climate declaration in 2015, followed by membership of the French Climate Pledge in 2021. In 2024, the Group has decided to reinforce its sustainable approach, by making its CSR commitment central to its customer-centric business model. This started with the definition of a new roadmap: **I.M.P.A.C.T.S.** Our aim is to respond as effectively as possible to our social and environmental challenges, to support our stakeholders and particularly our customers in their own challenges, and to comply with ever more stringent regulatory requirements.

At the heart of our business model are our **63,000 employees**. Their safety, health and well-being are at the heart of our actions. We support them on a daily basis to ensure they benefit from safe working conditions, and we implement training plans to develop their skills and help them progress within the Group.

The environment is also essential. Since 2023, **ATALIAN has been measuring its carbon footprint for both direct and indirect emissions**, and has set itself the target of reducing its emissions by 42% for scopes 1 and 2 and by 25% for scope 3 by 2030, in line with an SBTi trajectory.

Finally, our corporate governance has been fundamentally strengthened in recent years, with a particular focus on business ethics and the prevention of corruption, and the reinforcement of processes and controls to make ATALIAN an exemplary Group in this area.

Since 2024, ATALIAN has also been deploying its **Responsible Purchasing Policy** to ensure that its suppliers respect the Group's fundamental principles in terms of ethics, the environment and human rights.

Together, on a daily basis, we are convinced that we can achieve sustainable growth for the benefit of our employees, our customers and our Group.

## ATALIAN CSR Charter

### ENVIRONMENT

- Sustainable mobility and reducing CO2 emissions
- Waste reduction and Waste management
- Energy efficiency and reduction of water consumption
- Environmental compliance and climate risk management
- Preserving biodiversity
- Circular economy
- Innovative, eco-responsible services for customers

### SOCIAL

- Respect for the human rights of internal and value chain workers
- Employee health, safety and well-being
- Customer experience and loyalty
- Promoting diversity, inclusion and equality for all
- Talent attraction, training and retention
- Dialogue with our relevant stakeholders
- Employee mobility and work-life balance
- Socio-economic impact and local roots

### GOVERNANCE

- Business ethics and prevention of corruption
- Cybersecurity and data management
- Economic performance
- Responsible purchasing
- ESG governance structure and incentive compensation practices
- Corporate culture, values and reputation

**OUR 21 CSR ISSUES**  
Declined around  
our CSR roadmap

**IMPACTS**

**For a sustainable commitment  
to serving our customers**

# OUR COMMITTED ROADMAP: I.M.P.A.C.T.S.

## An ambitious roadmap

After reviewing all its policies, the Group launched a new multi-year CSR roadmap - IMPACTS - which updates its commitments and targets to define precise key performance indicators to measure progress.

### **I**magining

Design innovative services, processes and **offerings to create sustainable value**

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### **M**ission

Commit to a more sustainable world **for our clients, suppliers, employees, planet and society**

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### **P**rogress

Propose to our **customers digital and sustainable** solutions while preserving the **agility** we value

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### **A**ction

Deploy **ethical and responsible services and practices**

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### **C**lients

Become the **preferred partner of our clients by supporting them in their own CSR commitments**

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### **T**ransitioning Energy and Environment

Commit to **more responsible purchasing and to the development of environmentally respectful practices, solutions and services**

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### **S**ocial

**Support, train and develop** our Talents, **while ensuring their well-being. Take strong action on inclusion** and work closely with local communities, schools and associations

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## OUR CSR COMMITMENT



ATALIAN complies with 9 of the 17 Sustainable Development Goals relating to human and labour rights, the environment and the fight against corruption:





# ATALIAN

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