



Responsible Purchasing Policy

ATALIAN GLOBAL SERVICES

Type : Group policy

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1. Introduction



At ATALIAN, we are determined to sustainably develop our activities by involving all our stakeholders.

Supported by a committed Executive Management team and through its new CSR roadmap “I.M.P.A.C.T.S.”, ATALIAN has established dedicated governance, under the sponsorship of its CEO, and deploys specific and ambitious actions across the Group around key sustainability issues.

Within this framework, the Responsible Purchasing Policy has the mission of meeting operational performance and competitiveness objectives, in compliance with the Group’s principles and rules, particularly regarding anti-corruption, ethics, compliance, and Corporate Social Responsibility (CSR).

By implementing this Responsible Purchasing Policy, the Purchasing Department reinforces its actions aimed at ensuring its suppliers’ compliance with standards, social regulations, and ethical requirements.

This commitment to sustainable development includes rationalizing the supplier base, strengthening key partnerships, and evaluating suppliers according to Environmental, Social, and Governance (ESG) criteria.

It relies on all Group rules and procedures relating to this scope, particularly approval rules and the Code of Conduct.

This reference document applies to all subsidiaries where the Group exercises effective control.

Guillaume Bourger

Group Chief Procurement Officer

2. Scope of application

The ATALIAN Responsible Purchasing Policy applies to all Group entities, without exception, and concerns all employees involved in purchasing processes, regardless of their status, role, level of responsibility, or workplace. It constitutes a shared reference framework intended to guide purchasing practices toward social, environmental, and ethical responsibility.

This policy also applies to our suppliers, partners, and clients, in order to promote a common understanding of our commitments and encourage a sustainable, transparent, and value-aligned supply chain.

3. Purchasing decisions guided by our values and CSR commitments





ATALIAN has built its identity and development on a foundation of long-lasting values shared by its leaders and employees.

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

A. The Values of the ATALIAN Group

ATALIAN has built its identity and development on a foundation of long-lasting values shared by its leaders and employees. These values inspire and guide the Group's decisions and actions in all domains: economic, financial, social, societal, and environmental.



	<p>COURAGE ATTITUDE : INITIATIVE & RESPONSABILITY Our employees are our main strength. Their safety, well-being, fulfillment, and engagement are essential. Therefore, we encourage them to take initiative and fully assume their responsibilities.</p>
	<p>AMBITION AND COMMITMENT ATTITUDE: RESPONSIVENESS & AGILITY To develop in a complex, fast-changing world, meet stakeholder expectations, and address emerging societal challenges, we react quickly, innovate, transform our organization, and reinvent our professions.</p>
	<p>OPENNESS AND RESPECT ATTITUDE: INCLUSION & DIVERSITY Present in 15 countries, our Group has grown rapidly by integrating hundreds of companies and uniting thousands of employees with very diverse cultures and profiles. This diversity is a tremendous asset that enables us to build an open company, both local and global.</p>
	<p>HIGH STANDARDS ATTITUDE: ETHICS ACROSS THE ENTIRE VALUE CHAIN We commit to adopting ethical and responsible behavior and honoring our commitments to all stakeholders. Every decision and every process matters when aiming for excellence — we dedicate ourselves to delivering high-quality services.</p>

B. The CSR Commitments of the ATALIAN Group

For ATALIAN, Corporate Social Responsibility (CSR) is naturally at the heart of its strategy.

As a company committed to long-term sustainability, our actions must prepare the future by protecting the environment, promoting fairness and inclusion, and demonstrating ethical and transparent practices.

This commitment is also driven by our clients, regardless of their size or sector, who increasingly expect responsible and sustainable solutions.

Supporting our clients' operations, improving their performance, and taking care of people and their environment constitute our core purpose.

Guided by our CSR roadmap, we are committed to supporting clients, employees, suppliers, and all stakeholders toward a more respectful and socially equitable future.

Our actions, both concrete and measurable, must aim not only to minimize our carbon footprint and resource consumption but also to maximize our positive impact on communities.

Our ambition exceeds mere regulatory compliance — it is part of a deeper transformation aimed at positioning ATALIAN as a responsible, committed leader recognized by all stakeholders.

We are approaching the coming years with the conviction that we can build a future where economic performance goes hand-in-hand with environmental and social responsibility.

4. Presentation of the « IMPACTS » roadmap

The I.M.P.A.C.T.S. roadmap symbolizes ATALIAN's deep and unwavering commitment to integrating Corporate Social Responsibility into the very DNA of its operations and making these principles tangible at every level of the organization.

Developed with rigor and precision, this roadmap is aligned with the Group's core values, long-term strategic vision, and ambition to position itself as a leading, indispensable, and sustainable operator in the Facility Management sector.

Each dimension of I.M.P.A.C.T.S. reflects ATALIAN's determination to transform ethical commitments into concrete actions, constantly pushing the boundaries of innovation to proactively meet customer expectations and generate significant positive social and environmental impact.

These strategic pillars are not merely CSR components — they are essential levers for driving change, encouraging sustainable practices, and strengthening value creation for clients and stakeholders.

By embedding this roadmap into its global strategy, ATALIAN reaffirms its ambition to be not only a key player in ecological and societal transition but also a trusted partner for its clients.

The Group commits to enhancing competitiveness and resilience by adapting to rapid market transformations and anticipating future challenges in a constantly evolving global environment.



IMAGINE

We go beyond our habits and practices to create **nouveaux services, de nouveaux process et de nouvelles offres** innovative and sustainable solutions closest to our clients' needs. At Atalian, every idea is an opportunity to catalyse positive change and to **create lasting value**.



MISSION

Atalian, by virtue of its position as a **major FM player in Europe and by the number of employees** it commits to, can participate daily in a more sustainable world. That is why every action we take is guided by our **commitment and our responsibility towards our clients, suppliers, employees, planet, and society**.



PROGRESS

The deployment of **digital solutions and smarter operational management, combined with a sustainable approach to our actions** and the **agility** that defines us, will enable us to advance further toward social and environmental progress.



ACTIONS

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



CLIENTS

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



ENERGY TRANSITION & ENVIRONMENT

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



SOCIAL & SOCIETAL

Atalian has around 65 600 employees in France and Continental Europe. **Supporting, training, developing, and ensuring the well-being of our Talents** are key actions for our success. Beyond our employees, we have a **a genuine societal role to play through strong integration actions, working with territories, schools, and associations**. By actively contributing to society, we work towards a more ethical world.

5. A responsible purchasing policy aligned with ATALIAN’s CSR roadmap

ATALIAN’s roadmap aims to define a CSR trajectory for the Group addressing major environmental and social issues throughout its entire value chain, such as social inclusion, disability inclusion, the fight against modern slavery and child labor, preservation of biodiversity, development of the circular economy, decarbonization, water preservation, waste management, etc.

The Group’s Responsible Purchasing Strategy is a central component of its CSR policy, contributing both to sustainable development and overall performance. It includes the development of non-toxic product purchasing and the respect of ethical rules in relationships with stakeholders — particularly suppliers — as well as in business conduct.

This approach is not only beneficial for the environment and society but is also considered a performance driver for the Group.

A. Purchasing Actions Based on Sustainability Criteria in Supplier Selection

Among other initiatives, the Purchasing Department undertakes the following actions:
Renforcer ses actions de rationalisation du panel de fournisseurs vers ceux qui offrent la meilleure performance globale ;

- **Strengthening the rationalization of the supplier base**, favoring those who offer the best overall performance;
- **Prioritizing concentrated and eco-labelled cleaning products**, which ensure safe handling for our employees, reduce packaging, and lower GHG emissions linked to transportation;
- **Favoring product lines of hygiene consumables certified FSC (Forest Stewardship Council);**
- **Prioritizing cleaning equipment with high repairability indexes or sourced from refurbishment**, offering improved ergonomics to reduce musculoskeletal risks for employees;
- **Reinforcing actions against fraud risks;**
- **Ensuring supplier commitment and compliance** with ATALIAN’s ethical and regulatory requirements, as described in the Group Code of Conduct — including the fight against modern slavery and child labor.

To this end, an ESG-based CSR performance evaluation grid will be submitted to suppliers during national tenders and/or contract renewals. Continuous improvement objectives will also be included in certain contracts.

As a result, the assessment of our suppliers’ performance will focus in particular on their decarbonization trajectory, their social policy, and their governance.

6. Ten commitments of the responsible purchasing policy for sustainable performance

A. Economic and Governance Performance

1. Develop trusting relationships based on service quality;
2. Guarantee the ethics and compliance of our practices and those of our suppliers;
3. Simplify and strengthen our purchasing processes, and increase their digitalization;

B. Social Performance

4. Act to protect health and safety;
5. Promote equal opportunities and contribute to employability;
6. Ensure social cohesion and well-being at work;

C. Territorial Contribution

7. Engage with communities;
8. Contribute to the economic development of local territories;

D. Improvement of Our Environmental Impact Based on Innovation

9. Involve our suppliers in the development of certain services by enabling them to propose innovations and share their expertise;
10. Implement actions to improve our environmental footprint.

7. The group's responsible purchasing objectives

A. Economic and Governance Performance

1. Quality of Services and Supplier Relationships

Performance Indicators	Objectives
% of purchases made from suppliers who have completed the CSR evaluation form/evaluated according to CSR criteria	Achieve 80 % of purchases from suppliers who have completed the CSR evaluation form by 2027 100% of national tenders consider at least 15% of the score based on CSR criteria
Complete digitalisation and strengthen the entire Purchasing process	Strengthen supplier selection criteria by more robustly integrating CSR issues. Digitalise the collection, management, and updating of legal, regulatory, and specific documents. Digitalise compliance and solvency analyses of suppliers. Digitalise all purchasing commitment flows, from the expression of need to settlement, with adapted and controlled validation thresholds
Strengthen supplier communication	An annual awareness campaign for suppliers on the purchasing/responsible purchasing policy.
Share of purchasing volume from suppliers aware of or trained in CSR	Achieve 60% of total purchasing volume from suppliers aware of and/or trained in CSR issues by 2027 Achieve 80% of total purchasing volume from suppliers aware of and/or trained in CSR issues by 2030 <i>(Responses obtained via form submission)</i>
% of purchases from suppliers who have communicated their annual progress plans on 3 ESG KPIs	Achieve 50% of suppliers engaged in a CSR dialogue with the Group by 2027 Achieve 70% of suppliers engaged in a CSR dialogue with the Group by 2030 <i>(Responses obtained via form submission)</i>
Share of purchasing volume from suppliers certified ISO 9001 or equivalent	Achieve 50% of total purchasing volume from eligible suppliers certified ISO 9001 or equivalent by 2027 (France scope)
Number of CSR audits conducted with strategic suppliers identified in the risk mapping of the Vigilance Plan	Develop annual CSR audit campaigns for suppliers identified in the risk mapping of the Vigilance Plan by 2030 At least 2 audits per year

2. Ethics and Compliance of Our Practices and Those of Suppliers

Performance Indicators	Objectives
% of buyers trained in responsible purchasing	Achieve 50% in 2026 and 100% in 2027 of buyers trained in responsible purchasing
% of suppliers (whose annual sales volume exceeds €10,000) who have signed the code of conduct	Ensure that 80% of suppliers whose annual purchasing volume exceeds €10,000 have signed the supplier code of conduct or a framework contract incorporating the principles of the code of conduct by 2027

3. Digitalisation of Purchasing and Supplier Payment

Performance Indicators	Objectives
Average supplier payment period in days	Average supplier payment period must not exceed 60 days (in France)
% of suppliers connected to the document collection platform	Achieve 90% of suppliers with annual spending over €10K by 2030 (France) connected to the document collection platform
% of connected floor scrubbers	Achieve 100% of connected floor scrubbers in the fleet by 2030 100% of new floor scrubbers have been connected scrubbers since 2025.

B. Social performance

1. Health and Safety

Performance Indicators	Objectives
% of purchases of non-specific cleaning products with ecolabel, eco-cert, or without hazard pictogram	Achieve 90% of purchases of non-specific cleaning products with ecolabel, eco-cert, or without hazard pictogram by 2027 Achieve 100% of purchases of non-specific cleaning products with ecolabel, eco-cert, or without hazard pictogram by 2030
Share of purchasing volume from suppliers certified MASE or ISO 45001 or equivalent	Achieve 50% of total purchasing volume from eligible suppliers certified MASE or ISO 45001 or equivalent by 2027 (France scope)

2. Equal Opportunities and Employability

Performance Indicators	Objectives
% of purchases from adapted enterprises Number of suppliers with adapted enterprise qualification	Double the purchasing volume from integration structures or ESAT companies and/or equivalent by 2027
Share of purchasing volume from strategic suppliers with a diversity and inclusion policy	Achieve 80% of total purchasing volume from strategic suppliers with a diversity and inclusion policy by 2030. (Information collected via form)

C. Territorial Contribution

1. Community Engagement & Local Economic Development

Performance Indicators	Objectives
Number of local suppliers referenced by Group purchasing	50% of suppliers are located within 100km of branches by 2030

A. Environmental Impact and Innovation

1. Reducing the Environmental Footprint

Performance Indicators	Objectives
Scope 3 category 3.1 emissions % reduction in scope 3 category 3.1 vs 2023	Reduce the carbon footprint related to purchasing (scope 3) by 25% by 2030.
Number of plastic packaging items from recycled materials	50% of plastic packaging will be from recycled materials by 2028
% of purchased paper certified FSC	Achieve 100% of purchased paper certified FSC by 2026
% of strategic suppliers involved in a greenhouse gas emission reduction programme	Involve 90% of strategic suppliers in a greenhouse gas emission reduction programme by 2030.
% of cleaning product suppliers certified ISO 14001	80% of cleaning product suppliers certified ISO 14001 or equivalent by 2030.
% of professional uniforms made from recycled or recyclable materials	70% of professional uniforms purchased from 2030 onwards made from recycled or recyclable materials
Rate of office supply purchases incorporating sustainability criteria	Integrate sustainability criteria into 100% of office supply purchases by 2027.

8. Governance

The ATALIAN Group’s responsible purchasing policy is led by the Purchasing Department, in liaison with relevant internal and external stakeholders. It is part of a global approach to sustainable performance and compliance with regulatory and extra-financial requirements, particularly those of the CSRD.

This policy is subject to an annual review to ensure its relevance, its alignment with Group commitments, and the evolution of environmental, social, and ethical issues. The defined commitments are translated into operational and quantified objectives, monitored using performance indicators (KPIs), and integrated into the purchasing teams’ action plans.

The monitoring of objective achievement is ensured by the Purchasing Department, with regular reporting to identify improvement levers and ensure consistency with international standards in responsible purchasing.

9. Distribution and Revision

This policy is communicated to all employees and remains accessible on the company intranet. An annual revision is carried out to check the relevance of objectives or in the event of a major change in operations.

Revision date and version:	Revised by:	Reason for revisions:
14/01/2024 - version 1.1	Purchasing	Policy review and alignment with the CSR roadmap
16/12/2024 - version 1.2	Purchasing	Governance change
07/01/2026 – version 1.3	Purchasing and CSR Department	Review of quantified objectives and monitoring KPIs