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|
CSR
CHARTER



THE EPSA GROUP IS DRIVEN BY THE CONVICTION THAT TOMORROW'S COMPANY WILL BE RESPONSIBLE.

Today, this ambition leads us to build a group with high human added value. For us, this collective project is a driver of transformation, a source of performance and sustainable growth.

Social and environmental issues are redefining the place of the company in society. Its role is definitely no longer just to generate profit but to do so by having a positive impact on the world. In this context, medium-sized companies must be part of this incredible transformation.

The EPSA Group is engaged in a process of reflection and actions concerning its Corporate Social Responsibility (CSR) and, through the EPSA Foundation, is drawing on its expertise to contribute to a more inclusive and environmentally friendly society

There is also a new challenge for the EPSA Group, that of inserting CSR solutions within each of its expert appraisals in order to always make an offer that is adapted to the challenges of today and anticipates the challenges of tomorrow.

This CSR charter, supported by Management and shared with all employees of the EPSA Group, constitutes a common reference framework for all its stakeholders.

Matthieu GUFFLET
Founding Chairman of the EPSA Group

Cédric LAROYENNE
CSR Manager of the EPSA Group



RESPONSIBLE GOVERNANCE

The EPSA Group is growing rapidly and must therefore take into account its social and environmental footprints in order to put them in synergy with its economic footprint.

Controlling this, and linking these footprints, has led us to set up a solid organisation covering our societal responsibility, driven by the leadership and top management of the EPSA Group.

To ensure that this ambition is properly implemented, the governance of the EPSA Group complies with several main principles and, in particular, respect for Human Rights. The EPSA Group is a signatory to the United Nations Global Compact and therefore supports the ten principles, including respect for human rights. The EPSA Group also promotes this, particularly in its sphere of influence.

For the EPSA Group, respecting human rights means being vigilant in identifying the potential direct or indirect negative impacts of its organisation in order to correct them. The EPSA Group therefore continuously monitors its activity so as not to be directly or indirectly involved in any human rights violation that may be committed by another company, government, individual, group or any other entity with which it collaborates.

Also, through its international presence, the EPSA Group respects communities and seeks to respect local cultures.



ETHICAL BUSINESS CONDUCT

The EPSA Group has established various documents to ensure its long-term involvement in matters of Social and Environmental Responsibility and in particular:

- An ethical charter
- An anti-corruption policy
- A responsible purchasing charter
- A booklet «EPSA, a responsible Group»
- This CSR charter

These documents are a guide for all the teams of the EPSA Group who have the obligation not only to respect the principles, but also to control their evolution.

These documents go far beyond mere compliance with the law, the basis of every society. They are intended to provide a framework that allows the EPSA Group to pursue its economic and societal objectives by taking into account, on a daily basis, all its stakeholders and the impact associated with their decisions.



BEHAVIOUR TOWARDS CUSTOMERS

Each member of the EPSA Group's staff must respect the principles of fairness and integrity towards customers. Given the nature of the services provided by the EPSA Group, no compromise is acceptable in the field of security.

In addition, the EPSA Group is aware that corruption puts the company at commercial risk, risks loss of credibility and reputation and consequent destabilisation of the internal organisation. The EPSA Group is therefore committed, in all the countries in which it operates, to fighting all forms of corruption.



TOWARDS SUPPLIERS

An integral part of the purchasing and contracting procedures, a responsible purchasing charter is put in place to describe the social, environmental and societal commitments that the EPSA Group asks its suppliers to respect. It undertakes to consider the social and environmental impacts of the purchases of goods or services, both in the phase of selection of the supplier or subcontractor, contracting or performance of the service.



A RESPECTFUL SOCIAL POLICY



RESPECT AND PROTECTION

Respect for the employee is a fundamental objective of the EPSA Group: everyone must contribute to the cohesion of the company through the implementation of quality professional relations, both hierarchical and functional, namely frank, fair and respectful to all.



INTERNAL DIALOGUE

Freedom of expression is a fundamental right guaranteed within the EPSA Group. Everyone's opinion is sought on the rules applicable within the company, in particular through the employee representative institutions, when they have been designated. It is in this vein that the EPSA Group relies on dialogue and openness within its company.



INTEGRITY

The EPSA Group pays close attention to the integrity of its employees and, conversely, its employees refrain from damaging the reputation of the EPSA Group, the integrity of its assets and its information systems. Similarly, employees of the EPSA Group are required to comply with the laws in force in all the countries in which it operates.



DEVELOPMENT OF EMPLOYEES

The EPSA Group is aware that the development of its employees is an asset for sustainable performance and growth. The EPSA Group is therefore committed to the implementation of a Quality of Life at Work policy. For example, every employee has a right to training for greater employability and fulfilment at work. The EPSA Group seeks to develop the skills of its employees at all stages of their careers through proactive training and learning policies. The training needs of each employee are discussed each year during the individual interview.



NON-DISCRIMINATION

The EPSA Group is committed to promoting equality between women and men and to ensuring non-discrimination due to disability or any other reason in professional treatment at all levels of the company, and to ensuring that this gradually becomes part of the corporate culture, respecting each profession and each sector of activity. This principle applies from the moment of recruitment with the importance of this being emphasised to the teams concerned through the provision of a dedicated charter.



AN ENVIRONMENTAL COMMITMENT

While the activity of the EPSA Group is by nature less polluting than that of other sectors, the EPSA Group is nevertheless engaged in an approach to measure and reduce its environmental footprint. Following the completion of a carbon audit, the EPSA Group applies and coordinates its «**EPSA4Green**» policy, structured around three policies: «Reduce - Reuse – Recycle».

The EPSA Group is also committed to restraint in its use of digital resources and consequently to an action plan to reduce its digital footprint impacting the environment: both concerning individual eco-actions and the management of its IT installed base and the use of computerised data.

Finally, the EPSA Group is committed to an energy efficiency objective in buildings in which it is possible to have a significant impact.



A COMMITMENT FOR SOCIETY

The EPSA Group is committed in favour of society and is convinced that organising such a positive-impact project, linked to the company's activity, can be an element that unites employees and allows everyone to make a contribution, at their level, to one of the issues facing the world of the future.

Thus the EPSA Foundation (Endowment Fund), launched in October 2019, aims to support and develop any general-interest works or projects of a social nature that collectively contribute to **supporting people in insecure situations, helping them to become or remain employed**, with a view to promoting their personal development, their autonomy and their integration or reintegration into society. In addition, the fund carries out actions to support philanthropic, educational or humanitarian projects or those that contribute to the **protection of the natural environment by working, with our ecosystem, on the ecological transition**, and more generally any project of general interest within the framework of the Sustainable Development Goals (SDGs).

EPSA Foundation wishes to contribute to a world with high human added-value by working with the youngest age groups for a more environmentally-friendly world, while helping the most disadvantaged to integrate or reintegrate into the professional world. EPSA Foundation therefore makes it possible to have a significant impact on an entire generation, helping it to prepare for tomorrow.



ABOUT OUR COMPANY

The EPSA Group is one of the European leaders in organisational and operational performance consulting. The EPSA Group supports more than 600 customers, including 36 CAC 40 companies, with strong expertise in the field of purchasing, optimisation of social-security and tax charges, financing of innovation and BPO (central purchasing). The strength of the EPSA Group derives in particular from the quality of its experts and the power of its technological solutions.

Our promise: to identify & exploit sources of performance to improve the profitability of your business.

Today, the EPSA Group is taking up a new challenge by inserting CSR solutions within each of its expert appraisals in order to always make an offer that is adapted to the challenges of today and anticipates those of tomorrow.

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