



# CORPORATE SOCIAL RESPONSIBILITY



For over ten years, CLASQUIN has been deeply committed to sustainable development. The Group has developed its CSR approach around the 3 Ps: “People, Profit, Planet”, with four objectives in mind:

- > Building on the Group’s human capital.
- > Limiting the environmental impact.
- > Getting involved in the local community.
- > Investing in the social economy.

## A. SOCIAL RESPONSIBILITY: AN ATTRACTIVE AND RESPONSIBLE POLICY

**FULFIL:** attract and retain talent, promote internal mobility and offer career prospects at a “Profit, Client & Fun” company.

**LISTEN:** proactively listen to staff members in order to continuously improve well-being in the workplace and foster industrial relations in order to enhance collective performance.

Three “Funometer” surveys have been organised since 2017. The response rate was 85% in 2017 and over 78% in 2018. In 2017 and 2018, over 80% of employees questioned replied that they felt satisfied at work. In 2018, over 93% of employees questioned considered that their managers were accessible and attentive.

**TRAIN:** develop and exploit the skills of each employee.

**PROMOTE diversity:** ensure equal treatment and promote diversity amongst our staff.

“ IT IS MY WISH THAT THE EXECUTIVE COMMITTEE AND ALL EMPLOYEES OF CLASQUIN FAMILIARISE THEMSELVES WITH AND FOLLOW THIS CODE SO THAT THE PREVENTION OF CORRUPTION, A GOAL IN KEEPING WITH THE VALUES WE UPHOLD, BECOMES A PERMANENT FEATURE OF THE WAY WE MANAGE ALL OF OUR OPERATIONS. ”

YVES REVOL, CHAIRMAN OF THE CLASQUIN GROUP, ON THE TOPIC OF ANTI-CORRUPTION AND RISK PREVENTION.



## B. ENVIRONMENT: MORE SUSTAINABLE RESOURCE MANAGEMENT

**CONTROL** environmental impact: measure CO<sub>2</sub> emissions generated by the transport solutions provided and propose more sustainable alternatives.

**SET** an example: in relation to its operations, commit to more sustainable management of resources and act in an exemplary fashion.

In 2018, CLASQUIN SA and LOG System recycled almost 3.5 tonnes of waste.



## C. SOCIAL: INVOLVEMENT IN THE LOCAL COMMUNITY

**BE INVOLVED:** get involved in the local community and encourage employees to follow suit.

Although the “Foot of Africa” social entrepreneurial project launched in 2012 has been temporarily suspended due to technical problems, the Group continues to contribute towards local communities by donating resources and lending its skills.

- > CLASQUIN is a founding member of the Emergence foundation, a community of 37 Lyon-based companies committed to helping start-up projects designed to strengthen social bonds or create jobs by donating skills and facilitating contacts.
- > In accordance with its strong commitment to equal opportunities, academic achievement and promoting employment, the Group supports locally based charity organisations such as COUP DE POUCE and RESSORT.
- > Under its partnership with the TÉLÉMAQUE Institute, CLASQUIN offers its employees the chance to become a personal mentor for a schoolchild or apprentice coming from a humble background, in order to provide guidance throughout their schooling and help them gain self-confidence.

In 2018, CLASQUIN was ranked among the top 10 sporting companies in France (companies with over 250 employees - 3<sup>rd</sup> year of the French “Prix des Entreprises les plus Sportives” awards). This ranking is part of “Sentez-Vous Sport”, France’s leading inter-company multi-sport challenge aimed at rewarding and promoting companies that do the most to promote sport among their employees.

**PREVENTION:** combat bribery and corruption by committing to preventing risks of corruption in relation to Group operations.