

CLASQUIN CSR 2019



THE GROUP'S CORPORATE SOCIAL & ENVIRONMENTAL RESPONSIBILITY (CSR)

For over ten years, CLASQUIN has been deeply committed to sustainable development. The Group's CSR approach is founded on three main goals:

- Valuing the Group's employees,
- Limiting its environmental impact,
- Contributing to the community.

1 Valuing employees through a responsible and attractive employment policy

VALUE, attract and retain talent, promote internal mobility and offer career prospects within the Group.

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

TRAIN, develop and exploit the skills of each employee by means of projects such as the CLASQUIN ACADEMY and the SALES ACADEMY

RESPECT EQUALITY thanks to an equal pay policy that is an integral part of the company's strategy, values and culture.

CLASQUIN S.A. scored 91 out of 100 on the 2019 gender balance index (95/100 for LCI-CLASQUIN).

CLASQUIN, gender equality is part of a broader Diversity and Social Inclusion programme, which is one of the pillars of the Group's

HR policy. These results exemplify the work accomplished. Since diversity is a source of elevation and value creation for the company, CLASQUIN makes relentless efforts to value and promote the role and standing of female managers within the Group.

PROMOTE DIVERSITY AND INCLUSION

A number of measures have been implemented to improve the Group's treatment of disabled persons and inform disabled employees of the various schemes available to them. In particular, the company has drafted a set of guidelines entitled "Action Handicap CLASQUIN".

Every year a disability report (Bilan Handicap) is circulated to all offices setting out figures, the main measures implemented and recommendations for the following year. The Group has also appointed a disability officer.

2 Limiting the environmental impact through sustainable resource management

LIMIT THE IMPACT: CLASQUIN and its subsidiary LOG SYSTEM measure the CO₂ emissions of the transport solutions proposed to the client. As part of its Supply Chain Management Consulting business, the CLASQUIN Group is also committed to advising clients on how to optimise their goods transport systems and, where possible, propose alternative options such as rail or barge transport. For example, CLASQUIN offers a rail option to and from China.

TAKE ACTION IN EVERYDAY LIFE: Group-wide, CLASQUIN is committed to a more sustainable resource management. CLASQUIN works in partnership with Elise, a disability-friendly company committed to promoting the employment of disabled persons, on the recycling of waste such as bottles, cardboard boxes, paper and bulbs. Awareness actions on waste sorting are also carried out for employees.



3 Contributing to the community through local and international solidarity actions

CLASQUIN contributes through local actions, donations and skills-based sponsorship.

- The Group's aim by the end of 2020 is to set up a Foundation, so as to structure its assistance, firstly in France then abroad.
- CLASQUIN is a founding member of the Emergence Foundation, a community of 37 Lyon-based companies which supports start-up projects designed to strengthen social bonds and create jobs through skills-based sponsorship and networking.
- The Group also supports a number of not-for-profit organisations such as COUP DE POUCE, RESSORT and Les Petits Frères des Pauvres.
- Employees of the Group can also help as tutors for children from disadvantaged backgrounds to support them in their schooling, thanks to Institut Télémaque.
- Since September 2019, CLASQUIN has put some offices at his Lyon premises at the disposal of Mercyship, an NGO which charters hospital ships since 1978 for the poorest countries in Africa, so as to provide free health care, training and assistance for community development projects.



PREVENTION OF BRIBERY AND CORRUPTION The Group implements measures to prevent, detect and combat bribery, in accordance with the Sapin II Law and the Middlednext Code of Conduct.

- A whistle-blowing system has been put in place.
- A risk mapping is under preparation.
- In 2019, the Group has started the roll-out of GIFT (Global Integrated Financial Tools) in most of its subsidiaries, which aim to reinforce control over accounting and financial operations. It is expected to be completed at the end of 2020. The strengthening of procedures for third-party assessment is ongoing.
- Training on the fight against corruption are regularly organised for employees.
- A dedicated "risk and compliance" post has been created in the Group.



"It is therefore 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."

Extract from the message on CLASQUIN's anti-corruption plan,

▶ Yves Revol,
Executive Chairman of the CLASQUIN Group.