

2020 NON-FINANCIAL OVERVIEW

A MEANINGFUL CSR POLICY THAT CONTRIBUTES TO OVERALL COMPANY PERFORMANCE

PEOPLE

Build high-performing committed teams

Multicultural international teams

925 employees

200 employees driving business development

Over **25** nationalities

56% of employees outside France

CLASQUIN Academy

58% of employees received training

Promoting diversity

93/100 CLASQUIN gender equality index score

54% women

3.1% of employees with disabilities in France

Responsible governance

50% women on the Expanded Executive Committee

40% women on the Board of Directors

3 independent directors

An entrepreneurial spirit

8 local managers hold shares in their subsidiary

12.1% of employees are shareholders

33 managers participate in the joint investment plan

35% EBIT 2019 Distribution Performance Salary

Committed teams

1 annual barometer 

91.4% feel good at work

96% of employees feel confident about the Group's future

An attractive employer brand

1 digital application CLASQUIN

1/2 of hiring through referrals

110 jobs posted

10,000 followers on LinkedIn 

2020

 **52/100**
Ecovadis score
(global CSR assessment standard)

 **62/100**
Gaia Index
(measures the ESG performance of SMEs)

PARTNER

Act with responsibility and integrity



Anti-corruption

Code of Conduct (2018)

- Company-wide implementation of the gift policy in 2020
- E-learning module in 4 languages
- Whistleblowing mechanism for internal assessment of potential threats
- Third-party assessment procedures (ERP Finance & CW Denied Party Screening)

Cybersecurity

100% of users with two-factor authentication

100% of critical services protected by an operational security centre

81/100 Microsoft Security Score

1 security audit conducted per year

Social entrepreneurship

2021 CLASQUIN Foundation

- A foundation under the aegis of Fondation de France

PLANET

Set an example for our sector



Our Green offering for our clients

Measure

- Real-time measurement of the environmental impact of transport operations (CO₂, NOx, etc.)

Provide operational solutions

- Decision-making support through a choice of transport resources and methods and organisational engineering

Reconfigure

- Consultancy offering dedicated to the Green transformation of the supply chain