



RESPONSIBLE
COMPANY

2022

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Moving forward with EPSA for GOOD

EDITOR'S NOTE

Throughout this document, there are references to how EPSA is contributing to the 2030 Sustainable Development Goals (SDGs).

The UN's SDGs are
"A CALL FOR ACTION BY ALL COUNTRIES — poor, rich and middle-income — to promote prosperity while protecting the planet.

They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection."

(Source: un.org)



ABOUT EPSA

EPSA is a creator and producer of sustainable corporate performance. It is the partner of choice for any organisation wanting to boost its performance and profitability. With an international presence, a thousand staff and its own integrated digital solution, EPSA is the only player to offer comprehensive support through seven key extra business areas.

The EPSA Group is now taking up the new challenge of incorporating CSR solutions into each of its business areas to ensure that what it offers meets today's needs and caters for tomorrow.

OUR VISION

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The year 2022 was fraught with uncertainties: the pandemic, the energy crisis, and political instability all motivated and obligated companies to undertake in-depth transformations. We observed the integration of social, societal and environmental responsibility policies across the board – from very small companies to large corporations – as an additional way to manage these major shifts. This trend towards corporate responsibility, which EPSA itself began to embrace three years ago, makes it possible for us to confirm our growth and assert our mission statement: **To make EPSA a springboard that reveals the particular talents of each individual, through unique professions and by offering a range of opportunities favorable to personal fulfillment and professional accomplishment.**

To substantiate and articulate this mission, EPSA decided to take all its strategic and operational decisions one step further in this direction by creating a **Commitment Department** in 2022. Its objective is to put human capital at the heart of its growth to make it a true vector for societal transformation. We are faced with the challenge of our business development: our employees, our clients and our partners expect our commitment to sustainably pervade our corporate culture, from our practices to our methods to our offers. The creation of our Commitment Department demonstrates our consideration for societal issues at the highest level of governance. It must align all the tools and drivers for action relating to human capital with the company's economic performance for sustainable growth.

Under the “EPSA for Good” banner, we were able to obtain EcoVadis GOLD certification, acquire a B score at the CDP, ramp up our SAPIN II compliance and – through EPSA Foundation – stake capital in Engagés, a job creation company.



MATTHIEU GUFFLET
FOUNDER CEO EPSA
FOUNDATION PRESIDENT



CÉDRIC LAROYENNE
CHIEF COMMITMENT OFFICER
EXECUTIVE OFFICER EPSA
FOUNDATION

OUR CSR COMMITMENTS

As a fast-growing company for several years, EPSA has a duty to consider the different externalities generated by its business model and operational approach.

Having consulted internal and external stakeholders, EPSA has selected three key focus areas aligned with its economic footprint:

- Governance
- Social footprint
- Environmental footprint

THIS SOCIAL RESPONSIBILITY IS NOW TAKEN ON BY THE WHOLE GROUP: by the leadership and top management of the company, and by staff, who are the key drivers.



WHAT WE'RE DOING



WHAT WE BELIEVE

With business governance increasingly regarded and important for growth, it is crucial to have sound principles in place when it comes to ethics, business management and relationships with suppliers, clients and investors.

This aims to prevent behavior that could damage the company or its stakeholders and consider the IMPACT ON THE AREA AND SOCIETY.

GOVERNANCE



WHAT WE'RE DOING

In 2019, EPSA signed the United Nations Global Compact, bearing on the respect of human rights, international labor standards, environmental protection, and the combat against corruption.

To ensure that these values are observed and shared by all, we have drafted and advocated various charters and developed training sessions to help the company adjust to these challenges and integrate them into its everyday business.

The EPSA group also determined a mission statement to express the company's societal purpose and ensure that it is implemented throughout its business.



OUR IMPACT

100%

of executives are trained in anti-corruption practices

1

Mission statement

4

Charters that guide and assist in making the right decisions

EPSA'S RAISON D'ÊTRE

To make EPSA a springboard that reveals the particular talents of each individual, through unique professions and by offering a range of opportunities favorable to personal fulfillment and professional accomplishment



WHAT WE'RE DOING



WHAT WE BELIEVE

A company that wants to perform and must REFLECT THE SOCIETY IN WHICH IT OPERATES.

While managing social footprint is key, this must be done within a cohesive approach to HR and diversity must be taken into account.

Equality for different genders, people with disabilities... The company is keen to respect individuals and combat all forms of discrimination.

SOCIAL FOOTPRINT



WHAT WE'RE DOING

Following the signature of the Diversity Charter, EPSA drafted and internally published a charter to combat discrimination and promote diversity and inclusion. To ensure work conditions that are considerate to all, the group has adopted a parenthood guide that is provided to all employees for guidance.

The EPSA Equality program aims to raise awareness and provide training, lectures, webinars, and other supports addressing diversity and inclusion. These measures are progressively being implemented into the corporate culture with respect for each profession and each area of business.



OUR IMPACT

100%

of managers are trained in diversity and inclusion and in combatting discrimination

1

EPSA handicap agreement audit performed to aim for a renewal



WHAT WE'RE DOING

ENVIRONMENTAL FOOTPRINT

7



WHAT WE BELIEVE

Protecting the environment safeguards all economic players' potential.

Given the climate crisis, **the company must quickly devise and ACTIVATE AN OPERATING MODEL THAT USES LESS CARBON based on the Paris Agreement to mitigate the consequences of climate change.**



WHAT WE'RE DOING

The EPSA group has a limited impact in terms of its services, which was quantified through the 2022 renewal of its carbon report (3 scopes). Aware of its influence and the importance of everyone's involvement, the group launched the development of its climate strategy in 2022 according to the French Environment and Energy Management Agency's ACT Step by Step method.

In keeping with this strategy, the group developed an awareness-raising program for its top management, and more broadly all its employees: the Climate Fresk, 2Tonnes workshop, lectures, etc.



OUR IMPACT

80%

of EPSA associates have participated in the Climate Fresk

98%

success in selective waste sorting

100%

of the sites are monitored for energy performance

85%

of the IT equipment is entrusted to ATF Gaia, a specifically specialized company that makes it possible to save 13.8 tCO₂eq



WHAT WE'RE DOING

WHAT PEOPLE SAY ABOUT THEIR INVOLVEMENT

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THOMAS GROSS
ASSOCIATE, TECHNICAL DIRECTOR
EPSA INNOVATION

“The values of diversity and inclusion are an integral part of the EPSA identity. To us, it is fundamental to establish a work setting that is open to all in order to foster each individual’s fulfillment, and consequently their performance. As a Sponsor of EPSA Equality – the group’s in-house diversity and inclusion program –, I am convinced of the importance of integrating these issues into our everyday business and our corporate strategy.

That is why we are supporting several awareness-raising, training, and transformation measures within the group, with and for the employees.”



ANTOINE DE VULPILLIÈRES
DEPUTY DIRECTOR
EPSA PROCUREMENT

“If we all agree on the importance of committing to – and accomplishing – the transition, it then becomes necessary to consider the changes that we would be able to accept in order to achieve it. Participating in a Climate Fresk or a 2Tonnes workshop with EPSA offers the opportunity to take stock of the societal, behavioral and regulatory changes that will be required in order to restore sustainability.

Moreover, there is something exciting about working on a daily basis to change our clients’ habits, priorities and ways of working. And to orient them towards authentically sustainable models, we must ourselves have a clear, well-informed vision of the issues involved.

Personally, I am delighted that EPSA is committed to an ambitious, pragmatic climate strategy, and that it is investing so massively in the training of its teams.”

OUR BUSINESS & IMPACT SOLUTIONS

It is a real challenge to incorporate solutions with a social or environmental impact into every business area.

DEVELOPING AN OFFERING THAT MEETS TODAY'S NEEDS AND CATERS FOR TOMORROW is a key aspect and a solution that represents a sustainable way of tackling the challenges of our time.



WHAT WE'RE DOING

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OUR CONVICTIONS

Creating sustainable performance is becoming a major challenge for all the organizations that make up civilian society, and particularly businesses.

EPSA is convinced of that, so it is putting various forms of expertise on its side to guide its clients and reinforce the synergies between various professions in terms of sustainable development. In 2022, Enoptea – which specializes in controlling costs and energy consumption – was joined by ekodev, an essential CSR and sustainable development company, to go one step further in guiding the clients of EPSA.



OUR SOLUTIONS



The ekodev consultants “raise the awareness of people in organizations to stimulate their commitment and lead to change” through various consulting assignments on sustainable development and CSR themes (sustainable mobility, climate strategy, biodiversity, CSR, mission statement, and so on).



Through its digital services, Enoptea provides budgetary and energy consumption analyses in order to assist clients in finding the best ways for them to save in these areas.



OUR IMPACT

+80

Sustainable development and energy experts

+500

Clients advised

+€7M

in turnover



WHAT WE'RE DOING



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OUR CONVICTIONS

In France, disability remains the leading cause of discrimination, and the workplace is the prime setting for this discrimination to occur.

At the EPSA Group, all roles in Outsourcing (procurement outsourcing) and Consulting (operational consulting for procurement) can be filled by people with a disability.



OUR SOLUTIONS

The EPSA Group includes a **COMPANY EMPLOYING DISABLED STAFF, which combines economic performance with social impact.**

OUTSOURCING

Third-party procurement to reduce the supplier pool, to save time and money

CONSULTING

Providing consultants specialising in procurement (purchasers, technical and industrial buyers, etc.)

A COMPLEMENTARY OFFER

Collecting all beneficiary unit evidence from EAs and ESATs helping people with disabilities into work



OUR IMPACT

19

Employees, including 16 with a disability

+€533,000

in turnover

**First “entreprise adaptée”
employing disabled staff in this
sector**



WHAT WE'RE DOING

WHAT PEOPLE SAY ABOUT THEIR INVOLVEMENT

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CÉLINE CHAPELLIER,
BUSINESS MANAGER, BUYZEWAY

“BuyzeWay is an adapted company on a human scale. It strives on a daily basis to create and adapt work stations to suit the various needs of its employees. To do so, we remain attentive and establish solutions to suit the various phases of their careers.

As soon as I was hired, the company supported me by arranging for an ergonomist who determined my needs to establish systems to accommodate them. Moreover, in-house, human resources and the handicap counselor guide me in my everyday work to ensure that I am reaching my potential and assisting me in administrative tasks and the like.

As a business manager at BuyzeWay, in turn, my job is to advise clients. I am there to provide for their needs and foster their collaborative work with various suppliers.”



BENJAMIN DEKESTER,
CO-FOUNDER, EKODEV

“To deal with the major challenge of transitioning to a human-centric, responsible, low-carbon society, ekodev advises organizations in integrating social and environmental challenges into their strategies. To do so, we consider it particularly important to observe the values that we have determined: commitment; sharing knowledge and expertise; optimism, to encourage the desire to get involved and take action; and boldness, to continue progressing ever further. Our team works in a friendly, stimulating environment that demonstrates empowerment, involvement, and guidance for personal development and fulfilment.

In addition to its international renown and influence, EPSA is the ideal partner for combining various forms of operational performance and CSR expertise. We also offer our clients a complete, interdisciplinary array of services to cover every aspect of their challenges, professions and value chains, while benefiting from a laboratory for CSR experimentation and innovation.”

OUR COMMITMENTS



The EPSA Foundation launched in 2019. It aims at supporting and developing any public-interest initiative or project of a social nature contributing collectively to **supporting vulnerable people with accessing or staying in employment** in order to facilitate their personal development, independence and social (re)integration. The fund also allows for activities to support philanthropic, educational and humanitarian projects, and initiatives that help protect the environment by working with our ecosystem on the ecological transition and, more generally, on any public-interest project in line with the UN's 2030 Sustainable Development Goals.

THE EPSA FOUNDATION HOPES TO CONTRIBUTE TO A WORLD WITH SIGNIFICANT HUMAN ADDED VALUE by working with young people to create a world that is more considerate of the environment and by supporting vulnerable people a little later in life to join or rejoin the working world. The endowment fund will therefore help a whole generation prepare for the future.



WHAT WE'RE DOING

PROFESSIONAL INSERTION

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WHAT WE BELIEVE

Supporting vulnerable people with accessing or staying in employment to facilitate their personal development, independence and social (re)integration is a priority for any company.

And for service companies, **human capital is the driving force: the main asset to protect.**

EQUAL OPPORTUNITIES WHEN IT COMES TO THE LABOUR MARKET ARE THEREFORE A PRIORITY.



WHAT WE'RE DOING

The EPSA Foundation funds and provides voluntary skills-sharing for four charity partners working on equal opportunities, the employability of people struggling to find employment, and access to entrepreneurship.

It has also been signed up to the Pact with Neighbourhoods for All Businesses (PaQte) since 2018.



OUR IMPACT

+1100

Beneficiaries

+ 100 MAN DAYS

of voluntary skill-sharing

Article.1
PRENDRE LE POUVOIR SUR L'AVENIR

la cravate
Solidaire

100000
ENTREPRENEURS

ENGAGÉS
ENGAGEMENTS PARTAGÉS

PAQTE LE PACTE AVEC LES
QUARTIERS POUR TOUTES
LES ENTREPRISES



WHAT WE'RE DOING

THE "GREAT CAUSE" OF 2020-2022

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WHAT WE BELIEVE

To have a social and environmental impact, engagement is needed from staff and a foundation/endowment fund is required for initiatives.

This is why protecting the environment and the ecological transition is the Group's «Main Cause» for 2020-2022, as chosen by over half of our staff.

There is a special focus on RAISING AWARENESS AMONG AND EDUCATING THE YOUNGEST MEMBERS OF SOCIETY ABOUT THIS TOPIC.



OUR WHAT WE'RE DOING

During the 2020-2022 period, EPSA Foundation had two goals for its "Main Cause":

- **contributing** to the resolution of environmental challenges
- **supporting** the winning structures with financial sponsorship

EPSA's 2020-2022 "Main Cause" concludes on a **positive impact** and **successful partnerships**.



OUR IMPACT

+ 44,000
Beneficiaries

**MAKE.
ORG**



*Little
Citizens for
Climate*

LE LAB MOBILE



WHAT WE'RE DOING

CITIZEN DAY

16



WHAT WE BELIEVE

BECOMING A CHANGEMAKER involves experience on the ground: an initial step that enables someone to further a cause while learning all about it.

Because engagement is sometimes complex, it can rocket when a company takes simultaneous collective action. There are two main challenges: getting the team involved and having a tangible impact.



WHAT WE'RE DOING

Facilitated by its partner, Surfrider Foundation Europe, EPSA was able to hold a second Citizen Day. During a special morning activity, the group's employees and their families got the opportunity to participate in litter collection in Paris, Lyon, Sophia-Antipolis, Marseille and Cologne. An online lecture on the theme of marine plastic pollution was also held for the teams based in Amiens, Toulouse, Mérignac, Aix-en-Provence, Brussels and Luxembourg, while the Chinese teams participated in a Climate Fresk.



OUR IMPACT

+150

EPSA volunteers and their families

+2,000

Liters of litter collected, including more than 5,000 cigarette butts

1st multimodal Citizen Day in France and abroad



13 MESURES RELATIVES
À LA LUTTE CONTRE
LES CHANGEMENTS
CLIMATIQUES



WHAT WE'RE DOING

WHAT PEOPLE SAY ABOUT THEIR INVOLVEMENT

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FABIENNE BÉAL
PRINCIPAL
EPSA TRANSFORMATION

"At the EPSA group, our environmental and social endeavors are real, particularly our climate strategy and efforts to raise awareness in matters of diversity and inclusion, which will be ramped up in 2023. Citizen Day, a day of socially constructive action, is a way to raise lasting awareness among employees and their loved ones on the environmental challenges relating to trash management to provide the keys to, and motivation for, everyday action.

In social terms, interventions with young people offer sharing opportunities that make it possible to demonstrate that they can take an active role in their lives, showing them that any dream can come true if they believe in it and secure the means to achieve it.

Through its various actions, EPSA Foundation is leading the EPSA group towards a social and environmental transformation to generate sustainable performance."



FLORENT MARCOUX
CEO
SURFRIDER EUROPE

"The support of EPSA Foundation was a considerable driver in supporting the change of scale of the Campus Erosion educational program sponsored by Surfrider.

The financial support provided over a three-year period made it possible for us to develop 16 new educational tools and to extend the project to Europe, adapting it to the challenges of the Spanish and Portuguese coastlines.

We truly established a comprehensive partnership with the involvement of our employees and Surfrider Europe. Thank you!"

EPSA FOR GOOD ABROAD

FOCUS ON PSG GERMANY



WHAT WE BELIEVE

As a responsible company, EPSA and all the entities that constitute it are working towards those objectives by taking into account social and environmental challenges.

PSG, a company specialized in advising clients in their indirect purchases, expresses these commitments through its integration of a strong CSR policy, its responsible business services, and the involvement of its employees.



WHAT WE'RE DOING

CSR

PSG has obtained ISO 14001 and ISO 9001 certifications to guarantee high-quality leadership and a system of environmental management. Some initial carbon compensation efforts were also made in the form of planting trees in partnership with a specialized organization.

BUSINESS & IMPACT

The German company sources a number of both environmentally and socially responsible products. This makes it possible to highlight them on their marketplace and encourage clients to opt for them.

EPSA FOUNDATION

Every year, employees get involved with associations through a variety of endeavors: Citizen Day, collecting bottle caps, sustainable gift-giving, and more.



OUR IMPACT

+20

EPSA volunteers and their families

+160L

of trash collected

+2

ISO certifications



FOCUS ON THIS YEAR'S INITIATIVE

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WHAT WE BELIEVE

Creating responsible value within the EPSA also means formalizing and establishing new solutions to social and societal issues.

SUPPORTED BY ITS VALUES OF BOLDNESS AND ENTREPRENEURSHIP, EPSA ASSERTS ITS ROLE AND CONTRIBUTION AS A RESPONSIBLE COMPANY, MAKING SOCIAL INNOVATION A REALITY.



WHAT WE'RE DOING

Through EPSA Foundation, EPSA is **staking capital** as a founding member of the social impactful company **Engagés**. This unique experimentation makes it possible for us to bring our commitments to other companies in the Lyon area.

Since the month of July 2022, we have established a development strategy addressing **professions with difficulties recruiting**, particularly in vocational areas such as the medico-welfare field.



OUR IMPACT

+10

Subsidized employees hired

+€18,000

in turnover



HOW WE SEE THE FUTURE

While CSR is still an approach that should be ramped up in a number of companies, the French and European regulations and ecosystems are pushing all the economic players to transform their models on a daily basis. This change of direction, which we were able to take a few years ago, today enables us to appear in the Top 5 companies considered “responsible”. The movement is largely underway on our side, and 2023 – as well as the years to follow – should make it possible for us to further substantiate our ambitions. Our Responsible Commitment Department, which we created in the beginning of 2022, is our preferred ramp-up method for pursuing our initiatives, made possible thanks to the women and men who make up the EPSA group.

This year will be filled with concrete measures, including the kickoff of our climate strategy, the launch of our new EPSA Foundation “Main Cause” on a theme of “Sport and Youth,” and a Diversity Label that will extend to some of the group’s companies. It will also include the integration of ekodev, a CSR and sustainable development strategy consulting agency, to truly ramp up the effort and go one step further in proposing sustainable solutions in each of our forms of expertise in order to provide our clients with solutions adapted to these new challenges and expectations.

All the stakeholders involved are moving forward together with a single objective: to make EPSA a high-performance group in economic terms and with a high human capital value added.

Since the beginning, our corporation has had the conviction, commitment and intention to succeed in aligning the CSR instruments and drivers for action with the company’s economic performance by 2026 for sustainable growth.

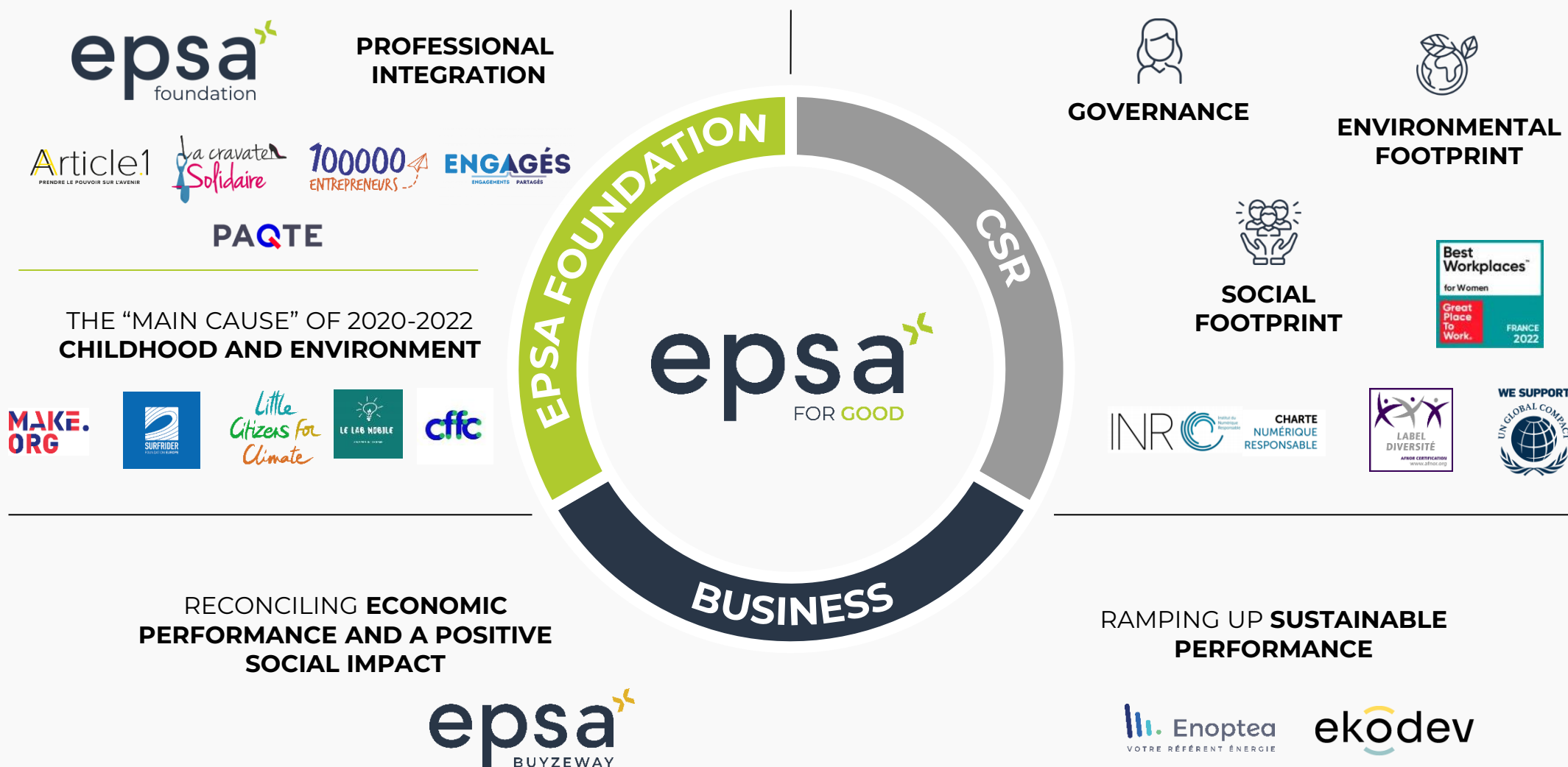


NICOLAS GONÇALVES
CEO, EPSA GROUP

SUMMARY

EPSA, A RESPONSIBLE COMPANY

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epsa
improve YOUR EFFICIENCY