



**CSR  
REPORT  
2023/2024**

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## MANAGEMENT'S MESSAGE

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Corporate Social Responsibility (CSR) is not just a voluntary act on the part of companies, it is now both a key issue and an obvious necessity. At Applium, we are convinced that the recent health crisis has only accentuated the importance companies attach to managing social and environmental commitments on a day-to-day basis. In particular, it underscores the need for greater attention to be paid to all the people with whom we interact on a daily basis, not only our employees, but also our partners and customers. More than ever, this crisis reminds us that people are at the heart of every entrepreneurial project.

When it comes to ecology and sustainable development, our collective success depends on the individual commitment of all our employees. Fortunately, they are already well aware of the issues and the need to rapidly improve our actions. They make suggestions and support us proactively. This greatly facilitates our approach.

Now more than ever, we must continue to act on each of the critical points of our ecosystem, so as to demonstrate that our actions are consistently converging towards sustainable, responsible development for our teams, our customers and the planet. To achieve this, we have set ourselves ambitious targets consisting of concrete measures: more inclusion, ethics, quality, understanding of CSR issues, and less consumption, carbon emissions and waste.

Finally, we are vigilant to ensure that our actions, and the associated communication, are not simply an illusion aimed at satisfying the expectations of our customers and partners. Respect for people and the environment has been at the heart of Applium's concerns for many years. The sincerity of our approach will be all the easier to demonstrate.



**Alix Ponsada**



**Bertrand Dalaison**



**David Cairat**

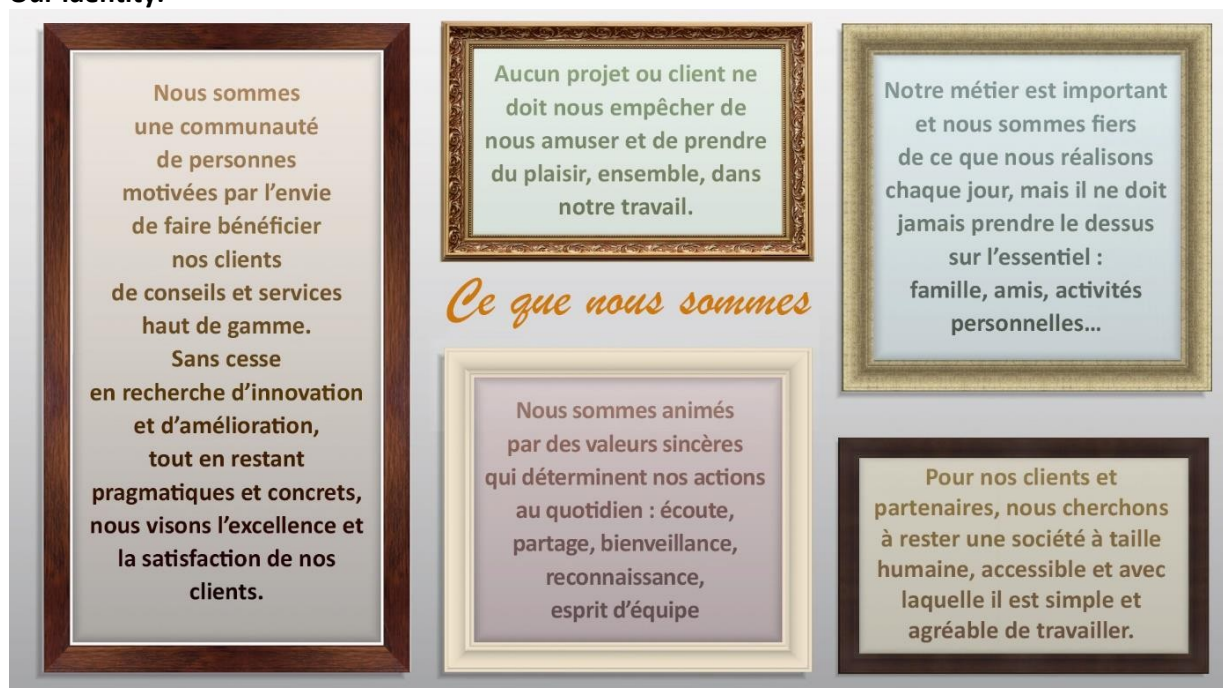
## INTRODUCTION

This document is structured taking into account certain points of the [FR publication volontaire pour les PME \(efrag.org\) standard](#) to facilitate the reading and retrieval of CSR information by our stakeholders.

### Publication N 1 - Strategy: business model and sustainability - related initiatives

Founded in 2002 by ERP specialists, Applium's core business is operational consulting, implementation and optimization of SAP solutions. Applium is positioned as a consulting and integration firm capable of handling all the dimensions of an SAP implementation project, from design to implementation through to maintenance in operational conditions.

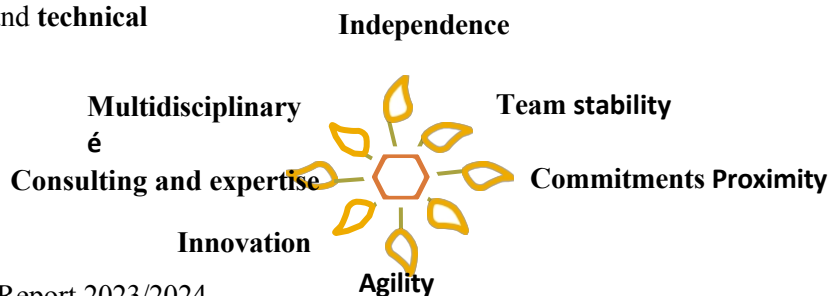
#### Our identity:



Applium's management has opted for controlled growth, based on the recruitment of senior SAP consultants and the desire to cover the entire lifecycle of SAP *on Premise* and *Cloud* solutions, and all aspects of a project: SAP licenses/subscriptions, consulting, business processes, parameterization, specific interfaces, technical infrastructure, training/change management, maintenance...

Based in our 8 agencies in France, our +120 consultants have an average of **16 years' experience** with SAP, and are able to support SAP ERP customers in all their **functional needs** (logistics, finance, production, maintenance and customer service, BI, CRM, etc.) and **technical requirements**.

Our strengths :



## Our key figures :



These days, it's essential for companies to take social and environmental issues into account. At Applium, we have decided to invest in the common good, without regulatory constraints. Since 2013, we have been a signatory of the United Nations Global Compact, and in recent years we have signed several charters: Responsible Digital Charter, Diversity Charter and Responsible Supplier Relations and Purchasing Charter (RFAR). Since 2021, we have been calculating our Carbon Footprint and having it assessed by ECOVADIS: in 2023, we achieved a 'Gold' rating.



we're still at the beginning of the road, but year after year we're improving our practices. Our ambition is to go even further and achieve our ambitious targets. We take our social, societal and environmental responsibility to heart, integrating it into the core of our activities and our interactions with our various internal and external stakeholders: employees, customers, suppliers, shareholders, investors, local authorities, administrations, associations and communities.



Inspired by the 7 central questions of the 26000 standard, our CSR policy reflects our commitment to sustainable development in our activities through our social and environmental policies, translated into commitments and objectives that are monitored according to Applium's own mode of governance.

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## GOVERNANCE

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### Organization

#### Publication N 5 - Governance: responsibilities in terms of sustainable development

Applium's CSR approach is a collective one, involving both employees and management.

Since 2023, the **CSR Manager** has been in charge of the roadmap to enable Applium to pursue its CSR commitment in the short, medium and long term. She is supported by **the Human Resources Manager** and the **Office Manager** in co-leading actions and monitoring social, environmental and responsible purchasing indicators. These three people form the **CSR Operational Committee**, which meets at least once a month and frequently discusses the various issues.

Every quarter, the Operational CSR Committee appoints :

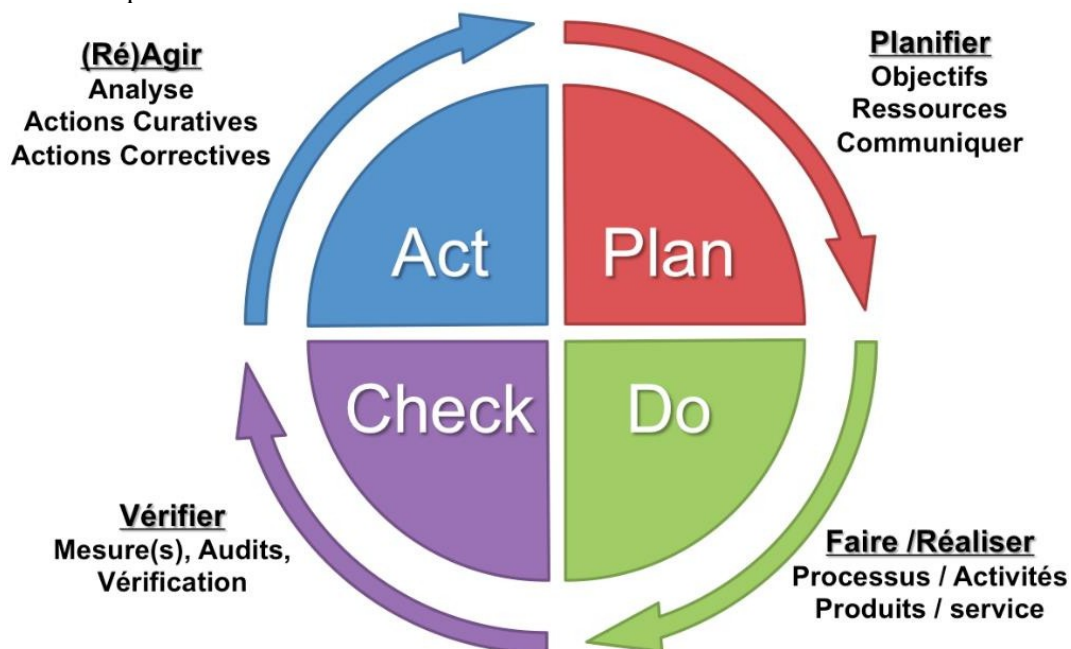
- 1) The three members of the company's **management team**, as part of a steering committee with privileged access to the Managing Director, Alix PONSADA.
- 2) The nine **CSR Ambassadors**, volunteer employees from all over France, representing the different business areas, as part of a "CSR Ambassadors" committee.

to ensure coherent management of shared priorities.

Applium's CSR strategy and implementation methodology is based on 4 key principles:

#### PLAN - ACT - EVALUATE - REVIEW

Inspired by the PDCA cycle (Deming's Wheel), this approach enables Applium to build a structured and successful process.



### Dialogue with stakeholders on sustainability

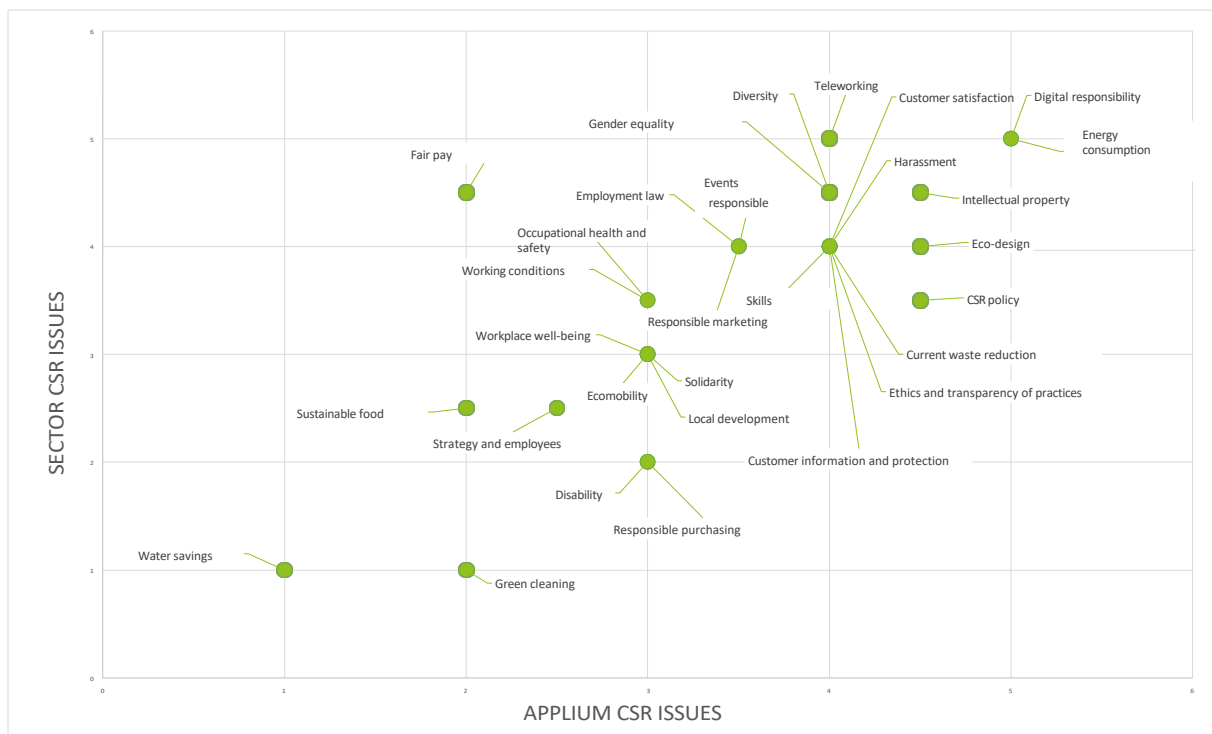
In our monthly external newsletter "**Applium News**", published on our social networks and sent to our subscribers, we end with 'GOOD NEWS FOR THE PLANET'.

On a voluntary basis, the CSR Ambassadors propose topics for discussion on a shared communication channel, and write educational or questioning content. They take part in writing the bimonthly internal newsletter "**RSEponsables**" for all Applium employees, informing them about CSR actions and reflections concerning Applium, our eco-system and, more broadly, our world.

### Materiality analysis

#### Publication N 2 - Material sustainability issues

In 2023, we carried out a materiality analysis to define the CSR issues applicable at Applium:



The construction of our materiality matrix has enabled us to prioritize our environmental, social and ethical challenges in relation to our CSR positioning and to be consistent with our business sector.

This exercise shows that Applium's priority issues are responsible digital technologies and energy consumption. But other issues are also taken into account, such as climate change, pollution and the circular economy. Employee commitment and attracting talent are also essential to the company's long-term future.

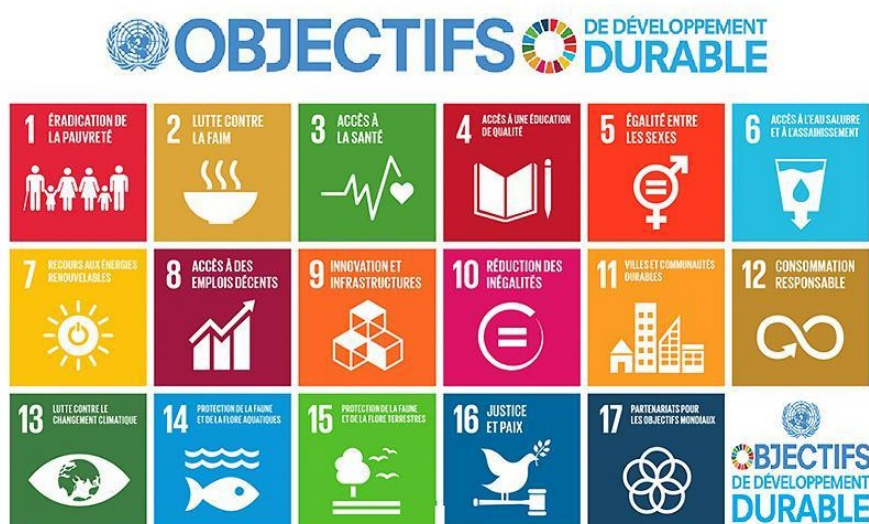


## Sustainable Development Goals (SDGs)

In order to set the right goals and achieve the necessary results, Applium is guided by the 17 Sustainable Development Goals defined by the United Nations in 2015.

These define the global priorities to be achieved by 2030. They aim to reduce inequalities and improve the world for future generations through concrete actions in favor of the environment and living beings.

For the construction of a better world to become a reality, all stakeholders must integrate these objectives into their CSR strategy. Companies play a vital role in mobilizing and sharing the knowledge, expertise, technologies and financial resources needed to achieve these goals.



Through its commitments and actions, Applium is playing its part in achieving the following 9 goals:

- **MDG 1: Eradicate poverty**
- **ODD 4: Access to quality education**
- **MDG 5: Gender equality**
- **MDG 8: Access to decent work**
- **MDG 10: Reduce inequality**
- **ODD 11: Sustainable cities and communities**
- **ODD 12 : Responsible consumption**
- **ODD 13: Combating climate change**
- **ODD 17: Partnerships for global goals**

## Our business model

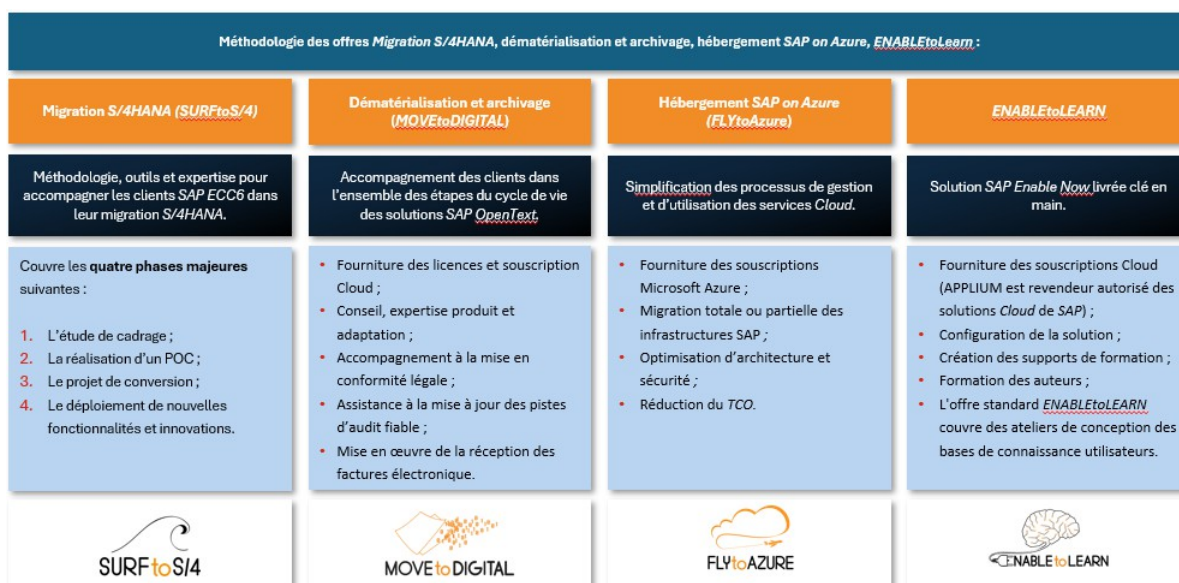
### Publication N 1 - Strategy: business model and sustainability - related initiatives Our value chain :

As a DVA (Value-Added Distributor) and CCFLEX (Cloud Choice Flex) partner for SAP, Applium sells On Premise licenses and contributes in Pre-Sales and Customer Care to subscriptions in the Public or Private Cloud. Applium also sells its customers solutions developed directly by Applium, such as [the Applium Fiori Library](#) and [the A2C e-invoicing and e-reporting connector](#).





Applium is aware of its role in helping its customers contribute to greater sustainability. In 2022, SAP France organized a Virtual HACK FOR GREEN Hack2Build competition at the USF convention on the theme of "le Numérique Responsable, tous acteurs!", in which Applium took part by proposing a [SOLIDEX](#) prototype to facilitate the reuse of goods.







In 2023, we decided to broaden our offering portfolio beyond structural IT transformation by integrating SAP Sustainability solutions and promoting SAP ERP's RISE & GROW offering in the Cloud.



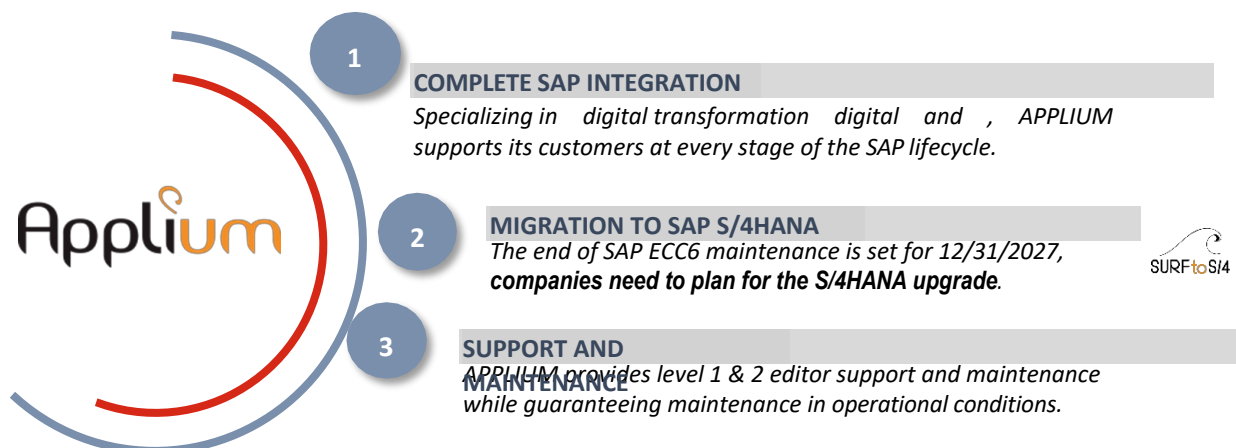
The approach involves changing digital consumption habits and working patterns, and thus creating a more sustainable digital economy culture. With SAP and our Applium4Green offering, we help companies integrate a "zero emissions" strategy, "zero waste" and "zero inequality" into their business processes.

Méthodologie des offres Formation, durabilité APPLIUM4Green, Business Intelligence, Centre de Support et Maintenance SAP :			
Formation	Durabilité APPLIUM4Green	Business Intelligence	Centre de Support et Maintenance SAP (CSM)
Réalisation de formations personnalisées.	Permettre à toutes les organisations de devenir des entreprises intelligentes et durables.	Mise en place d'outils BI pour améliorer les prises de décisions des entreprises.	Analyser les enjeux des Directions Informatiques.
<ul style="list-style-type: none"> <li>Définition des objectifs en fonction des populations à former ;</li> <li>Rédaction du programme de formation ;</li> <li>Réalisation des supports personnalisés ;</li> <li>Réalisation de la formation Intra-entreprise ;</li> <li>Suivi qualité.</li> </ul>	<ul style="list-style-type: none"> <li>Conseil, expertise produit et adaptation, accompagnement à la mise en conformité sur les sujets :</li> <li>Publication RSE avec SAP Sustainability Control Tower (SCT) ;</li> <li>Calcul d'empreinte carbone détaillé avec SAP Sustainability Footprint Management (SFM).</li> <li>Calcul de Taxes Plastique avec SAP Responsible Design &amp; Production (RDP)</li> </ul>	<ul style="list-style-type: none"> <li>Cadrage de la stratégie BI ;</li> <li>AMOA (accompagnement des utilisateurs dans la définition de leurs besoins, mais aussi dans leur formation et leurs recettes) ;</li> <li>Implémentation des solutions.</li> </ul>	<ul style="list-style-type: none"> <li>Tierce Maintenance Applicative (TMA) ;</li> <li>Infogérance SAP (Tierce Maintenance Exploitation) ;</li> <li>Maintenance SAP éditeur ;</li> <li>Hébergement SAP on Azure ;</li> <li>Hébergement SAP on OVHcloud.</li> </ul>
			

Our partnership with OVHcloud also enables our customers to host their SAP data in a sovereign, more sustainable Cloud with innovative cooling technologies.

Méthodologie des offres Hébergement SAP on OVHcloud, évolution réglementaire, placement SAP :			
Hébergement SAP on OVHcloud	OVHcloud	Evolution réglementaire	Placement SAP
Utilisation des compétences SAP on OVHcloud.	 <p><b>SAP® Certified</b> Integration with SAP HANA®</p> <p>OVHcloud, acteur leader du cloud européen, a été nommé dans la catégorie « Major Players » de l'étude « IDC MarketScape : Worldwide Public Cloud Infrastructure as a Service 2022 Vendor Assessment »</p> 	Accompagnement dans la mise en œuvre des obligations légales.	Trouver des consultants SAP Indépendants.
<ul style="list-style-type: none"> <li>De l'hébergement d'applications sur une infrastructure dédiée dans un Cloud souverain par nature ;</li> <li>D'un Cloud de confiance, incluant des offres qualifiées SecNumCloud ;</li> <li>De l'agent de sauvegarde OVHcloud Backint pour les bases de données SAP S/4HANA certifié "SAP Certified Integration with SAP S/4HANA".</li> </ul>		<ul style="list-style-type: none"> <li>La réglementation et son planning d'entrée en vigueur ;</li> <li>APPLIUM accompagne ses clients dans la mise en œuvre des évolutions liées au Brexit ;</li> <li>APPLIUM propose également une offre packagée en 4 étapes sur les Fichiers des Ecritures Comptables (FEC).</li> </ul>	<ul style="list-style-type: none"> <li>APPLIUM fait appel depuis plusieurs années à des experts SAP indépendants.</li> </ul> <p>Cette offre englobe différents services :</p> <ul style="list-style-type: none"> <li>Renfort capacitairre ponctuel ;</li> <li>Monter une équipe complète ;</li> <li>Faire appel à un expert sur des modules ou technologies SAP rares.</li> </ul>
			

We offer services based on a commitment of means or results, and provide a triple expertise combining business and technological skills:



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## ENVIRONMENTAL POLICY

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We are committed to doing our utmost to reduce the environmental impact of our activities. We aim to take a global approach through the following themes:

### Sustainable consumption

We are committed to encouraging responsible and sustainable consumption among our suppliers, our customers and within our organization. Our welcome guide for new employees lists some of the actions we have taken in recent years:

- Use of hybrid or electric vehicles in the Applium fleet. Every vehicle replaced at the end of its contract is systematically replaced by a hybrid or electric vehicle.
- Use of LED lights with automatic shut-off systems in certain premises.
- Use of rechargeable batteries.
- Recycling of obsolete IT equipment (usable equipment is given as a priority to employees or associations/schools).
- Selective sorting and composting.
- Use of bean-to-cup coffee machines, with recycling of coffee residues.
- Dematerialization of incoming and outgoing documents, enabling us to limit document printing. The volume of printed pages has been divided by 4 between 2019 and 2021.

Part of our plenary meetings is dedicated to communicating our sustainable consumption indicators and objectives.

For our participation in the USF Convention in Nantes in 2023, we have created a 100% recyclable wooden stand to reduce our volume of plastic waste. We chose not to offer any "unresponsible" goodies, but to devote our efforts to a useful action in favor of the environment with the design of a scratch-off game for visitors' financial contribution to Solidarités International, as explained in our article [USF Convention 2023 : The debrief as if you were there \(applium.fr\)](#)

### Energy consumption and greenhouse gas emissions

We are committed to controlling our energy consumption and greenhouse gas (GHG) emissions. To this end, we are committed to regularly measuring our emissions, as well as implementing actions to progressively reduce them. With no regulatory obligation, Applium has drawn up its Carbon Footprint and is working on its decarbonization trajectory. It is also essential for us to inform our employees about the need to control resource consumption. We have begun our transition to green electricity: since 2024, Applium has made the transition to green electricity with a single direct contract for all its sites. Finally, Applium's Montpellier branch is equipped with solar panels.

### Employees' business and home-to-work travel

We are determined to contribute to decarbonization by reducing transport-related GHG emissions. Our [travel policy](#) encourages car-pooling and the use of public transport, giving preference to trains over planes over suitable distances. The choice of means of transport must strike the right balance between employee comfort and safety, environmental protection and cost savings. [The vehicle](#) and company



charters set out the terms of allocation and the employee's commitment. The company vehicles offered to employees are electric or hybrid cars, or company bicycles to encourage active transport. Working in hybrid mode with three days of telecommuting reduces the number of commutes and improves employee well-being.

Although Applium wishes to limit the number of events requiring extensive travel, seminars are regularly organized to encourage inter-branch collaboration. During these in-house events, Applium includes carbon offsetting in the purchase of transport tickets.

### Waste management

Reducing the environmental impact of waste management involves :

- waste prevention ("The best waste is the waste that doesn't exist")
- better recovery and recycling of different types of waste.

We are committed to reducing, reusing and recycling the waste generated by our Applium branches. Here are the various measures implemented within the company in order to have a more sustainable and less environmentally impactful management of our office waste (Paper, supplies, IT equipment, etc.), in compliance with the measures of decree no. 2016- 288 of March 10, 2016 on the obligation to sort waste (known as "5-stream sorting").

Action	Comments	Status
<b><i>Reduce paper printing in the office</i></b>		
Monitoring of the company's paper consumption through meter readings on printers	Implemented for branches with a copier rental contract	Partially implemented
Employee awareness-raising on printing (no email printing, limit printing as much as possible)	Rented copiers: number of copies made monitored in 3 branches	Implemented
Office printers defaulted to duplex and black/white mode		Partially implemented
<b><i>Paper and cardboard recycling</i></b>		
Raise employee awareness of paper sorting and recycling (remove staples, plastic, etc.)		Planned
Paper recycling via dedicated garbage cans		Implemented
Recycling from cardboard (especially packaging) via dedicated garbage cans		Implemented

<i>Recycling of small supplies</i>		
Recycling of ink cartridges and toners via dedicated garbage cans	Implemented in Lyon, to be implemented in all branches	Implemented
Recycling of coffee capsules via dedicated garbage cans	Implemented in Clichy, coffee beans in Lyon, Mérignac and Brest	Partially implemented
Battery recycling via dedicated garbage cans	Implemented for non-rechargeable batteries (rechargeable batteries now preferred)	Implemented
<i>Equipment recycling</i>		
Awareness-raising on the use of <b>IT equipment to maximize</b> useful life		Planned
Recovery and recycling of IT equipment at the end of its useful life	Ex : 2024 - la collecte.tech, local computer donation	Implemented
Recovery and recycling of end-of-life office furniture	Ex: 2023 - Montpellier branch when Applium bought out the premises it had leased + Clichy branch	Implemented

### Digital footprint

Controlling and reducing our digital footprint is a key aspect of our company's environmental policy. Reducing our digital environmental impact concerns both :

- Digital and IT equipment
- Hosting of digital data
- Eco-design of digital services
- Digital uses

The aim of this paragraph is to present the various measures and best practices implemented within the company to ensure that digital use is more sustainable and has less impact on the environment. It also presents the measures planned for the coming months and those currently being implemented.

#### 1) Digital and IT equipment

- a) Return to the social economy market of functional equipment no longer in use via lacollecte.tech (24 computers in good condition were recovered by Emmaüs Connect on 16/01/2024)
- b) Recovery and recycling of end-of-life equipment through participation in Digital Cleanup Day

#### 2) Hosting digital data

- a) Hosting on cloud solutions rather than on on-site servers
- b) Hosting in a low-carbon electricity datacenter
- c) Choice of third-party online digital solutions (e-mail, CRM, collaborative tools, etc.) themselves hosted in datacenters with a PUE of less than 1.3, low-carbon electricity and CDNs (Content Delivery Networks) to minimize data flows.

### **3) Digital uses**

- a) Actions to save energy/hardware/carbon footprint
- b) Raising employee awareness of the environmental impact of digital technology and the associated orders of magnitude during Digital Cleanup Day week from 03/11/2024 to 03/15/2024
- c) Raising employee awareness of the need to switch off IT equipment at night

### **4) Emails**

- a) Make employees aware of the impact of attachments and encourage them to send files via links rather than attachments.
- b) Raise employee awareness of the need to send e-mails only to the right people
- c) Favoring Teams for information exchange

### **5) Ethics**

- a) Participation in the "Ethics and the Digital World" survey launched by the Institut du Numérique Responsable.
- b) Participation in the "Exploring digital ethics" day organized by INR on 06/06/2024

Applium has also developed a prototype promoting the circular economy and reiterated the need for responsible digital at the USF Convention in 2023 with the theme "Crises, sources of "new" models of thinking". The video is available on [Convention USF 2023 : Le debrief comme si vous y étiez \(applium.fr\)](https://www.applium.fr) was shown to the plenary session audience of over 1,000.

## Objectives

**Applium is committed to doing its utmost to achieve the following objectives in 2024:**

- Reach 30% of the value of our supply purchases made with labelled products.
- Recover 100% of coffee grounds
- Sensitize all our employees to the fight against global warming
- Contribute to the preservation of biodiversity through the installation of beehives
- Launch a CAA (Climate Ambition Accelerator) initiative to support our decarbonization process based on SBTi (Science Based Targets initiative).



CLIMATE  
AMBITION  
ACCELERATOR



**Applium is committed to pursuing the following objectives by 2030:**

- Renewal of the company's vehicle fleet: elimination of thermal vehicles to reach 100% of the fleet in hybrid or electric form by 2030.
- Reduce energy consumption per m<sup>2</sup> by 20%.
- Train all buyers in responsible purchasing and waste sorting.



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## SOCIAL POLICY

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We are committed to making a positive contribution to society by respecting the fundamental human rights of our employees and all our external stakeholders. We take care to work with people who share our values.

### Health and safety

We attach the utmost importance to ensuring the safety and well-being of our employees within our company. To this end, we provide all the equipment necessary to guarantee the health and safety of our employees. Employees can make express requests according to their needs. In addition, the choice of complementary health insurance is designed to ensure optimum coverage.

### Working conditions

#### **Publication BP 7 - Alignment with internationally recognized instruments**

We are committed to creating the best possible working conditions for our employees, in particular by promoting a flexible and friendly work organization throughout our branches. Our [online welcome guide](#) for new employees is designed to facilitate their integration by answering their first questions about the organization and life of the company: it includes information on "Diversity, discrimination and harassment" and "Our environmental approach". Our [telecommuting charter](#), which will be reviewed in 2023, sets out the best conditions for working remotely. We are aligned with the United Nations Guiding Principles on Business and Human Rights.

What's more, in our ongoing quest for comfort and a better way of life together in our workspaces, we regularly carry out maintenance work and improve the use of space, making the working and relaxation areas within our branches ever more pleasant.

### Career management

We are committed to supporting our employees in their professional development, enabling them to acquire new skills through training. Our training plan enables us to identify and list the most appropriate training courses for each employee, often associated with certification. In addition, we solicit their needs during annual appraisals to target relevant areas for development.

### Social dialogue

We are committed to maintaining a regular dialogue with the Social and Economic Committee (Comité Social et Économique - CSE) to constantly improve working conditions and employee benefits. These exchanges foster a healthy, responsible and responsive working environment.

In a climate of mutual trust, we are committed to encouraging open, transparent and regular communication at all levels of the organization, recognizing the fundamental right of our employees to participate actively in decisions that concern them and may affect their work. Applium's management makes it a point of honour to enable every employee to communicate openly and easily with them beyond

plenary information and exchange meetings organized several times a year to enable this dialogue between management and all employees.

### Diversity, Equity and Inclusion

#### Publication BP 8 - Compliance monitoring processes and mechanisms for dealing with violations

We welcome all new employees without discrimination and strive to offer equal opportunities in recruitment, employment, personal development and promotion. Applium promotes diversity, equality between men and women, and the professional integration of young people. Through our **diversity policy**, Applium expresses its desire to recognize and promote all talents, regardless of their beliefs, age, disability, parenthood, ethnic origin, nationality, sexual or gender identity, sexual orientation, membership of a political, religious or trade union organization or minority group, or any other factor. or to a minority group, or any other characteristic that could be the subject of discrimination. In 2024, our EGAPRO index was 93/100, up 14 points on 2023. We have also introduced an ethics code containing a whistle-blowing procedure to combat moral or sexual harassment and any violation of human rights.

In fiscal 2023, we met the ESUS criteria set out in the law [Article 11 - LOI n° 2014-856 du 31 juillet 2014 relative à l'économie sociale et solidaire \(1\) - Légifrance \(legifrance.gouv.fr\)](#) Art. L. 3332-17-1, 3.

### Child labor / Forced labor

Our CSR policy is based on respect for the fundamental human rights of all our external stakeholders, in accordance with international standards, including those of the United Nations. Accordingly, we undertake not to use child labor or forced labor, either directly or indirectly.

### Fundamental human rights of external stakeholders

Aware that respect for fundamental human rights is a constantly evolving process, we are committed to working with all our stakeholders to ensure that our activities are conducted in a responsible and respectful manner. We exercise our duty of care by being proactive in monitoring and preventing human rights violations in our operations and supply chain.

## Objectives

### **Qualitative objectives achieved by 2023:**

- Implementation of a QVCT (Quality of Life and Working Conditions) monitoring system for all our teams (questionnaires, annual and ad hoc interviews, etc.).
- Updating of our "Company" sheets detailing health and safety aspects in all our branches.
- 43% of our employees have taken a training course set up by the company.
- Improvement in the number of employees with RQTH (Reconnaissance de la Qualité de Travailleur Handicapé) status (2 employees concerned).

### **Applium is committed to the following objectives for 2024:**

- Maintain a 0% workplace accident rate.
- Improve our employee training rate to over 50%.
- Raise awareness of diversity and inclusion among all our employees.
- Improve our disability rate with 4 full-time employees.
- Train 100% of our branch staff in ergonomics at work.
- Reduce the average wage gap between men and women to less than 1%.
- Train at least 10% of our employees per branch in safety.
- Implement a locally adapted safety guide in all our branches.

### **Applium is committed to achieving the following targets by 2030:**

- Training rate per year: 90% of our employees trained each year
- Safety Awareness Rate: 80% of our employees are aware of and trained in safety issues. fire safety, occupational health and safety (OH&S)

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## HUMAN RIGHTS AND ANTI-CORRUPTION

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We are committed to fighting relentlessly for human rights and against corruption and unfair trading practices.

Having the courage to put ethics before business, we undertake not to compromise ourselves by refusing to do business, even lucrative business, that is contrary to our values. Partners and associates undertake to say "no" :

- to a customer making an inappropriate proposal
- a deal that does not meet the required ethical conditions
- to a manager giving unethical instructions.

With a view to continuous improvement and training, our CSR referent took part in various UN Global Compact Webinars in 2024: "Measuring anti-corruption compliance in your company", "Creative leverage: Human rights action in business"; "Whistle-blower protection in business".

### Alerts

Our **digital business alert system** enables any employee to report any malfunction or alert observed in the company, anonymously or not (as the user chooses), to Applium's management, categorized according to several themes:

- Corruption
- Discrimination
- Ethics
- Moral harassment
- Sexual harassment
- Computer security
- Other

### Ethics

An **ethical code of conduct**, appended to the internal regulations and applicable to all our managers and employees, specifies the precautions to be taken with regard to all intermediaries acting on our behalf. It specifies the offences covered by the code of conduct and the penalties incurred, how to recognize and prevent high-risk situations, and how to sound the alarm.

Specifically for managers, a **guide to good practice in recruitment** specifies the grounds for discrimination, and the procedures for taking references and storing candidate data. The company's **disability policy** includes raising awareness and providing tools on the subject of disability. More generally, all Applium employees were made aware of disability every day during SEEPH week (European Week for the Employment of Disabled People) from November 20 to 26, 2023. We call on ADAPEI33 to maintain the green spaces at our main branch near Bordeaux.

### Cybersecurity and data protection

Through our business, we are committed to cybersecurity and data protection.

Our [guide to good digital & security practices](#), based on the ANSSI's guide to good IT practices for users, details 11 essential rules to protect every employee against cyberthreats, and specifies what to do in the event of an attack.

Our [IT charter](#), appended at the end of the internal regulations, was revised in 2024 to include information on the protection of our internal network and ethical rules relating to our participation in actions proposed by INR.

### Responsible purchasing

Our [responsible purchasing policy](#) sets out the following elements:

At Applium, we are committed to conducting our purchasing activities in a responsible manner in order to include our value chain in our CSR approach. As a signatory of the RFAR charter, we now go further than the economic and qualitative aspects. We are committed to adding social and environmental issues to our decision-making criteria.

### Fundamental principles

1. **In our business practices:** We are committed to conducting our purchasing activities with integrity and ethics. We respect the laws and regulations in force in the areas where we operate. We also expect our suppliers to take a similar approach.
2. **For the environment:** We aim to reduce our environmental impact, so we give preference to suppliers and products that respect the environment. This choice is made according to several criteria: components, labels, waste products, origin, seasonality...
3. **For companies:** We are committed to working with suppliers who respect human rights and fair labor standards, and who are committed to diversity and inclusion, regardless of their location.
4. **For sustainability:** We prioritize the quality of the products and services we buy, while encouraging innovation to find more sustainable solutions.

### Responsibilities and commitments

1. **Our suppliers:**
  - **Evaluation:** We are committed to evaluating all our suppliers on social, environmental and ethical criteria. This assessment is now systematically included in the preparation of new contracts.
  - **Contracts:** We are also committed to including social and environmental clauses in all our new contracts.
2. **Waste reduction:** We prefer to do business with partners who take action to reduce waste. We encourage our partners to adopt the 3R principle: reduce, reuse, recycle.

3. **Local sourcing:** Whenever possible, we are committed to favoring local suppliers. Indeed, we wish to participate in local development whenever possible.

4. **Raising awareness:** We are committed to raising awareness and informing all those in charge of buyers about responsible purchasing practices.

5. **Revision and improvement:** We wish to have an evolving responsible purchasing policy. This policy will be regularly revised to reinforce our commitments. We also welcome advice, comments and suggestions for improvement from our internal and external stakeholders.

Our Responsible Purchasing approach to the acquisition of products and services has resulted in the development of a **Responsible Purchasing Guide** for our internal buyers, a **supplier code of conduct** and an evaluation of our suppliers.

### Objectives

**Applium is committed to doing its utmost to achieve the following objectives by 2024:**

- Achieve 60% of our purchases from suppliers who are signatories to our **supplier code of conduct**.
- Give priority to low-impact furniture, zero-waste coffee and low-carbon office supplies.
- Take ecological criteria into account (eco-design, energy consumption, lifespan, labels) when purchasing new IT equipment and furniture.
- Improve payment terms with SME suppliers
- Give a second life to our IT equipment
- Give preference to reconditioned products
- Committing 100% of internal buyers to our **responsible purchasing guide**
- Get 100% of internal and external employees to read our **IT charter** updated

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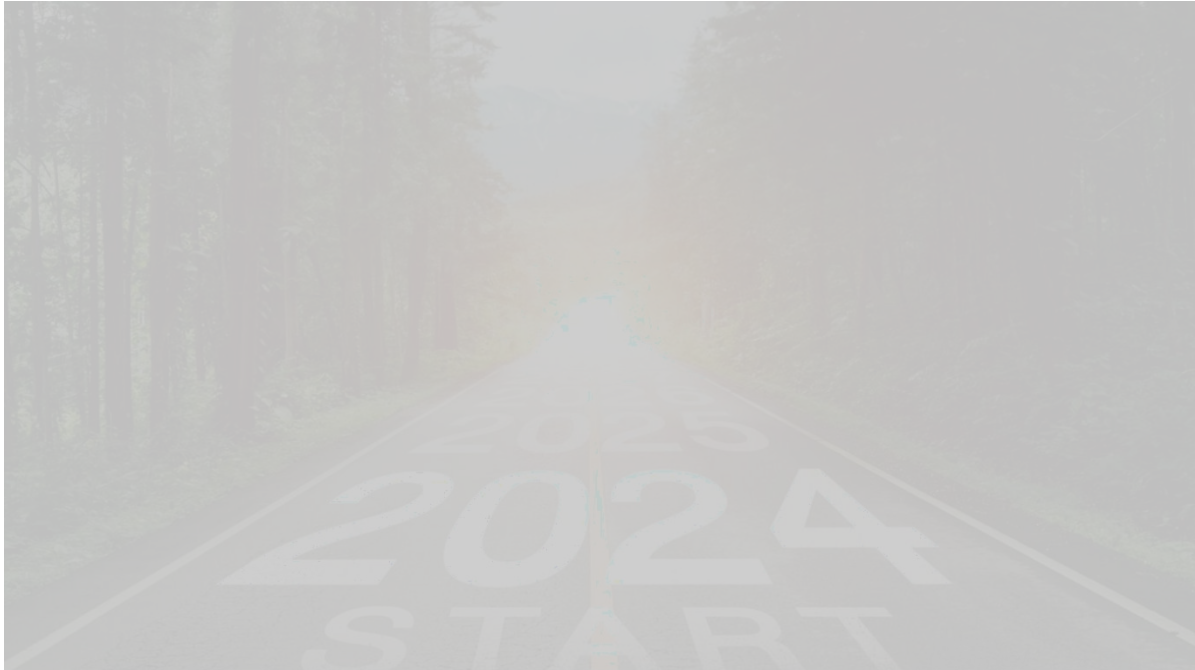
## CONCLUSION

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Need more information? Please do not hesitate to contact our CSR referent: Laetitia VOGEL, [laetitia.vogel@applium.fr](mailto:laetitia.vogel@applium.fr)

More information is also available on the CSR page of our website [www.applium.fr](http://www.applium.fr)

We have a long way to go, but we've already made good progress. We want to continue to contribute in our own way to the Sustainable Development Goals and the Paris Agreement.

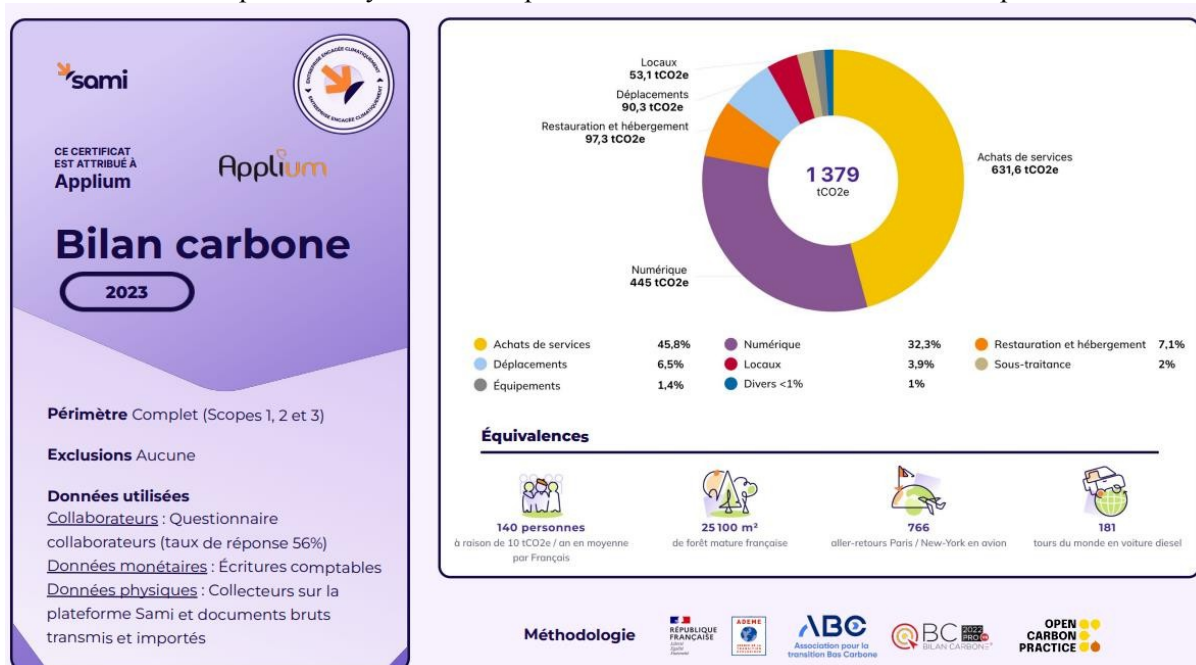




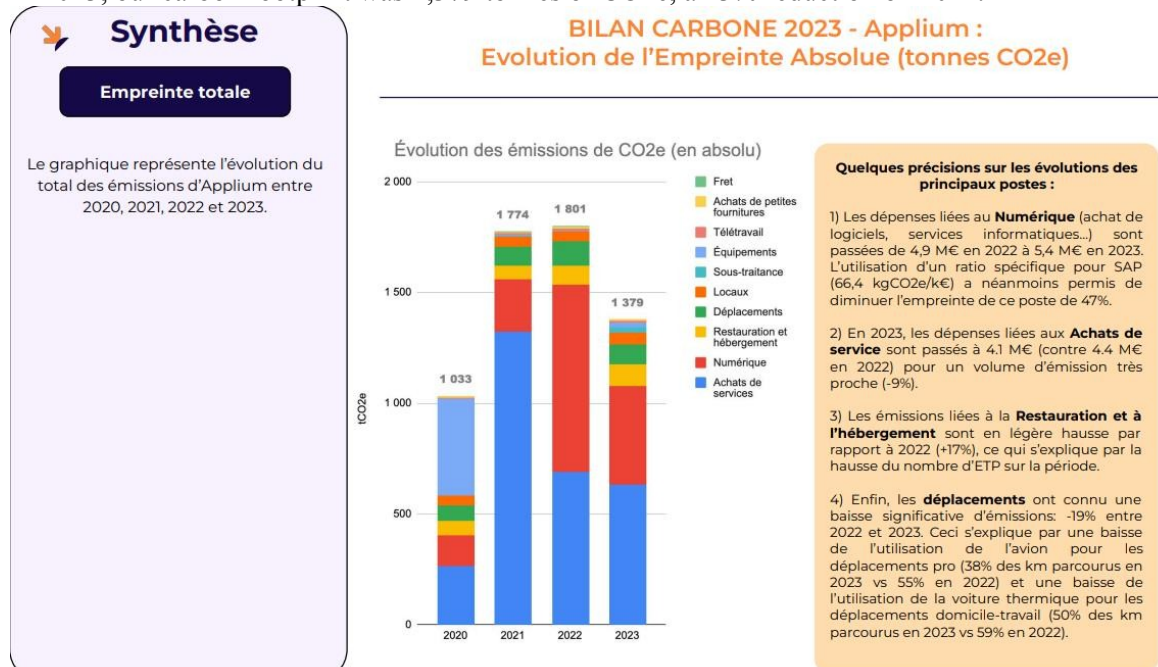
# APPENDIX 1: CARBON FOOTPRINT 2023

## General presentation

Here are the results provided by our service provider SAMI for our 2023 carbon footprint:



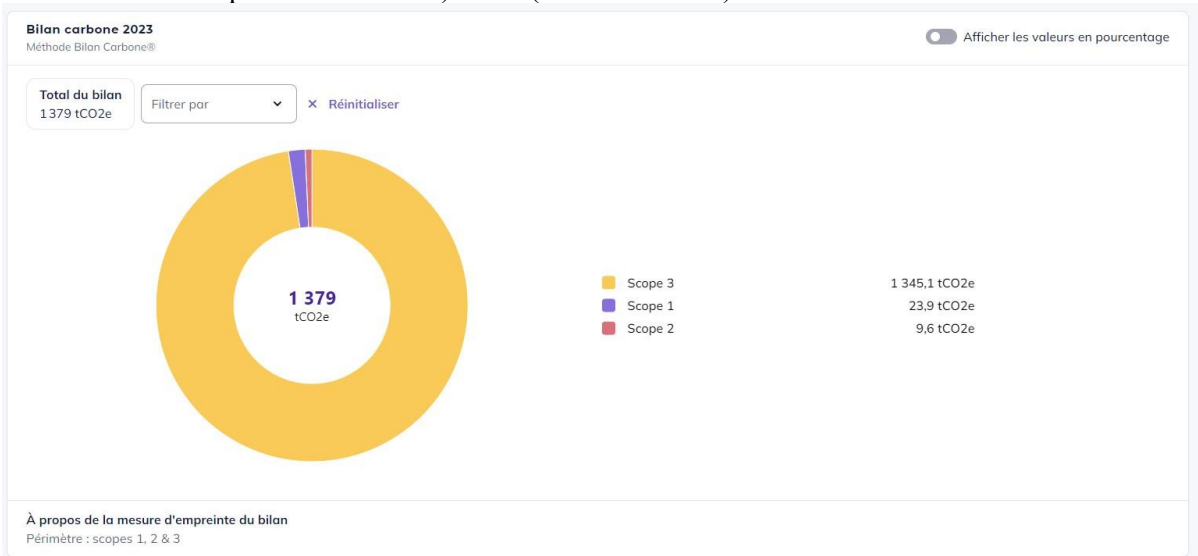
In 2023, our carbon footprint was 1,379 tonnes of CO2e, a 23% reduction on 2022.



This graph shows the evolution of items in time. There has been a significant reduction in "Digital", "Purchasing Services" and "Travel", reflecting our greater maturity and the decarbonization actions we have undertaken.

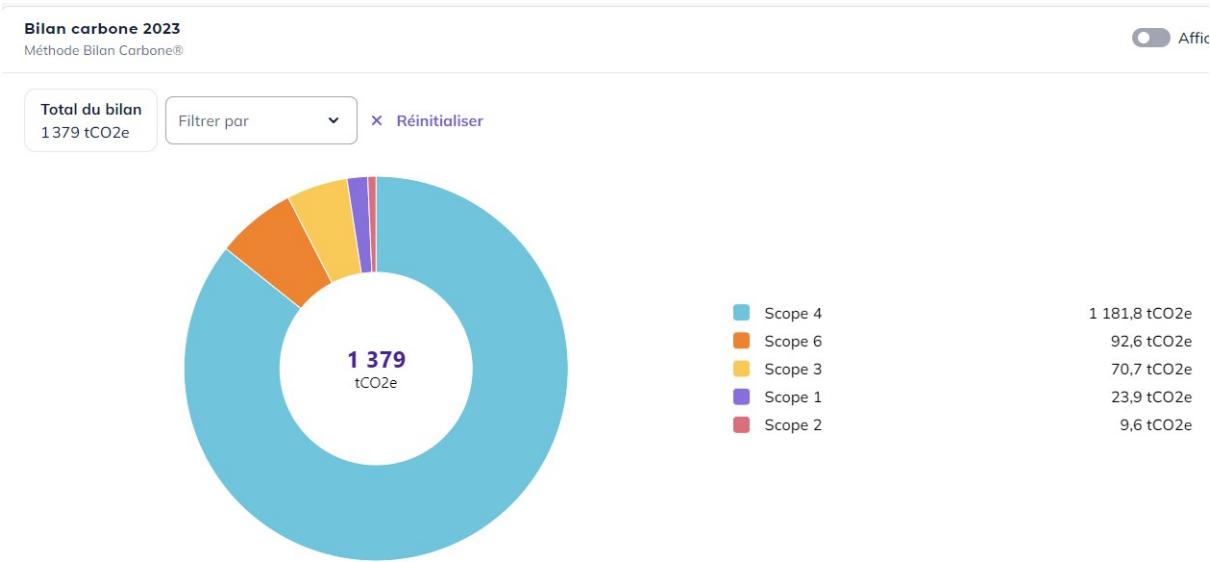


Here is the breakdown of tonnage according to scopes 1 (direct emissions, linked to the manufacture of the company's product or service), 2 (indirect emissions, linked to the consumption of energy needed to manufacture the product or service) and 3 (other emissions):



Using the finer categorization proposed by ADEME on page 24 of its document [methodo\\_BEGES\\_decli\\_07.pdf \(ecologie.gouv.fr\)](#), here is the breakdown of the balance sheet into the 6 categories provided for in the BEGES V5 methodology:

- 1. Direct GHG emissions
- 2. Indirect emissions associated with energy
- 3. Indirect emissions associated with transport
- 4. Indirect emissions associated with purchased products
- 5. Indirect emissions associated with products sold
- 6. Other indirect emissions

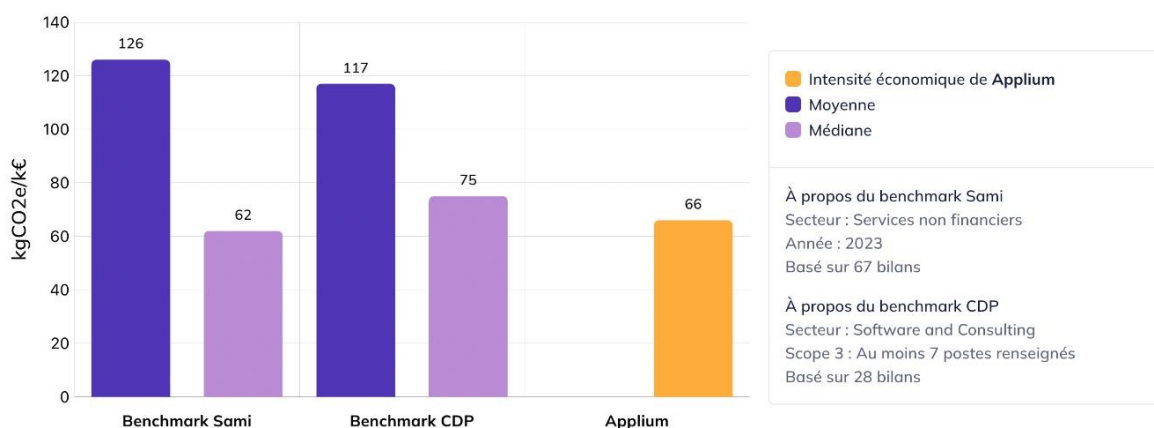


## Intensities

Since 'absolute' values can be impacted by company growth, it is relevant to take into account economic intensity (emissions in relation to sales) and employee intensity (emissions in relation to headcount).

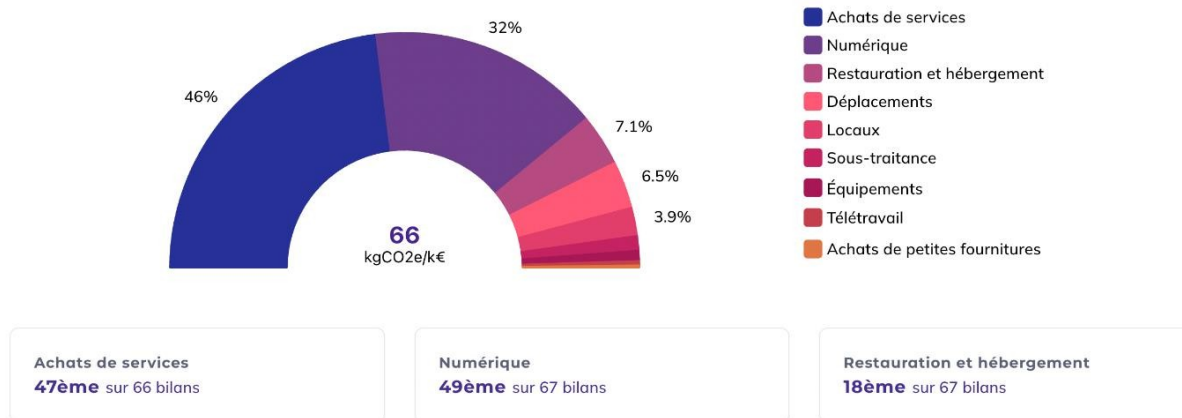
Here's Applium's positioning in terms of economic intensity (kgCO<sub>2</sub>e/k€) compared with other companies in the 'non-financial' or 'Software and Consulting' sector, assessed by our service provider SAMI and the CDP (Carbon Disclosure Project):

### Intensités économiques



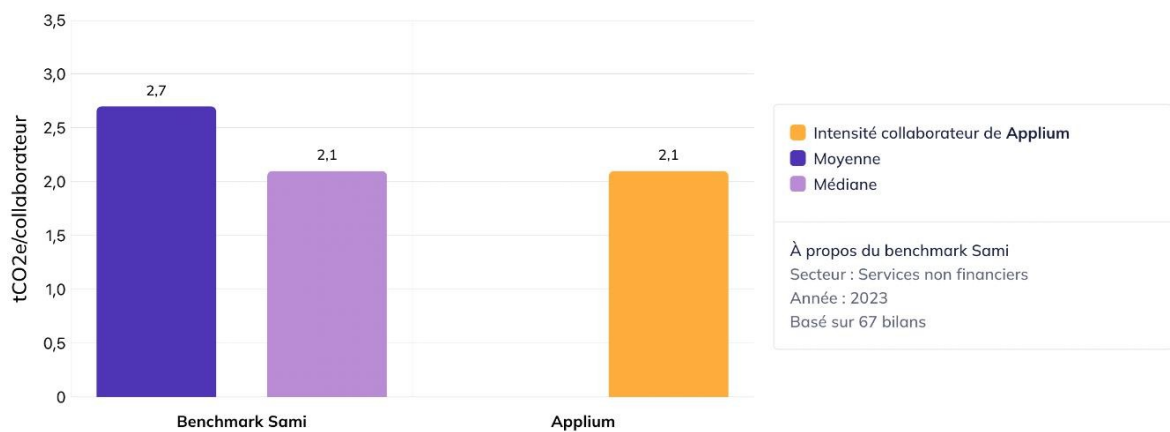
Our economic intensity of 66 kgCO<sub>2</sub>e/k€ in 2023 (vs. 95 kgCO<sub>2</sub>e/k€ in 2022) breaks down as follows:

### Intensités économiques par catégorie



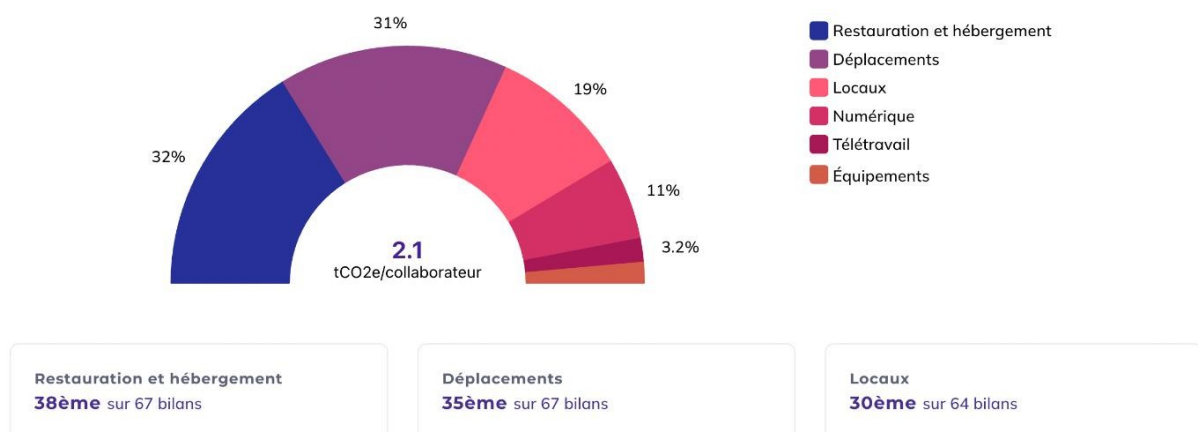
Our employee intensity (concerning only certain items: travel, meals, IT products, office and teleworking) is 2.1 kgCO<sub>2</sub>e/employee in 2023 (vs. 2.3 kgCO<sub>2</sub>e/employee in 2022), in the median of the values collected by SAMI:

## Intensités collaborateurs



2/3 of employee intensity concerns 'Food and lodging' and travel, which is fairly typical for our business.

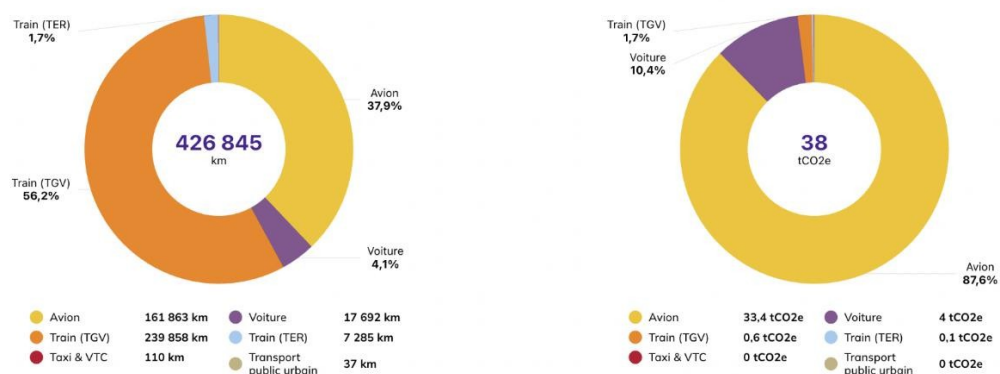
## Intensités collaborateurs par catégorie



## Focus on certain items

For business travel, we prefer the train, but our geographical spread across France also means we use the airplane.

### Déplacements professionnels

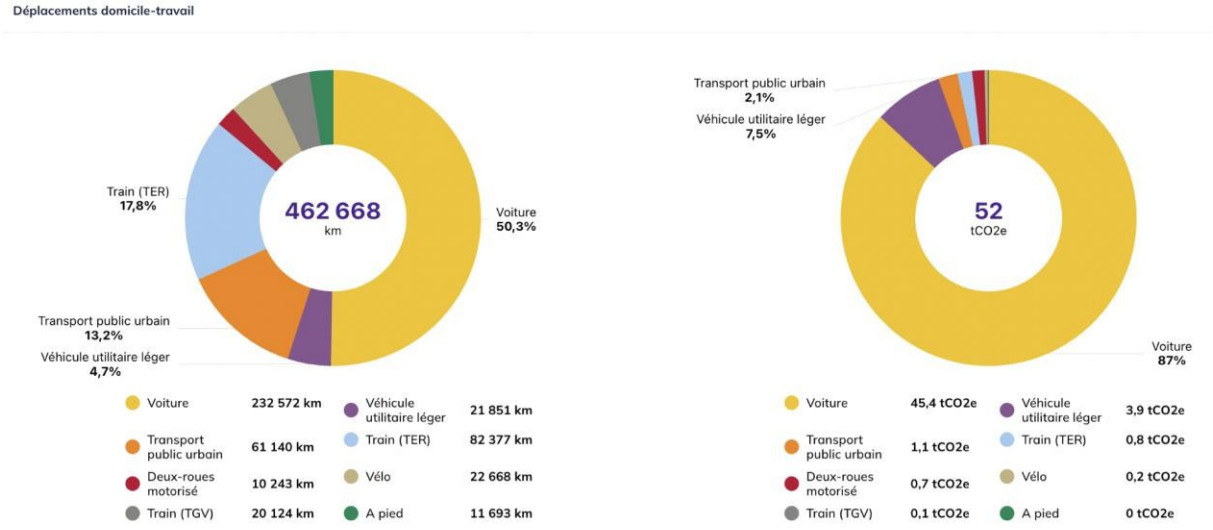


Sur les 426 845 km parcourus lors de vos trajets professionnels, 10.3% sont des vols en avion de moins de 1000 km.

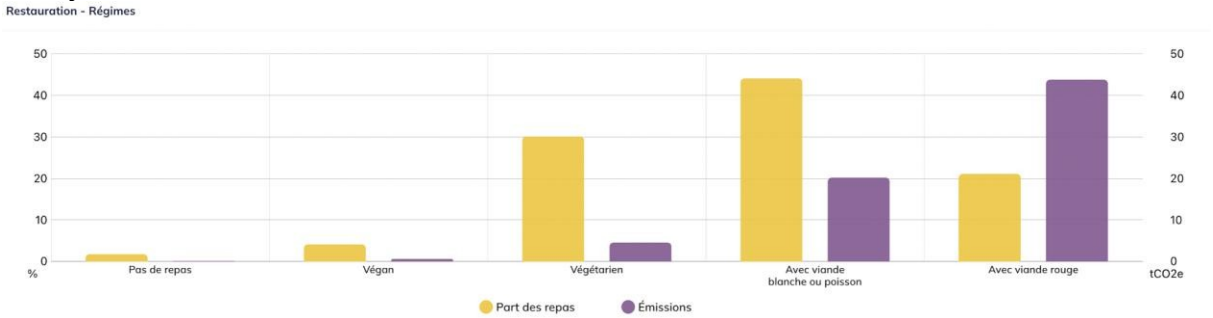


Cela représente 11 tCO2e, soit 28.9% des 38 tCO2e de l'empreinte de tous vos déplacements professionnels.

Over 10,000 km of home-work travel was on foot, and over 20,000 km by bike, but the car remains the most popular means of transport for our consultants, who do not always live close to the agency, especially in the provinces.



With regard to catering, a significant proportion of our employees follow a vegetarian diet or eat mainly white meat or fish:



Beyond the emissions generated, it is also interesting to consider the emissions avoided. The practice of telecommuting avoids emissions linked to energy consumption and travel.



## APPENDIX 2: CSR INDICATORS

### General presentation

In 2023, we obtained an overall score of 70/100 in our ECOVADIS evaluation, balanced between the different themes:

#### Fiche d'évaluation

Date de publication : 25 nov. 2023

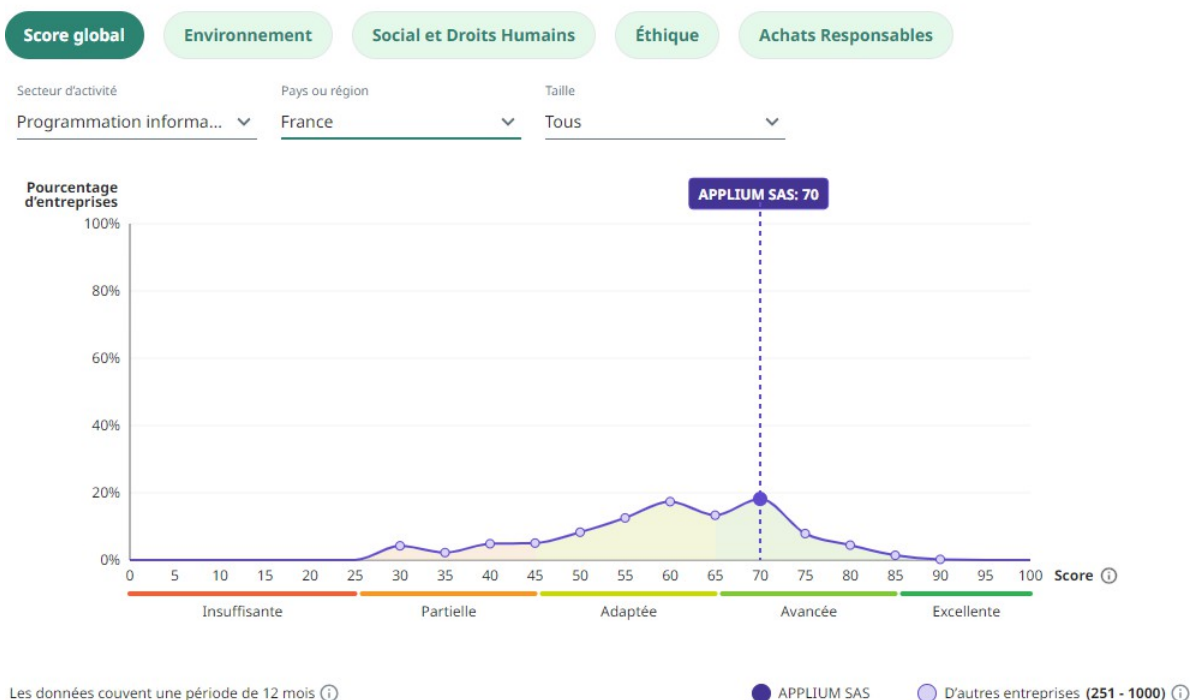
[Voir la fiche d'évaluation](#)



Here are the average scores for the business sector: 45/100 for "Environment", 51/100 for "Social & Human Rights", 50/100 for "Ethics", 38/100 for "Responsible Purchasing". Here's our relative positioning compared to other companies of all sizes in our "Computer Programming, Consulting and Related Activities" sector in our country:

#### Autres entreprises évaluées par EcoVadis

Comparez votre score à celui d'entreprises similaires dans votre secteur d'activité.



This graph shows the evolution of our overall positioning over time in relation to our peers:

Comparaison des scores dans le temps ^

Obtenez des informations sur la performance passée et identifiez des tendances.

Score global

Environnement

Social et Droits Humains

Éthique

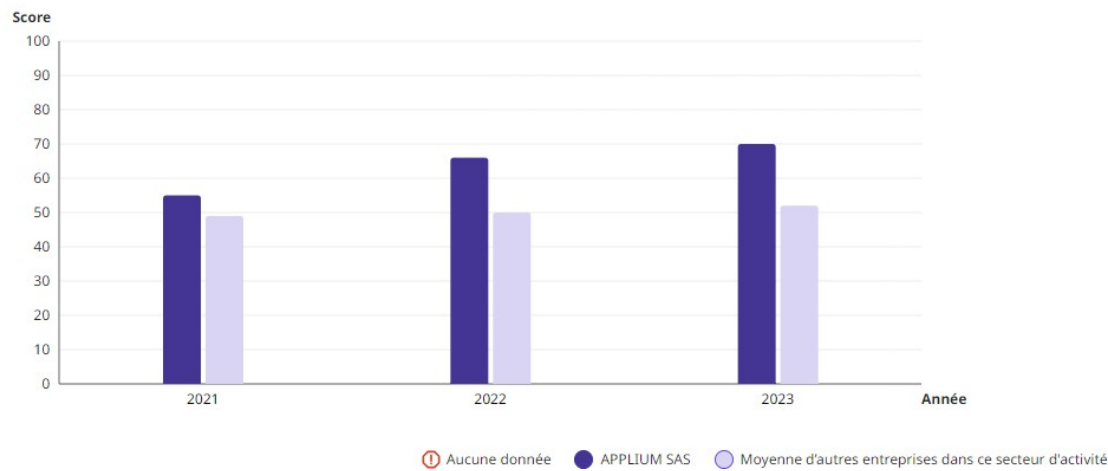
Achats Responsables

Secteur d'activité

Période

Programmation informa... ▾

3 dernières évaluations ▾



ECOVADIS highlights our progress in terms of policies and indicators.

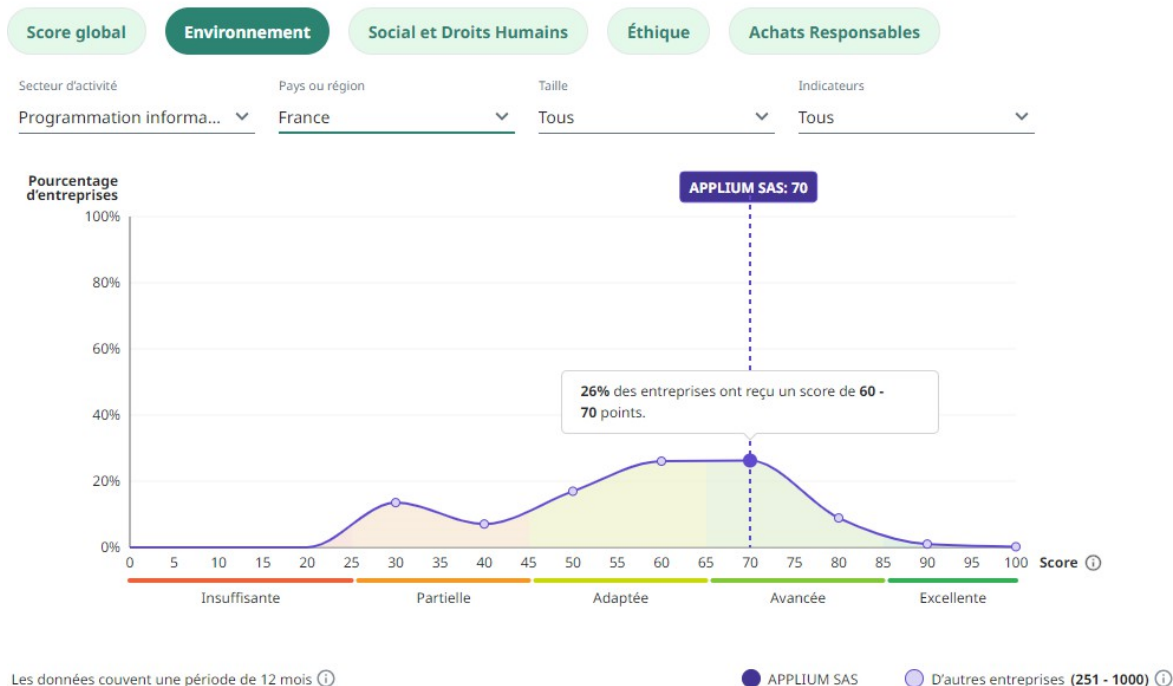
## Our environmental positioning

When it comes to the environment, Applium is among the 26% of French companies in the "IT Programming, Consulting and Activities" sector.

"Computer Programming, Consulting and Related Activities" sector with a score between 60 and 70 points.

### Autres entreprises évaluées par EcoVadis ^

Comparez votre score à celui d'entreprises similaires dans votre secteur d'activité.



Between 2021 and 2023, we have progressed from 40 to 70 points, while the average for other companies in our sector is 50:

### Comparaison des scores dans le temps ^

Obtenez des informations sur la performance passée et identifiez des tendances.



## Our 'Environment' indicators

### CSR commitment

Title	Data at 12/31/2021	Data at 31/12/2022	Data at 12/31/2023
Percentage of sites assessed for environmental risks	100%	100%	100%
Percentage of employees trained /aware of environmental issues	0	1	3
Number of hours of environmental training/awareness-raising for staff	0	0	7
Amount in€ linked to R&D investment to develop of services at for of environmental protection	N/A	N/A	121612

### Energy consumption

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 31/12/2023
Total electrical energy consumption in MWh (buildings)	21272	30173	13479

### Mobility

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
% of electric / hybrid vehicles	6%	57%	81%
% of employees using public transport and soft mobility (cycling / walking)	21%	36%	37%
Km of business travel / person / year (personal vehicle)	1214.25 km	790.5 km	630.42 km

### Greenhouse gas emissions

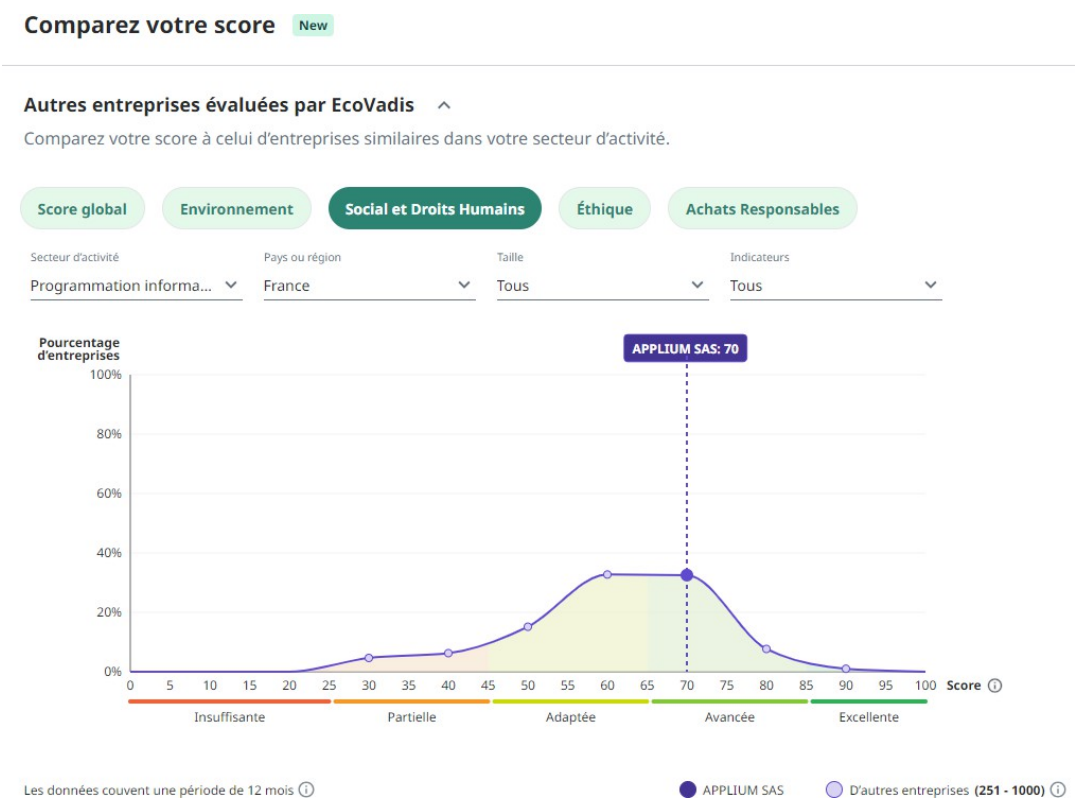
#### Publication BP 3 - GHG emissions reduction target Indicator B 3 - Energy and greenhouse gas emissions D

Title	Data at 12/31/2021	Data at 12/31/2022	Data as of 12/31/2023
Total Scope 1 GHG emissions (tCO2)	14	16	23,9
Total Scope 2 GHG emissions (tCO2)	9,8	7,8	9,6
Total Scope 3 GHG emissions (tCO2)	1752	1778	1345,1
Total emissions per FTE (tCO2/FTE)	2,5	2,3	2,1
Economic intensity (kg CO2e/k€ sales)	108	95	66

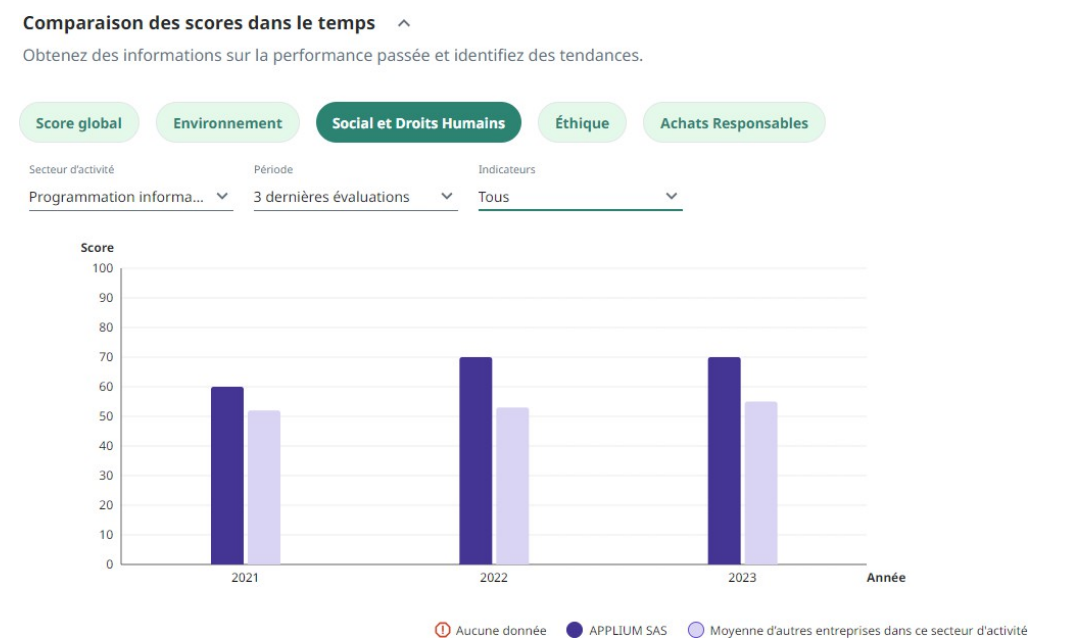


Our positioning in terms of social responsibility

In terms of Social and Human Rights, Applium is one of only 33% of French companies in the "IT Programming, Consulting and Related Activities" sector to score between 60 and 70 points.



The indicator is stable compared to the previous year, and still well above the average for our sector (55 in 2023):



## Our 'Social' indicators

### Workforce

#### Publication BP 11 - Number of apprentices

Title	Data at 12/31/2021	Data as of 12/31/2022	Data at 12/31/2023
Total workforce	71	85	120
Number of women	14	9	32
Number of men	56	76	88
Number of alternates	1	2	2
Percentage of permanent contracts	100%	98%	98%
Share of fixed-term contracts	0%	2%	2%
Average number of temporary or self-employed employees	26	42	27

### Remuneration

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
Amount total of premiums non monthly	128 031 €	59 366 €	145 770,92 €
Average monthly remuneration	4 529, 22 €	4 408, 82 €	4 568,05 €
Gender pay gap	3,10%	0,49%	0,30%
Total employee profit-sharing	N/A	2 530,18 €	1 634,33 €
Ratio of entry salary to minimum salary			161%

### Working conditions

Title	Data as of 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
Percentage of employees having completed an annual performance review	100%	100%	100%
Percentage of employees having completed a professional interview	59,15%	24%	33%
Percentage of employees benefiting from provident or complementary health coverage	92%	88%	90%
Amount of funding for social works	19 392 €	35 022 €	39 823 €

### Social Dialogue

Title	Data at 12/31/2021	Data as of 12/31/2022	Data to 12/31/2023
Number of meetings with employee representatives and union delegates during the year under review	4	8	7
Total number of delegation hours (CSE) used during the year under review	16h	16h	16h
Percentage of workforce represented by a CSE or equivalent	100%	100%	100%
Percentage of workforce covered by a collective agreement on working conditions	100%	100%	100%
Number of formal notices and official reports issued by the labor inspector during the year under review	0	0	0

### Career management and training

Title	Data at 12/31/2021	Data at 12/31/2022	Data as of 12/31/2023
Number of training hours provided per employee	26	95	65
Average annual hours of safety training per employee	14	0	0
Percentage of workforce trained in skills development dev elopment training	31%	43%	62%
Number of employees promoted to a higher category during the year	3	2	2

## Diversity

### Publication BP 2 - Diversity ratio within the governance body

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
Percentage of women employees total organization	29%	26%	27%
Share of women in management management	1	1	1
Number of women in management positions (excluding board members)	1	1	1
Percentage of disabled employees	0%	1%	27%
Percentage of workforce having received training on harassment	0%	%	4%

## Health and safety

### Indicator B 9 - Company personnel - Health and safety

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
Number of days of absence	137	816	N/A
Percentage of absences due to workplace accidents	0	0	0
Absenteeism rate	1	1	1
Percentage of sites with a DUERP (Document Unique des Evaluations des Risques Professionnels)	100%	100%	100%
Number CSE meetings dealing with health and safety issues	2	2	4
Number of occupational illnesses reported to social security during the year	0	0	0
Percentage of workforce represented by a CHSCT or equivalent	100%	100%	100%
Number of injuries per hour worked	0	0	0
Number of injuries per worker	0	0	0
Number of deaths due to work-related accidents and health problems	0	0	0

#### Work-life balance

##### Indicator BP 10 - Company personnel - Work-life balance

Title	Data at 12/31/2021	Data at 12/31/2022	Data at 12/31/2023
Percentage of women entitled to family leave during the reference year	100%	100%	100%
Percentage of men entitled to compassionate leave during the reference year	100%	100%	100%
Percentage of women who used family leave during the reference year	N/A	N/A	6%
Percentage of men who took family leave during the reference year	N/A	N/A	14%

#### Human rights

##### BP Indicator 9 - Violations of the OECD Guidelines for Multinational Enterprises or the United Nations Guidelines (including the principles and rights set out in the eight fundamental conventions of the ILO Declaration and the International Bill of Human Rights)

Title	Data at 31/12/2021	Data at 31/12/2022	Data at 31/12/2023
No. of employees having received specific human rights training	0	1	3
No. of human rights violations recorded during the reporting year	0	0	0

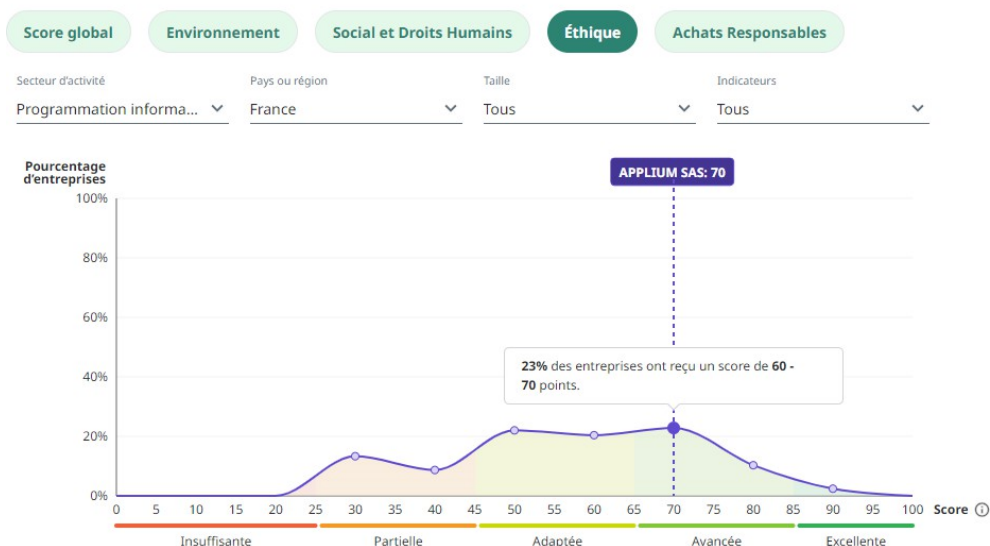
## Our ethical positioning

In terms of ethics, Applium is one of only 23% of French companies in the "Computer Programming, Consulting and Related Activities" sector to score between 60 and 70 points.

"Computer Programming, Consulting and Related Activities" sector with a score between 60 and 70 points.

### Autres entreprises évaluées par EcoVadis ^

Comparez votre score à celui d'entreprises similaires dans votre secteur d'activité.



Between 2022 and 2023, the size of the company has changed from S (between 50 and 99 employees) to M (between 100 and 1000 employees), and the requirements for the rating have increased, which explains a slight drop without any deterioration within the company.

### Comparaison des scores dans le temps ^

Obtenez des informations sur la performance passée et identifiez des tendances.



## Our 'Ethics' indicators

### Indicator B 12 - Convictions and fines for corruption and bribery

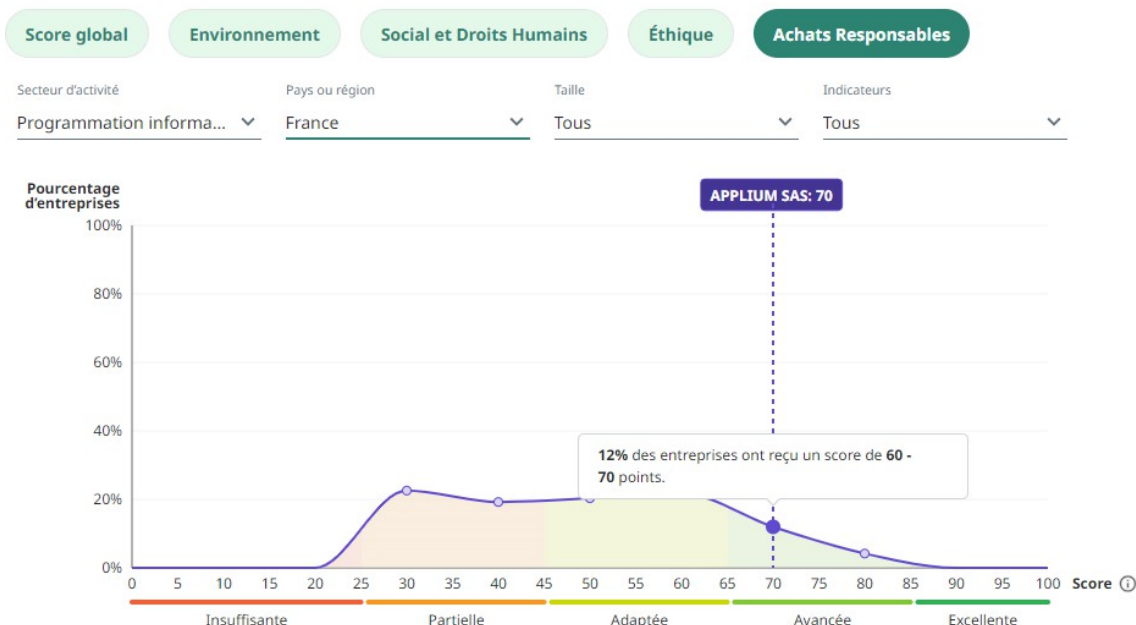
Title	Data as of 12/31/2021	Data as of 12/31/2022	Data at 12/31/2023
Percentage of workforce aware of ethical issues (Code of Conduct)	0,42	0,51	0,57
Number of incidents of ethical misconduct reported via our procedure alert procedure	0	1	0
Number of corruption incidents reported via our whistleblowing procedure	0	0	0
Percentage of sites assessed for ethical risks	100%	100%	100%
Number of incidents linked to the security security incidents confirmed	0	0	0
Number of convictions for breaches of anti-corruption laws	0	0	0
Total fines imposed for violation of anti-corruption laws	0	0	0

## Our positioning in terms of Responsible Purchasing

In terms of Responsible Purchasing, Applium is one of only 12% of French companies in the "IT Programming, Consulting and Related Activities" sector to score between 60 and 70 points.

### Autres entreprises évaluées par EcoVadis <sup>^</sup>

Comparez votre score à celui d'entreprises similaires dans votre secteur d'activité.



### Comparaison des scores dans le temps <sup>^</sup>

Obtenez des informations sur la performance passée et identifiez des tendances.





## Our 'Responsible Purchasing' indicators

Title	Data at 31/12/2021	Data at 31/12/2022	Data at 31/12/2023
Percentage of suppliers who have signed the supplier code of conduct (including human rights)	0	0	12%
Percentage of suppliers with environmental and social clauses in their contracts	0	0	0
Percentage of suppliers with CSR assessment	0	0	18%
Percentage of suppliers audited for CSR	0	0	0
Percentage of buyers trained in responsible purchasing	0	0	100%