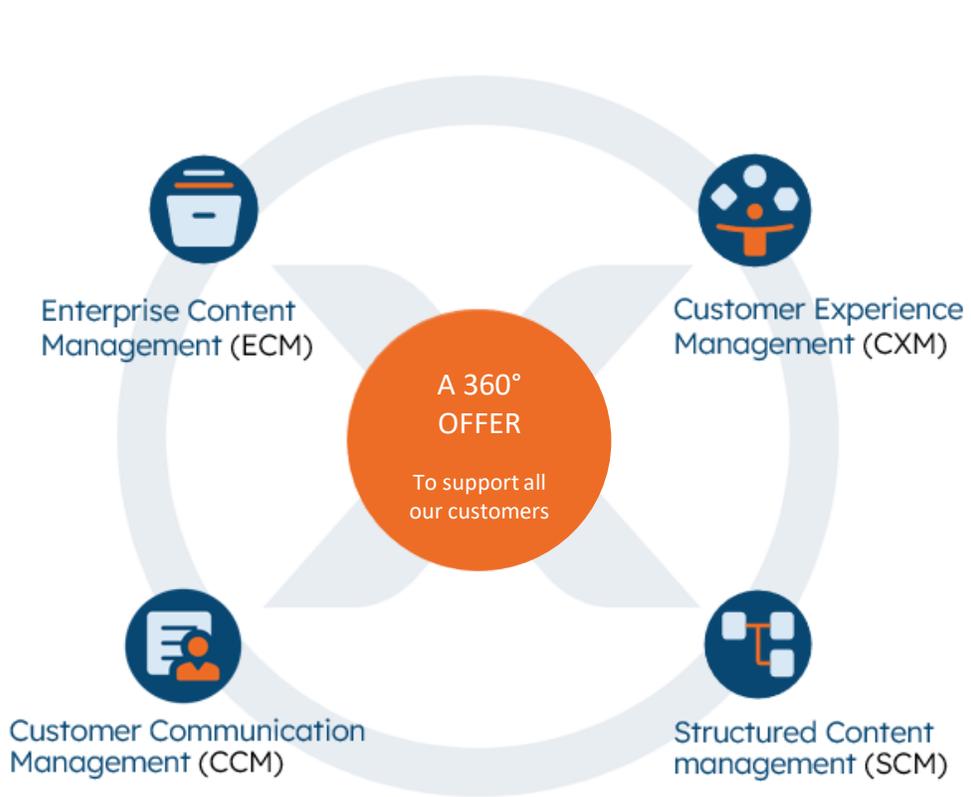




CORPORATE SOCIAL RESPONSIBILITY CHARTER

WHO ARE WE?

It took the Amexio Group only a few years after it was created in 2006 to be part of the **most innovative** technology companies. It is now a major **international partner** in terms of digital transformation.



FRANCE
BELGIUM
LUXEMBOURG
PORTUGAL
SWITZERLAND
NETHERLANDS
GERMANY
UNITED STATES
CANADA



> 950 Amexio employees



Operates in 9 countries



Projected turnover > 140 M€



Share capital shared and stable



35% of consultants are co-opted

OUR CSR POLICY



We have been committed to following a **Corporate Social Responsibility (CSR)** policy for a few years. Each year, AmeXio is assessed by **EcoVadis** which certifies a company's commitment to sustainable development.

WE SUPPORT



Since 2022, AmeXio has been committed to the **United Nations Global Compact** social responsibility initiative and its 10 principles around human rights, international labour standards, environmental protection and anti-corruption.

AmeXio's CSR focuses on 4 major issues

SOCIAL & HUMAN RIGHTS

Being a responsible, committed employer

ENVIRONMENT

Limiting our environmental footprint

ETHICS

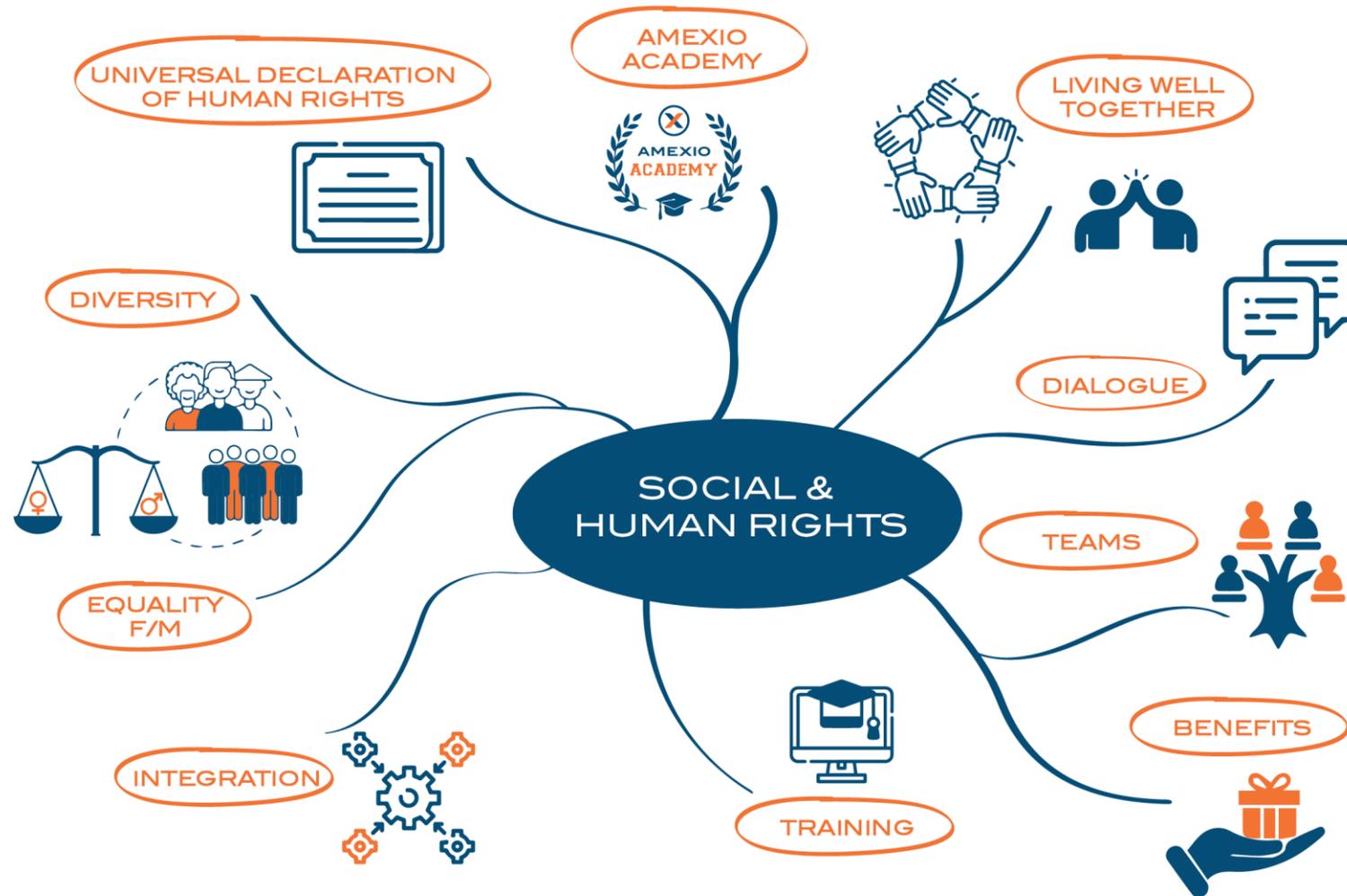
Being a trusted partner

RESPONSIBLE PURCHASING

Having a positive societal impact

SOCIAL & HUMAN RIGHTS

Being a responsible and committed employer



SOCIAL & HUMAN RIGHTS

A dynamic social policy

AmeXio Group follows a **dynamic social policy** which includes a **fixed salary** as well as a number of **social benefits**:

-  Overtime and atypical working hours pay
-  Additional paid leave beyond usual entitlements
-  Flexible work organisation depending on various situations
-  Health insurance for employees
-  Employee share ownership plan
-  Bonus system linked to company performance

AmeXio is committed to **fully respecting relevant laws in terms of wages, working hours, overtime and social benefits** in every country where the Group operates.



Recruitment and on-boarding



Each new employee is offered a **personalised on-boarding**: visit of the premises, introduction to management teams, access to all key documents.

All our employees benefit from a daily follow-up, as the small number of hierarchical levels means we can get to know and value everyone.

Trainings are set-up according to the needs of the employees, the projects they will be working on, and the technical solutions existing at the clients.

Internal mobility is encouraged as far as it is consistent with an existing career plan and necessary skills are mastered.

SOCIAL & HUMAN RIGHTS

AmeXio encourages well-being, creativity and boldness!

- **Work/life balance:** employees agree that there is a real work/life balance at AmeXio.
- **Working conditions: satisfaction surveys** are regularly conducted to make sure **well-being at work** is satisfactory.
- **Dialogue:** interactive communication sessions between management and employees are organised to foster discussions on working conditions and social benefits.
- **Teams** are set-up to gather all employees around various areas of interest like running, football challenges, triathlon ...
- **Living well together:** special occasions to have fun, afterworks and a seminar each year to get together are organised.
- **Surpassing oneself at sporting events:** AmeXio supports its employees in their extra-professional interests by sponsoring certain events.



SOCIAL & HUMAN RIGHTS

AmeXio Academy

AmeXio Academy is a **continuous training** system. Every employee can join any training session, either **remote** or **on-site**. There are various levels: discovery, consolidation, assessment through a badge and/or a certification system.

Courses dedicated to mastering the development and administration of publisher solutions are **provided by our partners who are experts** in our field.

Functional and general skills are developed in line with employees' missions and choices.



Professional integration of young people and students

AmeXio is a **preferred partner** of the University of Poitiers and interacts regularly with MIAGE schools in Nantes and Paris, DIGINAMIC, University of Lille, M2I, ESTIAM.

Each year, we welcome approximately 15 trainees and 25 work-study participants.

Once their cursus is over, **more than 50% of them are recruited**.



Ongoing innovation and R&D

Innovation & R&D are part of AmeXio's corporate DNA ever since it was created. « **Thursday lectures** » are regularly organised to **share about products and feedbacks** on projects carried out at clients'.

AmeXio also gives its employees the opportunity to **pass on their knowledge, exchange with their peers** and be enriched by outside contributors.



SOCIAL & HUMAN RIGHTS

Gender equality

AmeXio is a **signatory of the #ReconversionFemNum Manifesto** and a partner of the **Social Builder Association**, with the aim of promoting the **reintegration and professional retraining of women** and increasing their **presence in the digital professions**.

All our **job offers** as well as **communication materials** are **gender-neutral**.



Diversity, equity and inclusion at AmeXio

Our policy is to promote a working environment free from any form of discrimination or harassment.

As a **signatory to the Diversity Charter**, the AmeXio Group is committed to respecting the principle of **non-discrimination in all its forms and at every stage of its Human Resources management** : recruitment, training, progress or promotion.

To ensure **equal treatment in recruitment**, all our recruitment managers have completed a **“discrimination-free” recruitment training**.

These good practices in recruitment and personnel management are reflected in a **dynamic recruitment policy**, an **inclusive environment** and a **multicultural presence** within the AmeXio Group.

To round off the scheme, **awareness-raising and prevention initiatives** are regularly organised to **fight against stereotypes**.



ENVIRONMENT

Limiting our environmental footprint



ENVIRONMENT

AmeXio has its own Environmental Charter

Through this Charter, the AmeXio Group aims to share with all stakeholders its targets and the corresponding Policy Rules. The Group's targets are the following :

- **Reduce in a sustainable way its environmental footprint:** resource consumption, waste management and greenhouse gas emissions,
- Take all actions necessary on the long-term to **induce a positive impact** on its **ecosystem:** employees, clients, partners, suppliers, service providers, subcontractors.

AmeXio therefore wants to invite all stakeholders to **comply with the company's environmental policy.**



Actions to save energy and reduce carbon footprint:

We encourage **sustainable transport solutions** by refunding 100% of the public transport pass.

Over 80% of **our sites are equipped with a bike park.**

100% of our sites offer **collaborative tools and videoconference facilities**, which helps reducing travels.

We are **progressively switching** our sites **to renewable energy and setting up a more energy-efficient lighting system.**



ENVIRONMENT

Our initiatives to reduce the number of components and consumable items:

All our sites are equipped with a **limited number of photocopiers, default printing is black and white and two-sided**, and we use **recycled paper**.

AmeXio **digitizes 100% of documents and processes**: meal vouchers, pay slips, on-boarding documents, business management, expense reports and vacation.

Any **notification is also digitized** and sent by e-mail.

Every employee is given a **backpack, a cup and a flask**.

Our initiatives to help reduce daily waste:

All our sites are equipped with a **coffee machine with grinder** and a **water fountain**.

AmeXio has set up a **selective sorting system** with separate bins for plastics, cans, cardboard, glass and household and non-recyclable waste.

100% of sites have a **process for collecting and recycling used toners**.

Batteries are collected and regularly left at supermarkets in designated areas.

Our initiatives for a responsible IT management:

Our policy is to maintain **IT equipment beyond its depreciation period and to repair** rather than replace it.

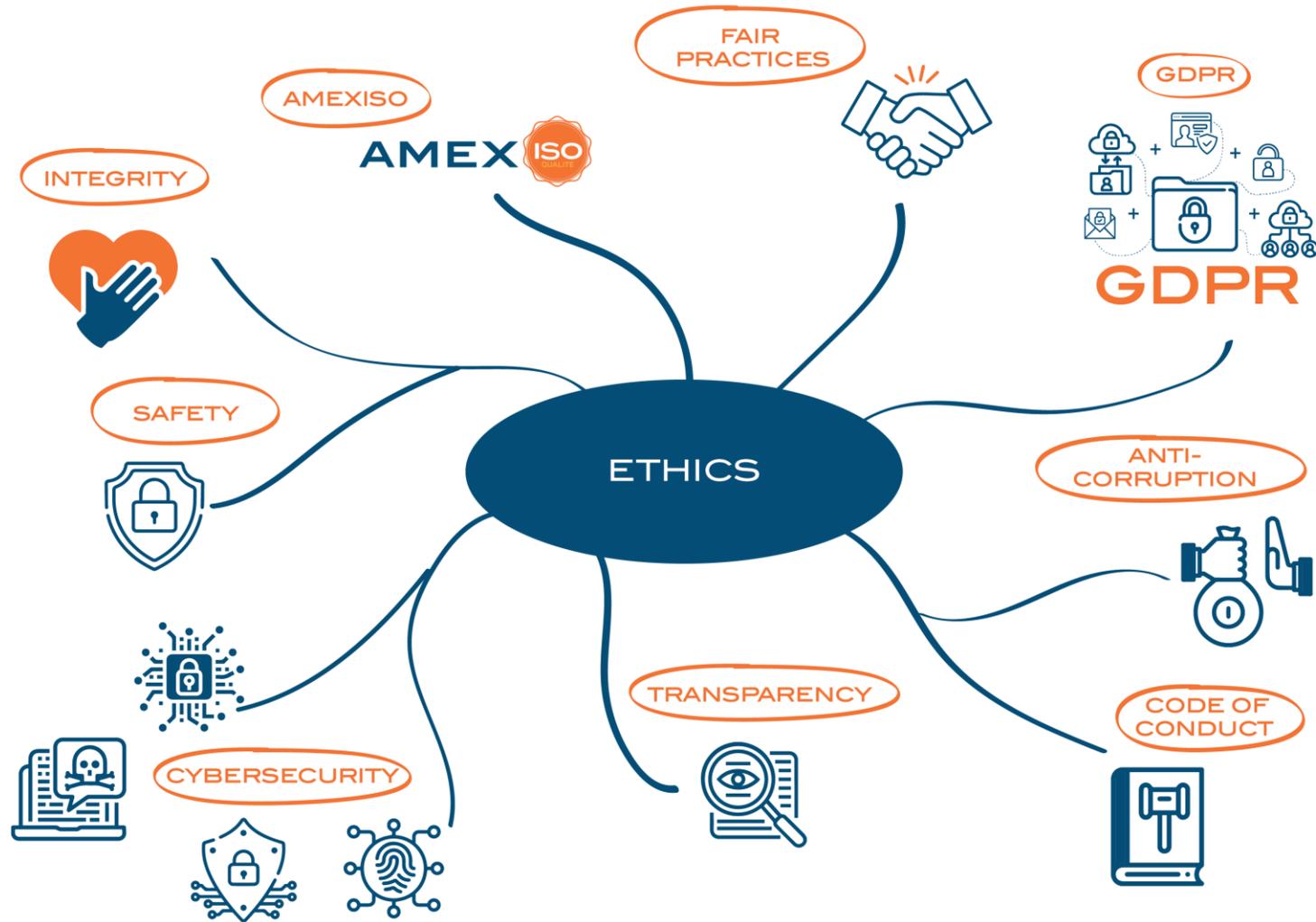
We deploy a **process for collecting and recycling WEEE** (Waste from Electrical and Electronic Equipment) on all our sites.

This enables us to offer a sustainable and meaningful activity to **people with disabilities or on a path to integration**.



ETHICS

Being a trusted partner



ETHICS

Our policy is based on 3 pillars

Prevention: train and inform employees.

Optimising our tools and procedures: closely monitoring our risk mapping, developing our anti-corruption procedures and tools.

Assessments: make sure that our system respects fair commercial practices and IT security.



Our anti-corruption system

A **training program on the risks of corruption and influence peddling** has been set up for the employees most at risk.

Our Code of Ethics clearly informs employees of the **ethical policy and procedures established within the AmeXio Group**.

A **confidential reporting channel**, also known as a **whistleblowing procedure**, is available to employees.

ETHICS

To prevent breaches of information security and guarantee the security of customer and employee data :

A charter on the use of the information system at AmeXio and its clients is included in the Welcome Booklet given to each new employee.

Information security awareness campaigns are held on average 3 times a year.

New employees have to take part in a compulsory cybersecurity training course.



In terms of information security, we clearly and honestly inform our clients of the characteristics of our services:

A Data Protection Officer (DPO) provides regular training and communication to employees on the requirements of the GDPR.



RESPONSIBLE PURCHASING

Having a positive impact on society



RESPONSIBLE PURCHASING

AmeXio has a Responsible Purchasing Charter

Through this Charter, the AmeXio Group aims to **share its commitment with its Suppliers, major players in its success, and to ensure that they are involved in sustainable development.**

This Charter sets out the **commitments expected by the AmeXio Group** in terms of ethics, fight against corruption, respect of human rights and labour standards, the protection of personal health and safety and the protection of the environment.

WE SUPPORT



The Supplier must **respect the principles of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions** established by the International Labour Organisation (ILO), the various applicable laws and regulations.

The AmeXio Group adheres to the **10 principles set out in the United Nations Global Compact**, of which it has been a member since 2022.

RESPONSIBLE PURCHASING

AmeXio is strengthening its responsible purchasing policy by including eco-responsible criteria in its purchases and supporting service providers with a CSR approach :

- Use of “**Green Range**” for office supplies, paper and cleaning products.
- Choice of **eco-responsible cleaning service providers** : use of eco-labelled products and staff trained in eco-responsible practices.
- Collaboration with “**Adapted Enterprises**”, which employ people on social integration schemes and people with disabilities, for the purchase and manufacture of its promotional items.
- Partnership with the **Social Builder Association**, whose mission is to help women realize their career paths in the digital sector through guidance, training and professional integration. To emphasize its collaboration, AmeXio has joined “ **Women In Digital**”, the development program for women.



**WOMEN
DIGITAL**



THANK YOU FOR YOUR ATTENTION

All our documents can be viewed on our website:

<https://www.amexio.fr/en>