

OUR CORPORATE SOCIAL RESPONSIBILITY

JUNE 2019 REPORT



CSR, A LONG LASTING COMMITMENT

Our commitment to respecting the human being and to developing an ethically responsible spirit, as well as our permanent willingness to enhance the value of our resources and talents, are a major strategic axis of Emalec's CSR policy. The preservation of the environment and the contribution to the advancement of a sustainable and solidary society are key commitments of each and every one of the company's employees.

€ 53 Millions

Turnover

400 employees

250 000

Operations/year

18 countries

Scope of action

CSR : 4 AXIS, 10 COMMITMENTS



RESPECT THE HUMAN BEING AND FOSTER AN ETHICAL SPIRIT

Ethical and sustainable growth

- Ethics and sustainable development charter
- «Emalec Partner» label: Created in 2016, membership of our partners
- 75/100, EcoVadis CSR evaluation score (constant involvement)

Involvement for a responsible and innovative service

- 250,000 interventions per year on 20 000 sites
- 40 qualifications in maintenance and works
- Transparent communication of our results
- Anti-corruption contractual provisions



TO VALUE OUR ASSETS AND TO NURTURE OUR TALENTS

Valorization of our assets

- **Diversity requirement:** 16 nationalities represented, hiring of seniors on the rise
- **Commitment to disability:** awareness raising, hiring, job retention, collaboration with service providers, promoting the employment of people with disabilities.

Nurturing our talents: continuous training and in-house development

- Investment in internal and external training: 800K€
- In-house training center
- Development of specific training courses

Social dialogue

- **Well-being at work:** Reading area, sports hall, water cooler
- ERC, HSWCC, Internal Regulations, Welcome Booklet, Small Bulletin, Ideas box



PARTICIPATE IN THE CONSERVATION OF OUR ENVIRONMENT

Responsible purchases

- Range of «eco-products» supplies

«Eco-attitude» objective

- Replacement of the commercial vehicle fleet
- Awareness of eco-driving and eco-travel
- Provision of electric bicycles
- Environmental management system: optimized operations routes, professional waste disposal map (field technicians); fire extinguishing activity: denaturation process of the equipment installed

Waste: creation of recycling channels

- Awareness of eco-gestures
- Selective sorting: installation of specific waste bins, recycling of plastic caps, collection of cups (112 kg in 2019) and used coffee capsules
- Zero paper policy...



TO CONTRIBUTE TO THE GROWTH OF A SOLIDARY AND SUSTAINABLE SOCIETY

Civic engagement

- **Human Afrique:** construction of classrooms in Senegal, in the Siné Saloum region
- Celebration day: Financial support to the association Trisomy 21 during awareness days
- **Deaf...Deaf:** Financial assistance for the realization of a documentary about deaf children
- **Décitres Fund:** Book box, support for the development of this system of book exchange (disadvantaged neighborhoods, social ties).

Local development of the territory

- Challenge Kévin, Festival Changez d'Air, etc.



WE SUPPORT THE GLOBAL COMPACT

Emalec, is a member of the Global Compact of the United Nations Program.



Emalec, in the top 5% of French evaluated companies.