

STRATEGIC APPROACHES

2023-2024

2024-2025

ENVIRONMENT



- Recycling and recovery of our waste
- Sustainability of our rental products and solutions
- Reduction of our energy consumption
- 2024 Carbon Footprint Audit

- Monitoring of GHG emissions by category (scopes 1, 2 and 3)
- Audit Scope 4 for TER Rental
- Implementation of environmental monitoring indicators (CSR dashboards)
- Installation of hives to support local pollination
- Improved sorting and awareness to reduce energy consumption (heating, water, air-conditioning), and printing
- Testing and development for logistics routing via rail freight to our warehouses

ETHICS



- GDPR Audit 2024
- 2024 Supplier CSR Code of Conduct
- New Supplier Contract Clauses 2024
- Training on ethics

- Creation of an internal reporting channel (anonymous) for possible acts of harassment, violence, corruption.
- Integration of ethical criteria in supplier tenders.
- Training of sales and procurement teams against corruption and bribery.

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RESPONSIBLE PROCUREMENT



- CSR assessment of our suppliers (questionnaire and audit)
- Upgrading of our IT equipment (refurbished equipment)
- Training on Responsible Purchasing
- Procurement Risk Mapping 2024

- Centralisation of internal procurement with sustainable supplies
- Signature of the Supplier Code of Conduct by our suppliers
- Implementation of our suppliers' self-assessment questionnaire on CSR themes

SOCIAL & HUMAN RIGHTS



- Foster social connection by organising internal and external events
- Creation of our policies and procedures: inclusive recruitment, social policy
- Training plan: e-learning, consultants
- QWL 2024 questionnaire
- Internal Satisfaction Surveys

- Wellness Month: Shiatsu, Pilates, Sport, stretching, yoga
- Engagement in local solidarity actions (toy and clothing collections), running events (Pink Run)
- Gender equality index monitored every year
- Internal events: Christmas meals, ping pong tournaments and babyfoot, etc.