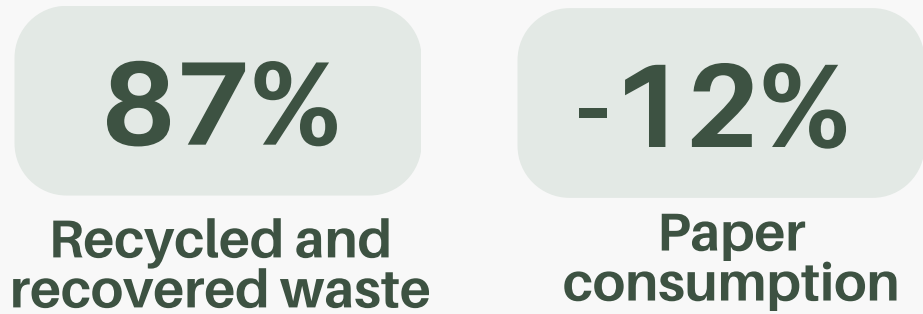
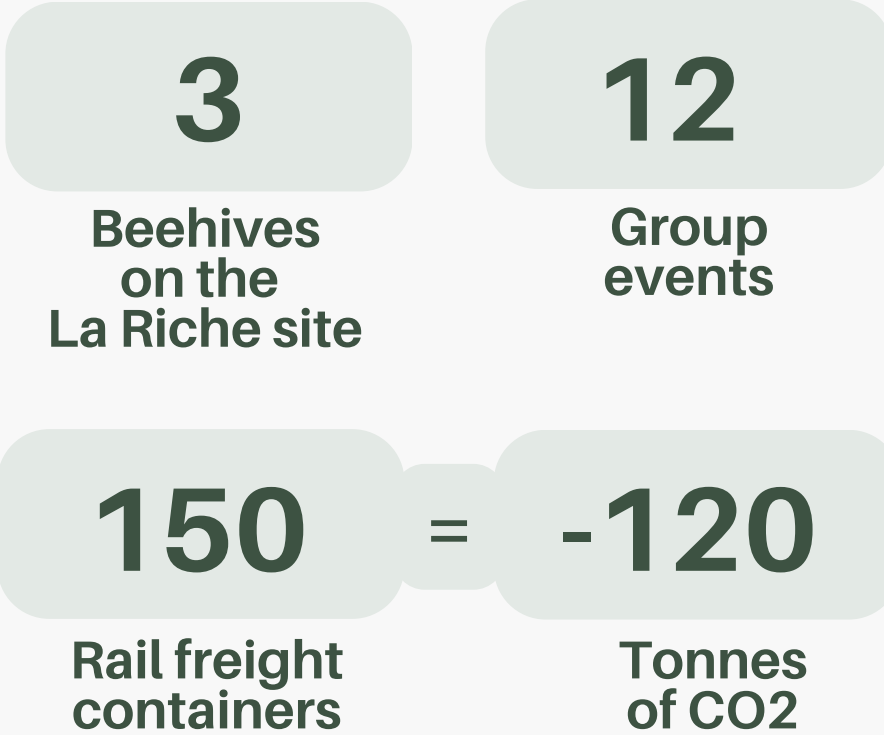


# THE POWER OF OUR CRS APPROACH

## ENVIRONMENT

- Carbon balance and monitoring of GHG emissions by item (scopes 1, 2 and 3)
- Improving recycling and raising awareness to reduce energy consumption (heating, water, air conditioning) and printing



\* Data for 2024

## SOCIAL & HUMAN RIGHTS

- Commitment to solidarity: Pink October, Restos du coeur
- Wellness month: 20 hours of pilates, yoga and sports workshops for staff
- Surveys and questionnaires on quality of life at work

## ETHICS

- Creation of an internal (anonymous) whistleblowing channel: Harassment, violence, corruption
- GDPR audit and action plans



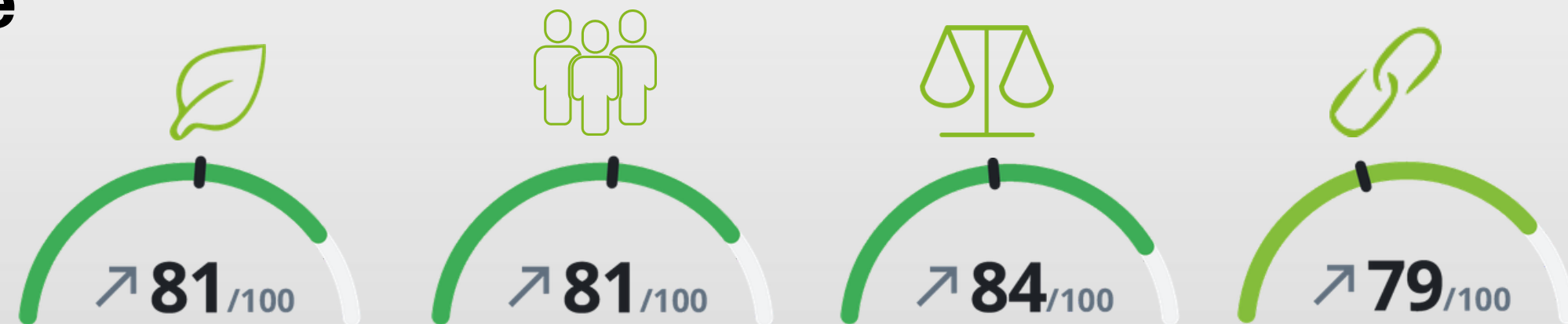
## RESPONSIBLE PURCHASING

- Sustainable supplies for the Group's kitchens and offices
- Key suppliers: Signing of code of conduct
- Key supplier assessment on CSR issues

## Overall score

Percentile  
**97th**

↑ **81** /100



# OUR COMMITMENTS

Since 2023, the YTHALES INVEST Group has been committed to the United Nations Global Compact's social responsibility initiative and its Ten Principles on human rights, labour standards, the environment and anti-corruption

**NOUS SOUTENONS  
LE PACTE MONDIAL**



In 2024, we signed up to the WEPs, an international framework supported by the UN to promote professional equality and the empowerment of women through 7 principles



# OUR AMBITIONS FOR THE FUTURE

# 2030

## ENVIRONMENT

**-20%** greenhouse gas emissions

**100%** green energy in our Group electricity contract

**50%** of our vehicle fleet electric or hybrid

## SOCIAL & HUMAN RIGHTS

**50%** of women in our workforce, both within the Group and in positions of responsibility

## ETHICS

**100%** of our workforce trained in the fight against corruption

## RESPONSIBLE PURCHASING



Support our suppliers' environmental, social and circular economy initiatives