

CSR policy 2025

Corporate Social Responsibility

Our commitments and targets for 2025

Artelia implements an ambitious CSR policy based on 4 pillars and 20 quantified objectives that reflect the company's purpose: designing solutions for a positive life. These concrete commitments are based on internationally recognized guidelines and are assessed annually by independent organizations.

We support



The Global Compact

As an active member of Global Compact since 2018, we contribute to the Sustainable Development Goals (SDGs), while adhering to the ten universal principles of the United Nations Global Compact regarding human rights, labour, environment and anticorruption.



SBTi

Early 2022, we committed to the Science Based Targets Initiative (SBTi), which sets emissions reduction targets and assesses our efforts to reduce our carbon footprint in accordance with the 2015 Paris Agreement.



EcoVadis Gold

Ranked GOLD Ecovadis in 2024. This recognition rewards Group-wide efforts in four main areas: environment, social and human rights, ethics and responsible purchasing.

Our CSR policy is sponsored at the highest level of the Group: the CSR Director reports to the Executive Chairman. The CSR Committee guides the Board of Directors in its work and assesses our progress annually.

Ensure Responsible Governance

Our Commitments

- Assert ourselves as a pioneer company in CSR
- Stay at the forefront of ethical standards
- Share the value created by the Group and preserve our independence by increasing the number of employee shareholders



Our Targets

- Carry out a detailed assessment of ESG risks and opportunities on 100 % of our significant offers, based on the European taxonomy and the SDG'S
- Train 100 % of our employees yearly on ethical risks
- Integrate ESG clauses in 100 % of our purchase contracts and carry out yearly targeted audits
- Share at least 1/3 of the profit generated by operational activity
- Promote employee shareholding to at least 50 % of employees
- Encourage employee shareholding among young people with an initial objective of at least 50 % shareholders under 45

Develop our Human Capital

Our Commitments

- Embrace a "zero accident goal" safety culture
- Foster the commitment and well-being of our employees
- Promote women empowerment within the company
- Accelerate inclusiveness
- Enable stimulating career paths



Our Targets

- Achieve a workplace accident frequency rate of less than **3,25** and aim for **Zero** serious accident***
- Aim for **8/10** on the average of the "Commitment" and "Well-being" indicators of the annual employee survey
- Reach **25 %** of female managers and in executive positions
- Make **100 %** of our employees aware of the Diversity and Inclusion approach "Each&All" every year
- Enable **100 %** of our employees to access face-to-face or digital training each year
- Promote new professional opportunities for each employee at least every 3 to 5 years

Protect the Environment

Our Commitments

- Align the Artelia Group's carbon footprint with the objectives of the Paris Agreement, through our commitment to the Science Based Targets Initiative (SBTi)
- Promote eco-design and eco-monitoring in our customers projects
- Contribute actively to reflections on reducing the carbon emissions of our clients projects



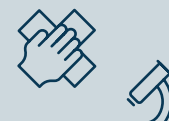
Our Targets

- Scope 1 and 2: Reduce the carbon footprint of our premises and car fleet energy consumption to meet the **"1,5°C"** trajectory
- Scope 3: reduce the carbon footprint of our indirect emissions (mainly our travels) to respect the **"well below 2°C"** trajectory
- Train **100 %** of our project managers to internal methods and tools dedicated to eco-design and ecomonitoring of projects
- Encourage an eco-design and eco-monitoring approach on **100 %** of our significant projects*

Commit to Civic and Humanitarian Causes

Our Commitments

- Contribute to the attractiveness of scientific professions
- Encourage women to join the engineering professions
- Commit to the common good through the Artelia Foundation



Our Targets

- Support **15** research programs through doctoral chairs or actions
- Participate in **5** programs aimed at promoting engineering professions among women
- Reach **500** annual days of missions for volunteering missions
- Aim, through the Foundation, to grant at least **3 %** of the Group's operating income

* Significant offers/projects = all topics submitted to the Group's Risk Evaluation Board or to the Offer Reviews of the Business Units

** ESG refers to environmental, social and good governance criteria

*** Frequency rate refers to accidents at work excluding commuting accidents – Serious accident refers to an accident resulting in more than 30 days off work, permanent injury or death of the employee