

Building together an
inclusive, responsible
and serene workplace

Positive Impact Plan 2022



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The Human & Work Group

At Human & Work, your transformation partner, we support you in your challenge to create an inclusive, responsible and serene working environment.

With the sanitary crisis, social conflict, mistrust of institutions, the younger generations' expectations from work, from the planet and the power of social media, etc. our modern society has never before experienced such turmoil. In this perpetually moving context we believe that a company should be the place for innovation towards a new social dialogue.

This conviction is at the root of the creation of Human & Work, leading HR ecosystems. It feeds the passion and commitment we implement as we work with **more than one thousand European companies and their 8,000,000 staff members.**

Taking care of your teams, fostering inclusion, gaining

in diversity, growing your talents, rethinking your work organization and relations between stakeholders are some of the missions that we carry out by your side to improve the social impact and performance of your company.

Human & Work brings a multidisciplinary team of over **200 experts** together to supply human resources managers of companies and organizations of all sizes and in all fields with strategic and operational advice, as we mobilize dual expertise:

- Deep knowledge of the working environment and organization
- Fine understanding of individuals and interpersonal relationships at work



Our purpose

In 2020, we began to reflect collectively on an ambitious Positive Impact Project, which is embodied in our ambition today. It is the fruit of the analysis of our specialties and our professions, our corporate values and our position as a leading player in the human workplace.

We take this motto very seriously, and commit to implementing everything in our power to help our group and our stakeholders to progress in Positive Impact and more specifically in our field of expertise.

Building together an inclusive, responsible and serene workplace.



Our Values

1

Excellence

Be part of a continuous improvement process, individually and collectively. Aim for the highest level of expertise, experience and impact.

2

Solidarity

Cultivate co-responsibility. Create a climate of mutual aid and conviviality. Make the success of each individual a collective success. Encourage respect and benevolence.

3

Boldness

Encourage everyone to challenge their habits or preconceived ideas. Value risk-taking and the will to innovate. Do not be afraid of mistakes and learn from them.



Inauguration of the Maison Commune (Common House) located 28 rue de Mogador in Paris



Our Positive Impact Strategy

2018 — 2019 — 2020 — 2021 — 2022

We became members of Global Compact France

We structured and enhanced our first actions

We reflected on and formalized our purpose and values

We published our first Global Compact Declaration

with the United Nations regarding human rights, international labor rights, the environment and the fight against corruption.

We implemented our Positive Impact Plan

We are striving to exceed the notion of Corporate Social Responsibility in search of positive impact we can measure and to answer the 17 Sustainable Development Goals (SDGs) developed by the United Nations and stated in 169 targets.

WE SUPPORT



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



The 10 Principles of Global Compact

In 2000, upon the appeal of Kofi Annan the Secretary General of the United Nations, businesses, organizations, United Nations Agencies, workplace and civil society representatives came together around 10 universally recognized principles. **Global Compact is a platform for commitment that fosters building a better world.**

Members since 2018, we support the 10 Global Compact Principles for human rights, international work standards, the environment and the fight against corruption. We published our first Communication on Progress in 2021 and we will pursue these same commitments through the coming years.

What is impact?

An impact company is often defined as a **commercial firm committed to several social, societal and environmental objectives. Commitment is the key concept of an impact company.**

The idea is not only to stop negative effects of the company's activity but to adopt practices with a positive environmental and social impact by implementing them at the heart of their business model.

What is the link between Global Compact and Sustainable Development Goals ?

Global Compact is mandated to mobilize the private sector and translate Sustainable Development Goals (SDGs) into “business” language. The United Nations’ Ten Principles of Global Compact remain the foundation of companies’ commitment.

Sustainable Development Goals are universal objectives that the States set themselves in 2015 in response to the global challenges we are facing, in particular those linked to poverty, inequality, climate, the deterioration of the environment, prosperity, peace and justice.

They are broken down into **169 targets** in order to be more operational and define the worldwide priority issues to be solved by 2030 more precisely. They are for all actors both public and private.

We identified several SDGs related to our core business through which we can contribute relevantly and efficiently within our sphere of influence.

Regarding these **17 SDGs**, we want to highlight our priorities in order to improve our positive impact and reduce our negative impact to set our objectives, our operational action plan, our progress performance indicators and our communication.

Our governance

Our Positive Impact Strategy is at the heart of the group’s global development.

It is one of the three major strategic axes of our 2022-2025 expansion plan, with international development and digital transformation.

Developed and led by the Impact and Human Resources Director, Juliette Cerdan-Guyon, it is also driven by the CEO, David Mahé, and the Executive Board.

This action is implemented by a CSR Manager and a “Positive Impact” project manager.

This strategy is regularly followed up on:

- Monthly meetings of the Impact Strategy Committee, in which the Positive Impact Business Partner of our financial partner, Geneo, participates.
- Executive Committee’s quarterly meetings.

From now to the end of 2022, we will also create a Stakeholders Committee which will meet once or twice a year.



David Mahé
CEO and Founder



Juliette Cerdan-Guyon
Impact and Human
Resources Director





The 5 Pillars of our impact plan

Our impact plan lies on five pillars which we link to the Global Compact France's SDGs and targets.

These pillars represent our strategic priorities from now until 2025, they are determined with regard to the material challenges and the most significant contributions of the Human & Work group towards our stakeholders.

1 Developing mental health, well-being and health in the work place



2 Building a responsible and ethical future at work



3 Acting for inclusive growth



4 Preserving the planet's natural heritage



5 Being a committed corporate citizen



In order to challenge this new strategy, we would like all of our stakeholders to share our vision. For this, we have carefully identified and mapped them out: they will monitor the progress of our Impact Plan and the reaching of KPIs.

Our Stakeholders

Individuals or groups who contribute voluntarily or not to creating value and activity and who are possible beneficiaries of it and/or assume the risks of it. //





Lead and follow up our Positive Impact Plan



Developing **mental health, well-being and health at work**

We prevent psychosocial risks and act in favor of improving psychological health and well-being at work. We contribute to breaking the taboo of mental health and apply our commitments with our clients and in-house.



With our clients

As a reference consulting firm for well-being and psychological health at work, our vocation is twofold: **preventing psychosocial risks and encouraging well-being at work to serve both economic and human challenges.** Our team, composed of 80 experts from social science and humanities fields, designs and implements tailor-made solutions for:

• **Primary Prevention**

Assessing risk factors and implementing action plans to reduce sources of stress

• **Secondary Prevention**

Raising awareness of psychosocial risks and developing stress management skills

• **Tertiary Prevention**

Supporting employees facing difficulties



Measuring

We have scientifically approved diagnosis reference materials which we use according to our clients' specific needs (psychosocial risks diagnosis, study of human impact, and QWL study, etc.)

Assisting

Stimulus Care Services is our Complete Employee Assistance Program designed to improve work-life balance.

This offer is based on five services:

- Remote psychological support. "La Ligne"
- Face to face psychological consultation
- Social support
- Legal information
- Crisis management

Supporting

We support all of the members of the company taking mental health into consideration:

- Management and corporate culture transformation
- Training health departments and ERBs (employee representative bodies, workplace health departments and ESC, etc.)
- Senior executives and managers coaching

8 million

beneficiaries
in 2021

950+

days of in-company
training in 2021

Our actions

Promoting psychological health in the workplace begins with an exemplary approach in our own company. **Measuring, supporting, preventing, implementing an environment conducive to the well-being of each member are some of the main objectives supported by complementary actions and tools.**

Measuring psychological health in the workplace

At Human & Work we regularly assess the work-life quality of our staff members (every year, or more in cases of specific contexts such as the sanitary crisis) using a survey method similar to the one we use for our clients.

Here we weigh up negative factors which create stress and positive factors which are sources of comfort. The results of this test, called **'The Shoemaker's Test'** leads to implementing corrective actions in order to ensure work life well-being.

Since 2014, **we have been assessing our team's psychological health in the workplace every year** or more often in case of distinctive situations such as the sanitary crisis //

Supporting developing well-being and health



42 **80**
subscribers interviews

24/7 access to the help line and psychological support on the phone

Financing of five consultations a year with a psychologist close to the employees' home or workplace. Social support and legal advice, etc.



99 **298**
subscribers consultations

A virtual medical clinic that offers teleconsultations with general practitioners and specialists, in writing, on the phone or by video conference 24/7 and **100% financed by Human & Work.**



95 **243**
subscribers sessions

Nutrition and sport are motivation, productivity and workplace well-being factors. This is why we provide our employees with services that foster their well-being. For example, the Human & Work Group encourages its employees to do sport by **partially financing their subscription to Gymlib's services.** They can also enjoy baskets of fruits, snacks and drinks supplied in our offices.

Fostering quality of work life

QWL (Quality of Work Life) is essential for maintaining the motivation and well-being of our employees at a high level. We make sure we offer them the best working conditions.

Ergonomic and well thought out premises

Brainstorming rooms, meeting rooms, working café, collective or individual

offices, training spaces, etc. We supply all kinds of spaces in each one of our premises to satisfy everyone's needs. Our premises are new and modern and were designed by a specialized partner: they fulfill the essential criteria for quality of life in offices (lighting, sound-proofing, design, comfort and equipment, etc.).

Mogador Offices

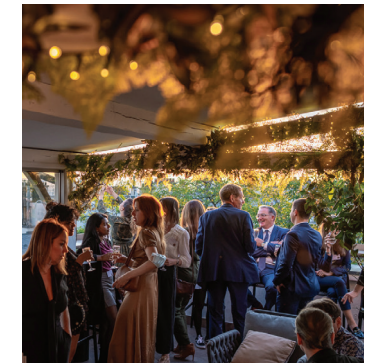


Courcelles Offices



Sharing and warmth

Collective intelligence, solidarity and communication are fundamental values in our profession and are rooted in our DNA. We ensure that we **foster a climate of understanding, sharing and listening among our teams**, particularly through collective events which are organized to strengthen social ties. We organize workshops, team days, and team-building events all throughout the year.



Giving meaning and motivation at work

Thinking about the meaning of work is a true factor of motivation. This is why we supply all of our teams with the Philonomist offer to throw new light on the company, the management team and the economy with an original approach around human sciences, philosophy, sociology, psychology and neuroscience.

Philonomist.

94 subscribers 200 visits

Work and personal life balance

The flexibility of working methods (working from home and remote collaborative tools) is fostered in the utmost accordance with article L. 2242-17 on the right to disconnect in French law.

Within the group, each person chooses between working at the office or from home depending on their needs, constraints, desires and all this in a responsible manner meaning that their organization doesn't affect the group.

Thanks to our strict application of the right to disconnect, the distinction between professional and personal life is well defined.

We also offer child-minding services (Kinougarde, Deuxième Maman) and a specific procedure for young parents to facilitate a more serene return to the workplace after the birth of their child.



Our roadmap for 2022 - 2023

Measuring our social impact

- Defining frames of reference and choosing key social impact indicators
- Formalizing a collection tool for measuring the impact (interview grid/questionnaire)
- Following the progression of the social impact of our services

Fostering serenity and balance

- Building and implementing a parenthood support policy
- Structuring a work and personal life balance process: agreements relating to the right to disconnect and working from home, etc.

Developing the use of our internal service offerings



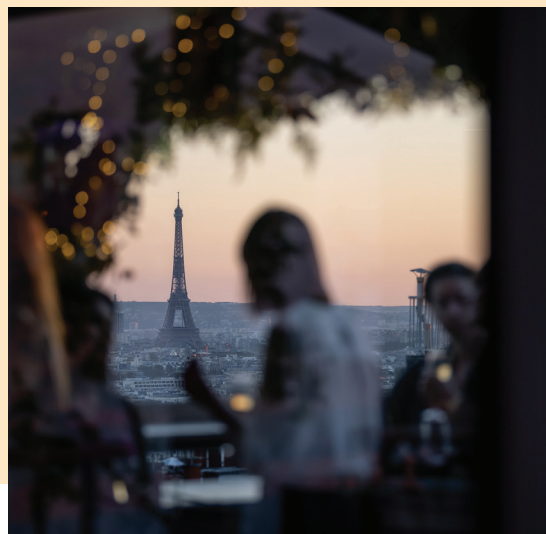
Building a responsible and ethical future of work

Building a responsible future means:

- Establishing transparency and commitment at all stages
- Implementing management methods in line with our values
- Listening as we involve each person in strategic decisions
- Being a company that learns and trains its teams



2



With our clients

Leaders in executive career strategy counseling and that of our teams, we are a **strategic partner of HR as they develop talent and support the career paths of their top managers.** Each professional path is unique, the outline changes and cycles are becoming faster and faster. Executives must constantly be in motion if they want to fulfill their role giving incentive. At critical moments in their career such as on-boarding, escalating and developing, we are by their sides building their future and that of their business.

All of Human & Work entities' mission is to help companies to develop, **learn** and succeed in their projects capitalizing on human resources. To do so, we bring together a community of consulting firms, leading players in their field.

We work in the following areas:

- Well-being and efficiency at work
- Societal ethics and responsibility
- Mobility and career development
- Transformation in work organization
- Equality, inclusion and diversity in the workplace



All of the training sessions for our clients are Qualiopi certified and are appraised for satisfaction and skill development.

Qualiopi
processus certifié

**Qualiopi certified process*

HR policy

As we support our staff members, we strive to share our values and particularly transparency and exemplarity approach.

Recruitment

Our recruitment process integrates at least three interviews: one with the HR team, one with the manager and one with the Group CEO.

Alignment with our values and our ambition is predominant to operational skills.

To support this bias, we have implemented a referral program which generates 1/3 of our new hires.

Integration

We support our new hires to ensure a better start by:

- 'Académies' our training module program: learning about the Group and our subsidiaries, the fundamentals of the profession and the offer
- Close support from the manager
- A 'mentorship' (peer mentoring or a buddy system) for some of our teams

53

new hires
in 2021

5 years

of average
seniority

1/3

of new hires
are referrals



Assessment

The assessment process is a yearly one and applies the same procedure for all professions and all brands including top managers.

We organize our "People Review" assessment cycle once a year to agree upon:

1. A performance assessment of the year ended
2. An assessment of the skills shown

3. A promotion (or not) to the next level

4. Career counseling/suggesting target paths for the year ahead

This assessment is based on formalized competency models which guarantee an objective assessment in line with our values and our ambition.

Career Management

Since 2020, we have carried out a structural project to **formalize skills and job descriptions for each profession for further transparency and to clarify the scope of responsibilities.**

With the same desire for transparency we are developing a grid to help assess specific skills during the integration phase.

Lastly, and if we must part with employees, we strive here again to be responsible employers by **committing to support and/or training plans.**

(Skill matrices are used for 70% of our teams: advice, development, medical center and "La Ligne".)

Interviews and feedback

Each employee has a career interview every two years. This is a time to discuss their career development prospects, notably in terms of qualifications and job:

- Validating field experience in France
- Personal Training Fund
- Guidance for Professional Development

61

career interviews
carried out in 2021

Professional training

Each employee is supported as he/she progresses and develops new skills all throughout his/her career path.

Besides these modules, specific external training sessions are planned each year dealing with professional skills or methods (coaching, systemic analysis, English, etc.).

Compensation & Benefits

As we implement terms of payment and social benefits, we always chose an upward alignment with, for example:

- Applying conditions equivalent to those of our French teams in other countries (complementary health insurance and luncheon vouchers, etc.)
- Paying for pension contributions under the same conditions for executives and non-executives

To foster transparency in our compensation and social benefits practices, we have been implementing the Individual Social Account Statement.

In 2021, the amount of training hours per year and per employee was **21 hours**, in other words, three days per year per employee

€151,000

training budget
in 2021

VS €52,020 in 2020

76%

of our employees had
training in 2021

Social dialogue

Proximity and dialogue are part of our culture. **We encourage all forms of dialogue:** formal and informal meetings, bimonthly “current news issues” by the CEO and internal newsletters, etc. Social dialogue is organized in accordance with French Labor Law, using information and consultation procedures with staff representatives. **Stimulus elected a Social and Economic Committee in 2019.**

Sharing policy – Shareholding

Opening access to capital allows our teams to be partners in the future of the group and gives them the opportunity to better benefit from the value that they create.

It is also a way of raising the awareness of our teams giving the tools necessary for economic and financial skills to better understand the mechanisms of the business.

Since 2019, a profit-sharing agreement has covered all employees in France. This collective saving gives us the opportunity to share the fruit of our growth with everyone.



73

employees
have

70% of the capital



Our roadmap for 2022 – 2023

Reinforce and maintain a demanding and transparent social dialogue

- To have an Economic and Social Unit recognized to allow the election of a Group Economic and Social Committee

Continue aligning compensation and benefits policies

Strengthen training and internal mobility development policies

- Generalize competency matrices for all professions
- Develop gateways for more professional mobility
- Define a training catalog recommended per profession and improve transparency regarding criteria for accessing training

Develop the reliability of our recruitment and integration procedures

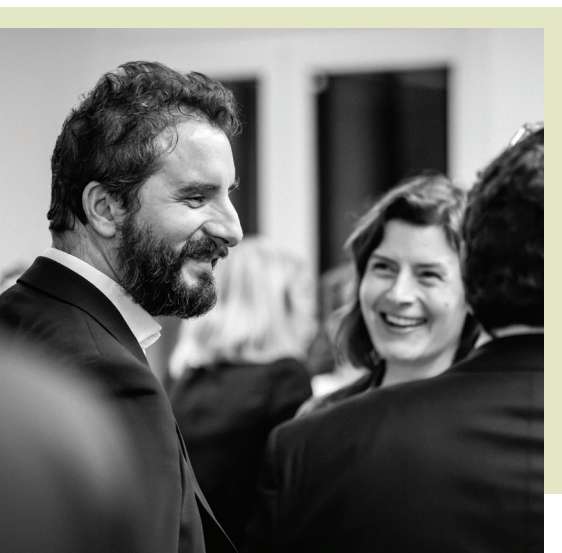
- Add a case study to all recruitment processes
- Implement a peer mentoring system for all subsidiaries and professions





Acting **for inclusive growth**

3



We build an open workplace and give each individual the same opportunities, rights, material conditions, respecting each person's uniqueness.

Acting for inclusive growth means supporting all of the players in our ecosystem especially the more fragile ones. It also means coming together to fight against criteria that exclude, questioning our practices and raising the awareness of our teams.



With our clients

We work with companies to improve awareness of equality in the workplace, to sustainably change mentalities and to deeply push businesses forward on these questions using a non-judgmental approach.



Audit & advice

We assist companies in understanding and measuring the mechanisms that create inequality and in defining and implementing their equality policies fighting against discrimination.

Training & support

Because raising awareness and training are essential for implementing an inclusive culture in an organization, we design and lead modules about different subjects related to the fight against discrimination and the promotion of diversity and inclusion.

Prevention & treatment

We offer prevention and management features for supposed discrimination, harassment and sexism in workplace relationships. The early warning and guidance cell is accessible to all members of the company 24/7. It is completely confidential and anonymous.

Auditor for AFNOR



**Diversity Label *Equality Label*

Our actions

Gender equality

Professional equality is a priority for us.

We pay and promote equally. And we adopt parity in all of our governing bodies.

We also strive to counter issues which may generate inequality for women. For example, we decided to maintain complete compensation during maternity leave without any condition of seniority.

95/100

Professional
equality **index**

The **Executive Committee**
is composed of

60% women

Zero tolerance for any form of sexism, gender violence and sexual abuse in the workplace //

Raising awareness and prevention

Implementing an awareness and prevention campaign against sexist behavior and sexual harassment with:

- A dramatized conference
- A compulsory sexual abuse and harassment training path for all of our teams (obligatory e-learning and workshops)
- A Prevention Charter and early warning treatment process
- A specific training program for HR teams and ESC referents relating to collecting alerts (How to ask questions? And how to deal with them? etc.)

Measure

We have integrated questions relative to discrimination and inappropriate behavior to **the Shoemaker's Test** (p16), to identify if our employees have witnessed or been the target of or confronted with comments, attitudes or behavior which, voluntarily or not, made them or others feel inferior or humiliated.

Promoting diversity

Promoting diversity chiefly happens through recruitment. We have implemented a **"recruit without discriminating"** training session for our entire HR team and our managers in order to raise their awareness of diversity in the workplace challenges.

We have also planned a cycle of training sessions to raise awareness of and break down the taboos around different stereotypes.

By signing **the Diversity Charter**, we committed in 2021 to engage in procedures that strive to:

- Raise awareness and train our teams in non-discrimination and diversity challenges
- Promote applying non discriminating principles
- Foster representing our society's diversity
- Communicating about our commitment
- Creating a social dialogue around elaborating and implementing our diversity policy
- Regularly assessing progress

Our recruiters and managers took the **"recruit without discriminating" training course**



**Diversity Charter*

Including people with disabilities

Among our commitments in terms of inclusion, we assert our desire **to act for professional integration of people with disabilities and to commit to concrete action in favor of including people with disabilities.** In order to do so, we have named a **disability referent** who has had specialized training in this field.

Over and above complying with government standards, we have planned to implement actions to:

- Raise awareness and display our group commitment with internal (content, awareness-raising events) and external communication plans (employer brand, special mention on job descriptions) and by supporting **#activateurdeprogrès**.
- Opening employment to people with disabilities, no matter what the job is or the disability by focusing on skills.
- Implementing means giving the opportunity to ensure the genuine inclusion of people with disabilities.

#Activateurdeprogrès is a movement initiated by the AGEFIPH in France to **promote companies' commitment regarding disabilities.**

In 2022, Human & Work is committed to:

- Creating a disability task in the heart of its organization
- Implementing an informative communication procedure aiming to raise awareness of all staff members about the different forms of disability and the challenges that accessing and maintaining their jobs people with disabilities face
- Initiating a more inclusive recruitment process with the help of professionals

Becoming a member of this movement aims to promote individual and collective commitment and to share results of internal and external progress.

**#activateur
de progrès**

EMPLOI & HANDICAP

**Progress activator
Employment and Disability*

Parenthood support

In order to support parenthood:

- We offer a service from Médecin Direct called "5ème Trimestre" (5th Quarter) which supports future and young parents giving them the opportunity to bring this event together with their professional lives as serenely as possible.

- We have chosen to **maintain full compensation during maternity and paternity leave without any seniority conditions.**
- Complementary health insurance for children does **not cost any additional money to the parents employed by the company.**



Supporting players acting for the inclusion of long-term unemployed people



85 kg
of clothes
collected in 2021

Human & Work collects clothes within the company to give them to people searching for jobs in partnership with "La Cravate Solidaire" association. This association distributes women's and men's suits to support and encourage access to employment for people who have been on long-term unemployment, by giving them the opportunity to wear professional outfits to their job interviews.



The coffee served in our offices comes from Café Joyeux, the first coffee shop company in France who employs people with disabilities. Café Joyeux **offers people with mental disabilities** (mainly with Down Syndrome or cognitive disorders such as autism) **a "real", paid, stable and gratifying job in a "traditional" private company** rather than an ESAT (a French Support and Work Assistance Establishment). With Café Joyeux, we directly contribute to training and employing people with mental or cognitive disabilities.

Our roadmap for 2022 – 2023

Developing our commitment in favor of employing people with disabilities

- Implementing an awareness campaign on disabilities
- Training HR teams in recruiting and integrating people with disabilities
- Significantly increasing the proportion of people hired with disabilities

Reinforcing our commitment in favor of inclusion and diversity

- Measuring internal diversity by means of a diagnosis
- Continuing our actions to fight against discrimination
- Continuing our awareness campaigns against sexism and sexual harassment in the workplace



Preserving the Planet's Natural Heritage

Preserving the natural heritage is also part of corporate responsibility. We introduced environmental concerns into our internal management system, in order to reduce waste, consuming resources and our negative impact on the environment. We are convinced that our company has a central role to play in reaching the goals of the COP 26 and that our development must be sustainable.



4



Our actions

Measure

We conducted a group-wide carbon footprint audit in 2021 across our entire value chain, assisted by **Sami** consulting firm.

This audit divides our activities' greenhouse gas emissions into three scopes: the direct emissions from our

sites, the indirect emissions related to energy production and also all of the other indirect emissions generated by our activity.



Our carbon footprint 2021

792 T

of CO₂ emitted
in 2021

1,8 TCO₂

individual footprint
per staff member



104

trips around
the world in
a diesel car



220

two way
Paris - New-York
flights



14 000

m² of
mature
French forest



90

French
people with
an average
of 9TCO₂e
per year



Limiting our daily carbon impact

In order to reduce emissions of greenhouse gases, **we prefer public transport, carpooling and 'gentle' transportation modes** for travelling to and from work and for work trips. We finance 70% of annual public transport subscriptions and 50% of monthly subscriptions.

We also pay full price of bicycle subscriptions. We have installed bike parking on each site where it was possible.

Likewise whenever possible we use bike courier services for transporting urgent documents.

By using remote working methods we limit our nonessential travel: all of our meeting rooms are equipped with videoconferencing devices to improve the quality of remote meetings hence avoiding unnecessary travel.

We have widely extended remote working.

We finance

70%

of **annual public transport subscriptions**

We pay
100% of bicycle passes



Training

We set ourselves the aim of educating 100% of our staff members regarding climate change challenges by organizing a **Climate Fresk workshop** which we also organize for our clients. A Climate Fresk workshop is fun and based on collective intelligence which gives the opportunity to highlight links between cause and effect of different components of climate change and to give a global vision.

Our aim is to have all of our teams participate, they will then be able to participate in the fight against climate change.



76

people
since July 2021



Contributing

We promote our commitment for planet conservation through current news, our staff members taking part in associations, taking part in planting forests with **Reforest'Action** (a tree is planted for each new Nexmove talent).



46

trees planted
in June 2021

Recycling and waste management

Since 2019 we have considerably reduced our use:

- We have eliminated **plastic** from most of our sites.
We called upon **Castalie** who installs water coolers alongside glass bottles.
- We have reduced **paper** by focusing on digitization whenever possible: luncheon vouchers (Apetiz and Up-Déjeuner cards), pay slips (PayFit), complementary health insurance cards (Hoggo), professional elections using electronic voting systems...

Since 2018, we have been organizing waste recycling with Les Joyeux Recycleurs. They measure our efforts each month.

Les Joyeux Recycleurs collect paper, boxes (66% of our paper is reused), plastic bottles (4 recycled bottles become 3 new bottles), glass, cans (transformed into industrial metal), batteries, coffee ground (transformed into fertilizer) and pens directly from our Parisian offices.

We have also set up a **partnership with Conibi which collects and recycles toners and ink cartridges.**

Consuming responsibly

Our ground coffee and tea are **organic** and fair trade to foster circular economy. We systematically choose organic and eco-responsible suppliers.

Moving towards **zero plastic and zero paper** //



503 T

of waste were recycled **in 2021**



**Conibi, Collect and Recycle*

We prioritize purchasing recyclable products: personalized mugs, glass bottles, biodegradable drinking cups and bamboo cutlery.

Our roadmap for 2022 – 2023

Reducing the global carbon impact of the group by 150T CO2

- Optimizing the performance of our digital services
- Reinforcing our low carbon supplies purchasing policy
- Giving our digital equipment a second life
- Generalizing our waste management policy over all of our sites
- Electrifying our company vehicle float
- Subscribing to a green energy contract

Reducing the carbon footprint per staff member

- Organizing for all teams to participate in a Climate Fresk workshop
- Building a regular communication plan about the best daily gestures to adopt (digital, regarding food and transport etc.)
- Organizing collective actions



Being a committed corporate citizen

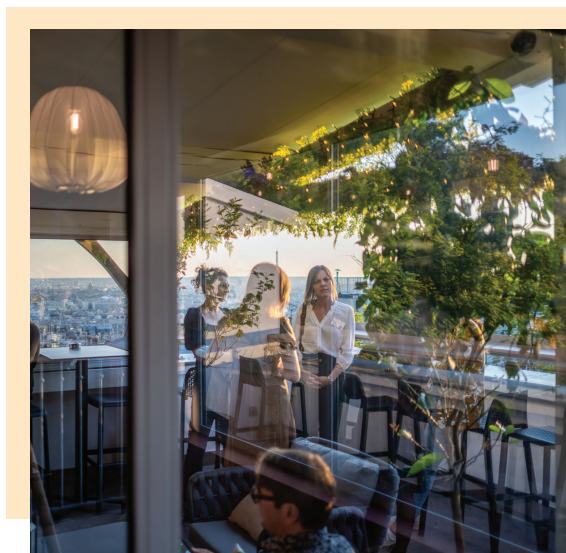
Committing to being a corporate citizen means thinking our organization as a vector for developing freedom, responsibility and ethics.

It means participating in building a more responsible, freer, more cohesive and more serene world.

At Human & Work we aim for responsible behavior as we conduct all of our business.



5



Our actions

Being a responsible player

We commit to adopting responsible posture and behavior towards all of our stakeholders.

We are particularly keen to strengthening this commitment during crisis period showing loyalty and exemplarity.

Hence in 2020, in the context of the sanitary crisis we signed **Syntec's Charter of Accountable Managers regarding 6 commitments** which we have continuously enforced ever since:

1. Responsible use of supporting systems
2. Sustainability of our teams and maintaining skills
3. Retaining the dynamic nature of our recruitment process
4. Contributing to ending crises
5. Maintaining our social, societal and environmental commitments
6. Reinforcing sanitary measures to return to working serenely.

In 2022, we also formalized a **Responsible Procurement Charter** to invite our suppliers to join our positive impact path and to foster good practices in terms of ethics and human rights.

In April 2020,
Human & Work signed Syntec's Charter of Accountable Managers for consulting firms

In 2022,
Human & Work formalized a **charter for sustainable procurement**



2 days per year
to commit, either
individually
or as a team,
**during working
hours**

Humanitarian and social action

The **Vendredi platform** is available to all our staff members where they can find a large choice of challenges and cohesive missions related to our axes of commitment. **Everybody can support the association of their choice, either individually or as a team, for the duration of two days per calendar year during their working hours.** Our staff members claim ownership for the group's commitments through this initiative.

At Human & Work we support and work with **Hope Media Solidaire**, an association that covers the (extra) ordinary stories of 12 young sports people whose ambition and dreams are to take part in and excel at the Paris Olympic and Paralympic Games in 2024.

These 9 girls (3 of whom are disabled sports athletes) and 3 guys are between 16 and 24 years old and they practice sports that are not well covered Olympic sports both indoor and outdoor, on land and in the water, individually or in teams.



Supporting public health

At Human & Work Group **we take part in the Course de la Jonquille (Daffodil Run) organized by the Curie Institute**, the number one French cancer centre. Our staff members have been running in this race since 2018.



**A Daffodil against cancer*

80
employees took part in
the **2021 edition of the
Daffodil Run**

€7,607
of donations for
**The Curie Institute
in 2021**

This year our employees also took part in **the Course des Héros (Hero Run)** to support **the Solann Dream Team Association**. This cohesive team's ambition is to shed a different light on disabilities and to develop

cohesion between families and institutions for children with multiple disabilities by having them run with other children and like other children...



**Hero run*

€2,275
of donations paid to the
**Solann Dream Team
Association in 2021**

In 2022,
**46 employees
took the Work Safety
Warden training
course**

Lastly, we put in place **a Work Safety Warden training course** so that all of our employees know how to provide first aid in case of critical incidents or accidents.

Contributing to the public debate

Human & Work is a member of **Syntec Conseil** which is the professional union representing consulting firms uniting all consulting professions in France.

By actively taking part in Syntec Conseil we wish to contribute in a decisive manner to the responsible transformation of businesses and of society so that the consulting profession retains its place in the social dialogue.

An opportunity for dialogue and sharing about our professions and know-how with all of our stakeholders:



Stimulus is a member of **the FIRPS (French Federation of Psychosocial Risks Stakeholders)**.

The FIRPS's mission is to improve the integration of health in the workplace, mainly psychosocial risks, in companies' HR policies and to promote ethical professional practice in accordance with current legislation to HR Managers, executive management and employee representative bodies.

companies, public authorities, individuals, communities, medias and unions, etc...

David Mahé, *Founder and CEO of Human & Work, heads the Strategy and Management Commission.*

Nathalie Rousseau, *Senior Executive Coach at Nexmove represents the Coaching Commission.*

Charles Cohen, *Senior Executive Coach at Nexmove, heads the Outplacement Commission.*

This mission is based on three main principles with which we fully agree:

- Unite to be heard
- Share and learn
- Promote our professions

Emmanuel Charlot, *Managing Director of Stimulus France, is treasurer at the FIRPS*



At Human & Work we support **the Social Domain program** whose ambition is "to bring out a new generation of people below 35 capable of questioning our social model and borders and reinventing them beyond the walls".

Social Domain is a program for reflecting and learning which aims to question present practices of human relations in the workplace and for inventing new ones.

Created in 2020, this program constitutes, upon application, a promotion of 50 young people each year.

A Stimulus consultant was a member of the first promotion in 2020 and **an Equilibres consultant** of the 2021 promotion.



**Social Tomorrow*

At Human & Work we are members of **the Employee Assistance European Forum**. This forum is one of the advocates of employee assistance professionals in Europe which aims to:

- Define the competencies and limits of practice standards, ethical codes and applicable policies and procedures
- Identify the needs for certifying service providers and adopting the most suitable and appropriate forms of accreditation for programs and suppliers
- Identify and implement relevant research programs for the market
- Offer opportunities for networking to employee assistance professionals
- Develop communication programs in order to grow and maintain

awareness about the scope and advantages of employee assistance work based on quality and adapted to the market

- Influence public policies in terms of employee assistance
- Identify and guide developing training programs and employee assistance for employee assistance professionals

Christine Loos, *International Strategy Director is an active member of the EAEF*



Fight against corruption

At Human & Work we commit to fighting corruption by preventing, reporting and condemning money laundering, bribes, extortion, fraud, embezzlement and favoritism. All legal obligations for declaring and

paying social organizations are respected through the use of the French law called "Sapin II". Staff members are not corrupt nor confronted with corruption in their activities.

Cybersecurity and data protection

Our group uses the general regulations on data protection which have been implemented since 2018.

This is translated by several projects for the firm:

- **Transparency on processed data (types of processing, who handles it within the firm, who has access to it and how long it is kept, etc.)**

- Implementing technical and organization measures to ensure that the information communicated is respected
- Raising awareness of data protection and cyber-attack challenges
- Identifying partners who respect the same obligations as we do.

Preserving and enriching cultural heritage

At Human & Work we commit to developing culture and art. These actions which bring our teams together are made possible thanks to two partnerships:



Renting Art creates gateways between the economic and cultural worlds by installing analogical and digital works of art from all continents and contemporary art, from representational art to street art in offices.



**PALAIS
DE TOKYO**

**Tokyo Palace*

Human & Work is a founder member of the Tokyo Art Club Enterprises and partners with the largest European center for contemporary creation.

This long-lasting support is based upon a bond: constantly innovating aiming to make the world a more beautiful place, focusing above all on human beings and their emotions, being serious without taking ourselves seriously.

Our roadmap for 2022 – 2023

Formalizing an anti-corruption policy

- Elaborating and communicating a code of conduct and an early warning procedure
- Raising awareness about the fight against corruption

Implementing a sustainable procurement policy

- Signing of our sustainable procurement by all of our suppliers

Reinforcing the protection of personal data and cybersecurity

- Informing and raising awareness by simulating phishing to confront threats and fraud
- Implementing and generalizing double authentication
- Implementing training sessions relative to data protection as soon as staff members arrive and regularly thereafter

Developing actions as a corporate citizen

- Continuing Work Safety Warden training
- Implementing commitment opportunities through cohesive action or training
- Continuing commitments with the artistic and cultural world

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