

# CHARTER

# **CSR**®

CSR as seen by DATASOLUTION is quite simply a reality, presenting a corporate project that contributes to a more sustainable economy, combining economic performance and social issues. Through concrete actions, DATASOLUTION enables its customers, partners and employees to place CSR issues at the heart of their practices.

## Ensuring fair practices

- Respect the principles of fair, unrestricted competition
- Respect the rules applicable to the protection of intellectual property
- Ensure the security of our information and that of our customers, suppliers and partners, and respect data confidentiality
- Comply with applicable laws on the processing of personal data
- Apply an onboarding and monitoring process for our subcontractors

## Limiting our environmental impact

- Reduce our waste through selective sorting
- Collect and recycle IT waste & consumables
- Travel by train rather than by plane
- Encouraging green transport via a mobility bonus for our employees
- Intelligent control of heating/air conditioning
- Use of "green IT" datacenters (solar panels, low WUE, etc.)
- Mainly electric or rechargeable hybrid vehicle fleet
- Green electricity supply contract

## Ensuring good relations and working conditions

- Monthly internal communication
- Developing skills through training and UDEMY access
- Long-term employment relationships, with priority given to permanent contracts and full-time positions
- Encourage gender diversity and equality between men and women.
- Organize seminars and team-building activities to promote cohesion
- Contribute to our employees' sports subscriptions

## Implement solidarity initiatives

- Organize donation drives (toys, clothing, food, etc.) in our offices
- Promote work with ESATs
- Relaying awareness-raising days
- Relaying and supporting employee participation in solidarity events

## Invest in a reforestation program

- Plan to acquire trees from sustainably managed forests
- Tree acquisition commitment for each new project
- Employee and customer awareness of the effects of this program

