



## EVENIUM CORPORATE SOCIAL RESPONSIBILITY (CSR)

For over 20 years, Evenium has been committed to a sustainable and human-centric approach to performance, aiming to positively impact society.



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# 01.

## Who are we?

Since 2000, Evenium has been pioneering the development of products aimed at digitizing corporate event content. Initially focusing on transitioning from printed and laminated badges to paper-based documentation provided to participants, and more recently, embracing innovations such as video solutions that advocate for clients to convene only for crucial events, Evenium's offerings empower partner companies to minimize their environmental footprint on a daily basis. Leveraging tools like the web platform Facility and mobile applications like ConnexMe or Onsite, event materials are readily accessible on smartphones or tablets, while tasks such as managing train and plane tickets and hotel reservations are seamlessly digitized. Furthermore, attendance records and badge management are efficiently handled via mobile devices, eliminating the need for printing. As a trusted technological partner to prominent French and international corporations, Evenium is committed to a Green IT strategy centered on two key pillars: reducing the environmental impact of its information systems (IS) and advancing technologies that foster sustainable development.







## Evenium's CSR methodology

Evenium's CSR methodology consists of four iterative steps: reassessment and improvement of the approach and objectives, planning, action and innovation, and finally, performance evaluation.

Change management is carried out in a shared and operational manner with all members of our organization. Innovation is prioritized as a factor of creativity and new solutions, through the pooling of ideas and the involvement of everyone. Dialogue with all stakeholders is at the heart of our approach.

# 02.

Evenium conducted a diagnosis of its social responsibility in 2018, relying on the 7 principles set out by the international standard ISO 26000 which defines CSR:

- 1 Integrate social responsibility into the company's decisions.
- 2 Encourage its partners, subcontractors, and suppliers to adhere to its values and contribute to its commitments.
- 3 Create beneficial working conditions for all: promote diversity and equal opportunities, respect and value diverse backgrounds, cultures, and origins; ensure a stimulating work environment open to dialogue, in compliance with labor rules and standards.
- 4 Conduct our business with loyalty and ethics.
- 5 Foster the development of skills and social promotion of its employees throughout their professional lives.
- 6 Provide quality solutions and services to our clients.





7 Reducing its ecological footprint and building a lasting legacy for future generations, aiming for a positive impact of our products on the environment, and combating energy and material waste.

Following the initial diagnosis, Evenium wanted to revisit its first charter to update its mapping and the materiality of its challenges.

The new matrix sets out 4 major challenges in light of CSR risks and opportunities and stakeholder expectations:

03.



## Evenium's CSR charter

### 1 Economic Responsibility

- Upholding fair competition, based on the principle of freedom of trade and industry.
- Combating corruption. Preventing fraud, favoritism, and insider trading.
- Selection of ethical clients/suppliers.
- Evenium is committed to limiting the risks of corruption. Indeed, the Ethics and Professional Code of the Mediation and the SYNTEC convention require the prevention of any act of active or passive corruption. To achieve this, our commercial proposals and documents sent to clients are systematically monitored.

### 2 Social Responsibility

- Inclusive culture where all members of the organization feel comfortable, understood, and integrated.
- Gender equality, particularly through parity in recruitment and in management positions.
- Evenium relies on collective intelligence to find creative and innovative ideas. Indeed, everyone is encouraged to leverage their skills and experiences to offer another avenue or a new perspective.



- Another perspective, which opens up the field of possibilities. Employees are encouraged to take initiatives to develop new projects.
  - Several measures are implemented to optimize internal communication. We regularly organize meetings to review ongoing and upcoming projects. Each employee is familiar with the tasks of others, notably through a shared schedule and client management tool.
  - Mutual assistance is one of Evenium's core principles. If someone encounters difficulty in a task, they can seek help from colleagues to resolve the situation.
- Healthcare and Insurance:
- The company's employees are affiliated with a professional mutual insurance plan paid for by the company itself. Employees also benefit from 4 days per week of telecommuting.
  - auxiliary lamps, systematic programming of extended standby mode, purchasing a smaller refrigerator more suited to the company's and employees' new usage habits.
  - The company's executives and employees regularly use alternative modes of transportation (rental of hybrid or renewable energy-powered cars, train, airplane, public transportation), thereby considering CO2 emissions on the environment.
  - Evenium minimizes its travel as much as possible by conducting most of its meetings via phone or internet in the form of video conferences.
  - Limiting Greenhouse Gas (GHG) emissions: encouraging employees to use public transportation, reducing professional travel by implementing systematic telecommuting (presence in the office once a week), moving to smaller and less energy-consuming premises.
  - Rationalizing printing: reducing print volume (black and white, double-sided printing, systematic preview before printing...), collecting and recycling consumables (paper, toners, cartridges), reusing printed papers that are unused as drafts or notepads.

### **3 Environmental Responsibility**

- Waste Management: Reduction of waste production at the source, sorting, recovery, and recycling.
- Limiting energy consumption: no systematic use of ceiling lights in favor of less energy-consuming



- Prioritizing responsible procurement: managing end-of-life equipment and their refurbishment or recycling.
- Raising awareness among employees about environmental issues and the necessary behavioral adaptations.
- The company's executives and employees regularly use alternative modes of transportation (rental of hybrid or renewable energy-powered cars, train, airplane, public transportation), thereby considering CO2 emissions on the environment.
- Evenium minimizes its travel as much as possible by conducting most of its meetings via phone or internet in the form of video conferences.



#### 4 Relations and Customer Satisfaction

- Relations and Customer Satisfaction
- Evenium is committed to the satisfaction and trust of our clients. We have implemented a transparency approach regarding our services.
- For each project, we provide documents (commercial proposal, terms and conditions, contract) and organize meetings to supervise the business relationship and define the

- scope of the service. Our CRM allows for the tracking of client relations for each contact.
- Furthermore, in a continuous logic, we conduct a satisfaction survey a few months after the project's completion to evaluate the understanding of the requirements as well as the quality of deliverables and the proposed methodology. We take into account client feedback to ensure the quality of our services. services.
- Evenium is committed to respecting the confidentiality of its clients. The company adheres to the SYNTEC collective bargaining agreement for consulting firms and follows the Code of Ethics of the Mediator. As such, we are bound by professional secrecy by contractual provision.
- Client comfort is at the heart of our services: we act on the quality of professional relationships and the overall work environment.





## 5 Digital Sobriety

Digital sobriety has become one of the major axes for preserving our environment. It refers to an approach that aims to reduce the environmental impact of digital technology. It encompasses all actions aimed at limiting the environmental impact of the production and use of electronic devices or their networks conducted by Evenium:

- Eco-design with the production of more environmentally friendly applications.
- Reduction and optimization of images on our websites by approximately 40%.
- Reduction in homepage loading times on the company's website by 28% (from 3.4 seconds to 0.96 seconds).
- Reduction in the number of HTTP requests by approximately 20%.
- Ethics in development approaches.
- Complete digitization of financial documents (invoices, pay slips, expense reports, contracts, etc.).

- Transition from private servers to cloud hosting in data centers. Indeed, a study conducted by the Lawrence Berkeley National Laboratory in collaboration with Northwestern University showed that transitioning the most used software applications by American workers to their cloud equivalents would reduce energy consumption by 87%.
- This attests to a significant reduction in energy consumption, notably through the optimization of air conditioning equipment, which prevents overheating by cooling the servers, the rationalization of resources through sharing, and the use of a less carbon-intensive energy mix.
- IT equipment management: Greenhouse gas emissions associated with the internet are often criticized. However, Evenium also acknowledges the significant role of workstations and their usage in managing the company's ecological impact. In this regard, Evenium has committed to:
  - Not automatically renewing its equipment every 2 or 3 years, but only at the end of the machines' lifespan. The IT equipment now ranges from 2 to 6 years old.
  - Not automatically renewing employees' mobile phones. The phone fleet was last renewed in 2018.



# 4.

Continuing our commitment to responsible digital practices, Evenium is a signatory of the "Contract for the Web" and the "Planet Tech'Care" charter.