

Our CSR Commitment

CHARTER 2024

ARCH.DESIGN

Capital Fund Management, Paris

OUR PROMISE

We are committed to embedding our CSR strategy more deeply into our DNA every day.

CONTENTS

05 Editorial

06 Certifications

- Ecovadis
- Global Compact

08 Environmental Pillar

- Key figures
- Improving energy efficiency
- Waste recycling
- Going further...
- Upcycling our furniture
- Consuming better
- Sensible transportation
- Contributing to the ecosystem
- Partner selection

20 Social Pillar

- Our Values
- Employee Recognition Policy
- Balanced diet
- Professional Goals
- Great Place To Work® certification
- Financial Commitment



Editorial

At ARCH.DESIGN, we are convinced that we shouldn't wait to be compelled to make a difference. We believe that everyone can contribute to positively evolving society in their own way.

It is with this mindset that ARCH.DESIGN is committed to proactively embedding its CSR strategy more deeply into its DNA every day, both environmentally and socially. We consider environmental, social, and ethical performance to be a key success factor for all «smart businesses.»

Stephane Picq
Director & Co-founder

Certifications

ecovadis

Assessing the current situation to set goals :

ARCH.DESIGN decided to be evaluated by a globally recognized external organization and was awarded the **Silver 2023 Ecovadis Sustainability Rating**.

We can now draft our roadmap.

The detailed analysis by Ecovadis and the tools provided to understand our performance will enable us to make progress and track our progress over time



It is the responsibility of all employees to fully know and comply with applicable laws and regulations, as well as the various policies and guidelines established by ARCH.DESIGN in its various areas of activity. All employees are required to be informed of the provisions in force at ARCH.DESIGN regarding their area of responsibility, to comply with them, and to consult the relevant departments for necessary information in case of doubt or need.

As a signatory of the United Nations Global Compact, ARCH.DESIGN is committed to upholding and enforcing the following 10 principles of engagement:

HUMAN RIGHTS

1. Promote and respect the protection of internationally proclaimed Human Rights.
2. Ensure not to be complicit in Human Rights abuses.

INTERNATIONAL LABOR STANDARDS

3. Respect the freedom of association and recognize the right to collective bargaining.
4. Contribute to the elimination of all forms of forced or compulsory labor.
5. Contribute to the effective abolition of child labor.
6. Contribute to the elimination of all forms of discrimination in employment and occupation.

ENVIRONNEMENT

7. Apply the precautionary approach to environmental challenges.
8. Take initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

10. Act against corruption in all its forms, including extortion and bribery.



Environnemental Pillar

Two main axes in our roadmap:

INTERNAL

Because everyone has a role to play, ARCH.DESIGN aims to control its carbon footprint originating from its own workspaces and storage, as well as the journeys undertaken by employees at all levels of the company: sales meetings, site visits, etc.

EXTERNAL

Our mission with our clients does not stop at addressing the challenges related to changing work modes or facilitating transitions.

At ARCH.DESIGN, we believe we have a duty to provide guidance to help them create work environments that will have a positive impact on productivity and employee well-being while minimizing negative environmental impact.

We are here to encourage and consistently offer more environmentally responsible alternatives.

< We integrate green walls into some of our projects, highlighting our CSR commitment not only for ourselves but also for our clients.



Environnemental Pillar

KEY FIGURES

The «Accord de Paris» is a legally binding international treaty on climate change. It was adopted by 196 Parties at the COP 21, the United Nations Conference on Climate Change in Paris, France, on December 12, 2015. It entered into force on November 4, 2016.

Its primary goal is to keep «the increase in global average temperature well below 2°C above pre-industrial levels» and to pursue efforts «to limit the temperature increase to 1.5°C above pre-industrial levels.»

However, in recent years, world leaders have emphasized the need to limit global warming to 1.5°C by the end of this century.

Indeed, the United Nations Intergovernmental Panel on Climate Change (IPCC) has indicated that surpassing the 1.5°C threshold risks triggering much more severe impacts of climate change, including droughts, heatwaves, and more frequent and severe precipitation.

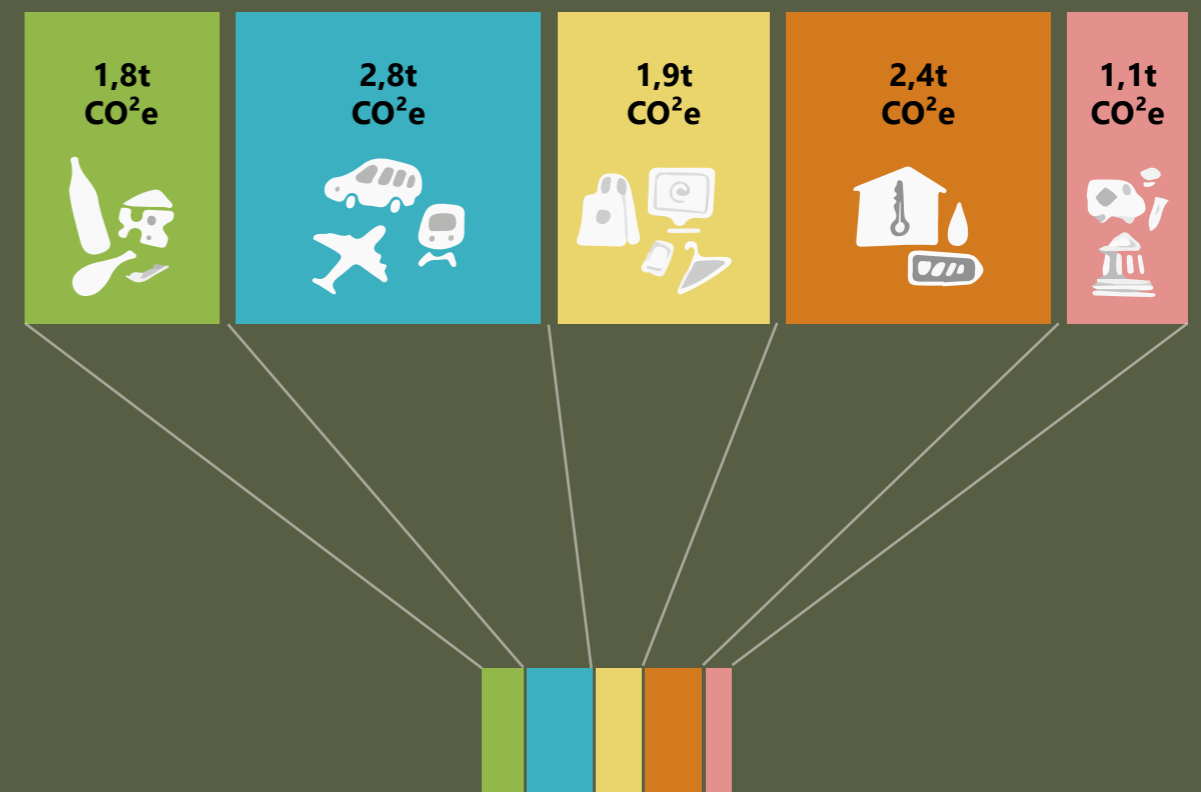
TO LIMIT GLOBAL WARMING TO 1.5°C, GREENHOUSE GAS EMISSIONS MUST PEAK NO LATER THAN 2025 AND DECREASE BY 43% BY 2030.

Today, on average, the carbon footprint of a French person is 10t CO²eq per year. Experts agree that this footprint must be reduced to 2t CO²eq per year.

We all have our part to play.

Sources : «Let's Invent Our Low Carbon Lives Kit» (Feb. 2021), «Report on the State of the Environment in France» (Dec. 2020)

Average carbon footprint in France
10 TONS OF CO²E/YEAR/PERS.



÷2% by 2030

Goal by 2050 : <2t CO²e



Environnemental Pillar

IMPROVING THE ENERGY EFFICIENCY OF OUR PREMISES

Unnecessary lighting:
Ten minutes of unnecessary lighting three times a day is equivalent to five days of continuous lighting over one year.

A single degree makes a difference!
Reducing from 23°C to 22°C represents a 7% reduction in energy consumption!

That's why we have equipped all our sites with technology to control our electricity consumption (work schedule programming for temperature, presence detector on lighting fixtures, etc.) and why we raise awareness among our employees about good energy practices to optimize the operation of our sites.

We have chosen to subscribe to a green energy offer for part of our premises.

Why Choose Green Electricity?

To promote less polluting energy from renewable resources:
By opting for green electricity, we choose to consume energy with low CO2 emissions, derived from inexhaustible resources. In doing so, we take a step towards protecting the environment and combating climate change.

To contribute to the development of renewable energy production:
Indeed, an increasing demand for subscribing to green electricity helps produce more renewable energy through Guarantee of Origin certificates. Thus, the share of renewable energy in the French energy mix increases, reducing the share of fossil fuels.

This individual choice has a broader positive impact that aligns with France's energy transition goals:

COVERING 23% OF THE NATIONAL ENERGY CONSUMPTION THROUGH RENEWABLE ENERGY SOURCES IN 2020 AND AIMING FOR 32% BY 2030



Environnemental Pillar

WASTE RECYCLING

We regularly emphasize the importance of properly sorting our waste to the teams and implementing the sorting protocol established by the Paris City Hall, for example, which originated the sorting of 100% of our office waste.

On our other sites, sorting bins are provided, regularly entrusted to eco-organizations for their recovery or recycling.



TO GO FURTHER...

The construction sector generates approximately 46 million tonnes of waste per year, with over 85% coming from demolition and refurbishment works.

The material recovery rate is 67% for all types of waste, with a significant increase expected with the implementation of the Building Extended Producer Responsibility (REP Bâtiment) in 2023. That's why we offer our clients the option to recycle the waste produced on their projects..

FURNITURE UPCYCLING

ARCH.DESIGN is a member of Valdelia to ensure better end-of-life management for furniture. As a second life accelerator, this eco-organization offers a comprehensive solution for the collection, recycling, and reuse of all used professional furniture.

Total collected **26,2 tons**
93% valorized



BETTER CONSUMPTION

Alternative solutions to purchasing are offered to our clients, such as furniture rental. We also have a second-hand furniture offer.



MOVING SENSIBLY

We have chosen to locate some of our offices in an area very well served by public transportation. This central location allows us to make a large number of trips by bicycle, scooter, public transport, or even on foot. Transport passes are available to employees in all our offices.

At the same time, our vehicle fleet has been undergoing transformation for the past 5 years: more than a third of our fleet now consists of clean vehicles.

579,188 km
travelled in clean vehicles



Environnemental Pillar

CONTRIBUTING TO THE ECOSYSTEM

Bees play an essential role in our ecosystem due to their primary mission of pollination. Without bees, there would be no plants! There are 1,000 different species of wild bees in France and 20,000 worldwide. They have facilitated the evolution of flowering plants and ensured their survival.

Threatened with extinction, we have decided, in collaboration with a beekeeper, to install three beehives in our suburban premises.





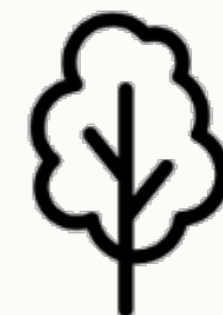
Environnemental Pillar

PARTNER SELECTION

ARCH.DESIGN carefully selects its partners. We conduct an evaluation of our partners each year, including environmental and CSR criteria.

We prioritize partners who have implemented CSR policies and environmental commitments, such as BLABLACUBE, which has implemented a carbon offsetting program and plants a tree with the help of MyTree for each booth purchased on their project.

Being a driving force for change: supporting, educating, helping to change behaviors. We offer our clients eco-responsible alternatives, such as the use of second-hand carpeting, which allows for a significant carbon gain while creating hours of reintegration work. These carpets are sorted, cleaned using ecological processes, and reintroduced into the market. The quality of these second-hand products has won over many of our clients.





Social Pillar

At ARCH.DESIGN, we are committed to upholding fundamental values in our daily work. These values are ingrained in the DNA of our company, and it is our employees who embody and bring them to life.

Our fundamental values enable us to implement CSR management.



INTEGRITY

We must be worthy of the trust placed in us by our clients, suppliers, and collaborators.



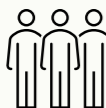
COMMITMENT

Our actions reflect our promises to make the customer experience unique.



INNOVATION

We encourage everyone to take initiative and be creative.



TEAM SPIRIT

We work together towards a common goal and adopt a positive attitude.



EMPLOYEE RECOGNITION POLICY

At ARCH.DESIGN, we believe that the success and growth of our company are the fruit of everyone's hard work.

Beyond being an additional source of motivation, allowing our employees to receive compensation based on the group's results is a rewarding way to remind them that they are the engine of the company. That's why a profit-sharing plan has been voted on and implemented, in addition to a personal incentive policy.

The value-sharing bonus (PPV) has also been introduced.



Social Pillar

BALANCED DIET

Every week, a fruit basket is made available in all our premises. Ensuring that everyone has access to a balanced diet is essential to us.



In collaboration with a nearby merchant, we provide a free anti-waste basket for our employees every week. Each person can pick out the items they are interested in.

HELPING EVERYONE ACHIEVE THEIR PROFESSIONAL LIFE GOALS

A professional development and personal fulfillment plan has been implemented.

It is important to us that each employee has a vision and visibility on their professional future. We want everyone to be able to challenge our processes by training and bringing new skills to the company.

Our business requires constant innovation, and we must constantly adapt to better meet the needs of our clients. Everyone should be equipped with the knowledge and tools they need to successfully carry out their mission.

GREAT PLACE TO WORK®

This certification is the global reference for employee experience.

We wanted to assess the perception of our employees and obtained the certification in 2017. We are listed in the ranking of companies where it is good to work..



FINANCIAL COMMITMENT

Financially committing to the community by donating a percentage of our revenue to the following associations:





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