

CSR REPORT

2024

FOLAN
DATA & TELECOM INFRASTRUCTURE

OUR COMMITMENTS



Ludovic ROBERT
Chief Executive Officer

"FOLAN has a long-standing commitment to Corporate Social Responsibility (CSR), has been an EcoVadis Gold Medal winner for 7 consecutive years, and will continue to be proactive in this area. The Paris Agreement, the international treaty adopted in 2015 that governs climate change targets, aims to keep the increase in the planet's average temperature well below 2°C above pre-industrial levels. On this basis, the R&D Group, and FOLAN especially, has set a goal to **reduce its carbon emissions by 25% by 2026 and 50% by 2030**. This challenge will be met thanks to the daily commitment of FOLAN's 60 employees."

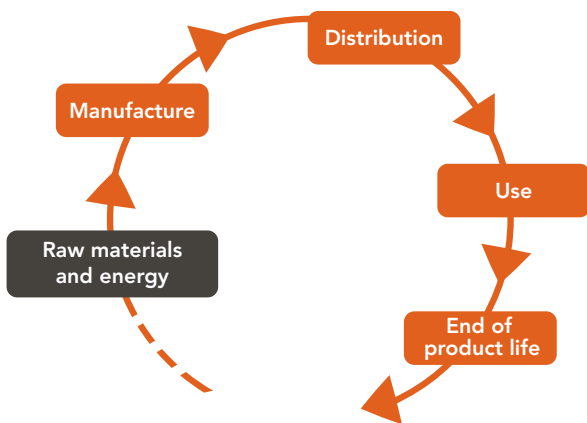
ISO 9001, 14001 & 45001

Since 2014, we have been certified ISO 9001:2015, 45001:2018 and ISO 14001:2015. In addition to our quality management, we have implemented occupational health and safety management, as well as environmental management. These processes are part of our continuous improvement approach based on safeguarding the health and safety of our employees and sustainable development.

Certifications

FOLAN incorporates an environmentally and socially responsible approach into its QHSE management system, leading to membership of the Global Compact in 2013 and receiving the EcoVadis Gold Medal since 2016 for its CSR efforts.





Life Cycle Assessment (LCA) of our products

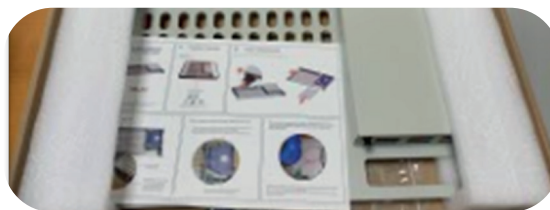
We integrate a comprehensive environmental approach from design to industrialisation, including the post-use recycling phase. Our approach includes calculating the carbon footprint of products based on materials, components, and transport choices. We also identify opportunities for improvement to enhance the environmental performance of our products.

Multi-channel engagement to reduce carbon footprint

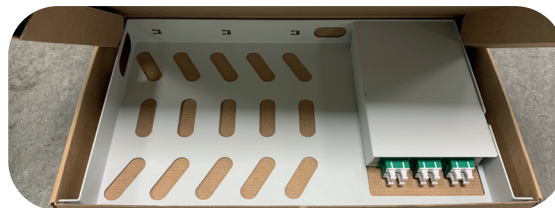
We optimize our flagship products to meet economic and environmental imperatives. Our approach involves revising the design, aesthetics, industrialisation, and packaging, while maintaining their functionalities. We explore reducing components, standardising materials to reduce weight, and prioritising single-material packaging (mainly cardboard) and compact designs to optimise transport. Our goal is to minimise our carbon footprint by eliminating unnecessary materials and promoting recycling.

Since this process began, the packaging weight of one box has decreased by 26%.

BEFORE



AFTER



A fleet renewed with hybrid vehicles

In line with our commitment to reducing our environmental impact, we are promoting the renewal of our vehicle fleet with plug-in hybrid vehicles.

Currently, hybrid vehicles account for 31% of our fleet.



Installation of heat pumps

on our premises, leading to the end of the gas contract and a gain in energy efficiency.

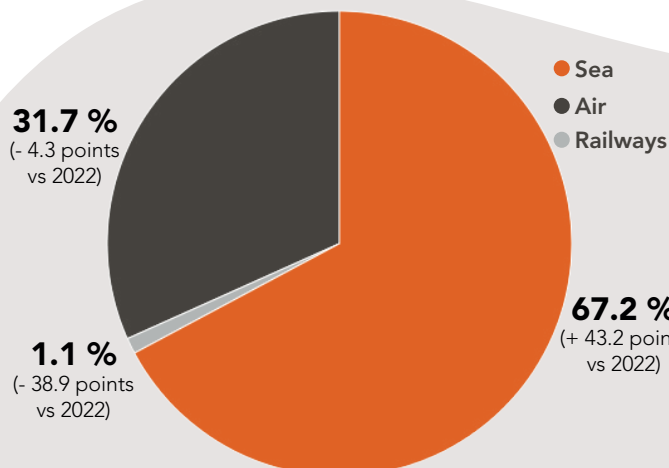


18% reduction

in total waste between 2022 and 2023.
Proportion of waste recycled: 39%

Favouring sea transport

due to the complex geopolitical conditions in 2023, which had a strong impact on the use of rail transport. In line with our objectives to reduce air transport, we have also reduced the use of air freight.



Breakdown of freight transport modes in 2023



QWL Week - Seminars

During the Quality of Life and Working Conditions week, FOLAN offered activities focusing on well-being and health: meditation, quizzes, walking/running and promotion of eco-friendly transport.

At the beginning of each year, a company seminar includes a presentation of the results, a convivial lunch and a team-building activity to strengthen employee bonds.



Works Council - Harassment officer

At FOLAN, our active Works Council of 8 employees represents staff in economic and organisational decisions. We offer benefits such as holiday vouchers and gift cards, as well as Christmas events.

A harassment officer within the Works Council monitors and supports employees when needed, and also acts as the reference for the Single Occupational Risk Assessment Document and regulations.



Various charters (teleworking, right to disconnect)

Following the health crisis, a remote working agreement was signed in September 2021, accompanied by a charter. Rest periods and the right to disconnect have been defined since February 2021.

A company car policy was established in 2022. The available support channels (Works Council, HR, managers, occupational health) are regularly communicated to employees.



Training

We offer a rigorous induction programme for new employees, monitored by the HR department. Everyone is trained in safety risks, with appropriate training courses. Practical exercises are organised and use of the Personal Training Account for ongoing training is encouraged during working hours.

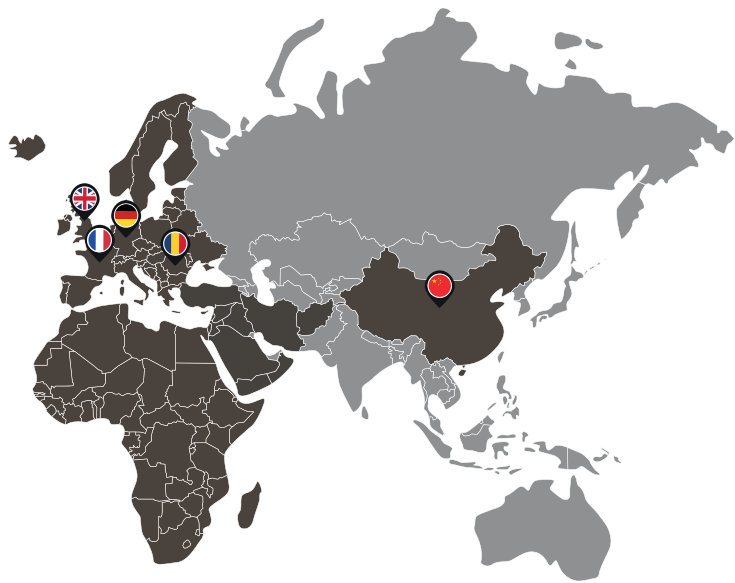
18H in SST training by 2023
38% of all training courses

3 workplace accidents,
including 1 work stoppage in 2023



Improvement Committee

In 2021, a survey on psycho-social risks led to the creation of the Committee to Improve Operations and Organisation. This body oversees the annual action plan to improve the day-to-day running of FOLAN, based on the proposals made by participants in the survey.



Our suppliers' CSR commitment assessed

We choose our suppliers according to several criteria, including their CSR commitments. They are invited to answer a questionnaire with questions about their CSR commitments. During the course of our partnership, we include CSR criteria such as their environmental approach in the evaluation.

FOLAN's suppliers are committed to our environmental approach. Our main international supplier is a member of the Global Compact and holds ISO 9001-14001-45001 certification, with 85% of its energy coming from a local dam. We favour local sourcing in Romania, the UK and France to reduce environmental impact and ensure reliability, taking advantage of our central location in France to limit delivery journeys.

Focus on the ethics charter

An ethical and behavioural charter for sustainable development is available to all FOLAN stakeholders on our website www.folan.net.

This charter is also distributed to our employees to ensure that everyone understands and accepts it.



Working with work reintegration facilities

We also work with work integration facilities in Lyon. This establishment provides people with disabilities with a range of vocational activities and medical, social and educational support to help them achieve personal and social fulfilment. We occasionally call on this organisation for various tasks, in addition to the upkeep of our green spaces.