



# wemanship

*Making change your second nature*

## Engagement Report

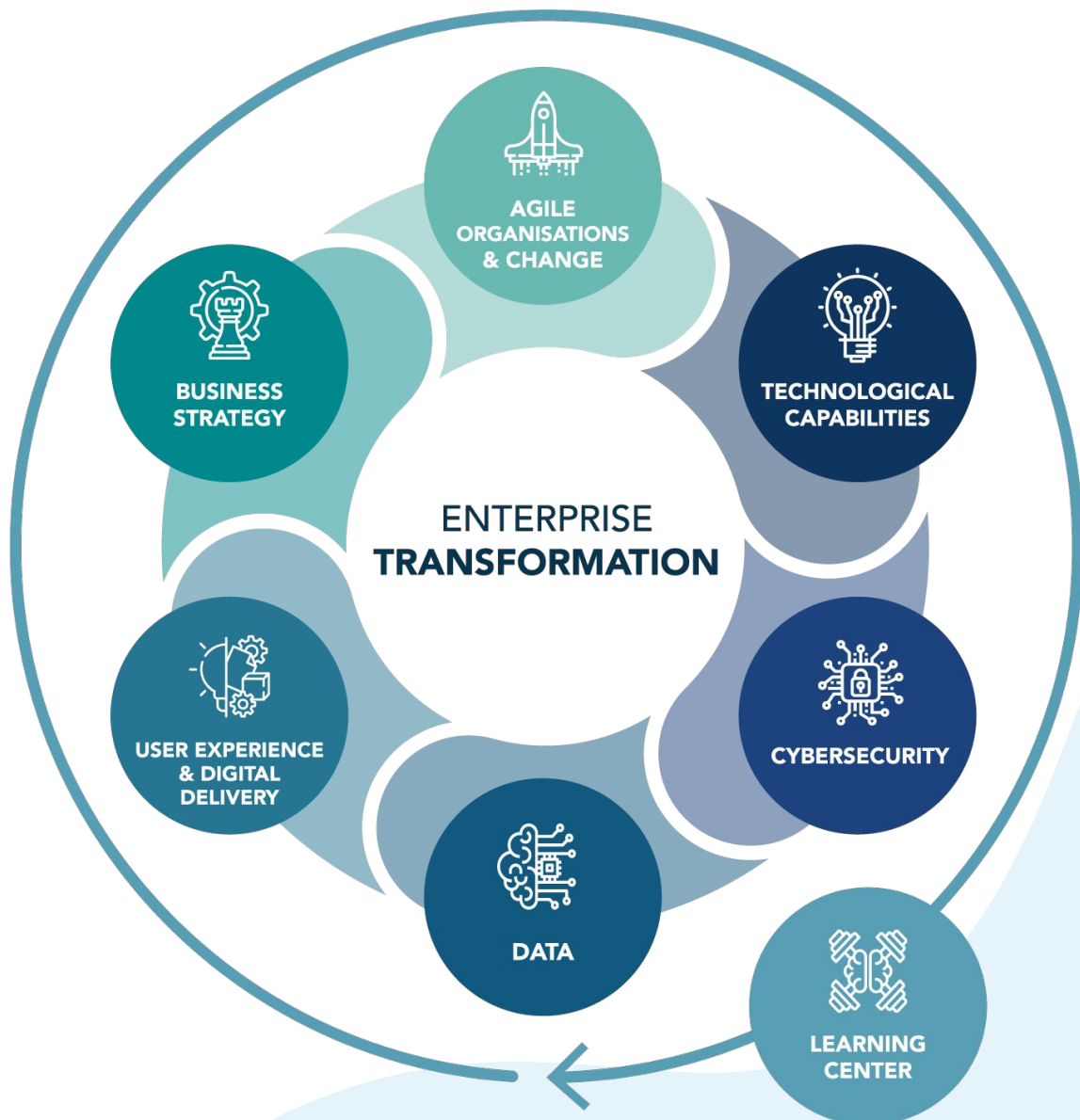
2022



# Wemanity is a **unique Consulting group** designed to help **organisations drive their transformation.**

We help organisations become **customer centric, flexible** and **high performing in a sustainable way.**

To drive your end-to-end transformation, we gather **complementary expertises** within the same team, **cooperating** effectively thanks to a shared **culture**, common **ways of working** and **assets.**



# WeImpact

## Our CSR program

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### THREE PILLARS



**Guiding NGOs, Associations and CSRs** in their Agile and Digital Transformation on 3 dimensions: Technological, Organisational, and Cultural one.



**Leading our own environmental and solidarity initiatives in our ecosystem:** Collections, Donations, Solidarity races... and beyond



**Encouraging healthy habits** to ensure the well-being and eco-friendly behaviors

### OUR AIM BY 2022 : the 1/1/C



#### 1% OF OUR EBIT

is dedicated to the causes that matter to our community among the 17 UN objectives



#### 1% OF OUR COMMUNITY'S TIME

is spent on these causes, either through our philanthropy program, or social and environmental initiatives



#### CONTRIBUTIVE

Become a contributive company by minimizing our negative impact and accelerating the positive one



# Wemanity in a nutshell

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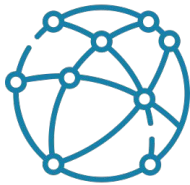
**450**  
Wecitizens



Founded in  
**2013**



**European leader**  
in agile & digital  
transformations



Network of partners  
**in 17 countries**  
across **5**  
continents



**5 countries**  
Belgium, France,  
Luxembourg, Morocco,  
The Netherlands



**60M€**  
Turnover

## OUR 3 VALUES



**CUSTOMER  
LOVE**



**THE SPIRIT  
OF UBUNTU**



**AGILE BY  
NATURE**



# 17 Objectives for a Sustainable Transition

"Doing your part means accepting that you can transform the world, each on your own scale" Welmpact, our CSR

For decades now, our world has been facing **new challenges**: growing inequalities, an economy of over-consumption that is depleting our resources, climate change that is leading us towards an uncertain future... It is the **responsibility** of all of us to react, and above all, to act in order to build a more sustainable and better world for all. No matter how much or how little power we have, we can **make our bit** individually or by joining forces with other actors of change.

To this end, Wemanity is committed to the **17 United Nations Sustainable Development Goals** through the various partnerships, initiatives and actions outlined in this report. In addition, Wemanity has particularly focused on 4 Goals that our community of 500 cooperators chose to commit to in a survey in 2018: Quality Education for All (4), Gender Equality and Inclusion (5), Responsible Consumption and Production (12) and finally Action on Climate Change (13).

In order to advance towards these 17 Goals, Wemanity :

1) **Accompanies associations** on their organisational transformation and co-constructs with them various engagement projects such as volunteering, donation programmes, Team buildings, via solidarity races and much more... In 2022, more than 80 associations have been helped and with whom Wemanity co-developed impact initiatives and/or donation programmes such as the MyBirthdayChoice initiative.

2) **Encourages its cooperators to make a commitment via Skills Sponsorship** in favor of diversity and the reduction of inequalities with its partner associations. Since its launch in 2019, no fewer than 2,700 days of Sponsorship have been donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

3) **Commits its cooperators to embodying the change we want to see in the world through solidarity and environmental initiatives, awareness-raising and programs.** To this end, Wemanity offers volunteer assignments and challenges that take from a few minutes to a few hours to accomplish, so as to make an impact on a daily basis, individually and collectively, whether in the context of work or private life. In 2023, over 980 commitment actions in 7 action programs, as well as initiatives, awareness-raising and training, were carried out by our cooperators across all the Group's countries, to take part in the 17 Sustainable Development Goals, of which the most supported were:

-Fighting climate change (13), present in 3 programs. For example, we organize Climate Fresco sessions to raise awareness and take concrete action. In addition, we have set up a dedicated program providing information and concrete actions to prevent climate change on a daily basis.

-Responsible consumption and production (12), present in 2 of the programs, with actions such as calculating their carbon footprint with the 2Tons workshop, a month's training in responsible digital technology with an associated commitment program, or taking action via a responsible consumption program;

-Reduced Inequalities (10), Quality Education (4) and Gender Equality (5) represented in 3 of the programs by various means such as following an awareness-raising course on sexist and sexual harassment for 100% of the workforce, understanding LGBTQA+ issues in a dedicated program, but also sharing their profession and helping with interview simulations for job seekers.



# Diversity, Disability & Inclusion

Promoting diversity and fighting against all forms of discrimination

Wemanity is convinced that diversity creates wealth and that inclusion accelerates innovation.

In this sense, you can find our Charters in the "Compiled Charters" section for more information on these issues.



# Multiculturalism and Diversity

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*"The diversity of each one makes the wealth of all" Jules Beaucarne*

In addition to regulatory and legal requirements, Wemanity's DNA includes governance and a committed and responsible policy in favour of diversity and inclusion in all the countries in which the group operates.

For this purpose, Wemanity:

**-Develops partnerships with committed organisations recognised** for their positive impact: [Télémaque](#), [Groupe Ares](#), [SINGA](#), [Asmae](#), [Sport dans la Ville](#), [Konexio](#) or [Zup de Co](#).

**-Encourages its cooperators to commit themselves via skills** sponsorship in favour of diversity and the reduction of inequalities with its partner associations. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

**-Proposes to its cooperators to commit themselves to the reduction of inequalities** on the occasion of their anniversary through a financial donation.

- **Develops networks related to inclusion and diversity**, notably by implementing actions to encourage the diversification of profiles. In this respect, Wemanity raises awareness of stereotypes among its teams (particularly the recruitment and support teams) in favour of inclusion.

- **Organizes a themed program to celebrate Diversity and Inclusion**, and to offer its cooperators the opportunity to get involved in actions dedicated to diversity and inclusion, both during their working hours and as volunteers.

- **Participates in events and conferences dedicated to monitoring and raising the awareness of teams to issues related to Diversity in business.**

- **Trains all recruiters to recruit without discrimination.**

In a perspective of continuous improvement and in the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to goal N°10 of the 17 United Nations Goals, "Reduced Inequality", in alignment with the causes that are most important to its stakeholders.



\*Please refer to the "Diversity" and "Ethics" charters available on our website.



# Disability & Inclusion

*"All people have something in common: They are all different"*

**Robert Zend**

Wemanity's DNA includes governance as well as a committed and responsible policy in favour of Disability and Inclusion in all the countries in which the group operates.

As such, Wemanity is aligned with regulatory and legal requirements, while seeking to improve in order to contribute positively to this cause.

To achieve this, the company:

**-Develops partnerships and impact actions** in cooperation with committed and recognised organisations in the field: [Hipip In](#), [Mozaik RH](#), [H'up Entrepreneurs](#), [En Van Simone](#), [Asmae](#), and [Papillons de jour](#).

**-Encourages its cooperators to commit themselves via skills sponsorship** in favour of inclusion and equity in the face of disability with its partner associations. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

**-Ensures that its premises are accessible** to people with disabilities

**-Recalls its position in favour of equality and non-discrimination** in its Diversity Charter and during dedicated theme weeks

**-Supports its clients and partners in the creation of websites and digital products that meet the requirements of accessibility and compliance "A" to "AAA"** and respect the requirements of the 4 standards of the WCAG 2.1: Perceptible, Usable, Understandable and Robust.

**- Takes part in DuoDay**, a national initiative that welcomes one or more disabled people into the company for a day of work experience, in a duo with a volunteer professional. The day's program includes job discovery, active participation and immersion in the company.

-Encourages its cooperators to follow the dedicated training courses entitled "Training and awareness of disability" in order to be able to work with these audiences within the framework of the related services provided by the adapted company "Papillons de jours". To date, more than 15 cooperators have already been trained and made aware of these issues.

-As part of its monitoring, **it keeps informed and participates in dedicated discussion groups**, particularly via webinars organised by URSAFF, occupational medicine, labour inspectorates, the "Impact at Work" community, or during specific exchanges with inspiring organisations such as the Inclusion Campus.

In parallel, we also have a partnership with an adapted company, "les papillons de jours", the first specialised communication agency, where 80% of employees are disabled. Our partnership began in 2016, and has been strengthened over the years through the implementation of awareness-raising/training sessions for our teams.

Through this collaboration, Wemanity contributes to the development of employment in the world of disabilities.

In a perspective of continuous improvement and within the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to goal N°10 of the 17 United Nations Goals, "Reduced Inequality", in alignment with the causes that are most important to its stakeholders.



\*Please refer to the "Diversity" and "Ethics" charters available on our website.



# Gender equality

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## *"The first Equality is equity" Victor Hugo*

In addition to the regulatory and legal requirements, Wemanity has in its DNA a governance as well as a committed and responsible policy in favour of Equality in all the countries in which the group operates. In this respect, Wemanity:

**-Develops partnerships and impact actions in cooperation with committed and recognised organisations** in the field: [HandsAway](#), [Hally](#), [Force Femmes](#), [Le Monde selon les Femmes](#), [Plan International](#), [Ekiwork](#), [Care Belgium](#), [Sistech](#)

**-Encourages its cooperators to commit themselves via skills sponsorship and volunteering** in favour of the reduction of inequalities with its partner associations. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

-Since January 2021, **20 Sexist and Sexual Harassment Referents have been trained**, throughout the Wemanity Group, in each of its entities, in order to prevent, detect, welcome and deal with potential cases reported.

In March 2024, **100% of cooperators were invited to take part in an awareness-raising session on Sexist, Sexual and Moral Harassment**, in each of Wemanity's entities, in French and English.

- All of these sessions were integrated into the onboarding programme in order to train newcomers on these issues and to give them the means and tools to act against all forms of harassment.

- Co-created, in cooperation with the SEC, the necessary action programs aimed at continuous improvement in the acceleration of measures related to Gender Equality and non-discrimination. These include: ensuring equal pay, accessibility of women to tech jobs, accessibility to training and career progression.

In a perspective of continuous improvement and in the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to goal N°10 of the 17 United Nations Goals, "Reduced Inequality", in alignment with the causes that are most important to its stakeholders.



\*Please refer to the "Diversity" and "Ethics" charters available on our website.

# Health & Wellness



# Health & Wellbeing

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*"Every human group takes its richness from communication, mutual aid and solidarity aimed at a common goal: the fulfilment of each person while respecting differences." Françoise Dolto*

Because health is our most precious asset, Wemanity is committed to helping its cooperators maintain good physical and mental health by promoting a healthy, transparent work environment that is conducive to the well-being of everyone, beyond the mandatory regulatory framework.

In this respect, Wemanity encourages the individual development of its members, in particular through the following actions:

**-Invites co-operators to participate in sports and well-being activities**, such as twice-weekly open sports and meditation sessions, or solidarity sports events, including the 20Km in Brussels, the 20Km in Paris, the No Finish Line and Imagine for Margo

**-Raises awareness and informs its members through a monthly health newsletter** written by a specialist consultant. The topics covered are diverse, always related to health and especially to its prevention. Among them: reflexology, smoking, sleep, cancer, diet, mindfulness, and much more.

**-Promotes transparency and social dialogue in the company** through the provision of a SEC, but also through the regular organisation of rituals such as transparency evenings inspired by Management 3.0, 360° feedback, proximity management or recurring WeTalent interviews.

**-Measures cooperators' fulfillment at work through various tools** such as the monthly internal Happiness Survey.

**- Helps co-workers to prevent, detect and react to potential burn-out risks**, by running awareness-raising sessions and workshops on the subject of burn-out (mental health fresco, webinar, round-table discussion, etc.).

**- Ensures that everyone takes care of the mental health of others**, by offering to participate in programs on the themes of mental health and the right to disconnect.

**- Safeguards the physical health of its co-workers by ensuring that its premises are compliant and present no risk of injury**, and by updating the DUERP (document unique d'évaluation des risques professionnels) as soon as necessary, with the support of occupational medicine.

With a view to continuous improvement and as part of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to objective no. 6 of the 17 United Nations Objectives.



# Environmental Commitment



# Environment & Sustainability

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*"There are no passengers on the ship Earth. We are all crew members."*  
**Marshall McLuan**

Wemanity has 3 strong values, notably "Ubuntu" meaning "I am because we are". In this sense, and since the official creation of its CSR in 2017, Wemanity has been progressively orienting its strategic choices in favour of positive impacts for its stakeholders, both on a social, environmental and economic scale.

In a perspective of continuous improvement in favour of environmental respect, Wemanity has been committed, since 2017, in particular through the following actions:

- **Reminds its commitment to the preservation of the environment** in its Environmental Charter, and **invites new cooperators to commit, as soon as they sign their contract, to the respect of the rules in force, as well as to the sorting and waste reduction gestures** in its offices (tableware, water bottles, sorting device, awareness-raising initiatives, Climate Collage workshops, waste collections, DIY workshops etc).

- **Develops partnerships with committed organisations recognised** for their positive impact: [Les Cols Verts](#), [Sea Cleaners](#), [Surfrider](#), [Hop Hop Food](#), [La Fresque du Climat](#), [CarbonFight](#)

- **Encourages its cooperators to get involved with its partner associations via skills sponsorship** in favour of the environment. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

- **Proposes to its cooperators to commit to the fight against climate change** on the occasion of their anniversary through a financial donation to our partner association.

- **Works on improving its environmental management system** in line with BCorp label requirements

- **Collaborates with its suppliers and makes them aware of the measurement of their impact**, with the aim of improving the measurement and management of its waste, whether related to the use of its offices, the consumption of its teams, or the waste related to its IT fleet.

- **Applies the "112 Charter" in all its subsidiaries**, in partnership with the startup Auum, to ban the use of plastic cups in the workplace.

- **Favours the choice of more environmentally friendly offices**, and works with Deskeo, in charge of the parisian offices, on the optimization of its energetic consumption (air conditioning, light manager, thermal isolation) by establishing an energetic sobriety plan and cooperating with its impact measurement.

- **Has been measuring its Carbon Footprint since 2020**, with the help of a third party, with a view to continuous improvement and defining a tangible carbon reduction strategy for its entities. This assessment is communicated and shared with its stakeholders with the aim of raising their awareness and engaging them in the related reduction strategy.

The 2023 carbon footprint will be presented to the entire Wemanity Group in September 2024, and is available on request, just like the 2021 carbon footprint, which was presented in September 2022.

In a perspective of continuous improvement and within the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to objectives N°12 and 13 of the 17 United Nations Goals.



\*Please refer to the "Environmental charter" available on our website.

# Energy saving & Climate Action

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*"We do not inherit the earth from our parents, we borrow it from our children." Antoine de Saint-Exupéry*

Wemanity believes that everyone has a contribution to make and can do their bit to transform the world at their own level towards a more sustainable future, particularly in terms of energy consumption and measures against climate change. The company considers that in order to take action, it is necessary to have the keys to commitment: each cooperator must therefore be able to understand the climate changes underway, the impact of their consumption and how to adapt their individual and collective lifestyle.

With a view to continuous improvement in favour of more rational energy consumption and climate actions, Wemanity has been committed, since 2017, in particular through the following actions:

**-By inviting 100% of its cooperators to attend a Climate Collage workshop** in face-to-face or remote sessions offered and led by its CSR Welmpact as well as by its community of volunteer Frescers internally.

**-By offering the Wemanity community the opportunity to train as Fresk Makers for the Climate Collage:** so that cooperators who have already been made aware of the workshop can in turn become facilitators and inform their entourage about the ins and outs of climate change.

**-By inviting its cooperators to measure their personal Carbon Footprint** through the tool developed by 2Tonnes, in order to become aware of their energy consumption and to understand where to start their journey towards a more sustainable and reasonable energy use.

**-By raising awareness and training its cooperators in Green IT and the eco-design** of digital services, notably through a responsible digital month. The latter enabled more than 110 cooperators to be informed on thematic areas as Sobriety, Eco-Design and Accessibility through an awareness program, webinars, a resource library and knowledge tests. Those contents enable them to take action by sorting their email and file storage and measuring the impact of their browsing activity for example. Since then, 100% of the cooperators are invited during their onboarding to be trained on the main principles of Green IT and digital accessibility, with the addition of a dedicated commitment and action programme.

**-Training its cooperators in their circularity approach** through awareness-raising and training in Circular Design Thinking techniques, in particular via an ecosystem of training partners in this field.

**-By informing its cooperators on how to consume more responsibly** via workshops and a commitment and awareness program proposing actions and gestures that take a few minutes to a few hours to have an impact on a daily basis, even individually, whether in the context of work or private life, in terms of reducing the environmental and energy impact.

**-By choosing offices with a high potential to reduce the energy consumption of our activities**

In a perspective of continuous improvement and as part of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day, a little more to the objectives of the 17 United Nations Goals.



\*Please refer to the Environmental Charter and the Sustainable and Inclusive Digital Charter available on our website.

# Sustainable and inclusive digital engagement





# Digital Sustainability

*"Putting digital technology at the service of the ecological transition is the responsibility of all actors, private and public, from the digital or environmental fields." WWF, The Digital and Environment White Paper*

Wemanity, as a leader in Agile and digital transformation, places digital management and therefore responsible digital practice at the centre of its strategy, both within its business and internally.

As such, the group is committed to sustainable digital for a positive impact through the following actions:

-Since June 2021, **100% of the company's cooperators are invited to be trained on Tech for Good**, i.e. all the practices and techniques aimed at reducing the environmental footprint of digital technology and its services, but also making digital serve social issues such as accessibility, in particular through the "Tech for Good Month", during their onboarding, or as part of their rise in skills via the training courses offered.

-**Develops partnerships with organisations that are committed to and recognised for their positive impact** on Tech for Good: Latitudes, Sharelt, GreenIT.fr, It's on us

-**Encourages its cooperators to get involved in the Tech for Good via skills sponsorship** with its partner associations. In 5 years, more than 4,000 days of sponsorship have been donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

- **Supports its customers and partners in measuring and reducing the digital impact of their activities:** through GreenIT, eco-design, Green architecture, a more environmentally-friendly information system, or digital accessibility, as well as any other Wemanity expertise, to enable them to meet new regulations and reduce their carbon footprint.

- **Assists its clients and partners in creating websites and digital products that meet the requirements of accessibility and compliance "A" to "AAA"** and respect the requirements of the 4 WCAG 2.1 standards: Perceptible, Usable, Understandable and Robust.

- **Reduces the digital environmental impact of its equipment and infrastructure:**

- Providing its cooperators with a dedicated tool for individual measurement
- By carrying out Life Cycle Analysis of equipment/infrastructure
- Implementing the necessary measures to enhance the value of IT equipment when it is resold or taken back, in partnership with organizations such as [Manutan](#).
- Adopting the use of recycled paper as the default for printing
- Optimising the management of the cloud, obsolescence and infrastructure

- **Reminds its commitment to digital responsibility through its Charter of Commitment for a Sustainable and Inclusive Digital Economy**

- **Complies with the requirements of the GDPR** to ensure the security of its data and that of its stakeholders

With a view to continuous improvement and as part of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to objectives N°7, 9 and 12 of the 17 United Nations Goals.



\*Please refer to the Charter for a Sustainable and Inclusive Digital Economy

# **Supplier commitment & Responsible purchasing policy**



# Responsible purchasing

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*"Buy less. Buy better. Make it last." Vivienne Westwood*

In a perspective of continuous improvement in favour of responsible purchasing and the fight against waste, Wemanity is committed to the following actions:

1) **Ensures that its suppliers work in accordance with the legal rules in force, whether related to human rights or business ethics. In addition, the company favours suppliers who take into account the environmental issues related to their activities**

2) **Applies, in all its subsidiaries, the "112 Charter", in partnership with the startup Auum** (aiming to ban the use of plastic cups in companies) and ensures that its employees have access to an adequate waste sorting system, in accordance with the AGEC law

3) **Favours the choice of more environmentally friendly offices** and is working with Deskeo, the company in charge of the Paris offices, to optimize its energy consumption (air conditioning, lighting management, and thermal insulation) by establishing an energy conservation plan and collaborating to measure its impact

4) **Favours the purchase of responsible and environmentally friendly goodies**

- by reducing the quantity of goodies offered, meeting selection requirements favouring eco-responsibility, real usefulness and reusability of the product. For example: bento, water bottles, reusable and transportable cutlery sets, depolluting plants etc. (in accordance with the AGEC law)
- by choosing suppliers who are recognised for their (eco-)responsibility: both for the respect of human rights in their supply chain and for the environment in the design of their products: For example: Broidr, VEGEA, ObjetRama, Gifts for Change, Fleurs de mets, Instant B or Papa Flamingo

5) **Favours office supplies from adapted companies and/or the social economy**, notably through its partnership with the supplier Papillons de Jour.

6) **Continuously working on upgrading its IT fleet (computers)**, both in partnership with various structures such as Manutan, and through leasing with Apple for the entire functional fleet.

7) **Guarantees the information security policy to its stakeholders thanks to its ISO 27001 certification** (version 2013) covering both online data security and physical security on the premises

8) **Trains its buyers in the process of evaluating suppliers** (on selection and then annually) on the social and environmental requirements and criteria defined by Wemanity

In a perspective of continuous improvement and in the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to objective N°12 of the 17 United Nations Goals, "Responsible Consumption and Production", in alignment with the causes most dear to its stakeholders.



\*For more information, please refer to the "Responsible Purchasing" Charter.

# Commitment to the Common Good

Acting in cooperation with the actors of change, the associative and SSE sectors in favour of the 17 objectives set by the  
United Nations

Wemanity is convinced that change will happen collectively, or not at all.

In this sense, you can find our Charters in the "Compiled Charters" section for more information on these issues.



# Commitment to solidarity

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*"Individually, we are a drop of water. Together, we are an ocean."*

Ryunosuke Satoro

Wemanity is convinced that change and the achievement of the 17 United Nations Sustainable Development Goals require cooperation and commitment to solidarity and environmental projects. This is why the group works with some eighty partners in the social and solidarity economy to go further, and asserts itself as a key player in change, through its activities and through its participation in labels and groups of committed players, to go higher together.

As such, Wemanity, in cooperation with its partners

**-Encourages its cooperators to commit via Skills Sponsorship** in favour of the 17 SDGs with its partner associations. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

**-Helps its cooperators to embody the change we want to see in the world through monthly themed Commitment Programs** offering them actions and gestures that take a few minutes to a few hours to make an impact on a daily basis, even individually, whether in the context of work or private life.

**- Facilitates volunteer work and the gathering of cooperators around initiatives** launched by or for them, such as the organisation of workshops on responsible consumption in everyday life, the building of teams for solidarity runs, the collection of clothes for associations or trashtag initiatives.

**- Supports donations to associations through a dedicated internal application called "MyBirthdayChoice"**, which allows cooperators to choose between a gift voucher and a donation of the same monetary value on their birthday to one of the three partner associations of the program.

**-Pay particular attention to the commitment generated in favour of the 4 United Nations Sustainability Development Goals elected in 2017 as being the 4 most important causes in the eyes of our cooperators:** quality education for all, gender equality and inclusion, responsible production and consumption and the fight against climate change.

In a perspective of continuous improvement and within the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to goal N°17 of the 17 United Nations Goals, "Partnerships for the achievement of the Goals", in alignment with the causes that are most important to its stakeholders.



# Leadership in Change

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**"Seeing the possible where others see the impossible is the key to success." Charles-Albert Poissant**

Wemanity is convinced that change and the achievement of the 17 United Nations Sustainable Development Goals require cooperation and commitment to sustainable projects. This is why the group works with some forty partners in the social and solidarity economy to go further and is a key player in change through its change management activities and its participation in labels and groups of committed actors.

As such, Wemanity, as a leader in Agile and Digital Transformation of companies, is committed to the following actions

**-Encourages its cooperators to commit via Skills Sponsorship** in favour of the 17 SDGs with its partner associations, making Wemanity the 1st partner consultancy agency of the SSE company "Vendredi" developing Skills Sponsorship, thus placing itself as a figurehead of this new model of partnership with associations. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

**- Offers services adapted to the actors of tomorrow's world**, such as the SSE sector, associations and NGOs. These services are made more accessible to non-profit organisations, allowing these associations to benefit from our expertise in the same way as a large corporation.

**- Participates in the working groups of the "Impact at Work" network** in order to co-develop solutions for the challenges of integrating sustainable development into working practices, particularly in the private sector.

**- Justifies its commitment with the evaluation of its practices by the Ecovadis label.** Since 2016, Wemanity has maintained its "Bronze Medal" level and has been awarded the "Silver Medal" in 2021 and 2022.

**- Has been a signatory of the Belgian Alliance for Climate Action (BACA)** since the beginning of 2021, an initiative launched in collaboration with WWF and The Shift Project, which aims to bring together actors from the private and non-profit sectors to address climate issues.

**- Has been signatory to the United Nations Global Compact since 2023**, reaffirming its commitment to the 17 Sustainable Development Goals

**- Has been working since June 2021 on the BCorp labelling process**

**- Has been signatory to the French Tech Corporate Community's (FTCC) Digital and Environmental Charter**, affirming its commitment to these 5 principles to promote a more responsible digital environment:

- Continue to raise awareness of responsible digital use among all employees, by disseminating rules of use and ensuring regular communication on the measures implemented.
- Reinforce exceptional measures in the event of peak consumption to ensure responsible use of digital resources.
- Continue to adapt our digital purchasing and renewal policy, giving priority to environmentally-friendly equipment and promoting the circular economy.
- Pursue the eco-design approach to services, including data, in line with existing standards and best practices.
- Actively exchange best practices with other companies to encourage innovation and collaboration in the field of digital sobriety.

**- Has been part of the French Tech Corporate Community (FTCC) since the end of 2023**, bringing together 120 companies from various sectors, and working to develop realistic, pragmatic and applicable solutions to the major challenges of digitization. These challenges include employee acculturation and training, new technologies, Training and Skills, Women in tech, Public-Private Partnership, support for Start-ups, but also SMEs, of which Wemanity is one of the representatives in France.

In a perspective of continuous improvement and in the framework of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing, each day a little more, to objective N°17 of the 17 United Nations Goals, "Partnerships for the achievement of the goals", in alignment with the causes that are most important to its stakeholders.



# Business ethics





# Ethics & Safety

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*"Critical situations never dispense with ethical thinking - the search for the right path guided by good or the avoidance of evil - and never free anyone from having to use it to decide on his or her actions or reactions. On the contrary, they make it even more essential." Axel Kahn*

As a company, Wemanity ensures that it is in line with its ethical requirements, both in its daily practices and in its business ethics, particularly in relation to information security and confidentiality.

In this context, the company is committed to raising awareness, training, taking action and:

- **Reminds its position on ethics and corruption issues** in its Ethics and Anti-Corruption charters, which 100% of employees sign on arrival

- **Formalises its commitment to management and employee support** in its Social and Societal Charter

- **Commits to the secure management of internal and external stakeholder** data in its information security policy in line with the ISO 27001 standard and in its IT ethics charter, with processes such as the appointment of an information security manager at Wemanity, as well as various actions such as the management of the IT fleet, the treatment of confidentiality for suppliers and customers, the security of access to offices, etc...

- **Complies with the requirements of the RGPD in order to protect its data and that of its stakeholders and guarantees its information security policy through its ISO 27001** (version 2013) certification, which covers both data security on servers and physical security on the premises, through the identification of types of information, the application of security devices and the verification of these.

In a perspective of continuous improvement and as part of Wemanity's CSR policy, the company intends to continue and accelerate its commitments by contributing, each day a little more, to objective N°16 of the 17 United Nations Goals, "Peace, Justice and Effective Institutions", in alignment with the causes most dear to its stakeholders.



\*Please refer to the "Ethics", "Social and Societal" and "Anti-corruption" charters available on our website.

# Our commitment to the Circular and Local Economy



# Circular and local economy

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*"We don't need a handful of people who practice zero waste perfectly. We need millions of people doing it imperfectly." Anne Marie Bonneau*

Wemanity has 3 strong values, notably "Ubuntu" meaning "I am because we are". In this sense, and since the creation of its CSR in 2017, Wemanity has been progressively orienting its strategic choices in favour of positive impacts for its stakeholders, both on a social, environmental and economic scale.

In a perspective of continuous improvement in favour of the circular and local economy, Wemanity is already committed to the following actions:

**1) Develops partnerships in cooperation with committed structures, promoting local solutions and/or recognised for their circularity:** Hop Hop Food, Les Cols Verts, and Réseau transition. Wemanity also encourages its cooperators to get involved with its partner associations via skills sponsorship. In 2023, no fewer than 834 days of corporate philanthropy were donated to these associations to support, facilitate and accelerate their Cultural, Organizational and Technological Transformation.

**2) Reduces the digital environmental impact of its equipment and infrastructure:**

- Providing its cooperators with a dedicated tool for individual measurement
- By carrying out Life Cycle Analysis of equipment/infrastructure
- Implementing the necessary measures to enhance the value of IT equipment when it is resold or taken back, in partnership with organizations such as [Manutan](#).
- Adopting the use of recycled paper as the default for printing
- Optimising cloud, obsolescence and infrastructure management

**3) Favours socially/environmentally committed suppliers**

- Favours partnerships with local & organic catering suppliers for its teams at headquarters, and, where possible, encourages circular solutions, particularly during our meetups and company events
- To choose simplicity, circularity and usefulness in the goodies offered

**4) Trains its cooperators and supports its clients in their circularity approach**

- Through awareness-raising and training in Circular Design Thinking techniques, in particular via an ecosystem of training partners in this field
- By supporting its clients in the methods of defining circular products, in particular technological and digital solutions

With a view to continuous improvement and as part of Wemanity's CSR policy, the company intends to pursue and accelerate its commitments by contributing more and more each day to objectives 12 and 13 of the 17 United Nations Goals.



\*Please refer to the "Social and Societal" and "Environmental" and "Sustainable and Inclusive Digital" charters available on our website.



**wemanship**

