

CHABĒ

CSR REPORT
2022 

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Editorial



Corporate Social Responsibility (CSR) concerns the social, societal, environmental and economic implications of our activity. More precisely, it is the company's contribution to sustainability development goals.

CSR has become a cornerstone of Chabé's strategy, and we are committed to becoming a responsible player within our industry. CSR must therefore become integral at every level of the company and involve all our stakeholders, starting with Chabé staff, and be reflected in our large-scale projects as well as our everyday actions.

Our activity as a passenger transport company gives added importance and a particularity to our commitment, as not only is it necessary, it has the potential to make a strong impact.

We can have concrete positive results in a sector often criticised for its negative consequences on the environment. It is yet another challenge, undoubtedly the most important we are currently facing, which we must not fail to tackle.

Moving in this direction, with all the ambition and enthusiasm such an undertaking requires, will give us a key competitive advantage and help us stand out from those who continue to wait. We hope to bring about a chain reaction, particularly among some of our competitors and peers, who have not yet embarked on such an approach. By setting a benchmark in our sector we can ensure our CSR initiative has the biggest impact possible, reaching far beyond Chabé.

A company can no longer continue to develop its own growth without any thought to the consequences of its actions on society as a whole and must therefore reinvent its role. The CSR initiative has given Chabé an opportunity to reassess our activities and actions and aims to develop a continuous improvement strategy for our employees, clients, suppliers and our environment.

2023 has enabled us to consolidate our ambition and implement our CSR approach and we are delighted to present the results of our commitment in this new report.



Our CSR Policy

Our CSR policy is becoming more deeply established year after year, especially since the creation of a CSR Manager role in 2021, which enables us to ensure the further development and longevity of our approach. Our aim is for CSR to be integrated into our daily working lives and across the whole company.

We prioritise our commitment and the actions we choose to implement depending on their material impact. Firstly in light of a CSR maturity diagnosis, aligned with ISO 26000, which enables us to identify the areas we need to prioritise. As well as the Carbon Footprint Assessment we carry out each year. Prioritising our actions is essential in order to have the biggest possible impact within the shortest time frame.

Our approach is built on the following four areas of strategic focus, which we believe are the most significant for Chabé:

- Governance and ethics
- Protection of the environment
- Responsible employer
- Stakeholders

In addition to the actions carried out, we are also embarking on a global CSR certification initiative, which will enable us to take our approach even further, and eventually obtain official recognition of our commitment.

We want to turn our commitment into a value shared with our shareholders. That is why we have a dedicated CSR page on our website, where we can share our actions with our clients, partners and civil society in particular via our annual CSR report (available online).

Moreover, it is essential that our employees are included and engaged in this approach and for that we are developing our internal communication through awareness raising initiatives and various projects.



Sustainable Development Goals

Chabé's 4 CSR commitments are based on 10 of the United Nations 17 sustainable development goals (SDGs):



Goal 3: Good health and well-being



Goal 5: Gender equality



Goal 7: Affordable and clean energy



Goal 8: Decent work and economic growth



Goal 9: Industry, innovation and infrastructure



Goal 10: Reduced inequalities



Goal 12: Responsible consumption and production



Goal 13: Measures relating to the fight against climate change



Goal 15: Life on land



Goal 16: Peace, Justice and Strong Institutions



Governance and ethics



1. Guaranteeing professional and ethical conduct

Our company undertakes to respect ethical principles and condemns any behaviour which may lead to bribery, extortion, conflict of interests, fraud, money laundering or anti-competitive practices. The company also undertakes to prevent child labour and forced labour, as well as ensuring the respect of the basic human rights of external stakeholders.

In order to guarantee the effective and efficient management of unethical situations, Chabé has put in place a whistleblower system, applying to any type of situation such as unethical practices, situations of discrimination and harassment, situations of child labour or forced labour, as well as personal data breaches and damage to the environment. This procedure has been communicated to all Chabé employees, and is also available for all our stakeholders at the following address: alerte@chabe.fr

To deal with disclosures, we have defined a resolution procedure overseen by nominated officers. This procedure was written and published in the second semester of 2022, and Chabé undertakes to record the number of whistleblowing cases disclosed and resolved during the year.

Due to the nature of its activity, Chabé is in constant contact with clients and external service providers. Employees are therefore potentially exposed to cases of bribery. To prevent any risk, a procedure for the approval of sensitive transactions was drawn up and shared with all staff members at the end of 2022.

2. Definition of our purpose

Chabé's CSR commitment is long term and an integral part of the company's development and strategy. This commitment is now represented by a mission statement:

**"To be a key but invisible player in a desirable mobility,
committed to an inclusive society and a sustainable world"**

This mission statement allows the Group to make a long-term commitment for a sustainable future. To guarantee the longevity of this approach, since 2022 the mission statement has been included as a preamble to the company's articles of association.



It underlines the way in which Chabé intends to play a role in society beyond its sole economic activity. It also provides guidelines to be followed when making the most important decisions, in order to combine the interest of the Group, society and social and environmental considerations. It engages the shareholders, the board of directors and management.

This mission statement was developed jointly with Chabé's employees and shareholders over the course of 2022 in order to share the vision and role of the Group within our society. It is also inspired by the company's past and present achievements, as well as its CSR approach.

3. Data protection

Data are omnipresent and now at the heart of a company's value creation chain. When they are well-managed and secure, they enable a company to be more efficient and competitive, to personalise and consolidate the customer relationship, conquer new markets, and improve services.

Chabé has undertaken a continuous improvement process with regard to data protection regulations. Following an audit carried out by an external expert, we modified and improved our various IT systems in this area.

In 2022, we embarked on an initiative to reinforce the overall security of our data management and IT systems. A GDPR policy has been defined and is currently being audited by an external service provider. The whistleblowing process, presented above, also applies to the management of personal data breaches.



La protection de l'environnement



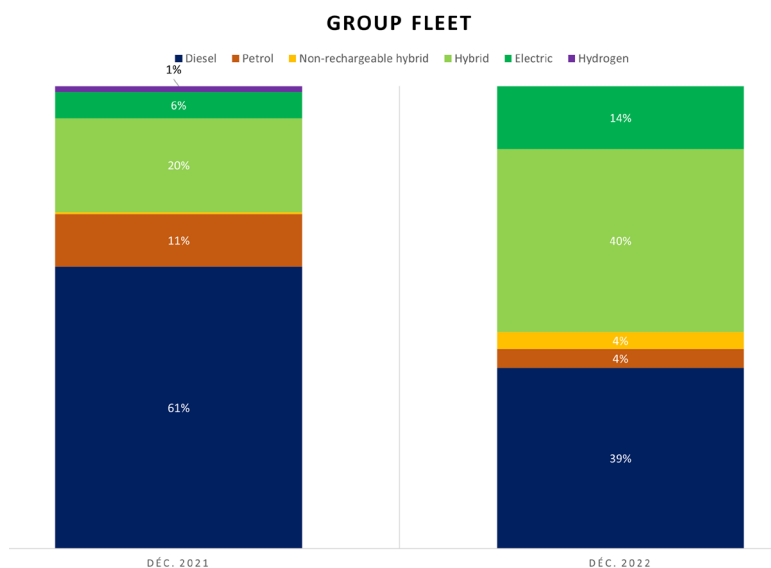
As providers of transportation, we have a high level of responsibility in terms of the CO₂ emissions of our vehicles. The transport sector accounts for one third of Greenhouse Gas emissions in France; committing to the protection of the environment is therefore one of Chabé's major challenges.

Chabé is working on its environmental impact by reducing as much as possible its carbon footprint. We have thereby adopted a policy to reduce our Greenhouse Gas (GHG) emissions by optimising our direct and indirect energy consumption. Chabé also undertakes to optimise waste management, reduce local pollution, promote sustainable consumption as well as the health and safety of consumers.

1. Accelerating our sustainable mobility

The primary focus of our environmental policy is based on the implementation of modes of transport which cause little or less pollution, and in particular the transition of our fleet towards low-emission vehicles.

As the conclusions of the Carbon Footprint Assessment we carried out illustrate (see below), most of our Greenhouse Gas (GHG) emissions come from our fleet of vehicles; that is why we began, in 2020, the transition to an electric car fleet with the necessary charging system. We have already replaced our fleet of service vehicles with 100% low-emission vehicles, most of which are electric.



In December 2021, Chabé's fleet comprised 27% low-emission vehicles (plug-in hybrids, electric and hydrogen). Our aim, for December 2022, was to ensure that 50% of our fleet consisted of low-emission vehicles and we exceeded this objective with 53% at the end of December 2022. Chabé is very proud to have been able to implement such a huge change over the year, despite long new car lead times due to the production difficulties faced by car manufacturers in the wake of the Covid crisis.

We decided to monitor the evolution of our fleet using the official energy label table provided by the government. This enables us to classify our vehicles according to their CO2 emissions, which is both more tangible and easier to understand thanks to this independent classification system, and prevents vehicles being classified in the low-emissions category simply due to their type of engine, when other elements influence the environmental impact of these vehicles. Consequently, in accordance with government directives, we now classify «low-emission» vehicles as those with emissions of 0 g/km (100% electric vehicles) and those whose emissions are lower than or equal to 100 g/km (most plug-in hybrid vehicles and all hybrid vehicles).

CO2 Emissions	Energy label	December 2022
0 g/km	A	14%
Lower than or equal to 100 g/km		39%
Between 101 and 120 g/km	B	10%
From 121 g/km	Other	37%

Making the transition to a fleet of electric vehicles means also having to adapt our charging infrastructure. In 2022, we installed on our Nanterre site a 175 kVa rapid charging terminal, to add to the terminals already installed and thereby ensure optimal charging of our vehicles.

2. Reducing our energy consumption and our carbon footprint

Chabé first carried out a comprehensive carbon footprint assessment of its activity in 2020 with the help of Goodwill Management. Since then, we have used it each year as an indicator for monitoring our environmental policy. The aim of this exercise is to improve understanding of the consequences of our activity and to define a priority action plan for those areas which have most impact. This also enables us to manage the evolution of our actions and their results on an annual basis.

We carried out this assessment using the Carbon Footprint Assessment methodology, across all scopes of the boundary. Scopes 1 and 2 represent the company's direct emissions, while scope 3 concerns all the emissions of external parties on which the company depends.



Carbon footprint assessment	GHG Emissions 2021	GHG Emissions 2022
Scope 1	679 TCO2e	1 145 TCO2e
Scope 2	10 TCO2e	6 TCO2e
Scope 3	934 TCO2e	1 512 TCO2e
Total	1 623 TCO2e	2 663 TCO2e

*tCO2e: Tonnes of CO2 equivalent

More specifically, here is the detail of the elements taken into account for each emission scope:

- Scope 1: fuel for our vehicle fleet, refrigerants (air-conditioning)
- Scope 2: electricity
- Scope 3: purchases, waste, IT equipment, employee commuting, clients' travel and business travel, real estate and vehicle depreciation, fuel and depreciation of our sub-contractors.

On this boundary, our GHG emissions for 2022 represent 2 663 tonnes of CO2 equivalent. Of this total, we have identified the 3 main sources of emissions:

The fuel (petrol and diesel) for our fleet (43% of our emissions): a direct emitter of greenhouse gases, fuel is linked to the volume of business, and the number of kilometres travelled. It can therefore vary considerably from one year to the next; with the significant growth of our turnover in 2022, compared to 2021, emissions related to this item increased. However, thanks to our transition to a low-emissions fleet, we are aiming for improved energy efficiency per kilometre travelled (gCO2/km).

The depreciation of our vehicles (10% of our emissions): this section represents the impact of the construction of vehicles over their lifespan. We have calculated it based on the accounting entry for the depreciation of our fleet. This value may rise slightly with our new low-emission vehicles as they are heavier than internal combustion engine vehicles.

Business travel (9% of our emissions): Chabé is increasingly developing its international activity and is now involved in events across the world. Business trips by our teams, especially by plane, now account for a large part of our emissions.

As the company is developing rapidly, the increase in activity has also led to an increase in our emissions. However, our CO2 emissions grew by 64% while Chabé's turnover increased by 200%: our intensity, taken against our turnover, therefore improved significantly, and was reduced by 45%.

We now monitor our annual water and energy consumption, our waste and our greenhouse gas emissions. We also carried out, in 2022, an Eco Flux diagnosis with BPI France in order to identify the measures we can take to reduce these different flows. This enabled us to put in place an internal action plan to measure the impact via our performance indicators.

Given the nature of our activity, our consumption is impacted by our volume of business, we have therefore put in place absolute monitoring indicators in order to be able to track actual evolution over the years:



Indicators	2021	2022
Total water consumption in m3	2 745	2 875
Water intensity (total water consumption in L per €K of turnover)	154	54
Electricity consumption in MWh (excluding vehicles)	233	157
Energy intensity excluding vehicles (Electricity consumption KWh per €K of turnover)	13	3
Average carbon intensity of our fleet (gCO ₂ e emitted per km)	286	301
Total carbon intensity of our activity (kgCO ₂ e per €K of turnover)	91	50

For 2022, we have an average emission rate of 301 g CO₂/km, higher than the previous year. This is explained by an increase in the average consumption of our internal combustion engine vehicles. However, Chabé's ambitious transition to low-emission vehicles has had a significant impact, as our fleet has an average emission rate of 272 gCO₂e/km, compared to 343 gCO₂e/km for our partners. We are assessing these results while continuing our transition, by reinforcing eco-driving within our teams and will work closely with our partners to support them also in this transition.

Carbon intensity is an indicator which enables us to monitor in concrete terms the effectiveness of all our actions, and to determine the impact of each journey made. It is also a tool for transparency to raise awareness among our clients and help them make an enlightened choice. In order to optimise the journeys of our chauffeurs and to limit any unnecessary emissions, we use WAYNIUM, management software for people mobility, and we monitor traffic in real time using various tools.

To define an action plan, we carried out an Eco-Flux audit in partnership with BPI France, based on our consumption of water, energy, materials and waste. This diagnosis has enabled us to draw up an adapted action plan to be implemented.

3. Optimising our waste management

Our activity falls within the functionality economy, as we provide a transport service rather than sell goods. It is this type of service which will enable us to develop a more agile and sustainable mobility for tomorrow, with less vehicle production, fewer traffic jams and less surface area set aside for parking. Our activity nevertheless remains an emitter of waste, which requires particular attention in order to limit its impact.



As part of the Eco Flux diagnosis mentioned above, we therefore measured the quantity of our waste. For the 2021 financial year, Chabé recorded 32.5 tonnes of waste, of which 1.5 tonnes were qualified as «hazardous waste» and 31 tonnes as «non-hazardous waste». Hazardous waste includes the water and hydrocarbons produced or used on Chabé's Paris-Nanterre site. In order to limit this local pollution, we have a specific facility (water and hydrocarbon separators) which prevents any hydrocarbons being released into the running water system. We use a dedicated service to collect and process the content of the hydrocarbons and thereby avoid any overflow. A hazardous waste tracking document enables us to monitor the hydrocarbons from their collection to their final processing. In order to limit local pollution such as the emission of particulates by vehicles, we ensure compliance with relevant legislation with our fleet of Euro 6 standard vehicles.

Finally, digital technology constitutes an important part of our activity, and this is reflected especially in our carbon footprint assessment. We have already put in place internal measures to replace our equipment when necessary and to replace it by equipment with increased energy efficiency. Moreover, we give our staff members the chance to buy equipment which is still in good working order at a low cost, which enabled us to give a second life to 7 telephones or computers in 2022.



We also gave 5 telephones to the association Le Chaînon Manquant to facilitate communication within their team. This association was created in 2014 to collect leftover food from events and canteens and to redistribute it chilled on the same day, to day centres, social supermarkets and soup kitchens. Coordination is therefore very important to enable products to be distributed in appropriate quantities depending on needs. In 2022, the Chaînon Manquant distributed the equivalent of 480 000 meals to more than 10 000 people. Chabé is proud to be able to support the work of this association.



4. Promoting more sustainable consumption

While all these measures enable us to reduce our impact, our activity continues to emit GHGs. We therefore decided, at the end of 2020, to contribute to carbon neutrality. We offset the emissions of the journeys made by Chabé's clients, in our vehicles and those of our sub-contractors. For 2022, a total of 2 086 tonnes of CO2 equivalent was offset.



Thanks to our partnership with the GOODPLANET foundation, we are financing projects aimed at reducing other emissions or involved in carbon sequestration. We have selected environmental and social projects with the Gold Standard certification, to support those populations most vulnerable to climate change. This year, our contribution will help to finance projects supporting household waste recycling in Africa (Togo, Cameroon and Madagascar) and access to clean and renewable energy in South America (Bolivia and Peru) and in India. In addition to the carbon emissions prevented and their positive impact on the climate and the environment, these projects improve the quality of life of the populations directly impacted by climate change, reduce pollution and encourage the sustainable development of the local economy.

Through this support, Chabé is playing its part in achieving the global objective of carbon neutrality.

Responsible Employer



Chabé's success and the quality of service we provide are dependent on our employees, in particular in a sector which relies mainly on self-employed workers. That is why our role as a responsible employer is a key element of our CSR approach. Our HR policy, presented in our Ethical Charter, defines our conduct and is based on six principles: integrity, respect, equity, employability, confidence, and health & safety. Through this social policy, Chabé undertakes to guarantee the health and safety of its employees, the respect of working conditions, the maintaining of social dialogue and career management. Finally, Chabé attaches great importance to diversity and condemns all situations of discrimination and harassment.



Our Human Resources policy is made up of five main elements:

- Long-term employment
- Health and safety
- Social dialogue
- Training
- Diversity and inclusion

1. Providing long-term employment

We always favour permanent contracts for all our full-time chauffeurs, meaning 90% of our employees were on open-ended contracts on 31 December 2022. Chauffeurs are paid fairly and significantly more than the legal minimum wage, in all our agencies and subsidiaries. We also advertise all our vacancies internally in the first instance. «Flash news» emails regarding vacancies are regularly sent out. We promote flexible working and, since the Covid pandemic, have given staff the possibility to work one to two days from home if their job allows.

We fully respect all national and international labour and human rights laws in all the places we operate, including the Universal Declaration of Human Rights. We ensure that employees have chosen to work of their own free will and that all notice periods are reasonable, allowing any employee to leave their job. We do not employ children and condemn all child labour and forced labour, and have systems in place to identify and resolve such situations thanks to our whistleblowing process. A monitoring indicator has been implemented and is assessed annually.

To provide our service, we work with subcontractors and a network of partners, with whom we have contracts. We ensure that everyone respects local labour laws, notably by gathering the necessary information and documents.

2. Ensuring the health and safety of our employees

Ensuring the health and safety of our passengers and employees is essential for Chabé. This also means ensuring the security of our fleet of vehicles, which is why they are equipped with all appropriate security systems (seatbelts, airbags) and speed limiters. Most of our vehicles also have a front and/or rear warning sound system and/or a reversing camera.

Ensuring the health and safety of our employees and customers also means gathering external comments about our chauffeurs' behaviour. An incident report procedure records any complaints made by clients via a ticketing system. Each complaint is studied so that we can provide an appropriate response to the client; it is also analysed to improve the quality of our service and resolve all the problems identified.

Chabé's employee health care plan covers the total cost of the health care of our employees; 90% via our supplementary health insurance and 10% via an external contract (former contract or spouse's cover).



In 2022 we introduced a well-being programme for our staff by providing webinars focusing on ergonomics and stress management; relaxation exercises are also available online. Our aim is to develop well-being using tools accessible to everyone, which is why we prefer to offer online content available on replay.

Finally, we monitor accident frequency and severity indicators to measure our ability to guarantee the health and safety of our employees in France.

Chabé	2021	2022
Frequency of accidents with sick leave (Number with leave x1000000/total number of hours worked)	39.04	56.49
Severity of accidents with sick leave (Number of days lost x1000/total number of hours worked)	2.48	3.27

Note: time-by-day is not included in the number of hours worked

3. Maintaining close dialogue

Chabé's management team advocates participative management and dialogue between all parties. Accessible and available, including informally, Management attaches great importance to maintaining regular communication with staff members.

Chabé set up a works council several years ago, to represent all employees. This committee met 11 times in 2022. It helps to maintain free-flowing dialogue between staff and managers. Workplace health and safety issues are discussed 4 times a year during works council meetings.

In order to measure employee satisfaction, a survey was carried out in the second half of 2022 covering a range of subjects such as motivation, work organisation, management, training and pay. The feedback from this survey was shared with all staff members and gave Management an insight into employees' expectations.

In parallel, Chabé organises information meetings, during which employees can also ask questions.

4. Developing competencies to boost career development

To structure career development within Chabé, we introduced a competency assessment plan which continued throughout 2022.

Training is an essential element of our responsible employer policy. It helps to improve the skills and employability of our staff members while ensuring we can continue to offer the highest standards of service.



Training is organised to favour career development and job retention and the development and updating of skills. In 2022, 2176 hours of training were delivered to Chabé employees. This is the equivalent of 10.6 hours per person. Alongside this training, regular assessments, as set out in the Ethical Charter, are organised in order to help staff members in their career development. Thereby in 2022, 3.9% of employees benefited from an internal promotion.

In addition, we believe it is important to raise employees' awareness of other employment-related issues. That is why all staff members have received online training on child labour and forced labour, discrimination and harassment. We are able to ensure the training has been completed by each employee by requesting electronic confirmation (DocuSign).

We have also added an introduction to Chabé's CSR policy for all our new employees, starting with the chauffeurs, followed by administrative staff. Our aim is to encourage employee engagement and integrate CSR into the company culture.

5. Acting for diversity and inclusion and against harassment and discrimination

Our Diversity and Inclusion policy which was introduced in 2021 demonstrates our commitment to welcoming, acknowledging and promoting all talents to enable them to fulfil their potential within the Chabé group. For this we wanted to create a caring environment through an inclusive and non heteronormative approach, without harassment or discrimination.

In 2021, there were no cases of discrimination or harassment reported to the nominated officer. Since 2022, a whistleblowing process, applicable to cases of harassment and discrimination, has been accessible to all staff members. Cases of harassment and discrimination will be dealt with through this process and the appropriate measures to resolve them as set out in the procedure will be applied.

Our Diversity and Inclusion charter presents our 5 areas of strategic focus:

A. Cultural diversity

We develop and promote cultural diversity as an essential asset for carrying out our missions. In the same way as our clients have different origins, cultures, languages and backgrounds, Chabé is made up of numerous nationalities, from different continents.

We strive to create inclusive job postings and to select our candidates on the basis of their knowledge and competencies. Moreover, we pay particular attention to certain qualities, such as rare language skills, which are highly appreciated in our activity.



B. Gender diversity

Equality between men and women is an issue to which Chabé is full committed. Mobility jobs are still mainly occupied by men, it is therefore essential to change the vision of this profession and to fight against discrimination to achieve greater diversity among our chauffeurs and in management positions.

The Gender Equality Index is a good way of monitoring this subject internally. In 2022, the number of employees of the under-represented sex among the 10 highest earners remained equal with 5 women and 5 men. However, the rate of increase differential is favourable to women this year. Our priority is to encourage a gender-balanced workforce, which will also enable us to calculate the pay gap indicator, which is not yet possible because we do not have enough data to ensure anonymity for the moment.

Management and our social partners drew up a collective agreement on workplace gender equality running to 2024, with indicators to be monitored internally by management.

Moreover, we have set ourselves an objective to recruit more women chauffeurs on permanent contracts at Chabé. We are already working with women on certain events but find it difficult to recruit women on long-term contracts. For that, we are working on our recruitment process and are notably looking to increase the number of applications we receive.

Overall, the percentage of women in the company has been gradually increasing since 2020.

As the next step in our initiative, at the beginning of 2023 we introduced training on workplace gender equality and the fight against everyday sexism, mandatory for all our managers.

	2021	2022
Percentage of women	17%	18%
Percentage of women in management roles	42%	43%
Percentage of women on the strategic committee	20%	20%

C. Inclusion of staff with disabilities

Chabé makes every effort to create a work environment adapted to its staff's disabilities. For this, we work closely with occupational health services to adapt the post and working hours of the employees in accordance with the recommendations made. We want to welcome all talents and favour equal opportunities.



2022 was marked by the support we received from Agefiph in drawing up a diagnosis regarding the inclusion of disability in the company and the implementation of an action plan. Among the actions already carried out, we have appointed an internal disability officer to support staff and managers, we have developed our recruitment channels to reach a more diverse audience and we have put in place initiatives to raise awareness of disability in the workplace.

D. Combatting discrimination linked to sexual orientation (LGBT+)

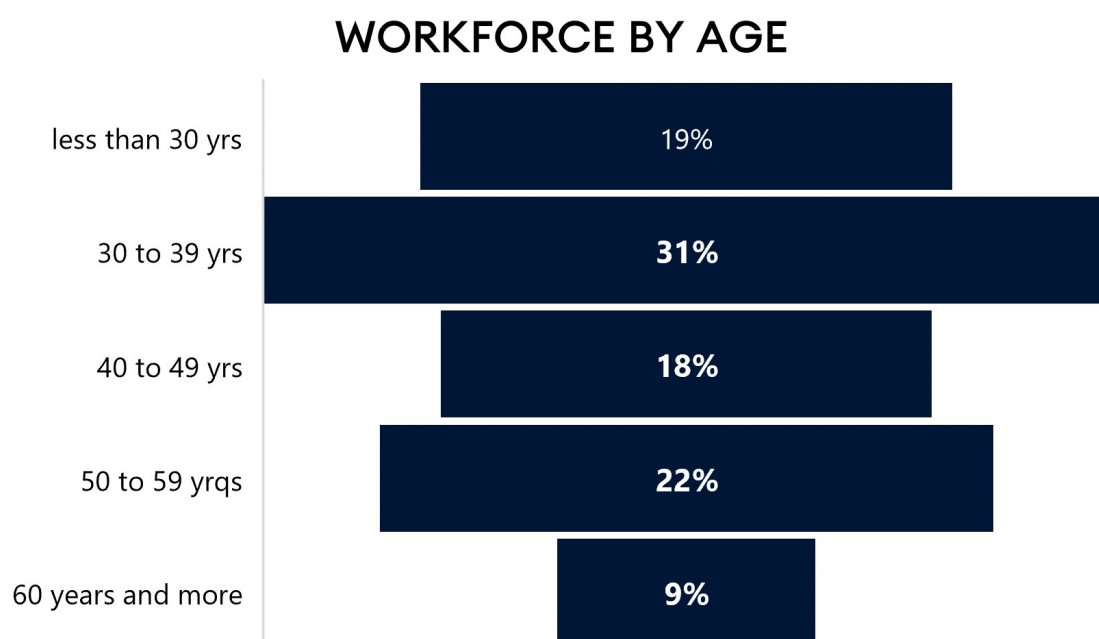
Open-mindedness is an essential value for Chabé and we respect the personal lifestyle choices of all our employees. Chabé has a sexual harassment officer nominated by the members of the works council to guide, inform and support staff faced with harassment and sexist behaviour. Moreover, the human resources department is supportive of staff who are discriminated against for their sexual orientation or gender identity, and will also provide support to transitioning employees as and when required.

E. Intergenerational diversity

Chabé strives to maintain a wide representation of age groups in its teams, since we are convinced of the value of wide-ranging experience and intergenerational perspectives.

We have an agreement for retaining older staff members in order to adapt and prepare the final years of their career and favour the transfer of knowledge and skills. We are also developing a policy for employing students on work-study contracts to train them and prepare their recruitment.

We have a wide diversity in terms of age, which we wish to maintain as we believe it is a great asset for the company.



F. Monitoring internal diversity

We also monitor the proportion of employees from vulnerable or minority groups, on the basis of the data we have.

We include in this category the following people:

- Senior citizens: over the age of 60
- Young people: under the age of 30
- People with disabilities who have informed us of the official recognition of their status as a disabled worker (RQTH)

Chabé	2021	2022
Percentage of minorities	32%	29%
Percentage of minorities in management roles	15%	13%

Consideration of our stakeholders



Ethics form one of our core values, to which Chabé is fully committed. Our company attaches great importance to maintaining a professional conduct, data protection, customer satisfaction and responsible procurement.

1. Ensuring customer satisfaction and safety

In 2021, the marketing department created a satisfaction survey sent to clients after their first experience with us.

The aim of the survey was to measure the satisfaction of our clients and passengers, before the journey (quality of exchanges, response time, booking and confirmation of services) as well as during the journey (communication with the chauffeur, quality of the service, safety and well-being on board).

While the satisfaction rate is very positive, not enough questionnaires were sent out in 2022 for it to be representative.



Our priority in 2023 will be to reach more clients by using this questionnaire with other populations (our hotel clients in particular) as well as in our other agencies, outside Paris and abroad.

To ensure the safety of our clients, all our vehicles are insured and maintained in accordance with the constructors' recommendations. Our fleet is replaced every 2 years on average and is equipped with all appropriate safety features. Moreover, all our chauffeurs have at least 2 years' experience as professional chauffeurs.

2. Integrating CSR criteria into our procurement policy

Chabé's sustainable purchasing policy is based on the commitment to working with suppliers who respect legislation relating to ethics and human rights. We also seek to integrate environmental criteria into our procurement policy, with the ultimate aim of working only with environmentally responsible suppliers.

Chabé is currently studying how these sustainability criteria could be integrated into any contracts we sign with our suppliers.

For that, we have assessed the products we buy and carried out research to find more environmentally friendly alternatives wherever possible. We have also drawn up a responsible procurement guide for office supplies, to be used by general purchasing.

In 2022, we drew up a CSR code of conduct for all our sub-contractors. It is essential that our partners share a common set of rules, uses and principles in terms of safety, security, respect of human rights and social and environmental responsibility. We have also produced a supplier assessment questionnaire to find out more about their CSR practices. This assessment questionnaire was sent to a sample of existing suppliers and will be rolled out to all our main suppliers in 2023. The aim is to gauge the social and environmental maturity of our suppliers and to shape our selection criteria for our future commercial agreements.

In order to evaluate the impact of these different measures, we quantified the percentage of suppliers having signed the CSR code of conduct and the number of targeted suppliers covered by a CSR assessment.

In 2022, on a monetary basis, 15% of Chabé suppliers signed the code of conduct and completed the questionnaire. In 2023, the code of conduct will be integrated into all our contracts signed with our subcontractors.



3. Advocating a more sustainable economy



The Grand Défi («Big Challenge») is a citizen initiative bringing together a diverse range of companies (different sizes, regions and sectors of activity) to put forward 100 proposals to accelerate the environmental transition of the economy and companies. Chabé was selected at random and is fully committed to this process to help improve practices in all sectors.

Based on the format of the citizens' climate convention, the programme consisted of 6 two-day sessions with talks by experts, collective intelligence workshops and the support of a community of engaged stakeholders (companies, NGOs, government institutions, etc.). Each participating company had a representative acting on its behalf throughout the process.

The proposals were unveiled in February 2023 by the Economic, Social and Environmental Committee (ESEC) and have since been used to lobby the government and companies. As a delegate company we will also analyse the findings to see which proposals can be implemented within Chabé.

4. Certifications

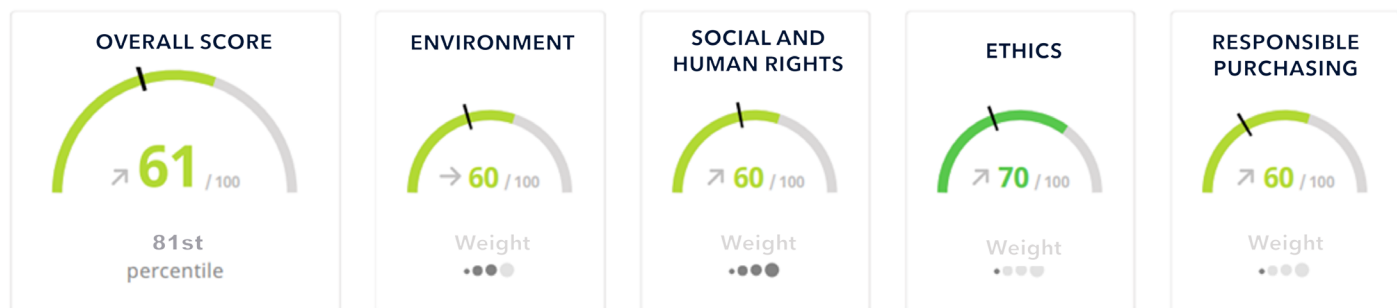
As part of our CSR approach, and to communicate on our development to our clients and stakeholders, we have been working for several years with Ecovadis. Ecovadis offers a comprehensive assessment service providing a rating of 0 to 100, based on the following themes: Environment, Labour and Human Rights, Ethics and Sustainable Procurement. Every company is assessed on essential issues depending on its size, location and sector of activity.



CSR performance

● Insufficient
 ● Partial
 ● Moderate
 ● Advance
 ● Excellent

— Average
Score



In 2021, we obtained a score of 50/100 and a bronze medal, which placed us in the top 50% of companies. This year, we obtained an overall score of 61 points and a silver medal (Top 25% of companies).



Conclusion / Perspectives

Chabé's CSR approach is based on continuous improvement and is designed to help us evolve and fuel new projects. This year, we have developed new projects to provide added structure, in particular with the definition of our mission statement and its inclusion in our articles of association.

We are convinced that our CSR policy is an opportunity to create value and meaning for all our stakeholders, and to help us stand out for our quality of service.

In addition to the objectives already mentioned, we also wish to develop new projects such as working on our value chain with our suppliers. The next step will be to support our partners in their own CSR initiatives.

We also wish to continue including our employees by raising awareness and offering them opportunities to get involved in our approach.



Appendices

Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Protection of the environment	Emissions offsetting	TCO2e	2022	Tonnes of CO2 equivalent emitted by journeys offset through a partnership	2 086
	Total energy consumption in MWh	MWh	01/01 - 31/12/2022	Total energy consumption Energy consumption includes electricity, diesel and petrol	4 319
	Total Scope 1 GHG emissions	TCO2e	01/01 - 31/12/2021	Total Scope 1 GHG emissions	679
		TCO2e	01/01 - 31/12/2022	Total Scope 1 GHG emissions	1 145
	Total Scope 2 GHG emissions	TCO2e	01/01 - 31/12/2021	Total Scope 2 GHG emissions	10
		TCO2e	01/01 - 31/12/2022	Total Scope 2 GHG emissions	6
	Total Scope 3 GHG emissions	TCO2e	01/01 - 31/12/2021	Total Scope 3 GHG emissions	934
		TCO2e	01/01 - 31/12/2022	Total Scope 3 GHG emissions	1 512
	Scope 3 upstream	TCO2e	01/01 - 31/12/2022	Total Scope 3 GHG emissions upstream	1 495
	Scope 3 downstream	TCO2e	01/01 - 31/12/2022	Total Scope 3 GHG emissions downstream	17
	Total water consumption	m3	01/01 - 31/12/2022	Volume of water consumed	2 875



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Protection de l'environnement	Total weight of hazardous waste	Tonnes	01/01 - 31/12/2022	Total weight of hazardous waste Hazardous waste includes water and hydrocarbons	1.5
	Total weight of non-hazardous waste	Tonnes	01/01 - 31/12/2022	Total weight of non-hazardous waste Non-hazardous waste includes packaging to be recycled and municipal waste	15
	Total weight of waste recycled	Tonnes	01/01 - 31/12/2022	Total weight of non-hazardous waste recycled	15
Responsible employer	Taux de Frequency rate	%	01/01 - 31/12/2022	Number of accidents with sick leave x 1 000 000/ hours worked In the event of an accident with sick leave straddling two financial periods, the end date of the sick leave will be taken into account when posting to avoid a potential double entry.	56,49
	Level of severity	%	01/01 - 31/12/2022	Number of days of sick leave x1000/ hours worked In the event of an accident with sick leave straddling two financial periods, the end date of the sick leave will be taken into account when posting (to avoid a potential double entry)	3,27



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Responsible employer	Percentage of employees with health care cover	%	01/01 - 31/12/2022	Number of employees with health care cover	100
	Number of annual works council meetings	Number	01/01 - 31/12/2022	Number of works council meetings	11
	Number of training courses	Number	01/01 - 31/12/2022	Number of job promotions Job promotions involve a change of grade and salary increase.	14
	Number of internal promotions	%	1er janvier au 31/12/2022	Nombre de promotions professionnelles Les promotions professionnelles comptabilisent les changements de grade et augmentation de salaire.	3,91
	Number of cases of harassment / discrimination reported	Number	01/01 - 31/12/2022	Number of harassment cases reported via the whistleblowing procedure	0
	Number of disclosures	Number	01/01 - 31/12/2022	Number of cases reported via the whistleblowing procedure	0



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Responsible employer	Average number of training hours delivered per employee	Hours	01/01 - 31/12/2022	Total number of training hours per employee In the event of training straddling two financial periods, the end date of the sick leave will be taken into account when posting to avoid a potential double entry	10,68
	Percentage of employees receiving awareness training	%	December 2022	Number of employees receiving awareness training in child/ forced labour, discrimination and harassment	11,2
	Percentage of workers from minority / vulnerable groups	%	01/01 - 31/12/2022	Number of Senior citizens (>60 years), young people (<30 years) and people with disabilities in the workforce	29,4
	Percentage of workers from minority / vulnerable groups in management roles	%	01/01 - 31/12/2022	Number of Senior citizens (>60 years), young people (<30 years) and people with disabilities in management roles	13
	Percentage of women employed	%	01/01 - 31/12/2022	Number of women in the workforce	17,9
	Percentage of women in management roles	%	01/01 - 31/12/2022	Number of women in management positions	43



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Business ethics	Percentage of targeted suppliers having signed the supplier code of conduct	%	01/01 - 31/12/2022	Number of suppliers having signed the supplier code of contact on a monetary basis	15
	Percentage of targeted suppliers covered by a CSR assessment	Number	01/01 - 31/12/2022	Number of suppliers having completed the supplier survey on a monetary basis	15

