



PeersGroup CSR Policy

Paris, 10th March 2021



**Peers
Group**

PeersGroup assists public and private companies of all sizes in their organisational evolution, operational performance improvement and digital transformation projects. Within PeersGroup, we are committed to supporting our peers and help them to develop sustainably in order to evolve and enrich their ecosystems.

This ambition is based on four commitments for ourselves, our stakeholders and our sphere of influence



Empower and federate our teams

Our people are our strength. That is why we are committed to maintaining and developing close relationships with all our employees and partners. We cultivate values of fairness, courage and empathy. PeersGroup wants every employee to be able to develop and get involved within the group while finding a balance in his or her personal development.

In this respect, the environment, working conditions and tasks entrusted to them encourage professional commitment while respecting personal differences and aspirations.

We act to :

- Support the development of talent
- Unite employees and partners
- Promote diversity and equity

Foster relationships

To be **successful**, we believe that all the activities of a company must work in ecosystems whose motto is **trust**. For optimal functioning, it is essential to see of each element within its context and take into account current and future relationships and interactions.

These relationships of trust are the main levers for the development and sustainability of our ecosystem.

We work to :

- Develop participative management
- Ensure transparency and ethics
- Prevent corruption and manage confidentiality

Operate in an environmentally sound way

Operating in the consulting and intellectual services sector, we have an impact on the environment through our administrative activities, our travel, our use of digital tools, our purchasing and consumption practices. Our business is not neutral.

In order to contribute to the challenges of energy transition and green growth, we are committed.

We take action to:

- Raise awareness and develop responsible consumption
- Reduce our environmental impact
- Contribute to a better balance

Deliver sustainable growth

Our priority is always to achieve "conscious" development, respectful of the preservation of balance and fairness. By the nature of our business, we must guide our clients and our talents towards an economic performance in line with the challenges of our society. Our model is designed to be viable and fair, while meeting the sector's competitiveness challenges.

To develop and enrich ecosystems in a responsible manner for a sustainable business means :

- Extending our commitments to all our partners
- Contributing to the development of associations
- Ensuring the group's independence and growth