



# Corporate Social Responsibility Report



2023 Edition

[www.extia-group.com](http://www.extia-group.com)



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# Editorial

Extia, an IT, digital and engineering consulting firm, was founded in 2007 with a mission to positively impact the world by bringing diverse partners together around common values:

“**Putting people first and IT as the key to sustainable, inclusive development**”

In an ever-changing world, where technologies and regulations are constantly changing, we strive to provide solutions and services that align with our sustainable development strategy. We understand that our responsibility as a company goes beyond the workplace, which is precisely why we actively encourage our employees to get involved in social and humanitarian initiatives that they feel strongly about.

As President of Extia, I am proud to have the continued support of our teams in our CSR\* approach. We are determined to operate with transparency and accountability, and to regularly communicate our commitments to our clients, partners and employees. We truly believe that working together is the best way to build a more sustainable future for everyone.



**Arnaud FREY**  
*President of Extia*



# Our culture

Since its creation in 2007, Extia has promoted an approach that puts performance and employee well-being on an equal footing. Today, more than 2,500 Extians benefit from this approach in France and around the world. Since 2012, we have been awarded by the Great Place to Work® label.

“**First who, then what!**”

This is the Extia's trademark. Starting with the "who", i.e. the people, their aspirations and skills, to better build together the "what": a project that brings meaning and added value to both the employee and Extia.





# Our Approach CSR

Our company is committed to making a positive impact on the world we live in. We work hard to bring our various stakeholders together around common convictions, such as:

## **Putting people first and IT as the key to sustainable, inclusive development**

Our CSR (Corporate Social Responsibility) approach follows our “First who, then what” motto, and is based on the idea that the commitment of employees can be used for the benefit of the environment, development and social progress.

We believe that individual actions can contribute to the common good and have a positive impact on our environment. That’s why we launched the Initiatives Project, which encourages everyone to get personally involved and contribute to our CSR efforts.

### **The Initiatives Project**

At Extia, we put individuals first (#FirstWho), in order to support them as best we can in their professional and personal projects (#ThenWhat). Our CSR approach follows this principle, as it was developed by Extians.

Our role: to structure the process, to provide guidance to our employees and unite them around a common vision. Three projects have been undertaken: a social project, a societal project and an environmental project.



# Our 3 Pillars CSR

## FIRST [WITH] WHOM

We first take a genuine interest in the person, and then work with them to build their career plan, recognizing what makes them unique. We see people's differences as their strengths.

Extia mirrors our society. We value diversity: our approach is inclusive and ethical.

## THEN [FOR] WHAT

We firmly believe that IT can play a major role in driving sustainable development worldwide.

Our employees are paramount to our CSR approach. We encourage them to support causes and projects that are close to their hearts, in particular through skills sponsorship.

## LESS IS MORE

The Earth's resources are limited.

We believe we can do more with less.  
That's why we're committed to reducing our energy consumption, cutting waste and moving towards green mobility.



# Social Commitment



## FIRST [WITH] WHOM

“First who, then what!” is not a mere catchphrase, it’s the ethos that inspires us to always think about what someone can and wants to bring to Extia, rather than trying to force them into a box.

We strive to build a flexible work environment that caters to everyone’s unique needs and desires, while ensuring that all employees are treated equally.

This holistic approach is ethical and inclusive. The goal is to allow all employees, regardless of gender, race and sexual orientation, to thrive in a company that sees diversity as a true strength.



# General *Indicators\**

**92%**

Employees feel they are treated fairly regardless of their age.

**95%**

Employees feel they are treated fairly regardless of their race.

**95%**

Employees feel they are treated fairly regardless of their gender.

**96%**

Employees feel they are treated fairly regardless of their sexual orientation.

**87%**

Employees trust that the company will listen to their complaints if they feel they are being treated unfairly.

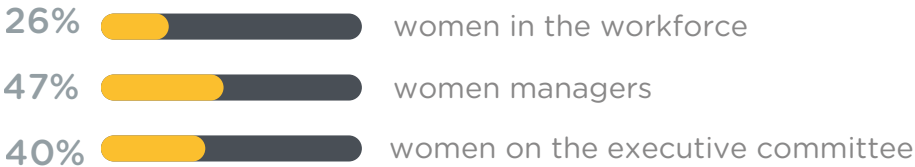




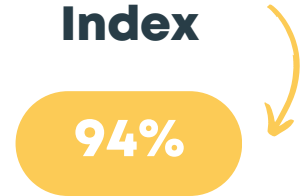
# First Who

HER & HIM

## Key indicators



## Gender Equality Index



## Emmanuelle Pays

HUMAN RESOURCES AND COMMUNICATION  
DIRECTOR

[Extia supports gender equality in the workplace](#)

Our Gender Equality agreement, which came into force on January 6, 2023, testifies to our determination to make Extia's "first who" approach truly inclusive.

Our work environment must foster opportunities for all. The improvement seen in our Gender Equality index is very encouraging in this regard. Women and men at Extia are fairly represented in leadership positions, and the pay gap for similar roles continues to close.

We firmly believe that gender equality in the workplace contributes to better team cohesion, improved quality of work life and collective performance. In a male-dominated industry, it is all the more important to tackle all forms of inequality and discrimination. Promoting gender equality in the workplace should therefore be at the heart of our human resources policy, driving progress and development.

Our company agreement on gender equality and quality of life at work not only reasserts our core values, but also consolidates our efforts in the area of professional equality, whether in terms of hiring, working conditions, career development, work-life balance etc.



# Gender Equality at Work

## Women in the Digital Sector

Now more than ever, career equality and the place of women in the workplace are some of the most important issues in our society. Many companies have still a lot to do, especially digital companies, where women remain underrepresented.

Syntec Numérique published a study\* about the attractiveness of digital careers for women in France. The study was carried out among high school and university students and employees in the sector, and showed a 33% feminization rate in the digital sector.

🎯 Extia works with students from business and engineering schools to promote the feminization of the digital sector. In 2022, for example, we gave a talk at a conference at Epitech.

## Woman and Manager

We have worked hard to promote gender diversity both in our managerial and engineering positions from the very start.

🎯 Women now make up 40% of our Executive Committee.

🎯 By 2022, women will account for a significant proportion of leadership positions, with 47% of our managers (and 27% of our workforce) being women.





# Parenthood

**100%** of employees returning from maternity leave benefit from personalized assistance to help them get back to work.

🎯 To help employees balance family and career, the company does not discriminate against parents who wish to take parental leave or work part-time in the future. We also pay special attention to employees returning from parental leave: not only is this leave not penalized in their career development, but if the employee's skills allow it, Extia gives them the opportunity to move up the career ladder as soon as they return.

🎯 As parenthood evolves, we decided in 2018 to offer paid leave to parents of children with special needs under the age of 20 who require intensive care and support. In this context, we published our Parenthood Guide in 2023.

## Parenthood Guide - 2023

# STOP Everyday Sexism

As a new signatory to the #StOpE initiative, Extia has once again demonstrated its commitment to an inclusive workplace with 8 key actions to combat ordinary, everyday sexism at work. Since then, Extia has been working to translate these commitments into concrete actions.



**Marie-Hélène**  
IN CHARGE OF CSR PROJECTS

👉 [Extia reasserts its commitment with the #StOpe initiative](#)





Several preventive measures have been introduced to counter sexist and sexual violence:

- Appointment of 3 prevention advisors;
- Implementation of a reporting process with a dedicated email address;
- Training of our managers and all support functions, awareness-raising among employees through regular communications and conferences on a variety of topics, such as gender bias.

**If you experience or witness sexist or sexual violence  
in the workplace, contact us:**



**CLÉMENT DEREGNAUCOURT**



**VIKIE PALLOTTA**



**VICTOIRE COUDRIOU**

✉ [signalements@extia.fr](mailto:signalements@extia.fr)

**RESONANTES**

We support the Résonantes organization, founded by Diariata N'Diaye, a member of the French High Council for Equality and the creator of the App-Elles® application. She invited all Extians to attend a meetup to raise awareness of gender-based and sexual violence.



# First Who

## WITH OR WITHOUT DISABILITIES

### Disability Policy

In line with our motto "First who, then what", in 2017 Extia implemented a policy designed to support employees with disabilities, providing them with job security and helping them feel included. To achieve this, we adapt our workstations and grant specific benefits to support Extians in their careers and help them settle in as smoothly as possible.

- Employer-sponsored health insurance (100 %)
- Special access to training
- Disabled-friendly workspace
- A day off to put together the disability file (RQTH) with the MDPH (French government-run advisory and support service for people with disabilities)

[Discover our disability policy](#)

We regularly run communication campaigns and share stories to raise Extians awareness of disabilities and overcome prejudices.



### Vikie Palotta

HR Development Manager and Disability Advisor, Vikie tells you all about Extia's policy in this video.

[Extia's Disability Policy](#)



## Our partnership with ARCESI

A little over a year ago, we started working with ARCESI, a disability-friendly company specializing in digital services that hires only people with disabilities. Thanks to this partnership, we are promoting equal employment opportunities and reaffirming our commitment to creating an inclusive workplace in line with our CSR approach.

## AGEFIPH convention

Today, a little over 1% of our workforce includes employees with disabilities. To go even further and commit to our continuous improvement strategy, we will be signing an agreement with AGEFIPH\* in the second semester of 2023.

To bring this project to fruition, we are teaming up with the consulting firm JLO. The first step was to assess our current situation and audit our practices. Then, in order to pinpoint potential courses of action, we set up working groups on four themes: recruitment and integration, awareness-raising and training, guidance and job retention, and our relationship with the disability-friendly employment sector.



\*Association de Gestion du Fonds pour l'Insertion Professionnelle des Personnes Handicapées (French Organization for the Management of the Fund for the Professional Integration of People with Disabilities)



# First Who

SIMPLY



88%

of surveyed employees (GPTW survey\*) declared that: "Here, I can be myself".

Our company promotes non-discrimination and diversity within a respectful and inclusive workplace for all employees. Our goal is to prevent discrimination and ensure that everyone, regardless of gender, origin or sexual orientation, can thrive in an environment where diversity is acknowledged and valued as a true strength.



## Ethnic Diversity


**92%** "All employees are treated equally regardless of their ethnic origin."

 Extia brings together employees of more than 50 different nationalities.

Candidates are selected based solely on the compatibility of their personality, skills and the tasks they will be asked to perform.

## The French 'Generation Contract'

**92%** "All employees are treated equally regardless of their age."

 With an average age of 34, millennials are over-represented at Extia. Unlike most companies, we intend to hire more experienced people in our support teams. As a result, the proportion of people aged 45 and over hired has increased by 5 % in 2022. These initiatives go beyond those set out in the Generation Agreement signed in 2021.

# Infographic: non-discrimination criteria

Since the French Equality and Citizenship Law of 2017, all recruiters are required to attend non-discrimination training at least every 5 years (for companies with more than 300 employees and for companies and other entities specializing in recruitment).

At Extia, non-discrimination is a core part of the training received by our HR consultants and business managers involved in the recruitment process.







# Societal Commitment



## THEN [FOR] WHAT

Extia's approach is people-oriented and focused on the well-being of its staff. We are convinced that every Extian can contribute to our ecosystem.

Companies are equipped with human, material and financial resources which they can use to support social causes through various types of sponsorship.

Our ambition is to encourage, empower and support Extians in their social initiatives, by inviting them to get involved on a community commitment platform, Wenabi.



# Solidarity and Sponsorships

## Financial sponsorship

Every year, we provide financial support to various organizations, through one-off or recurring donations, by implementing concrete actions that support their activities.

🎯 Extia runs the 1 CV = 1 DONATION program: for every CV we receive, we donate €1 to one of our partner organizations. Candidates can choose to support one of 3 partner organizations: Bloom, SAISIPA and WeTechCare.

🎯 As soon as they join the company, Extians can make a contribution to a charity project. They can opt for one of our traditional goodies, or donate €10 to one of three pre-selected organizations.

In 2022, Extia raised €20,000 for our partner organizations.

## In-kind sponsorship

Our employees are our inspiration. They enable us to support great projects. Every year, we take part in clothing and food donations campaigns for Emmaüs and Restos du Cœur.

In 2021, we supplied laptops to the Falret Foundation, the SAISIPA and The SeaCleaners organizations. We also gave over €4500 worth of goodies to Emmaüs.

In 2022, in-kind donations amounted to €13,000.





# Skills sponsorship

Since 2015, Extia has been working with a number of organizations through skills sponsorship. From building websites to developing applications and providing training, we lend our skills and expertise to associations.

Around 350 consultants have been involved in more than 50 sponsorship projects for several partner organizations.

In 2022, Extia contributed €150,000 in skills sponsorship.

## Our partner organizations





# Wenabi

## community commitment platform

400 employees registered on the platform

200 missions and challenges completed

The Wenabi digital platform is a cornerstone of our CSR approach. Indeed, this tool reflects our ambition to make Extians active players in the Initiatives Project, by giving them the opportunity to get involved in a variety of solidarity projects.

Right from their onboarding, Extians can access the Wenabi platform, and choose from a wide range of missions and challenges, from simple online training to participation in skills sponsorship projects.

The solidarity projects available on Wenabi are selected for their positive impact in terms of the Sustainable Development Goals (SDGs) and Extia's CSR objectives.

Wenabi is designed to allow for flexible engagement, so that employees can get involved when it's more convenient for them, whether it's during their work day, between projects, or outside of work hours.



## Arnaud Laurent

Sponsorship Manager, tells you all about the different types of sponsorships and our brand new platform.

[Our community commitment platform](#)



# Environmental Commitment



## LESS IS MORE

We are all responsible for the world we live in. IT increasingly impacts the environment, which is why we are actively tackling this issue.

The Earth's resources are limited and in a context of climate emergency, companies have an important role to play.

We believe we can do more with less.  
That's why we're committed to reducing our energy consumption, cutting waste and moving towards green mobility.



# Environment

## Our environmental impact

Extia wants to reduce its carbon footprint and fight climate change. In 2023, we have decided to conduct a full carbon footprint assessment for scopes 1, 2 and 3, following the ADEME methodology.

Additionally, we run awareness-raising campaigns for our employees, especially with the Climate Fresk, a collective intelligence workshop, reminding us of the risks of global warming and why we need to take action. This was made possible thanks to the expertise of an employee who became a trainer. We're looking to make a long-term investment in raising awareness among Extians and putting our "learning company" model into practice for CSR purposes.

We are aware that the Earth's resources are limited, we strive to find solutions to reduce our environmental impact. We have identified three main pillars to reduce our carbon footprint: resource and waste management, sustainable mobility and digital responsibility. We are proud to be a part of the collective effort to ensure a sustainable future for the generations to come.





## Waste Management

We are committed to responsible waste management.

Recycling bins have been installed in all our offices and a dedicated recycling process has been implemented to ensure that waste management and recycling is effective in all our agencies.

We also have introduced a number of environmental-friendly measures in all our agencies:

- Recycling of used pens, batteries and ink cartridges;
- Cutting our paper consumption thanks to digital alternatives;
- Banning single-use plastic cups and cutlery;
- Switching from coffee pods to ground coffee and reusing coffee grounds;
- Using eco-cups for our events;
- Recycling surgical masks and turning them into t-shirts (Nantes agency);
- Recycling bottle caps in collaboration with the Handicap Prévention organization.

### Discover our guide to eco-friendly habits

To encourage employees to adopt more sustainable habits in their daily lives, a group of Extians involved in the environmental pillar of the Initiatives Project wrote a best practices guide. The goal is to raise awareness of the importance of each small action to protect the environment and fight against climate change.





## Soft Mobility

As part of our commitment to environmental sustainability, we have taken concrete steps to promote soft mobility.

- 100% reimbursement of public transportation passes for employees.
- A company-wide teleworking policy that allows employees to work remotely on an occasional or regular basis, as permitted by the nature of their job.

## Sustainable IT

At Extia, we are committed to promoting Sustainable and Responsible IT. As a provider of IT and digital services, we fully understand the part we have to play in minimizing the environmental impact of new technologies. That's why we've made this a top priority.

**Extia is a signatory to**  
*the Sustainable IT Charter*

The Sustainable IT Charter summarizes the digital commitments made by the signatory. It prompts companies to assess and improve their digital performance continuously.

IT and engineering professions have a substantial impact on the environment. At Extia, we believe that companies should be involved in reducing this footprint. Signing the Charter helps us structure our various initiatives.





## RESOURCE MANAGEMENT

To reduce our greenhouse gas emissions, we have applied the 5 R's of waste management, especially when it comes to computer equipment:

- Refusing single-use products and shopping without waste;
- Reducing consumption of goods;
- Reusing refurbished equipment and donating devices to organizations;
- Repurposing what can be repaired;
- Recycling obsolete equipment thanks to a specialized company.

We strive to become responsible consumers and to implement recycling, waste management and circular economy practices to help reduce our greenhouse gas emissions.

Our IT department takes into account the lifecycle of our equipment and takes care of end-of-life management, including:

- Re-introducing refurbished equipment to the market;
- Donating devices to organizations;
- Recycling our obsolete IT equipment in WEEE approved authorized treatment facilities.

## RAISING AWARENESS

Since 2021, Extia is a signatory to the Sustainable IT Charter in order to take action and make a commitment to digital responsibility.

To inspire and support our employees in their commitment, the Green Tech Business Community holds a monthly awareness-raising meetup on topics such as life-cycle analysis, eco-design and digital accessibility.

We also offer courses dedicated to digital sustainability, and organize an annual awareness-raising campaign.



# Certifications and Labels



EcoVadis strives to improve companies' environmental and societal practices. In 2022, Extia scored 67/100, earning the Gold medal for the second year in a row, and ranking among the top 5% in terms of CSR management.

Awarded a place on the Great Place To Work® Institute's list of best companies to work for since 2012, Extia works hard to assess and improve the well-being of its employees. In 2023, Extia ranked 2nd among French companies in its category.



As a signatory organization to the UN Global Compact since 2012, Extia is committed to complying with and promoting the 10 universal principles on human rights, labor, environment and anti-corruption.

Since 2010, Extia is ISO 9001 certified: we are committed to meeting the criteria and requirements needed to implement a quality management system.



In 2023, Extia became one of the signatory organizations to the French #StOpE initiative, thus reasserting its inclusive approach and committing to 8 main actions to combat everyday sexism in the workplace.



Since 2021, Extia is a signatory to the Sustainable IT Charter, a document which outlines our digital commitments.



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