

CSR Policy

NUMERYX GROUP

NUMERYX

CONTENTS

INTRODUCTION	3
SOCIETAL PILLAR	4
ENVIRONMENTAL PILLAR	4
ECONOMIC PILLAR	4
CONCLUSION	5

NUMERYX

INTRODUCTION

NUMERYX is convinced that corporate social and environmental responsibility (CSR) is a major issue for our industry. We are a company specializing in digital, innovation and software publishing, and we are aware that our activity has a significant impact on the environment and on society.

That is why we are committed to taking measures to reduce our environmental footprint, improve our employees' working conditions, and contribute to the development of our region and our ecosystem. This CSR policy describes our commitments and the actions we aim to put in place to achieve them.

COMMITMENTS AND ACTIONS ACROSS THE 3 PILLARS OF CSR:



SOCIETAL PILLAR:

Commitments

- Respect human rights and international labor standards throughout our value chain.
- Promote diversity, equal opportunity, inclusion and non-discrimination within our company.
- Encourage the engagement and participation of stakeholders (employees, customers, suppliers, local communities, etc.) in our CSR approach.

Actions

- Put in place a diversity and inclusion policy to recruit and retain talent from different backgrounds.
- Foster employee engagement by setting up consultation and social dialogue mechanisms.
- Take part in local initiatives supporting professional integration, education and culture.



ENVIRONMENTAL PILLAR:

Commitments

- Reduce our energy consumption and greenhouse gas emissions.
- Optimize our waste management and encourage recycling.
- Encourage responsible use of natural resources and preserve biodiversity.

Actions

- Implement an energy sobriety policy by optimizing our processes and infrastructure.
- Encourage the use of alternative modes of transport for business travel.
- Raise awareness among our employees and customers of the importance of waste reduction and recycling.



ECONOMIC PILLAR:

Commitments

- Contribute to the development of our region and our ecosystem.
- Promote responsible economic growth and innovation.
- Adopt responsible corporate governance.

Actions

- Develop partnerships with local players in favor of the ecological transition and innovation.
- Set up a monitoring system for responsible innovation in order to integrate CSR criteria into our research and development process.
- Adopt responsible governance by implementing ethical and responsible management practices that respect the rights of all stakeholders.
- Develop sovereign solutions with the aim of strengthening our technological independence and reducing our environmental impact by limiting the use of external services and adopting eco-responsible solutions.

CONCLUSION

Our CSR policy aims to integrate the dimension of societal and environmental responsibility into all of our activities. We are convinced that this will allow us to regularly measure the impact of our CSR actions, identify areas for improvement and integrate them into our overall strategy, so that we can continue working toward sustainable and responsible development in our industry.



NUMERYX

NUMERYX GROUP

Le Volta Building, 1st floor
17/19 rue Jeanne Braconnier,
92360 Meudon, Paris, France

Lloyd Building, 10th Floor
Block C-10, corner of
Ahmed Hamza Street
Centre Urbain Nord, 1003, Tunis, Tunisia

www.numeryx.fr