



# CSR POLICY

2022

## Telelogos, a responsible company

Telelogos is a technology company that supports the growth of its customers, partners and employees. Our success is based on the excellence and diversity of the men and women who make up the business. We develop Corporate Social Responsibility (CSR) initiatives in line with the priorities set out in the charter drawn up by all Telelogos employees.

**Our vision:** “We invent software that simplifies the connected world.”

**Our mission:** “Our expertise in digital signage, data synchronization and online equipment management helps businesses develop their digital interactions around the world.”

**Our values:** “1/ Innovation makes leaders. 2/ Quality and responsiveness lead to success. 3/ Customer satisfaction and ethics are the keys to longevity.”

More broadly, Telelogos believes that companies have a responsibility that goes above and beyond their core business. This is why Telelogos adheres to the principles of the United Nations’ **Global Compact** and its **Sustainable Development Goals**.



# Governance and Social Responsibility

Telelogos' performance depends on the skills and motivation of our employees and their ability to work as a team. Telelogos works to ensure that employees are treated well and that the labor code is properly implemented. We create an atmosphere that fosters group cohesion, teamwork and personal development.

Telelogos has a multi-generational team, and has developed a strong corporate culture based on transparency and ethics.

## Employee engagement

- We have set up a profit-sharing scheme which is open to all employees.
- Employees take part in working groups to update the strategic plan.
- In 2019, Telelogos implemented an employee stock ownership plan.

## Diversity

- Despite the low number of women applying for IT jobs, Telelogos has committed to increasing the proportion of women on staff, seeing it double from 10 to 20% in two years.
- Telelogos emphasizes training young people and helping them get into the world of work. Most Telelogos departments host interns and apprentices, including R&D, Support, IT and Sales & Marketing.

## Well-being at work

- For many years, Telelogos has been monitoring employee satisfaction through an anonymous annual survey.
- Telelogos has implemented a teleworking charter.
- In 2017, and again in 2020-21, the company carried out significant construction work on its premises in order to adapt them to new collaborative working methods, including a relaxation zone with table soccer, chess and a dining area.
- Telelogos encourages its employees to engage in a daily sporting activity, and provides three showers for employees who exercise during their lunch break.
- Telelogos has installed a bicycle parking facility to encourage people to travel to work by bike.

## Ethics

- All staff have permanent contracts, except for apprentices, interns and those covering maternity or sick leave.
- Telelogos does not subcontract any R&D work: our products are fully developed, supported and maintained by Telelogos employees.
- Telelogos has zero tolerance for forced or child labor. Telelogos ensures its activities respect human rights and promote gender equality.

# Business Activities

Telelogos carries out its business in strict compliance with the law and best professional practice.

## Corruption

- Telelogos has a zero-tolerance policy against all forms of corruption. In particular, we prohibit employees from making any personal high-value gifts or promises to customers, especially with a view to influencing decisions that would benefit Telelogos.
- Likewise, Telelogos forbids its employees from accepting any personal high-value gifts from a customer, partner or supplier.

## Confidentiality

- Except when expressly made public, documents and data created, generated and used by Telelogos are strictly confidential, and must be processed and protected as such by employees.
- Likewise, documents and data provided to Telelogos by partners and customers are strictly confidential and must be processed and protected as such by employees, except where they are expressly made public.

## Customers, partners, suppliers and competitors

- Relations between Telelogos, its customers, partners and suppliers are carried out in line with best professional practice. They are formalized in contracts negotiated in good faith, and exclude exclusivity clauses and reciprocity clauses.
- Telelogos' business requires little purchasing. Purchases are made mainly from local suppliers that Telelogos selects on the basis of economic criteria and our assessment of companies' adherence to our principles.
- Telelogos prohibits its employees from any violation of competition laws, in particular through agreements with competitors and initiatives that may restrict competition.

## Conflicts of interest

- Telelogos ensures that the personal interests of its employees and officers cannot influence or appear to influence the fair exercise of their duties on behalf of the company, in particular the illegal acquisition of interests and favoritism.
- This relates both to activities with third parties and internal activities.
- To this end, Telelogos works hard to ensure a high level of internal and external transparency around its business and to create an environment that will uncover any conflicts of interest.

# Environment

Telelogos is based in Angers, home to the French Agency for Ecological Transition (ADEME), and has a low environmental impact, since its business is strictly limited to the development and distribution of software via the cloud and communication networks. In fact, Telelogos solutions help users passively and actively reduce their environmental impact and improve their carbon footprint.

## Minimizing the Telelogos carbon footprint

- For several years, Telelogos has invested in a videoconference solution that reduces sales travel, and in particular, but not exclusively, international travel. We have also integrated Microsoft Teams into all our processes, from sales to support and development.
- 99% of support and incident management interventions are carried out remotely, requiring no travel.
- When our teams do travel, they mostly use public transport, especially trains in France and airplanes for international travel. Our sales staff have SNCF passes for travel in France.
- Telelogos has set up an internal waste and packaging recycling system. Collections are carried out by an organization helping people with disabilities enter employment.
- Telelogos has invested in a next generation air conditioning/heating system in order to reduce its energy use.
- Electronic equipment, workstations and screens that Telelogos no longer uses are given to students through training organizations.

## Limiting the carbon footprint of Telelogos clients

- Telelogos solutions offer functionalities that enable businesses to optimize the use of their equipment and reduce energy use:
  - query and data exchange optimization to reduce bandwidth;
  - equipment operation and standby time management;
  - integration of advanced Mobile Device Management (MDM), with a preventive maintenance system for limiting onsite maintenance operations and therefore travel;
  - publication of reports on fleet use to optimize management.
- Moreover, Telelogos solutions are used by businesses for broader activities promoting environmental protection and inclusion:
  - Raising employee awareness of sustainable development and promoting best practice;
  - Limiting the use of printed materials;
  - Opportunity for real-time communication on energy use to help people adjust their practices and activities appropriately;
  - Reducing inequalities by giving broader information access to all employees, including to those who do not yet have personal access to some information channels (personal computer, professional email address, intranet, etc.);
  - Inclusion support by facilitating communication with clients and visitors regardless of their level of literacy or language.

# Local community

Telelogos has a policy for actively engaging in activities that encourage local cultural and community life.

- Telelogos takes part in a number of initiatives for developing our local area: We are a founding member of the Angers French Tech cooperative. Telelogos has also spearheaded the creation of a club of software publishers in the region.
- For three years we sponsored a top-level Angers marathon runner and French champion, and since 2021, Telelogos has been supporting a 400-meter sprinter from Angers who took part in the Tokyo Olympic games and is preparing for the Paris 2024 Olympics.
- For several years, Telelogos has supported the Festival d'Anjou, one of the oldest theater festivals in France, which was launched in 1950, and brings together around 23,000 spectators for 30 shows in a number of emblematic sites in the local area.
- Telelogos has a policy of supporting the sports' clubs and charities that its employees take part in. Telelogos also supports its employees who take part in local events and sports tournaments.