

ENVIRONMENTAL COMMITMENTS AND SUSTAINABLE DEVELOPMENT



2025

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DIRECTIONAL COMMUNICATION

Communication from management

Context and Strategic Vision on Corporate Social Responsibility

ISITEC International is dedicated to advancing the Sustainable Development Goals set forth by the United Nations.



Communication from management

FOREIGN	Titled
ODD 1	Eradicate poverty in all its manifestations globally.
ODD 2	End hunger, attain food security, enhance nutrition, and foster sustainable agriculture.
ODD 3	Empowering individuals to lead healthy lives and foster well-being across all age groups.
ODD 4	Ensure that all individuals have access to quality education under equitable conditions and foster lifelong learning opportunities.
ODD 5	Attain gender equality and empower all women and girls.
ODD 6	Ensure universal access to water and sanitation while promoting the sustainable management of water resources.
ODD 7	Ensure that all individuals have access to dependable, sustainable, and contemporary energy services at reasonable costs.
ODD 8	Promote sustainable, inclusive, and enduring economic growth, along with full and productive employment and dignified work for all.
ODD G	Develop robust infrastructure, foster inclusive and sustainable industrialization, and stimulate innovation.
ODD 10	Mitigating disparities both between and within nations
ODD 11	Creating inclusive, safe, resilient, and sustainable cities and human settlements.
ODD 12	Establish sustainable patterns of consumption and production.
ODD 13	Take immediate measures to address climate change and its effects.
ODD 14	Conserve and utilize the oceans, seas, and marine resources sustainably for enduring development.
ODD 15	Conservation and restoration of terrestrial ecosystems.
ODD 16	Advancing the establishment of peaceful and open societies aimed at sustainable development.
ODD 17	Collaborations to attain the objectives

Communication from management

Short-term, medium-term, and long-term objectives

At ISITEC International, we are committed to the principle that economic success should align with environmental and social responsibility. Our vision is to foster a sustainable future in which every action yields a positive impact on both our planet and our communities.

We endeavor to:

- Promoting sustainable innovation involves the integration of environmentally conscious practices aimed at minimizing our carbon footprint and fostering responsible resource utilization.
- Employee Appreciation: Fostering an inclusive workplace that enables all individuals to flourish and contribute to our mission.
- Supporting our communities: fostering local communities through social and educational initiatives for harmonious development.
- Maintain ethical governance: Adhere to the highest ethical standards in all our actions and decisions.

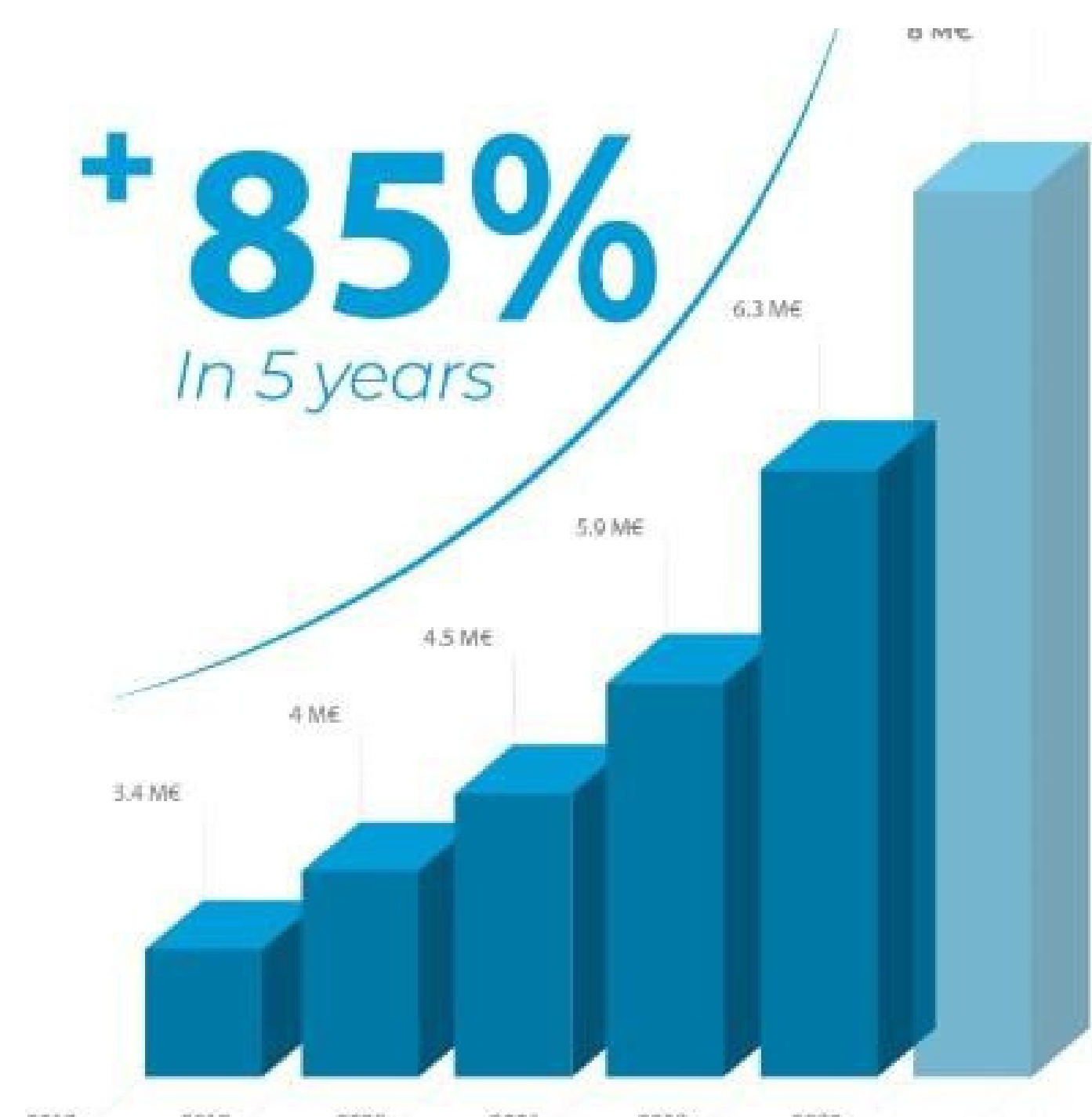
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PRESENTATION OF ISITEC INTERNATIONAL

Company History and Mission

Historical

Isitec International is a French conglomerate based in the Auvergne-Rhône-Alpes region, near Lyon, France. Established in 2002, Isitec International has undergone substantial growth, expanding its footprint with five subsidiaries across Europe and North Africa. With an impressive growth rate exceeding 85% over the past five years, Isitec is dedicated to development by harnessing technology and concentrating on three primary sectors: general services for large corporations, manufacturing, and the postal industry. Isitec International excels in assisting large corporations, government entities, and prominent postal and logistics firms in optimizing their intralogistics operations. As a software provider, the company delivers comprehensive projects that integrate mechanics, automation, electronics, robotics, and software intelligence.



Mission

We are dedicated to revolutionizing the intralogistics of large corporations, government entities, and postal and logistics service providers, enhancing their operations through innovative and tailored technological solutions. By integrating our expertise in mechanics, automation, electronics, robotics, and software intelligence, we deliver turnkey projects aimed at improving operational efficiency, minimizing costs, and proactively addressing future challenges.

We take pride in assisting our clients' digital transformation by offering high-quality tools customized to meet the needs of a continually evolving market. Our goal is to enhance their competitiveness while fostering sustainable and responsible growth in both Europe and North Africa.



ISITEC International Overview

Primary activities and domains of expertise

We specialize in optimizing intralogistics processes for large corporations, government entities, and postal and logistics organizations. As a software firm, we provide comprehensive projects that seamlessly integrate mechanics, automation, electronics, robotics, and software intelligence. Our innovative and tailored approach enables us to tackle our clients' unique challenges, enhance their operational efficiency, and bolster their competitiveness in an ever-evolving market.

Sectors of Activity Areas of Specialization

- Comprehensive services for large enterprises: solutions for parcel tracking, mail management, and enhancing internal communication.
- **Manufacturing sector: optimization of logistics processes for the food, textile, pharmaceutical, and metalworking industries, among others.**
- **Postal sector: strategies for sorting mail and parcels, handling sensitive correspondence, and monitoring registered mail.**
- **Retail: strategies for enhancing logistics processes**

Areas of specialization

- Software development involves the creation of software packages, including Isipick® (a warehouse management system) and Isitrac® (a tracking system for parcels and registered mail).
- Automation and Robotics: Incorporating automated solutions to enhance the efficiency of logistics operations.
- Sorting machine design: the development of machines for the automated sorting of parcels and mail, tailored to meet specific customer requirements.

ISITEC International Overview

Values and corporate culture

Values

Approachable, personable

Foster a warm and inviting atmosphere.

Proximity, compassion

Foster a relationship of trust with both customers and employees.

Pragmatism

Prioritize straightforward and efficient solutions.

Education, collaboration, humility

Foster collaborative learning and the exchange of knowledge.

Adaptability to client requirements

Understand how to adjust to market expectations and developments.

Innovation, proficiency

Foster creativity and the cultivation of advanced skills.

Passion

Devote yourself entirely, with passion and commitment.

Organizational culture



Continue to innovate.

We assert that creativity and experimentation are vital for maintaining a leading position in technology. We invite all individuals to present innovative ideas and engage actively in the ongoing enhancement of our solutions and processes.



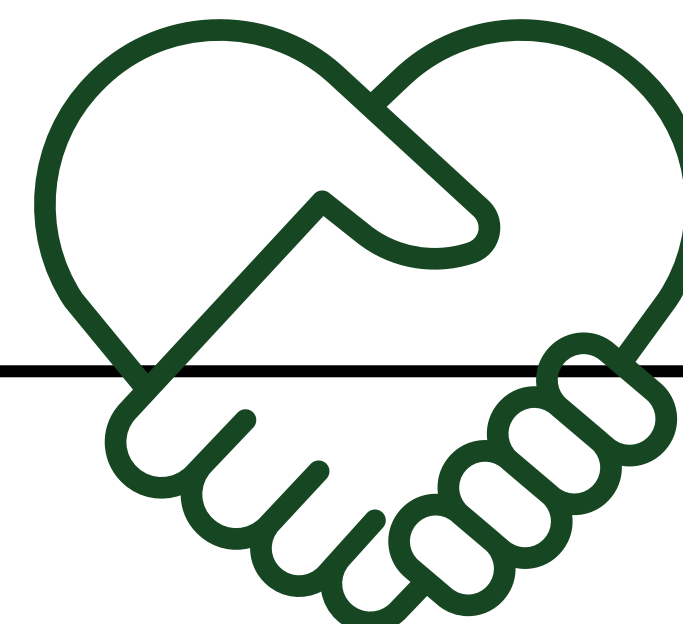
The Excellence Collective

Knowledge sharing and skills development are central to our approach. Through continuous training and mentoring, we foster mutual growth and provide everyone with the opportunity to excel while contributing to our collective success.



Transparency and integrity

We advocate for transparent and candid communication to foster trust and collaboration. Integrity and accountability inform our decisions, ensuring the responsible and ethical management of our projects.



Workplace well-being

We take pride in providing a conducive work environment, comprehensive benefits, and a favorable work-life balance. A healthy and inspiring atmosphere is essential for fostering employee engagement and loyalty.

Positioning within the realm of CSR and its associated challenges

Our approach to corporate social responsibility is integral to our development strategy.

Our CSR commitments are founded on three primary areas:

- **Environment**

We incorporate environmentally responsible practices throughout every aspect of our business. This encompasses optimizing our internal processes to minimize our carbon footprint, creating technological solutions to enhance our customers' energy efficiency, and integrating sustainable materials and methods into our product design.

Social

- The well-being of our employees and the safety of our work environment remain our foremost priorities. We foster an inclusive and respectful corporate culture, underpinned by policies focused on prevention, ongoing education, and professional development. Additionally, we engage in local and international partnerships that enhance access to education and training within the technology and logistics sectors.

- **Governance and Ethics**

Transparent and accountable governance underpins all our actions. We enforce rigorous control mechanisms and foster integrity, compliance, and innovation.

Collaboration. Our ethical practices enhance the trust of our stakeholders and ensure the sustainability of our growth.

Presentation of ISITEC International

Positioning within the realm of CSR and its associated challenges

We differentiate ourselves through a comprehensive 360° approach that incorporates four fundamental themes:

- **Process optimization and traceability:** creating cutting-edge software solutions to enhance operational efficiency and guarantee the responsible management of sensitive data and workflows.
- **Sustainable innovation:** Incorporating environmental criteria into our automation and robotics initiatives to tackle energy challenges and minimize waste.
- **Responsible growth:** ethical and inclusive development, integrating robust economic performance with a dedication to sustainable development and equitable opportunities.
- **Local and global impact:** regional anchoring within AURA, coupled with international initiatives, fosters a virtuous cycle between technological innovation and sustainable development.

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ENVIRONMENTAL OBLIGATIONS

Environmental obligations

Minimizing the carbon footprint

Carpooling

Since 2017, ISITEC International has been dedicated to Corporate Social Responsibility (CSR). Our action plan is founded on several key pillars: environmental respect, employee well-being, diversity, transparency, and economic sustainability. Specific initiatives have already been executed.



Environmental obligations

Sustainable resource and waste management

A recycling system has been established in all offices and communal areas. This initiative seeks to minimize non-recyclable waste and promote environmentally conscious practices among employees in their daily routines. Internal awareness campaigns are conducted to highlight the significance of recycling.

Biowaste  Separately collect biowaste like coffee grounds. Coffee grounds are a good initiative, but ensuring they are properly processed etc.	MRW  You depart collecting your waste like coffee grounds. There may still have recyclable waste in an MRW bin.	Recycling/Yellow bin  This waste is like small the art waste, but sometimes never use in the waste and yellow bins the MRW Lin. 
Cardboard  Waste to be sent to the tip Fold them to the tip Keep waste small	Metals  Metal waste is processed by a provider. You are stored at your provider. You do not distinguish aluminum from scrap metal. But you do not track management and associated costs.	Wood  Wood waste is sent to the tip.

Environmental obligations

Eco-design and sustainable innovation strategy

We have instituted various environmental initiatives. The company is investing in contemporary infrastructure and facilitating the transition of its fleet to actively promote environmental protection.

Installation of electric charging stations: ISITEC International has invested in infrastructure that enables employees and visitors to charge their electric vehicles. This initiative reflects a proactive strategy to promote the adoption of more environmentally sustainable modes of transportation.

Fleet transition: The company has initiated a phased transformation of its fleet, initially substituting diesel vehicles with gasoline models, followed by a shift to hybrid vehicles. This transition markedly diminishes the company's carbon footprint while aligning with emerging environmental standards and advancements in the automotive industry.



Environmental obligations

Strategy for Ecodesign and Sustainable Innovation

We have chosen suppliers who align with our commitment to environmentally responsible business practices. The company favors partners that utilize reusable packaging, thereby facilitating a substantial decrease in single-use waste.

This initiative forms a component of a comprehensive strategy to bolster the circular economy, which emphasizes the efficient utilization of raw materials and the design of products for reuse, recycling, or recovery at the conclusion of their lifecycle. By motivating suppliers to embrace sustainable practices, ISITEC plays a pivotal role in mitigating the environmental impact of its operations while concurrently enhancing the resilience and sustainability of its supply chain. This partnership not only minimizes waste but also fosters innovations in packaging and logistics, thereby advancing the shift towards more responsible practices throughout the value chain.



Environmental obligations

Utilization of renewable energy and energy efficiency

Installation of temperature and humidity sensors: Each office is now outfitted with sensors to monitor and regulate temperature and humidity. This technology enhances energy efficiency by automatically adjusting heating, air conditioning, and ventilation, thereby improving employee comfort while minimizing energy usage.

Transition from neon lighting to energy-efficient LED lighting: We have replaced the outdated glass neon tubes, notorious for their excessive energy consumption, with energy-efficient LED lighting. This modernization yields substantial energy savings and diminishes the company's environmental footprint.

Transitioning from neon lighting to LED lighting



Environmental obligations

The utilization of renewable energy and the enhancement of energy efficiency.

Installation of photovoltaic panels

We have initiated an ambitious project to install solar panels on the rooftops of our buildings. This initiative is part of a comprehensive global sustainable development strategy designed to generate renewable energy on-site. By diminishing reliance on fossil fuels, ISITEC plays a vital role in fostering a more sustainable society.

Global transformation actively contributes to the battle against climate change. This initiative also assists.

Attain sustainable energy savings over the long term while markedly decreasing the organization's carbon footprint. Concurrently, employees gain a heightened awareness of the advantages of renewable energy.

Installation of solar panels accompanied by a specialized application for monitoring.



Environmental obligations

The utilization of renewable energy and the enhancement of energy efficiency.

Enhancing the energy efficiency of structures

We have allocated €30,000 to enhance the insulation of our buildings. This investment serves to minimize heat loss, decrease energy consumption, and elevate employee comfort, while simultaneously advancing the company's energy efficiency objectives.

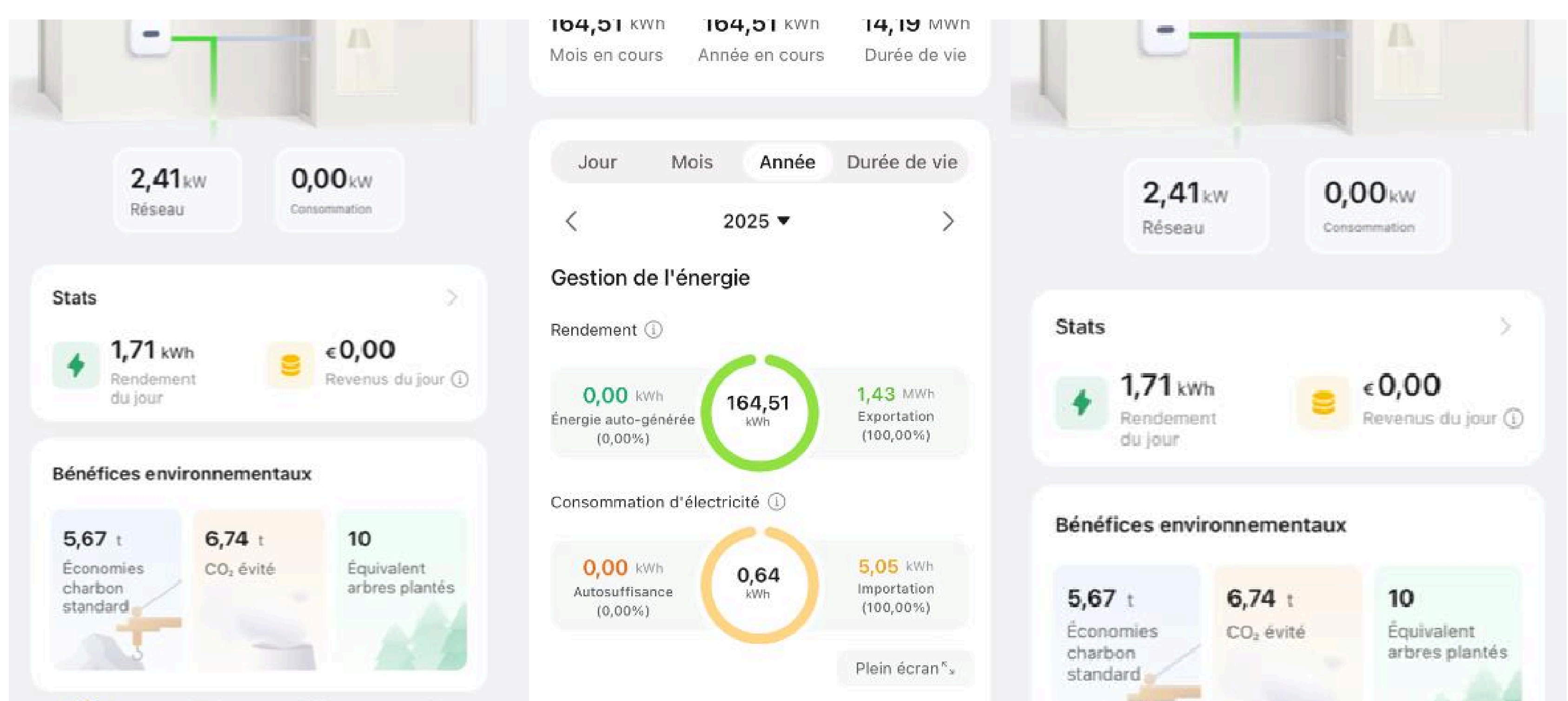


Environmental obligations

The utilization of renewable energy and the enhancement of energy efficiency.

Monitoring and energy efficiency in environments.

We place significant emphasis on the energy efficiency of our workspaces, which we consistently monitor to optimize consumption. By diligently tracking environmental parameters, we adjust usage to minimize waste and enhance the energy efficiency of our buildings. This strategy reflects our dedication to reducing our environmental footprint and embracing more sustainable practices.



Environmental obligations

Collaborations and ecological certifications

We are dedicated to enhancing our environmental and social practices, with the goal of attaining EcoVadis certification by 2026. This initiative reflects our commitment to the ongoing improvement of our corporate social responsibility (CSR) and sustainable development performance.

What is EcoVadis?

EcoVadis is a worldwide platform dedicated to evaluating corporate sustainability, encompassing areas such as environmental impact, human and labor rights, ethics, and responsible sourcing. Attaining this certification allows Isitec International to transparently assess and convey its sustainability advancements.

Our dedication to certification:

- **Internal assessment:** a comprehensive evaluation of our existing operational methods to pinpoint opportunities for enhancement.
- **Implementation of corrective actions:** the formulation and execution of strategies to align our operations with EcoVadis standards.
- **Monitoring and Continuous Improvement:** establishing a monitoring framework to guarantee the sustainability and efficacy of implemented initiatives.

By seeking EcoVadis certification, Isitec International reaffirms its dedication to responsible and sustainable growth, aligning with the expectations of our customers.

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SOCIAL ENGAGEMENT AND WORKPLACE QUALITY OF LIFE

Social engagement and workplace quality of life

Workplace Wellness Policy

Relocation of the headquarters to an environmentally sustainable area.

To mitigate environmental impact and enhance the workplace atmosphere, the company transitioned its headquarters from a Seveso zone to a green zone. This relocation minimizes industrial risks, fosters a healthier environment for employees, and is consistent with a sustainable development strategy that supports the company's CSR objectives.

Meals: Dedication to Employee Wellness

We recognize that quality food is vital for the well-being and performance of our employees. Therefore, we offer (some of) their meals to ensure optimal comfort and streamline the daily lives of our teams.

- ◆ For students and interns, we provide complete coverage of their meals at the headquarters. There are no upfront expenses, allowing them to concentrate entirely on their objectives and learning, free from logistical or financial concerns.
- ◆ For employees traveling: Depending on the terms and conditions, certain meals for employees on assignments or business trips will be reimbursed. This initiative aims to foster a harmonious work environment and alleviate travel-related constraints.

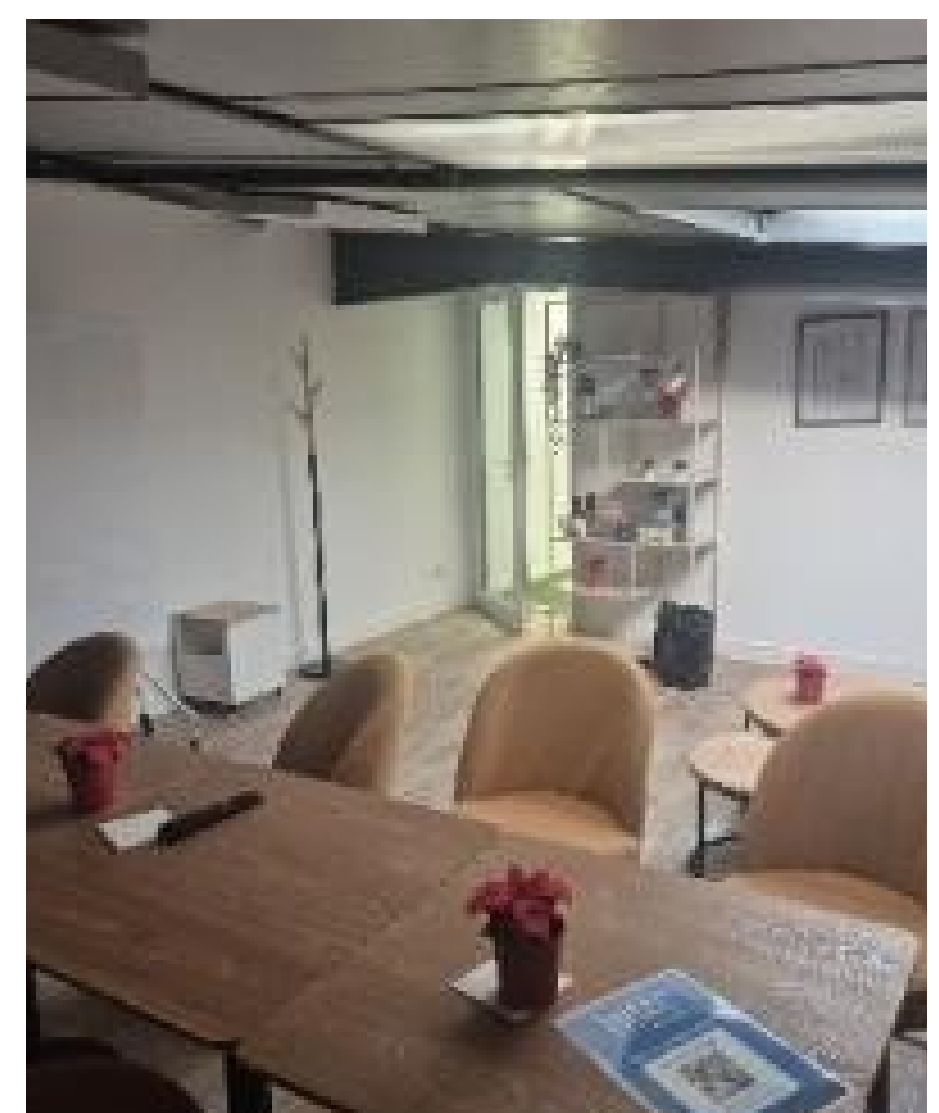
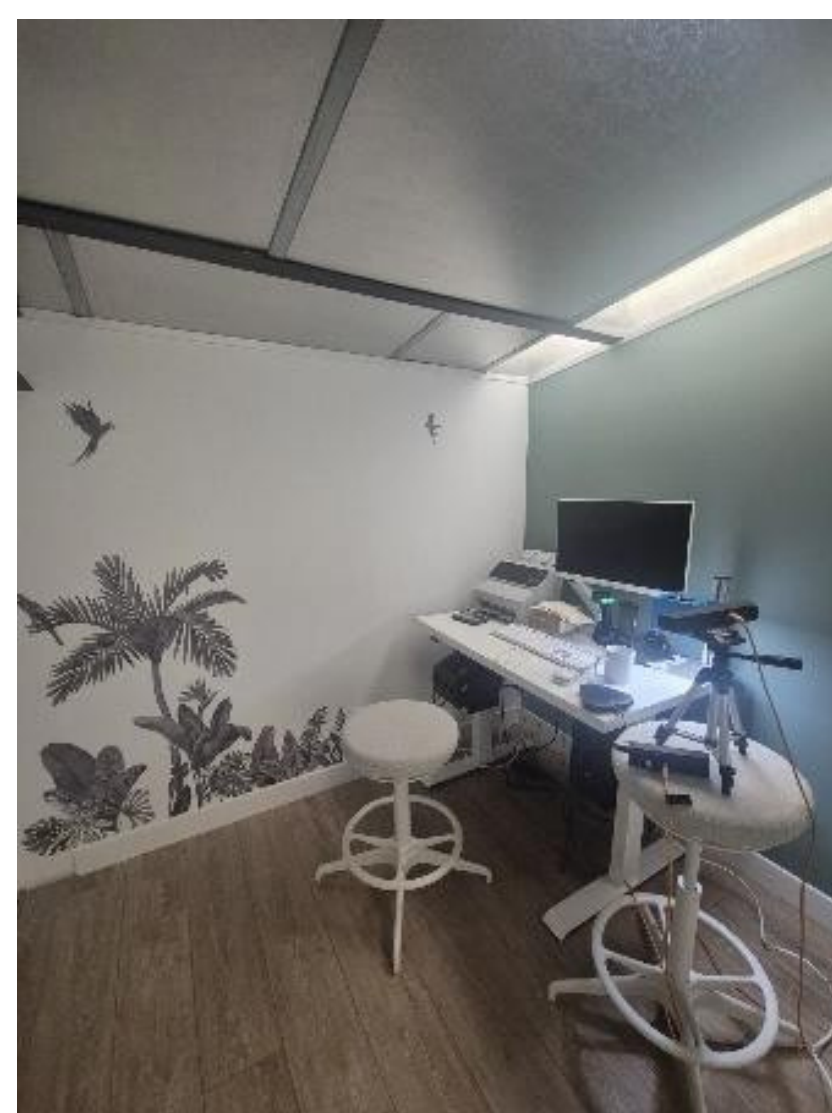
Social engagement and workplace quality of life

Workplace Wellness Policy

We have invested in the development of contemporary workspaces, crafted to enhance comfort, creativity, and collaboration.

The contemporary and soothing design has been meticulously selected to foster a pleasant and inspiring atmosphere. Expansive areas that promote interaction, relaxation zones for breaks, and ergonomic workstations enhance the daily experience for our employees. Additionally, we have incorporated natural elements, including plants and sustainable materials, to cultivate a healthier and more eco-friendly environment.

Through this investment, we affirm our dedication to the well-being of our teams. We guarantee that all individuals can flourish in a conducive and engaging work environment that promotes professional growth.



Social engagement and workplace quality of life

Employment conditions, work-life equilibrium

We place great importance on the quality of our employees' working conditions and their work-life balance. Recognizing that content and healthy employees are essential to the company's success, we implement measures to foster a positive and flexible work environment. We advocate for time management that considers individual needs, offering flexible working hours and the possibility of telecommuting when compatible with job responsibilities. This flexibility enables our employees to achieve a more harmonious balance between their professional and personal obligations, thereby alleviating stress and enhancing their overall well-being.

We also provide an ergonomic workspace, a collaborative atmosphere, and access to health and wellness initiatives. This encompasses programs such as athletic activities and stress management resources.

By incorporating these practices into our corporate culture, we not only enhance productivity but also cultivate an environment of trust and mutual respect. This is vital for the personal and professional growth of all individuals.



Extremely beneficial for employees.

Social engagement and workplace quality of life

Strategies to mitigate psychosocial risks

We are dedicated to safeguarding the mental well-being of our employees through the implementation of effective measures aimed at preventing psychosocial risks.

- **Regular evaluation of working conditions:** We routinely assess factors that may induce stress or discomfort.
- **Targeted training:** Our teams undergo training to identify and manage risk situations.
- **Psychological Support:** A confidential service is offered to assist employees facing challenges.
- **Promoting work-life balance:** We advocate for practices such as remote work and flexible scheduling.



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Diversity and Inclusion

Equal Opportunity and Non-Discrimination Policy

We are wholly dedicated to fostering equal opportunities and addressing all forms of discrimination. Our policy is founded on the following principles:

Ax	Description
Equitable recruitment	Implementing unbiased selection processes that evaluate candidates exclusively based on their skills and experience, without consideration of origin, gender, age, religion, or other personal attributes.
Awareness and Training	Regular training for all employees, emphasizing non-discrimination and the promotion of diversity, aims to foster an inclusive and respectful environment.
Professional advancement	Ensure equitable compensation and career advancement opportunities, with promotions and salary increases determined by objective criteria pertaining to performance and competencies.
Inclusive workplace environment	Adapt workplaces for individuals with disabilities and enforce a zero-tolerance policy regarding harassment and discriminatory behavior.
Ongoing evaluation	Regularly assessing internal practices and soliciting feedback to pinpoint areas for enhancement. We endeavor to adjust our policies accordingly to reinforce equality and inclusion.

Through these actions, we aim to cultivate a professional environment where every individual feels valued, respected, and empowered to contribute fully to our collective success.

Inclusion of individuals with disabilities

We have formed a partnership with a company that specializes in the maintenance of green spaces, primarily employing individuals with disabilities. This collaboration underscores Isitec International's dedication to social inclusion and corporate social responsibility (CSR).

Representation of women and cultural diversity

Isitec International champions cultural diversity and professional equality between women and men. The company undertakes initiatives to enhance female representation within its teams and has already observed a notable rise in the number of female employees. This strategy underscores Isitec International's dedication to fostering an inclusive and diverse workplace that appreciates the skills and perspectives of every individual.

Diversity

- **Average age:**
To revitalize its workforce, ISITEC has been engaging young apprentices for more than a decade to cultivate the teams of the future. The average age within the company is now 35!
- **Gender diversity:**
Despite the complexities surrounding gender equality in predominantly male-dominated professions such as technician or developer roles, ISITEC primarily recruits women for its support, accounting, marketing, and sales positions.
- **Religious diversity:**
To promote the well-being of all individuals, ISITEC has developed meals tailored to the beliefs and habits of each person.
- **Diversity of nationalities:**
With more than 10 nationalities represented at the new headquarters in Millery, 69, for ISITEC International, international business commences at the office.

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DIALOGUE AND SOCIAL ENGAGEMENT

Dialogue and social engagement

Initiatives to foster dialogue within the business sector

Newsletter:

Every quarter, the communications department disseminates a newsletter to all employees. This serves as an opportunity to highlight the upcoming month's events, review the month's statistics, feature an employee through an interview, assess the suggestion box, share photographs, and more.

The suggestion box:

We provide our employees with a suggestion box that welcomes ideas on a variety of topics, including religion, ecology, and well-being. All suggestions are considered with seriousness and respect, irrespective of their subject matter or source. This practice promotes creativity and engagement from all individuals, cultivating a corporate culture rooted in active listening and diverse viewpoints. Pertinent ideas may be incorporated into company projects or inspire new initiatives, thereby enhancing the spirit of innovation and ongoing advancement.

Personal interview:

Once a year, every employee engages in a personal meeting with their manager or a representative from the HR department. In this confidential setting, a range of topics is addressed:

- *Evaluation of the completed work: analysis of the objectives, achievements, and challenges faced.*
- *Career prospects: delineating development areas, identifying requisite training, and executing tailored career plans.*

Dialogue and social engagement

- *Engagement and motivation: understanding needs and aspirations*
and potential challenges to more effectively support each employee in their professional development.

Recurring meetings

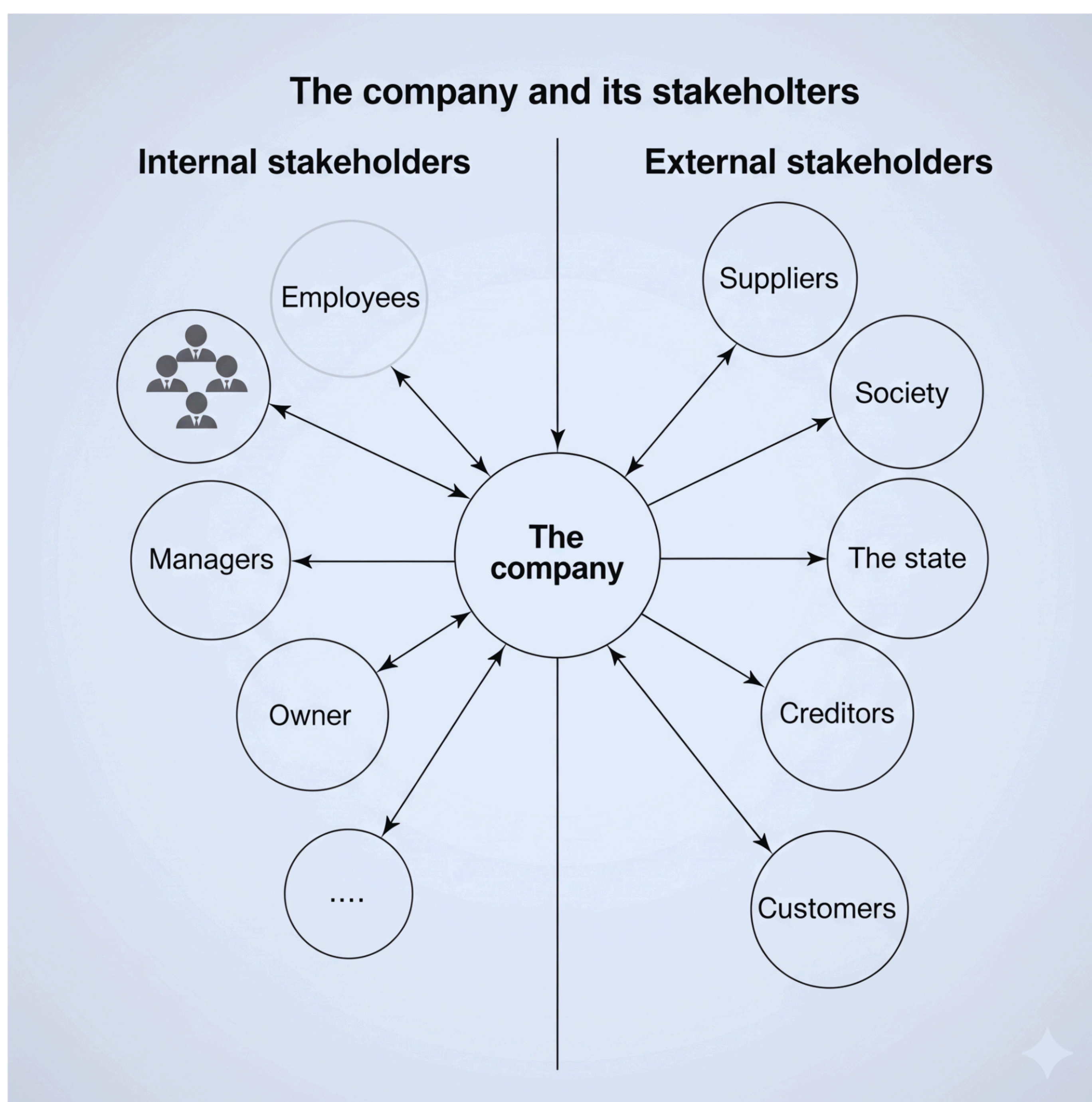
To facilitate consistent and productive dialogue, ISITEC International organizes a variety of meetings:

- *Daily: A brief meeting to align tasks, communicate priorities, and address urgent matters.*
- *Weekly: A comprehensive overview of project progress, resource allocation, and coordination requirements among*
to cultivate.
- *Monthly: A designated period for assessing the circumstances, analyzing outcomes, discussing current initiatives, and formulating strategic directions.*
- These meetings provide an opportunity for all participants to express themselves openly, share ideas, and engage in decision-making on issues that impact them.
team or company. They create an environment conducive to listening and dialogue, enhancing collaboration and the capacity to address daily challenges.

Dialogue and social engagement

Stakeholder relationships (clients, vendors, collaborators)

Utilization of a local welding and painting contractor: To bolster the local economy and minimize the carbon footprint associated with transportation, a local service provider was commissioned to perform the welding and painting tasks. This initiative fosters the growth of local economic entities while concurrently reducing the emissions linked to the engagement of external service providers.



Dedication to local communities

We place significant emphasis on our territorial roots and our role in enhancing the dynamism of the regions in which the company operates, especially in the AURA region. Consequently, a range of initiatives is being implemented to fortify connections with local stakeholders and promote socio-economic development:

Support for employment and training initiatives:

- Collaborations with schools, universities, and training centers to facilitate the professional integration of young individuals (internships, work-study programs, company visits).
- Engage in local forums and job fairs to advocate for careers in digital and intralogistics.

Collaboration with the associative and cultural network:

- Financial and material assistance to sports, cultural, or solidarity organizations within the region.
- Participation of volunteers in charitable events or awareness initiatives.

Dialogue and social engagement

Transparency and CSR communication

Participation in local and professional associations

The company is actively engaged in numerous local and sectoral associations, including IDET, Coboteam, BPI, and Frenchlab. This involvement enhances connections within the economic and industrial ecosystem, facilitates the exchange of best practices, and fosters advancements in the sector. Through its participation in these networks, the company aids in the evolution of its field while concurrently promoting local and collaborative initiatives.

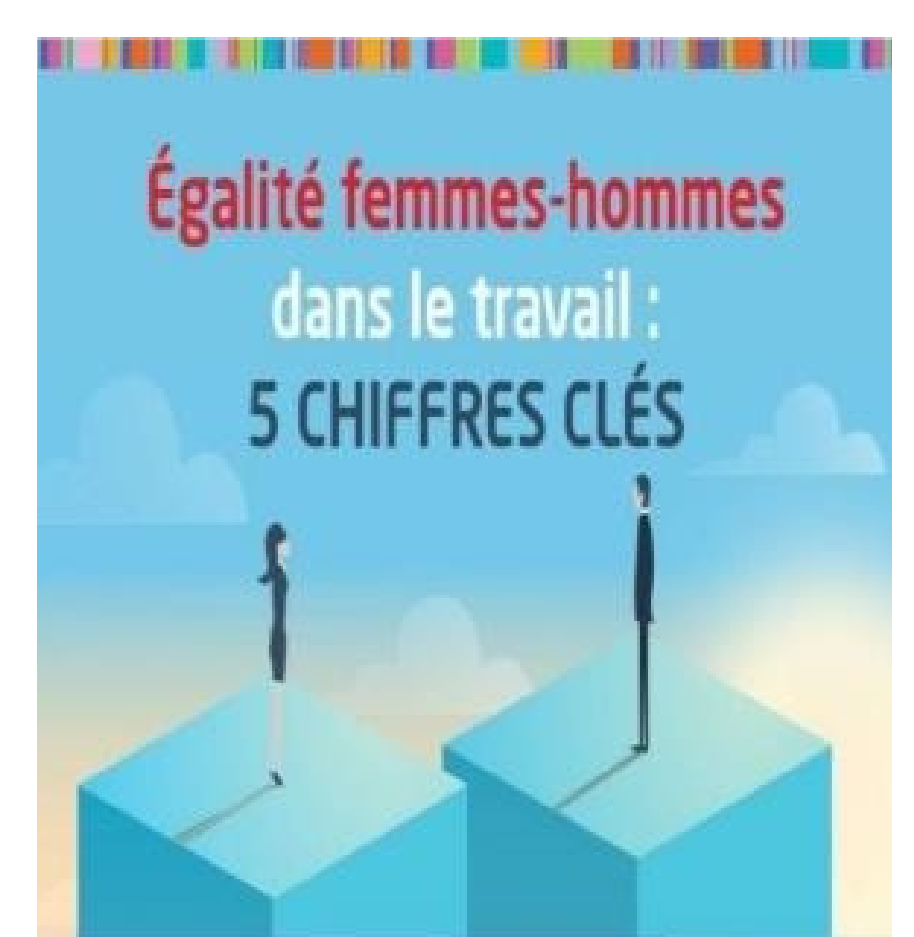
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ETHICS AND RESPONSIBLE GOVERNANCE

Addressing corruption and fraud

Our primary commitments encompass:

- **Fair Recruitment:** We guarantee that our recruitment processes are devoid of discrimination. Candidates are assessed exclusively based on their skills and experience.
- **Inclusive work environment:** We cultivate a culture in which every employee feels respected, valued, and empowered to realize their potential, irrespective of background, gender, age, or disability.
- **Continuous awareness:** We consistently conduct training sessions and workshops to enhance our teams' understanding of diversity and inclusion, thereby reinforcing our internal cohesion.



Transparency in decision-making processes

Structuring CSR governance: To reinforce its dedication to corporate social responsibility, the company has appointed an RSE manager to oversee and coordinate sustainability initiatives. Concurrently, an RSE committee has been formed to organize actions, monitor commitments, and promote employee engagement. This framework guarantees that RSE is thoroughly embedded within the corporate strategy and fosters the ongoing enhancement of responsible practices.

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PERSPECTIVES AND OBJECTIVES 2030

Objectives, metrics, and monitoring indicators

ISITEC International evaluates its CSR commitments based on key performance indicators that are aligned with the Sustainable Development Goals (SDGs):

Indicator	Description
Reduction of carbon dioxide emissions	A 15% reduction in annual emissions attributed to renewable energy sources.
Water usage	A 10% reduction in water consumption achieved through process optimization.
Gender parity	By 2030, women should occupy 50% of management positions.
Sustainable innovation	Increase investments in RCD by 20% for sustainable solutions.
Community collaborations	Enhance collaboration with local stakeholders for sustainable initiatives.
Biowaste diversion rate	Percentage of organic waste directed to composting rather than to household waste.