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## **Our commitment**



At the turn of the 21<sup>st</sup> century, Tennaxia's mission is to help companies better account for their corporate, social and environmental impacts and address the issues raised by the need for sustainable development.

In our approach to consulting, in our training programmes and in our Sustainability reporting software solution, we take into account the principles of the Global Compact and encourage our customers to embrace them by engaging in a responsible and virtuous process.

Furthermore, the formation of our company was underpinned by human values, accountability and ethics, which we have formalized in our business plan and internal code of ethics.

At Tennaxia, we are convinced that performance and social responsibility go hand in hand. Companies like ours create value for themselves and for the ecosystems with which they interact; understanding such interactions and how they relate to their performance is a crucial challenge for companies, one that can only find expression in a process of improvement and innovation.

So we naturally embraced exemplariness by signing up to the Global Compact.

Bernard Fort  
Chairman of the Board

## Presentation of Tennaxia

Founded in 2001, Tennaxia is a leader in integrated environmental management, occupational health and safety and sustainable development solutions in France.

Thanks to its twofold competence, “**software publisher**” and “**consulting firm**”, Tennaxia supports companies engaged in a social responsibility process or confronted with issues regarding environmental protection and staff health and safety risk control.

Our mission is to help them:

- 🐾 Manage their Sustainability performance (corporate social responsibility)
- 🐾 Reduce their EHS (Environment, Health & Safety) risks and costs
- 🐾 Meet their main regulatory requirements and anticipate the expectations of their stakeholders
- 🐾 And thereby facilitate their governance

Expanding quickly since its formation, Tennaxia is resolutely focused on innovation to serve its customers, and operates in numerous economic sectors:

- 🐾 Industry: Aerospace, chemicals, food-processing, automotive, electronics, mechanical engineering, energy generation, health ...
- 🐾 Services: Airports, retail, ski resorts, energy distribution, waste, transport, IT services, telecommunications ...

### TENNAXIA Profile

- 🐾 45 STAFF IN 2014
- 🐾 NEARLY €5 MILLION OF SALES IN 2014
- 🐾 3 SITES: LAVAL (REGISTERED OFFICE), PARIS AND LYON
- 🐾 A GLOBAL NETWORK OF PARTNERS
- 🐾 5,000 USER SITES, IN NEARLY 70 COUNTRIES

Tennaxia is also an “**Organizational Stakeholder**” of the **GRI**. In that capacity, it has opted to participate in the validation of the French version of the GRI G4.

Tennaxia is a member of the MEDEF's “Environment” commission and of trade associations like ADD (*Association des cabinets conseil en développement durable et Responsabilité Sociétale*) and AFITE (a network of environmental experts).

## Our Sustainability approach

In 2014, Tennaxia identified its social responsibility issues by factoring in the aspects that reflect the substantive economic, environmental and corporate impacts of our company or that significantly influence our stakeholders' assessments and expectations, which were mapped in 2013.

### 4 issues were identified:

 **Governance**

Putting ethics at the heart of our business, creating shared value and reporting on our financial and non-financial performance.

 **Corporate**

Ensuring a high level of competence while at the same time furthering the professional self-fulfilment and well-being of our staff.

 **Social**

Asserting ourselves as a partner of local development and social integration, helping disseminate good social practices through dialogue with our stakeholders, information and communication.

 **Environmental**

Reduce the company's overall impact, both in our consulting activities and as software publisher.

At present we are consolidating our approach to Sustainability by strengthening the link between Tennaxia's Sustainability and its performance. In conjunction with our stakeholders, we define our operational commitments along with action plans, which we control through key performance indicators (KIPs).

### HUMAN RIGHTS

**Principle 1** - Businesses should support and respect the protection of internationally proclaimed human rights

**Principle 2** – Businesses should make sure that they are not complicit in human rights abuses

Tennaxia subscribes unreservedly to the principles of the Universal Declaration of Human Rights of December 1948.

In view of our consulting and software activities (our software is developed entirely in France by our teams), we are hardly exposed to abuses of human rights. We rigorously apply French legislation, which complies with international texts.

The very identity of our company is underpinned by strong human values. These values are stated in a framework of in-house values shared by everyone.

Our code of ethics more specifically stresses the application of a clear and fair HR policy, based in particular on an acceptance of differences and on the “right to err”.

#### **Operational commitment:**

Share our internal framework of values and our code of ethics with all our staff.

#### **Action plan implemented:**

**Induction booklet:** each newly hired employee is given an induction booklet, which is commented on by the immediate superior and the head of human resources. The induction booklet includes the internal framework, the code of ethics and the company rules.

**Interviews** are planned with staff every quarter in the form of breakfast meetings, once a year at the “Tennaxia Universities” and in a more formal manner at annual appraisal interviews with their line manager. These meetings are an opportunity to reiterate our commitments, in particular to the values and ethics of our company.

 **LABOUR**

**Principle 3** - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4** - Businesses should help eliminate all forms of forced and compulsory labour

**Principle 5** - Businesses should contribute to the effective abolition of child labour

**Principle 6** - Businesses should contribute to the elimination of discrimination in respect of employment and occupation

As a French company, we are subject to French law, which prohibits all forms of forced or compulsory labour and child labour. Our businesses do not lead us to use suppliers or service providers likely to be in breach of these principles.

Tennaxia considers that its human capital is the key factor in its performance. Therefore we make a point of offering our staff working conditions conducive to their self-fulfilment and well-being, irrespective of their seniority, and in accordance with the principle of diversity. The company also takes great care to respect the work/life balance.

**Operational commitment:**

Maintain a constructive dialogue with staff representatives and implement a responsible HR policy.

**Action plan implemented:**

*Every month, management suggests a **meeting with the staff representatives** to discuss any subject, such as: training, organizational briefing, employee benefits...*

*We guarantee **non-discrimination** in our hiring and appraisal procedures. We practice equal treatment of men and women*

*Tennaxia currently has **young people on block-release training** in administrative and support positions. Every year we take in a paid **trainee** in our consulting unit.*

 **ENVIRONMENT**

**Principle 7** - Businesses should support a precautionary approach to environmental challenges;

**Principle 8** - Businesses should undertake initiatives to promote greater environmental responsibility

**Principle 9** - Businesses should encourage the development and diffusion of environmentally friendly technologies

A consulting firm and publisher of software solutions, we have a small environmental footprint. To go further than this simple observation, we have taken action within Tennaxia.

**Operational commitment:**

Reduce our environmental footprint in a manner suited to our activity

**Action plan implemented:**

*We have carried out a **carbon balance**®, which revealed that over 80% of our environmental impact depends on transport and our computer population*

*We recommend **the use of public transport** for all our travel in Ile-de-France and in the provinces.*

*As far as possible we use **online conferencing tools** to reduce travel. The company recommends reasonable use of cars, and favours in-house car sharing whenever possible*

*Tennaxia uses **paperless methods** for document production and exchanges. Printing is limited, and systematically in two-sided black and white*

*In building our new headquarters in Laval, we opted for an **environmentally responsible architecture** and **materials** while at the same time reducing our energy consumption*

*Tennaxia sponsors Morgan Bourc'his - **World Champion of diving without breathing apparatus** in "constant weight without flippers", and Rémy Marion - photographer, video director, **lecturer on polar regions**, in particular on polar bears*

 **ANTI-CORRUPTION**

**Principle 10** - Businesses should work against corruption in all its forms, including extortion and bribery

In view of our business and geographical scope, we are not exposed to issues of corruption in any form, including extortion and bribery.