

CHABĚ

CSR REPORT
2023 

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Editorial



Corporate Social Responsibility (CSR) concerns the social, societal, environmental and economic implications of our activity. More precisely, it is the company's contribution to sustainability development goals.

CSR has become a cornerstone of Chabé's strategy, and we are committed to becoming a responsible player within our industry. CSR must therefore become integral at every level of the company and involve all our stakeholders, starting with Chabé staff, and be reflected in our large-scale projects as well as our everyday actions.

Our activity as a passenger transport company gives added importance and a particularity to our commitment, as not only is it necessary, it has the potential to make a strong impact.

We can have concrete positive results in a sector often criticised for its negative consequences on the environment. It is yet another challenge, undoubtedly the most important we are currently facing, which we must not fail to tackle.

Moving in this direction, with all the ambition and enthusiasm such an undertaking requires, will give us a key competitive advantage and help us stand out from those who continue to wait. We hope to bring about a chain reaction, particularly among some of our competitors and peers, who have not yet embarked on such an approach. By setting a benchmark in our sector we can ensure our CSR initiative has the biggest impact possible, reaching far beyond Chabé.

A company can no longer continue to develop its own growth without any thought to the consequences of its actions on society as a whole and must therefore reinvent its role. The CSR initiative has given Chabé an opportunity to reassess our activities and actions and aims to develop a continuous improvement strategy for our employees, clients, suppliers and our environment.

2023 has enabled us to consolidate our ambition and implement our CSR approach and we are delighted to present the results of our commitment in this new report.



Our CSR Policy

Our CSR policy is becoming more deeply established year after year, especially since the creation of a CSR Manager role in 2021, which enables us to ensure the further development and longevity of our approach. Our aim is for CSR to be integrated into our daily working lives and across the whole company.

We prioritise our commitment and the actions we choose to implement depending on their material impact. Firstly in light of a CSR maturity diagnosis, aligned with ISO 26000, which enables us to identify the areas we need to prioritise. As well as the Carbon Footprint Assessment we carry out each year. Prioritising our actions is essential in order to have the biggest possible impact within the shortest time frame.

Our approach is built on the following four areas of strategic focus, which we believe are the most significant for Chabé:

- Governance and ethics
- Protection of the environment
- Responsible employer
- Stakeholders

In addition to the actions carried out, we are also embarking on a global CSR certification initiative, which will enable us to take our approach even further, and eventually obtain official recognition of our commitment.

We want to turn our commitment into a value shared with our shareholders. That is why we have a dedicated CSR page on our website, where we can share our actions with our clients, partners and civil society in particular via our annual CSR report (available online).

Moreover, it is essential that our employees are included and engaged in this approach and for that we are developing our internal communication through awareness raising initiatives and various projects.



Sustainable Development Goals

Chabé's 4 CSR commitments are based on 10 of the United Nations 17 sustainable development goals (SDGs):



Goal 3: Good health and well-being



Goal 5: Gender equality



Goal 7: Affordable and clean energy



Goal 8: Decent work and economic growth



Goal 9: Industry, innovation and infrastructure



Goal 10: Reduced inequalities



Goal 12: Responsible consumption and production



Goal 13: Measures relating to the fight against climate change



Goal 15: Life on land



Goal 16: Peace, Justice and Strong Institutions



Governance and ethics



1. Guaranteeing professional and ethical conduct

Our company undertakes to respect ethical principles and condemns any behaviour which may lead to bribery, extortion, conflict of interests, fraud, money laundering or anti-competitive practices. The company also undertakes to prevent child labour and forced labour, as well as ensuring the respect of the basic human rights of external stakeholders.

In order to guarantee the effective and efficient management of unethical situations, Chabé has put in place a whistleblower system, applying to any type of situation such as unethical practices, situations of discrimination and harassment, situations of child labour or forced labour, as well as personal data breaches and damage to the environment. This procedure has been communicated to all Chabé employees, and is also available for all our stakeholders at the following address: alerte@chabe.fr

To ensure the handling of alerts, we have defined a resolution procedure and appointed situation management referents. Additionally, we are committed to publishing each year the number of alerts raised and resolved through this procedure.

Due to its service activities, Chabé is in constant contact with clients and external service providers. Therefore, employees are potentially exposed to cases of corruption. To prevent any risky situations, a procedure for approving sensitive transactions has been drafted and disseminated to all employees.

Finally, in 2023, we decided to integrate a code of conduct into all our contracts with subcontractors. We will no longer work with providers who do not agree to comply with it.

2. Definition of our purpose

Chabé's CSR commitment is long term and an integral part of the company's development and strategy. This commitment is now represented by a mission statement:

**“To be a key but invisible player in a desirable mobility,
committed to an inclusive society and a sustainable world”**

This mission statement allows the Group to make a long-term commitment for a sustainable future. To guarantee the longevity of this approach, since 2022 the mission statement has been included as a preamble to the company's articles of association.



It underlines the way in which Chabé intends to play a role in society beyond its sole economic activity. It also provides guidelines to be followed when making the most important decisions, in order to combine the interest of the Group, society and social and environmental considerations. It engages the shareholders, the board of directors and management.

This mission statement was developed jointly with Chabé's employees and shareholders over the course of 2022 in order to share the vision and role of the Group within our society. It is also inspired by the company's past and present achievements, as well as its CSR approach.

3. Data protection

Data are omnipresent and now at the heart of a company's value creation chain. When they are well-managed and secure, they enable a company to be more efficient and competitive, to personalise and consolidate the customer relationship, conquer new markets, and improve services.

Chabé follows a continuous improvement process regarding data protection rules. We conducted a penetration test on our information system and achieved a Microsoft Secure Score of 60%, which is 13% higher than the previous year and 18% higher than the average for companies of a similar size.

We also carried out an internal audit and implemented an action plan, which included reviewing user access accounts to our systems and a complete update of the personal data processing register used in our GDPR compliance efforts.

The alert procedure mentioned earlier also applies to incidents related to breaches of confidential information.



La protection de l'environnement



As providers of transportation, we have a high level of responsibility in terms of the CO2 emissions of our vehicles. The transport sector accounts for one third of Greenhouse Gas emissions in France; committing to the protection of the environment is therefore one of Chabé's major challenges.

Chabé is working on its environmental impact by reducing as much as possible its carbon footprint. We have thereby adopted a policy to reduce our Greenhouse Gas (GHG) emissions by optimising our direct and indirect energy consumption. Chabé also undertakes to optimise waste management, reduce local pollution, promote sustainable consumption as well as the health and safety of consumers.

1. Accelerating our sustainable mobility

The primary focus of our environmental policy is based on the implementation of modes of transport which cause little or less pollution, and in particular the transition of our fleet towards low-emission vehicles.

As the conclusions of the Carbon Footprint Assessment we carried out illustrate (see below), most of our Greenhouse Gas (GHG) emissions come from our fleet of vehicles; that is why we began, in 2020, the transition to an electric car fleet with the necessary charging system. We have already replaced our fleet of service vehicles with 100% low-emission vehicles (Energy label A), most of which are electric.



We decided to monitor the evolution of our fleet using the official energy label table provided by the government. This enables us to classify our vehicles according to their CO2 emissions, which is both more tangible and easier to understand thanks to this independent classification system, and prevents vehicles being classified in the low-emissions category simply due to their type of engine, when other elements influence the environmental impact of these vehicles. Consequently, in accordance with government directives, we now classify «low-emission» vehicles as those with emissions of 0 g/km (100% electric vehicles) and those whose emissions are lower than or equal to 100 g/km (most plug-in hybrid vehicles and all hybrid vehicles).

CO2 Emissions	Energy label	Déc. 2022	Déc. 2023
0 g/km	A	14%	25%
Lower than or equal to 100 g/km		39%	34%
Between 101 and 120 g/km	B	10%	0%
From 121 g/km	Other	37%	41%

In December 2022, the group's fleet included 14% electric vehicles and 39% plug-in hybrid vehicles, totaling 53% low-carbon vehicles (Energy label A, less than 100g CO2/km). We continued our transition, reaching 59% low-carbon vehicles by the end of 2023, with 25% of our fleet being electric vehicles.

2. Reducing our energy consumption and our carbon footprint

Chabé first carried out a comprehensive carbon footprint assessment of its activity in 2020 with the help of Goodwill Management. Since then, we have used it each year as an indicator for monitoring our environmental policy. The aim of this exercise is to improve understanding of the consequences of our activity and to define a priority action plan for those areas which have most impact. This also enables us to manage the evolution of our actions and their results on an annual basis.

We carried out this assessment using the Carbon Footprint Assessment methodology, across all scopes of the boundary. Scopes 1 and 2 represent the company's direct emissions, while scope 3 concerns all the emissions of external parties on which the company depends.



Carbon footprint assessment	GHG Emissions 2021	GHG Emissions 2022
Scope 1	1 145 TCO2e	1 060 TCO2e
Scope 2	6 TCO2e	6 TCO2e
Scope 3	1 512 TCO2e	1 757 TCO2e
Total	2 663 TCO2e	2 823 TCO2e

*tCO2e: Tonnes of CO2 equivalent

More specifically, here is the detail of the elements taken into account for each emission scope:

- Scope 1: fuel for our vehicle fleet, refrigerants (air-conditioning)
- Scope 2: electricity
- Scope 3: purchases, waste, IT equipment, employee commuting, clients' travel and business travel, real estate and vehicle depreciation, fuel and depreciation of our sub-contractors.

For this scope, our GHG emissions for the year 2023 amount to 2,823 tonnes of CO2 equivalent. Of this total, we have identified the three most significant sources of emissions:

Fuel (gasoline and diesel) for our fleet (47% of our emissions): As a direct emitter of greenhouse gases, fuel consumption is linked to business volume, which is related to the number of kilometers traveled, as well as the carbon intensity of our vehicle fleet. Thanks to our transition to a low-carbon fleet, we have achieved better energy efficiency per kilometer traveled (gCO2/km), and our emissions have decreased despite our constant revenue.

Purchases (18% of our emissions): This section represents the impact of all purchases necessary for the company's operations.

Business Travel (13% of our emissions): Chabé is increasingly expanding internationally and now operates events around the world. Consequently, travel by our teams, particularly by plane, represents a significant portion of our emissions.

With the Group Chabé being in full development, the headquarters has expanded with more employees and expenses, which has increased emissions (more commuting and business travel, increased purchases, etc.). Despite a reduction in emissions due to the transition of our fleet, there is an overall increase of 9% in our carbon footprint.

This increase is due to a significant rise in Scope 3 emissions (+16%) and a decrease in Scope 1 emissions (-7%), over which we have more control.

We monitor our water, energy, and waste consumption as well as our annual greenhouse gas emissions. Given our activities, our consumption is affected by our business volume, so we have established absolute and intensity tracking indicators to monitor real changes over the years.



Indicators	2022	2023
Total water consumption in m3	2 875	2 112
Water intensity (total water consumption in L per €K of turnover)	53,8	38,2
Electricity consumption in MWh (excluding vehicles)	156	154
Energy intensity excluding vehicles (Electricity consumption KWh per €K of turnover)	2,9	2,8
Average carbon intensity of our fleet (gCO ₂ e emitted per km)	301	285
Total carbon intensity of our activity (kgCO ₂ e per €K of turnover)	49,8	48,1

In 2023, we have an average emission rate of 285 g CO₂/km, a decrease of -5.3% compared to the previous year. However, Chabé's ambitious low-carbon transition has had a significant impact. More specifically, our fleet has an average emission rate of 263 g CO₂e/km, compared to 285 g CO₂e/km for our partners. We aim to accelerate our transition to a low-carbon fleet but are currently limited primarily by the low range of electric vans (Mercedes EQV), which are not suitable for our operational needs, given that vans represent a significant portion of our fleet. We are counting on the upcoming release, expected in 2026, of a 100% electric van with a range compatible with our clients' needs.

Carbon intensity is an indicator which enables us to monitor in concrete terms the effectiveness of all our actions, and to determine the impact of each journey made. It is also a tool for transparency to raise awareness among our clients and help them make an enlightened choice. In order to optimise the journeys of our chauffeurs and to limit any unnecessary emissions, we use WAYNIUM, management software for people mobility, and we monitor traffic in real time using various tools.

To define an action plan, we carried out an Eco-Flux audit in partnership with BPI France, based on our consumption of water, energy, materials and waste. This diagnosis has enabled us to draw up an adapted action plan to be implemented.

3. Training our employees

We regularly raise awareness among all our employees about environmental protection and climate change issues. We now offer our employees the opportunity to participate in the Climate Fresk, a 3-hour internal awareness workshop. Following its launch at the end of the year, we have already trained 20 people in 2023.

We have also initiated an individual eco-driving training campaign for all our chauffeurs. Each person is trained individually by a professional, who identifies areas for improvement based on driving performance and provides eco-driving training with corresponding metrics (braking, fuel consumption, travel time, etc.). In 2023, we have already trained 98 chauffeurs and continue our efforts in 2024 with the goal of training 100% of our permanent chauffeurs.



4. Optimising our waste management

Our activity falls within the functionality economy, as we provide a transport service rather than sell goods. It is this type of service which will enable us to develop a more agile and sustainable mobility for tomorrow, with less vehicle production, fewer traffic jams and less surface area set aside for parking. Our activity nevertheless remains an emitter of waste, which requires particular attention in order to limit its impact.

As part of the Eco Flux assessment mentioned above, we measured the quantity of our waste. For the 2023 fiscal year, Chabé generated 37 tonnes of waste, including 5.8 tonnes of «hazardous waste» and 31.2 tonnes of «non-hazardous waste.». Hazardous waste includes the water and hydrocarbons produced or used on Chabé's Paris-Nanterre site. In order to limit this local pollution, we have a specific facility (water and hydrocarbon separators) which prevents any hydrocarbons being released into the running water system. We use a dedicated service to collect and process the content of the hydrocarbons and thereby avoid any overflow. A hazardous waste tracking document enables us to monitor the hydrocarbons from their collection to their final processing. In order to limit local pollution such as the emission of particulates by vehicles, we ensure compliance with relevant legislation with our fleet of Euro 6 standard vehicles.

Finally, digital technology constitutes an important part of our activity, and this is reflected especially in our carbon footprint assessment. We have already put in place internal measures to replace our equipment when necessary and to replace it by equipment with increased energy efficiency. Moreover, we give our staff members the chance to buy equipment which is still in good working order at a low cost, which enabled us to give a second life to 7 telephones or computers in 2022.

5. Promoting more sustainable consumption

While all these measures enable us to reduce our impact, our activity continues to emit GHGs. We therefore decided, at the end of 2020, to contribute to carbon neutrality. We offset the emissions of the journeys made by Chabé's clients, in our vehicles and those of our sub-contractors. For the year 2023, this represents a total of 2,087 tonnes of CO2 equivalent offset.

FONDATION
GoodPlanet

Thanks to our partnership with the GOODPLANET foundation, we are financing projects aimed at reducing other emissions or involved in carbon sequestration. We have selected environmental and social projects with the Gold Standard certification, to support those populations most vulnerable to climate change. This year, our contribution will help to finance projects supporting household waste recycling in Africa (Togo, Cameroon and Madagascar) and access to clean and renewable energy in South America (Bolivia and Peru) and in India. In addition to the carbon emissions prevented and their positive impact on the climate and the environment, these projects improve the quality of life of the populations directly impacted by climate change, reduce pollution and encourage the sustainable development of the local economy.



Our contribution in 2023 amounted to €50,000.

Through this support, Chabé is contributing to achieving the global goal of carbon neutrality.

Responsible Employer



Chabé's success and the quality of service we provide are dependent on our employees, in particular in a sector which relies mainly on self-employed workers. That is why our role as a responsible employer is a key element of our CSR approach. Our HR policy, presented in our Ethical Charter, defines our conduct and is based on six principles: integrity, respect, equity, employability, confidence, and health & safety. Through this social policy, Chabé undertakes to guarantee the health and safety of its employees, the respect of working conditions, the maintaining of social dialogue and career management. Finally, Chabé attaches great importance to diversity and condemns all situations of discrimination and harassment.

Our Human Resources policy is made up of five main elements:

- Long-term employment
- Health and safety
- Social dialogue
- Training
- Diversity and inclusion



1. Providing long-term employment

We always prioritize permanent contracts for all full-time chauffeurs, so 90% of our employees are on permanent contracts as of December 31, 2023. Chauffeurs are paid fairly and significantly more than the legal minimum wage, in all our agencies and subsidiaries. We also advertise all our vacancies internally in the first instance. «Flash news» emails regarding vacancies are regularly sent out. We promote flexible working and, since the Covid pandemic, have given staff the possibility to work one to two days from home if their job allows.

We fully respect all national and international labour and human rights laws in all the places we operate, including the Universal Declaration of Human Rights. We ensure that employees have chosen to work of their own free will and that all notice periods are reasonable, allowing any employee to leave their job. We do not employ children and condemn all child labour and forced labour, and have systems in place to identify and resolve such situations thanks to our whistleblowing process. A monitoring indicator has been implemented and is assessed annually.

To provide our service, we work with subcontractors and a network of partners, with whom we have contracts. We ensure that everyone respects local labour laws, notably by gathering the necessary information and documents.

2. Ensuring the health and safety of our employees

Ensuring the health and safety of our passengers and employees is essential for Chabé. This also means ensuring the security of our fleet of vehicles, which is why they are equipped with all appropriate security systems (seatbelts, airbags) and speed limiters. Most of our vehicles also have a front and/or rear warning sound system and/or a reversing camera.

Ensuring the health and safety of our employees and customers also means gathering external comments about our chauffeurs' behaviour. An incident report procedure records any complaints made by clients via a ticketing system. Each complaint is studied so that we can provide an appropriate response to the client; it is also analysed to improve the quality of our service and resolve all the problems identified.

Chabé's employee health care plan covers the total cost of the health care of our employees; 90% via our supplementary health insurance and 10% via an external contract (former contract or spouse's cover).



We also monitor the frequency and severity rates of accidents to measure our ability to ensure the health and safety of our employees in France.

Chabé	2022	2023
Frequency of accidents with sick leave (Number with leave x1000000/total number of hours worked)	56,49	30,73
Severity of accidents with sick leave (Number of days lost x1000/total number of hours worked)	3,27	9,82

Note: time-by-day is not included in the number of hours worked

3. Maintaining close dialogue

Chabé’s management team advocates participative management and dialogue between all parties. Accessible and available, including informally, Management attaches great importance to maintaining regular communication with staff members.

Chabé set up a works council several years ago, to represent all employees. This committee met 7 times in 2023. It helps to maintain free-flowing dialogue between staff and managers. Workplace health and safety issues are discussed 4 times a year during works council meetings.

To measure employee satisfaction, a survey is distributed twice a year (in December and June) covering a range of subjects such as motivation, work organisation, management, training and pay. The feedback from this survey was shared with all staff members and gave Management an insight into employees’ expectations.

In parallel, Chabé organises information meetings, during which employees can also ask questions.

4. Developing competencies to boost career development

To structure career development within Chabé, we introduced a competency assessment plan which continued throughout 2022.

Training is an essential element of our responsible employer policy. It helps to improve the skills and employability of our staff members while ensuring we can continue to offer the highest standards of service.



Training sessions are organized to promote career development and job retention, as well as to enhance and update skills. In 2023, 6,553 hours of training were provided to Chabé employees, which represents an average of 27.4 hours per person. In parallel with these training sessions, regular evaluations, as outlined in the Ethics Charter, are conducted to ensure career development for our employees. In 2023, 5.4% of employees received an internal promotion.

In addition, we believe it is important to raise employees' awareness of other employment-related issues. That is why all staff members have received online training on child labour and forced labour, discrimination and harassment. We are able to ensure the training has been completed by each employee by requesting electronic confirmation (DocuSign).

We have also added an introduction to Chabé's CSR policy for all our new employees, starting with the chauffeurs, followed by administrative staff. Our aim is to encourage employee engagement and integrate CSR into the company culture.

5. Acting for diversity and inclusion and against harassment and discrimination

Our Diversity and Inclusion policy which was introduced in 2021 demonstrates our commitment to welcoming, acknowledging and promoting all talents to enable them to fulfil their potential within the Chabé group. For this we wanted to create a caring environment through an inclusive and non heteronormative approach, without harassment or discrimination.

Since 2022, a reporting procedure applicable to cases of harassment and discrimination has been introduced to all employees. Cases of harassment and discrimination are to be reported through this procedure, and the resolution measures outlined will be applied. In 2023, no cases of discrimination or harassment were reported through the reporting procedure.

Our Diversity and Inclusion charter presents our 5 areas of strategic focus:

A. Cultural diversity

We develop and promote cultural diversity as an essential asset for carrying out our missions. In the same way as our clients have different origins, cultures, languages and backgrounds, Chabé is made up of numerous nationalities, from different continents.

We strive to create inclusive job postings and to select our candidates on the basis of their knowledge and competencies. Moreover, we pay particular attention to certain qualities, such as rare language skills, which are highly appreciated in our activity.



B. Gender diversity

Equality between men and women is an issue to which Chabé is full committed. Mobility jobs are still mainly occupied by men, it is therefore essential to change the vision of this profession and to fight against discrimination to achieve greater diversity among our chauffeurs and in management positions.

The Gender Equality Index is an effective tool for internal monitoring on this issue. In 2023, for the first time, we were able to calculate the pay increase disparity thanks to improved diversity within our teams. This allows us to have a more precise view of disparities according to employee categories and will enable us to implement appropriate monitoring. We achieved an overall score of 85 out of 100.

Management and our social partners drew up a collective agreement on workplace gender equality running to 2024, with indicators to be monitored internally by management.

In 2023, we implemented a three-hour training session on professional equality and combating everyday sexism for our managers, recruiters, and sales team (37 people trained). Following the success of this training, we launched an e-learning platform with our partner Remixt, available to all Group employees in French and English. Currently, three training modules are available, covering everyday sexism, sexist and sexual violence, and disability.

We have also implemented a policy to support breastfeeding mothers, with the option to reserve a room for those concerned. Finally, at the end of the year, we began an audit to improve gender diversity in our professions, with a project team consisting of volunteer employees, led by an independent consultant specializing in the subject. This team is tasked with proposing actions on communication, recruitment, and talent retention.

Overall, the percentage of women in the company has been gradually increasing since 2020.

	2022	2023
Percentage of women	18%	19%
Percentage of women in management roles	43%	42%
Percentage of women on the strategic committee	20%	16%

C. Inclusion of staff with disabilities

Chabé makes every effort to create a work environment adapted to its staff's disabilities. For this, we work closely with occupational health services to adapt the post and working hours of the employees in accordance with the recommendations made. We want to welcome all talents and favour equal opportunities.



To promote the inclusion of people with disabilities, we have appointed a disability referent and implemented an e-learning training module for all our employees. Additionally, in 2023, we participated in Duoday by hosting 3 individuals in our teams to experience the company and our professions for a day. We also hosted an intern for 3 weeks at our Bordeaux site, through a partnership with the Clubhouse association, which is dedicated to mental health.

D. Combatting discrimination linked to sexual orientation (LGBT+)

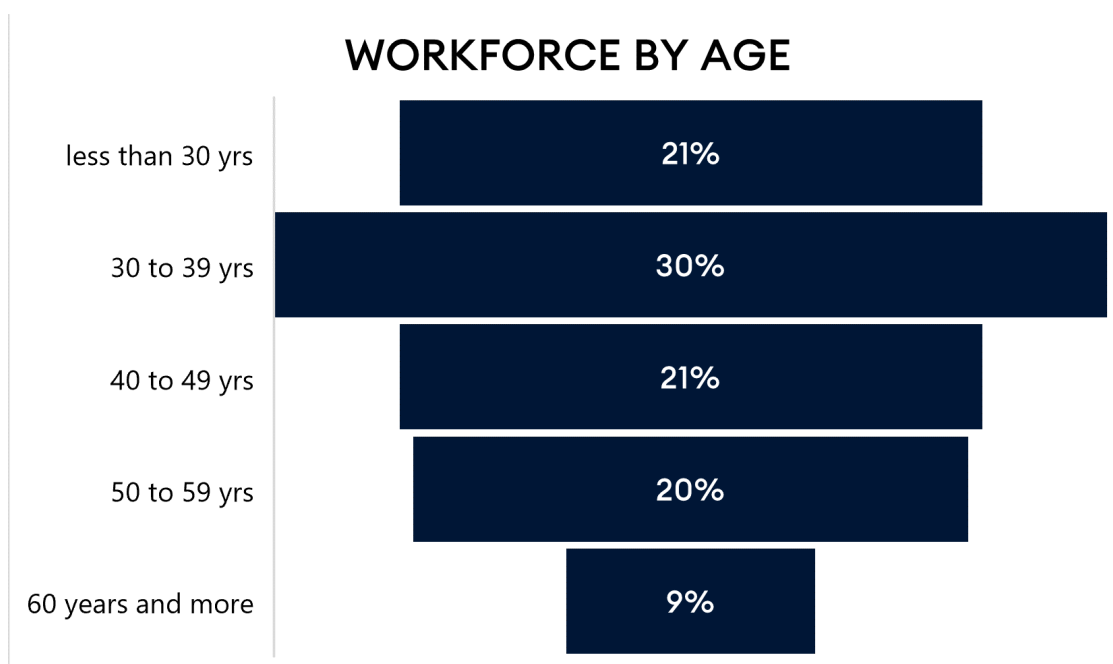
Open-mindedness is an essential value for Chabé and we respect the personal lifestyle choices of all our employees. Chabé has a sexual harassment officer nominated by the members of the works council to guide, inform and support staff faced with harassment and sexist behaviour. Moreover, the human resources department is supportive of staff who are discriminated against for their sexual orientation or gender identity, and will also provide support to transitioning employees as and when required.

E. Intergenerational diversity

Chabé strives to maintain a wide representation of age groups in its teams, since we are convinced of the value of wide-ranging experience and intergenerational perspectives.

We have an agreement for retaining older staff members in order to adapt and prepare the final years of their career and favour the transfer of knowledge and skills. We are also developing a policy for employing students on work-study contracts to train them and prepare their recruitment.

We have a wide diversity in terms of age, which we wish to maintain as we believe it is a great asset for the company.



F. Monitoring internal diversity

We also monitor the proportion of employees from vulnerable or minority groups, on the basis of the data we have.

We include in this category the following people:

- Senior citizens: over the age of 60
- Young people: under the age of 30
- People with disabilities who have informed us of the official recognition of their status as a disabled worker (RQTH)

Chabé	2022	2023
Percentage of minorities	29%	30%
Percentage of minorities in management roles	13%	12%

Consideration of our stakeholders



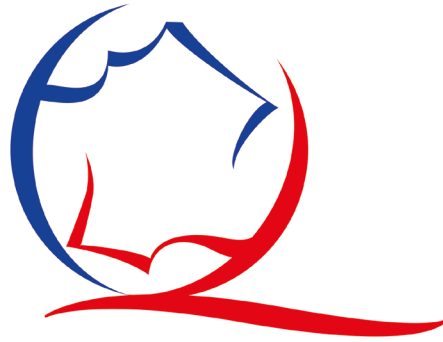
Ethics form one of our core values, to which Chabé is fully committed. Our company attaches great importance to maintaining a professional conduct, data protection, customer satisfaction and responsible procurement.

1. Ensuring customer satisfaction and safety

Customer satisfaction and safety are our top priorities in operations. To deliver this level of service, we have established internal resources to ensure the highest quality of service at all times.

In this context, we are proud to have renewed our Quality Tourism label, with a score of over 94%. This label recognizes, following a thorough audit and mystery customer assessments, the exceptional quality level of our services.





QUALITÉ
TOURISME

 RÉPUBLIQUE FRANÇAISE

To ensure the safety of our clients, all our vehicles are insured and maintained in accordance with the constructors' recommendations. Our fleet is replaced every 2 years on average and is equipped with all appropriate safety features. Moreover, all our chauffeurs have at least 2 years' experience as professional chauffeurs.

2. Integrating CSR criteria into our procurement policy

Chabé's sustainable purchasing policy is based on the commitment to working with suppliers who respect legislation relating to ethics and human rights. We also seek to integrate environmental criteria into our procurement policy, with the ultimate aim of working only with environmentally responsible suppliers.

Chabé is currently studying how these sustainability criteria could be integrated into any contracts we sign with our suppliers.

In order to evaluate the impact of these different measures, we quantified the percentage of suppliers having signed the CSR code of conduct and the number of targeted suppliers covered by a CSR assessment.

We have developed a CSR code of conduct for all our subcontractors, which we have integrated into our contract. It is essential that our partners share a common set of rules, practices, and principles regarding safety, respect for human rights, and social and environmental responsibility. From now on, we will only work with partners who commit to this code of conduct.



3. Commitment to the Community

In 2023, Chabé invited its employees to participate in the Odyssée race to support breast cancer research. This event allows everyone to contribute to a major health cause in a convivial setting while raising funds for research through registration fees. This first edition was a success, both in terms of overall engagement (34 participants) and the very positive feedback received from this charitable event.

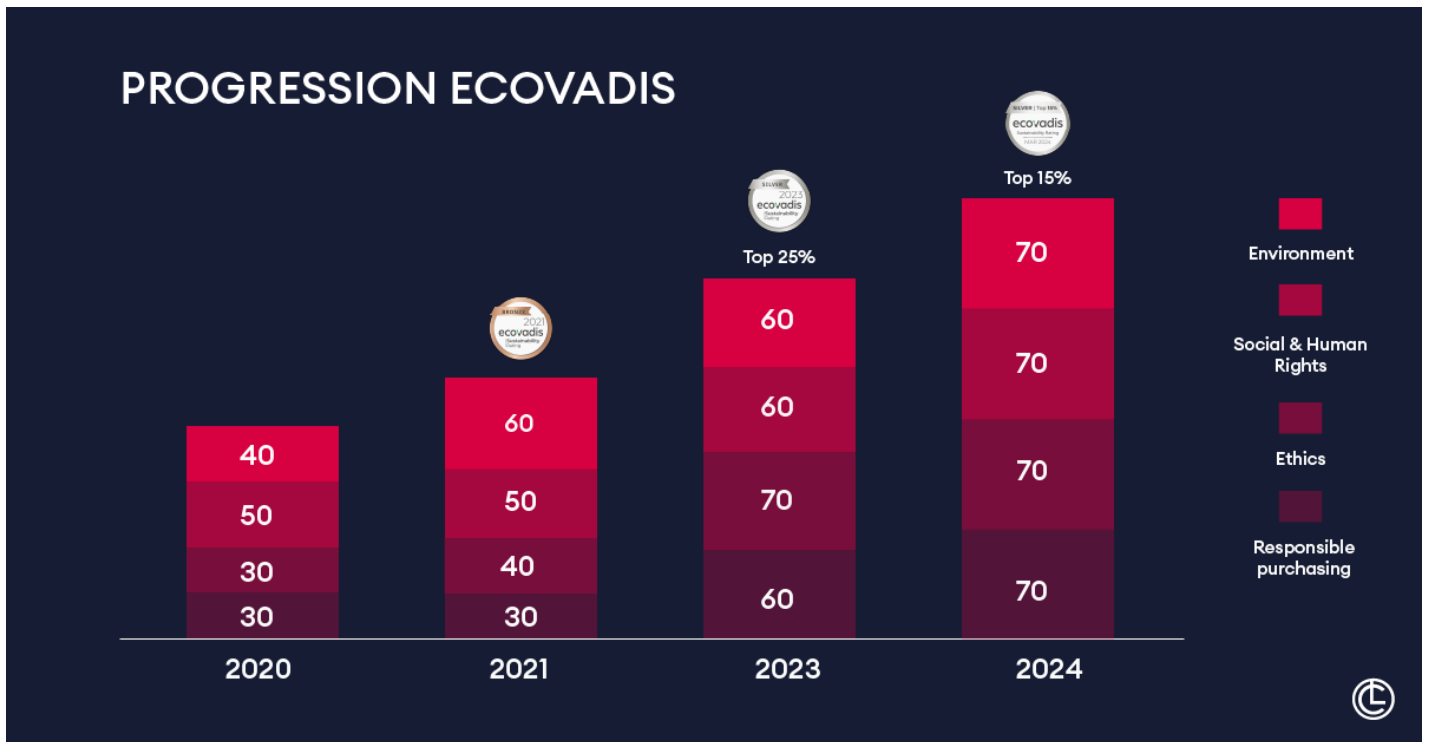
During the year, we developed a partnership with the Foundation Agir Contre l'Exclusion (FACE) to diversify our recruitment. This public utility foundation has been committed since 1993 to supporting all groups distant from employment in their integration into society. We work closely with FACE teams in Île-de-France to offer all our job vacancies to their beneficiaries. Furthermore, FACE was selected by our employees to receive a €5,000 donation to develop an employment integration project. Chabé is proud to make a lasting commitment to the integration of people far from employment.

4. Certifications

As part of our CSR approach, and to communicate on our development to our clients and stakeholders, we have been working for several years with Ecovadis. Ecovadis offers a comprehensive assessment service providing a rating of 0 to 100, based on the following themes: Environment, Labour and Human Rights, Ethics and Sustainable Procurement. Every company is assessed on essential issues depending on its size, location and sector of activity.



In 2022, we achieved a score of 61/100, placing us in the top 25% of companies. In 2024, we obtained a score of 70 points overall and in each thematic area. The Silver Medal is now awarded to the top 15% of companies, and we are ranked in the top 7% of companies (93rd percentile) and in the top 2% of companies in our industry.



Conclusion / Perspectives

Chabé's CSR approach is based on continuous improvement, which drives us to evolve and initiate new projects. This year, we have focused on including our stakeholders through various employee training programs, a code of conduct for our subcontractors, and our partnership with the FACE Foundation.

We are convinced that our CSR policy is an opportunity to create value and meaning for all our stakeholders and to stand out in our daily service quality.

In addition to the objectives already mentioned, we are now working on a double materiality matrix and the redefinition of our CSR strategy at the group level. These projects, required by new European directives, provide Chabé with an opportunity to structure itself internationally to pool our efforts and set priorities for the coming years.



Appendices

Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Protection of the environment	Emissions offsetting	TCO2e	2023	Tonnes of CO2 equivalent emitted by journeys offset through a partnership	2 087
	Total energy consumption in MWh	MWh	1er janvier au 31/12/2023	Total energy consumption Energy consumption includes electricity, diesel and petrol	4 587
	Total Scope 1 GHG emissions	TCO2e	01/01 - 31/12/2022	Total Scope 1 GHG emissions	1 145
		TCO2e	01/01 - 31/12/2023	Total Scope 1 GHG emissions	1 059
	Total Scope 2 GHG emissions	TCO2e	01/01 - 31/12/2022	Total Scope 2 GHG emissions	6
		TCO2e	01/01 - 31/12/2023	Total Scope 2 GHG emissions	6
	Total Scope 3 GHG emissions	TCO2e	01/01 - 31/12/2022	Total Scope 3 GHG emissions	1 512
		TCO2e	01/01 - 31/12/2023	Total Scope 3 GHG emissions	1 757
	Scope 3 upstream	TCO2e	01/01 - 31/12/2023	Total Scope 3 GHG emissions upstream	1 738
	Scope 3 downstream	TCO2e	01/01 - 31/12/2023	Total Scope 3 GHG emissions downstream	19
Total water consumption	m3	01/01 - 31/12/2023	Volume of water consumed	2 112	



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Protection de l'environnement	Total weight of hazardous waste	Tonnes	01/01 - 31/12/2023	Total weight of hazardous waste Hazardous waste includes water and hydrocarbons	5,8
	Total weight of non-hazardous waste	Tonnes	01/01 - 31/12/2023	Total weight of non-hazardous waste Non-hazardous waste includes packaging to be recycled and municipal waste	15
	Total weight of waste recycled	Tonnes	01/01 - 31/12/2023	Total weight of non-hazardous waste recycled	15



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI	
Responsible employer	Taux de Frequency rate	%	01/01 - 31/12/2022	Number of accidents with sick leave x 1 000 000/ hours worked In the event of an accident with sick leave straddling two financial periods, the end date of the sick leave will be taken into account when posting to avoid a potential double entry.	56,49	
		%	1er janvier au 31/12/2023		30,73	
	Level of severity	%	01/01 - 31/12/2022		Number of days of sick leave x1000/ hours worked In the event of an accident with sick leave straddling two financial periods, the end date of the sick leave will be taken into account when posting (to avoid a potential double entry)	3,27
		%	1er janvier au 31/12/2023			9,82



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Responsible employer	Percentage of employees with health care cover	%	01/01 - 31/12/2023	Number of employees with health care cover	100
	Number of annual works council meetings	Number	01/01 - 31/12/2023	Number of works council meetings	7
	Number of training courses	Number	01/01 - 31/12/2023	Number of job promotions Job promotions involve a change of grade and salary increase.	13
	Number of internal promotions	%	1er janvier au 31/12/2023	Nombre de promotions professionnelles Les promotions professionnelles comptabilisent les changements de grade et augmentation de salaire.	5,42
	Number of cases of harassment / discrimination reported	Number	01/01 - 31/12/2023	Number of harassment cases reported via the whistleblowing procedure	0
	Number of disclosures	Number	01/01 - 31/12/2023	Number of cases reported via the whistleblowing procedure	0



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Responsible employer	Average number of training hours delivered per employee	Hours	01/01 - 31/12/2023	Total number of training hours per employee In the event of training straddling two financial periods, the end date of the sick leave will be taken into account when posting to avoid a potential double entry	27,42
	Percentage of employees receiving awareness training	%	01/01 - 31/12/2023	Number of employees receiving awareness training in child/ forced labour, discrimination and harassment	23
	Percentage of workers from minority / vulnerable groups	%	01/01 - 31/12/2023	Number of Senior citizens (>60 years), young people (<30 years) and people with disabilities in the workforce	30
	Percentage of workers from minority / vulnerable groups in management roles	%	01/01 - 31/12/2023	Number of Senior citizens (>60 years), young people (<30 years) and people with disabilities in management roles	12
	Percentage of women employed	%	01/01 - 31/12/2023	Number of women in the workforce	19,2
	Percentage of women in management roles	%	01/01 - 31/12/2023	Number of women in management positions	42



Theme	KPI	Units of measure	Year	Method of calculation	Result per KPI
Business ethics	Percentage of targeted suppliers having signed the supplier code of conduct	%	01/01 - 31/12/2023	Number of suppliers who have signed the supplier code of conduct.	77
	Percentage of targeted suppliers covered by a CSR assessment	%	01/01 - 31/12/2023	Number of suppliers having completed the supplier survey on a monetary basis	2

