

The BVA logo consists of the letters 'Bva' in a white, sans-serif font, centered within a circular gradient that transitions from orange at the top to red at the bottom. The background of the entire page is a photograph of several glowing, vintage-style light bulbs hanging from above, with some in sharp focus and others blurred in the background.

Bva

UNITED NATIONS
Communication on Progress
2019



Septembre 2019

WE ARE BEHAVIORAL EXPERTS

About BVA

BVA is a market research and consulting company specialized in behavioral marketing. The company was created in 1970 by Michel BRULE and Jean-Pierre VILLE.

BVA has been recognized as one of the most innovative firm in its sector: ranked 3rd among market research companies in France and 16th worldwide. BVA group offices are located in all 5 continents - in 13 different countries - and BVA generates 60% of its sales revenue worldwide. BVA group France is well-known for being one of the most innovative company in its sector due to its strong European leadership.

In an increasingly connected world, BVA combines data science and social science to make data inspiring and to bring it to life. Its goal is to help brands and organizations improving customers, consumers and citizens experiences in order to generate progress and sustainable growth. To do so, BVA group has 4 key areas of expertise:



Our data science specialists (economics, data mining, machine learning) and human science specialists (social psychology, anthropology and behavior science) put their talents at work for projects that are dedicated to challenges faced by our clients. Together, they bring the data to life and ensure that it reflects the real world.

BVA's R&D teams work closely with university research departments, especially in disciplines aiming to open new opportunities for our clients: big data, artificial intelligence and technological innovations (Blockchain, Bots, IOT, etc.) or even behavioral economics, neurosciences and biometric measuring.

Key facts



1970
Year of inception



165 MILLION
Revenue in 2018



50%
Percentage of revenue from international business



#3
ranking in France and #16 worldwide



+ 900
Collaborators



16
Regional offices



3%
Of revenue invested in R&D



49
years of fun!

Statement of continued support

BVA is aware of the importance of the ambitions promoted by the Sustainable Development Goals of the United Nations. Hence, BVA Group is committed to support the ten principles of the UN Global Compact, as well as reporting and communicating annually on progress made to implement these commitments.

We are convinced that a company need a long-term strategy involving its stakeholders. Therefore, our commitment concerns not just a responsible management, but also an honest, respectful and transparent co-construction with all of our stakeholders.

BVA follows the code of conduct ICC/ESOMAR in addition to the national and international rules related to Human Rights and labour standards.

Since 2016, BVA has been a member of the United Nations Global Compact. This commitment comes from a willingness to continuously improve its social, societal and environmental actions.

- Quality is an important goal of many companies. For BVA, quality is an imperative dictated by both our market and our positioning.

The Board Management values the Quality Approach within the group. Every employee shares the fundamental conviction that only the quality of our services, the constant search for enhancement and innovation in addition to understanding our customers' needs can create the conditions for success.

- The central areas of action in our CSR policy revolve around a social, environmental, societal and appropriate security policy. Our two main goals are to have trusting relationships with our stakeholders and to protect the data that they entrust us with.
- The European regulation on the protection of personal data (GDPR) is a major concern for BVA. We put into place necessary measures in order to ensure Data's security, processes' conformity and good management in case of non-compliance.

BVA reaffirms its commitment and willingness to promote the principles of the UN Global Compact thanks to the Communication on Progress.

We post and share them on the BVA Group Website (<https://www.bva-group.com/>) and Intranet.

In accordance with the 10 principles of the Global Compact, this report provides an overview on the actions undertaken in 2018, 2019 and previously.

Statement of continued support

"BVA has been supporting and implementing the principles of the United Nations Global Compact for 3 years. We are committed to put into place a responsible management. We honor an honest and transparent co-construction with our direct stakeholders, as well as a respect for the communities interacting with the various subsidiaries of BVA.

BVA's dynamism comes from a fast adaptation to global changes. Therefore, the group is aware of the importance of societal challenges.

We fully assume our Company Sustainable Responsibilities, and work on a daily basis to ensure an ethical and sustainable work environment."

September 19th 2019,

For the Executive Board,


Pascal Gaudin
Chairman and Chief Executive Officer





SUSTAINABLE DEVELOPMENT GOALS

This report presents the challenges and actions of the Group's Corporate Social Responsibility. BVA presents its progress in line with its Global Compact membership, as well as its contribution to the United Nations 2030 Agenda for Sustainable Development.

BVA Group meets 15 of the 17 Sustainable Development Goals:



HUMAN RIGHTS

Principle 1

Business should support and respect the protection of internationally proclaimed human rights

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS





WORKPLACE SAFETY

Work safety is managed simultaneously by Human Resources and General Services for the entire group (French establishments and subsidiaries).

A single risk assessment document has been drawn up with the employee representatives and can be accessed by employees. The latter is updated annually and helps implementing actions.

MEDICAL EXAMINATION

The employee's medical visits are organized according to the 2017 code of labour (El Khomri law). Ergonomists visits are organized based on employees' requests.

HUMAN RIGHTS

Principle 2



Business should make sure that they are not complicit in human rights abuses

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



17 PARTNERSHIPS
FOR THE GOALS





NETWORKS AND INTERNATIONAL CODE

The international ICC/ESOMAR code

BVA applies the international ICC/ESOMAR code, which defines ethical principles and good practices in the field of market research, social and opinion studies and data analysis. It lays down rules for the protection of survey respondents, the confidentiality of data collected and the protection of children, young people and vulnerable populations.

Global Network for Research

BVA is also the French partner of the **Global Network for Research**, which brings together research institutes of 24 different countries.

MSPA

BVA Mystery Shopping is a member of **MSPA** (Mystery Shopping Professionals Association) aiming to improve the performances and reputation of Mystery Shopping services.

The WIN Network (Worldwide Independent Network of Market Research)

BVA is an active member of the WIN Network through Vilma Scapino, president of the WIN network, and Pascal Gaudin, member of the network's Board Management. This global network brings together some of the most important companies of market research and survey in the world.

The network is designed to develop trade and expertise. It has more than 40 members following the international ICC/ESOMAR code and applying the international human rights. We rely on this network for international studies.

AFCROs

BVA Health is a member of **Afcros** and is committed to the "Professional and Fair Practices of Clinical Research for Consulting and Service Companies" charter.

BVA meets the demands of its investor **Naxicap** in terms of environmental and social management performance.



PROTECTION OF PERSONAL DATA

We make sure that our company complies with the European regulation (the GDPR which came into force in May 2018) when we collect personal data. We also ensure confidentiality and protect data from risks such as loss, unauthorized access, destruction, misuse, modification or unauthorized disclosure.

RESPONSIBLE PURCHASING

The current CSR policy includes the responsible purchasing policy of the group. This one is important to avoid issues with our stakeholders and thus to comply with European regulations concerning the protection of personal data.

DUTY OF CARE

We have a duty to be careful with those involved in our studies. We pay particular attention to children, young people and other vulnerable individuals.

Our professional responsibility pushes us to ensure that we conduct our studies in accordance with ethical principles, methods and techniques.

INTERNATIONAL LABOUR STANDARDS

Principle 3

**Business should uphold the freedom of
association and the effective recognition of
the right to collective bargaining**

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



EMPLOYEE REPRESENTATIVES AUTHORITIES

Every different Employee Representative Authorities is represented in each entity in order to ensure a social dialogue (consultation, dialogue, negotiation, etc.). New elections were held in May 2018, in which representatives were elected to the Economic and Social Committee (ESC).

The Employee Representatives Authorities foregather on a regular basis:

- Monthly meetings for each ESC
- Quarterly meetings for the Health and Safety Committee in the ESCs
- Negotiations and agreements with the Union Representative
- Exceptional meetings can take place if necessary

BVA gives to employee representatives authorities the means and facilities needed to fulfill their tasks. The transcripts of the meetings are communicated throughout the organization on a specific area in the Corporate Network called "BVA Village".

The employee representative authorities were consulted in order to validate the internal rules and the corporate charter concerning the proper use of the entity's information system.

The employee representative authorities are invited to work upstream on company agreements before any validation with social partners.

The wage increase policy is negotiated each year with the social partners.

Regulations are applied regarding the respect of people's right to control the use of their image and to maintain their privacy (concerns employees and interviewees).



INTERNATIONAL LABOUR STANDARDS

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labour

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



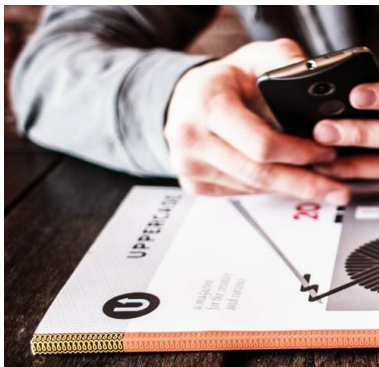


SOCIAL ENVIRONMENT

Conduct of an internal satisfaction survey every two year (last one done in June 2018)

Better understanding of employees' concerns

Helps meeting expectations in a



SOCIAL DIALOGUE

Each **Employee Representative Authorities** is represented in every entity (consultation, dialogue, negotiation, etc.)

INTERNATIONAL LABOUR STANDARDS

Principle 5

Businesses should uphold the effective
abolition of children labour

3 GOOD HEALTH
AND WELL-BEING



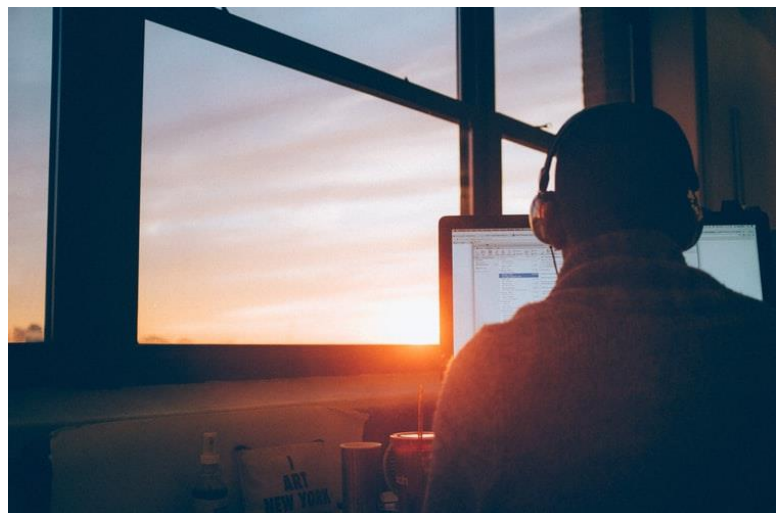
COMPLIANCE WITH NATIONAL AND INTERNATIONAL LAWS



BVA complies with national and any enforceable laws related to:

- › children labour
- › forced labour
- › health
- › security
- › health and security training
- › freedom of association
- › collective bargaining
- › disciplinary practices
- › working hours

An activity done by a minor of working age will only be carried out with parental permission.



INTERNATIONAL LABOUR STANDARDS

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH





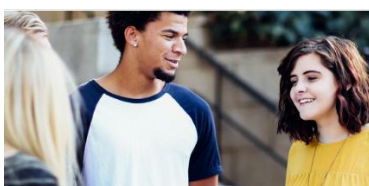
PROFESSIONAL EQUALITY

CORPORATE AGREEMENTS



DIVERSITY AND GENDER EQUALITY

An agreement has been made with social partners in order to develop equal opportunities and equal treatments concerning recruitment, training, working conditions, career evolution and remuneration.



GENDER EQUALITY

The professional Equality Agreement was renegotiated in March 2017.



"QUALITY OF WORK LIFE"

A Generation Agreement has been signed, in which commitments have been made regarding the quality of work life. These were put into place for a period of 3 years starting in 2017.

78/100



2018 « Gender Equality » Index

For open job positions, BVA takes particularly good care not to discriminate someone on the basis of its sex, age, ethnic origin (98 different nationalities are represented within the group) or mailing addresses of candidates.





The « employee » databases contain no discriminatory comments.

Employees' genders don't dictate their job or professional activities.

Talensoft
Recruitment software

Optimized application management

Improved candidate experience

Improved application tracking



Applications are drawn up in respect of strict neutrality.

Managers in charge of the recruiting process follow a Guide of Conduct in order to adopt a neutral and considerate attitude.



RECRUITING PROCESS OF TEMPORARY EMPLOYEES

BVA helps the professional integration of students (CRIJ, CROUS, etc.), long-term unemployed persons (corresponding to 5 to 15% of the staff, depending on the agreements), job seekers (agreements with Cap Emploi; subcontracting to specialized companies hiring employees with disabilities; ...) or people in social reinsertion. For instance, BVA sets up a division of 12 phone investigators at the Muret detention center (31).

PROFESSIONAL INTEGRATION OF YOUNG AND ACCESS TO FIRST JOBS

Happyindex®
Trainees



"HAPPY TRAINEES" LABEL

Awarded since 2016
as one of the best
companies to do an
internship

"TREMPLIN JEUNES APEC"

Signature of the
charter

HIRING RATE AFTER INTERSHIPS

33%

DIVERSITY



HeForShe
UN Women Solidarity Movement
for Gender Equality



UNITED NATIONS

*BVA is committed to promote gender equality through nudges. Creation of a new partnership with **HeForShe** (United Nations).*



Human resources are managed with respect for cultural and social diversity, equity and human rights.

Promoting the employment of people with disabilities (noticeable or invisible)

Intranet communication;

Promoting the importance to acknowledge one's disability when it comes to job stability;

Granting a day off to someone who needs to complete administrative procedures.

Developing the recruitment of people suffering from a disability

Promoting the employment of people from sheltered sectors;

Partnerships with ESATs (Vilette's workshop, Castille's Workshop, Handirect);

Promoting job stability and strengthening the use of sheltered sectors;

Signature of the Charter "Commitments to improve support for employees affected by cancer and to promote health" (INCA).

"Quality of Work Life" Agreement

Signed in March 2018, this agreement fosters the respect of work/private life, working time, telework and employees' well-being.

SOLIDARITY AND MUTUAL AID

Donation of days



BVA has set up a group agreement based on values of solidarity and mutual aid. It is a genuine mechanism of social cohesion. This agreement results from an evolution of a previous company agreement made in 2016. It gives employees the opportunity to donate days off to a colleague facing difficult times.



Additional leave

In order to take care of administrative procedures, any employee recognized with disability gets granted an additional day of leave by the Board Management.

Within the entities of BVA, parents are entitled to leave if their children are sick. The leave goes up to 3 days per year and is remunerated.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND





OPTIMISATION OF SUSTAINABLE DEVELOPMENT PRACTICES

- Moving in our new building in 2020. This building will meet the HQE, BREEAM and WELL standards. The building in Balma is also certified HQE.
- Paper: recycled and responsible practices
- Other sustainable practices
- Development of a responsible GHG Policy
- Development of social cohesion
- Promotion of cultural and physical activities

Our buildings



As part of the Boulogne office relocation project and the renovation of Toulouse offices, BVA has set up collaborative working groups. Hence, employees will help defining the future living and working spaces, interior design and animations that will take place in the future living places.

The focus is made on 7 main areas:

Working and Living Together, a Sustainable Project, Flex Work, Teleworking, the Visitor Journey at BVA, Healthy BVA, Conviviality and Fun.



Collecting, recycling and responsible practices concerning the paper policy

Paper and paperboard waste

Contracts with GREENBURO in Balma, TRIETHIC in Ile de France (Adapted business) and the "Cocotte in paper" in Lyon. Since 2012, waste paper has been collected and recycled.

Greenburo is a socially committed company. They enable people excluded from the labour market to work full-time.

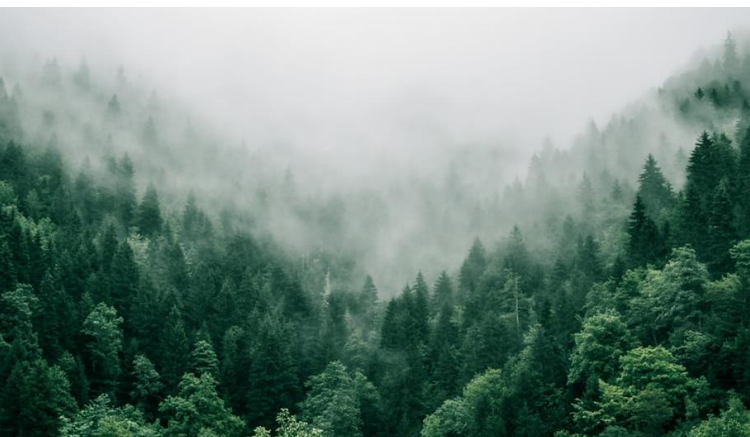
TRIETHIC also promotes the professional integration of people remoted from employment.



Used paper

BVA choses to use exclusively TCF FSC/Ecolabel paper (ecological forest management).

We also use paper produced from Eucalyptus globulus. This paper uses fewer natural resources and promotes a sustainable consumption. 80% of the energy used to make this paper comes from renewable energy.



Waste bin

Specific paper bins have been set up in the premises and special sorting bins in the buildings in order to collect white and colored paper. The quantities collected are monitored.



Other eco-friendly practices



Eco-friendly printing policy

- All the computers have been formatted to print in black-and-white, as well as double-sided;
- We use modern models of copiers that meet Eco Energy standards and labels. They are formatted for a sustainable use (preview before printing, draft mode, black-and-white, etc.). Environmental data sheets are available for all models.
- Employees are made aware of the importance to reduce their paper consumption (to reduce the volume of printing, color printing, 2 pages per sheet, etc.) and to limit their use of paper (creation of shareable databases; communication by email; etc.)
- Specific paper bins have been set up in the premises and special sorting bins in the building to collect white and colored papers. The quantities collected are subject to detailed monitoring. We submit electronic study reports to our clients rather than printed reports.
- Since 2018, employees in Balma must use their badges in order to print. This option will be implemented in 2019 in the other establishments of the group.

Consumption of Water

Since April 2017, a network of water fountains (quality system certified ISO 9001) has gradually replaced all the water fountains on the site of Boulogne-Billancourt.

- The toilets in Balma are equipped with electronic self-closing faucets.
- Since 2018, water savers have been added to our sanitary facilities. It helps us reduce the flow of the taps and save water.

Cups

BVA aims at limiting the consumption of plastic cups. Hence employees are either given a 100% DD BVA mug ("cups" made from recycled plastic) or are allowed to bring their own and to let it on their desks.





Recycling waste

Used print media, computer equipment and office automation

BVA has signed a contract with INNOTECH for the building in BALMA (31) and with CONIBI Consortium for the building in the Parisian region. Our printer and copier suppliers are affiliated to them for the recovery (recycling or reuse) of ink cartridges and toners.

Our paper recycling provider - called Triethic - also collects used batteries.

Used lamps and electrical equipment are collected and recycled by Recylum, which is a certified organization.

BVA donates, resells and recovers computers, servers or hardware with specialized companies and associations (Phoenix-Micro, Association Sotrasi in Kinshasa which works with schools in Congo, etc.). BVA also upgrades its mobile phones: donation made to Grow Movement through the Redeem Group company in charge of recycling.

Donations: BVA often makes donations to associations (Restos du Cœur, SPA, I.M.E., ...), schools and ESATs (centers providing care through employment).

Responsible GHG policy



Reduction of business travel

All meeting rooms are equipped with a Starleaf application, which makes it possible to organize online meetings. It helps limiting travel between the various BVA sites for internal meetings or meetings with customers/suppliers. Employee's computers are also equipped with Skype for Business.



Hardware and datacenter

We use copier models that combine printer, photocopier and scanner. They consume up to 50% less energy than 3 devices.

We use low-energy hardware, and we are gradually changing the computer park with more energy-efficient laptops.

- › Automatic disconnection after 10 minutes of disuse (IT security rule)
- › Automatic sleep mode after 30 minutes of disuse
- › We use extension cords with an On/Off mode; the employees ensure that they comply with the policy stating that they have to turn it off at the end of the day;
- ...

Data storage

Since 2010, low-power servers have been systematically implemented by our Ataraxie datacenter, which also has an eco-friendly datacenter.





Other energy consuming policies

Electricity is monitored annually. As part of the new management of our consumption, our electricity consumption has decreased by 15.5% and thus our bill by 14.6% between 2016 and 2018.

Common areas on the Balma's site are equipped with occupancy sensors and timers in order to better manage our electricity consumption.



Energy audits of our transports and buildings by Green Alternative

2016/2017 Action plan :

- Heating cuts during unoccupied times
- Re-lamping to LED lights
- Thinking of the possibility to have a hybrid vehicle fleet
- Equipment with more efficient tires
- Training the employees to drive in an eco-friendly way

New energy audit scheduled in 2020.

Mobility plan

A Mobility Plan aims at improving and increasing the efficiency of travel related to the company's activities. One revolving around BVA's activities was carried out in 2017.

Because of our relocation in April 2020, actions are planned in 2019 and 2020 (communication, development of a car-sharing app, ...).

ENVIRONMENT

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility





EMPLOYEES AWARENESS

> CSR articles

A weekly publication is made on the internal communication group page (BVA Village). These articles talk about CSR topics, actions and events such as the European Week of Sustainable Development.



EMPLOYEES MOBILISATION

> Venture

An Open Innovation program was created to support start-ups. BVA looks for start-ups with direct or indirect links to its activities and suggests ways to collaborate with them.

> BVA EARTH

BVA EARTH is a specialist of Sustainable Development issues. They offer to strengthen and increase the efficiency of CSR policies in companies and collectivities. It directly helps managers elaborate and set up CSR policies.

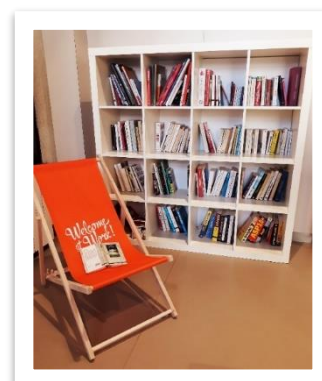


For instance BVA Earth carried out a study for WWF untitled «How to make the WAG application more engaging thanks to nudges?».



- > Creation of the "Next Gen" group bringing together the "young" collaborators. It aims at establishing a collaborative thinking on social and environmental issues within BVA.

- > Creation of a space on the Boulogne-Billancourt site where employees can share books. Those are then collected by the association Recyclivre in order to give them a third life.





SUSTAINABLE DEVELOPMENT EVENTS AND ACTIONS

> Solidarity challenges

Employees' participation in the Babyloan solidarity challenge. The latter is Europe's leading solidarity micro-loan site. BVA paid an amount corresponding to the amount of the employee contribution to double the value of the loan. These micro-solidarity loans support projects and help small entrepreneurs develop their own activities.

> Organic basket

Implementation of organic baskets on the sites of Balma and Boulogne-Billancourt. The sites are supplied with organic and/or short-circuit food products directly delivered to the workplace.

> Conferences (Energy, waste sorting, ...) and workshops (Ex: Do it yourself) on CSR topics are organized.

> Coffee machine

In 2018 new coffee machines working with grains were implemented. This solution reduces the use of coffee capsules and hence offers a more eco-friendly, economical, better quality coffee that is also more respectful of producers.

DEVELOPMENT OF SOCIAL COHESIVENESS

> My BVA Café

A daily breakfast is offered to employees at the Boulogne-Billancourt site.

> Cultural and sporting events

Events are regularly organized to develop and strengthen social cohesiveness between employees. It allows employees and clients to take part in sporting events.



> Caretaker services / Happiness Producers

The Caretaker services / Happiness Producers helps bringing smiles and embodies the spirit of BVA in front of employees and clients. This team participates in the creation and the entertainment of sporting and cultural events that animate the daily life of our employees. It also helps employees by providing them day-to-day services (dry cleaners, shoe shops, flower purchasing...).

> FC BVA

BVA has a football team and organized three editions of the Inter-Institute Tournament Cup. Our team was twice finalist. In 2019 a women's football team was created.

> Other internal and external events

Christmas breakfasts are organized by different teams during an entire week, Halloween meals, snack-raffle at Christmas, Easter egg hunt, Internal Babyfoot tournaments, BVA Group parties twice a year...

DEVELOPMENT OF SOCIAL COMMITMENT

> BVA was a partner at the Forum « Changer d'Ere » between 2013 and 2016, which is an annual event about the issues in collaborative societies.

> A visit and presentation of the possible jobs in BVA took place in 2016. The event was organized with the association "Company for School" (Ministry of Education). The later aims at helping secondary school students build their future.

> In 2017, BVA provided financial support to the Lightforce project in Kenya. This project involved the construction and installation of 120 street lamps and 100 house lamps in 2018.

> BVA was a partner of the 10th edition of the Gay Games in 2018 in Paris.

> BVA collaborates with academic researchers; particularly in disciplines that open up new opportunities for our clients: big-data, artificial intelligence, technological innovations (Blockchain, Bots, IOT, etc.), behavioral economics, neuroscience, and biometrics.

Implementation of a BVA Marketing Research Prize awarding the best thesis in Marketing.

Organization of themed breakfasts (« The Nudge helping the Health ») inviting both employees and clients.

ENVIRONMENT

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



15 LIFE
ON LAND





DIGITALIZATION AND DEMATERIALIZATION



Pay slips

Since the beginning of 2016, the pay slips of the group's investigators (BVA Mystery Shopping, Inference Operations, Interview) have been dematerialized. This is equivalent to a dematerialization of about 3000 paper pay slips per month.

Since October 2016, pay slips records of all employees have been digitalized and put each month in a personal and secured electronic safe called Peopledoc. BVA makes this service available for each employee.

Peopledoc is an expert in HR digitization. It guarantees the confidentiality and authenticity of all documents. The archiving part is then ensured by the Caisse des Dépôts and kept in record for more than 50 years (guaranteed against any loss). All documents are certified.

Restaurant tickets

Since March 2016 employees have been able to switch their restaurant tickets to their mobile thanks to the Resto Flash application. It simplifies the use of restaurant tickets that are accessible in your mobile. The application makes it possible to pay the exact amount.

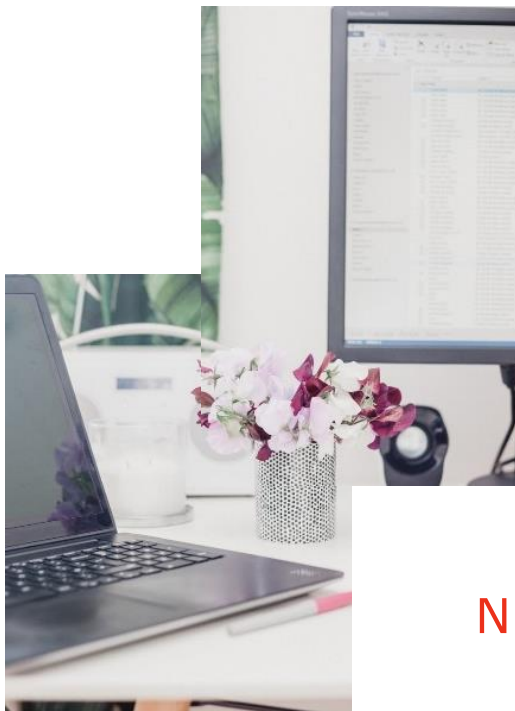
Requests of leave

Since March 2017, the digitization of requests for paid leave, days off and exceptional absences has been implemented for the entire BVA Group.

BVA Village

Since February 2018, BVA has set up a new platform to connect employees with each other and share knowledge within the Business Units. The main functionalities of the online platform aim to share, train (Best practices, Master class, Mooc, etc.) and link employees' communities.

This new tool brings together on a single platform all existing applications (HR, fees, CRM, my quotas, etc.). The creation of new communication spaces like "café du commerce" and "communauté métiers" allows informal exchanges between colleagues (exchange of information, good plans, good practices, corporate information, etc.).



NEW WAYS OF WORKING

Transformation plan

BVA hired a new Director of Employees' Experience and strengthened the HR team.

Teams of employees oversee the relocation project of Clichy and work on the evolution of practices and workspaces (teleworking, working in Flex). They also work on entrepreneurship, promoting cross-cutting, open innovation (partnering with startups) to accelerate our transformation. Our internal practices are evolving.

ANTI-CORRUPTION

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



REGULAR CHECKING

Strict controls are applied at all stages of a study. These regular checks ensure the reliability of the results.

CERTIFICATION AND EVALUATION

Certification ISO 9001

BVA certifies its activities and is evaluated by an independent organization called Afnor. Therefore, the group makes a commitment to its clients to ensure the quality of its studies.

62/100



ECOVADIS Evaluation

A CSR assessment shared with several of our clients is carried out annually. Our score went from 54/100 to 62/100 last year, allowing us to be in the “gold category” of the ECOVADIS Evaluation (only including the companies committed for Sustainable Development).

CODE OF CONDUCT

A Code of Conduct concerning the employees is in progress to define BVA’s anti-corruption compliance rules.

BVA IS A MEMBER OF ...



MSPA EUROPE



Strategy

Performance objectives	Progress	New objectives
<p>Disabled persons policy</p> <p><u>Achievement:</u> Hiring and partnerships with ESATs and sheltered workshops</p>		<p>Will to hire more. Partnerships with ESATs for the project of "breakfasts" in the new building of Clichy in 2020.</p>
<p>GDPR policy</p> <p><u>Achievement:</u> Review on clients' and providers' contracts Conformity plan</p>		<p>Conformity plan finalized.</p>
<p>Right to disconnect</p> <p><u>Achievement:</u> Charter about the right to disconnect</p>		<p>Communication and verification of the charter's implementation.</p>
<p>Diversity policy</p> <p><u>Achievement:</u> Implementation of HR code of conduct regarding the recruiting process Diversity and gender equality agreement</p>		<p>Creation of a Diversity charter or label.</p>

Waste

Achievement:

A sorting system has been developed for voluntary waste drop-off



New and more efficient sorting system in Clichy.

More efficient travel policy for employees

Achievement:

Mobility plan



New mobility plan for the site in Boulogne and the new one in Clichy.

Paper

Achievement:

Sensibilization
Obligation to use a badge in order to print
Paper sorting
Black-and-white and double-sided mode on printers



Communication and eco-friendly driving guide.

Skill-based sponsorship

Achievement:

Participation in studies (For instance: « Des Images Et Des Actes » in partnership with Place to B)



Expanding our skill-based sponsorship.

Anti-corruption guide

Achievement:

Guide in progress



Finalizing and broadcasting it amongst the employees.



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