



UN Global Compact



**Communication
on progress
2019**



The commitment from the Leyton Group's founding Chairman



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As a member of the UN Global Compact since 2019, I am delighted to confirm that the LEYTON group upholds the ten principles of the United Nations Global Compact on human rights, labour rights, environmental protection and anti-corruption.

In addition, we are committed to promoting these principles within our area of influence and to integrating them into our corporate strategy, business culture and internal processes. Leyton's values are fully in line with those of the Global Compact. Working at Leyton means promoting excellence, teamwork, respect, enjoyment and innovation.

In this way, we are seeking to improve our CSR policy year on year and to make Leyton a company which is fully committed to these values. You will find below our first COP, which we will strive to improve in the years to come.

François GOUILLIARD
CEO and founder

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INTRODUCTION TO THE LEYTON GROUP

INTRODUCTION AND PRESENTATION OF THE PROCEDURE

1 / HUMAN RIGHTS & SOCIAL RESPONSIBILITY PROCEDURE

Principle 1: Businesses should promote and uphold the preservation of international human rights law.

2 / DIVERSITY - INCLUSION - EMPLOYEE WELFARE

Principle 3: Businesses should uphold the freedom of association and recognise the right to collective bargaining.

Principle 6: Businesses should work towards the elimination of discrimination in respect of employment and occupation.

3 / ENVIRONMENT - IMPROVING OUR CARBON FOOTPRINT

Principle 8: Businesses should take initiatives to promote greater environmental responsibility.

Principle 9: Businesses should promote the development and dissemination of environmentally friendly technology.

4 / ANTI-CORRUPTION

Principle 10: Businesses should combat corruption in all its forms, including extortion and bribery.

Introduction to the Leyton Group

LEYTON, a consulting firm for the funding of innovation, energy transition and the outsourcing of services, has experienced an annual growth of 20% in helping businesses to adapt in the past three years. LEYTON's tax, R&D, energy and HR specialists provided clients with additional resources for their development (for France, €500 million of additional resources).

Over the past twenty years, LEYTON has multiplied the number of its clients by 20 to reach a total of 14,000. Over the past five years, the consulting firm has doubled the number of its employees to 1,400. The average age of an employee at LEYTON is around **32**. **65%** of its managers come from within its own ranks. **10% of the company's capital** is reserved for employees.

LEYTON has a presence in **10 countries** in Europe and North America. The company will soon be opening a branch in Germany.

Introduction and presentation of the procedure

A CSR working group was set up at the start of 2019 to determine the needs of Leyton offices in France, using bottom-up approach, using a bottom-up approach. This approach was then rolled out in every country. With this in mind, a call for applications was launched and employees were selected to act as representatives for the CSR programme. These representatives met and agreed main CSR objectives for the Group.



One of the objectives over the summer in 2019 was to establish a materiality matrix related to each of the following three pillars:



Environmental Pillar:
Protecting the environment



Social Pillar:
Promoting social cohesion



Economic Pillar:
Promoting a responsible economy

The materiality matrix enables the Group's CSR challenges to be ranked in terms of priority. Based on the international standard Global Reporting Initiative (GRI), LEYTON then developed the approach which was most relevant to its area of activity with the support of Management.

The approach used was organised around 5 stages:

1 / The first stage was to hold meetings which were open to all employees. With this in mind, every employee received an email from Management informing them of the three dates on which the meetings were to take place (one for each pillar).

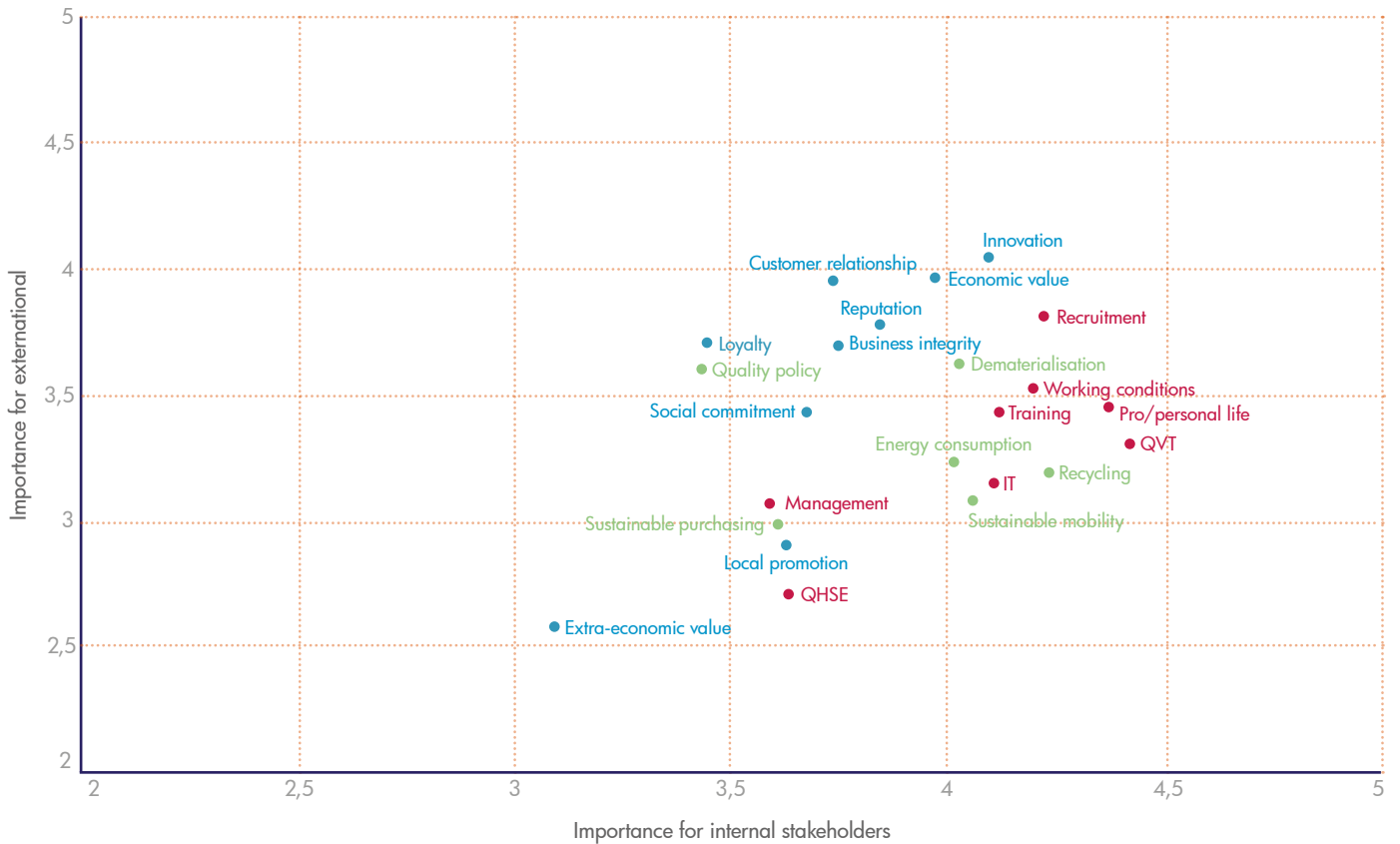
2 / During the European Sustainable Development Week, meetings were conducted by the CSR team for employee volunteers to identify the CSR challenges of internal/external stakeholders around each of the three pillars. As a result, 23 'priority' CSR issues emerged.

3 / In order to prioritise the number of issues resulting from the meetings and to respect the bottom up spirit of the CSR approach within LEYTON, each employee received a questionnaire via email asking them to rank the issues in terms of importance. It should be noted that everyone had the opportunity to add a comment for those who could not attend the public meetings.

4 / With over 171 participants in France (Directors, Managers, Consultants, Assistants), it was possible to plot the issues precisely and in a relevant manner, with business issues on the x-axis and the expectations of employees and stakeholders on the y-axis.

5 / Presentation of the materiality matrix to the Management Board.

Materiality matrix



For the second consecutive year, Leyton had its CSR performance measured by the external body ECOVADIS. This allowed there to be an external and critical assessment of the Group's actions and for areas for improvement to be identified.





Human rights & Social responsibility

3 GOOD HEALTH AND WELL-BEING



7 AFFORDABLE AND CLEAN ENERGY



17 PARTNERSHIPS FOR THE GOALS





SOCIAL ACTIVITIES

- **SCOPE:** One of our teams in the United Kingdom took part in the Three Peaks Challenge in aid of SCOPE, a charity campaigning for equality for disabled people in England and Wales. SCOPE provides practical information and emotional support to people with disabilities when they need it most. They use the power of the community to change attitudes and end injustice. Our team collected a total of **£11,000** for the charity.

- **ACTION CONTRE LA FAIM:** Our teams in Strasbourg took part in the 6th Challenge Against Hunger organised by Action contre la faim in Strasbourg.

A total of over **€2, 000** of donations were collected as a result of sports activities carried out by our 16 employees. This amount will provide funding for Action contre la faim programmes on the Ivory Coast and in Nepal.

- **AGENCE DU DON EN NATURE (GIFT IN KIND AGENCY)**

Leyton is committed to combatting exclusion and poverty, in particular by being a founding partner of the 'Agence du Don en Nature'. 'Agence du Don en Nature' acts as an interface between businesses and the voluntary sector by collecting unsold new products from manufacturers and redistributing them to partner charities, who give them to the most needy.

Several initiatives have been carried out:

- **July 2019:** Participation in the 5th 'Impact Territoires' - a programme which is aimed at companies wishing to develop their CSR and engage in ecological and interdependent change. This was an opportunity for our two Lyon-based employees to learn more about good practices for reducing our social and environmental impact.

- **June 2019:** 'Course des Héros' - the largest multi-association fund-raising event in France. Our teams ran in aid of 'Agence du Don en Nature'

- **June 2019:** Organisation of the collection of new hygiene products. We delivered all the products to the ADN teams so that they could redistribute them to the most disadvantaged.

In 2019, Leyton donated a total of **€45,000** to 'Agence du Don en Nature'.



- **LE PRADO ASSOCIATION:** employees from Lyon office spent a day with Le Prado members in order to help them for their occupational integration.

- **ENVOL:** Eight employees in Montpellier took part in the charity race in aid of the EnVol Association, which works to alleviate disability through physical activity.

- **NOUJOURN:** Leyton supported the Noujourn Association in Morocco. This association sets up educational workshops in hospitals for children suffering with cancer. Nineteen Leyton employees took part in the Children's HandiCourse organised by the Moroccan Association of Sport and Women on 23 June 2019.

- **REMEMBRANCE DAY POPPY APPEAL:** Teams in London volunteered to act as fundraisers for the 2019 Poppy Appeal. The Poppy Appeal is a fundraiser organised every year by the Royal British Legion in Great Britain which helps support the families of soldiers who have been wounded or killed in action.



- **CENTRE EUGENE MARQUIS:** Leyton has formed a partnership with the 'Centre Eugène Marquis', a centre leading the fight against cancer in Rennes:

- Leyton supports the centre by providing exposure on the boat of Arthur Le Vaillant which participated in the 'Route du Rhum' and 'Transat Jacques Vabre' races.

- A total of **€5,815** was collected as the result of GoGetFunding fundraising, which funded the purchase of virtual reality headsets. Virtual reality (VR) can be used for medical purposes to reduce certain phobias and anxiety disorders. VR has a direct effect on the brain. The patient, occupied with absorbing all the signals sent by virtual reality, focuses on these and blocks out other signals such as pain.

- The fund has been supplemented by collections organised by various offices within the group during World Cancer Day. This happened in Toulouse, for example, where employees raised money during a sale of home-made cakes and crêpes. They managed to collect a total of **€200** which was added to the pot.

- **CHARITY DAY :** Leyton UK set up a charity day in 2019 which gave employees the opportunity to spend one work day a year volunteering with the association of their choice.

Principle 1: Businesses should promote and uphold the preservation of international Human Rights law.

- **Leyton UK** issued a statement against slavery and human trafficking pursuant to section 54(1) of the Modern Slavery Act 2015.

- **Leyton France** is committed to fighting discrimination by being a signatory to the Diversity Charter. Through this commitment, the Group is committed to developing the skills of its employees without discrimination and in an impartial manner. Recruitment teams are made aware of non-discrimination during the recruitment process, and take into account the 24 discrimination criteria defined in the Labour Code (article L 1132-1).





Diversity - Inclusion - Employee welfare

4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS





- **Integration programme:**

- **2-day integration workshop** (UK/France/Morocco) which aims to share the corporate culture for easier acclimatization.
- **Provision of a welcome booklet** (France/Italy/Morocco).
- **Buddy Programme** (France/Belgium): to aid integration, each new entrant has a BUDDY, giving them the chance to connect with someone from another department.
- **Organisation of a monthly dinner** by managers to bring their team closer together.

- **Enhancing the corporate culture:**

- Implementation of a standard **integration programme** for all new arrivals in France.
- **Organisation of employee challenges** with prizes to win: quiz (prize = trip to Brazil), virtual regatta (prize = a day sailing).
- **Group Seminar** (French, Italian, Spanish and Moroccan teams meet up in Embiez).
- Office **Christmas parties**.
- **A discussion area** in each office where breakfast is available to employees on a weekly basis, as well as fresh, seasonal fruit.

- **Training / Development:**

- **On boarding programme (UK/France):** routine interview with Human Resources in the middle of the trial period in order to establish a progress report.
- **In-house training** over several months in a new role (Technical sales training (commerce) - client relations (consultant))
- **In-house training** about the Group's products.
- **External training:** support for requests for external training courses.
- **Training of new managers** in the basics of management.
- **Will to develop non-professional qualities** –soft skills - employees in line with the Group's values.
- **Promotion of internal mobility** (creation of a dedicated process).
- **An annual development interview** with management and an annual interview with Human Resources and the Board.





Principle 3: Businesses should uphold the freedom of association and recognise the right to collective bargaining.

- In each subsidiary, and in France in particular, LEYTON upholds labour standards that seek to defend and recognize the right to collective bargaining. For example, this year LEYTON France organised new workplace elections.
- LEYTON has a works council offering many advantages (discounted price for culture, GYMLIB, Meyclub, etc.)

Principle 6: Businesses should work towards the elimination of discrimination in respect of employment and occupation.

Diversity:

Employees working in our 10 countries are from 29 different nationalities.

Parity figures for 2019 recruitment :

	BELGIUM	CANADA	SPAIN	FRANCE	ITALY	MOROCCO	NETHERLAND	POLAND	UK	USA	GRAND TOTAL
F	40,3%	25,0%	38,5%	45,0%	38,3%	42,5%	0,0%	50,0%	30,3%	33,8%	39,3%
H	59,7%	75,0%	61,5%	55,0%	61,7%	57,5%	100%	50,0%	67,7%	66,2%	60,7%
	53	27	104	450	81	313	2	17	272	61	1380

Total workforce (31/12/19):

Disability awareness campaign:

In 2019, Leyton FRANEC set up a disability awareness campaign in partnership with the CSR network organisation:

- During disability week, a daily 90-second video was sent about a disability.
- Provision of a listening and support unit for any questions or additional information on disability and existing aids. This unit (anonymous) was open from 6 November 2019 to 10 January 2020.
- Posters in offices to promote equality.

• Creation of an in-house network for the promotion and analysis of equality within Leyton France (Leyton4all) covering the following themes:

- The position of women in the company.
- Establishment of an equal pay index.
- Improvement of maternity leave.
- Implementation of an indicator of integration with an external provider (Just different)

• Membership of the French Association of Diversity Management

• Training

- Hosting of Pete Stone and Lucile Bloch, founders of Just Different, who came to educate our French teams about why diversity and inclusion is important for a healthy organization. This conference was part of the Leyton For All initiative, which aims to promote professional equality within our company.
- Equality & diversity training for all the employees in the UK office
- Seminar for managers in France: inclusion and well-being

• Promotion of women

- BalanceforBetter initiative: On International Women's Day Leyton employees from around the globe demonstrate their support for the BalanceforBetter initiative and building an equal world between men and women.



Environment / Improving our carbon footprint

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



Principle 8: Businesses should take initiatives to promote greater environmental responsibility.

In the area of the environment, the Group decided to launch the 'Green Leyton' initiative in November 2019. The aim of the initiative is for specific actions to be deployed in each of the group's branches. Two events took place simultaneously at Issy and London on 28 November. Waste collection, a speech by

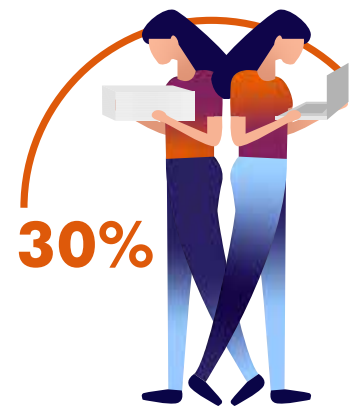
a scientist to raise awareness of ocean pollution and brainstorming to identify good practices which could be implemented on a daily basis to reduce our impact were included. Employees voted on which measures should be put in place as a priority.



of employees consider teleworking to be an effective way to reduce our carbon footprint.



of collaborators decided to remove the plastic cups.



of employees have decided to ban paper invoices.



The Leyton Group also committed to reducing its carbon footprint in 2019 by focusing on the following three main areas:



The impact associated with transport



The impact associated with infrastructure



The impact associated with waste

1/ THE IMPACT OF TRAVEL

In 2019, several organisations within the Group negotiated new agreements concerning telecommuting. The aim is to make the work life balance as good as possible for employees, whilst also reducing our business' carbon footprint. Studies have shown that personal travel accounts for 15% of the energy consumption of the tertiary economy, 20% of which comprises the journey from home to the office. Transport is therefore a key factor in reducing our carbon footprint.

France has increased the quota of telecommuting days from 10 to 20 for certain categories of employees.

The UK Team has introduced the possibility of one telecommuting day per month.

Belgium allows its employees to enjoy one telecommuting day a week.



2 / THE IMPACT OF INFRASTRUCTURE

Focus on 3 relocations in 2019:

ISSY LES MOULINEAUX - FRANCE

In September 2019, the Head Office of the LEYTON Group moved into the first positive energy building in Issy les Moulineaux. An improvement in working conditions for employees and the building's energy performance were among the key criteria looked for during the search for new premises.

This building has the following accreditations:

- Bepos Effnergie 2013, which means it is Effnergie+.
- BREEAM Excellent.
- HQE Exceptional, with 7 out of 14 targets attained to reach the Highly Performing level. This includes energy management and maintenance and the sustainability of environmental performance.
- The WELL Building Standard, which assesses the characteristics (over 100) which affect the health and well-being of those within the building.

These different certifications are the result of a strong drive to have an efficient building:

- Maximisation of interior areas in direct contact with daylight in order to reduce electricity consumption whilst improving the well-being of occupants.
- Staircase located on the façade to discourage the use of lifts.
- Autonomy of the building's three wings, particularly with regard to air treatment, which significantly minimizes pressure drops and therefore generates significant energy savings.
- A geothermal programme set up in the basement.
- The use of photovoltaic panels on the roof.
- Availability of parking places for electric cars, bikes and electric bikes.

The well-being of employees was one of the main objectives during the interior fitting of the premises, in particular as regards open workspaces as a rule from the first day, and quality furniture. A single, central and spacious break area has been designed, with free coffee and video games made available to encourage a team spirit and togetherness on a daily basis.

Selection of key project suppliers on the basis of social and environmental responsibility criteria. The main suppliers (in particular the research and fitting-out company and the distributor of office furniture) which were used have signed up to the Global Compact and have a responsible purchasing policy.

Used furniture was salvaged by a company which is a member of the 'Fédération des entreprises d'insertion d'Ile de France' (The Ile de France Federation of Integration Enterprises), ensuring the recycling or return of furniture back into the circular economy. IT equipment was also entrusted to an association that ensures the recycling of non-reusable materials.



MILAN – ITALIE

Leyton Italy opened its new premises in November 2019 in Milan. These premises are located in a LEED Platinum (82/110) accredited building with the following characteristics:



The atmosphere of the workspace revolves around sustainability, artistry and innovation. The office includes a large, central break area which acts as a friendly and welcoming space to enjoy a break, meet and recuperate.



UTRECHT – HOLLAND

In 2019, the Leyton Group opened its first office in Holland on the SECOYA campus in Utrecht.

All the SECOYA buildings have the Energy label A accreditation. The environment and energy efficiency were central to their design. All buildings are very economical in their use of energy and are equipped to keep energy consumption to a minimum. This is demonstrated by a very low energy index of 0.90 (very energy efficient).

AND IN ADDITION...

This commitment is demonstrated within the Group during relocations, as well as through the implementation of sustainable initiatives:

- **Nantes:** relocation to a building that is energy efficient (C) and low in greenhouse gas (GHG) emissions (A)
- **Toulouse:** relocation to a building that is energy efficient (B) and low in greenhouse gas (GHG) emissions (A). Toronto: relocation to a category A building
- **Manchester:** relocation to a category A building
- **USA:** installation of green plants throughout the offices to reduce stress and improve air quality.

3 / WASTE MANAGEMENT

The year 2019 focused on the reduction of paper waste:

- **The printing policy** has been updated in order to reduce the company's environmental impact: Default greyscale printing and default duplex printing

- **Digitalisation of the customer signature process** in the United Kingdom, Canada, France and Belgium using Docusign software

- In France, this has allowed us to reduce our impact on the environment in the following ways:



- **Digitalisation of the payroll in France** by sending pay slips by e-mail instead of by post (more than 450 employees)

In 2019, waste has been sorted in the United Kingdom, Spain, France, Canada and Italy.

The aim for 2020 is now to reduce individual waste bins as much as possible in order to improve the proportion of waste that can be recycled and to continue to reduce the volume of waste produced by the Group, be it plastic or paper waste.

ACTION ON A LARGER SCALE

Protecting the oceans

Leyton has initiated various actions and forged significant partnerships to highlight its commitment to the planet and to the oceans in particular.

- Through our partnership with skipper Arthur LE VAILLANT, we hope to raise the profile of protection of the oceans. Arthur, together with

other skippers, is using his position as a sportsman to encourage the boating industry to make the necessary changes. The aim is to be able to sail while minimizing our carbon footprint as much as possible as a result of the technical studies carried out at Leyton by the Energy Department.

- We are even including our clients in the venture. Our client **AtmoTrack** has developed a sensor to measure air quality. This was positioned on the sailing boat during the last race and has contributed to the development of global pollution databases.
- After measuring pollution, studying the marine ecosystem and repopulating the oceans, we must then tackle the cleaning up of the oceans. We have decided to do this with the **SEA CLEANER** association. They have a world-wide, long-term vision for preserving the oceans, with a global reach. It combines economic, social, human, educational and scientific aspects with a spirit of cooperation. For example: The collection of plastic macro-waste in areas of high density before it disintegrates and disperses.
- Our partnership with the **Pure Ocean** foundation demonstrates our commitment to research and innovation. Pure Ocean's mission is to support cutting-edge applied research projects in order to preserve marine biodiversity, protect and restore fragile marine ecosystems, increase knowledge of the oceans and contribute to the fight against global warming.

In 2019, Leyton donated a total of **€30,000** to the Pure Ocean association and Pure Ocean took part in Leyton events to highlight their actions :

- **31 May 2019:** Science coordinator, Deborah Pardo, gave a talk for Pure Ocean and took part in two round table discussions during conferences organised by Leyton in Nantes. She had the opportunity raise awareness and inform major players in the nautical industry and in environmental protection.
- **23 and 24 september 2019:** Thomas de Williencourt and Hubert Loisel, who initiated the Coastal Ocean Watch project were at the 'Yacht Club de France' in Paris at the invitation of Leyton to talk about the preservation of marine biodiversity and remote sensing.
- **25 september 2019:** David Sussmann was invited to Marseille as a keynote speaker to talk about innovation on land to preserve the oceans.





PROTECTION OF THE EARTH

For a complete commitment to our planet, after the protection of the oceans, we are continuing our efforts with protecting the land.

- In April 2019, a team from the energy Business Unit spent an afternoon collecting rubbish during the #cleanupchallenge. Armed with bin bags, our employees set out on foot to clean up the streets around Saint-Cloud.

- At the same time, the Montpellier branch did the same thing along the banks of the river Lez.

- In Morocco, 30 of our employees followed suit by cleaning up Ain Diab beach in Casablanca.

- The operation was continued at the end of October with a large team of 110 volunteers cleaning up around the new premises in Issy-les-Moulineaux in Paris.

THE REHAGI INITIATIVE

Within the framework of its CSR policy, Leyton is offering employees living in France insulation of unused attic space or under flooring and is thereby sharing its expertise on the subject with as many people as possible.

The offer applies to all employees, whether **owner occupants** or **tenants** and whether the accommodation to be insulated is a primary or secondary home.

Principle 9: Businesses should promote the development and dissemination of environmentally friendly technology.

ORGANISATION OF A SUSTAINABLE START-UP CHALLENGE

Since it first formed over 20 years ago, Leyton has been committed to helping businesses become more sustainable by identifying additional sources of revenue for their environmental development or for social projects.

In 2010, the LEYTON Group launched the **LEYTON Sustainable Start-up Challenge CES 2019**. It comprises promoting the best Greentech and Goodfortech projects from the outset in 9 different countries across Europe and North America. As a result of this competition, there is:

- **A free stand at CES 2020** with training on how to present your business in America and additional funding to cover logistical costs (flight + hotel)
- **Increased visibility** at a national and global level thanks to promotion of the competition and media coverage of the CES.

PARTICIPATION AT THE SUSTAINABLE INNOVATION FORUM

Leyton Iberia sponsored the Sustainable Innovation Forum (SIF25) which was organised during the annual Conference of Parties (COP) in Madrid. Over two inspiring days, our consultants had the opportunity to meet committed individuals and companies who are making a positive impact on the planet and the climate through innovation.

We had **5 winners** whose goal is to launch new technologies that help reduce our impact and improve consumer habits with regard to the environment:

- **Bioenzymatic Fuel Cells (FRANCE)** which is reinventing the way we power disposable electronics with environmentally friendly paper-based biofuel batteries for sustainable and convenient energy production.
- **WISEAIR (ITALY)** which is combatting air pollution with ARIANNA, a balcony planter which measures air pollution
- **HELIPONIX (USA)** which wants to make fresh products available throughout the world using GROPOD, a smart device that grows fresh produce in your home at any time of the year.
- **SKRIWARE (POLAND) :** a complete educational ecosystem focused on teaching STEAM skills through hands-on experiences and creative problem solving.
- **RETROLABS (USA)** which contributes to the reduction of waste with its FRESHCAM. This sends expiry notifications, recipe recommendations, makes automatic orders and provides a view of the refrigerator via the app.



A circular frame containing a photograph of a person's hands in a suit jacket resting on a document with a grid pattern. The hands are positioned as if reviewing or signing the document. The word "Corruption" is overlaid in white text on the hands.

Corruption

Principle 10: Businesses should combat corruption in all its forms, including extortion and bribery.

Leyton France is governed by the French Sapin II law on transparency, anti-corruption and economic modernisation. A strong commitment has been made by management to put in place clear rules regarding compliance and ethics, which is reflected in the following key documents:



The ethical charter



Analysis of corruption risks



The code of conduct



The gift policy



LEYTON

e: contact@leyton.com
w: leyton.com

BELGIUM · CANADA · FRANCE · GERMANY · ITALY · MOROCCO · NETHERLANDS · POLAND · SPAIN · UNITED KINGDOM · UNITED STATES