



CSR Policy

www.linkbynet.com



Our Corporate Social responsibility

In 2000, the IT was undergoing a major transformation. LINKBYNET was born from this observation: the combination of service quality and the ability to innovate during increasingly frequent phases of evolution.

The co-founders of LINKBYNET, Patrick and Stéphane AISENBERG, have always been committed to building a quality company that focuses on the human being, the backbone of transformation and growth.

At LINKBYNET, our ambition is to sustainably support the transformation of our employees and our customers, and to optimize the resources of our ecosystem. This sustainable link translates into the need to raise awareness and the implementation of a long-term vision.

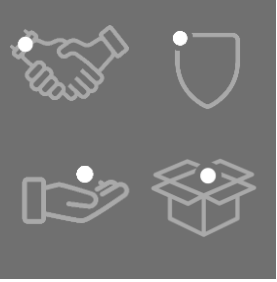


Our approach

LINKBYNET is now committed to a new and more ambitious CSR policy that addresses the stakeholders' expectations.

It has been built in collaboration with a consulting firm Des Enjeux et des Hommes, based on 4 workshops in 2018 and 2019, grouping the following departments: Direction, Human Resources, Finance, Purchasing, Sales, Customer Relations, research and development, Marketing.

These workshops identified the most relevant CSR issues for LINKBYNET and, based on this analysis, solicited our stakeholders to obtain our materiality matrix.



Based on SDG

SUSTAINABLE DEVELOPMENT GOALS



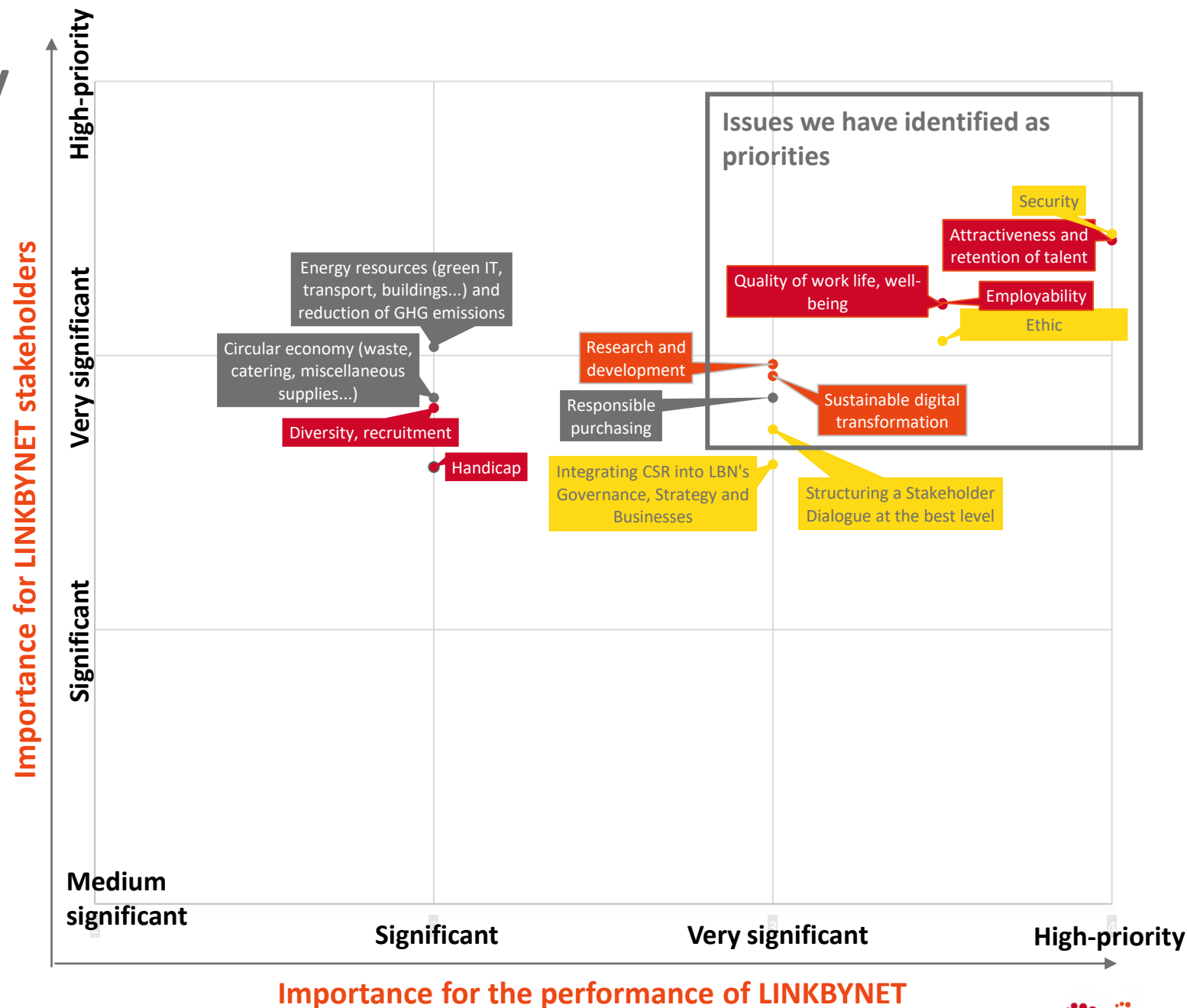


Our materiality matrix

Various stakeholders have been approached. 189 of them responded to our survey, including :

- 10 customers,
- 16 suppliers,
- 152 employees
- Our board

This matrix enabled us to identify our priority issues and build our CSR strategy.



The issues identified in this matrix are captioned according to their area of focus. :



Our CSR policy

BUSINESS RESPONSIBLE

Involve our customers and suppliers in a responsible business



- Data protection
- Ethic
- Sustainable digital transformation
- Responsible purchasing

TALENTS

Promoting the talents of each individual



- Attractiveness and retention of talent
- Employability
- Quality of work life, well-being
- Diversity, recruitment

PLANET

Optimize resources responsibly



- Energy resources
- Circular economy

LINKTOGETHER FOUNDATION

Supporting projects in the general interest



- Digital education and equal opportunity projects
- Green projects to reduce the carbon footprint of human activities



Our CSR approach

BUSINESS RESPONSIBLE

Involve our customers and suppliers in a responsible business



- CSR Rating Silver 2019 Ecovadis
- Securiview SOC ISO 27001
- ISO 20000
- Ethical charter

TALENTS

Promoting the talents of each individual



- Happy@Work : 3,95/5
- Index France Gender Equality 2019 : 84/100

PLANET

Optimize resources responsibly



- Customer and LINKBYNET financial eco-contribution
- WEEE management
- LBN Valley – Minergie certify
- Zero disposable cups

LINKTOGETHER FOUNDATION

Supporting projects in the general interest



- ~ 70 000€/year for projects
- Corals, Bees, IT training and professional integration of disadvantaged people



LINKBYNET 