



Responsible and Committed for a Sustainable Society

A wide-angle photograph of a desert landscape, likely Cappadocia, featuring unique rock formations and several hot air balloons floating in the sky. The text 'Seizing the full potential of financial services' is overlaid on the left side of the image in a white, sans-serif font.

Seizing the full potential
of financial services

Agenda



A word from our Chairman



CSR at a glance...



People



Society



Planet

A word from our Chairman



2020, a year of great changes



2020 saw a crisis everyone had to face. This crisis' intensity as well as its global scale questioned people, firms, governments and forced everyone to take position.

We, at Chappuis Halder & Co, took position towards more :

- Integrity
- Confidence in our teams and clients
- Commitment, to our teams and to causes we want to support

We reiterate our support of the principles of UN Global Compact in terms of human rights, labour law, environment and fight against corruption.

This report enlightens what we do, what we want to achieve and how we want to position ourselves in the world, integrating Global Compact principles in our strategy, culture and daily actions.

Stéphane Eyraud - CEO

Agenda

A word from our Chairman



CSR at a glance...

People

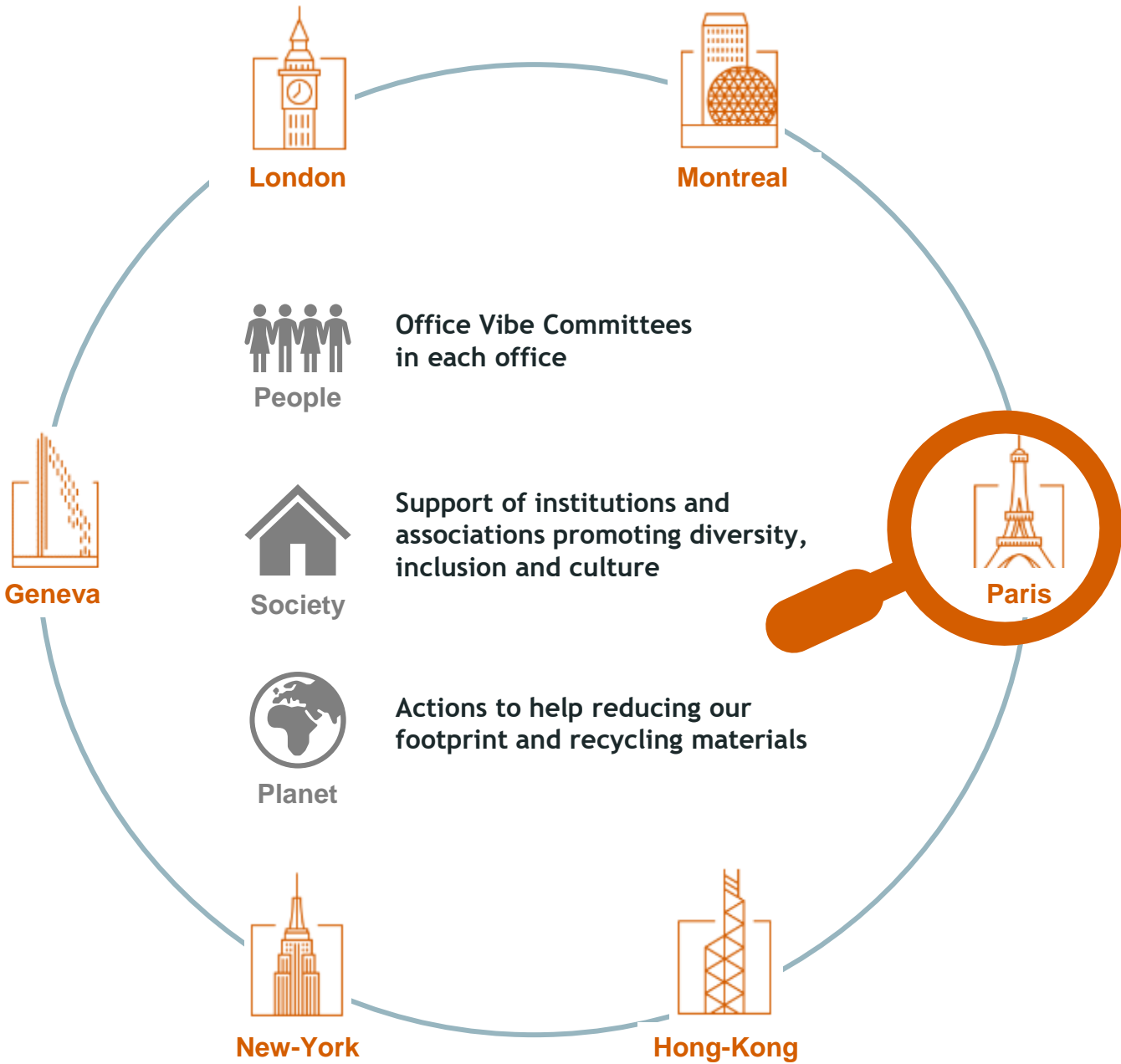
Society

Planet

CSR at a glance



2020 has been the occasion for us to globalize our actions on three pillars



CSR at a glance



Our KPIs - 2019 & 2020



People



Society



Planet

2019	2020	2019	2020	2019	2020
4,9/10 Alignment	5/10 Aignment	53 900€ Donations	76 475€ Donations	14 042,01€ Business trips expenses	3 948,98€ Business trips expenses
7 Nationalities	8 Nationalities	2 Partnerships	4 Partnerships	3 000 Coffee Capsules recycled	1 500 Coffee Capsules recycled*
36% Women	39% Women	1 Responsible sourcing	1 Responsible sourcing	96% Public Transport	94% Public Transport

**with the lockdowns during 2020, our office has been partially closed, resulting in a reduction in capsules consumption. That's the resason why we mechanically recycled less capsules.*

Agenda

A word from our Chairman

CSR at a glance...



People

Society

Planet

People



Our strategy is based on four pillars : Ethics & Integrity, Growth & Learning, Diversity & Inclusion, Health & Wellness



E&I



Alignment indicator

4,9/10
2019

5/10
2020

We implemented a new code of conduct including fight against corruption principles (client gifts, conflict of interests etc.)



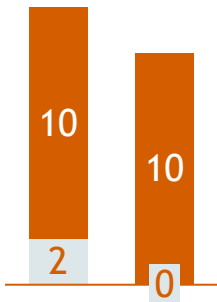
G&L



Personal growth indicator

5,9/10
2019

6,1/10
2020



2019 2020

■ Training hours / employee / year

■ People with new professional qualifications



100%
2020 & 2019

At least one training per year



D&I



14%
2019

17%
2020

Non-French



7
2019

4
2020

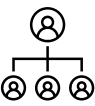
Nationalities



36%
2019

39%
2020

Women in workforce



36%
2019

41%
2020

Women in management positions



H&W

2019

71€

Budget for wellness activities per employee

2020

400€

Budget for wellness activities per employee

5,4/10

Wellness indicator

6/10

Wellness indicator

1,63%

Lost workdays for illness*

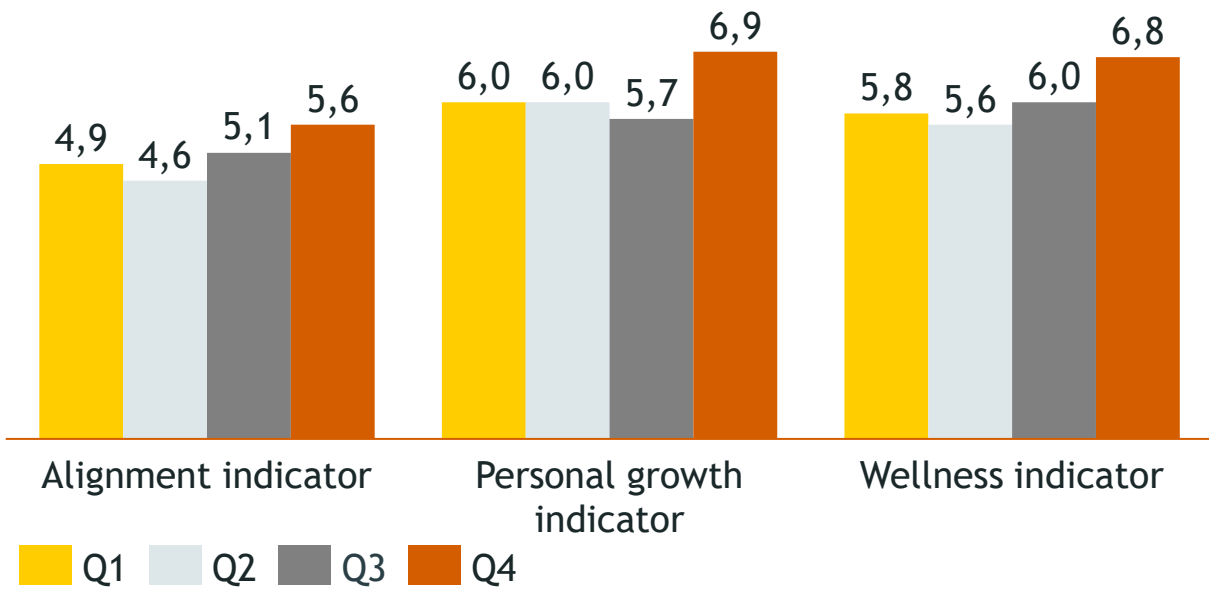
2,79%

Lost workdays for illness*

People



Focus on Office Vibe KPIs (/10)



The three KPIs tend to show that :

- People are feeling more and more aligned with the organization
- Wellness and Personal Growth indicators grew over the year

In the context of the pandemic, these results show that the initiatives Chappuis Halder put in place have been recognized by employees.

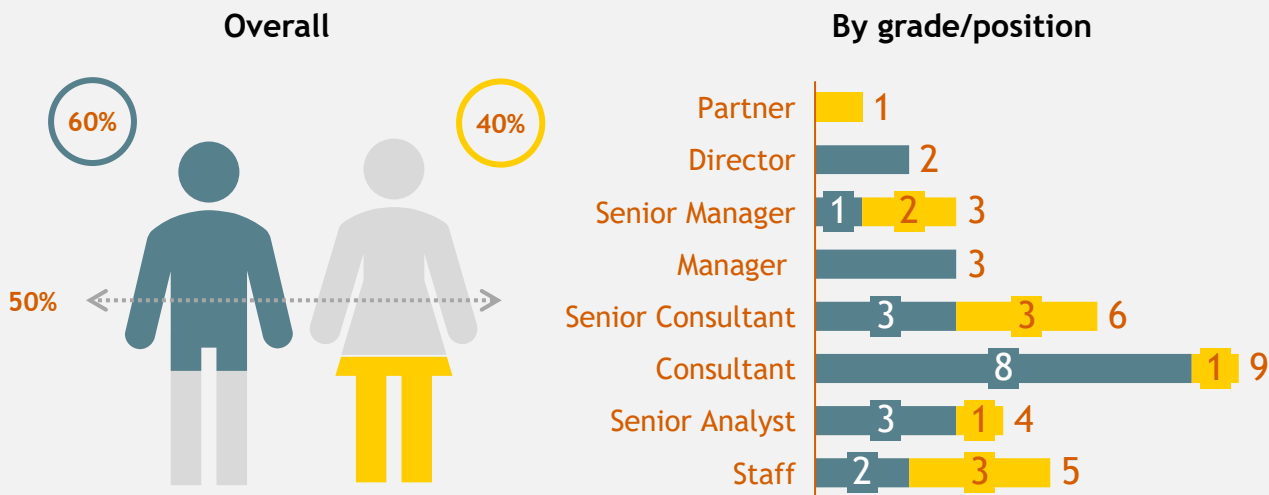
They feed our local actions plans built with Office Vibe staff Committees to listen, understand and try and continuously improve working experience for our people.

People



We care about guaranteeing no discrimination or inequality within our teams

GENDER

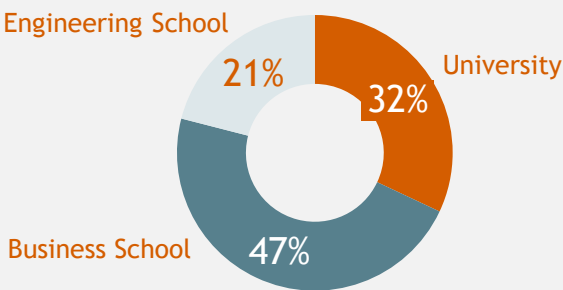


NATIONALITIES

8 countries

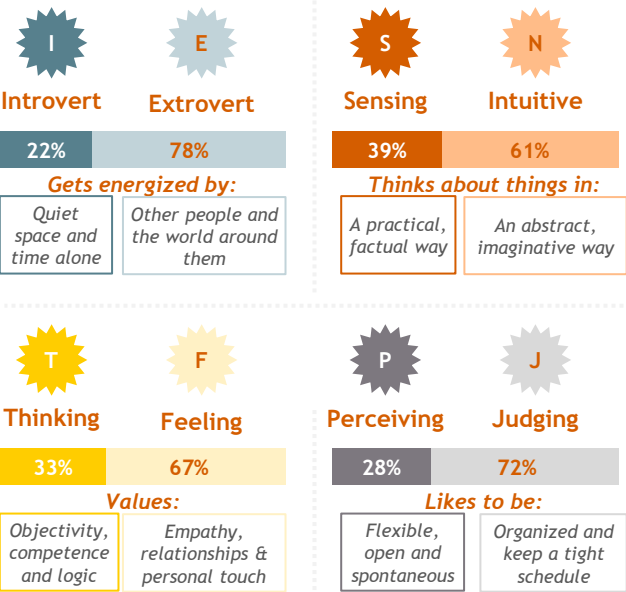


EDUCATION (consulting staff only)



Finance, Engineering, Mathematics, Data Science, Economics, Business & Management, Strategy, IT, Marketing, Other

PERSONALITY TYPE



Agenda

A word from our Chairman

CSR at a glance...

People



Society

Planet

Society

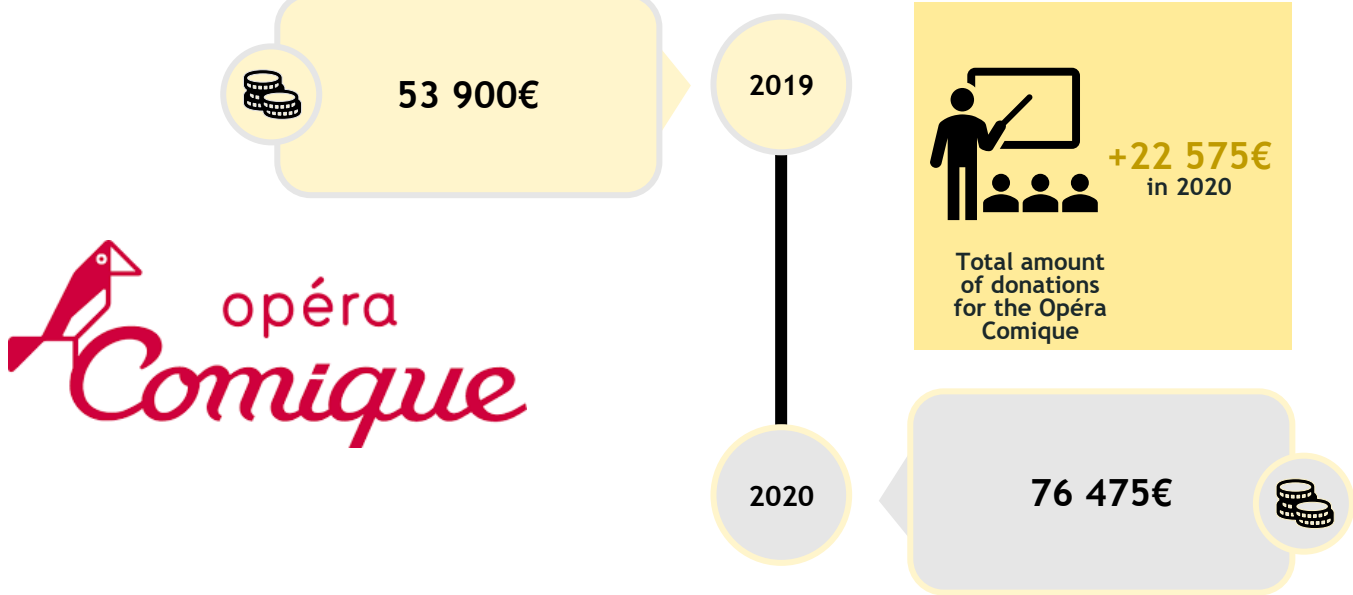


Our strategy is based on three pillars



Employee community impact

Donations



Leadership fellows



Responsible sourcing





In 2020, we launched one clothing drive to help people in need




Why set up this partnership?




French NGO collecting work clothes to provide students and young workers with quality clothing when taking job interviews


What were the benefices?



Syndication of all CH&Co. employees around a solidarity project

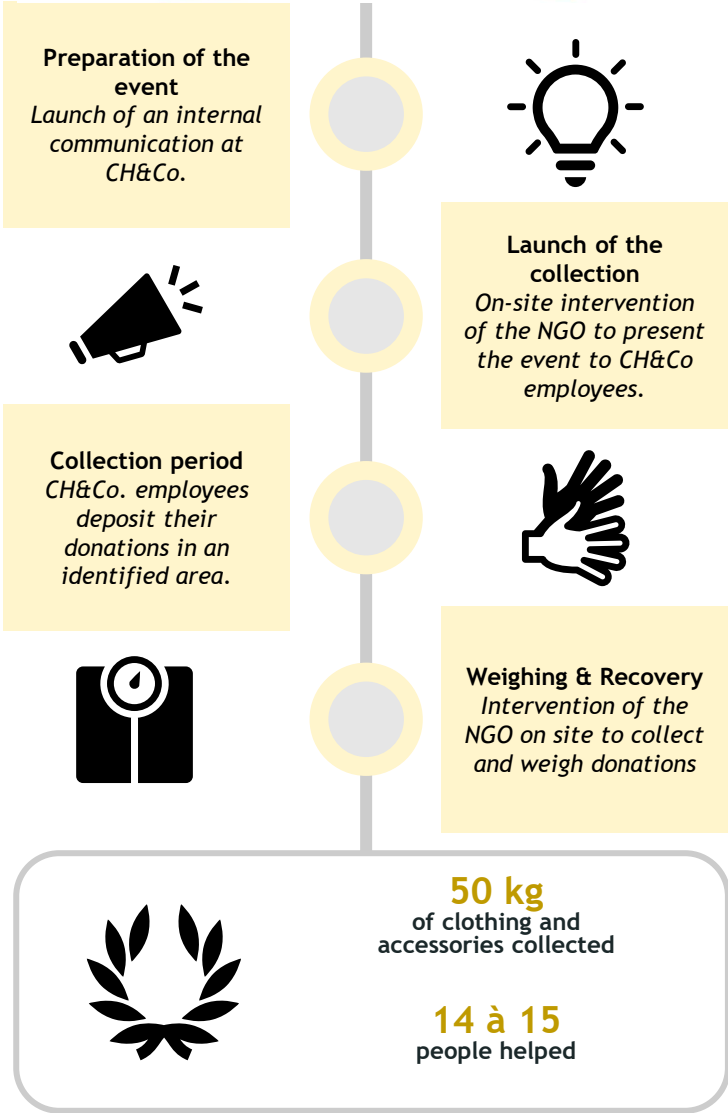


Promotion of professional integration & Stimulation of social ties



Raising Awareness of the Circular Economy & Reducing Carbon Impact

What was the collection process?





We have a running skills sponsorship with the Opéra Comique in Paris



Location

Opéra Comique is historically one of the oldest theaters in **Paris**, with more than 300 years of existence



- The Opéra Comique de Paris has a strong positioning, combining the broadcasting of light opera and the support of French productions
- Each show is produced with a sur-mesure approach, from casting to final performance

Why Opéra Comique?

- The Opéra Comique promotes **audacity in artistic creation**. CH&Co. helps them in their development since audacity and entrepreneurship are also developed in the firm.
- **Sur-mesure opera production and creation** cannot be better defined than by sur-mesure solutions design by our skills.
- Finally, Opera Comique promotes **diversity, equality and accessibility** that is linked to the openness shown by CH&Co.



3-4 months



4 consultants from the **Paris office**

What was CH&Co's involvement?

- We supported the Opera Comique **in a diagnosis** to modernize its remuneration criteria and their application.
- The objectives were to :
 - Ensure **consistency and equity** between people
 - Think about **career paths and evolution criteria**
 - Ease **social dialogue**



« Belonging to the CSR stream I had the chance to work on this mission. In addition to the possibility to change my daily routine within the banks, it was a real opportunity for me to discover the issues specific to public institutions. Indeed, the objective was to support the modernization of remuneration grids and their career management by drafting a diagnosis, planning and conducting interviews with people from a wide range of professions within the Opera. Moreover, it allowed me to work on essential skills in consulting: communication, synthesis, analysis, organization and autonomy. And all this in the magnificent setting of the Opéra Comique and its history! »

Margot Eginer, Consultant in the Paris Office



New-York Office launched a skillset sponsorship with Alima in 2020 : Paris consultants had the opportunity to help



Location



ALIMA is registered in France and has offices in **Paris** and **New York**



ALIMA also has operational headquarters based in **Dakar**



ALIMA has treated over **3 million** patients in **12 countries**, primarily in West and Central Africa, where half of the global 6million deaths of children under five occur each year

Why ALIMA?

- **ALIMA - The Alliance for International Medical Action (ALIMA)** is a **medical aid organization** is a medical humanitarian NGO that operates in high mortality zones, often in conflict and difficult to reach areas, to provide emergency medical care to those who need it the most.
- In 2020, they **cared for over a million patients in 12 African countries** but also implement longer-term clinical and operational research projects to develop new treatments and offer innovative solutions in order to transform humanitarian medicine.

CH &Co.



4-5 months



4 consultants from the **New York** and **Paris offices**

What was CH&Co's involvement?

- **CH&Co. is thrilled to support & help ALIMA in various areas**, including:
 - ✓ **Enhancing the fundraising strategies** with private donors and **optimizing their fundraising team processes and organization**;
 - ✓ **Transforming the operations on the field** to achieve an always better assistance to local populations.



« As part of my interest in CSR topics, I had the opportunity to contribute to a consulting mission for ALIMA. This mission allowed me to put into practice my experience as a financial services consultant for a completely different organization but also to feel useful by bringing, to a certain extent, my skills to ALIMA, in order to help them to gain operational efficiency to better serve their humanitarian commitment.»

Sarah Lucas, Senior Consultant in the Paris Office

Agenda

A word from our Chairman

CSR at a glance...

People

Society



Planet



Our strategy is based on three pillars



Energy & GHG Emissions



Electricity usage / year (Kwh)

2019 2020

9 929 6 835



Water consumption (m3)

2019



41

CO2 Emissions (tonnes)



Material Use

2019

2020

1
Waste sorted

100%

100%

2
Nespresso
Capsules recycled

3 000

1 500

3
Pages printed

23 400

15 000



Ecological footprint

2019

2020

96%
Public
transport ratio

94%
Public
transport ratio

14 042 €
Business trips
expenses

3 949 €
Business trips
expenses

312 €
Taxi expenses /
employee / per
year

219 €
Taxi expenses /
employee / per
year



Our ecological footprint



Ecology

CH & Co. is concerned about its environmental impact and is implementing actions to improve



Choice of local and environmentally friendly suppliers for our supply



Continuation of selective sorting



Recycling of used coffee capsules



Consumption

Selective sorting and recycling

- Setting up selective sorting and recycling with an external partner to reduce the office's ecological footprint: P.E.T., aluminum, paper / cardboard, batteries, ink cartridges

- Purchase of 100% recyclable paper, reuse of all supplies in good condition (binders, pockets, dividers, envelopes etc.)

Office supplies



Our partnership with GoodPlanet Foundation



CH&Co launched a project with Good Planet Foundation to measure the carbon footprint of our assignments. The goal is to be able to share the compensation cost with our clients, in a green approach.



Develop a carbon footprint calculation methodology to measure our carbon consumption and target its control / reduction



Reduce and compensate the carbon footprint of our assignments and share the news to create enthusiasm from our clients



Value this methodology towards our clients and share the carbon footprint cost

Our partnership with Good Planet Foundation helps us answering these 3 challenges for more societal responsibility, a better service to our clients, a valued positioning and business expansion

Expected Benefits :

- Green approach
- Innovative commercial approach
- Positive communication (CH&Co and Clients)

