



Taleo.

CSR REPORT 2020/2021

CONTENTS

- 01.** A few words from a partner
- 02.** About Taleo
- 03.** CSR commitments
- 04.** KPI & Results
- 05.** Objectives

01. A FEW WORDS FROM A PARTNER

Since the creation of Taleo with my brother, Benjamin, in 2014, our values have always been Family, Fun & Excellence. We wanted to create a company that offer excellent quality services and which our employees and our customers can trust.

Regarding our employees, we are continually trying to improve our practices to best guarantee the health, safety and well-being of our teams, but also to the diversity and inclusiveness of our recruitment processes. Our goal is to provide our employees with the best possible support to increase their skills and employability.

However, we are well aware that our responsibility extends beyond the economic and social aspects and that it is now necessary to take the environment into account in our policy to make our company even more respectful and ethical.

We hope that Taleo will not only meet the expectations of its stakeholders in terms of CSR but become an example in this field for consulting companies.

That is why we are committed to publishing our CSR report every year to inform our stakeholders and to present our policy on this subject, the situation of our company through the indicators we have chosen, our progress and our objectives.

Our CSR policy is based on the four pillars of the ten principles of the UN Global Compact, which are : Human Rights, Labour, Environment and Anti-Corruption.

In conclusion, this first report presents the approach we have chosen to continue to improve our CSR practices. We set out the strategy and the progress made by the Group in this area for 2020 and the first half of 2021.



02. ABOUT TALEO

What is Taleo ?

Taleo is a Consulting company created by two brothers, Benjamin & Yann Rouveure in 2014. After only 7 years, the company is active in Paris, Luxembourg, Brussels, Amsterdam, Geneva, Barcelona and Singapore. Our staff is now composed by 250 people, 200 consultants and 50 people in back office.

What do we do ?

We are particularly active in the financial sector : banks, asset management, services, insurance and fiduciaries.

These areas are our core business, but we also have activities growing on industries such as IA, green energy, life sciences with our two brands Sapia and ELMEA.



02. ABOUT TALEO



How do we think ?

From the beginning, our values have been Family, Fun & Excellence.
And these values determined our vision :



What is our DNA ?



03. CSR COMMITEMENTS

Corporate and Social Responsibility (CSR) has become one of businesses' first challenge. It is our duty to respect work ethics, to guarantee a healthy environment for the future generations while our business flourishes; that is to respect Sustainable Development. For Taleo it revolves around three key words: People, Environment & Economic Integrity.

In order to go further in its approach, Taleo has designed and implemented the first steps of its CSR policy and wishes to enhance and perfect it each year with the help and ideas of its Family.

With this in mind, Taleo has chosen to join the United Nations' Global Compact and is committed to promoting its principals.

Human Rights

In accord with the United Nation's Global Pact, Taleo promotes and respects Human rights and makes sure that

nor the group nor its partners are engaged in any form of activity that might violate the international Human rights. In this regard, Taleo bans any form of forced or compulsory labour, defined as all work or service which is exacted from any person under the menace of any sanction and for which the said person has not offered himself voluntarily.

Similarly, Taleo is engaged in the elimination of child labour and the protection of children and young people hence it undertakes not to employ persons who have not attained the minimum working age.

Furthermore, Taleo undertakes to comply with the principles of freedom of association, the protection of trade-union rights and the right to collective bargaining.

Health & Safety

Taleo engages in maintaining a safe and healthy working environment. It ensures that its activities do not harm the health and safety of its employees,

03. CSR COMMITMENTS

subcontractors, other participants involved in the operation, local people and users of its services.

Equal Opportunity

More than our employees' resume, we are focused on people's mind-set. We do not believe that their sole qualifications and past experiences define them but rather that their qualities, as people and professionals are important. Hence, there is no minimum qualifications required to become part of the group and we give a lot of importance to the interviews.

In Taleo, we make sure that the entire employee lifecycle, from recruitment to annual evaluation and promotion, is free of any kind of discrimination whether it is based on origin, sex, family situation, physical appearance, name, health, handicap, habits, sexual orientation, age, political opinions, union activity, nationality or religion. Taleo believes that the diversity of its employees is its biggest strength and we do our best to

set an environment in which employees can develop their best potential.

Well-being

We believe well-being in the workspace is essential and that this well-being is communicated through agreeable and comfortable office equipment, the quality of relations between collaborators and the quality of life.

Taleo commits to offering suitable and efficient equipment whether it is the computers, chairs or kitchen equipment. In its offices, there is a "relax corner" where employees are welcome to take a break or foster their teamwork and competitiveness on the baby-foot, constant access to fresh water and hot drinks and a regular delivery of fresh organic fruits. It is also our duty to guarantee that our consultants, when working on clients' premises are offered adapted workstations.

Taleo's first value is Family, through this choice of word, we want employees to feel in a safe and positive environment.

03. CSR COMMITMENTS

We strive to develop and maintain strong and healthy relations between employees by facilitating moments of communication through various team-buildings. Knowledge sharing and cooperation is fostered through practices meetings that are groups of consultants working on similar topics.

Career Path

We believe that the success of Taleo relies on professionally satisfied employees, so we design each of their career path serving their ambition and striving to develop their potential.

Our annual appraisal policy is based on a regular follow-up to make sure the career path matches the expectations and ambitions of our employees. In this regard, objectives are re-evaluated twice a year and transversal continuous feedback is encouraged as we do not believe in a strictly top to bottom communication.

Finally, we have decided to implement “How are you? Moments” with each employee

twice in year in order to assess their well-being and procure a safe space in which they can express themselves.

Environment

In its day to day activities, Taleo reduces its impact on the environment through several measures.

As knowledge is key, Taleo raises awareness regularly on individuals’ daily impact in their professional and personal life and suggests ideas to reduce the use of plastic and production of greenhouse gas.

Employees are encouraged to print as little as possible and when it is necessary, we impose that pages must be printed on both sides. Moreover, as it is not yet possible to entirely cancel our paper consummation, we make sure that all our printer cartridges are recycled as well as the paper used in the process of printing. Every room in the office is equipped of recycling bins and cleaning products are eco-friendly.

We have banned any type of disposable cups or glasses and have a full set of cutleries to

03. CSR COMMITMENTS

prevent employees from needing to buy disposable ones on lunch break. Consumption of energy being a major issue, we encourage employees to turn off any IT device left at the office every evening, and to turn off lights, aircon or heating in unused rooms and in the evening. End-of-life IT equipment also goes through an efficient recycling process. We also sensitize our employees on the impact of storing unnecessary emails and encourage them to delete as many as possible provided they are not important for the continuity and integrity of business.

Controlling our energy consumption is a first step but we also decided to compensate our Carbon production by taking part in a project to plant trees. By using the search engine Ecosia, we give a positive impact to our daily work. Ecosia is a search engine that focuses on planting trees with the income made by any search results.

Finally, our goodies supplier

has been chosen because it is close, which it implies less transportation and because of its environmentally friendly production circuit and goodies that are made of as little plastic as possible.

Organizations we joined

As mentioned above, we joined the United Nations Global Compact which ensures that we respect ten principles relating to human rights, labor standards, environment and anti-corruption.

At Taleo, we ensure that the entire employee lifecycle, from recruitment to annual evaluation and promotion, is free of any kind of discrimination whether it is based on origin, gender, handicap, etc. that is why we ratified the Diversity Charter this year.

WE SUPPORT



04. KPI & RESULTS

In order to enable us to measure the progress made by Taleo as well as the effectiveness of our CSR policy, we have implemented several performance indicators and will observe the results.

For now, we are proud of what we have accomplished since in 2020, we completed our first EcoVadis evaluation to assess our CSR policy and we obtained the bronze medal! We aim at improving our CSR engagement throughout 2021 and hope to further improve our ranking next year.

In addition, thanks to our commitment to the development of our employees and their involvement, we have been awarded the Great Place To Work label since 2019. This label is awarded to companies that meet certain criteria for satisfaction in terms of the quality of life at work.



** KPI : Key Performance Indicators*

2,22 YEARS

is the average length of service of people on permanent contract at Taleo in 2021. The fact that this figure is not very high can be explained by the fact that the company is young, it was created in 2014, but also because we hire dozens of new people every year which reduces the average seniority.

x 2,5

The amount of donations made in 2020 is 2.5 times bigger than the amount in 2019. Taleo donates to organizations with a social purpose or working for the preservation of the environment such as "Made in Abeilles" "Les Gazelles du Gazon" or "Stëmm vun der Strooss".

23,75%

is the percentage of seniors (people over 45) on permanent contract at Taleo for the first semester of 2021. We value all talents and want to give everyone a chance, regardless of their age.

31 %

This is the percentage of young people under 30 on permanent contract at Taleo for the first semester of 2021. Taleo believes in youth and the skills they can bring, which is why this figure is so high.

	MEN	WOMEN
Director	3	0
Solution Director	2	1
Agency Manager	1	1
Office Manager	0	3
Market/Com Officer	0	2
Financial Analyst	1	0
Percentage	50%	50%

Parity for positions of responsibility for the first semester of 2021

WOMEN AT TALEO

Taleo is committed to parity and works constantly to ensure that women are best represented in the company. In fact, the percentage of women in the first half of 2021 was **28,75%.**

We will ensure that this number continues to increase and we are already glad as it has increased by 5 points compared to 2020.

We also try to guarantee a good representation of women in positions of responsibility, as it can be seen in the table above.

1 007






This is the number of hours of training completed by our employees in 2020. Training our employees is very important to us, Taleo strives for continuous improvement so that we continue to bring excellence to our customers. This figure is lower than the one of 2019, which was 2,229 hours, but this can be explained by the health crisis that affected us in 2020 and which completely changed our work habits.

23 %

This percentage corresponds to the decrease in electricity consumption in 2020 for our Luxembourg office compared to 2019. This decrease is the result of our efforts to limit our consumption but also due to the particular context of 2020 which greatly favored home-office.

05. OBJECTIVES

For the years to come, Taleo wishes to improve its CSR policy and its results, which is why we want to set ourselves these objectives :

-  By the end of 2021, we wish to double the amount of our donations made compared to 2020 by continuing the partnerships with our current organizations but also by supporting a new project of Esch 2022 which aims to boost a border region between France and Luxembourg.
-  For 2021 we would like to return to at least 2,000 hours of training followed by our employees and continue to increase this figure each year. We would also like to start offering training specifically dedicated to CSR issues.
-  Starting in 2021, we use internal and external communication supports to inform our stakeholders about CSR and promote more responsible consumption through Newsletter, a LinkedIn campaign or presentations.
-  Before the end of 2021, we want to collect the number of kilometers traveled and the mean of transport for our employees' trips to the office in order to set up a policy to promote greener means of transport.
-  By 2022, we want to implement the “Employee Net Promoter Score” (eNPS) indicator to measure the engagement and satisfaction of our employees. We hope that at least 70% of our employees will be promoters of Taleo.

05. OBJECTIVES



Before the end of 2022, we want to redo a Great Place To Work evaluation and get certified again to ensure that our employees are still operating in a good working environment.



In 2022, we want to have at least 30% women at Taleo and for this figure to reach 35% by 2025.



In 2022, we would like to develop skill-based sponsorship so that our employees can share their knowledge with people who need it. It is however rather difficult to find that kind of partnership, which is why we would like to start with 15 hours of Pro Bono done in 2022.



By 2022, we want to be able to measure the energy consumption of all our different offices in order to set targets for reducing it by 5% by 2025.



For 2022, we want to be able to guarantee that at least 80% of the products, used for the maintenance of our offices, have an ecological/green label.



Before the end of 2022, we would like to redo an Ecovadis evaluation and get a better score than in our 2020 evaluation which was 49/100.



By 2022, we want to be able to measure the weight of our waste for all our different offices in order to set targets to reduce it by 5% by 2025.



By 2025, we would like to have at least 3 or 4% of recognized disabled workers in our workforce for our offices in Brussels and Luxembourg, which are the two largest entities of the group.