



ecovadis

Sustainability Report 2021

This report covers EcoVadis' activity from January 1 to December 31, 2021.

It reflects our commitment to global best practice in sustainability reporting and fulfills two converging aims: to meet French regulatory obligations for reporting on extra-financial performance and to communicate progress on a series of key sustainability performance indicators aligned with reporting frameworks like the United Nations Global Compact.

This report includes quantitative and qualitative reporting on actions that EcoVadis has taken over the year to address a range of environmental, social and ethical issues. The methodology and processes used for the reporting, as well as the governance mechanisms and the independent third-party verification process, are highlighted at the end of the report.

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A Message From the Co-CEOs

2021 was yet another incredibly challenging year for people and companies around the world. The pandemic stretched on, further disrupting global supply chains and helping spark an inflationary crisis that has left economies reeling. The highly anticipated COP 26 in Glasgow had some high points but ultimately [failed to live up to its billing](#) as the conference that would finally chart a clear course forward for global cooperation on climate change. But amid this uncertainty, a promising amount of sustainability progress was made. Governments began developing [new human rights requirements](#) for global supply chains, investors channeled an unprecedented [\\$120 billion](#) into sustainable assets, companies set science-based climate targets at a rate three [times faster](#) than in 2020 and [consumers demanded greater transparency](#) around the social and environmental impact of products. While these developments are decisive steps in the right direction, UN Secretary-General Antonio Guterres called the findings of the [latest IPCC report](#) a “code red for humanity”. In response to this rallying cry, we’re finding new ways to help companies accelerate their sustainability efforts and ensure they are part of the transformational change needed over the next decade.

We co-founded EcoVadis with the vision of a global marketplace where sustainability intelligence influences every business decision, improving lives and the planet we depend on. In 2021, we launched a process to become a purpose-driven company under [France’s Loi PACTE](#) and formalize our unique raison d’être to “guide all companies toward a sustainable world.” This status will serve as our

North Star, keeping us grounded and focused on creating as much positive impact as possible as we grow. An Impact Team – headed by our Chief Impact Officer – was created to support this aim and find innovative ways to measure the handprint of our network. We are also setting up a Purpose Committee that will oversee our approach to meeting the objectives set under the law and communicate our progress in an annual report.

Fulfilling this mission will require us to scale our operations and continuously innovate. 2021 was a year of tremendous growth for EcoVadis: The number of rated companies in our network grew to more than 90,000, a 25% increase from the previous year. Innovation came in the form of a number of new solutions that will scale the positive [impact of our network](#) by fostering collaboration between our customers and providing them with even greater insights into their sustainability performance. Our [Carbon Action Module](#) delivered over 5,000 Carbon Maturity Scorecards in 2021, giving companies a much deeper understanding of how their suppliers are performing on everything from science-based target setting to Scope 3 emissions. Our online e-learning platform, the [EcoVadis Academy](#), was launched in late 2021 and is already helping rated companies build capacity on a wide range of sustainability topics.

Powering this growth and innovation is our workforce, which grew by 50% in 2021 to more than 1,000 employees. This has presented new challenges related to diversity, equity and inclusion (DEI), ethics and carbon management, but



we've taken proactive steps throughout the year to ensure we are upholding our core values while undergoing rapid growth. DEI has always been integral to EcoVadis, but we developed a Diversity, Equity and Inclusion policy in 2021 to further embed it in our company DNA. We are also using new processes and tools to attract more diverse candidate pools and help us find the unique talent that will propel us forward. As a sustainability ratings agency, doing business at the highest ethical standard has always been a top priority and, as we expand to new geographies, we continue to identify emerging ethics risks and develop strategies to mitigate them. In 2021, we hired new managers to lead our internal efforts around ethics and sustainable procurement and implemented a more robust whistleblowing procedure. On the carbon management front, our ambitious emission reduction targets are currently in the process of being validated by the Science Based Target initiative. We have already made progress on them by, for example, switching to electricity produced from biomass in our Warsaw office and revamping our business travel policy to limit air travel emissions as the pandemic wanes and the world embraces the new normal.

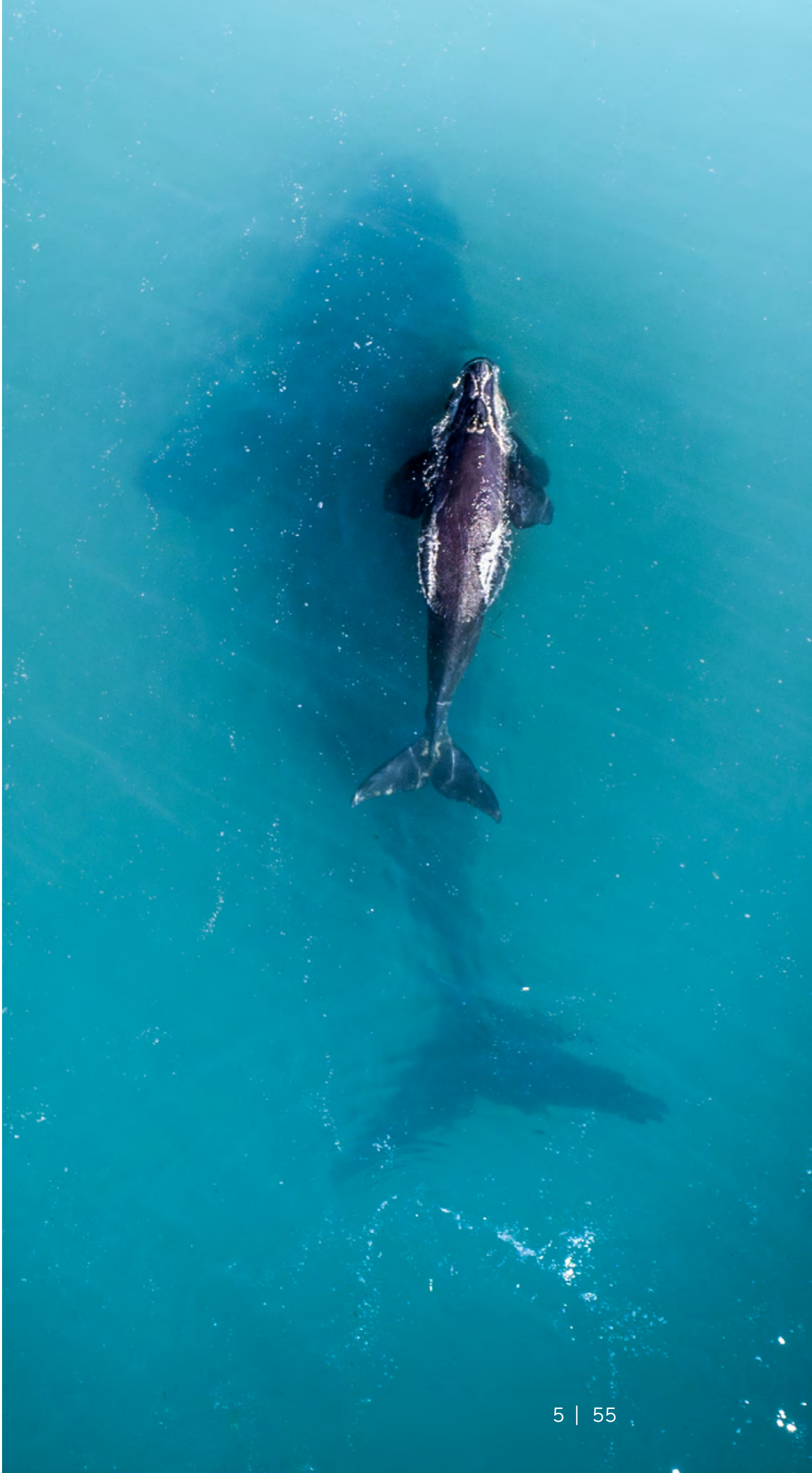
Responding boldly to the “code red” we collectively find ourselves in will require immense collaboration and scaled-up action throughout the private sector. While we are proud of EcoVadis’ progress, we’re conscious of the extraordinary effort still ahead of us to help our network of rated companies build a more sustainable and equitable world. We must lead from the front – this report shows just how we are doing that and how we plan to carry this momentum into 2022.



Fred Trinel
Co-CEO, EcoVadis



Pierre-François Thaler
Co-CEO, EcoVadis



Key Facts 2021

(Change vs. 2020)

Number of employees:
1,010
(+49%)

Revenue:
+40%

Operational presence in:
11 countries
(+1)

Number of scorecards issued in 2021:
29,636
(+27%)

Our Network in Numbers (Change vs. 2020)

Network coverage:
EUR 1.7 billion in spend covered by EcoVadis Ratings¹ (+21%)
90,000 companies rated (+20%)
175 countries
219 industries
47,000 buyers active on the platform (+104%)

Average score improvement between first and most recent assessment:
+3.9 points

Example of good practices implemented between 2020 and 2021:

Companies that use or produce renewable energy:
1,106 (+30%)

Companies that have implemented diversity training:
2,941 (+47%)

Of the 5,000 companies that now have a Carbon Maturity Scorecard:

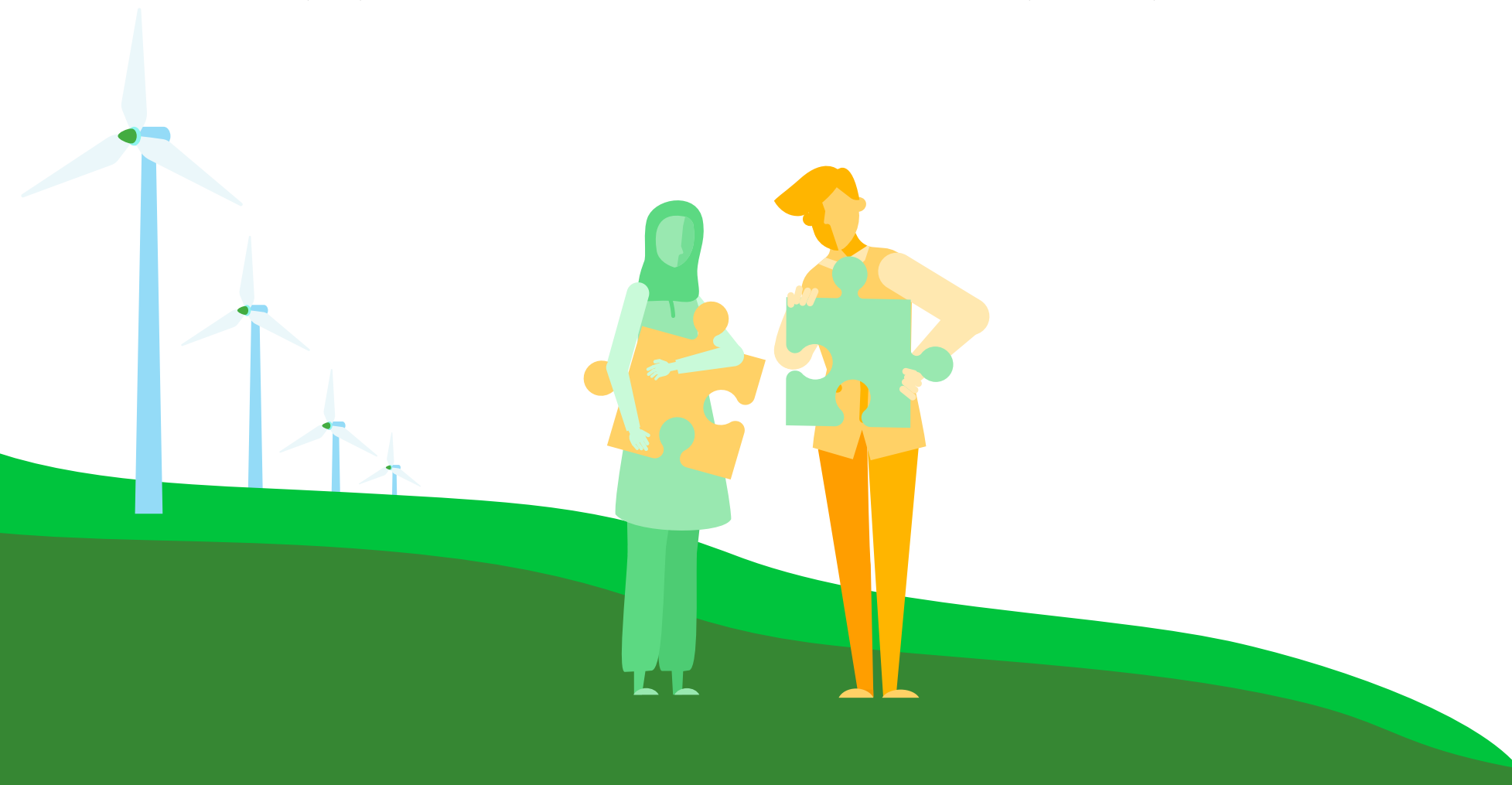
13% were deemed to have mature practices according to the EcoVadis maturity matrix.

7.5% publish their greenhouse gas (GHG) emissions data.

2% have set targets under the Science Based Targets initiative (SBTi).²

¹ Estimation of spend covered by EcoVadis Ratings: On average, enterprise customers cover 50% of their spend with EcoVadis. The total spend covered by EcoVadis Ratings was estimated by applying this 50% average to each customer's spend. This estimate was based on an industry average provided by Bain and Company in 2016.

² The SBTi is a partnership between CDP, the United Nations Global Compact, the World Resources Institute and the World Wildlife Fund. This initiative drives ambitious climate action by helping companies set verified targets and turn their decarbonization efforts into a competitive advantage.



Protecting, empowering and developing our people.

Employee Net Promoter Score: +40 (+19)	Permanent employees: 90% of our workforce	Percentage of managers who are women 50% (+4%)	Percentage of employees who have received workplace harassment training: 100%
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Ensuring ethical practices.

100% employees trained on ethics (stable)	Ethics alerts: 10 alerts reported – no non-compliances identified	50% of suppliers were assessed using our 360° Watch tool – no non-compliances identified (stable)	ISO 27001 certification covers 100% of revenue
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³ Employee Net Promoter Score (eNPS): Indicator for measuring employee satisfaction. It asks: “On a scale of 0 to 10, how likely are you to recommend to your friends and family to come work at our company?” The eNPS is calculated by subtracting the percentage of detractors (score of 1 to 6) from the percentage of promoters (score of 9 to 10).

⁴ ISO 27001: an international standard that specifies the requirements for information security management systems.

Reducing the environmental impact of our activities.

Total GHG emissions in 2021: 1,904.8 tCO₂e	Total GHG emissions per scorecard issued: 0.064 tCO₂e	Percentage of our electricity that is renewable: 47%
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Supporting local communities.

Sponsorship and philanthropy spending: EUR 78,722 (+110%)	Percentage of employees involved in volunteer activities: 20% (stable)	Volunteer days: 160 (+65 days)
Main beneficiary association: Action Against Hunger		

Who We Are

Our Mission

EcoVadis was founded in 2007 with the ambition of helping build a global marketplace in which companies use sustainability intelligence to create more productive economies, improve the well-being of people and protect the planet we all depend on. Our mission is to provide reliable and universal sustainability ratings that enable companies to move beyond risk mitigation and toward improving their social and environmental performance and scaling their positive impact.

Since its creation 15 years ago, EcoVadis has built a global network of more than

90,000
rated companies.

A Purpose-Driven Company

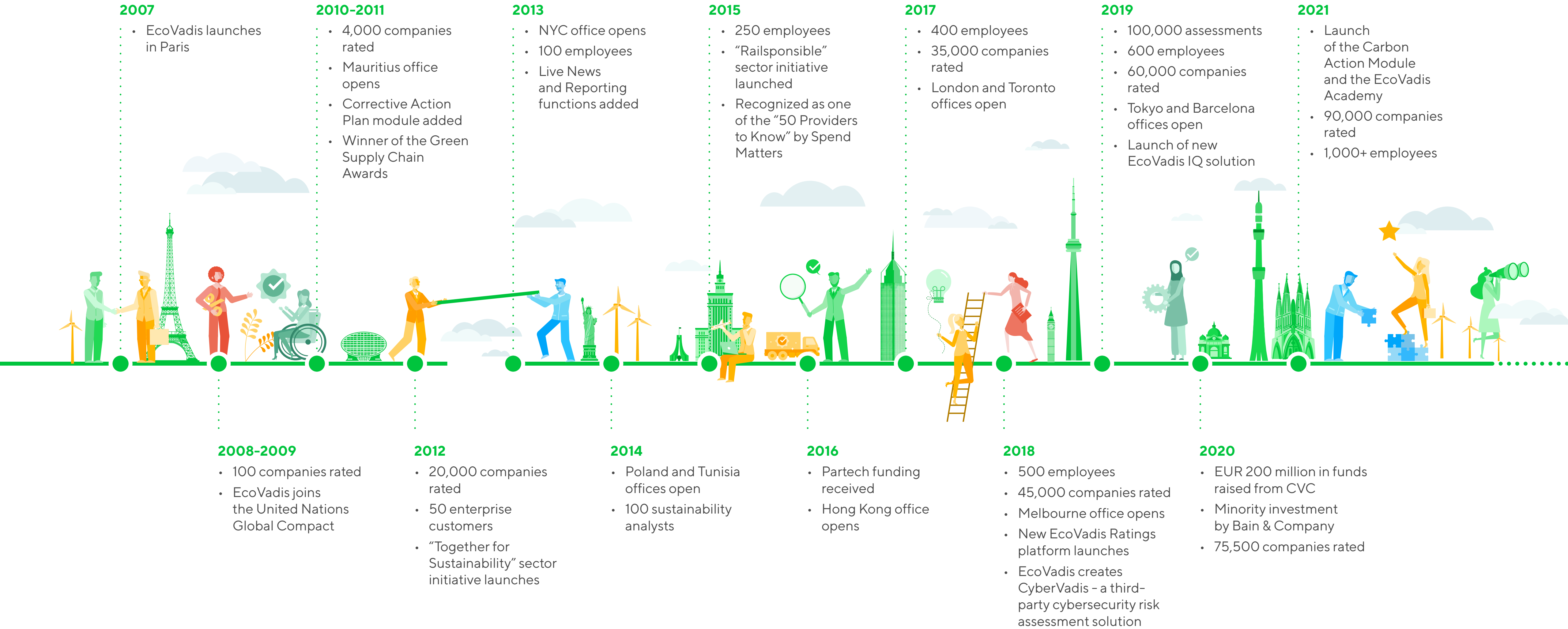
In 2021, EcoVadis embarked on an ambitious journey to become a “purpose-driven” company under French law. France’s regulatory framework (La loi PACTE) allows companies guided by a fundamental social or environmental mission to formalize their commitment.

A major consultation with internal and external stakeholders is underway in 2022 to precisely define the targets associated with our mission. Once these have been approved by the General Assembly, a Purpose Committee will be established to monitor progress against these targets. A third party-verified report will be published each year to enhance transparency and fulfill our legal obligations as a purpose-driven company.

Our Stakeholders and Values



⁵ The Greenhouse Gas Protocol divides an organization’s GHG emissions into three levels. Scope 3 refers to indirect emissions upstream and downstream of the value chain that are not included in Scopes 1 or 2. Scope 3 includes emissions related to the company’s suppliers and the end-of-life of its products.



Our culture is based on six values that shape how we work together and meet our stakeholders' expectations.



Make sustainability real.

We exist to help global business become more sustainable, ethical and responsible. Our goal is to create positive impact for society and the planet, and we aim to lead by example to achieve this.



Integrity at our core.

We carry out our work with the highest level of professionalism and transparency. Accountability, honesty and trust are the foundations of all that we do.



Every customer matters.

We work with precision and agility to meet and exceed the expectations of our customers. We build strong partnerships to create lasting impact.



Dare to.

Our goal is to be the best at what we do. We continuously innovate to develop unique solutions to society's most pressing issues.



Belong.

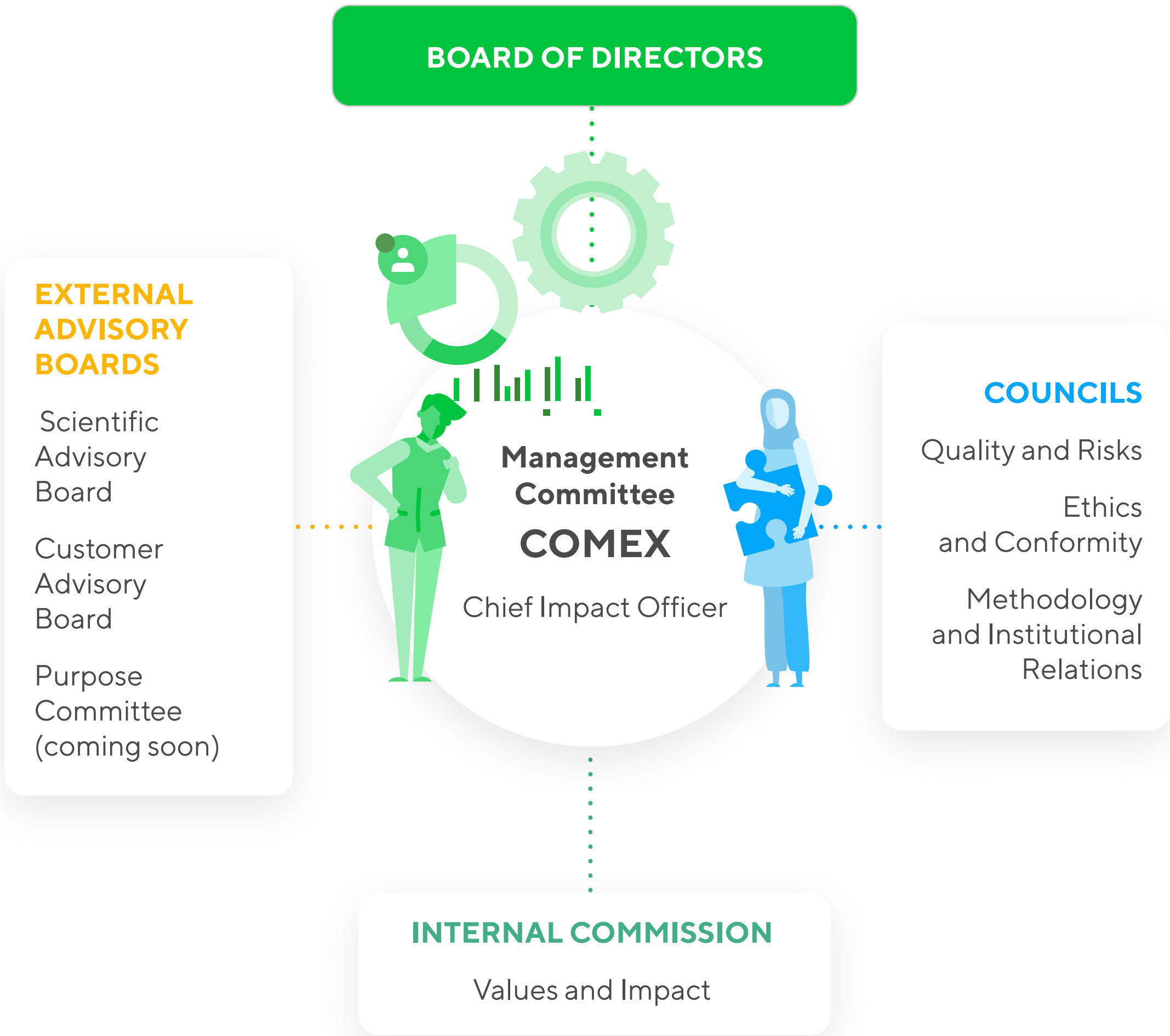
We foster a diverse and inclusive culture where everyone can express their uniqueness. We value individual differences, respect everyone's unique needs and continuously learn from each other.



Be kind.

We support and empower each other and celebrate each other's success. We recognize that teamwork and work-life balance are essential for our team to thrive.

Accelerating Impact Through Effective Governance



In 2021, EcoVadis reorganized to enhance its ability to scale and quantify the positive environmental and social impact of its activities. An Impact Team was created, headed by a Chief Impact Officer (CIO) who also serves on the Executive Committee. The CIO’s mission is to ensure that sustainability remains at the heart of EcoVadis’ growth model.

The Impact Team works closely with the Values and Impact Committee to build ownership around impact across all departments and accelerate it throughout the EcoVadis network.

The Values and Impact Committee is supported by two members of the Executive Committee, and the task forces are composed of employees who dedicate 5% to 10% of their time and have formalized their participation through individual targets. Organized networks of volunteers in each operational country also contribute to these efforts.

The following external committees, made up of a range of multi-disciplinary experts and practitioners, help ensure that EcoVadis’ governance efforts are aligned with the expectations of all stakeholders:

- ✓ **The Scientific Committee:**
Composed of scientists, experts and practitioners from companies, NGOs and institutions, including the Global Reporting Initiative, the International Sustainable Academy (Académie Durable Internationale), the INSEAD Social Innovation Centre, Impactt Limited, the United Nations, Oxfam, the Conference Board and Volans Ventures.
- ✓ **Customer Advisory Committee:**
Composed of key account managers for companies like Amazon, Firmenich, Henkel, Johnson & Johnson, L’Oréal, Mars, Michelin, Unilever and Schneider Electric.

Our Activities and Customers

Our Solutions for Supply Chain Sustainability

Understanding and monitoring environmental, social and ethical performance is the first step toward achieving sustainability. The supply chain represents the greatest lever for companies to mitigate sustainability risks and scale their positive impact. EcoVadis offers a range of supply chain sustainability solutions that enable companies to assess and benchmark the performance of their suppliers and collaborate to drive long-lasting improvements, including:

EcoVadis Ratings enable companies to benchmark and compare the sustainability performance of their suppliers or portfolio companies. The results of the assessment process can be used to drive improvements across the supply base on a range of environmental, social and ethical issues.

The Carbon Action Module (launched in 2021) gives companies deeper insights into the carbon management practices of their suppliers. It is a turnkey toolkit that enables companies to prioritize, initiate and drive emissions reductions throughout their supply chain.

EcoVadis IQ uses predictive intelligence to map the environmental, social and ethical risks throughout a company's supply chain.

The EcoVadis Private Equity ESG Solution was launched in 2021 to help private equity firms integrate ESG criteria into their investment decisions and monitor the sustainability performance of portfolio companies.



Our Customers

Despite the impact of the pandemic, EcoVadis experienced strong growth across all sectors and in 2021. Revenue increased by 40% compared to 2020 and we continue to expand our customer base globally: 40.5% of our customers are now based outside of Europe.

More than 750 leading multinational companies rely on the EcoVadis solution to monitor the sustainability performance of their suppliers and partners and achieve four primary objectives: manage sustainability risks, control costs, drive improvement across the supply base and accelerate positive impact.

More than 750 large multinationals rely on the EcoVadis solution, including:

Telecom/ICT

Nokia
AT&T
Vodafone
Verizon

Automotive
& Tire

Bridgestone
Michelin
Goodyear

Industry/Energy

Schneider Electric
ENGIE
Air Liquide

Pharma
& Chemicals

Bayer
Johnson & Johnson
AstraZeneca

Construction
& Real Estate

Rexel
VINCI
Pilkington

Beauty/Cosmetic/
Luxury

Unilever
L'Oréal
LVMH

Finance
& Insurance

ING
AXA
SEB

Technology

Amazon
Atos
CGI

Fast-Moving
Consumer Goods

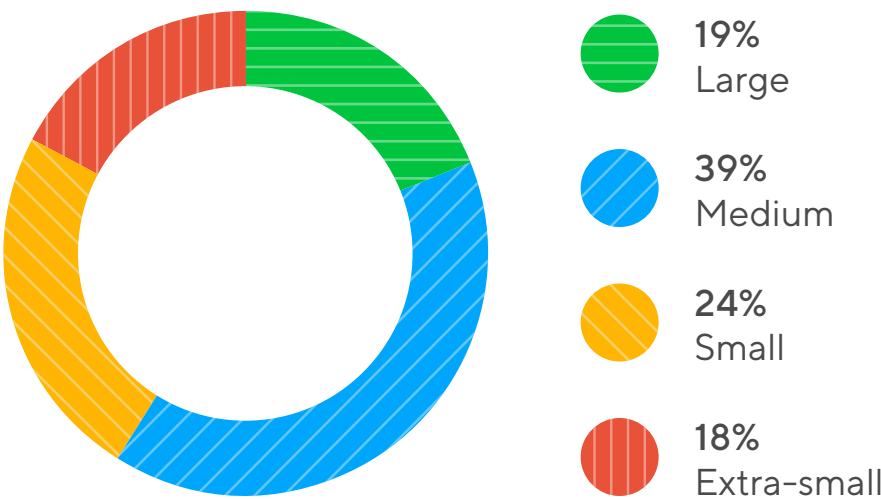
Nestlé
Coca Cola
Mars Inc.

Rail &
Transportation

Alstom
ÖBB
DHL

To date, EcoVadis has assessed more than 90,000 suppliers worldwide on the behalf of more than 750 requesting companies. EcoVadis assesses the sustainability performance of a wide range of companies, from large multinationals to SMEs and extra-small companies. As shown below, the bulk of companies rated by EcoVadis are SMEs.

Distribution of Rated Companies by Size From 2008 to 2021



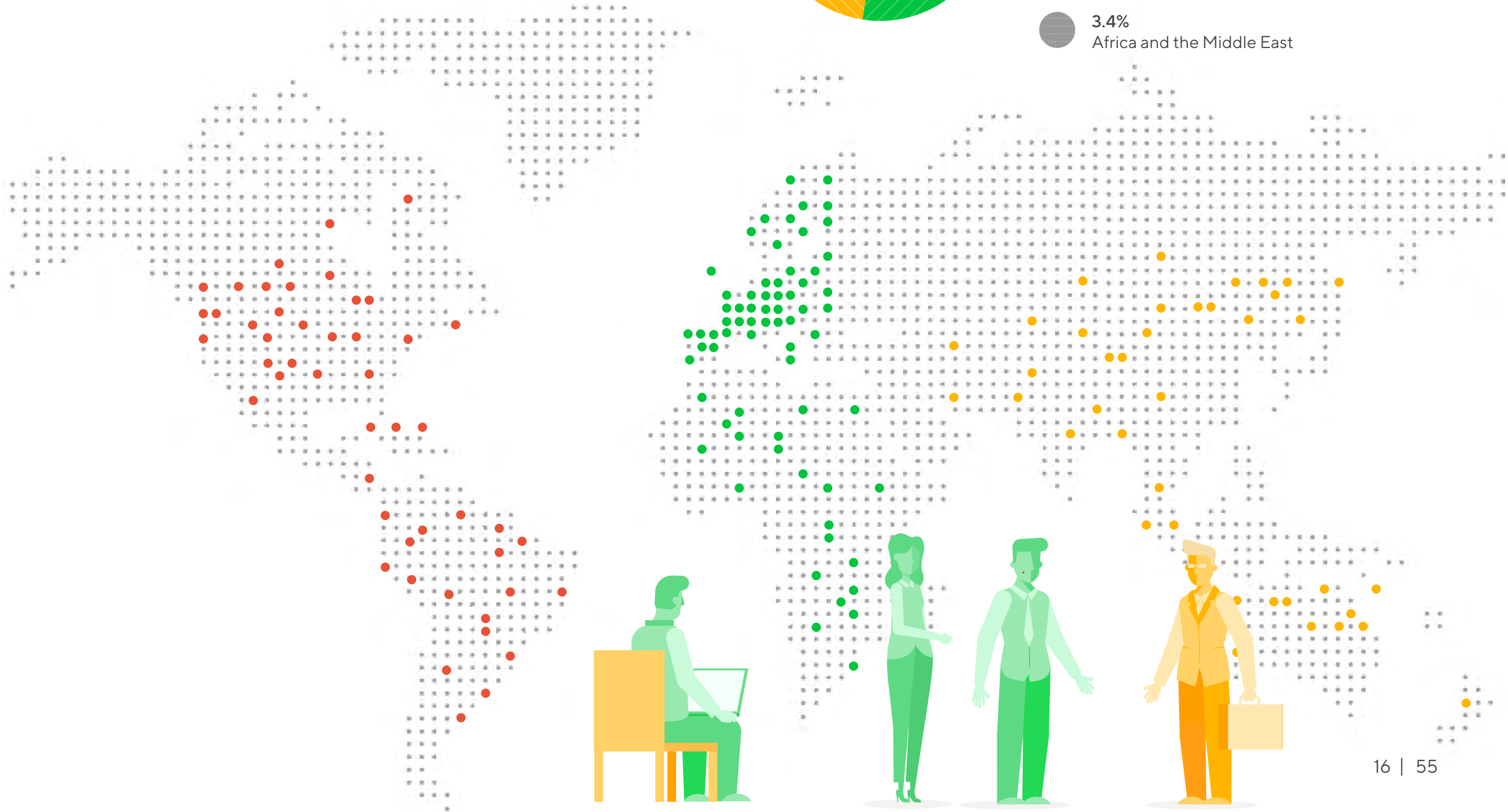
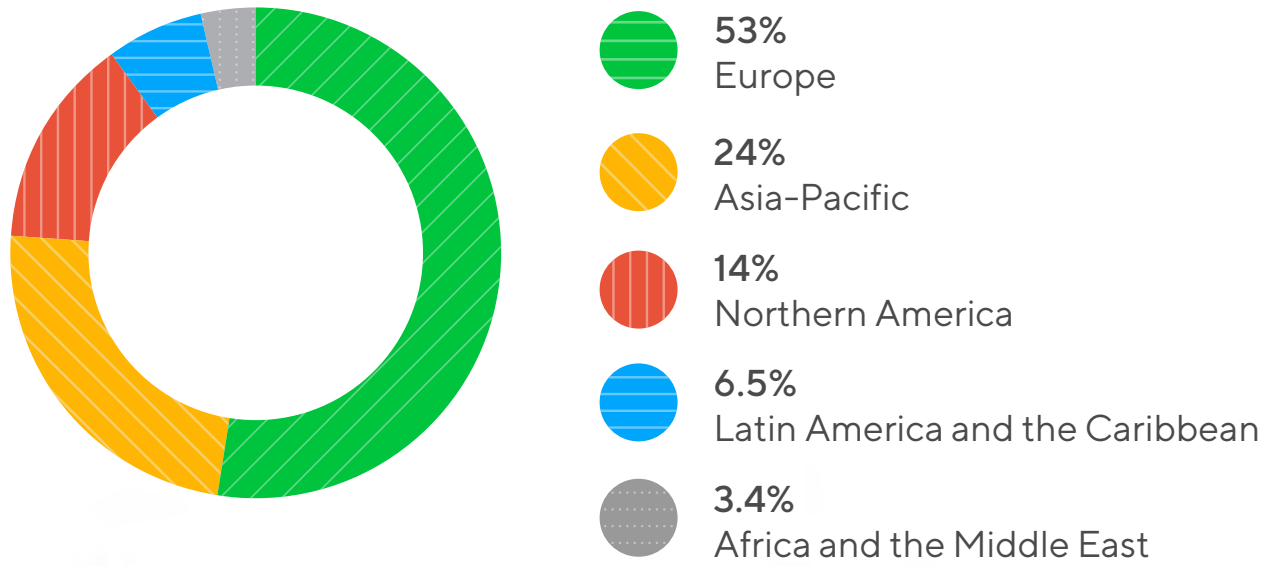
Most rated companies are in the manufacturing, information technology, consulting and services, and transportation sectors.

Geographic Distribution of Rated Companies

The EcoVadis solution has broad global coverage. Of the companies rated in 2021, 53% are located in

Europe, 24% are in Asia-Pacific, 14% are in Northern America (the US and Canada), 6.5% are in Latin America and the Caribbean and 3.4% are in Africa and the Middle East.

Distribution of Rated Companies by Region in 2021

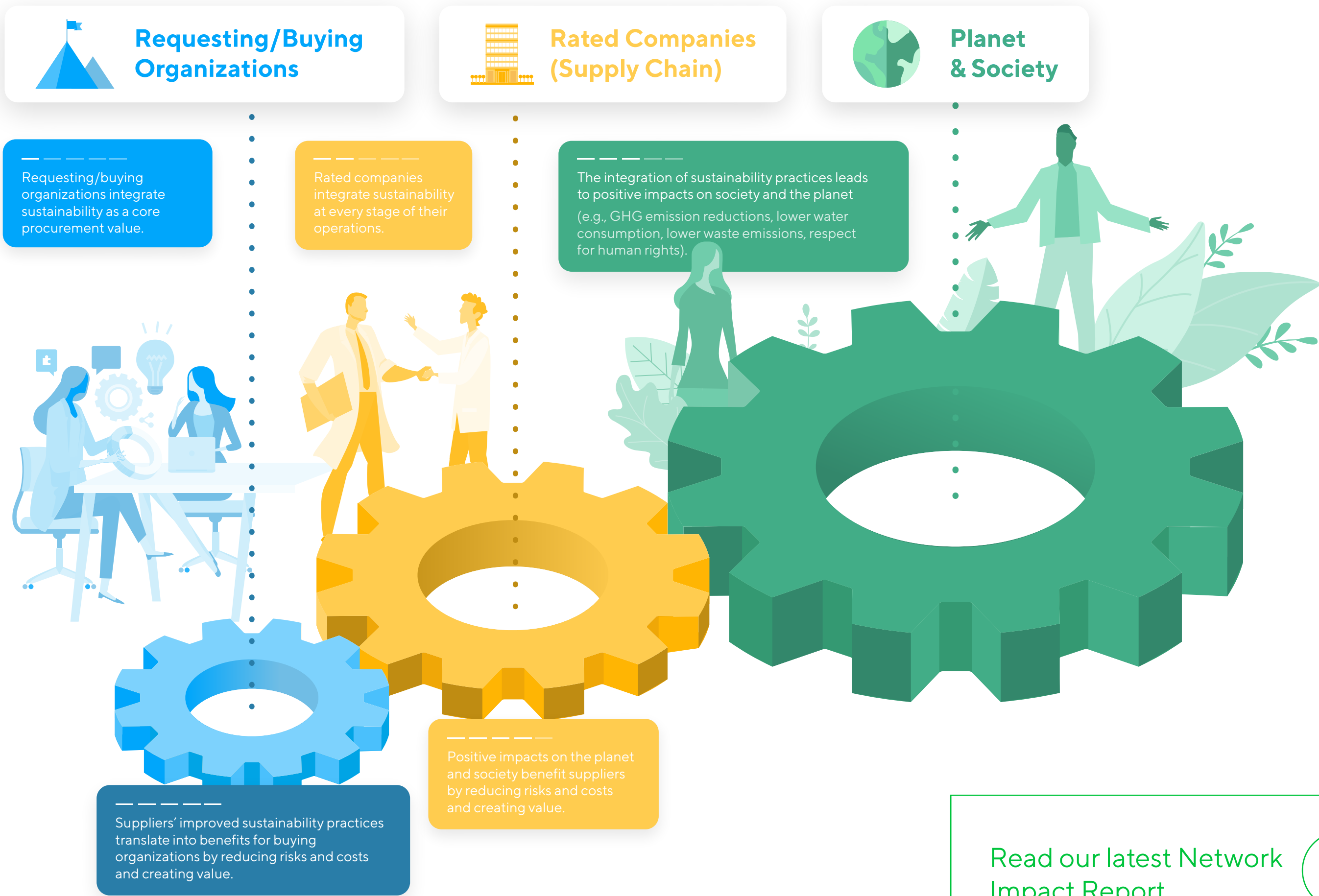


Accelerating Positive Impact

The EcoVadis impact model is our approach to scaling positive impact on society and the planet. It leverages the power that large buyers have to cascade sustainable practices throughout their vast global value chains.

We published our second Network Impact Report in 2021 to highlight our approach to measuring impact and explore the tangible progress that rated companies are making on sustainability. Among other findings, the report found that engaged companies are outpacing their less proactive counterparts on a range of key metrics. Between 2016 and 2021, rated companies on average increased their EcoVadis score by 3.9 points between their first and last assessment. This increase is the result of companies implementing best practices after assessment, including:

- ✓ Companies that use or produce renewable energy: 1,106 (+30% in 2021)
- ✓ Companies that conduct diversity training: 2,941 (+47% in 2021)



Read our latest Network Impact Report [➤](#)

Assessing the Sustainability of Global Supply Chains

Our Assessment Methodology

EcoVadis assesses the quality of a company's sustainability management system based on its policies, actions and results. The assessment methodology is based on the following principles:

Evidence Based

The burden of proof is on the rated company. Companies must submit evidence (on its policies, certificates, reporting mechanisms) to support the statements they make about their sustainability management system in their questionnaire.

Industry, Country and Size Matter

A company's sustainability performance is evaluated taking into account its industry, size and operational locations (including its presence in at-risk countries).

Diversification of Sources

The EcoVadis Rating is based not only on supporting documents provided by the company but also on information published about the company by NGOs, trade unions, international organizations, local authorities and other independent organizations.

Assessment by International Sustainability Experts

The supporting documents are analyzed by EcoVadis' team of sustainability experts that has extensive experience working with companies across a wide range of industries and regions.

Traceability and Transparency

Every document used in the assessment process is stored securely. On the EcoVadis platform, rated companies have access to their results and further insights related to the assessment process.

Excellence Through Continuous Improvement

To ensure its effectiveness, the assessment methodology is subject to quality control, continuous improvement and stakeholder feedback. EcoVadis has a Scientific Committee, composed of international sustainability experts, in place to periodically review the methodology and make improvements as needed.

[Learn more about the methodology.](#)



The Assessment Criteria

The EcoVadis assessment considers 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

Environment	Labor & Human Rights	Ethics	Sustainable Procurement
Operations <ul style="list-style-type: none">• Energy consumption & GHGs• Water• Biodiversity• Local & accidental pollution• Materials, chemicals & waste Products <ul style="list-style-type: none">• Product use• Product end-of-life• Consumer health & safety• Environmental services & advocacy	Human Resources <ul style="list-style-type: none">• Employee health & safety• Working conditions• Social dialogue• Career management & training Human Rights <ul style="list-style-type: none">• Child labor, forced labor & human trafficking• Diversity, discrimination & harassment• External stakeholder human rights	<ul style="list-style-type: none">• Corruption• Anticompetitive Practices• Responsible information management	<ul style="list-style-type: none">• Supplier environmental practices• Supplier social practices

These criteria are based on international sustainability standards such as the UN Global Compact’s Ten Principles, the International Labour Organization conventions, the Global Reporting Initiative standards, the ISO 26000 standard, the CERES Roadmap and the UN Guiding Principles on Business and Human Rights, also known as the “Ruggie Framework.”

When assessing a company, EcoVadis analysts only take into account the criteria that are relevant to its size, industry and operational locations. They use the company’s submitted questionnaire and supporting documents to assess its policies, actions and reporting mechanisms.

EcoVadis Scoring Medals

A company’s overall score (between 0 and 100) is the average of its performance on the four assessment themes and reflects the quality of its sustainability management system at the time of assessment. Companies are recognized based on their percentile ranking, provided they attain a minimum score on each theme. The criteria for awarding medals are reviewed annually.

EcoVadis Medal Criteria for 2021



Top 1%
(Score of 73-100)



Top 5%
(Score of 66-72)



Top 25%
(Score of 54-65)



Top 50%
(Score of 45-53)



Beyond identifying risks and comparing supplier performance, EcoVadis Ratings can be used to set minimum scoring thresholds for supplier selection and contract awarding. A high score could mean that a company will be identified as a strategic partner; a low one may lead to it having to follow corrective action plans for improvement.

In line with global best practice, EcoVadis scorecards are valid for 12 months from the date of publication. Expired scorecards can no longer be shared with companies on the EcoVadis platform. New sharing requests trigger a reassessment 12 months after the last assessment.

Assessing the Carbon Maturity of Companies

In 2021, EcoVadis expanded its offer with the [Carbon Action Module](#), which gives companies comprehensive insights into the carbon performance of their suppliers or portfolio. The Carbon Maturity Scorecard, which companies receive once they undergo the Module, is at the heart of the solution. It enables users to understand how well either their company or their suppliers are managing

GHG emissions and identify areas for improvement. Procurement teams can use these scorecards to engage their suppliers in targeted and collaborative decarbonization efforts. The Carbon Action Module comes with a number of tools that help users better understand their performance and build capacity on carbon-related topics. For example, the carbon impact calculator enables users to easily and accurately quantify their GHG emissions. Users can then use the platform to report this information to external stakeholders.

In addition, an e-learning carbon management training module on the EcoVadis Academy platform helps companies build capacity on a number of carbon topics both internally and throughout their supply base or portfolio.

Identifying Sustainability Risks and Contributing to the UN SDGs

Identifying Sustainability Risks

As a provider of sustainability ratings, EcoVadis must hold itself to the highest sustainability standards within its own operations. In accordance with the EU's Non-Financial Reporting Directive, this report includes a description of EcoVadis' governance, environmental and societal risks that are most relevant to its activities.

The Group's management carried out a mapping exercise to identify these risks. The methodology adopted involves estimating risk at the level of the most significant impacts, distinguishing between gross risks (when there are no controls in place) and net risks (once controls have been applied), and implementing strategies to control these risks.

We used the [COSO methodology](#) to structure the risk analysis, which is part of EcoVadis' overarching approach of involving employees in the decision-making process to build ownership around any actions implemented. The results

of the analysis were presented to management to validate the most material risks.

Risk control strategies consist of a combination of preventive, identifying and corrective controls. The controls related to the key risks identified are described in more detail in this report.



Contributing to the UN SDGs

Each year, the Group assesses how effectively its actions are contributing to the nine SDGs aligned with its strategy. The results are presented on the following pages.



Topic	Issues/targets	Corresponding report chapter	Indicators or associated policies	SDGs
Talent management	Ensure our employees have medical coverage	Protecting, Empowering and Developing Our People	Voluntary attrition rate (eNPS)	
	Ensure the well-being of our employees in the workplace		Employees with medical coverage	
	Promote gender equality Continue the fight against all forms of discrimination	Protecting, Empowering and Developing Our People	Percentage of managers that are women Percentage of women on the Executive Committee	
	Participate in the creation of direct jobs	Protecting, Empowering and Developing Our People	Employment growth Employee training on discrimination issues	
Ethics	Anti-corruption	Our Ethical Commitments	Mandatory ethics training for new employees	

Cybersecurity	Build a resilient IT infrastructure	Ensuring Information Security	Share of revenue certified to ISO 27001:2013	<div>9 INDUSTRIE, INNOVATION ET INFRASTRUCTURE</div> 
Management of our suppliers	Participate in raising awareness of sustainable development issues	Helping Our Suppliers Work Toward Sustainability	Percentage of purchase spend analyzed	<div>12 CONSOMMATION ET PRODUCTION RESPONSABLES</div> 
	Raise awareness of sustainable development issues Steer behavior toward more sustainable consumption	Our Ethical Commitments	Employee training on the EcoVadis Code of Ethics	<div>10 INÉGALITÉS RÉDUITES</div> 
Environmental impact	Reduce consumption and direct impact	Reducing the Environmental Impact of Our Activities	GHG emissions Waste	<div>13 MESURES RELATIVES À LA LUTTE CONTRE LES CHANGEMENTS CLIMATIQUES</div> 
				<div>12 CONSOMMATION ET PRODUCTION RESPONSABLES</div> 

Taking stakeholder expectations into account	Provide sustainability assessments for decision-making	Our Activities and Customers	Improve the company's sustainability performance	<div>13 MESURES RELATIVES À LA LUTTE CONTRE LES CHANGEMENTS CLIMATIQUES</div> 
	Seek cooperation with sustainability-related organizations	Reducing the Environmental Impact of Our Activities	SBTi carbon emission reduction targets	<div>17 PARTENARIATS POUR LA RÉALISATION DES OBJECTIFS</div> 

Protecting, Empowering and Developing Our People

Most of the Group’s value is based on its human capital and ability to attract, train and retain employees with diverse skill sets. This requires maintaining an attractive reputation on the job market and ensuring fairness in recruitment, evaluation and promotion processes. To retain talent, we also need to ensure we are providing employees with ample opportunities for professional development and personal growth. This is particularly important as the market demand for sustainability expertise is growing by the day.

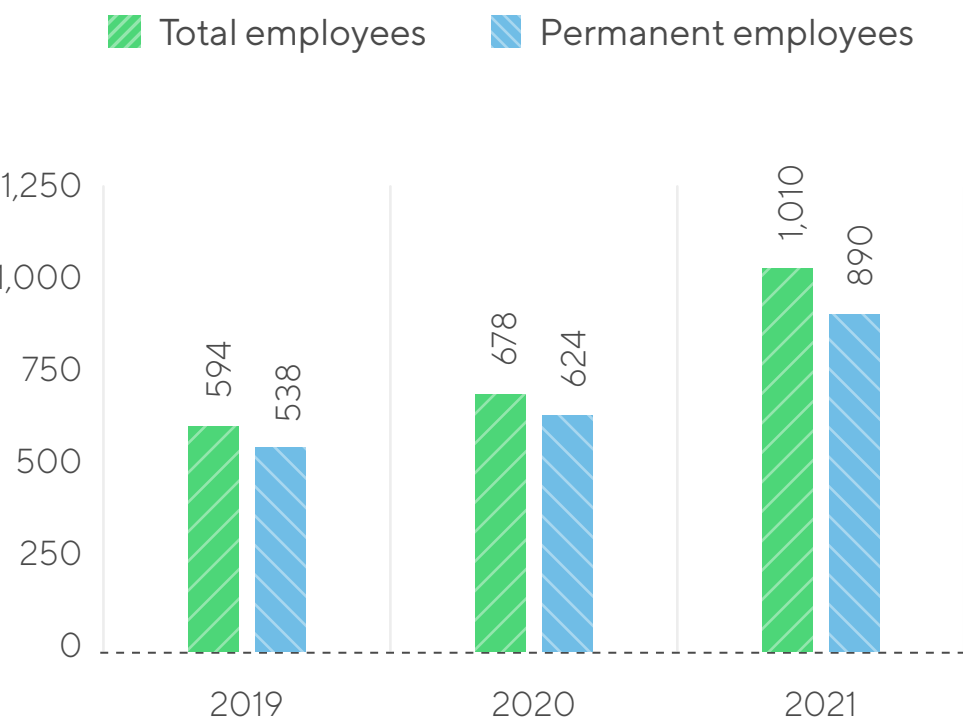
Our ambition is to create diverse and inclusive work environments that attract new talent and experienced leaders alike. By empowering employees and giving them unique opportunities for growth, we can improve employee retention and mitigate the risks that stem from unexpected losses of talent.

Our Workforce in Numbers

Total headcount as of December 31, 2021:

1,010 employees (+49% vs. 2020)

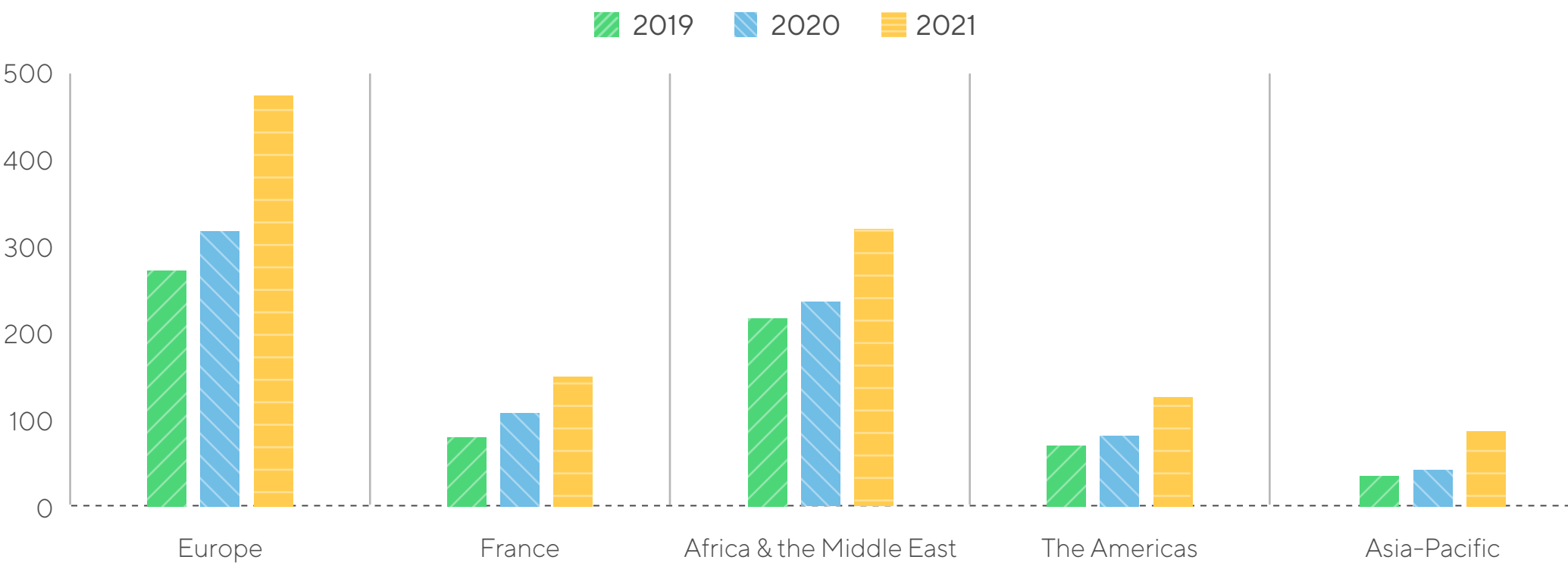
Our Growing Workforce



Net Change in Our Workforce

	2019	2020	2021
Arrivals	181	184	506
Departures	77	52	105
Voluntary attrition rate	15.1%	9.4%	13.8%

Employees by Region



Diversity, Equity and Inclusion

Diversity, equity and inclusion (DEI) are priority issues for EcoVadis, and we believe that each of us has a responsibility to ensure we uphold them on a daily basis. Respect for everyone’s uniqueness and beliefs, both within the company and outside of it, is at the heart of EcoVadis’ culture.

The Group’s new DEI Policy sets out the principles on which our regional policies are based. In 2020, a diversity and inclusion survey was conducted by an external firm to assess our progress on these issues and help us define actions for 2021. The results of the survey were shared with all employees. A dedicated committee was created in July 2021 by our DEI Taskforce to coordinate the key actions identified in the survey.

Five internal DEI networks have been created to better support all employees:

RAINBOVADIS

Resource and support group for LGBTQIA+ employees.

ECOCARE

Gender equity support network to ensure that all employees have equal opportunities regardless of their gender and/or gender identity.

WO·MEN

Resource and support network to promote interculturality.

ECOBALANCE

Support network for employees with disabilities or special medical conditions that aims to provide a work environment adapted to the specific needs of each employee.

EV MEDLEY

Work-life balance support network to help our employees effectively manage their workload and personal life.



We continue to strengthen minority representation across all of our offices. In addition to the groups described above, we have also launched two projects focused on inclusive language and accessibility that will come to fruition in 2022.

Breakdown by Time Spent at the Company

	2019	2020	2021
Less than 1 year	145	136	412
From 1 to 3 years	258	242	251
From 3 to 5 years	82	173	183
From 5 to 7 years	71	76	69
From 7 to 10 years	32	41	73
More than 10 years	6	10	22

The vast majority of EcoVadis’ workforce is made up of permanent employees. However, depending on the needs of certain offices and projects, freelance workers may be brought on to provide support.

The breakdown by employee type is as follows:

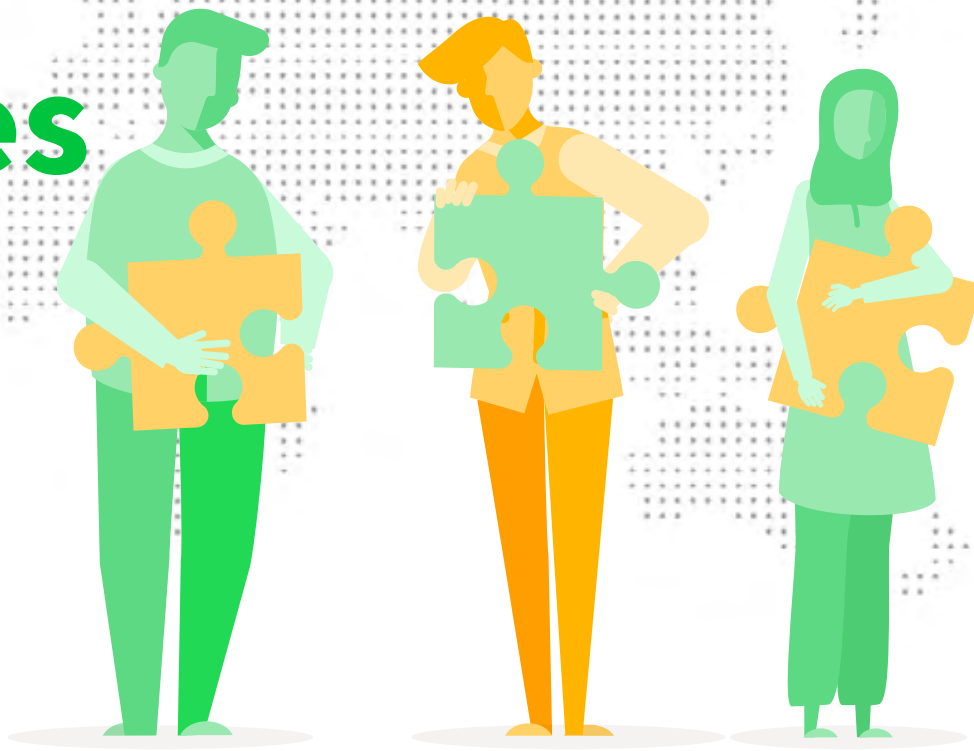
Permanent contracts:

90% of the total workforce, of which 54% are women and 46% are men.

Temporary contracts:

10% of the total workforce, of which 44% are women and 56% are men.

We are proud to have
70 nationalities
represented among our
employees at EcoVadis.

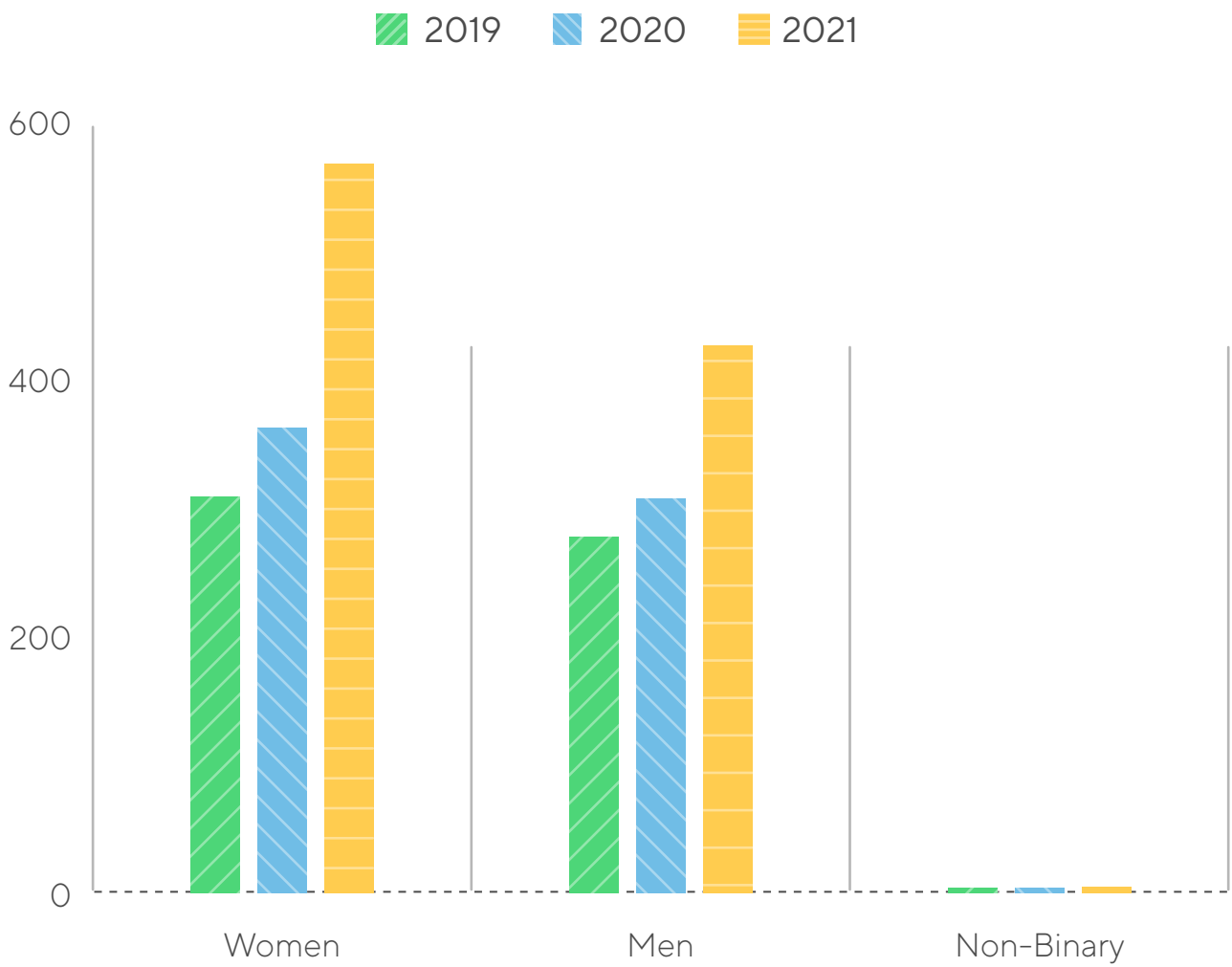




Women in Our Workforce

	2019	2020	2021
% of women in the workforce	53%	54%	57%
% of women managers (including team leaders)	43%	46%	50%
% of women on the Executive Committee	33%	33%	42%

Gender Breakdown of Our Workforce



In 2021, the Group reaffirmed its commitment to gender equality by once again signing the [Diversity Charter](#), a written commitment that prohibits discrimination in the workplace and seeks to create diversity.

In 2020, EcoVadis (France) achieved a score of 81/100 on the Gender Equality Index. This increased to 89 in 2021, a significant improvement in just one year.

Average Age of EcoVadis Employees

	2019	2020	2021
Average age	33	33	32
Men	34	34	33
Women	31	32	31

Age Breakdown of Our Workforce

	2019	2020	2021
18-25 years	10.6%	11.6%	16.4%
26-30 years	31.0%	32.2%	31.0%
31-35 years	29.3%	27.3%	23.4%
36-40 years	17.0%	16.2%	16.5%
41-45 years	4.5%	4.9%	4.7%
46-50 years	2.7%	2.6%	2.0%
51-55 years	2.2%	2.4%	1.8%
56-60 years	0.7%	1.0%	0.9%
Over 60 years	0.2%	0.1%	0.3%



Our Zero Tolerance Principle on Discrimination

EcoVadis has always had a zero tolerance approach to discrimination in all its forms (gender, age, origin, sexual orientation, religion, etc.) and sexual and psychological harassment in the workplace. This principle must be upheld by each and every member of the organization. All employees undergo mandatory training on these topics and are expected to report any instances of harassment they experience or witness.

Attracting and Recruiting Diverse Talent

Recruiting the talent of tomorrow is one of the keys to our future success. Among the role-specific criteria we consider, we also value a candidate's adaptability and the unique perspective they bring to our team. We always recruit and select employees in line with current regulations and strive to follow global best practices in hiring.

To eliminate unconscious bias and better factor a candidate's unique interpersonal skills into the hiring process, we tested a new recruitment tool ([AssessFirst](#)) in 2020 and 2021. Such tools have gained popularity in recent years and are proving their value to companies looking to build diverse and effective teams. AssessFirst is helping us maintain our company's unique DNA and intrinsic values while undergoing a period of rapid growth.

Finally, we maintain close relationships with a network of schools and universities to help us continue recruiting talent with diverse profiles.

Employee Development

Career management and growth have always been a priority for EcoVadis. That is why we have implemented a structured system to facilitate the individual development of each employee. This involves three phases:

- Recruitment, where we identify top talent and ensure the best match between the position and candidate profile;
- Career management, where we facilitate employee growth by evaluating their skills and giving them the opportunity to develop new ones;
- Mobility, where we provide support to employees to help them map their career path and take steps to achieve it.

Career Management at EcoVadis

To provide our employees with the best possible support and offer them opportunities for development within the Group, we have carried out a job mapping exercise to define job families and disciplines for all roles. This approach aims to accelerate the development of our employees within the company by giving them a clear picture of possible career paths and steps to work toward them.

Through a collaborative effort of our management teams, a skills map has also been drawn up to identify the key skills in each of our job families and those needed for mobility within the company.

Our objective is to continue to strengthen this approach by developing new systems to support our employees (digital tools to assist employees in their professional orientation, career interviews, development actions, etc.), harmonizing our practices and optimizing our human resources processes.

Finally, for each job family, we want to create training paths tailored to the various levels of our organization to enable all employees to progress.

Training Management

Training is at the heart of our human resources strategy, and our ambition is to enable each of our employees to cultivate their unique talents. We have supportive frameworks in place to help employees fully develop in their role and maximize their potential for positive impact.

To meet this objective, we have put in place a general training policy that includes the following:

- Mandatory training for all our employees on harassment prevention, cybersecurity, data protection awareness and ethics.
- Specific training to develop and strengthen skills that will enable employees to grow in their roles and progress in their careers.
- E-learning courses: thanks to the launch of our new learning management system platform, MyEcoGrowth Campus, our employees now have access to more than 80,000 external and internal training resources related to sustainability.
- We also want to strengthen our manager training so that they can better support the development of their teams. For this reason, we have developed a leadership model that sets out what we expect from our managers and guides them on how to encourage employee growth in line with our core values.

A training program based on this leadership model will be implemented in 2022 and individual coaching sessions will be held over a six-month period to support them in their development.





Well-Being at Work

Ensuring Health and Well-being

The Group ensures that occupational health systems and services are accessible to all employees. In 2020 and 2021, we also improved the health plans we offer in some countries.

We strive for compliance with applicable health and safety regulations across all of our offices, with a particular focus on our five health and safety pillars: stress management, ergonomics, general health and hygiene, physical activity and nutrition.

Flexibility

Flexible working arrangements have been developed to enable remote working, particularly in large cities where travel times are significant. This type of flexibility has been offered to our employees for many years now and is an integral part of our efforts to ensure all employees have a good work-life balance. Since the start of the COVID-19 pandemic, our offices have been allocating part of their budget toward ensuring that employees have the ergonomic workspaces they need to work safely and productively from home. In addition, we launched a new work flexibility project in 2021 to give our employees even more options.

Promoting Well-Being

We offer our employees access to health and wellness facilities in all countries where we have offices. For example, in Tunisia, we cover 70% of gym membership costs, while in Poland, employees have access to a multi-sport membership. In France, the company's Social and Economic Committee actively subsidizes wellness activities through the Gymlib app, which provides employees access to a network of gyms and other sports facilities.

We also organize virtual wellness sessions featuring specialists ranging from yoga and pilates teachers to psychologists and physiotherapists. These sessions were particularly important for promoting the well-being of our employees during periods of lockdown. However, we have continued to hold them due to their success.

Parental Leave

44 employees benefited from parental leave during 2021 (47.7% women, 52.3% men). All employees are eligible, depending on the legal context. In the US, Canada and the UK, EcoVadis already offers coverage above the legal minimums.

Medical Coverage

Our employees (permanent and temporary contracts, full-time and part-time) receive medical coverage regardless of the local system. This coverage extends to cases of serious or chronic illnesses.

COVID-19 Measures

Our priority is to protect the health of our employees and everyone we interact with. EcoVadis strictly follows the instructions given by the governments of the various countries in which we operate. Long before the COVID-19 health crisis, the Group had a policy in place on remote working to offer the flexibility that employees need to have a good work-life balance.

At the outset of the pandemic in early 2020, EcoVadis launched a mental health support system to help employees navigate the challenges of the health crisis. To ensure it was accessible, independent and confidential, we called upon a specialized third-party company that provides the service in multiple languages. This mental health support is accessible to all employees, wherever they are in the world. We decided to continue offering it to our employees in 2021 and even expanded its scope to include other challenges (such as the loss of a colleague or a loved one).





Listening to Employees

Employee Satisfaction Survey

We send an annual satisfaction survey out to all employees. This quantitative questionnaire, inspired by the eNPS, asks employees to rate the likelihood that they would recommend the company to other people on a scale of 1 to 10. It also gives employees the opportunity to voice their opinion on topics such as internal communication, work relations, career development opportunities, compensation policies and more.

The results of this survey, and any actions plans developed in response, are communicated to employees. In 2021, the eNPS increased by 40 points. In addition to the annual survey, short satisfaction surveys on specific topics are sent out regularly to collect employees' opinions and continue to identify areas for improvement like working conditions, tools, communication, etc.

Employee Review

The Group has a review process in place to ensure that each employee has a clear pathway for growth. At the beginning of the year, we establish individual objectives for each semester and follow up on these targets with performance reviews. In 2021, 100% of employees had an annual performance review with their manager.

To accelerate our employees' progress, we have also set up a "360° process" that gathers feedback from a range of sources (e.g., colleagues, team members, managers) to identify areas for improvement and develop tailored development plans.

Our Ethical Commitments



The quality and integrity of our sustainability ratings, the transparency of our methodology and the prevention of ethical issues are the cornerstones of building customer loyalty and developing strong relationships with all our stakeholders. The Group’s reputation could be damaged both by events for which it is responsible, such as conflicts of interest that are not effectively addressed, and events and actions of third parties over which it has no control.

To mitigate these risks as much as possible, we are committed to acting ethically and with integrity in all our business relationships and transactions. We have policies, control processes and training programs in place to ensure that everyone working for us, in whatever capacity, understands the risks we face and how to approach them.

EcoVadis’ commitment to ethics is laid out in our Code of Ethics, which applies to all employees and has a dedicated training module. During their annual performance review, each employee must confirm that they understand the Code of Ethics and apply it to everything they do.

Upholding Our Quality Standards

To maintain our high quality standards and ensure customer satisfaction, we are committed to continuously monitoring and improving the quality of our processes and services across all levels of the company. EcoVadis ensures that its management systems remain in compliance with ISO 9001 (Quality Management Systems) and ISO 27001 (Information Security Management Systems).

Transparency of Our Methodology

We provide detailed information on our methodology and assessment process on our website. In addition, when we receive requests for clarification from our customers about their assessment results, we have a process in place to address them within a defined timeframe and categorize them according to their criticality. We ensure that our customers have access to all of the details they need to understand the assessment process and their results.

Integrity of Our Ratings

To preserve the integrity of our ratings and protect our reputation, we have developed rigorous guidelines for our analysts to follow. We also have processes in place to protect against external influence from other departments within the Group.

Anti-Corruption and Bribery

We expect all employees to act in the best interest of EcoVadis by complying with our Code of Ethics and Gifts and Entertainment Policy. The following measures are in place to ensure employees comply with these principles:

Anti-Corruption Training for All Employees

Guidance on expense reporting is provided in our Code of Ethics and Gifts and Entertainment Policy.

Ethics Training for Employees

As part of the onboarding process, all new employees receive training on key policies and procedures that cover ethics issues. They also receive access to all relevant company documents, such as the employee handbook, Code of Ethics, whistleblower

procedure and documents on corporate social responsibility, risk management and corporate integrity.

Ethics Officer

We have recruited an Ethics Officer to oversee all internal ethics issues.

Whistleblowing Procedure

We have a whistleblowing procedure in place that enables employees to report any breach of our Code of Ethics – ranging from corruption to harassment.

We are committed to protecting whistleblowers from retaliation in any form. Employees who fail to comply with the Group’s ethics regulations will be subject to disciplinary measures (depending on the case).

Ensuring Information Security

In recent years, an increasing number of companies have experienced breaches or attempted breaches of their IT security systems. The techniques used to hack or compromise computer systems have become more sophisticated and are constantly evolving. EcoVadis is exposed to these same risks and the Group and its third-party service providers must continuously work to put in place effective safeguards to protect themselves against these evolving techniques.

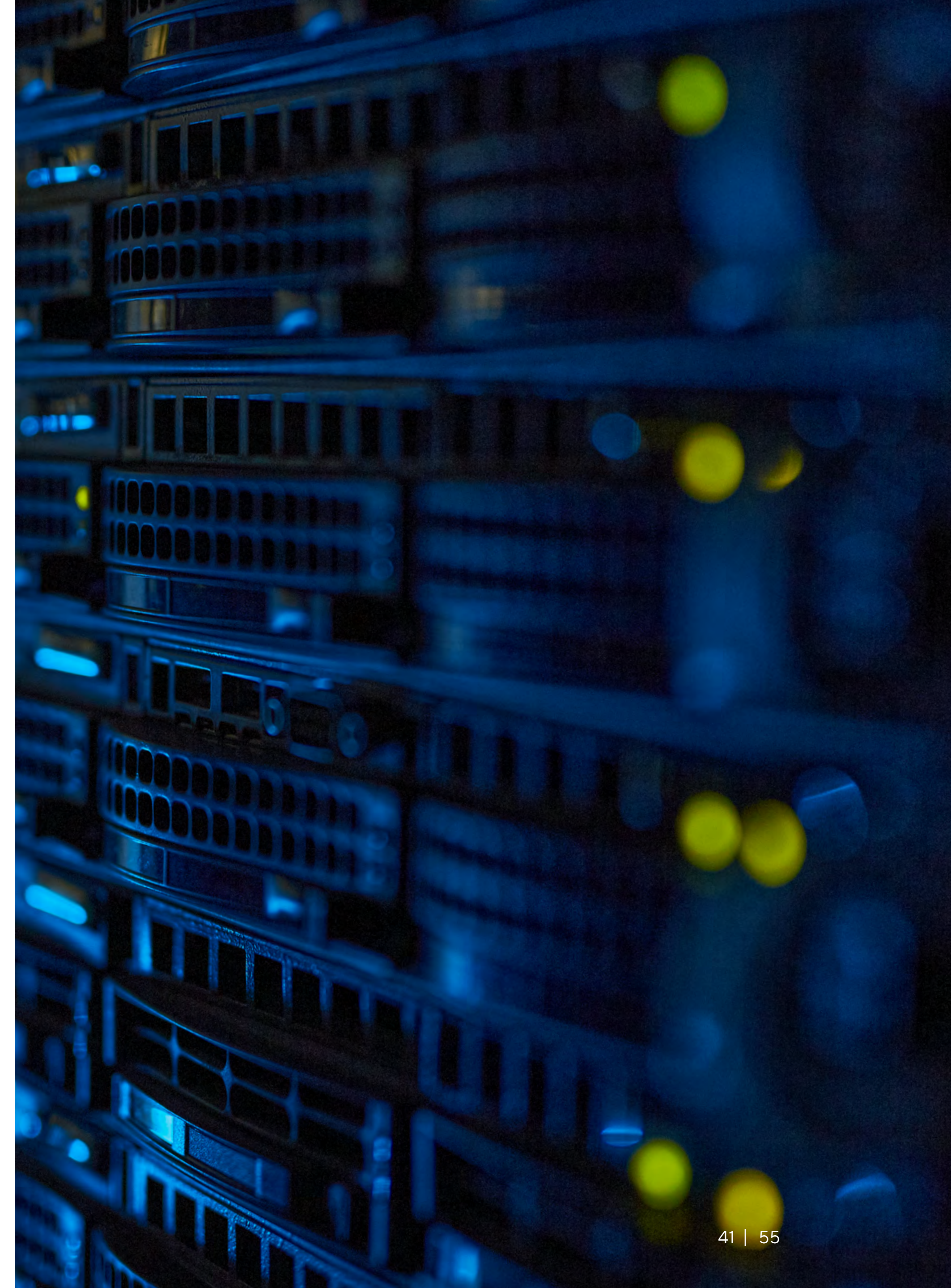
EcoVadis is subject to a range of cybersecurity risks that must be carefully managed. The Group is particularly focused on preventing malicious attempts to obtain confidential data, disrupt internal processes or compromise users. Failure to manage these risks could result in losses for the Group and its employees, partners and customers.

ISO 27001 Certification

EcoVadis is committed to maintaining the highest level of information security and to protecting the data that stakeholders entrust to us. To achieve this, EcoVadis has implemented an Information Security Management System that is ISO 27001:2013 certified. The certification covers 100% of our entities.

It enables us to operate systematically, maintain information security in our business processes and services, and determine and implement necessary security measures based on our risk assessment. We also have a Group-wide information security policy that sets out the technical and behavioral safeguards necessary to ensure the availability, integrity, confidentiality and traceability of information under our control. Each year, we make all our employees aware of the risks related to information security and our internal policies to address them.

EcoVadis believes that the EU General Data Protection Regulation is an important step toward strengthening personal data protection. As a data controller, EcoVadis is committed to complying with all relevant regulations and striving to implement global best practices in data management. We use the ISO 27001:2013 standard as a framework and integrate a wide range of data privacy concerns into our management system. A third party audits our data protection practices on a regular basis. We have also put contractual clauses in place to regulate the processing of data between our various offices outside of the EU.



Helping Our Suppliers Work Toward Sustainability

Through our activities, we source from suppliers who have their own extensive supply chains. While this global network of suppliers is expansive and complex, we must do our best to ensure that everyone within it is acting in accordance with our own values on human rights, environmental performance and other important sustainability criteria.

Our Supplier Code of Conduct

We view our suppliers as our partners and, therefore, care about how they do business and treat the people in their organizations. Wherever possible, we use standard purchasing agreements to govern our relationships with suppliers of goods and services. These stipulate the human rights standards that we require our suppliers to meet. Our Supplier Code of Conduct requires suppliers to commit to ethical business practices and comply with all applicable human rights laws, regulations and obligations. It is available in English on our website and is included alongside our standard supply contracts.

We expect our suppliers to:

- Respect commonly accepted human rights;
- Reject any form of modern slavery, including but not limited to child labor, forced labor and human trafficking within their company and supply chain;
- Comply with the environmental standards applicable to their activities;
- Promote diversity within their organizations and show zero tolerance for discrimination of any kind;
- Ensure that they provide work environments that meet all local health and safety requirements;
- Provide employees with decent working conditions, including fair pay and benefits;
- Take a proactive approach to sustainability and go above and beyond the minimum legal requirements regarding human rights.

Failure to comply with these obligations constitutes a material breach of our supplier contract and entitles us to terminate the supplier relationship.



Preventing Modern Slavery

We recognize that the nature and complexity of the issues surrounding modern slavery and human trafficking mean that we must continue to assess and review any potential risks present in our business and supply chain. We are committed to continuously improving and evolving our practices and policies to ensure that modern slavery does not occur anywhere in our organization, supply chain or core business. Supporting our customers in reporting abuses of modern slavery in their own supply chains is a key part of this approach.

Our [Modern Slavery and Human Trafficking Statement](#) is made pursuant to section 54(1) of the Modern Slavery Act 2015 and serves as EcoVadis' statement under this act. To bolster our efforts to combat modern slavery and human trafficking, we plan to:

- Deploy specific training so that everyone can identify the risks of modern slavery and human trafficking, both in our supply chain and our company;
- Update our Labor Practices and Human Rights Policy to highlight the particular risks associated with modern slavery

and to require anyone working for us or on our behalf in any capacity to comply with the obligations set out in our policy regarding the prevention, detection and reporting of modern slavery in any part of our business or supply chain;

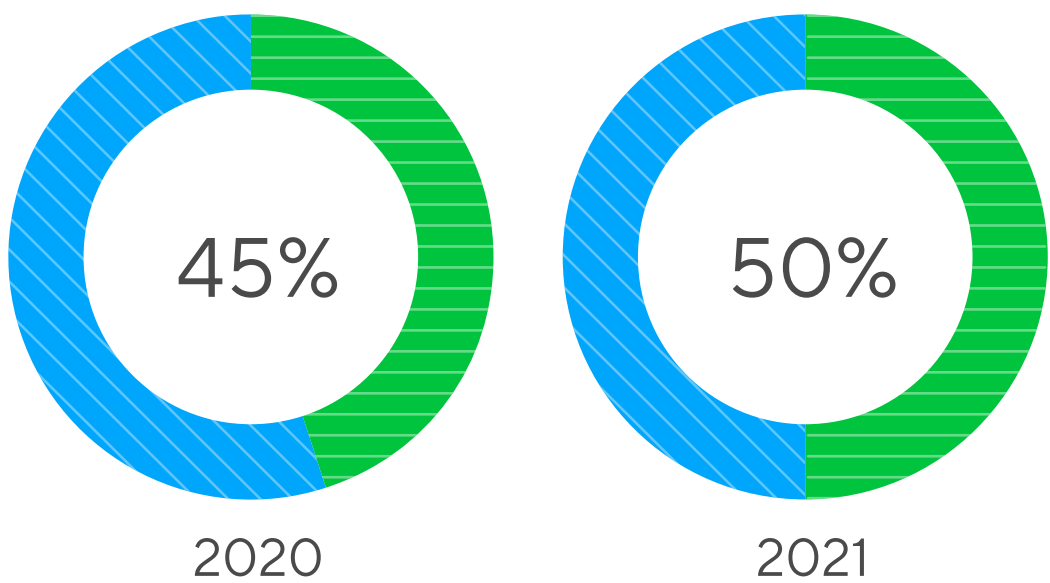
- Investigate the possibility of using our EcoVadis IQ tool to assess the risk of our suppliers based on their location and industry;
- Conduct thorough audits to identify risks in the deeper tiers of our supply chain and determine what steps, if any, need to be taken to ensure that no modern slavery or human trafficking exists.

Supplier Assessments

We have analyzed the Group's suppliers representing 50% of our purchases in value for 2021 using our 360° Watch tool and did not detect any non-compliances that impact us. Our goal is to use our EcoVadis IQ tool to assess supplier risk according to geography and industry. We will also use our sustainability and carbon assessment tools to help our suppliers improve their sustainability practices.



Share of EcoVadis Spend Analyzed With 360° Watch



Our top vendors in 2021 included Google, Microsoft Azure, Salesforce, Sage People and WeWork.

In 2022, every supplier with an annual spend of more than EUR 5,000 will be analyzed using the EcoVadis IQ solution. Depending on the level of risk observed, the supplier will be invited to undergo an EcoVadis assessment and commit to a corrective action

plan to reach a minimum performance threshold. We have also recruited a lead Sustainable Procurement Project Manager to help our suppliers improve their sustainability performance.



Reducing the Environmental Impact of Our Activities

The nature of our business gives us unparalleled insights into the environmental and social challenges that companies face. To signal our commitment to leading from the front, we signed the United Nations Global Compact in 2008 (just one year after our founding) and voluntarily monitor and report our environmental impacts.

EcoVadis strives to minimize the negative environmental effects of its operations by identifying and assessing its impacts, monitoring relevant environmental key performance indicators and implementing appropriate action and improvement plans. We educate our employees on adopting sustainable behaviors, provide training on environmental issues and actively support employees in carrying out volunteer activities that benefit the environment. Due to our business activities being largely office-based, our efforts focus on environmental advocacy, GHG emission reduction and waste reduction.

Reducing Our GHG Emissions

EcoVadis aims to minimize its contribution to climate change by actively reducing its energy consumption and GHG emissions. Based on our business activities, our primary emission sources are purchased goods and services, business travel, employee commuting and electricity consumption.

Our goal is to reduce employee travel emissions through remote working, videoconferencing, carpooling and the use of public transport. Where appropriate, EcoVadis encourages its employees to use carbon-neutral means of transportation, such as cycling, for their daily commute. In addition, we strive to drastically reduce our air travel. Wherever possible, we avoid travel or encourage our employees to travel by train. Finally, we offset 100% of our residual emissions by financing certified environmental projects.

In 2021, we formalized and communicated our 1.5° GHG emission reduction targets to the SBTi and are waiting for them to be validated by their experts.

Scope of GHG Reporting

EcoVadis' reporting on GHG emissions is carried out in accordance with the Greenhouse Gas Protocol's reporting standard. Unlike the emissions reported in our 2020 Sustainability Report, the emissions reported here cover all of EcoVadis' operations and sites across the three emission scopes. This change in reporting scope means that we are unable to compare emissions between 2020 and 2021. For this reason, we have only included our 2021 GHG emissions data in this report.

The allocation of our emissions between Scopes 1, 2 and 3 is based on the operational control exercised by EcoVadis. Emission sources over which EcoVadis has operational control are accounted for in Scopes 1 and 2, while the rest are included in Scope 3. The definition of operational control applied by EcoVadis is based on the GHG Protocol Corporate Standard. According to this, EcoVadis has operational control over an emission source when it is able to undertake actions that directly reduce these emissions.



This is the case when one of the following two criteria is met:

- EcoVadis pays the supplier (e.g., energy supplier, air conditioning maintenance company) directly and can select and change suppliers;
- EcoVadis has direct control over consumption (e.g., access to an office's electricity meter).

Emissions that do not meet either of these have been reported in Scope 3. For Scope 2 emissions, EcoVadis uses a market-based calculation methodology that applies emission factors according to the type of energy purchased by the company rather than the country's emission factor. This calculation methodology, which is recognized by the GHG Protocol, takes into account efforts to source from cleaner electricity suppliers.

Results

In 2021, the Group's total GHG emissions are estimated at 1,904.8 tCO₂e. The following is a breakdown by source and scope:

Scope	Emission source	tCO ₂ e (2021)	% (2021)
Scope 1	Direct GHG emissions	3.2	0.2%
Scope 2	Indirect GHG emissions	51.4	2.7%
Scope 3	Purchased goods and services	1,267.1	66.5%
	Capital goods	306.5	16.1%
	Fuel and energy-related activities	18.9	1.0%
	Waste generated in operations	29.5	1.5%
	Business travel	79.7	4.2%
	Employee commuting	90.4	4.7%
	Leased assets	55.9	2.9%
	Upstream and downstream transportation and distribution	2.2	0.1%
Total emissions		1,904.8	
Emissions per scorecard		0.064	
Emissions per employee		1.9	



The Group's most significant GHG emission sources, in order of magnitude, are:

- Purchased goods and services for 66.5% of the Group's GHG emissions. These are mostly purchases of digital services, cloud storage, licenses and other professional services.
- Capital goods, such as electronic equipment, represent 16.1% of GHG emissions in 2021. These emissions increased by 60% in 2021 due to the need to purchase equipment for our rapidly growing workforce.
- Employee commuting represented 4.7% of total emissions in 2021. It is important to note that, in 2021, we have accounted for the significant reduction in commuting due to increased remote working. This was not the case for 2020 as, due to the lack of a methodology in place to calculate these emissions, it was assumed that all employees went to the office every day despite the pandemic. In 2021, we also accounted for emissions related to the energy consumption of employees working from home.
- In 2022, EcoVadis will amend its remote working policy in order to make this standard practice.
- Similar to 2020, the COVID-19 pandemic drastically reduced business travel in 2021. Business travel resumed on a very limited basis during the second half of 2021, accounting for just 4.2% of emissions. EcoVadis has set a target to reduce business travel-related emissions by 30% per employee by 2022 and by 50% by 2026. To limit the increase in work travel-related emissions as pandemic restrictions eased, EcoVadis updated its travel policy in September 2021. This policy establishes an annual carbon budget for air travel for each department. It encourages keeping meetings regional, reducing the frequency of travel through better planning and prioritizing train over plane travel. It also prohibits domestic air travel in European countries. Regular internal communication on travel emissions, monthly budget monitoring and the appointment of ambassadors are other measures that have been implemented as a result of this policy.
- To curb other travel-related emissions, EcoVadis encourages carpooling, renting electric vehicles and booking eco-friendly hotels.

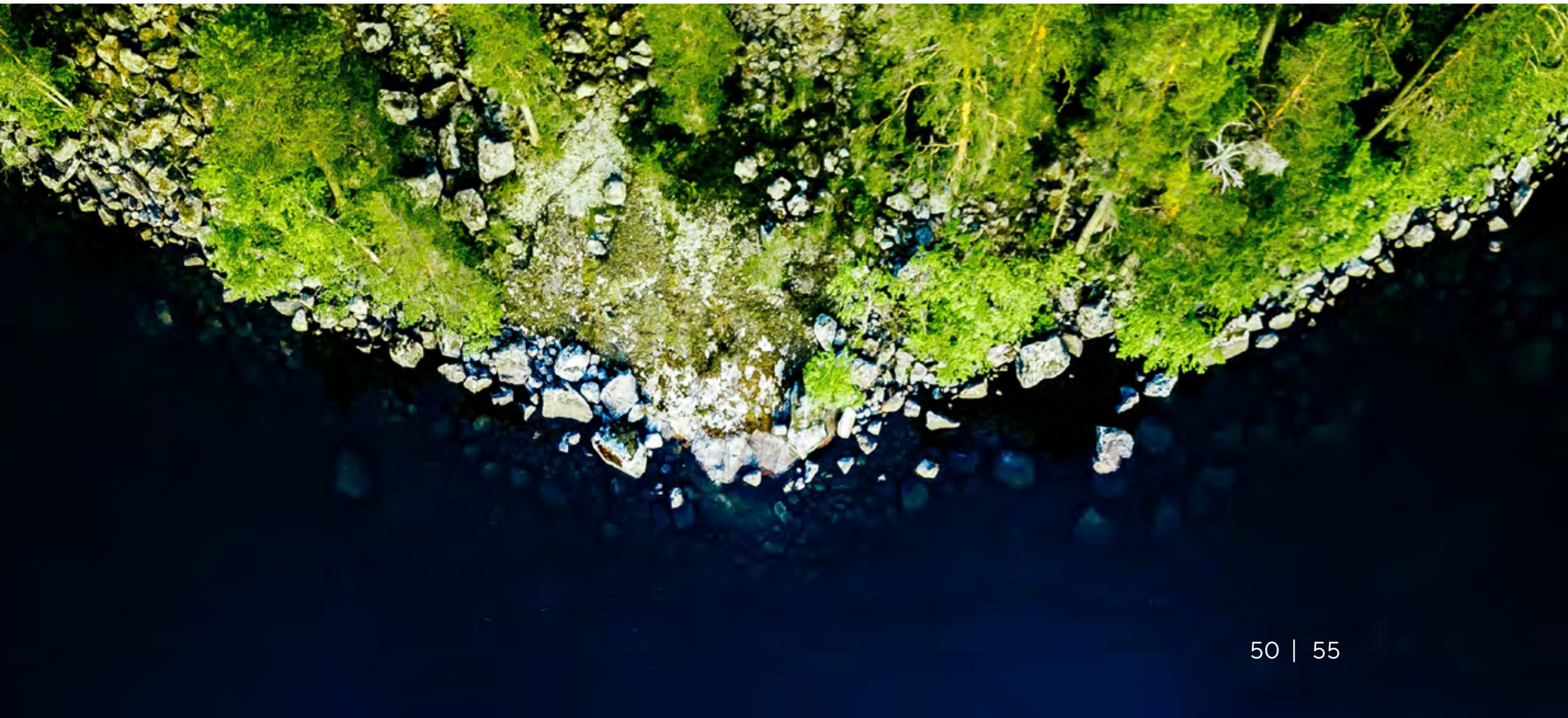
Business Travel Emissions

Emission source	tCO ₂ e
Taxis	0.6
Leasing	4.5
Car rental	1.2
Hotels and rental properties	10.1
Trains	2.5
Airplanes	60.9

- Leased assets represent 2.9% of total emissions in 2021. This item corresponds to the emissions related to the energy consumption of co-working spaces where EcoVadis has no operational control.
- Energy consumption represents 2.7% of total emissions in 2021. In 2021, renewable energy represented 47% of the total electricity consumption of the sites where EcoVadis has operational control (Paris, Warsaw,

Ebène, Tunis). Since January 1, 2021, the Warsaw office has been powered by electricity produced from biomass, thus reducing emissions at this site. Efforts continue in the area of energy efficiency (switching off computers, machines such as printers and lights on nights and weekends).

Site	Electricity consumption (kWh)	Renewable/non-renewable	Emission factor (gCO ₂ e/kWh)	Emissions (tCO ₂ e)
Ebène	47,335	Non-renewable	722.8	34.2
Paris	36,907	Renewable	14.0	0.5
Tunis	34,786	Non-renewable	428.6	14.9
Warsaw	34,562	Renewable	52.0	1.8
Total	153,590	-	-	51.4



Other Environmental Impacts

Waste

EcoVadis aims, wherever possible, to avoid producing waste and to manage its waste in a sustainable way.

We are committed to minimizing the use of single-use plastics in all our offices. We also urge each of our offices to encourage employees to sort and recycle waste using all of the waste management resources available to them locally.

As a company that relies primarily on computer equipment for our day-to-day operations, we have increased its lifespan to five years and have committed to donating all working equipment to further extend its lifespan. We also recycle all e-waste. The volume of e-waste recycled is estimated at 210.86 kg for the Mauritius office and 359 kg for our Paris office. France also recycled 388 kg of waste such as paper, bottles, cans and glass.

Our waste management systems are effective and, given the nature of our activities, we have not identified any major risks. As a result, the monitoring of impacts is limited to sites that deal with certain types of waste.

Water

Although our operations do not consume a lot of water, EcoVadis recognizes that conserving it is of the utmost importance in a water-constrained world. As outlined in our Environmental Policy, EcoVadis is committed to using water as responsibly as possible.

Water consumption is not currently measured because it is used only within an office context.

Supporting Local Communities



EcoVadis and its employees engage with the local and international community through philanthropy and volunteer programs. 2021 saw extensive volunteer activity thanks to “solidarity days”, which give each employee a full day to volunteer.

In 2021, the budget dedicated to philanthropy doubled, amounting to EUR 78,722. In addition, 220 employees used 160 solidarity days, an increase of nearly 70% compared to 2020.

At the global level:

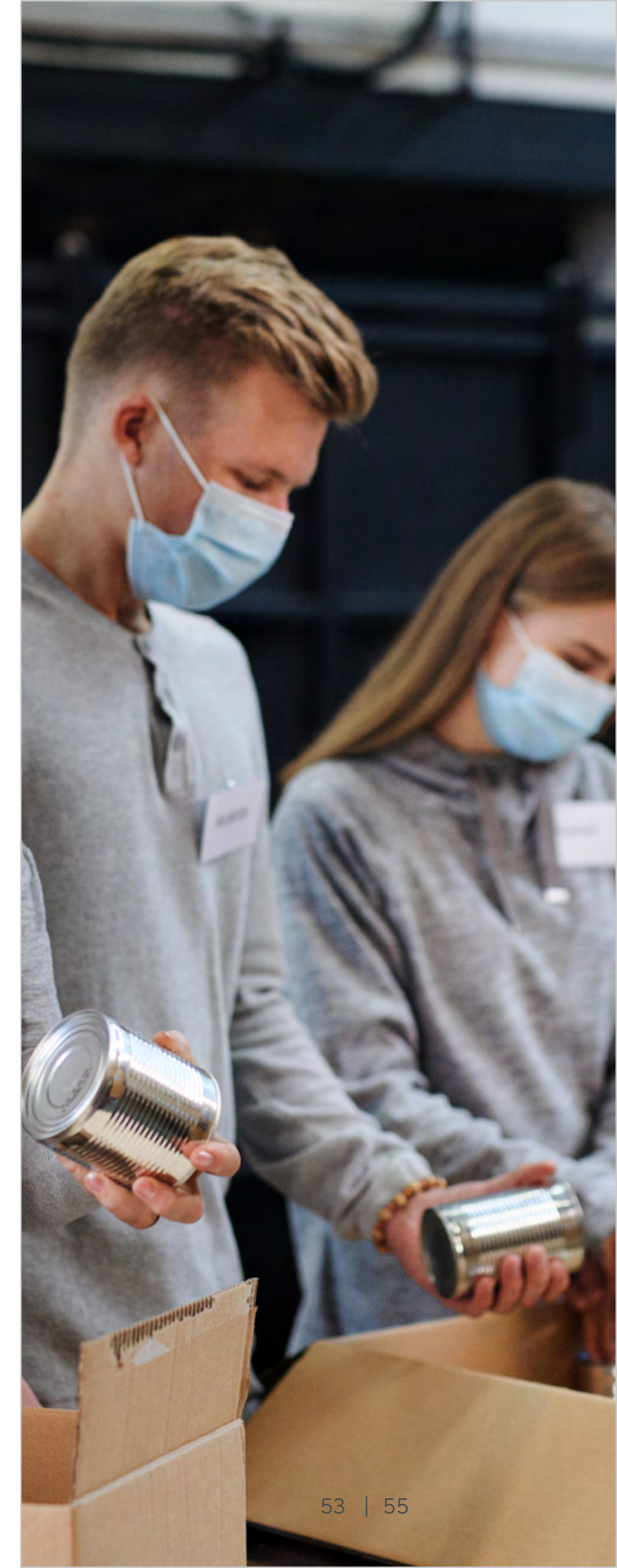
- EcoVadis supported Action Against Hunger by hosting a collaborative sports challenge in which 280 employees participated across 28 teams. Together they covered 53,500 km by walking, running or cycling.
- EUR 2,845 was raised by EcoVadis employees for Movember to support men’s health research worldwide.
- Each year, EcoVadis supports UNICEF by donating EUR 1,000.

At the local level, the main focuses in 2021 were reducing waste (including food waste) and fighting against hunger and poverty:

- The Mauritius office supports the NGO Ebony Forest, which works to conserve the island’s endemic plants and animals. Employees were able to carry out work to control weeds and plant native trees to offset EcoVadis’ carbon emissions.
- The Warsaw teams prepared 250 sandwiches and 250 pieces of cake for the homeless. Another team collected 80 bags of waste from near the Vistula River.
- In Paris, the employees lent a hand to the association Moissons Solidaires, which collects unsold food from the market and distributes it to the homeless. A team of employees participated in the Oxfam Trailwalker and ran 100 km to raise funds for the organization, which works to eliminate poverty and fight food insecurity. 40 kg of food and hygiene products were donated and distributed alongside Restaurants du Coeur.

- A fundraising campaign was organized in the Mauritius office to help combat food insecurity during the national lockdown.
- In Japan, workers helped farmers spread fertilizer, plant seeds and harvest vegetables.
- In Toronto, 152 pounds of apples were collected and donated to charity through the non-profit organization Not Far From The Tree.
- In London, fresh food was collected with The Felix Project and donated to charities and schools.
- In Hong Kong, 250 kg of waste and 372 plastic bottles were collected on the beach of Lamma Island.

Proud of our employees’ commitment, EcoVadis will be using the [Vendredi](#) platform in 2022 to help its community of change makers do even more.



Methodology Note

The scope of this report corresponds to the company's scope of consolidation as set out in the articles of incorporation (the same as that used for the publication of the consolidated financial statements). The 2021 fiscal year covers the period from January 1, 2021 to December 31, 2021.

Reporting and Data Collection Process

This report was written by the Impact Department with the assistance of the following departments: Human Resources, Evaluation Services, Marketing and Finance, Quality, Procurement and Supply.

The published indicators are produced on the basis of a non-accounting summary, relying in particular on a process for monitoring HR indicators, social data from our centralized HR management system and personnel files. Our internal Impact Team, with contributions from the managers of each EcoVadis office, oversees a data monitoring process to collect environmental and social data.

Notes

The attrition rate is calculated as the cumulative number of voluntary departures during the year of employees with permanent contracts, divided by the annual average number of employees with permanent contracts.

For the calculation of the number of employees as at December 31, the following employees are taken into account: employees with permanent contracts, employees with temporary contracts, interns and contractors. External providers are not taken into account. Interns only present for school projects are excluded. Data on social indicators pertain to 100% of the Group's workforce.

When calculating GHG emissions, 15% of the sites' energy data was estimated.

Challenges and Limitations in 2021

Reflection on sustainability performance should enable progress to be made in future years regarding the completeness of information, areas for improvement and the reporting process used for non-

financial data. Regulatory changes in the broader reporting landscape must also be taken into account.

After conducting a materiality analysis, EcoVadis found that the following issues are not currently significant to the company given its activities:

- Circular economy;
- Food waste;
- Food insecurity;
- Respect for animal welfare;
- Responsible, fair and sustainable food.

Checks and Verification

Prior to the external verification, the data presented is checked by both the Quality Manager and Impact Manager. The report for the year ended December 31, 2021 was then verified by KPMG S.A.



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