



COMMUNICATION ON PROGRESS

2021 - 2022



SOCAPS GROUP
Thomas Meyer, CEO
3 rue Rollon, 76000 ROUEN
FRANCE

H.E. António Guterres
Secrétaire général
Nations Unies New York, NY 10017
USA

Rouen, le 13 novembre 2020

Objet : Lettre d'adhésion au Global Compact des Nations Unies

Your Excellency,

It is my honor to confirm that SOCAPS Group supports the Ten Principles of the United Nations Global Compact, related to human rights, labor, the environment and anti-corruption.

With this letter, we are expressing our desire to incorporate those principles into our company's strategy, culture and day-to-day operations, and to advance them within our sphere of influence. We also intend to participate in collaborative projects designed to advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. SOCAPS Group will be making a public statement to its stakeholders regarding this commitment.

We also agree that one of the obligations that is a condition of our participation in the Global Compact is the annual publication of a Communication on Progress (CoP), describing our company's efforts to implement the Ten Principles. Consequently, we are committed to publishing our progress within a maximum of one year from our date of joining the Global Compact, and then every year thereafter, in accordance with the Global Compact Policy on Communicating Progress. That CoP will contain three elements:

1. A statement by the chief executive renewing our ongoing commitment to the Global Compact and its principles (separate from this letter);
2. A description of practical actions (policies, procedures and activities) that the company has taken or plans to undertake to implement each of the four issue areas (human rights, labor, environment and anti-corruption);
3. A measurement of outcomes or quantitative measurements of results.

Best regards,

Thomas Meyer
CEO

SOCAPS GROUP

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LEADERSHIP COMMITMENT

“As a cooperative company, we are guided by the seven international cooperative principles. As a result, we have long focused our business model and day-to-day operations on concepts such as regional roots, shared governance, and engagement in the service of humankind, to name but a few.

In addition to these cooperative governance arrangements, we decided to incorporate our purpose and impact goals into our statutes in 2021, when we adopted the status of mission-driven company, in a bid to further reinforce our societal and environmental commitments. Our initial results are available in our Mission Committee Report published online.

As signatories of the United Nations Global Compact, we also report on the concrete expressions of these commitments in this Communication on Progress, which is equally accessible online.

”



HENRI DUQUESNE
PRESIDENT SOCAPS S.A.

LEADERSHIP COMMITMENT

Every company must now play its part in the global struggle to achieve the 17 Sustainable Development Goals. At this point, nobody can honestly tell the next generation, “we didn't know.” This is a matter of moral responsibility for any company, its leaders and its employees, but also one of strategic interest.

SOCAPS is actively engaged in this struggle, assuming its role in city life by making strong, lasting commitments to implementing our “People, Profit, Planet” action plans, derived from the impact goals defined in our statutes once we adopted the status of mission-driven company on June 24, 2021.

Within this context, we are renewing our commitments to the United Nations Global Compact and presenting the actions we have undertaken to give concrete form to SOCAPS' approach in this 2021-2022 Communication on Progress.

THOMAS MEYER
CEO SOCAPS GROUP



PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS =

Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2 : Business should make sure that they are not complicit in human rights abuses.

ENVIRONMENT

Principle 7 : Businesses should support a precautionary approach to environmental challenges..

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

Principle 9 : .Businesses should encourage the development and diffusion of environmentally friendly technologies.

INTERNATIONAL LABOR STANDARDS

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

Principle 4 : Businesses should help eliminate all forms of forced and compulsory labor.

Principle 5 : Businesses should contribute to the effective abolition of child labor.

Principle 6 : Businesses should contribute to the elimination of discrimination in respect of employment and occupation.

ANTI-CORRUPTION

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

IN PRACTICE AT SOCAPS

Every day, SOCAPS endeavors to align its strategies and processes with the Ten Principles of the United Nations Global Compact in terms of operations, sales and sustainability, and to maintain a culture of integrity across all global operations.

BUSINESS AND KEY FIGURES

OUR EXPERTISE: INDUSTRIAL TECHNICAL SUPPORT

SOCAPS offers technical support and advice to industrial equipment manufacturers and end users around the world.

We assist our clients with the design, assembly, installation, maintenance, upgrading, hook-up and optimization of their equipment.

 **€80M**
in sales
(2022)

 **115**
Countries
covered

 **67**
Local teams

 **1055**
members

61%
FOOD & BEVERAGE

20%
HEALTH & CARE

16%
**ROBOTICS &
INTRALOGISTICS**

3%
CLEANTECHS

OUR AIM: PROFITABLE GROWTH AROUND THE €100 MILLIONS

To balance our risks (related to countries, clients, structures, etc.), SOCAPS is rolling out a development plan with the goal of hitting €100M in sales and 1,500 members by 2025, achieved by leveraging three growth pillars:

- Internationalization,
- Sectoral diversification,
- Enhancement of our portfolio of services (premiumization and digitalization).

OUR HISTORY: INTERNATIONAL ROLLOUT



MODEL, VALUES & PHILOSOPHY

THE COOPERATIVE MODEL

Our innovative business model stems from the partnership between the artisanal cooperative company SOCAPS S.A. and the SOCAPS Group's network of regional sales agencies.

In Europe, our shareholder technicians work on site as technical contractors and also hold shares in SOCAPS S.A. In the rest of the world, our members are contractors who adhere to SOCAPS' cooperative principles and values, and contribute to growing our international network.

OUR VALUES: "E.T.R.E." SOCAPS



ENTREPRENEURSHIP

SOCAPS is a cooperative that allows its freelance members and employees to develop their own business activities with the support of an established organization.



TALENT

The secret to our success lies in our talented SOCAPS employees and members. Our aim is to identify, assimilate and develop these talents and build loyalty.



RESPECT

Because people are at the heart of our business model, respect is vital to our relationships with our employees, managers, members and clients.



ENGAGEMENT

SOCAPS is committed to engaging in long-term relationships with its employees, members and clients. We ask all our employees and members to engage fully in this strategy to guarantee its success.

VALUES & MISSION

OUR PHILOSOPHY: PEOPLE, PROFIT, PLANET

At SOCAPS, we believe that by investing in our teams **(People)**, we can achieve our financial targets **(Profit)** allowing us to act virtuously toward our communities **(Planet)**.

This is a virtuous circle that allows us to take a different approach to tackling the issue of corporate caring in the context of strategy, and places corporate social responsibility at the heart of our purpose. In this sense, we are able to reconcile capital with human beings, and production with the environment.



OUR IDENTITY: A MISSION-DRIVEN COOPERATIVE GROUP

On June 24, 2021, the General Meetings of SOCAPS S.A., an artisanal cooperative company, and SOCAPS Group S.A.R.L., a commercial company, unanimously approved the status of "mission-driven company" for their respective entities.

This identity as a mission-driven company has resulted in a purpose and impact goals being incorporated into our statutes, collectively forming the mission that we have given ourselves. This mission is subject to dual control by our Mission Committee and an independent third-party organization.

As a result, our environmental and societal objectives are now given the same weighting as our financial performance target.

THE 7 INTERNATIONAL COOPERATIVE PRINCIPLES

We are proud to contribute to the work being done within the cooperative ecosystem for the artisanal sector, both nationally and throughout Europe, and to promote the seven international cooperative principles.



- 1 OPEN AND VOLUNTARY MEMBERSHIP**
- 2 DEMOCRATIC MEMBER CONTROL**
- 3 MEMBERS' ECONOMIC PARTICIPATION**
- 4 AUTONOMY AND INDEPENDENCE**
- 5 EDUCATION, TRAINING AND INFORMATION**
- 6 COOPERATION AMONG COOPERATIVES**
- 7 CONCERN FOR COMMUNITY**

THE UNITED NATIONS' 17 SDGS

"The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

The goals are interconnected and, in order to leave no one behind, it is important to achieve each of them and each of their targets by 2030."

Source : United Nations (www.un.org)



MISSION, PURPOSE, OBJECTIVES

WORKING TOWARDS MORE RESPONSIBLE, MORE SUSTAINABLE INDUSTRY.

OUR PURPOSE

SOCAPS supports the growth of worldwide industrial operators through innovative phygital* solutions implemented by teams of experts committed to responsible, sustainable industry.

(*) physical et digital

OUR THREE STATUTORY OBJECTIVES

Because we realize we cannot address all 17 goals at once, at SOCAPS we have opted to focus on the SDGs that apply to our business and approach.

These priority and secondary goals are linked to our statutory impact goals and guide our choices (project funding decisions, organizing action plans, etc.)



#1: A SAFE, EQUAL-OPPORTUNITY AND INCLUSIVE WORKING ENVIRONMENT



8

DECENT WORK AND
ECONOMIC GROWTH

5

GENDER
EQUALITY



10

REDUCED
INEQUALITIES



#2: TECHNICAL SUPPORT SOLUTIONS FOR SUSTAINABLE INDUSTRY



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



#3: PROMOTING AND IMPLEMENTING ECO-TRANSITION



13

CLIMATE
ACTION

14

LIFE
BELOW WATER



15

LIFE
ON LAND



17

PARTNERSHIPS
FOR THE GOALS



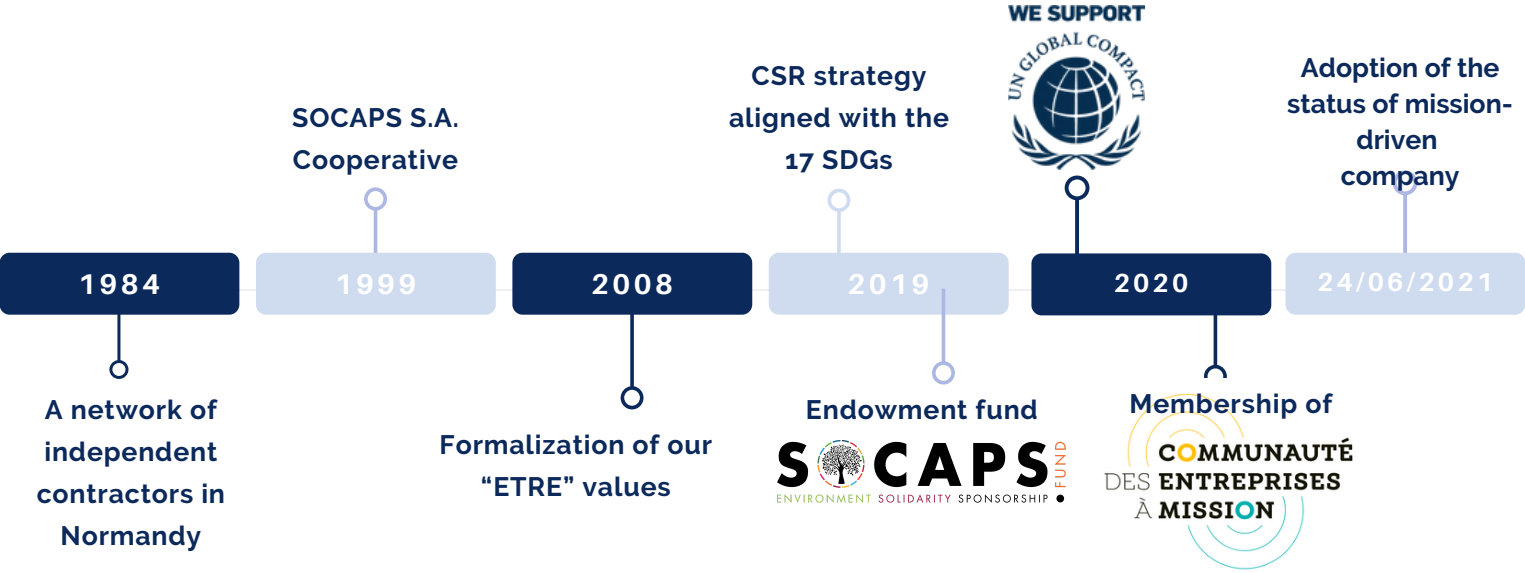
MISSION-DRIVEN COMPANIES

WHAT IS A MISSION-DRIVEN COMPANY?

France's Pacte Law (2019) provides a clear legislative framework for companies that decide to work toward certification as a mission-driven company. These companies are growing in number across France, and focus on:

- Formally incorporating a purpose into their statutes.
- Setting positive impact goals, which may be social, societal or environmental, likewise recorded in their statutes.
- Establishing a mission committee (or, failing that, designating a mission reference person, at smaller companies), whose members include at least one employee, and which meets on a regular basis to verify that those goals have been translated into action plans and also publishes an annual report that is presented at the company's general meetings.
- Supplementing these checks with an audit every two or three years (depending on the size of the company), conducted by an independent third-party organization accredited by COFRAC (French Accreditation Committee) to audit mission-driven companies.
- Declaring themselves to the local commercial court clerk, as mission-driven companies.

OUR JOURNEY TO DATE



STRUCTURE

EXECUTIVE COMMITTEE

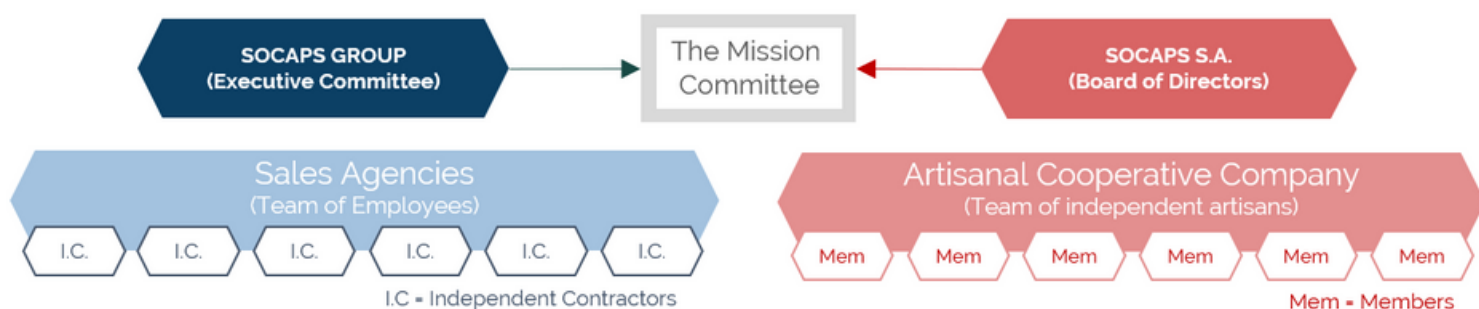
SOCAPS GROUP is governed by an **Executive Committee** that meets at least four times a year.

It is involved in the group's strategic choices and any topics falling under its purview: hiring and HR policies, investments, new agency openings, business strategy and development plans, digital policy, etc.

BOARD OF DIRECTORS

SOCAPS S.A. is governed by a **Board of Directors** that meets at least three times a year.

It is involved in the cooperative's strategic choices and any topics falling under its purview: strategic outlook, approval of incoming and outgoing members, arbitration with the cooperative, brand management, projects and membership experience.



THE MISSION COMMITTEE

The two entities are joined together in a shared mission, which has been governed by the **Mission Committee** since 2021. This committee includes both SOCAPS Group and SOCAPS S.A. representatives as well as internal and external stakeholders.

SOCAPS (Group & S.A.) is therefore governed by these three complementary bodies, which ensure balance of power and distribution of duties.

STRUCTURE

For the past two years, SOCAPS has been drawing on **task forces** that give all employees the chance to take part in discussions on the company's most pressing issues. We call these groups "**Bubbles**".



The "Bubble Tube" working method is a spontaneous approach that encourages sharing, interdisciplinarity between different areas and roles, and listening to one another.

A Bubble is not a company department. It is a project-focused working group designed to cover a specific topic, working to its own goals and budget and remaining active for as long as necessary.



On January 31, 2019, SOCAPS Group registered **SOCAPS FUND**, an endowment fund governed by Articles 140 and 141 of French Law 2008-776 dated August 4, 2008, as a founding member.

Every year, the SOCAPS entities donate **10% of their profits to this endowment fund.**

52

CAUSES

Supported between 2019 and 2022

54%

(*)



**Environment
& Biosphere
Protection**

39%

(*)



**Solidarity
& Community
Support**

7%

(*)



**Sports, Culture,
Education & Local
Actions**

(*) 2019-2022 budget breakdown

GOVERNANCE

The fund is governed by a Board of Directors made up of SOCAPS Group employee representatives. The Board meets as often as necessary, and at least three times a year, to examine and vote on funding requests submitted by SOCAPS teams and shareholders, based on three criteria:

- Compliance with the French tax rules for sponsorships,
- Alignment with the fund's statutes and goals,
- Alignment with at least one of the 17 United Nations SDGs



SOCAPS Fund is therefore both a funding tool for SOCAPS' environmental and solidarity-based projects in the context of our mission, as well as a system that allows interested teams and shareholders to get involved with local charities.

JUST A FEW OF THE PROJECTS SOCAPS FUND HAS SUPPORTED



ENVIRONMENT & BIOSPHERE PROTECTION

The Sea Cleaners was the first association that SOCAPS Fund began working with as a sponsor in 2019. The Sea Cleaners is a leading name in combatting pollution on land and at sea, and in protecting the oceans and biodiversity.

www.theseacleaners.org

SOLIDARITY & COMMUNITY SUPPORT

SOCAPS FUND has been supporting ETAFENI since 2020. This South African humanitarian association is based in Nyanga and aims to tackle poverty, provide back-to-work support, and offer space and shelter to the members of its community.

www.etafeni.org.za *etafeni*

SPORTS, CULTURE, EDUCATION & LOCAL ACTION

Since 2018, SOCAPS Fund has been the proud sponsor of Team Cyclo Cancer, a charity that holds an annual bike race in Normandy's Rouen region with a view to fundraising for the Becquerel Institute and cancer research. Two SOCAPS employees took part in the race in 2022!

www.teamcyclocancer.com



AND MANY MORE...



THE MISSION COMMITTEE

The Mission Committee meets three times a year to handle governance for the SOCAPS S.A and SOCAPS GROUP mission. The committee's role is to track the company's strategic outlook, KPI results, action plan reviews, and coordination of relations with the external, independent third-party organization.

MEMBERS OF THE MISSION COMMITTEE

THE COMMITTEE'S MEMBERS

Partners



Jean Philippe PAULI
Candor Group CEO
Mission Committee
Chairman



Laurent MURATET
Agro Ecologie Expert
TerraVita Project
Founder

Employees



Lucie DEBLIQUI
C.F.O & C.P.O
Employee
Representative



Elise MEYER
C.O.O
COMEX
Representative

Associations



Mathilde MILOT
F Citémômes
Founder



Pierre PAILLEREAU
Citizens
Founder

Sociétaires



Alice CARE
Shareholder
Representative



Hervé DESSOLLE
Board of Director
Representative

GUESTS



Thomas MEYER
C.E.O



Pauline RAOULT
Sustainability and
Purpose Officer

BALANCED REPRESENTATION OF PARTIES:



Its make-up reflects internal (50%) & external (50%) parties.



Equal representation: 50% women/50% men

Internal = 25% Employees + 25% Shareholders

External = 25% partner suppliers + 25% associations supported by SOCAPS

MISSION COMMITTEE CHAIRMAN

I have served as Chairman of SOCAPS' Mission Committee since 2021, and am director of a cleaning company called Candor, headquartered in Val-de-Reuil in France's Eure region.

The company employs 1,800 members of staff in Normandy working across all business sectors, from stairwells in apartment buildings to operating rooms in hospitals and clinics.

We aim to elevate our work and employees through four core values that they themselves shaped and defined.

We have embraced a CSR policy for many years now, with the goal of becoming a mission-driven company in 2023.

My role within the Mission Committee is to chair its meetings and ensure that:

- Meetings are held on a regular basis,
- Committee members receive the relevant documents ahead of time, allowing them to effectively contribute to the meeting,
- Members receive the minutes of all Committee meetings, including the points listed on the agenda, a summary of discussions and the decisions made,
- The company's decisions are in line with its members, its purpose and the social and environmental goals it has set for itself,
- The annual report is produced.

I find my duties to be particularly engaging, and am very proud to accompany SOCAPS in this process!

JEAN-PHILIPPE DAULL
CANDOR GROUP CEO
MISSION COMMITTEE CHAIRMAN



THE STATUS OF OUR ACTIONS BY OBJECTIVE

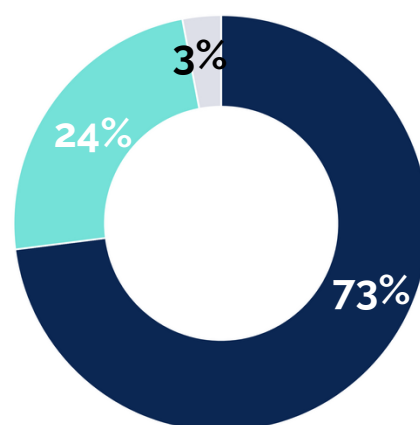
126

concurrent actions
for all three main
objectives

COMPLETED

IN-PROGRESS

NOT STARTED



SOCAPS Tembo Tool data on November 2, 2022

tembo
tool

GOAL 1 - PEOPLE

64 action

1.1 Health, safety and security

8

5

1.2 Employability and equal opportunities

21

7

1

1.3 Wellness, diversity and inclusion

20

2

GOAL 2 - PROFIT

17 action

2.1. Develop technical support for
CleanTechs

8

3

2.2. Eco-transition projects in traditional industry

1

1

1

2.3. Develop Consultancy/Training on the eco-
transition

2

1

GOAL 3 - PLANET

45 action

3.1. SOCAPS's climate strategy

11

9

1

3.2. Contribution to the preservation
of biodiversity

16

1

3.3. Advocacy: Encouraging sustainable change
around us

7

GOAL 1 - PEOPLE

A SAFE, EQUITABLE AND INCLUSIVE WORKING ENVIRONMENT

STATUTORY GOAL

Ensure a working environment where all individuals contributing to our business are safe, treated fairly and can express their authenticity.



64
OPERATIONAL
ACTIONS

1.1 HEALTH, SAFETY AND SECURITY

1.2 EMPLOYABILITY AND EQUAL OPPORTUNITIES

1.3 WELLNESS, DIVERSITY AND INCLUSION

1.1 HEALTH, SAFETY AND SECURITY

13 OPERATIONAL ACTIONS

KPI

SAFETY AWARENESS INDICATOR

TARGET: 10

Safety awareness indicator (number of dangerous situations reported, based on the number of technicians).

Our target for the end of 2022: One dangerous situation reported for every 100 technicians (10 for 1,000).

FREQUENCY RATE VS BENCHMARK

TARGET: < 0.19

The severity rate, i.e. the severity of accidents based on the length of time off work (severity rate = number of days lost due to temporary incapacity for 1,000 hours worked) at SOCAPS for the year in question. **Our target: do better than the market's benchmark average*.**

FREQUENCY RATE VS BENCHMARK

TARGET: <3

The frequency rate measures the number of accidents resulting in more than one day off work occurring in a period of 12 months per million hours of work, (frequency rate = number of accidents at work leading to sick leave/number of hours worked x 1,000,000). **Our target: do better than the market's benchmark average*.**

- Safety Culture task force
- ISO 45001 Certification
- 100% of employees with "Rescue/First Aid in the Workplace" training
- Establishing down and drawing up a Business Code of Conduct
- Setting up a "whistleblowing" procedure
- Digitalizing dangerous situation reporting

ISO 9001
ISO 14001
ISO 45001
BUREAU VERITAS
Certification



(*) A representative panel of 12 companies in the CAC 40 in SOCAPS' business sectors).

1.2 EMPLOYABILITY AND EQUAL OPPORTUNITIES



Through MySOCAPS Academy, a free platform open to the entire community, SOCAPS is aiming to build up skill sets and improve employability and equal opportunities, regardless of a person's status, nationality or role.

251  **COURSES AVAILABLE ONLINE**

50%
in English

50%
in French

**TWICE AS MANY COURSES AVAILABLE
COMPARED TO 2021!**

29
**OPERATIONAL
ACTIONS**

KPI

- Establishing and drawing up a “Disability” policy for roll-out in 2023.
- Enriching the free MySocapsAcademy platform for all Socaps members, irrespective of status, ranking and job
- **Gender equality** guaranteed throughout the hiring process, from job description drafting to candidate interviews and onboarding.
- Support programs developed for **women in managerial roles** via a mentoring scheme open to all female members of staff.

+5

**MYSOCAPS Academy
connection rate**

Increase in the number of profiles
connected to the platform **+5 pts per year**

+6

**MYSOCAPS training
courses available**

**6 additional training
courses available per
month** on the platform

1.3 WELLNESS, DIVERSITY AND INCLUSION

Diversity and inclusivity refer to the variety of people and ideas at a company and the act of creating an environment in which everyone feels they belong and feels respected, valued, connected and able to express their “authenticity.”

POSITIVE WORKPLACE CERTIFICATION



In 2021, SOCAPS was **the first company to be awarded three** Positive Workplace stars.

COMMUNITY RESPONSIBILITY

A multidisciplinary team provided 117 hours of **skills-based sponsorship** to the companies RECNOREC and LIMOUNE as part of the **entrepreneurs for the planet** scheme, as well as providing skills-based sponsorship to the company MI-JUIN in the context of the Réseau Entreprendre Normandie Seine & Eure network.



22 OPERATIONAL ACTIONS

INCLUSIVITY AND DIVERSITY

Implementing a policy of working with organizations that represent members of the **LGBTQIA+** community and **people with disabilities**, and projects to support **people who are out of the job market** through associations.

WELL BEING

Parenthood support, **flexible hours**, customer satisfaction surveys, running **events** throughout the year on sustainable development topics, and more.

1.3 WELLNESS, DIVERSITY AND INCLUSION



CITIZENS

Since the skills-based sponsorship scheme on the **Citizens** platform was set up in February 2021:



67%
OF EMPLOYEES

from SOCAPS GROUP
registered



165
HOURS

of civic engagement for
the greater good



62%
GOT INVOLVED

in at least one charity
initiative

KPI

Development in Mixity
indicators, every other year

TARGET

64%

FOR 2023



Mixity



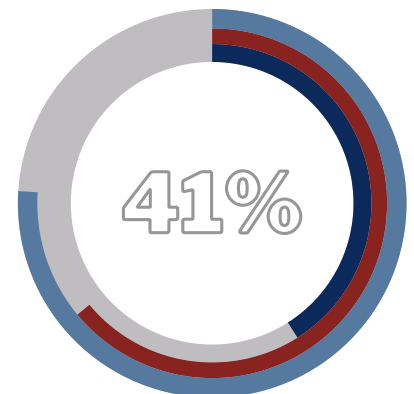
SOCAPS GROUP



Average score in your sector



Average score across all companies



KEY DIVERSITY AND INCLUSIVITY INDICATORS AT SOCAPS:

General



Gender



Disability



Multicultural



Multigenerational



LGBT+



GOAL 2 - PROFIT

TECHNICAL ASSISTANCE FOR A SUSTAINABLE INDUSTRY

STATUTORY GOAL

TODAY:

Become a world-class operator in terms of skills and activity in technical support solutions for 'responsible technologies' (equipment and solutions to conserve natural resources, minimize or offset the negative impact of human activities on the environment and ensure industry sustainability).

2.1 Sustainable energy

2.2 Sustainable water management

2.3 Circular economy technologies

2.4 New agricultural technologies

ONE YEAR ON FROM ADOPTING THE STATUS OF MISSION-DRIVEN COMPANY, REFLECTION IS UNDER WAY TO FORMULATE THE PROFIT STATUTORY GOAL AND ITS SCOPE, IN ORDER TO INCLUDE TWO NEW CONCEPTS:

IN PROGRESS:

Become a world-class operator in terms of skills and activity in technical support solutions for CleanTech, implementing eco-transition projects for traditional industry (circular packaging, etc.), consultancy/training for eco-transition in industry.

2.1 Develop technical support for CleanTech

2.2 Eco-transition projects in traditional industry

2.3 Develop industrial eco-transition Consultancy/Training

17
OPERATIONAL
ACTIONS

2.1 DEVELOP TECHNICAL SUPPORT FOR CLEANTECH

Since 2021, SOCAPS has been redirecting some of its marketing, training and sales resources to support this new, strategic branch of business for the group in order to generate a growth driver in CleanTech technology in the form of advanced solutions and tools to conserve natural resources, minimize the negative impact of human activities on the environment, and ensure sustainability.

11 OPERATIONAL ACTIONS

- Training technicians to work on CleanTech client sites
- Identifying key players in the four target CleanTech segments
- Monitoring CleanTech client openings via IT tracking

KPI

CleanTech refers to a combination of advanced tools and solutions for conserving natural resources, minimizing the negative impact of human activities on the environment, and ensuring sustainability.

CLEANTECH SERVICE SALES

Target: + 0.5%

Annual growth in total net sales of services in CleanTech B.L. compared to total net sales of Group services + 0.5%/2022

ACTIVE CLEANTECH TECHNICIANS

Target: + 22

Annual growth in the number of technicians trained in providing CleanTech services

ACTIVE CLEANTECH CLIENTS

Target: + 9



SINCE JUNE 2021

17 CLEANTECH CLIENTS

2.2 ECO-TRANSITION PROJECTS IN TRADITIONAL INDUSTRY

3 OPERATIONAL ACTIONS

The aim is to deepen our knowledge of responsible packaging trends with a view to developing a specialized commercial offering.

Additionally, SOCAPS aims to set criteria for determining how responsible projects are, using an approval-based system, IT alerts and reporting solutions.

2.3 DEVELOP CONSULTANCY/TRAINING ON THE ECO-TRANSITION

SOCAPS' goal is to define an offering from a product marketing perspective for eco-transition, to accelerate the recruitment of shareholder consultants specializing in technical consultancy, and to build a commercial action plan in order to identify how and through whom eco-transition consultancy solutions will be rolled out.

3 OPERATIONAL ACTIONS

Example measure: Developing eco-transition marketing solution concepts

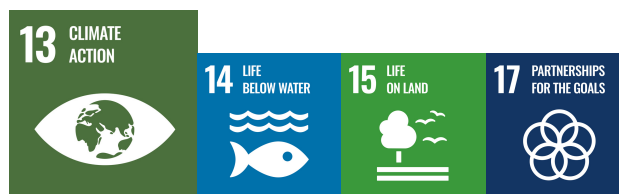
GOAL 3 - PLANET

PROMOTE AND IMPLEMENTE ECO-TRANSITION

STATUTORY GOAL

TODAY:

Contribute to carbon neutrality (by gradually cutting back on our emissions and ringfencing our carbon sinks), eliminate (or reduce) sources of pollution generated by our activities, help preserve natural resources and promote the 4Rs of the circular economy (Reduce, Reuse, Repair, Recycle).



AS FOR GOAL 2 - PROFIT, THE PLANET GOAL IS THE SUBJECT OF ONGOING DISCUSSIONS REGARDING ITS SCOPE, AND IS LIKELY TO EVOLVE OVER TIME.

IN PROGRESS

Contribute to carbon neutrality (by gradually cutting back on our emissions and ringfencing our carbon sinks), help preserve natural resources and promote the 4Rs of the circular economy (Reduce, Reuse, Repair, Recycle).

45 OPERATIONAL ACTIONS

3.1 SOCAPS's carbon path

3.2 Contributing to the preservation of biodiversity

3.3 Advocacy: Internal/external sustainable and responsible transition

3.1 CLIMATE STRATEGY



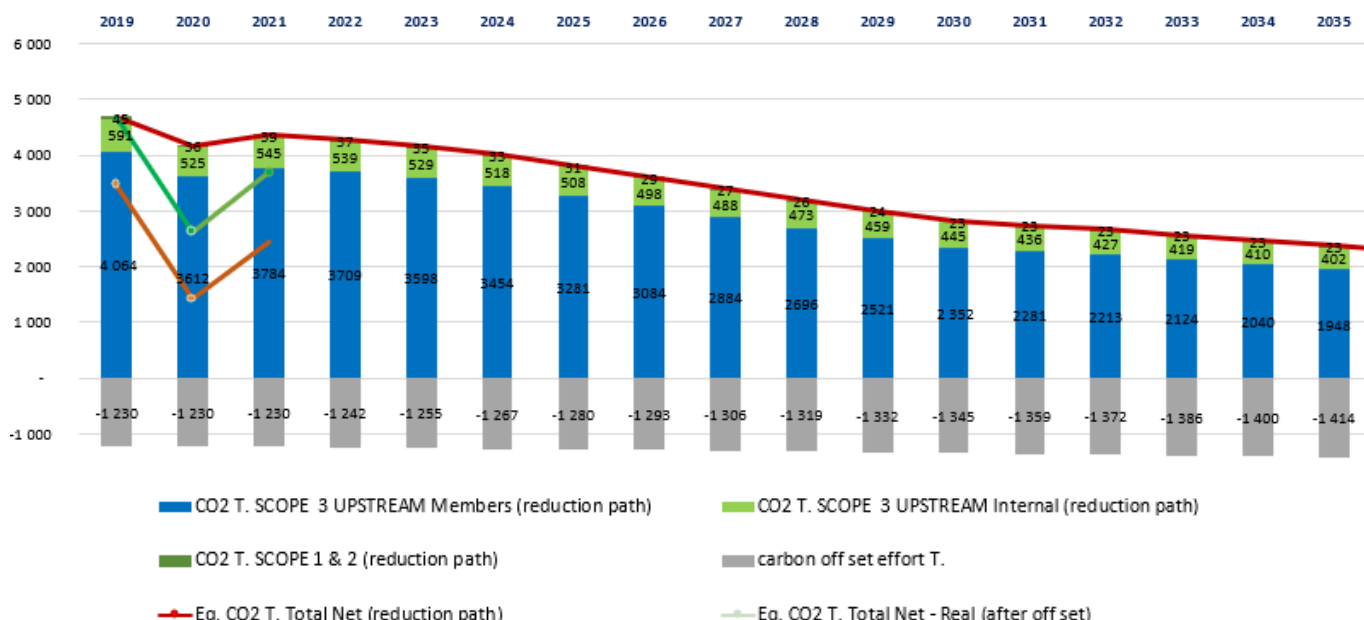
SOCAPS is helping tackle climate change through a fact-based (measuring, planning & overseeing) and transparent (annual publication) approach underpinned by the Net Zero Initiative's three pillars:

A/ Prioritizing reducing our carbon footprint across all three Scopes: measuring our carbon balance sheet against the GHG Protocol, publishing goals and results as part of the SBTi initiative and setting up reduction action plans, both in our offices ("R-Pom" task force, Energy Moderation, Soft Transport & Car Policy Plan) and in the field ("Field Service Decarbonation" task force).

B/ Longer term, accelerating efforts to avoid greenhouse gas emissions firstly through lower increases linked to using our services ("Go Local" project), and secondly by reducing our suppliers' and clients' carbon footprints (new industrial eco-transition consultancy service).

C/ Alongside this, bolstering carbon sinks by funding forest-based, agricultural and possibly tech-based capturing initiatives, externally and internally where possible.

In 2019, we worked with consultancy Carbone 4 to draw up our very first carbon balance sheet, resulting in a path that includes quantified targets to help us steer our progress over time.



SOCAPS' carbon path reduction program is supported by ADEME (France's Environment & Energy Management Agency) as part of the nationwide Economic Recovery Plan.



3.1 CLIMATE STRATEGY

21 OPERATIONAL ACTIONS

- Establishing partnerships with sustainable energy providers for each agency
- Drawing up an eco-responsible travel charter
- Climate fresco and MY CO2 workshop for staff
- Energy audit for every agency
- Eco-driving training for employees



SOCAPS WAS AWARDED THE "2022 CSR COLLABORATIVE PRIZE" AT MINES PARISTECH ON MAY 24, 2022 FOR ITS "FSE DECARBONIZATION" PROJECT

Decrease of
21.5%
IN SOCAPS' CARBON FOOTPRINT
between 2019 and 2021

KPI

REDUCTION TARGET FOR THE THREE SCOPES IN ALIGNMENT WITH THE PARIS CLIMATE AGREEMENT AND THE SBTi

SCOPE 1 & 2

Target :

37 T_{eq}CO₂
in 2022

SCOPE 3 (UPSTREAM INTERNAL)

Target:

539 T_{eq}CO₂
in 2022

SCOPE 3 (UPSTREAM MEMBERS)

Target :

3747 T_{eq}CO₂
in 2022

TARGET

1242

CONTRIBUTION TO GRADUAL CARBON OFFSETTING EVERY YEAR

The difference between the target reduction and the targets set for Scopes 1, 2 & 3 upstream.

3.2 CONTRIBUTION TO THE PRESERVATION OF THE BIODIVERSITY

SOCAPS is helping to safeguard natural resources and protect biodiversity through its internal practices and its endowment fund's initiatives:

- Implementing Responsible Procurement Offices & Mobility "R-POM" practices and processes (sustainable & responsible procurement, systematic recycling in place in our offices, cutting back on purchases of office supplies, building awareness among staff, etc.).
- Implementing team-led projects that are open to all members of staff, shareholders and contractors, financed through the SOCAPS FUND endowment fund, to protect biodiversity and enact positive change for our ecosystem (World Cleanup Day, The SeaCleaners, etc.).
- Supporting initiatives that foster agro-ecology (eco-grazing, permaculture, aquaponics, etc.) and soil restoration.

17
OPERATIONAL
ACTIONS



3RD EDITION OF
WORLD CLEANUP
DAY

- 9 TEAMS
- 300 VOLUNTEERS
- 2,750 KG OF WASTE COLLECTED

TARGETS

100 % OF AGENCIES

Recycling solution for all waste at all SOCAPS agencies.

50 % OF THE BUDGET

Minimum rate for approved environmental and ocean protection projects supported by SOCAPS Fund.

43% VERSUS 2021

Reduced consumption and using 100% recycled inputs.

ECO-RESPONSIBLE PROCUREMENT POLICY



KPI

3.3 ADVOCACY: ENCOURAGING SUSTAINABLE CHANGE AROUND US

SOCAPS aims to help encourage a shift over to sustainable and responsible transition among all its stakeholders, and on a wider level, through groups that share the same values and play an advocacy role, on both the local and global stage. It draws on a simple message to do so: **"if we can do it, anyone can"**.

7 OPERATIONAL ACTIONS

BECOMING MEMBERS OF HIGH-IMPACT LOCAL, REGIONAL AND NATIONAL NETWORKS

COMMUNITY OF MISSION-DRIVEN COMPANIES



Taking part in "becoming a mission-driven company" training modules.

BPI UNIVERSITÉ



Instructor for the "Purpose and Mission-Driven Company" module.

RÉSEAU ENTREPRENDRE



Chairing the Réseau Entreprendre Normandie Seine & Eure network's CSR committee.

N'WAY

Co-steering an initiative aimed at encouraging Mission-Driven Company status across the network to speed up transition among partners in Normandy.



ETI NORMANDIE BUSINESS CLUB

Co-steering the club's CSR activities aimed at sharing basics and best practices among intermediate-sized businesses in Normandy.



SUSTAINABILITY AND PURPOSE OFFICER

A year after our very first Communication on Progress, the climate emergency is unfortunately now more pressing than ever, reflecting an unprecedented sense of urgency.

At SOCAPS, we channel **all our efforts** into ensuring our commitments provide tangible support in shaping a future worthy of the generations to come.

Our sustainable development strategy is woven through each level of our company, with all our operational measures meeting at least one United Nations' Sustainable Development Goal as a bare minimum.

From our members of staff to our suppliers, clients and beyond, all our stakeholders play an **instrumental role** in building a more sustainable and responsible world.

In its own small way, SOCAPS strives to be an engaged and engaging company.

PAULINE RAOULT
SUSTAINABILITY AND PURPOSE OFFICER





We hope to have provided an accurate reflection of SOCAPS' approach, its impact goals and ensuing action plans, performance indicators and initial results.

Because we believe in transparency, the power of sharing and mutual support, we welcome any and all ideas, comments and questions that this report may inspire, so please don't hesitate to get in touch by writing to us at contact@socaps.fr or visiting our website at www.socaps.coop.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

