

# CSR CHARTER

## 2026



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MAUREAU**

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## OUR SOCIAL COMMITMENT

**Germain Maureau** is committed to reconciling agility, excellence and pragmatism by fully integrating human issues into its business.



## BALANCE & INCLUSION

- **Work flexibility:** Teleworking possible up to 3 days a week, with two monitors, for a better work-life balance.
- **Support in case of unforeseen circumstances:** Support for employees in the event of illness or accident, with 100% pay for 6 months and adaptation of job and working hours on return.
- **Inclusive recruitment:** We are committed to combating all forms of discrimination in our recruitment processes.
- **International mobility:** Opportunities for professional exchanges abroad, via the AIPEX alliance, to develop our employees' expertise and network.

## INTEGRATION & TRAINING

- **Tailor-made integration:** Implementation of a tailor-made induction programme including an astonishment report to enable each employee to assess his or her induction process during the first month.
- **Skills development:** Every year, on average, more than 95% of our employees take part in at least one internal or external training course, totalling more than 1,500 hours of training.
- **Long-term follow-up:** Supporting our employees in acquiring qualifications throughout their careers. Over 15% of our employees have acquired a qualification in the last 5 years.
- **Supporting the younger generation:** 5% of our average workforce is made up of work-study students and trainees, giving them the opportunity to get to know our business and develop their skills.
- **Know-how sharing:** Our staff contribute to the training of young talents by teaching courses in schools and universities, and by reinforcing internal skills within the firm through training courses.





## WORK ENVIRONMENT

- **New and eco-friendly offices:** New and green offices for a pleasant, eco-friendly workplace.
- **Employees' well-being:** a rest room, a leisure area and a sports room are available to promote relaxation and conviviality.
- **Thermal comfort:** Air-conditioned offices to ensure a pleasant working environment whatever the season.
- **Sharing moments:** Organisation of parties, quarterly breakfasts, team meals, well-being workshops led by UpToWorkOut, yoga classes and running sessions, to strengthen cohesion and conviviality...

## EQUALITY BETWEEN WOMEN AND MEN

91

- **Professional Equality Index:** In 2026, we scored 91/100 on the Professional Equality Index for 2025, a score above the national average.
- **Professional Equality Action Plan:** is updated every year to measure our progress.

*"Even if I knew that tomorrow the world would go to pieces, I would still plant my apple tree." Martin Luther King*

## FLAVOURS & WELL-BEING

- **Gourmet break:** Bean-to-cup coffee, tea, hot chocolate and filtered water fountains are available free of charge to ensure the well-being of our teams.
- **Balanced diet:** In partnership with Plaisirs Fruités and Zentyo, baskets of fresh organic fruits are available to employees each week.
- **Local consumption:** Delivery of seasonal fruits and vegetables, in a short circuit thanks to the partnership with Maréchal Fraîcheur.

## HEALTH & SAFETY

- **First aid training:** 6 workplaces first aiders. Training sessions are available during working hours.
- **IT security:** 100% of our employees aware of good practices to protect data and systems (VPN, antivirus, firewall, cybersecurity...) thanks to AAIS training.
- **Fire prevention:** Installation of fire extinguishers and annual testing of fire and intruder alarms to guarantee the safety of the premises.





## OUR SOCIAL COMMITMENT

**Germain Maureau** is committed to promoting solidarity and civic involvement through a CSR working group made up of 11 volunteer employees, who meet every month to take concrete actions:

- **Restos du Cœur**: Several boxes of food and hygiene products were donated to the charity, and 11 employees dedicated half a working day to volunteer work in 2025.
- **Courir POUR ELLES**: Participation in this charity event in support of the fight against women's cancers, with over €1,000 donated to the association in 2024.
- **Courses des Lumières**: In 2025, 20 employees participated in this solidarity initiative in support of the fight against cancer. Part of the profits were donated to the Hospices Civils de Lyon and the Institut Curie.
- **DuoDay**: In 2025, our people took part in this national day promoting the inclusion of people with disabilities, by introducing them to their jobs.
- **Blood donation**: In 2026, 12 employees took part in a blood drive organized by the EFS.
- **Boîtes solidaires**: Production of over 40 solidarity gift boxes by our employees in 2025, then distributed by the Ouhlala association to people in vulnerable situations during the festive season.
- **Rotary International**: Purchase of salmon at the end of the year and participation in the Rotary's Dictation. Profits from these actions are donated to charities, amounting to €1,000 in 2025.



## OUR ENVIRONMENTAL COMMITMENT

**Germain Maureau** has made considerable steps to reduce the impact of its activities on the environment.



## ECOLOGICAL TRANSITION

- **Sustainable renovation:** We completely renovated our head office in 2024 to improve its energy efficiency, with the installation of low-energy LED lighting, presence detectors in offices and common areas, thermostats limiting the temperature to 19°C and a day/night programmer with automatic boiler shutdown at weekends.
- **Reduction in electricity consumption:** Between 2022 and 2024, we reduced our electricity consumption by 14%.
- **Eco-friendly premises in Grenoble:** Our Grenoble offices have a low carbon footprint, thanks to the use of renewable energies (geothermal, photovoltaic panels), certified by RT 2012 and the BREEAM label.
- **Committed suppliers:** We select local suppliers who are inclusive and eco-friendly, in line with our CSR commitments. We work in particular with [INO Recyclage](#), an inclusive company (ESAT) which employs people with disabilities and manages the recycling of our waste and empty ink cartridges.
- **Waste management:** We apply rigorous selective sorting in our premises to optimise recycling and encourage responsible practices.
- **Zero Plastic:** We have replaced plastic bottles and disposable cups with reusable jugs, flasks and cups.
- **Coffee grounds recycling:** Thanks to [Zentyo](#), we recycle coffee grounds, which are used as fertiliser for plants.
- **Print reduction:** We were one of the first legal firms to implement an innovative EDM (electronic document management) system with [ZenOnline](#), allowing to reduce paper printouts.
- **Eco-friendly cleaning products:** All our cleaning products are certified with the European Ecolabel and have a reduced environmental impact.

## ECO-FRIENDLY TRAVELS

- **Sustainable Mobility Package:** Introduced in 2020, the Sustainable Mobility Pass encourages the use of environmentally-friendly transport (public transport, soft mobility). 55% of our employees benefit from reimbursement of transport costs or the Sustainable Mobility Package.
- **Car sharing:** Setting up an internal car-sharing platform to encourage the sharing of home-to-work journeys, thereby reducing the carbon footprint and contributing to more responsible mobility.

## DIGITAL SOBRIETY

- **Eco-friendly hosting:** Our website is hosted in France by [La Fabrique](#), a Green Data Centre that uses energy-saving technologies to optimise consumption and minimise environmental impact.
- **Virtualized servers:** Reduced energy consumption thanks to virtualisation, enabling 100 machines to be run on 3 servers.
- **Optimized storage:** Adoption of the SimpliVity solution, which is more efficient and consumes less energy than traditional racks.
- **Efficient infrastructure:** Rationalisation of telecoms bays and renewal of IT equipment with more economical Vpro computers.
- **IT recycling:** Sale of old computers to [Groupe Arto](#), which gives new life to computer equipment through reconditioning.

