

CSR CHARTER

2026



**GERMAIN
MAUREAU**

+33 4 72 69 84 30

gm@germainmaureau.com

www.germainmaureau.com

OUR SOCIAL COMMITMENT

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



INTEGRATION & TRAINING

- **Tailor-made integration:** Implementation of a tailor-made induction programme including a welcome booklet and 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.



PSL



WORK ENVIRONMENT

- **New and eco-friendly offices:** New and green offices, ergonomic chairs, and dual screens, 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.



BALANCE & INCLUSION

- **Work flexibility:** Teleworking possible up to 3 days a week, with two monitors and a digital disconnection charter, 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. Leave for family events that goes beyond the statutory requirements is also provided.
- **Bonuses and recognition:** We have introduced various bonuses (for family events, bringing in new customers, recruitment and length of service) and the long-service award to recognise employees' commitment and contribution.
- **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.

GENDER EQUALITY



- **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 AAS training.
- **Information Systems Security:** We have a Security Assurance Plan (SAP) and an Information Systems Security Policy (ISSP), which set out the rules and best practices for protecting data and securing our information systems.
- **Fire prevention:** Installation of fire extinguishers and annual testing of fire and intruder alarms to guarantee the safety of the premises.



"We do not inherit the Earth from our ancestors, we borrow it from our children." Antoine de Saint-Exupéry



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.
- **World Cleanup Day**: In 2026, 6 employees participated in the event and collected several kilograms of waste.
- **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 2026.
- **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

- **Carbon footprint:** In 2024, we carried out a carbon footprint assessment in accordance with ADEME and GHG Protocol standards, covering Scopes 1, 2 and 3 (excluding subcontractors). This assessment estimates our emissions at 480 tonnes of CO₂ across our entire scope of responsibility, equivalent to approximately 4 tonnes per employee. As a valuable management tool, it enables us to better understand our environmental impact and prioritise our actions. As part of this process, we have committed to monitoring our carbon footprint annually and implementing concrete reduction targets, as part of a continuous improvement approach.
- **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.
- **Eco-friendly cleaning products:** 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.

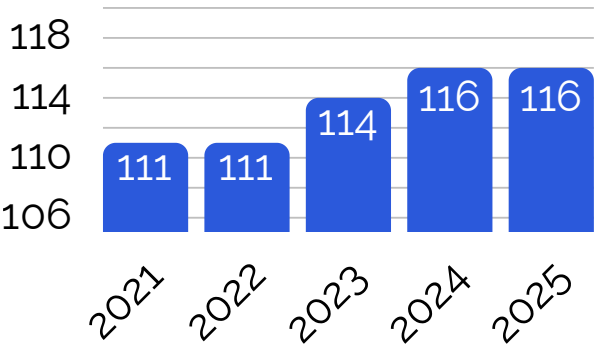
DIGITAL SOBRIETY

- **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.
- **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.
- **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.

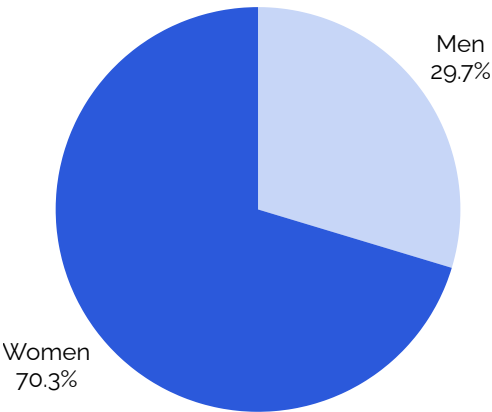


SOCIAL AND HUMAN INDICATORS

WORKFORCE EVOLUTION (FTEs)

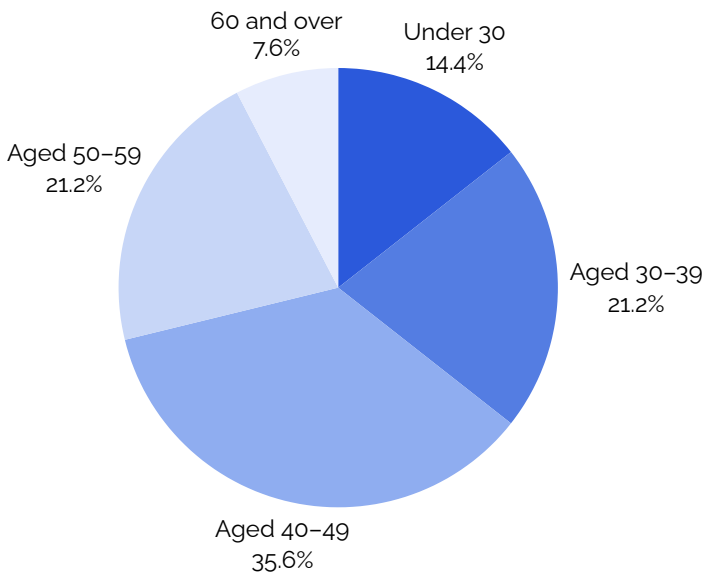


GENDER DISTRIBUTION OF THE WORKFORCE IN 2026



DISTRIBUTION OF EMPLOYEES BY AGE GROUP IN 2026

- **Generational diversity:** A balance between youth and experience.



Average age
43,9

Mediane age
45

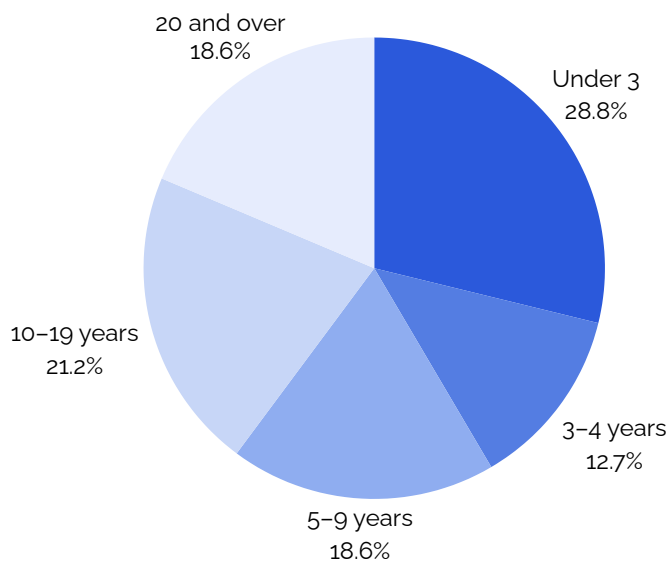


"They didn't know it was impossible, so they did it." Mark Twain



DISTRIBUTION OF EMPLOYEES BY LENGTH OF SERVICE IN 2026

- **Employee retention:** Length of service reflecting strong team stability.



Average length of service

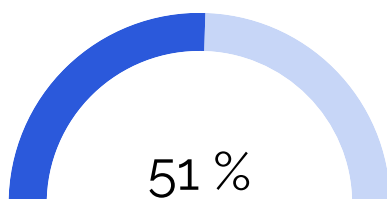
10,2 years

Median length of service

7,4 years

SHARE OF MANAGERS IN THE WORKFORCE IN 2026

- **Qualifications:** A majority of employees in managerial positions, reflecting a high level of expertise across the teams.



INTERNS AND APPRENTICES HOSTED IN 2026

