

# GREEN LETTER



Nowadays, businesses have an essential role to play in building a more stable, inclusive and sustainable society. Thus, sustainable development issues and ecological awareness are a major focus of today's corporate strategic thinking. At their own scale, VSEs, SMEs and multinationals, companies are driving the change towards a world that is more respectful of social and environmental issues. Since 2017, the Codeo group has really taken a turn for the better by integrating CSR into its corporate strategy through the From Orange To Green project. Whether internally or externally, we are proud to defend ecological and social values. Even if we are only at the beginning of CSR at Codeo, our actions already implemented are exemplary with regard to our sector. The success of this transition is above all thanks to you and your involvement, receptivity and very good ideas. Gradually, CSR is becoming part of the company and each employee is becoming an ambassador of the positive impact.

*CELESTE*

## WHAT'S INSIDE

02

### Green Village

- 02 Bees & Co
- 03 Let the sunshine
- 03 CSR IAS
- 04 Carpooling Love
- 05 Green Week

07

### Green Trust

- 07 Projets in UK, Poland & France

09

### Reuse Club

- 09 Reuse Club 2nd round

# Bees & Codeo

Since april 2018, Codeo (curis) employees have been cohabitating with two hives that gather 160,000 bees and 4,000 males in high season and will produce up to 20kg of honey each year for the pleasure of our employees and best customers.

Our passionate local beekeeper has currently brought the hive to his wintering bee farm with his others colonies. He will bring them back in early April, for the beginning of the beekeeping season. This year we will have a forest honey, a combination of honeydew and chestnut, and a flower honey, a blend of sunflower and bramble.

## WHY DO WE HAVE HIVES AT CODEO ?



**Bees play a huge role in the pollination.** They represent 80% of the pollination in agriculture which equals an annual economic value of 20 B€ in Europe.



**In the last 15 years, bee mortality has reached 30% because of human influence.** If bees were to continue to decline, over 70% of plants could go extinct and so are several animal species.



**The functioning of bees and hive is fascinating and an excellent way to raise environmental awareness.** An animation with children will be organized next spring about it.



Albert Einstein once said: « *If bees were to disappear, humanity would only have a few more years to live* ».

This may sound a little extreme, but it is not far from reality. Participating in the preservation of biodiversity can be everyone's business, and small actions, such as having a hive in your home or company, can make a difference.

## DID YOU KNOW THAT?



A beehive can pollinate 100 fruit trees



To produce 1 kg of honey, the bees make 50,000 trips outside and visit up to 5,000,000 flowers, the equivalent of a round-the-world trip.



In France, nearly 30% of bee colonies disappear each year. In 10 years, 15,000 beekeepers have ceased their activity.



A queen lays up to 2000 eggs a day. A fertilized egg gives a bee, an unfertilized egg gives a male.

## LET THE SUN SHINE

You may not know it, but since 2012, the roofs of Curis have been covered by solar panels (above the open space).

From September 2017 to September 2018, we produced 31,726 kwh (+30% compared to last year) which represents 20% our annual energy consumption or the amount of energy that Christophe would need to do 6 around-the-world trips with his electric car.

As said, 2018 was the year of all records with an exceptional production during Q3, explained by the incredible summer we had but also by the maintenance works that has been carried out during the spring.

And this is just the beginning, we plan to triple the surface area of solar panels on site in order to produce 60% of the energy we consume. Quotes are in progress and we hope we will be able to tell you more about the installation in early 2019!



## IAS : LET'S CO-DESIGNED CODEO CSR POLICY



This week will be the first session of IAS dedicated to CSR (Corporate Responsibility) and we would like to thank you all for your good ideas and recommendations, it is thanks to you that CSR is evolving at Codeo.

We received 17 IAS CSR which is very encouraging and means that you are already sensitive to environmental and social issues and that the global mindset is changing and that we are heading in the right direction.

Finally, employees are the driving force behind a CSR approach. By participating in the CSR strategy, they can fight for causes that are important to them and increase their motivation at work. By leading the positive impact and gradually impregnating into everyone's behaviour CSR will soon become an automatism and will eventually even disappear.



The CSR IAS are closed for this week's session, however we invite you all to create new CSR IAS by the end of the year, the best idea will be rewarded!

## ONE YEAR OF CARPOOLING: TIME TO CELEBRATE

At Curis, more than 500 home-to-work trips are made every week: 83% come by car, 15% by train and 2% by foot.

It has been 1 year since we set up a carpooling system for Curis employees. Either direct carpooling from the carpooler's residential or Train carpooling from the station of Albigny, the program has now 17 carpoolers, 19 beneficiaries and more than 1,600 trips made, which represents 128,000 km.

On the last survey conducted, more than 20 people were interested in carpooling with their cars, with more than 60 cars parked every day, the challenge is to reduce this number.

**Congratulations and thanks to all the collaborators who have joined or want to join the adventure!**



Félicitation également à Florian, notre collaborateur 0 carbone, qui vient tous les jours travailler à pied ! 🙌

## WHY CHOOSING TO CARPOOL?

### A gesture for the planet

Carpooling means reducing the number of cars on the road. The first consequence is the reduction of pollution and greenhouse gas emissions. This also reduces the consumption of non-renewable energy such as oil.



### Faster commute

Thanks to the reduction in the number of cars travelling at the same time, traffic jams and other slowdowns during peak hours will be significantly reduced. Parking problems will also be improved as fewer vehicles will need parking.



### The economic aspect

Carpooling will allow you to greatly reduce your costs related to your car journeys. In addition, Codeo rewards carpoolers for their good practices.



### A more pleasant journey

Carpooling can become an opportunity for meeting and socializing with different people of the company that don't usually communicate together.



## GREEN WEEKS : BE GREENER TOGETHER

220 days a year and 7 hours a day, that's the average time we spend at our workplace every year! From IT to heating, air conditioning and travel, there are many sources of waste and energy consumption in the office.

Through our business, at Codeo, we are already aware of the challenges related to waste and over-consumption of electronic waste and it is with this commitment that we now wish to involve all our employees in taking concrete and daily actions to change their habits and sustainably reduce their impact on the environment with simple, unconstrained and above all common sense actions!

“ More than 4,760 eco-gestures have been identified, but a few, easy and daily, are enough to change everything! This is why we have decided to launch a new CSR concept for Codeo: The Greenweeks. We will test the first Greenweek this week in Curis, if it works we will also organise it in England and Poland.

+ 500 commute trips

800 plastic cups

30 000 emails sent & received

6 kg of paper

ONE  
WEEK  
AT  
CODEO:

## WHAT IS A GREEN WEEK ?

Change can sometimes be difficult to accept, so we decided to make you aware of eco-gestures for 1 week once a trimester in a fun and challenging way (as in the Codeo tradition) in order to show you that good habits are easy to understand and especially to adopt.



1 theme



1 ambassador



1 goodies



1 challenge

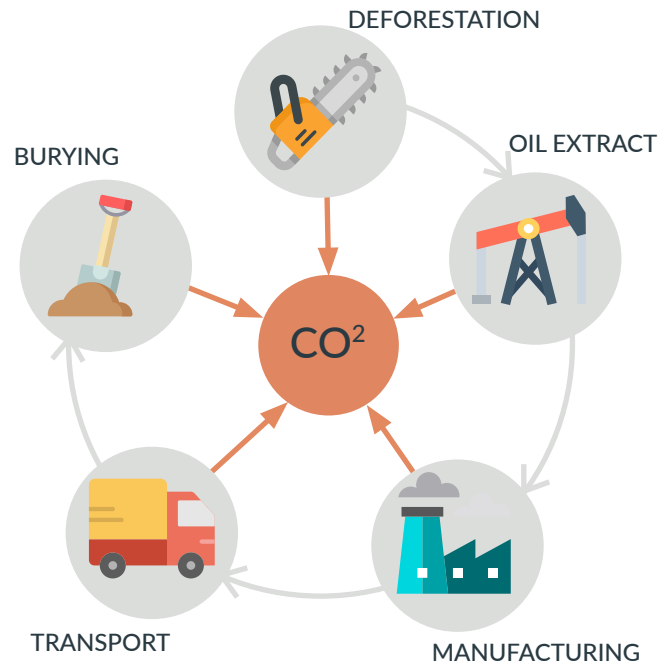


## NOV. 12TH TO 16TH : OUR FIRST GREEN WEEK

At Codeo, we use more than **40,000 coffee cups per year** and **99% of which are non-recyclable** (60% are buried and 39% are incinerated).

Cardboard cups are no better: their manufacturing, from wood, requires 13 times more water and twice as much electricity than the plastic one. In addition, during manufacture, a thin layer of polyethylene plastic is thermocoupled to the cardboard to ensure watertightness, which makes the cup unsuitable for recycling!

With these datas in mind it's naturally that we choose to focus our first Green Week on the reduction by 75% of our coffee cups use.



This week we will only ask you to reduce your consumption of coffee cups by 75% but now that you know all the impacts that a cup has, whether it is made of plastic or cardboard, we hope you will keep this habit and adopt definitely the reusable mug !

## DID YOU KNOW THAT?

- ☛ In France, the consumption of cups is estimated at 4.7 billion per year.
- ☛ 150 cups are thrown away every second, in France. Only 1% of them are recycled
- ☛ A reusable mug is « eco-efficient » from 12 uses compared to a plastic cup and from 14 reuses for cardboard cups.



## 07. Green Trust

Following a survey conducted in January 2017, you have expressed your desire to support projects that promote sustainable development and more particularly environmental issues. Following this survey, and with the help of our CSR ambassadors, we contacted various NGOs to find a project to propose to you in each subsidiary and the greentrust was born.

The greentrust is the "Codeo Foundation", which brings together employees, shareholders and Codeo around Fundraising for selected projects and Donating time through skill patronage and volunteering.

This year, Codeo already donated €40,000 to WWF and €22,500 to Greenpeace UK. Thanks to your donations, and support to the teams Go Panda Go, Sakkado Saakado and Frogsbeef, we had the opportunity to participate to the Pandathlon, a sportive event organized by WWF.

### PLANTING TREES IN POLAND

In march / begining of april 2019 Polska and Germany team plan to to plant up to 2 000 trees in the wood near Plonsk.

*"I was really looking for something that represents the green ideas and mainly something that the team will work and give back to Mother Nature. Codeo Polska will plant around 2000 new trees in the woods near Plonsk in cooperation with a local national forest organization."* Sebastian.



### THE NATIONAL TRUST IN UK

At Codeo UK, we felt most passionate about protecting our green areas, and we felt strongly that we would like to donate not just our money, but also our time.

The National Trust was founded in 1895 specifically to preserve the UK's heritage and open spaces, and ensure they remain open and accessible for everyone to enjoy. While most people here assume the National Trust is all about big stately homes and posh cream teas, the National Trust is in fact a huge organisation who look after an impressive:

- 254,000 hectares of land
- 1,100km of coastline
- Over 500 nature reserves, historic houses, castles, gardens, parks
- 149 museums and almost 1 million objects and works of art
- And 61 pubs!



The two projects selected involve a park/field in Bath and a 357-hectare farm in Devon that both require help to plant trees, build hedges, rake the land, plant wild flowers, and could even include a night's stay at a National Trust venue so that we can help for 2 days. We plan to get our hands dirty with one of these projects in Spring 2019, after raising some money. In the coming weeks, we will vote on which project we would like to donate our time to and will decide how we wish to raise funds to support this project financially.

«I'd also like to give a big shout out to Tom, Sam, and Magali a.k.a. Frogsbeef,

for representing the UK team at the Pandathlon! They worked really hard to raise their 600€, selling boxes of British treats and hosting a hot crêpe sale in the office among other things, and they clearly had a great time taking part in the weekend's activities. I think Tom kind of enjoyed the fundraising too...» Amy



### *GREENTRUST IN FRANCE WITH WWF*

In France, Codeo has joined the WWF SME Club, a club of corporate benefactors that is specially adapted to very small and medium-sized French companies united by the same desire to contribute to the preservation of the environment. In the context of this partnership and since April 2017, our CSR ambassadors have been working on the pre-selection of various socio-environmental projects carried out by WWF France and in September you chose, with 42 votes against 21, to support the energetic grannies of Madagascar.

### *GRANDMOTHERS FULL OF POWER*

Madagascar is facing one of the greatest challenges in its history: the electrification of its territory. Only 16% of households have access to electricity, a rate that drops to 4% in rural areas. Malagasy people who do not have natural light after 5pm therefore turn to oil lamps, candles, batteries, diesel generators and firewood. These solutions are harmful to their health and the environment (36,000 hectares of forests burned each year). WWF, in partnership with Barefoot College, has therefore launched a project to address this situation by training grandmothers in solar engineering in the most isolated villages so that they can produce solar lamps and batteries for its inhabitants.

In 3 years and a budget of €237,000, 27 women were trained and 1,750 households equipped in solar energy devices. Objective: to equip 630,000 households with electricity with a network of 744 women engineer by 2030. For Malagasy people, light changes their lives by having a positive impact on: School work, better living conditions (cooking, reading), the creation of income-generating activities, access to information (radio), access to the telephone, a safer environment in the evening and more hygiene and cleanliness (medical care in the evening)...

The fundraising campaign will be launched on Tuesday 13 November !



Following the first meeting with reuse actors in Chablis last June, a catch-up session was held near Macon for companies that had not been able to attend the last meeting at the end of October. This Meeting was once again held in a good and convivial atmosphere thanks to the active participation of the participants and the many experiences shared. Thanks to these two events we met very interesting companies and nice people. We are already planning on organizing a meeting with the 15 companies at the beginning of January to officialize the ReuseClub. More to come in 2019.





As you can see, there are many CSR projects in progress at Codeo and many more exciting things to come thanks to you.

We thank you all again for your involvement and enthusiasm in the various projects and hope you enjoyed the content of this newsletter. Do not hesitate to keep submitting your ideas through the creation of CSR IAS.

We will keep you informed of the upcoming developments in the next newsletter that would be published during the next Greenweek in Q1.

Thanks again to Amy and Sebastian, CSR ambassadors from Uk and Polska for their contribution.

See you soon for a next edition in February !

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