

GREEN LETTER



My mother was raised in a small farm of the south of Italy, where resources were counted, and waste not permitted.

She always said in those times ecology was first of all, a matter of economy. I think this is the reason why she raised my sister and

I with values like limiting our consumption, privileging eco-friendly

and fair-trade brands and fostering re-use and sharing.

Today, I am very happy to see that general awareness is going back to such concepts and I am very proud that we, as a company, promote initiatives in this direction.

Giving away things we don't fancy anymore can solve problems for people who can't afford to buy them new, but it can also impact a new consumption patterns for those who could, but choose to re-use instead. Be ready for this new challenge starting from nextMonday!

Federica

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Our First Greenweek

The very first codeo greenweek was held in November 2018 with the aim of reducing the consumption of coffee cups at the headquarters in Curis Au Mont d'Or. Our employees had one week to reduce their consumption by 75% thanks to a reusable bamboo mug.

The challenge was successfully met, as we reduced our cup consumption by 78% over that week.

3 months after this greenweek we can confirm that it was a successful bet.

Our employees have adopted new consumption habits and reduced their use of plastic cups by 80%, **going from 7 cup used out of 10 coffees to 1 cup used out of 10 coffees!**

Can you imagine not having your mug at the coffee machine?



Greentrust

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 the collaborators of Curis chose to support the project «FARMSOLAR» for the development of solar energy in Madagascar thanks to grannies engineers.

From mid-November to end of December, we have been running a fundraising campaign for this project. As away to challenge the employees in the collection, Tony Duburcq, our CEO, suggested that Codeo multiply the total donations by 5, 7 or 10 depending on the amount collected.

Thanks to the generosity of our colleagues, it is with success that we were able to reach the third level (x10) with a total of €2,520 raised. We are proud to announce that a total of €27,720 was therefore donated to WWF to support these energetic Grannies! Congratulations and thanks again to all the benefactors!!!


Bees'ness


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 can produce up to 20kg of honey each year for the pleasure of our employees.

This year our bees worked well and the harvest was good, so we were able to offer each of our employees a small pot of honey for Christmas.



Two types of honey were collected by our beekeeper :

 A forest honey, darker, made with a combination of honeydew and chestnut A

 flower honey, lighter, from a blend of sun-flower and bramble

Our hives are currently hibernating in the bee farm of our passionate beekeeper with his other colonies, but they will soon be brought back in the garden of Codeo for a new beekeeping season, in April.



At Codeo, we value the best ideas of our employees through an IAS (Improvement action sheet) system. In 2018, they were very creative and brought many ideas to develop in the company's CSR strategy. Our CSR ambassadors have therefore chosen to reward the best IAS CSR of 2018 with a green trophy on Monday 25th February for the launch of our second greenweek on the theme «caring is sharing».

Reminder: What is a greenweek ?

Change can sometimes be difficult to accept, so we decided to make you aware of eco-gestures for 1 week once a trimester, this will be 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.

Every greenweek is organized as follows:



1 theme



1 ambassador



(1 goodie)



1 challenge

Greenweek 2 : Caring is Sharing !

Whatever the reason, many of us have too many clothes: fashion changes, reckless shopping, variations in waist size... Emptying through the garbage can be tempting, but did you know that we can value almost 100% of our items? And that more and more people revalorize their old clothes either through donations, or through clothing stores.

Did you know that ?



The fashion industry is the second most polluting industry in the world, after the oil industry!



A cotton t-shirt consumes up to 25,000 litres of water and emits 5.2 kg of CO2 (as much as 27 km by plane) for its production



The textile industry is responsible for 17 to 20% of the world's water pollution



Nearly 10 kg of clothing and textiles are put on the market per year and per person (only 3 kg are collected, when all used textiles are reusable or recyclable!)



Feb. 25th to March 1st

Our second greenweek

The beginning of the year is often an opportunity for people to sort through their cupboards, but it is also the most critical time for people in difficulty who need our help.

At Codeo, we have therefore decided to organize a greenweek on the theme "caring is sharing".

We wish to collect at least 150 kg of clothing for a local NGO, chosen by our CSR ambassadors: **Le Foyer Notre-Dame des sans-abri.**



The association Le Foyer Notre-Dame des sans-abri helps isolated people - men, women and families - in great difficulty. Created in 1950 in Lyon, it now brings together 1,270 volunteers and 308 employees - including 136 people in workintegration.

The NGO offers solutions for emergency accommodation and integration, day care, healthcare, personal hygiene, social support and professional integration assistance. Its main objective is to enable each person in need to rebuild themselves and find their place in our society.

Every year about 5,000 different people are helped in the different structures of the Foyer.



Our challenge

From February 25th to March 1st, Codeo will have one week to collect at least 150 kg of clean and undamaged clothing for this association.

All types of clothing will be accepted: children's clothing, summer and winter clothing, professional or non-professional clothing and shoes.



Beyond being a charitable act, clothing collection is above all a global CSR action, as it responds to the 3 challenges of sustainable development:

- Economical: The donation of clothing not only makes it possible to provide clothing for persons who do not have the financial resources to buy new ones, but also to create thousands of sustainable jobs on collection, sorting, recovery, sale or recycling missions.
- Social: Fashion is central to our lives because it allows us to define our social identity and its social role is nowadays undeniable. Clothing assistance is therefore essential to the social and professional integration of people in difficulty: by donating your clothes you allow people who cannot afford it to access new opportunities.
- Environmental: In the era of «fast fashion», which refers to the very rapid renewal of clothing offered for sale, several times a season or a month, the environmental stakes have never been higher. Clothing donation allows clothing to be given a second life while avoiding the consumption and water pollution associated with the production of fabric fibres and the addition of chemicals and dyeing.

Thank you in advance for your generosity on this ecogest of solidarity !

Celeste