

codeogroup



GREEN LETTER

D E C E M B E R 2 0 2 0

Edito



Hello Everyone,

Our investment in CSR resources over the last few years has become a genuine commitment for the Codeo Group. This green letter highlights all of our achievements throughout the past year.

All our actions and continuous knowledge growth have enabled 2020 to be another significant step forward for the Codeo Group. Customers now consider us to be reference point for sustainable development. Our expertise make us an inspiring key partner for incorporating CSR with IT projects.

We received two awards this year for our strong team commitment. This is great recognition and motivation to carry on!

Enjoy this letter and I wish you all seasons Greetings!
See you next year for more Green adventures !

François

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We tend to remember the year 2020 as the year of the lockdown, but a lot has happened in terms of CSR. Let's take a look at what we have done in 2020.

Greenvillage

A few improvements to our premises



Three Greenweeks

February :

Trash Free Week

Become the best at recycling and selective sorting

May:

E-Greenweek

Raise awareness on the impact of digital technology and the best practices to adopt.

December:

Run For Funds

Run 1,700 km to collect funds for charities

March :

Time Donation

Remober and Habitat & Humanisme



April :

First Codeo Forest

700 trees planted in Poleymieux (4 km away from our headquarters)



What's new on the recycling side?

In this year 2020, we wanted to develop our expertise and knowledge of the different recycling flows generated by our activity. We have joined forces with recycling partners in order to improve internal sorting and thus optimise our waste management. This has been made possible thanks to our technical and logistics teams who helped us in the successful implementation of these new sorting processes.

Our recycling partners :



WEEE

RSB



Batteries



**Chemical
waste**

THE CONQUEST OF THE WEEE

Recycling Incentive 2020
Octobre - Decembre

We have also launched a **Recycling Incentive** which is currently underway and on the road to success!

How to complete this incentive?

- Take a quiz on good practices
- Keeping the recycling area in good working order
- Maximising value through recycling and good organization.

A toy collection
to give gifts to
underprivileged
children at
Christmas !

LES RESTAURANTS
DU COEUR
LES ABEAUX DU COEUR

habitat &
humanisme

Rewarded for our CSR Policy



Codeogroup won the 2020 Auvergne Rhône-Alpes CSR Award in the category of Social Innovation for our CSR actions and commitment:

- ✓ The implementation of a CSR policy co-created with employees
- ✓ Raising employee awareness of eco-friendly actions through 'Greenweeks'
- ✓ The deployment of a team of Green Ambassadors
- ✓ The creation of a Green Village at the head office that combines employee well-being and respect for biodiversity.

This is an opportunity to thank the CSR ambassadors for their involvement, especially during the last Greenweek!

Good news,
our bees have
continued to work
and the honey is ready to
be delivered in January.

In 2021
Confident
Creative
Professional
Happy
codeogroup

05. THE CSR TEAM



François
Runforfunds
Ambassador



Jennifer
ISG
Ambassador



Lucie
Remober Ambassador

"I decided to become a CSR ambassador following my choice of graduation thesis. CSR was at the heart of my subject and I enjoyed dealing with it, which is why I decided to get involved with Remober as well. I think that if everyone sets up "eco-practices" or "eco-habits", everyone on our own scale, it would be possible to limit the harmful effects on the environment. Codeo Group has been innovative in terms of CSR and we must continue to move the lines by being a forerunner, both internally and with the key accounts we work with"



Guillaume
Technical
Ambassador



Florent
Logistic
Ambassador



Philippe
Codeo Medical
Ambassador

"Given the nature of our business, reuse and recycling is already at Codeo's core. However, on a day-to-day basis, I felt we could make some small improvements. I therefore wanted to become a CSR ambassador, to be able to contribute directly towards the socially and environmentally responsible activities of our company. From small gestures like encouraging recycling and reducing printing, to bigger projects like organising team tree-planting volunteering events for the National Trust, as the UK CSR ambassador I am given the opportunity to have my say in how our company presents itself to both our customers and our employees."



Amy
UK team Ambassador

06. THE CSR TEAM



Gianluca
Export Sales
Ambassador



Vincent
French Sales
Ambassador



"It was a natural step for me to become a CSR Ambassador. The well-being of my colleagues and the objectives in terms of ecology are a priority for me. I tend to reduce my impact on the environment as much as possible and to make choices in an ethical way. I remain available to my colleagues to answer any questions they may have."

Sonia
Support team Ambassador



Bruno
Spain team
Ambassador



Roland
German team
Ambassador



Sabastian
Polska team
Ambassador



Kalina
Polska team
Ambassador

And a big Thank you to the managers who are naturally CSR ambassadors Tony, Christophe, Fabien, Olivia, Laury, Stéphanie C., Stéphanie V., Aurélie, Fateh, Charles, Aurélie and Fateh !

THE IMPACT OF COVID ON CARBON REDUCTION IN ACHIEVING THE TARGETS SET BY THE PARIS AGREEMENT

7%

Reduction
in GES emission
in 2020

Globally, fossil fuel greenhouse gas emissions have fallen by 7% in 2020. According to UN calculations, humanity would need to cut emissions by 7.6% per year if it wants to prevent the climate from warming beyond 1.5 degrees.

At the height of the spring confinement, emissions even fell by around 17% compared to 2019.

However, this drop translates into a reduction of only 0.01°C in global warming by 2050. We would therefore need the equivalent of one Covid per year to achieve the targets set by the Paris agreements.

With +1°C recorded since the pre-industrial era, the effects of warming are already noticeable. The five years since the signing of the Paris agreement have been the hottest ever recorded and fires, storms and droughts continue to ravage the planet while ice is melting at an unprecedented rate.

The Paris Agreement is an international legal treaty to prevent dangerous climate change. It was adopted by 196 parties at COP 21 in Paris on 12 December 2015 and entered into force on 4 November 2016. Its objective is to limit global warming to a level well below 2, preferably 1.5 degrees Celsius. It also aims to strengthen the capacity of countries to cope with the consequences of climate change and to support them in their efforts.

Recent years have also been marked by several diplomatic battles and the shattering withdrawal of the United States from the Paris agreements... but they have also been marked by overwhelming new scientific findings underlining the urgency to act, and by an unprecedented awareness of these issues, especially among young people.

To have any hope of limiting global warming to 1.5°C, greenhouse gas emissions would have to be reduced by 7.6% a year, every year from 2020 to 2030, according to the UN.

How can this be done? Covid has had less of an advantage in raising awareness of the efforts needed to stem global warming. The pandemic can serve as a lesson and the world can implement a real 'green recovery': direct and massive support for decarbonised infrastructure and technologies, reductions in fossil fuel subsidies, an end to coal-fired power stations, the development of 'nature-based solutions', large-scale reforestation for example. **For the COP 21 anniversary celebration, World's leaders gathered on Saturday 12 December at a virtual Zero Carbon Forum** to reaffirm their carbon reduction commitments. They have one year to find concrete solutions to **reduce emissions by 2030 and achieve carbon neutrality by 2060.**

They will meet again in **December 2021 for COP 26 in Glasgow.**

“



What is CSR propaganda?

Any CSR policy is based on exchange with its stakeholders. Stakeholders naturally include our employees and partners, but also all the players in our ecosystem, i.e. customers and suppliers, recyclers, transporters, associations, local authorities and many more. The "CSR propaganda" is a mission dedicated exclusively to our customers and suppliers. The aim is to get in touch with their CSR decision-makers in order to understand what are their challenges, the actions put in place around reuse and the circular economy, and to raise their awareness of the ecological and economic benefits that our core business can bring to them. With the help of François, this year has been very interesting in terms of exchanges with our customers to better understand their project and above all to offer them better support in the sustainable management of their IT assets.

Céleste”

40

« Customer visits »
since January 1st

450

Identified CSR
Contacts in France

3

Webinars
organised



It is by joining forces, drawing inspiration from each other and sharing our good practices that we can progress and above all develop our CSR approach and the support we offer our customers. Codeogroup is proud to count on different partners and networks to get the lines moving!



We were proud to join Mix-r in 2020, the network of companies committed to CSR. Sharing our best practices, comparing our experiences and pooling our knowledge are all levers that will enable Codeo Group to go even further in its CSR actions and increase its positive impact on society and the environment!



SIRRMIET

Since 2017, we have joined the Union of Inter-professional Refurbishment and Regeneration of Computer, Electronic and Telecom Equipment (SIRRMIET), which is actively working for legal changes in favour of the circular economy and the reduction of WEEE through reuse.



As part of the development of its computer reuse activity, CodeoGroup has called upon ENVIE Rhône-Alpes, a recognised player in the integration of people isolated from the world of work. Since September 2020, a team of 4 employees on a socio-professional integration programme has been deployed on the Codeo site in Curis-au-Mont-d'Or (69).



The Codeo Group is one of the founding members of the APRES Association, the Association of Professionals in the Reuse of Equipment and Services, whose mission is to promote the re-use of electronic equipment within companies.



The association now brings together **20 companies** that give a second life to professional equipment!

www.association-apres.org



IT, Smartphone
& telephony



Photocopiers
and printing.



Barcodes
reader



Inverter



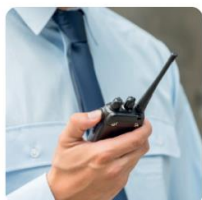
IT servers



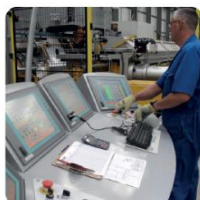
Medical
equipment



Payment &
collection
terminals



Walkie-talkies



Industrial IT



Document
processing



Electroportable
equipment



Vending
machines

*Projects for
2021*

The main motivation of the APRES association is **to pool the skills and knowledge of its members towards a common goal.**

Many of them are concerned by the issue of **eco-contributions**, which requires the payment of a tax by the actors of the circular economy in the context of WEEE imports. In this perspective, members could come together by early 2021 to plan a collective defense.

One of the major projects, planned for the summer of 2021, will be to organise a road show. The objective is to travel around France discovering the companies of a few members and to organise events around the topic of Circular Economy.



Reminder: What is a greenweek ?

Change can sometimes be difficult to accept, so we decided to make you try a good habit 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 organised as follows:



1 theme



1 ambassador



(1 goodie)



1 challenge

Greenweek #7

This 7th Greenweek of the Codeo group is really special, why? Because it takes place in a context of health crisis where the teams have not been able to spend much time together this year. It was therefore important to gather the teams around an event that allows to share moments of conviviality, to create cohesion, to clear the mind and foremost to share part of the profits made this year with people in need.

From December 7th to December 21st we held a new event involving the 150 employees of all Codeogroup subsidiaries in a solidarity race combining team building and well-being:



codeogroup

RUN FOR FUNDS



From December 7th to 21st

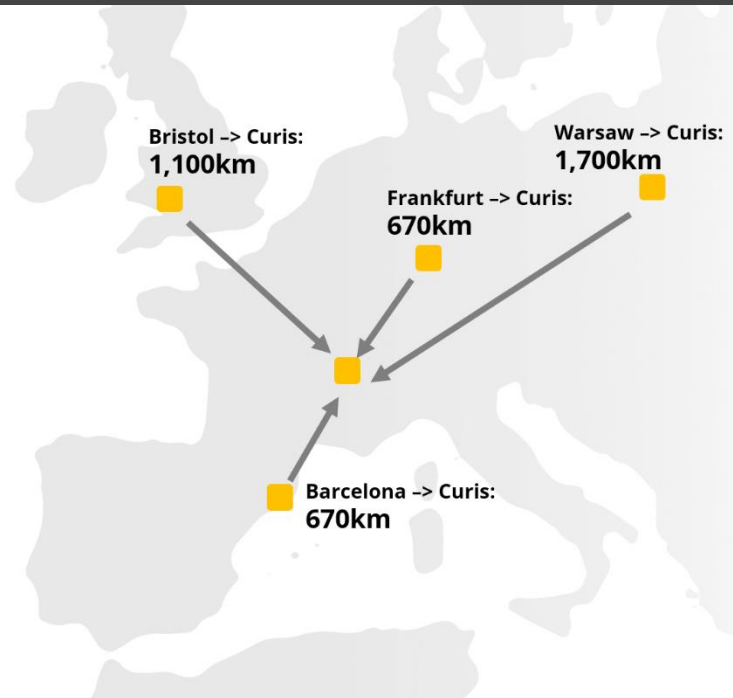
RUN FOR FUNDS

CHALLENGE

- **Bring together virtually all the codeo group's staff** to meet up in Curis on December 21st
- **Achieve 1,700 km of running** in-between our subsidiaries
- **Only running is accepted** (indoor / outdoor)
- **At each kilometres level reached**, a minimum donation was guaranteed for Charities.

How to succeed ?

- ✓ **100% of employees** must run at least 100m
- ✓ **Each runner has to film themselves** running and send the video to the CSR team
- ✓ **Fill in [this form](#)**, to record the kilometres run.



Barcelona/Frankfurt
670km

Bristol
1,100km

Warsaw
1,700km

10 000€
donation

20 000€
donation

30 000€
donation

13. RESULTS



Every km we run counts and will have a real impact on the lives of people in need!

Codeogroup committed to donate up to 30 000€ to two NGOs that work to reduce poverty and improve health conditions: UNICEF and The Red Cross.

UNICEF is the world's leading advocate for children and is present in more than 190 countries and territories. Its mission : to ensure the health, protection and education of every child and adolescent (0-18 years old) wherever they are, even in the most remote place !



The International Red Cross is the world's largest humanitarian network. Neutral and impartial, it provides protection and assistance to communities affected by disasters and conflicts. The Movement brings together nearly 97 million volunteers, members and staff in 190. In pursuing its mission, the movement is guided by its fundamental principles: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.



**WITH A TOTAL OF :
2,333 KM RUN & 158 RUNNERS**

We are proud to announce that this Greenweek was a success !

€ 30,000 will be donated to these two Charities.

14. RESULTS

2 332,65 km

✓ 158 runners ✓ 400 runs ✓ >1700 km

TOP
10



Julien

98,15 km

2



Tony

111,7 km

1



Samantha

92,87 km

3



4. Céleste
81,67 km



5. Nicolas G
81,23 km



6. François A
76,33 km



7. Eliza
74,57 km



8. Alexis
62,59 km



9. David
61 km



10. Jimmy
54,3 km

#BEST RUNNER

IN NUMBER OF RUNS



Céleste

9 runs



Dorothee

11 runs



Julien & Nicolas G

8 runs

#FOCUS BY ENTITIES

RANKING BY AVERAGE NUMBER OF EMPLOYEES AND
KILOMETRES

1. codeo UK	25 km/person 151,86 km	5. codeo FR	14 km/person 704,73 km
2. ISG codeogroup	23 km/person 768,32 km	6. codeo MEDICAL	9 km/person 106,46 km
3. codeo Iberia	22 km/person 134,82 km	7. codeo Polska	7 km/person 205,14 km
4. remober	17 km/person 215,14 km	8. codeo GmbH	0,5 km/person 1 km

#BEST RUNNER

BY COUNTRY



Samantha



Eliza



Julien



Gianluca



David



Peabo

#FOCUS BY DEPARTMENT

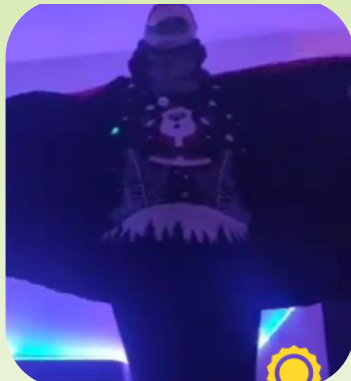
RANKING BY AVERAGE NUMBER OF EMPLOYEES AND
KILOMETRES

1.	2.	3.	4.
Sales & Marketing	Sale assistants	Adminstration	Technical / logistics
22 km/person 1080 km	17 km/person 412 km	15 km/person 340 km	6 km/person 500 km

WALL OF HEROES



Best Family Run
Nelly



Most supportive video
Gaetan



Best photo
François & Tony



Best coach
Sebastian



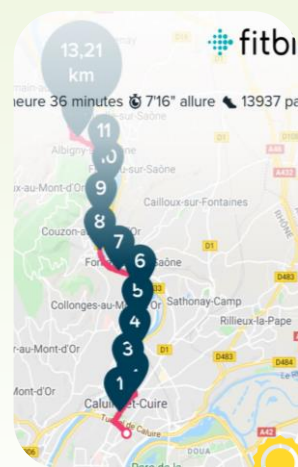
Funniest video
Roland & Peabo



Best morning video
Bruno



Most original video
Clément



Greenest home-to-work commute
Alexis



Best starting run
Anna



Best zen moment
Isabelle Gomez



Best video editor
Elodie



Best KM tracker
Claire

HIGHLIGHTS



After run MODLIN N°1
6 Runners / 30 km in total



After run Curis N°1
24 Runners / 112 km in total



After run MODLIN N°2
13 Runners / 60 km in total



After run Curis N°2
24 Runners / 120 km in total



**Logistic & technical
teams RUN**
80 km in total

2 332,65 km
> 400 runs
158 runners

Thank you everyone !



As part of the CSR team since the beginning of November, I'm glad to start my experience with this seventh greenweek. We wanted them to allow us to come together virtually and the gamble was more than successful! Well done! It was very encouraging to see each one of us share our results, our motivation and to see this collective effort for a great cause.

Alongside ecology and the economy, the social dimension is one of the driving forces in a company's CSR approach. Here we have been able to combine solidarity and well-being at (home office) work. Indeed, running strengthens the mind, boosts self-confidence, develops creativity, reduces stress and makes you happy! And if you have discovered a real passion for running and you want to continue on this wonderful path, the *KM for Change* application allows you to participate in charity projects. Wouldn't that be a nice resolution to put on our list for 2021?

I wish you all a Merry Christmas and a Happy New Year and all the best for 2021!

Elodie



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