

codeogroup



GREEN
LETTER

JANUARY 2023

JANUARY 2023

Edito



Throughout the year, the Group has been keeping its environmental involvements, like for instance during the latest Greenweek.

We had an inter-departments challenge to reduce our carbon footprint, in order to donate as many laptops as possible for people in need. All employees participated by using greener transportations (carpooling, biking, walking), eating less meat, and lowering heating systems by one, two even three degrees (thanks to Madleen...).

Thanks to the leaders of our CSR team for maintaining this engaged vision, even though the Group is growing fast.

Last but not least, we would like to underline our visit to the ENVIE site (our recycling partners) who highlights the importance of limiting waste, attempting to reuse them, and at least recycling them in a correct manner.

*Idriss, Jimmy
& Sebastien*

WHAT'S INSIDE

01

CSR News

02

HEC Opening

03

Greenweek
December
2022

CSR is at the heart of our Group

Reminder for our new comers

Codeo Group's mission is to support our clients in a greater sustainable management of their IT equipments through circular economy.

We tend to diminish digital environmental footprint and support social inclusion at the same time by working with social partners at HEC in France.

Our CSR model is based on the alignment of:

Planet + People + Profit =

*An engaged and
responsible
business vision*

Did you know ?

*In 2021, we saved
5 000 T eq CO2*

About 80% of the carbon emission of an IT equipment is produced during its fabrication stage. Repairing and refurbishing hardware enables us to avoid huge amounts of CO2 emissions each year.

C A R B O N F O O T P R I N T



In 2021, Codeo Group
avoided the emission of

5,000
tons eq. CO2

by repairing and providing
refurbished equipments.

Planet

More sustainable operation processes

by managing our own impacts

Like every company, within our activity process, we impact our planet mainly by emitting greenhouse gases, using energy and producing waste.

The first step to reduce our footprint is to measure consistently our emissions. Each year, we calculate our carbon footprint to analyse our emissions' sources.

We also implemented different solutions, coming mostly from our collaborators' ideas within each department:



#Transport

Fret 21, a French national program aiming at reducing of at least 5% our transportation emissions by 2026.

#Cardboard compactor

By compacting cardboard, we are now able to make 450 Kg "balls" reducing the amount of bins needed to throw them away. Thus, only one truck every 2 months go to the recycling centre (compared to one truck per week before).



#DoTank

With the WWF Club "*Entreprendre pour la planète*", we participated in a white paper gathering good practice of 10 companies to reduce environmental footprint.

Available in French on our website.

People



As our teams continuously grow, we need to keep spreading our engagement across the world.

This winter, some Codeo Group team members visited the site of our new partner *ENVIE* to learn more about recycling and social inclusion.

Remober members cooked for people in need for the charity *Habitat et Humanisme*.

Codeo Medical shared with students about the importance of sustainable development in the medical world nowadays.

Creativity

Trust



Well being



Professionalism



People

A lot of new arrivals 😊

Together, we always go further...

Since June 2022, more than 26 people joined the group through Europe.



At HEC, we, in addition, employed 4 new comers coming from integration pathways from our partners.

Our HR department also took part in a local program called "Charte des 1000", promoting local employment in the greater Lyon. Young people looking for jobs discovered our jobs during different visits at HEC...



Profit

Digital Impact

Making circular economy a real alternative for our clients!

To keep growing, we carry on sensitizing corporations and public organisations about the importance of repairing and refurbishing IT equipments.

These past months, we organized many visits and participated in events to explain our expertise. Internally, these actions are called "CSR propaganda".

Reuse is a real solution for companies to diminish their digital footprint without spending more money: keep spreading the word!



02. HEC Opening

Hub of Circular Economy

Starting a new chapter

In March 2022, in France, we moved to this new site, working hand in hand with new partners.

Our entire operation chain is now grouped under the same roof, enabling us to maximise our outputs and minimize our environmental footprint.



#Key figures

A site of 7 200 square meters

Each year, 500,000 equipments can be treated and up to 90% of them can be reused, depending of the product ranges.



#Touchedelavier.com

We have a new subsidiary specialized in laptop reparation and spare parts, enabling us to go further in our refurbishing capacity.

Our Social Partners

Social Economy

Working with engaged partners



**Hub de
l'économie
circulaire.**

Our new partners on site are entities working towards **social inclusion**.



Social inclusion

Disabled persons

These three organizations complete our value chain by helping us at the logistic department (reception, quality audit), the technical department and by recycling equipments we are unable to refurbish.

Each person of these entities is supported by a team leader and a « tutor » who help them gain back confidence, learn new skills and then be employed once more.

 Support digital inclusion
by reducing our carbon footprint



GreenWeek #9

What is digital inclusion?

The objective of digital inclusion is to make telephoning and the internet accessible to each individual, and to provide them with the skills that will enable them to use these tools as a lever to their daily social integration.

In Europe, 20% of the population is lacking access to digital services and tools.

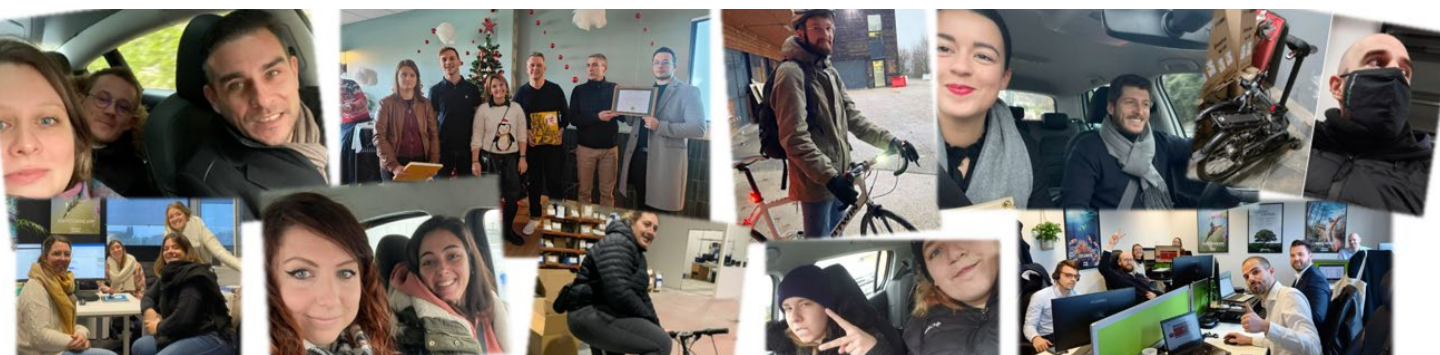
Contrary to our common belief, it is mostly adults between 25 to 40 years old who are missing this digital integration.

After our carbon emission reduction challenge, we reached 90% of our goal, meaning that 200 laptops will be donated!



200

LAPTOPS DONATED!



How to reduce your Carbon Footprint

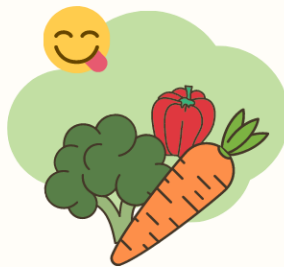


TRANSPORTATION

- Come to work by bike, public transportation or by foot. (2,4 kg eq CO2 / pers. / day)
- Come to work by carpooling. (1,8 kg eq CO2 / pers. / day)

FOOD

- Have one day without meat. (1,8 kg eq CO2 / pers. / day)
- Cook local and seasonal food. (1,2 kg eq CO2 / pers. / day)



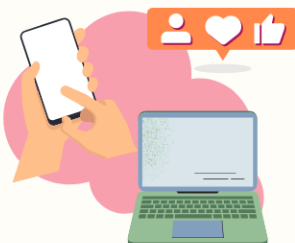
ENERGY – ALL DAYS RECOMMENDED

- Lower heating & wear a sweater. (1,1 kg eq CO2 / pers. / day)
- Load your phone on your computer while working. (0,3 kg eq CO2 / pers. / day)



DIGITAL

- Have one day without streaming (netflix, instagram, youtube ...) (0,9 kg eq CO2 / pers. / day)
- Diminish your emails, clean your mailbox and your network. (0,5 kg eq CO2 / pers. / day)



Reducing our carbon footprint can be done in our everyday life by changing some of our habits.

An average European emits 9,9 T eq CO2 per year. In the Group, our average is 7,5 T eq CO2.

These emissions are mainly coming from :

- Transportation (up to 27%),
- Food (up to 24%),
- Energy (up to 19%)
- Health, activities and digital (up to 16%),
- Public service (14%).

By following some of the recommended actions presented here, within a two week period, we were able to save

3,4 T eq CO2
representing:

3 PARIS-NY ROUND TRIPS

300 TREES

1,700 BURGERS





"The arrival of 2023 closes a year 2022 rich in changes for the Codeo Group!

The HR team is proud to have been able to support the Group's growth, both in its European subsidiaries and in France, notably with the completion of the Circular Economy Hub project.

By signing an new engagement called "The Charter of 1000", we remain faithful to our human commitments in order to reinforce our desire to recruit locally if possible, and to actively participate in professional inclusion new goals.

Also, this latest Greenweek 2022 and its results perfectly illustrate the value of humanism that Codeo Group's teams share everyday.

We wish you all a happy new year for 2023, which will be for sure as rich as 2022 was !"

Olivia and Alix



codeogroup