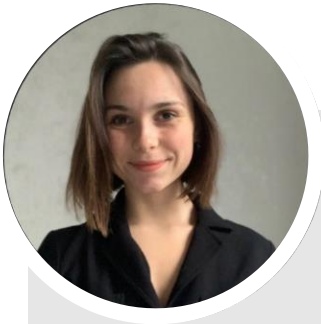


codeogroup

GREEN
LETTER

J U L Y 2 0 2 3

Edito



Within the CSR department, we are carrying out a wide range of actions to help make our Group more virtuous. This 10th Greenweek was symbolic and marked the commitment of our employees over the last 5 years.

The initiatives implemented within Codeo Group supports the various aspects of CSR: economic, social and environmental. Our ambassadors are therefore essential, not only in regards to the diversity of their professions, but for the involvement of their voluntary commitment, which speaks volume about the Group's convictions!

The impact of digital technology affects us all and is an integral part of our daily lives, regardless of the business sector. As a result, it's vital that we take a closer interest and join forces to contribute to a sustainable future.

Melissa

WHAT'S INSIDE

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01. CSR News

Reminder about Codeo Group

Codeo Group's mission is to support our clients in a greater **sustainable management of their IT equipment** through circular economy thanks to a three-pronged approach :

- More local : committing to short-circuit re-use in order to limit the impact of our activity on the environment and promote local economic development,
- More sustainable : support the ecological transition and the decarbonisation of companies' digital activities through reuse.
- More inclusive : promote living together, the integration and inclusion with our partners in the SSE (Social and Solidarity Economy)

How can you reduce the digital footprint of your IT equipment?

In 2023, with 17 European Reuse Actors, Codeo Group launched its 1st White Paper on Digital Impact. A guide to understanding, measuring and taking effective actions!



- ✓ **Understand the challenges** of digital responsibility
- ✓ **Measure** the ecological, economic and social impact of digital technology
- ✓ **Take action** by adopting a circular management approach to the life cycle of IT equipment
- ✓ **Promote** a local, social and inclusive approach

[Download the White Paper \(in French\)](#)

01. CSR News



A VOLUNTARY COMMITMENT

CSR ambassadors

Our team of 23 CSR ambassadors is made up of volunteers from each of our departments and countries, who support the CSR strategy in different ways to make a difference.

Thanks to their involvement, these members are real information vectors, helping to spread knowledge about CSR to their teams, and contributing to the commitment of Codeo Group to its actions around social, economic and environmental issues.

Greenweek support - Contribute with fun :

Define the theme & help organizing the events.



Specific expertise - Contribute precisely :

Give inputs on particular topics (country differences, department specificities...)

Introducing

OUR 2023 AMBASSADORS



ZOE DUFFY
Sales Support Coordinator



NELLY MARTIN
Country manager



VINCENT MALLARD
Product manager



JIMMY BARLET
Technician



AUDREY ALEX
Procurement



BAPTISTE ORTEGA
Sales Support Coordinator



FLORENT BRISON
Stock Manager



ELEONORE GAY
Sales Support Coordinator



JULIEN CONNAC
Account manager



VALENTIN BENOIT
Logistician Auditor



AGNES ROBERT
Accountant



AURELIE FEAUVEAU
Marketing Assistant



SAMUEL MARCHET
Maintenance Support Coordinator



ALIX ARNAL
HR Assistant



SANCHO SERRANO
Account manager



SONIA CURULLA
Sales Support Coordinator



JAROSLAW FLORCZAK
Branch manager



SOPHIE LUPTON
HR Administrative Assistant



THOMAS BROYER
Tech Leader IBM



ALEXANDRE BURGE
IT Manager



SERGE DUCHENE
Customer Service IT/ laptop



MARC OYAU
Logistics Coordinator



JAMIE FLETT
Digital Marketing Manager

2023 – 2025 Mission: RE_USE

2023 was the time to set up a new strategic plan for Codeo Group that will lead our company for the next 3 years. Within this plan, 2 main objectives were dedicated to the CSR missions :

- **Educating our** clients and employees regarding the digital impact
- **Strengthen** our presence in European countries



THE CSR TEAM IS GROWING

2 new recruits to support our CSR ambitions



MÉLISSA

European CSR developer

Since February, Mélissa has joined Codeo Group to manage the European CSR.

- 1 month in Spain : Find out more about the Spanish CSR / Green IT ecosystem & Digital Fresk workshop with the Spanish team
- 1 month in the UK : handover of power with Candice & helping out for the Greenweek

CANDICE

CSR Intern in the UK

- Learn more about the UK Green IT ecosystem to better support our clients
- How ? CSR update by researching the main actors in the UK + train the UK team in CSR



02. Mission Reuse

THE DIGITAL IMPACT

Make our ecosystem proud of implementing re-use solutions.

Codeo Group has the ambition to show its clients their digital impact and make its employees aware of Green IT issues.

A workshop dedicated to this objective, called the "Digital Fresk", enables us to tackle the subject of the impact of digital technology, its causes and consequences, through discussion and reflection in groups. As a result, we have now already trained more than 80 employees ... and this is only the beginning, as all of our 250 employees are going to be trained by the end of the year !

With this tool, we brought awareness to several of our clients to help them understand how to reduce their digital impact.



REMINDER

What is a Greenweek?

Change can sometimes be difficult to accept, which is why we've set up a recurring week-long event, repeated twice a year: Greenweek. During this period, employees are invited to try out a 'good habit' in a fun and stimulating way.

The aim? To show that good habits are easy to understand and above all to adopt.

Every Greenweek is organised as follows :



Since 2018, 10 Greenweek have been organized and thanks to our committed teams, we have been able to make some consequent changes and raise awareness regarding CSR topics.

For example since 2018 :



450K

Coffee plastic cups avoided



+800 KG

of clothes collected



+ 1200 KM

Covered to raise funds for charities



03. 10th Greenweek

FROM 12TH TO 22ND OF JUNE

Let's celebrate our
10TH GREENWEEK

10TH GREENWEEK – June 2023

A throwback on 4 major activities done these past 5 years



Over the last 5 years, Greenweek has become a not-to-be-missed event, and the one in June 2023 marked an important milestone, as it was the tenth!

With this in mind, we wanted to make it special, which is why we extended it over 2 weeks, combined 4 challenges and carried out the events in all our subsidiaries across Europe.

To bring these two weeks to life, 4 themes correlating to our values were selected : fun, well-being, collaborative work and CSR.

4 main challenges were proposed :

- "Best Molky tournament" : in teams, the objective was to play the Molky game and win with as few shots as possible
- "Best Clothing Collection" : all our subsidiaries have been challenged to donate as many items of clothing as possible to a local charity
- "Best Office Adjustment" : to make our offices greener and more pleasant, various activities have been organised depending on the site (maintenance, painting, etc.)
- "Best CSR knowledge" : in teams, we organized an online quiz based on CSR knowledge.

03. 10th Greenweek

A look back at the 4 activities across all our sites (France, Spain, Poland, UK) with 4 winners.

Activity n°1 : Molky Tournament, a fun way to promote sport



Activity n°2 : Organization of a Clothing Collection



For local associations :



Poland



UK



Spain



France

03. 10th Greenweek

Activity n°3 : Making our offices warm and welcoming by doing some adjustments or carrying out maintenance work



UK

Rearranging our new office in the UK



France


Creating outdoor garden furniture for our hub



France

Maintenance of the garden in Curis-au-Mont-D'or



Spain 

Setting up a vegetable garden in Spain



Poland

Fixing the entrance gate in Poland

ONLINE QUIZ BASED ON CSR FIGURES AND EVENT ON TEAMS LIVE

Activity n°4 : The CSR knowledge quiz, the final challenge

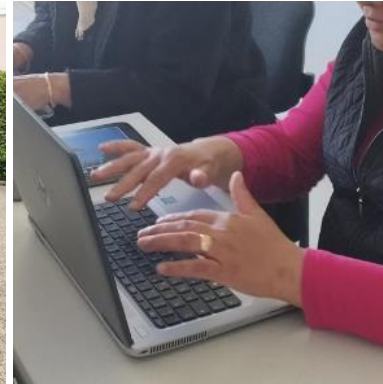


DIGITAL INCLUSION

Looking back at our previous Greenweek

Today, many administrative procedures or key services, such as education or health, require access to digital technology, which is why it is so important to make IT accessible to everyone. The aim of our previous Greenweek was to contribute to the fight against digital division

As part of a collective action, we donated 150 PCs to the [Fédération des centres sociaux du Rhône et de la Métropole](#). This donation enabled us to equip, train and monitor 150 families in difficulty, identified by 23 social centers and 15 municipalities in the Rhône and Lyon metropolitan areas.



Testimonial from one of the people who received a laptop:

"I wanted to take a moment to express my deep gratitude and sincere thanks on behalf of your organisation for your generous donation of a laptop. Your generous gesture will have a significant impact on my work and we are extremely grateful for your support."

Your laptop donation is invaluable to me as it will enable me to improve my operations and provide more efficient services. Thanks to your generosity, I will be able to increase my productivity, extend my reach and strengthen my ability to carry out my missions."

Conclusion



We are not a department that is particularly committed to the issue of ecology from a personal point of view, but over time we have each developed reflexes on a daily basis that have enabled us to win this honorary award. - Award of the Best Carbon Footprint

Aware of environmental issues, I try to limit my impact through daily actions, ranging from sorting waste to limiting my consumption of hot water and heating. So, as a CSR ambassador for the last 3 years, I have new ways of doing something for our planet. – Award of the Best CSR Ambassador

If there's one thing I've learnt from my time as a CSR ambassador, it's the dynamic provided by the collective. When all the teams are involved, awareness is heightened and everyone's commitment means that we can achieve a much greater impact. The social aspect is the most valuable for me - together we can do more! – Award of the Best European Involvement

*Baptiste, Florent,
Sebastian*



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