



ETHICAL CHARTER



SAASWEDO IS DRIVEN BY THE CONVICTION THAT THE COMPANY OF TOMORROW WILL BE RESPONSIBLE.

Today, this ambition leads us to build a company with high human added value. For us, this collective project is a lever for transformation, a source of performance and sustainable growth.

Social and environmental issues are redefining the place of the company in society. Its role is no longer simply to generate profit but to do so while having a positive impact on the world. In this context, companies must be part of this incredible transformation.

SAASWEDO is committed to a process of reflection and action on its Corporate Social Responsibility (CSR) and, via EPSA Foundation, relies on its expertise to contribute to a more inclusive and environmentally friendly society.

This is also a new challenge for SAASWEDO, which consists of inserting CSR solutions into each of its areas of expertise in order to always provide an offer that is adapted to the challenges of today and to anticipate the challenges of tomorrow.

This CSR charter, which is supported by management and shared with all SAASWEDO employees, constitutes a common frame of reference for all its stakeholders. SAASWEDO and training campaigns and workshops have been organized.

Christian COR
Founding President of SAASWEDO





A **RESPONSIBLE** GOVERNANCE

SAASWEDO is growing rapidly and must therefore take into account its social and environmental footprints in order to bring them into synergy with its economic footprint.

This control, and the linking of these footprints, is leading us today to a strong structuring of our social responsibility, driven by the leadership and top management of SAASWEDO.

To guarantee the proper implementation of this ambition, SAASWEDO's governance is based on several major principles, in particular respect for human rights. SAASWEDO is a signatory of the Planet Tech'Care Charter.

SAASWEDO is part of the EPSA Group (www.epsa.com), a signatory of the United Nations Global Compact and therefore supports the ten principles involved, including respect for human rights. SAASWEDO also promotes these principles, particularly within its sphere of influence.

For SAASWEDO, respecting human rights means being vigilant in identifying potential direct or indirect negative impacts of its organization in order to correct them.

SAASWEDO therefore carries out continuous monitoring of its activities in order to avoid being directly or indirectly involved in a human rights violation committed by another company, a government, an individual, a group or any other entity with which it collaborates.

Also, through its international presence, SAASWEDO respects communities and seeks to respect local cultures.



ETHICAL BUSINESS CONDUCT

ETHICS

SAASWEDO has put in place various documents to perpetuate its commitment to Social and Environmental Responsibility, including

- An ethical charter
- An anti-corruption policy
- A responsible purchasing charter
- A "SAASWEDO, a responsible company" booklet
- This CSR charter

These documents are a guide for all SAASWEDO teams, who are not only obliged to respect their principles, but also to contribute to their development.

These documents go far beyond simple compliance with the law, which is the basis of every company. Their purpose is to provide a framework that enables SAASWEDO to pursue its economic and social objectives by taking into account, on a daily basis, all its stakeholders and the impact associated with their decisions.

BEHAVIOUR TOWARDS CUSTOMERS

Each member of SAASWEDO's staff must respect the principles of loyalty and integrity with regard to clients. Given the nature of the services provided by SAASWEDO, no compromise is acceptable in the area of security.

Furthermore, SAASWEDO is aware that corruption poses commercial risks to the company, risks of weakening credibility and reputation, and consequently of destabilizing the internal organization. SAASWEDO is therefore committed, for all its activities, to fight against all forms of corruption.

BEHAVIOUR TOWARDS SUPPLIERS

An integral part of the purchasing and contracting procedures, a responsible purchasing charter has been set up to describe the social, environmental and societal commitments that SAASWEDO asks its suppliers to respect. The charter commits SAASWEDO to considering the social and environmental impacts of the purchase of goods or services, both during the supplier or subcontractor selection phase and during the contracting and execution of the service.



A **RESPECTFUL** SOCIAL POLICY

RESPECT AND PROTECTION

Respect for the employee is a fundamental objective of SAASWEDO : everyone must contribute to the cohesion of the company by implementing quality professional relations, both hierarchical and functional, that is to say frank, loyal and respectful of all.

INTERNAL DIALOGUE

Freedom of expression is a fundamental right guaranteed within SAASWEDO. Everyone's opinion on the rules of life within the company is sought, in particular via the staff representative institutions when they have been appointed. It is with this in mind that SAASWEDO relies on dialogue and openness within its companies.

INTEGRITY

SAASWEDO pays close attention to the integrity of its employees and, conversely, its employees shall refrain from damaging the reputation of SAASWEDO, the integrity of its assets and its information systems. Likewise, SAASWEDO employees are asked to respect the laws in force in all the countries in which it operates.

EMPLOYEE DEVELOPMENT

SAASWEDO is aware that the development of its employees is an asset for sustainable performance and growth. SAASWEDO is therefore committed to the implementation of a Quality of Life at Work policy. For example, each employee has the right to training to enhance employability and fulfillment at work. SAASWEDO seeks to develop the skills of its employees at all stages of their careers through proactive training and learning policies. The training needs of each employee are discussed each year during the individual interview.

NON-DISCRIMINATION

SAASWEDO is committed to promoting gender equality, disability and all other forms of non-discrimination in professional treatment at all levels of the company, and to ensuring that it gradually becomes part of the corporate culture, with respect to each profession and each sector of activity. This principle is applied from the moment of recruitment, with the teams concerned being made aware of it by providing them with a dedicated charter.



AN **ENVIRONMENT** COMMITMENT

Although SAASWEDO's activity is by nature less polluting than that of other sectors, SAASWEDO is nevertheless committed to measuring and reducing its environmental footprint. Following the completion of a carbon footprint assessment, SAASWEDO applies and implements its "SAASWEDO4Green" policy, based on three principles: "Reduce - Reuse - Recycle".

For SAASWEDO, it is also a commitment to strong digital sobriety and thus an action plan to reduce its digital footprint impacting the environment: both in terms of individual eco-actions as well as the management of its IT equipment and the use of IT data.

Finally, SAASWEDO is committed to an energy efficiency objective in the buildings in which it is possible to take significant action.



A COMMITMENT FOR **SOCIETY**

SAASWEDO is committed to Society and is convinced that the structuring of such a positive impact project, linked to the activity of its companies, can constitute an element that unites employees and allows everyone to make a contribution, on their own scale, to one of the challenges of the world to come.

SAASWEDO is part of the EPSA Group (www.epsa.com) Thus, launched in October 2019, EPSA Foundation (Endowment Fund) aims to support and develop any work or project of general interest of a social nature that collectively contributes to supporting vulnerable people towards accessing or remaining in employment, with a view to promoting their personal development, autonomy and social (re)integration.

In addition, the fund supports philanthropic, educational and humanitarian projects, as well as projects that contribute to the defense of the natural environment by working with our ecosystem to achieve the ecological transition, and more generally, any project of general interest that falls within the scope of the Sustainable Development Goals (SDG).

EPSA Foundation wishes to contribute to a world with high human added value by acting with the youngest for a world more respectful of the environment by accompanying the most fragile to insert or reintegrate into the professional world. EPSA Foundation thus allows to have a significant action on a whole generation so that it prepares itself for tomorrow (<https://www.epsa.com/epsa-foundation/>)



ABOUT OUR COMPANY

SAASWEDO is one of the leaders in digital workplace performance management for companies. SAASWEDO supports more than 1,000 clients, with strong expertise in three areas

- Financial performance of the Digital Workplace
- Operational performance of asset management
- Environmental performance in terms of controlling the carbon footprint of the digital environment

SAASWEDO's strength lies in the quality of its experts and the power of its technological solutions.

**Our promise : to identify & exploit the performance
potential
of the Digital Workplace
to improve your company's profitability.**

Today, SAASWEDO is taking on a new challenge by including CSR solutions in each of its areas of expertise in order to always offer a solution that is adapted to today's challenges and to anticipate those of tomorrow.

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