



# CSR

CORPORATE SOCIAL  
RESPONSIBILITY

# 2023





# contents



## 02. OUR GROUP

<i>Editorial</i> .....	<b>4</b>
<i>Story</i> .....	<b>6</b>
<i>Know-how and key figures</i> .....	<b>8</b>
<i>Locations</i> .....	<b>10</b>
<i>Management</i> .....	<b>12</b>

## 03. OUR COMMITMENT

<i>Governance</i> .....	<b>13</b>
<i>Our values</i> .....	<b>14</b>
<i>Commitments</i> .....	<b>16</b>
<i>Our customers</i> .....	<b>17</b>
<i>Our employees</i> .....	<b>19</b>
<i>The planet</i> .....	<b>24</b>
<i>Ethics</i> .....	<b>27</b>
<i>Indicators</i> .....	<b>28</b>



# Editorial

---

Fundamentally committed to the long term, our family-run group considers conveyance to be an essential value. As guardians of future generations, it is our duty to progress, innovate and adapt to pave the way for sustainable, inclusive growth. We are ardent defenders of a responsible and committed world, fully aware of our crucial role in the transitions to the future.

From our corporate project stems our determination to preserve our fundamental values and give concrete expression to our **commitment** to future generations, making a significant contribution to the well-being of our communities and to building a sustainable future.



As a mid-sized company rooted in its territory and closely linked to its local ecosystem, we position ourselves as an employer committed to our employees, respectful of the environment, and endowed with ethical and responsible governance. Our ambition is to become a mission-driven company by 2027, aligned with our vision of integrating social and environmental responsibility **at the heart of our business model.**

This conviction, deeply rooted in our family, sets us apart and contributes to the sustainability and longevity of our Group.

In 2022, to mark **the Group's 60th anniversary**, we presented our **Ambition project**. This project maps out a path that we consider both long and ambitious, to which we are collectively committing ourselves with determination and courage.

It's an opportunity to redefine our project and our vision, while preserving what has been the strength of our Group since its inception: its fundamental values.

Our 60 years of existence are the result of everyone's commitment and the trust of our partners. Together, we're ready to take on the exciting challenges that the years ahead hold in store, turning every obstacle into an opportunity.

***THE NELLY AND PIERRE HALADJIAN  
ADVENTURE CONTINUES ...***





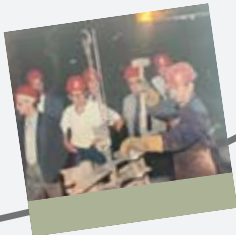
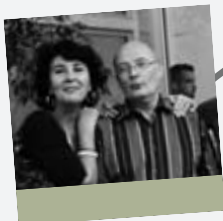
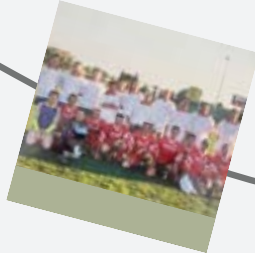




*Since 1962*



HALADJIAN GROUP



# Our story

Company founded by Pierre Haladjian. Purchase of components and original parts.

1962



Serge Haladjian takes over the management and accelerates the spare parts business in Construction.

1980



Haladjian Frères becomes an agent authorized by customers of CAT-branded machines.

1990



2010

Deployment of our Mining strategy in West Africa



2008

Diversification strategy with solutions for industry in France and Spain.

2017

Deploying our strategy in the extractive industry

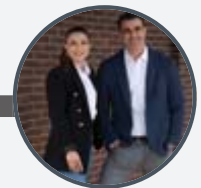


2019

Integrating engineering into our technical expertise and service

2022

The story continues!



# Our know-how



## Listening to our customers' expectations

In our business sectors, the challenges of promoting **responsible growth** focus on implementing sustainable practices at every stage of materials extraction and processing. By placing **sustainability and social impact** at the heart of our products and services, we are committed to providing solutions that meet our customers' needs while respecting the environment, fostering social inclusion and promoting ethical practices throughout the value chain.



## Combining expertise and innovation

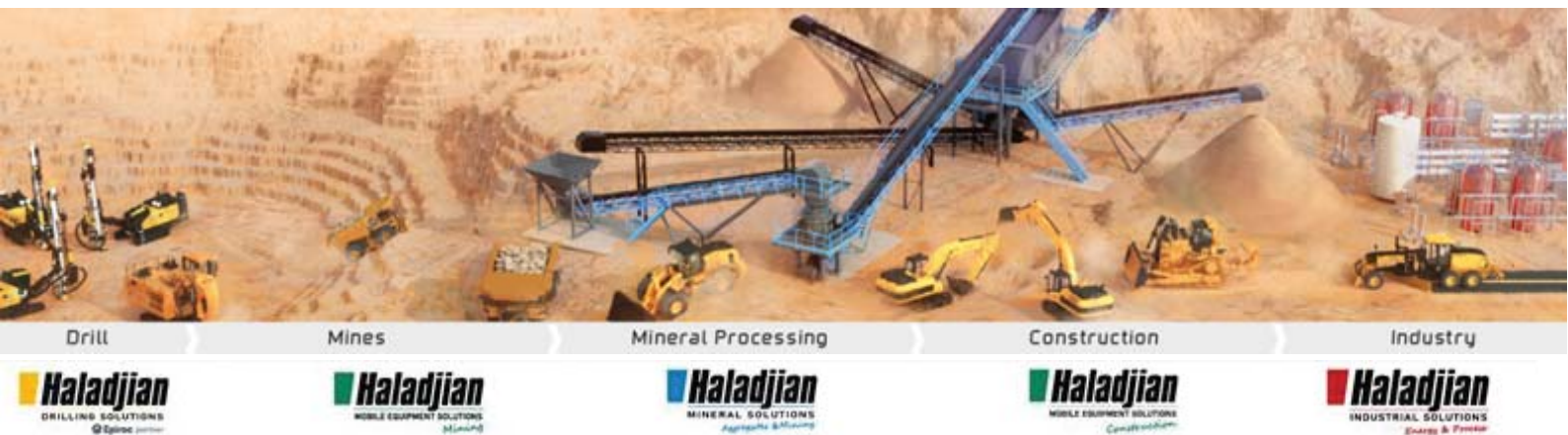
The Haladjian Group strives, with **passion**, to give its customers the best valued alternatives to keep their operations sustainable and efficient.

Thanks to innovative projects and collaboration between our different businesses, we have already transformed our group to position it in a global and innovative way as a **partner** to our customers in this transformation.



## 360° solutions

We cover our customers' entire value chain, offering a combination of excellence in the distribution of parts and services, with specialized technical expertise and engineering. Our aim is to **help our customers** optimize their overall production cycle. Each link in the value chain presents specific challenges in terms of sustainability, safety, resource management and environmental impact.





# Figures Keys



**105 M€ IN REVENUE**



**250  
EMPLOYEES**

**30 M€  
OF  
INVENTORY**



**45000  
CUSTOMERS**

**18  
COUNTRIES**



# Our locations





# Executive management



**NELLY HEMMO HALADJIAN**

→ CEO - VP BUSINESS OPERATIONS



**PIERRE HALADJIAN**

→ CEO - VP PRODUCT & BUSINESS DEVELOPMENT



**ALEXANDER BITTERLICH**

→ CFO



**ALEXANDRE HEMMO**

→ PURCHASE AND SUPPLY CHAIN DIRECTOR



**EMMANUEL THOMASSIN**

→ HALADJIAN MOBILE EQUIPMENT CONSTRUCTION DIRECTOR



**MATHIEU PRAT**

→ HALADJIAN MOBILE EQUIPMENT MINING DIRECTOR



**JULIEN PIOT**

→ HALADJIAN INDUSTRIAL SOLUTIONS DIRECTOR



**ANTOINE MOSCATELLI**

→ HALADJIAN MINERAL SOLUTIONS DIRECTOR



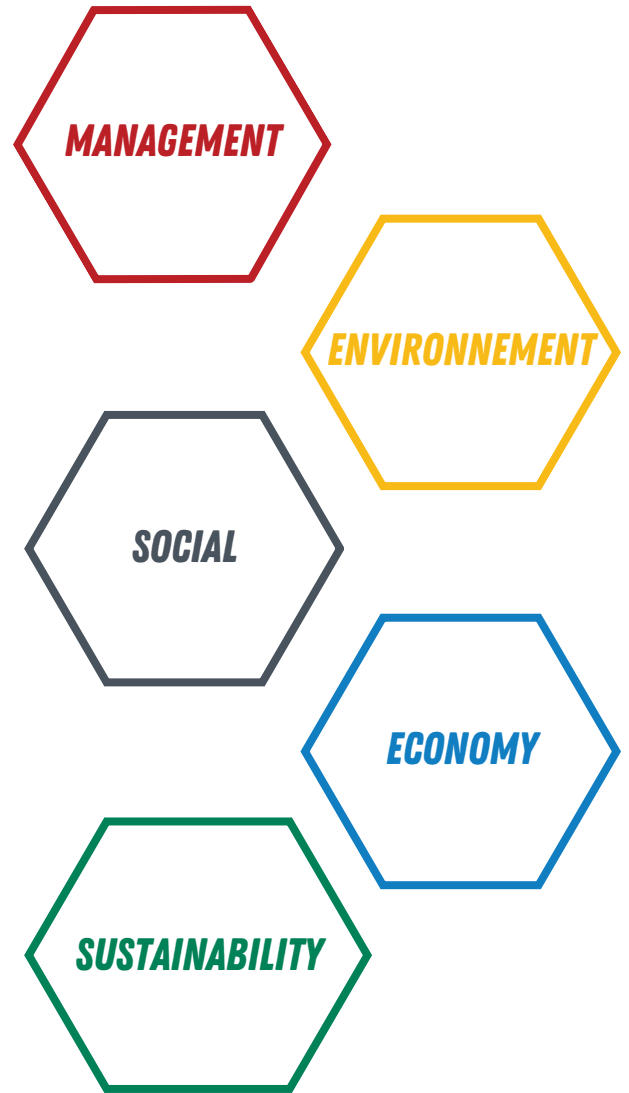
# The Group's CSR governance

Involved in the family adventure from generation to generation, we are dedicated to the fact that the creation of sustainable value is inseparable from **responsible governance** and the consideration of societal issues.

In 2024, we want the Group's CSR strategy to evolve towards a collaborative approach. We are pleased and proud to involve all our employees in this process. Our collective ability to **anticipate** changes in our environment, and in the way we live, work and consume, will shape the future of our Group. With this in mind, we seek to share this strategy and mobilize collective intelligence to develop meaningful initiatives for all our employees.

2024 will mark a milestone in our sustainable strategy, with the appointment of a **CSR Committee** to co-construct and deploy our Group-wide CSR strategy.

Together, we are firmly committed to operating in a fair, transparent and ethical operation. For each of our activities, we take into account social, environmental, compliance and ethical issues. This organization enables us to respond quickly to decision-making, while reinforce our family and entrepreneurial culture, enriched by the diversity and complementarity of our expertise.



# Our values



## **PASSION**

The passion for our trade is what has brought us together for 60 years. Technical culture is in our DNA. It is this inexhaustible energy that pushes us to always go further, satisfaction, understand and achieve.

It is fostered by exchange, sharing experience, transfer knowledge and enthusiasm, and leads to self-improvement and self-development.



## **INNOVATION**

We place innovation at the heart of our growth, using this strength to meet new needs, boost markets and transform the way we work. Through collaborative relationships with our stakeholders, we foster creativity and experimentation, encouraging initiative, ingenuity and questioning.



## **PERFORMANCE**

The Group's overall performance is supported by a balance between individual and collective performance.

We manage our business processes with agility, with the aim of continuously improving our value creation for our stakeholders.

Our values play a key role in our strategy. They embody the fundamental principles underpinning our organizational culture, and influence decision-making at every level of the company.

A dedicated working group set about the essential principles that guide our day-to-day actions. Together, we translated these values into concrete behaviors, establishing a clear framework for all our employees.

**An opportunity to consolidate our corporate culture and, together, build our future.**



## **COMMITMENT**

Our commitment is based on individual and collective involvement, requiring a spirit of courage, loyalty, solidarity and responsibility. The fulfillment of our mission depends on the mobilization of all our skills and the diversity of our talents to meet the needs of our stakeholders in the long term. By integrating environmental protection into our vision, we are committed to a sustainable future.



## **HUMANS**

Our vision of human relations is based on respect and consideration for people regardless their background. Respect for commitments, team cohesion and the collective interest are the fundamentals of our family business.







# Our commitments

## THE GLOBAL COMPACT

Since 2021, the HALADJIAN Group has been a member of the **United Nations Global Compact**.

The Global Compact's ambition is to develop the global impact of business through responsible companies and ecosystems that promote change.

Through this membership, we undertake to respect and promoting the **10 universal principles concerning human rights**, international labor standards, the environment and the fight against corruption, and to promote them within our sphere of influence.

We are also committed to the **Sustainable Development Goals (SDGs)**, and intend to make our contribution to achieving them for the 2030 agenda.

### SUSTAINABLE DEVELOPMENT GOALS



## ECOVADIS ASSESSMENT

This year, we took stock of our CSR performance, using the EcoVadis assessment methodology.

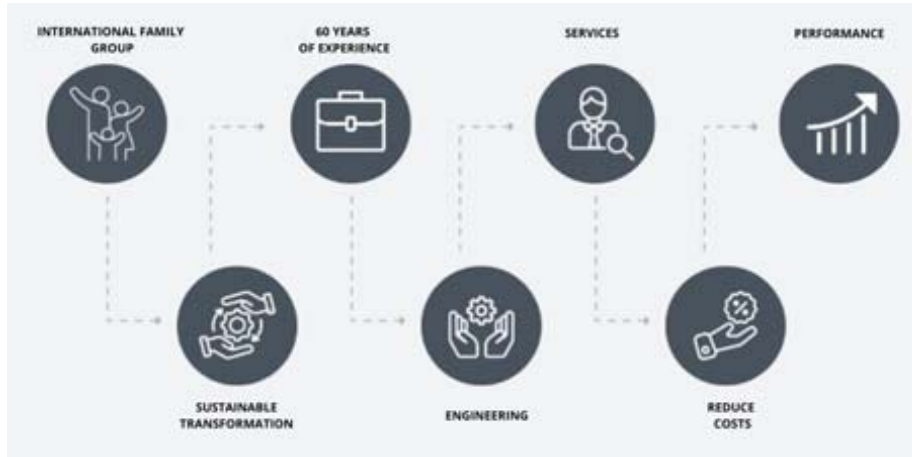
This evaluation, which is based on an analysis of evidence, requiring traceability of documents and transparency on the part of companies, enabled us to assess our progress according to our sector of activity and location.

The addition of this assessment to our continuous improvement process has enabled us to identify our **performance levers** in order to perpetuate our approach and consolidate our measurement elements.



# Our customers at the heart of our strategy

A clear commitment to developing innovative solutions to optimize production and contribute to the efficient use of resources.



By investing in the development of advanced solutions, we aim to meet our customers' operational and financial efficiency challenges while reducing their environmental footprint. We aim to maximize the use of available resources and minimize waste, while promoting responsible, environmentally-friendly growth.

## **DRILL RENTAL SERVICE**

The creation of a drill rental service through HALADJIAN RENTAL enables multiple users to share the same equipment, promoting more efficient use of resources and reducing costs for each user. This collaborative approach reinforces **economy of use** by maximizing equipment utilization while minimizing the environmental impacts associated with individual ownership of multiple drills.



## **ACCELERATING RETRO ENGINEERING**

The creation of a group reverse engineering office represents a major step forward in our strategy. By understanding products more deeply, we can not only optimize our purchasing by identifying **more sustainable solutions**, but also foster the development of **local supply chains**. In this way, we will reduce our carbon footprint and reinforce our commitment to sustainable development.

## ***EQUIPMENT OPTIMIZATION***

Optimizing equipment on our customers' machines, by reducing their weight, offers several significant advantages. Not only does this improve productivity and operational efficiency, it also helps to minimize fuel consumption, thereby reducing the overall **carbon footprint**. By reducing the load carried by machines, we promote a more efficient use of resources, while supporting our customers in their transition to reduce their carbon footprint.



## ***COMPONENT REBUILD***

Component reconditioning extends the life of materials and equipment by reusing parts that have already been used. This practice helps to reduce the demand for new resources and minimize the waste associated with manufacturing new components. By promoting reuse and refurbishment, we contribute to a more sustainable **circular economy** and **responsible resource management**.

From engine components to complete assemblies, our multi-skilled teams work together to extend the life cycle of machines. They support our customers in their sustainability objectives by reducing the consumption of natural resources required to manufacture a new assembly, by limiting the waste associated with equipment replacement, and by extending the use of an existing asset, thus promoting more efficient use of resources and a reduced environmental footprint.



# Our employees at the heart of our concerns



## *The health and safety of our employees, our priority*

The Group is firmly committed to ensuring a working environment where the health and safety of every employee is the top priority.

Our main objective is to provide a safe working environment, by identifying and deepening our knowledge of the specific risks associated with our activities, and by maintaining a constant focus on safety and control.

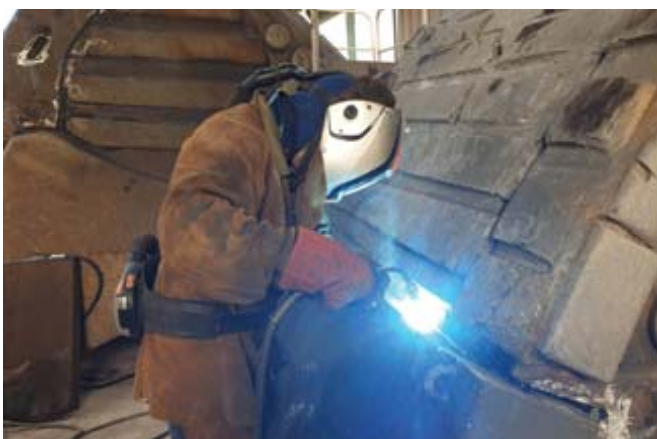
We pay particular attention to occupational risk management, adapting our prevention measures to the specific features of each job and the **risks associated** with our day-to-day activities. To this end, we carry out in-depth risk analyses and establish **standards and operating procedures** to train and raise awareness among our teams.

Among these risks, we pay particular attention to musculoskeletal disorders (MSDs), chemical risk, noise and road risk, all of which can have a major impact on the health of our employees.



We adopt a proactive, results-oriented approach, and we don't hesitate to enlist the help of experts on all the risks to which our employees are exposed, working in collaboration with occupational medicine.

In 2022 and 2023, we conducted a joint study on chemical risks, in particular on the fumes emitted during our welding operations. The objective for 2024 is now to implement the action plan drawn up.



“

*Our added value is revealed through the expertise of our technicians.*

*Our welders possess unique skills.*

*As their employer, we have a duty to guarantee them perennial activity in the best possible conditions.*

”





### Passing on and sharing experience towards an integrated culture

Employee training is a key part of our strategy. We make sure that every employee is trained not only in emergency procedures (first aid and fire), but also in all the risks to which they are exposed in the course of their work. As soon as they join the company, our employees are **made aware of and trained** in the internal standards and instructions to be applied.

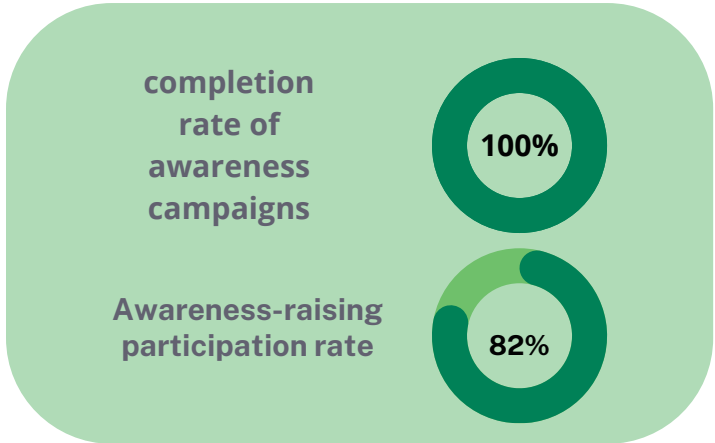
Our most operational professions are trained through a variety of training courses and technical accreditations, as well as through awareness-raising activities.

Each year, an awareness program is drawn up in collaboration with our managers, and also based on field observations and multiple safety audits. This program is deployed at all our sites through monthly awareness sessions.

"These moments are an opportunity to reinforce instructions but above all to enrich exchanges through sharing experiences in order to never repeat the same events."

Our **annual Safety Days** are also an opportunity for everyone to share feedback and get together around one or more themes to increase the shared vigilance of all employees.

“**By sharing and listening, we foster the commitment of all employees towards the company culture.**”



Our commitment to health and safety in the workplace is also reflected in the implementation of **monitoring and early warning systems**, enabling an effective response to any incident or non-compliance with Group safety standards.

We challenge ourselves every day to meet the deadlines for dealing with safety non-conformities identified by employees or the HSE team.

In short, through these targeted actions and an unflinching commitment, we aim to create a working environment where everyone's safety is guaranteed, thus contributing to the well-being and performance of all our employees.





# A constant evolution towards fulfillment

## QUALITY OF LIFE AT WORK

Quality of life at work is at the heart of Groupe Haladjian's CSR policy. We consider our employees to be our greatest asset, and are committed to creating an environment conducive to their **personal and professional fulfillment**.

This takes the form of initiatives to promote a balance between professional and personal life, offering flexible working conditions and promoting their interests and motivations outside work, as well as programs to support mental and physical well-being.

We also encourage the professional development of our teams through training, opportunities for advancement and a participative management style, thus fostering a climate of trust and collaboration. By promoting a **culture of listening and respect**, we aim to create a healthy and fulfilling working environment for all our employees.

To support the health and well-being of our employees, we have put in place various initiatives, such as year-round **social events** at our sites, seminars and lunches, as well as collaborative working space layouts. We will continue to develop these efforts in 2024.

Particular attention is paid to the **quality of supervision** and to listening to employees. We firmly believe that **trained and caring management** is what preserves commitment and improves individual and collective performance.

That's why we've included a dedicated training program for our 52 managers in the **Level Up** project.

Through various workshops and team-building days, our managers have explored the different facets of the manager's role, to ensure that their teams are properly supervised.





## Towards equality within the Group

A group whose primary value is people attaches paramount importance to the professional development, loyalty and long-term vision of its employees. In this spirit, **every difference**, whether in terms of cultural origin, gender, age or ability, **is valued** as a precious asset contributing to creativity and collective efficiency.

As part of our CSR policy, we are committed to promoting an inclusive working environment that respects the health of our employees. Our actions in favor of diversity focus on several areas.

Integration and job retention are at the heart of our strategy.

We value the **reconciliation of illness and work** by offering adapted support measures, such as flexible working hours, teleworking where possible, and easier access to health and well-being services. Our aim is to ensure the well-being of our employees while promoting their professional fulfillment.

In this way, this year we signed the **Cancer@Work** charter through our subsidiary **Haladjian Corporate Services**.

By signing this charter, we have reaffirmed our convictions and committed ourselves to developing and formalizing our systems for promoting the inclusion and job retention of people affected by cancer or a chronic illness.



We have also been a signatory of the **Diversity Charter** since 2017.

Through this charter we are committed to training employees and promoting diversity at all levels of the company.

Through these initiatives, our Group strives to build an inclusive corporate culture, where diversity is celebrated as a source of mutual enrichment and a driver of success. We are convinced that it is by valuing each individuality that we can together achieve excellence and innovate for the future.



**Companies thrive when their people resources are nurtured by trust, autonomy and a passion.**





## Developing and consolidating skills

The Group attaches prime importance to the ongoing training of its employees throughout their careers. Each year, a comprehensive training plan is put in place, including sessions dedicated to business skills, leadership development and personal development programs.

With this in mind, our new **People and Leadership** department aims to support our employees in their integration and skills development, and to respond to their growing need to find meaning in their work. This functional division has been set up specifically to respond to changes in skills within the Group.

Main missions include designing integration paths to facilitate understanding of the inner workings of our organization, developing collective intelligence by fostering inter-departmental synergies, and implementing the **"LEVEL UP"** project.

In 2023, this project enabled us to identify the business skills needs of all our employees, leading to the implementation of appropriate training initiatives. This approach is intended to be **participative and inclusive**, encouraging everyone to contribute, share their experience and enrich that of others.



The establishment of a training academy within our company is designed to ensure that the skills of our employees are constantly matched to the specific needs of our businesses. This initiative is designed to encourage skills development by offering programs tailored to the Group's current and future needs.



The HALACADEMY is divided into several routes:

"Business Culture" courses to develop a shared culture and understanding of the Group's customers' businesses.

"Managers" programs aimed at developing and sharing the best practices inherent in the Group's various management disciplines. They also aim to strengthen managerial cohesion and promote the creation of a mutual support network at all levels.

In addition, our commitment to **vocational training** is demonstrated by our involvement with local schools, our participation in student forums, interventions in educational establishments, and our membership of the "1 jeune 1 solution" community.

We also welcome interns and work-study students throughout the year, who play an essential role in the life and dynamism of our company.

# Our planet at the heart of our actions

For over 30 years, the Group has been resolutely committed to the environment.

Taking environmental issues into account in the execution of our projects is both a priority and a driver of competitiveness and differentiation for our Group.

We strive to maintain a sustainable value chain by consolidating our partnerships with suppliers who share our environmental values.



## *Towards sustainable mobility*

Numerous actions have been and are being taken to improve our environmental performance and reduce the Group's impact.

To reduce the impact of our business travel, we encourage sustainable mobility and support our employees in this transition.

This year, in partnership with the **Communauté de Commune de Sorgues du Comtat**, we deployed a car-sharing scheme for home-to-work journeys. Our employees' interest in this type of scheme was evident, with 16% of our head office staff using it throughout the year.

This initiative will be extended to 2024 and, with the support of other companies, will multiply the opportunities for our local workforce.



**12,000 km covered**

**1,300 kg of CO2 saved**

**100% in-house**

Since 2020, the Group has initiated a new vehicle purchasing policy, focusing on low-emission vehicles. The Group's fleet of light and commercial vehicles now boasts an **electrification rate of 18%**.

To extend the approach to employees, we have installed 14 recharging points at our head office.



**+ 18%**



**+14**



**-30 %**

Up to now, fleet electrification has mainly concerned service vehicles.

The aim now is to extend it to our technicians' and salespeople's vehicles. To achieve this goal, we have equipped our sales ambassadors with fully electric vehicles, so that they can move towards vehicles that are both environmentally-friendly and just as effective for their business.

The transition of the Group's fleet has enabled us to **reduce theoretical CO2 emissions by more than 30%** since 2015. At the same time, we are raising our employees' awareness of eco-driving and road risk through communications and training aimed at changing their driving behavior.





## Minimizing environmental impact

In addition to mobility, we have taken a number of steps to minimize the impact of our activities on the environment.

### **GHG emissions**

In 2024, we will be drawing up our first **Carbon Footprint** for the Group.

Accompanied by BPI France, we are embarking on the measurement of our Scope 1, 2 & 3 emissions at our sites in France.

The aim for us is to precisely identify our high-GHG emission items, as well as our main levers for action, in order to fine-tune our strategy towards a **low-carbon trajectory**.

For the launch of the initiative, all Group managers participated in a **Climate Fresco** facilitated by our People & Leadership department.

This fun workshop enabled us to gain a better understanding of climate issues and to get the teams involved in drawing up this balance sheet, the results of which are scheduled for August 2024.

### **Energies**

In the area of **energy management**, our Group is continuing its efforts to reduce energy consumption at its sites.

As part of the deployment of our activities, an energy renovation plan has been drawn up to give concrete form to our Infrastructure roadmap. The main objectives of this plan are to reduce energy consumption, limit losses and integrate renewable energies wherever possible. An Energy Performance Diagnostic (DPE) was carried out in 2023 at our Sorgues site, identifying areas for improvement.



This plan aims to achieve the targets set by the Tertiary Decree, but is not limited to electricity consumption. Our workshops are also involved in the approach.

For 3 years now, our boilermaking workshops have been upgrading their welding techniques and have succeeded in **reducing their welding gas consumption by 55%**, despite an increase in activity.

### **Waste**

In 2023, we revised the operational requirements for **waste management** at all our sites to establish a more efficient source separation process and ensure compliance. Awareness-raising initiatives are regularly organized for all our employees to promote this approach.

Our operational activities, such as logistics and workshops, are the most waste-emitting activities. For these services, we have set goals for waste sorting, but above all for **waste recovery and reuse**.

For this, we have identified qualified service providers who support us from awareness-raising to the treatment of our most sensitive waste. As for office activities, we have managed to reduce the use of plastic and paper, but we must continue our efforts in this direction.

# Involved locally

## Support for ASBC Vaucluse Rugby club

For the second year running, we are proud to renew our partnership with ASBC Vaucluse Rugby. This collaboration demonstrates our commitment to local sport and our support for the sporting community.

Rugby embodies profound **values** such as respect, solidarity, surpassing oneself and team spirit. Beyond the pitch, it represents a way of life, a community united around a shared passion. This same passion also drives the history of our Group, rooted in strong family and entrepreneurial values. By supporting the local rugby club, we perpetuate this link between tradition and modernity, between the ancestral values of rugby and the innovation that characterizes our company.



Through this partnership, we celebrate the **team spirit, tenacity and dedication** that are at the heart of both rugby and our corporate culture. By joining forces, we are helping to strengthen ties within our local community and promote the timeless values that make rugby so rich and are the very essence of our group.

## Sponsorship for the Sainte Catherine institute in Avignon

As part of our commitment to the fight against cancer, our group has become a sponsorship of the **Sainte Catherine institute in Avignon**.

We are currently supporting two projects aimed at improving the quality of life of patients at Sainte-Catherine, to which we wanted to contribute:

### -Interception: Prevention program

Develop new screening and prevention methods to change the life and health trajectory of people at increased risk of cancer.

Sainte-Catherine implements the Interception program deployed by Unicancer, which is based on the identification of specific risks in people seen by outpatients or in hospital. During an "Interception day" organized at Sainte-Catherine, with awareness and education consultations and workshops, personalized and adapted prevention and screening follow-up.

### -Digital hospital: hospital "outside the walls"

Creation of a professional platform dedicated to out patient care. This multidisciplinary team at Sainte-Catherine will be responsible for monitoring and ensuring the safety of patients receiving oral therapy at home.

Hospitals will continue to play a pivotal role in the organization of oncology care, coordinating the cancer patient's treatment pathway in close collaboration with the local healthcare services to which patients are so attached, in order to ensure safe care at home.



# Ensuring ethical and responsible behavior

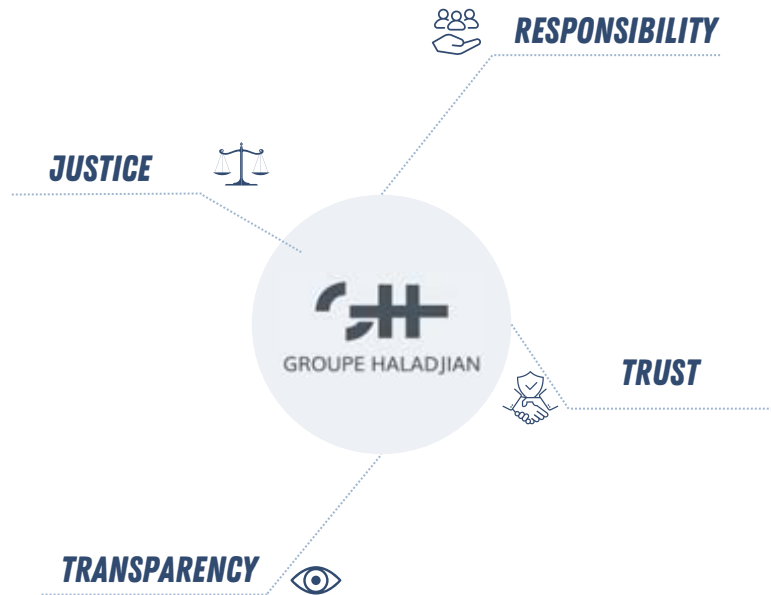
**B**usiness ethics and the fight against corruption are essential pillars for our Group, which is resolutely committed to formalizing communication and training on the systems already in place.

The Group's **Code of Ethics** has guided our employees in all of our subsidiaries, in our relations with all our business partners, since its introduction in 2019.

Published on our intranet, it provides a clear and precise framework to which everyone can adhere in order to respect our commitments to business ethics, notably through the **Global Compact**.

In 2024, we are stepping up our communication around this charter and improving its validation process to ensure greater adherence to and understanding of its principles.

A training module will be integrated into our **Halacademy** platform as part of the training program for new recruits, as well as the implementation of an alert and feedback system for non-conformities, facilitating their handling.



# Building and sustain

Finally, because there is no commitment without proof, we have established clear objectives supported by measurable Key Performance Indicators (KPIs) to concretely assess our ability to achieve our major lines of action.

We will communicate quarterly to our teams and annually to all our stakeholders on the progress made during the calendar year.

## ENVIRONNEMENT

### Emissions

	Indicator	Target	Horizon
Scope 1 & 2	Nbr eCO2	waiting for results	2030
Scope 3	Nbr eCO2	waiting for results	2030

### Waste and pollution

	Indicator	Target	Horizon
Non-hazardous waste generated	Nbr in ton	< 80 t	n+3
Hazardous waste generated	Nbr in ton	< 3 tonnes	n+3
Material recovery (recycling)	% on generated	50%	n+3
Non-compliant sorting at source	number of nc	0 N.C.	n+1
Local pollution incidents	number of incidents	0 incident	n+1

### Energie

	Indicator	Target	Horizon
share of renewable energy	% green energy on total consumption	50%	2030
Reduction of tertiary consumption	% discount	- 40% vs 2018	2030
Reduction consumption production (Gas, electricity, oil)	kW used / Cost of sales	- 30% vs 2018	2030

### Mobility

	Indicator	Target	Horizon
Theoretical fleet emissions	g CO2 average	- 50% vs 2018	
Fleet electrification	% of cars electrified	> statutory rate	n+1
Alternative commuting routes	% employees who use	15%	n+1

### Awareness

	Indicator	Target	Horizon
Green IT" days	% of employees sensitized	90%	n+3
Climate fresco animation	% of employees sensitized	90%	n+3

## SOCIAL

### Physical integrity

	Indicator	Target	Horizon
Serious accident = disability > 0%.	No. of serious accidents	0 Serious accidents	n+1
Fatal accident	No. of fatal accidents	0 Fatal accidents	n+1
Resolution of identified safety n.c. within 30 days	% avancement à 100%	80%	n+1
Risk awareness	% 1/4 hrs. performed	90%	n+1
Emergency awareness	% of employees trained	90%	n+3

### Equality, diversity

	Indicator	Target	Horizon
Proportion of women in the workforce	%	> branch rate	n+1
Proportion of women in management teams	%	> branch rate	n+1
Proportion of women in the leadership team	%	> branch rate	n+1
Professional equality index	Score	>= à n-1	n+1
Employees with disabilities	% of employees concerned	> to the statutory rate	n+3
Managers trained/aware of non-discrimination issues	% of managers trained	100%	n+3
Progress on action plans to promote diversity, equity and inclusion.	% advancement	100%	n+3

### Career

	Indicator	Target	Horizon
Total group headcount	Number	-	-
Workforce included in the reporting	Number	-	-
Average seniority	Years	-	-
Individual performance review and personalized career plan	% of employees benefiting	100%	n+1
Number of promotions	Number	-	-
Number of courses available	Number		
Achievement of the number of training hours recorded at the professional interview	% of hours worked	80%	n+1

### Well-being

	Indicator	Target	Horizon
Measuring absenteeism	Number	< branch rate	n+3
Social climate measurement	Yes/ No	Yes	n+3
Participation in social climate survey	% of employees responding to survey	90%	n+3
Employee representative bodies	% of employees covered by an IRP	100%	n+1









# ***CONTACT US***

## **PHONE**

---

 04 90 39 39 39


## **E-MAIL**

---

 [contact@haladjian.com](mailto:contact@haladjian.com)


## **WEBSITE**


---


 [www.haladjian.com](http://www.haladjian.com)

## **SOCIAL NETWORK**

---

 [@haladjian.group](https://www.instagram.com/haladjian.group)

 [@groupehaladjian](https://www.linkedin.com/company/groupehaladjian)

 [@groupehaladjian1463](https://www.youtube.com/channel/UCgroupehaladjian1463)