# CSR REPORT

2026

Caelis
Transformer l'essai



Edited

# CSR: A Catalyst for Transformation at Caelis



Esteemed partners, collaborators, and stakeholders,

2026 signifies a pivotal milestone for CAELIS. Our continuous growth and the rising expectations of our clients compel us to integrate CSR into the core of our strategy. It now serves as a true catalyst for performance, innovation, and appeal.

Our commitment is organized around three key priorities. The first pertains to minimizing our environmental footprint, propelled by significant initiatives such as DécarboClimatest and the energy optimization of our equipment. The second emphasizes the development of our teams, featuring an enhanced organizational structure and the integration of new talent to facilitate our growth. The third revolves around refining our governance, through the enhancement of our processes, oversight of our value chain, and the implementation of our forthcoming ERP system.

By 2026, we aim to achieve a 40% increase in revenue and a 25% expansion of our workforce. This objective underscores our commitment to accelerating growth while reinforcing our foundational principles.
Beyond the results presented, a collective dynamic is emerging. Our employees are dedicated, our clients are reaffirming their trust in us, and our partners acknowledge the robustness of our approach.

This trajectory persists with determination. Together, we are cultivating a more sustainable, efficient, and decidedly future-focused organization.

**Sébastien DELATTAIGNANT,**
**Managing Director of CAELIS.**

# Heaven in 2026

## Our identity

Founded in 2019, CAELIS specializes in the design, manufacture, and maintenance of high-precision climatic chambers in France, tailored for the most demanding environments. Our development is anchored in continuous improvement and mastery of the equipment lifecycle. Fueled by dedicated teams, our solutions integrate reliability, efficiency, and modernity. This dynamic enables us to cultivate more responsible technologies and offer long-term support to our clients.

## Our markets.

Our expertise is now articulated through three primary markets that shape our business.

**Pharmaceutical industry,**
where we assist laboratories and production facilities in managing their stability conditions in accordance with ICH requirements.

**Industry and research and development sector**
where we create enclosures tailored to diverse technical environments to facilitate testing and validation.

**Technology infrastructure sector and integrators.**
who depend on our promptness and proficiency to support their scientific engineering projects.

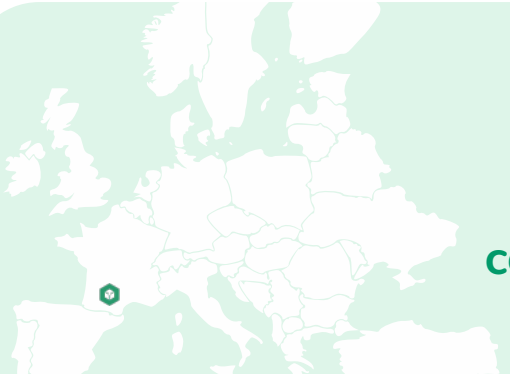
## KEY FIGURES

**4.2**
M€ in revenue (+52% compared to 2023)

**45**
Number of employees in 2025, comprising 7 dedicated to research and development.

**70**
% Manufactured in France (French Origin Guaranteed audit)

**100**
Percentage of profit reinvested in research and development



**"An idea holds little value without execution; our strength resides in converting the idea into tangible impact."**

**Arnaud Louis-Alexandre**

# Our value chain

**Upstream**

## Strategic procurement

Partners are chosen based on quality, reliability, and proximity. Key components are predominantly sourced from France and Europe, with 96% originating from the European region. Long-term technical relationships are established to guarantee performance and availability.

**Job**

## Design and Production

Integrated R&D: DécarboClimatest initiative in collaboration with the LTI academic laboratory in Amiens.
Production Manufactured in France: assembly, climate testing, internal quality assurance.
Specific solutions: walk-in chambers, solvent-filled enclosures, ATEX variants.

**Aval**

## Customer support and upkeep

Installation by our certified technicians in the area.
Preventive and corrective maintenance services across France. Fifteen regional technicians. More than 2,500 pieces of equipment serviced at client locations.

# Our stakeholders.

**INTERNS**

- **45 employees:** Research and Development, production, metrology, after-sales service, and support teams
- **Management and shareholders:** governance pertaining to the industrial and low-carbon strategy
- **Field teams:** After-sales service technicians, installers, and metrologists engaged directly with customers.
- **Representative bodies:** employee representatives and safety officer

- **EXTERNAL**
- **170 B2B clients:** laboratories, manufacturing facilities, and R&D centers in France and abroad.
- **10 strategic suppliers:** specialized and situated within 100 km of Caelis.
- **Institutional partners:** France Relance, Occitanie Region, Bpifrance, LTI Amiens, CEA
- **Territory and local ecosystem:** regional authorities, economic stakeholders, industrial networks

# OUR CORPORATE SOCIAL RESPONSIBILITY STRATEGY

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CAELIS has evolved in tandem with discerning clients and swiftly expanding teams. In an environment characterized by innovation, industrialization, and a **transition to low-carbon** practices, it has become imperative for us to formalize our CSR strategy.
This reflection has enabled us to discern **our priorities** and the **necessary actions** to enhance **our social performance**, **governance**, and e**nvironmental impact.**
This document outlines these aspirations along with the commitments that will steer our development in the years ahead.

## The Corporate Social Responsibility performance pathway

To implement a systematic and tangible approach, we engaged in the CSR Performance Pathway, a collaborative initiative spearheaded by the Occitanie Region and its economic development agency Ad'Occ, in partnership with Altermès and KPMG.

# Our phases of work




Identification of the strategic challenges associated with our operations, encompassing economic, social, and environmental dimensions.
This step enabled us to examine the situation objectively and to determine our priorities.

Development of a pragmatic and actionable plan, centered on our performance levers.
The objective is to organize the approach and incorporate CSR into our corporate strategy.

Formalizing and advancing our commitments through a non-financial report.
An initial step to communicate our vision and demonstrate our progress.

# Environmental Foundation

## Energy efficiency and innovation

Confronted with escalating customer expectations and the environmental implications of climate control systems, CAELIS has initiated a process to minimize the ecological footprint of its equipment and operations. Climate innovation, energy efficiency, and resource management are central to our strategy.

### Our challenges

- Minimize the carbon footprint of our equipment.
- Minimize our energy and water usage.
- Enhance resource efficiency and minimize waste.
- Incorporating eco-design into our future initiatives.

## Our actions

### Energy and Climate

- Advancement of the Decarbo-Climatest initiative (reduction/elimination of refrigerants)
- Energy optimization of enclosures: regulation, ventilation, and cooling systems.
- Ultrasonic humidification: decreased water and energy consumption

### Resources and waste management

- Sorting and recycling of electronic waste
- Enhancing longevity through maintenance and enhancements
- Incremental digitization of documents and processes

## Key metrics

**70%**

**The carbon footprint of a climate chamber is associated with its refrigerant.**

**500 Kg**

**Reclaimed refrigerant gas**

## Upcoming initiative

- Industrialization of the Decarbo-Climatest Technology
- Measuring and monitoring consumption in forthcoming product lines.
- Advancement of predictive maintenance through artificial intelligence

# 2/ Social Pillar

## Attractiveness, development, and team involvement

In a market where technical skills are in high demand, we regard our teams as our most valuable asset. By fostering skills, safety, and quality of work life, we reinforce our commitment to becoming a dedicated and esteemed employer in our region.

### Our challenges

- Attracting talent in an environment characterized by a high demand for technical skills
- To provide an inspiring and organized work environment.
- Cultivating competencies and fostering professional growth
- Enhancing transparency and fostering internal trust
- Promoting equity and value distribution within the organization.

## Our actions

**Appeal and Commitment**

- Employer brand development: content aimed at prospective talent, advocating for the profession
- Enhanced integration: welcome package, employment exploration initiative, follow-up for newcomers

**Development and Engagement**

- Structured annual and professional interviews to establish career development pathways.
- Enhanced team engagement through consistent information dissemination and active participation in internal projects.

**Equity and Inclusion**

- Enhanced transparency: regular internal meetings and improved accessibility of documentation

## Key metrics

**+75 %**
Growth in personnel over a two-year period

**5/5**
Onboarding Note

## Upcoming initiative

- Enhancing our employer brand to draw in new talent.
- Enhance the framework for training and career development pathways.
- Implement an incentive program and enhance internal communication.

# 3/ Governance Framework

## Operational excellence and accountability

In a continually evolving technical and regulatory landscape, we are enhancing our governance to safeguard our operations, anticipate requirements, and cultivate a lasting relationship of trust with our partners.

### Our challenges

- Ensuring outstanding regulatory compliance in a dynamic technical landscape
- Enhancing cybersecurity and safeguarding data protection
- Cultivating accountable and transparent partnerships with our collaborators.
- To reinforce our local connections through partnerships with regional institutions.

## Our actions

**Compliance and Regulatory Standards**

- Development of a novel refrigeration production system that adheres to the latest standards.
- Engaging in proactive regulatory oversight to foresee industry advancements.

**Cybersecurity and Information Systems**

- Recruit a committed IT staff member and implement security tools.
- Conduct penetration testing to assess the strength of our security measures.

## Key metrics

**100%**
Digital technical documentation

**0**
Significant cyber incidents

## Upcoming initiative

- Develop an innovative refrigeration production system to proactively address forthcoming regulations.
- Enhance the IT department through targeted recruitment and cybersecurity assessments (penetration testing).
- Establishing a CSR/Governance committee comprising essential departments
- Collaboratively developing projects with the Region and BPI, focusing on industrialization and innovation.

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