SHIPPEO CSR POLICY

Content

Executive Summary

Shippeo's Corporate Social Responsibility (CSR) policy includes core principles based on the three ESG pillars (Environmental Sustainability, Social Responsibility, and Ethical Business Practices) and supports 13 out of the 17 UN Sustainable Development Goals. To reach our objectives, we have created an Internal CSR Committee which gathers volunteers, Shippians, and executive sponsors.

Mission

The Shippeo Corporate Social Responsibility (CSR) Policy aims to establish clear guidelines and practices for promoting sustainability, minimizing our environmental impact, and creating a safe, diverse, and inclusive workplace environment for our employees.

Intent

The world is changing… all stakeholders are better informed and now embrace social and environmental standards in their daily work and lives. Shippeo aims to create economic sustainability while behaving in an environmentally and socially responsible way. Our Corporate Social Responsibility program (CSR@Shippeo) is our commitment and integration of responsible business practices into Shippeo's operations and decision-making processes. Our program CSR@Shippeo involves all stakeholders of our ecosystem, from employees, customers, and users to suppliers and partners.

Core Principles

The core principles of Shippeo's CSR policy include the following:

1 Environmental Sustainability
Shippeo's impact on the environment and ecological issues

The Environment
Reducing the negative impact on the environment and integrating responsible behaviors, especially with regard to responsible procurement and supply chain management.

360° thinking
Ensuring a comprehensive approach to Shippeo's different daily operations and facilities to reduce the overall environmental footprint.

Data measurement
Creating an environmental management system to measure Shippeo's impact and facilitate the setup of KPIs to create and monitor reduction targets.

2 Social Responsibility
Commitment to making a positive difference in society

The law
Complying with legislation regarding human rights, working conditions, and non-discrimination. Access to a working environment that respects laws.

Employees
Creating a healthy workspace conducive to employee development, such as well-being, diversity and inclusion, health, training, professional development, and safety.

Community
Taking into account external stakeholders such as customers, Shippeo's direct community, and any indirect communities that may be affected by our choices.

Philanthropy and Giving Back
Engagement in philanthropic initiatives and donating a portion of resources, such as money, products, or employee time, to charitable causes and nonprofit organizations. This can include grants, volunteering programs, or in-kind donations.

3 Ethical Business Practices
Conducting business in an ethical and responsible manner

CSR Report
Presenting Shippeo's CSR strategy, our commitments, and the sustainable actions undertaken.

Responsible Governance
Strong corporate governance structures and practices that prioritize ethical decision-making, accountability, and stakeholder engagement; aligning business strategies with long-term sustainable goals and considering the interests of all stakeholders, including customers, employees, shareholders, and the wider community.

Accountability and Measurement

We want to be a force for positive change and we acknowledge that:

- **While economic profit remains important, we recognize the significance of sustainability. We strive to balance financial success with environmental responsibility and social impact**

- **We are accountable for the consequences our business has on both society and the environment.**

With these realizations, we believe that our contribution towards creating a sustainable future should be data-driven and rely on an extra-financial analysis of the three ESG pillars (Environmental, Social, and Governance).

Therefore, we conduct annual carbon footprint assessments to measure our emissions. Our objective, informed by our 2022 carbon assessment, is to achieve a 70% reduction in greenhouse gas emissions per unit of economic output by 2026.

In addition, our sustainability strategy has been developed using the Net-Zero project framework and the Science-Based Target (SBTi) initiative. You can access our latest Carbon Footprint Assessment here.

Furthermore, we annually complete an assessment of our business sustainability practices through EcoVadis, a third-party sustainability assessment platform. The EcoVadis assessment includes 21 sustainability criteria across four core themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

CSR committee

We want to implement a program that has a real impact on our collaborators and to which they can contribute to develop and grow.

The Shippeo CSR Committee is dedicated to fostering a responsible, sustainable business approach that aligns with the company's mission and values.

The committee meets bi-weekly to review ongoing initiatives, align on strategic direction, make key decisions, and define the next steps.

Reporting regularly to the executive team and steering committee, the CSR committee also shares its goals and achievements with the entire company during quarterly all-hands meetings.

BRICE HUA
VP Product & Co-Founder
- Executive Sponsor
Ensures that the CSR vision and roadmap support and reflect Shippeo's overarching strategic goals.

AURÉLIA MAGRON
Culture & Engagement Director
- Program Leader
Drives the identification and implementation of CSR initiatives across the organization.

JULIA OVERMARS
SVP People
- CSR Strategy Lead
Ensures that CSR initiatives resonate with Shippeo's culture, values, and internal operations.

Notable Achievements and Roadmap

We support the [UN Sustainable Development Goals](#) and take action on the following ones:

UN GOALS	Our achievements	Our commitment
1 **No poverty**	Having over 90% of permanent contracts in our workforce.	Maintaining a high ratio of permanent contracts in our workforce.
3 **Good Health and Well-Being**	Implementing mechanisms to promote social dialogue and supporting employees' well-being, health, and work-life balance.	Improving our employees' well-being, health and work-life balance.
4 **Quality Education**	Guaranteeing equal treatment of all employees in accessing training, career advancement (promotion - mobility), and compensation.	Defining a clear career path for all our employees.
5 **Gender Equality**	Ensuring equitable access to training, advancement, and promotions for all genders, supporting all parents' work-life balance, raising awareness of gender equity and women's leadership, tracking gender KPIs across the company, and promoting inclusive hiring.	Increasing our gender parity score and promoting women's leadership.
7 **Affordable and Clean Energy**	Using low carbon electricity and promoting green ways of transportation.	Reducing our electricity consumption.
8 **Decent Work and Economic Growth**	Allowing employees to become shareholders of the company.	Increasing our employees' retention and keep on implementing measures to reduce occupational risks in order to improve the health and safety of our employees.

GOALS	Our achievements	Our commitment
9 Industry, Innovation, and Infrastructure	Using responsible web hosts.	Reducing the environmental impact of our IT infrastructures a using durable electronic equipment.
10 Reduced Inequalities	Tracking and monitoring demographics KPIs (age, seniority, gender) in our workforce, implementing a disability program, and joining global initiatives (UN Compact, Women's Empowerment Principles).	Raising awareness on diversity and inclusion and creating a diverse and inclusive workplace.
11 Sustainable Cities and Communities	Reducing our waste and partnering with local associations.	Maintaining territorial anchoring by partnering with local associations and participating in regular local solidarity actions.
12 Responsible Consumption and Production	Ensuring environmentally friendly workplaces	Raising awareness on carbon footprint toward all our stakeholders.
13 Climate Action	Offering remote work for all employees, reducing the environmental impact of our professional trips, raising climate awareness with internal climate workshops, and adopting sustainable procurement practices.	Fostering a sustainable and environmentally responsible workplace by implementing eco-friendly initiatives.
16 Peace, Justice and Strong Institutions	Implementing a governance system that aims to secure personal and sensitive data and having CSR integrated into our strategy.	Training our employees in the code of ethics.
17 Partnerships	Implementing mechanisms to consult our stakeholders	Communicating about our CSR engagement to all our stakeholders and formalizing a responsible purchasing policy that incorporates CSR criteria.