



# CSR REPORT

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Korus Group 2023

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# 01 The Editorial

“

In a constantly evolving world, where social, environmental, and economic issues are more interconnected than ever, the time calls for responsible and committed action. As a company, we are aware of our crucial role in building a sustainable and balanced future for present and future generations.

At Korus Group, commitment is ingrained in our DNA. Since our inception, we have placed the desire to act for the common good at the heart of our existence. Today, this commitment remains steadfast.

Social balance is for us much more than just an objective: it is a cornerstone upon which our commitment to our employees, partners, and the communities in which we operate is built. We strive to create an inclusive work environment where everyone feels valued and respected, diversity is encouraged, and opportunities are accessible to all without discrimination.

Respect for the environment is also one of our priorities. Aware of the climate urgency facing us, we are committed to reducing our ecological footprint, adopting sustainable practices throughout our value chain, and actively working towards a transition to a circular and low-carbon economy.

Economic integrity guides each of our decisions. We believe that the sustainable success of a company relies on impeccable conduct, respectful of the strictest ethical standards. We are committed to conducting our business transparently, responsibly, and sustainably, ensuring long-term value creation for all our stakeholders.

”



**Charles MARCOLIN**  
*Président de Korus Group*

# 02 Korus Group in figures

## Our expertises



CONSULTING



DESIGN  
& BUILD



FURNITURE



POST OCCUPANCY  
MAINTENANCE

## Our key figures

Each year

**500**

Projects worldwide

**1991**

Date of creation

**18**

Locations

**295**

Employees

**9**

Target markets



# Korus Group worldwide

## HEADQUARTERS

La Murette (France)

## REGIONAL DIRECTIONS IN FRANCE

Bordeaux | Lille | Lyon | Marseille | Paris | Quimper |  
Rennes | Strasbourg | Val d'Europe

## LOCATIONS IN EUROPE

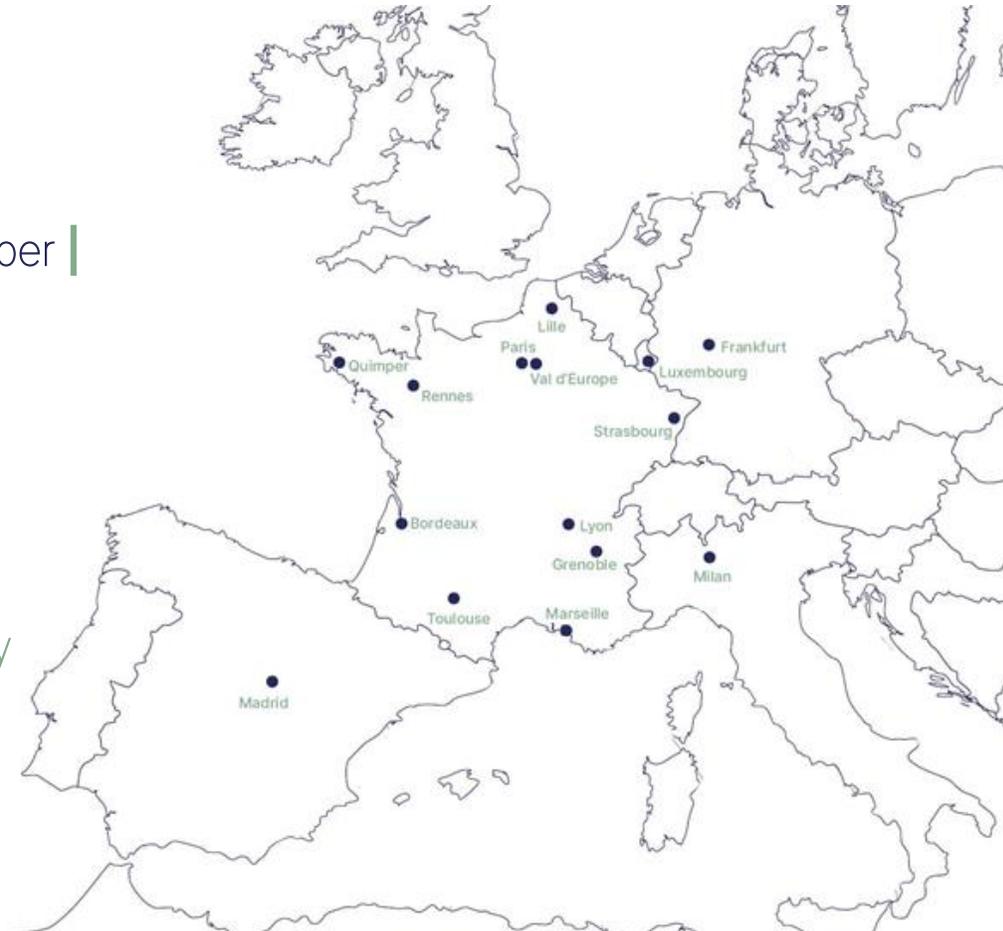
Frankfurt | Luxembourg | Madrid | Milan

## LOCATIONS OUTSIDE EUROPE

Kuala Lumpur | Melbourne | Singapore | Sydney

## PARTNERS

London | New York



# 03 Our CSR approach

Korus Group has been built around strong values. They guide our actions as responsible entrepreneurs and our behaviors. Our CSR commitment is based on 3 key axes:

1

## Social balance

"To lead by example in our daily actions for fairness, health, safety, and diversity."

- **Training and awareness on occupational risks**
- **Offering our clients solutions based on the well-being and satisfaction of their employees**

2

## Environmental respect

"Contributing to the preservation of our resources by adopting responsible behaviors."

- **Reducing the energy consumption of our premises**
- **Eco-designed premises (Korus Group headquarters - The Hangar)**
- **Sustainable Procurement Charter**
- **Valorization of construction waste**

3

## Economic integrity

"Contributing to the dynamism of local ecosystems by being integral with all stakeholders."

- **Code of Conduct**
- **Several philanthropic actions**

# Collaborative approach at the heart of our CSR strategy

"The CSR Steering Committee meets every 6 weeks with the objective of:

- Defining the Group's CSR policy
- Validating the CSR action plan and defining priority actions
- Validating documents/deliverables drafted by the CSR manager

In 2023, the CSR Steering Committee, led by Anne Fuynel, is strengthened to promote the CSR approach within each Department of the group. Representatives from Korus Group Consulting and the Operational Services Department are added.

At the same time, we strengthen our collaboration with international teams to prepare for the new European CSRD directive."

# THE TEAM



**Hind BOUALEM-ETTOUIL**  
*QSE Director*



**Valérie DOIGNON**  
*Assistant Director  
LBC by Korus Group*



**Laurie FAYARD**  
*Marketing Project Manager*



**Anne FUYNEL**  
*Marketing & Communication  
Director*



**Valérie GRAMBIN**  
*Legal Director*



**Clémentine LABAUNE**  
*HR Manager*



**Caroline LENAIN**  
*Workplace Consultant &  
Circular Economy Project  
Manager*



**Nicolas NOIR**  
*Operational Services Director*



**Dimitri PRUVOT**  
*HR Director*



**Stephanie THUILLIER**  
*Marketing Assistant  
LBC by Korus Group*

# Evaluation & Certifications



**Member of the United Nations Global Compact**

**A CSR performance reassessed annually**

To ensure transparency in its CSR approach, Korus Group has submitted to the numerous evaluation criteria of the EcoVadis platform. The percentile score is equal to or higher than 93% of all companies evaluated by EcoVadis. This confirms our ranking within the top 10% of companies in our sector with an overall score between 65 and 85/100.



**Our Italian subsidiary is certified ISO 9001, 14001, and 45001.**

Since 2019, we have had our Quality policy certified and hold the ISO 9001 certification.

The ISO 14001 and ISO 45001 certifications were obtained in May 2023.

With the acquisition of the ISO 14001 certification, we commit to defining key performance indicators to achieve and implementing necessary actions within our internal processes to meet this objective.

# Memberships

## Global Compact

Since February 2021, Korus Group has been a member of the Global Compact and fully adheres to the 10 principles.

Mandated by the UN, the Global Compact aims to be the catalyst and facilitator of corporate commitments, actions, and innovations. Its objective is to translate the Sustainable Development Goals (SDGs) to businesses by integrating them into their approach. Among the 17 SDGs, Korus Group is currently involved in the following:



- 1 Businesses should support and respect the protection of internationally proclaimed human rights and
- 2 make sure that they are not complicit in human rights abuses.

- 7 Businesses should support a precautionary approach to environmental challenges,
- 8 undertake initiatives to promote greater environmental responsibility and
- 9 encourage the development and diffusion of environmentally friendly technologies.

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
- 4 the elimination of all forms of forced and compulsory labour,
- 5 the effective abolition of child labour, and
- 6 the elimination of discrimination in respect of employment and occupation.

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.



# Memberships



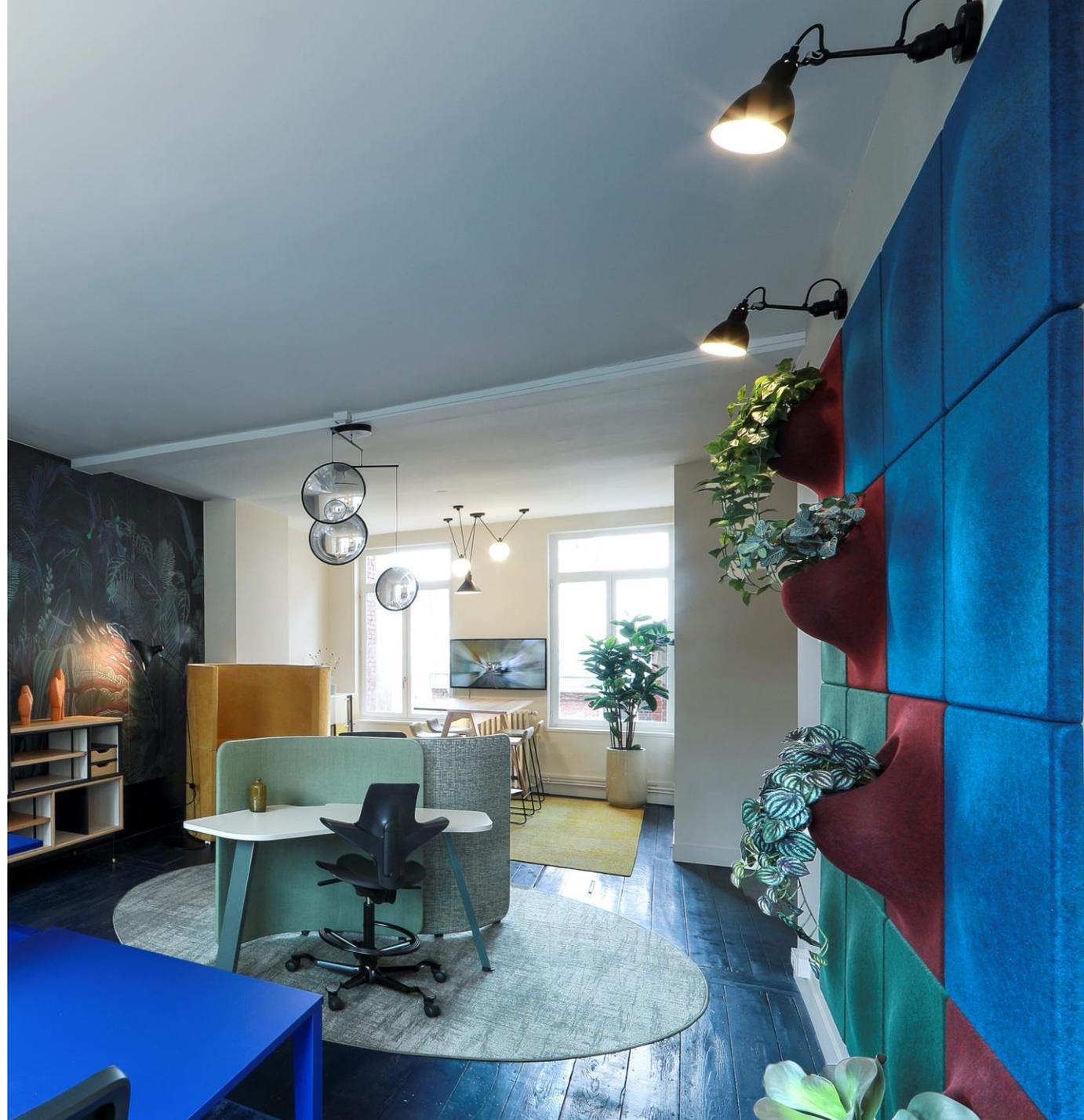
## Member of French Business Climate Pledge

The French Business Climate Pledge is a voluntary initiative led by MEDEF (Mouvement des entreprises de France) and its partners. Its goal is to mobilize French businesses for the transition to a low-carbon economy and the fight against climate change.

# 04 Our CSR policy

## 1 Social balance

*“Exemplary on a daily basis for equity, health, safety, and diversity in the workplace.”*



# Korus Group Consulting Team



Korus Group develops and implements an approach to space transformation inspired by a form of ethics, that of 'care.' We offer our clients the opportunity to create spaces that care for people, the planet, and their ecosystems. The concept of 'care' thus serves as the foundation for a unique approach to consulting and space transformation. Let's review three new initiatives implemented in 2023:

- **Gestures and Postures Training**
- **Triple Footprint - see page 28**
- **Ecocycle Label - see page 30**

# Training on Gestures and Postures

This training, provided on the day employees move into their new workspace, aims to raise awareness among staff about the risks of office work, particularly musculoskeletal disorders (MSDs), which, without preventive measures, can ultimately lead to work disability. This training also enables employees to learn how to properly use their new environment and furniture, including adjusting their workstation.

## The training steps are as follows:

- **STEP #1 AWARENESS**
  - Understanding MSDs, their mechanisms of occurrence, the risks of working with screens.
  - 1-hour presentation/group of 20 people.
- **STEP #2 LEARNING**
  - Learning how to adjust one's workstation.
  - Learning good practices in the office.
  - Workstation training. 30/45 min/group of 10 people.
- **DELIVERABLES**
  - A summary booklet of the training with all the steps to adjust one's workstation.



## Example with Groupama:

The training was delivered on September 12th, 2023, and September 14th, 2023, in Lyon following a layout service.



**Groupama**

**+ 40**  
Groupama  
employees trained

# Skills development

## Workplace First Aid Training

The Workplace First Aid Training is aimed at any employee who wishes to contribute to the prevention of occupational hazards in the company and effectively intervene in the event of a workplace accident, without any specific prerequisites.

In 2023:

- 13 initial training sessions
- 8 refresher courses

Total:

**21** Korus Group  
employees trained



# Training in life-saving techniques (Global Heart Watch)

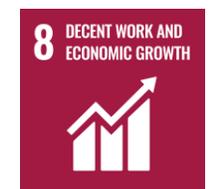
We had the pleasure of welcoming the Global Heart Watch association on Tuesday, December 5, 2023, in La Murette, for two awareness sessions on cardiac arrest. The program included an initial hour of information followed by a second hour of demonstration of life-saving techniques with participants practicing.

In total, 23 employees attended these sessions.

This initiative is part of Korus Group's sponsorship, which has been supporting the Global Heart Watch association since 2022. Its goal is to raise awareness among the population about life-saving techniques and support scientific research in the field of heart health.



# Diversity and inclusion



## Percentage of women in the workforce: 61.21%

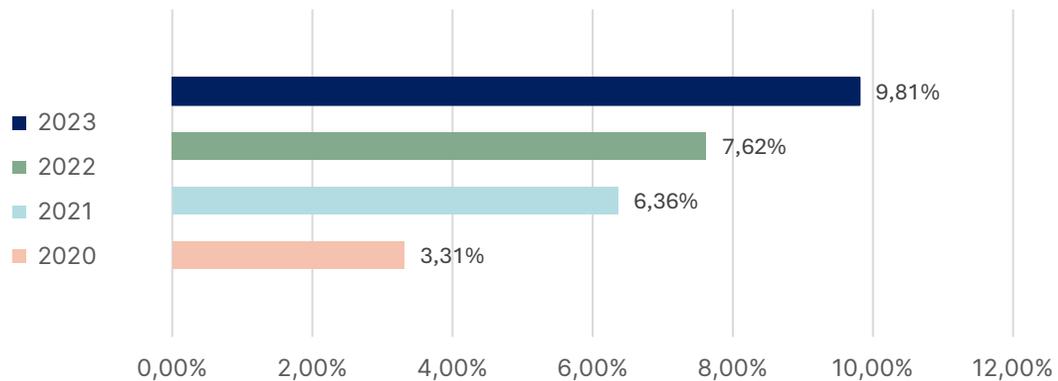
- 30% of women in the Management Team (6 women / 14 men)
- 15% of women hold managerial positions

## Number of interns:

- 20 interns welcomed in 2023 at Headquarters and in Regional Directions

## Number of apprentices:

- 21 apprentices in 2023
- A special integration day organized for the apprentices





## What is the Gender Equality Index?

The Gender Equality Index was designed as a practical tool to advance gender equality within companies.

The index, calculated on a scale of 100 points, is composed of 4 indicators (for companies with fewer than 250 employees):



Gender pay gap



Distribution gap of individual pay raises



Number of female employees receiving pay raises upon return from maternity leave

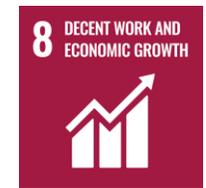


Gender parity among the top 10 highest earners



**89/100**

# Discovery and Sharing Integration Day

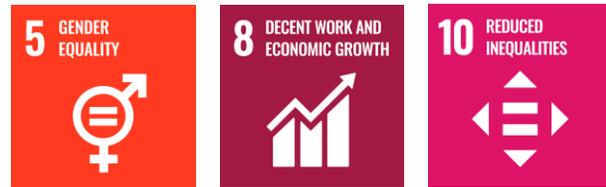


31 employees participated in the 'Discovery and Sharing Integration Day' in 2023.

They were spread over 3 days, including a special day for apprentices.



# Spring 2023 Job Fairs



## Déclic Passion Career Forum

Intervention by the HR Team of Korus Group at the Déclic Passion Career Forum aimed at middle and high schools. The objective is to contribute to changing perceptions from an early age to promote technical professions for women and foster vocations.

## Apprenticeship Forum

Participation of the HR Team of Korus Group at the Apprenticeship Forum in Voiron.

<https://www.opco-atlas.fr/agenda/forum-alternance-voiron-voiron-mars-2024.html>



# Communities

Establishment of Communities bringing together individuals in the same profession who wish to exchange their successes and challenges.

## 5 professional communities

- Assistants
- Architects
- Economists
- Commerce
- Project managers



## Mission & Objectives

- ✓ Promoting the 2Ps: Sharing & Progress
- ✓ Suggesting and finding solutions for resource sharing
- ✓ Better integrating new Korusians
- ✓ Addressing fundamental and structural questions (tools, training plan, progression, deliverables, etc.).

How do these communities come to life?



Teams groups

Thematic meetings

In-person meetings



### A community manager

- Being the point of contact for domain-specific information
- Initiating exchanges/animating
- Being the relay for the resource marketplace
- Promoting sharing and best practices.



# Creation of a Market Place

In August 2023, the Human Resources Department established a Marketplace (phase 1) with the following objectives:

- Implement a digitized tool with a validation workflow for all workforce requests (phase 1)
- Develop a simple and efficient process for resource pooling (phase 1)
- Have a qualified database of external providers/freelancers, etc. (phase 2 - end of 2023)

All workforce requests, regardless of type (resource pooling, recruitment of fixed-term contracts/permanent contracts/apprentices, temporary work, and service contracts > 3 months), are now submitted via a workforce request form.

In the case of resource pooling, the workforce request is automatically redirected to the relevant community in addition to being submitted to each Regional Direction.

To support employees in the deployment of this new tool, an operating procedure has been developed.

# Partnership with the Kodiko Association

## Reintegration and Support

The North-East Regional Direction of Korus Group has partnered with the Kodiko association to support refugees.

The association's objective is to help refugees familiarize themselves with professional and cultural codes and facilitate their reintegration into the business world and society as a whole.

The Regional Direction launched this pilot program in Strasbourg, with an initial commitment of six months.

The first person to benefit from this program is Raison Obalolayama, whose journey and skills are an inspiration to us all.

This initiative was a great success as Raison found a job in his field of expertise at SNCF, matching his skills and aspirations perfectly - in just 5 months.

Learn more about the association:

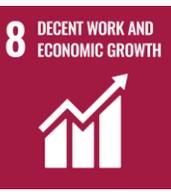
<https://www.kodiko.fr/>



Raison Obalolayama

# In Italy, actions in favor of social balance are multiplying

- Program for Female Leadership led by Anna Stegagnini, International Business Development Director - Community Female Leadership
- Cross-mentoring program for 3 female employees - Incontro Kick off mentee
- Consultation with a psychologist for support on work and career-related issues
- Questionnaire to assess the level of internal communication and identify areas for improvement
- Consultation program to identify areas for improvement
- Internal events (average of 1 per month)
- Team building activities (2 per year) to enhance engagement and teamwork skills
- Individual interviews with all team members
- Martina Marini joins the Management Committee and leads a team of 6 people
- 1 new intern confirmed as a full-time employee at the end of their training period (6 months)
- 38% of women in the Italian team, with 10% in leadership positions
- Fourth quarter of 2023: conducting a test to define the rules of smart working approach. Implementation planned for 2024.



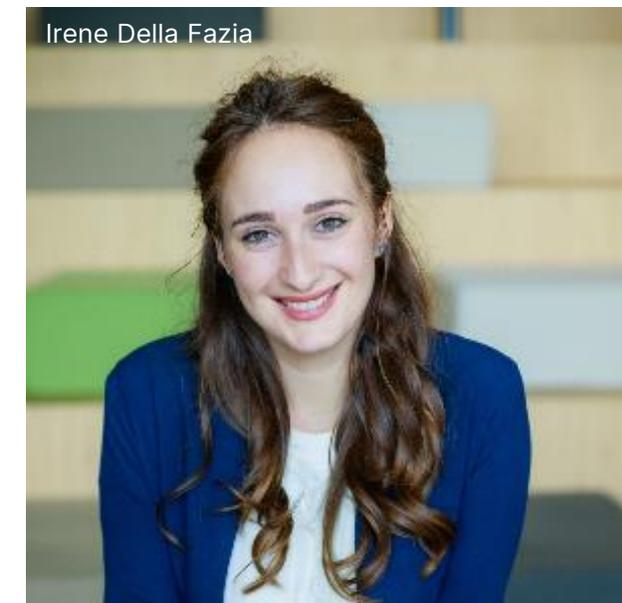
Federica Ciani



Anna Stegagnini



Martina Marini



Irene Della Fazio

# Health and safety: an absolute priority at Korus Group

## Audits & site visits

The QSE (Quality, Safety, and Environment) service visits construction sites as part of the deployment of the health and safety policy.

## Objective

# 0

**Work accident**  
across all our operations

## On the agenda:

- Site visit/audit
- Awareness-raising for all stakeholders through safety and environmental briefings
- Evaluation of the site using an internal evaluation grid

EVALUATION QSE ADP 24/01/2023

Following each visit, the construction team receives an illustrated visit report suggesting areas for improvement, as well as the overall rating of the site and the safety briefing attendance certificate.

## Security Charter

We constantly strive to make our development and renovation activities safer, improve the ergonomics of our workstations, and train and raise awareness among both employees and subcontractors.

Our safety approach is based on the following health and safety commitments:

- Controlling risks and ensuring prevention of incidents/accidents.
- Embedding a safety culture and strengthening safety leadership among all managers.
- Preserving our health and promoting quality of work life.
- Ensuring our partners comply with safety requirements.

The health and safety commitments of Korus Group are reflected in the establishment of prevention standards.

LIEN CHARTE SECURITE



# Health and safety: an absolute priority at Korus Group

## Audits & site visits

The health and safety commitments of Korus Group are reflected in the establishment of prevention standards:

- Management
- Individual
- Technical

**KORUS GROUP TECHNICAL STANDARDS**

LIGHTING

- Compliant lighting of traffic areas / platforms / emergency exits (BAES)

COACTIVITY

- In the event of co-activity: delimit work areas, mark out marked access points, define operating procedures in advance.

ELECTRICITY

- Use compliant electrical box, reel, cabling, extension lead (25m max)

MANUAL HANDLING

- Carrying individual loads is limited.
- Adapt appropriate operating procedures for transporting materials and equipment.

MECHANICAL HANDLING AND LIFTING

- Use verified and compliant lifting equipment (slings, chains, hoists, etc.).

**KORUS GROUP MANAGEMENT STANDARDS**

SAFETY TALK

- At least once a week, the site manager calls a meeting of the teams present on the site to take stock of any malfunctions observed.

HOME ST SHIFT BRIEFING

- Delivery of the KORUS site welcome booklet before work starts. The welcome booklet must include the PIC and contact details of the RT. Carry out a site visit and remind employees of QSE requirements.

QSE EXCHANGE VISIT

- The RDs carry out a periodic site visit with the project manager to check compliance with health and safety grid standards.

QSE CONTROL

- Inspect our partners' services during execution, in accordance with defined criteria and execution plans.
- Analyze our partners' self-controls.

**KORUS GROUP INDIVIDUAL STANDARDS**

SHARED VIGILANCE

- I make my safety and that of my colleagues my priority.
- When I see a risk to myself or my colleagues, I react: I stop, analyze the situation and correct it or have it corrected immediately.

EPI

- Wear PPE (helmets, safety shoes, HV vest, earplugs, gloves, mask) as soon as you enter a worksite.

VIGILANT TRAVIL

- Rester vigilant lors des trajets (chantier, domicile, agence, client...).
- Ne pas se laisser distraire par une autre activité quand je me déplace dans un environnement à risque.
- Utiliser les accès et les zones de circulations dédiées et sécurisées.

WORKSITE CLEANLINESS

- Remain vigilant during journeys (worksite, home, agency, customer...).
- Don't let yourself be distracted by another activity when moving around in a high-risk environment.
- Use dedicated, safe access and circulation areas.

ECOGEST

- Respect the waste sorting system set up on site.
- Turn off taps after use.
- Turn off heaters and lights before leaving the site.

ALCOHOL & DRUGS

- Respect the Highway Code thresholds:
  - 0.5g/l
  - 0.2g/l for machine operators

**KORUS GROUP TECHNICAL STANDARDS**

COLLECTIVE PROTECTIVE EQUIPMENT

- Use and maintenance of collective protection equipment: guardrails, hopper protection, HERAS barriers, beaconing, source extraction.

EQUIPMENT AND MATERIALS

- Machines and equipment used are in compliance, checked and in good condition.
- Machinery may not be used without the required qualifications and authorizations (CACES, training, etc.).

CHEMICAL PRODUCTS

- Use of less harmful, eco-labeled chemicals.
- Compliance with safety data sheets (SDS).

HOT-SPOT WORK

- Before starting a spark-generating task, make sure you have:
  - a fire permit
  - a fire extinguisher close to my workstation
  - a fireproof tarpaulin if I'm near traffic areas

WORKING AT HEIGHT

- Use only stable, compliant work platforms (scaffolding, gazelle, nacelle, etc.).
- Do not use stepladders or ladders except in confined spaces (technical or sanitary areas, etc.).

# Indicators of major actions in 2022-2023

## Social balance

"Exemplary in promoting equity, health, safety, and diversity in the workplace."

THEMES & SDGs	INDICATORS	2022	2023
	Gender equality index	85	89
	Gender Diversity (percentage of women in the company)	60,09 %	61,21 %
	Skills Development: Number of individuals trained	189	222

# 04 Our CSR policy

## 2 Environmental respect

*"Contributing to the preservation of resources through responsible behaviors."*



# Triple footprint



Korus Group proposes to assess a building's footprint in terms of economic, environmental, and social aspects to objectively determine the best renovation plan for an organization.

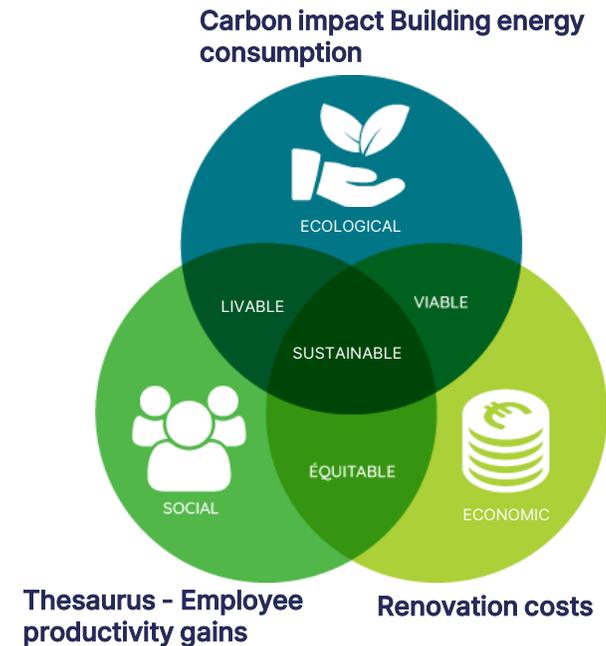
This evaluation is based on 4 metrics:

- Building cost
- Carbon footprint
- Energy consumption savings
- Utility value

These 4 metrics are converted into the same unit: the euro.

Thus, we can analyze the relevance of a scenario not only in terms of economic aspects but also in terms of social and environmental aspects.

Co-developed by a business hub including Korus Group and institutes; led by IFPEB (French Institute for Building Performance), the assessment of a building's utility value is a component of its intangible value (or non-accountable wealth). It is generated by its technical, functional, and centrality performances. It evaluates the performance gain of an employee in relation to their working environment.



"We need to move from CSR that is told to CSR that is counted and that ultimately enables action." GOODWILL MANAGEMENT

# Deliverable example:

Visualization of 3 scenarios quantified in euros.

## Financiarisation triple empreinte vs Capex

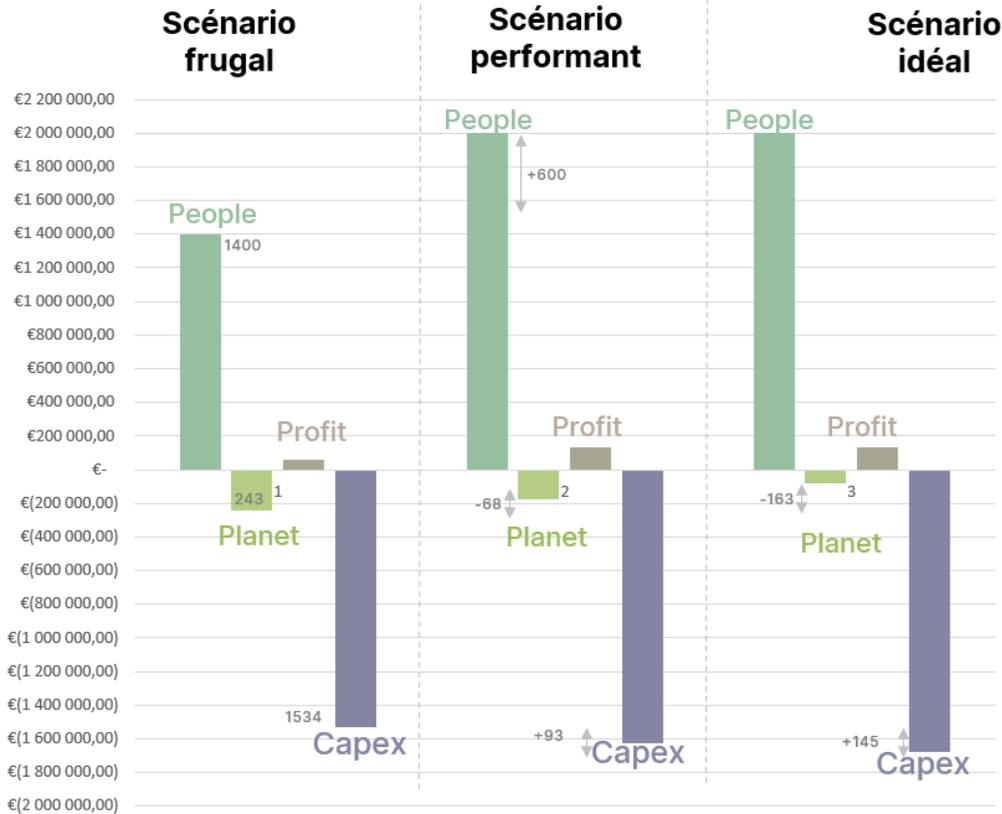
**People:** résultats VU, delta de productivité de l'ensemble des collaborateurs par rapport au SL actuel (€/an)

**Planet:** dette carbone en tonne valorisée en € (100€/tonne) (non amorti suivant le principe ACV)

**Profit:** gain de consommation énergétique par rapport au SL actuel (€/an) - OPEX

**Capex:** Investissement global amorti

- Bati + réseaux en « dur » = 25ans
- Agencement = 12ans
- Equipements intérieurs (mobile) = 5 ans (€/an)



# Ecocycle Label

The Ecocycle label, designed by SOCOTEC, plays an essential role in reducing the environmental impact of the construction and real estate sector by promoting a circular economy approach. Korus Group was the first partner to commit to this initiative, particularly in the field of interior design.



This label is based on four pillars:

- Eco-design through principles of adaptability, longevity of created spaces, and optimization of surfaces
- Responsible economy founded on local and committed actors
- Material reuse, whether for clearing the space or reintegrating reused furniture into the new project
- Waste recycling.

The Ecocycle label enables companies to valorize their circular economy approach.



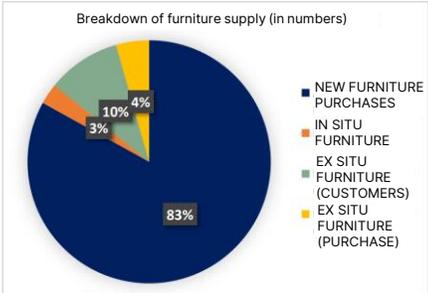
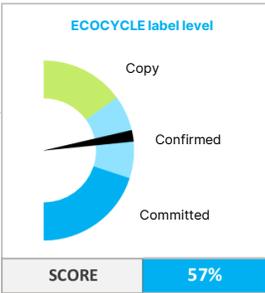
# An example of a project pursued for intermediate level certification:

**« BD On bouge » Project in Eybens (France)**  
Renovation of a 3000m<sup>2</sup> office floor.



Sustainable sourcing:

- Acoustic cabins manufactured in Annecy using Douglas fir wood from certified PEFC forests in Auvergne.
- Furniture made from 60% recycled cardboard, manufactured in Auvergne (Orika!).
- Partially renovated and reused carpets on-site (Orak).
- New carpets made from polyamide fibers recycled from fishing nets, manufactured in France (Balsan).
- Reconditioned office furniture supplied by a local actor (1001 Buros).



**17%** Reused furniture sourced from 3 different channels.



Lbc by Korus Group partners with Leasecom, a leading independent French leasing company, to offer businesses a circular leasing® solution for office furniture.

Through this innovative initiative, Lbc by Korus Group actively promotes the 3Rs: Reuse, Repurpose, and Recycle. Furniture is not merely objects but potential resources. With a remarketing rate of 82%, they can have a second life, thus reducing waste.

Beyond reuse, circular leasing® encourages component reuse with a 90% resale rate of products in France, contributing to responsible resource management.

Finally, when equipment reaches the end of its life, the responsible approach continues with recycling, valorizing waste and contributing to the circular economy. This approach, structured around the 3Rs, represents more than just a equipment management strategy, embodying a concrete commitment to sustainability and reducing our clients' ecological footprint.

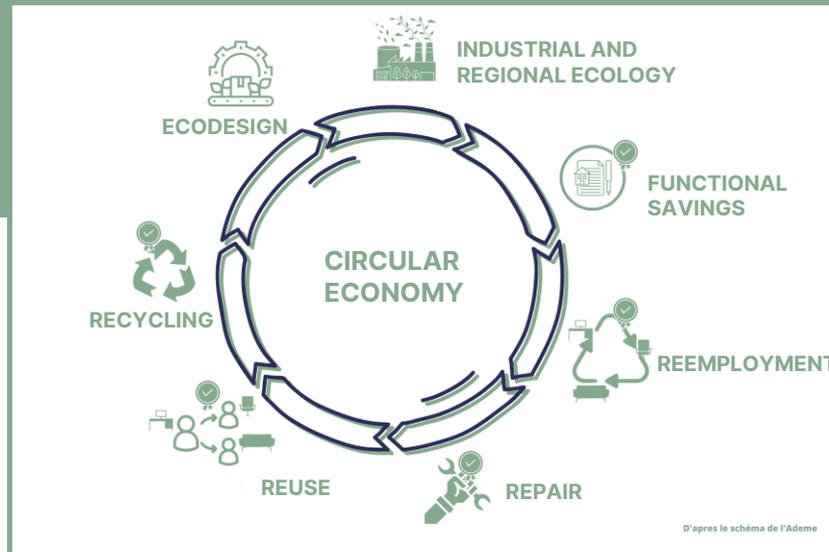
<https://www.korusgroup.com/fr/blog/leasing-mobilier/>

<https://bureau-contemporain.com/wp-content/uploads/2023/09/Bureau-contemporain-Plaquette-Leasecom-V11-interactif-2.pdf>



Lbc by Korus Group also updates its CSR brochure to highlight its growing commitment to sustainable development.

[Link to brochure](#)



# Responsible and sustainable consumption



Following the corrective actions implemented at the La Murette headquarters for better control and management of building consumption, including:

- Implementation of lighting timers (7am-9pm on weekdays)
- Switch off exterior lighting and signs at 10pm
- Entry/exit only through employee vestibules during heatwaves and winter (corresponding notices)
- Adoption of eco-friendly behaviors
- Transition to LED lighting

And in compliance with the tertiary decree, where the absolute value (Cabs) must be less than 112 kWh/m<sup>2</sup>/year for our building,

We have achieved a 22% reduction in consumption for the year 2023 compared to 2022 (60,000 kWh, approximately equivalent to 5 round trips from Paris to New York by plane).

We have decreased from 106 kWh/m<sup>2</sup>/year in 2022 to 80 kWh/m<sup>2</sup>/year in 2023.

# Responsible and sustainable consumption



Korus Group has chosen the company Tout & Bon, a local and socially responsible caterer, selected notably for its environmental commitment:

- Support for French farmers
- Eco-responsible sourcing made in France
- Choice to reduce carbon footprint by offering vegan and vegetarian meals
- Eco-friendly packaging:
  - Cutlery and plates made from biobased and biodegradable materials
  - Boxes made in France from recycled cardboard and 100% recyclable certified FSC.

Livraison avec moins de km = réduction de CO<sub>2</sub>

LA CUISINE TOUT & BON

UNE ENTREPRISE CLIENTE

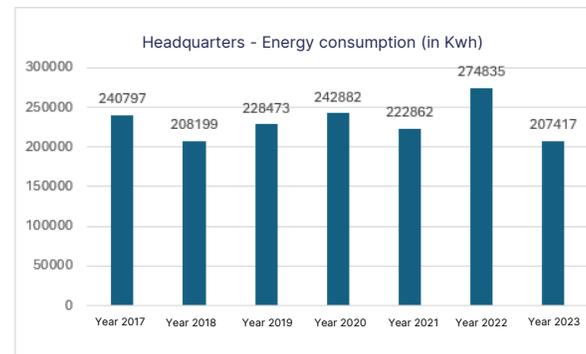
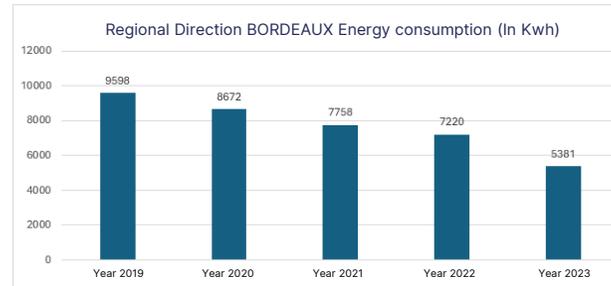
# Responsible and sustainable consumption

Korus Group continues its efforts towards responsible and sustainable consumption:

- Sink equipped with a sparkling water production system to avoid the use of plastic bottles
- Sorting of food waste for all our employees, most of whom have lunch on-site
- Korus Group has provided each employee with a mug to avoid the use of single-use cups
- For guests, Korus Group provides PEFC-certified cardboard cups made in Europe
- Paper recycling bins.

## Renewable energy

Korus Group has signed a contract with Ekwater, a French provider of green and renewable energy, for its headquarters in La Murette as well as for Korus Group's premises in Bordeaux.



## Eco-friendly practices

Each employee is encouraged to participate in reducing energy consumption through, among other things, visible posters in various parts of our premises.



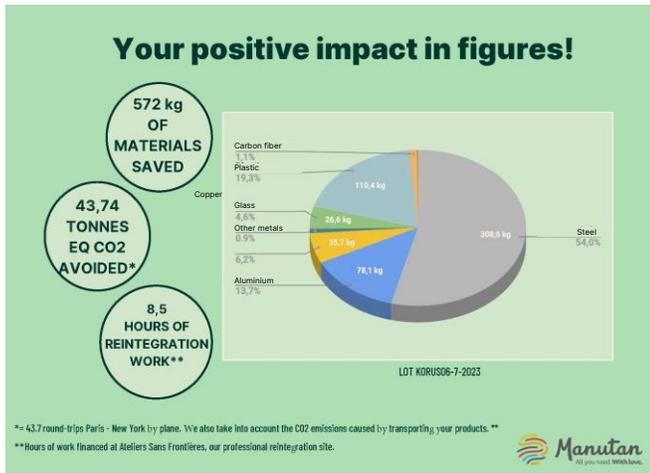
# Actions implemented in our premises

## Our recycling and valorization policy

### Manutan's collection of Waste Electrical and Electronic Equipment (WEEE)

Korus Group reduced its environmental footprint by entrusting the management of its used computer equipment to Manutan.

572 kilograms of computer equipment recycled in 2023.



Then Manutan takes care of:

- Expertise and sorting of devices according to their second life
- Redirecting reusable products (resale or donations to associations)
- Recycling electronic waste (WEEE) in an environmentally friendly manner.





# Actions implemented on our construction sites



## Construction site waste

In collaboration with our waste service provider PAPREC, we are exploring the possibility of revaluing excavation waste and implementing waste sorting to achieve an overall valorization target for the operation. PAPREC commits to valorize a minimum of 70% of all waste generated during the construction project. This percentage may increase depending on the selective sorting measures implemented.



# Key Actions Indicators for 2022- 2023

THEMES & SDGs	INDICATORS	2022	2023
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Percentage of renewable energy in the total electricity consumption of our premises	85 %	100 %
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Rate of waste valorization from renovation construction sites in Paris	84%	84%
 <p>13 CLIMATE ACTION</p>	Proportion of hybrid vehicles or low-emission vehicles comprising the group's automotive fleet	40%	80%

## Environmental respect

*“Contributing to resource preservation through responsible behaviors”*

# 04 Our CSR policy

## 3 Economic integrity

*“Energizing local ecosystems by being transparent with stakeholders»*



# Our philanthropic actions



## Fondation Grenoble Ecole de Management

Charles Marcolin, CEO and Founder of Korus Group, has been unanimously re-elected for a third term as the head of the GEM Foundation. This collaboration with the Grenoble School of Management materialized in 2018 with the creation of the TIM Lab, a space dedicated to exploring the different stages of the innovation process through experimentation.

"The GEM Foundation is a fundamental lever for continuing to open Korus Group to the world, within a rich and diverse ecosystem alongside Grenoble Ecole de Management. This support and mandate align with a dual movement for us: strengthening our societal commitment and reinforcing our R&D," explains Charles Marcolin.

[Grenoble Ecole de Management – Business Lab for Society \(grenoble-em.com\)](https://www.grenoble-em.com)



## Global Heart Watch

We support the GHW association, which aims to combat sudden death in adults due to cardiac arrest by raising awareness among the population about life-saving measures and supporting scientific research in the field of cardiac health.

<https://www.globalheartwatch.org/>



## Club Entreprises Grenoble

At the initiative of the two IUTs of Grenoble, the Club Entreprises Grenoble encourages intergenerational knowledge transfer by creating bridges between students and businesses. Since its inception, it has promoted exchanges between companies and economic and institutional actors at the regional level. The Club brings together more than 1500 professionals during meetings organized in the Grenoble region. Charles Marcolin has been the President of the Grenoble Business Club since 2015.

<https://www.clubentreprisesgrenoble.fr/>



# Our commitments

## Ensuring data confidentiality

In the course of our activities, we are required to handle certain personal information. As custodians of this data, we have adapted to the regulations in force since 2018 (EU Regulation 2016/679).

The General Data Protection Regulation (GDPR) governs the processing of data equally throughout the territory of the European Union. Its objective is to protect individuals with regard to the processing of personal data and the free movement of such data. Korus Group has adopted a charter for the protection of personal data and an IT charter that engage all employees.

## Building relationships based on trust

We are committed to combating all forms of corruption, in accordance with the Sapin II law of 2016. To do so, we have established an anti-corruption mechanism, which relies in particular on our Code of Conduct, the identification of corruption risks, and the implementation of prevention actions. This code enables each employee to be informed about what they can and cannot do. It also includes a procedure for collecting reports.

## Implementation of an ERP system

With the implementation of this tool, we aimed to:

- Simplify administrative and financial management
- Effectively integrate our business processes
- Enhance visibility and data management
- Facilitate real-time decision-making
- Improve risk management with dedicated tools (KPIs/dashboards: centralized data)
- Strengthen traceability for better transparency and fraud detection

## In Italy...

At our Italian office, a new management software has been implemented to control the economy of all projects and indirect costs of the structure.



March 2023: Korus Group obtains the CIR accreditation from the Ministry of Higher Education and Research, confirming its ability to conduct R&D work on behalf of businesses.

Korus Group thus becomes the first company specializing in professional space planning to receive the CIR accreditation for the year 2022, acknowledging the R&D efforts initiated in 2018.

It confirms its capability to "produce" research and development, product innovation, or work on the development of a new product range.

<https://www.korusgroup.com/wp-content/uploads/2023/03/cp-agrement-cir-korus-group.pdf>





# mão boa

## #proudtoimpact

### **Korus Group has partnered with mão boa**

Korus Group has partnered with mão boa to empower each of its employees to become actors in its impact strategy. mão boa is the collaborative tool designed to accelerate the social and environmental transformation of businesses.

As part of mão boa, Korus Group has financially supported 2 initiatives:

- Habitat et Humanisme
- Plantons pour l'avenir



## Habitat & Humanisme

To address the exclusion and isolation of individuals in difficulty, the association works towards housing, integration, and the recreation of social bonds. Habitat et Humanisme is present in 87 French departments, as well as in Belgium and Luxembourg.

- **Providing Housing**
- **Offering Support**
- **Building Social Connections**

<https://www.habitat-humanisme.org/>

## « Plantons pour l'avenir » project

Contributing to “Plantons pour l'avenir” project strengthens the reforestation environmental policy in France through concrete actions. Since its establishment in 2014 and with the support of its patrons, “Plantons pour l'avenir” has reforested over 1,642 hectares of forested land, equivalent to planting 2,000,000 trees.

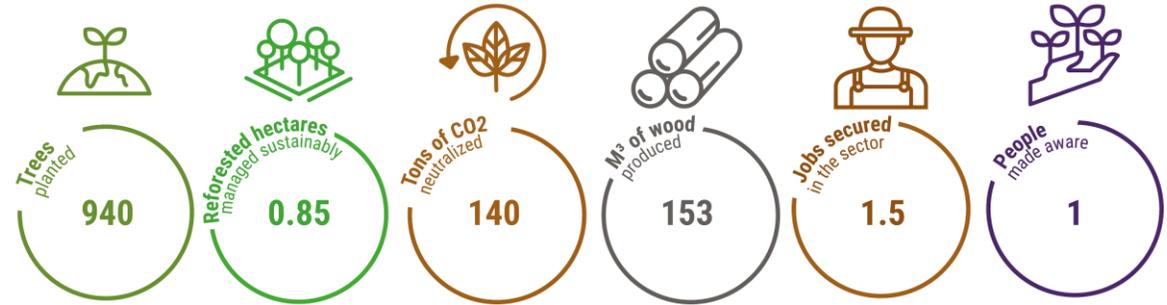
Nos Mécènes (Amis) - Plantons pour l'avenir  
[plantonspourlavenir.fr](http://plantonspourlavenir.fr)



### THE CO-BENEFITS OF DONATION

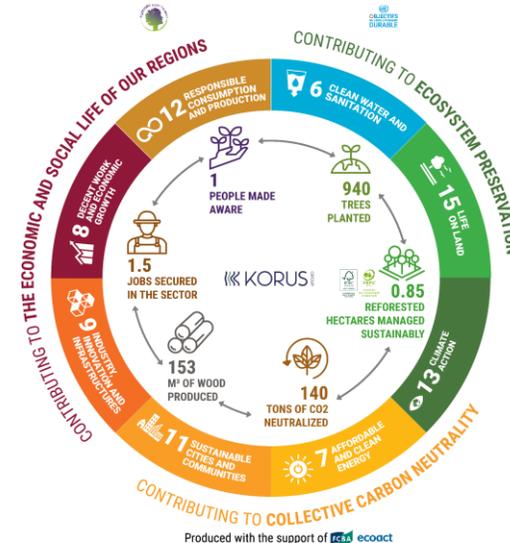
Concrete commitments for measurable action

The donations made by KORUS GROUP since 2023, via the Plantons pour l'avenir action, contribute to:



### ODD CONTRIBUTIONS CIRCLE

Thanks to donations from KORUS GROUP in 2023, the projects supported by Plantons pour l'avenir contribute to the Sustainable Development Goals



Produced with the support of ecocact

# Establishment of a Procurement Department with a Sustainable Procurement Charter



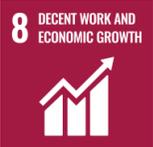
Establishment of a new procurement department within Korus Group since October 16, 2023, enabling the implementation of the Sustainable Procurement Charter.

Suppliers play a key role in the success of Korus Group, which aims to share its commitment to Sustainable Development with them and involve them in a process of continuous improvement. In line with its CSR strategy, Korus Group is implementing a Procurement Policy that fosters a balanced relationship with its suppliers.

[Sustainable Procurement Charter](#)



# Key Actions Indicators in 2022- 2023

THEMES & SDGs	INDICATORS	2022	2023
	The number of organizations supported through sponsorship	3	5
	The number of complaints regarding data protection	0	0

## Economic integrity

*“Energize local ecosystems by being transparent with stakeholders.”*

 Korus GROUP