

# CSR CHARTER

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## A WORD FROM THE PRESIDENT

« Korus Group was built on strong values: Commitment, Boldness and Sharing.

They guide our actions as responsible entrepreneurs and our behaviour.

The group shares with its managers and employees the desire to promote its values. Together, we reaffirm the need to embody them by acting in an exemplary manner. Indeed, the success of our company will only be sustainable if we clearly affirm our requirements as an ethical and responsible company.

CSR (Corporate Social Responsibility) is defined as the way companies adapt, integrating social, environmental and economic concerns into their values, decision-making and strategy to improve their performance.

In this context, Korus Group has undertaken the drafting of this Charter so that it becomes a reference for everyone in terms of individual or collective behaviour and a guide for our daily actions enabling us to embody our values.

Our ambition? To turn this Charter into a unifying tool. A common ground for all those who join Korus Group driven by the same aspirations.

**Charles Marcolin**

President and Founder of Korus Group

# Overview

This Charter summarises our principles around 3 core areas.

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# Social Balance



# Social Balance

## Our principles

Korus Group makes health, safety and quality of life at work a top priority. The group strives to continuously improve the working conditions of its employees and partners, making the work, sales and reception areas into places that promote and preserve health and well-being.

## In practice

- Training and awareness sessions on professional risks (road risk, MSD, noise, etc.) and safety management are given regularly to our employees and subcontractors.
- Spaces and workstations are thought out and designed to promote ergonomics and thus prevent musculoskeletal disorders, for example by using ergonomic and adjustable furniture, large screens, light shelves, footrests, etc.
- Internal working groups have been set up to deal with universal issues such as Personal Protective Equipment. The objective is to test and then propose a PPE package combining quality and comfort and adapted to each type of site.
- Korus Group has a health and safety prevention team to make sure that the group's health and safety standards are applied and fulfilled via site visits and audits.
- In Italy, the group has implemented and certified its health and safety policy (ISO 45001). This policy is currently known and applied by all our employees and stakeholders.



# Respect for People

## Our principles

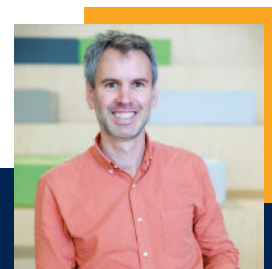
Korus Group is committed to respecting people, which is reflected in a commitment to:

- Respecting differences, valuing diversity and rejecting discrimination by ensuring that its employees are treated with respect and fairness, regardless of their sex, gender, origin, religion, age, appearance, sexual orientation, state of health or disability or political commitment.
- Fighting against any pressure, prosecution or persecution of a moral or sexual nature or of any other unlawful nature.
- Protecting the personal data of its employees, customers, partners and other stakeholders by processing it in accordance with the applicable regulations, including the European General Data Protection Regulation (GDPR).
- Complying with the principles of the United Nations Global Compact and the core conventions of the International Labour Organisation (ILO). In this context, Korus Group rejects all illegal child labour and the use of forced or illegal labour and promotes the establishing of a constructive social dialogue.

## In practice

Diversity is taken into account in the entire recruitment process. This is in line with our approach to disability, employment of young people and seniors, gender equality, etc. For example, in 2025, women make up more than 62% of our workforce.

- Korus Group outsources some of its missions to sheltered workshops, or ESATs (Settlement Work and Labour Assistance Service), in particular the manufacture of promotional items and the delivery of meal trays.
- Korus Group prioritises the adoption of professional integration within some of its services, to provide a pathway to employment and socio-professional support to people who are marginalised or excluded from employment.
- Korus Group is committed, on a voluntary basis, to respecting the 10 principles of the Global Compact and to communicating each year on the initiatives taken. Korus Group is a signatory member of the Global Compact since March 2021.



### Sébastien Nauleau Associate Director of Korus Consulting

" Korus Group develops and deploys an approach to the transformation of spaces inspired by a form of ethics -the ethics of care (taking care of others). The notion of 'care' is thus the matrix of an original approach to consulting and the transformation of spaces. This notion implies a systemic vision that encompasses:

- Managerial practices, by encouraging the development of "management by care" or what is known as the symmetry of care.
- Well-being and health, and its strong link to the above via the notion of "empowerment" (strengthening the

- initiative and autonomy of employees).
- Embedding this logic of care within the walls-through the design and delivery of work and service environments that truly care for the world around us. And above all, for the people who will live in them, work in them, make them come alive. It is a question of being attentive not only to the occupants (employees, clients, suppliers, etc.), but also to those who maintain it."

# Skills Development

## Our principles

The development of the Korus Group's employees and the building of their careers within our company are of paramount importance in our human resources management policy. This is reflected in our commitment to:

- Ensure that teams are motivated and that all employees give their best by valuing their work and giving them opportunities for internal promotion. Employees are given access to all the training tools necessary for their development.
- Facilitate the entry of young graduates into professional life through internships and apprenticeships.
- Encourage internal mobility and career development.
- Apply a clear and motivating remuneration and benefits policy.



### Maité Vitte

Interior Architect at the  
National Projects Division

"Korus Group offers a dynamic, multicultural environment where diversity in all its forms is welcomed. My workplace feels like home — warm, comfortable, and made for people. I genuinely enjoy coming in, because there's a space for every need: quiet zones to focus, creative areas for teamwork, and shared spaces to connect and unwind."

## In practice

Korus Group implements an annual training plan that combines personal and group development objectives:

- Collective training to keep up with technical and regulatory changes in our businesses in order to guarantee quality services to our clients (ERP, HVAC, etc.)
- Individualised training to promote the professional development of our employees: conducting meetings, management, etc.
- Individual interviews are conducted every year for all employees who also benefit from meetings with a member of the HR team at each site throughout the year. The key words in these interactions are: listening, proximity and availability. This allows us to discuss day-to-day issues and any requests for progress.

- Individual career interviews are conducted each year with all employees. Data is centralised through our HRIS and analysed by the Human Resources department in order to establish a responsive training plan, and encourage mobility within the group: from one Regional Office to another, from one profession to another.
- An integration programme is offered to each newcomer with the aim of getting to know the company's organisation, professions and premises better.
- The group offers its managers membership to APM (Association pour le Progrès Managérial) and GERME (Groupe d'Entraînement et de Réflexion au Management).





# Respect to the Environment



# Application

## Our principles

Respect for the environment is reflected in the implementation of measures to comply with regulations, prevent risks and control the potential impact of production and marketing activities. The group is committed to environmental progress and intends to reduce the ecological footprint of its products and operations by committing to :

- Reduce energy and resource consumption: paper, water, electricity, fuel, etc;
- Sort and recycle waste;
- Give priority to sourcing resources from sustainable sources.

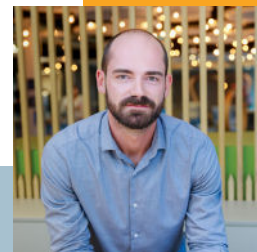
## In practice

- Korus Group has set up an Eco-Gestures Pack for its teams at its various sites. The aim is to raise awareness of the fact that environmental savings can also be made through small everyday actions and employee involvement. Five major themes are addressed: heating and air conditioning, travel, sorting in the workplace, stationery and computers.
- Korus Group implements energy-saving installations during the construction period (general cut-off switch, LED or detection lighting, controlled by a timer, hydro-economy system).
- Korus Group's Works Managers demand eco-citizen behaviour from their teams.
- The group monitors water and electricity consumption in the branches and on the sites in order to analyse consumption peaks and propose corrective actions.
- The internal car fleet consists of hybrid vehicles and vehicles with low CO2 emissions.



- Korus Group wishes to make its clients' redevelopment projects eco-responsible and exemplary by coordinating all the players in the building industry around the challenges of sustainable development from consulting to maintenance.
- The group promotes sustainable consumption patterns (eco-design): when creating a concept, Korus Group proposes layout solutions and environmentally friendly creations (HQE/BREEAM/LEED, etc.)
- On the other hand, consideration is being given to the optimisation of energy needs upstream (development) and downstream (operation):
  - Minimizing energy needs through increased requirements for insulation and spatial organisation.
  - Encouraging the appropriate use of renewable energy in the design process.
  - Korus Group makes its purchases with care focusing on the following: compliance with current standards and durability (fire resistance, shock resistance, lightfastness, weight, etc.); the ability to recycle products by studying possible developments and transformations; the proximity of manufacturers and suppliers; the composition of the products. For example, the wood used in the manufacture of furniture is FSC and PEFC certified.

- In addition, Korus Group is a member of VALDELIA, the recycling organisation for professional furniture.



### Stanislas Etienne

Project Manager at the  
Central-East Regional Office

"Respecting the environment is part of our everyday routine. On our work-sites, we share a clear vision with all our partners: sort, recover, reduce impact. But above all, we create the right conditions for everyone — including subcontractors — to get involved and lead by example."

# Commitment to a Circular Economy

We are committed to transitioning from a linear economic model (manufacture, consumption, disposal) to a circular model, which limits the impact of our consumption by reducing raw materials and leveraging an optimal reuse of 'waste'.

- Investment in sustainable development, while at the same time controlling costs by reducing flows, using essential and appropriate resources and recovering waste, all while responding to market requirements.

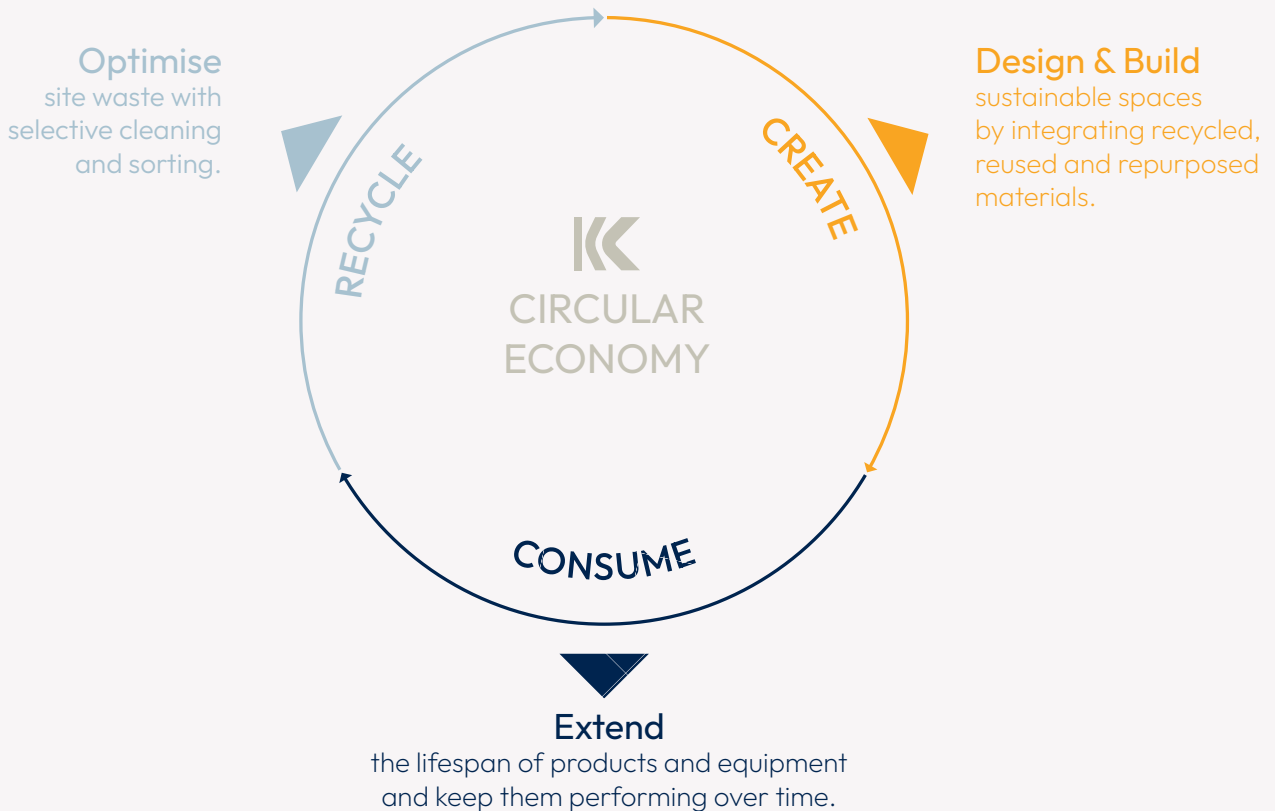
A circular economy, in relationship to Korus Group and its customers, contributes to:

- Integration into projects of materials that have a low impact on the health of employees.

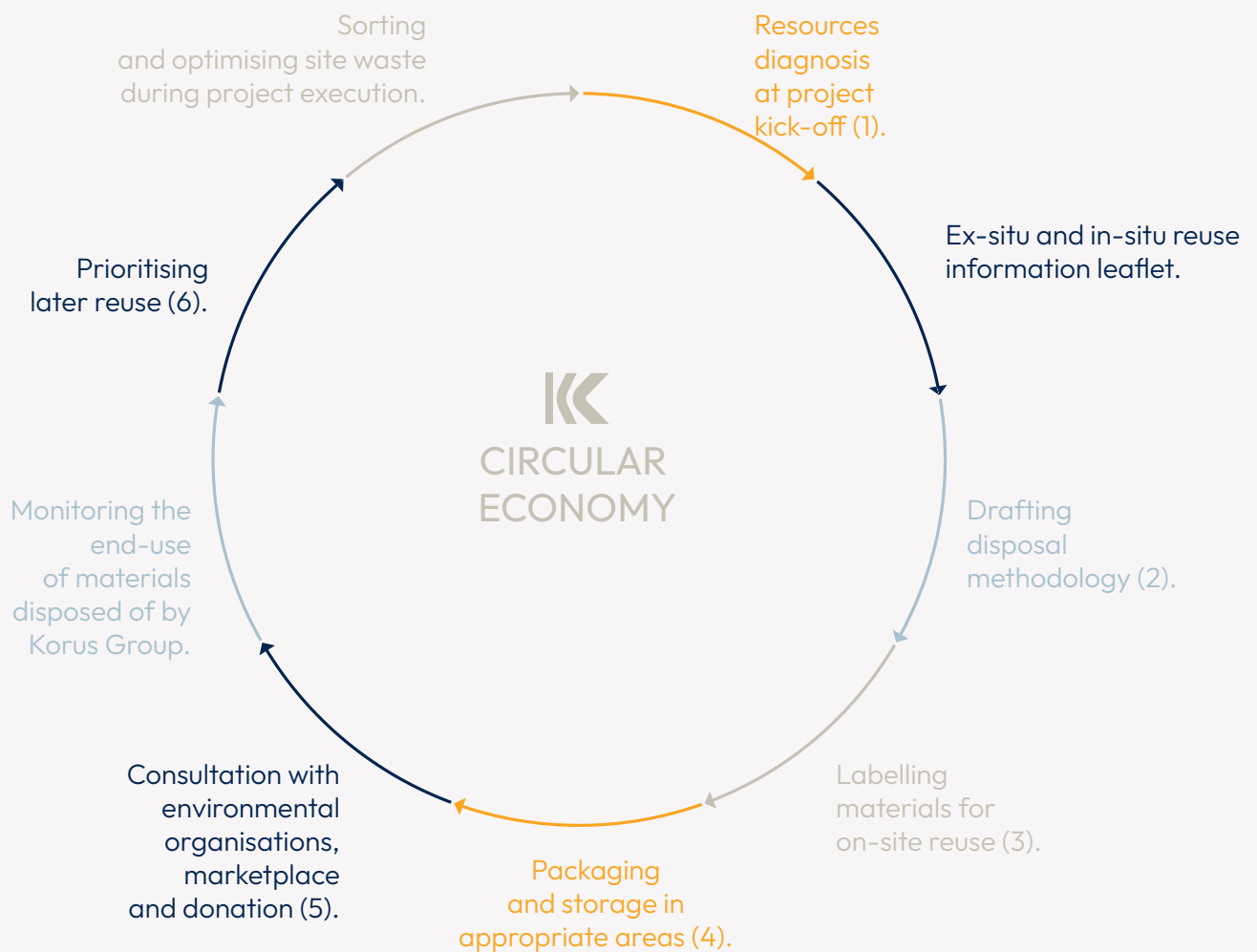
- Compliance with the Energy Transition Law, by recovering 70% of waste produced (compared to an average of 30% in the secondary sector).

- Enhancing the image and employer brand in terms of CSR commitment, and internal and external communications.

## MOVING FROM WASTE MANAGEMENT TO RESOURCE MANAGEMENT



# A Circular Economy in Practice



(1) Resources diagnoses are made by the internal teams using Batiscript.

(2) Drafting a methodology for the removal of materials intended for reuse in situ and ex situ is done in collaboration with the cleaning company carried out with the clean-up company.

(3) Labelling is done before packaging in order to identify the areas for subsequent placement.

(4) Storage areas are adapted to the materials: dry, temperature-controlled space, installation of ventilators where necessary. Storage areas are organised by end use of the materials (in situ/ex situ/after reuse).

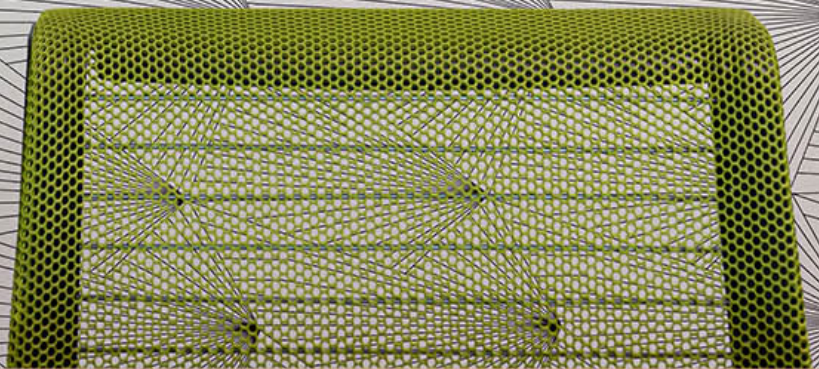
(5) Consultation with marketplace environmental bodies and organisations in order to recover the ex-situ materials to be reused.

(6) Prioritising the reuse of materials at other Korus Group/customer sites and materials bought on marketplaces such as CYCLE UP and Bâticycle. Involve specialist carpenters such as Pimp your Waste for customised work.





# Economic Integrity



# Application

## Our principles

Korus Group and its employees consider their integrity towards customers, end-users, suppliers, service providers and other business and financial partners as a fundamental ethical principle. This includes:

- Fight against all forms of corruption and fraudulent practices.
- Meeting contractual commitments.
- Optimising customer satisfaction and listening to their expectations and comments in order to achieve continuous improvement.

The group expresses its commitment as a corporate citizen through public interest initiatives, particularly in the areas of training, innovation and research, and contributes to the socio-economic development of the areas in which it operates by promoting local purchasing.

## In practice

All employees and partners are informed of prohibited behaviour, the rules of conduct for risky situations, the whistleblowing system and the disciplinary system stipulated in the group's code of conduct.

- A fair and honest selection process for subcontractors and partners is systematically applied.
- The group has a transparent pricing policy.
- Several research and development projects in partnership with schools and universities are underway, such as the TIM Lab project with Grenoble Ecole de Management.
- The group is a sponsor of Global Heart Watch.



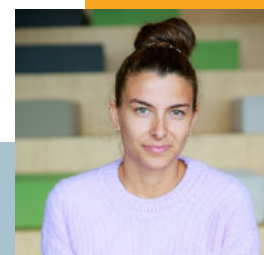
# Renewed Performance

In order to guarantee transparency in its CSR approach, Korus Group has submitted to the numerous evaluation criteria of the international EcoVadis platform.

Korus Group has maintained the Gold level since 2012.

EcoVadis assesses 21 CSR performance criteria categorised into 4 themes: Environment, Social and Human Rights, Ethics, and Responsible Purchasing. The sector of activity is taken into consideration.

Korus Group illustrates CSR ethics through its values of Boldness, Sharing and Commitment.

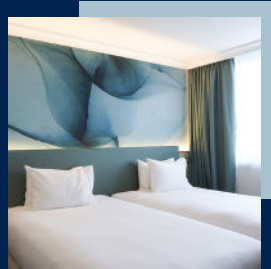
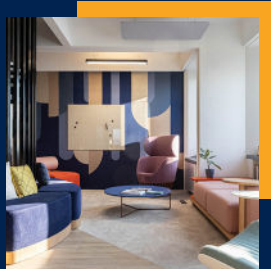
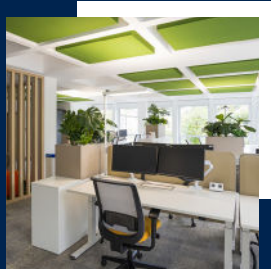


**Lisa Richard**  
Ergonomist - Korus Group

"The TIM Lab is an immersive space for strategic thinking and customer experience. Through its architecture and methodology, it allows us to respond to well-defined problems. Stakeholders leave with a real solution prototype. The feedback from clients is positive. They speak of a real experiment!"



Changing spaces.  
Transforming businesses.



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