

CSR CHARTER

As recruiters of managers and directors we have an impact upon both human and natural resources. We make talent grow beyond geographical and cultural boundaries. We imagine new and daring interactions to achieve that delicate alchemy between a talent and a corporate project. This contribution engages our social, economic and environmental responsibility at every moment.

For Jouve & Associés, what does it mean to be responsible? It means supporting a sustainable recruitment process. Our way of being and doing things, with deep respect for others, is our way of taking our share of responsibility with simplicity, pragmatism and humility.

The essence of our business is people and our activity by its very nature engages our social and societal responsibility. Women and men in search of fulfillment in careers that align with their values open themselves up to us and share their expectations and doubts. Our customers entrust us with what is most precious for the long-term success of their businesses: recruiting personalities they need to bring it to fruition. Our team of passionate personalities is at every moment committed to working with the utmost respect for those they bring into contact.

Our responsibility is also to make a humble contribution, wherever and whenever we can, to increasing the responsibility of economic players. With each new assignment, we seek to foster encounters and lasting relationships between candidates and companies built around shared values and commitments. We encourage new conversations by asking questions that will lead to the development of best practices. Last but not least, we are also committed to volunteering our services to charitable organizations and associations.

Finally, we are also responsible for our environmental impact. It means considering which interactions require candidates to travel. It means thinking about our own mobility to minimize the impact of our activity. It means monitoring and knowing how to arbitrate every day to develop workplace behaviors that reduce our carbon footprint.

By signing this Charter, we want to share our commitments and the meaning we've been giving to our profession for years.

1/ Social and societal responsibilities

Employee well-being and skills development

- We guarantee our employees equal opportunities.
- We are committed to close management (experience sharing, real-time feedback, etc.).
- We ensure a balance between professional and personal life (working from home, right to disconnect outside working hours (business cell phone)).
- We encourage employees to develop their versatility by exposing them to assignments outside their comfort zone, with the support of more experienced consultants, and by making them more accountable to customers.
- We systematically welcome young students on internships or fixed-term contracts to give them a better understanding of the diversity of career paths and job opportunities.

Diversity

- Most of our employees today are women.
- Our team has a wide range of profiles in terms of sector, cultural and academic backgrounds.
- Likewise, we are careful to promote diversity in the recruitments entrusted to us by our customers in terms of parity, nationality and background.

Transparency and respect

- We ensure that our recommendations respect the mutual alignment of the values expressed by our clients and candidates.
- We treat everyone with respect, attentiveness and confidentiality, paying particular attention to meeting announced response deadlines, and taking the time to explain each refusal, subject to confidentiality imperatives, to bring added value to the candidate.
- We are committed to providing the highest quality advice to all our clients, and to raising their awareness of discrimination issues.

In 2024, we're going further:

- By enriching our knowledge of our customers' CSR commitments and strategies.
- By deepening our understanding of our candidates' CSR sensitivities and the place they occupy in their career plans.
- By supporting parallel personal projects (volunteering, etc.).

2/ Economic responsibility

- In addition to the confidentiality, ethics and *off-limits* principles (with regard to our customers) that are central to our profession, we cultivate respect and discretion at all times with regard to our firm's activities, assignments, customers and candidates. We communicate a lot with our customers, but never about them.
- Every year, we carry out between three and five pro bono assignments for non-profit associations and foundations in the healthcare and education sectors.

In 2024, we're going further:

- By integrating CSR criteria into the monitoring of our assignments.

3/ Environmental responsibility

Mobility

- We encourage our employees to commute using bicycles and public transportation.
- For each recruitment, we recommend a fair balance between digital and face-to-face meetings to encourage quality encounters, while limiting travel for our employees, customers and candidates.
- We prefer to travel by train (rather than by plane) when the train journey takes less than two hours.

Our consumption

- We sort and recycle our waste.
- We have eliminated the use of plastic bottles.
- We limit our paper consumption.
- We educate our team on how to reduce our electricity consumption.
- We favor storing data in shared tools and using digitized processes to keep paper printing to a minimum.

In 2024, we're going further:

- By strengthening our action plan by holding a second workshop with the Fresque du Climat association dedicated to raising awareness about climate change.
- By setting up the annual monitoring of the carbon footprint of the firm and its employees.
- By offering employees financial assistance to purchase electric bicycles.
- By studying the storage of our data on a more eco-friendly server.
- By communicating and promoting our environmental actions internally.
- By setting a framework for our electricity consumption (turning off computers, heating and electricity more systematically).
- By going further to reduce our plastic consumption (packaging, orders, compostable capsules).