

SHIPPEO

SHIPPEO CSR POLICY



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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.



Data measurement

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



360° thinking

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

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.



Community

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



Employees

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



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:

- **WE CANNOT ONLY FOCUS ON ECONOMIC PROFITS**
- **WE SHOULD BE RESPONSIBLE FOR THE IMPACT OUR BUSINESS HAS ON SOCIETY AND THE ENVIRONMENT**
- **WE SHOULD CONTRIBUTE TO SUSTAINABLE DEVELOPMENT THROUGH TRANSPARENT AND ETHICAL BEHAVIOR**

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, and we set an ambitious target of a 5% CO2 emission reduction per year, aligned with the international standards of the Paris Agreements. In addition, our sustainability strategy has been developed using the Net-Zero project framework and the Science-Based Target (SBTi) initiative.

Furthermore, we realize annual assessments of industry-related ESG indicators to track our progress and prioritize our actions.

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.

This is why we have created the Internal Shippeo CSR committee whose responsibility is to:

- **DEFINE WHICH ACTIONS TO IMPLEMENT**
- **BE THE CONTACT FOR ANY CSR-RELATED INITIATIVE WITHIN SHIPPEO**
- **BE THE CONTACT FOR EXTERNAL STAKEHOLDERS**
- **COMMUNICATE INTERNALLY ON CSR PROGRAM ACHIEVEMENTS**
- **BE THE GUARANTOR OF SHIPPEO CSR ENGAGEMENT**

THIS COMMITTEE IS DRIVEN BY THE FOLLOWING MEMBERS:



BRICE HUA

VP Product & Co-Founder
- Executive Sponsor



AURÉLIA MAGRON

Culture & Engagement Director
- Project Leader



JULIA OVERMARS

SVP People - People group representative



DENZY SAMBA








Data Product Owner
- Sustainability expert

**AND AROUND 15
VOLUNTEER SHIPPIANS**

Notable Achievements and Roadmap

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

GOALS	Our achievements	Our commitment
 1 No poverty	Having over 97% 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 clear career path for all our employees.
 5 Gender Equality	Guaranteeing equal treatment for women in accessing training, career advancement and compensation and supporting women returning from maternity leave.	Increasing our gender parity score.
 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
 Industry, Innovation, and Infrastructure	Using responsible web hosts.	Reducing the environmental impact of our IT infrastructures and using durable electronic equipment
 Reduced Inequalities	Having over 20% of youth employees (less than 30 years old) in our workforce and joining the Diversity, Disability and Inclusion program from Handineo x French Tech.	Raising awareness on diversity and inclusion by organizing brown-bag sessions with Shippians.
 Sustainable Cities and Communities	Reducing our waste and partnering with local associations.	Maintaining a territorial anchoring by partnering with local associations and participate in regular local solidarity actions.
 Responsible Consumption and Production	Ensuring environmentally friendly workplaces	Raising awareness on carbon footprint toward all our stakeholders.
 Climate Action	Offering remote work for all employees	Reducing the environmental impact of our professional trips.
 Peace, Justice and Strong Institutions	Implementing a governance system that aims to secure the personal and sensitive data and having CSR integrated into our strategy.	Training our employees in the code of ethics.
 Partnerships	Implementing mechanisms to consult our stakeholders	Communicating about CSR engagement to all our stakeholders and formalising a responsible purchasing policy that incorporates CSR criteria