

# CSR Review

2024-2025

30 July 2025



Our **expertise**  
at the service of **our customers**  
for **sustainable electronics**



[cordongroup.com](https://cordongroup.com)



As a recognised expert selected by the major stakeholders in the electronics sector, Cordon Group is committed to responding to current and future challenges. This CSR review highlights the commitments and initiatives set up to minimise the Group's environmental footprint and ensure practices are socially responsible.

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# Editorial



**Thierry Lemarchand**  
Deputy CEO  
R&D  
Quality- CSR

**For over thirty years, Cordon Group has been fully committed to an ambitious CSE strategy constructed around four pillars: the environment, social issues, ethics and responsible purchasing.**

After successfully deploying this policy within the group and our subsidiaries, we will be assisting sites with specific aspects of it over the coming months, with a particular focus on:

- **The carbon footprints** of our activities for our customers' products.
- **New management for recycling** our waste to produce SRM\*.

The crises affecting the climate and biodiversity have highlighted an urgent need to drastically reduce the use of both natural and energy resources.

The critical importance of the sourcing of certain natural resources required by the technological transition strategies (electric mobility, hydrogen, renewable energies) to achieve carbon neutrality in 2050 has created a paradox.

In this context, recycling waste to produce SRM\* and using it in the manufacture of French and European products are emerging as a major lever in French and European reindustrialisation as well as in the reduction of environmental impact.

Cordon Group is stepping up its commitment with a holistic CSR approach incorporating innovation, inclusion, ethics and material sobriety. Particular attention is paid to rare earths, symbols of our sovereignty and sustainability strategy.

SRM\*: Secondary Raw Materials

## Our main goals for 2025



# Cordon Group

Cordon Electronics was founded in **1989** in Dinan by Serge Cordon. Through its acquisitions over the years, the company has grown to become **Cordon Group**, a key stakeholder in its sector. Initially specialising in the maintenance, repair and industrial renovation of electronic products, the company from Brittany has extended its offer to include customer service, logistics, product refurbishment and recycling. With an international presence through **12 subsidiaries in Europe and America**, activities are many and varied.



**Serge Cordon**  
Chairman of Cordon Group

## Cordon Group around the world

2024 data

### Canada

Telecom and consumer equipment repair

### USA

Telecom and consumer equipment repair

### Mexico

Repair and renovation of electronic devices

### Brazil

Repair and renovation of modems

### United Kingdom

Telecom and consumer equipment repair

### IN EUROPE

#### France

The Group's head office  
**24 sites and agencies**

#### Italy

Network equipment repairs and manufacture of microcomponents

#### Germany

Specialised in after-sales service in the home or on site

#### Romania

Repair of mobile phones, tablets, PCs, modems and multimedia products

#### Hungary

Mobile phone and residential phone repairs

#### Belgium

Home after-sales service

#### Poland

Telecom, consumer and TV equipment repairs

#### Portugal

Telecom and consumer equipment repair

A RECOGNISED EXPERT SELECTED BY THE MAJOR STAKEHOLDERS IN THE ELECTRONICS SECTOR, MANUFACTURERS, OPERATORS AND DISTRIBUTORS.

CORDON GROUP RESPONDS TO THE GLOBAL CHALLENGES RAISED BY THE TRANSFORMATION OF THE SECTOR THROUGH CLOSER PROXIMITY TO ITS TARGET MARKETS.

## Cordon Group figures

2024 data

**13** countries

**38** sites & agencies

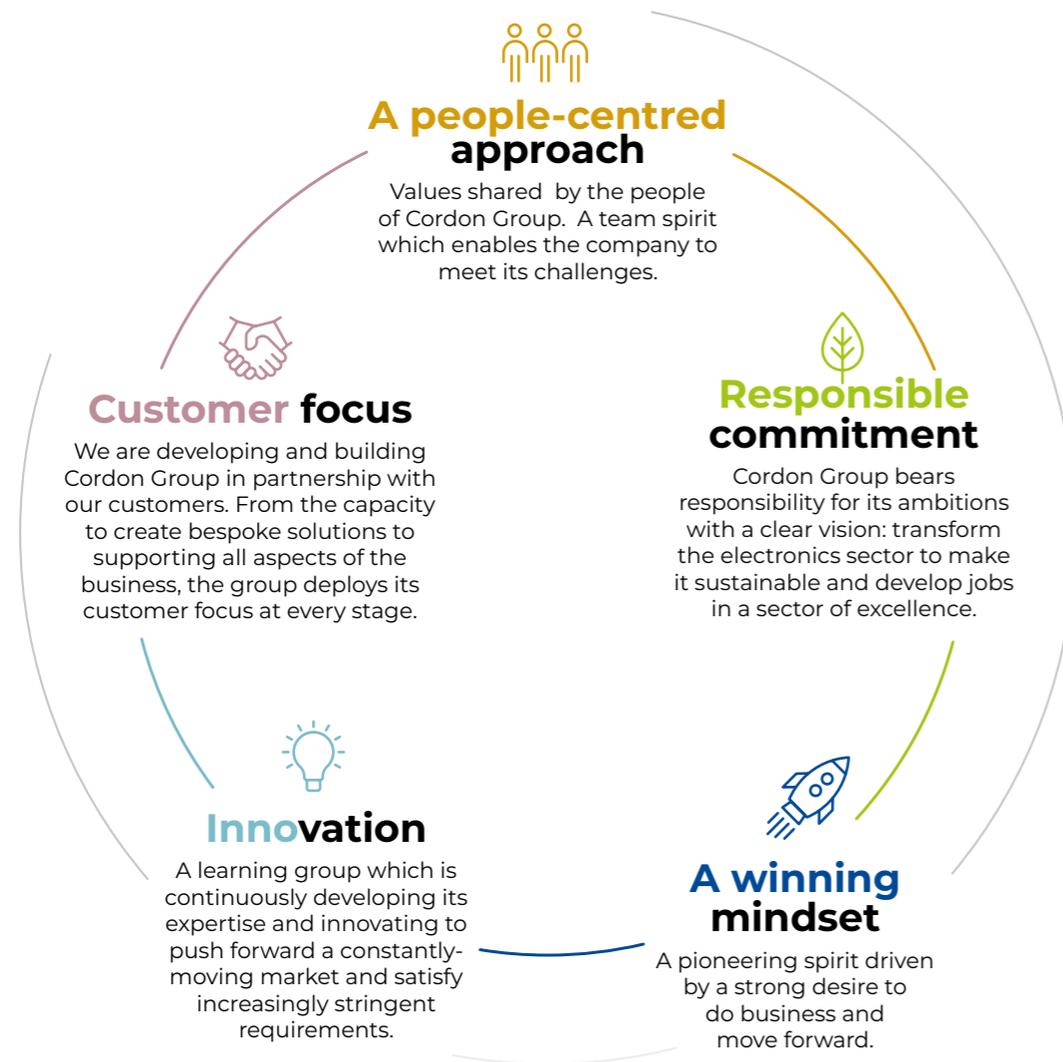
**4,000** employees

**€450M** turnover

**29** million products processed

# Our values

Behind the Group's success lies a corporate philosophy based on sound values. These values have not only forged its past but are also forging its future.



They focus on the **HUMAN DIMENSION**, and contribute to the development of **THE CIRCULAR ECONOMY**.



# A word from...



**Delphine Colas**  
Group CSR Manager

**2024 marked a turning point in the way CSR is managed at Cordon Group. In the context of the CSRD, we carried out the analysis of our Impacts, Risks and Opportunities (IROs) to construct our double materiality matrix.**

This approach combines financial materiality and impact materiality to understand not only how environmental and social issues affect our economic performance, but also how our activities impact the environment and society. A better understanding of this concept is crucial to incorporate sustainable practices and to anticipate future regulatory requirements.

We therefore naturally decided to adapt our CSR policy with an even more ambitious vision. Building our matrix enabled us to strengthen our strategy in terms of our CSR commitments with several new points:

- The integration of cyber security, biodiversity and water management.
- Emphasis on the Health & Safety of our employees.

Of course, our CSR strategy remains focused on the ten universal principles of the Global Compact relating to human rights, international

labour standards, the environment and the fight against corruption, and continues to take into account the Sustainable Development Goals (SDGs).

Cordon Group also continues to be a key stakeholder in the circular economy with regard to WEEE, working on **three major challenges**:

- The increasing scarcity of natural resources:**  
The electronics sector is facing real challenges with regard to the environmental and energy transition. The increasing scarcity of natural resources is driving us to create other consumption models and move towards a functional economy rather than a consumer economy. In this way, Cordon Group has been involved in the circular economy with regard to WEEE for over 30 years.
- Strengthening the local economic fabric**
- Improving the industrial process to increase product reusability**

To fully include our employees in our commitments and get all our French sites involved, we launched our first CSR Newsletter for all our employees. This line of communication enables us to share best practices within the Group concerning the various pillars resulting from our CSR policy on an ongoing basis.

# Our CSR approach is structured around...



**THE UNITED NATIONS GLOBAL COMPACT**

**ISO 26000**

After initially joining in 2012, Cordon Group continues to affirm its commitment to the corporate responsibility initiative of the United Nations Global Compact and to its principles in the fields of human rights, work, the environment and the fight against corruption.

The Cordon Group CSR policy has been aligned with the Group's strategy since 2021. Its repair, refurbishment and production services are strategic levers designed to implement its partners' CSR policies. The Group has adopted a continuous improvement approach to provide responsible, sustainable and ethical services with short supply chains, fully embracing its social role.

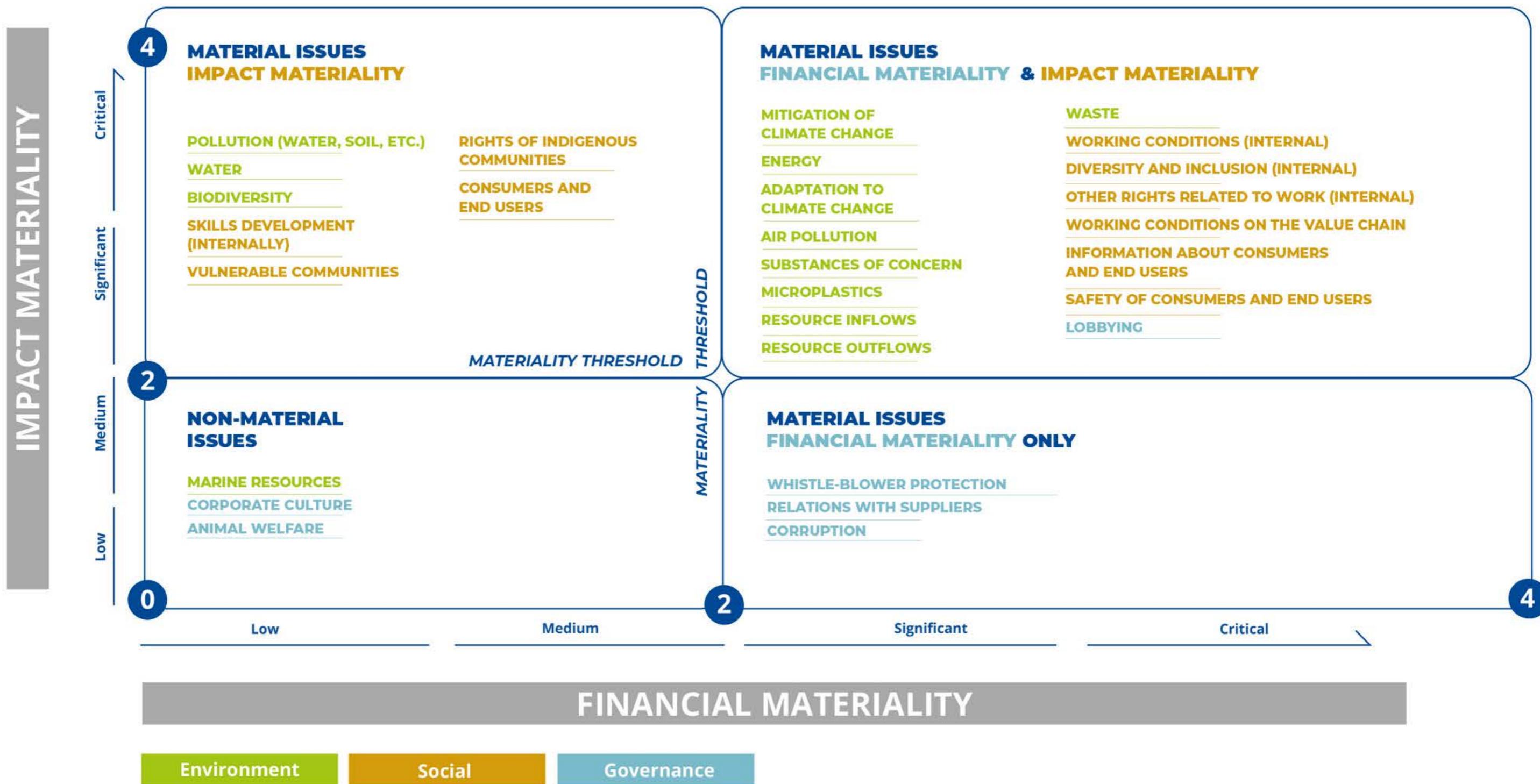
With its voluntary commitment to the United Nations Global Compact, Cordon Group underlines its responsibility and its contribution to implementing the ten principles of the Global Compact in a corporate setting.

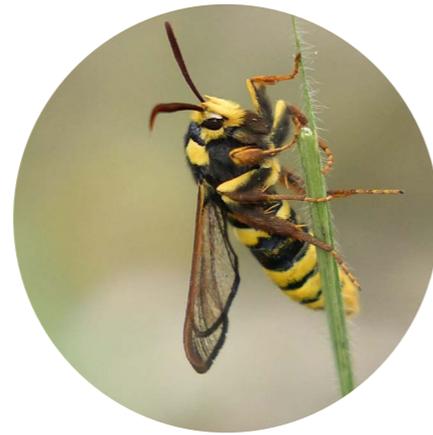


## SUSTAINABLE DEVELOPMENT GOALS



# Our double materiality matrix





# Our Commitments for sustainable progress

Cordon Group's commitment is based on **4 pillars**, in line with the company's values:

- **Our impact on the environment**
- **A people-centred approach**
- **Ethics and data security**
- **Responsible purchasing**

These pillars are broken down into **18 strong commitments** which guide our actions and strategic directions up to 2025.





# Our impact on the environment

- 7 AFFORDABLE AND CLEAN ENERGY**
- 3 GOOD HEALTH AND WELL-BEING**
- 14 LIFE BELOW WATER**
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**
- 11 SUSTAINABLE CITIES AND COMMUNITIES**
- 13 CLIMATE ACTION**
- 15 LIFE ON LAND**
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

# Support the environmental transition

## A word from... Christelle Bernazzani Group Quality and Environment Manager



**CORDON GROUP wishes to emphasize the deep commitment of its company to environmental protection by increasing the number of its commitments from three to five concrete initiatives:**

- Reduce the amount of CO<sub>2</sub> emitted by our activities
- Increase the share of renewable energy
- Increase waste recovery and the rate of recovery of spare parts
- Optimise our energy and water consumption
- Increase waste recovery and the rate of recovery of spare parts
- Preserve and develop biodiversity

ISO 9001 is about to undergo a major update in 2026. While maintaining its fundamental pillars, this revision aims to integrated contemporary realities relating to:

- the digital transition;
- climate issues;
- governance;
- social responsibility.

Cordon Group will need to anticipate these changes to ensure a smooth transition to the new version, thus maintaining a level of quality management which is both efficient and compliant with the requirements of this update.

Climate change is worsening the risks linked to water (flooding and drought) and its scarcity by profoundly disrupting the water cycle. Its impacts affect the environment and human health, and threaten the availability of water resources, posing problems for many sectors (agriculture, industry, energy, drinking water, sanitation). Faced with these challenges, Cordon Group recognises the importance of sustainable, integrated management with several courses of action:

- Establish integrated management of water resources.
- Optimise the use of water by encouraging more restrained, efficient use.
- Protect and restore the aquatic ecosystems.
- Develop infrastructure which is resilient to extreme weather events.
- Raise awareness and involve local communities.
- Reduce losses (leaks) and modernise the networks.
- Invest in wastewater reuse.
- Plan usage and support the transition of water-intensive sectors.
- Establish a progressive, incentive-based tariff structure.
- Plan the Climate Fresk

The greenhouse gas assessment and regulatory energy audits for the legal entities subject to the legal obligation were carried out during the period 2024 – 2025. The energy audit report aims

to analyse the uses, identify wastage and propose solutions to reduce consumption. It enables us not only to comply with the regulations, but also to control our environmental impact, save money and benefit from financial aid.

Compliance with the environmental, ethical and social standards as well as incorporating climate issues into risk management are today essential requirements to build a future which is both sustainable, reliable and respectful. In this process, Cordon Group reasserts its determination to be a committed stakeholder through concrete actions to the benefit of sustainable, responsible transformation firmly focused on innovation.

2024 results

65%



**SHARE OF RENEWABLE ENERGY:  
Signature of a PPA (Power Purchase Agreement) contract for renewable electricity and a biomethane contract.**

10%



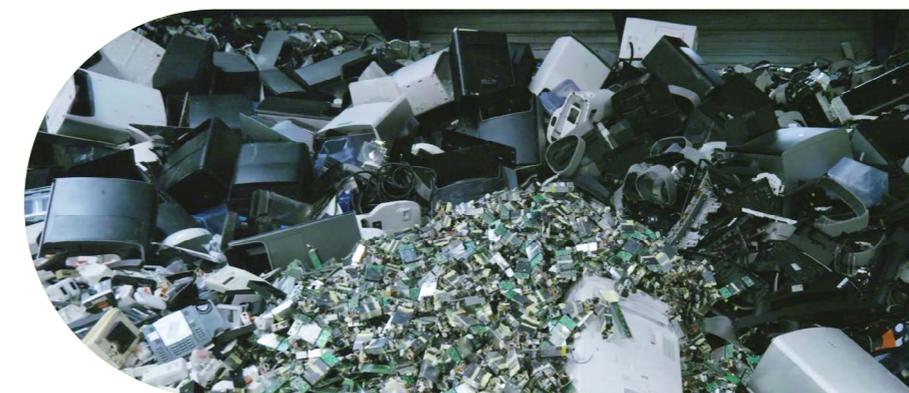
**reduction in CO<sub>2</sub> emissions per product shipped (energy) in relation to 2023.**

2024 results

87%



**reuse to reduce the production of plastic waste. 2025 goal exceeded!**



# Reduce our CO<sub>2</sub> emissions

To act and minimise the global temperature rise.

→ The carbon footprint of Cordon Group's French sites revealed a total of 3277 tonnes of CO<sub>2</sub> emissions in 2024, including transport and energy. We therefore developed a plan to reduce these emissions by the colocation of the logistics and repair activities and by optimising the transport flows.

- **Mapping of the physical flows** enabling CO<sub>2</sub> emissions to be calculated per segment.

- **Establishment of new renovation / kitting subcontractors** near to our industrial sites.

- **Group call for tenders for the transport service** prioritising partners committed to the environmental transition.

- **Reduction in the number of km travelled by empty trucks** by optimising inter-site shuttles and our external storage.

→ We have also made innovative investments and improved our industrial processes.

- **Installation of new equipment** to reduce heat consumption. **€160k** of investment for a **saving of approximately 10%** on our energy consumption linked to heating.

- **Improvement in our renovation services** for plastics and accessories: reduction in the consumption of new parts **resulting in 16,000 tonnes CO<sub>2</sub> equivalent avoided**

- **Implementation of the BMS project** "Building management system": **€530k budget for nine industrial sites between 2023 and 2024**, the aim being to contribute to intelligent global surveillance of installations.

## FRET 21

The FRET21 scheme is backed by ADEME, the Freight Transport Users Association (AUTF) and Eco CO<sub>2</sub> with the support of the French Ministry of Ecological Transition. It was officially launched in May 2015.

The goal of this label is to incite companies contracting hauliers (the "shippers") to better integrate the environmental impact of transport in their sustainable development strategy.

After our subsidiary RSB was awarded the label in 2022, the new sites engaged in the project are:

Mobiltron, SBE, Cordon Electronics (Dinan, Saint-Loubès, Tourcoing, Dreux, Nîmes). We are at the stage of gathering data and creating the action plan to submit our application at the start of July 2025 with the support of the Bretagne Supply Chain organisation.

The target for the reduction in CO<sub>2</sub> emissions is 5% over three years.



## PROMOTE SUSTAINABLE MOBILITY COMMUTING:

### DINAN MOBILITY CHALLENGE

The 2024 mobility challenge took place from 2 to 6 September 2024 and attracted many participants!

### CARPOOL PARKING

October 2024, specific parking spaces made available for carpooling commuters.

### ARGENTRE-DU-PLESSIS MOBILITY CHALLENGE

The 2024 mobility challenge took place from 16 to 29 September 2024, and enabled over **919 kg of CO<sub>2</sub>** to be saved by carpooling, walking, running, cycling and using scooters.

### RIBEAUVILLÉ TRANSPORT COSTS

The cost of public transport covered over several years.

### FRENCH SITES CARPOOLING

The Blabla Car Daily offer at several of our sites as an incentive to get people to carpool.

# Increase the share of renewable energy

To reduce our greenhouse gas emissions & respond to the climate crisis

→ In response to the energy crisis, we have analysed and rethought our modes of consumption, incorporating our CO<sub>2</sub> emissions optimisation goals. We are continuing to adapt the energy resources at our sites according to their geographical features, their size and the infrastructure in place:

Since 2024, contracts for new energy sourcing.

- 100% renewable electricity from January 2025.
- Control of our energy sourcing through the PPA contract (Power Purchase Agreement)  
Long-term renewable energy contract
- Project to install canopies & electrical terminals by 2026.

→ INVESTMENT in photovoltaic panels on industrial sites



EXAMPLE OF AN INSTALLATION AT THE ARGENTRÉ DU PLESSIS SITE

- Peak power: 81.12 kWc
- Surface area of modules: 394.2 m<sup>2</sup>
- 13 modules
- Needs: 451,993 kWh (based on 2021)
- Consumption of own production: 86,680 kWh (96.1% of production, 19.2 % of needs)
- Emissions avoided approximately 1.5 tonnes CO<sub>2</sub> equivalent
- Over-production: 3,525 kWh (3.9% of production)
- Produced 70 MWh i.e. 23%

**In 2024, these solar panels produced 26% of the electricity needs of the Argentré-du-Plessis site.**

For the first half of 2025, consumption of our own electricity production already stands at 32%. That is an improvement on 2024 already!

# Increase waste recovery and the rate of recovery of spare parts

To save raw materials and make less use of incineration and waste storage.

In a geopolitical context where tensions surrounding rare earths and metals are growing, our political leaders are focusing their strategy around two main areas:

**I / The reindustrialisation of France and Europe, giving rise to two prerequisites:**

- sovereignty, by reducing dependence on imports subject to numerous tensions and risks of shortage.

- decarbonisation and the resilience of the French production tool by the use of recycled material, constituting an effective lever to reduce the carbon footprint of industrial activities.

**II / The reduction in impacts on the environment by avoiding:**

- landfill and waste incineration.
- the extraction and consumption of fossil, forest, mineral and metal mining resources, which are thus preserved.

**OUR ACTIONS TO CONTRIBUTE TO THESE TWO MAIN AREAS**

The core business of Cordon Group focuses on renovation. This means we have to rework most of the cosmetic parts and change numerous components.

To reduce the impacts still further, we have undertaken numerous actions:

- To reduce consumption of raw materials extracted from the natural environment
- To maximise the use of reusable material
- To perfect the recovery of rare metals (including rare earths on WEEE\*).

In this context, we have decided to launch a study into the recovery of metals, specifically copper and magnets, through the products resulting from our activities.

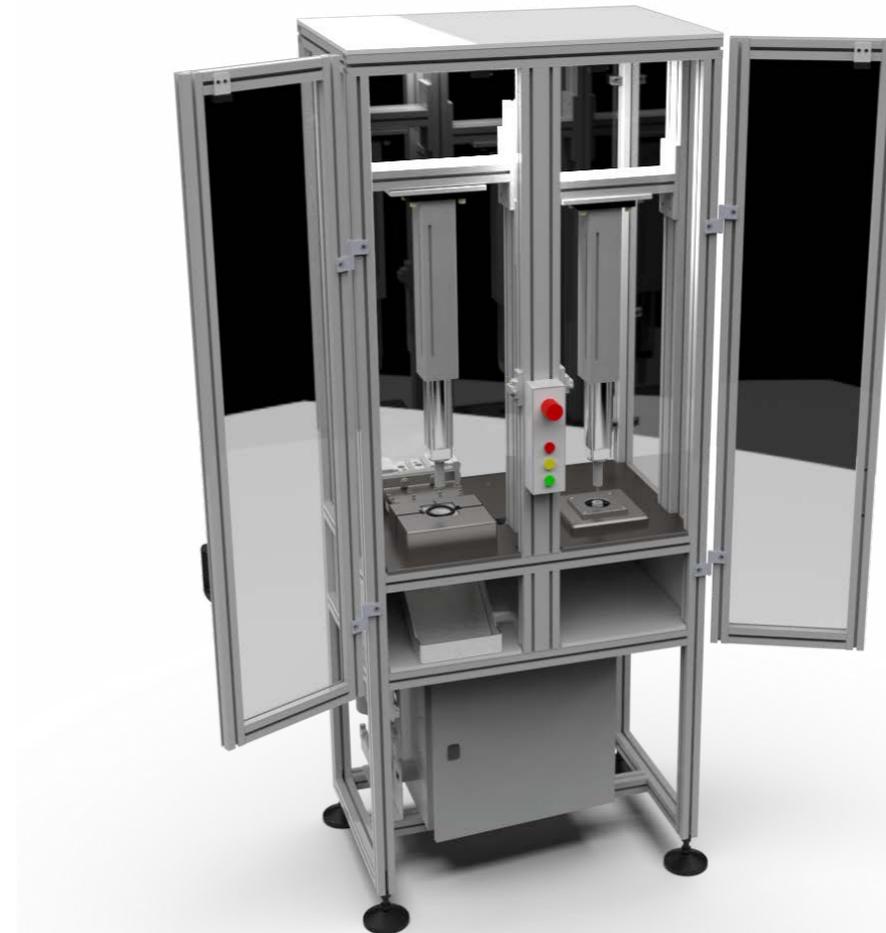
In 2025, the Group designed an initial machine to recover neodymium magnets from loudspeakers. A second study will enable us to target the possibility of creating an industrial line to dismantle scooter wheels and extract:

- The copper winding wire
- The neodymium magnets
- Steel and other metals

At the end, these SRM\*\* will be reused by partners in the manufacture of new sub-assemblies.

\* Waste from Electrical and Electronic Equipment

\*\* Secondary Raw Materials



# Reduce the consumption of raw materials

- **Repair of battery cells** for urban mobility equipment making it possible to:
  - Reduce the replacement of battery packs
  - Reduce the volumes of hazardous waste processed
  - Give products a second life
- Set up recycling channels** for the various flexible plastics for their reuse. Flexible plastics are often used for food packaging, plastic bags, cling film, etc.
- Recycle our boxes**

**1844 Tonnes** of used boxes produced recycled paper in 2024 for the needs of Cordon Group and other customers.

→ **IMPACT REPORT FOR THE RECYCLING OF OUR GLASSINE IN 2024**  
 Through the environmental impact reduction programme set up by our labels supplier, **the recycling of 3.5 tonnes of glassine waste** made it possible to:

- Minimise the negative impact**  
 By avoiding sending glassine waste:
  - For incineration, thus **780 kg of CO<sub>2</sub> avoided.**
  - To landfill, thus **5.7 tonnes of CO<sub>2</sub> avoided.**

- Maximise the positive impact**  
 By transforming it into insulation for housing:

→ **7**   
**Loft spaces**  
 thus **595 Tonnes of CO<sub>2</sub> saved**

→ **ECO-DESIGN**

We carry out scorability and removability studies for our customers in order to design:

- Plastics which are less sensitive to scratches and dirt and more easily removable and reusable for the reinjection of new plastic parts.
- Parts which are easy to remove to facilitate renovation and repair  
 Example: the use of recycled plastic material in new products which **divides the CO<sub>2</sub> impact by 20.**

**DINAN THE ECO-FRIENDLY CHALLENGE**

In 2024, **the site halved** its yellow dustbins collected by Dinan Agglomération. These containers are reserved for household waste such as bottles, cans and yoghurt pots.

Currently, **we produce approximately 4000 L per week** as compared to 9000 L in 2024 thanks to:

- The introduction of new dustbins added by the head office (waste sorting)
- The scrapping of cardboard cups in the company restaurant
- The reduction of soft drinks bottles in the dispensers at the site and in the company restaurant, which have been replaced by cans
- Sorting cans
- Sorting cups dirtied by water
- Awareness-raising campaigns for employees, temporary work agencies and service providers
- The installation of sparkling water fountains

**RECOVERY OF OUR BIOWASTE FROM THE COMPANY RESTAURANT**

•Between the start of 2024 and the start of 2025, we **reduced biowaste by 7%** thanks to the work done on the three flows: production waste, kitchen waste and dining room waste.

•Average waste per diner:  
**2024: 97.50g VS 1<sup>st</sup> half of 2025: 77 g**  
**a significant drop of 21%**

This is well below the French average, which stands at approximately 115 g!

→ **RAISE THE AWARENESS OF OUR EMPLOYEES TO THE IMPORTANCE OF RECYCLING ELECTRONIC DEVICES**

In 2023 and 2024, as part of International Digital Cleanup Day, we organised an internal operation to collect devices to be recycled from our employees. This was a success with **3.6 tonnes of electronic waste collected.** We have decided to repeat the operation in 2026, with events explaining what becomes of this waste and the importance of recycling it.

# Optimise our energy and water consumption

## OUR ROADMAP

### → 2025

#### •Optimum management of the BMS\*

•**Analysis of the off-production energy consumption** of our plants. (Off-production energy consumption is the energy consumed by an entity when it is not in production).

•**Installation of destratifiers** in the production buildings. These huge fans homogenise the temperature by sending the heat near the ceiling down towards the lower part of the building. This reduces the energy consumption for heating.

•**Insulation of our hot water networks.** Insulation of the hot water network to avoid heat loss, thus limiting the energy consumption needed to maintain the temperature.

•**Deployment of Unified Degree Day (DDU)** indicators with predictive energy consumption curves. These enable the difference between the average outdoor temperature of a day and a reference temperature to be estimated.

•**The booklet of best energy practices** shared with our sites worldwide.

•**Implementation of monitoring** of our energy consumption worldwide

•**Study of the replacement of gas boilers** by heat pumps and/or connection to the District Heating Network of the surrounding towns.

•**Continuation of the studies into the large-scale installation of canopies and charging terminals.**

### → 2026

•**Connection to the District Heating Network** for our Quévert site.

•**Launch of the work to install canopies** and charging terminals at all the Group's sites in France.

\* Building Management System

\*\* For example, for a plant which is closed at the weekend, the energy consumption is taken from this period.

\*\*\* Law on the Acceleration of Renewable Energy Production



# 27%

reduction in electricity consumption as compared to 2021

## MANAGING WATER MORE SUSTAINABLY HAS BECOME UNDENIABLE



→ After realising the risk linked to water source depletion, we aspire to preserve it through increased, more precise surveillance with Reduce / Reuse / Recover as the watchwords. To take the control of our consumption further, we have introduced actions such as:

- Rainfall levels measured annually by organisations
- Reducing the water pressure in the hand basins
- Identifying water leaks through the installation of the BMS\*
- Reusing waste water in the processes (e.g. closed-circuit operation for cleaning machines and descaling)

### → OUR PROJECTS:

- Investigate the reuse of waste water and rainwater harvesting.
- Study solutions to avoid draining the sprinkler tanks
- Have samples of process water from the ultrasound baths analysed by the Wessling laboratory to be able to integrate it into the cleaning cycle

### WATER PRESERVATION AT THE DINAN SITE

•**2024:** participation in the ECOD'O programme.

This programme is a system dedicated to water preservation for industrial stakeholders. In this context, we were selected to be assisted to conduct a pre-diagnosis with a related action plan at our Quévert site.

•**2024 - 2025:** deployment of the programme on the Group's other sites

2024 results

# ~17,000 m<sup>3</sup>

Water consumption over all our sites in France.  
A drop of 30% over four years

# Preserve & develop biodiversity

Biodiversity is the fabric of our planet. It covers all of the natural environments and life forms (plants, animals, fungi, bacteria, etc.) and all the relations and interactions (cooperation, predation, symbiosis, etc.) which exist between living organisms themselves and between these organisms and the environments they live in. We, as humans, belong to a species which

constitutes one of the threads of this fabric. Human activities are the main reasons for the decline in biodiversity and natural environments, and companies must therefore incorporate this theme into their operation. It is against this background that Cordon Group is integrating biodiversity as a new commitment in its CSR policy.



## OUR ACTIONS SUPPORTING THE PROTECTION OF LIVING THINGS

### 2023

2023 was the year when the subject of biodiversity made its entry into the Group's CSR approach. Various actions were undertaken. The Saint-Loubès site installed hives, from which the honey harvested has been distributed to its employees ever since.

Late mowing also gradually developed. Thanks to less frequent mowing, areas of grass were allowed to grow to the benefit of various species. Like Ribeauville, certain sites opted for eco-grazing.

### 2024

Three of our sites conducted studies concerning the fauna and flora in situ. These inventories were carried out based on the principle of participatory science, in collaboration with the employees. Following the identification of the different species, action plans were set up.

Various awareness-raising activities were held, particularly at the Quévert site with the "Tous au compost" workshop, the aim of which was to explain how to manage biowaste both at home and in the company.

### 2025

For the international Biodiversity Day, the Group wanted to unite all of its employees around this subject, organising awareness-raising activities, displays, quizzes, games and competitions.

### GOALS FOR THE COMING YEARS

Roadmaps will be deployed on each site up until 2027, based on three main themes linked to biodiversity:

- The infrastructure and real estate
- Employee awareness-raising
- Local roots

The Quévert site, which is the Group's head office, has started planting vegetation. This project is carried out in partnership with a local nursery and should take three years.

The fight against the Asian hornet is also part of our plan to protect living things. Campaigns to trap them will be started, like at Saint-Loubès, where 43 queens were captured in the space of two weeks in 2024!





# A people-centred approach

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



10 REDUCED INEQUALITIES



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



5 GENDER EQUALITY



1 NO POVERTY



# Pierre MONTEAUX

Director of Group Human Resources

**A**gainst the backdrop of ecological crisis, the health, political and economic crises have only strengthened the clear need to adopt a different relationship with our environment and a different way to look at the economy. This wake-up call and citizens' aspirations converge around the need to develop economic activities which are genuinely rooted in our regions.

The agility of our responses and the resilience of local economies will only be possible by maintaining local decision-making centres, in other words, by allowing greater responsibility to be exercised at regional level by those defending a sustainable economy. This economy must not forget that it serves living beings and not the reverse.

Our values and our commitments consist in ensuring that there is no discrimination with respect to employment or any other form of support for our employees, whether this discrimination be in terms of origin, age, disability, nationality, sexual identity, gender, sexual orientation, membership of a political, religious or union organisation of a minority group, or any other characteristic.

Cordon Group has been promoting the integration of people with disabilities, those marginalised from the job market, young people and seniors, and also of prisoners for many years.

We have also deployed an outsourcing and insourcing policy with EA (disability-friendly companies) and ESAT (sheltered employment companies). In 2024, these employees represent 437 people, a rate of inclusion of 27.7% with a target of 30% in 2025.

Our approach relies heavily on the cultural diversity of the countries where we are based (13 since 2023). It also benefits from the heterogeneity of our employees, both by their diverse origins (42 nationalities are currently represented) and by the variety of their ethnicities and ages.

This policy is a way of maximising the potential of everyone within our Group. It is a real driver for creativity and growth!



“  
Our approach relies heavily on the cultural diversity of the countries where we are based.  
”



## Our promise as an employer

Work in Cordon Group to:

- Give **MEANING** to your career.
- Improve your **SKILLS** and advance in long-term careers.
- Share the **DYNAMISM**, energy and boldness of a group, its founders and its teams.
- Become part of a **FAMILY**, a group where decision-making is guided by everyone's expertise.
- Join a **STRONG GROUP** but which is still human-sized.



# Promote diversity & Fight against discrimination

And foster a sense of pride and belonging in our employees.

**DIVERSITY** is the foundation of society both in social and economic terms. It is a source of wealth for our group.

Through our actions based on our values and commitments, we are pursuing a **"PEOPLE-CENTRED"** social policy. The goal of our diversity and inclusion policy is to foster equal opportunities and diversity in all its components.

We are also dedicated to developing a management style which is respectful of differences and based on trust. Our approach improves team cohesion, which makes **LIVING TOGETHER EASIER** and is therefore beneficial to performance.

To achieve this, we fight discrimination, foster transparent recruitment, a fair wage policy and professional development based on objective criteria.



## DUODAY 2025

For one day, DuoDay affords a disabled person the opportunity to shadow an employee as they go about their normal working routine in the public or private sector.

Cordon Group once again spontaneously wanted to join this project by offering the opportunity to those who so wish to gain an insight into its activities.

## SEEPH 2024

European Disability Employment Week was an opportunity for Cordon Group to organise awareness-raising workshops with the support of local associations. To mobilise its employees, the group also organised themed games to get the message across in a more fun way.

## THE LE CULOT WORKSHOP: BREAKING DOWN STEREOTYPES!

Convinced that diversity and inclusion are a strength, the group decided to give their employees the opportunity to get involved in the "Le Culot" workshop. The aim is to explore stereotypes and limiting beliefs.

"Le Cercle des Inclusifs by Arkéa Banque Entreprises et Institutionnels", the creator of this initiative; came to our site.

Its members, who are ARKEA employees, deliver awareness-raising modules on issues of diversity and inclusion by sharing their experiences.

Through role-play and discussions, participants were able to reflect and learn to be more daring both in their ideas and in the daily working lives.



## ACTIV CHALLENGE

The 5<sup>th</sup> year of the **ACTIV CHALLENGE** inter-company competition was held. For three weeks, Cordon Group employees were able to take part in **100% digital challenges** to raise awareness to disability.



**5% more participants as compared to 2024**



**2 places better than in 2024!**

## OUR COMMITMENT

Cordon Group has opted to strengthen its commitment by joining the "Les entreprises s'engagent" club. The community was created in 2018 with the aim of reinforcing actions in favour of an inclusive society and a sustainable world.



# Protect the health & safety of our employees

To retain our employees wishing to work in a safe, pleasant working environment.

In 2025, we launched our Health and Safety in the Workplace policy and the Six Golden Rules with the aim of introducing rules common to the activities and strengthening the safety culture.



**INDUSTRIAL & LOGISTICS SITES,**  
take care of your **safety** & work with  
complete peace of mind!

## 6 GOLDEN RULES For your safety



**Wear your PPE\***  
\*Personal Protective Equipment



**Be up to date with your authorisations & clearances**



**Check your posture**  
& take part in warm-ups



**Inform your manager in case of accident or incident**



**Clear pedestrian walkways**



**Stop the machine\* before intervening**  
\*or line

2024 results

100%

of our operational sites had an OH&S risk assessment\*

Implementation of OH&S criteria in the annual individual assessment and progress meetings.

**Harmonisation of OH&S\* purchases at group level:**

- so-called “3 green lights” purchasing procedure. This process includes controls at the various stages of the purchasing procedure (order, delivery, commissioning)
- regulator inspections

Raising awareness to best practices of 100% of the maintenance teams at the sites throughout 2025.

**ORGANISATION OF MUSCLE AWAKENING SESSIONS**

and stretching at the workstation.

**ACTIONS TO PREVENT RISKS LINKED TO NOISE**

- Personalised moulded hearing protection for personnel exposed to high noise levels.
- Installation of a pilot workbench to lower the noise level for an action in the scooter repair activity.
- Suction unit for cleaning boxes at Cherbourg, which reduce the noise levels of the blowers by approximately 20 dB.

**ORGANISATION OF EVENTS AND WORKSHOPS**

particularly about blood donation, noise and cancer (Pink October and Movember).

\*OH&S: Occupational Health and Safety

\*\*\*MSD: MusculoSkeletal Disorders

## RSI\*\*\* Awareness Day

Repetitive strain injuries are the leading cause of occupational diseases in France with 88% of diseases recognised. RSIs are present in many sectors and significantly impact the health of employees and their company.

For International Repetitive Strain Injury Awareness Day, activities and events common to our sites both in France and worldwide were organised. For example, collective warm-up sessions and games.

Particular attention was paid to the importance of staying hydrated, with dedicated communications.

Several external organisations or health professionals came to the group's various sites:

- Occupational health
- FASTT the French temporary work social action fund
- Osteopath
- Sophrologist



# Guarantee good working conditions

To retain our employees wishing to work in a pleasant working environment.

Our employees' satisfaction and the improvement of their well-being at work require support and a listening ear at all times.

**FACILITATION OF SOCIAL DIALOGUE** by encouraging the independence of trade union organisations and making information useful for discussions easier to access. The will to begin social dialogue is reciprocal and we support trade union freedom and collective negotiation.

**COMMITMENT TO RESPECT BASIC RIGHTS** particularly by subscribing to the United Nations Global Compact.

**MEASUREMENT OF EMPLOYEE SATISFACTION** by carrying out satisfaction surveys.

## DEVELOPMENT & REGULAR UPDATING OF OUR EMPLOYEES' SKILLS

•289 employees, which is over 10% of the staff in 2024  
•6,897 hours of training in 2024

**DEVELOPMENT OF INTERNAL TRAINING** by the accreditation of the Cordon Formation organisation. The initial aim was to develop our induction programmes, and assist and train our employees in our technical business lines.



## DISCOVER MY JOB

The aim of this project launched in April 2024 was to introduce our employees to the group's business lines. It is also an appropriate way to reinforce recognition of the various skills and improve cohesion between our teams. The project has already enabled 68 employees to discover around thirty jobs. The third edition in Spring 2025 was deployed on nine of the group's industrial sites in France and abroad.



**The group is keen to organise convivial social occasions for its employees throughout the year.** These events are an opportunity to share simply and easily, increase the feeling of belonging to the group and foster a positive working environment. (Photos of Christmas Jumper, "Guinguette" dance hall, galette des rois (King cake), barbecue, sports challenges, etc.)

69.3%

Satisfaction in 2024  
An increase of 1.3% since 2021

# Foster insertion through work

To enable people who are excluded to regain independence and self-confidence.



Integration through work reflects our values and is our most important commitment to contribute to equal opportunities and the success of all.

We afford particular importance to diversity, because it is a factor of economic and social development both at local and national level. The strength of a group lies in the addition of talents from different backgrounds, able to debate their points of view and accept their differences, and this generates high levels of creativity.

We constantly strive to promote integration schemes for all sectors:

**•Choice of local integration schemes**

to contribute to the regional impact, but if necessary, we turn to national commitments.

**•Integration of personnel marginalised from the job market**, people with disabilities and the young, partnerships with EA (disability-friendly companies), ESAT (sheltered employment companies) and prisons.

**•Prioritisation of local recruitment stakeholders and development of partnerships with schools to participate in getting young people into employment.**



2024 results

**27.7%** of people in our teams and with our subcontractors are **DISABLED, RETURNING TO WORK OR MARGINALISED FROM THE JOB MARKET.**



# Ethics & Data Security



# We comply with the laws & regulations

## 2025 commitments:

- Continue our initiatives to strengthen our compliance with the laws and regulations
- Guarantee that our business practices are exemplary at all levels
- Ensure respect for human rights and fundamental freedoms
- Maintain our integrity by the fight against corruption, influence peddling and fraud



## A word from...

**Laure LARONZE**

Head of the Group's Legal Affairs

**In Cordon Group, we make sure that every employee adopts an ethical attitude both within the group and in their relationships with third parties. For this purpose, we have adopted an ethics charter reflecting our values and which we use as our guideline.**

### Our internal system...

Cordon Group has zero tolerance with regard to corruption, influence peddling and fraud. Our anti-corruption code of conduct and our internal procedures enable our employees to identify risky situations and adopt the right behaviour. We have also set up an internal whistle-blowing system fostering transparency and dialogue with each of our employees. In 2021, our employees the most exposed to these issues benefited from training on the risks linked to corruption and how to act in an honest, upright manner, particular with regard to conflicts of interest.

In 2025, we are renewing our training by continuing with one-on-one meetings which will then be supplemented by online training on the fight against corruption.

### Constantly evolving

We are keen to have our employees participate in the evolution of our risks mapping and our ethical compliance mechanism which takes into account the development of our group and the regulations.

The internal interviews carried out during the 2024 assessment enable us to re-evaluate the mapped risks and update our existing documents whilst continuing to promote our transparency culture and our ethical values.

### We comply with the laws and regulations

In 2025, we are committed to continuing our initiatives to strengthen our compliance with the regulations. We are anxious to guarantee that our business practices are exemplary at all levels. This also includes respect for human rights and fundamental freedoms.

In line with the Sapin II GDPR, we undertake to act with integrity, respect and transparency in conducting our business.



### ETHICAL PARTNERS RESULTING FROM OUR CONSTANT VIGILANCE

To prevent any risk of fraud, money laundering and corruption, at Cordon Group we do not conclude any transactions with third parties if we do not know their identity and/or activity, and we refuse any partnership which could directly or indirectly take part in a fraudulent act. Only funds from legal commercial activities are accepted.

We only deal with trusted suppliers, subcontractors and service providers. The latter are selected after a meticulous

selection procedure enabling us to check the integrity of our partners through due diligence.

Moreover, we ensure that our ethical requirements are included in contracts with all our suppliers. For this purpose, our legal department maintains a set of clauses enabling respect for the laws on corruption, fraud, money laundering, respect for human rights, the environment, work and the competition to be included in every contract. We also require our suppliers to adhere to our code of conduct.

2024 results

82%

of the most exposed employees were trained in the fight against corruption.

70%

of our operational sites were assessed with regard to ethics.

0

Acts of corruption reported thanks to the constant vigilance of all of our personnel.

# Secure data

**In an industrial company, data security prevents intrusions, the theft of sensitive information and production downtime. Robust cyber defence is crucial to ensure business continuity and maintain competitiveness in the face of growing risks.**

In parallel we undertake to respect all the regulatory, contractual and normative requirements with regard to the management of sensitive information. We have established rigorous procedures to guarantee that our practices comply with the international laws and standards.

- **Insourcing** our SBE subsidiary with regard to supplier assessment, the contractual management of customers and securing assets.

- **Involvement** of all the company's departments in line with the governance set up to ensure the data collected by the company is processed in compliance with the regulations.

- **Training** of employees in ISS\*, new technologies and new usages as part of our due diligence programme with regard to data security. Our intention is to enable our employees to remain vigilant to the new emerging risks

- **Awareness-raising** by phishing campaigns each month.

- **Due diligence** programme on third parties with regard the information security: audits with the group's suppliers in line with ISO 27001.



**AT HOME AND AT THE OFFICE, WHEN I LEAVE, I LOCK EVERYTHING UP!**

Locking your computer should be a reflex whenever you leave your workstation. A malicious person or incident can happen quickly. To lock your computer, use the keyboard shortcut: +

For further information, please contact  
Jean-Philippe DUFEU, Chief Information Security Officer (CISO)  
→ [rssi@cordongroup.com](mailto:rssi@cordongroup.com) +33 7 88 00 22 71

\*ISS: Information System Security  
\*\* DSMS: Data Security Management System  
\*\*\* ISSO: Information Systems Security Officer

## 2024 ACTIONS

- ISO 27001 certification granted
- An ISS\* audit set up within the ISS\* team.
- Reinforce our means of 24/7 surveillance.
- Audit campaign of all of the group's sites and departments controlled by the group ISS with the support of the ISSOs\*\*\*
- Integration of the ISS\* criteria throughout the purchasing process: during calls for tender, contractualisation and then during the life of the contract with the supplier, particularly via the organisation of document audits or on-site.
- Specialised training for the members of the group's ISS\* community.

## ACTIONS AND TARGET FOR 2025

- Extension of our approach to secure the ISMS\*\* to the whole group.
- Integration of the company SBE (France and foreign subsidiaries) at ISS\* level
- Creation of the ISS\* golden rules
- Work on the security issues with Artificial Intelligence.
- Integration of two new commitments specific to the ISS in the CSR policy

Raising awareness to data security in an industrial company involves regular training for all employees and the introduction of strict security policies. To protect sensitive data, we carry out awareness-raising campaigns via our internal communication tools: Office365 and Steeple in the form of articles, posters or videos. All the written media made available to our employees on a page dedicated to Data Security in our intranet.

Our six main areas of mobilisation are:

- Prevention against phishing
- Password management
- Receiving visitors
- External storage methods
- Securing one's workstation
- Warning protocol in case of incident

Annual goal

100% of ISSOs\*\*\*\* trained by the group ISS\*

100% of personnel made aware on each of the group's sites.

# Responsible purchasing

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**17** PARTNERSHIPS FOR THE GOALS



# Yvonnick REGENT

## Group Purchasing Manager



**We wish to fully contribute to the achievement of the group's objectives and our customers' expectations concerning the reduction of our CO<sub>2</sub> emissions to reach carbon neutrality for certain purchasing families by 2030.**



**As part of the CSR approach, the purchasing role is closely involved through its process as manager of relations with our suppliers.**

**For this purpose, by means of working groups:**

- We formalised a **supplier code of conduct** based on our values then assessed and assisted the suppliers to better move forward together.

- We look for **new materials & solutions** which are more environmentally friendly.

- We developed and distributed **our responsible purchasing policy** to the national community of our buyers then all our stakeholders.

**We are also working on:**

- Monitoring** new channels for recycling our waste
- The eco-design** of our products
- The purchase of **refurbished products**.
- The extension of **the duration of our vehicle rental contracts** to reduce orders of new vehicles which generate **4 and 7 tonnes of CO<sub>2</sub> per vehicle**.

**New company vehicle policy:**

Two years ago, we began greening our vehicle fleet by dropping petrol and diesel when replacing our vehicles. Cordon Group is including the first electric utility vehicles in its fleet as from 2025 in line with its responsible purchasing policy and with the aim of significantly reducing its carbon impact.

Our commitments for managing our 2025-2026 Car Policy are:

- Electric company cars** made obligatory for all employees covering less than 20,000 km per year.

- For high-mileage drivers, Full Hybrid vehicles** with a maximum emissions rate of 110 g CO<sub>2</sub>/km

- Speed up the electrification of our fleet** of utility vehicles.

Our goal for 2027-2028 is to replace **70%** of our fleet with low-emissions vehicles for a saving of **30%** of CO<sub>2</sub> emissions (230 t CO<sub>2</sub>) as compared to 2024.

2024 results



2024 results



**2025:**

- Preparation of the RFAR Label** (Supplier Relations & Responsible Purchasing)
- Harmonisation of the call for tenders** template with the compulsory inclusion of CSR criteria
- Elimination of plastic bottles on the group's largest sites**
- Recycling work clothes**
- Glove cleaning process at all French sites**
- Purchases of refurbished PCs**
- Electrification of utility vehicles**

**2027:**

- 100% of stretch film made of recycled material for the whole group**
- Total elimination of plastic dunnage in our packaging**
- Increase in purchases with local partners**
- Achievement of 90/100 in Ecovadis for responsible purchasing**
- The Responsible Purchasing Policy deployed throughout the group**

**2030:**

- Carbon neutrality on certain product families (labels, packaging, printing)**
- Renewal of vehicle fleets with clean vehicles (company cars, utility vehicles)**

# Readjust our needs

To preserve natural resources.

One of the foundations of our responsible purchasing policy is to incorporate environmental criteria into our industrial activities. Our field of action in this area is fairly broad: optimise our purchasing and sourcing for more responsible consumption, rethink our purchasing for our industrial needs, choose the right partners.

• **Compliance with REACH** and the rules for using hazardous substances when procuring materials (RoHS),

• **Increase in purchases** with regard to material containing a certain percentage of recycled material, such as stretch film, pallets, etc.

• **Promotion of so-called “sustainable” products**

• **Selection of suppliers committed** to protection of the environment and biodiversity

• **Selection of transport suppliers** who have adopted a “green logistics” approach.

• **Inclusion of responsible purchasing** objectives in our buyers’ performances.

• **Work on environmental and social aspects with the service providers** of our company restaurants

Glassine transformed into insulation material

## Sourcing of eco-responsible materials

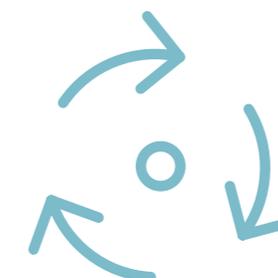
- Replacement of plastic bags by bags made of **starch**
- Replacement of plastic ties by ties made of **cardboard**
- 55% of office supplies identified as “**green products**” (made in France and/or of recycled materials)

## Transformation of our waste into raw materials

- Our cardboard bales sent to a paper mill to make **recycled paper material**
- Production of insulation **material** for the construction sector from glassine waste (plastic backing for labels)

## Purchase of second hand (refurbished) equipment or materials

- Wooden pallets
- Refurbished pallet racks
- Second-hand lifting equipment
- Second-hand PCs
- Second-hand industrial equipment



## Increase in our closed loop supply chain purchasing, mainly in place for our injected plastic parts

- **Recovery** of plastic parts on the production site by the service provider
- Grinding and **regeneration** as plastic granules
- Injection of a new plastic part with these **100% recycled granules**

## Choice of design

- Packaging optimised in line with our needs to reduce our consumption of raw materials
- Purchase of **Evolite fire extinguishers**, which consume less basic materials in their design.

# Foster lasting & balanced relations with our suppliers

Carefully selecting our suppliers, assessing them to control the risk, helping them to improve their performances and including the requirements in contracts are all part of our mission to maintain productive, respectful working relationships in a process of continuous improvement for optimum performance.

- **Select and assess our suppliers** by means of questionnaires (ethics, CSR performance, social & environment).
- **Build a lasting relationship** with our suppliers sharing the same values and CSR commitments
- **Develop responsible supply chains**
- **Endorse the Responsible Purchasing and Supplier Relations charter**



Refurbished wooden pallets



Optimisation of the design of our packaging

## Since 2023

Charte RELATIONS FOURNISSEURS RESPONSABLES

2025



# Contribute to the economic development of the regions

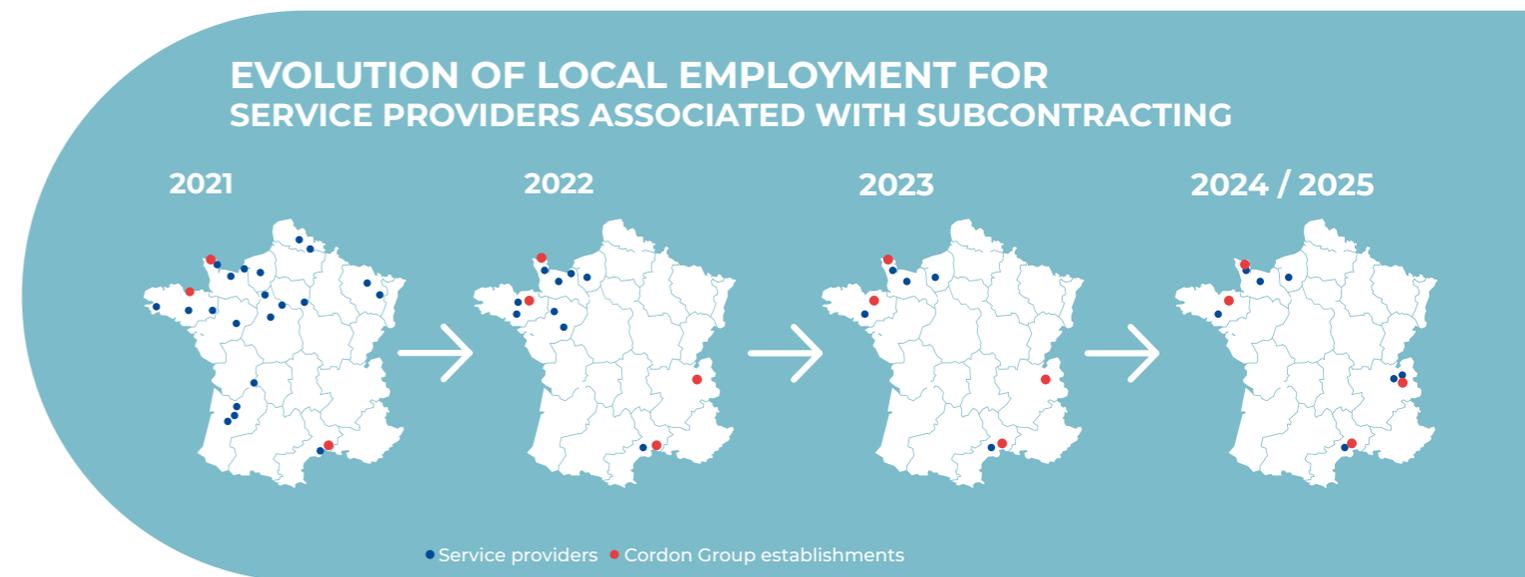
One of our objectives is to encourage the economic development of the regions through local partnerships, and guarantee respect for social and societal values. For example, we include geographical criteria in our supplier selection, create synergies with local stakeholders and support operators in protected and adapted sectors.

Our agreements with **ESAT** (sheltered employment companies), **EA** (disability-friendly companies) and **prisons: 437 people (2024)**

2024 results

55%

of our purchases made in France



# Recognition of our approach

Cordon Group has been working for more sustainable electronics for over 35 years. Over the years, this work has been rewarded by the granting of certifications and labels acknowledging the company's commitment

to improving its environmental and societal footprint. New, more recent labels highlight the Cordon Group's commitment to developing services as close as possible to the consumer.

## ISO

Quadruple ISO 9001 - 14001 - 45001 - 27001 certification obtained by the group from Bureau Veritas and DQS.

All of the group's activities and sites were combined to enable them to be covered by the same certificate. By doing so, optimising the processes of the support team enabled the industrial models to be largely duplicated on the different sites.



## QUALIX

Declaration by an independent third party on our CSR maturity for 2024.

Out of the 93 assessment criteria, 86% are deemed to be consolidated.



## ECOVADIS

ECOVADIS is an assessment body which rates companies' sustainability and corporate social responsibility (CSR) with a global network of over 90,000 companies assessed.

We embarked on the ECOVADIS assessment to know where our CSR commitment stands. It enabled us to demonstrate our CSR performance to our customers. Global Score **2024: 84/100**



## QUALIREPAR

QUALIREPAR recognises service companies which employ people in France. This label responds to expectations expressed by consumers, companies and numerous professional federations.

With this label, we wanted to highlight our contribution to a more local, eco-responsible mode of consumption.



## RCUBE

The RECQ label backed by RCUBE.org is the 1<sup>st</sup> European label concerning second-hand products. Cordon Group participated in this initiative to highlight the quality of its industrial processes and its related services.

In this way we are increasing the visibility of our smartphone refurbishment activity with our customers. In 2023, we were awarded the RECQ label by DEKRA. The RECQ label, derived from "REConditionnement de Qualité" (Quality Refurbishing), is backed by RCube and the Federation of French companies active in the fields of Reuse and Repair.



## SERVICE FRANCE GARANTI

Since 2023, Cordon Group has been certified Service France Garanti. This label promotes the defence and image of French products, both goods and services, and the companies who produce them. In this way, it highlights service companies which employ people in France and responds to the expectations expressed by consumers, companies and numerous professional federations.

In a socio-economic context driven by local values and more eco-responsible modes of consumption, this label based on a precise audit highlights our services carried out in France and thus boosts our image with customers and consumers.



BV Cert. 15025078  
service après-vente  
reconditionnement



# The Group's latest news



## FRENCH NATIONAL REPAIR DAYS October 2024

During the French National Repair Days, Orange and Cordon Group highlighted their commitment for the circular economy by extending the lifetime of telephones and reducing electronic waste. Our teams were able to present our repair and refurbishment workshops in various media (written press, radio and TV). A podcast also illustrated our concrete actions to further more sustainable electronics.

## CORDON GROUP IN THE CHOISEUL CONQUÉRANTS RANKING

March 2025

Cordon Group appeared in the Choiseul Conquérants ranking for the second year running for 2024, which rewards the 200 most dynamic intermediate-sized companies in France. Ranked in the "pioneer of the sustainable transition" category, the group is actively committed to reducing its carbon footprint, developing local resources and supporting the circular economy. This award highlights our actions to further sustainable electronics and strengthens our determination to innovate for a more responsible future.



## INAUGURATION OF THE NEW PREMISES OF SBE FRANCE

February 2025

On 4 February, we inaugurated the new premises of our SBE subsidiary at Saint-Martin-Boulogne, marking a turning point after the flooding of November 2023. Thanks to the mobilisation of the teams, this period was overcome with courage and

determination. Today, 450 employees are working on a site which has been completely redesigned and divided between two buildings, continuing their work to repair electronic products!



Frédéric Cuvillier, Mayor of Boulogne-sur-Mer  
Serge Cordon Chairman of Cordon Group  
An SBE employee Xavier Bertrand Chairman of the regional council of Hauts-de-France

## LAUNCH OF OUR NEW MEDICAL BU

March 2025

Cordon Group is launching a Business Unit dedicated to the medical sector, combining the expertise of SBE Medical Services and its industrial know-how. The offer covers the whole life cycle of medical devices from manufacture and installation to maintenance, refurbishment and recycling. In accordance with the MDR and ISO 13485 standards, this initiative marks the group's aim to become a strategic partner for health professionals, with innovative, sustainable solutions adapted to their needs.



# Our sponsorships & partnerships

## LIGUE DE BRETAGNE DE GOLF

We have supported the Ligue de Golf de Bretagne for several years.

In 2022, a golf sports-studies section was created at the CREPS sports training centre in Dinard for young Elite players. Excellent results in competitions in France and Europe have

demonstrated that this great initiative, which is unique in France, is an example for other regions to follow.

We are very proud to support this incredible team in this adventure.

## HCDQ, DINAN QUEVERT RINK HOCKEY

For 15 years, Cordon Group has been a patron and official sponsor of the Dinan Quévert Rink Hockey team, the HCDQ. This sport, requiring intensity, preparation, rapidity and dexterity, is still little known in France but is very popular in Italy, Spain, Portugal and South America. This team has an impressive record.

Champion of France ten times, winner of the Coupe de France six times (including this year, 2025) and has played in the 2024/2025 season of the Champion's League against the best European teams.

Team Cordon Group (National 1 Elite) has been Champion of France eleven times, Vice-

Our support for the club is not only financial - several players and their families work for Cordon Group. It is a great example of involvement for our employees!

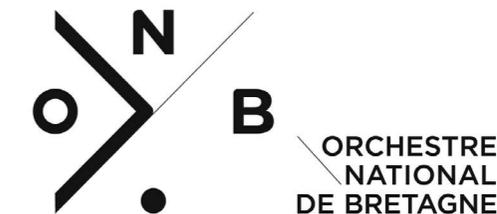


## CORDON GROUP, PATRON OF THE ORCHESTRE NATIONAL DE BRETAGNE

Cordon Group has been a patron of the Orchestre National de Bretagne since 2019. This commitment makes it possible to **support the institution in its development, host artists in residence, launch prestigious artistic collaboration projects, and promote the influence of Brittany worldwide.**

Each season, the ONB offers a wide variety of artistic performances. The programme is always rich and original, including collaborations with prestigious artists of great virtuosity.

The nomination of Nicolas Ellis, the new musical director since September 2024, marks a turning point for the orchestra, which was directed by Grant Llewellyn for seven years.



# CORRELATION TABLE

DEVELOPMENT PRIORITIES			PAGES OF CSR REPORT	PARAGRAPH OF ISO 26000	PRINCIPLES OF THE GLOBAL COMPACT
ENVIRONMENT	ENERGY	Proportion of renewable energy	16-31	6.5.4	9
	CARBON EMISSIONS	CO <sub>2</sub> emissions in transport per product sent (g CO <sub>2</sub> e )	16-31	6.5.3	8
		CO <sub>2</sub> emissions in energy per product sent (g CO <sub>2</sub> e )	16-31	6.5.3	8
		Total GHG emissions (tCO <sub>2</sub> e) Scope 1	16-31	6.5.3	7
		Total GHG emissions (tCO <sub>2</sub> e) Scope 2	16-31	6.5.3	7
		Total gross GHG emissions (tCO <sub>2</sub> e) Scope 3 (only transport)	16-31	6.5.3	7
RESOURCE CONSUMPTION	% reuse of plastic material	16-31	6.5.4	9	
SOCIAL	EMPLOYMENT	Number of work-study trainees	32-43	6.4	6
	DIVERSITY	Proportion of inclusive jobs	32-43	6.4	6
		Proportion of female employees in relation to the whole organisation	32-43	6.4.4	6
		Proportion of women in managerial positions	32-43	6.4.4	6
	EMPLOYEE PROTECTION	Absenteeism rate	32-43	6.4	6
Number of work-related accidents		32-43	6.4.6	6	
ETHICS	ETHICS	Proportion of the total target personnel trained in the fight against corruption	44-47	6.6	10
		Proportion of all the operational sites for which an internal verification/assessment of risks related to ethics have been performed	44-47	6.6	10
	CORRUPTION	Number of reports via the whistle-blowing procedure	44-47	6.6	10
		Number of proven acts of corruption	44-47	6.6	10
RESPONSIBLE PURCHASING	SUPPLIERS	Proportion of suppliers who have signed the suppliers code of conduct (under framework agreement)	50-57	6.2 & 6.6	9 & 10
		Proportion of suppliers assessed on their CSR performance (via questionnaire)	50-57	6.2 & 6.6	9 & 10
		Proportion of buyers who have received responsible purchasing training	50-57	6.2 & 6.6	9 & 10





**LETS WORK  
TOGETHER** FOR  
**SUSTAINABLE  
ELECTRONICS**

[cordongroup.com](http://cordongroup.com)