



## The Campus Serge Kampf Les Fontaines CSR Policy

Campus Serge Kampf Les Fontaines helps businesses transform by helping them design and produce professional, sustainable and responsible events.

These events can be held on the Campus or at another venue, and they can take place physically, online or as a hybrid of the two.

The Les Fontaines team is skilled in three areas of expertise – transformation, hospitality and planning – all of which involve event-related CSR challenges right from the very first contact with the client.

To address these, we adhere to the 7 values of the Capgemini Group, of which we are a wholly owned subsidiary. As an ethical and responsible business, we put these values – honesty, boldness, trust, freedom, fun, modesty and team spirit – at the heart of everything we do.

We realise that our activities have an impact on the environment, the economy and society. That's why we are committed to understanding and respecting all the relevant legal requirements and to continuously monitoring and improving our performance in these areas. Our CSR policy is based on that of the Capgemini Group, in particular on the Capgemini France environmental and energy policy, signed on 18 February 2021.

As part of this approach, we have developed a plan of action for meeting our key commitments, which are to:

- reduce the environmental impact of our activities;
- restore the economic equilibrium of the business by offering a more responsible events service; and
- monitor the work-life balance of our employees and create the right conditions for team spirit to thrive.

This policy incorporates the following across-the-board obligations: **inclusion** (talking and listening to employees, clients, partners and local stakeholders); **awareness** (making everyone a stakeholder in and responsible for the CSR policy); **integrity** (being ethical in our dealings with stakeholders); and **transparency** (communicating regularly with all our stakeholders about what and how we are doing).

Within the framework of responsible management, we commit to providing the **support and resources necessary to adhere to this policy**. We commit to **updating and evaluating our sustainable development objectives** in the interest of continuous improvement, and to submitting the **results** of our actions for management review at least once a year.

Bertrand Cheyrou  
President  
February 17, 2022