

# CORPORATE RESPONSIBILITY



## Sopra Steria & Responsible Purchasing

To ensure a sustainable supply chain, the group operates a policy of responsible purchasing. This approach is associated with the assessment of key suppliers and integrates ethical, social, environmental and community aspects. Initiatives are progressively deployed by the group and are supplemented by local initiatives to best meet the needs of all stakeholders.

## Responsible Purchasing Charter

Since 2011, Sopra Steria has implemented a responsible purchasing Charter which sets out the fundamental principles of fair and transparent purchasing. It addresses the issues of Corporate Responsibility and compliance with the UN Global Compact for human rights, employment standards, the environment and the fight against corruption. This charter is appended to all supplier contracts, both new and renewed. Every year, Sopra Steria endeavours to enhance it to take into account future regulatory requirements.



## Assessing the Corporate Responsibility of suppliers

For several years, Sopra Steria has evaluated its suppliers using an approach that takes into account the ethical, social, environmental and community dimensions. In the interests of the harmonisation and rationalisation of its action programs, since 2015 the evaluation of the group's principal suppliers has been based on the Ecovadis platform, specialised in the CSR assessment of companies. This system is implemented at the group level in France and the United Kingdom, and is currently being rolled out in Belgium, Luxembourg, Poland and Spain. The assessment covers more than 20 criteria in the areas of business ethics, social affairs, the environment and the supply chain. The results from this evaluation campaign allow purchasing procedures to be adjusted. In 2018, the Ecovadis assessment is extended to a wider range of suppliers across the Group to take into account the requirements of Sapin 2 and Duty of Care French laws.



## Favouring the purchase of products and services with a low environmental impact

Sopra Steria is pursuing its policy of responsible purchasing by favouring products and services with a low environmental impact: computer hardware with an Energy Star and EPEAT Gold or Silver rating; FSC-, PEFC- or Blue Angel-certified paper produced from sustainably managed forests; Fair Trade and sustainable catering products; purchase of electricity generated by renewable sources of energy.

As part of a continuous improvement process and via the renegotiation of its contracts, Sopra Steria endeavours to increase the proportion of «green» products used (i.e. FSC-, Blue Angel-, PEFC- or NF Environment-certified office supplies; made from recycled or recyclable products; rechargeable; PVC- free or containing fewer chemicals). The group promotes the use of new, more sustainable services: electric company cars, couriers using bicycles or electric vehicles...

Furthermore, the group continues the digitalisation of its purchasing procedures in order to reduce the environmental impact.



## Purchasing in favour of diversity

Sopra Steria works with many companies stemming from diversity. In France, to increase its involvement in the special needs sector, the group has entered into a privileged partnership with Atimic, a disability-friendly company in the digital economy. The goal of this collaboration is to promote job opportunities for employees with disabilities on technology projects undertaken for Sopra Steria clients. It also allows such customers to count these services towards their own disability employment targets.

Sopra Steria also contributes to the development of the social and community economy by making use of companies in the special needs sector for services such as recycling of WEEE (Waste Electrical and Electronic Equipment), facilities maintenance, mailings, catering services and the design of advertising materials. For example, in the United Kingdom, along with its stakeholders (internal players and public sector customers), Sopra Steria has set up a program to ensure that suppliers from diverse backgrounds (SMEs, businesses owned by women...) have the opportunity to access its supply chain. Sopra Steria is also a signatory of the «Prompt Payment Code».

# Sopra Steria: committed to a more sustainable world

The corporate responsibility gives us a new perspective of our company through our social and environmental responsibilities, our commitment to communities, interacting with our market. As an international group operating in many countries, we play a major part in sustainable development bringing together all our stakeholders.

Our first responsibility is to ensure our economic development and our sustainability whilst considering our local and global impact on economy.

Business ethics underpin our daily activities, a core requirement we extend to our clients, suppliers, and partners, because together, we create a virtuous and sustainable economic circle. The Group is committed to continuous improvement based on the principle of equal opportunities. This involves the skill development and well-being of employees as well as the integration of young people. How? By accompanying our employees throughout their careers and by working closely with schools and universities to boost recruitment in the digital sector.

As a major international player, we must reduce the environmental impact of our energy consumption and business travel. But we go further with innovative programmes such as carbon offsetting, investment in renewable energy projects and access to water. Consuming smarter and preserving resources is a natural part of our corporate culture. Being responsible also means showing solidarity with the communities in the countries we work in. We therefore conduct projects for vulnerable people to give them access to education, from schooling to employment and of course, fostering openness to digital technologies. Every day, management, business units, support functions and all employees proudly contribute, in a spirit of excellence, to the Group's corporate responsibility commitments.

We interact with our whole ecosystem ensuring that these commitments bring value for everyone.

Our common goal is to contribute to the performance of the Group and its sustainability.



## Sopra Steria

---

9 bis, rue de Presbourg  
75 116 Paris  
Tel. +33 (0)1 40 67 29 29

### Sopra Steria at a glance

Sopra Steria, a European leader in digital transformation, provides one of the most comprehensive portfolios of offerings on the market, spanning consulting, systems integration, industry-specific solutions, infrastructure management and business process services. It provides end-to-end solutions to address the core business needs of large companies and organisations, helping them remain competitive and grow. Combining added value with innovative high-performance services, Sopra Steria excels in guiding its clients through their transformation projects to help them make the most of digital technology.

With nearly 42,000 employees in more than 20 countries, Sopra Steria generated revenue of €3.8 billion in 2017.



[www.soprasteria.com](http://www.soprasteria.com)

sopra  steria