

# CSR POLICY

## 2022-2025



Environmental and social responsibility has been an ongoing concern since SARAWAK's inception.

For more than 20 years, Sarawak has been working to limit its negative footprint on the planet. What better way to limit waste than to limit its genesis?

The digital tool of control and structure, the Commercial Effective Time and its corollary, the anticipation and the rigorous organization to limit the CO2 and the exposure to the road risk, are not only objectives. They are also our creeds, creators of values for our employees and customers.

For more than 20 years, Sarawak has sought to develop the talents of its employees to magnify the long-term results of its clients.

Investing in training, creating sales schools, structuring rewarding paths, are the expression of our passion for people.

Sarawak offers decent and correct working conditions and contracts, ensures to reduce hardship and stress through solutions in training and organizations, directly supports mobility and security costs.

Resolutely entrepreneurs of our lives and living our CSR commitments, we are fully aware of the butterfly effect of each decision.

There is no small impact. There are only great causes.

Guy MAINDIAUX  
CEO  
SARAWAK



Our commitments

## **GOVERNANCE**

Social and environmental impacts are part of our decision-making paradigms.

For every decision of action of the company, let us make sure to offer the best possible human experience by taking care to preserve the means of our customers and not to waste resources.

At Sarawak, we are passionate about the bond that unites people. We are convinced that modern commerce, Omni-channel, agrees around positive and confident human values. To others and the future.



Our vision

# **DEVELOP AGILE AND EFFICIENT PROFESSIONAL TEAMS**

Technological developments are leading society to become ever more digital. So much so that in some cases, contacts between brands and users can become sanitized. Therefore, using technologies and establishing a sincere and empathetic HUMAN relationship, between our customers and their consumers, is our long-term challenge. Technology is not a goal. It is an asset to gain agility, speed, arduousness, and professional mastery.

Our mission

# **DEVELOP THE TALENTS OF OUR EMPLOYEES TO MAGNIFY THE LONG- TERM RESULTS OF OUR CUSTOMERS.**

Empowering and developing talent is our passionate approach to creating long-term value. Thus, the expertise, performance and passion of our employees, perpetually and properly trained to be involved and empowered in the success of their missions, makes it possible to forge strong links between brands and users. Aware of the need for «flexicacity» and results for our missions, our teams define the best action plans, with honest and economical objectives, for success.

## Our Values

They are part and are declined around three themes:

### **OPTIMISM**

conducive to enthusiasm, ambition, creativity and audacity

### **HUMILITY**

to encourage sincerity, listening, cooperation and respect.

### **THE RESPONSABILITY**

conferred on us by our customers and employees, in an ethical approach, of requirement, loyalty and excellence.

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Our Vision and Mission are based on these Values to lead the commitment and exemplarity of all our employees in a process of permanent and sustainable progress according to four simple principles that complement and consolidate this approach to everyday life.

- Numbers are stubborn
- Value does not wait for the number of years
- Every day, it is essential to do better than yesterday
- Security is non-negotiable

Our Employees

# HUMAN FIRST

At Sarawak, we believe in the Man who surpasses himself and flourishes. Therefore, we ensure and we are committed on a daily basis to privilege the being by:

- ☑ Absolute respect for human rights and laws and regulations,
- ☑ Structure continuous and regular training plans to develop talent
- ☑ Ensure the well-being of our employees and offer good working conditions
- ☑ Refuse and combat discrimination other than jurisdiction alone
- ☑ Combat child labor, including by refusing any supplier or customer who uses it.

Our business practices

# L'INTÉGRITÉ COMME BOUSSOLE

At Sarawak, our Code of Business Conduct is responsible and consistent with our open and transparent business approach. Therefore, we ensure that all our employees are committed to

- ☑ Fight against corruption, money laundering or fraud
- ☑ Identify and prohibit conflicts of interest (including via sister companies).
- ☑ Defending intellectual property rights
- ☑ Refusing offers of dumping, cartel or collusion
- ☑ Respect our colleagues in a healthy competition approach

## Our environmental footprint

# CLOSER TO OUR NEEDS

Having people as a driving force, employees and demanding customers, obliges us to always identify the best ways to control costs, especially energy costs.

Reducing our environmental footprint as much as possible is one of our medium- and long-term challenges. Every year we increase our consumption and set energy improvement targets. At the same time, we make sure to consume only what is useful (POS, means, etc.) in order to avoid waste and make sure to opt as much as possible for recycling options. There are no «small» steps for our collective future.

### WASTE RECOVERY AND LIMITATION

Since 2008, Sarawak has contributed to the actions of CEDRE ([www.cedre.info](http://www.cedre.info)) in France and has a VLAREMA approval in Belgium.

Since 2012, these collections have made it possible to save money in France (Cedar report 2021 to January 28, 2022)

- ✔ -6.802Kg of CO2 (302 in 2021)
- ✔ 371,022 liters of water (16,449 in 2021)
- ✔ Save 158,319 trees (9 trees in 2021)
- ✔ Integrate 91 people with disabilities (240 hours of work).

The significant drop in recoveries in 2021 highlights, for a company that has more than doubled in size in less than 10 years, the constant effort to reduce waste.

The VLAREMA reports of the Belgian Flemish Region are beginning to be developed.

### CARBON FOOTPRINT OF TRAVEL

Since 2006, SARAWAK has been combating the excessive and inappropriate use of the vehicles entrusted. 95% of our employees have a vehicle for professional use to carry out their missions.

Regular training is provided to reduce the CO<sub>2</sub> footprint and exposure to road risk.

Between 2006 and 2021, we systematically replaced vehicles from 90,000 km and at most after three, to optimize road stress by constantly improving consumption and CO<sub>2</sub> emissions.

At the end of 2021, the group's fleet is composed as follows:

Sarawak Aix en Provence: 2 plug-in HYBRID vehicles

Sarawak Paris: 348 vehicles, including 32 PLUG-in HYBRIDS and 3 ELECTRIC VEHICLES - Our target was 10% low emission vehicles.

Sarawak Belux: 126 véhicules

The vehicle deployment/replacement plan is now voluntarily oriented towards the electrification of all vehicles from the end of 2022.

Between 2023 and 2025, the entire car fleet will have accompanied the movement of territories in this direction.

## **RADIATE, SUPPORT.**

Finally, we are passionate about employability and employment development. This is how we support the “Réseau Entreprendre”'s approach to entrepreneurs with high job creation potential. Our partnership with the 92 office requires us to support these creators to maintain their success rate at 87% at 5 years.

**SPICE UP  
YOUR  
BRAND!**

**SIVAK**  
s a r a w a k

Aix-en-Provence

Amsterdam

Brussels

Paris