

CORPORATE SOCIAL RESPONSIBILITY APPROACH



OUR APPROACH

A stylized, light blue globe graphic is positioned in the background to the right of the main title. It features horizontal lines and a curved line around the top, suggesting a globe or a circular path.

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GOVERNANCE

INTRODUCTION



"Born of a vision shared by its founders in 2007, LuxCarta's ambition is to become a key player in the global geospatial industry.

Our aim has always been to provide our markets with products and services derived from innovative production and distribution processes, in order to guarantee sustainable business and commercial relationships. Thanks to several years of growth, LuxCarta has become a cosmopolitan group with a presence on several continents.

Our DNA is based on innovation, agility, respect for our customers and employees, and our commitment to our partners and our global environment.

Staying one step ahead in our market also means integrating a solid and real Corporate Social Responsibility (CSR) approach. It is with this in mind that we are embarking on this wonderful adventure alongside our partner Bee Curious, a sustainable and responsible strategy consultancy. We are integrating this approach in a collective and collaborative way, engaging and federating our stakeholders around a more respectful social and environmental project, in full coherence with our ecosystem.

We place CSR at the heart of our global strategy, with the aim of achieving ever greater transparency and continuous improvement.

We hope to offer everyone the chance to achieve their full potential within a structure that best meets these fundamental expectations."

Valbonne, 05/05/23

Albéric Maumy

Founder & Managing Director

SHAPING OUR
WORLD IN 4D

LuxCarta

A COLLECTIVE

APPROACH



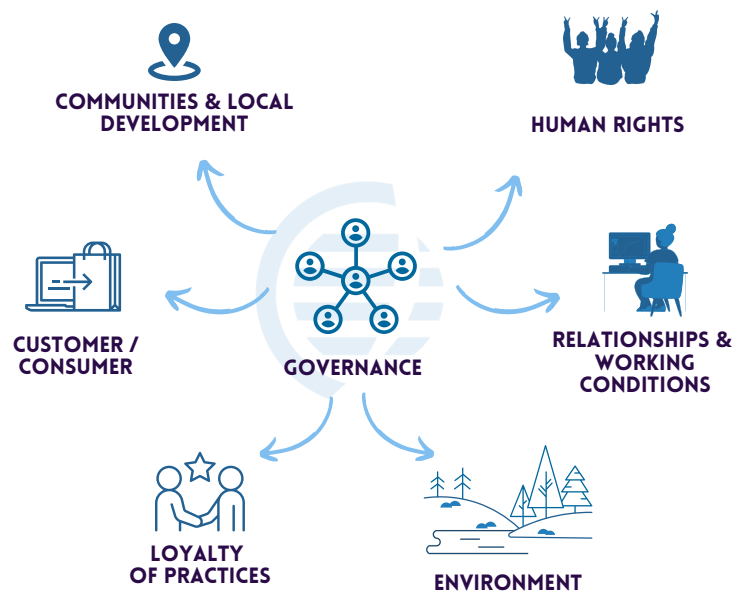
LuxCarta has devoted the past year to identifying the main impacts of its activities. Our aim is to take a close look at possible improvements, so that we can put our convictions into practice and give meaning to our collective actions.

Supported by a consulting firm specializing in sustainable and responsible strategy, we benefit from solid expertise whose methodology and tools are based on the fundamentals of ISO 26000. Our thinking and our approach are built around three main pillars: social, environmental and economic.

As part of a collaborative approach, we aim to leverage our business expertise by reflecting on, identifying and formalizing coherent commitments together.

Our CSR team, led by two appointed employees, guarantees the proper deployment of our approach by implementing the formalized commitments through a detailed retroplanning.

As part of our continuous improvement process, we will always strive to go one step further on sustainability issues, in order to respond to the growing needs of a fragile world.



OUR CORE

VALUES



01

Recognized expertise

For over 30 years, we've been helping engineers, telecoms companies, the military and other sectors with digital mapping solutions and advice.

02

An international outlook

LuxCarta's richness lies in its cultural diversity. The group is present in France, Tunisia and South Africa.

03

Constant innovation

We help the digital industry evolve over the decades through innovation-driven research.

04

Customer proximity

We build partnerships with our customers based on trust. We accompany them from development to the achievement of their objectives.

05

Putting people first

The men and women of our company are at the heart of our concerns. Every day, we strive to create a pleasant and caring environment.

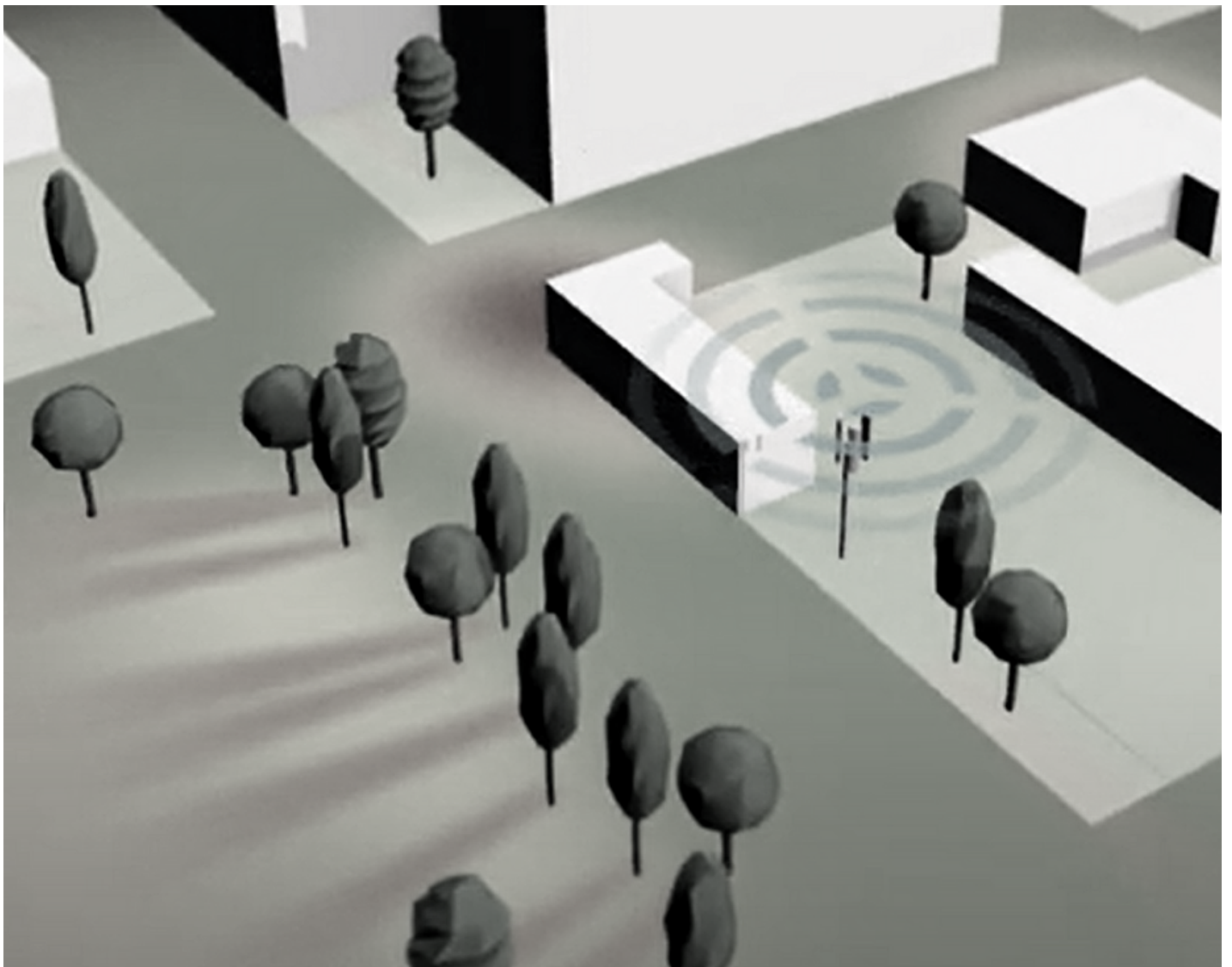
06

Sustainability for the future

As part of our drive for continuous improvement, we are stepping up our actions to bring ever greater sustainability to our activities.

OUR CORE

CONCERNS



Very High Level Priority



Respecting the individual

Respect for people, their dignity and their fundamental rights.

High Level Priority



Integrating the CSR approach

Formalizing strategy, stakeholder involvement, governance commitment, CSR resources and organization.



Responsible governance

Guarantee the conditions for responsible governance through fair and participative operations. Guarantee diversity and representativeness, and control financial and other risks.



Fighting discrimination

Prevent all forms of discrimination and promote equal opportunities.



Protecting employees

Protecting the health and safety of employees.



Fair compensation

Ensure a fair and transparent remuneration system.



Eco-design

Eco-design of products, services and activities.



Pollution

Limit pollution and nuisances of all kinds.



Fighting corruption

Prevent active and passive corruption.



CSR among suppliers

Promoting social responsibility among suppliers.



Promote access to essential products

Promoting access to essential services or services of general interest.



Participate in initiatives of general interest

Support for solidarity, social and environmental projects.

Moderate Priority



Protecting personal data

Data protection for employees, customers and other stakeholders.



Social dialogue

Create the conditions for social dialogue in all its forms.



Developing skills

Develop the skills of all employees.



Resources

Minimize resource consumption.



The environment

Implement a structured approach to environmental protection.



Fair competition

Guarantee the conditions for fair competition.

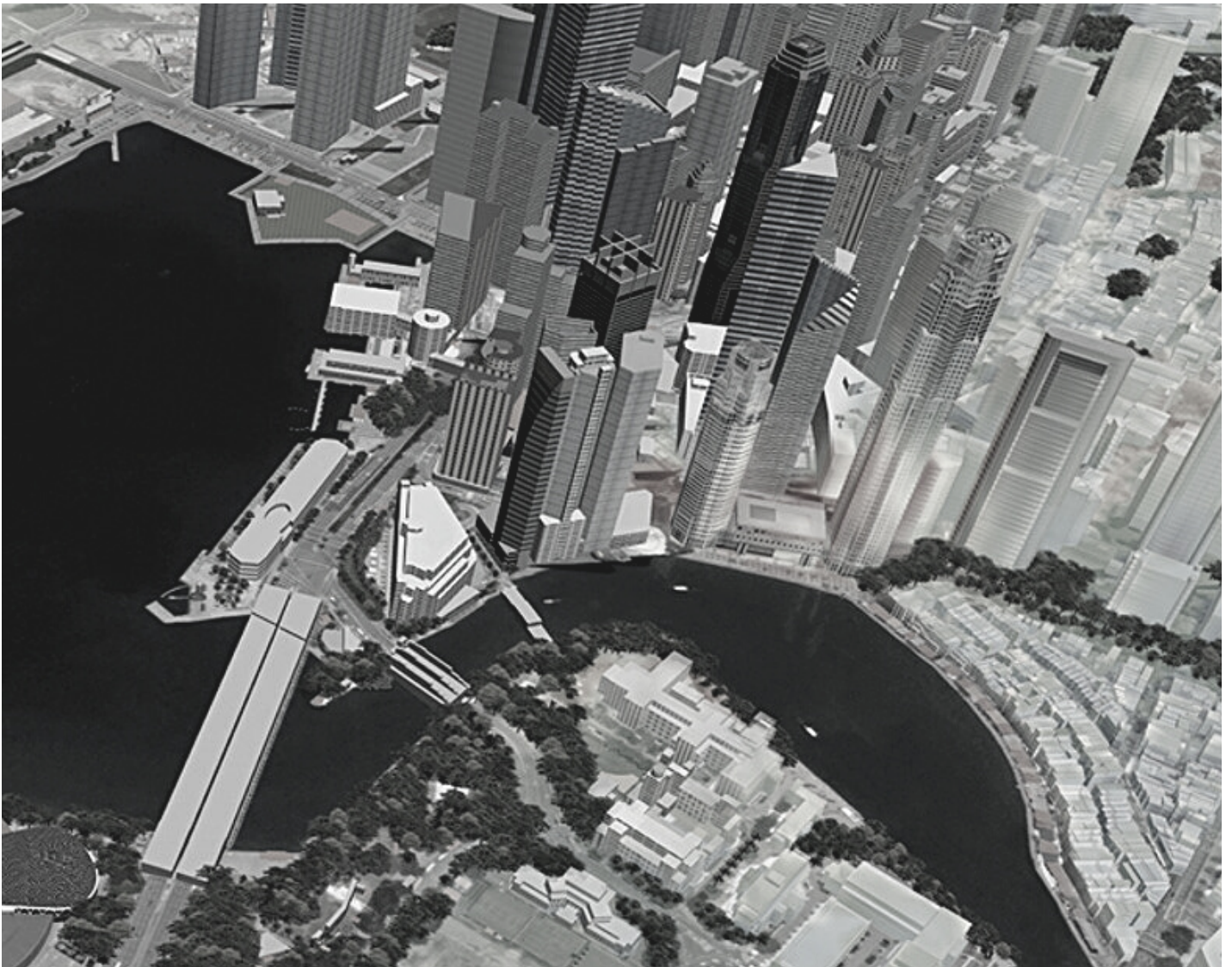


Socio-economic development

Contribute to the socio-economic development of the region.

LUXCARTA

COMMITMENTS



OUR COMMITMENTS, REACTING FOR BETTER ACTION



The commitments were discussed collectively, so that everyone could contribute ideas consistent with LuxCarta's ambitions. Each commitment is monitored using relevant indicators and an adapted timeframe.

We utilize the Sustainable Development Goals (SDGs), which guide companies to achieve a better, more sustainable future for all. They respond to the global challenges we face.



OUR COMMITMENTS

A RESPONSIBLE GOVERNANCE

LuxCarta is aware of the importance of integrating social responsibility issues into its strategy.

We have set up an organization and the means to promote the proper deployment of our actions by involving our internal stakeholders, the first players in this approach, as well as our external stakeholders. Their vision and ideas are fully integrated into our day-to-day thinking. In 2023, LuxCarta International is proud to have been awarded the Ecovadis bronze medal, reflecting a structured and consistent approach.

As part of our continuous improvement approach, we have formalized seven new commitments.



7 commitments

Monthly CSR team meeting	1/month
Setting up the CSR Challenge	100% of employees
Include CSR on executive committee agenda	1 CSR section
Follow-up with external CSR partners	Monthly follow-up
Include CSR policy + person in charge in welcome booklet	Add a paragraph
Include CSR in service/individual objectives (EA)	(2024)
Presentation of the company's key figures and ambitions during a special event	2x/year

OUR COMMITMENTS

RESPECT FOR HUMAN RIGHTS

LuxCarta pays particular attention to the respect of human rights, taking care to combat all forms of discrimination and harassment.

We are committed to promoting equal opportunities and internal diversity. We intend to step up our actions this year by formalizing and raising the awareness of our employees and partners.

We will be stepping up our efforts to manage the personal data of all our stakeholders.

We have formalized 11 commitments in this area.



11 commitments

Appointment of 1 person in charge of anti-harassment	1 person in charge
Referent training	1 training certificate (2024)
Implementation of a harassment detection procedure	1 paragraph
Creation of a Good Recruiter Guide	1 paragraph
Add mention in the Eco-friendly actions guide	Creation and distribution to 100% employees
Welcome booklet	1 workshop
Internal communication on invisible handicaps	2/3 person in charge
Redefine person in charge of General Data Protection Regulation (GDPR)	100% of RGD referents trained
GDPR training	(2024)
Formalize LuxCarta's GDPR policy	(2024)
Set up an GDPR watch	(2024)

OUR COMMITMENTS

RELATIONSHIPS & RESPONSIBLE WORKING CONDITIONS

For years, LuxCarta has been committed to the well-being of its employees.

We encourage access to sport, osteopathy and relaxation, with regular visits by professionals to our teams.

LuxCarta's aim is to create a pleasant & caring environment by designing friendly spaces and providing certain benefits. Our focus is to have a strong group cohesion and a dynamic, supportive team spirit.

The economy and health in recent years context has shaken up everyone's habits and needs. To provide the best possible support for our employees, we strive to offer them the best possible work-life balance.

We are determined to capitalize on our employees talents by developing their skills through training and promoting employability.

We have formalized several commitments this year to take things a step further.



8 commitments

Internal satisfaction survey	100% of employees every two years
Workplace first-aider training	100% employee volunteers
Fire training	5 employees trained
Project study to install defibrillator(s)	1 study report
Communication on intentions for increases and bonuses	1x/year
Communication on the minimum and maximum salary scale of the collective agreement (mail + Eurecia)	1x/year
Internal communication policy to be formalized	1 creation, annual update
Set up a suggestion box	1 box available on each site

OUR COMMITMENTS

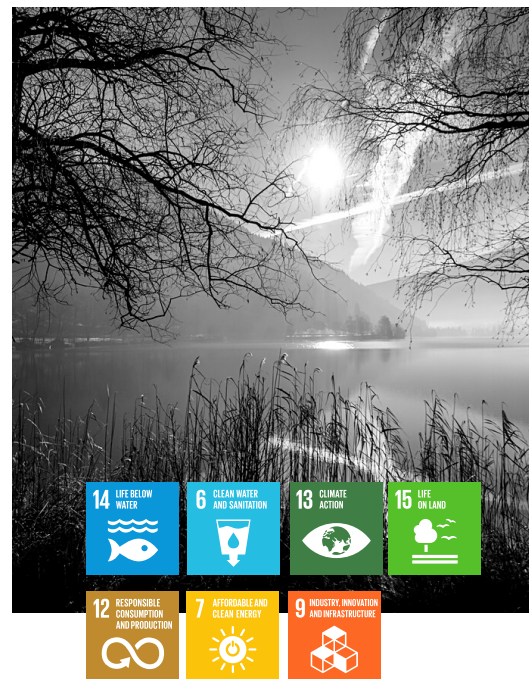
ENVIRONMENT

In the face of the climate emergency, LuxCarta is aware of the importance of opting for a more sustainable transformation.

This year, we intend to measure our footprint with a view to implementing appropriate reduction plans to minimize our environmental impact. We also want to better understand the challenges of responsible digital business.

The 12 commitments formalized this year will enable us to integrate these practices into a structured approach to ensure complete transparency.

We want to raise awareness internally among our employees, as well as among our partners and suppliers, so that we can move forward together on these crucial issues.



12 commitments

Study the possibility of installing solar panels	2 feasibility studies
Study the reduction of water pressure (taps & flushes)	1 study report
Study replacement of office light sources	1 study report
Creation of the Eco-friendly actions guide	Delivery and signature
Monthly monitoring of dashboard indicators	100% of employees
Eco-responsible cleaning products (see service providers)	100% products used
Separation of waste and recyclables in offices	100% of French sites
Study the possibility of setting up a recycling circuit for IT equipment	1 study report
Study the feasibility of carrying out a GHG assessment with an external partner	1 estimate for scope 3 assessment
Dematerialize customer/supplier invoices	100% of suppliers and customers
Include references to digital reflexes in the GBP	1 addition
Training in digital responsibility	1 training certificate for IT staff

OUR COMMITMENTS

ETHICS IN BUSINESS RELATIONSHIPS

LuxCarta is committed to fair competition and has long-established relationships with its suppliers and partners.

We are committed to promoting social responsibility among our suppliers, encouraging them to measure and launch environmental and social actions within their organizations. We are aware that it is collectively that we can bring goodwill into commercial relations.

This year, we have formalized eight ambitious commitments in this area.



8 commitments

Include a mention in the Eco-friendly actions guide	1 addition
Include a reference in the supplier/supplier charter	1 addition
Study on the implementation of our anti-corruption policy	1 suggestion
Supplier form to find out about their CSR approach and level of commitment	100% of our suppliers
Promote committed suppliers by adding a CSR rating	(2024)
Creation/update of supplier and service provider charter	(2024)
Develop a responsible purchasing policy	(2024)
Add a reference in the Good Practices Guide	1 addition/ annual update

OUR COMMITMENTS

CUSTOMER RESPECT

The customer has always been our top priority.

We offer our international business expertise in over 57 countries. Proximity and attentiveness are among our priorities. LuxCarta pays particular attention to the quality of the information we provide and to the respect of our commitments.

As part of our awareness-raising approach, we are determined to go even further by encouraging our customers to use our products in an even more sustainable way.

This year, we will be highlighting our BrightEarth™ range of products, developed using AI-enhanced production techniques to address environmental issues in particular.



1 commitment

Promoting BrightEarth™ + JRC

1 external communication plan

OUR COMMITMENTS

LOCAL DEVELOPMENT & GENERAL INTEREST

LuxCarta contributes to socio-economic development alongside regional partners, and helps to promote integration by recruiting students.

Driven by the desire to collectively support solidarity actions, we are determined to strengthen our actions in order to further engage our employees while creating awareness.

We have formalized 3 commitments this year.



3 commitments

Updating our recruitment policy	1 annual update
Setting up a collective in-house CSR challenge	1 annual challenge - 100% of employees
Donation to an association via the CSR challenge	(2024)



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LuxCarta

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