



ALAN ALLMAN ASSOCIATES

OUR CSR POLICY

ALAN ALLMAN ASSOCIATES GROUP

Since the creation of Alan Allman Associates, we have progressively built an ecosystem model based on trust, responsibility, and proximity to the organizations we support. In a context of significant environmental, social, and digital transitions, we wish to reaffirm a clear ambition: to establish Alan Allman Associates as a responsible consulting group, both in France and internationally.

We believe that financial performance and extra-financial performance go hand in hand. The transformation of organizations can no longer be solely technological or financial; it must also incorporate human, ethical, and environmental dimensions. As a consulting group, we are committed to ensuring consistency between what we recommend and what we practice, evolving our own ways of working while supporting our clients in strengthening their sustainability commitments.

With this in mind, we have structured our CSR approach around seven key priorities that apply across all firms within the ecosystem:

- 1. Contributing to increased client value:** By providing high-value-added consulting solutions that are reliable, responsible, and designed to create lasting impact, within an ethical and secure framework.
- 2. Driving innovation and developing skills:** By investing in the training and employability of our employees through structured career development programs and the Alan Allman Associates Academy.
- 3. Ensuring employee well-being and protection at work:** By making quality of working life, health, safety, and work-life balance key management priorities.
- 4. Adopting a responsible procurement policy:** By progressively integrating environmental, social, and ethical criteria into the selection and management of our suppliers and partners.
- 5. Promoting fairness and equality across the ecosystem:** By combating all forms of discrimination, fostering diversity of profiles, and ensuring equal opportunities and rights.
- 6. Reducing our environmental impact:** By measuring and managing our main impacts, whether related to our sites, business travel, procurement, or digital activities, and by committing to a continuous improvement trajectory.
- 7. Ensuring the highest standards of ethics and governance:** By maintaining zero tolerance for corruption, conflicts of interest, and unfair practices, while strengthening transparency and exemplary conduct at all levels.

These commitments are part of a structured approach aligned with European regulatory requirements, particularly the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). They are reflected in concrete policies and action plans implemented both at Group level and within each firm.

Aware of the growing importance of climate-related challenges, we have also chosen to formalize a dedicated Climate Policy alongside this CSR Policy. It will set out our greenhouse gas emissions reduction trajectory, our objectives, and the priority levers for action across the Alan Allman Associates ecosystem. Our ambition is to contribute to an innovative, progressive, and measurable transition.

This CSR Policy will only be meaningful if each and every one of us embraces it. It must guide our decisions, management practices, and choices of projects and partners.

We count on the commitment of all our teams, in every country where we operate, to put these principles into practice every day and to continue making Alan Allman Associates an attractive, demanding, and responsible workplace.

Together, let us make our ecosystem an organization that makes a tangible contribution to a more sustainable, inclusive, and ethical economy.