

CSR REPORT 2024



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Introduction

In 2024, PARIFEX strengthened its commitment to Corporate Social Responsibility (CSR) through many initiatives focused on enhancing the well-being of its employees, improving its environmental impact and developing an inclusive and ethical corporate culture.

This report highlights the main actions and results in 2024.

Our solutions and products make a major contribution to road safety and environmental protection.

Our speed cameras, have enabled a significant reduction in speeds and better respect for red light crossing, resulting in:

- A **measurable reduction in greenhouse gas emissions** thanks to smoother driving.
- A **significant reduction in accidents and deaths** on roads.

This dual impact, both environmental and societal, is a recurring and essential annual contribution in a CSR.





GOVERNANCE AND CSR STRATEGY

Governance and CSR Strategy – Vision



“Our **vision is to become a globally recognized leader in the development of innovative mobility management solutions and tailor-made industrial engineering solutions.”**



Governance and CSR Strategy – Mission



“Our **mission is to develop innovative products and services by anticipating the future needs of industrial leaders and public authorities.”**

Governance and CSR Strategy – Values



Governance and CSR Strategy – Company's DNA

The company's philosophy and DNA, since its creation in 1994, includes:

- Kindness
- Quality of service
- Risk-taking
- Innovation and entrepreneurship

Our CSR approach fully reflects
our DNA.





MAIN ACTIONS IN 2024

Main actions in 2024 – Environment

Environmental awareness and commitment

NEW!

- Organization of an environmental challenge to encourage employees to propose innovative solutions. Best ideas have been rewarded
- Voluntary calculation and communication of the company's Carbon Footprint



On se lève tous pour... LA PLANÈTE !

Challenge amélioration environnementale

Le challenge amélioration environnementale est enfin terminé !

Nous avons décidé de mettre en place 3 idées d'amélioration, soit 60% des idées proposées.

Voici ce que nous allons mettre en place :

- ✉️ pour les mails envoyés en interne, retirer la signature standard PFX notamment l'image qui rend le mail plus lourd. En effet l'envoi d'un mail simple émet 4 gCO₂e !
- 💧 Nous allons remplacer les boutons poussoirs des toilettes afin d'avoir la possibilité de ne pas vider entièrement la chasse d'eau. Une belle économie d'eau !
- 🚰 Nous allons installer des embouts mousseurs sur les robinets enfin d'économiser encore plus d'eau.

Je remercie [Mélissa Lacroix](#) [Martin Touzot](#) et [Pascal LORCET](#) pour leurs idées. Je vous invite à passer à mon bureau pour récupérer votre cadeau 🎁

Main actions in 2024 – Environment

Innovative projects

Completion of a solar panel installation project to provide electricity to remote customer sites.



Improving energy efficiency


- Replacement of sodium lamps with LED panels, thus reducing energy consumption **NEW!**
- Replacement of part of the building's windows for better thermal insulation **NEW!**
- Continuation of remote working on Fridays during winter to reduce energy consumption



NN 1893

Mise en route des chauffages

Encore un peu de patience, le chauffage sera remis en route le **6 novembre**.

 A cette date le télétravail redevient obligatoire les vendredis.

6
NOV.
09:00

Comme vous le savez pour réduire notre consommation d'énergie les chauffages se couperont automatiquement les vendredis ainsi que les soirs et weekends.

P.S : cette règle ne s'applique pas au rez de chaussée ; vous pouvez venir au bureau le vendredi 😊

Main actions in 2024 – Environment

Sustainable mobility

NEW!

- New electric van
- Installation of an additional charging station for electric vehicles



Main actions in 2024 - Social



Employee's well-being

Organization of QWL (Quality of Work Life) Week with various activities, including sports sessions, osteopathy, and webinars in support of a charitable association.

- Organization of festive events such as seminars, afterworks, and challenges to strengthen team cohesion
- Exceptional seminar in Venice to celebrate the company's 30th anniversary **NEW!**
- Calculation of a social welfare index **NEW!**



Main actions in 2024 – Social

Training and awareness

- First aid training for volunteers
- Fire extinguishers training
- NEW!** • Raising awareness of ergonomic issues and training every two years
- NEW!** • DGSi (the French Directorate-General for Internal Security) training to raise awareness among employees about security issues
- NEW!** • Specific workshop on sexism



Main actions in 2024 - Social



Renforcement de la Sécurité SI

Pour renforcer la sécurité de notre SI et de nos locaux, nous avons installé un nouveau système de détection d'incendie connecté à notre service de télésurveillance.

Nous pensons également à simplifier votre quotidien professionnel. Ainsi, cinq nouvelles portes ont été ajoutées au système de contrôle d'accès. N'oubliez pas votre badge !

Les permissions d'accès sont simples : seuls les membres du groupe Supply Chain peuvent accéder aux ateliers Supply Chain, et seuls les membres du groupe IT ont accès au bureau IT et à la salle serveur.

Je vous présenterai très bientôt une dernière nouveauté que vous allez certainement adorer !

Health and safety at work

NEW!

- Implementation of a psychosocial risks platform

NEW!

- Intervention of occupational health in the validation of the Single Occupational Risk Assessment Document with the Business and Social Council

NEW!

- Strengthened offices access

Working conditions and benefits

- Signing of a collective agreement on remote working

NEW!

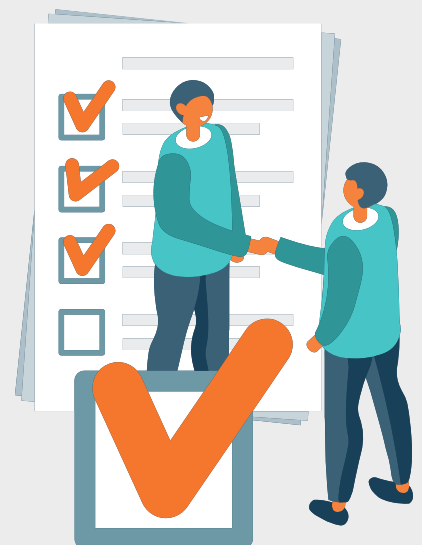
- Adoption of an agreement on working hours, including an additional day of leave for executives

NEW!


- Increase in the value of meal vouchers

NEW!

- Average salary increase of 3.2%



Key actions in 2024 – Equality and inclusion

- Voluntary calculation and communication of the gender equality index to employees
-  • Implementation of the “Working Together” charter to promote respect and inclusion
- Investment of 4.5% of payroll in training, enabling 77% of employees to benefit from training
- Renewal of the evaluation campaign for the best employee’s ideas of improvement rewarded with several prizes



Meilleure fiche de remarque 2023

Je sais que certains l'attendent avec impatience ... l'heure est venue de vous dévoiler le grand gagnant 2023.

La meilleure fiche de remarque 2023 est attribuée à 🏆🏆

[Ismail Bouzidi](#) pour sa fiche sur l'amélioration de la cabine ETU (mise en place d'un filtre car le ventilateur fait entrer des particules qui mettent hors service le LIDAR).

Nous avons également 2 autres gagnants pour leurs fiches en 2023 🏆🏆

[Benoît Gouin](#) pour sa fiche concernant la porte de la cuisine qui reste ouverte pour les fumeurs (perte de la chaleur des chauffages et risque sécurité). Un système d'ouverture par badge sera prochainement mis en place.

[Claire Legrand](#) pour les fiches sur le recyclage des mégots de cigarettes et les réunions teams qui peuvent avoir lieu au volant.

Comme promis l'année dernière un dernier gagnant a été sélectionné par tirage au sort parmi toutes les fiches de remarque reçues. Le grand gagnant est 🏆🏆

[Adrien Claeysens](#)

Félicitation à vous tous 🎉

Vous gagnez tous une Wonderbox de votre choix (montant limité à 150€). Je reviens vers vous pour l'achat 📦

Je vous dis à l'année prochaine pour l'élection de la meilleure fiche de remarque 2024 !

Main actions in 2024 – Societal commitment



Collecte de dons pour Octobre Rose

👋 Bonjour à tous,
Grâce à votre générosité, nous avons collecté 300€ pour Octobre Rose 🍷.
Et c'est donc 600€ qui sont reversés à la recherche contre le cancer du sein car
Parifex a décidé de doubler la mise ! 🍷
Un grand Merci à tous les participants ! 💙👥

- Employee donations to fight breast cancer doubled by the company

NEW!

Main actions in 2024 – Results and key indicators

Some indicators have been implemented to ensure an effective CSR approach:

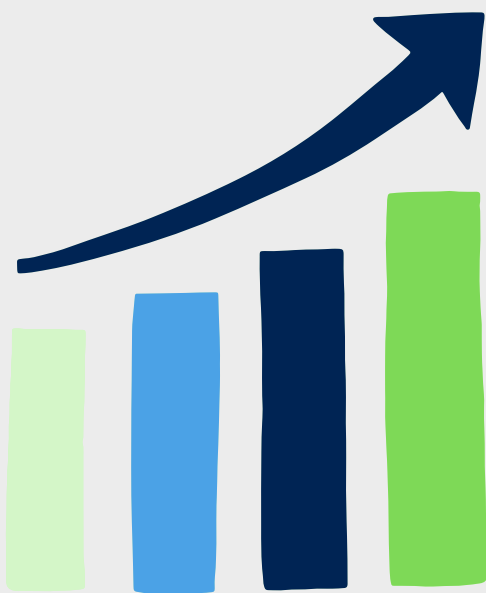
- **Carbon footprint:** calculation and communication of the Carbon Balance
- **Health and Well-being:** monitoring participation in health and safety training and initiatives
- **Economic commitment:** significant average salary increase and revision of benefits
- **Diversity and inclusion:** new tools to assess and promote gender equality





OBJECTIVES AND PERSPECTIVES 2025

Objectives and Perspectives 2025



In 2025, PARIFEX continues its CSR commitments and takes the strategic approach:

- Evaluation of our CSR approach through EcoVadis
- Joining the United Nations Global Compact
- Eco-responsible design of a new speed cameras
- Responsible purchasing policy definition

The action plans following our engagement themes are ...



Objectives and Perspectives 2025

– Environment

Improving energy efficiency

NEW!

- Study of the replacement of neon lights with LED paving stones

Environmental awareness and commitment

- Voluntary calculation and communication of the company's Carbon Footprint

Innovative projects

NEW!

- Response to tenders including a reduction in greenhouse gas emissions



Objectives and Perspectives 2025

– Social

Employee well-being

- Organization of the QWL (Quality of Work Life) Week with various activities, including sports sessions, osteopathy, and webinars, in support of a charitable association
- Organization of festive events such as seminars, afterworks, challenges, etc., in order to strengthen team cohesion
- Annual calculation of the social welfare index

Training and awareness

- First aid training for volunteers
- Raising awareness of ergonomics and organizing training every two years
- Training on the fire extinguishers use



Objectives and Perspectives 2025

– Social

Health and safety at work

NEW!

- Replacement of landing doors to facilitate evacuations

NEW!

- Development and securing of our products test site

Working conditions and benefits

NEW!

- Increase in the value of restaurant vouchers

NEW!

- Average salary increase above inflation

NEW!

- Validation of a new attractive incentive plan



Objectives and Perspectives 2025

– Equality and inclusion



- Voluntary calculation and communication of the gender equality index
- 80% of employees benefiting from training (4.5% of payroll)
- Renewal of the evaluation campaign for the best employee's ideas of improvement rewarded with several prizes



Objectives and Perspectives 2025

– Social commitment

NEW!

- Joining the United Nations Global Compact

NEW!

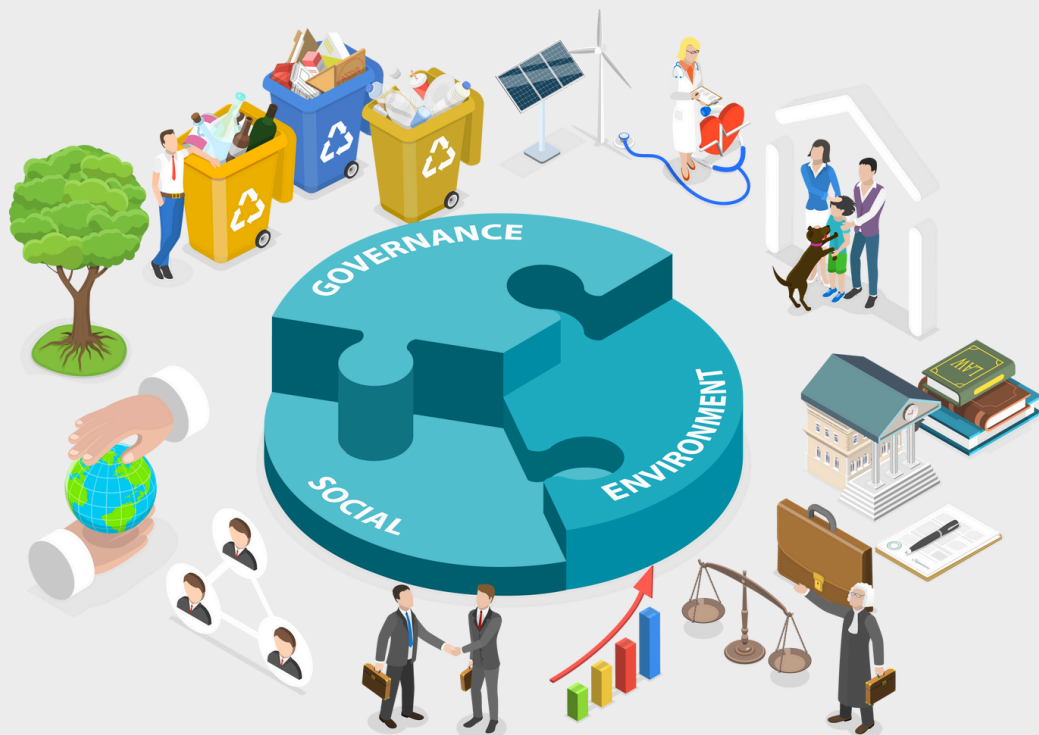
- Responsible purchasing policy definition

NEW!

- Improving communication on our CSR commitment (website, newsletters, commercial offers)

NEW!

- Training initiatives for young people at risk of dropping out of school





CONCLUSION

Conclusion

- PARIFEX's CSR commitment reached a significant milestone in 2024.
- Our concrete and ambitious initiatives have strengthened our position as a responsible player, while laying the groundwork for major projects for 2025.
- We strengthen our determination to continue on this sustainable path by placing our employees, the environment, and our societal commitments at the heart of our strategy.



Appendix

07/01/2025

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that **PARIFEX** supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. **PARIFEX** will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

Franck Peyré,

Président at PARIFEX

Appendix



Integrated Management System Commitment Letter 2025-2027

We formalize an Integrated Management System (IMS) which aims to:

- Ensure the **satisfaction of our customers** and partners, while guaranteeing the **sustainability and growth of our activity**.
- Identify **cyber threats** in order to control the risks associated with our organization's crucial information while implementing appropriate protection measures.
- Address the **Environmental Aspects** that we have identified collectively and which concern our activities

OUR COMMITMENTS

➤ **Satisfy our customers** and offer them **guarantees in terms of information security**

➤ **Continuously improve our performance** and our Integrated Management System

➤ Provide **reliable services** and offer **robust products**

➤ Develop **skills** of our employees

➤ **Protect the environment** and prevent pollution in case of emergency situations

➤ **Comply with legal and any other requirements**

OUR OBJECTIVES



Ensure the company financial solidity



Ensure the adequacy of human resources with needs



Propose an offer arousing the wish to choose our services



Improve our working methods to optimize our Management System



Adopt a proactive CSR approach



Guarantee any fault generating customer dissatisfaction



Franck Peyré, CEO
15.01.2025

PLQE-A9-rev 0_Commitment letter on our 2025-2027 Integrated Management System_Internal

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