

2024 REPORT CORPORATE SOCIAL RESPONSIBILITY

COMMITTED TO A SUSTAINABLE FUTURE



Our prestigious ECOVADIS GOLD medal highlights our strong commitment to responsible and sustainable business practices. We proudly join a select group of companies dedicated to making a positive impact on the planet and its communities.



We are proud to have joined the United Nations Global Compact / Global Compact Network France as early as 2010.

At GROSPIRON MOBILITY SOLUTIONS, we are committed to implementing CSR initiatives throughout our entire value chain, in line with universal sustainability principles. We track our progress each year through the #CoP, and we also encourage our partners to move from principles to action—working together to build a more sustainable world.

"

For many years, I have made it a priority to place CSR at the heart of our strategy—to engage our teams, position our group as a responsible player, and strengthen our ability to analyze and anticipate economic, social, and environmental challenges.

I am convinced that addressing our CSR priorities is also a key driver of performance and a source of long-term, responsible value creation."

Jean-Luc HADDAD President





SUMMARY

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Environment

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04

03 Social & human rights



Ethics

Responsible purchasing



PERIMETRE

This report from Grospiron Mobility Solutions covers the headquarters and all sites located in France.

It has been prepared in accordance with ECOVADIS recommendations, approved by executive management, and shared with our stakeholders.





OUR ACTIVITIES



NATIONAL AND INTERNATIONAL MOBILITY

We support our clients through every step of their moving process.

COMPANY TRANSFER

We offer a tailor-made experience, designed to meet the specific needs and expectations of our clients.



ART AND ANTIQUES

A subsidiary of FG Mobility, Grospiron Fine Art specializes in the transportation and packaging of artworks and valuable furnishings.



STORAGE

Grospiron provides furniture storage services both in France and internationally.



MOBILITY ASSISTANCE

We support our clients throughout every step of their relocation process, including immigration and visa procedures, tax and expatriation advisory, relocation services, and home search assistance.

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VEHICLE TRANSPORT

As relocation specialists, we also provide guidance and support for all procedures related to vehicle transportation.



PETS

Grospiron handles pet transportation with care, ensuring their well-being and a swift journey to their new home.

ENVIRONMENT

Our environmental commitment is reflected in a series of concrete and sustainable actions. We work with Greenly to assess our full carbon footprint, covering scopes 1, 2, and 3, and to identify appropriate reduction strategies. By continuing on this path and exploring new opportunities for improvement, we are committed to reducing our environmental impact over the next three years.











Our results

OUR ENVIRONMENTAL IMPACT ASSESSMENT



OUR COMMITMENT

Purchase of eco-friendly products.



OUR COMMITMENT

Planting 10,000 trees per year in partnership with Planète Urgence.



OUR COMMITMENT

Renewal of our fleet with hybrid and electric vehicles.

OUR RESULTS

2024:

- 100% of moving boxes used are made from 100% recycled and 100% recyclable materials
- 80% use of recycled and recyclable adhesive tape

2023:

- 100% of moving boxes used are made from 100% recycled and 100% recyclable materials
- 70% use of recycled and recyclable adhesive tape

2022:

- 100% of moving boxes used are made from 100% recycled and 100% recyclable materials
- 20% use of recycled and recyclable adhesive tape

OUR RESULTS

2024 : 10,000 trees planted 2023 : 10,000 trees planted 2022 : 10,000 trees planted

OUR RESULTS

2022-2025 : 11 vehicles



OUR COMMITMENT

Extending the lifespan of low-energy equipment from 3 to 5 years. Sorting of all office waste.

OUR RESULTS

22024:

- Paper/cardboard: 2 t
- Hazardous waste: 70 L

2023:

- DSP (Specific Industrial Waste): 2.5 t
- Paper/cardboard: 40.32 t
- DIB (Non-hazardous Industrial Waste): 164 t
- DU (Mixed Waste): 2.6 t
- Hazardous waste: 0

2022:

- Wood: 1.54 t
- Cardboard: 11.64 t
- DIB (Non-hazardous Industrial Waste): 157.63 t
- DU (Mixed Waste): 7.32 t
- WEEE (Waste Electrical and Electronic Equipment): 5 units
- EVS (Expired Consumer Products): 2 kg
- Paint and hazardous waste: 7 kg

OUR ENVIRONMENTAL IMPACT ASSESSMENT



PRINTOUTS

OUR COMMITMENT

Reduction in the number of printouts.

(target: fewer than 180,000)



OUR COMMITMENT

Reduction in our diesel consumption.

(target: less than 70,000 liters per year)



OUR COMMITMENT

Reduction of 2°C in the reversible heating temperature in office spaces.

40% reduction in neon lighting in office areas.

Reduction in our electricity consumption.

(target: less than 177,000 kWh)

OUR RESULTS

2024: 170 778 printouts

2023 : 176 784 printouts

2022 : 148 960 printouts

OUR RESULTS

2024 : 38 942 liters **2023 :** 44 114 liters **2022 :** 58 895 liters

OUR RESULTS 2024: 133 687 KWh **2023 :** 152 600 KWh 2022:172 822 KWh



WATER

OUR COMMITMENT

Water consumption not exceeding 600 m³ per year.

OUR RESULTS

2024 : 311 m3

2023: 324 m3

2022 : 308 m3

OUR ENVIRONMENTAL IMPACT ASSESSMENT



In 2023, we took a significant step toward reducing our carbon footprint by prioritizing consolidated sea freight over air transport. This strategy led to a substantial decrease in our CO₂ emissions, from 1,297 tonnes CO₂e in 2022 to 778 tonnes CO₂e in 2023. The reduced reliance on air freight played a key role in this improvement, highlighting our commitment to adopting more sustainable and

FREIGHT TRENDS

AIR FREIGHT	MARITIME GROUPAGE		
226 moves	18 moves		
(850 m3)	(144 m3)		
458 moves	42 moves		
(1 340 m3)	(380 m3)		
724 moves	18 moves		
(2 800 m3)	(112 m3)		

OUR ENVIRONMENTAL IMPACT ASSESSMENT

AIR POLLUTION

OUR COMMITMENT

Regular monitoring of our air pollution levels is a crucial step toward ensuring a healthy and sustainable environment.

By conducting regular measurements and analyzing the collected data, we can identify the main sources of pollution and assess the effectiveness of the actions taken to reduce them. This proactive approach enables us not only to comply with current regulations but also to anticipate future developments.

At the same time, we report our emissions to relevant stakeholders to enhance transparency and build trust. By sharing this information in a clear and accessible manner, we encourage constructive collaboration and engage all stakeholders in a shared commitment to environmental protection and continuous improvement.



Individual emissions per employee – Upstream Scope 3Meals:



OTHER RESULTS

- Publication of our environmental performance on the ADEME website
- Navigation system for drivers
- Optimization measures for consolidated freight
 trucks
- Emissions from our heavy-duty vehicles (Scope 1):
 - 2024: 96 tCO₂
 - 2023: 117.008 tCO₂
 - 2022: 147.748 tCO₂
- Emissions from our light vehicles (Scope 1):
 - 2024: 22.36 tCO₂
 2027: 24.92 tCO
 - 2023: 24.82 tCO₂
 - 2022: 22 tCO₂

Scope 1 Scope 2 Scope 3 161 9.8 2k 2.2 0.1 27 8.7 0.5 107

- 2024: 29.6 tCO₂
- 2023: 20 tCO₂
- \circ 2022: 0.5 tCO₂

• Home-to-work commuting:

- 2024: 3.6 tCO₂
- 2023: 24.82 tCO₂
- 2022: 22 tCO₂



2022 – 2023 – 2024: 100% of employees completed their individual carbon footprint assessment, as well as the interactive training quiz with Greenly covering mobility, food, and other daily habits.



Greenhouse **Gas Emissions** Report 2024



Attribué à



Alexis Normand Co-Fondateur et CEO

Comparatif



tCO2e

28.7t / collaborateur

FR 223.7 Français pendant un an

57.9% Fret

12.6% Déplacements

9.3% Achat de services

6.7% Immobilisations

5.2% Achat de produits

4.7% Déchets

3.6% Autre

3. 1.2k En nombre d'allers retours Paris / New York

SOCIAL AND HUMAN RIGHTS

Our company is fully committed, over a three-year period, to promoting an exceptional quality of work life for all our employees. We have implemented initiatives aimed at creating an environment where everyone feels valued, supported, and fulfilled. This includes a range of physical and mental well-being programs, flexible work policies to support a healthy work-life balance, and opportunities for professional development and recognition.





Our commitments



Our actions



Our results

OUR SOCIAL RESPONSIBILITIES

DIVERSITY, EQUITY AND INCLUSION

OUR COMMITMENT

- Support for the fight against discrimination
- Diversity and secularism policy

HUMAN RIGHTS

OUR COMMITMENT

- Prohibition of child labor, forced labor, and human trafficking
- Selection of subcontractors who respect human rights
- Continued employment of 5 people with disabilities for green space maintenance

OUR RESULTS

2022 - 2023 - 2024:

• Zero child labor, zero forced labor/harassment, zero human trafficking

Since 2003:

• Employment of 5 people with disabilities

2022 - 2023 - 2024:

• 100% of subcontractors have signed our ethical charter

2023:

- 92% of targeted suppliers engaged in CSR initiatives
- 79% of targeted suppliers have signed our code of conduct

2024:

• 79% of targeted suppliers have signed our code of conduct

OUR COMMITMENT

- Employee awareness on information security and cybersecurity
- Incident reporting
- Achieve ISO 27001 certification

OUR RESULTS

- Since 2009, 100% of employees have been trained on all group policies including ISO 9001, 14001, 27001, CSR, and other policies such as COP.
- 2024: 16 training sessions delivered for a total workforce of 201 employees*
- 2022 2023: 100% of planned training sessions were completed
- 2022: 9 training sessions delivered for a total workforce of 73 employees*
- 2023: 15 training sessions delivered for a total workforce of 177 employees*

*(One employee may have attended multiple training sessions.)

OUR RESULTS

• Employee Nationality Diversity:

- 2024: 10 nationalities
- 2023: 11 nationalities
- 2022: 10 nationalities

• 2022 - 2023 - 2024:

- 100% of employees made aware of the "Living Together" charter
- Ongoing contract for green space maintenance carried out by people with disabilities
- 2024:
 - 2.5% of jobs held by people with disabilities

CAREER MANAGEMENT AND TRAINING



OUR COMMITMENT

- Work-life balance
- Promotion of well-being at work
- Continuation of remote work
- Maintaining Works Council meetings (twice a year)
- Implementation of a suggestion box to collect employee ideas, improvements, and feedback
- Protection of employee health

OUR RESULTS

- 13th month bonus
- 6 weeks of paid vacation
- 2 days per week of remote work
- Weekly delivery of fresh fruit
- Creation of a relaxation room
- 2 Works Council meetings per year
- 2 reviews per year of the suggestion box submissions, including feasibility studies of employee suggestions

Employee health and safety

Severity rate < 20%:

- **2024:** 1.08%
- **2023:** 5.45%
- **2022:** 2.92%

- **2024** : 0.66 %
- **2023** : 1,06 %
- **2022** : 0,80 %

Turnover <5 % :

- **2024** : 0.87 %
- **2023** : 4.80 %
- **2022** : 2,47 %

Absenteeism rate <5 % : Frequency rate <1,35 % :

- **2024** : 1.48 %
- **2023** : 1,11 %
- **2022** : 22,41 %
- 13

ETHICS

Grospiron Mobility Solutions adopts an ethical approach based on transparency, honesty, and integrity in all its operations, in order to build trust with its stakeholders.





Our commitments





Our results

OUR ETHICAL RESPONSIBILITIES



ANTI-CORRUPTION, FRAUD

OUR COMMITMENT

Strengthening our commitments in the fight against corruption, fraud, money laundering, and bribery.

Employee training on anti-corruption, anti-cartel, and other related policies.



• 2022-2023-2024:

- Signed the FIDI Anti-Corruption and Anti-Cartel Charter
- Member of the UN Global Compact
- 100% of employees trained on the 5 ethical policies
- Harmony Training on Anti-Bribery, Anti-Corruption, Competition Law, and GDPR
- 2024: 1 employee trained
- 2023: 3 employees trained
- 2022: 2 employees trained

• 2023-2024:

- More in-depth corruption risk analysis
- 0 confirmed incidents of corruption



OUR COMMITMENT

Employee awareness on the ethical charter.

Training on the policy regarding rewards, gifts, and benefits.

OUR RESULTS

- 2022-2023-2024:
- 100% of employees made aware of the Ethics Charter
- 100% of employees trained on the 5 ethical policies
- No ethical incidents and no regulatory fines
- Since 2020:
 - ECOVADIS GOLD certification



OUR COMMITMENT

Raising employee awareness on information security and cybersecurity.

Incident reporting procedures in place.

Aim to achieve ISO 27001 certification.

OUR RESULTS

• Since 2010: ISO 27001 certification

• Since 2023: System assessed by Cybervadis

• 2022-2023:

- 100% of employees trained on the whistleblowing procedure
- 0 cyber incidents

RESPONSIBLE PURCHASING

We are committed to sustainable practices throughout our supply chain. We take into account the three pillars of responsible purchasing: social, environmental, and economic. By integrating these principles, we aim not only to minimize our environmental impact but also to support fair working conditions and promote a sustainable economy.







Our actions



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FREIGHT TRENDS

In 2023, we made a significant step towards substantially reducing our air freight volume by prioritizing consolidated sea freight. This strategy reflects our commitment to more sustainable and environmentally friendly practices.

RELOCATION VOLUMES BY FREIGHT TYPE 2022 - 2023 - 2024

Freight/Year	AIR FREIGHT	MARITIME GROUPAGE	
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Scope 2 Scope 1 8% 2.1k tCO2e 92% Scope 3

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2022 – 2023 – 2024: 100% of employees completed their individual carbon footprint assessment, as well as the interactive training quiz with Greenly covering mobility, food, and other daily habits.

SOCIAL AND ECONOMIC

The selection of suppliers is of critical importance, rigorously integrating our Ethics Charter and respect for human rights. We are committed to promoting direct local employment, including employees, subcontractors, suppliers, as well as maritime and air freight forwarders. To ensure compliance and continuous improvement, we establish a standard supplier contract that includes social, ethical, and environmental clauses. We conduct regular evaluations of our suppliers based on their performance in corporate social responsibility (CSR).

SUPPLIER MANAGEMENT	2022	2023	2024
Targeted suppliers who have completed our questionnaire including our Corporate Social Responsibility (CSR) requirements.	89 %	92 %	95 %
2 buyers trained in responsible purchasing.	Ο	2	2
100% of suppliers have signed the Code of Conduct.	62 %	79 %	85 %

OTHER RESULTS 2022- 2023

- Improvement of the supplier contract to include social, ethical, and environmental clauses
- 100% of employees recruited locally
- 100% of employees with disabilities recruited locally
- 100% of maritime and air freight forwarders are local
- 100% of suppliers are local
- Installation of an electric charging station



OUR CERTIFICATIONS







