

UP



FOR THE **TEAM**
FOR **PEOPLE**
FOR THE **PLANET**





UP FOR ACTION



This initiative represents much more than our commitment.

It symbolizes our desire for our company to be sustainable, ethical and responsible.

Tristan Clay,
CEO of ACALY Engineering Consultancy



We have decided to give ourselves a new challenge: telling you more about our Corporate Social Responsibility policy.

And since we thought it important to make things official, we have implemented our CSR label, which will be a feature of all our societal, environmental and economic actions.



Our commitments cover many strategic areas in line with our values.

Employment

PROMOTING job creation and inclusion.

Women in Engineering

WELCOMING more women into our industries.

Well-being at work

GUARANTEEING employee comfort and fulfillment.

Training and Support

SUPPORTING the professional development of our teams and contributing to the development of young people.

LET'S TAKE ACTION !





UP FOR THE TEAM

GROW TOGETHER

Identifying and Supporting Each Employee's Career Goals

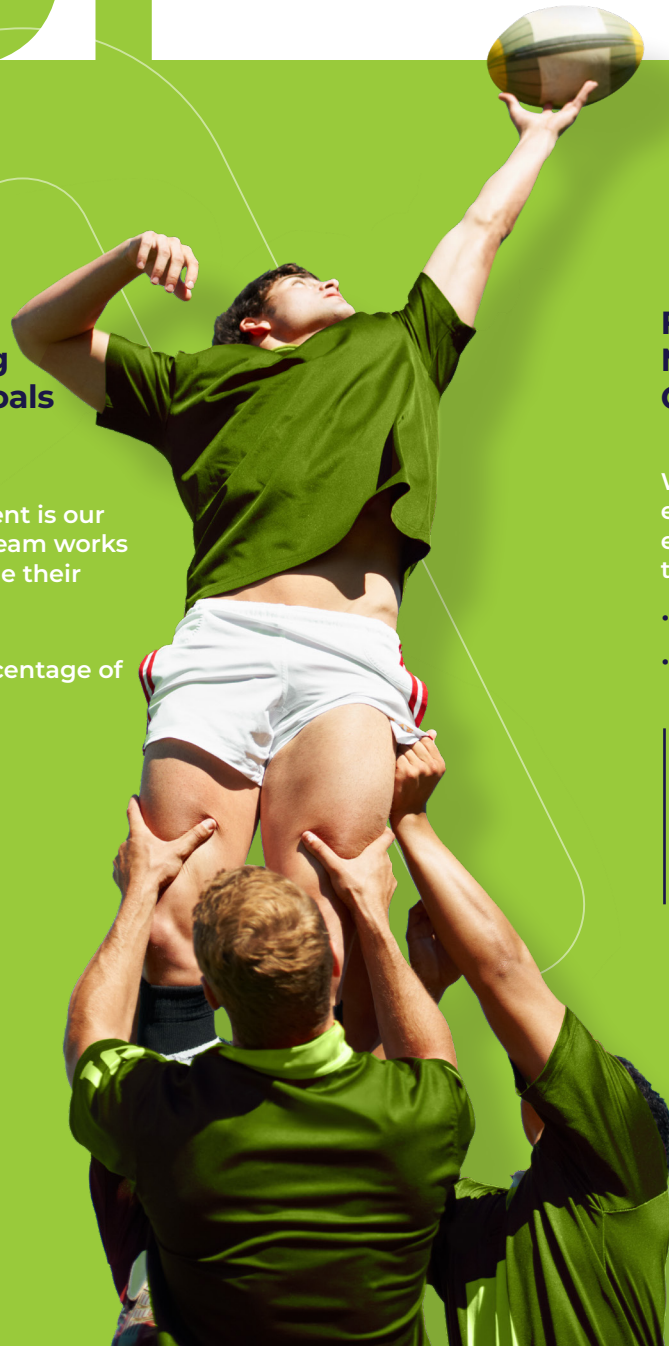
Continuing professional development is our mantra at ACALY. A dedicated HR team works closely with our employees to define their professional needs and aspirations.

We have committed to using a percentage of our revenue each year to fund their professional development.

- Training for specific skills
- Coaching
- Personal development
- Training in safety and cybersecurity
- First aid training

OUR ACTIONS :

- Training catalogue provided to employees (underway)
- ACALY DAYS
- ACALY ACADEMY



Fostering Open-Mindedness Through Conferences and Webinars

We foster open-mindedness in our employees by encouraging them to explore new fields and broaden their horizons.

- Industry-specific conferences
- Experience-sharing/case study webinars

OUR ACTIONS :

- HEI – EURIDIS Conferences
- Conference with Marc LIÈVREMONT
- Conference with Jonathan LOBERT

Sharing Our Expertise

At ACALY, we are involved in the training of young people, who we see as our future teammates.

- Participation in student fairs
- Hiring interns and apprentices
- Participating in engineering student forums
- Student-engineer partnerships: support with the development and implementation of projects

OUR ACTIONS :

- Talent Time
- Engineering school fairs
- Industry forums...



WITH THE ACALY TEAM,
let's change the world



UP FOR THE TEAM

FEEL GOOD TOGETHER

Welcoming and Integrating Our Employees

We have a welcome program in place for all our new employees so they are properly taken care of when they join our team.

- Welcome Box / Welcome Booklet
- Personalized goodies
- Buddy system for personalized assistance

OUR ACTIONS :

With each new arrival and each new victory, we ring the gong, come together, and share in a time of comradeship.

Sharing Our Sporting Values for Everyone's Well-Being

Our sporting values unite and bind us. Together, let's embrace the challenges that drive us each day in our work.

- Sporting events: Ekiden races, Run in Lyon, Brussels 20K, Lille-Hardelot, Lausanne 20K, Le relais pour la vie
- Offices located near to sports centers
- Gym built into ACALY's offices

OUR ACTIONS :

We also support sporting professionals who share our values.

Optimizing Our Employees' Working Conditions

We want all our employees to have a good work-life balance.

- Adjusted working hours (remote working, paid time off [RTT], parental leave, etc.)
- Adapting commute time
- Providing the tools necessary for optimal well-being at work.

OUR ACTIONS :

- Ergonomic seats and mice
- Adjustable computer screens, dual screens
- Breakroom, etc.



**WITH THE ACALY TEAM,
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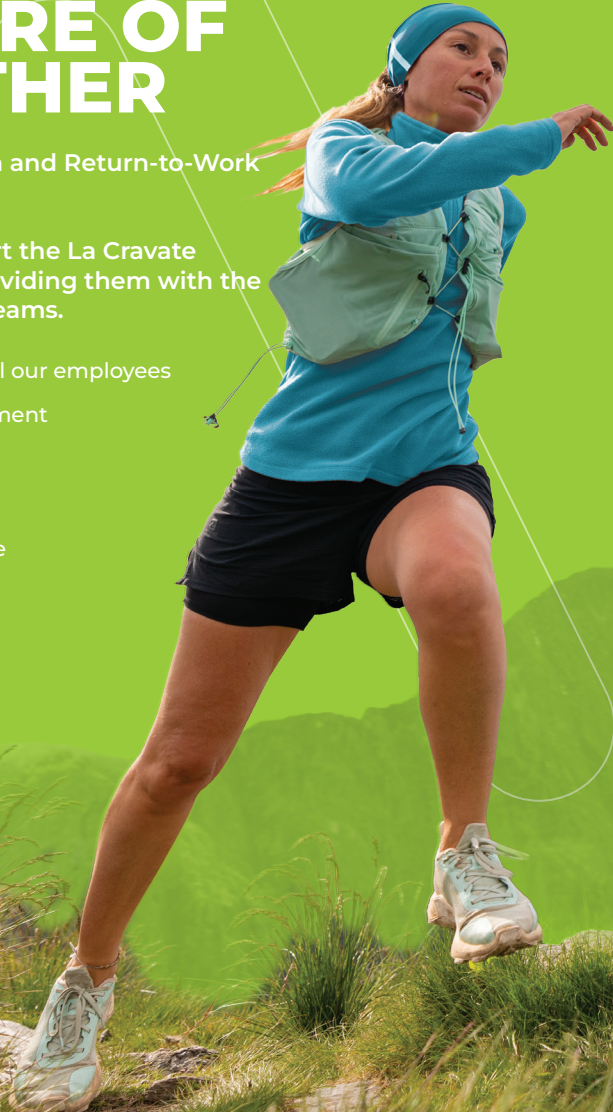
UP FOR PEOPLE

TAKE CARE OF EACH OTHER

Developing Social Inclusion and Return-to-Work Initiatives

We have decided to support the La Cravate Solidaire association by providing them with the time and expertise of our teams.

- Work clothing drive among all our employees
- Assistance in finding employment
- Interview Training
- Image Coaching
- Personalized onsite assistance



Promoting Women Engineers and Highlighting Gender Equality

We are happy and proud to have women on our consultant teams.

We hope to see more women join our teams in the years to come.

- Testimonials from our women consultants
- Sharing experiences and information at lunches and/or afterwork events with girls in schools and at career guidance events.
- Library of applications from women engineers.

Fighting for Equality and Equity

We have a recruitment policy that fights against all forms of discrimination.

We have implemented a series of actions for all employees.

- Recruiting people with disabilities
- Supporting employees with volunteer initiatives
- Partnership with the Papillons Blancs (workers with a mental disability) on certain tasks such as cleaning offices.



WITH THE ACALY TEAM,
let's change the world



UP FOR THE PLANET

THINK GREEN TOGETHER

Developing best practices each day

We instill good habits in our employees and invite them to use resources sustainably and responsibly every day.

To this end, we give them :

- Water bottles
- Water fountains
- Eco-friendly cups

We also encourage them to :

- Manage their energy consumption
- Store emails efficiently, etc.

Recycling and Sorting all Our Waste

We provide information to our employees on how to recycle and sort waste.

- Planned internal facilities for sorting
- Organizing drives to give materials to associations and end waste !
- Investing in sustainable materials instead of single-use items

Reducing Greenhouse Gas Emissions

We have implemented a commuting charter for all our employees to reduce our greenhouse gas emissions.

- Priority given to active mobility (bicycles, scooters for intra-city commutes) and an active mobility bonus awarded in Belgium
- Policy for green vehicles on roads (discussion on electric vehicle charging stations)
- Priority for rail transportation rather than by plane
- Financial coverage of public transportation subscriptions

Promoting and Supporting the Local Economy

We consume locally and make a point of working with local providers.

- Ordering seasonal products from neighboring producers
- Hiring locally
- Working with local partners (printing services, agencies, videographers, merchandise suppliers, etc.)

Promoting “Second-Hand” Products

We want to raise awareness in our employees and our partners about reducing waste and highlight the benefits of adopting a more ecological approach.

- Reusing second-hand materials: all our carpets at the Lille branch are second hand
- Donations of our notebooks, pens and computer bags to schools in Kenya



WITH THE ACALY TEAM,
Let's take care of our planet





Consulting Workpackage Innovation

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