



With this Green Charter, the OSCARS Group undertakes to reflect and above all act in order to preserve our environment, and to respect environmental laws in force.

All staff members are aware of their environmental impact and take steps to limit this impact in the following areas: energy, consumer items, waste and mobility, as reminded by an automatic mailing.

Furthermore our consultants highlight our Green Charter philosophy with our customers, partners and suppliers by offering offsite project work.

## Our commitments

### Energy

- Whenever possible, our offices are in buildings housing several companies sharing common areas and facilities. For offices on our own property, we prefer less energy-consuming equipment such as heat pumps.
- Pooling of IT resources, use of necessary and strictly necessary IT equipment.
- Outsourcing consumer type IT resources in environmentally conscious data centres.
- Lights switch off automatically; preference is given to energy-saving light bulbs.
- Use of IT and automated equipment with very low power consumption and auto power off features.
- Temperature control in offices to limit air conditioning in particular.
- The following information or ratios help us assess our environmental impact and its evolution:
  - Annual development of kilowatt consumption.
  - Number, characteristics and environmental impact of equipment installed in data centres.

### Consumer items

- Printers set to default economic mode.
- Staff is invited to limit printing to a minimum and to prefer recto-verso or multi-page printing.
- Limitation of paper files to a minimum, priority given to Electronic Document Management.



- Digital exchange of fax-type information.
- Use of non-critical obsolete documents as scrap paper.
- Use of rechargeable batteries if needed.
- Use of reusable cups and mugs.
- The following information or ratios help us assess our environmental impact and its evolution:
  - Total number of sheets printed.
  - Purchase of office supplies.

### Waste

- Waste is sorted into selective bins.
- Computer equipment is reclassified as soon as possible with NPIs or other organisations in need.
- Members of staff are encouraged to limit leftovers and other waste from meals.

### Mobility

- Telecommuting is allowed as long as it does not interfere with production in the group.
- Communication tools and video conferencing are recommended when organising meetings, as are remote grip tools.
- The largest possible number of computer resources within the group are accessible externally.
- Our consultants have an evaluation questionnaire for each task to determine its character; either on-site or in remote mode.
- Preference is given to car sharing for travel to and from the workplace.
- Whenever possible, public transport is used.
- Practical information is made available (closest hotel, means of transport indicated, help in booking etc) via our internal wiki.
- The following information or ratios allow us to assess our environmental impact and its evolution:
  - Number of projects or services achieved.
  - Amount of time spent actually on work/travel.
  - Annual kilometers covered by each staff member.
  - Frequency of public transport use.



- **Growth in overall number of logins for our intranet/extranet.**
  - **Rate of use of internal management tools; Oscars <-> Customers exchange platform, wiki, etc.**
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