

OUR COMMITMENT TO "Sustainable Development"



Right from the very beginning, Creocean has prided itself on working closely with its clients to ensure that the economic development of coastal areas takes both the natural environment and the wishes of local people into account. To this end, when we put forward new solutions to our clients or provide them with consultancy services, the concept of sustainable development always forms an important part of the mix, be it the activities planned or the choice of facilities required to achieve them.

Under the supervision of our CEO, the team here at Creocean works hard to ensure proper cohesion between the ecological, financial and social aspects of the projects we are entrusted with.

We regard sustainable development as a fundamental principle and a guiding light, not only within our own company but also as an integral part of the services we supply to others.

This commitment is mirrored in our determination to responsibly manage our business affairs and our global performance.





The Environment

1 Travel and commuting

- **Reduce business travel** through the use of conference calls and video-conferencing.
- **Give precedence to low-carbon emission vehicles** when renewing our car fleet.
- **Encourage carpooling** by adapting employees' working hours.
- **Develop teleworking** for those employees who want it.
- **Reimburse** bike commuting expenses.

2 Paper consumption

- **Recycle paper** via a local social enterprise; print out reports and proposals on **both sides of the paper, in black and white only**.
- **Make staff aware** of the environmental benefits of saving paper and **using recycled paper**.
- **Computerise our business communications** (e-mail).
- Submit **Tenders in electronic format** if the tender regulations allow.

3 Premises

- **Save energy** (no lights left on unnecessarily, radiators turned down at night and over the weekend, computers put into hibernation mode or shut down at night and over the weekend).
- Consideration given to **energy performance** and accessibility when choosing new premises.

4 IT equipment

- **Reassign ageing** computers to low-capacity tasks and recycle office computers for use as family computers through special events.
- Collect and **recycle empty ink cartridges**.
- Choose **sustainable, high-performance and energy-efficient IT equipment**.
- **Recycle IT equipment that is no longer being used** via specialist companies or associations.

5 Waste management

- **Sort recyclable waste** and non-recyclable items and dispose of both in dedicated containers.
- **Dispose of toxic waste** in secure containers collected by specialist companies.

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Social, corporate and cultural aims

- **Support local cultural events** (e.g. the *Écran Vert* environmental film festival held in La Rochelle).
- Regularly choose **social enterprise companies** as service providers.
- Promote sustainable employment by putting a very **high percentage of staff on indefinite term contracts** (95 % in 2018).
- Maintain an **excellent dialogue** between management and staff representatives.
- Aim at dedicating **more than 3% of the total wages bill to professional training** in business skills and risk prevention.
- **Encourage cultural diversity** in our employees from different parts of the world and different cultures.
- **Co-operate with different colleges and universities to foster exchanges** between students, new graduates and companies.
- **Host internships and PhD students** within the company throughout the year, while at the same time respecting their needs.
- Organise regular **meetings where ideas and information about our activities can be shared with professionals and students** (for instance, the Information Day organised during the *Grand Pavois* Boat Show in La Rochelle).

Financial aims

- **Guarantee the financial independence and growth** of Creocean through excellent economic performance.
- **Incorporate client satisfaction into Creocean's approach to quality**.
- Adopt a **fair selling price policy** that will benefit both our clients and our economic performance.

La Rochelle, January 1st, 2024

Denis VALANCE
Chief Executive Officer

