

An aerial photograph of Lyon, France, showing the city's dense urban sprawl along the Rhône River. The image is split into two main sections: a white triangular area on the left and a larger triangular area on the right, both containing text.

OUR CSR APPROACH

YDÈS

OUR VISION

At Ydès, CSR is not seen as a mere obligation or a trend to follow, but as a **deep-rooted conviction** that **shapes** the entire firm.

Our approach is based on the desire to have a **positive and concrete impact**, both on our environment and on the society around us.

We firmly believe that **CSR commitment is embodied in our daily activities**, in the way we conduct our business, in how we collaborate with our clients and partners, and in the values we pass on to our teams.

This awareness is reflected in the **genuine involvement of employees** at all levels, a **desire to continuously improve and innovate**, and **attentive listening to the societal and environmental issues** that we can address as a responsible player.

By adopting this vision, Ydès intends to play its full part in building a sustainable future, while remaining true to its identity and founding values.

This document presents **the main lines and levers** identified by the firm, without going into detail about the actions that result from them.



THE PILLARS OF OUR CSR APPROACH

1.

Social pillar

2.

Economic pillar

3.

Environmental pillar





SOCIAL PILLAR

At the heart of Ydès' CSR commitment, the social pillar occupies a central place, reflecting our desire to **put people at the heart of our concerns**.

Convinced that sustainable performance depends on **the richness, diversity and well-being** of those who make up our organisation, we are implementing an ambitious social policy based on **inclusion, equality, quality of life at work, training and solidarity**.

Through concrete actions and a constant focus on fairness, we strive to **offer everyone a fair,**

respectful and fulfilling environment, where professional development, dialogue and recognition play an essential role.



Inclusion and non-discrimination

Every individual, regardless of their origin, gender, religion, sexual orientation, disability or any other personal characteristic, has the same opportunities and is treated with respect and dignity.

Ydès is committed to providing a comfortable and friendly working environment and ensures that human rights are respected at all stages of professional life, from recruitment to career development, training and remuneration.



Training and skills development

The firm's teams are highly committed to training. Many of the partners and associates teach courses in university master's programmes and at the bar training school.

Ydès offers internships and work-study programmes throughout the year.

Training is offered to members of the firm, both solicitors and employees, and the development of the teams' skills is encouraged, particularly during annual appraisals.



Fair and equitable remuneration

Salaries offered within the firm, particularly to associate lawyers, follow an objective remuneration scale.

For employees, salaries are also determined according to the nature of the position held, the level of training required and the employee's experience.



Well-being at work

Ydès is proud to have low staff turnover within its teams, which reflects the quality of the working environment it offers.

The firm organises several group events throughout the year and participates in a number of sporting events to promote team cohesion.

It also offers Pilates and yoga classes.

Teleworking is available to all teams and can be adapted to suit each individual's changing circumstances.



Skills sponsorship

The firm has already supported various initiatives through skills-based sponsorship, notably with the France Répit Foundation.



ECONOMIC PILLAR

Our firm's economic roots are a key pillar of our CSR approach.

This is reflected in **the ethical and transparent management of our activities, a strong commitment to the local and responsible economy, and the careful diversification of our sources of income.**

Innovation and digitalisation now **also play a central role in our strategy**, reflecting our desire to adapt our practices to developments in the sector and enhance the effectiveness of our support.

These priorities reflect our ambition to make a lasting contribution to the vitality of our economic environment, while placing **trust and innovation at the heart of our professional practices**.



Professional ethics

Ydès attaches fundamental importance to professional ethics and the fight against all forms of corruption or practices contrary to integrity. The firm ensures compliance with the ethical rules applicable to our profession.

In the interests of complete transparency, we are committed to providing our clients with clear and detailed visibility on our pricing.

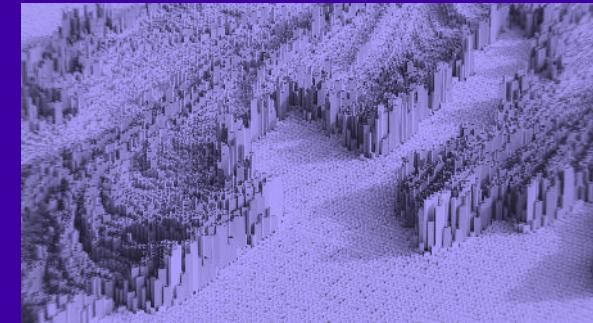


Integration into the local economic fabric

Although Ydès has a highly diverse client base, particularly in geographical terms, each office works closely with numerous economic players in its local area.

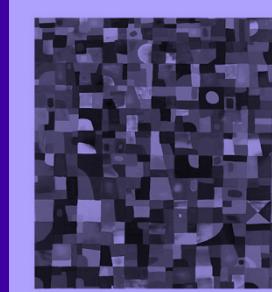
In addition, Ydès supports professional inclusion by purchasing its supplies through an ESAT (French organisation that helps people with disabilities find employment).

For certain services, Ydès favours local partners in order to support the local economy and limit its environmental impact.



Innovation and digitalisation

In a constantly evolving professional environment, Ydès places innovation and digitalisation at the heart of its strategy to support its teams: supervised deployment of artificial intelligence and implementation of tools aimed at simplifying and optimising the administrative tasks of support teams.



Toute l'équipe d'Ydès
vous souhaite une riche
et heureuse année 2022

–
All of us at Ydès
wish you a blooming 2022

–
Je rêve d'un carré bleu
(*Dream of a blue square*)

–
© Samuel Torgeman

Artistic patronage

For several years now, Ydès has been working closely with artists when designing its greeting cards and each year purchases a contemporary work of art to illustrate the card in question. The aim is to promote local artists, highlight culture and have a personalised work of art that reflects what Ydès wishes to embody.

3

ENVIRONMENTAL PILLAR

At Ydès, environmental protection is approached pragmatically.

Aware of the impact our activities have on the environment, we have chosen **to take concrete and responsible action** at every level of our organisation.

Our ambition is **to limit our ecological footprint and raise awareness among our employees** about sustainable development issues.

To this end, we are implementing **a number of initiatives**, including waste management, limiting digital pollution, optimising our energy consumption, and promoting sustainable transport and responsible purchasing.

This commitment reflects our desire to **change our daily practices and make the environment a permanent part of our corporate culture**.





Waste management

Several sorting systems have been put in place.

Damaged or unused furniture and IT equipment are collected for sorting.

Implementation of a secure sorting and destruction system for printing products (cartridges and paper).

Introduction of reusable tableware at all sites and distribution of water bottles to each new arrival.



Limiting digital pollution

Ydès recommends best practices for reducing the digital impact of our professional activities, including good habits to adopt when managing email accounts, PCs and virtual workstations.



Promotion of soft mobility

The firm offers compensation to those who cycle to work, reimburses part of the cost of public transport tickets and provides electric charging stations.

For travel outside the office, trains are preferred to planes whenever possible.



Consumption of local and responsible products

The firm tries as much as possible to source from local suppliers, particularly for the fruit baskets provided, the buffets organised for cocktail parties and the meal trays ordered for meetings held during lunch breaks.



Changing our energy consumption

Some of our premises are located in low-energy buildings, which limits our carbon footprint.

In addition, air conditioning and heating schedules are closely monitored to avoid excessive or unnecessary consumption.



Limiting the use of paper

The firm encourages the reduction of paper use and promotes paperless document practices.

Computers are configured to limit colour printing and print only on one side of the paper.

Print jobs are only launched if the user who requested them goes to the printer to collect the document using a badge system.



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