

RSE report 2019

ORPHOZ
A MCKINSEY COMPANY

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Introduction

Our actions for an ever more responsible firm

In 2019, Orphoz continued on its path towards taking greater account of the social and environmental issues of the world around us, in line with our consulting's vision and our values.

In this report, we share the initiatives undertaken by Orphoz employees during the year to improve our overall impact but also the daily lives of our employees. We look forward to the challenges of the new year, as we move towards ever more responsible practices.

Our vision revolves around four major themes:

- **People.** To guarantee our impact, we ensure that everyone flourishes.
- **The Planet.** We are committed to being aware of and acting on our environmental impact.
- **Our Partners.** We seek to support the causes that speak to us and to encourage our teams to get involved.
- **Our Responsible Practices.** Our practices reflect our convictions and values towards our clients.



People

Ensuring that everyone develops to guarantee our impact

Every day, we undertake new initiatives to **improve our daily life** and thus **guarantee our impact on our customers**:

- **Ergonomics.** We work daily on our working conditions to improve and facilitate the life of orphozians. Concrete actions have been taken to provide equipment suitable for a "nomadic" life. New comfortable and practical backpacks, ergonomic office furniture, and posture correcting t-shirts have been very quickly adopted!
- **Healthy lifestyle.** It is essential for Orphoz employees to maintain a healthy lifestyle. Several months ago, we launched the "Make it Elsy" program based on 2 axes:
 - **Nutrition.** We had the pleasure of receiving Dr Frédéric Costa from Sportunitee as part of a group workshop to (re)learn the fundamentals of healthy nutrition and individual and personalized coaching sessions on "nutrition during projects ". Everyone left with advice and a desire to develop their practices.
 - **Sport.** We have offered our teams the opportunity to participate in the Run in Lyon and the Beaujolais Marathon to promote the practice of sport and share fun moments as a team.
- **"Saving gestures" training.** About twenty volunteers took part in first aid actions useful to the business world.
- **Family Day.** Last April, on Family Day, Orphozians were proud to introduce their world to their families. Family support is key in our business, so we want to strengthen this special bond with loved ones.



Our commitments for 2020

These experiences have been positive and appreciated by all, so we will continue these projects, such as the Make It Elsy program, with the aim of further improving the quality of life at work.

2020 will be a pivot year for the promotion and democratization of telework, a solution favored by consultants who can adapt and improve their work-life balance.



The Planet

Become aware and act on our impact

As of today, we are seeking to change our habits with simple everyday gestures, but also and above all, we are making strong commitments to reduce our environmental impact.

- **Carbon Footprint.** In 2019, we have made a strong commitment to reduce our carbon impact. To achieve this, we have followed the classic steps of an approach to reduce our impact, in partnership with GERES, a recognized player in climate solidarity:
 - Exhaustively **assess our emissions** and identify compressible emissions on which we can take direct action.
 - **Mitigate** the emissions generated by these compressible sources - mainly related to our travels - by favoring solutions with lower CO2 costs such as the train or teleworking. The "carbon footprint" criterion has also become a key factor in the choice of our transport partners.
 - **Compensate** our incompressible emissions by financially support development and environmental impact reduction projects. For example, we support the project "Sortir de la précarité Energétique", which helps low-income social housing populations (up to 34% of the unemployed working population in these neighborhoods) to better understand their energy consumption in order to optimize it. The objective is to improve their economic situation - up to 400€/year, their environmental impact - ~0.25 tCO2e/household - and to renew the link with these territories.
- **Good practices.** We limit our daily consumption of plastic and by tightening certain rules :
 - **Plastic.** No more plastic cups or bottles, we have implemented new rules on our premises to limit our plastic consumption and stop the consumption of single-use plastic.
 - **Recycling.** We consider it essential and very simple to distinguish between recyclable waste, plastic, batteries, light bulbs or any obsolete appliance. We have therefore set up sorting stations and reinforced our rules so that everyone is aware of their actions.



Our commitments for 2020

Our challenge in 2020 is to continue to act on our environmental impact. To achieve this, we have several avenues for improvement

- **Continue to reduce and offset our carbon footprint**
- **Raise the awareness** of Orphozians about climate issues. Training activities - climate murals, popularization of IPCC reports - will facilitate awareness and more enlightened action.
- **Use the "Global Pact" grid.** Focus our action by setting our Sustainable Development Objectives using the grid defined by the United Nations.
- **Become "Happy Culteurs"**. We will sponsor the hives of local beekeepers to help save bees.

Our Partners

Supporting causes we believe in

#Leplusimportant

- We have been working for several months with this ThinkTank, which is interested in the development of human capital and concretely supports dozens of projects with its #ActionLab.
- Some consultants have already made their contribution in 2019. By being mentors, they help project leaders in their reflection on concrete subjects and create the link with the rest of the team.
- Yoan meets regularly with Armel Mombouli, president of VOX Populi, which helps to integrate young people from working-class neighborhoods. Yoan accompanies Armel in his reflection on his problems by having an external point of view.
- Alexis accompanies Géraldine Sonnery-Cottet, regional delegate of JobIRL, the 1st guidance network that connects young people to professionals. Alexis is helping on 2 projects: communication with companies and structuring the search for financing.

«I was touched and impressed by Armel and his motivation to lead his association Vox Populi, which fights against social exclusion and racism and helps young people from the suburbs to reintegrate into the labor market. I am delighted to be able to help in a different and very concrete way.»

Yoan Pimbert, Orphoz Managing Consultant,
Mentor #Leplusimportant

Credit's Mines

- The commitment of our consultants often goes beyond the scope of their profession. Yoann, founder of Credit's Mines, ran 20km between Marseille and Cassis to raise funds for his association.
- Credit's Mines is a non-profit association and since 2009 has been helping entrepreneurs in Togo's remote rural areas to finance their projects.
- Credit's Mines is today more than 80 credit unions open all over the country, more than 3000 projects financed and 300k€ of credits granted.
- We are proud to support this association, which shares common values with our firm: pragmatism, adaptation to local specificities, development of skills and autonomy.

«Alexis' support is a real opportunity for JobIRL and for me. It has enabled me to make progress on the structuring of the Lyon branch and on the partners' strategy. Alexis' questions and reflections are an opportunity to take a step back and move forward. I leave each session confident and full of energy!»

Géraldine Sonnery-Cottet,
JobIRL Regional Delegate



Our commitments for 2020

For next year, we have decided to renew our commitment to these associations by

- **Allocating a budget** to support them financially in their projects and help them to develop.
- **Encouraging Orphozians to get involved** in exceptional associative adventures to help them enrich their personal development.



Our Responsible Practices

Reflecting our beliefs and values through our practices

- Through our manifesto, we assert our values and convictions to embody a new vision of our business.
 - **From experience**, we know that a reasoned approach to transformation determines its long-term success. We continue to **monitor the impact of the project after our departure**, ready to intervene again if necessary.
 - **By conviction**, we assume that what is vital for the new generations is happiness at work but above all, the meaning of work. We are evolving in a **self-management approach** for our internal projects, smoothing out the hierarchy.
 - **Out of pride**, we claim the talent of our teams, we select the best potentials, those who share our sense of responsibility, those who cultivate our unique know-how: intelligence in action. All team members are required to express their opinions, according to the "**obligation to dissent**" principle.
 - **Out of passion**, we love this "art of transforming" in a sustainable way, in difficult situations, with high stakes involved, putting our customers' trust and confidence in our talents at the heart of change. We seek to improve performance by securing critical projects and developing our clients' skills to create a lasting impact.
 - **Through audacity**, we experiment, as perpetual learners; we move forward with the humility of those who put their ideas to the test every day. We develop tribes to reinvent our expertise and acquire new ones.
- We place our values and skills at the service of our clients, and use pragmatic operating methods that take into account the realities on the ground while setting ambitious objectives.
- We attach great importance to the respect of clear ethical standards by placing the client's interest above our own, with the aim of maintaining our independence of mind, and by observing strict confidentiality towards our clients in order to maintain an essential bond of trust.



Our commitments for 2020

Our approach will continue to carry our convictions and values. In 2020, we are committed to developing them on a larger scale to

- **Continue to accompany our customers** and their transformations towards substantial, **lasting and sustainable success**.
- **Help our employees grow** through training, coaching and fostering a non-hierarchical environment and to give everyone the opportunity to express their views and creativity.
- **Generate innovative ideas** to create a new vision of the consulting and constantly reinvent ourselves



Lyon

158 Avenue Thiers
69006 Lyon
Tel: +33427835047



Paris

Chez Kwerk, Tour First
1 Place des Saisons
92400 Courbevoie
Tel: +33427835047