

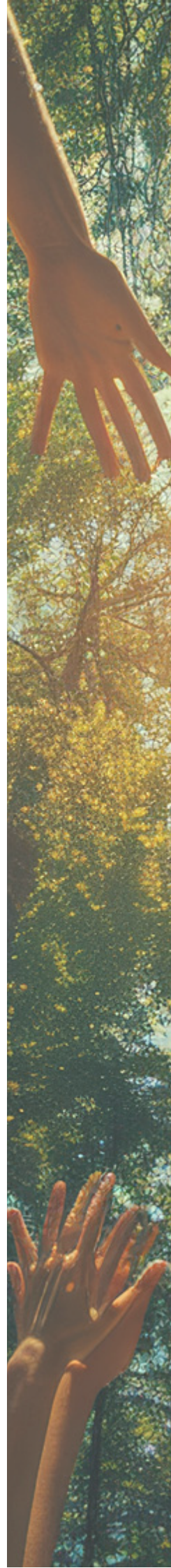


CSR Report 2024



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Editor's Note



Welcome to Mews Partners' second Corporate Social Responsibility Report.

In two years, we have made considerable progress towards our CSR initiatives.

We worked to fully define the scope of our policies and charters, conducted in-house awareness-raising programs, built new training modules addressing sexism, disability awareness, and environmental issues, and finally—we committed to external labels and certifications to ensure long-term growth.

We created a dynamic, clear vision of what Mews embodies in France, and now in Germany.

In 2024, we wanted to go even further by making our six commitments public and monitoring them through a combination of KPIs and action plans. To help us achieve this, we created a new CSR Department at the Group level, which will continue to mobilize the necessary resources and help Mews stay the course.

Mews Partners is committed to :

- Working towards a stronger, more responsible industry through its consulting missions
- Reducing our environmental impact based on a footprint calculation carried out by a team of consultants
- Positively impacting our stakeholders by providing transparent evidence of our management ethics
- Developing strong gender diversity & inclusion programs
- Maintaining the quality of life at work—a pillar of our HR promise
- Mobilizing Mewsers for impact projects like skills sponsorship and pro bono work

We are convinced that CSR is a key element in ensuring the sustainability of our business activities while responding to the environmental and social challenges we face. We have an important role to play in answering client questions.

We hope that this report will be useful. By communicating our CSR commitments, we hope to inspire other organizations to follow our example.

"Acting to place people at the heart of the economy
and build a sustainable future."

Flavien Lamarque
Chairman, Mews Partners



01 OUR FIRM

**GOVERNANCE &
CSR POLICIES**

Our Consulting Firm

Mews Partners is a management consulting firm with almost 300 employees located in Paris, Toulouse, Marseille, Nantes, Lyon, Munich, and Hamburg

We believe European industry's capacity to innovate, recreate jobs, confront globalization with grounded reasoning, and create wealth while integrating climate requirements.

We believe that the intersection of competitiveness, sovereignty, social responsibility, sustainability, and resilience creates a complex equation of technical and economic challenges for European industry, leading to profound questions concerning its role, leadership, influence, and even its *raison d'être*.

Mews Partners supports major groups, ETIs, startups, and industry institutions throughout their transformation. We help them forge the path of European industry on a global scale — producing, exporting, connecting, decarbonizing, redistributing, scaling up, and reinventing the vast scope of industrial prosperity.

Our service offerings address 10 areas of expertise and cover 14 sectors.



At every stage of the value chain



Innovation



Smart Design



Supply Chain



Industrial Performance

& across the board



Environmental Performance



Product Lifecycle Management



Data & Modeling



Human Resources



Agile Transformation



CIO Advisory

In 14 sectors

- Aerospace • Automotive • Chemistry • Construction & Infrastructure •
- Consumer Goods & Agri-Food • Defense • Energy • Industrial Equipment •
- Space • High Tech • Luxury & Cosmetics • Retail • Life Sciences • Transport & Logistics •

Our Values

Solidarity

We are a close-knit team with shared values and a determination to convey our knowledge, which strengthens our impact on our customers.

Commitment

As an independent consulting firm, we are fully committed to the success of our customers' projects and remaining agile in the face of future challenges.

Transparency

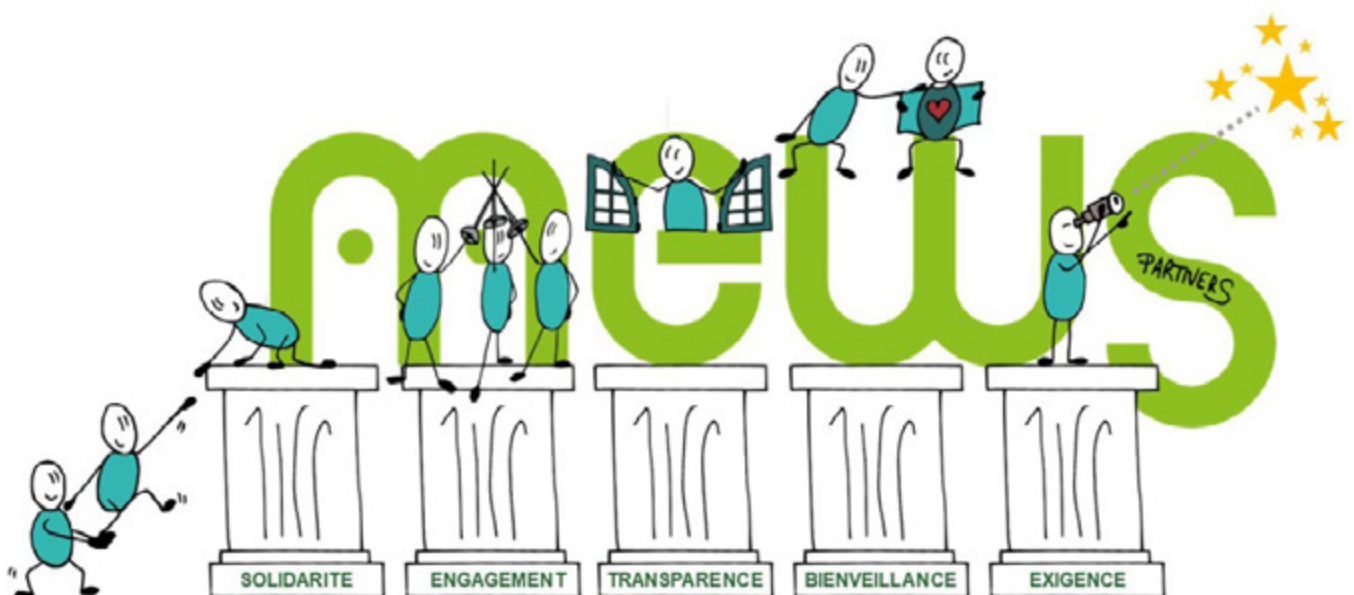
We own our decisions by involving our employees throughout the process to ensure our recommendations are meaningful and coherent.

Kindness

We place particular emphasis on active listening and open dialogue to establish a close working relationship with all our employees, while promoting respect and fairness.

Rigor

In our quest for excellence, we do everything in our power to bring performance and reliability to our assignments, while remaining humble.



CSR: The Heart of Mews Partners

Our raison d'être is to cultivate expertise, performance, and deep commitment to design and implement the transformations that will lead to a stronger, more responsible European industry.

In 2023, we launched our Environmental Performance offering to formalize our desire to support our industrial customers in their transition towards building a more sustainable world. In 2024, about thirty assignments were carried out in this area.

Internally, we established a strong CSR strategy and launched concrete action in three key areas: the environment, social responsibility, and responsible purchasing. We are proud to engage more than a quarter of our employees in our shared commitment to various CSR initiatives.

To continue raising awareness among our employees, we integrated a sustainable development course into our training academy, "La Mews Academy": Sustainability School in 2022. In 2024, 97 employees received training on this topic.

Collective action has always been a key element of our corporate culture. In addition to their fixed remuneration, all employees benefit from a collective variable component based on the company's overall results. This model, unique within our sector, encourages mutual support and cross-functional collaboration.

“

For me, it's essential that the company is committed to social and environmental issues. It shows employees that these issues can be addressed collectively, but also that companies can and should be involved to have a positive impact. I believe that clear representation and awareness of diversity in the workplace is crucial. I'm proud that my company is engaged and that I can be involved with Mews Partners.

”

Bérénice, Consultant at Mews Partners Deutschland.



CSR: The Heart of Mews Partners

We have made a number of CSR commitments. We measure our progress every year, thanks to our performance indicators, which can be found at the end of this document. Our commitments:

1 Working for a stronger, more responsible industry

4 Developing diversity and inclusion

2 Reducing our environmental impact

5 Maintaining quality of life at work

3 Making a positive impact vis-à-vis stakeholders

6 Mobilizing Mewers on impact projects

SDG: The Global Goals

The Sustainable Development Goals (SDGs), are a set of 17 global objectives adopted by the United Nations in 2015. They aim to eradicate poverty, protect the planet, and ensure prosperity for all by 2030. These goals helped inspire our CSR roadmap, which implements sustainable practices that contribute to meeting them, such as reducing environmental impact, promoting equal opportunities, and using resources responsibly.



Our CSR Governance

Challenges Taken to the Highest Level of the Organization

The CSR COP unites the Chairman, the General Secretary, the Managing Partners of Mews France, Mews Deutschland, and Mews Labs, along with the Senior Partner in charge of Environmental Performance and the HR&CSR Director. The group meets monthly to define and steer the company's CSR strategy and roadmap.

The CSR Committee is made up of two members of management: the Senior Partner in charge of Environmental Performance and the HR&CSR Director, as well as representatives of the various internal projects (around 10 employees). The Committee meets every two months to take stock of ongoing actions according to our annual roadmap.

Additionally, a monthly meeting is organized to steer the action and development plan for Environmental Performance. It brings together the leaders of each of its engaged sub-committees.



Our CSR Timeline

2017

Creation of the Mews Academy



2020

First participation in Duo Day



2022

Creation of the Sustainability School



Participation in Ma Petite Planète

2024



Awarded the Numérique Responsable label



Diversity Charter (Les Entreprises de la Cité) membership



Participation in CEC Industrie (Business Convention for the Climate)

Strengthening the Ethics and Anti-Corruption policy by drafting and implementing the an Anti-Corruption charter and whistleblower system

Responsible Purchasing Charter & Guide

2016

1st participation HappyIndex®AtWork



2019

Organization of internal CSR projects (Green 2020 : January - First clothing solidarity drive for the French Red Cross)



2021

Club House partnership launch



Implementing carbon offsetting

EcoVadis - 1st certification (silver medal)

2023

"Elles bougent" partnership launch



Number 1 Happy@Work for companies 200-499

Happy Trainees launch

Syntec Gold CSR Award (Cyneo project)



Hybrid working charter / IT charter

Lucie - Responsible Digital labeling process launch

Tisséo Mobilités Trophy: zero-carbon objective in the "active transportation" category





02

SOCIAL RESPONSIBILITY & HUMAN RIGHTS

OUR ACTIONS

Engagements & ODD

Engagements



SDG



True to its values, Mews Partners continues to commit to both its employees and organizations and associations working towards inclusion and greater social cohesion.

Continuing our efforts from previous years, we took concrete action in two areas in 2024:



Promoting Diversity and Inclusion

through initiatives to promote gender equality. We are also committed to supporting disability access and integration in the workplace, as well as raising awareness of our profession and career path and profession within disadvantaged communities.



Improving Working Conditions and Preventing Psychosocial Risks

through questionnaires, training courses, parenting benefits, and company-wide events.



Diversity, Inclusion & Equity

Disability

Recognition of Disabled Worker Status (RQTH)

Mews Partners regularly raises its employees' awareness of disability issues.

Within this framework, we validated two new RQTH (Recognition of Disabled Worker Status) this year with the support of our disability referents. This recognition enables them to benefit from measures designed to help disabled individuals remain employed, including special arrangements for working hours, workstation ergonomics, and specific training support.

We've also allocated two days' paid leave of absence for employees with RQTH status to enable them to attend necessary medical appointments.

2 

RQTH validated
in 2024

Raising Awareness Among Associates and Employees

In Fall 2024, Mews Partners France associates attended a disability awareness session to :

- Clarify the notion of disability in the workplace
- Raise awareness of the impact disability representation has on behavior
- Develop a new way of viewing people with disabilities
- Mobilize internal and external players
- Identify relevant courses of action



100%

aware partners

The Olympic and Paralympic Games Organization in Paris offered Mews the chance to raise employee disability awareness through the lens of handicapped sports. Mewers had the opportunity to attend basketball wheelchair competitions during the Paralympic Games.

Additionally, The Stade Toulousian Wheelchair Rugby team offered the opportunity for Mews to discover the sport and attend a practice alongside their team's players.

2 

activités de
sensibilisation
organisées



Diversity, Inclusion & Equity

Disability

Club House Paris



In 2024 we also continued our partnership with Club House Paris, an association dedicated to socially and professionally reintegrating people suffering from mental and psychological disorders. We contributed by offering training courses for the association's beneficiaries.

This year also saw the introduction of two new training modules in addition to the existing modules on the use office automation tools (Excel, Word, PowerPoint):

- LinkedIn best practices
- Raising awareness on Artificial Intelligence

In addition, two new trainers have joined the ranks, bringing the total number of Mewers involved to 8.

5

training
provided



8

trainers

11

people trained



DuoDay

For the fourth year running, we took part in DuoDay. A national day dedicated to raising awareness of disability in the workplace, DuoDay is organized as part of the European Week for the Employment of People with Disabilities. The aim is to form a 'duo' between a volunteer professional and a person with a disability, with one person discovering a new profession and the other gaining a better understanding of living with disability.

4

DuoDay
consecutive



“It was a great opportunity to accompany Hunter and introduce him to our business for a day! We really appreciated Hunter's enthusiasm, and we'll definitely be doing DuoDay again next year!”

Pierre, Consultant,
member of Chantier
Handicap & participant in
DuoDay 2024

Diversity, Inclusion & Equity

Disability

Welcoming a Disabled Person to Our IT Department

In addition to DuoDay, this year we entered into a partnership with iTekway, an Adapted Enterprise (EA) providing technical and engineering services whose staff is made up of 65% employees with a disability. Together, we welcomed an individual interested in shifting their career path and reintegrating themselves within the workplace to join Mews Partners.



For 3 weeks, this person worked alongside our IT teams to learn more about the associated professions and prepare for a training course leading to a qualification. As part of the program:

- The disabled person successfully completed their IT training course
- Mews Partners' IT department learned different ways to overcome barriers to disability in the workplace and appreciate the perspective disabled people can bring to the workforce.

A Second Life for Computer Hardware

Since 2024, we have partnered with a company specializing in computer reconditioning.

As part of its reconditioning services, it employs and trains people with disabilities, offering them a valuable opportunity for professional and social integration.

Through this partnership, we encourage responsible lifecycle management for our equipment, reducing our ecological footprint while promoting the circular economy.



Diversity, Inclusion & Equity

Gender equality

Women's Community

Since July 2023, the Women's Community has brought Mews Partners' female employees together to discuss issues they may encounter as women in the workplace (career development, parenthood, etc.). In 2024, 2 major events for the Women Community took place, welcoming between 30 and 40 Mewers to gather at our Toulouse and Paris premises.

- In March, a round table on the theme of "Career Development as a Woman & Parenthood," during which 7 Mews women, in positions ranging from Manager to Partner (some of whom have children) shared their personal experiences.
- In July, we welcomed Lynda Cima, ex-Mews and founder of Cadres en Or (specializing in management consulting, performance improvement, change management, and coaching). Cima's keynote took the shape of an open exchange with participants on the theme of "Women's Impact: Challenging a Predominantly Male Landscape."



89/100

Our overall score
for the 2023 Gender
Equality Index



2

major events



Diversity, Inclusion & Equity

Gender equality

Cognitive Bias Workshops

To honor International Women's Day in March 2024, 4 of our consultants took the Gender-Career IAT test developed by Harvard researchers on the unconscious associations individuals may make between gender and professions.

Following the test, explanations were provided to help us better understand how cognitive biases work and their impact on our environment. This provided the opportunity for an enriching discussion on our own biases and how to avoid them.

This fun, accessible format enabled everyone to exchange views and ideas among all participants, regardless of their Gender-Career IAT grade.

90

participants in the Gender-Career IAT test

“

We organized 1 more session than originally planned, and it's great to see that people are willing to take some of their time to explore the subject.

”



Training

Two new training courses dedicated to the subject of sexism and parity were created in 2024, led externally by Alexia Anglade, a certified coach who worked with Mews Partners in 2023. Together we launched:

- “Parity Management” training course for 27 partners with the aim to enable participants to understand the challenges of parity and professional equality.
- “Leadership au Féminin” training course for 8 female consultant managers and senior managers targeted to guide participants to overcome limiting beliefs and gender stereotypes while developing their leadership skills.

“

I would like to thank Mews for setting up this Leadership course. The experience has been a real Game Changer for my personal development and fulfillment at work as a woman. A key step not to be missed!

”

Mélanie, Manager

Diversity, Inclusion & Equity

Gender equality

Elles Bougent

Our partnership with the Elles Bougent association, which promotes diversity within companies, technical training courses, and recruitment pools in our industrial sector, continued throughout 2024. We welcomed young girls to Mews where we presented our profession and discussed our career paths. Combating stereotypes about scientific or technological training, we encouraged them to consider such paths if they so wish.

We were also able to take part in the 100% women's recruitment forum, which gave us the opportunity to meet some engaging profiles from interested candidates. It was an opportunity to discuss the role of women in consulting, particularly at Mews Partners, as well as to present our work. Following the forum, a young woman joined Mews Labs.

During Industry Week, we also welcomed 16 female students to our Paris premises and 20 female students to our Toulouse premises for 2 afternoon discussions on self-confidence.

Between talks, group activities, and an escape game, these workshops led by 9 Mews Partners mentors not only introduced the young women to the world of consulting, but also raised their awareness of women in industry.

Elles bougent



consultants sponsor
Elles Bougent



“

Thank you, it was wonderful!”

A student

“

Thank you for organizing all this for them! You enable them to demystify and project themselves into the academic and professional world, which is so important for them”

The accompanying teacher

Solidarity Actions

Supported by Culture Prioritaire



For the 5th year running, in partnership with Culture Prioritaire, we welcomed 3rd year trainees from disadvantaged backgrounds with limited exposure to higher education and technological professions.

2 

student interns
from working-class
neighborhoods

Support for Baobab Association

Since 2023, Mews Partners has been working alongside the Baobab Miary Association, which aids the children of Miary, Madagascar. We donate computer equipment, which is then reconditioned and sent directly to the young people the association supports, providing them with viable educational infrastructures.



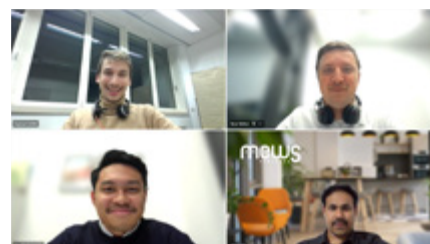
Participation in Movember

Movember, a widely publicized global movement, is designed to raise awareness of men's health issues, including prostate cancer, testicular cancer, mental health, and suicide prevention.



The Mewsters have thrown their weight behind the movement:

- They put away the razors and proudly displayed their mustaches.
- They challenged themselves to walk or run 60 km, in tribute to a sad statistic: 60 men commit suicide every hour worldwide.
- Our employees' contributions have been used to fund life-saving research and mental health programs.



Setting up a School Ambassador Network

In 2024, we launched an initiative to encourage our female employees to share their experience with female engineering students. This project aims to promote and legitimize women's careers in consulting and industry. After identifying associations working for gender equality within schools formerly attended by Mewsters, we aimed to engage Mews ambassadors to organize concrete actions with them. We hope to organize events centered around sharing their experience through conferences, round tables, or interviews by early 2025.

The main focus of this project is to help reduce gender stereotypes and promote better representation of women in consulting and industry. It also strengthens our links with schools, encourages women to apply for jobs, and helps Mews Partners to achieve parity in its workforce.

13

ambassadors

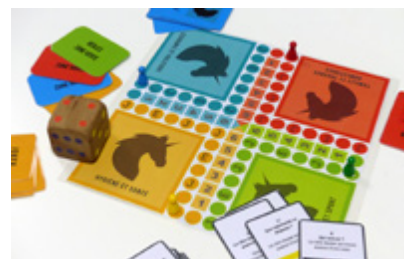


Solidarity Actions

LGBTQ+ Awareness

An IFOP survey shows that almost half of LGBTQIA+ people hide their sexual orientation from their colleagues, and even more from their superiors. Against this backdrop, following our first edition in 2020, our Diversity and Inclusion team organized an awareness-raising evening focusing on LGBTQIA+ inclusion at work, articulated in two parts:

- A theoretical presentation of the issues at stake, including the context, key figures, and the evolution of the situation in person for all of our Paris and Munich offices, and remotely for other locations. These presentations enabled us to update Mewers on the data disseminated in 2020 and to analyze changes in the situation.
- The second part, exclusively taking place face-to-face in Paris and Munich, involved an interactive board game. This role-playing game prompted players to explore the different spheres of society that generate gender-based inequalities, better understand the evolution of LGBT people's rights, and identify the multiple forms of LGBTphobic discrimination. Offered in a playful and dynamic format, this activity aimed to raise collective awareness in an engaging and convivial way. This exchange of ideas enabled us to reflect together on ways of improving inclusion within the firm, and thus contribute to changing attitudes: 3 out of 4 employees now consider our organization to be "LGBT-friendly."



Diversity Charter

In June 2024, Mews Partners deepened its commitment to Diversity and Inclusion by signing the Diversity Charter of the Les Entreprises pour la Cité. This charter is available to all employers who wish to take a proactive approach to promoting diversity and equal opportunity. It currently has 5,000 signatories.



Other Initiatives

- Since 2023, we broke down all our indicators by gender, highlighting any potential differences between men and women in career progression at Mews Partners. We have also provided employees with a lexicon of key terms relating to gender diversity, equality, and antidiscrimination.



Quality of life at work

Well-Being at Work

Shiatsu massages are regularly organized at our Paris and Toulouse sites (7 sessions per location in 2024). Yoga classes are also offered.

14 

shiatsu massage
sessions in Paris &
Toulouse

QVCT Week

Every year, Mews Partners takes part in the QVCT (Quality of Life and Working Conditions) Week, organized in June. This year, newsletters were distributed on various subjects such as nutrition and self-ecology. We offered an artisanal sorbet workshop, as well as a visit from a naturopath to help fulfill our promise to create a human-centric corporate culture.



Office Layout

We pay close attention to ensure that our Mewsters have access to friendly workspaces that promote team cohesion. In 2024, office design was once again a key lever for improving the daily productivity and well-being of our employees. New projects have optimized meeting spaces and set up new Soundproof Office Pods.



Parenting Support

We published a practical guide, designed to support employees through parenthood and offer them the keys work-life balance. 9 nursery places were also allocated to our employees through our partner Babilou.

9 

places in
nursery

Other Internal Activities

We regularly organize social events to strengthen cohesion within our teams and create a convivial atmosphere, including monthly Round Tables, Mews Game Night, Mews Talks, cultural outings, and talks on corporate life, etc.



Quality of life at work

CSE & Social Dialogue

At Mews Partners, management and CSE work together to maintain a healthy and open social dialogue. The CSE is always available to allow employees to express their views and pass on ideas, requests, or any suggestions relating to quality of life and working conditions. Mailboxes are also made available to employees for anonymity.

These requests are regularly recorded, studied, and dealt with by management. Feedback is then communicated via newsletters, breakfasts organized by the CSE, or at monthly round table meetings. In order to act effectively internally, the CSE is divided into 4 divisions:



Communications on their various actions are offered to employees in order to inform and support them while liaising with management.

Psychosocial Risks and Health & Safety at Work

Every year, Mewers are trained as Workplace First Aid and Emergency Response Equipment Providers. In conjunction with the actions carried out by the CSE for the health and safety of employees, these training courses help to improve their safety on a daily basis.

This year, specific training sessions for managers are also being organized to raise awareness of psychosocial risks and the impact management styles can have.

A questionnaire, Care@Mews, was shared with all Mewers to poll them on their perception of Quality of Life and Working Conditions, through some sixty questions. For this first edition, several categories stand out in particular:

Work environment (5.31 out of 6)

Autonomy (5.11 out of 6)

Flexible Working (5.03 out of 6)

4 specific training sessions for managers in 2024

43 managers trained by 2024



specific training sessions for managers in 2024



managers trained in 2024

This year, Mews Partners is ranked third in all sectors among companies with 100 to 249 employees, and second among consulting firms where employees are the happiest to work (Happy@Work and Happy Trainee annual surveys).



Career Support

A Structured Recruitment Process

Support for our employees begins right from the start of our recruitment process, involving the team at every stage:

- The recruitment team is present during the selection of profiles and the first interview.
- From the Senior Consultants and up, employees are invited to assess candidates during technical interviews.
- Associates are also invited to meet potential future talent.

As well as enabling the recruitment process to be objective and take varied perspectives into account, involving our team helps them to grow and maintain a link with candidates.

Co-optation is also an essential element of our process, enabling consultants of all ranks to become involved in the growth of Mews Partners and propose profiles.



50 %

des recrutements de
2024 réalisés via la
cooptation

Supporting Employee Development

The Mews Academy, our in-house training organization, offers training modules in a variety of subjects—starting at the trainee level and accompanying them throughout their career.

With around 110 training courses on subjects related to our services, sectors of expertise, or even on soft skills, our Mewers have the opportunity to train and progress each year. Additionally, 80% of our trainers are Mews employees. Their experience enables them to offer relevant training courses to their colleagues, contributing to their development.



110

Training Courses

6

Schools

5

average training days
per employee each
year





03 ENVIRONMENT

OUR ACTIONS

Commitments & SDG

Engagements



SDG



Fully aware of our industry's impact on the planet, this year we stepped up our efforts to reduce our ecological footprint and promote sustainable practices through several concrete initiatives:



Reducing Carbon Emissions

Optimizing calculations of our carbon footprint and promoting sustainable mobility initiatives among our employees.



Supporting Sector Transformation

Further developing our Environmental Performance offerings to guide our clients towards greener industrial practices.



Raising Awareness and Training

By organizing workshops and awareness campaigns for our employees and customers, we encourage them to adopt more environmentally friendly behavior, in both professional and personal contexts.



Carbon Footprint

A More Comprehensive Calculation

As part of our commitment to a low-carbon transition, we have been calculating our Carbon Footprint for the past 2 years (using the ABC Ademe method) in order to identify our main emission sources and opportunities for reduction. This year, we are announcing data for the first time at the Group level, including emissions from our German offices in the calculations.

Today, 25 of our consultants have been trained in Ademe's methodology for calculating carbon footprints.

In total, our 2023 Carbon Footprint amounts to 1,310 tCO₂e, an increase of 15% compared to our 2022 Carbon Footprint. However, there has been a decrease in emissions per employee. The 2023 carbon footprint is equivalent to 5.4 tCO₂e per employee, compared with 5.9 tCO₂e in 2022, pointing to an 8% decrease.

These emissions are broken down according to the emission categories represented below. Purchases (inputs) and Travel account for approximately 85% of Mews Partners' carbon emissions.



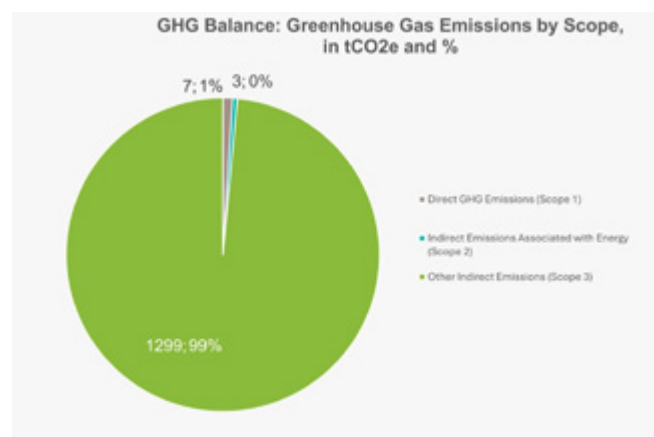
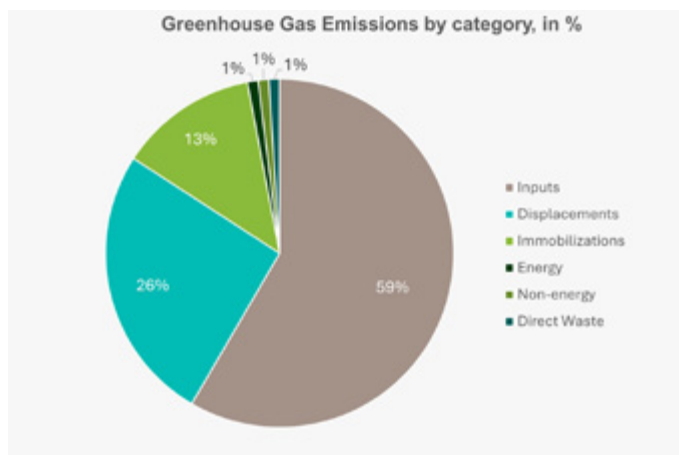
1310t

CO₂e in 2023



- 8%

de CO₂e per employee



Almost all Mews emissions come from Scope 3

Challenges and Opportunities

The Carbon Footprint Assessment highlighted several key issues and strategic opportunities for Mews Partners. Travel is a major area for improvement, with the promotion of train travel for missions and seminars, as well as optimizing carpooling. This data also offers significant opportunities, notably through expanding offerings of vegetarian meals and choosing more sustainable suppliers. Finally, standardizing our data and collection tools would make these calculations more reliable and facilitate easy monitoring of our actions.



Soft Mobility : Making the Most of the Sustainable Mobility Package — 1 Year On

Employee Travel

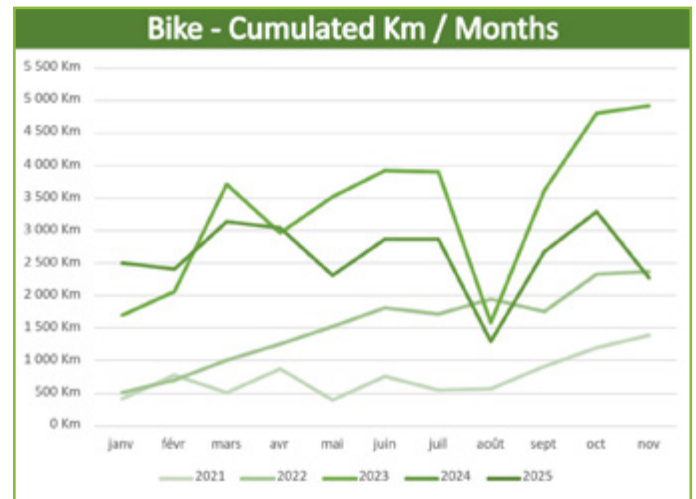
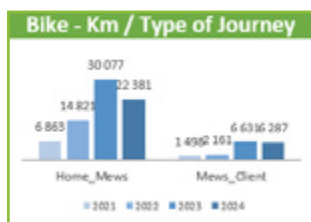
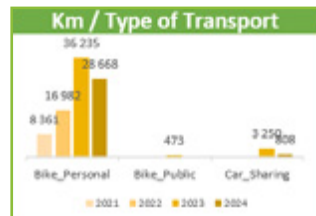
In 2024, despite a high level of travel to client locations, our employees maintained their commitment to soft mobility.

Around 26,000 km were covered by bike and almost 1,000 km by carpooling, involving nearly 20% of employees. This commitment, which has remained constant for the past 4 years, serves as a lasting contribution to our sustainability goal to reduce our CO2 emissions.



26 000

km traveled by bike



Prix Tisseo in Toulouse

At the end of 2023, the Toulouse office was rewarded by Tisseo, the local public transport operator (bus, metro, bike), for its commitment to soft mobility among Mews Partners employees. In 2024, the Tisseo Ecomobility Award jury wanted to involve several companies, including Mews Partners, to present their CSR approach to soft mobility to the other stakeholders. In addition to presenting our actions, the event provided an opportunity to exchange views with other Toulouse-based companies on their approach to soft mobility.



Our Awareness & Training Initiatives

Participation in CEC Industries

In 2024, we took part in the Convention des Entreprises pour le Climat (CEC Industries), an ambitious initiative aimed at supporting companies in the transition to a more sustainable business model. Alongside business leaders from the industry sector, Mews Partners aims to co-construct specific solutions to reduce its ecological footprint and develop a sustainable roadmap.



Organizing a Conference with Arthur Keller

Arthur Keller, professor at Centrale Supélec specializing in systemic risks, was a speaker at the first session of the CEC. We also invited Keller to share his diagnosis and the systemic analysis diagnostic with the team and directors at Mews Partners. His inspiring talk was broadcast to participants in the CSR environment workshop, reaching around 40 employees.


+ 40
 collaborators
 inspired by Arthur
 Keller's speech

CSRD Awareness

In collaboration with Ici&Demain, we carried out awareness-raising campaigns for our associates: in 2024, around 25 individuals took part in these events.

In-house training on CSRD was also offered to 12 people. 2 in-house trainers specialized in CSRD-related subjects lead the program and have been involved with the associated Ecolearn training courses.


12
 people trained at the
 CSRD

Green@Mews: A Newsletter to Raise Internal Awareness

The Green@Mews project was modernized and restructured in 2024 with the aim of raising awareness of the ecological transition among all employees more effectively.

- Support for reducing individual and corporate carbon footprints
- Restructuring communications strategies (unified graphic charter, newsletters, video, conferences, invitations to external speakers specializing in ecological transition, etc.).
- Creating a think tank to explore tomorrow's ecological issues and anticipate industry-wide transformation.



Our Awareness & Training Initiatives

New Training Courses Via Our Sustainability School

We further expanded our sustainability training module in 2024, adding more than 18 hours of content (in both sessions and e-learning) focusing on industrial site transformation, eco-design, Carbon Footprinting, the Circular Economy, and energy efficiency.

97 

employees trained through internal and external training courses.

20 

20 training sessions in 2024.



X2

doubling our growth each year

Every year for the past 2 years, I've been running the 2tonnes workshop at Mews Partners. A dozen employees take part in two sessions: one at the Paris office and the other in Toulouse. This makes it possible to compare the results of two different lifestyles. This training leaves plenty of room for debate and allows participants to discover each other's constraints, but also represents a real awareness of the challenge represented by the 2T objective by 2050. Each employee comes away with a list of actions they can put in place the very next day to achieve this objective.

Damien, Consultant

Labels & Certifications

Responsible Digital Label



We committed to a Responsible Digital approach by joining the Agence LUCIE community, reducing the environmental impact of our use of digital technology.

In January 2024, we were awarded the Level 1 Responsible Digital label, emphasizing our commitment to a more sustainable digital future.

Following the award of this label, we launched a dedicated project with a designated team tasked with implementing the recommendations resulting from the level 1 audit. This team meets regularly to define and implement a roadmap (Digital Fresco training, cybersecurity audit, awareness-raising), with the aim of obtaining a Level 2 Responsible Digital certification by the end of 2025.



Ecovadis

Mews Partners is audited annually for EcoVadis certification, one of the most widely recognized CSR rating systems in the world.

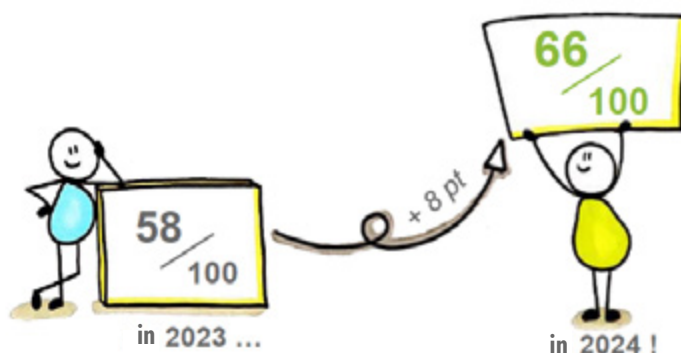
In 2024, we achieved a score of 66/100—up 8 points from 2023—ranking among the top 16% of companies evaluated worldwide (over 130,000 companies).

This increase reflects the impact of our internal CSR initiatives, which continue to support our continuous improvement in this area.



66/100

score Ecovadis 2024



Customer Missions

As part of our business, we carried out 25 assignments this year aimed at reducing our customers' environmental impact.

To illustrate the type of support we provide to our clients, we've selected three examples of our missions:

Mission #1

For an industry leader in mobility and transport infrastructure management

- Structuring and implementing the process of steering its environmental trajectory
- Defining and implementing a methodological framework for optimizing the environmental performance of its responsible asset categories
- Framing an energy renovation program for its building park
- Integrating eco-design principles into renovation and modernization plans for operating systems



Mission #2

For a global automotive supplier

- Adapting methodology for assessing the environmental gain generated by remanufacturing and repair on their various product lines
- Integrating circular economy guidelines into their engineering process



Mission #3

For a world leader in luxury

- Help choosing a tool for executing Carbon Footprint calculations
- Reflecting on how to improve the accuracy of CSR IT/data architecture
- Developing a digital twin of their supply chain to model the impact of operational decisions on both costs and CO2 emissions



CUSTOMER EVENTS

EVENT Mews x Brainergies #1

In October, we had the opportunity to co-organize an event attended by some 60 participants on "Co-building for a Sustainable Industry." The event was a rich information exchange, structured around the dialogue between key industry players on issues of circularity, decarbonation, eco-design, and energy sobriety.



+ 50

participants

"We have observed that, although our customers are well aware of the challenges they face and the leverage they can apply to reduce their environmental impact, they are faced with real operational problems and have few resources at their disposal to remedy them. We organized the event on October 2nd to enable our clients and partners to present their solutions to their industrial peers and to exchange views on the many issues they mutually face."



speakers

Jean-Bernard,
Senior Manager, organizer of the Matinée Durable.



CUSTOMER EVENTS

Round Tables

Following the first edition of the eco-design round table in 2023, we organized a second event in October 2024 around the theme "What Principles and Practices to Make Eco-design 'Native' in Industrial Development?" Above all, these events aim to bring key industry players together and provoke constructive discussion on this major issue.

During this round table, two collaborative exercises prompted participants to explore the various dimensions of the question:

- A "Process and Governance" workshop, aimed to identify the stages of development that present the most concentrated challenges for ecodesign, point out areas of tension between "classic" development practices and the needs of eco-design, and formalize best practices to integrate and generalize these practices.
- A "Capability and Organization" workshop, focusing on identifying and developing key skills for manufacturers, understanding the difficulties linked to the organization of eco-design, and highlighting possible avenues for development.





ETHICS & RESPONSIBLE PURCHASING

OUR ACTIONS

Commitments & SDG

Engagements



SDG



Conscious of how our day-to-day choices and practices have an impact, we decided to reinforce our commitment to ethics and responsibility in 2024. Concrete initiatives were implemented to promote responsible, transparent behavior that contributes to a fairer, more sustainable economy:



Defining Our Values and Principles

Through publishing both an Ethics and Anti-Corruption Charter and a Responsible Purchasing Charter, Mews Partners establishes clear guidelines to guarantee the integrity of our operations and promote sustainable and ethical purchasing practices.



Raising Awareness and Creating the Right Reflexes

By organizing training and information campaigns for our employees and partners, we act as leading educators on cybersecurity and responsible purchasing.



Protecting Our Clients' and Employees' Data

By ensuring their integrity, we uphold confidentiality and compliance with GDPR requirements.



ETHICS & CYBERSECURITY

Ethics and Anti-corruption Charter

In 2024, we also introduced an ethics and anti-corruption charter. The purpose of this charter is to specify the principles, values, and standards of conduct to which we adhere to regarding professional relations, the relationship with competitors, conflicts of interest, corruption, and data protection.

The charter defines a clear framework of ethical conduct for all Mews Partners employees and stakeholders who interact with the company: partners, clients, suppliers, and subcontractors.

By providing the keys to dealing with a challenging ethical situation, the charter has been used as a reference guide for decision-making and a guide to professional behavior. It also serves as a reminder of the firm's procedures for collecting and handling reports, as well as the bodies employees can turn to if they have any questions.

Personal Data Management and GDPR

Protecting personal data is a top priority for Mews Partners. In compliance with GDPR regulations, we implemented rigorous policies and procedures to protect the personal data of our employees, clients, and partners. These initiatives aim to guarantee the confidentiality, integrity, and availability of personal information.

A dedicated page, available on the internal IT portal, provides useful resources and reference documents to reinforce the company's data protection culture. We have also officially appointed a DPO, registered with the CNIL.

Cybersecurity Awareness

The confidential and sensitive nature of the data we handle on a daily basis at Mews Partners makes cybersecurity a serious issue. Our activities involve constant exchanges of confidential information between our employees, clients, and partners. At a time when cyber-attacks are becoming increasingly common, we know that the slightest security breach can have disastrous consequences—both for data integrity and for the trust placed in us by our stakeholders.

Annual cybersecurity training and awareness campaigns reinforce the company's security culture and ensure that everyone adopts best practices to minimize risks.



Responsible Purchasing

Responsible Purchasing Charter

In 2024, we introduced a Responsible Purchasing Charter to clarify our goals and commitments in this area. The aim of this charter is to share the Group's vision with its suppliers and subcontractors, ensuring their involvement in Mews Partners' CSR approach.

As of December 4, 30% of our suppliers signed the Responsible Purchasing Charter. As a result, 46% of our annual purchases are now made from suppliers whose CSR approach is in line with our own.


30 %

signatory
suppliers
representing

46 %
of our
purchases

“ *This year, I joined the "Responsible Purchasing" team at Mews, which enabled me to discover consulting through our exchanges and also share my financial experience on the formalizing a charter and a guide to responsible purchasing, which was very enriching for me..* **”**

Zohra,
Accounting Manager
& Member of the
Responsible Purchasing
Team

1	Introduction au guide Achats Responsables
	Contexte, objectifs & enjeux Fonctionnement du guide Présentation de la démarche RSE Pourquoi mon achat est responsable ?
2	Présentation des prestations par catégorie d'achat
	Restoration - Traiteur Marketing et Communication Autres achats chez Mews Partners
3	Fiche descriptive dédiée à chaque fournisseur avec critères associés
4	Nos recommandations
5	La Charte Achats Responsables de Mews Partners
6	L'équipe Achats Responsables @Mews



Responsible Purchasing

Raising Awareness of Responsible Purchasing

As part of our activities, Mews Partners may often be called upon to provide occasional one-off services (catering, communications, etc.). In order to make these services more responsible, we published and distributed a guide to all employees. It aims to :

- Enable employees to easily assess the responsible nature of the planned purchase.
- Facilitate the selection of a responsible service provider adapted to environmental, social, and economic criteria by evaluating and identifying service providers from different sectors (15 in 2024).

"I've loved seeing the management team listen and push our responsible purchasing policy forward, especially during our CSR committees."

Alexandre,
Consultant & Member of the Responsible Purchasing Workshop

"This guide gives Mewsters easy access information about responsible suppliers, which I hope will lead to many new collaborations!"

Nicolas,
Consultant & membre du chantier Achats Responsables

"It's always nice to share a moment of conviviality over a meal, but it's even nicer when we know that the meal we're sharing has helped to promote the social integration of disabled people and produces no waste."

Myriam,
Consultant & Member of the Responsible Purchasing team

Responsible purchasing
according to Mews
Partners

Promoting social impact

Thanks to the provision of services to ESAT and adapted companies (catering, printing, consumables, etc.)

Promote environmental impact

By using green electricity and eco-responsible equipment

Promoting the local economy

By using local suppliers

KPIs

Objectives		Mews Partners Indicators	2022	2023	2024
Our human rights actions	Associative commitment	Number of employees involved in skills sponsorship: pro bono	6	6	8
		Number of donations to associations	3000	4742	15242
Our social and working conditions initiatives	Social responsibility	FTE headcount at 31/12	198	223	261
		Employees on permanent contracts at 31/12	187	219	257
		Number of people hired on permanent contracts during the year	64	57	47
		% of women recruited	NA	NA	40%
		Number of trainees	33	29	13
		Number of trainees hired on permanent contracts	12	7	7
		Length of service (in years)	3.3	3.55	4.55
		HappyIndex@AtWork (ChooseMyCompany survey)	9ème	1er	3ème
		Commitment rate (HappyIndex@AtWork indicator)	81,8/100	83,8/100	81,4/100
		Number of coaching sessions for managers and above	11	12	10
	Diversity and inclusion	Number of employees having taken part in at least 1 training course	216	230	279
		Average number of training days per employee	5	5	4
		% Women at 31/12	28%	30%	30%
		% Men on 12/31	72%	70%	70%
		Number of participants in the "Leadership au féminin" session	NA	10	8
		Number of participants in the "Management of parity" training course	NA	NA	27
	Quality of life at work	Number of TH employees	0	0	2
		Monitoring of net Agefiph contribution	23507	27403	
		Number of Duo Day participants	0	3	1
		Number of employees benefiting from a crèche place via the company	6	9	9
		Number of employees who took part in QVCT week	NA	66	65
		Number of employees who took part in the naturopath's awareness campaign	NA	NA	60
Our environmental actions	Reducing our carbon footprint	Number of employees who took part in an RPS awareness-raising session.	NA	NA	43
		Number of tons of CO2 emitted / employee - global	NA	4.3	5.5
		Number of tons of CO2 emitted / employee - energy	NA	0.49	0.03
		Number of tons of CO2 emitted / employee - business travel	NA	1	1.43
		Number of tons of CO2 emitted / employee - personal travel	NA	0.12	0.18
		Number of tons of CO2 emitted / employee - IT equipment	NA	0.52	0.1
		Number of tons of CO2 emitted / employee - non-IT equipment			0.62
	Impact missions	Number of tons of CO2 emitted / employee - purchases	NA	2.19	3.14
		Number of missions carried out on environmental issues	2	15	25
		Number of employees who have taken part in a School Sustainability training course	NA	57	97
Our responsible purchasing initiatives	Responsible purchasing charter	% of suppliers who have signed the new responsible purchasing charter	NA	NA	30%

Acknowledgements

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LACROIX**

Content
manager



**Marine
MEZOUL**

Communications
Manager



**Lucile
BOURGADE**

HR & CSR Project
Manager



**Walid
AMER**

Manager



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Senior Consultant



**Laurent
CABRERA**

Consultant



**Emma
METIVIER**

Consultant



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Information Systems
Director

... as well as the entire Mews Partners CSR team for their ongoing commitment and contributions to developing our CSR initiatives and activities.



