

The belief of the CIS Group is that any organisation can only be as robust as its ambitious yet realistic sustainable development policy. Based on five key pillars, the CIS Group is committed to integrating the principles of economic, social and environmental development into its activities.

This policy is aligned with major international texts (Universal Declaration of Human Rights, International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, Rio de Janeiro Declaration on Environment and Development, United Nations Convention Against Corruption, Sustainable Development Goals) and applies to all of CIS Group's operations and value chains.

1. Ethics and transparency :
 - Fight corruption in all its forms.
 - Promote a culture of integrity in all our activities.
 - Ensuring professional equality, including in diverse cultural contexts.
2. Respect for human rights:
 - Guarantee respect for human rights and prevent complicity in violations.
 - Prohibit forced labour, child labour and all forms of discrimination.
 - Respect freedom of association and the right to collective bargaining.
3. Local economic and social development:
 - Prioritise local employment and develop skills through training.
 - Support the local economy by using local suppliers.
 - Support local community initiatives.
4. Environment:
 - Measure and reduce greenhouse gas emissions linked to our activities.
 - Integrate circular economy practices and limit the use of single-use plastics in our operations.
 - Raise stakeholders' awareness of more responsible practices.
5. ESG governance :
 - Integrate environmental, social, and governance (ESG) criteria into management and operational decisions.
 - Deploy specific training and awareness-raising programmes for employees and members of strategic decision-making bodies.
 - Ensure monitoring and transparency through regular reports on progress made.

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