



Our Environmental **Commitment**

The nature of Field Sales Solutions business means that it has the potential to have an impact on the environment. So, we are committed to minimising the impact of our activities on the environment through sustainable choices.

We recognise that this is primarily around our transport fleet and office functions. Our stated aims are to:

- To identify the key points of our environmental strategy through regular Risk Assessments
- Minimise waste by evaluating our operations and ensuring they are as efficient as possible
- Take steps to improve our environmental efficiency and to minimise toxic emissions of our transport fleet by:
 - Ensuring that our fleet of vehicles is as modern as possible
 - Actively promoting recycling amongst its customers and suppliers
 - Meet or exceed all the environmental legislation that relates to the Company/Company's business
 - Ensuring that vehicles are serviced in accordance with the manufacturer's recommendations.

As an office we know that we generate wastepaper products. However, as we strive for excellence in every aspect of our business we are committed to minimising the environmental impacts of the business operation in the following ways:

- Aim to continuously improve our environmental performance particularly with regards to our recycling and reuse of paper
- Where possible we will use recycled or ecologically friendly paper.
- We will use 'waste' paper for notepads unless confidentiality may be compromised.
- Reduce our consumption of resources and improve the efficiency of those resources by printing double sided where practicable
- Manage waste generated from my business operations according to the principles of reduction, re-use and recycling
- Recycle all paper products, ink or toner cartridges.
- Comply as a minimum with all relevant environmental legislation as well as other environmental requirements. The management of the Company will ensure that this Policy is reviewed regularly.

The Group's CSR commitments towards a responsible future



Marvesting attaches great importance to CSR (Corporate Social Responsibility) and firmly believes in ESG (Environmental, Social and Governance) initiatives for the future of its activities and its objectives.

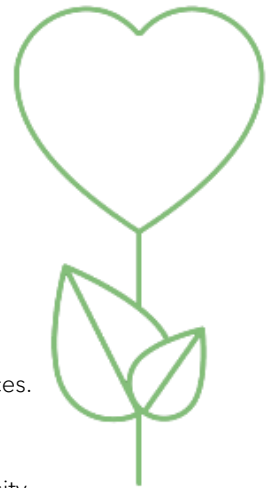
These issues are anchored in the Group's culture and taken into account by all stakeholders: customers, employees, suppliers and investors.

CSR is also a major competitive asset for attracting and retaining the most qualified and committed talent.

Marvesting is committed to placing CSR at the core of its strategic decisions to shape a more responsible future, where actions will have a positive impact on employees, clients, communities, and the planet.

Marvesting's CSR approach

based on four fundamental pillars:



Offering Innovative and Responsible Solutions to Clients:

Providing sustainable solutions that contribute to their responsible growth.



Reducing Environmental Footprint:

By accelerating the transition to a low-carbon company and adopting environmentally friendly practices.



Making a Positive Impact on Communities:

Acting as a catalyst for integration through employment by promoting equal opportunities and diversity.



Nurturing the Growth of Women and Men in the Group:

Fostering the personal and professional development of employees to help them reach their full potential.



"Sustainable development is the lever of performance today and tomorrow. That's why Marvesting is committed to respecting human rights within our company and among our suppliers, eliminating discrimination in employment and profession, preserving the environment, and fighting against corruption. To go further, we wanted to give more meaning and ambition to our activities and professions through the definition of our purpose: 'Accelerate sustainable growth.'"

Anne Vaquier,
General Manager Marvesting and CSR Governance



Field Sales Solutions, where CSR isn't just a strategy—it's our way of life.

fieldsales
solutions
a **marvesting** company