

## **GRI content index 2023**

Statement of use	Devoteam has reported in accordance with the GRI Standards for the period 01.01.2023 - 31.12.2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Universal Standards
Legal name and form	Devoteam SAS
Nature of ownership	privately owned
Headquarter	Levallois-Perret (France)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			
		Sustainability report 2023	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ieneral disclosures						
	2-1 Organizational details	p.8, 13				
	2-2 Entities included in the organization's sustainability reporting	p.8, 20				
	2-3 Reporting period, frequency and contact point	p.20				
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	2-5 External assurance	p.20, 180				
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	2-20 Process to determine remuneration	p.138				
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	2-27 Compliance with laws and regulations	p.110, 117				

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	2-29 Approach to stakeholder engagement	p.52			
	2-30 Collective bargaining agreements	p.166			
Material topics	2 30 concente barganning agreements	p.100			
Material topics	3-1 Process to determine material topics	p.10, 12			
GRI 3: Material Topics 2021	3-2 List of material topics	p.10, 12			
	3-3 Management of material topics	p.10, 23			
Economic performance	3-3 Management of material topics	p.10			
Economic performance	201-1 Direct economic value generated and		X	Confidentiality constraints	
	distributed				
GRI 201: Economic	201-2 Financial implications and other risks and opportunities due to climate change		X	Information unavailable/incomplete	
Performance 2016	201-3 Defined benefit plan obligations and other retirement plans		X	Confidentiality constraints	
	201-4 Financial assistance received from government		X	Not applicable	
Market presence					
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		X	Information unavailable/incomplete	
2016	202-2 Proportion of senior management hired from the local community		X	Not applicable	
Indirect economic impacts					
	203-2 Significant indirect economic impacts		X	Not applicable	
Procurement practices					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		X	Information unavailable/incomplete	
Anti-corruption					
	205-1 Operations assessed for risks related to corruption	p.10, 107			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti- corruption policies and procedures	p.107			
	205-3 Confirmed incidents of corruption and actions taken	p.107			
Anti-competitive behavior					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.108			
Tax					
	207-1 Approach to tax		X	Confidentiality constraints	
	207-2 Tax governance, control, and risk management		X	Confidentiality constraints	
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax		X	Confidentiality constraints	
	207-4 Country-by-country reporting		X	Confidentiality constraints	
Materials					
GRI 301: Materials 2016	301-1 Materials used by weight or volume		X	Not applicable	We are a service company
	301-2 Recycled input materials used		X	Not applicable	We are a service company
	301-3 Reclaimed products and their packaging materials		X	Not applicable	We are a service company
Energy					
	302-1 Energy consumption within the organization	p.83			
	302-2 Energy consumption outside of the organization		X	Information unavailable/incomplete	
GRI 302: Energy 2016	302-3 Energy intensity	p.83			
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	302-4 Reduction of energy consumption	p.83			
	302-5 Reductions in energy requirements of products				
	and services	p.03			
Water and effluents				<u> </u>	
	303-1 Interactions with water as a shared resource		X	Not applicable	Water consumption is not highly material topic for Devoteam (Service Company)
	303-2 Management of water discharge-related impacts		X	Not applicable	Water consumption is not highly material topic for Devoteam (Service Company)
GRI 303: Water and Effluents 2018	303-3 Water withdrawal		X	Not applicable	Water consumption is not highly material topic for Devoteam (Service Company)
	303-4 Water discharge		X	Not applicable	Water consumption is not highly material topic for Devoteam (Service Company)
	303-5 Water consumption		X	Not applicable	Water consumption is not highly material topic for Devoteam (Service Company)
Biodiversity					
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		X	Not applicable	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity		X	Not applicable	
•	304-3 Habitats protected or restored		X	Not applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		X	Not applicable	
Emissions	arrected by operations				
	305-1 Direct (Scope 1) GHG emissions	p.73, 76			
	305-2 Energy indirect (Scope 2) GHG emissions	p.73, 83			
	305-3 Other indirect (Scope 3) GHG emissions	p.73, 76, 79, 81, 86			
CDI 705: Emissions 2016	305-4 GHG emissions intensity	p.73			
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	p.74 to p.93			
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	We are a service company
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	We are a service company
Waste					
	306-1 Waste generation and significant waste-related impacts	p.86			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	p.86			
	306-3 Waste generated	p.86			
	306-4 Waste diverted from disposal	p.86			
	306-5 Waste directed to disposal	p.86			
Supplier environmental assess	sment				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p.79, 114			
	308-2 Negative environmental impacts in the supply chain and actions taken	p.114			

Employment							
	401-1 New employee hires and employee turnover	p.132, 154					
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		X	Information unavailable/incomplete	Depending on the countries		
	401-3 Parental leave		X	Information unavailable/incomplete	Depending on the countries		
Labor/management relations							
	402-1 Minimum notice periods regarding operational		X	Information unavailable/incomplete	Depending on the countries		
Relations 2016	changes						
Occupational health and safet		1EE					
	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and	p.155					
	incident investigation						
	403-3 Occupational health services	p.155					
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.155					
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety 403-6 Promotion of worker health	p.155					
	403-6 Promotion of worker nearth  403-7 Prevention and mitigation of occupational	p.155 p.155					
	health and safety impacts directly linked by business relationships	p.155					
	403-8 Workers covered by an occupational health and safety management system	p.155					
	403-9 Work-related injuries	p.155					
	403-10 Work-related ill health	p.155					
Training and education			·				
	404-1 Average hours of training per year per employee	p.143					
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p.143					
	404-3 Percentage of employees receiving regular	p.138					
Diversity and equal opportuni	performance and career development reviews						
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	p.123, 124, 132, 138					
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	p.124					
Non-discrimination							
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p.132					
Freedom of association and collective bargaining							
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		X	Not applicable	This risk has been screened and is not highly material		
Child labor					<u></u>		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		X	Not applicable	This risk has been screened and is not highly material		
Forced or compulsory labor							
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		X	Not applicable	This risk has been screened and is not highly material		
Security practices					3		

policies or procedures Rights of indigenous peoples GRI 411 Rights of Indigenous peoples GRI 412 Rights of Indigenous peoples GRI 413 Local Communities GRI 413 Local Communities 413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities  Supplier social assessment GRI 414: Supplier Social Assessment 2016  GRI 415: Local Communities  414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken  Public policy GRI 415: Public Policy 2016 Customer health and safety GRI 416: Customer Health and Safety GRI 416: Customer Health and safety Marketing and labeling  GRI 417-1 Requirements for product and services information and labeling GRI 417: Marketing and Labeling 2016  GRI 417: Marketing and Labeling 2016  GRI 417: Marketing and Labeling 2016  GRI 418: Customer Privacy GRI 418: Customer Privacy GRI 418: Supplicable  Alt-1 Incidents of non-compliance concerning marketing concerning breaches  Alt-1 Incidents of non-compliance concerning marketing communications  Alt-1 Incidents of non-compliance concerning preaches  Alt-1 Incidents of non-compliance concerning preaches  Alt-1 Incidents of non-compliance concerning marketing communications  Alt-1 Incidents of non-compliance concerning preaches  Alt-1 Incidents of non-compliance concerning marketing communications  Alt-1 Incidents of non-compliance concerning preaches  Alt-2 Incidents of non-compliance concerning marketing communications						
CRI 41: Rights of Indigenous and is not highly material indigenous peoples indigenous peoples and is not highly material people and is not highly material peoples and is not highly ma	GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		X	Not applicable	This risk has been screened and is not highly material
Peoples 2016   indigenous peoples	Rights of indigenous peoples					
43-1 Operations with local communities (impact assessments, and development programs 43-2 Operations with significant actual and potential negative impacts on local communities  Supplier social assessment  GRI 418: Supplier Social assessment  Als-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken  Public policy  GRI 418: Public Policy 2016  Customer health and safety  416-1 Assessment of the health and safety impacts of product and service categories 416-2 Inclients of non-compliance concerning the health and safety impacts of product and services information and labeling  GRI 417: Marketing and Labeling 2016  GRI 417: Marketing and Labeling 2016  GRI 417: Inclients of non-compliance concerning marketing communications  418-1 Substantiated complaints concerning breaches  418-1 Inclients of non-compliance concerning marketing communications  418-1 Substantiated complaints concerning breaches	GRI 411: Rights of Indigenous Peoples 2016			X	Not applicable	
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414-1 New suppliers that were screened using social criteria  Assessment 2016  Assessment 2016  A14-12 Negative social impacts in the supply chain and actions taken  Public policy  GRI 415: Public Policy 2016  Customer health and safety  416-1 Assessment of the health and safety impacts of product and service categories  A16-1 Assessment of the health and safety impacts of product and service categories  A16-2 Incidents of non-compliance concerning the health and safety impacts of products and services  A17-1 Requirements for product and service information and labeling  A17-2 Incidents of non-compliance concerning product and service company information and labeling  A17-3 Incidents of non-compliance concerning marketing communications  Customer privacy  A18-1 Substantiated complaints concerning breaches  A18-1 Substantiated complaints c	2016			X	Not applicable	
CRI 414: Supplier Social ASsessment 2016 ASsessment 2016 ASsessment 2016 ASSESSMENT 2016 ACT   A	Supplier social assessment					
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Customer health and safety  416-1 Assessment of the health and safety impacts of product and service categories  416-2 Incidents of non-compliance concerning information and labeling  417-1 Incidents of non-compliance concerning marketing communications  417-1 Incidents of non-compliance concerning marketing communications  X Legal prohibitions  X Not applicable  We are a B2B service company on the product and service information and labeling  417-1 Requirements for product and service information and labeling  417-2 Incidents of non-compliance concerning marketing communications  X Not applicable  We are a B2B service company on the product and service information and labeling  X Not applicable  We are a B2B service company on the product and service information and labeling  417-2 Incidents of non-compliance concerning marketing communications  X Not applicable  We are a B2B service company on the product and service information and labeling  417-2 Incidents of non-compliance concerning marketing communications  X Not applicable  We are a B2B service company on the product and service information and labeling  A17-2 Incidents of non-compliance concerning marketing communications	Assessment 2016		p.114			
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416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services  Marketing and labeling  417-1 Requirements for product and service information and labeling  GRI 417: Marketing and Labeling 417-2 Incidents of non-compliance concerning product and service information and labeling  417-3 Incidents of non-compliance concerning marketing communications  Customer privacy  418-1 Substantiated complaints concerning breaches  418- Customer Privacy  418- Substantiated complaints concerning breaches  418- Customer Privacy	GRI 415: Public Policy 2016	415-1 Political contributions		X	Legal prohibitions	
GRI 416: Customer Health and Safety 2016	Customer health and safety					
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417-1 Requirements for product and service information and labeling  GRI 417: Marketing and Labeling 417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications  Customer privacy  418-1 Substantiated complaints concerning breaches p.136	Safety 2016	·		X	Not applicable	We are a B2B service company
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marketing communications  Customer privacy  GRI 418: Customer Privacy  418-1 Substantiated complaints concerning breaches p.136	GRI 417: Marketing and Labeling 2016			X	Not applicable	We are a B2B service company
GRI 418: Customer Privacy 418-1 Substantiated complaints concerning breaches p.136				X	Not applicable	We are a B2B service company
	Customer privacy					
or outstands and respect of customer data	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.136			

