



## **CSR Governance / Sustainable Development**

### **ALTEN announces its commitment to CSR Adherence to the Global Compact**

**ALTEN, a European leader in engineering and technology consulting, has been committed for more than twenty years to enhancing the status of the engineer. As a service company with a firm focus on technological excellence, ALTEN owes its success to the dedication of its teams in offering the best possible support to clients in a process of continuous progress. A major job creator and concerned with maintaining a positive HR dynamism, ALTEN is affirming its commitment to Sustainable Development by subscribing to the UN Global Compact. ALTEN is thus demonstrating its willingness to embrace corporate responsibility in its actions in order to strengthen its “human and ecological footprint”.**

*“The Sustainable Development approach is today a central and strategic preoccupation of the ALTEN group, an affirmation of its responsible role in engineering.” (Simon Azoulay, Managing Director and Chairman of the Board of ALTEN)*

#### **CSR actions already undertaken**

- Social commitment:

ALTEN's main asset is its human resources, which allow the company to offer added-value services to its clients in order to provide them with the highest level of support in their research and development programmes. With more than 12,000 employees (88% of whom are engineers), the ALTEN group creates a large number of jobs every day. This year alone, almost 1,800 engineers joined the company, and there are another 300 collaborators whom ALTEN is expecting to start working for the company by the end of 2010.

*“Adopting a responsible approach in dealing with one's employees means that they can find in the group the right structure for developing, both on a professional and on a personal level.” (Jean-Michel Adelaïde, Official Representative of the Chairman of ALTEN).*

Fully aware of the fact that its main resource is made up of women and men of 70 different nationalities with multidisciplinary areas of expertise, ALTEN is intensifying its training and education policy and is taking action to promote diversity and the employment of women ([cf press release](#)).

- Environmental commitment:

ALTEN is constantly looking for solutions to reduce its impact on the environment and to enhance its energy performance. Creating the Carbon Balance, improving the energy efficiency of buildings, switching from paper to electronic documents and even optimising IT equipment represent just some of the actions undertaken in favour of the environment.

- Corporate commitment:

ALTEN invests in schools, professional bodies and different organisations which act in favour of promoting the prestige of the engineering profession, and it also offers its support to projects undertaken by its collaborators. Whether this involves cultural, humanitarian or sports projects, each and every one of them embraces the same values as the Group ([cf press release](#)).

Drawing on its actions as a founder, ALTEN intends to professionalise this approach, guided by its Sustainable Development charter, which lays out the 10 commitments of its policy ([Sustainable Development Charter](#)).

#### **Towards a global and strategic CSR governance**

The Management Board has put in place the necessary facilities for placing Sustainable Development at the centre of its philosophy by strengthening the dedicated team with the appointment of a Continuous Improvement and Sustainable Development Officer, Aurélia Harti. The governance bodies have been established through the creation of a strategic committee dedicated to providing recommendations and strategic axis points in the field of Quality and Sustainable Development, and the creation of a Steering Committee in charge of rolling out the programme.

As a member of the Global Compact, the ALTEN group is dedicated to disclosing information about its actions taken each year as well as the results obtained in relation to implementation of the 10 principles of the Compact.