



## SUSTAINABLE DEVELOPMENT CHARTER



This Charter testifies to the commitment of Beyond Technologies managers and employees to mainstream the principles of sustainable development into all spheres of the company's activities (from strategic decision-making processes to daily operations), in strict compliance with the laws and regulations in force.

### OUR ECORESPONSIBLE VISION

**Beyond Technologies is aware of its social and environmental responsibility and committed to becoming an agent of positive change.**

Firstly, by committing to eco-responsibility through the services that we offer as an organization. The environmental footprint of Beyond Technologies projects is consistently measured and joint actions with clients and stakeholders are implemented to reduce it. This is one of the aspects that make us stand out, and we like to showcase it to our clients who also acknowledge the value and appreciate our organization's eco-responsibility. As a partner organization in the fight against climate change, Beyond Technologies engages with a portfolio of eco-responsible clients and fully aligns its expertise with the social and environmental challenges of the 21st century.

As a company, Beyond Technologies is committed to becoming an employer of choice by nurturing inclusive and friendly working conditions while striving to balance the professional and personal lives of its teams. The organization's community involvement is recognized and reflected in its volunteer program, financial support, and its staff's engagement in charitable causes for positive social impact.

Finally, Beyond Technologies ensures the sustainability of its commitment by making sure that extra-financial indicators relating to the positive social and environmental impact that the organization hopes to have in the long term are mainstreamed into its strategic goals.

### OUR PLEDGE

We pledge to support our Eco-Responsible Committee in its duties and to allocate the necessary resources to achieve the goals of the *Eco-Responsible Strategic Plan*. Management will assess the changes in the Eco-friendly Strategic Plan at least once a year and make the necessary adjustments to facilitate its implementation and ensure the link with its business strategy.

We also pledge to comply with the legal rules of the countries and territories in which we operate.



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### OUR VALUES

We uphold the values that allow us to develop long-term relationships, to constantly innovate and remain competitive:

- **PASSION**

We are a passionate team committed to driving positive change in the businesses and lives of those we serve. We are curious and think out of the box. We show pride, enthusiasm, and dedication in everything we do.

- **COLLABORATION**

Good ideas come from anywhere, so the more voices, the better. We believe the whole is greater than the sum of its parts and foster teamwork and collaboration based on that principle.

- **INTEGRITY**

We say what we do and do what we say. We are honest, reliable, and caring in our dealings with other people, both within the organization and with clients and other stakeholders.

- **EXCELLENCE**

We have a passion for excellence, and we are dedicated to satisfying our clients' requirements and anticipating their future needs and expectations. We strive to provide our clients with the highest quality of services, conforming to industry best practices and continuous process improvement.

### OUR STRATEGIC GUIDELINES

- Our actions towards the implementation of our *Eco-Responsible Vision* will be based on the following strategic guidelines:

**STRATEGIC GUIDELINE 1:** Demonstrate leadership and commitment to social and environmental responsibility

**STRATEGIC GUIDELINE 2:** Minimize our environmental footprint and that of our customers

**STRATEGIC GUIDELINE 3:** Nurture a healthy, inclusive, and friendly work environment and strengthen our social impact

### SCOPE AND RESPONSIBILITY

This charter applies to all employees and subcontractors of the company. Beyond Technologies also encourages its suppliers, clients, and strategic partners to adopt eco-responsible practices that mainstream the sustainable development principles.



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### AUTHORITY AND ENTRY INTO FORCE

The adoption of this charter will be effective as of February 1<sup>st</sup>, 2021.

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