

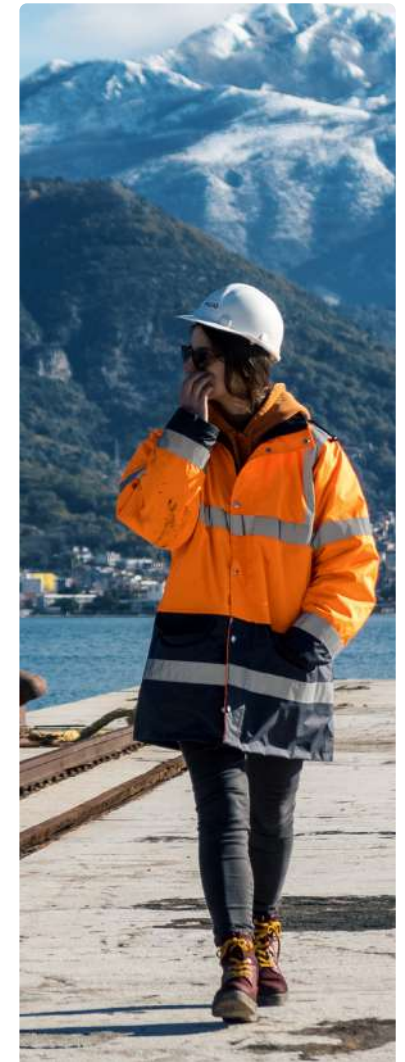
# VAIGO

## The essential

C S R

*Corporate Social Responsibility*

# 2023



# A word from the Chairman

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**Franck BOUCHÉ**  
Chairman



Since its creation in 2004, the VALGO Group's raison d'être, «Physician to the Earth», has been embodied by its founding Chairman, François Bouché. Thanks to this commitment to the environment, the Group's mission over the past 20 years has been to help revitalize brownfields and industrial sites that have been impacted, by integrating the challenges of biodiversity, climate and circular economy.

With CSR at the heart of its business model, VALGO is now a impact company, uniting over 700 employees around the Group's values, which are resolutely based on people, commitment and innovation.

Intrinsically devoted to creating sustainable value for companies and territories, VALGO operates worldwide with 15 regional agencies in France/DOM and 6 subsidiaries in Europe, Canada and Brazil. Sales of 135 million euros for 2023 show the confidence of our customers, engineering offices, major private and public accounts and our partners.

Thanks to our business expertise, multi-disciplinary teams, continuous investment in training and the search for innovative solutions, VALGO continues to strive towards ever more sustainable modes of intervention and operation.

Our progress in terms of corporate social responsibility is above all the result of the strong commitment of all VALGO Group employees.

The actions described herein reflect those progresses

I hope you enjoy reading this report.





# CSR at the heart of the value creation model by VALGO

Sustainable development is intrinsic to VALGO's business; it's part of the Group's DNA.

With this in mind, VALGO has set an ambitious CSR strategy, based on the Group's values : resolutely focused on innovation, the Group is firmly rooted in the areas where it operates to protect its employees and ecosystems.



# 20 YEARS OF COMMITMENT at the heart of social issues

**Founded in 2004**, VALGO is an impact company whose flagship mission is to revitalize degraded land to enable the development of ecologically responsible and economically viable projects. With over **700 employees**, the Group operates across the entire revitalization chain, from diagnostics and soil and groundwater remediation to asbestos removal and building decontamination, recycling and waste reclamation.

Thanks to its expertise, VALGO has become the preferred partner of public and private organizations seeking services that combine performance, cost control, on-site safety, certifications/guarantees and environmental protection.

## Nos références RSE



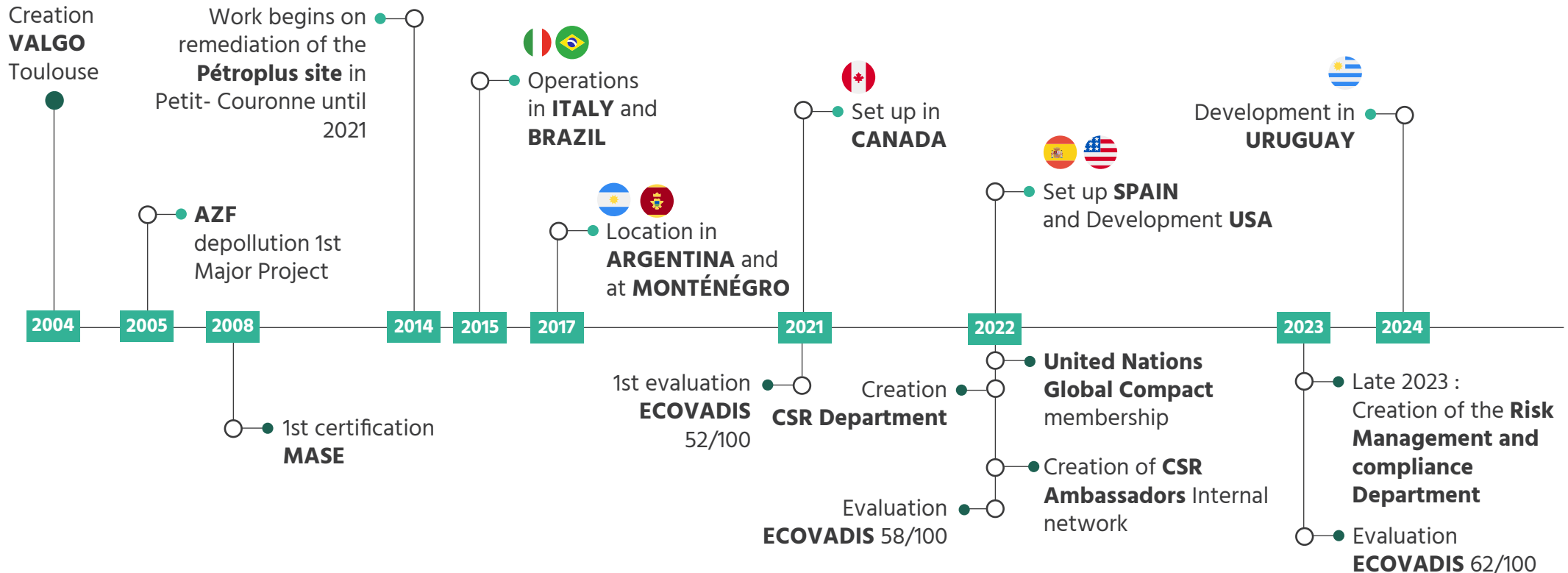
ECOVDIS 2023  
rating:  
**62/100**



Signatory of the  
United Nations  
Global Compact

Les Entreprises  
et les Services  
Publics  
s'Engagent  
Résolument

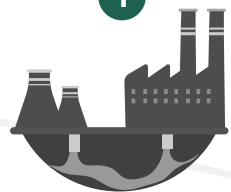
Signatory of the **ESPER**  
charter for the prevention  
of addictive behavior since  
2022



# The business model: VALGOrization

Backed by 20 years' experience, the VALGO Group, specialized in soil, building and groundwater remediation and the revitalization of industrial sites, has built up a unique, integrated and multimodal service offering: VALGOrization. It enables to create sustainable projects based on circular economy and innovation, while supporting our customers' sustainable development objectives in all their missions.

1



Brownfield

## Our mission

Giving new life to polluted and buildings to the benefit of public and private customers

## CAPITAL ECONOMIQUE



135 M€ Group sales in 2023

8 subsidiaries worldwide

15 branches in France

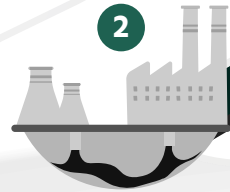
## HUMAN CAPITAL



714 employees

95 engineers specialized in pollution remediation asbestos removal

2



Diagnosis, design and risk analysis

3



Deconstruction  
Decontamination

4



Pollution treatment Health and environmental risk reduction

## OUR ADDED VALUE

- expertise in-situ processing
- thermal desorption
- venting
- oxidation - reduction
- bioventing
- biosparging
- extraction
- on-site containment, etc.



5 DOCTORS in chemistry/experts

6 GEOPHYSICIANS

1 Integrated LABORATORY

3,8 M€ dedicated to R&D



284 ASBESTOS OPERATORS  
Qualibat certification 1552

829 asbestos jobsites in France by 2023



286 DECONTAMINATION SITES  
in France and abroad in 2023

634 623 tonnes of waste handled

1 Patent for PFAS extraction from water

1 network of partners: earth-moving companies and supply chains

1 1 landfill site: Enfoui-Bec in CANADA

LNE certification in B and C fields of NFX-31-620 standard



257 depolluted hectares for new use. A direct contribution to the preservation of terrestrial and aquatic ecosystems and to the ZAN (Zero Artificialization)

5



Enhancement sites as part as part of their development

# An ambitious, integrated CSR strategy



**Delphine DEFRANCE**  
CSR Director

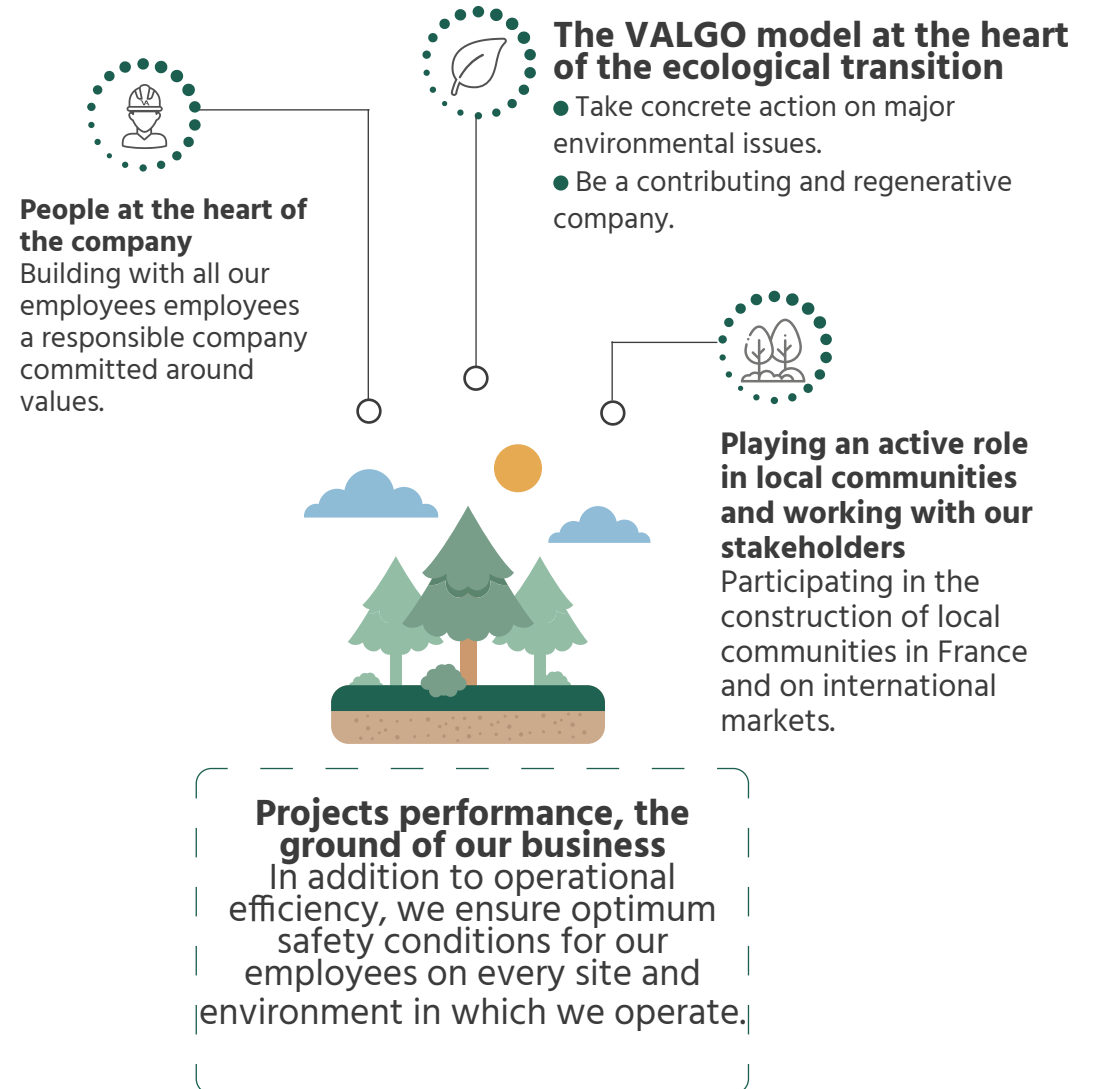


At VALGO, CSR is integrated at all levels of the organization, in our various businesses and in our practices. Our CSR strategy forms a common framework with all our internal and external stakeholders, setting a course for the transformation of our company. It enables us to rethink the notion of «value» and «performance» by adopting indicators that take into account all the company's impacts. Our approach is its co-construction with the players in our ecosystem, its cross-functional approach, and the involvement of our ambassadors. We create value from this cooperation, inspired by the living.



## Our strategy:

1 ground, 3 pillars



# Governance that integrates CSR and its challenges

The CSR Department is represented in the Executive Committee and reports directly to the Chairman. CSR is a cross-functional responsibility for all the Group's activities and internal fonctions. It is fully integrated in the company's strategy, and its deployment is based on the principles of co-construction and proximity.

**Delphine DEFRANCE**  
CSR Director  
Ex Com member



**Andrea BEGO GHINA**  
V.P Europe du SUD Pollution control  
Ex Com member



**Grégory SCHROBILTGEN**  
COO  
Ex Com member



## Members of COPIL CSR



**Alexandra ESPALLIAC**  
Human Resources  
Director

**Jean-Michel BOYET**  
Works Manager Asbestos  
Disposal France



**Philippe NADAL**  
Property Valuation  
Director

**Aurélie BONANNO**  
Director, Atlantic aera

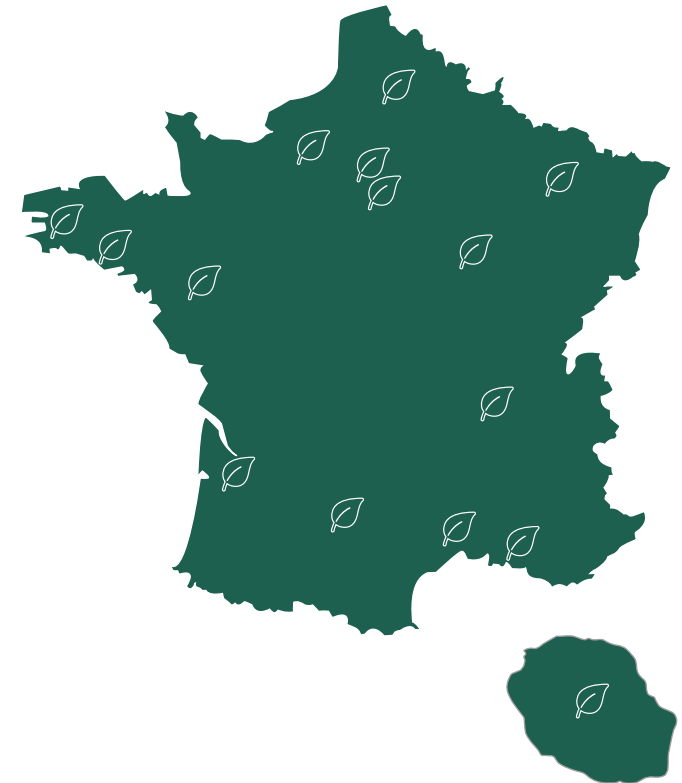


**Baptiste KERLEAUX**  
Quality & Security  
Asbestos  
Technical Manager



**Pierre Alexandre NICQ**  
and Middle East  
Development Manager

## A network of 18 CSR ambassadors



## Our direct contribution to 8 Sustainable Development Goals



# Worksites performance, the ground of our business

The VALGO Group was built on a foundation of operational excellence. This is reflected both in the technical expertise we bring to our worksites and a culture of exemplarity in terms of Quality, Health, Safety and Environment. Our agencies' certifications reflect this commitment.



## MASE Certification

for the permanent and continuous improvement of companies performance in health, safety and environment



## LNE Certification

in the B&C fields of NFX 31-620 standard



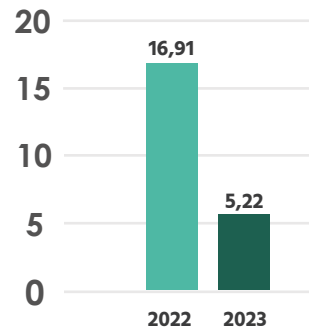
## Qualibat 1552 Certification

for removal of asbestos - containing materials

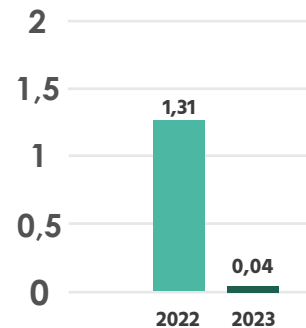


« **Zero Accident** » : a priority around which the whole management of our worksites is focused.

**210** Employees with SST (Sauveteur Secouriste du Travail) certification.



Frequency rate



Severity rate

## Research to support innovative solutions for managing full scape of pollution.

Treating soil, water and air pollution helps preserve ecosystems.

**3,8** million euros devoted to R&D.





# People at the heart of the company

VALGO's strength lies in its teams. The Group's ambition is to build, with all its employees, a responsible company around common shared values such as respect for fundamental human rights, labor law, the environment law and the fight against corruption.

## Finding your way around BeVALGO

VALGO relies on the diversity of the skills characters that make up its workforce: a diversity of profiles, professions and backgrounds is a great strength.



**714**  
employees



**27**  
apprentices  
and trainees



**19**  
nationalities



**28%**  
of female  
Managers

## Co-constructing career paths

VALGO is committed to offering opportunities for professional development that foster personal fulfillment, while respecting each person's individual.

**3%**

of payroll devoted to training



## Responsible, local management

The VALGO Group was built around strong values that built up its culture and guide its actions. Ethics are at the heart of every business relationship between VALGO and its stakeholders.

In 2023, we can note :

- The deployment of the Group's compliance policy, based on a code of conduct and integrity.
- The creation of a Risk and Compliance Department.

# The VALGO model, driving the ecological transition

VALGO's raison d'être, (*Médecin de la Terre*), makes it a contributive and regenerative company at the service of regional remediation. The Group is strongly committed to concrete action in response to major environmental stakes.

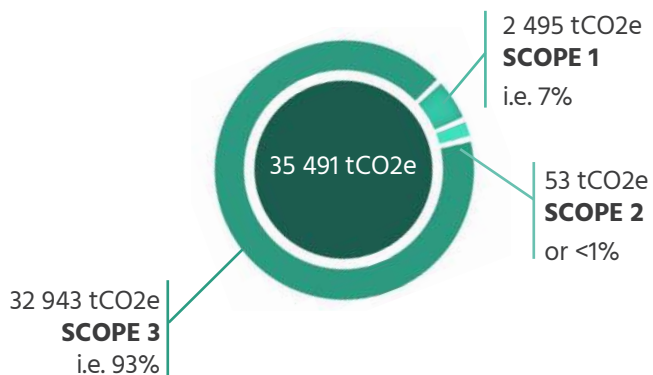
## Integrate climate change adaptation and mitigation strategies

The climate issue is a strategic stake, which will call into question the optimization of company processes and procedures to guide the business model even further towards sustainability and resilience.

### VALGO undertakes to :

- Measure the carbon footprint of worksites.
- Improve the energy efficiency of processes and promote the use of low-carbon energies.
- Decarbonize transport and logistics by promoting the use of double freight, with greater reliance on rail and river transport.

Carbon footprint 2023 for France



## Accelerate the transition to a circular economy, waste prevention and recycling

642 409 t

Quantity of waste handled on behalf of our customers worldwide.

71,5%

Waste up cycling rates in France.



CENTRE DE TRI RECONNU par RECYC-QUÉBEC

Enfoui-Bec receives bronze certification from Recy-Québec for sorting and recycling of residual materials.

## Preserving biodiversity and ecosystems

286

Number of remediation projects completed.

257 ha

Surface area subject to pollution remediation.

Preserve the biodiversity

Reduce pressure on ecosystems



Restore ecosystems

inspiration from the living

# Playing an active role in local communities and working with our stakeholders

By working to enhance the environmental value of sites, VALGO contributes to the development of local communities in France and abroad. VALGO's ambition is to build local roots and commitment through lasting, high-quality relationships with all its stakeholders.



## Local roots and commitment

In 2023, VALGO has renewed its 5-year partnership with INSA Rouen Normandie and the Rouen urban area as part of the GAIA professional chair.

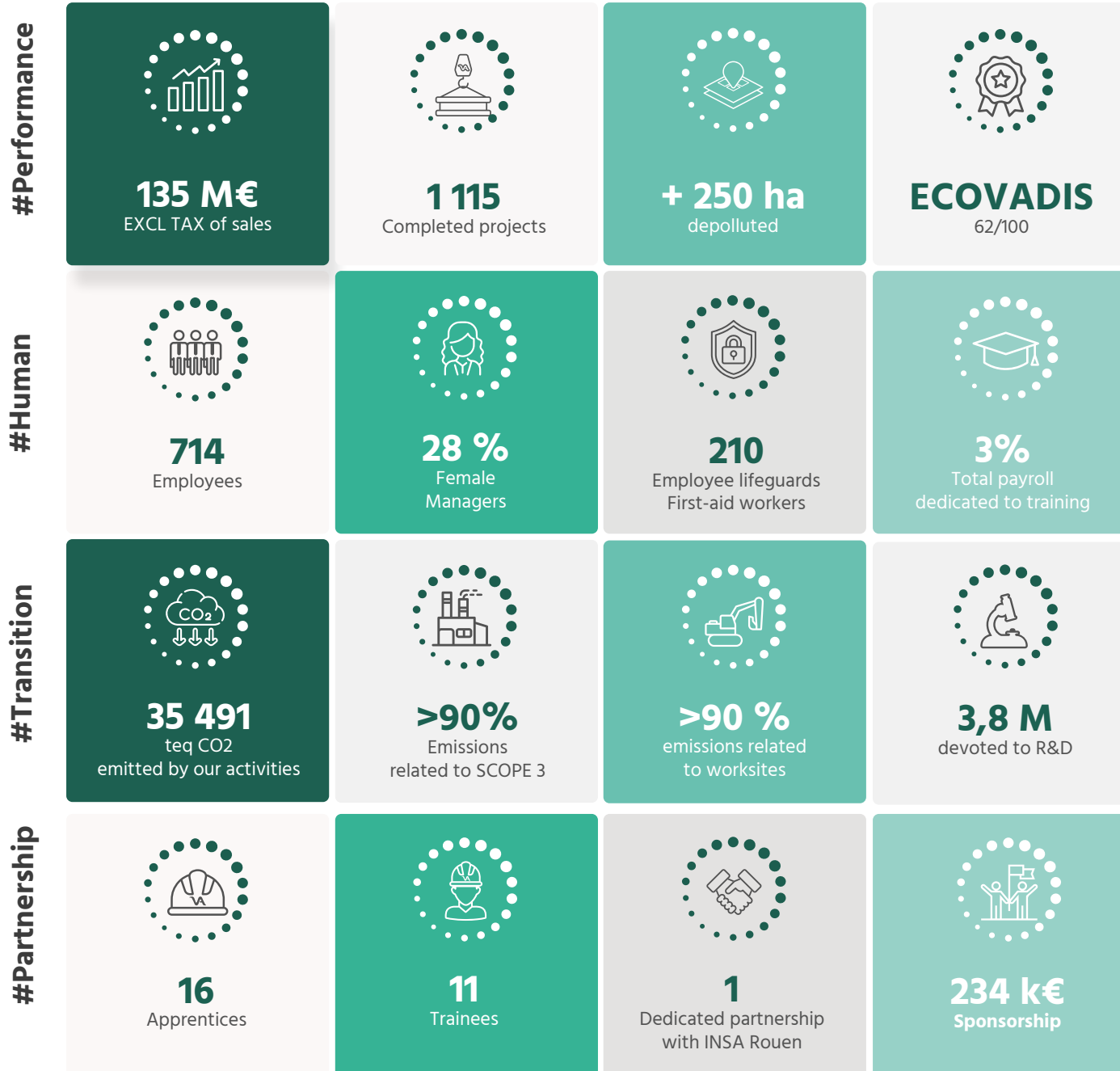
**234 000 €**

Amount dedicated to support for charitable operations and local communities.





# Our performance indicators





20 years of commitment to revitalizing polluted environments  
- Soil, Buildings and Groundwater -  
while integrating biodiversity

Follow us on :



[www.valgo.com](http://www.valgo.com)