

## Responsible Consulting

### CHARTER

All Wavestone employees are committed to apply this charter in their daily work in accordance with the company's CSR strategy.

#### Our toolkit available to all employees:

- **Training** courses in each of the three CSR areas, along with an e-learning program dedicated to implementing the charter, in addition to the required awareness-raising modules (e.g., Climate Fresk, My Sustainability Learning Journey).
- **Accelerators** (such as methodology, tools, best practices, etc.) and access to a network of Sustainability experts who can be mobilized.
- A **support service** managed at practice and office level to answer any questions on these subjects.

The correct implementation of this charter will be regularly monitored by a control process.

#### Our commitment:



**Alert** our clients on the identified negative impacts on sustainability.



Proactively **incorporate recommendations** on these stakes by mobilizing the available resources.

#### Three focus areas:



##### Carbon emissions

- IT: AI / Data / Cyber
- Procurement & Value Chain



##### Digital accessibility

- Collaborative tools
- Websites & mobile apps



##### Data privacy & ethics

- Processing & handling of personal data
- Ethical AI

When possible, look to identify other CSR impacts (e.g. social, biodiversity, natural resources...) to be taken into account in our recommendations.