

CSR

Annual Report

2022 - 2023

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01. A FEW WORDS FROM A PARTNER



Since the creation of Taleo with my brother, Benjamin, in 2014, our values have always been Family, Fun & Excellence. We wanted to create a company that offers excellent quality services that our employees and customers can trust.

Regarding our employees, we are continually trying to improve our practices to guarantee the health, safety, and well-being of our teams, and the diversity and inclusiveness of our recruitment processes. Our goal is to provide our employees with the best support to increase their skills and employability.

However, we are well aware that our responsibility extends beyond the economic and social aspects and that we must consider the environment in our policy to make our company even more respectful and ethical.

We hope that Taleo will meet its stakeholders' expectations in terms of CSR and become an example in this field for consulting companies.

We are committed to publishing our CSR report every year to inform our stakeholders and to present our policy on this subject, the situation of our company through the indicators we have chosen, our progress, and our objectives.

Our CSR policy is based on the four pillars of the ten principles of the UN Global Compact: Human Rights, Labor, Environment, and Anti-Corruption.

After the first report in 2021, where we presented most of our commitments, CSR strategies, and principal KPIs, we advanced in this direction and continued putting actions into words.

In conclusion, this third report presents the progress made and our objectives, intending to evolve our ongoing CSR strategy and adapt to our stakeholders' needs and aspirations.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

02. ABOUT TALEO

Unveiling Taleo: Our Story, Vision, and Commitment to Excellence

Taleo is a consulting company created by two brothers, Benjamin and Yann Rouveure, in 2014. After only 10 years, the company is now active in 9 different locations: namely Paris, Luxembourg, Brussels, Amsterdam, Singapore, Barcelona, Lisbon, Geneva and Zurich.

87

Back-Office

380

Consultants

+50M€

In 2023

What do we do?

Taleo is particularly active in the financial sector: Bank, Asset Management, insurance and fiduciaries. These areas are the company's core business. The group has chosen to extend its business areas and has developed services in life sciences and green transition, with its brands SAPIA and ELMEA.

02. ABOUT TALEO

How do we think?

From the beginning, our values have been Family, Fun & Excellence. And these values determined our vision:



What is our DNA?

Excellence is the standard we strive for in all aspects of our work. We are committed to delivering exceptional quality and exceeding expectations. We set high standards for ourselves and continuously seek improvement and growth. Our pursuit of excellence is evident in the services we offer, as well as in the relationships we build with our customers and partners.



Family is at the heart of everything we do. We believe in creating a supportive and inclusive environment where everyone feels like a part of our extended family. We prioritize the well-being and happiness of our employees, customers, and stakeholders, fostering strong relationships built on trust and respect.

Fun is an essential component of our culture. We believe that work should be enjoyable and engaging. We encourage creativity, innovation, and a positive attitude in all we do. By infusing a sense of fun into our daily operations, we create an atmosphere that inspires and motivates our team to deliver their best.

These values have shaped every aspect of our company, guided our decisions, and not only defined who we are as an organization but also shape our vision for the future.



03. TALEO BUSINESS SEGMENT

Excellence in action

Tailored Solutions

As a management consulting company, we excel in providing comprehensive services in two key business segments:

Project Delivery & Operational Support

In the Project Delivery segment, we specialize in guiding organizations through complex projects from inception to successful completion. Our skilled consultants possess extensive project management knowledge and utilize industry best practices to ensure projects are delivered on time, within budget, and to the highest quality standards. We collaborate closely with clients, understanding their objectives and challenges, to develop robust project plans, mitigate risks, and drive successful outcomes.

In the Operational Support segment, we offer our expertise to help organizations optimize their day-to-day operations. Our team of experienced consultants works closely with clients to identify areas of improvement, streamline processes, and implement effective strategies. Whether it's enhancing efficiency, reducing costs, or increasing productivity, we provide tailored solutions to meet our clients' operational needs.

With our deep industry knowledge, and a client-centric approach, we strive to deliver exceptional results in both Project Delivery and Operational Support. Our commitment to excellence and continuous improvement sets us apart, making us a trusted partner for organizations seeking to enhance their operational efficiency and successfully execute their projects.



04. SDG'S

Aligning Actions with Ambitions

Taleo's commitment to SDG's

Taleo recognizes the importance of Corporate and Social Responsibility in today's business landscape. Our CSR report, established for the first time in 2021, is built upon three core pillars, reflecting our commitment to ethical work practices, and ensuring a sustainable environment for future generations while also fostering the growth of Taleo's business in harmony with the Sustainable Development Goals (SDGs).

Our dedication to sustainability is in perfect alignment with the United Nations SDGs introduced in 2015. These SDGs serve as a guiding framework that governments, businesses, and individuals can utilize to address critical global challenges, with a particular emphasis on combatting climate change.

We acknowledge that while all the SDGs are essential, there are some for which our business has a more direct impact and influence, as well as others where our impact may be more indirect but still reflects our core values. Specifically, we have identified the following SDGs as areas where we have a significant impact and influence:



3 GOOD HEALTH AND WELL-BEING

As a consulting company, our work can contribute to improving access to quality healthcare services, ultimately promoting good health and well-being.



5 GENDER EQUALITY

Promoting gender equality is a fundamental value at Taleo. We work towards this goal by fostering an inclusive work environment and advocating for diversity and gender balance within the group.



8 DECENT WORK AND ECONOMIC GROWTH

Through our services, we support businesses in creating job opportunities and fostering economic growth, thereby contributing to decent work conditions.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We emphasize responsible consumption and production by encouraging our employees to adopt sustainable practices, reduce waste, and optimize resource utilization.



13 CLIMATE ACTION

We recognize our role in addressing climate change by advising clients on sustainable practices, reducing their carbon footprint, and promoting environmentally responsible solutions through our brand Sapia as well as on communicating about our internal actions.

While these are the SDGs where our impact is most direct, we are also committed to upholding the values reflected in other SDGs. Our ongoing efforts are aimed at aligning our business practices with all relevant SDGs to ensure that our contributions to global sustainability are comprehensive and meaningful.

05. CORPORATE LABELS, CERTIFICATIONS

Upholding Sustainability, Diversity and Human Rights



Taleo is proud to have achieved the ECOVADIS Silver Certification. This recognition underscores our commitment to sustainability and responsible business practices. It reflects our dedication to environmental and social performance, further aligning us with our CSR Charter and the UN SDGs.

Taleo is an active member of the United Nations Global Compact. Our participation demonstrates our strong commitment to upholding the 10 principles related to human rights, labor, environment, and anti-corruption.



Being a member of this global initiative underscores our role in advancing sustainable development and responsible corporate citizenship



Taleo is proud to be an adherent to the Leitzbuerg Diversity Charter. Our participation in this initiative showcases our dedication to fostering diversity and inclusion within our organization and beyond. We believe in the power of diversity to drive innovation and create a more equitable workplace.

Taleo is also a proponent of VISION ZERO, an initiative aimed at creating safe and healthy workplaces. We are committed to promoting a zero-tolerance approach to occupational accidents and illnesses, ensuring the well-being of our employees and clients.



Finally Taleo proudly stands as a signatory of the Charter of Human Rights. Our endorsement of this charter in 2023 reaffirms our dedication to upholding and promoting human rights principles in all aspects of our business operations.



06. TALEO CSR STRATEGY

Building a responsible future

Unveiling our CSR strategy and principles

We strongly believe in the significant influence of corporate social responsibility. Our dedication to creating a positive effect aligns perfectly with our business values. We acknowledge that sustainability is not simply an option but rather an essential aspect of our operations, impacting not just our close partners but also the communities and environments in which we prosper. We have a clear vision:

*To be a responsible corporate entity that sets an example for others.
Our goal is to build a future that is sustainable by incorporating social, environmental, and economic factors into our business operations.*

Our CSR strategy is guided by a set of fundamental principles:

Integrity	Accountability	Collaboration
We maintain the utmost standards of ethical conduct and transparency in all our actions and decisions.	We assume responsibility for the effects of our operations on society, the environment, and the economy, striving for continual improvement.	We believe in working alongside our stakeholders, including employees, customers, suppliers, and communities, to address social and environmental challenges.
Diversity & Inclusion	Community engagement	Well-Being
We value and honor the diversity of our employees and stakeholders, striving to create an inclusive and fair workplace and community.	We actively participate in the communities where we operate, supporting local initiatives and contributing to their social and economic progress.	We prioritize the health, safety, and well-being of our employees, fostering a supportive and inclusive work environment.
Responsible Supply Chain	Environmental Stewardship	Transparency
We collaborate with our suppliers to ensure responsible sourcing, fair labor practices, and respect for human rights.	We are committed to minimizing our environmental impact and promoting sustainable practices along our entire value chain.	We communicate openly and transparently about our CSR endeavors, progress, and challenges, actively seeking feedback from our stakeholders.

06. TALEO CSR STRATEGY

To go further in its approach, Taleo has implemented the first steps of its CSR policy in 2021 and wishes to enhance and perfect it each year with a view to continuous improvement and participatory collaboration of its members.

Taleo plans an optimal implementation of its CSR roadmap to guarantee that each entity has the right maturity to implement the Group strategy efficiently. The entities that match the following criteria are implicated in the group CSR strategy implementation :

- **Turnover of more than 2 M €.**
- **Employees' number equal to or greater than 15 permanent contracts.**
- **Year of creation prior to 2 years.**

Taleo CSR Strategy Locations



Taleo Corporation also has a dedicated team implementing the CSR strategy and designated CSR contact point per entity as well as CSR ambassadors among its consultants.

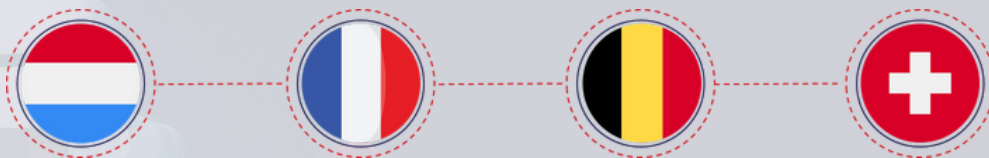
07. GOVERNANCE

Corporate Governance Structure

Taleo Corporation aspires to not only meet its legal obligations but also to go beyond and invest in human capital, sustainable development, and strengthening relations with its stakeholders. With this aim in mind, Taleo has adopted responsible governance to take decisions and execute strategies around a modern management practice by considering the company as a system of interdependent actors based on cooperation that aims at creating value.

Gender parity is also crucial for decision-making positions and is optimally achieved.

Transparency and ethical behavior are part of Taleo's commitments. Presenting up-to-date and fact-based information enables any stakeholder to accurately assess the impact of any decision on its interest.



Unless explicitly stated otherwise, social, and societal information is provided on the firm's total scope. The scope studied, Taleo, thus covers all Taleo companies (i.e.: Taleo France, Luxembourg, Portugal, Spain, Belgium, Switzerland, Singapore) as well as its subsidiaries (i.e.: Sapia, Elméa).

07. GOVERNANCE

Engaging with our Stakeholders

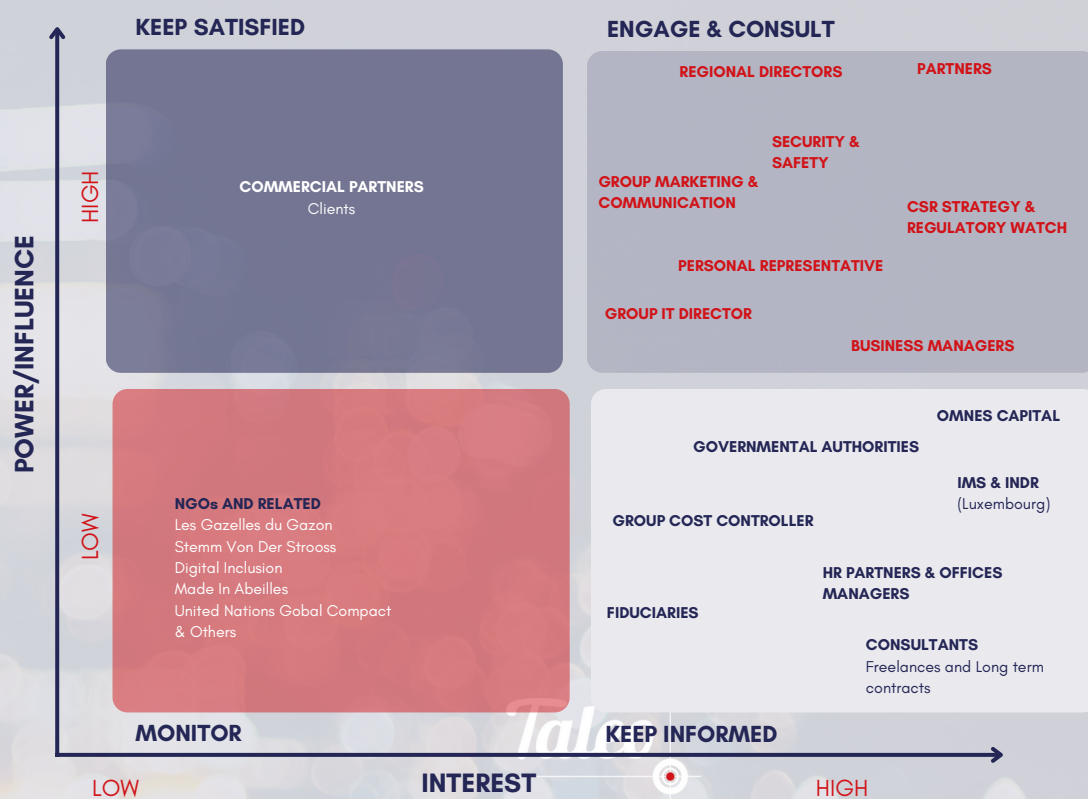
Our stakeholders consist of all individuals and organizations whose operations we influence or are affected by

We engage proactively with our stakeholders, comprehending their requirements and expectations.

Our key aim is to contribute to the CSR objectives of our clients, and cultivate potent, mutually advantageous relationships. We ensure that all stakeholders receive transparent and accessible information regarding our CSR initiatives.

Identifying our stakeholders is a figurative part of Taleo's governance. In Q1 2024, Taleo will introduce a more effective monitoring strategy for external and internal stakeholders.

However Taleo is already aware of all its stakeholders and their significance.



Taleo's Stakeholders Map

07. GOVERNANCE

Commitment & Transparency to Stakeholders

		STAKEHOLDER GROUP	GOALS, MOTIVATIONS, AND INTERESTS	INFLUENCE	POWER	ACTION	BEST WAY TO COMMUNICATE
Internal Stakeholders	Internal engage & Consult	Partners	TALEO's Group Reputation and success. CSR Strategy success in the short, middle, and Long term. Honouring commitments.	High	High	Key player	Face to face meetings. Phone calls Mailings Distances meetings (Teams & Others) Weekly meetings with milestones Newsletters
		Managing Directors and Regional Directors					
		CSR Team + Ambassadors	CSR Strategy implementation by putting in place an adapted environment.	High	High	Key players & Actions initiators	
		Health & Safety	Engage all the employees in the H&S procedures.				
		Marketing & Communication Team	Communication with the internal and external stakeholders and motivating them to get engaged.	High	High	Key players & focal actors	
		Group Cost Controller and Financial Manager	Must be informed of all costs related to implementing the CSR strategy and promote responsible investment for the group.	Low	Low	Cost Control	
		IT Group Director	Data security and Privacy.	High	High	IT Security & Sustainability Controller	
External Stakeholders	External Keep Informed	IdiCO IMS INDR	Ensures compliance with announced commitments.	Low	High	Show consideration	Mailings and sharing of official documents related to the CSR Strategy of the group.
		Government Authorities	Compliance with legislation on CSR topics.	Low	High	Show consideration	
		Fiduciary	Compliance.	Low	Low	Show consideration	

Consolidated Stakeholders' engagement plan.

07. GOVERNANCE

Data Protection

Data protection is of utmost importance in the realm of information technology. As an organization, we, at Taleo Consulting seek to adhere to the highest standards of data protection and privacy regulations.

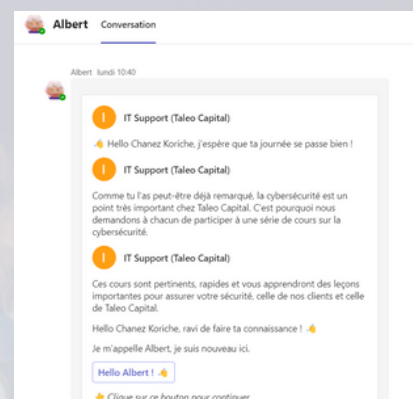
To ensure compliance with local legislation, we make it a point to understand and meet the requirements set forth by each individual entity we operate in. This involves conducting thorough research on regional laws, statutes, and guidelines concerning data protection in order to implement robust security measures and safeguard sensitive information accordingly.

By staying updated with changing regulations in every jurisdiction we serve, we can guarantee that our clients' data remains protected within legal boundaries, preserving their trust and fostering long-term relationships.

Our commitment to strict compliance aligns with our dedication to maintaining ethical practices in data management, fortifying our reputation as a trusted partner for secure information handling.

To reinforce our defenses and enhance employee awareness, we have engaged Tryriot's services. Tryriot provides us with a two-fold solution: firstly, enabling us to simulate phishing attacks, allowing us to identify vulnerabilities and strengthen our defense mechanisms. Secondly, they conduct immersive and interactive 5-minute-long courses throughout the year.

These courses serve as an ongoing sensitization tool, educating our staff on cybersecurity practices and keeping them informed about potential threats. This proactive approach not only fortifies our security infrastructure but also ensures that our team remains vigilant and well-prepared against evolving cyber risks.



08. ENVIRONMENT

Ethical Governance & Legal Compliance

Taleo's management system lets it know all its contracts and commitments with the concerned internal and external stakeholders.

Moreover, ethics, fighting conflict of interests, and anti-corruption are at the top of Taleo Consulting's commitments. Ethical commitment for employees and customer relations has been implemented to inform each stakeholder transparently.

Sustainable Mobility Initiative

Driving Towards a Greener Future

Our dedication to environmental sustainability is evident in our actions and commitments.

Taleo Consulting is aware of the challenges of sustainable development, and the commitment to the ten United Nations' global compact principles is pledged to approaching sustainable development objectives.

Sustainable mobility has taken center stage in our CSR strategy this year. As we embark on this transformative journey, we're exploring innovative and environmentally conscious initiatives aimed at benefitting both our planet and our valued colleagues.

Embracing a commitment to environmental care, we're exploring several other solutions to amplify sustainable commuting. Our considerations include introducing bicycle leasing programs tailored for our employees. By fostering these programs, we aspire to inspire our colleagues to opt for eco-friendlier modes of transport for their daily commute, thereby reducing carbon emissions while promoting a healthier lifestyle.

In pursuit of a greener fleet, we're researching and evaluating the viability of transitioning our company vehicles toward electric mobility.

In the meanwhile, our Belgian consultants are encouraged and sensitized towards a different kind of initiative—living within a 10-kilometer radius of our office locations. In support of this, rather than providing company cars, consultants receive a net sum in exchange for opting to live in proximity to our offices.



08. ENVIRONMENT

This initiative not only reduces commuting distances but also promotes a lifestyle choice that aligns with our commitment to reducing our environmental footprint.

By incentivizing proximity to our belgian office, we aim to foster a culture of sustainability among our employees while significantly minimizing our collective carbon footprint.

Our commitment to sustainable mobility extends far beyond mere adherence to responsible practices. In partnership with the Louvain School of Management, we have charted an innovative path to actively involve young generation in shaping the transport of the future, while identifying potential future talents to join us.

Collaborating with students from the Louvain School of Management has been a major catalyst in our quest to rethink mobility. We facilitated brainstorming sessions, interactive meetings, yielding unique and visionary perspectives on the challenges of tomorrow.



Final presentation, of the louvain school of management student

08. ENVIRONMENT

Zero Waste Journey

Our commitment to responsible waste management

At Taleo Consulting, we wish to prioritize meticulous waste management as a cornerstone of our environmental journey. We profoundly grasp the criticality of efficient waste handling, steering our practices towards a minimal environmental footprint by emphasizing the core principles of circularity: reduce, reuse, and recycle.

Taleo's Waste Prevention and Management Plans unfold in a structured tri-phased approach:

<Phase I: Analyzing the Current System>

We diligently scrutinize our existing waste management setup to identify strengths and pinpoint areas necessitating enhancement.

<Phase II: Critical Assessment>

Engaging in meticulous evaluation, we assess our practices against industry benchmarks and best practices to ascertain areas suitable for improvement.

<Phase III: Opportunities for Quantitative Reduction>

Driven by a commitment to significant reduction, we institute measures aimed at restraining waste output through several strategies:

🎯 **Circularity-Infused Recycling Awareness:** Collaborating closely with our marketing and communication team, we champion a recycling awareness plan rooted in the principles of the Circular Economy (5R), fostering a culture of reclamation and reuse.

🎯 **Promotion of Reusable Food Containers:** We proactively advocate for and encourage the use of reusable food containers, minimizing waste. Among our range of company goodies, we specifically provide reusable water bottles and Taleo lunch boxes. This deliberate inclusion aims to motivate our employees towards eco-friendly practices.



08. ENVIRONMENT

- 🎯 **Rigorous Awareness Campaigns:** Through infographics, strategic signage, and comprehensive documentation, we engage our workforce in conscientious consumption and waste management practices.
- 🎯 **Precision in Recycling Processes:** Raising awareness through workshops and visually compelling posters, we emphasize the importance of adhering to a meticulous recycling process, ensuring every step is done properly.
- 🎯 **Education on Refusing Unnecessary Packaging:** By advocating for the refusal of unnecessary packaging, we empower our workforce to make informed choices, curbing waste at its source.
- 🎯 **Empowering Cleaning Staff:** Our commitment extends to empowering our cleaning staff, ensuring waste is aptly sorted and managed right from its source to the bin room, ensuring a streamlined and responsible waste management workflow.



Sorting Trashcans in our Parisian Office



Eco product that are used daily



Example of sorting signage used in each office



Trashcan dedicated to cigarette butts

08. ENVIRONMENT

Environmentally friendly & Engaged

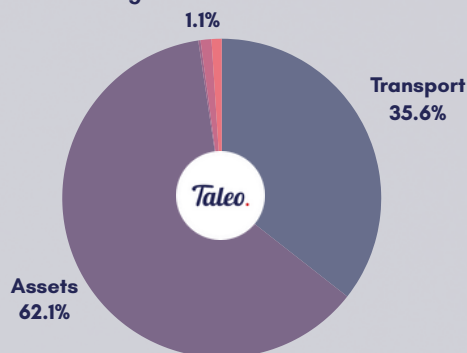
Taleo Consulting wants to be at the forefront of the race towards carbon neutrality.

Taleo Luxembourg emitted **205 tons of CO₂**,

Taleo Paris **27,48 tons of CO₂**

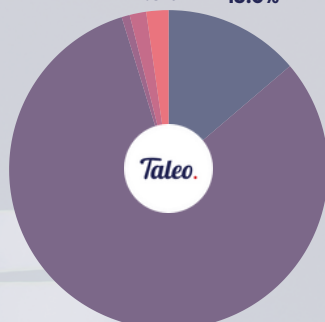
Taleo Geneva **536,39 tons of CO₂** equivalent in the first three quarters of 2022.

Incoming Materials & Services



Luxembourg Greenhouse Gas Balance

Energy Transport



Paris Greenhouse Gas Balance

An emission reduction action plan is implemented to raise employee awareness of their carbon footprint.

- Replacement of internal combustion vehicles with hybrid or electric cars and raising awareness of eco-driving.
- Encourage using more neutral means of transport for short distances.
- Encourage group displacements for joining common meetings or events.

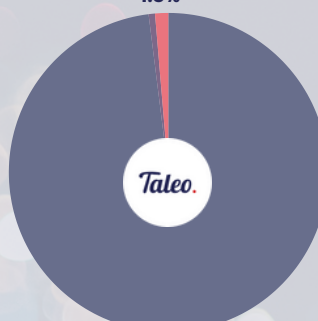
Greenhouse Gas Balance

Luxembourg, Paris, Geneva 2023

Greenhouse gas emissions of all three entities were calculated by considering the three scopes.

Transport of employees and visitors represents a significant part, and those related to the building and other assets (Normal operation).

Energy



Geneva Greenhouse Gas Balance

09. SOCIAL

Strength in Diversity

Our commitment to Inclusion and equality

At Taleo Consulting, diversity, inclusion, and equal opportunities form the foundations of our values. We understand that diversity encompasses more than race, gender, or ethnicity. We prioritize embracing diverse perspectives, experiences, and ideas. Actively seeking diverse talent during recruitment and implementing inclusive policies ensures equal opportunities for everyone to thrive within the organization.

Hence, our commitment to equal opportunities begins with responsible recruitment practices. We conduct a rigorous, merit-based hiring process devoid of any discrimination based on race, gender, age, religion, disability, or any other protected characteristic. Employing diverse outreach programs and complying with local equal opportunity employment laws, we eliminate biases to ensure fairness in every selection.

We deeply value the strength a diverse workforce brings to our company. Cultivating an inclusive environment where every individual's voice is valued. Continuous diversity and inclusion training reinforce our dedication to fostering an inclusive workplace culture. Encouraging open dialogue and collaboration, where 'family' stands as one of our core values we champion respect for diverse backgrounds, creating a sense of belonging for all team members.



Few of our back office team and consultants in the Insight training.

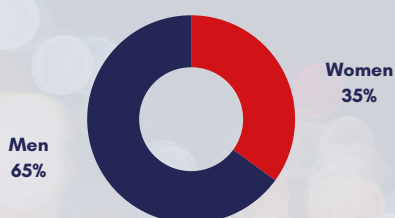


09. SOCIAL

Our commitment to equality extends beyond our operations. Actively engaging with local communities through volunteering initiatives, partnerships with non-profit organizations, and sponsorship of diverse events, we strive to bridge gaps and promote understanding among individuals from diverse backgrounds. Our collaboration with "Reve de Gosse" is a testament to our commitment, supporting underprivileged children through educational resources and mentorship programs, fostering social cohesion within our communities.

At Taleo Consulting, we understand that diversity goes beyond race, gender, or ethnicity. We recognize the importance of embracing diverse perspectives, experiences, and ideas. By actively seeking out diverse talent during our recruitment process and implementing inclusive policies within our organization, we ensure that everyone has an equal chance to thrive and succeed.

As highlighted in our efforts to engage with diverse communities and ensure equality in opportunities, these values reverberate within our organization. The two graphs below represent a tangible reflection of our strides toward gender diversity and equality, showcasing the evolution and current representation within our workforce during the last quarter of 2023.



Gender Balance in %
Data for the last quarter of 2023



The percentage share of Juniors / Senior among Taleo employees
Data for the last quarter of 2023

Moreover at Taleo, our evaluation process isn't just about measuring performance—it's about supporting growth. Clear and measurable objectives, ongoing assessments, and constructive feedback are our tools to creating a workplace where everyone has the chance to excel and improve. We believe in transparent and supportive evaluations that help every member of our team thrive.



09. SOCIAL

Clear evaluation criteria are defined and communicated to ensure consistent assessments. At the outset of each assignment, consultants are provided with clear and measurable objectives tailored to the specific requirements. Regular assessments are conducted throughout the assignment to monitor progress, offer feedback, and identify areas for improvement.

By embracing diversity and implementing fair evaluation practices, we foster a strong sense of community within our organization and promote innovation and adaptability in the constantly evolving global marketplace.



P. Higler
Consultant
Taleo Luxembourg

I joined Taleo in 2017 and one of the company's strengths is its social component. Consultants are given a sympathetic ear. They have a choice of assignments. Regular events are organised so that consultants can exchange ideas and forge links. This strengthens cohesion and mutual support within the group. Taleo is also involved in a number of sustainable development initiatives, creating a motivating environment that looks to the future.

Taleo consultant's Testimony

Health & Well being

Employees engagement & development

Health and wellbeing, a fundamental aspect of any successful organization, is highly regarded at Taleo Consulting. With Family, Fun, and Excellence being the DNA of our company, we prioritize the welfare of our employees. Our comprehensive approach to health encompasses physical fitness, mental resilience, and overall wellness.

Taleo has chosen to settle its office in the heart of each city we operate in and close to commuters.

Additionally, we understand the importance of work-life balance and strive to promote a fun-filled environment through team-building activities and events. Ensuring excellence in everything we do extends to the wellbeing of each individual within our organization.



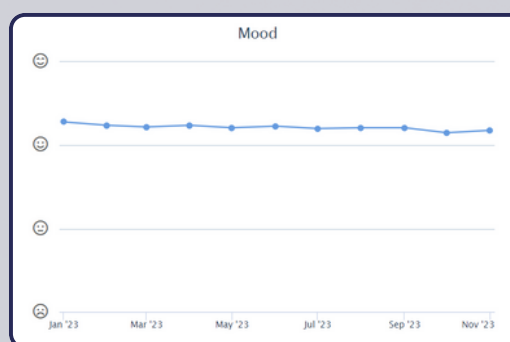
09. SOCIAL

Our annual appraisal policy is based on a regular follow-up to make sure the career path matches the expectations and ambitions of our employees. In this regard, objectives are re-evaluated twice a year and transversal continuous feedback is encouraged as we do not believe in a strictly top to bottom communication.

We also implement “How are you? Moments” with each employee twice a year to assess their well-being and procure a safe space in which they can express themselves.

Employee engagement, satisfaction, and feedback are central pillars of our CSR strategy. We comprehend the crucial role that engaged employees play in driving organizational success and creating a positive workplace culture.

Through an intricate journey from January to November 2023, Taleo's mood tracking graph extracted from our ERP Boond Manager reflects the dynamic emotional landscape within our organization. This visualization encapsulates the ebb and flow of sentiments, showcasing the



Taleo Mood tracking from Jan 23 to Nov 23

diverse range of emotions experienced by our team members.

We can note a steady spectrum between 'good' and 'very good' which showcases a sustained level of high spirits, motivation, and positivity among our team members throughout this period.



Trip to Reims



Trip to Marrakech with employees and consultants for the 5th anniversary of Taleo.

09. SOCIAL

Training and Development Initiatives in 2023

Internal Training Programs at Taleo:

- 🎯 **243** Hours of In-House Training: Conducted diverse in-house training sessions throughout the year.
- 🎯 **966** Participations Recorded: Demonstrating widespread engagement and interest in the training programs.
- 🎯 **210** Newcomers Onboarded: Equipping new members with necessary skills and knowledge.



Internal Resources and Engagement:

- 🎯 **>20** Internal Trainers & Speakers: Engaged in facilitating training sessions, ensuring diverse expertise.
- 🎯 **81** Hours Dedicated to Management Training: Specifically tailored for French-speaking Business Managers in collaboration with reputable organizations (Nicolas & Louise, Stimuli, Mentally Fit, Booster Academy).

Curriculum Expansion and Budget Allocation

- 🎯 **20** Hours Devoted to New Training Session Creation: Addressing contemporary needs in KYC, AML, ESG, Cybersecurity, Digital, and Project Management.
- 🎯 Budget Allocated to Trainings: A total of **€84,479.81** invested in training initiatives at the group level.



Y. N'diaye
Consultant
Taleo Switzerland

"Taleo's most attractive trait is its entrepreneurial mindset. It sees the potential in its future talents, contributes to the development of its consultants and expertly presents them as valued assets to its clients. It's strength comes from its ability to build trust, maintain relationships and always seeking to create win-win situations.

Working for Taleo provides an opportunity to be exposed to different industries, whilst honing skills and expertise in your domain. The communication is transparent, fair and on equal footing. The periodic meet ups with the consultants across Switzerland are great moments to not only share learned experiences, but continue to build the One Taleo-One Team mindset.

If you seek a dynamic, valuable and growth mindset consulting firm, a team that encourages professional development and believes in fair work conditions, then Taleo Consulting is where you need be."

Taleo consultant's Testimony

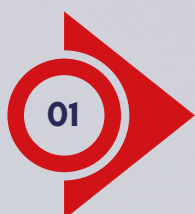


09. SOCIAL

Health & Safety

Safety and Health are essential for Taleo Corporation; for this purpose, a worker was designed for the health and safety procedures, regulatory watch, and compliance related to risk evaluation and systems.

- **Identification of risks and hazards.**
- **Implementation of action plans.**
- **Reevaluation of the implemented measures and actions.**
- **Decision on the frequency of future measurements and strategies.**



DANGERS & RISKS

- Transport & Circulation
- Work on screens
- Risk of falling
- Biological risks
- Others



ACTION PLAN

- Sensibilisation
- Newsletters
- Team buildings and social interaction



CONCLUSION

- Frequency of reevaluation (once a year or every six months)
- Reviews and controls
- Measures'fixation



REEVALUATION

Which measures are used to reevaluate risk's efficiency

The background of the page is a dark blue gradient with a bokeh effect of out-of-focus city lights at night. The lights are in various colors, including white, yellow, orange, and red, and are scattered across the lower half of the page. The text is centered in the upper half.

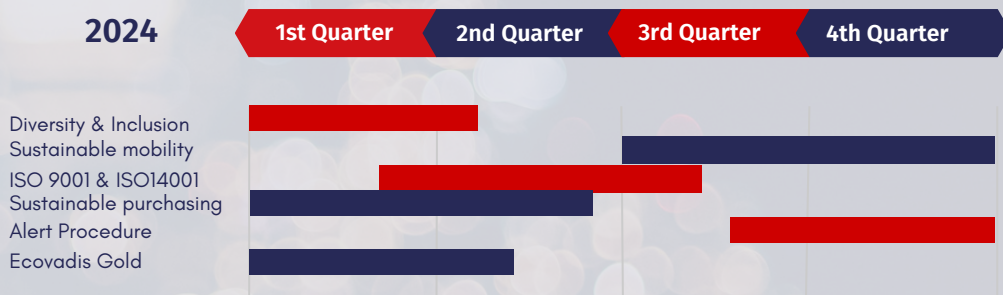
10. CSR PLAN & ROADMAP

10. CSR PLAN & ROADMAP

Taleo CSR feasibility matrix



TALEO CSR Chronogram with the CSR Actions we will focus on 2024



FOR FURTHER INFORMATION

Visit our website

www.taleo-consulting.com

Send us an email

cs@taleo-consulting.com

