

Groupe Novelty was founded with the ambition of becoming a recognized leader in technical services for events and live performances.

The diversity of its entities, combined with a shared commitment to core principles – duty of care, inclusion, integrity, transparency, and human values – is the foundation of its strength and dynamism.

In a spirit of continuous improvement, the Group's certified entities are committed to meeting the applicable requirements of the ISO 20121 standard, focused on promoting the three major pillars of Sustainable Development: economic, environmental, and social. They also comply with all other relevant obligations, thereby ensuring responsible and sustainable performance.

These areas of development are translated into shared objectives across the Group and its stakeholders, who are actively involved at every stage. This process builds on a legacy of expertise and values that shape the Group's identity and long-term commitment.

Groupe Novelty's expertise and know-how are rooted in a continuous improvement approach. The Group is committed to communicating its progress on sustainability regularly and transparently across all its sites and areas of operation.

Our vision is structured around three horizons:

- **Short term:** implementation of concrete and measurable actions.
- **Medium term (3 years):** consolidation of responsible practices.
- **Long term (10 years):** building a growth model fully aligned with sustainable development goals.

Led by the Group's Presidency, the CSR policy is driven by a network of coordinators within its ecosystem.

«To uphold our ambition, I am personally committed to the continuous improvement of our responsible management system and to providing the necessary resources to achieve it.»



President of Groupe Novelty

# Our commitments and objectives towards 2035

**Economic Axis: Address the Group's transformation challenges by structuring the organization, fostering awareness and growth among teams and our ecosystem, by working on the levers of responsible purchasing and innovation.**

- Align values and strengthen internal structuring while preserving each entity's own identity
- Encourage our stakeholders to commit to our engagements by sharing best practices
- Improve our responsible purchasing and innovation approach



## Areas of action

- Heritage and sharing of best practices
- Responsible purchasing
- Sphere of influence

**Environmental Axis: Reduce the environmental impact of our activities by paying close attention to our carbon emissions, resources, and waste recovery.**

- Reduce the carbon footprint of our activities
- Use our own internal resources within the Group
- Optimize waste management
- Optimize energy efficiency



## Areas of action

- Pollution control
- Waste management
- Energy efficiency and sobriety

**Social Axis: Ensure we are a responsible employer by addressing the various topics of safety, equality, well-being, and training.**

- Raise employee awareness on sustainable development and promote internal skills development
- Strengthen our approach to risk prevention, health, and safety
- Sustain employee well-being
- Promote equality, diversity, and inclusion



## Areas of action

- Health, Safety & Security
- Employee well-being
- Training & Apprenticeship
- Equality, Diversity & Inclusion