

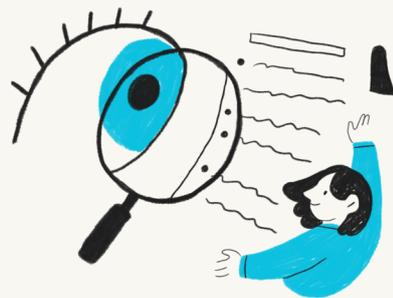


Bessand



CHARTER

CSR



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INTRODUCTION

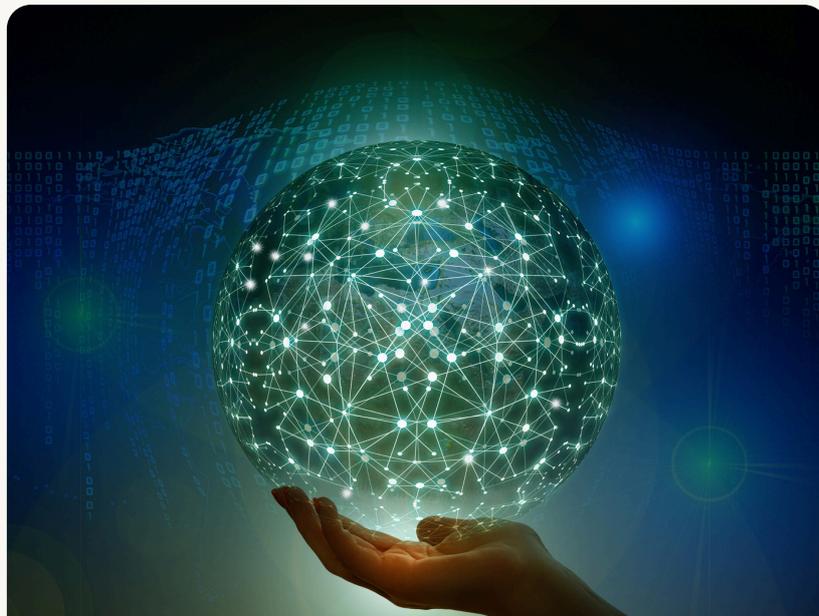
At Bessand, we believe that recruitment has the power to sustainably transform businesses, careers, and society.

Our mission goes beyond connecting talents and companies: we strive to build a more ethical, inclusive, and sustainable professional world.

As a recruitment firm specializing in Tech & Sales roles, we are aware of our strategic role in shaping the future of work.

Every decision we make whether it's selecting a candidate, supporting a client, or innovating in our methods contributes to a more responsible professional ecosystem. This charter formalizes our collective commitment around four main pillars:

1. Ethical and transparent governance
2. Social and human responsibility
3. Environmentally conscious practices
4. Positive societal impact



1- ETHICAL GOVERNANCE AND TRANSPARENCY



1.1 Integrity and Responsibility:

Trust is at the heart of our profession.

We guarantee all our partners companies, candidates, and employees a relationship based on honesty, confidentiality, and transparency.

Each assignment is carried out in compliance with legislation, professional ethics, and principles of fairness

1.2 Transparency of Practices:

We ensure clear communication about our recruitment methods, timelines, fees, and selection criteria.

Our clients are informed at every stage of the process, and our candidates receive constructive feedback after each step.

1.3 Confidentiality and Data Protection:

In compliance with GDPR, Bessand protects all data entrusted by candidates and companies.

We do not disclose any information without explicit consent and use secure digital tools that meet European standards.

1.4 Combating Corruption and Discrimination:

We reject any form of favoritism, conflict of interest, or discrimination.

Our decisions are based solely on competence, motivation, and the cultural fit between candidate and company.



2. SOCIAL AND HUMAN RESPONSIBILITY

2.1. Inclusion and Diversity

Bessand is actively committed to promoting diversity and equal opportunities.

We value people from all backgrounds, regardless of gender, sexual orientation, origin, age, disability, beliefs, or career path.

We also support our clients in implementing inclusive recruitment practices and raising their teams' awareness of unconscious bias.

2.2. Gender Equality

In Tech & Sales professions, representation gaps still persist.

We advocate for gender balance by promoting the visibility of women in technical, commercial, and managerial roles, and by recognizing their leadership skills.

2.3. Well-being and Work-life Balance

Our employees are our greatest asset.

We foster a caring, collaborative, and flexible work environment where everyone can thrive.

Remote work, continuous learning, recognition, and freedom of initiative are key parts of our company culture.

We also take care of everyone's mental and physical health by preventing overwork and ensuring the right to disconnect.

2.4. Skills Development

We invest in training our teams to maintain a high level of expertise in digital, sales, and human resources.

Each employee benefits from a personalized development plan, encouraging growth, autonomy, and increased responsibility.



3. ENVIRONMENTAL RESPONSIBILITY

3.1. Reducing our carbon footprint:

Even though our business activity is exclusively in the service sector, we are aware of our environmental impact and take action to reduce it by:

- reducing paper use and digitizing documents
- using responsible and recycled digital tools
- sorting and recycling waste systematically
- limiting travel through the use of video conferencing
- adopting energy-efficient equipment

3.2. Choosing responsible partners:

We prioritize providers, suppliers, and partners committed to sustainable practices, such as eco-friendly hosts, green energy suppliers, and certified printers.

3.3. Environmental awareness:

We encourage our employees to adopt eco-friendly daily habits – reducing energy consumption, sorting waste, using sustainable modes of transport, and practicing digital sobriety. We also regularly share awareness content internally.



4. SOCIETAL COMMITMENT AND TERRITORIAL ROOTS

4.1. Contribution to employment and inclusion:

Bessand actively contributes to the development of local employment and to the professional inclusion of young talents.

We participate in job fairs, résumé workshops, mentoring programs, and school-business partnerships.

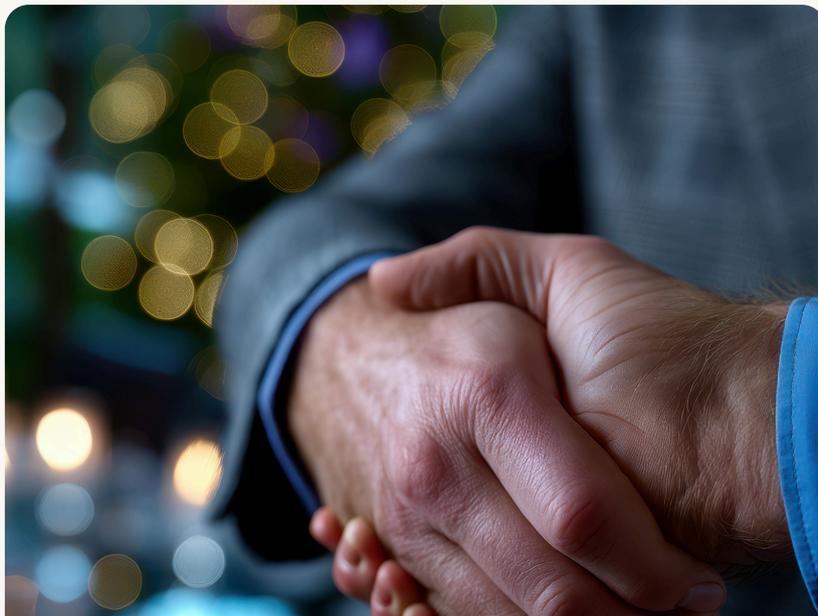
4.2. Professional inclusion:

We prioritize service providers, suppliers, and partners committed to a sustainable approach: eco-friendly hosts, green energy providers, and certified printers.

4.3. Community engagement:

Bessand supports solidarity-based and community initiatives, particularly in the fields of education, inclusion, and responsible digital practices.

We also encourage our employees to take part in volunteer or skill-based sponsorship activities.



5. INNOVATION AND RESPONSIBLE DIGITAL PRACTICES

5.1. Ethical Technology:

As a player in Tech recruitment, we ensure that the technological tools we use adhere to ethical and transparent principles.

We reject discriminatory algorithms and promote human-centered solutions.

5.2. Monitoring and Continuous Improvement:

Our teams continuously monitor HR innovations, predictive recruitment, responsible AI, and data protection.

We seek to innovate while ensuring neutrality and fairness in our processes.

5.3. Digital Sobriety:

We raise awareness among our team members about the mindful use of digital tools: limiting unnecessary emails, optimizing cloud storage, and reducing mass mailings.



OUR VISION: RECRUITING DIFFERENTLY



At Bessand, we believe that the recruitment of tomorrow should be:

Ethical: based on trust and fairness

Inclusive: open to all forms of diversity

Sustainable: respectful of people and the planet

Committed: focused on creating real positive impact

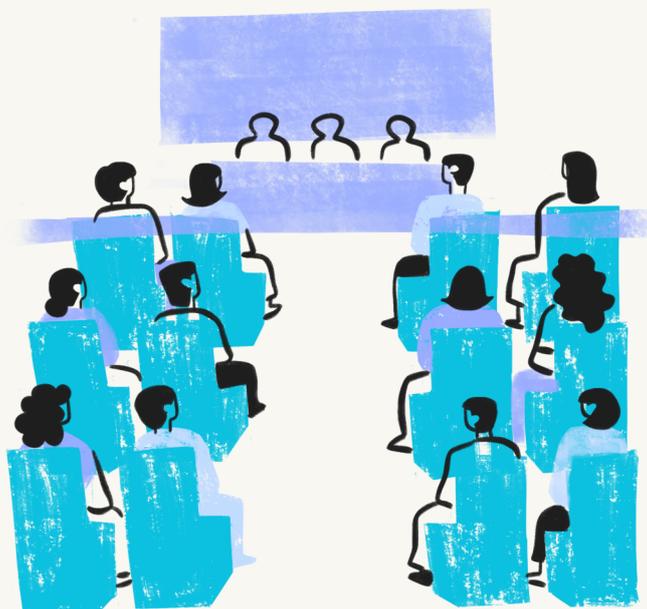
We believe that successful recruitment is not only measured by skills but also by shared values. This conviction guides our actions every day and makes Bessand a true driver of change in the world of work.

Conclusion and commitment:

This charter commits all Bessand employees, from management to team members.

It reflects our determination to embody a responsible business model aligned with the social, environmental, and human challenges of our time.

By signing it, we affirm our ambition: to recruit with purpose, support with respect, and act with impact.





Bessand
