

CYLAD

CONSULTING

BEHAVING RESPONSIBLY / DEVELOPING SUSTAINABLY

CSR adventure 2018 - 2019

CYLAD Corporate Social Responsibility at a glance

6 **values we live by:** commitment, empathy, leadership, open-mindedness, team spirit, entrepreneurship

€50,000 **per year** donated by the **CYLAD Foundation** to non-profit associations supporting entrepreneurship

>4,000 **hours** of training completed by our consultants per year

15 **nationalities** among our 100 collaborators

667 **trees planted** to capture carbon & promote biodiversity

1 HappyIndex[®]atWork 2018 **label**, testifying to our team's engagement

 **equal pay** for women & men

>10% of our consultants regularly **mentor entrepreneurs**



“Corporate sustainability and responsibility is embedded in CYLAD’s DNA and championed by our teams”



**LAURENCE
MASSAT**
Partner &
CSR Sponsor

CYLAD Consulting’s Corporate Social Responsibility (CSR) is built on our strong conviction that CYLAD belongs to a society and, as such, needs to be **involved in the citizens’ movement for global change**.

CYLAD is driven by **six core values**, which naturally feed into our CSR policy. While this is our first published CSR report, we have been taking **social and societal initiatives since the firm’s creation, with the aim of developing purposeful leadership and above all creating long-term value**.

Our consultants are our biggest asset. We recognise their commitment and performance, facilitate their integration into our teams and support their professional development. We also involve them in CYLAD’s internal office life and growth. Placing high value on team spirit, we foster a positive work atmosphere, driven by diversity, empathy and equity.

Our societal actions reflect the founding partners’ desire to contribute to equal opportunities in society. The CYLAD Foundation was created in 2012 to promote both entrepreneurship as well as social and professional integration. The Foundation’s main contributions are working pro-bono and providing financial assistance to help non-profit associations dedicated to business creation.

In 2018, our consultants expressed a strong desire to take immediate action for the environment. **We quickly took measures to lower CYLAD’s environmental impact in line with the most demanding standards.** We have made excellent progress in less than a year, and are especially pleased with the 667 trees that we planted as a start for a CYLAD’s forest to offset our carbon footprint.

We are already working on the next steps. One of our challenges is to reduce the environmental impact of our IT devices. We also plan to expand the CYLAD Foundation’s scope of action. **Each step forward shows how CSR actively contributes to CYLAD Consulting’s sustainable growth.**

Corporate Social Responsibility CYLAD Consulting believes that...



OUR PEOPLE are our most valuable asset for sustainable growth

We reward their commitment

We accelerate their development

We care about their well-being at work



OUR SOCIETY is transformed through equal opportunities

With the CYLAD Foundation

We promote social and professional integration

We support the desire and ability to develop new businesses

We share our expertise and professionalism



OUR PLANET deserves every little gesture

We are part of the citizens' movement for global change

We care about the climate and offset our emissions

We continuously assess our impact on resources

CYLAD Consulting believes **diversity and well-being** at work create the highest performing teams

WELL-BEING AT THE OFFICE

- In recognition of its consultants' engagement and motivation, CYLAD Consulting in France received **HappyIndex® AtWork** accreditation in 2018.
- We promote **team-building** through group and sporting events such as a 5-day team event in a European capital every summer.
- We work in teams and encourage **interpersonal connection**. Our consultants usually work from the office on Fridays, where we start the day with a team breakfast. We also organise a monthly lunch to catch up for work and socially in an **informal** atmosphere.

DIVERSITY AND EQUITY

- We demonstrate our commitment to diversity through **salary equity** and **transparent evaluation criteria**, whatever a person's individual characteristics.

CARING FOR INDIVIDUALS

- We offer flexibility to manage **work-life balance**: workload monitoring, parent-friendly business travel arrangements, daycare centres for children, part-time positions, etc.



'I have always had the flexibility to manage personal constraints and commitments. As a mother of two, I am really grateful to CYLAD for its personal and material support. Recently switching to a 90% working week has even further improved my work-life balance.'

Cecilia Combey,
Manager



CYLAD Consulting views its consultants' integration and development as its top priority

INVOLVEMENT IN CYLAD'S DEVELOPMENT

- Our consultants take an **active part in CYLAD Consulting's development**. They participate in internal projects working groups, take part to recruitment activities and contribute actively to our work environment.
- We recognize **high quality work and strong engagement**. We share our financial success with our consultants.

> **4,000**
hours of training
completed by our
consultants

INTEGRATION & PROFESSIONAL DEVELOPMENT

- Newcomers are mentored in their integration at CYLAD by dedicated **welcome buddies**, and receive a **"welcome package"** to ease their first steps as consultants.
- After their arrival at CYLAD Consulting, new consultants **upskill** with the help of the kick-off seminar.
- **Mentoring** provides them with guidance on professional development and promotes experience sharing.
- **Consultants undergo bi-yearly performance evaluation** based on transparent criteria.
- They attend at least two training sessions a year for their **professional development** or any specific client needs.

CYLAD values embodied in everyday behaviours

We deep-dive into the heart of issues with energy & dedication to maximize impact for our customers

COMMITMENT

We encourage our teams to take initiatives & we foster empowerment to drive value

LEADERSHIP

We always work in a collaborative, supportive & integrated way

TEAM SPIRIT

We challenge ourselves, step back and nurture curiosity to learn & innovate

OPEN-MINDEDNESS

We listen & show consideration. Trust and respect are at the heart of the way we work

EMPATHY

CYLAD was born out of an entrepreneurial quest that remains an integral part of our DNA

ENTREPRENEURSHIP

The CYLAD Foundation creates social and economic value



“CYLAD’s support, expertise and strategic vision were very beneficial. We have expanded L’Emplacement with two new posts at the beginning of 2019. Our three-year goal is to accelerate our business’ national and then international development.”



Lucie, Founder of the company L’Emplacement and 2017 laureate of Réseau Entreprendre Occitanie Garonne.

The CYLAD Foundation is a signatory of the **Charte du Mécénat** (corporate sponsorship charter), established by the French association for sponsorship promotion, Admical.

CORPORATE CITIZENSHIP

- Created in 2012, the **CYLAD Foundation** aims to **promote social and professional integration**, particularly through support of entrepreneurial endeavors and training.
- The CYLAD Foundation **provides financial assistance to non-profit associations** that support the development of businesses.
- It also provides **pro bono consulting time** to help create social and economic value, including follow-up sessions every two months, pre-investment committee preparatory meetings, etc.
- It supports two French associations:
 - ✓ Réseau Entreprendre
 - ✓ ADIE (microcredit)

> 10%
of our consultants
mentor entrepreneurs

€50,000 / year
donated by the **CYLAD Foundation**
to non-profit associations to support entrepreneurship

CYLAD
FOUNDATION

CYLAD Consulting takes demonstrable action to reduce its environmental footprint

RESOURCES

- We encourage **long-term use of computer equipment**, low paper consumption and reduced printing.
- We **have replaced plastic bottles and coffee capsules** in the office with responsible alternatives.
- We promote and facilitate the sorting of waste, and we **recycle paper**. We have set up a partnership with a waste recycling company, **recygo**

CLIMATE

- We use **videoconferencing systems** to minimise our travel-related carbon emissions **whenever possible**.
- We plant trees to **offset our main carbon emissions**, related to airplane flights to our clients' offices.



ENERGY

- Despite our low energy consumption, we believe every bit done to **save energy** is valuable. We turn off all office equipment overnight.

ALL CONCERNED

- We display awareness posters to disseminate **best practices** to our **consultants**: black and white printing, use of scrap paper, etc.

667 Trees planted

603 kg of CO₂ absorbed to offset our carbon footprint

CYLAD

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