ACALY
green

SILVER | Top 15%
ecovadis
Sustainability Rating
FEB 2026

FOR THE **TEAM**
FOR **PEOPLE**
FOR THE **PLANET**

ACALY
UP FOR SUCCESS

ACALY Green

UP FOR ACTION

Notre Our CSR approach is the concrete expression of our corporate responsibility.

Since 2023, our commitments, steeped in our DNA, reflect our corporate responsibility and drive concrete actions: inclusive employment, attracting women to the engineering profession, and sustainable support for training.

As our group grows, we strive to live and share these values in all of our business units. Achieving the EcoVadis medal helped us to structure this dynamic with a framework, giving our actions and continuous improvement credibility.

Tristan CLAY,
CEO ACALY Engineering Consulting Firm.

We express our commitments in strategies that echo our values.

Employment

PROMOTE job creation and inclusion.

Narrow the engineering gender gap

ENCOURAGE women to join our professions.

Well-being at work

ENSURE our employees thrive in a comfortable environment.

Training and support

SUPPORT our team's professional development and guide young people.

IT'S TIME FOR **ACTION !**

UP FOR THE TEAM

GROW TOGETHER

Training and supporting each team member's career plan

ACALY's guiding principle: continuous and lifelong training. Our HR team actively addresses our team's professional development needs and aspirations.

This commitment is backed by a percentage of our annual turnover for training.

- Specific skills
- Coaching
- Personal development
- Security and cybersecurity
- First aid

OUR ACTIONS :
- Supporting training plans
- ACALY DAYS
- ACALY ACADEMY

Training hours
x4
over 4 years

2025	3 647 h	130 employees
2024	3 224 h	110 employees
2023	1 764 h	90 employees
2022	1 658 h	75 employees

Individual support and guidance every day

Support from accessible local teams who can be counted on to address every individual's needs.

Through regular exchanges and structured monitoring, HR and management drive our engagement to support professional development, sustainable involvement, and collective performance.

- Biannual individual HR check-ins
- Accessible and operational HR without complex procedures
- A personal proactive and reactive HR advisor

CHANGING THE WORLD, with the ACALY TEAM.

UP FOR THE TEAM

GROW TOGETHER

Raising awareness about CSR amongst our employees

Corporate Social Responsibility (CSR) is at the core of our strategy.

To ensure our team's engagement and involvement breathes life into our CSR commitment, we have developed a structured programme for training and raising awareness.

OUR ACTIONS :
- Autonomous e-learning modules,
- Themed workshops, both face-to-face and remote
- Internal challenges and compelling communication campaigns via quizzes, infographics, and videos

Fostering open minds with conferences and webinars

We encourage our employees to look outwards to foster an open mind and learn from diverse experiences in the field.

- Specialised professional conferences
- Webinars for sharing experiences and featuring case studies

OUR ACTIONS :
- HEI – EURIDIS Conferences
- IFAG Nantes Conference
- Mbway Lille Conference
- ISG Lille Conference
- Marc LIÈVREMONT Conference
- Jonathan LOBERT Conference
- Olivier KRUMBHOLZ Conference

Transmitting and sharing our experiences

ACALY invests in training young people to create our future talents.

- Attendance at student fairs
- Welcoming trainees and apprentices
- Forums for future engineers
- Partnerships with engineering students to support and organise successful projects

OUR ACTIONS :
- Talent Time
- Engineering school fairs
- Industry forums...

CHANGING THE WORLD, with the ACALY TEAM.

UP FOR THE TEAM

FEEL GOOD TOGETHER

Onboarding employees

We have established an onboarding process for all our new employees to ensure they feel welcomed by the team from day one.

- Welcome Box and Onbaarding Guide
- Personalised goodies
- Appointment of a tutor for personalised support

OUR ACTIONS :
We ring the gong for every achievement and get together to celebrate and have fun.

Welcome Box
100 % responsible

- Ethical products made in France or Europe from recycled materials or in the circular economy,
- Suppliers selected for their commitments to local employment, inclusion and the environment
- A thorough and respectful onboarding process that reflects our sustainable commitments

Sharing our sporting values for individual well-being

Our shared sporting values are a uniting energy.Together, we foster a challenge-oriented mindset that drives us in our daily routine and our projects.

- Sports events: KIDEN, RUN IN LYON, 20 KM DE BRUXELLES, LILLE-HARDELOT, 20 KM DE LAUSANNE...
- Challenge STRAVA: where the kilometres are converted into donations for the Institut Pasteur
- **Premises near sports facilities**
- **Gyms in ACALY offices**

OUR ACTIONS :
We also support professional athletes who share our values: cyclist Victoire Berteau, the ESBVA-LM women's basketball team, and the Brussels Citizens rugby club.

Inviting art into business with JIM SKWAK

A colourful and collaborative fresco was designed for ACALY's 10th anniversary.

Inspired by MANIACS, it represents the collective energy, values and family spirit that have driven our teams for over 10 years.

Our employees enthusiastically contributed to the creation.

The maniacs are like us. They reflect our story. A rocket launching into unknown territory, a mountain reaching for the sky, a computer for the omnipresent tools in our industry.

- 1,000 fragments from the work shared with our employees.
- A fresco and notebooks in each office where our teams can participate in this fun project by colouring-in when they need a distraction or to calm their brimming imaginations
- A welcome box signed SKWAK.

UP FOR THE **TEAM**

FEEL GOOD TOGETHER

Optimising work conditions for our employees

We strive to ensure all our mem
good work-life balance.

- Working time arrangements c
  TOIL, parental leave, etc
- Flexibility around commuti
- All the necessary tools fo
  workplace

OUR ACTIONS :
- Ergonomic seats and mice,
- Multiple screens and screen stands,
- Break room and staff lounge...

Cultivating a fulfilling environment

We organise a week dedicated to Quality of Life at Work (QWOL) with daily themes: stress management, nutrition, physical activity, the right to disconnect, and sleep.

Workshops, webinars, and practical content raise awareness to support teams in their daily well-being..

CHANGING THE WORLD, with the ACALY TEAM.

UP FOR PEOPLE

TAKE CARE OF EACH OTHER

Skill mentoring for social inclusion

We work with Lille's La Cravate Solidaire association to present workshops on recruitment and image coaching.

Our employees generously contribute their skills to people looking for work, guiding them on key themes.

- Collecting professional clothes from all our employees
- Support for job searches
- Interview preparation
- Image coaching
- Workshops on non-discrimination and inclusion

MAIN'HERE: a solidarity project launched in Dunkirk in 2026

This project illustrates our CSR approach focused on people and concrete actions that address everyday needs.We drive it with support from our committed consultant, Karine Leroux-Chever, the APAHM association (support for the elderly and people with motor disabilities) and our employees.The aim is to adapt housing for people with motor disabilities by developing accessible technological solutions such as home automation and robots, and providing our engineers' skillsto enhance autonomy, safety and quality of life.

OUR ACTIONS :
- Skill mentoring
- Consulting
- Site visits

UP FOR PEOPLE

TAKE CARE OF EACH OTHER

Sharing a sporting challenge to support research

With our employees, we participate in a sporting challenge via the STRAVA app. Every kilometre travelled is converted into financial donations for research by the Institut Pasteur.

Prevention is better than cure

MOVEMBER

We run campaigns on men's health to inform, normalise, and encourage open discussion because early detection makes all the difference.

OCTOBER ROSE

We are engaged in the fight against breast cancer through awareness-raising activities. Each of our female employees receives a pink rose and we all wear the pink ribbon to symbolise our commitment and solidarity.

Supporting schools by reducing waste

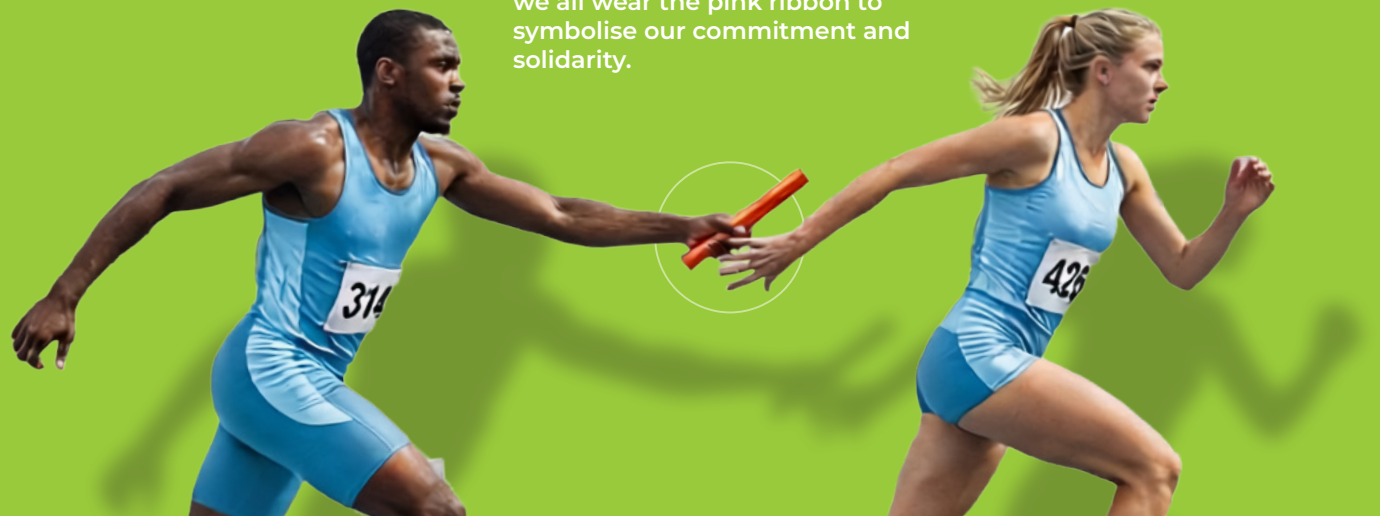
We've converted our brand transition into a charitable initiative.

- Collecting office equipment such as bags, supplies and goodies.
- Sorting, collecting and packaging with help from our employees
- Distribution to schools in Kenya

Collecting toys for a Merry Christmas for all

As the festive season approaches, we organise a toy drive and host social events to make children smile.

Including: Ludopital (Lille) - to comfort hospitalised children



CHANGING THE WORLD, with the ACALY TEAM.

UP FOR PEOPLE

WOMEN COMMUNITY

Fighting for equality and fairness

Our recruitment policy excludes any form of discrimination.

We develop actions with employee participation.

- Recruiting people with disabilities
- Partnership with the Papillons Blancs association for workers with mental disabilities for tasks such as maintenance of our premises
- Partnership with ESAT work centres for people for disabilities, such as HUMEA and URBILOG

Promoting women engineers to reduce the gender gap

We are proud to have women on our teams and encourage more to join us with full recognition in an industry that is still predominantly male. We have created a dedicated community where women engineers can assert themselves, support each other, and make their voices heard.

- A 10-chapter White Paper addressing trust, legitimacy, and speaking up in a men's team
- Inspiring stories and testimonies from women engineers
- Sharing tips
- Social events for sharing experiences

Supporting female engineers and sportswomen to achieve

Louise Perrin and Léa Soleilhac won the 9th edition of the Lapland Trophy 2025 wearing ACALY's colours.

This sponsorship illustrates ACALY's commitment to encouraging women in engineering, promoting sports, and supporting meaningful initiatives. They wore ACALY's colours to support the Rêv'Elles association and young women from underprivileged neighbourhoods in their personal and professional projects.

Shared values:

- Reach for the sky,
- Team spirit,
- Performance : ranking first overall

CHANGING THE WORLD, with the ACALY TEAM.

UP FOR THE PLANET

THINK GREEN TOGETHER

Fostering good daily practices

We encourage our employees to develop good habits to consume virtuously and responsibly in their everyday lives.

Our contribution :

- Water bottles,
- Water fountains,
- Reusable Ecocups.

And we encourage :

- Controlled energy consumption,
- Managing email storage

Recycling and sorting all our waste and promoting second-hand goods

We inform our employees about selective sorting and recycling.

- Plans for sorting bins on the premises.
- Collecting for associations, not throwing away!
- Investing in sustainable, not disposable goods.

Promoting and supporting the local economy

We buy locally and make it a priority to drive local employment and the local economy.

- Ordering seasonal products from our local producers
- Recruiting locally
- Working with local suppliers: printer, agency, video producer, goodies, etc.

Reducing gas emissions

We have an employee travel charter to limit our greenhouse gas emissions.

- Priority for soft mobility (bikes, scooters for local travel) and a soft mobility bonus in Belgium.
- A fleet of green/hybrid vehicles in our Belgian offices
- A fleet of green/hybrid vehicles in our Belgian offices.
- Contribution for public transport passes

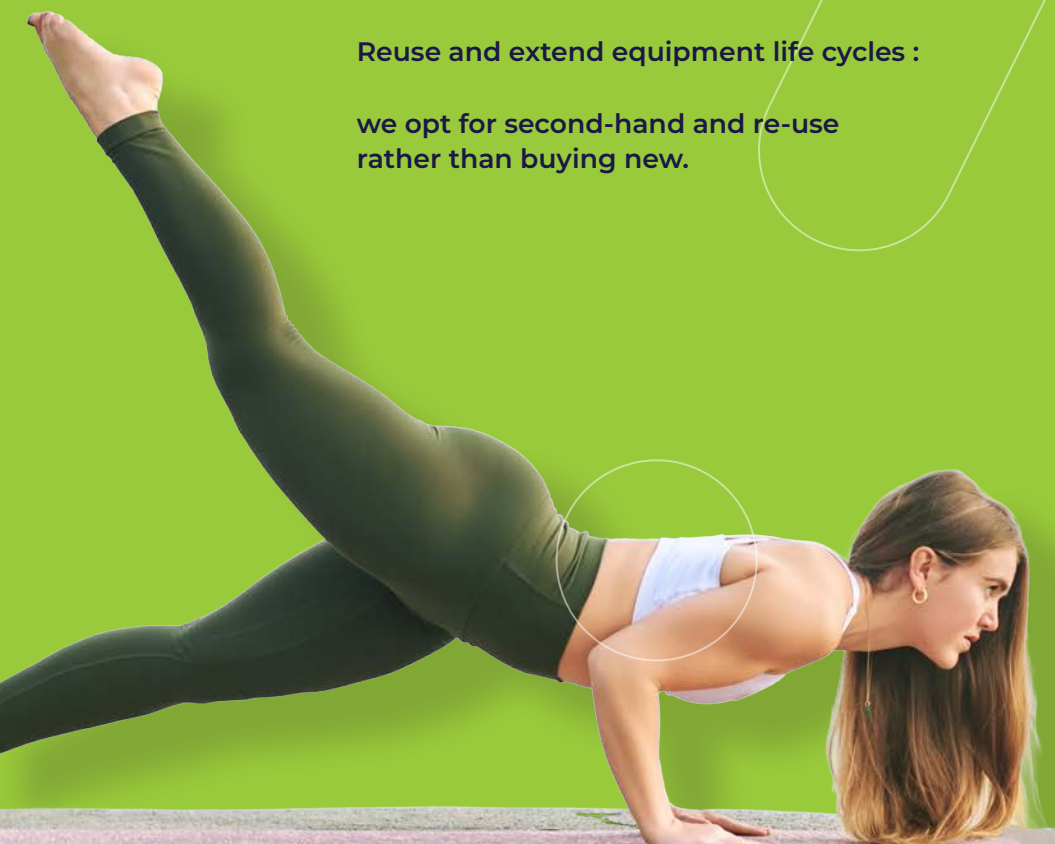
TAKING CARE OF OUR PLANET, with the ACALY Team

UP FOR THE PLANET

ADOPT ENVIRONMENTALLY RESPONSIBLE HABITS AND BEHAVIOURS

Reuse and extend equipment life cycles :

we opt for second-hand and re-use rather than buying new.



Actions for IT sobriety

In our ultra-connected world, digital use is increasingly contributing to our carbon footprint.

ACALY commits to specifically limiting our digital footprint by informing our teams about best practices and how to build simple but effective habits.

Even intangible emails consume energy via servers, storage, and transmission causing significant carbon impact.

We encourage our employees to:

- Prioritise face-to-face exchanges to reduce sending redundant internal emails, especially when colleagues are nearby
- Target the right people to avoid unnecessarily copying of emails. Fewer emails means less consumption by servers
- Reduce attachment size: compress files, convert to lightweight PDF, or ideally use internal shared folders for filing big documents
- Use virtual business cards

We also encourages less printing by:

- Only printing when strictly necessary,
- Using draft or black & white mode to limit ink usage,
- Reusing paper whenever possible for internal prints and drafts

TAKING CARE OF OUR PLANET, with the ACALY Team

UP FOR THE PLANET

ADOPT ENVIRONMENTALLY RESPONSIBLE HABITS AND BEHAVIOURS

Reconditioning IT equipment

- One team member is dedicated to restoring IT equipment and extending lifespan to avoid purchasing new, which consumes more resources and increases our carbon footprint.
- When onboarding new consultants, we deploy reconditioned equipment and materials suited to the project to reduce waste while also ensuring high quality.

Responsible purchasing and inventory management

Our inventory management and purchases of IT and office equipment and consumables are adapted to ethical and environmental criteria:

- Reducing unnecessary purchases by optimising inventory management,
- Selecting suppliers engaged in CSR or labelled approaches for eco-designed, recyclable, low footprint equipment

Code of conduct for our suppliers

ACALY has a rigorous CSR commitment charter to guide our supplier selection. We look for more than just service in our providers. We aim for genuine allies who share our social and environmental convictions.

Working with us means adhering to a common vision for sustainable, ethical and humane growth. Providing excellent services requires aligning our values throughout the entire value chain.

Carbon footprint

2025 marks a key step in ACALY's environmental strategy with the first complete audits of our sites for carbon footprint and energy consumption, and engaging our employees in responsible practices.

In 2026, we are boosting this dynamic by reaching for an ambitious climate trajectory, based on quantified targets for reducing greenhouse gas emissions and establishing a sustainable environmental culture.

TAKING CARE OF OUR PLANET, with the ACALY Team

UP FOR QUALITY

SILVER | Top 15%
ecovadis
Sustainability Rating
FEB 2026

74/100

Growing our commitment to our CSR performance

EcoVadis assesses companies' CSR performance according to four pillars: the environment, social and human rights, ethics, and responsible purchasing.

For ACALY, this approach is both an enduring commitment and a strategic lever for accessing demanding markets.

Going forward, we will be able to measure practices, monitor progress, anticipate developments, and mobilise teams around a meaningful project.

- **Environment** : manage CO2 emissions, save energy, reduce waste.
- **Social** : employee well-being, diversity, human rights.
- **Ethics** : transparent practices, anti-corruption practices
- **Responsible purchasing** : evaluating suppliers and partners

MASE
AMÉLIORER LA PERFORMANCE SSE

Preventing risks for sustainable performance

MASE certification is a solid pillar of our prevention and performance approach for structuring our safety, compliance, and operational excellence practices in a sustainable way.

Risk prevention is at the core of our proactive approach and activities, and essential leverage for sustainable performance and employee protection.

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ACALY
UP FOR SUCCESS

Consulting
Workpackage
Innovation

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