



Bring on new talents

ESG report 2025

September 2025

Summary

Our website



<https://ep2c-group.com/>

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1 The EP2C company

Our activity

At EP2C, we are committed to transforming **ideas into sustainable realities**. Present in around fifty countries, we contribute to a variety of essential sectors, from energy and the environment to nuclear power and life sciences.

The “ **Bring on New Talents** ” initiative reflects our ambition to attract the **best talents** in order to foster innovation and guarantee long-term results for all our clients. We do this by placing quality, safety and cooperation at the heart of everything we do.

Each success reflects our **technical expertise, in-depth knowledge** of the sectors in which we operate, and **collective** efforts. By bringing together trusted specialists and exceeding expectations, we deliver impactful solutions that are aligned with today's world.



-A word from the Chairman-

Gilles LABRUNIE
Chairman of EP2C Group

“Since 2014, EP2C’s ambition has been to combine service excellence, international reach and a sense of responsibility. Our performance is only meaningful if it is accompanied by a concrete commitment to our teams, our customers and society.

Through this report, we affirm our desire to contribute to useful and innovative projects, while remaining true to our values: trusted expertise, quality, health/safety and relationships with our employees.

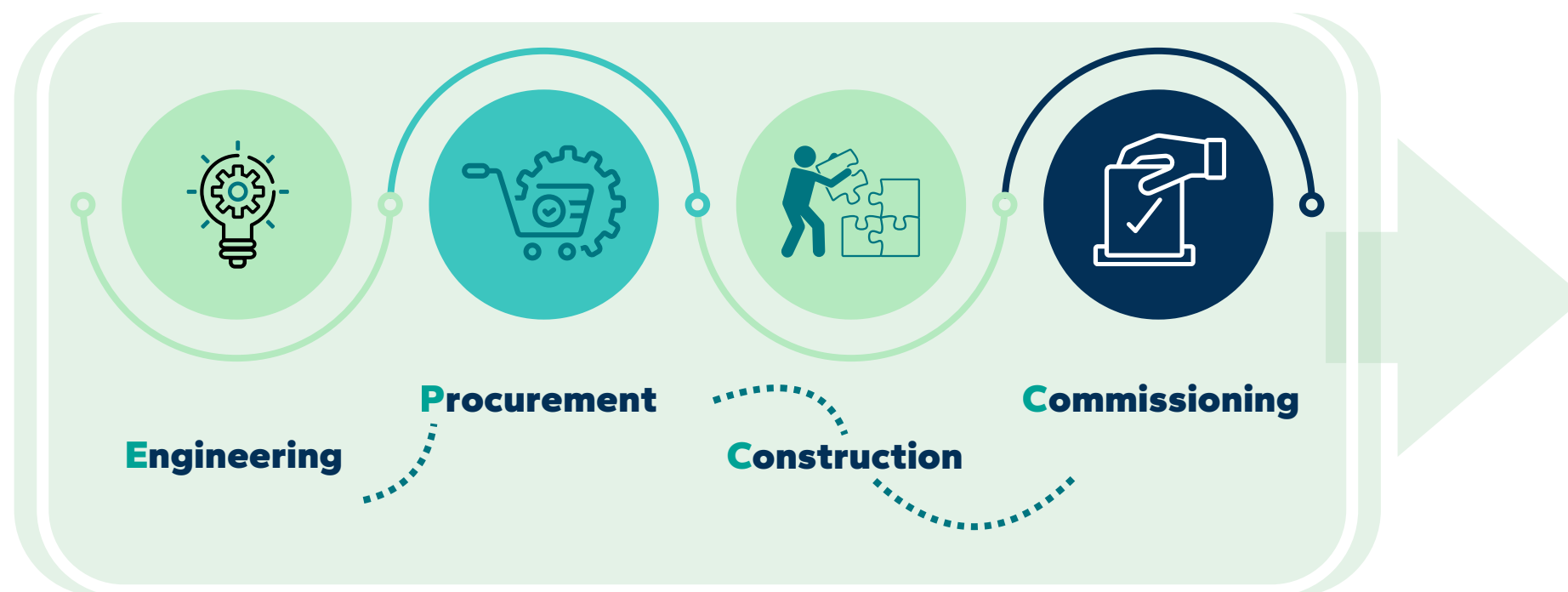
I am convinced that it is through our daily choices and actions that we give substance to this responsibility, in order to build a more sustainable and competitive future.”

“We turn projects into reality for today and tomorrow.”

What is EP2C?

EP2C supports its clients throughout the entire project cycle.

EP2C is simply a customisation of 'E.P.C.C', an acronym for the **4 phases of a turnkey engineering project**.



Key to hand projects!

Our business model

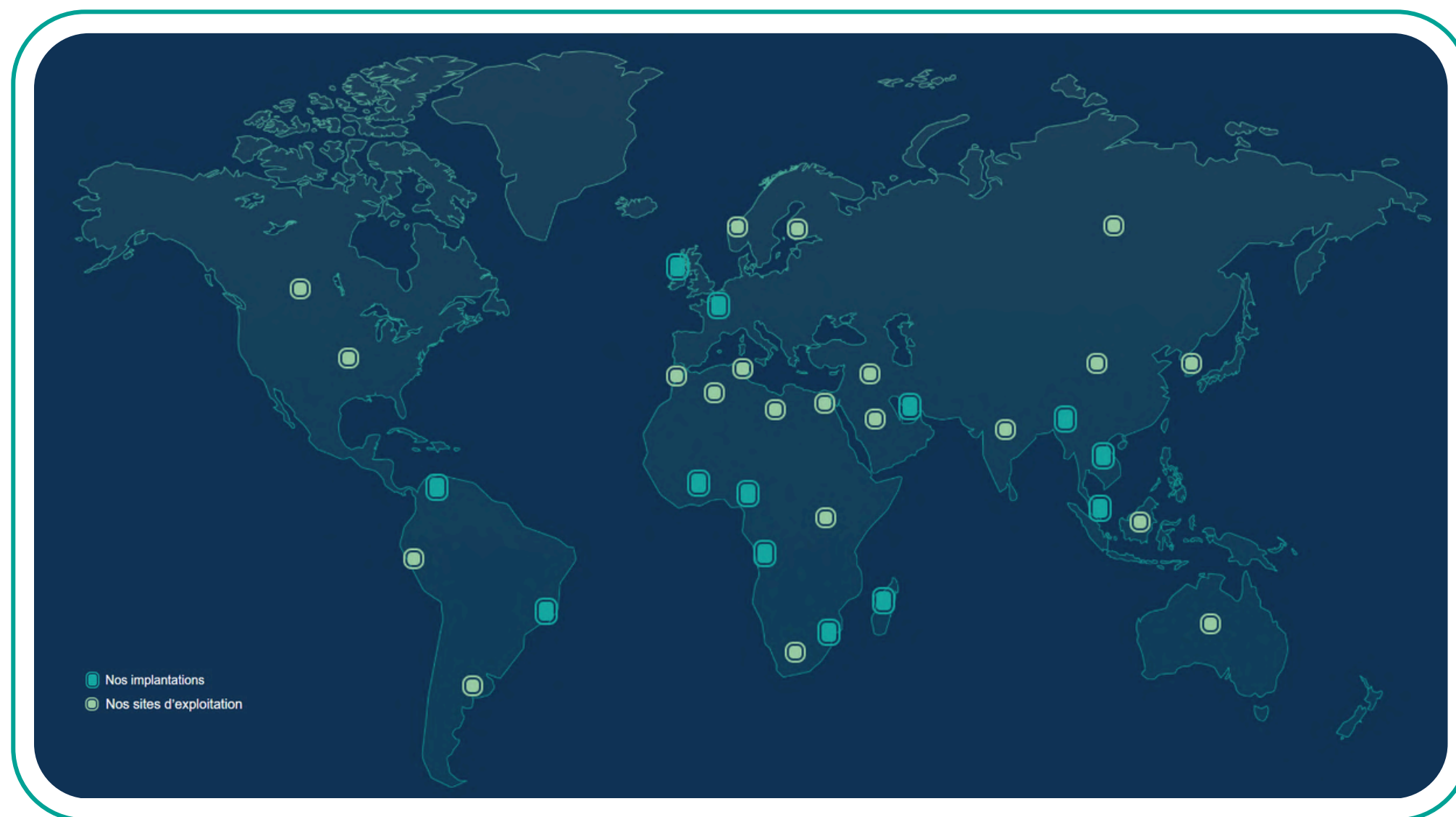


Where are we ?

As a consulting firm operating in **France and internationally**, we are proud of our strategic presence across all continents. Our global presence enables us to effectively support our clients wherever they are located, while taking into account local specificities – regulatory, economic, climatic and cultural. We therefore provide **cutting-edge expertise** and **tailor-made solutions** to meet our clients' specific challenges.

Our consultants, renowned for their technical and strategic expertise, are fully integrated into an organisation that provides them with **constant guidance and support**. This rigorous supervision guarantees our clients a **high level of quality** and consistency in the services we deliver, wherever they are in the world.

A global presence guarantees global performance



Key information 2024

+ 800



employees worldwide

+ 30%



of growth per annum since 2014

+ 70



nationalities in our workforce

+ 300



new missions per annum

9



subsidiaries accross all continents

5



implementation sites in France



2 Our sustainability strategy

ESG approach

As a consulting firm, we are largely dependent on our clients' business. However, as an organisation, we have a responsibility to **leverage** our own influence and **promote** more sustainable practices throughout our value chain. Our approach to ESG is therefore part of a commitment to **consistent** and **honest** action, placing the expectations of our clients and stakeholders at the heart of our thinking. Inspired by the Sustainable Development Goals (SDGs), we are gradually integrating key sustainability issues into our day-to-day operations. Since 2022, this dynamic has taken on a more assertive structure: **open, evolving, sincere** and based on **continuous improvement**.

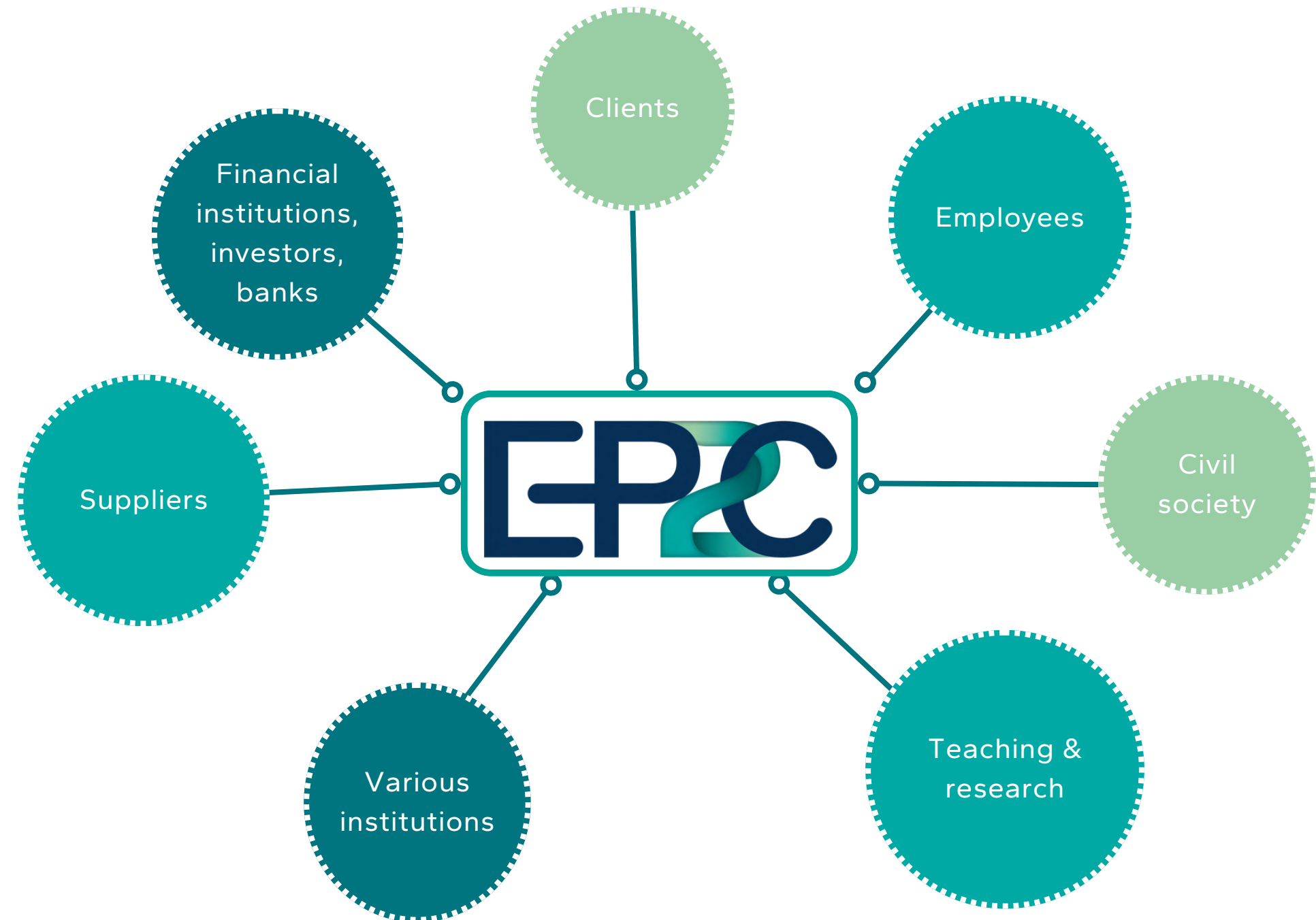
In concrete terms, this reflects the EP2C Group's desire to align our development with major societal issues, in the conviction that this consistency is a lever for **sustainability**.



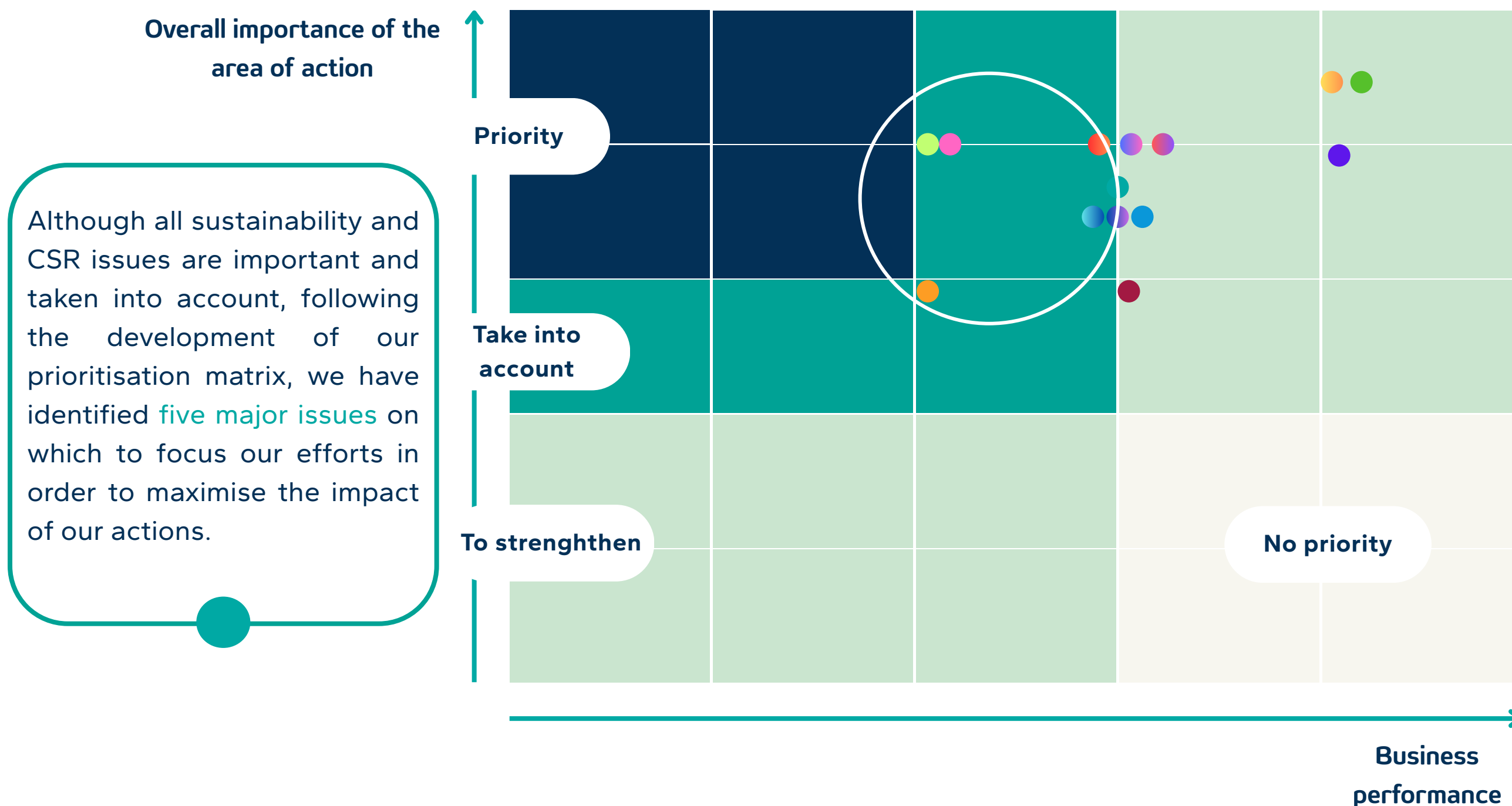
Mapping of EP2C's main stakeholders



Stakeholders are defined as individuals or groups of individuals (organisations, companies) who may be **affected by or affect the activities of an organisation**. With this in mind, we have identified those stakeholders that we believe are essential to **take into account** in our actions. These are shown opposite and form the basis of our ESG commitment.




















ESG materiality matrix



<ul style="list-style-type: none"> Principle of responsibility, vision, values Stakeholder relations Situation presenting risks to human rights Fight against corruption Promoting CSR in the value chain 	Governance
<ul style="list-style-type: none"> Employment and employer/employee relations Working conditions and social protection Social dialogue Health & safety at work Human capital development 	Social
<ul style="list-style-type: none"> Climate change mitigation and adaptation 	Environment
<ul style="list-style-type: none"> Sustainable consumption Protection of consumer data and privacy Job creation and skills development 	Societal

Details on the next page

Our major CSR challenges

The 5 priority issues	Description of the challenge for EP2C	Examples of actions implemented	Associated sustainable development goal 
Sustainable consumption	Reducing the environmental impact of our operations and those of our customers by promoting resource-efficient practices as much as possible.	<ul style="list-style-type: none">• Process digitalisation• Responsible purchasing policy	  
Data and privacy protection	Ensuring the security of our customers', partners' and employees' data in a context of increasing digital flows and storage.	<ul style="list-style-type: none">• Appointment of a Data Protection Officer (DPO)	  
Climate change mitigation	Reducing greenhouse gas emissions linked to our direct activities, diversifying our business model and supporting our customers in their projects.	<ul style="list-style-type: none">• Participation in decarbonisation projects• Expansion of our activities	   
Human capital development	Developing and enhancing the skills of our employees to ensure we can respond to economic, technological and societal challenges.	<ul style="list-style-type: none">• Internal mobility policy• Training plan tailored to employees' positions	 
Working conditions	Providing a safe, inclusive and fulfilling working environment for all our employees.	<ul style="list-style-type: none">• Teleworking• Health insurance - Death & disability - International repatriation• Continuous development of diversity	   

The actions and initiatives carried out in relation to the priority areas outlined above reflect EP2C's daily commitment and are detailed in the rest of this report.

Our certifications

In order to support its ambitions in terms of quality, safety and CSR, the EP2C group has integrated various management and assessment systems with a view to continuous improvement.



ISO 9001 certification attests to our ability to provide products and services that meet our customers' requirements and comply with applicable regulations. It recognises the value of our quality management system, which is based on customer focus, operational efficiency and continuous improvement. In 2024, we extended this certification to our sites in Toulouse, Paris, EP2 LifeSciences and EP2C Nuclear.

Quality



Since 2024, this certification has attested to our commitment to health, safety at work and the environment. It reflects the implementation of a structured management system within EP2C Energy aimed at preventing risks, improving our HSE performance and ensuring safe working conditions for all our employees.

Safety



Since 2021, EP2C has been certified compliant with the Maritime Labour Convention (MLC, 2006). This certification, issued by the International Labour Organisation (ILO), promotes compliance with international law and establishes minimum working and living conditions for all seafarers on board the ships concerned.

Working conditions



This rating highlights our CSR commitments across four fundamental pillars: the environment, social and human rights, ethics, and responsible procurement. The Bronze level in 2025, an improvement of 7 points compared to 2024, recognises the actions already implemented while encouraging us to continue our continuous improvement process in terms of sustainability.

Sustainability

3 For our talents

The heart of our company: human expertise



As a consulting firm, we consider **people to be our most valuable asset**. We are therefore committed to creating the most favourable conditions for the **professional development** and **fulfilment** of all our employees on a daily basis.

We respect and value the **individuality** and **diversity** that each employee brings to the company and seek to create a **high-quality** working environment that promotes **performance** wherever we operate.

This approach is reflected in two guidelines that we consider essential in the context of our business and relationships.

**Contributing to the
development of all our
talents**



**Ensuring the health and
safety of all**



Health, safety and wellbeing at work: a priority within our group

Well-being, health and safety are much more than obligations: they are fundamental values that guide everything we do. We believe that employees who thrive in a healthy and safe environment are the key to collective performance and sustainability. Every day, we strive to provide a supportive working environment where everyone can express themselves, progress and actively contribute to our shared success.



Safety training courses



At EP2C, we monitor and organise safety training for personnel on board mobile offshore units and/or marine personnel, such as **BOSIET** (**B**asic **O**ffshore **S**afety **I**nduction and **E**mergency **T**raining), **HUET** (**H**elicopter **U**nderwater **E**scape **T**raining) and **STCW VI** (**S**tandards of **T**raining, **C**ertification and **W**atchkeeping for Seafarers, Chapter **VI**) — in full compliance with our clients' requirements.

Medical visits

Medical examinations are closely monitored. EP2C systematically checks their validity or arranges for them to be carried out when consultants are mobilised, before they leave on assignment. We work with occupational health services as well as specialised international medical centres with in-depth knowledge of the health requirements specific to each country of assignment and **OEUK** (**O**ffshore **E**nergy **UK**) certification.



Health, safety and environmental culture

We have implemented a Health, Safety and Environment Management System defined by an annual policy to prevent accidents and ensure a safe working environment, guaranteeing both operational efficiency and the well-being of our employees. We therefore provide our customers with a comprehensive quality service.

At EP2C, employees are immediately immersed in the company's HSE culture through a multi-step process:

- Pre-onboarding HSE questionnaire
- Welcome and introduction to the workplace by a mentor upon arrival
- Presentation of the organisation's HSE booklet
- Post-onboarding HSE questionnaire
- Monthly events and awareness-raising activities on HSE topics



Continuous improvement

In 2024, we obtained **MASE** certification, which was renewed in 2025, thereby strengthening our risk management approach, particularly in terms of health, safety and the environment. The occupational risk assessment enabled us to implement a number of concrete measures to limit risks as closely as possible to the reality on the ground.

This certification reflects our internal standards, but also guarantees quality, reliability and performance for our clients in all the projects we carry out in France and internationally.

Monthly SSE quarter hour

Site audit in France

Feedback

Enhanced HSE communication

Our thematic KPIs 📊

	2022	2023	2024	Objectives for 2026
Number of workplace accidents	N/A	3	1	Aiming for zero workplace accidents
Frequency rate	N/A	8.96	0	Aiming for zero workplace accidents
Severity rate of workplace accidents	N/A	0.04	0.01	Aiming for zero workplace accidents

Well-being at work

Workout sessions via In Functional and videos



As part of its CSR policy, EP2C has teamed up with service provider IN FUNCTIONAL to organise weekly group exercise sessions for its employees, with all costs covered by the company. These sessions are supervised by certified coaches.

For employees who do not work at the Balma site, a dedicated YouTube channel, 'EP2C InFunctional', is also available. It offers videos of exercises that can be done at home without any special equipment (HIIT, prehab, cardio, etc.).

This initiative aims to prevent health risks associated with occupational constraints: musculoskeletal disorders linked to a sedentary lifestyle, chronic pain, and imbalances caused by stress or anxiety.

Ma Bonne Fée's proposal for employees



Ma Bonne Fée
Groupe Menway

EP2C is committed to the well-being of its employees. To this end, we have partnered with Ma Bonne Fée to offer support at every stage of life. The platform provides our employees with a wealth of resources (webinars, articles, etc.) and personalised support from a range of experts (psychologists, parenting coaches, sophrologists, social workers, etc.).

This solution is fully funded by the company.

Home-office

At EP2C, we offer remote working to employees whose roles and contracts allow it. To ensure optimal organisation, we make sure they have all the necessary resources to be fully operational remotely.



Professional development

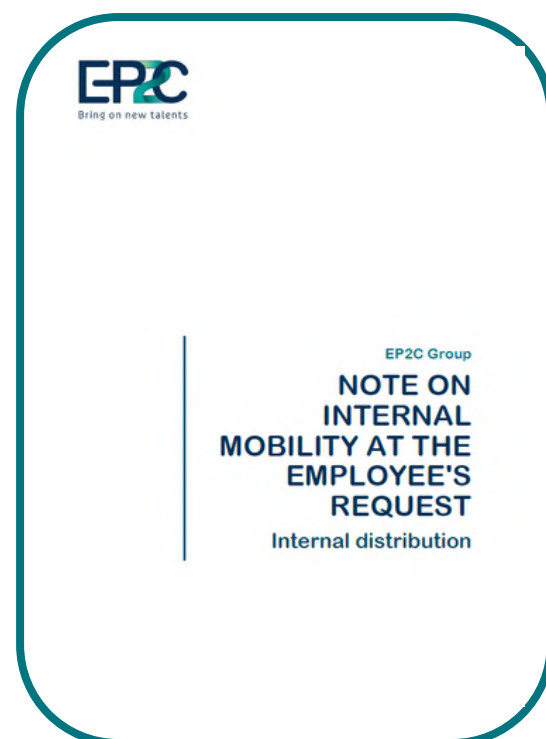
Bring on new talents Referral scheme

At EP2C, we believe that our employees are the best ambassadors for the company. With people at the heart of our business, we offer our employees a referral scheme to promote internal engagement and optimise our search for high-quality candidates.

It's a win-win situation: employee referrals not only strengthen our recruitment process with trusted candidates, but also reward our employees' involvement in building a strong and committed team.

How the bonus works: when an employee recommends someone who is then recruited and completes their probationary period, the employee receives a bonus according to predefined terms and conditions. This bonus is a recognition of their role in the company's human development.

By relying on internal recommendations, we cultivate a working environment based on trust, commitment and team spirit.



Since 2023, EP2C has specified the conditions for individual mobility within the Group at the employee's request. Internal mobility is a strategic objective for the EP2C Group: it aims to match the Group's human resources to its needs and offer its employees opportunities for professional development.

This charter, distributed to all interns, defined:

- Mobility stakeholders and their roles
- The mobility process
- Legal aspects of mobility
- Mobility support measures



Professionnal development

Skills development

Each employee benefits from an annual appraisal interview, in addition to their professional interview. These discussions have three objectives:

- to give employees dedicated time to review their year, their tasks, their skills and areas for improvement with their manager (outside of daily meetings)
- to help managers better assess individual performance and training needs
- to give the company a more detailed overview for managing human resources, promoting internal mobility and making fair and transparent decisions



Our thematic KPIs 📈

	2023	2024	Targets for 2026
"Internal" completion rates	91,4	97	
"Consultants" completion rates	90,2	97	
Overall achievement rate	90,8	97	Aim for 100% achievement

Training is a major challenge in supporting the Group's growth. Between 2023 and 2024, we have therefore increased the number of training hours by 30%.



Diversity and inclusion within the group

Diversity

We value the diversity of backgrounds, expertise and profiles within our teams. Regardless of origin, age, gender or professional background, **all talents have a place in our organisation**. This approach is reflected in our recruitment practices, which are based on skills and potential with the aim of growing the company together.

Our thematic KPIs

Although the evolution of these indicators cannot be entirely controlled – as it depends on many external factors such as the job market, natural mobility and career choices – monitoring them regularly allows us to:

- identify any imbalances
- better target our recruitment and training efforts
- promote an inclusive and intergenerational corporate culture

	2022	2023	2024
Number of women in the workforce as at 31 December	141	113	127
Number of nationalities	71	73	80
Number of employees over 55 years of age	79	96	107
Number of employees under 25 years of age	14	15	13

Recruitment

Aware of the impact of each stage of the recruitment process, we are committed to establishing a balanced and lasting relationship with each candidate. Our managerial approach is based on transparency and respect for each profile and background, in order to guarantee a positive and authentic experience **throughout the recruitment process**.



Associative world

EP2C, also a company based in the region, has been collecting donations for various charities since 2023. These initiatives are made possible by the commitment of volunteers and our employees, who regularly participate in collections at our headquarters in Balma.



Secours Populaire is a decentralised association whose mission is to combat poverty and exclusion in all its forms. At EP2C, in partnership with the local Secours Populaire branch, we provide employees with clothing collection points to give their clothes a second life.



The Red Cross collects, sorts, distributes and sells second-hand textiles with two objectives in mind: social, by providing clothing assistance to the most disadvantaged, and financial, by funding its social action and first aid activities. With this in mind, our employees can bring clothes they no longer wear to our designated collection boxes.



The Féminité Sans Abri association collects various hygiene and beauty products to distribute them in the form of kits (hygiene kits) to the most disadvantaged. We are proud to contribute in our own small way to this meaningful initiative.

4 Environmental responsibility

Being part of a world in transition

At EP2C, we firmly believe that **environmental issues cannot be separated from our role as a consulting firm**. As an international player in the engineering sector, our responsibility involves actively contributing to societal change through our internal practices and the solutions we offer.

Working to reduce our environmental footprint is a commitment that is driven by **progressive** actions that are firmly rooted in our **daily** activities. This involves, for example, more prudent management of our resources (purchasing bio-based products, raising employee awareness, etc.), more responsible technological choices (dematerialisation, LED lighting) and constant efforts to raise awareness among our teams.

But beyond our own commitments, we also have a role to play in influencing others. Through the **projects we support**, the **solutions we offer** and the **relationships we maintain with our partners** and customers, we have the ability to promote best practices and bring about innovation in a changing world.

Environmental responsibility

Following the identification of relevant environmental issues, EP2C has implemented a series of initiatives to reduce the impact of its daily activities and encourage responsible practices among its employees.

This approach is based on the implementation of two structural policies that embody the company's commitments:



ENVIRONMENTAL POLICY

EP2C is committed to reducing its environmental impact through a policy structured around five areas: raising stakeholder awareness, adopting good internal practices (waste sorting, paper reduction, digitisation), integrating environmental criteria into purchasing, diversifying activities, and reducing greenhouse gas emissions. These actions are aligned with the UN's Sustainable Development Goals 7, 9, 12 and 13.



ECO-FRIENDLY POLICY

The eco-friendly policy, rolled out to all employees, aims to embed achievable daily practices that conserve energy and resources. It covers, in particular, on-site energy management, waste reduction, digital sobriety and optimising the use of equipment.



Climate change mitigation and adaptation

In 2023 (based on 2022 data), EP2C conducted its first carbon assessment of its own footprint at group level. The main emission factors include **business travel**, **catering** and **commuting**.

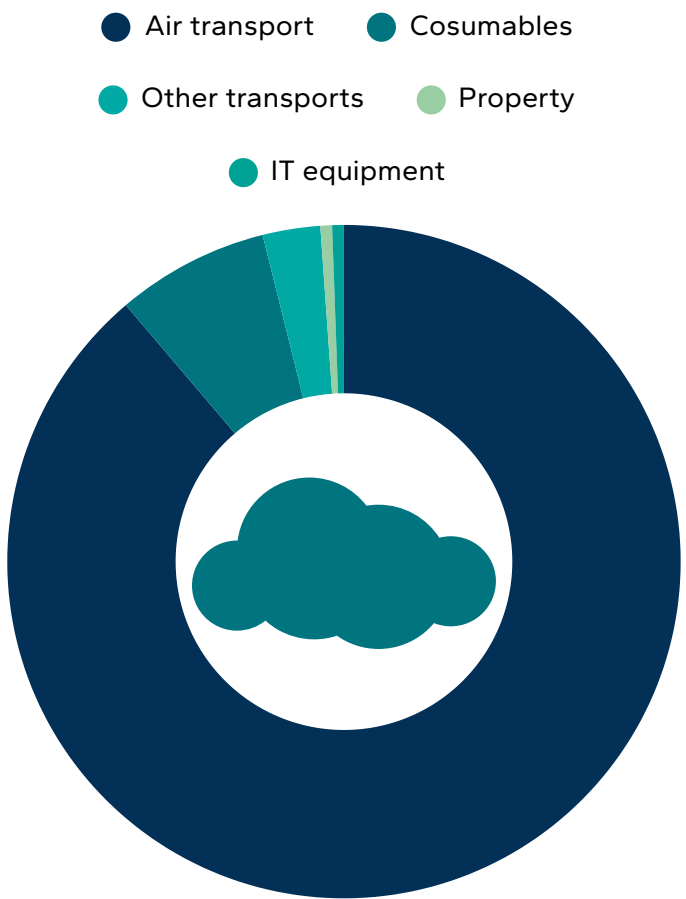
This approach has provided a baseline value that can be used to implement a realistic action plan:

Work on travel: roll-out of remote working for eligible positions, awareness-raising and events related to soft mobility, promotion of carpooling, use of trains and electric cars, taking into account costs and maintaining a sufficient level of quality for our customers.

Rollout of comprehensive sorting solutions (glass, plastic, industrial waste, WEEE, plastic bottles) at our French sites to reduce CO2 emissions linked to waste processing.

Efforts in our purchasing, favouring local suppliers and bio-based products.

Digital **initiatives**, keeping our equipment for longer and donating it to charities when we renew it.



Carbon footprint EP2C Group 2023

Our thematic KPIs

	2022	2023	2024	Objectives for 2026
Total des émissions bruts de GES (Scope 1,2 et 3 en tCO2eq)	Scope 1 : 3 Scope 2 : 11 Scope 3 : 2483	/	/	Reducing our carbon intensity
Carbon intensity (kgCO2eq/K€)	32	/	/	Reducing our carbon intensity
Number of environmental activities (serious games, presentations, talks, etc.)	N/A	1	3	Keep our employees informed and regularly raise their awareness of environmental issues



More responsible waste management with a social and solidarity economy



In line with its commitment to the circular economy and social responsibility, EP2C has chosen to entrust the management and recovery of its waste in France, including WEEE¹, to Elise, a social and solidarity economy service provider. This partnership not only enables us to guarantee rigorous, traceable sorting that complies with environmental standards, but also to contribute to the professional inclusion of people in vulnerable situations.

Reducing our paper and ink consumption

Thanks to a strategy of gradually digitising our processes, we have significantly reduced our consumption of paper and ink. This approach is part of our commitment to limiting the use of resources over which we have direct control, while improving the efficiency of our work tools.

Une énergie plus verte pour alimenter nos sites

As part of our action plan, we prioritise electricity contracts with a renewable energy guarantee at each contract renewal date. This approach actively supports the development of clean energy in France while reducing the climate impact of our own energy consumption (scope 2 of our carbon footprint).

Raising awareness to establish a culture of moderation

The gradual improvement of practices requires collective and regular mobilisation. That is why we organise awareness-raising initiatives in France and in our subsidiaries, such as Digital Clean Up Day, Clean Up Day and internal information campaigns on global days (water, energy, recycling, etc.). Visual and educational materials (SSE/CSR) are also distributed to encourage good habits among teams and consultants.

Our thematic KPIs		2022	2023	2024	Objectives for 2026
	Total energy consumption (in kWh)	N/A	41 306	36 530	Reduce our electricity consumption by 10 per cent
	Renewable energy rate (via guarantee of origin)	N/A	10	38.2	Aiming for 100% renewable energy
	Total number of impressions	91378	68128	34381	60% reduction in our colour printing and 40% reduction in our black and white printing between 2023 and 2026
	Total weight of waste produced tracked (in kg)	N/A	N/A	629	All waste at our French sites recycled or recovered
	Percentage of waste recycled (%)	N/A	N/A	89	All waste at our French sites recycled or recovered
	Percentage of waste recovered (%)	N/A	N/A	11	All waste at our French sites recycled or recovered
	Weight of hazardous waste produced	0	0	0	/

1 Waste electrical and electronic equipment
2 The data is only collected if EP2C exercises operational control over it.



AVOIDED DEFORESTATION PROJECT IN BRAZIL

This forest conservation project, located in Portel (Pará, Brazil), protects nearly 149,000 hectares of native forest and aims to prevent the emission of more than 10.5 million tonnes of CO₂e over 41 years. Based on rigorous land management and the active participation of local communities, it promotes forest regeneration and strengthens their carbon sequestration capacity while ensuring socio-economic development in the region.

Contribute



In February 2024, our team based in Madagascar participated in planting 900 trees, contributing to local reforestation. This initiative focused on the Analamanga area, enabling the reforestation of 0.4 hectares and contributing to 12 sustainable jobs in the region.

<https://www.bondy.earth/en/partenaire/ep2c>



ClimateSeed

PROJECT TO PROVIDE ACCESS TO DRINKING WATER IN MOZAMBIQUE

This project aims to rehabilitate and install essential infrastructure in rural areas, while ensuring its maintenance and water sanitation. It reduces the risks associated with waterborne diseases and limits the need to boil water, thereby reducing firewood consumption and CO₂ emissions. By lightening the burden of collecting water and firewood – mainly borne by women and children – the project frees up time for other activities and sustainably improves the living conditions, hygiene and health of local communities.

<https://registry.goldstandard.org/projects/details/1412>

RELATED SUSTAINABLE DEVELOPMENT GOALS



Examples of project contributions

HIGH SPEED 2 PROJECT (ENGLAND)

DEVELOPMENT OF HIGH-SPEED RAIL IN THE UNITED KINGDOM



<https://www.hs2.org.uk>

The High Speed 2 (HS2) project is one of the most ambitious rail infrastructure projects in Europe. It aims to create a high-speed line connecting London to major cities in the Midland West. The goal is to transform the British rail network by increasing its capacity and speed and boosting its economy. EP2C is involved in this major project, with 75% of the tunnels completed and work on 42 viaducts, 103 bridges, 75 embankments and 59 cuttings. By promoting the modal shift from road and air to rail, HS2 will help to offer users lower-carbon mobility. In addition, HS2 is stimulating the local economy by supporting 31,000 jobs and thousands of businesses, including SMEs.

Project scope



2029-2033

Consultants mobilised



9

OFFSHORE WIND FARM IN THE ÎLES D'YEU AND NOIRMOUTIER

PRODUCING LOCAL RENEWABLE ENERGY

EP2C is also involved in the construction of the Îles d'Yeu and Noirmoutier offshore wind farm, located off the coast of Vendée. This project involves the installation of 61 wind turbines, capable of producing the equivalent of the electricity consumption of nearly 800,000 people.

By promoting the development of offshore wind energy, this farm is contributing to the energy transition while strengthening local energy independence. Furthermore, it is part of an approach that respects marine ecosystems and involves consultation with local stakeholders, including local fishermen.



<https://iles-yeu-noirmoutier.eoliennes-mer.fr>

Project scope



2023-2025

Consultants mobilised



12

5 Responsibility at the heart of governance

Expanding and diversifying our solutions

EP2C is an engineering consultancy firm with a long history in the energy sector. However, over the past decade, the EP2C Group has established itself as a **multi-sector** player by diversifying its range of solutions well beyond energy.

In order to demonstrate the diversity of our business model and drawing inspiration from the EU Green Taxonomy, we have defined an internal 'diversification' indicator that allows us to highlight and more precisely define the sectors in which EP2C **operates and develops**.

This indicator was defined by an internal working group comprising members of senior management and project managers. The methodology was also supported by an external consultancy firm, which provided **methodological input and a critical review** of the system put in place.

At the end of the project, a specific indicator was defined and monitored every six months.

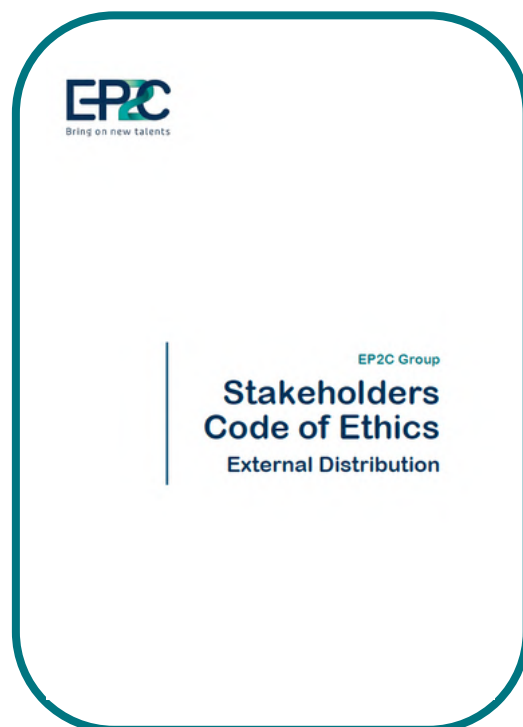


IT SHOULD BE NOTED THAT THIS INDICATOR IS ADAPTABLE DEPENDING ON THE SECTORS OF ACTIVITY AND PROFESSIONS IN WHICH EP2C WILL OPERATE.

Business ethics



As part of our commitment to ethical and responsible governance, we have a zero-tolerance policy towards corruption in all its forms. This requirement is set out in our ethical charters, which are available to all our employees and communicated to our stakeholders. They clearly define the expected behaviour and fundamental principles that guide our actions, particularly in terms of integrity, transparency and loyalty. To ensure that these principles are applied, we have set up an internal whistleblowing system, allowing anyone to report, in good faith, any situation that is suspicious or contrary to our values. Reports received are handled with the utmost rigour by dedicated internal teams, in strict compliance with confidentiality requirements, in order to protect whistleblowers and ensure that alerts are dealt with impartially and diligently.



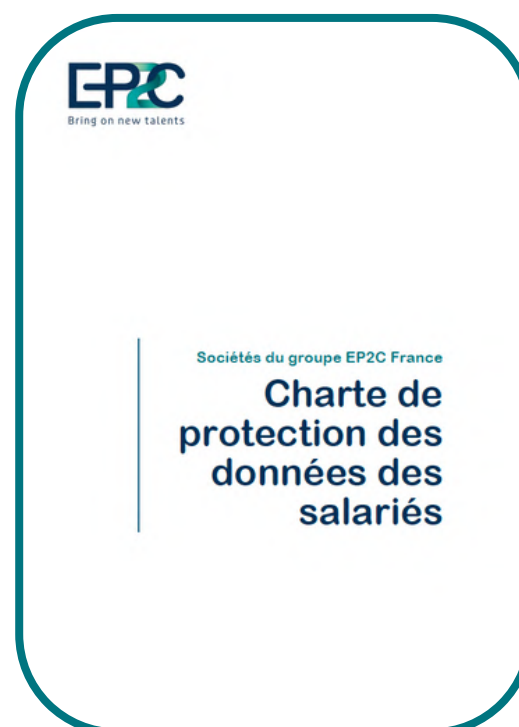
We also conduct an annual assessment of our commercial relationships (quality, compliance, responsiveness, etc.). To do this, we send a satisfaction questionnaire to some of our customers every year. This process allows us to collect relevant data on how our services are **perceived, identify priority areas for improvement and strengthen our continuous improvement approach**. It also helps us to integrate our stakeholders' expectations into our strategy and improve our overall performance. Since 2024, we have been working actively to increase our response rate each year.

Employee Data Protection Charter

Due to the nature of its business, the EP2C Group collects and processes personal data. Since 2023, it has been committed to ensuring the **protection, confidentiality and security of the personal data** it processes through an Employee Data Protection Charter.

The Charter informs employees about the processing of their personal data and enables them to know, in particular:

- The different ways in which their data is processed
- The types of data processed
- Their rights and how to exercise them
- The parties to whom their data may be disclosed
- Data retention periods



GDPR E-learning

Since 2023, four e-learning courses have been required for employees upon joining the company. [These courses enable all employees to become involved in data protection issues.](#)



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