

Our sustainable and responsible practices

2020



A MESSAGE FROM THE CHAIRMAN



Against an increasingly uncertain backdrop, social, societal, environmental and ethical challenges, which come under the umbrella term of corporate social responsibility, have become genuine human progress markers.

This positive change will influence our actions and our initiatives to promote more harmonious economic development. The health and well-being of each person and each employee are becoming assets that are increasingly important for the company.

The unprecedented health crisis that we are experiencing has stepped up our responsibility as an economic and social player. On a human level and in terms of the environment, we must act in good conscience to protect natural resources. The way to do this is to make our initiatives and our projects meaningful.

By making these issues a focus of our concerns, we contribute to ensuring a more serene future for our clients, our employees and our shareholders. Compliance with rules and standards, whether regarding business conduct, the fight against all forms of corruption and responsible purchasing, contributes to this goal.

This is how the SIACI SAINT HONORE Group, a European insurance brokerage and consultancy player with a global reach, is committed to real programs to promote more sustainable growth. One example of this is our commitment to the United Nations Global Compact, through the Ten Principles which mirror the Group's DNA, in particular regarding gender equality, human and labor rights and best business practices.

Another of SIACI SAINT HONORE's commitments is to support major social developments in the work organization of its employees and also its clients.

Our teams and our Executive Board are continuing their efforts to achieve this to become one of the most virtuous companies in our sector.

Pierre Donnersberg

Chairman of the SIACI SAINT HONORE Group

A handwritten signature in black ink, consisting of a series of loops and a long, sweeping tail.



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OUR PROFILE

SIACI SAINT HONORE is a leading European provider of risk management consulting and insurance brokerage services which is enjoying strong growth internationally and on all its markets.

The SIACI SAINT HONORE Group is a key player in:

- the protection of industrial risks,
- international mobility,
- employee benefits, HR strategy and total rewards.

The Group currently employs more than 3,000 staff members across the globe.

SIACI SAINT HONORE enjoys a fully rounded vision of risks through the combination of its long-standing and complementary specialist fields.

Bolstered by extensive industry experience, this comprehensive vision enables us to offer our expertise for each issue that our clients face, regardless of their field of business and wherever they are in the world.

As companies today must deal with specific challenges, SIACI SAINT HONORE invests in a personalized client relationship.

More than 3,000 employees

- Turnover of €480.4M in 2019
- Around 3 million people insured in

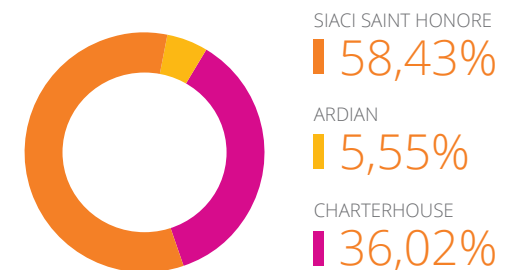
France and worldwide

- + 3,500 corporate clients
- 300 international plans managed from Paris

A unique capital structure

Our shareholders provide stability and independence with regard to the main market players.

With around 1,000 employees holding an interest in the Group's capital, there is a strong entrepreneurial culture within the Group.



MANAGEMENT AND EMPLOYEE SHARES IN THE CAPITAL OF THE HOLDING COMPANY WHICH OWNS SIACI SAINT HONORE





OUR MISSION STATEMENT

Fully committed to our values of independence, expertise, innovation and availability, we strive to go further by implementing a clear social responsibility approach across the Group. As a major player in the protection of individuals and property, we wish to incorporate social and environmental issues more broadly into our decisions and businesses.

6 principles that convey our convictions and commitments:

1. Promoting human values in Group activities.
2. Acting in favor of health and well-being in the workplace.
3. Controlling our environmental footprint.
4. Fostering dialogue and committing to all our partners.
5. Ensuring that we act according to stringent principles of ethics and business conduct.
6. Developing community programs.

ECOVADIS

With its 21 CSR indicators (financial, supplier, etc.), ECOVADIS assesses the practices of more than 50,000 companies in France and worldwide each year.

Since 2016, SIACI SAINT HONORE has conducted an annual rating exercise of its CSR policy through the ECOVADIS collaborative platform, thereby standing out in the following areas:

A strong commitment to the environment

By partnering with initiatives such as Act4nature and the United Nations Global Compact, the Group is committed to achieving a high environmental standard.

SIACI SAINT HONORE also rolls out ways in which to reduce and control its environmental footprint (carbon balance, CO2 offsetting program, recycling, measures to reduce energy consumption, etc.).

A fair social policy and strict observance of human rights

With strong policies, such as the fight against discrimination and the signature of the UN Global Compact, SIACI SAINT HONORE conducts many actions for the personal and professional development of its employees (training initiatives, career management, etc.) which enable us to make this area a key asset.



A COMMITTED AND RESPONSIBLE EMPLOYER

Promoting human values in Group activities

The HR Division ensures the proper application of employment law and the French Labor Code. Compliance with each person's rights and obligations is a priority within our HR policy and a key element of our Group's sound relationship with its employees. For the last few years, our company has also been committed to the following:

- a proactive employment policy, aimed at providing our employees with a pleasant workplace, and significant rewards in terms of benefits (pensions, healthcare and life & disability) and compensation (discretionary and statutory profit-sharing),
- a strong integration policy,
- a framework for career development.

The right to diversity, equal opportunities, the employment of disabled persons, the management of senior employees and the aim of greater gender parity are all fundamental values of our social policy, as they provide a great wealth and opportunities for sharing among our teams.

TOTAL GROUP WORKFORCE

December 31, 2019	3 124
December 31, 2018	2 746
December 31, 2017	2 479
December 31, 2012	1 282

Diversity as a source of differentiation and enrichment



- 42% of employees working outside of France
- 40 languages spoken
- 60 nationalities

Professional equality between men and women within the company

- 2019 gender equality index: 88/100
- 67% of employees were women as at December 31, 2019
- 60% of company executives were women as at December 31, 2019

Out of 125 employee promotions, 88 concerned women, i.e., 70% of cases at the end of 2019.





A COMMITTED AND RESPONSIBLE EMPLOYER

SIACI SAINT HONORE founded a professional network of women, the Cercle des Femmes S2H, with a view to promoting the role of women within the Group. To date, more than 250 female employees have taken part in more than five events per year.

A strong employee integration and support policy

Youth employment

- 59 work-study and professional training contracts
- 35% of employees are aged under 30
- 110 summer jobs

Employment of seniors

- An official company agreement in favor of employing seniors was signed in 2009.
- 12% of employees are aged over 55

On-going professional training

More than 15,000 hours of training were provided in 2019. More than 3% of payroll is devoted to training each year.

Actions in favor of disabled persons

To date, the Group employs 26 disabled persons. These employees enjoy appropriate and personalized support from the HR Division which charts employees' career development and well-being within the Group.

Since 2019, they have an annual meeting with the HR staff and are given two additional days of leave to allow them to attend medical appointments. In addition, the Group may request the visit of an ergonomist to review workstations and make any necessary changes.

Disabled interns

The Group regularly welcomes interns as part of a vocational rehabilitation program to learn about our business. We continue to develop new partnerships with training centers (Auxilia, Timbaud, Belle Alliance, etc.).



A COMMITTED AND RESPONSIBLE EMPLOYER

Participation in specialist recruitment fairs

Each year, we take part in various recruitment fairs devoted to disabled persons (Paris pour l'emploi, disability forums in schools, etc.). This is an opportunity for us to present the Group and what we can offer and to recruit employees with different profiles. SIACI SAINT HONORE wanted to expand its scope of action and took part for the first time in on-line recruitment sessions devoted to disabled persons.

Enhanced external communications

Each year, we publish articles on the Group and the initiatives we have conducted in specialist press.

Employee awareness initiatives

The HR Department has created a guide for managers which sets out the best practices to follow in terms of interviewing, integrating and assisting disabled employees. In addition, we organize an annual Group-wide employee awareness initiative, in particular during European Disability Employment Week.

Creation of partnerships with ESAT and EA structures

The Group works with various ESAT (centers providing care through employment) and EA (adapted enterprises) which supply us with meal trays during our internal training courses and gift boxes during our integration seminars, etc.

Acting in favor of health and well-being in the workplace

92%

of employees are proud to work for SIACI SAINT HONORE*.

This score reflects the many initiatives rolled out to promote employee well-being:

- In 2018, a collective agreement was signed to establish and organize regular teleworking. Following the transport strikes at the end of 2019, the Group rolled out mass teleworking, thereby enabling all its employees to work from home.
- Also in 2018, SIACI SAINT HONORE signed a collective agreement on the right to disconnect.
- In 2019, the Group became a partner of the Quality Work Life week organized by ANACT (France's national agency for improved working conditions) in June. For the first week of its kind, employees were able to attend workshops and conferences on well-being in the workplace.

* SURVEY CONDUCTED INTERNALLY INVOLVING AROUND 1,200 EMPLOYEES IN 201



A RESPONSIBLE CORPORATE CITIZEN THAT RESPECTS THE ENVIRONMENT

Supportive of community initiatives

Donating days of leave

In March 2018, a collective agreement was signed to establish a donation system for days of leave. Employees can now gift days of leave they have not taken to a colleague who has a relative in need of assistance. An initial donation of 9 days at the end of 2019 enabled a Group employee to have additional days to assist a relative living abroad.

Rounding up salaries

Our drive for solidarity has led us to support the Arrondi Solidaire program for many years. Set up in 2013, it is a system through which employees can donate cents from their salary. SIACI SAINT HONORE supplements the amounts donated with a 200% contribution. In 2020, a total of €31,699.32 was collected.

Patronage

SIACI SAINT HONORE has pursued its commitment to diversity in culture by supporting in particular the French National Monuments Center in the restoration of the Cabinet des glaces and the Cabinet doré of the Hôtel de la Marine. As part of this approach based on promoting French culture, we also support the movie industry through partnerships with the Cannes Festival and the French César movie awards.

The Group has supported the Raymond Depardon exhibition in addition to the Giverny Museum of Impressionism and the Chambord Estate as a patron.

In 2020, SIACI SAINT HONORE also supported Cappella Mediterranea, an ensemble led by conductor Leonardo Garcia Alarcon and will continue its drive to make opera accessible to all. Furthermore, SIACI SAINT HONORE is committed to the prevention of health risks and its teams take part in charity runs such as the Foulées de l'Assurance to support Adicare for cardiology research and the Course des Lumières for the Curie Institute. We also supported the French blind soccer championships in June 2019.

Direct environmental footprint

SIACI SAINT HONORE's business does not have a major direct impact on the environment. However, the Group strives to apply social responsibility principles to its operations and is committed to conducting environmental initiatives on a regular basis.

Responsible property management

Since our last publication, the project for HQE (Haute Qualité Environnementale) certification for the SEASON building is continuing to progress. The landlord of the SIACI SAINT HONORE headquarters was certified HQE Exploitation to the Very Good standard at the end of 2019. The Group has therefore been able to launch the co-certification process and has been preparing to obtain the certificate in 2020. This drive to move forward and include environmental challenges in the Group's DNA confirms that SIACI SAINT HONORE is a committed stakeholder. These buildings enjoy temperature controls, shorter lapses of time before lights are switched off and the automatic triggering of lighting through presence sensors.



A RESPONSIBLE CORPORATE CITIZEN THAT RESPECTS THE ENVIRONMENT

Responsible use of paper

In France, SIACI SAINT HONORE conducts a responsible paper policy with a view to reducing paper use, encouraging the widespread use of responsibly-sourced paper and recycling waste paper. In addition, we are continuing to digitize an increasing number of acts and procedures

A more responsible waste management policy

SIACI SAINT HONORE rolled out selective waste sorting on a voluntary basis, having provided collection stations in its premises in Paris and the Paris region (Season and Equinox) and in the Bezannes claims department for several years now.

In addition, once a year a session on how to sort, archive and dispose is held with a view to sorting and disposing of unnecessary paper.

In smoking areas and by the entrances to its sites in the Paris region, cigarette butt collection bins have been installed to recycle the cigarette butts of employees who smoke. The aim is to raise employee awareness of the importance of keeping the Group's buildings and their surroundings clean.

Thanks to employee involvement, the Group collected 181.3 kg of butts over 2 years (2018 and 2019), which accounts for the equivalent of 362,700 M3 of unpolluted water.

A sustainable consumption approach

Each year, 8 million tons of plastic end up in the ocean.

Aware of the urgency to take action, SIACI SAINT HONORE has decided to anticipate the regulation requiring companies to stop using single-use plastic set for 2021.

Since the last quarter of 2019, all employees on the Group's French sites have been drinking out of glass cups.

To round off this transition, the Group is also planning to stop using plastic bottles in the SEASON headquarters building from 2020. This site uses the most bottled water out of all our sites.



A RESPONSIBLE CORPORATE CITIZEN THAT RESPECTS THE ENVIRONMENT

Strong commitments

SIACI SAINT HONORE has been committed to the United Nations Global Compact since 2015. Its aim is to meet the 17 Sustainable Development Goals (SDG) set by the 193 UN Member States to take part in building a better world: stamping out poverty, protecting the planet and ensuring prosperity.

In 2018, SIACI SAINT HONORE joined forces with the *Act4nature* initiative to take real action in order to create solutions for the preservation of biodiversity, its restoration, its sustainable exploitation and the fair use of the advantages it provides.

On top of these collective commitments, SIACI SAINT HONORE develops its own initiatives:

- Supporting its clients in their commitments by providing Environmental Liability insurance solutions. The aim is to promote the sustained resilience and functionality of ecosystems in the event of damage or risk of damage.
- Improving its knowledge of the consequences of its business on biodiversity.
- Improving checks on the origins of its inputs by incorporating elements to cut greenhouse gas emissions and water pollution and to protect biodiversity in its supplier selection process.
- Raising employee awareness by developing knowledge.





A PARTNER YOU CAN TRUST

For SIACI SAINT HONORE, the Group's sustainable development could not be achieved without the trust that its clients and partners place in it.

In this respect, the Group strives to be as transparent as possible while strengthening its culture of business conduct and compliance.

The fight against corruption

In 2019, SIACI SAINT HONORE drew up its Code of Conduct.

This new Code of Conduct presents in clear terms the behaviors authorized and prohibited with regard to business conduct, in particular in relation to corruption and conflicts of interest.

In addition, it also demonstrates the Group's attachment to global and international compliance, as it is applicable consistently to all entities that make up the SIACI SAINT HONORE Group, while taking into account the option of adapting certain sections to local circumstances (subject to validation by the Group). This Code of Conduct will be disseminated to all Group employees in 2020 (in France and abroad).

Furthermore, a committee tasked with preventing and managing conflicts of interest was created and placed under the responsibility of the Group's Senior Management, so that the various aspects of ethics and compliance can be fully included.

Strengthening business conduct through prevention and training

In addition to the drafting of its Code of Conduct, SIACI SAINT HONORE believes that a good culture of conduct is achieved through proper awareness. The Group has therefore enabled more than 60 employees and company executives to attend a conference / training course on the French SAPIN 2 law on anti-corruption presented by Mr. Bernard CAZE-NEUVE, lawyer at the AUGUST DEBOUZY law firm.

This twofold exercise on awareness and prevention has contributed to making employees aware of this issue in their everyday activities.

SIACI SAINT HONORE has also taken the opportunity of drafting its Code of Conduct to strengthen its current notification system, and has decided to use a secure platform (ethicalert_s2h@mailfence.com). In doing so, the Group ensures full confidentiality and protection for any employee wishing to notify it of a possible breach of the rules governed by the Code of Conduct.





A PARTNER YOU CAN TRUST

The fight against money laundering and terrorist financing

SIACI SAINT HONORE continues to apply zero tolerance. At the end of the first quarter of 2019, the Group rolled out a mandatory e-learning module through which each employee learned best practices regarding the fight against money laundering, terrorist financing and international sanctions.

As at December 31, 2019, 65% of employees had received training.

On the same theme, SIACI SAINT HONORE continues to strengthen its internal control system, while remaining vigilant, on the basis of:

1. A procedure entitled “The prevention of money laundering and the financing of terrorism and the management of international sanctions”. All employees receive training on this issue.
2. Checks prior to and after the completion of transactions.
3. Systematic checks of international sanction lists prior to entering into any business relationships.

Personal data protection

Today, people are very careful with their personal data and are mindful of data protection. They wish to protect their confidentiality (in particular for financial and health-related data). They expect their privacy to be respected and that the companies to which they entrust their data to be capable of protecting it.

This is why the SIACI SAINT HONORE Group undertakes to guarantee the security of the data entrusted to it.

In addition to implementing procedures that meet this requirement, the Group also raises employee awareness through e-learning training modules. To date, more than 90% of employees have been trained. A DPO has been appointed to embody this commitment and to steer work to ensure compliance with the GDPR (General Data Protection Regulation).

