

# CSR 2022 REPORT

An ongoing improvement approach



orcom





# Editorial

**This is the 4th edition of the CSR report. How far have we come since 2018?**

**Our CSR report is evolving, reflecting our improvement approach.** Although our reason for being has not changed, we need to give further expression to our intentions in order to take this project forward over the long term. From a qualitative report, we have translated our commitment into initiatives, key figures and monitoring indicators to give concrete expression to our responsibility and its impact.

**Which common theme have you chosen this year?**

We are highlighting **our territorial approach to CSR**, which is expressed through cooperation between all of our teams in the regions, with a shared outlook: contribute to the development of our company while meeting our social and environmental commitments. In fact, we believe that territorial networking is so important that it defines our entrepreneurial adventure with a single motto "open up territories of opportunity".

**If you had to choose just one action for each strategic area, what would be your top four?**

**For innovation:** deployment of our training courses and our acculturation to IT publishers to take the lead in electronic invoicing;

**Quality of life at work...** The most difficult choice, I think, where every action is crucial to both individual and collective development. So I'll opt for the collective side, with a fun element: team building on all of our sites;

**For the environment,** it would be energy sobriety with our brilliant mascot, ORBI, and his eco-gestures;

**Finally, support for young people** with our third call for projects, "Terre-Mer & Jeunesse", by the ORCOM Foundation.

**Are there any new objectives for 2023?**

Last year, we set ourselves a three-year roadmap. We are therefore going to continue our actions to reach the objectives set in 2021, one of which is particularly important to me: supporting managers with the CSR assessment in their organisation. Each company, regardless of its size, should, depending on its CSR maturity, be able to initiate a transition approach. So, I am really looking forward to seeing you in September 2023 to reveal our new consulting offer dedicated to CSR.

**Emilie Thibault**  
Associate in charge of CSR



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# Vision

In 2018, ORCOM formalised its CSR approach, thus giving concrete expression to its commitment and deploying its strategic vision as a responsible company.

The quality of a company also resides in its ability to adapt and its agility to face the markets. The notion of performance should no longer only be linked to financial indicators, but should be considered in the light of new indicators where CSR - Corporate Social Responsibility - offers a strategic route.

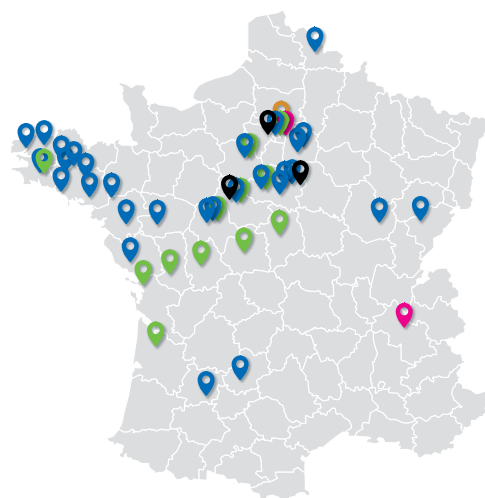
***“ Based on our four strategic levers, we are defining the benefits of CSR allowing us to redesign our chain of value, attract new talent and new customers, mobilise our stakeholders, build loyalty among our employees and partners, and stay ahead of regulations. ”***

# Common theme

## #COMMITMENT

### CSR ACTIONS IN THE REGIONS: THE COMMON THEME OF THE 2022 CSR REPORT

**ORCOM is firmly rooted and involved in its territories.** This regional networking of our sites, close to their stakeholders, is both a model of sustainability and a sustainable growth lever for the company. CSR is an integral part of every site and every region, and we want to get teams, customers and partners on board. That is why we have chosen for this 2022 CSR report the common theme of "CSR actions in the regions", to spotlight local actions carried out with one objective that brings us all together: acting in everybody's interest!



Guyana



Mauritius

In France, ORCOM is based in eight regions: Île de France, Centre-Val-de-Loire, Bourgogne-Franche-Comté, Occitanie, Hauts de France, Pays de La Loire, Brittany and Auvergne-Rhône-Alpes, and in Guyana. ORCOM also has international locations: United States, England, Asia, Mauritius.

**“ CSR, an approach driven and supported by management, with actions carried out by all teams on every site**

**”**

**8** Regions  
**44** Sites  
**1200** Employees

# *Reminder of our strategic focuses*

## **Innovation**



## **Quality of life at work**



## **Environmental impact**



## **Commitment to society**



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**A RESPONSIBLE COMPANY**

# Innovation

**ORCOM is resolutely focused on its customers**, at the service of companies.

Innovation, a strategic pillar of our CSR approach, reflects a multi-faceted and multi-pronged approach driven by general management and deployed at every level of our organisation.



***Cultivating our capacity to innovate  
to support our customers in their  
transformation and their performance.***



## INDICATORS & KEY FIGURES

### INVOLVE

2,821  
CONTACTS

### COMMUNICATE

10  
WEBINARS

### TRUST

94.41%

CUSTOMER LEAD  
COMPLETION RATE

### LOYALTY

7.39 YEARS

AVERAGE CUSTOMER  
SENIORITY

## Reminder of objectives CSR OFFER

Formalising a CSR offer for our customers is part of the objectives we set in 2021, with three years to implement it.

### Committing to CSR means choosing the path of sustainable progress

ORCOM depends on a code of ethics and transparency commitments that reflect its responsibility towards its customers. The development of a customer-focused offer responds to a shared belief: that CSR, beyond

its increasingly mandatory nature, is a powerful lever for sustainable performance, as long as we start working on it now, to build a responsible and respectful path for progress. 2022 was a decisive year for initiating work on this new offer so that everything is ready in 2023.

1

### ACCULTURATION

ORCOM has integrated the CSR lab of Alliance Eurus, the first meeting of which took place in March 2022. Designed as an idea incubator, the CSR lab speeds up the thinking and analysis phase, by interacting with actors from the sector and benefiting from their feedback.

2

### METHODOLOGY

A working group consisting of certified accountants, mission managers and the communication and marketing support functions has been set up. They received specific training. On the basis of one update meeting per month, they worked in sub-groups on three areas - Diagnosis - Certification - Entreprise à mission status.

3

### SCHEDULE

Creating a new customer offer involves validation, training and communication steps. The CSR offer is scheduled to be phased in from 2023 onwards, with the first step being validation by the Executive Committee in March 2023.



# Concrete ACTIONS

## #PREPARE

### **ELECTRONIC INVOICING**

Ruling 2021-1190 of 15 September 2021 introduced the gradual obligation to issue invoices electronically for B to B exchanges.

This is a major change for companies: the electronic invoice should be issued, transmitted and received in a structured electronic format allowing it to be automatically processed.

With ORCOM Solutions, ORCOM already has a software solution allowing its customers to create and send invoices in the correct format for the reform: format X.

But more generally, this reform will require managers to question their invoicing process and system.

As ORCOM is closely linked to the decisions of company directors and regulatory developments, the certified accountants and their teams are the most legitimate for analysing the situation of companies, the impacts of the reform and for supporting decision-makers in choosing the best technical solution.

**orcom** | SOLUTIONS



## #DEVELOP

### **ORCOM SETS UP IN MAURITIUS**

The creation of ORCOM Consulting at the end of 2021 in Mauritius meets two objectives: create new synergies and complete the French and international teams. Mauritius is a skilled region with high-level training and a particularly dynamic ecosystem in terms of accounting, auditing and consulting.



*Our ambition for ORCOM Consulting is to continue to strengthen the workforce, continue to develop skills and maintain a high level of agility with all ORCOM sites.*  
Etienne Piguet, associate,  
ORCOM Besançon.

# Concrete ACTIONS

## #ADAPT

### **A SINGLE POINT OF CONTACT**

The 2019 law for the growth and transformation of companies, known as the "Pacte" law, provides for the introduction of a single electronic point of contact for all company formalities, which opened on 1 January 2023.

ORCOM introduced a paperless system for legal formalities over five years ago. Thanks to this experience, the ORCOM legal was ready and able to adapt agilely to all the transitional phases before the final launch.

Along with electronic signatures, making formalities paperless is part of an approach to optimise time and efficiency for company managers.

## #FACILITATE

### **NEW OFFER FOR REAL ESTATE INVESTMENT COMPANIES**

Keeping on top of rental management administration can be time-consuming and often the manager, with the aim of simplification, entrusts management of their assets to their company's accounting department, despite the lack of confidentiality. To meet the needs of its real estate investment customers, ORCOM has created a new turnkey service offer that goes beyond bookkeeping and tax returns, to support its customers with the administration of their asset management.

## #TRAIN



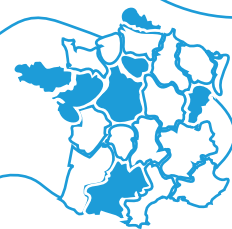
**THE ORVA CLUB** *Parlons actualité et stratégie sociale*

ORVA Avocats launched its Orva Club in December 2022, a club for managers, RHD and HR dedicated to current affairs and social strategies.

As legal developments and case law in employment law are ongoing and require companies to adapt constantly in order to incorporate the changes, seize the opportunities offered and secure practices, ORVA Avocats is broadening its offer and in 2023 will be offering human resources managers and professionals quarterly training hosted by Stéphane Duplan, Anne Laure Boutet and Amandine De Sousa Lousa.



# Common theme OUR REGIONS



## #INNOVATING IS ALSO

### **MOVING OUR PRODUCTION SYSTEM FORWARD**

Six months to change everything... That was the challenge that was successfully met by all our accounting teams. At the end of 2020, a decision was made to change the production software at the end of the 2021 tax season. Thomas Vatinel, associate at ORCOM Orléans, takes us through this accelerated migration, including training, transition and changeover.

*Thomas, we have changed our accounting software. Can you explain the context to us?*

In our professions, it is essential to have the most innovative and collaborative tools, for both our customers and our employees. We have to stay at the forefront to continue to evolve while ensuring a high level of service quality and complete security of our data. We had a tool that worked, but developments were limited.

#### **Why choose ACD?**

We constantly monitor our tools. ACD is a tried and tested software that enables us to secure our processes. It met all of our criteria and was selected by a group of associates and employees, both for its performance and its practicality.

#### **What were the steps of this software change?**

There were three major phases:

- 1- migration,
- 2- optimisation of settings for improved use (in particular automation and simplification of tasks),



*"Strategic tools are at the heart of our professions, therefore we need the right resources"*

- 3- optimisation and automation of closing tasks.

The migration phase was the biggest phase. The entire migration was processed by internal ACD administrators, who first trained ACD correspondents on each of our sites so that, subsequently, each employee could receive two days of training on the tool by these correspondents. To ensure the success of this migration, we had to rely on software correspondents. Regular monitoring took place, and it took six months - between two tax periods - to complete the migration.

It was important for this migration to succeed, because every employee will use the tool, whatever their level. The key to a successful migration is for it to take place over a limited period of time and for everyone to benefit from it.

# Common theme OUR REGIONS



## #INFORM

*"Innovating is also informing our customers on high-stake subjects and growing our ecosystem of partners to propose value-added solutions and synergies."*

### 2022 FISCAL NEWS: FACE-TO-FACE SESSION

In 2022, face-to-face sessions were able to resume, much to the delight of speakers and participants.

In January and February, teams from ORCOM's tax law consulting department went back on the roads to host 25 meetings on the 2022 Finance Act and other tax business. These moments were rich in exchanges with our customers, with explanations and advice provided by our experts.

#### **IN BRITTANY, RENEWABLE ENERGY IS CENTRAL TO FARMERS' CONCERNS**

Our customers from Brittany include many farmers, who are particularly affected by energy challenges. The meeting that took place in March in Pleyben, organised by several ORCOM sites (Morlaix, Brest, Carhaix, Gourin, Rostrenen and Quimper), was dedicated to developing the photovoltaic business.

Three experts attended to take part in discussions and respond to questions from 70 participants, based on the issue: "in concrete terms, how to embark on the photovoltaic path, finance and secure the setting up of the operation?"



#### **BESANÇON AND THE ISSUE OF PURCHASING POWER**

The end of the year saw unprecedented inflation accompanied by several government measures to boost purchasing power.

Our experts from ORCOM Besançon, Jérôme Wexsteen and Alexandre Petitclerc, in partnership with Swiss Life, hosted a meeting on the "Law on purchasing power: what's new for employers?".



# Quality of life at work

**Promoting well-being at work and being  
attractive to candidates:  
welcome, grow, build loyalty.**

The human capital of a company is an asset. Each employee should be able to flourish and follow their professional path in the best conditions. As our professions evolve and require a high level of commitment from our customers, we want to be both present for and attentive to our teams.



## INDICATORS & KEY FIGURES

### GROW

1.6 TRAINING  
DAYS PER PERSON/YEAR

863 EMPLOYEES  
RECEIVED TRAINING

### BUILD LOYALTY

7 YEARS  
AVERAGE SENIORITY

3/4  
AVERAGE SCORE FOR  
THE WORK / LIFE  
BALANCE

+6.5 POINTS  
INCREASE IN THE RATE OF  
EMPLOYEES WHO HAVE BEEN  
ABLE TO MANAGE THEIR  
RIGHT TO DISCONNECT

## Reminder of objectives

### IMPLEMENT AN OVERALL EMPLOYEE SATISFACTION BAROMETER

In an ongoing improvement approach, ORCOM wants to give its employees a regular say and to take note of their expectations to remain in tune with their aspirations.

Just like we did in 2018, we at Orcom responded to the survey by Alliance Eurus in 2022, conducted by an independent body, which questions employees of member accountancy firms every four years on their overall satisfaction.

All of the results collected enabled us to measure, through several indicators, the level of satisfaction of our employees and to implement a variety of measures. But we want to take the approach further and be able to define our own employee satisfaction indicators.

#### *The employee survey by ORCOM*

Thus, in 2024 ORCOM will be launching its own survey, which will still take place every four years and will be in addition to the Eurus survey. Employees will therefore be surveyed every two years. ORCOM will determine recurrent items in order to identify various quantifiable indicators at regular intervals, to be able to compare results and thus implement concrete actions.

# Concrete ACTIONS

## #ASSESS

### FEEDBACK FROM THE EMPLOYEE SURVEY

In view of the forthcoming introduction of an employee satisfaction barometer specific to ORCOM, Bruno Rouillé, Managing Director in charge of HR, tells us about the latest employee survey by Alliance Eurus.

The purpose of this survey was to identify the areas in which the firms are performing well, and to assess areas for improvement.

The survey concerned "the relationship to work post-Covid" and covered subjects central to current concerns, such as the work-life balance, flexibility in the organisation of work or internal communication.

The rate of participation was high: 65% of our employees responded, compared to 39% on average in the other Alliance firms.

Following this survey, workshops were organised with associates and managers to support the teams. The aim: to further improve satisfaction from working at ORCOM and to suggest new measures in line with the expectations identified in the survey.

**"OUR PRIORITY REMAINS THE PROFESSIONAL FULFILMENT OF OUR EMPLOYEES, THEREFORE WE CONTINUALLY STRIVE TO CREATE THE BEST CONDITIONS FOR THEM."**

Bruno Rouillé, Managing Director, in charge of Human Resources.



## #ACT

### FOCUS ON THE MAIN MEASURES IMPLEMENTED

These ideas, structured around four areas, were quickly turned into concrete actions:

#### Induction:

- extension of the mentoring period by two years for work-study employees to support them through their change of status after their course.

#### Sharing value:

- the gross monthly wage increased by 6% from September 2022 for all employees,
- acquisition of an additional "RTT" day off every three years,
- change in the calculation of individual profit-sharing for accountants to make it more dynamic and benefit as many people as possible.

#### Training:

- implementation of a specific training course, particularly to accompany employees changing status and who have to manage a team.

#### CSR:

- introduction of bonuses to recognise efforts made in travelling,
- raising awareness of teams about the issues of sustainable mobility and encouraging the use of greener forms of transport with the introduction of the sustainable mobility package.

# Concrete ACTIONS

## #RESPECT

### GENDER EQUALITY INDEX: THE CASES OF ORCOM ORLÉANS AND ORCOM PARIS

ORCOM is committed to an approach against gender inequality and applies its convictions daily, from the recruitment phase. In both the workforce and the association policy, women are an integral part of the operation of the company.

For several years, the high gender equality index rating has proven our will to continue to make professional equality a priority.



# Concrete ACTIONS

## #INCLUDE AND GROW

**THE ORCOM PATH: "BECAUSE YOUR PROFESSIONAL FULFILMENT IS OUR PRIORITY"**



## #DEPLOY

### ADAPT THE ORCOM PATH TO THE BRANDS:

*As part of the ACTIFORCES summer university, I presented the ORCOM path and its various steps at a workshop on the induction path for a new employee.*

*The teams then worked on the resources and the commitments of the path with the aim of transposing it at ACTIFORCES and thus making proposals for adapting it to their own activity.*

Jennifer Morey - Deputy Human Resources Manager

Formalised in 2020, the ORCOM Path is a guide given to new recruits during their welcome interview with their mentor.

It sets out the five steps in an employee's life at ORCOM: attract, onboard, grow, evolve and change.

After receiving the Marcom Prize for the accounting profession in the HR appeal category at the end of 2021, ORCOM decided to make it a highlight of its 2022 internal communication.

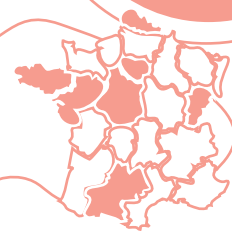
A large video campaign was launched, with the creation of a digital pathway to help people understand each step and give concrete expression to the commitments. New recruits at ORCOM thus have a fun way of accessing their colleagues' testimonials, and already established employees have access to good practices.

“

*We have to be attentive to our teams so that we can support them and help them grow.*

*Aurélie Pinsard - associate,  
ORCOM Orléans*

# Common theme OUR REGIONS



## #TEAM BUILDING

### #UPGRADE



#### **ORCOM AGEN HAS HAD A MAKEOVER.**

In 2022, the new premises on the Agen site were ready.



The premises have been entirely refurbished as part of the drive to offer a high-quality, modern and cheerful working environment to teams.

There is also a pétanque pitch for colleagues to have fun together after work!

### #UNITE

#### **RUÉE DES FADAS IN DIJON**

The ORCOM Dijon team took part in the Ruée des Fadas, a running race with obstacles.

Team building and fun were on the agenda at this well-known local event, which the Dijon team thoroughly enjoyed!



**ORCOM Besançon,**  
EKIDEN race



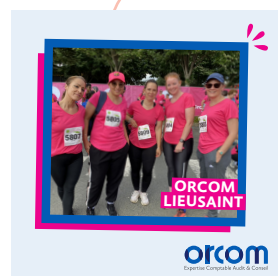
**ORCOM Orléans,**  
Orléans Métropole inter-company challenge



**ORVA Avocats,**  
Juris'Run



**ORCOM Villemandeur,**  
relaxing afternoon



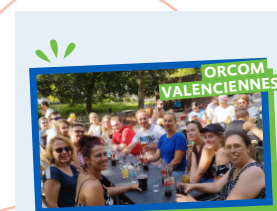
**ORCOM Lieusaint,**  
la Sénartraise



**H3P Levallois-Perret,**  
les foulées de l'immobilier



**ORCOM Nantes,**  
pétanque afternoon



**ORCOM Valenciennes,**  
friendly afterwork



# *Environmental impact*

## **Reduce ORCOM's environmental impact: measure, avoid, reduce.**

As part of its environmental policy, ORCOM has set the target to reduce the footprint of its business on the environment.

On its scale, ORCOM is driving initiatives and introducing concrete actions to improve its practices and get its teams involved in the approach, through informing and raising awareness.

## INDICATORS & KEY FIGURES

### EXTERNAL

69,482  
PAPERLESS INVOICES

20,983  
CUSTOMERS PAYING BY  
DEBITS / TRANSFERS

### INTERNAL

3,562<sup>M</sup>  
NUMBER OF PRINT-OUTS

321  
NUMBER OF PUBLIC TRANSPORT  
SUBSCRIPTIONS

2,715  
NUMBER OF KM  
TRAVELLED DURING THE  
MOBILITY CHALLENGE

## Reminder of objectives REDUCE PAPER PRINTING BY 10%

To assess the change in paper printing on a like-for-like basis, ORCOM is adjusting its benchmark indicator by basing it on the number of employees.

### A NEW CALCULATION METHOD

*ORCOM is a company in motion and its workforce grows at a sustained pace.*

In order to have a significant indicator of the number of print-outs, we therefore decided to calculate a ratio between the annual statement of prints from our printers and the number of employees at 31 December of the reference year.

This ratio now represents a key indicator, which will be studied each year, with the aim of reducing it by 10% over three years.

In 2021:

Number of print-outs: 3.448M

Number of employees at 31/12/2021: 1,179

2021 indicator: 2,924 print-outs/person

In 2022:

Number of print-outs: 3.562M

Number of employees at 31/12/2021: 1,230

2022 indicator: 2,895 print-outs/person

Our target in two years, with the 10% reduction, is to bring this ratio to 2,632 print-outs per person.

### RAISING AWARENESS AND ENCOURAGING ACTION

With the guidelines and good practices disseminated by the IT department which manages the printers, and the regular awareness campaigns carried out on eco-gestures, ORCOM ensures that its employees are strongly encouraged to only print necessary documents.

# Concrete ACTIONS

## #REDUCE

### ACT IN FAVOUR OF ENERGY SOBRIETY

An initial awareness campaign had already been created through a series of fun and educational videos on good practices to apply in the office.

In 2022, ORCOM got involved in this dynamic by proposing to install a thermometer with the image of ORBI, ORCOM's mascot, in each office to limit the temperature to 19°C.

ORCOM also installed LED lighting in the Paris offices to reduce energy consumption and thus have a more ecological approach. The aim is to roll out LED lighting across all sites.



## #RECYCLE

### CLOTHING COLLECTION

### MASSIVE EMPLOYEE INVOLVEMENT

For European Week for Waste Reduction, from 21 to 25 November, clothing collections were organised on all sites. This action in favour of people in difficulty was a great success, as shown for example by the quantity of clothing donated by the teams in Levallois:

*Two mini containers were provided by Emmaüs. Thanks to the collective mobilisation, 102 kilograms of clothing were recovered by the Emmaüs charity in Levallois-Perret. Patricia Pougoum, CSR Correspondent*



# Concrete ACTIONS

## #MOBILISE

### ***THE 2022 MOBILITY CHALLENGE***

For three years, ORCOM has been organising, for all of its sites and brands, an inter-site challenge, which takes place during mobility week in September. Testimonial by Corinne Rothé, mission director in Blois.

**Corinne, what does the mobility challenge represent for you?**

It's more than an internal communication drive; this challenge is above all the reflection of ORCOM's commitment to the environment. For the past three years, for one week, we have been encouraged, and actually all year long, to travel differently, not to use the car, but to use cleaner forms of transport, such as cycling. It's proof of ORCOM's commitment and of the company's motivation to get all employees involved in its CSR approach.

In fact, CSR is an everyday commitment. Personally, I have travelled by train every day for 20 years, and it's the same for some of my colleagues. Beyond our environmental impact, it also creates moments for meeting and sharing. Behind the means of transport, there are other consequences, particularly human, which are good to rediscover.

**The site of Blois won the mobility trophy for the second year running. How do you explain such motivation from the teams?**

We tackle this challenge with team spirit, but also with a competitive spirit. Although we try all year long to adopt good practices in terms of travelling - car pooling whenever possible - there is always greater involvement in September.



We optimise all the trips we can. By way of proof, in one week we managed to travel 445 "green" kilometres for just 14 employees! Okay, so we have one employee who travels 10 km per day to work, so that helped us. But above all it is a joint effort which allows us - our little ORCOM site - to keep our ORBI mobility trophy!

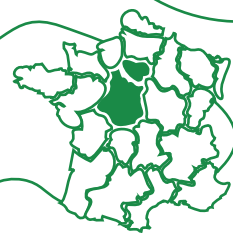
**Every year, the total number of kilometres travelled by all ORCOM sites and brands is transformed into financial support for a charity. Have you been able to choose your charity every year?**

In fact, ORCOM employees travelled 2,715 km during the 2022 challenge, and we were able to select the charity to which the ORCOM Corporate Foundation would pay the corresponding sum.

It was a pleasure for us to be able to highlight a local charity: the AAJB cycling section in Blois. We have known them for a long time, and we thought it was a wonderful operation because the cycling section trains young people. It thus brings the Foundation for youth and, of course, cycling full circle.



# Common theme OUR REGIONS



## #ACT

### **CLEAN WALKS FOR THE CVL REGION**

On 29 September 2022, our teams in Orléans joined the Objectif Zéro Plastique charity to take part in a clean walk on the banks of the Loire. Our employees joined in to pick up plastic, glass, cigarette ends, etc., to "leave nature cleaner".

On 5 November 2022, it was the turn of our teams from Montargis to take part in a clean-up event with the "Stop à la pollution, dépolluons" charity. Employees came with their families to clean up the surrounding nature.

These events bring everyone together and are a real wake-up call for all teams.

## #UNDERSTAND

### **THE PLASTIC FRESK**

On 27 October 2022, the "Objectif Zéro Plastique" charity organised a "Plastic Fresk" workshop in our offices in Paris 13.

Based on the famous climate fresks, the aim of this collaborative and scientific workshop was to improve understanding of what plastic is, what its impacts are and to encourage action from our teams, in both their private and professional lives.





# *Commitment to society*

**For ORCOM, making a commitment is  
a genuine strategic choice**

Beyond its involvement in the economic areas in which the company is located, ORCOM has always been strongly committed to young people, by welcoming them, training them and supporting their projects. Deeply rooted in our corporate culture, the ORCOM Corporate Foundation and the ORCOM school provide a fantastic springboard for encouraging young people.

## INDICATORS & KEY FIGURES

### COMMIT

22

ORCOM SCHOOL APPRENTICES

243

RECRUITMENTS  
(EXCLUDING TRAINEES)

### SUPPORT

21

PROJECTS SUPPORTED  
BY THE FOUNDATION

242

COMPANIES FORMED BY THE  
LEGAL DEPARTMENT

# Youth DNA

## INFLUENCE, DRIVE, ENGAGE

Since it was created, ORCOM has included the commitment to young people in its corporate strategy, by supporting young people in their careers, the ORCOM school and the Corporate Foundation.

ORCOM has always cared about taking on and welcoming young people. *"It's part of our values and culture. Young people represent the future"* explains Michel Martin, founder of ORCOM. Concretely, **our objective is to have 10% of the workforce who are apprentices.**

The ORCOM Corporate Foundation was set up in 2016, with the purpose of supporting all general interest projects and initiatives in favour of young people, and/or led by young people, in the economic, sporting, artistic, cultural, scientific, social or environmental fields. It supports many projects that aim to develop concrete, exemplary and innovative actions. It was therefore natural, when the Corporate Foundation was set up, to select youth as a vector of development to encourage young people in their projects.

In 2020, ORCOM went a step further with the launch of its own Apprenticeship Training Centre, further reinforcing its commitment to young people.

# Concrete ACTIONS

## #TRAIN

### *THE ORCOM SCHOOL*

The ORCOM School, the first Apprenticeship Training Centre in the Centre-Val de Loire region, trains tomorrow's professionals.

The vocation of the ORCOM School is to train future employees in all of the areas covered by the company: accounting, corporate law, tax, HR, etc., through a comprehensive and free training course leading to certification, and to give all young people in the regions a chance. With its strong attachment to the regions, **ORCOM wants to enable young people from every region to find an apprenticeship.**

In 2022, the Bachelor RAF (Administrative and Financial Manager) was replaced with the Bachelor RCF (Accounting and Financial Manager) and a new pay administrator vocational qualification was added to **complete the range of apprenticeships available.**

The new 2022 apprentices took part in their **induction day** in Orléans.



## #GUIDE

### *SUPPORT TRAINEE CERTIFIED ACCOUNTANTS*

For several years, CSR issues have gained in importance in trainee certified accountants' theses, which shows the growing interest of young people for these issues, and the perfect alignment with ORCOM's CSR approach, both internally and externally. It's only natural for our associates to pass on their knowledge of CSR issues and share it with young people.

The certified accountant diploma is known for its high standards, and the associates are committed to guiding their trainees along the path to success, particularly with the roadmap, a tool created by ORCOM and rewarded by the profession, which in particular sets the pace for the major stages in writing the thesis.

# Concrete ACTIONS

## #INFLUENCE

### AMBASSADORS FOR THE PROFESSION

The BNI (Business Network International) are business networks that are developed all over the country and make it possible to create synergies between professionals.

Many ORCOM associates and employees are members of their regional BNI. It's a way of highlighting our specific areas of expertise, and more generally, the support we provide to businesses.



**RUDY ROUSSEAU, ORCOM ASSOCIATE, SAINT QUENTIN EN YVELINES, MEMBER OF BNI CHARTRES PERFORMANCE**



Mickael Boscher, certified accountant, ORCOM Brest and Morlaix, joined the Board of Directors of UNECA.

UNECA (Union Nationale des Experts-Comptables Agricoles - National Union of Agricultural Certified Accountants) is a non-profit association set up in 1976 by certified accountants. Accompanied by specialist lawyers, the aim of the founders was to support certified accountants working in the agricultural and wine-growing sector or wishing to do so, by providing high-level technical information and always in line with the fiscal, rural and social realities of the activity.

After obtaining her certified accounting diploma, Alizée Penon-Murdza, ORCOM Orléans mission director, joined the club of young certified accountants as president of the Centre section, followed by the national bureau of the CJEC.



***I meet young colleagues, bodies and partners in the profession.***



# Concrete ACTIONS

## #SUPPORT YOUNG PEOPLE WITH THE ORCOM CORPORATE FOUNDATION

### A MAJOR EVENT FOR THE THIRD "TERRE-MER ET JEUNESSE" CALL FOR PROJECTS

In October 2022, the ORCOM Corporate Foundation organised, for the third year, a reward ceremony within the framework of its "Terre-Mer & Jeunesse" call for projects, launched in May 2022.

Over 60 projects were submitted, and only three passed the selection phase to become the future winners of this call for projects.

Keynote speakers for the evening, the kayakists Marlène Devillez and Nicolas Caussanel - supported by the Foundation - travelled from Norway to facilitate a film-debate on their film "Rivières, les sentinelles du changement climatique".

Over 180 guests - employees and customers alike - attended. A live public vote designated the prize order of the three winners.

The ceremony was a great success, combining youth, innovative projects and a great atmosphere.



### THE WINNERS OF THE 2022 CALL FOR PROJECTS

**Surfrider**, an association dedicated to the protection and the sustainable management of the ocean, and its project Osparito, a fun programme for children to learn about and act on the issue of marine pollution.

**Agrichief** led by Les Agriculteurs de Bretagne, is a regional operation that creates a tandem between an agricultural school and a hotel school. The aim? For hotel school students to understand the origin of the products they use, and for agricultural school students to see how the products are prepared by up-and-coming chefs.

**Under the Pole**, underwater exploration programme to raise awareness of children and companies. Combining scientific research and innovation, a caravan will be installed with virtual reality headsets, educational kits and web documentaries to help improve knowledge of the oceans and how to protect them.

# Concrete ACTIONS

**#SUPPORT YOUNG PEOPLE**  
**WITH THE ORCOM CORPORATE FOUNDATION**

## **THE PROJECTS SUPPORTED BY THE FOUNDATION FOR MANY YEARS**

### **AFAO, money banks for extrAOrdinary children**

AFAO is an association that aims to help and inform people born with atresia of the oesophagus (AO) and similar pathologies.

### **Maximilien de Sully high school - Orchestre class project**

Since September, 23 pupils from Maximilien-de-Sully high school have been spending part of their schooling learning to play a musical instrument and taking part in musical performances.

### **Coup de pouce - CLEM**

As a partner in academic success, the association aims to boost mathematical skills in primary schools.

### **Entreprendre pour apprendre**

Association to develop entrepreneurial spirit, develop skills and reveal talent.

### **FCEN - Le cahier d'activité nature**

The Fédération des Conservatoires d'Espaces Naturels (Federation of Conservatories of Natural Spaces) developed a holiday workbook with 120 games and activities to discover nature in a fun way!

### **The kayakists**

Extreme kayakist, Marlène Devillez and Nicolas Caussanel, travel on rivers to share their beauty and raise awareness about climate change.

### **Orléans International Piano Contest**

ORCOM supports the Orléans International Piano Contest, dedicated to the piano repertoire from 1900 to the present day, and its winners.

## **PROJECTS SUPPORTED FOR THE 2020 AND 2021 CALLS FOR PROJECTS**

### **Youth and international - 2021**

#### **Bel Ideal**

The association teaches French language and culture to children from North Macedonia.

#### **United School - Collégiens éco-citoyens**

The "Collégiens éco-citoyens" project enables high school students to share their discoveries and to discover in return. This helps to create a positive sense of emulation and to travel without leaving the classroom.

#### **Zellidja - Solo travel, the key to opening up to the world**

The ambition of Zellidja is to enable young people to open up to the world around them and to learn about themselves through travel.

### **Youth and sustainable development - 2020**

#### **En'jeux communs - common sense on the plate? Child's play**

This association uses games to raise children's awareness about the issues of our times and to enable each one to play a role in the transition.

#### **Sepant - Eco-school in Indre et Loire**

The Eco-school network began in France in 2005. There are now 1,900 schools, high schools and colleges committed to operating in an eco-responsible way by incorporating environmental education and sustainable development into their teaching.



# Concrete ACTIONS

## #ENCOURAGE

### *NEW PROJECTS SUPPORTED IN 2022*

#### **Jeanne Roche**

A young, high-level rower with an ambitious and promising future, Jeanne is passionate about rowing. Her long-term sports project is bold: join the senior elite French team, be a senior medallist and become one of the greatest by taking part in the Olympic Games in 2028!

#### **Mom’Nantes**

Part of the Réseau Môm’artre network, Môm’Nantes is an artistic child-minding solution for children aged 6 to 11 years. After school and during the school holidays, children from the Bellevue-Chantenay neighbourhood are initiated in artistic creation.

#### **Rire Médecins**

Rire Médecin conducts projects for sick children or victims of abuse at Orléans hospital. A duo of clown-comedians intervenes once a week to support around one hundred children during their stay in hospital.

#### **Orléans Zéro Plastique**

Orléans Zéro Plastique is an association that works to raise awareness about plastic pollution by organising clean walks, plastic fresks, etc.

#### **Planète Sciences**

Planète Sciences enables young people to discover science subjects in a fun way. The Foundation supports them with an educational programme in Seine et Marne.

#### **Objectif Mars**

Objectif Mars is an association that organised a Rocket League e-sport tournament and thus collected donations to help a disabled person.

**Historic partner of the Orléans International Piano Contest, the ORCOM Corporate Foundation is back to celebrate the competition's 30th anniversary.**

Between 2017 and 2019, the Foundation accompanied the Orléans International Piano Contest and its winners and is delighted, for the contest's 30th anniversary to once again be able to join forces with this competition for a special project around the world in 2024.

**CONCOURS  
INTERNATIONAL  
DE PIANO  
D'ORLÉANS**  
**REPERTOIRE  
XX-XXI**

# Common theme OUR REGIONS



## #GET INVOLVED

### **FOCUS ON THE CHARTRES BUSINESS TROPHIES**

In 2022, ORCOM Chartres partnered the first edition of the Trophées des Entreprises d'Eure-et-Loir. We look back with Yveric Foui, ORCOM Chartres associate.

***Yveric, the first edition of the Trophées d'Eure-et-Loir took place in September. Why did you want to be a partner?***

There were two important elements for us. The first: ORCOM has partnered the Trophées des Entreprises in several regions (Loiret, Franche Comté, Burgundy, etc.) for over 10 years, so for us it was natural to partner this edition in Chartres. The second: as an advisor to business owners, we wanted to support the economic development in our region.

***Can you tell us how this event was prepared?***

Of course! We were able to take part in the judging panel and discuss with the different partners, which led to new encounters. We also discovered the entrepreneurs' projects, and we were pleasantly surprised with the level of quality of the projects submitted in the six categories: innovation; digital; economic performance; responsible company; regional ambassador and the start-up battle. Through these categories and projects, we found similarities with our own skills' areas, and we became aware of the importance of developing them: the companies are very specialised in each category and we need to be able to support them with our brands.

***You rewarded a prize during the evening, can you tell us more about this?***

We chose to award the digital prize.  
ORCOM formalised its CSR approach in 2018.



Innovation is one of our four strategic areas, and digital technology comes under this. It seemed logical to us, because digital technology is an integral part of the support we offer at ORCOM. It also made sense in relation to our profession, which is becoming increasingly digital, but also because we support the Innovation City in Chartres.

***The Trophées d'Eure-et-Loir highlight the local economic fabric. Is it important for you to have local presence?***

Local presence is very important. Our Eure-et-Loir economic basin is between the Paris region and Loiret, which attracts a lot of very dynamic businesses. We are committed to being able to drive and support this dynamism, and to have the necessary visibility to accompany the development of local businesses. This edition was a real success, and we are eager to see the next editions and what they have in store for us!

# Common theme OUR REGIONS



## CENTRE-VAL DE LOIRE REGION



Continuing its partnership with Lab'O in Orléans, ORCOM is now a partner of Agreen Lab'O, a new incubator and accelerator for innovative companies which offer digital solutions and products dedicated to connected agriculture and e-planting. Involved in the agricultural sector for over 35 years, ORCOM brings together its start-up, agri-food and land&sea divisions to support start-ups in the Agritech field.



The ORCOM Orléans site has adopted a beehive thanks to "Adopte une ruche", a project led by two friends, the aim of which is to contribute to repopulating French bee colonies and thus boost the production and consumption of French honey.

For this, they offer companies the opportunity to sponsor a beehive managed by a bee-keeper, or to become a babee-sitter by installing a beehive on their company site. The two bee-keepers also sell French honey on their website and educate people in the challenges of protecting bees.



Four stages, including an individual time trial, were on the programme of the 43<sup>rd</sup> edition of the Tour du Loiret. Pascal Valton, associate director at ORCOM Villemandeur, handed over the white jersey for the first time. In keeping with ORCOM's motivation to encourage young people, this jersey rewards the leader of the best young person classification (under 23 years). Thomas DELPHIS inaugurated this new jersey!



## PAYS DE LA LOIRE REGION

In 2022, ORCOM Vendée Anjou took possession of the "Vendée - l'essentiel vient du coeur" label, which highlights the dynamism of companies in the region.

At the Trophées VendéeEssentiels awards ceremony for the Vendée regional label, Camille Pichon, associate certified accounting at ORCOM Vendée Anjou, had the pleasure of handing the prize in the "Hard Work and Tenacity" category to Delphine GUILLOU, director of "Des Histoires et des Mots". The event further boosts ORCOM's regional presence in Vendée.



For this second season with Jules Delpech, the skipper enjoyed moments of calm between races to share his experience and passion with ORCOM employees and their customers at various receptions. It was the opportunity to talk and to spend a pleasant moment by the water.

## RHÔNE-ALPES REGION

In 2022, STRATORIAL, an ORCOM brand, became partner of the Junior Downhill Skiing Championships, organised from 27 January to 2 February 2024 at Portes du Soleil.

An important event for up-and-coming downhill skiers, rarely organised in France (the last time was in 2010 in Chamonix, Saint-Gervais, Megève and Les Houches). For STRATORIAL, alongside the Département de la Haute-Savoie, this partnership reflects its attachment to the mountains and its region.



# Roadmap SCHEDULE OF TARGETS SET IN 2021 FOR THREE YEARS

34

	2022	2023	2024
<b>Create a CSR offering</b>	Preparation of the offer	Launch of the offer	
<b>Define an overall employee satisfaction indicator</b>	Reflection on an internal survey	Preparation of the internal survey	Roll out of the internal survey
<b>Reduce the number of pages printed by 10%</b>	Reduction of prints from 2,924 to 2,895 per person	Reduction of prints from 2,895 to 2,751 per person	Reduction of prints from 2,751 to 2,632 per person



