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GRUPE NOVELTY COMMITTS TO CSR

Responsibility and Sustainable Development
October 2023

SUMMARY

About us	3
Environmental responsibility	4
Corporate Social Responsibility	14
Economic responsibility	22
Sector references	24
International references	25
Group CSR policy	26

ABOUT US

The Groupe Novelty offers know-how and tailor-made support in Audiovisual Technical Solutions (Video, Sound, Lighting, Energy, Stage Structure, Technical Direction and Backline) through its locations and brands.

The Groupe Novelty is the European leader in audiovisual technical services. Eager to export its know-how and its “French Touch” internationally, it supports its clients all over the world:

BORDEAUX • CAEN • CANNES • LYON • MARSEILLE • NANTES • NICE • PARIS STRASBOURG • TOULOUSE • BARCELONA • BRUSSELS • DAMMAM • DOHA • DUBAI LISBON • LONDON • MADRID • MARRAKECH • MILAN • MONACO • RIYAD.

A state-of-the-art equipment fleet, teams of experienced professionals; this is how we make the difference!

A GROUP COMMITTED TO CSR

On the road to ISO 20 121 certification

At Groupe Novelty, we firmly believe that global warming is not inevitable. That's why, for many years, we have been taking steps to mitigate the environmental impact of our business.

The Groupe Novelty was one of the first technical service providers to be awarded the PRESTADD® label in 2011, attesting to its high environmental, social and economic standards. Building on this successful approach, Novelty Magnum Dushow Group has been committed to ISO 20121:2012 certification since 2019.

Our CSR policy promotes major areas of Sustainable Development



TRANSPORT OPTIMISATION

RESPONSIBLE PURCHASING

REDUCING NEGATIVE IMPACTS

MANAGEMENT AND RECYCLING PLAN

EQUIPMENT SAFETY

EQUIPMENT MAINTENANCE AND END-OF-LIFE



How is the Group committed?

To organise its approach for reducing the carbon impact of logistics transport, the Groupe Novelty relies on its eco-responsible logistics charter and its 8 improvement priorities:

- Raise awareness and train its employees in eco-driving by 2024
- Replace its vehicles with a more environmentally friendly fleet
- Anticipate equipment needs
- Ensure a quality process in the preparation of equipment before transport
- Optimise the volumes transported
- Use a transport optimisation tool
- Continue to share equipment logistics and inter-agency transport.
- Inform stakeholders of the share of carbon impact linked to transport

During services, local purchases are generally limited to small electrical equipment.





A FLEET OF ENVIRONMENTALLY FRIENDLY TRUCKS AND...

In order to reduce the carbon footprint of its logistics, the Groupe Novelty can now rely on a fleet of NGV trucks:

- 4 SCANIA G 410 A4x2NB trucks
- 1 IVECO S WAY CNG 460 4x2 truck

With these “heavy-duty” reinforcements that comply with current and future environmental standards, the Groupe Novelty is making its commitment to reducing its environmental impact a reality.



...A FLEET OF ENVIRONMENTALLY FRIENDLY ROAD VEHICLES

To organize its approach to reducing the carbon impact of human mobility, the Groupe Novelty can now rely on a fleet of light electric and hybrid vehicles:

- 4 MG ZS EV
- 1 MG Z4
- 1 KIA EV6
- 1 RENAULT Zoé
- 3 Tesla (Model S and 3)
- 1 PEUGEOT 508 SW HYBRIDE
- 3 PEUGEOT 3008 HYBRIDE
- 1 AUDI Q5 / A6 SW HYBRIDE
- 1 VW TOUAREG HYBRIDE
- 11 hybrid vehicles ordered

The Groupe Novelty is demonstrating its commitment to reducing its environmental impact through concrete actions.



Environmental responsibility





- TRANSPORT OPTIMISATION
- RESPONSIBLE PURCHASING**
- REDUCING NEGATIVE IMPACTS
- MANAGEMENT AND RECYCLING PLAN
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- EQUIPMENT MAINTENANCE AND END-OF-LIFE

How is the Group committed?

Our general purchasing policy is based on the consolidation of orders within the Groupe Novelty.

To ensure the sustainability of our supplies, we use a rigorous evaluation framework that assesses the quality of products, their environmental impact, and their alignment with our social values.

Furthermore, our responsible purchasing charter guides our employees and partners towards environmentally-friendly choices and promotes short supply chains.

As stewards of the planet, we prioritize energy-efficient products with a long lifespan and a meticulously planned life cycle for responsible use.

Product reparability is a priority for us, and we actively encourage our internal teams to carry out repairs whenever possible.

Environmental responsibility





GENERAL PURCHASING POLICY

Our general purchasing policy is primarily based on the consolidation of orders within the Groupe Novelty.

Products are selected according to the following criteria:

- Energy efficiency of the products
- Product lifespan
- Origin (we prioritize short supply chains)
- Weight and size of the products
- In-house reparability of the products
- Product life cycle (every technical product has at least 2/3 life cycles depending on its market typology)

The Groupe Novelty is a signatory of the **Supplier Relations and Responsible Procurement Charter**. Created in 2010 by the Mediation of Companies and the National Council of Purchasing, the Supplier Relations and Responsible Procurement Charter aims to encourage companies and public actors to adopt responsible practices towards their suppliers. It raises awareness among all economic stakeholders about the inherent challenges of responsible procurement and the quality of customer-supplier relationships.

Through this relationship of mutual respect and commitment, our strategic suppliers become true long-term partners, driving and contributing to the necessary changes and serving as catalysts for innovation in our activities.

Charte 
 RELATIONS FOURNISSEURS
 ET ACHATS RESPONSABLES
 SIGNATAIRE

LIGHTS, SAVINGS, ACTIONS!

The products used are developed by their manufacturer to be as energy-efficient as possible.

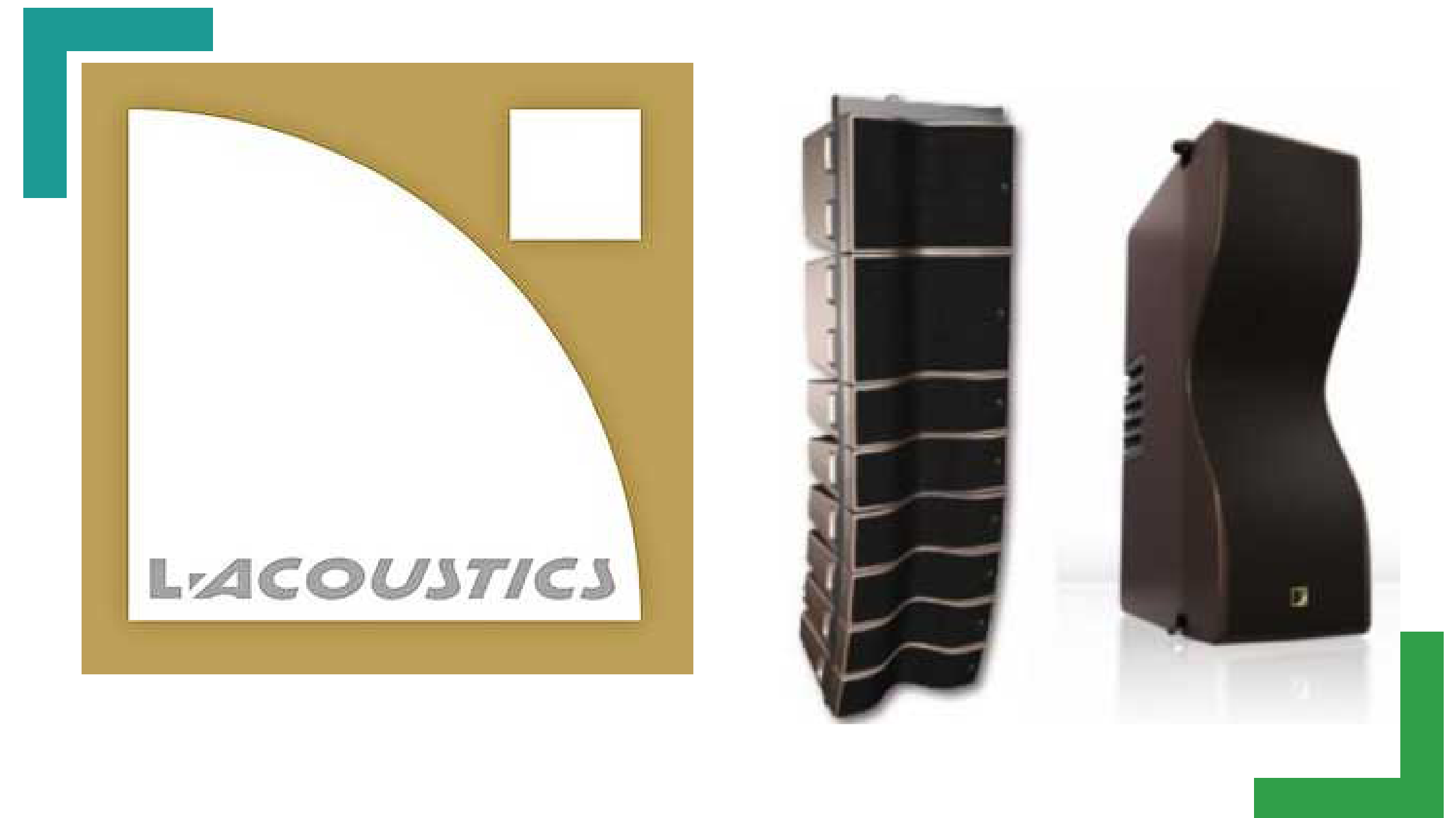
Among the lighting options offered by the Groupe Novelty:

- The Elation KL6 and KL8 LED Fresnel lights consume 150W and 350W, respectively, while their halogen lamp counterparts, the Desisti Leonardo/Monet 1kW and 2kW Fresnel lights, consumed 1000W and 2000W.
- The Elation AQ7 Zoom LED Pars consume half as much power as the black aluminum halogen Par 64 lights (250W instead of 500W).
- The ETC Source Four LED ellipsoidal lights consume 160W, while the halogen lamp ETC Source Four ellipsoidal lights consume 750W.

The Groupe Novelty leverages the latest technologies for improved energy efficiency in power-consuming equipment, for example:

- Laser projectors have an electrical consumption that is 35% lower than the previous lamp-based generation.
- Moving lights benefit from LED-based technology, reducing consumption by 25% to 55% compared to an equivalent lamp-based product, with an LED block lifespan up to 20 times longer than a lamp.





PERFORMANT AND SUSTAINABLE PRODUCTS

More broadly, the Groupe Novelty leverages the latest technologies and offers professional products from Robert Juliat (France), Martin (Denmark), Robe (Czech Republic), and Elation and ETC (USA) for LED lighting, resulting in energy consumption savings.

The sound system is based on L-Acoustics products, with research and development, speaker assembly, jointing, and metal part cutting taking place in France.

Groupe Novelty offers L-Acoustics products, a global reference in sound reinforcement, which undergo an ongoing improvement process:

- Power electronics, with Class D amplifiers in LA4 and LA8 in 2007 and the application of Power Factor Correction (PFC) in LA 12X power amplifiers in 2016.
- Mechanical improvements, including the reduction of the weight of wooden enclosures.
- Overall system enhancements to increase the acoustic energy output with a reduced number of equipment.

These products are regularly updated, and their expected lifespan is approximately 15 years:

- They are compatible across generations of equipment.
 - They are supported even when they are no longer in production (for up to 10 years).
- L-Acoustics products are sourced from European subcontractors to a 95% extent:
- The wood comes from PEFC-certified sites.
 - The birch plywood suppliers are ISO 14001 certified.

Environmental responsibility





TRANSPORT OPTIMISATION

RESPONSIBLE PURCHASING

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How is the Group committed?

Although the audiovisual technical service activity has little negative impact on the environment, the Groupe Novelty considers the following points in its risk analysis:

- The audience and on-site staff should not be exposed to sound levels that could have an impact on their health. Our teams ensure this, particularly in compliance with the Labor Code.
- Similarly, the provided lighting is designed and adjusted to avoid dazzling the client's audience and personnel.
- Outdoor screens can be programmed to reduce nighttime light pollution. The site supervisors, the stage manager, and every technician remain attentive to address any reported defects.



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MANAGEMENT AND RECYCLING PLAN

EQUIPMENT SAFETY

EQUIPMENT MAINTENANCE AND END-OF-LIFE



How is the Group committed?

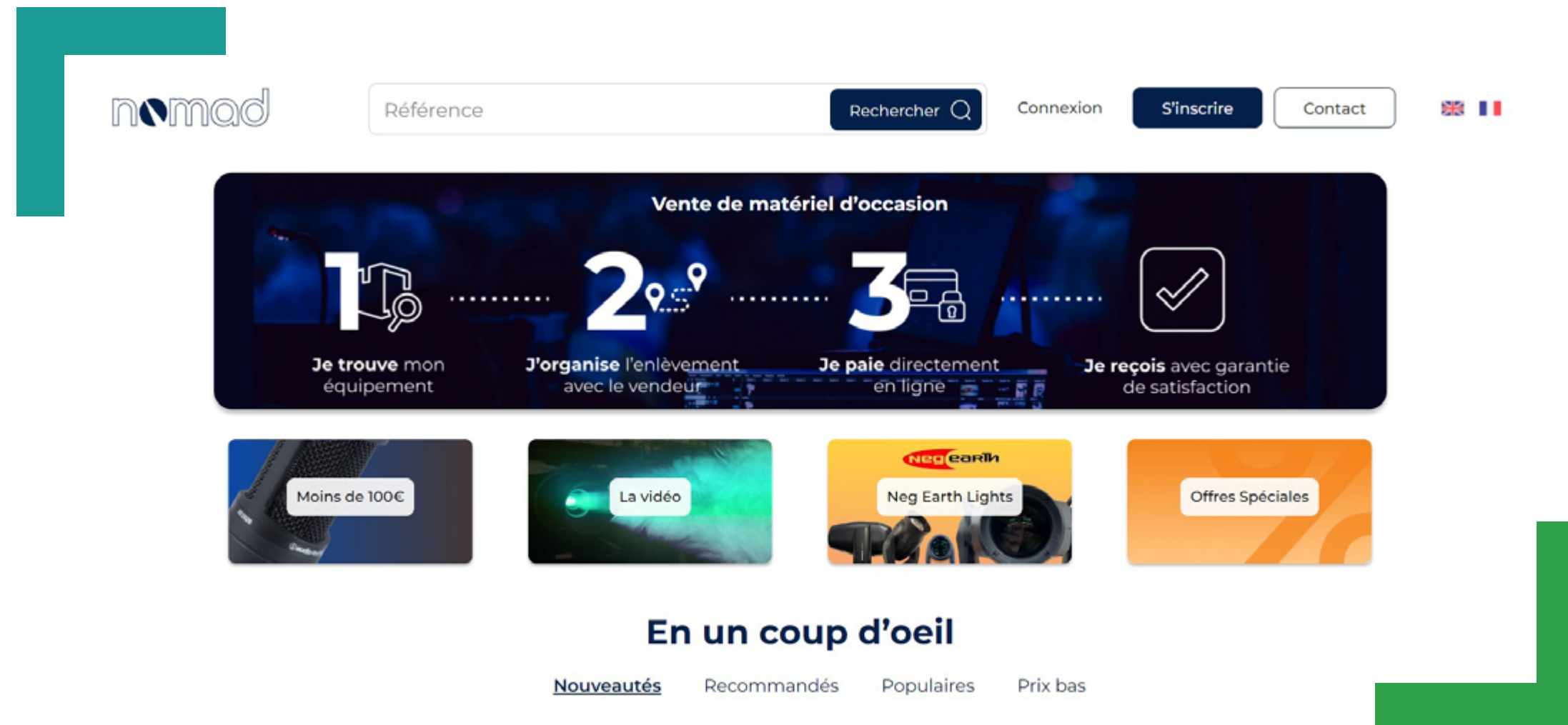
The audiovisual equipment is packaged in fly-cases for easier carrying and transportation. As a result, the packaging is processed and recycled in suitable channels upstream of the services. However, in the case of packaging small equipment or additional accessories in cardboard, the packaging will be sorted and placed in dedicated recovery bins.

The Groupe Novelty maintains a sufficient stock of cables equipped with connectors to meet the varying length requirements and equipment needs. Therefore, all cables are collected for reuse in other services.

In the event of equipment breakage, regardless of the type, it will be stored and removed from the site with the rest of the equipment. It will then be handled by the maintenance teams at the depot.

It is important to confirm on-site that there is an organized system for selective sorting.





ONE PERSON'S EQUIPMENT IS AN OPPORTUNITY FOR OTHERS

With 10% of its turnover invested in renewing its equipment, the Groupe Novelty faces the question of handling incoming and outgoing equipment.

Upon receiving equipment, it is integrated into fly-cases to protect it and facilitate its transportation and handling. When it exits the stock, several options are available.

Firstly, the Groupe Novelty has established a subsidiary dedicated to selling its end-of-life equipment: Nomad®.

The Groupe's entities regularly organize sales of used equipment through various channels (auctions, social networks, B2B, B2C) to give the equipment a second life. The equipment can also be reused for spare parts.

As the Groupe Novelty is an Ecosystem® WEEE Pro point, the equipment can alternatively follow a treatment and recycling process in line with sustainable development principles. In 2022, the Groupe Novelty entrusted several tons of WEEE Pro and several hundred kilograms of tubes and lamps to Ecosystem®.

**More than €290,000 in used equipment sales.
3033 kg of DEEE Pro in 2021, 127 kg of tubes and 221 kg of lamps recycled in 2019.**

FOR THE ENVIRONMENT, FEWER ERRORS AND ERRORS MAKERS

The Groupe Novelty generates a limited amount of waste in technical services:

- Technical consumable products such as gaffer tape and plastic cable ties are classified as non-hazardous waste (DND).
- Potentially aerosol paint cans are classified as hazardous waste (DD).

DND waste will be locally collected using our own means and delivered for the organization's general waste collection. DD waste will be integrated into the recycling process upon return, unless a local collection point is available.

We use rechargeable batteries for small RF transmitters, remote controls, etc. If teams need to use disposable batteries, they will be recycled through Corepile®, of which we are a collection point, with 472 kg of batteries collected in 2021.

472 kg of batteries recycled in 2021.

Environmental responsibility



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How is the Group committed?

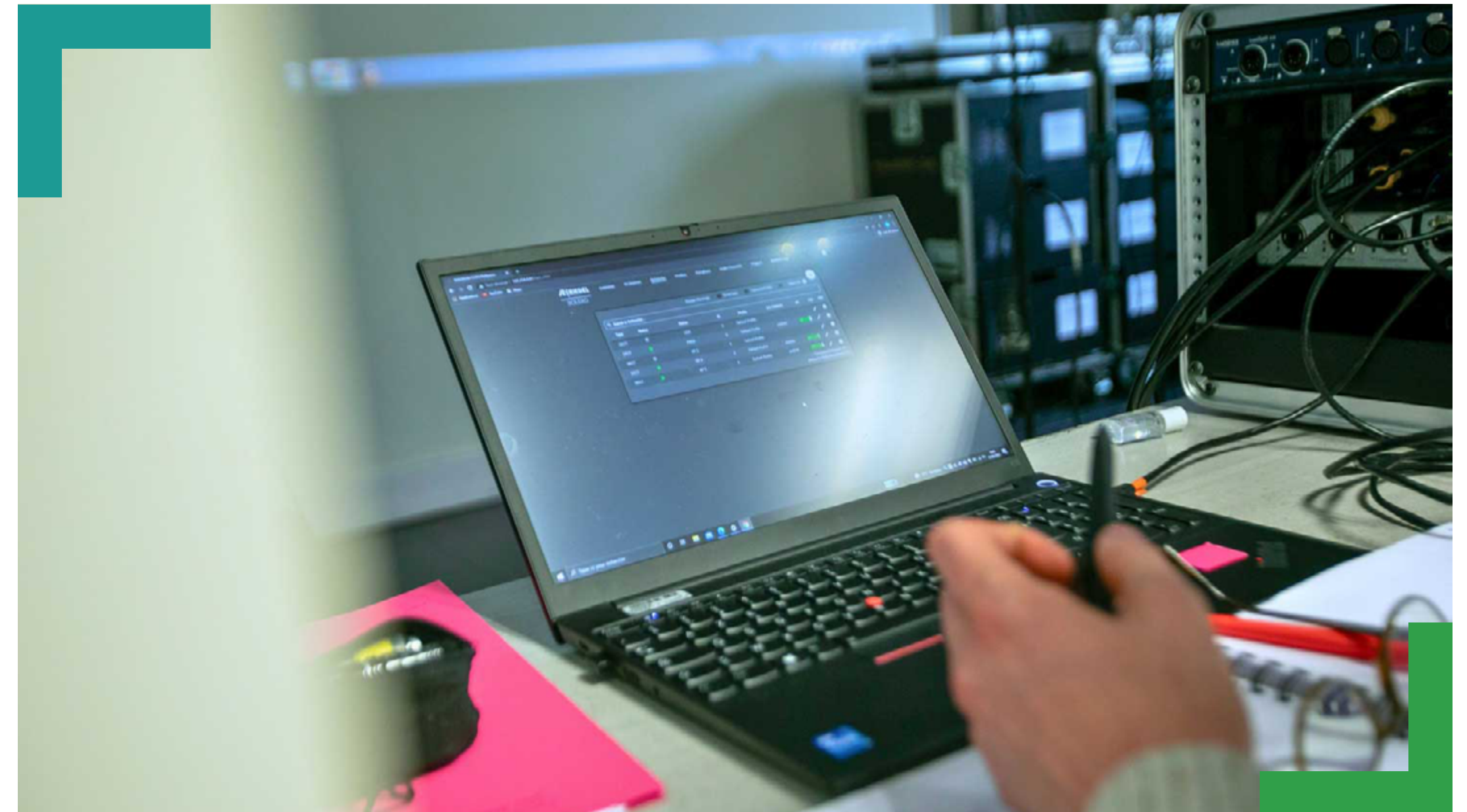
The LED-based equipment implemented for the client is designed, tested, and proven to meet professional requirements for reliability, implementation, and technical quality.

For example, the Artiste Picasso automated moving light consumes 1000W, while its discharge lamp equivalent, the Martin Viper Performance effect light, consumes 1194W. However, the discharge lamp has a lifespan of 750 hours, whereas the LED engine lasts for 10,000 hours.

They comply with the certification requirements for electronic equipment and supporting structures, ensuring the safety of individuals, technicians, and the audience.

For example, the MARTIN Mac Quantum Wash RGBW LED moving light adheres to current European directives and standards for the safety of personnel and the audience.





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AND END-OF-LIFE**

How is the Group committed?

Our purchasing policy and the competence of our personnel allow us to benefit from training provided by the manufacturer.

These training sessions have the effect of facilitating the internalization of equipment maintenance, with the following benefits:

- Development of our team's skills.
- Reduction of equipment downtime.
- Minimization of trips to the manufacturer.

Our in-house technicians handle 70% of the technical maintenance requests, while the remaining 30% is outsourced to manufacturers or specialized subcontractors (e.g., LED panels). At the end of their life cycle, the equipment follows the disposal procedures as detailed above.

Environmental responsibility



WORKING CONDITIONS AND REGULATORY COMPLIANCE

WORKING CONDITIONS AND SOCIAL DIALOGUE

PROMOTION OF DIVERSITY AND PROFESSIONAL EQUALITY

ACTOR OF DIVERSITY AND PROFESSIONAL EQUALITY

TRAINING, PROMOTION, AND CAREER MANAGEMENT

PRÉVENTION DES RISQUES SUR LES PRESTATIONS TECHNIQUES

How is the Group committed?

The Label Prestataire de Service du Spectacle Vivant® was created in 1998 by the social partners. In 2008, the extension of the collective agreement for technical companies serving creation and events (IDCC 2717) made it compulsory for companies falling within its scope and wishing to use a fixed-term contract.

The entities of the Groupe Novelty are all certified by the national commission of the Label Prestataire de Service du Spectacle Vivant®.

Holding the Label Prestataire de Service du Spectacle Vivant® means demonstrating every two years that the company complies with conventional rules, safety standards and regulations, and responsible use of temporary workers.

The Label Prestataire de Service du Spectacle Vivant® represents a guarantee of compliance with conventional rules according to a function and remuneration scale appended to the Collective Agreement.



The companies of the Groupe Novelty apply the Collective Agreement for Technical Companies in the Service of Creation and Events (IDCC 2717) for the duration of working hours. The schedule includes one rest day over a period of 7 days worked.

All services are subject to regulatory declarations to the administration, which in turn issues the tax and URSAFF statements.

When planning the number of staff for a service, the Declarations Prior to Employment are generated and the employment contracts are sent to the staff who sign them digitally.





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PRÉVENTION DES RISQUES SUR LES PRESTATIONS TECHNIQUES

How is the Group committed?

Following the Labour Law of 2017, the Groupe Novelty has organised the elections of the Social and Economic Committee at the end of 2019 within all its entities, in relation with the company's Trade Union Delegate. The members of the Health, Safety and Working Conditions Commission (CSS-CT) have been appointed at the meeting and the constitution of the different commissions has been posted.

The Groupe Novelty is a signatory of the PRESTADD® Diversity Charter, which defines the rules to be followed and the principles of anti-discrimination in all its forms in all stages of human resources management.

The Groupe Novelty has never been the subject of legal action or convictions under article L. 1146-1 of the French Labour Code or article L 225-1 of the French Criminal Code, relating to discrimination.





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PRÉVENTION DES RISQUES SUR LES PRESTATIONS TECHNIQUES

How is the Group committed?

Welcoming disabled people and integrating them into the group's companies over the long term is a pillar of the policy to combat exclusion and discrimination.

While the number of employees subject to the law has been growing every year since 2011, the Groupe Novelty's actions are reflected in the AGEFIPH rate, which is 4.6% of the workforce subject to the law.

With an AGEFIPH rate of **4.6%** in 2021, the Groupe Novelty is above the private sector, whose direct employment rate is **3.5%** (source DARES 2021).





A COMPANY COMMITTED TO SOCIETY

The Groupe Novelty follows a policy of recruiting and training young individuals and job seekers.

For example, MAGNUM, which is located in the heart of priority neighborhoods of urban policy (QPV) in Val d'Oise, hires job seekers and young people supported by a local mission. Since 2018, MAGNUM has recruited 10 Emplois Francs*.

Transmission of knowledge is a strong principle at MAGNUM. Whether on service sites or in the warehouses, it is customary for the more experienced employees to pass on their expertise. This mindset has been realized through the training of mentors, with 28 trained since 2011, and by the signing of the first two generation contracts in Val d'Oise for a company with over 50 employees on September 30, 2013.

**Emplois Francs is a hiring support program aimed at addressing the inequalities experienced by some of our fellow citizens: with equivalent qualifications, age, and background, it is indeed more challenging to access employment for residents of priority neighborhoods of urban policy (QPV). (Source: Ministry of Labor, Full Employment, and Inclusion).*

WORK FOR EVERYONE !

The entities of the Groupe Novelty have signed an agreement with the employee representatives concerning gender equality and quality of life at work within the company. Article 1 of this agreement addresses the balance between personal and professional life, Article 2 outlines the objectives and measures to achieve gender equality, Article 3 focuses on measures to combat all forms of discrimination in recruitment, employment, and access to professional training, and Article 4 concerns measures related to the professional integration and retention of disabled workers. This agreement was renewed and signed in May 2022.

Although historically, technical roles in the entertainment and event industry have been predominantly held by men, the Groupe Novelty promotes gender parity and equality between women and men. In governance functions, the General Management, and operational leadership roles, the gender parity index is at 33%.

The client's project manager will encourage leaders to seek a balance between female and male applicants.



WORKING CONDITIONS AND
REGULATORY COMPLIANCE

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PROMOTION OF DIVERSITY AND
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TRAINING, PROMOTION, AND
CAREER MANAGEMENT

RISK PREVENTION IN TECHNICAL SERVICES



How is the Group committed?

The Groupe Novelty is a founding member of **GEIQ RSE**, the employers' group for the integration and qualification of stage and event resources. Noting a lack of trained staff in the field of electricity applied to the entertainment industry, the Groupe Novelty undertook to recruit young people in difficulty in priority areas, to create a stable and motivating framework so that they could obtain a Professional Qualification Certificate recognised by the profession and to offer them permanent employment opportunities. The GEIQ RSE built the educational pathway with the Fondation des Apprentis d'Auteuil and La Filière, the branch's Professional Training Centre, with the support of the DIRECCTE.

This project was awarded in the «Integration of talents» category during the «Top 10 recruiters of diversity» organised by the MOZAÏK-RH Foundation on 27 November 2018 at the Ministry of Economy and Finance.





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TRAINING, PROMOTION, AND CAREER MANAGEMENT

RISK PREVENTION IN TECHNICAL SERVICES

How is the Group committed?

The Groupe Novelty's training policy has two main focuses: risk prevention and skills development.

On joining the company, employees receive general safety training. Individual training takes into account the legal obligations relating to the staff's tasks, with a view to ensuring health and safety: driving machinery, mobile elevating work platforms and working at heights, electricity, prevention of risks linked to physical activity, to name but a few.

This year, the Groupe Novelty has 144 apprentices and professional training contracts, i.e. 16% of the Group's workforce.

By organising team training on new equipment, the Groupe Novelty is helping to:

- Develop the skills of the technical teams.
- Bring equipment maintenance in-house.
- Reduce equipment downtime due to shipping.





POEC, TRAINING A YOUNG PERSON IS CHANGING A LIFE

The Groupe Novelty has recruited new talents for its teams through the POEC.

POEC stands for Collective Employment Preparation (in the field of stage assistance). It is a collective training program for job seekers, financed by Pôle emploi and Competency Operators (AFDAS). Its objective is to train multiple job seekers in the skills required by specific companies in a designated area.

Pôle emploi - AFDAS - EMC - Artek - DREETS OF 95



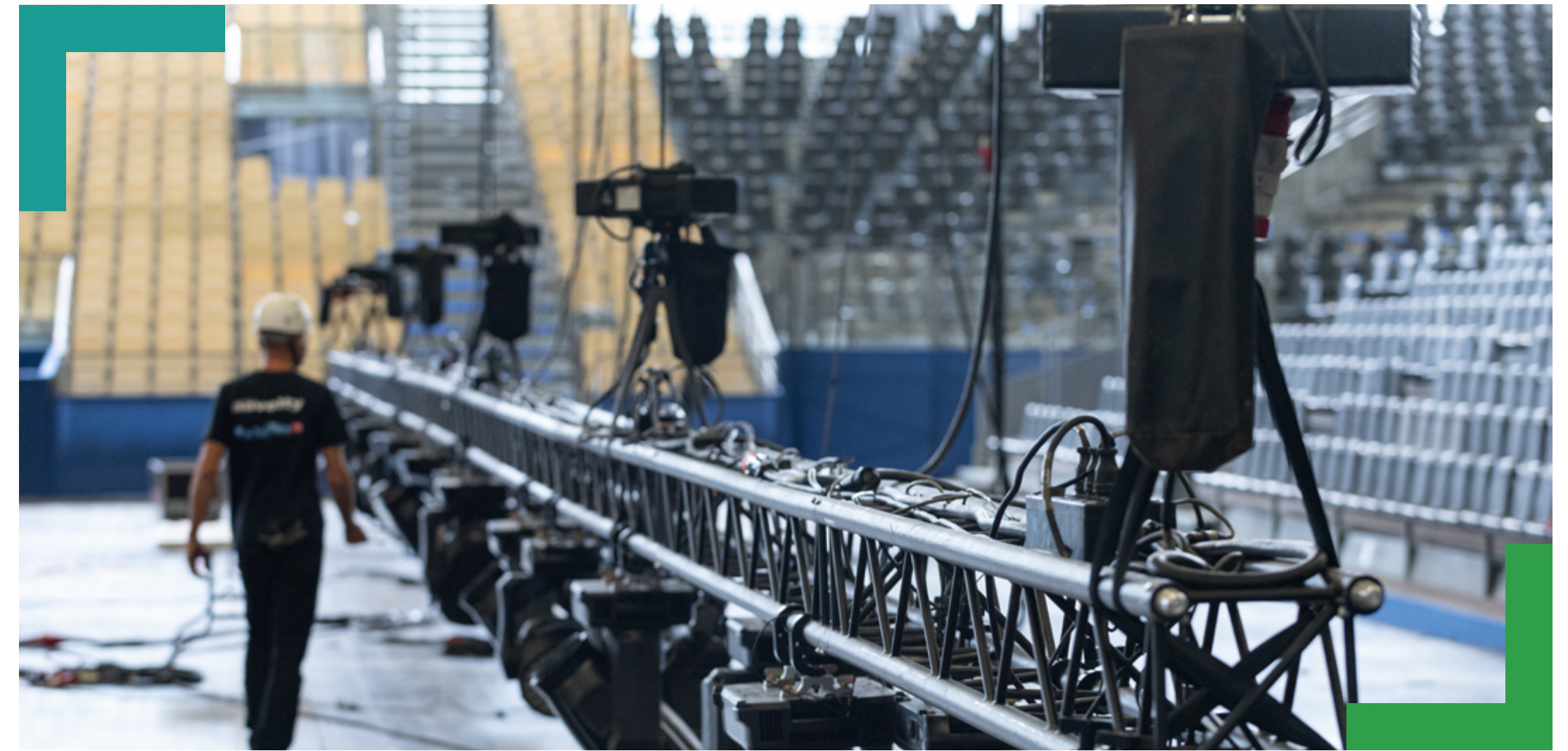
GEIQ : A NEW COHORT 2022-2024

12 students from the GEIQ (Employers' Group for Integration and Qualification) have started their training at the Training Center. The members and partners of the GEIQ association introduced themselves. A journey rich in knowledge and adventures was presented to the students for this 18-month program.

The objectives:

- Define a professional project.
- Access to training and qualification.
- Gain professional experience through apprenticeship.
- Receive personalized training.
- Receive regular socio-professional support and guidance.
- Have the opportunity to find employment upon completing the program.





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RISK PREVENTION IN TECHNICAL SERVICES

How is the Group committed?

The Safety Manager, specialised in the prevention of professional risks in the event industry, assists the Groupe Novelty's commercial and technical teams in each phase of the project, from the call for tenders to dismantling, for risk analysis and regulatory advice.

As a contact person for the prevention specialists and the IPRP for the drafting of the Prevention Plans or the Particular Health and Safety Protection Plans (PPSPS), they will be the contact person for the SPS Coordinator appointed by the Purchaser.

On average, they carry out more than **100** missions per year in the field, during Joint Preliminary Inspections (JPI), assembly and dismantling operations. Their reports on site audits are sent to the Project Manager and the Site Supervisor.

Our equipment must be CE marked. (It meets the requirements of the Labour Code, the Machinery Directive and the Construction and Housing Code, particularly for ERP. The textiles are selected to be at least M1.





Achieving ISO 20121 certification, an international standard for sustainable event management, demonstrates a deep commitment to sustainable development. This reflects the Group's values, aiming to be a leading figure in the event industry by adopting eco-friendly and sustainable practices.

ISO 20121:2012 CERTIFICATION

ISO 20400:2017 STANDARD GUIDELINES

How is the Group committed?

Towards Continuous Improvement

ISO 20121 certification requires a continuous improvement approach. We are committed to regularly reviewing and enhancing our processes to ensure compliance with sustainability standards.

This approach fosters innovation and efficiency, enhancing the customer experience, and ensuring the safety and well-being of our employees.

International Recognition

ISO 20121 certification strengthens the Group's reputation among clients, partners, and other stakeholders.

Employee Engagement

Employee engagement is a crucial pillar of the Group's success. By adopting sustainable practices and obtaining relevant certifications, we aim to create a more inspiring and motivating work environment for our teams. These initiatives demonstrate our commitment to social and environmental responsibility, which bolsters our employees' sense of pride and belonging.





ISO 20121:2012 CERTIFICATION

ISO 20400:2017 STANDARD GUIDELINES

How is the Group committed?

The Groupe Novelty is committed to the principle of responsible purchasing as defined by the ISO20400:2017 standard, i.e. purchasing that has the most positive environmental, social and economic impact possible over the entire life cycle.

In addition to the certification process, the Groupe Novelty is building a purchasing database with benchmarks for sustainable development criteria, including:

- Meeting delivery deadlines, availability of personnel, compliance with safety instructions, compliance with contract requirements
- Provision of operating and support level 1 & 2 training by the supplier
- State of the fleet, training of drivers, proximity of service providers and stocks

Economic responsibility



SECTOR REFERENCES

SYNPASE

« Ambassadors for Equality »

The Groupe Novelty actively engages in the industry and contributes to the evolution of the profession as a member of the board of directors of SYNPASE. SYNPASE, a professional union, was established in 1988 with the mission of representing and advocating for the interests of Audiovisual, Stage, and Event Service Providers.

The Groupe Novelty is a member of the national HR Club organized by Pôle Emploi, which brings together HR managers from companies across various sectors to discuss labor market developments.

The HR Director of Magnum has been designated as an «Ambassador for Equality» in the Île-de-France region by the Ministry of Labor.



PRESTADD® LABEL

One of the First Companies

The Groupe Novelty was among the first technical service providers to be awarded the PRESTADD® label in 2011, thereby demonstrating its high standards in environmental, social, and economic aspects.

PRESTADD® is an RSE (Corporate Social Responsibility) label and tool designed to guide companies in the entertainment and event industry in their sustainable development efforts.

On July 5th and 9th, 2021, the PRESTADD® Label Award Committee renewed the label for Magnum and Dushow for the period from November 19, 2020, to November 18, 2024. Novelty is currently in the process of renewing its PRESTADD® label.

N133 LABEL

Label Provider of Services for the Performing Arts

The Groupe Novelty holds the «Label Provider of Services for the Performing Arts» (Label Prestataire de Service du Spectacle Vivant®) number 133. This label demonstrates adherence to conventional rules, recognized expertise, qualified and supervised staff, compliance with safety standards and regulations, and responsible use of intermittent employment.

This label is awarded by clients and service providers' employees through their professional organizations, as well as by label holders elected by their peers. In addition to the three constituent bodies - Employees, Clients, and Label Holders - Pôle Emploi Spectacle (the French Employment Agency for the Entertainment Industry) serves as an observer on the National Label Committee.

INTERNATIONAL REFERENCES

ISO 20121:2012 CERTIFICATION

Responsible Event Management

Due to its position in the events ecosystem, the Groupe Novelty can contribute to making services more virtuous. In line with this, we are logically continuing our ISO 20121:2012 certification process for Responsible Event Management in 2023.

The Groupe Novelty is actively engaged in this certification process, which aligns with our commitment to continuous improvement. This effort is aimed at enhancing service quality, customer satisfaction, expertise, risk prevention, and local involvement while reducing environmental impact. The company is being guided in this journey by the IPAMA consultancy, and certification is anticipated for 2024.

ECOVADIS® LABEL

CSR Certification

The Groupe Novelty continually works on its CSR (Corporate Social Responsibility) and Sustainable Development perception by addressing various aspects. This is reflected in its EcoVadis® rating.

The Groupe Novelty's efforts have been rewarded with EcoVadis® certification. The entities within the Group have received ratings at the Bronze and Silver Medal levels.

Our goal is now to achieve a Gold Medal rating.



GROUP COMMITMENTS

Our policy outlines three key pillars for building our growth project, in line with the principles of sustainable development (duty of vigilance, duty of inclusion, integrity, transparency), and based on human values, quality, and expertise.

AXIS 1: Economic *Our Commitments*

- Act at all times in accordance with our ethical principles.
- Provide visibility and long-term meaning.
- Incorporate CSR criteria into decision-making.
- Commit to creating shared value

AXIS 2: Environment *Our Commitments*

- Embrace eco-responsible behavior in our activities.
- Support the circular economy

AXIS 3: Social and Societal *Our Commitments*

- Retain employees
- Promote the diverse and multicultural human wealth of the group.
- Develop local communities.
- Operational cross-functionality and sharing of best practices

