

Our CSR* policy

Purely and simply **Elis**



* Corporate social responsibility

We empower your day



Purity and simplicity are **Elis**'s hallmarks

Because we are conscious of our role in society, we have placed the circular economy at the heart of our development. As a result, we are committed to implementing the necessary processes and actions **to satisfy our customers**, while reducing **our environmental impact** as far as possible and developing **conditions conducive to a climate of trust and respect** with our employees and our partners.



Purity
that feels
good

Reconciling service with responsibility, while building a model which is respectful of both people and the environment, allows us to offer our customers solutions of which they can be both satisfied and proud.



Pure air
now!

We all need to do what we can to conserve our planet's natural resources. At Ellis, we are aware of this necessity and are working hard to achieve it. We have established processes which consume less and less energy, we carefully select our raw materials so as to limit our environmental footprint, and we give priority to responsible supply chain partners.



Pure respect

Fostering diversity, helping everyone's potential to blossom, implementing the best possible working conditions, encouraging gender balance, refusing to compromise on the transparency of information and more: at Elis, interpersonal relationships are marked by respect and integrity.

Taking responsibility for our impact on society through responsible products and services



Respecting the Elis Code of Ethics throughout the value chain, across all functions and countries where we operate



91%

of direct purchases are covered by a CSR assessment of the supplier.



Ensuring that our products are produced in a manner that respects the people involved in their production while preserving our common assets: the planet and its natural resources

10 years

since Elis signed the Max Havelaar France charter, making us the first industrialist to earn that label.

Empowering those directly or indirectly connected to Elis through educational support



Since 2019

the Elis foundation's mission is to help worthy secondary school graduates experiencing financial hardship to go on to university.

Priority on European suppliers

Most of Elis' suppliers are located in Europe, mainly in France. For example, the Group's coffee supplier, Malongo, and our paper and soap suppliers are all based in France. To ensure the sustainability of our local supply chain, Elis is committed to guaranteeing steady volumes to our suppliers, helping them to remain competitive and maintain local jobs. In 2018, **91% of direct purchases were covered by a CSR assessment of the supplier.**

Continuously reducing our business' environmental footprint



Promoting sustainable decision-making by reducing; reusing; repurposing or recycling materials and products



128

Elis sites are certified ISO 14001.

Increasing the value of our products by improving their eco-design, lifespan and end-of-life use



4,912

tons of flat linen and garments were recycled in 2018.



Lowering our use of natural resources (water, energy and fuel) to reduce our greenhouse gas emissions

30.7%

less water consumed since 2010 in France.

Saving water and energy: our daily reality

In the space of less than 10 years, we revisited all our industrial processes in order to significantly reduce our consumption of water and energy, as well as laundry products. In Sweden, five laundry facilities use biogases, enabling them to save 4,000 tons of CO₂ annually. In France, we have saved a total quantity of water equivalent to 3,375 Olympic swimming pools since 2010.

Empowering employees' well-being and growth



Working together to ensure our employees' well-being and safety

87%

satisfied employees in 2018 (according to a survey of 9,881 employees, conducted in 10 countries).



Enabling each other to grow both personally and professionally

32%

of new managers are promoted from within.



Promoting diversity and equal opportunity

31%

of senior managers hired in 2018 were women. +6% in 3 years.



Diversity in action

At Elis, we believe in the benefits of differences. They create synergies between employees of different generations, origins and skill sets, increasing our capacity for innovation. Multiple sites have made the necessary arrangements to accommodate people of different backgrounds and talents, and to offer them long-term careers.



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