

CSR POLICY AT CNES

Corporate Social Responsibility







Recognising its responsibilities as a public institution, **CNES strives to fulfill its corporate social responsibility (CSR) and to ensure the positive impact of its missions and activities for the planet, society and citizens, as well as for CNES employees.**

In a fast-changing world with ongoing upheavals in technology, science, health and economics, CNES is seeking to establish itself as one of the world's leading space agencies in implementing the principles of sustainable development. In particular, it is restating its ambition for satellite technology to be used more widely, in order to understand environmental phenomena, protect nature and address climate disruptions.

CNES has closely integrated CSR policy into its strategy and internal transformation process in order to comply with public policies and to satisfy the expectations of its stakeholders.



Jean-Yves Le Gall, President of CNES

A commitment by CNES

CNES has based its CSR strategy on the roadmap set out by France for the implementation of the Sustainable Development Goals (SDGs) set out by the UN in Agenda 2030, its universal programme for sustainable development.

Through its activities and in its capacity as a responsible employer, CNES is committed to going beyond legal and regulatory requirements and to building best practices into its management system in order to **create more value for its stakeholders.**

This positive and committed approach to CSR is rooted in the company's values, in a clearly

stated ambition by management to embody these values and in a collective ethic shared by all CNES employees.

The sustainable development principles implemented by CNES are based on exemplary standards of governance with the key emphasis on employees, unfailing integrity, team spirit, a constructive dialogue with all our stakeholders, a capacity for innovation consistent with our environmental objectives and a commitment to excellence in all our projects and activities.

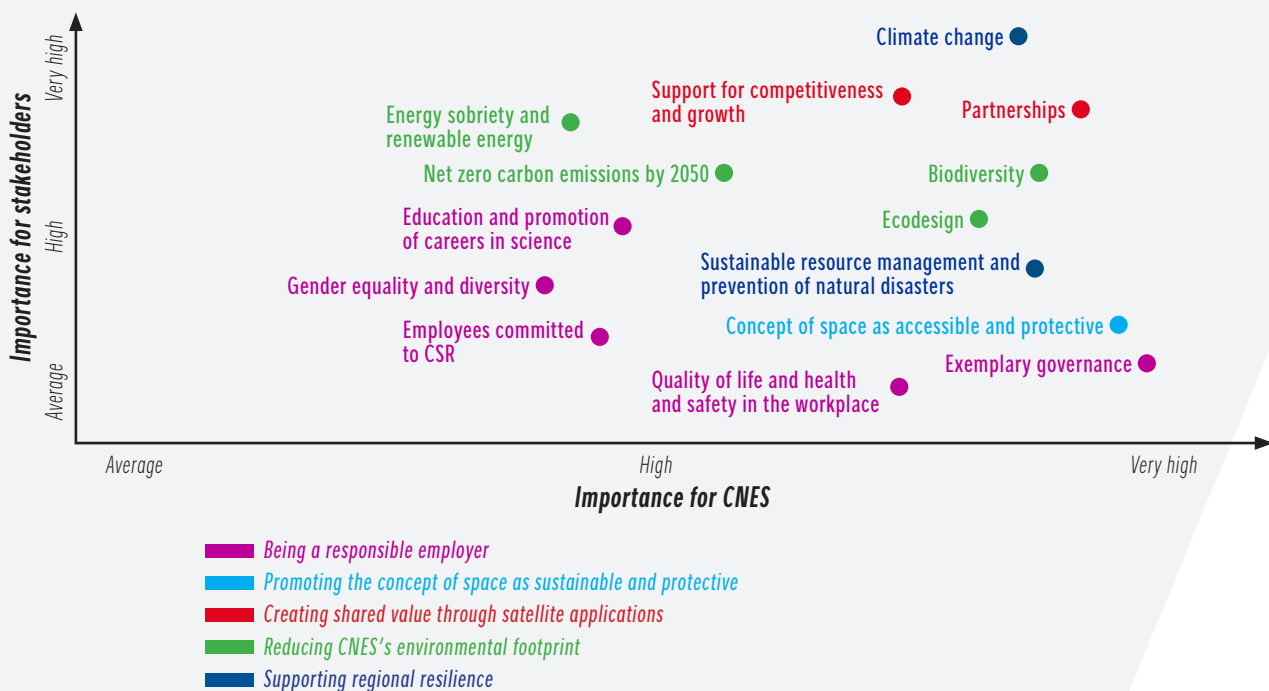
CNES LISTENS TO ITS **STAKEHOLDERS**

In order to apply sustainable practices in its activities, **CNES takes account of the needs and expectations of its stakeholders**, while fulfilling its official missions on behalf of the government.



OUR **KEY** CSR GOALS

Based on the needs expressed by its stakeholders, CNES conducts a materiality assessment ranking the main CSR issues by order of priority*.



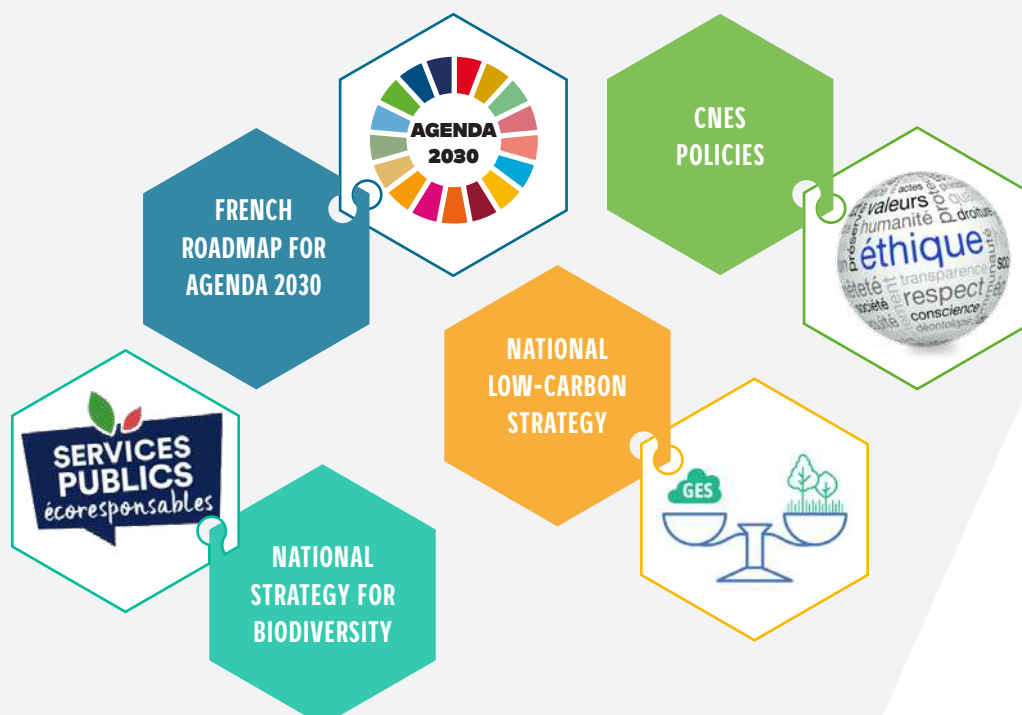
* The materiality assessment identifies the challenges of a sustainable development strategy and ranks them in order of priority, in relation to the company's own priorities and the expectations of its stakeholders.

THE 5 COMMITMENTS OF OUR CSR POLICY

Based on our materiality assessment, these commitments are cross-cutting and indivisible. They are connected by a series of links that illustrate the various aspects of sustainable development.



The commitments are aligned with the Sustainable Development Goals set out by the UN, the circular issued by the French government on environmentally responsible public services, public policies (French National Low-Carbon Strategy) and CNES policies (compliance and ethics, human resources, quality of life in the workplace, health and safety at work, environment, safety of space operations, sustainable procurement, etc.).





BEING A **RESPONSIBLE EMPLOYER**

CNES has structured its human resources policy around **dialogue** and **continuous progress**.

This approach is reflected in recruitment and training drives, initiatives to improve **professional fulfilment, both individual and collective**, a rich and constructive **social dialogue** and a working environment that promotes diversity, **well-being** and the development of social ties.

Being a responsible employer demands **exemplary standards of governance** based on a **transparent dialogue** with CNES auditing and assessment bodies, a management structure that builds CSR into the decision-making process, including in the field of supplier relations, recognition of personal data privacy and a **Compliance and Ethics** policy setting out the rules applicable to professional conduct and ethics.





To implement this commitment, CNES has set itself the following goals:

- Encourage employee commitment to CSR.
- Establish a strong work-life balance, along with quality of life and health and safety in the workplace for employees.
- Be a pioneer in ensuring gender equality in the space sector.
- Use space as a means to support education and to promote equal opportunities for careers in science and technology for all
- Ensure exemplary governance.



PROMOTING THE **CONCEPT OF SPACE AS SUSTAINABLE AND PROTECTIVE**

As part of its safety policy, CNES is committed to ensuring that space remains accessible, usable and protective.

The main thrust of this aim concerns independent access to space with the purpose of building knowledge and contributing to the development of useful services for populations on Earth. Making space usable means limiting space debris. Finally, the concept of space as a protective sphere refers to the way in which space helps to prevent crisis situations.

This commitment is reflected in the following ambition:

Make space accessible, usable and protective.



CREATING **SHARED VALUE** THROUGH SATELLITE APPLICATIONS

CNES is keen to contribute to the emergence of a growth model that is compatible with planetary limits, while recognising individuals and maintaining a dialogue with stakeholders.

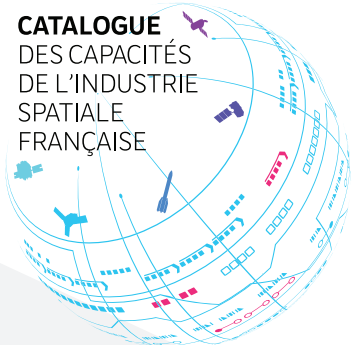
It is pursuing a range of initiatives in the fields of education, labour market integration, job creation and the use of innovative technologies.

To this end, CNES is pursuing the following goals:

- Promote the competitive edge and sustainable growth of French industry and laboratories.
- Develop partnerships in the field of sustainable development.



* Post-COVID support and recovery plan



REDUCING OUR ENVIRONMENTAL FOOTPRINT

To deliver the energy transition, CNES is keen to play a full role in meeting the key goals set by France with respect to **developing renewable energies, cutting greenhouse gas emissions, moving towards a circular economy and protecting biodiversity.**

To this end, CNES is pursuing the following goals:

- Organise energy sobriety and the transition to renewable energies at its sites.
- Achieve net zero carbon emissions by 2050.
- Take action across the value chain to reduce the environmental footprint of its projects and activities.
- Commit to biodiversity by implementing the commitments made as part of Act4Nature.



The Toulouse Space Centre has been connected to the TED (Toulouse Sustainable Energy) district heating network since 2019.



SUPPORTING **REGIONAL RESILIENCE**

As part of its activities, CNES draws upon its expertise and special relationships with research organisations in order to **support regions and their populations in adapting to the challenges of climate change** (resource management, regional development, health, mobility, etc.).

The corresponding objectives are as follows:

- Develop the use of satellites for risk prevention and the handling of emergencies.
- Support adaptation to climate change.
- Contribute to the sustainable management of natural resources (inland waters, ocean conservation, etc.).



CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

CNES is contributing to the SDGs set out by UN member states as part of the 2030 Agenda for Sustainable Development.

The commitments made by CNES concern 16 of the 17 goals (SDG 2 to SDG 17). They reflect the activities carried out as part of space missions and applications as well as managerial practices. CNES is also contributing to SDG 1 “No poverty” but in a more indirect way.



CNES is also involved in efforts to end hunger, using its applications (**geolocation** and **Earth observation**) to **monitor soil conditions**, the rational management of inputs, plant health products, water usage and also the forecasting of harvests and yields.



CNES is committed to the **health** and **safety** of its employees, as well as to **quality of life in the workplace**. It promotes a strong **work-life balance** and finances public-health **infrastructures** and **research projects**.

CNES is also using satellite telecommunications to improve **access to healthcare** and to **deliver the same standard of healthcare** for everybody (telemedicine health-care centre in French Guiana, testing of e-health tools). Using satellite data and applications, it is furthering knowledge and contributing to the **prevention of epidemics** and diseases associated with the environment.



CNES is pursuing an ambitious policy of **employee training and professional skills development**. It also contributes to the financing of theses and post-doctoral research as well as developing **partnerships** with universities and technology institutes (IUTs).

It also organises a range of educational, awareness-raising and training initiatives for **teachers, young people and the general public**, including the TTVS, JANUS, PERSEUS, Argonautica, Spacebus and mini rocket programmes.



CNES is committed to **non-discrimination, non-gender-based wage scales, access for women to positions of responsibility and senior management** and efforts to encourage more women to take up scientific careers.

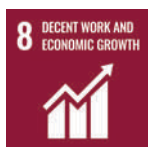
In terms of gender equality, CNES achieved the remarkable score of 94/100 in 2019, based on the index created by the *Avenir Professionnel* Act in France.



Through its space missions, CNES is contributing to the **monitoring of inland waters and the protection of wetlands, rivers and lakes** (Smos, Swot, Trishna, Sentinels satellite projects, etc.). It seeks to **prevent any pollution** in its activities, as illustrated by the water treatment plant on the Ariane 6 launch complex, for example.



CNES is pursuing **an ambitious energy management programme with the goal of achieving net zero carbon emissions in 2050**. The programme includes a policy of building construction and renovation based on HQE (green building) and QEA standards, the use of renewable energies (biomass and solar at the Guiana Space Centre, Sustainable Energy network in Toulouse), and innovative financing tools (Green by CNES project).



CNES is supporting the **competitiveness of French manufacturers, small and medium-sized companies and laboratories**. To this end, it is providing support for the telecoms sector and for applications using satellite data, including navigation, with the French Space Industry Capabilities Catalogue.

It is also overseeing the **French contribution to ESA missions** as well as supporting **EU projects**. CNES also supports **young job-seekers seeking to access the labour market** by forming partnerships with associations or by including social integration clauses in its contracts.



CNES provides support for **innovative concepts** (architecture, materials, energy, technologies) designed to reduce the environmental impact of **ground facilities, launch vehicles and satellites**, of **space segments (stations, processing centres)**, and of **transport and buildings**. CNES gives preference to **suppliers who apply sustainable and eco-friendly practices in their activities and in their choice of technical and managerial innovations**.



CNES gives employees the opportunity to get involved in sustainable development as part of the 2020-2022 **profit-sharing agreement**, which introduced a CSR criterion making up 25% of the total profit to be shared.



Through its partnerships, CNES seeks to promote solutions and services that use satellite data to meet the **needs of populations affected by climate change, the challenges of urban development and mobility requirements**.

CNES establishments are resilient, sustainable and actively committed to reducing their environmental footprint.



CNES is pursuing a programme to reduce the quantity of resources consumed in space missions (**eco-design of ground facilities, launch vehicles and demonstrators, life cycle analysis of orbital projects**) and to reduce the movement of people and resources. It is also seeking to promote sustainable procurement policies.

CNES follows a safety policy for space operations aimed at limiting space debris.



Through the downstream processing of satellite data, CNES is making **space technology accessible to all users in order to understand and plan for the impact of climate change**, e.g.: Sentinels, Trishna, IASI-NG, and the Space Climate Observatory. As part of its operations, CNES is adopting a **low-carbon strategy** in order to reduce its carbon footprint and greenhouse gas emissions.



CNES is making satellite resources more widely available in order to better **understand and monitor ocean health and to prevent the over-exploitation of marine resources** (e.g.: Sentinel, CFOSat, Saral/AltiKa, Argos, Swot). It is also contributing to the development of the European Ocean Observing System (EOOS) and to applications in operational oceanography.



CNES manages missions whose **data is used to monitor the health of ecosystems** (Sentinel, Smos, Trishna, Pléiades, Venüs, etc.) and also for animal tracking (Argos). **Efforts to preserve and protect biodiversity at all its sites** are part of the commitments made as part of the Act4Nature programme.



CNES provides defence forces with the **necessary access to space, space systems and processing systems in order to deploy surveillance and eavesdropping systems** with the aim of preventing situations of conflict. CNES ensures that its operations comply with the **rules of transparency, professional conduct and corporate ethics**.



Through multi- and bilateral cooperation agreements, **CNES encourages partnerships relating to space missions** or the use of satellite data. The purpose is to contribute to better environmental management (pollution, urban development, biodiversity, etc.), to build up a clearer understanding of climate change and plan for adaptation as well as to improve disaster management. Concerning its missions and applications, CNES supports the **Copernicus and Galileo programmes** (Europe) and the **SCO** (Space Climate Observatory).





GOVERNANCE OF CSR POLICY

CNES CSR policy is governed at the highest level of the company by senior management.

CNES management approves both the CSR strategy and the roadmap setting out goals, indicators and measurable targets.

Each department oversees compliance with the roadmap and commits to meeting the specified goals by promoting staff involvement and commitment.

The Sustainable Development and Performance department coordinates CSR policy and assesses performance as part of the CNES management system.

An appraisal of CSR policy is presented to the Board of Directors and the Audit Committee as part of the report on the implementation of the CNES Goals and Performance Contract.

Transparent and factual reporting is published both internally and externally, primarily through the CNES Annual Report, which includes CSR performance.



*“Sustainable development is a social project.
CNES is committed to playing a full role in
ensuring that the energy transition leaves
nobody by the roadside.”*

Laurence Monnoyer Smith
*Directrice du Développement Durable
et de la Performance du CNES.*



DOCUMENT PUBLISHED BY: CNES, Centre National d'Études Spatiales, 2 Place Maurice Quentin, Paris 75001 - **DATE OF PUBLICATION:** January 2021 - **PUBLICATION DIRECTOR:** Jean-Yves Le Gall - **ASSISTANT PUBLICATION DIRECTOR:** Laurence Monnoyer-Smith - **EDITORIAL DIRECTOR:** Marie-Claude Salomé - **WRITTEN BY:** Florence Chiavassa, with the participation of Patricia Schultheis - **LAYOUT:** Multimedia centre, CNES - Ref. 2021-072 - **VISUALS:** CNES photo library - Photon laboratory. **PHOTO CREDITS:** Cover photo p.1 © Istock - p.2 © CNES/Manuel PEDOUSSAUT, 2015 - p. 6 © CNES/Lydie LECARPENTIER, 2018 - © CNES/Nicolas TRONQUART, 2018 - p. 7 © CNES/Nicolas TRONQUART, 2018 - p. 8 © CNES/ill.David DUCROS, 2018 - © NASA - p. 9 © CNES/ESA/Arianespace/Optique Vidéo CSG/JM Guillon, 2019 - p. 10 © CNES/ESA/Arianespace/Optique Vidéo CSG/P. Baudon, 2017 - p. 11 © CNES/ill.David DUCROS, 2015 - GettyImages - p. 14 © CNES/GRIMAULT Emmanuel, 2018 - © Copernicus Sentinel Data/, 2017 - © CNES/ESA/Arianespace/Optique Vidéo CSG/P. Baudon, 2017 - © CNES/GRIMAULT Emmanuel, 2018 - p. 15 © Istock © CNES/Hervé PIRAUD, 2019.