ENVIRONMENTAL COMMITMENTS	MATERIAL MATTERS (ESRS)	POLICIES AND ACTIONS	MAIN CONTRIBUTIONS TO SDGS (non-exhaustive*)
1 ACT WITH **RESPECT AND CONSIDERATION** TOWARDS ALL STAKEHOLDERS	• Ethics and quality of care (S4) • Financial affordability of the offer and transparency of information • Employee health and safety (S1) • Staff shortages and workload (S1) • Diversity and inclusion (S1)	• Positive Care (section 3.3.3.6.1) • Ethics Charter (section 3.3.3.3) • Quality management and audits (sections 3.3.3.6.2 and 3.3.3.6.3) • Health and safety management system (section 3.3.1.6) • Social and psychological support (section 3.3.1.6) • Disability policy (section 3.3.1.9) • Fight against discrimination and harassment (section 3.3.1.9)	CLARIANE'S PURPOSE; **3 GOOD HEALTH AND WELL-BEING** **3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being **4 QUALITY EDUCATION** **4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship **5 GENDER EQUALITY** **5.2** Eliminate all forms of violence against all women and girls in the public and private spheres **5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life **7 AFFORDABLE AND CLEAN ENERGY** **7.2** By 2030, increase substantially the share of renewable energy in the global energy mix **7.3** By 2030, double the global rate of improvement in energy efficiency **8 DECENT WORK AND ECONOMIC GROWTH** **8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value **8.6** [...] substantially reduce the proportion of youth not in employment, education or training. **8.8** Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment
2 IMPLEMENT A **SUSTAINABLE AND BALANCED** BUSINESS MODEL	• Business ethics (G1) • Supplier relations (G1) • Offers and services (S4) • Personal data (S4) • Cybersecurity (G1) • Training and development (S1) • Compensation and benefits (S1) • Gender balance (S1)	• Ethics Charter (section 3.4.1) • Anti-corruption policy (section 3.4.2) • Transparency of offers and prices (section 3.3.3.5) • Sustainable Procurement Charter (section 3.4.3) • GDPR (section 3.3.3.9) and cybersecurity (section 3.4.4) policies • Clariane Universities, qualifying training paths and internal mobility (section 3.3.1.7) • Value-sharing (section 3.3.1.4) • Leadership and promotion of women (section 3.3.1.8)	
3 ADAPT OUR BEHAVIOUR TO PROTECT THE **LIVING ENVIRONMENT OF OUR COMMUNITIES**	• Climate change (E1) • Energy management (E1) • Water consumption (E3) • Waste management and sorting (E5)	• Transition plan (section 3.2.2.1) • Energy efficiency and substitution (section 3.2.2.4) • Adaptation plan (section 3.2.2.3.2) • Water conservation and reuse plan (section 3.2.3) • Waste reduction, sorting and recovery (section 3.2.4)	
4 BUILD A **DYNAMIC AND RESILIENT** LOCAL ECOSYSTEM	• Local presence (S3) • Relations with local communities (S3)	• Local and inclusive procurement (section 3.3.2.4) • Partnerships with local stakeholders (sections 3.3.2.3 and 3.3.2.5) • Philanthropic initiatives (section 3.3.2.6)	
5 IMPROVE CARE AND QUALITY OF LIFE PRACTICES THROUGH **INNOVATION**	• Ethics and quality of care (S4) • Diversification of offers and services (S4) • Medical research and innovation in health and care (S4)	• Innovation in health and care: new practices, new offers (section 3.3.3.7.2) • Collaborative research and partnerships (section 3.3.3.7.1)	
1 CROSS-CUTTING PRINCIPLE – INCLUSIVE GOVERNANCE PROMOTE **ENGAGEMENT AND THE CONTRIBUTION** OF ALL STAKEHOLDERS TO THE MISSION	• Social dialogue (S1) • Stakeholder dialogue and input (ESRS 2, S1, S3, S4)	• European Charter of Fundamental Principles of Social Dialogue (section 3.3.1.5) • Stakeholder dialogue channels (section 3.1.3.2, 3.3.1.2.1 and 3.3.3.2.1) • Stakeholder Councils (section 3.3.3.4)	

Note: Contribution to other SDGs = 1.5, 9.1, 9.4, 9.5, 10.2, 10.3, 11.2, 11.6, 11.7, 12.2 to 12.6, 12.8, 13;2, 13.3, 15.3, 15.9, 16.3, 16.5 to 16.7, 17.17