

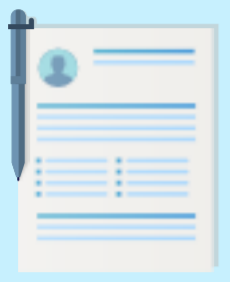
Non-financial indicators

2022

COLLABORATORS

24 collaborators

12 men - 12 women



Permanent contract: 100%



100% executives

2 new recruits



1 departure

(end of apprenticeship contract)



Average age



From 23 to 59 years old

Average seniority (in years)



Absenteeism rate*

1.37%



Not including Covid-19 related absences: 0.93%

NOTEWORTHY ACTION: "TEMIS PROPRE" AFTERNOON



A suggestion coming from one of our collaborators, the "Temis Propre" afternoon was designed during our CSR committee's meetings. The goal of this event was to raise awareness about waste production, as well as to set up a trash pickup event, in an attempt to reduce the amount of litter in our neighbourhood: the Besançon technopolis TEMIS.

This action took place on Friday 10 June 2022 alongside several neighbouring organisations and institutions and was supported by the City of Besançon, which provided equipment (bags, protection gloves, trash pickers, etc.)

USE OF RESOURCES

Electricity

3 420 U kWh

Organic waste



Estimate: 257.5 kg

Use of paper

4 400 sheets



Water

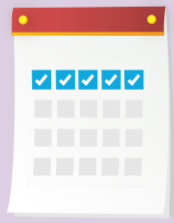
115 m³

Residual waste



Estimate: 95 kg

COMMUTING & BUSINESS TRIPS



An average working week at ERDIL

Remote work*



20 / 114

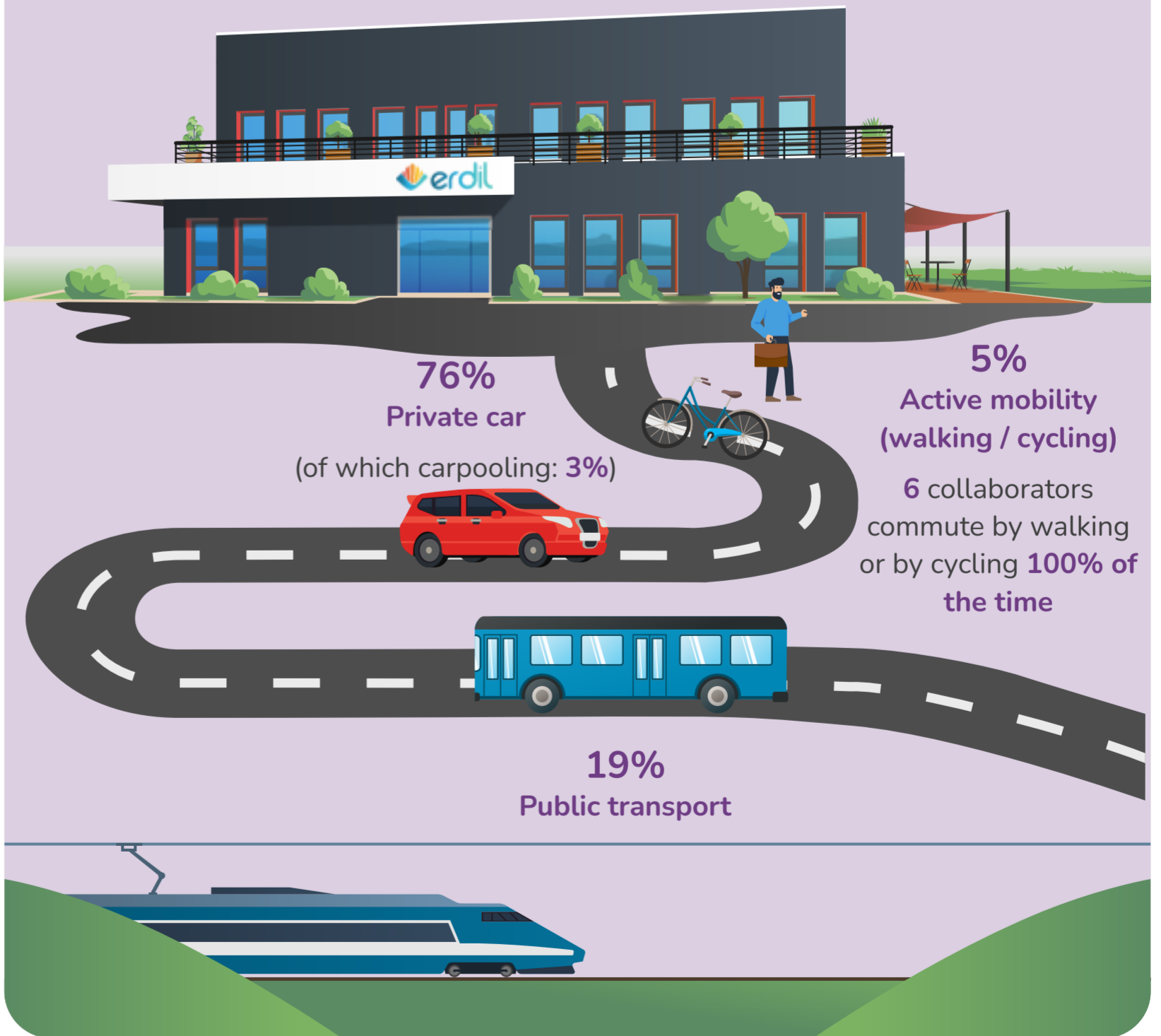
The combined amount of work-from-home days out of all workdays

≈ 350 km

The distance of private car commute which is avoided

Weekly commute*

2 416 km combined by all the collaborators



Business trips (conferences, events, client meetings)



300 km



500 km



1 200 km



6 000 km



95% of our meetings with prospects and clients were done through videoconference.

*Values for 23 collaborators (One collaborator was on leave in 2022 and was not included when compiling these indicators.)