

# ARTEFACT

AI IS ABOUT PEOPLE

## Corporate Social Responsibility Report

2023-2024

# About Artefact

DATA, AI AND DIGITAL SERVICES

Artefact is a French consulting and engineering company specialized in data and AI, and a leader in Europe. Headquartered in Paris, we are now present in 23 countries on all continents and employ 1,700 people.

Our mission is to help companies exploit the full potential of AI and data by developing tailor-made solutions adapted to their business challenges. As pioneers in this field, we combine technological expertise and operational excellence, working with the biggest players in the market. Our customers cover all key sectors of the economy - industry, retail, luxury goods, consumer goods, healthcare, finance - and include major international groups.

Beyond consulting, we are actively committed to ethical and accessible AI. We have launched the "School of Data" to promote retraining for tech professions, and created an AI research center in Paris and Shanghai.



# Leading the way

## INTRODUCTION

Data, AI and digital industry have exploded in a few years, unleashed by digitization and connected devices.

The AI wave is evolving so fast that regulation and public authorities cannot catch up.

Unfair algorithms, job cuts, large environmental footprint. AI and data activity can have negative impacts.

But data is also a chance for our society. It's a massive career opportunity for people looking to re-skill. AI can also be a powerful ally to fight global warming.

That's why Artefact works every day to contribute to the societal main issue.

How? By changing our internal practices, setting the right standards, using success stories as examples and initiating positive contributions.

Yes, we can make a positive impact with data.

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# Our 3 stakes

## PEOPLE

### Boosting our social handprint

We are on the journey to foster greater parity, diversity and inclusion in the data industry.

We encourage our talents to share their experience so that everyone can benefit from data.

## PLANET

### Acting on climate change

We want to address the climate crisis without data negative impact.

We bring our data and IA expertise to serve our clients' climate ambitions.

## PRINCIPLES

### Shaping AI Ethics

We aim to infuse Ethics in our ways of working through AI standards and research.

As data leaders, we want to shape the future of trusted AI.

OUR FIRST STAKE

# People

Boosting our social handprint



PEOPLE

# Knowledge sharing

COMMUNITIES

OUR STAKES

Data is fast growing industry but there are only a few schools training future generations and professionals who want to tackle the data opportunity.

Which is why we created **Artefact School of Data**. A school that fosters professional integration in data jobs.

Our school opens up access to data trainings as widely as possible to welcome talents coming from diverse backgrounds.





COMMUNITIES



# We train the data experts of tomorrow

The most professional training on the market with immersion in Artefact business data activities and collaboration with its experts.

With 133 external students trained in less than 2 years (2022-2023) and 96% integration rate within 6 months, it's the only bootcamp integrated into a fast-growing company with major recruitment needs. Labelled Grande École du Numérique.

## Boost your Data career with field experts

Learn directly within a world leading company in data and land your future job

[Apply](#)[Talk to our team](#)**+5000**

Alumnis  
in the  
world

**83%**

Rate of  
professional  
integration  
after 6 months

**+500**

Partner  
companies

**4,8/5**

Average  
score

Our next training sessions starting from **3/03/2025**

Data Engi

Career Course

COMMUNITIES

OUR STAKES

## We believe mentoring can make a life difference.

Artefact collaborators support students in shaping their new professional life in data & AI. By offering career advice, optimizing CVs and LinkedIn, preparing for interviews and connecting them with networking resources, our mentors provide practical, hands-on support to help students gain confidence and open doors to new career opportunities.





COMMUNITIES

FRANCE

# Tailored support for specific needs

The students at the School of Data come from diverse backgrounds: career changers, fresh graduates and professionals with varying experience levels, from diverse socio-economics environments. Each one has a unique story, and mentoring is crucial in guiding them to their next chapter.

Professional integration sessions led by Artefact collaborators are offered to help students improve employability. Personalized mentoring is provided for specific profiles, such as career changers or those with unique needs.



COMMUNITIES

FRANCE

# Supporting refugee women who want to go into tech

Artefact is sponsoring [Sistech](#), a non-profit organization with human (Artefact people are mentoring refugee women), material and financial support.



Sistech is a non-profit organization that aims to **empower** uprooted & displaced women through **qualified & sustainable tech & digital jobs** of their choice.

Through their partnership, 3 women were **mentored** by our Artefactors last year, and 3 more mentorships will happen this year.



COMMUNITIES

📍 CHINA

# Mentoring data scientists students

Since 2021, Artefact China has partnered with Fudan DSBA (Master of Science in Data Science and Business Analytics) program to cultivate future data scientists through real-world project experience and mentorship.



COMMUNITIES

 MOROCCO

# A hackathon to train students in data & AI

More than 50 students from leading Moroccan engineering schools came together for a unique experience combining collaboration, creativity and technical excellence during our Talent Day. These young talents participated in a hackathon where they explored the power of data and artificial intelligence to address concrete issues.



# Key figures

COMMUNITIES

114

PEOPLE TRAINED BY ARTEFACT SCHOOL OF  
DATA IN 2024

15

BOOTCAMPS COMPLETED IN 2024

89%

FOUND A JOB WITHIN 6 MONTHS OF  
COMPLETING THEIR TRAINING IN 2024

45

STUDENTS RECEIVED MENTORING SUPPORT IN  
2024, OF WHICH 15 PERSONALISED FOLLOW UP



PEOPLE

# Skills sponsorship

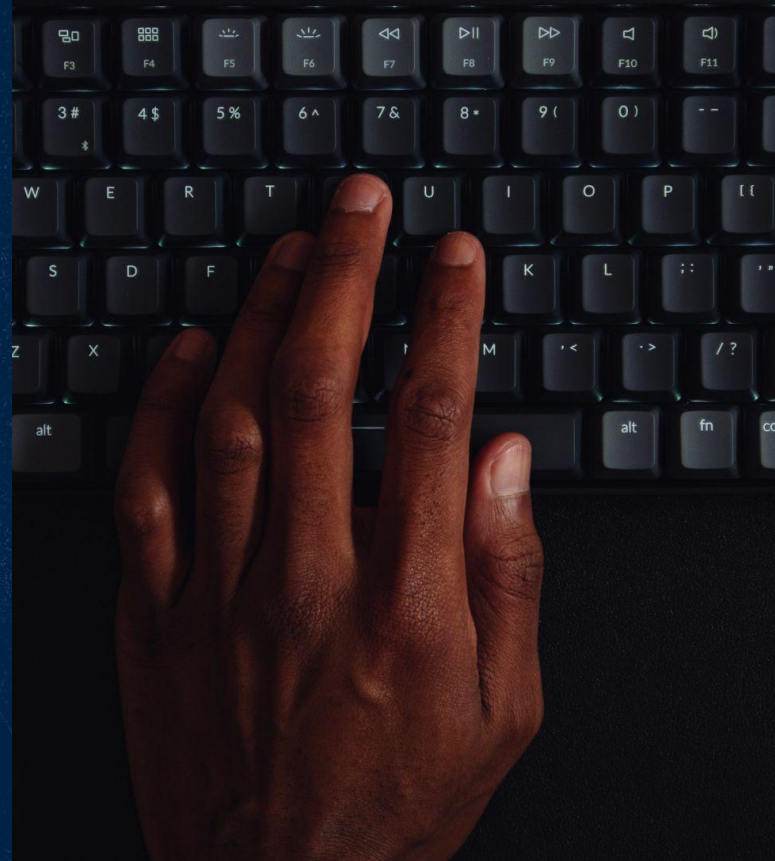
SKILLS SPONSORSHIP

OUR STAKES

AI and data can benefit society and the most marginalised communities.

We give our time and share our skills to help associations with inspiring projects.

**Skills sponsorship is one way of leveraging the positive impact of data.**

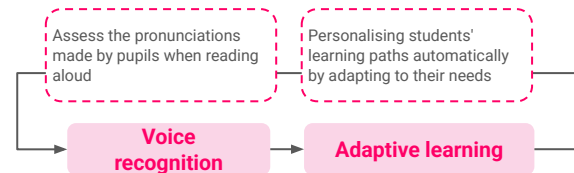


SKILLS SPONSORSHIP

FRANCE

# AI to prevent school drop-outs

Artefact's Data Science teams helped Break Poverty audit Lalilo's solution, an AI-based digital teaching assistant that helps CP, CE1 and CE2 teachers teach reading.

The Lalilo logo consists of the word "lalilo" in a lowercase, sans-serif font, followed by a blue circular icon containing a stylized white eye with radiating lines.

What we did during this mission:

- Meeting with the Lalilo teams
- Understanding how the AI modules work in detail
- Data used
- Algorithms
- Evaluation protocol
- Performance
- Audit of the teams' work methodology and good engineering practice



SKILLS SPONSORSHIP

FRANCE

# AI to help prisoners return to work

Thanks to the association **Code Phenix**, we have trained prisoners to learn code to enable them to develop an application that generates personalised cover letters with ChatGPT, to give all those who lack education, who speak little or no French, who don't have the codes of the job market, a better chance of finding a job.



The 1st artificial intelligence capable of writing accurate, reliable and that are accurate, reliable and free of spelling mistakes.

In Victorla's prompt, we have given instructions to keep only the information relevant to a job search.

The app is currently under development production by prisoners, without access to internet!

It has been designed with and for underprivileged people (refugees, prisoners and long term unemployed).

SKILLS SPONSORSHIP

FRANCE

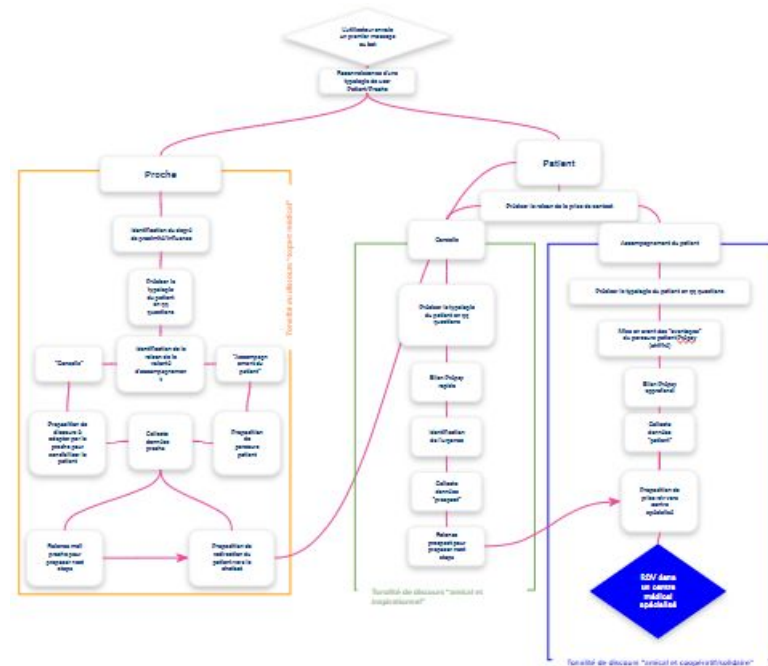
# Fighting insecurity and precariousness

Artefact 3000 & Electro Dépôt join forces with Emmaüs Solidarité to fight precarity through an outdoor advertising campaign.



 **FRANCE**

Prepsy, a french medical association of the SAMSAH, helps mentally disordered young adults (18-25yo) to reduce their symptoms and find answers to their questions. Artefact is working together on a solution that will 1. reduce the amount of time that occurs between the apparition of the first symptoms and the first medical assistance, 2. provide quickly and simply adapted information to users, and 3. adapt to the users in terms of tone of voice, scenario and output.



This solution is a medical chatbot: friendly, reliable and easy-to-use, directly integrated in these psychologically disordered young adults ecosystem (Messenger, Instagram, etc) to catch them and support them through their medical journey.



SKILLS SPONSORSHIP



# Pledging for equal opportunities

The French government has made **mentoring the new major great cause for 2023**. But mentoring is a civic commitment that suffers from a lack of awareness: few people in France can define what it is, how it works and what its benefits are. How can we raise awareness of mentoring as a solution for equal opportunities?

To meet this challenge, Artefact 3000 Creative Agency designed and produced a communication campaign, broadcasted on TV, radio and OOH channels.

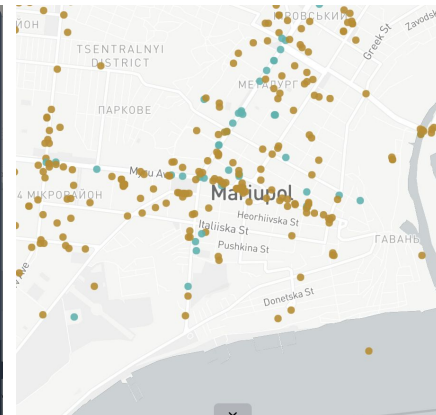
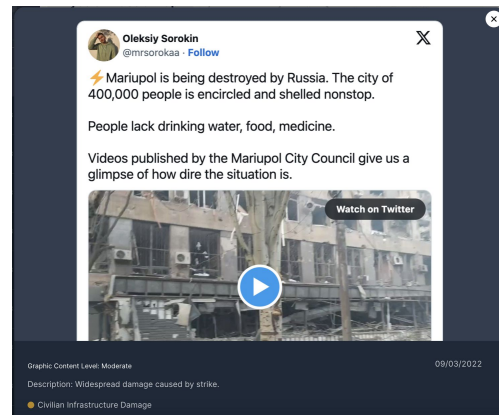


SKILLS SPONSORSHIP

NETHERLANDS

# AI against war crimes & human rights violations

Artefact Benelux is currently involved in framing & implementing a project that leverages AI to better track digital documentation of war crimes and human rights abuses in order to fight misinformation in severe conflict zones such as Ukraine & Afghanistan!



PEOPLE

# Diversity & Inclusion



PARITY

OUR CHALLENGE

According to research, women make up barely 25% of workers in the technology sector, and only 19% in senior positions.

At Artefact, we believe data should not be a male's world.

*Women@Artefact* is our main ally to convince women to join the adventure, offer inspiring careers and make sure they rise to the top.

**We are on the journey to parity.**

WOMEN  
@ARTEFACT



PARITY

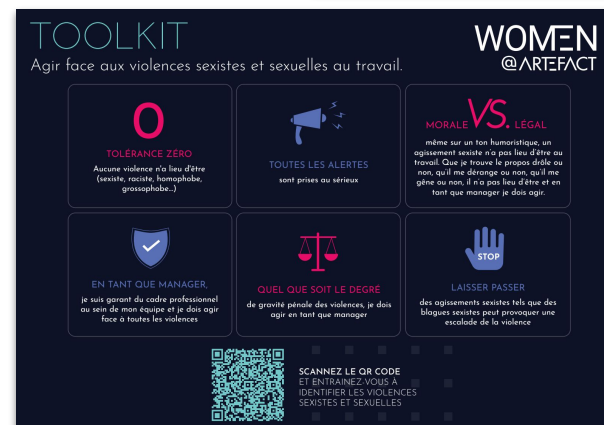
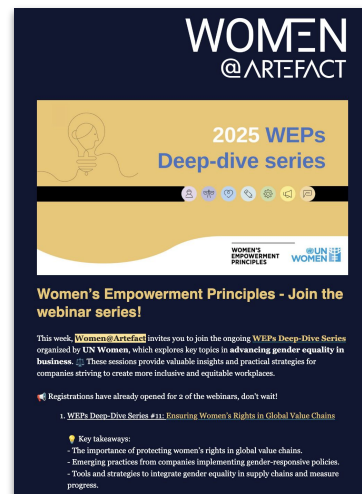


# Feeding our inclusive corporate culture

Women@Artefact organize **managers trainings** to identify sexism and give them tools to protect their team members if a situation occurs.

**Weekly communications** are sent to all Artefact employees to help them build their own opinion on gender equality topics.

Last year, Women@Artefact organized **the first Sexism Fresco** to demystify factors behind current gender dynamics.



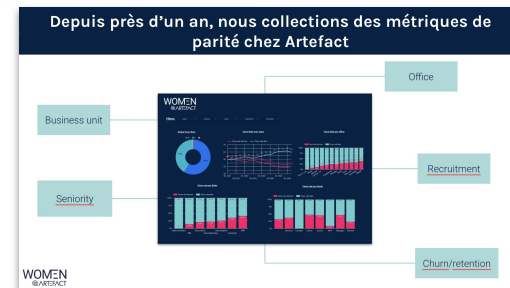
PARITY

FRANCE

# Supporting women to reach top management positions

Women@Artefact organized **2 workshops** to address persistent questions surrounding the development of women's careers.

From the senior grade onwards, we offer both **individual coaching sessions** with a specialized coach, and **leadership courses** through theatrical improvisation.





PARITY

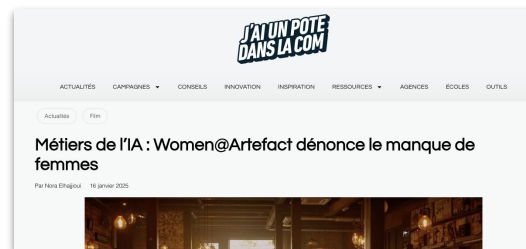
GLOBAL

# Inspiring women to pursue careers in data

Women@Artefact organize **quarterly conferences** with inspiring women from diverse backgrounds.

They produced a 100% AI generated short movie “Afterwork”, followed by a recruiting event to promote more women in senior positions in AI.

They give **talks in schools** and **welcome pre-baccalaureate interns** to encourage women to take data jobs.



LGBT+

OUR CHALLENGE

As part of our ongoing commitment, we have created *PrideFact*, our dedicated community for LGBTQ+ employees and allies.

Through this community we foster a safe and inclusive environment where everyone can be their authentic selves, contributing to a culture of openness and respect.

**We embrace everyone as they are,  
fostering a truly inclusive culture!**



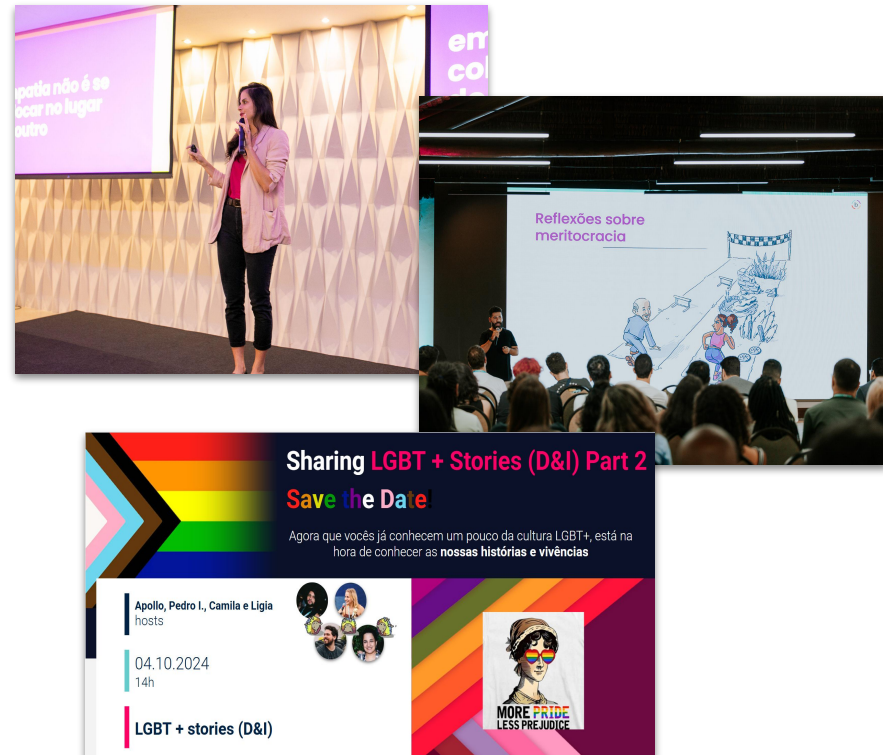
DIVERSITY

LATAM

# A training program dedicated to diversity

Organization of diversity training courses in 2024, given by employees who are members of Artefact affinity groups & by a third party diversity consultancy called **Blend Edu**.

The aim is to train employees in the challenges of diversity & inclusion in order to offer an inclusive and caring work environment.





DIVERSITY

📌 NETHERLANDS

# A dedicated event to address diversity

A day dedicated to addressing diversity and inclusion issues through presentations and exchanges.

The aim is to raise awareness & knowledge of these issues, to create a safe & inclusive working environment, and to provide opportunities for internal improvement through our practices.



DIVERSITY

📍 UK

# An interactive session to understand the true self

In celebration of the LGBTQIA+ community worldwide, an awareness-raising session has been organized. On this occasion, Dylan Holloway discussed the importance of authenticity and understanding our true selves.



DISABILITY

OUR CHALLENGE

At the Group level, we raise awareness about disability through interactive workshops, training sessions, and internal communications.

It is essential that everyone feels understood and accepted in the workplace.

**We want to foster greater diversity in the data industry!**





DISABILITY

FRANCE

# Internal communication to raise awareness of disability

To raise our employees' awareness of disability issues, we regularly communicate internally on this subject. The aim is to promote the inclusion of people with disabilities and to help them declare their disability.

## Semaine européenne pour l'emploi des personnes handicapées 2023

A l'heure où une IA est capable d'augmenter la performance et la productivité d'entreprise, tout est possible! Le handicap n'est pas un frein mais une diversité qui fait aussi la richesse d'une entreprise!

Dans le cadre de la SEEPH (semaine pour l'emploi des personnes handicapées) nous rappelons l'engagement d'ARTEFACT pour un environnement inclusif.

### Qu'est ce que le handicap?

Un handicap peut être visible ou invisible, mental/psychique ou physique, il se traduit par une limitation ou une restriction d'activité.

En entreprise, faire reconnaître son handicap est important car il permet d'être accompagné dans l'aménagement de son poste de travail ou dans la modulation des horaires pour suivre des soins spécifiques.

La reconnaissance d'un handicap en entreprise est totalement confidentielle service RH qui vous accompagne est informé. Si vous bénéficiez d'une reconnaissance de travailleur handicapé (RQTH) n'hésitez pas à en informer votre responsable pour échanger sur les éventuels aménagements de poste possible!



### Quelles sont les pathologies reconnues par la MDPH?

- Les handicaps physiques ou mentaux
- Les maladies cardiovasculaires, les hépatites, les maladies respiratoires, les maladies liées à l'appareil digestif
- L'épilepsie
- L'asthme
- La mucoviscidose
- La maladie de Crohn
- Le diabète de type 1 et 2
- Les cancers

Cette liste n'est bien sûr pas exhaustive!  
Le handicap n'est pas un frein!


DISABILITY

LATAM

# A training program addressing neurodiversity

Organization of diversity training courses in 2024, given by employees who are members of Artefact affinity groups & by a third party diversity consultancy called **Blend Edu**.

The aim is to raise our employees' awareness of disability and foster a culture of inclusion.



A woman in a purple outfit is presenting a slide titled "A partir da nossa jornada de 2024, como você acredita que podemos ainda melhor na Artefact". The slide lists three stages: 1. Escutar, 2. Compartilhar, and 3. Engajar. It also includes a quote: "Ainda não sou uma pessoa aliada, mas sei por onde começar" and another: "Quero ser uma pessoa aliada, mas não sei por onde começar". The slide also mentions "Diversidade e inclusão" and "NOVA PESSOA ALIADA".

**Sharing Neurodiversidade**


**Save the Date!**

Venha explorar o universo da neurodiversidade e como criar um ambiente de trabalho mais inclusivo!

Gabriela Ribeiro, Rhuan Assis e Wesley Aranha  
hosts

13.12.2024  
14h

Neurodiversidade



DISABILITY

 UK

# Deaf & neurodiversity awareness training

To raise awareness of the challenges facing the deaf community and inform others about how they can support it, Artefact UK organized a one-day deaf awareness training sessions.





# Key figures

DIVERSITY & INCLUSION

88/100

IS OUR 2024 FRENCH GENDER EQUALITY INDEX

39%

OF OUR TALENTS ARE FEMALE

26%

OF OUR TOP MANAGEMENT IS FEMALE

55%

OF OUR CONSULTANTS ARE FEMALE

28%

OF OUR TECH PROFILES ARE FEMALE



PEOPLE

# Career Development



Artefact relies on **training** to attract and retain talents.

An onboarding week is organized at the beginning of each month, and a Management Base Camp is held every year to help our teams **make the most of their career** at Artefact.

At Group level, **1 100 hours** of training were carried out in 2024.





CAREER DEVELOPMENT



# Skills development plan

Twice a year (once for support functions), the **People Reviews** take place: employees are evaluated on their achievements of the semester, and get rated by their managers and peers according to a skills grid, tailored to their job and seniority level.

A committee made up of HR and team leadership then reviews all employees and decides on their promotion to the next level.



CAREER DEVELOPMENT



# International Mobility Program

As Artefact is a global company, with **23 offices** worldwide, we deemed it necessary to able our employees to move across the globe.

In 2023, we launched a global mobility policy, to make the process smooth for anyone who dares to try !



# Key figures

CAREER DEVELOPMENT

1 100

TRAINING HOURS COMPLETED IN 2024

13

MOBILITIES IN 2024

1 025

TRAINING CONTENTS AVAILABLE ONLINE





OUR 2ND STAKE

# Planet

Acting on climate change

PLANET

# Global carbon footprint



Artefact calculated its last carbon footprint at Group Level, in 2022. In order to apply the correct calculation methods, we used an external service provider.

As a consulting firm, **98%** of our carbon footprint is due to our **Scope 3**, due to media-related expenses.

By **2030**, Artefact is committed to reducing its GHG emissions by **55%**. To this end, we have defined and launched a Group-wide action plan.

We plan to recalculate our carbon footprint in 2026 based on our 2025 data.



## CARBON FOOTPRINT



# Reducing our carbon footprint

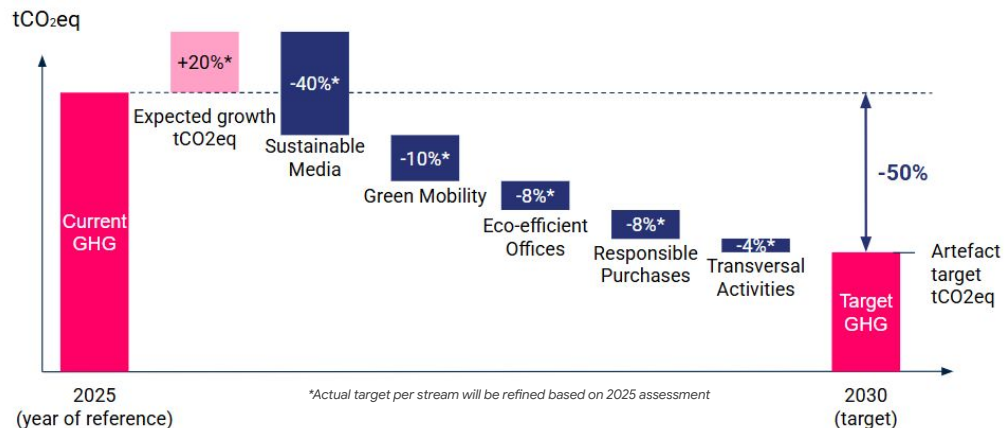
To reach our objective of **-55%** by 2030, we have identified our reduction levers at Group level, our action plan and our associated **5-year roadmap**.

At the same time, to ensure monitoring at Group level, we have defined **KPIs** for each action lever.

## OUR REDUCTION ACTION PLAN:

- **Sustainable media:** Improve media data collection with a measurement tool
- **Green mobility:** Cut air travel via a business travel policy
- **Eco-efficient offices:** Use renewable energy & reduce consumption
- **Responsible purchasing:** Implement a Group-wide policy & establish processes
- **Transversal initiatives:** Raise awareness & train employees

## OUR REDUCTION ROADMAP:



SUSTAINABILITY



GLOBAL

# Working on making AI more sustainable

Artefact has joined the **Coalition for Sustainable AI** to actively contribute to the establishment of standards and frameworks for AI development in line with global environmental goals.



FOOTPRINT

 FRANCE

# Minimizing our electronic waste

From 2015 to 2022, **2,500 kg** of computer equipment collected in Paris offices has been reused in the circular economy: donated to associations or resold as refurbished equipment.

That is **116 tons** of CO2 eq avoided.  
Or 60 return trips from Paris to NYC by plane.





FOOTPRINT

FRANCE

# Raising awareness and training on climate issues

As part of our Group Internal **CSR Awareness Program**, Artefact France offers its employees awareness-raising workshops on climate change and the environmental impact of data & AI.



PLANET

# Data for sustainability



In 2022, Artefact launched its offer “Data/AI for Sustainability” designed to use help companies address their environmental challenges through our expertise in Data and Artificial Intelligence.

We have structured our approach around three pillars :

- **Structuring:** We build a robust foundation of reliable environmental data, ensuring accuracy and completeness.
- **Measuring:** This data infrastructure enables precise measurement and ongoing monitoring of the company's environmental impact, providing actionable insights.
- **Acting:** Armed with these insights, we help prioritize and develop ambitious use cases to effectively reduce the company's environmental footprint and drive sustainable change.





DATA FOR  
SUSTAINABILITY

PARIS

# Climate data governance

Bpifrance has placed climate issues at the heart of its strategy. The public bank has notably adopted an ambitious Climate Plan aiming at environmentally transitioning 20 000 business.

In order to help them accomplish their ambitious plan, Artefact has been supporting the Climate department in managing their Climate data & facilitating access to this reliable data within a comprehensive dashboard.

**bpi**france

DATA FOR SUSTAINABILITY

PARIS



# Structure environmental data for CSRD reporting

Sobriety in GHG carbon emission is a key driver of performance for Nexans. The company intends to communicate effectively on these performances through the 3 pillars Economy, Environment and Engagement (E3) but it faces a significant data debt due to heterogeneity of quality, complexity and heterogeneous tech infrastructures.

Artefact is supporting Nexans on both the governance of the sustainability data to strengthen its quality as well as on the choice of technical architecture to ensure data integrity and system reliability for regulatory reports (i.a. CSRD).



PLANET

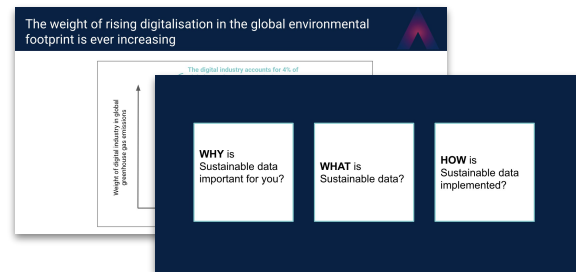
# Sustainable Data



## SUSTAINABLE DATA



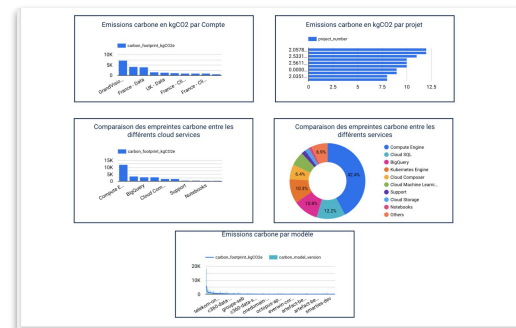
# Measuring the impact of our projects



*Internal handbook with best practices for sustainable data*

We are currently developing a dashboard to measure carbon footprint from our projects. This dashboard has 3 goals :

- A project team can track the level of carbon emissions of their project, going into the granularity of technical components and identify areas for optimization
- New projects will be able to compare the emission levels of similar projects and draw inspiration from best practices
- Management can monitor the impacts of projects developed by Artefact



*Dashboard to follow the impact of our projects*

OUR 3RD STAKE

# Principles

Shaping AI Ethics

PRINCIPLES

# Towards a trusted AI



TRUSTED AI

GLOBAL

# Infusing ethics in our ways of working

Everyone at Artefact is invited to read, sign this chart highlighting **10 key principles** to follow in its everyday life.

Technical teams are trained on checklists and control points to follow to guarantee ethical data collection, manipulation and model building.



## ACCOUNTABILITY

Data applications should always be under the responsibility of a human. All of our analyses are subject to human review and validation.



## PRIVACY

Data applications should always comply with legislation governing the use of personal data and respect for privacy. We inform and train our teams to respect these rules.



## TRANSPARENCY

Data applications should always be as transparent as possible. Anyone with the right level of authorisation can have access to our tools, data sources and code.



## SAFETY AT ALL COSTS

Data applications should always respect the security standards in compliance with the global, local and market regulations in force. We commit to informing and training our teams to respect these standards.



## EXPLAINABILITY

Data applications should always be understandable to the maximum extent possible. Any result obtained can be explained through the detailed weighting of the parameters that led to the decision.



## REPRODUCIBILITY

Data applications should apply standard operating procedures as much as possible. We seek to ensure the scientific reproducibility of our treatments: under similar conditions, we obtain similar analysis.



## BIAS AVOIDANCE

Data applications should not reflect or reinforce unfair biases. We make every effort to detect, document and minimise bias in the development and production of our algorithms.



## PEDAGOGY

Data Ethical Principles should be accessible and shareable. We educate the stakeholders involved so that they can take ownership of these ethical principles.



## CONTEXTUALISATION

Data applications should always serve a purpose defined by humans. We take care to give purpose to data and ensure that it does not harm human life.



## TRUST

Data applications should be a matter of trust. We commit to working in an environment of mutual trust with our collaborators, clients, partners and users.

TRUSTED AI

 GLOBAL

# Ensuring responsible & ethical AI

Through **LabelIA** certification, Artefact is committed to developing and using ethical, transparent and responsible artificial intelligence, aligned with best practices in governance and societal impact.



TRUSTED AI

GLOBAL

# Building the standard for a trusted AI

Building the standard for responsible and trusted IA means connecting to the most advanced ecosystems on these subjects: scientific research, group of interests, tech leaders. It also means to be able to leverage our clients ethics mindset, by training them and developing Ethical operational practices.

# AI & ETHICS



**Intelligence Artificielle & Éthique : nouveaux enjeux et solutions data-driven pour une IA de confiance à déployer dans les entreprises**



**Vincent Perrin**  
Partner Ecosystem  
Technical Leader  
IBM



**Hanan Ouazan**  
VP Data Science  
ARTEFACT

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TRUSTED AI

GLOBAL

# Supporting fundamental research in IA

The **Research Center** bridges the gap between fundamental AI research and businesses on Ethics and adoption of AI.

Collaboration between Artefact and academic researchers, combined with PhD students from top universities and engineering & business schools.



**ARTEFACT**  
RESEARCH CENTER

**Data-driven method for navigating the Atlantic in a rowing race**

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**Explainable AI does not provide the explanations end-users are asking for**

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**Forecasting performance of workforce reskilling programmes**

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PRINCIPLES

# CSR governance

GOVERNANCE

 GLOBAL

# Global CSR governance

CSR SPONSOR



**Vincent Luciani**  
CHAIRMAN & CO-FOUNDER OF ARTEFACT

CSR PROJECT MANAGER



**Lucie Filiol de Raimond**  
GROUP CSR PROJECT MANAGER

CSR SPOC BY COUNTRY / REGION



**Fabrice Henri**  
MANAGING PARTNER



**Ghadi Hobeika**  
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**Alexandra Mangeard**  
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**Kenn Liu**  
PARTNER



**Ghita Ammor**  
MANAGING PARTNER



**Rahul Arya**  
MANAGING PARTNER



GOVERNANCE

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# Global Impact Program ambassadors

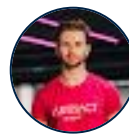
LATAM



Camila Moreno



Pedro Ippolito



Paolo Gozdink



Alexandre Biebuyck



Erica Esparza

USA

UK



Sam Harris



Cheyenne Schwarz



Louise Lu



Clara O'Brien



Caroline ElSibai

NETHERLANDS

MENA

MOROCCO



Driss Ahmidouch

SPAIN



David Lopes

GERMANY



Olivier Verwilgen

ASIA



Emma Zhang

FRANCE



Victor Verboogen



Eugénie Kotelnikova



Charles Steimberg



Oualid Mokhtar



Antoine Peix

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# WOMEN @ARTEFACT

Uniting a team of local experts to accelerate  
our positive impact

## FRANCE



**Amandine GUILBAULT**  
LEAD W@A  
LEAD COMMUNICATION



**Hajar BELMHAÏDI**  
LEAD FORMATION



**Sofya DENOUN**  
LEAD TRANSFO



**Domitille DE  
ROQUEMAUREL**  
LEAD EVENTS



**Carla PICHOT**  
COMMUNICATION



**Laurie RUBIRA**  
COMMUNICATION



**Jihane  
BENAMOUR**  
FORMATION



**Fenohasina  
ANDRIAMPIONONA**  
FORMATION



**Manale  
EL KHATI**  
TRANSFO



**Paul LAISSUS**  
EVENTS



**Pauline GINSETT**  
COMMUNICATION



**Jamila NARSI**  
COMMUNICATION



**Nikita POHILA**  
FORMATION



**Alix DELACOUR**  
TRANSFO



**Myriam  
FOGELMAN**  
EVENTS

## UK



**Cheyenne Schwarz**

## NETHERLANDS



**Karen Rieger**

## LATAM



**Camila Moreno**



**Manuela Mesa**

## MOROCCO



**Ghita Ammor**



**Lamia Zakaria**

PRINCIPLES

# CSR certification



CERTIFICATION

 GLOBAL

# Measuring our CSR performance

Artefact has been rated by Ecovadis as a “Committed company” for its CSR performance: environment, social & human rights, ethics, procurement.

The EcoVadis overall score (0-100) reflects the quality of the company's sustainability management system at the time of the assessment.



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