



Sustainable mobility report 2018

Moving together towards a better tomorrow



Kayentis

Dedicated to eCOA & Patient Engagement



Kayentis is committed to sustainable mobility



— At Kayentis, we recognize that we all play a part in ensuring each other's well-being and reducing our negative impact on the environment. We also recognize that we are still young and in a relatively good spot for developing our company's CSR policy (though we think it's never too late to start!)

Kayentis has seen a lot of growth in the past few years, and growth inevitably comes with changes in company infrastructure. This has presented us with an opportunity to re-evaluate our work practices and their impact on the environment, our society, and each other, and we are excited to announce that we have made some great changes!

— At Kayentis, we now have a CSR team committed to developing responsible work practices. Our three main goals in creating this team are to:

- 1 REDUCE OUR NEGATIVE ENVIRONMENTAL IMPACT,
- 2 BEST SUPPORT EMPLOYEE HEALTH AND WELL-BEING, AND
- 3 GIVE BACK TO OUR COMMUNITY.

Our employees' mobility patterns, i.e. how we get around, are a key factor in all three of these target areas of development, so we have decided to start by improving how we move locally.

Development of responsible mobility solutions at Kayentis

— **Facilitating employees' commutes to and from work is a key objective for the entire CSR team. Our employees' time in transit makes up one of the largest parts of our company's carbon footprint; some of our employees drive to work, and sometimes we travel for meetings with clients or to participate in events by car or by plane.**

We decided to make it easier to choose alternative ways of getting to work that would target our three priority areas of development. By encouraging walking, biking, ridesharing and the use of electric cars, we reduced traffic congestion as well as the amount of pollutants we put in the air. Those who chose to bike or walk to work arrived at the office energized and refreshed, and they didn't have to worry about getting those 30 minutes of daily exercise our doctors always talk about!

By implementing some simple initiatives, we were able to boost employee participation in responsible work practices and develop all three of the areas mentioned above.

— ACTION 1: The creation of a bike park

- In France, around 2-3% of an office's employees bike to work on average. During the summer, 25% of employees at Kayentis ride bicycles to work, and up to 10% during the winter despite our notoriously snowy weather!
- However, many of our employees had mentioned that finding a safe place to leave their bikes during the day had been problematic. The surrounding area had no bike racks, garages, or other such structures.
- To address this problem, we decided together to create a bike park, which we accomplished with the help of all of our staff. Now there is an on-site sheltered bike park so that all of our employees can park their bicycles and rest assured that they and their bikes are safe.



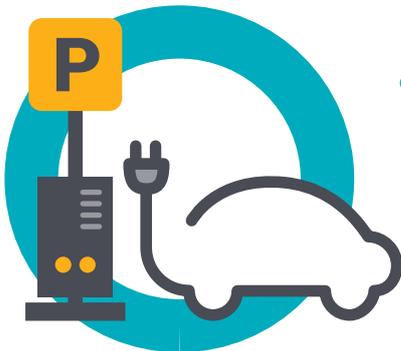


— ACTION 2: The creation of a locker room

- We really wanted to make sure that employees had no trouble finding ways to get their exercise in during the day, so we built a large locker room with showers.
- Now employees can keep their exercise equipment on-site and don't have to worry about staying clean after a workout or biking to work!

— ACTION 3: Bike repair kit with a dedicated team

- Continuing on the theme of safety, we really wanted to make sure the bike-riders on our team had fast access to any necessary bike repairs, so we made a repair kit available at Kayentis. Since some people may not be confident repairing a bicycle, several of our bike-enthusiast employees stepped up to the plate - or pedal, in this case - to form a volunteer bike repair team.



— ACTION 4: Charging stations for electric cars

- For those who aren't able to commute by bike, Kayentis started encouraging the use of electric cars. Charging stations have been installed for their convenience.

— ACTION 5: Putting Kayentis on the (transit) map

- We are in frequent contact with our city officials, advocating for a more connected and frequent transportation solution to get to and from our offices. Using our employees' experiences with transportation, including the time and quality of their commutes, we were able to show the Grenoble transport department that reinforcing public transportation to our offices would help reduce traffic and air pollutants and reduce CO₂ emissions.
- Today we have several bus lines that stop within 5 minutes of our front door, and as part of the national French movement to make public transport more accessible for workers, Kayentis reimburses 50% of its employees' transportation costs. Now there are plans in progress to further develop the public transportation network in our area.





A source of motivation for Kayentis

— In addition to all of these actions, part of the CSR team's plan included signing up for a regional mobility challenge, “the Auvergne-Rhône-Alpes Mobility Challenge”. We wanted to test objectively - there are a lot of scientists among us, after all - the effectiveness of our work, and we competed with other mid-size companies. It went well; we placed second in our category!

One of the goals of participating in this challenge was to prove to ourselves that we could make more conscious choices regarding how to get to and from work. Together we were able to significantly decrease our use of polluting transportation by encouraging walking, biking, ridesharing, and the use of electric cars, and most importantly we did it in a way that our staff enjoy and feel safe using.



The success we've seen in developing a more conscientious work environment has been a great source of motivation, and we're proud to have seen substantial participation and enthusiasm from our employees. We're currently at work thinking of other ways to be more responsible at work and are excited to see what our CSR team thinks of next! Stay tuned...

Jean-Michel Combe, head of strategic marketing & CSR manager, Kayentis



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