

FGPI

Corporate Social Responsibility (CSR)

This document follows the plan given by article R 225-105-1 of the French Commercial Code, set up by Decree No. 2012-557 of April 24, 2012, applicable to non-listed companies as part of the CSR approach.

0. Preamble

FGPI's ongoing concern is to reconcile its objective of service excellence in the field of intellectual property with the human and environmental issues associated with its activity.

1. Social information

1.1. Job

The main purpose of hiring is to accompany the firm's growth, and concern both employees (engineers or jurists) and individuals who are intended to strengthen support teams.

These hiring are of course the subject of very special attention, and are carried out mainly through interviews.

The layoffs remain exceptional.

In terms of remuneration, FGPI strives to offer wage levels in relation to the high level of qualification required by its activity. The pay increases are decided on the basis of objective assessment elements, including financial indicators, participation in general interest work, training actions, etc.

1.2. Organization of work

Frédéric GAILLARDE personally handles the processing of the complex files of his Clients, and supervises the work done by its collaborators, if any.

1.3. Health and safety

Frédéric GAILLARDE personally ensures that all stakeholders are able to work in good safety conditions, and in a benevolent working environment.

1.4. Training

The exercise of the business of industrial property consulting requires qualifications to represent Clients before the French and European industrial property offices.

More specifically, patent attorneys must obtain their diploma from the Centre for International Industrial Property Studies (CEIPI, Strasbourg), before presenting themselves a few years later to the qualification examinations of the Institut national de la Propriété Industrielle (INPI, France), and the European Patent Office (EPO, headquartered in Munich).

Similarly, trademark attorneys must, after the CEIPI or a Master 2 in intellectual property, present themselves to the INPI qualification examination – in order to qualify also before the European Office for Intellectual Property (EUIPO, Headquartered in Alicante).

All these qualification examinations require heavy preparations, spanning several years.

If necessary, FGPI can take in charge of all these trainings, as well as related costs (travel, accommodation, documentation, etc.).

1.5. Equal treatment between women and men

FGPI has always been committed to respect for the principles of non-discrimination and equality.

FGPI ensures to:

- reaffirm these principles of equal treatment between women and men working in the firm,
- set specific objectives in certain areas such as professional training,
- allow good joint between professional life and family life, and to
- ensure equal remuneration between women and men having the same experience and skills.

1.6. Anti-discrimination policy

FGPI ensures that recruitments, promotions and access to professional training are carried out without any form of discrimination.

2. Environmental information

The activity of IP attorney is inherently less polluting and less energy consuming than an industrial activity.

This being, FGPI is fully aware of the many improvements that can be made to reduce the impact of its activity on the environment.

With regard to waste management, FGPI has put in place a selective sorting, as well as a procedure for recycling paper and used printer cartridges.

With regard to energy consumption, FGPI strives to reduce its power consumption by setting up LED lighting, by extinguishing these lights in the evening and in case of absence of offices, and by the complete extinction of computer workstations out of the hours worked.

In some of its premises, FGPI has placed presence sensors to illuminate the lights only in the event of an actual presence of a person.

Double glazing has also been installed in all offices, so as to reduce heat exchange with the outside, as well as noise pollution.

In addition, FGPI fully operates in paperless mode.

The few times it is necessary to print a document, this printing is done in recto-verso mode, and exclusively in black-and-white.

FGPI promotes teleworking, thus contributing to a significant reduction in transport-related energy expenditure and associated pollution.

3. Societal commitments for sustainable development

3.1. Territorial, economic and social impact of FGPI's activity

FGPI is implanted in Paris, in the Parisian region and in the Provence-Alpes-Côte d'Azur region, and its reputation in particular in these geographical areas is excellent.

In all these locations, FGPI develops induced jobs.

3.2. Partnership, sponsorship and teaching actions

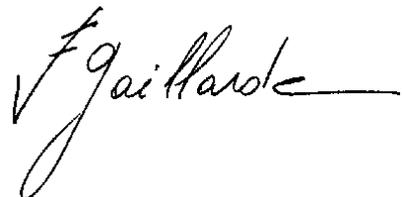
FGPI maintains ongoing relationships with a number of associations, some with professional vocation (MEDEF, CPME, APEB, AIPPI, CNCPI, EPI...), others with a charitable vocation (Association Cap' Devant !...).

In addition, Frédéric GAILLARDE has a very sustained teaching activity in schools and universities: Paris-Dauphine, Paris College of art, Higher School of Renewable Energies...

3.3. Outsourcing

FGPI is committed to selecting subcontractors that implement a true social and environmental responsibility strategy.

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Frédéric GAILLARDE, Paris on March 11th, 2019