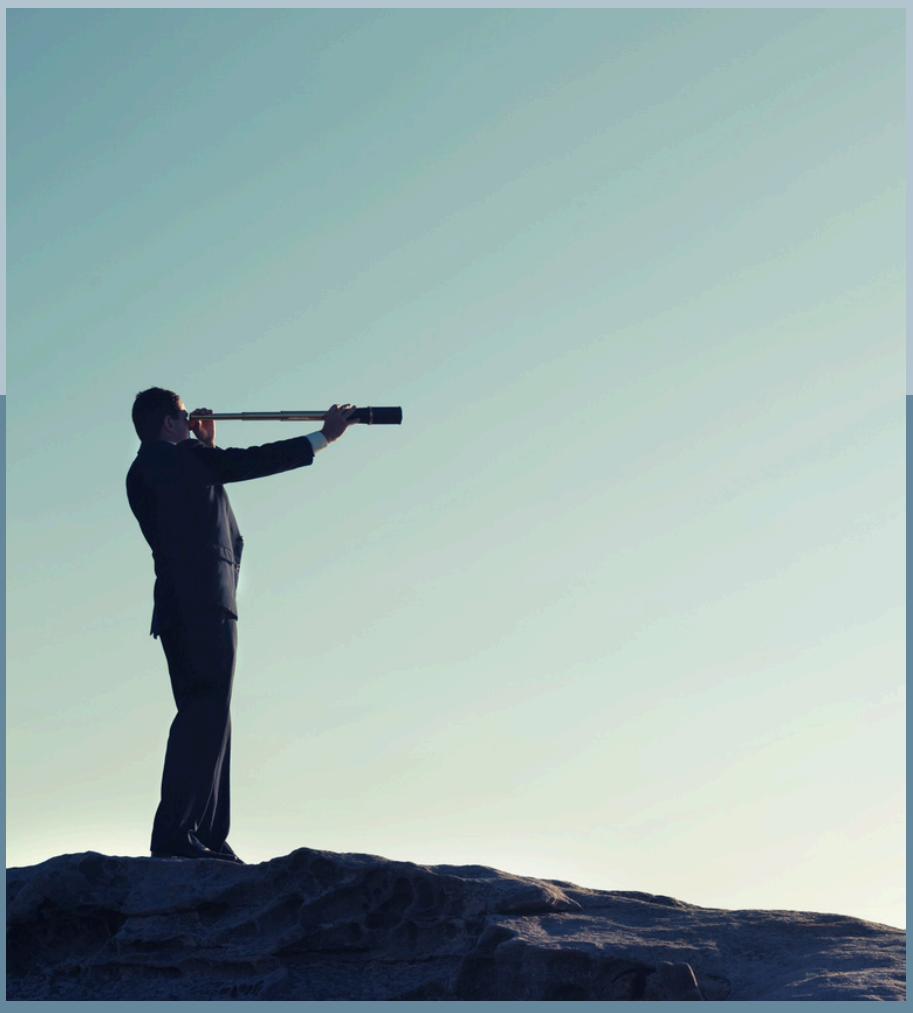
racine
AVOCATS

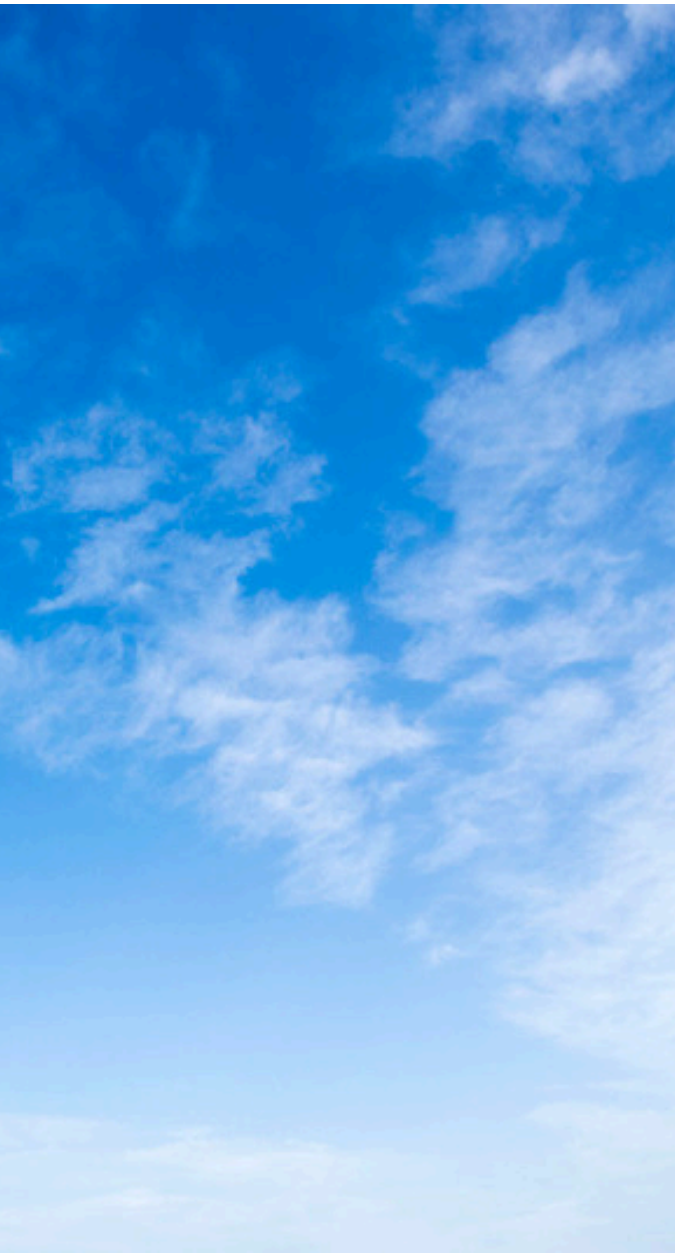
CSR Report

July 2026



Corporate Social Responsibility

INTRODUCTION



At Racine, we firmly believe that a law firm's performance is measured as much by the quality of the support it provides as by its impact on its staff, clients, partners and society.

This 2026 CSR report illustrates our ongoing commitments and the progress made over the course of the year. It demonstrates the firm's collective commitment to priorities that underpin our actions in the long term: promoting a responsible and inclusive working environment, reducing our environmental footprint, strengthening our ethical practices and contributing, in our own way, to a more sustainable economy.

This progress is also independently assessed. Since 2025, Racine has held the EcoVadis bronze medal and, in 2026, continues to make progress in this benchmark assessment of social and environmental responsibility. This recognition reinforces the actions we have undertaken whilst encouraging us to pursue the continuous improvement of our practices.

Throughout these pages, you will discover the initiatives we have undertaken, the results achieved and the new projects that are driving this process of continuous improvement. Because responsibility cannot be imposed; it is built every day, collectively.

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Part 1

Human Resources



THE FIRM'S STAFF

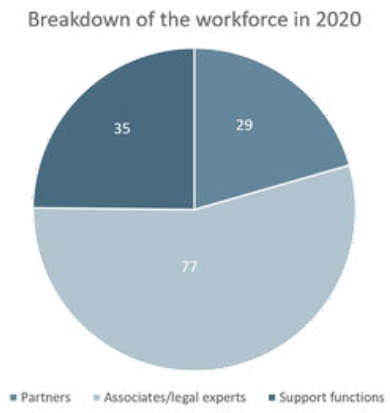
Racine's workforce is broken down as follows:

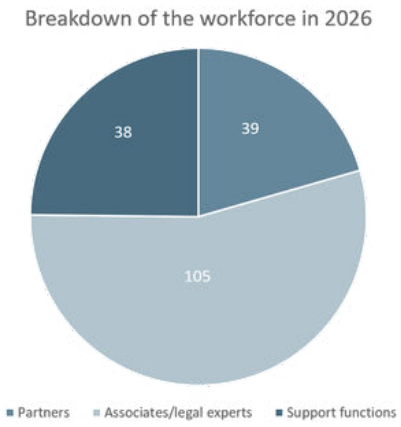
As at 31 December 2020

	Total workforce	Men	Women
Partners	29	72%	28%
Associates & legal experts	76,5	31%	69%
Lawyers (all)	105,5	43%	57%
Support functions	35	20%	80%

As at 1 July 2026

	Workforce	Men	Women
Partners	39	67%	33%
Associates & legal experts	105	31%	69%
Lawyers (all)	144	41%	59%
Support functions	38	21%	79%





The firm saw a 22.53 per cent increase in its staff numbers between 2020 and 2026.

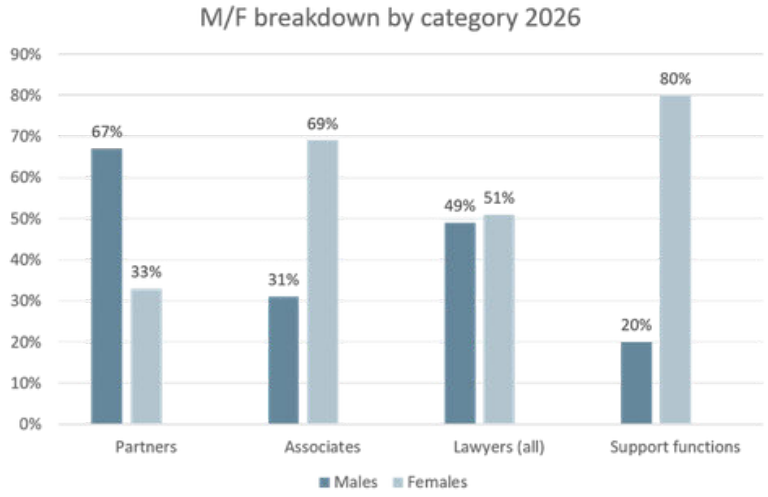


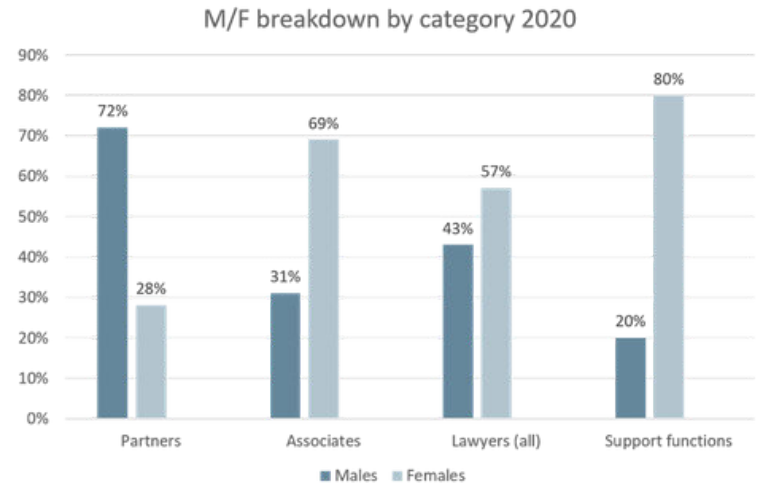


GENDER BALANCE

Racine pays particular attention to gender equality. We pursue a proactive equality policy in all areas, including recruitment, pay and career progression.

Changes in the proportion of women in the firm





The proportion of women has remained stable overall, accounting for 58% of the firm's total workforce.

Trends in the number of female partners

The proportion of female partners increased between 2020 and 2026, rising from 28% to 33% of the workforce, representing a 5% increase.

This trend is in line with the partners' decision to enshrine gender balance in the firm's governance:
In elections for managing partners, a pair comprising one man and one woman takes precedence over an all-male pair in the event of a tie.
Gender parity is applied across the firm's main governing bodies: the Executive Committee, the Remuneration Committee, the Development Committee, the Management Board, the Ethics Committee and the International Committee.



Appointment of partners

Since 2021 :

- 2 lateral female partners

In 2022

- 1 female partner Internal promotion
- 2 lateral female partners

In 2023

- 1 lateral partner
- 1 female lateral partner

In 2024

- 2 partners Internal promotion
- 1 female partner Internal promotion
- 1 lateral partner
- 1 female lateral partner

In 2025

- 1 partner Internal promotion
- 2 female partners Internal promotion
- 1 female lateral partner

In 2026

- 1 partner Internal promotion

The most recent partners appointed through internal promotion over the last two years clearly demonstrate Racine's commitment to promoting gender parity, as four partners were co-opted in 2025 and 2026: two men and two women.

The composition of our client-facing teams is therefore naturally influenced by this high proportion of women within our firm.

Initiatives to support women

In January 2018, Racine set up a club dedicated to the firm's female partners, which meets once a month. As a forum for discussion and dialogue—spanning multiple practice areas and generations—it provides a supportive environment in which to address topics relating to career progression, the exchange of best management practices, developments within the legal profession and the firm's growth. Within this framework, the firm's female partners also consider the best ways to support the integration and career progression of young female associates (for example, by setting up a mentoring scheme).

In July 2023, two senior female associates represented the firm at the Multilaw Young Leaders Conference in Thailand.
In 2024, one male and one female associate represented Racine at the Multilaw Academy in Costa Rica.
In 2025, a female associate represented Racine at the Multilaw Academy in Thailand.

PARENTING

Parenting is naturally a key issue for any organisation. The importance attached to it is all the greater given that the firm's workforce is young.

With the average age of staff standing at 32.74 years in 2026, this is therefore a key issue at Racine.

To this end, as soon as a female employee announces her pregnancy, the firm sends her a message of congratulations and supports her through the processes involved in parenthood.

At every stage of management, and particularly during annual pay reviews, the firm ensures complete equality of treatment regardless of any family or personal events that have occurred during the year.

Maternity

Since January 2022, 43 of our female staff members have been able to enjoy their maternity leave with peace of mind.

Twelve of these staff members have had two pregnancies, including one set of twins, whilst working at the firm.

These figures show that maternity leave is viewed positively and does not affect the quality of life at the firm or the career prospects of the women concerned.

	2022	**2023**	**2024**	**2025**	**2026**
Number of maternity wards	9	9	7	8	10
including the second maternity ward	2		3	4	2



Paternity

To help its staff manage their family commitments, the firm has also increased the number of days' leave to six weeks a year.

To celebrate new births, Racine presents the happy parents with a fruit basket.

Racine has also introduced various measures for its staff.

	2022	2023	2024	2025	2026
Number of paternity cases	2	4	4	6	5
including his 2nd child	2			4	

Results

- Introduction in 2022 of two days' leave per year for a sick child
- Three days' statutory leave, bringing the total number of leave days and RTT days to 31 per year
- Introduction in 2022 of flexible working hours
- Permanent adoption of a remote working policy
- Introduction of holiday vouchers in 2025



LIFE QUALITY AT WORK

Assessment of quality of life at work

Racine is one of the first law firm to have introduced a workplace well-being survey.

In the second edition, held in 2026, 78% of the firm's staff took part and highlighted:

- An exceptional engagement rate of 95%;
- A satisfaction rate of 98% regarding the quality of services provided;
- A 96% satisfaction rate with physical working conditions;
- A 97% approval rating for the general working atmosphere.

This survey highlighted the positive reception given to the firm's responses to the concerns raised during the previous edition.

Racine's Commitment

Determined to commit to improving the quality of life within the firm, the partners have formalised this commitment.

Results

Three charters have been signed:

- Charter for Responsible Partners, July 2022 (this document is structured around three principles: consideration, solidarity and setting a good example, which partners must uphold in the course of their duties).
- Wellbeing at Work Charter in June 2024
- Neurodiversity Charter in March 2026

Work organization

Remote working

The organisation of work has become more flexible with the introduction of remote working across the firm.
For employees, the organisation of remote working is governed by the remote working charter, which was formalised in 2022.



Flexible woring hours

Since 2022, employees have also been able to request personalised working hours.

Fixed daily rate

For its autonomous managers, Racine has introduced, through a working time agreement established with its Social and Economic Committee (CSE), an annual fixed-day arrangement. This arrangement limits the number of working days for managers not subject to collective working hours to 218 days per year.

Autonomous managers must complete a table each month showing the days actually worked. A daily flat-rate review is held regularly with each individual to check their workload and ensure a healthy work-life balance..

Results

- 25 remote working charters signed
- 7 employees have requested individualised working hours

Adaptation of premises

In 2023, Racine renegotiated its lease and increased the floor space of its premises to accommodate its growing workforce. Its office space increased by 62%.

Sufaces (m²)	**2022**	**2025**
R+2	1.200	1.200
R+4	2.334	2.334
R+5		1.797
RDC		399
Total	**3.534**	**5.730**

To harmonise all its premises and adapt them to the needs of its teams, as identified in the QWL survey, Racine commissioned an architect with experience of the specific constraints faced by law firms..



His terms of reference were as follows:

- To provide enclosed offices for lawyers to encourage concentration,
- Create open-plan areas on each floor to encourage interaction,
- To create workspaces on each floor suited to different working situations: project rooms for collaborative work, connected booths for holding video conferences, and meeting rooms for informal discussions or for privacy,
- To create a relaxation and refreshment area on each floor,
- Foster a friendly atmosphere by creating a large space that can be used both for staff meals and for events, whether formal or informal,
- Make it easier to take part in sport before or after working hours by providing changing rooms and showers,
- Improve working comfort.

Following nine months of works carried out in 2024, the project met all the defined objectives.

Results

- 5,300 m² of refurbished premises designed to maximise natural light
- 5 open-plan areas to facilitate interaction with assistants and trainees
- 10 alternative workspaces (project rooms, cubicles, etc.)
- 5 separate photocopying rooms
- 3 refreshment areas with hot and cold drinks available free of charge
- 350 m² of social and reception space opening onto a garden with 65 seats available for lunch
- 4 showers and changing rooms
- Enhanced working comfort, as noted during the occupational health visit on 9 January 2025:
  - Widespread adoption of height-adjustable desks
  - Widespread adoption of dual computer monitors on adjustable stands
- 96% of the firm's staff consider their working environment to be pleasant (2026 Wellbeing at Work Survey)



A friendly atmosphere

As a friendly working environment is a key priority for Racine's staff (as indicated by responses to the 2022 Wellbeing at Work Survey), Racine has introduced a range of measures to address this:

Creation of a dedicated 350m² space

- Encourages informal get-togethers during the day and cross-team lunches
- Encourages teams to organise social events

Internal Events

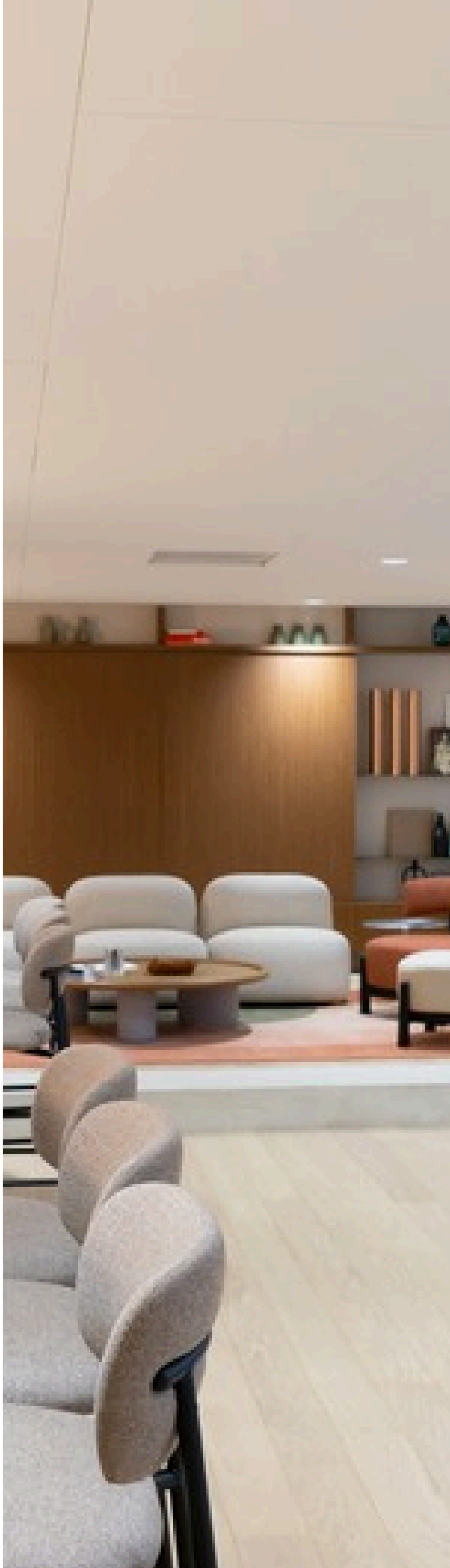
Organisation of one in-house event per month, organised by the communications department

Results

- Introduction of one QWL event per month from January 2025
- Launch of QWL Week in 2024
- QWL Day in June 2025 and 2026 [Appendix 2]

Establishing one major social event each year: alternating between a staff weekend and a Summer Party.

In 2026, the summer party took place on 9 July and followed an annual review presented by the managing partners to the whole firm.



Career management

Performance appraisal

Racine has developed a clear process enabling every staff member and employee to have an individual performance review with their line manager each year.

To ensure this discussion is interactive and gives significant weight to staff feedback, the process is structured in several stages:

1. The staff member completes the first part of the appraisal form
2. The form is sent to the manager, who completes it
3. During the review, the staff member and their manager discuss all the questions raised and finalise the form by mutually agreeing on objectives for the coming year
4. The forms are sent to the HR department, which ensures that working relationships are running smoothly, identifies any difficulties and records requests for training.

The appraisal forms are tailored to the profiles of the individuals concerned [forms in the appendix]:

- Employees
- Department managers
- Staff members
- Counsels

Results

- In 2025, 94 appraisal forms were completed and filed.
- In 2026, 100 % of annual interviews were conducted and resulted in a written report.

Progress

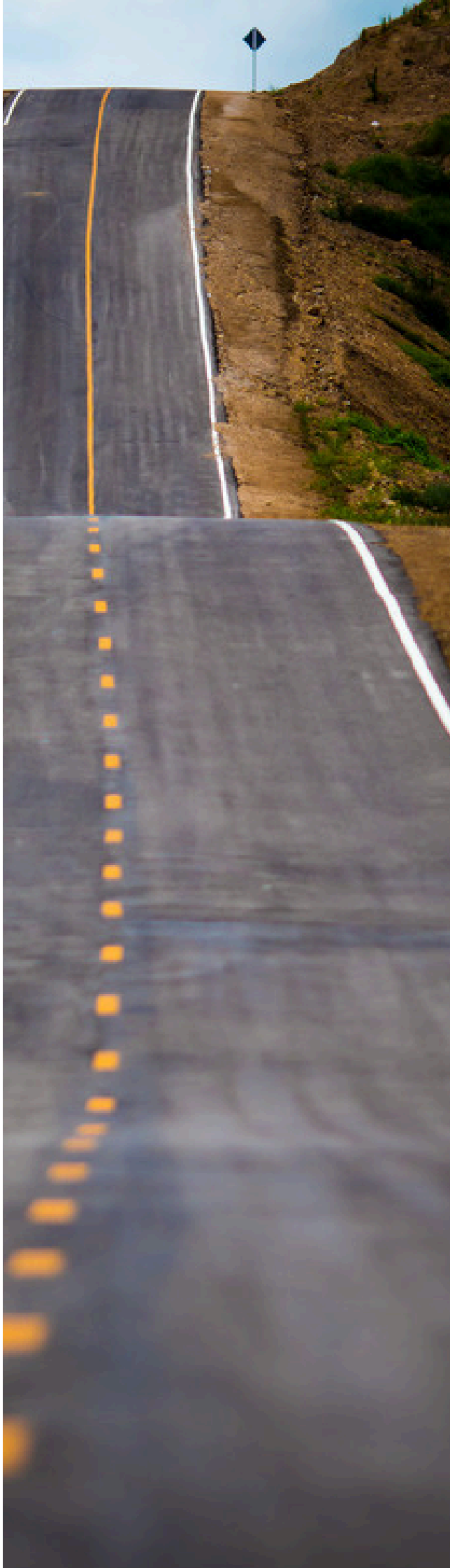
Keen to retain its staff, Racine has developed several schemes:

A “Counsel” status

This status is available to lawyers who have practised for at least eight years and enables them to demonstrate to their clients a high level of expertise and autonomy in the practice of their profession.
Obtaining this status involves a defined process, details of which are available to staff on the firm’s intranet.

Results

- Racine has 14 Counsels on its staff.
- In 2025, 3 Counsels were appointed.
- In 2026, 3 Counsels were nominated and appointed.



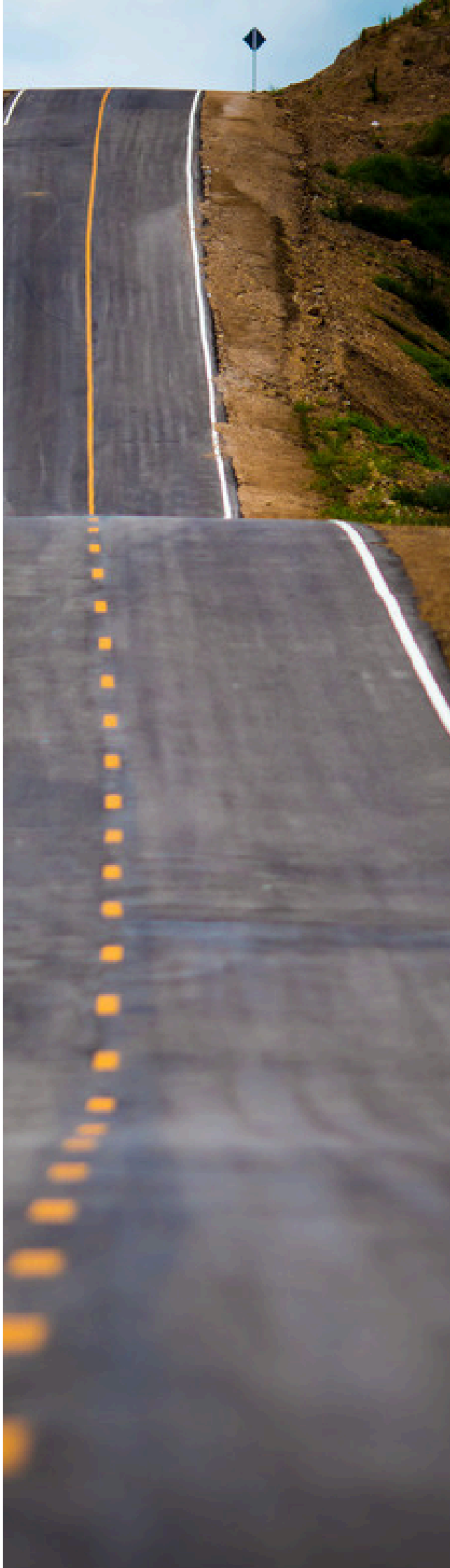
A Partner's track

For its associates whom the firm believes have the qualities to become partners, Racine has developed a program called Partner's Track.

This program allows us to support identified associates, with milestones, for two or three years before actually presenting them to the association.

Results

- In 2024: 3 Counsel were presented to the association at the end of this program and were appointed.
- In 2025: 3 Counsels were presented to the association at the end of this program and were appointed.
- In 2026, 1 Counsel was presented to the development committee and received the support of the partners to join the partner's track.



DIVERSITY AND INCLUSION

Aware of its social responsibility regarding inclusion, Racine acts on several levels:

Inclusion: Diversity and inclusion are natural values for Racine, which strives to maintain open recruitment practices for individuals from diverse backgrounds and experiences, as well as those far removed from the job market.

Results

- Employees and staff from 11 foreign countries (country of birth).
- In 2023, Racine recruited 2 employees residing in priority neighborhoods of the urban policy; welcomed a visually impaired intern and equipped him with specific equipment to enable him to complete his internship successfully and thus validate his Master's year; offered apprenticeship contracts to young people of foreign nationality who were looking for work.
- In 2025, Racine recruited: an employee with refugee status; an employee over 55 years old, looking for a job.

Social commitment: also aware of its role as an actor in civil society, Racine supports several causes and associations over the long term.

Results

- Since 2023, Racine has been offering its employees the opportunity to participate in connected races to support the "Toit à moi" association, which provides housing for the homeless.
- Since 2024, Racine has supported the Droit d'urgence association.
- In 2025, Racine established a partnership/sponsorship with the Théâtre de la Colline promoting access to culture for all.
- In 2026, Racine joined the signatories of the Neurodiversity Charter, promoted by the association Les Singulières. This initiative is in line with the firm's ongoing commitment to diversity and inclusion.

Racine's financial contributions to these programs:

	2022	2023	2024	2025	2026
Montant	55.500€	52.100€	44.025 €	48.500€	53.000€

TRAINING OF YOUNGER GENERATIONS

Racine has a proactive policy for training younger generations. Within this framework, the firm places great emphasis on apprenticeships and internships.

Apprenticeships: Racine offers apprenticeship or work-study contracts to young people wishing to obtain a professional qualification. This gives them the opportunity to gain experience and put their learning into practice alongside their studies, thereby enhancing their employability in the long term..

Results

- In 2022: 3 apprenticeship contracts, 2 of which supported individuals seeking a career change: from tourism to legal assistant, and from pastry chef to legal assistant.
- In 2023: 2 apprenticeship contracts, including 1 for a person of foreign nationality who arrived in France as an unaccompanied minor.
- In 2024: 3 apprenticeship contracts, including 2 for people of foreign nationality wishing to enhance their training to access the job market.
- Since 2022, 4 apprentices have been hired on permanent contracts after completing their apprenticeships.

Internships: Interns, like employees and collaborators, benefit from a day of orientation and training upon their arrival at the firm.

Placement at the heart of the teams: to enhance their learning, trainees are placed in the offices of employees or, if there is no space, in the center of the floors, near the assistants, in a place designed to facilitate their exchanges with members of the firm.

Follow-up: Interns benefit from various interviews throughout their internship:

- An induction interview at the start of the internship to explain how the team operates and its expectations;
- A monthly review of their workload
- A mid-internship interview to review their integration into the team and the quality of their work
- An end-of-internship interview.



Trainees are also asked at the end of their traineeship to complete a satisfaction questionnaire anonymously.

Results

	2022	2023	2024	2025	2026
Number of trainees who passed	39	35	39	45	40
Number of law students	18	8	9	18	26
Number of trainees recruited each year	4	2	3	5	3
% recruitment of trainee solicitors	22%	25%	33%	28%	17%

- 22% of Racine's lawyers were previously trainees at the firm.
- 23% of legal assistants were recruited after an apprenticeship



Part 2

Sustainable development



MANAGING OUR FOOTPRINT

Driven by its conviction and commitment, Racine entered into a partnership in 2023/2024 with ESG Lab & Society, a mission-driven company, to inform and raise awareness amongst its staff and clients about ESG issues and to play an active role in helping organisations transition towards a more sustainable model.
In 2025, Racine became a 'gold' partner of the Engagement Forum, whose main theme is decarbonisation.

True to its commitment, Racine has implemented a policy of reducing consumables, limiting waste and recycling.

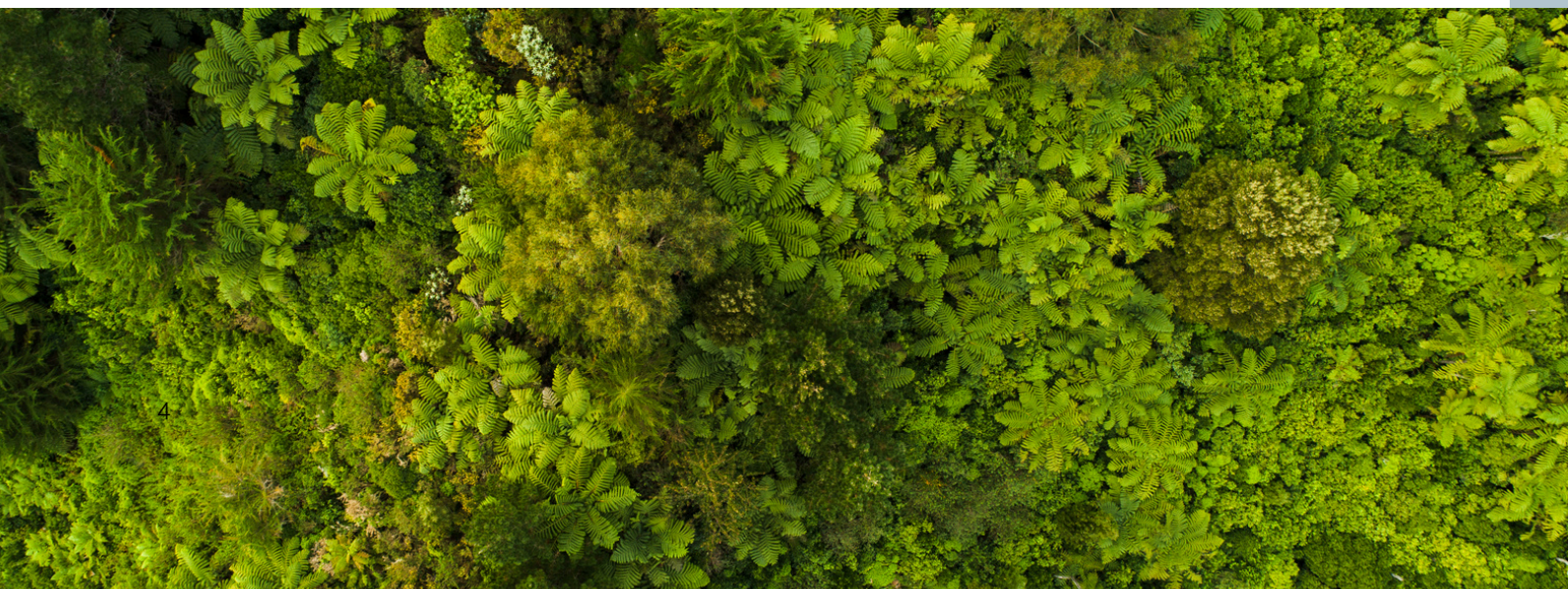
Racine reduces paper consumption through several measures:

- Implementation of codes on printers to validate only useful printouts – which also contributes to reducing toner consumption (systematically recycled) – default printing in black and white and duplex.
- Implementation of an EDM (Electronic Document Management) system to centralize documents in electronic format.
- The widespread adoption of electronic signatures also reduces the physical flow of documents.

Results

Trends in paper consumption per person	2022	2023	2024	2025
Average number per person	9 747	8 918	8 633	7 348
Evolution		-8,50%	-3,20%	-14,90%

- 76.6% of printing is done on both sides (first half of 2026).



Results

Volumes of recycled paper in kg	2021	2022	2023	2024	2025
Recycled volume	4 810	5 375	5 125	17 055	6 475
Evolution		11,75%	-4,65%	232,78%	-62,00%

- Since 2018, Racine has collected 35.54 tonnes of paper, the equivalent of 595 trees saved from being cut down. [Appendix 4]
- Documents are destroyed at a secure facility within 48 hours;
- The shredded paper is sent to a French paper mill for recycling;
- A document destruction certificate issued by SHRED IT ensures the traceability of the waste.

- Since 2019, Racine has installed filtered water fountains connected to the mains water supply and provides each employee with a reusable water bottle. Disposable bottles and cups have been eliminated in meeting rooms, tea rooms, and the cafeteria.

- Since 2023, Racine has undertaken a program to recycle coffee pods by collecting those used within the firm and those used by its staff and employees for personal purposes. [Appendix 5]

	2023	**2024**	**2025**
Volume of recycled capsules in kg	150	163,2	246,4

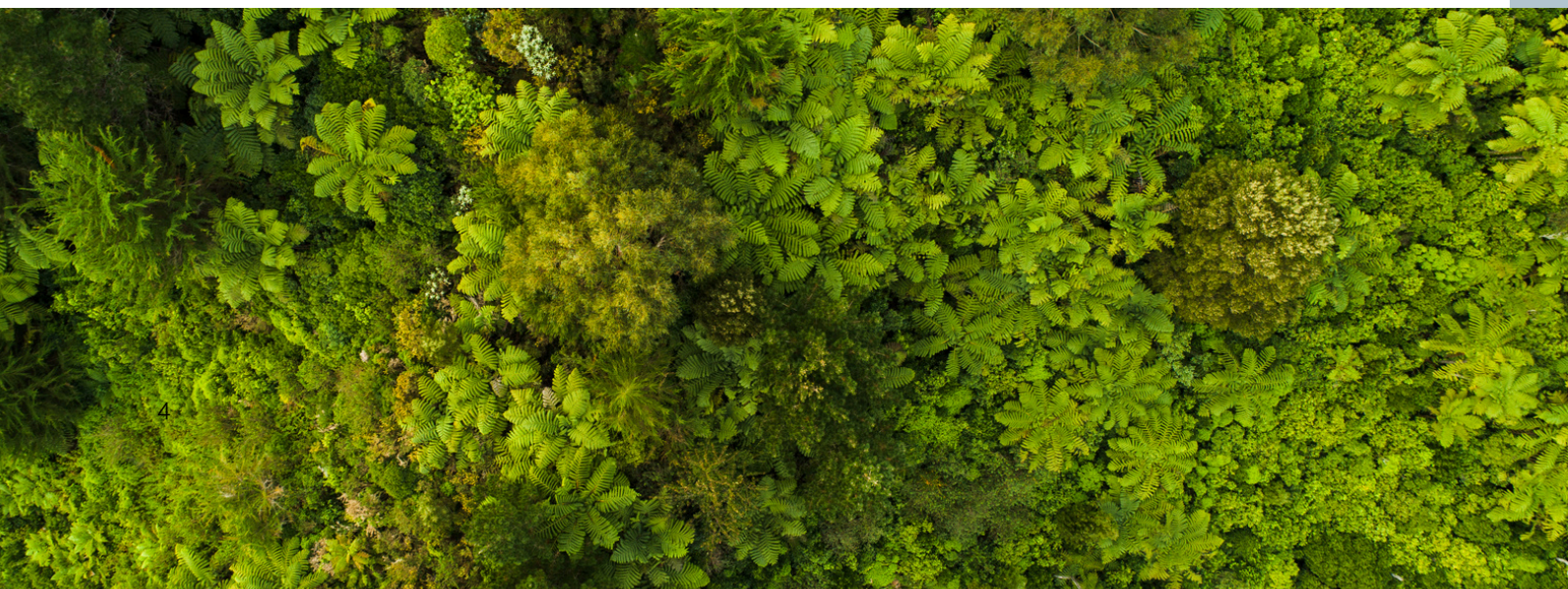
- In 2026, the central services department of the building in which Racine has its offices introduced a four-stream waste sorting scheme, enabling its tenants to access this service. In July 2026, the four-stream waste sorting scheme was therefore up and running and was organised as follows

Sorting 4 streams:

- Paper/cardboard
- Glass
- Cans/Bottles/Plastics
- Miscellaneous waste

Furthermore, Racine also recycles:

- Hand towel
- Coffee pods and grounds
- Confidential documents



COST-EFFECTIVE MANAGEMENT OF PREMISES

Racine has set up its offices in premises equipped with a BMS (building management system) allowing fine-tuning of lighting and air conditioning in workspaces.

This system allows lighting to be adjusted across five brightness levels and distinguishes between areas used during the day and those used in the evening.

Racine has raised awareness amongst its staff, through messages and notices, about reducing electricity consumption by reminding them of the need to switch off lights and devices on standby when leaving their desks in the evening. The premises are also fitted with a timer that switches off the lights after 15 minutes in unoccupied rooms.

Air conditioning can be adjusted from one office to another, with a variation of three degrees from the general setting; opening windows instantly stops the air conditioning.

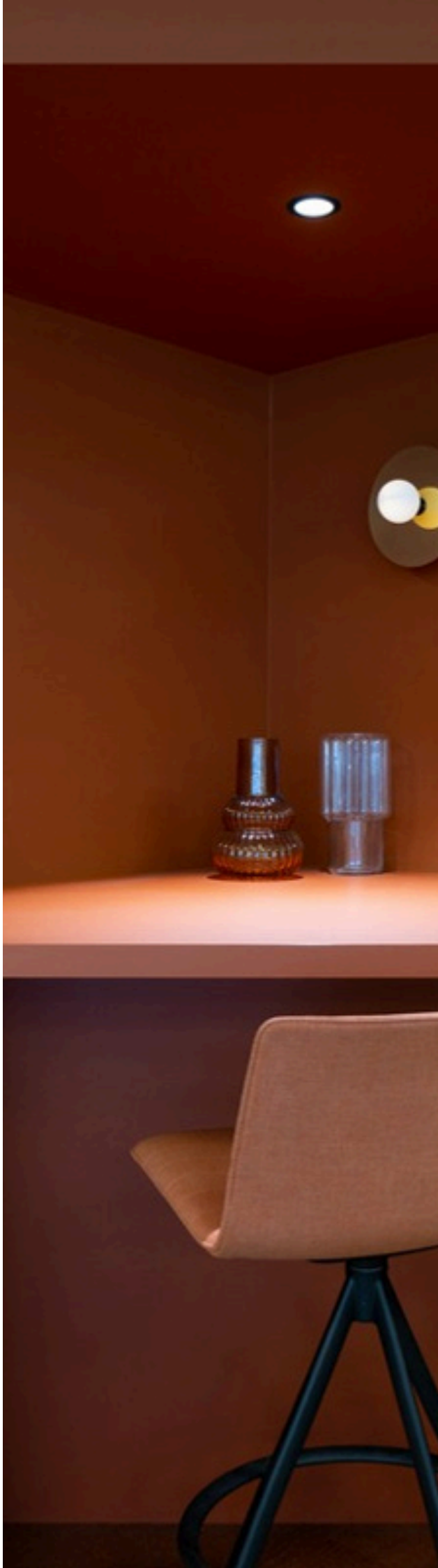
For the renovation work on its offices, Racine chose the general contractor that provided the strongest guarantee in the treatment of waste and its recycling.

The project was designed with the reuse of existing partitions to limit waste and the transport of raw materials.

Results

Evolution of electricity consumption	2023	2024	2025
Annual consumption	255 411 kW	373 232 kW	420 702 kW
Energy consumption per square metre of office space	73	65	73

- Construction site waste management: 72,505 kg of waste collected and processed; 70,236 kg of waste recycled, representing a recovery rate of 96.87%. [Appendix 6]



RESPONSIBLE PROCUREMENT

Aware of its social responsibility in the choice of its suppliers, Racine aims to support ethical service providers, both for their eco-responsible approach and their community engagement.

Since 2021, the firm has therefore introduced a smart fridge enabling its staff to purchase food at a controlled cost, whilst minimising deliveries and packaging. The supplier was selected on the basis of its environmental commitment (production in workshops close to the point of consumption, use of recycled and compostable containers, and deliveries by electric vehicle).
Since 2024, Racine has chosen Cafés Joyeux to supply coffee beans for the coffee machines in its tea rooms. This company employs people with disabilities to prepare and dispatch its orders.

In 2026, the firm drew up its responsible procurement policy and submitted a responsible procurement charter to its suppliers. Its aim is for 50% of its suppliers to have signed this charter by 2028.



TRAVEL AND MOBILITY

Convinced of its ability to act and its role in raising awareness among its employees about environmental issues, the firm made a commitment in 2022 to offer only train travel for all its internal events.

Racine worked with its landlord to obtain the creation of a bicycle garage in the building, thus promoting this means of transport for its employees.

In 2026, a second bicycle parking facility was put in place to improve conditions for cyclists and promote cycling.

Apendices



Results of the QWL barometer





Results of the QWL barometer

Que retenir de cette enquête :

Une forte mobilisation

Sur 181 avocats/salariés sollicités, **142 ont participé à l'enquête** proposée en janvier 2026, soit un **taux de participation de 78%**, supérieur au benchmark People Vox (73%).
Cette mobilisation témoigne d'un **intérêt réel pour la démarche d'écoute interne** et confère une bonne représentativité aux résultats.

Un collectif très engagé et attaché au cabinet

Les résultats traduisent un **niveau d'engagement exceptionnel**.
- **95% d'engagement** au travail (vs 82% benchmark cadres People Vox)
- **94% de fierté** de travailler pour le cabinet
- **88% d'intention de rester chez Racine**

La **qualité des prestations délivrées aux clients est unanimement reconnue (98%)**, cohérente avec le niveau d'engagement exprimé par les équipes.

Une organisation perçue comme solide

Les répondants expriment une **forte confiance à l'égard du cabinet** :
- 94% sont confiants pour son avenir
- 98% reconnaissent la qualité des prestations délivrées

Le score de recommandation du cabinet est assez élevé
Avec une note moyenne de 7,8/10 pour un eNPS de 15
34% des répondants sont considérés Promoteurs

Des conditions de travail favorables à l'épanouissement

Les facteurs qui soutiennent l'engagement apparaissent très solides (scores > **90%**) et se concentrent autour de **ressources liées au contenu du travail et à la qualité des liens relationnels** :
- intérêt des missions
- clarté de rôle
- autonomie
- adéquation compétences / missions
- reconnaissance
- ambiance et soutien au sein des équipes
- convivialité

Ces facteurs, associés à une **bonne qualité de collaboration**, y compris de manière transverse (86% à 90% de satisfaction), démontrent que le cabinet offre de réelles possibilités d'épanouissement.

Conviviality













Conviviality





Waste management

Projet	RACINE
Client	*NOREA AMENAGEMENT*
Surface plancher	
Date de début de collecte	18/03/2024
Date de fin de collecte	30/09/2024
Volume global récolté (en m3)	308,00
Masse globale récoltée (en kg)	72505
Ratio de déchet au m2	
Date d'émission du Rapport final	07/01/2025

Bilan Global environnemental

Ce document détaille les volumes et masses globales de déchets récoltés sur l'opération mentionnée. Il précise également les modes de valorisation ainsi que les taux associés. Les Equivalents carbone sont fournis à titre indicatif.
Les équipes de NOREA ENVIRONNEMENT restent à votre disposition pour vous apporter plus d'information sur les éléments de ce document.

norea Environnement

Type de déchet	Collecté		Valorisation					
	Volume (en m3)	Poids (en Kg)	Taux de valorisation Matière	Taux de valorisation énergétique	Taux de valorisation global	Volume (en m3)	Total Valorisé (en kg)	Exutoire de valorisation
Bois	46,75	13705	95,00%	5,00%	**100,00%**	44,4125	13019,75	95% matières premières (création de panneaux de particules) 5% énergie (fourniture de bois broyé pour chaudière biomasse)
Carton	27,50	1194	100,00%	0,00%	**100,00%**	27,5	1194	Compactage au centre Norea pour envoi vers l'usine de fabrication de cartons Gondardennes (Nord-Pas-de-Calais)
Métaux	21,50	4491	100,00%	0,00%	**100,00%**	21,5	4491	Envoi vers une usine de tri selon catégories de métaux, mise en fonderie pour création de lingots de matières premières
Laine de verre	12,00	470	100,00%	0,00%	**100,00%**	12	470	Compactage au centre Norea pour envoi vers une filière de refabrication de laine de verre
Plâtre	64,75	16317	100,00%	0,00%	**100,00%**	64,75	16317	Compactage au centre Norea pour envoi vers une filière de fabrication de plaques de plâtre
Plastique	15,50	535	100,00%	0,00%	**100,00%**	15,5	535	Compactage au centre Norea pour envoi vers une filière de fabrication de plaques de platsique 100% recyclées
Déchets (DIB) hors gravats	120,00	35793	83,10%	0,00%	**83,10%**	99,72	29743,983	Envoi vers une chaîne de tri en Île-de-France pour y extraire les différentes matières recyclables
Totaux (Hors DD)	**308,00**	**72505**	**96,87%**	**0,71%**	**96,87%**	**298,364**	**70236,62929**	
Déchets Dangereux							0	Filière prise en charge par un co-traitant
Totaux DD compris	**308,00**	**72505**	**96,87%**	**0,71%**	**96,87%**	**298,364**	**70236,62929**	

Capsule recycling



GRÂCE À
RACINE SELARL
RIEN NE SE PERD
TOUT SE TRANSFORME

DU 1ER JANVIER AU 31 DÉCEMBRE 2025
246,4 kg DE CAPSULES
ONT ÉTÉ COLLECTÉS ET RECYCLÉS

Notre Programme AAA pour une Qualité Durable™ :
plus de 863 agronomes et techniciens **Nespresso**
accompagnent chaque année
plus de 150 000 caféiculteurs et les conseillent
sur la façon de cultiver un café de haute qualité
de façon plus durable.

NESPRESSO
PROFESSIONNEL

VOTRE COLLECTE DE CAPSULES USAGÉES EN 2025

PARTENAIRES DE COLLECTE
La Poste et/ou **Paprec**

PARTENAIRE DE RECYCLAGE
Veolia

CAPSULES RECYCLÉES (kg)
246,4

ALUMINIUM RECYCLÉ (kg)
10,3
Équivalence canettes (33 cl)
841,4

MARC DE CAFÉ VALORISÉ (kg)
en méthanisation et compost agricole
225,7

BÉNÉFICE DU RECYCLAGE* (kg de CO_2)
77,6

Capsules recyclées par Veolia pour **Nespresso**

Sophie Weiss Charbonnier
Directrice des opérations
Nespresso
France

Renata De Stefano
Directrice
Nespresso Professionnel
France

*Bénéfice dû à la valorisation de l'aluminium et du marc de café
Sources CITEO - les calculs réalisés et les chiffres communiqués
sont basés sur des estimations.

Nespresso France SAS - 382 597 821 - RCS Paris. Imprimé à Gennevilliers. Papier 100% recyclé.

Paper recycling

CERTIFICAT DE PROTECTION DE L'ENVIRONNEMENT

Nous certifions que l'entreprise

RACINE

a participé au programme de destruction sûre et de recyclage Shred-it et a aidé à sauver **129,5** arbres de la destruction en **2025**, soit environ **6475 kg.**

Nous vous félicitons pour votre contribution à la protection de l'environnement.

Merci de votre confiance.



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Nous protégeons ce qui compte.

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Shred-it
Une Solution Stericycle



BRONZE | Top 35%
ecovadis
Sustainability Rating
AUG 2026

RACINE

PARIS | 40 rue de Courcelles | 75008 Paris | +33 (0)1 44 82 43 00

WWW.RACINE.EU

contact@racine.eu