



# CSR Policy

Version: October 2025

# Summary

1 | Corporate Presentation

2 | CEO Statement

3 | Our Commitments

UN Global Compact

Planet Tech'Care Manifesto

Womens' Empowerment Principles

Diversity Charter

4 | Our CSR Policy

5 | Prioritization Chart

6 | Carbon Footprint and Emissions  
Reduction Commitment

# Centreon in 2024

A Leading Player in  
Digital Performance  
Monitoring

*We Make the World Run on IT*

19

Years



1,100

Customers



250,000

Users



130

Partners



20%

Average  
Revenue Growth



150

Employees



5

Offices



# CEO Statement

## Committed to making a positive impact on society and the environment

As a software editor specializing in IT infrastructure monitoring, operating in a sector where environmental and societal impacts are poorly understood and largely invisible, the Centreon Group aims to share its commitments and actions as a responsible company addressing risks that have long been ignored but have now become a reality.

Centreon is already a partner to businesses in optimizing the use of their IT infrastructures, the future functionalities of our product will enable our clients to measure the energy consumption of their IT infrastructures, helping them achieve the same results with less and smarter energy use.

Furthermore, Centreon underscores its dedication to placing people at the center of its concerns, valuing the richness of diversity, adhering to ethical principles in collaboration with stakeholders—aligned with our Open Source commitments—and respecting the environment.

This initiative is part of a voluntary commitment based on the ten principles of the United Nations Global Compact, as well as adherence to the Planet Tech' Care Manifesto, the Women's Empowerment Principles, and the Diversity Charter. It is built upon three pillars: Social, Societal, and Environmental.

The initiative is overseen by the CEO and led by a dedicated coordinator to ensure consistent practices across the group.

Julien MATHIS  
CEO and Co-Founder

# Our Commitments

# UN Global Compact

**WE SUPPORT**



The UN Global Compact is the world's largest initiative on sustainable development.

Through 10 principles grouped under 4 main themes (Human Rights, Labor Standards, Environment and Anti-Corruption), the United Nations Global Compact aims to mobilize and align the strategy of companies and societies in order to change the way we think and behave in order to contribute to a more equitable and environmentally-friendly world.

Communication on Progress details the efforts made year after year by our company to align ourselves with the principles of the United Nations Global Compact.





# Planet Tech'Care Manifesto



## French digital ecosystem players commit to reducing their environmental footprint

The signatories of the Planet Tech'Care Manifesto recognize that environmental change has the potential to adversely affect human societies, ecosystems and the global economy.

They consider that its consequences generate both risks and opportunities for the digital industry as a whole.

Aware of their responsibilities, they wish to mobilize in order to contribute, at their own level, to controlling environmental risks, and in particular climate change.

The signatories of the Planet Tech'Care Manifesto are committed to measuring and reducing the environmental impact of their digital products and services. They undertake to raise awareness among their stakeholders, so that all players in the digital ecosystem are in a position to contribute to reducing their impact within their spheres of responsibility.



1 manifeste



26 partenaires



749 signataires



26 ambassadeurs



1 atelier par mois

# Women's Empowerment Principles

---

---

## WOMEN'S EMPOWERMENT PRINCIPLES

### Adherence to the Women's Empowerment Principles

The digital sector in France, but also in many other countries, regrets the under-representation of women. The consequences of the absence of women are significant, and profoundly skew human relations in the sector, right down to the way software is created. As a result, the imbalance spreads to the algorithms, introducing biases simply because more men than women leave their data with their assumptions and visions.

Aware of this problem, in 2020 Centreon decided to join the Women's Empowerment Principles initiative, which can be summed up as follows:

The WEPs are a set of principles that offer guidance to companies on how to promote gender equality and women's empowerment in the workplace, marketplace and community. The WEPs are inspired by international labor and human rights standards, and are based on the recognition that companies have a stake in, and responsibility for, gender equality and women's empowerment.

WEPs are an essential vehicle for corporate implementation of the gender equality dimensions of the 2030 Agenda and the UN Sustainable Development Goals. By joining the WEP community, we demonstrate our commitment at the highest levels of the company and pledge to work collaboratively within multi-stakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-sensitive supply chain practices and zero tolerance of sexual harassment in the workplace.



# Diversity Charter



## Adherence to the Diversity Charter

As an IT monitoring software editor, Centreon contributes to a growing sector whose workforce is evolving and diversifying. We are aware of the impact and social responsibilities of business, which is why we are keen to promote these values within our company and make a positive contribution to the fight against discrimination in the business world. It was with this in mind that Centreon signed up to the Diversity Charter in 2020.

"Signing the Diversity Charter embodies the organization's commitment at the highest level. Structured around 6 articles, the Charter guides organizations to deploy concrete actions and progress through innovative practices. Beyond Human Resources management, diversity permeates all the organization's activities, involving all its employees and partners. By making inclusive management that respects individual differences a lever for cohesion and well-being in the workplace, diversity is a source of economic and social performance. A unifying force, the Diversity Charter encourages the organization to commit and involve its entire ecosystem in order to contribute to the richness of the Company."

# Our CSR Policy

# The 3 Pillars of CSR

## Social

A company is a rational organization of people and resources aimed at achieving specific objectives. It is one of our primary arenas of expression; we invest a significant portion of our time, energy, and creativity there, develop our skills, and affirm our individuality. It is essential that a co-constructive approach underpins relationships with employees.

Centreon implements human resources policies designed to meet these needs while respecting its most important stakeholders. This policy encompasses:

- Health & Safety
- Training
- Disability
- Recruitment
- Working conditions
- Diversity and Inclusion
- Teleworking

## Environmental

Concerned about its impact and aiming to inspire environmental preservation actions, the management has committed to one of its core values, "Take Responsibility," to reduce its own impact and that of its employees by encouraging them to follow recommendations on::

- Energy consumption
- Waste management
- Use of IT tools
- Business travel

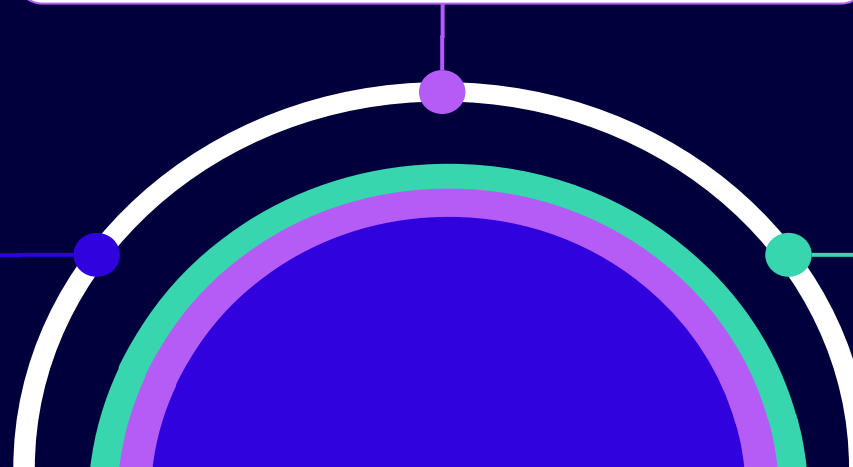
To complement this initiative and as part of a continuous improvement approach, the Centreon Group decided in 2022 to measure its greenhouse gas emissions through the service provider Greenly. This measurement enables a concrete commitment to a trajectory of emission reductions and helps identify year-over-year variations.

## Societal

The Centreon Ethics Charter reaffirms fundamental governance values outlined by the Global Compact and legal obligations. These principles have long governed our relationships with external stakeholders in the context of our activities. It also commits us to principles that go beyond those established by the Global Compact or the law, such as:

- Confidentiality
- Unfair competition
- Protection of our assets
- Use of IT resources

This charter enables employees to better understand the ethical issues they may face, and to answer the question: "In this situation, how can I act in accordance with the rules and values of my employer?"



# Prioritizing CSR Challenges

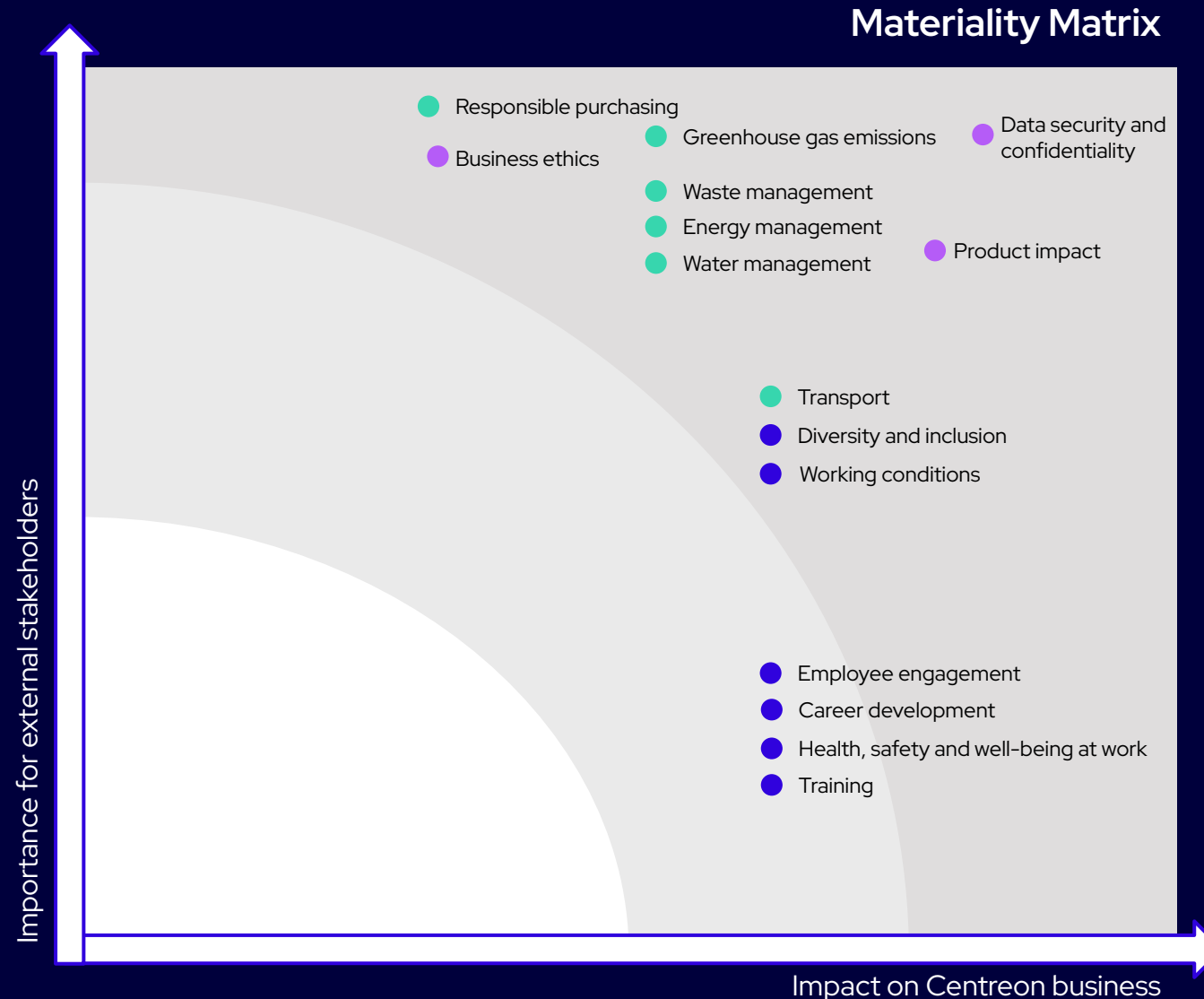
In order to better prioritize our main CSR challenges in relation to the company's priorities and the expectations of our stakeholders, we have drawn up this Materiality Matrix.

It enables us to define a concrete strategy in a complex field with many challenges.

It is a living analysis that we will adjust each year according to our own transformations, improvements and those of our stakeholders.

## Matrix Legend

- Social pillar
- Environmental pillar
- Societal pillar



# Carbon Footprint and Emissions Reduction Commitment

# Measuring Carbon Emissions

Facing the climate emergency and the visible worsening of environmental disruptions, Centreon launched in 2022 a **comprehensive initiative to measure its carbon emissions**.

The goal: to contribute to the reduction of greenhouse gases and the decarbonization of the economy. This measurement represents a fundamental first step, providing a solid reference point based on a proven methodology – the *BEGES Protocol*.

2022

**1,000 tons of CO<sub>2</sub> emitted**

equal to 8.7 tCO<sub>2</sub> per employee  
and 57 tCO<sub>2</sub> per €1M revenue

2023

**976 ons of CO<sub>2</sub> emitted**

equal to 7.4 tCO<sub>2</sub> per employee  
and 61 tCO<sub>2</sub> per €1M revenue

2024

**972 ons of CO<sub>2</sub> emitted**

equal to 7.5 tCO<sub>2</sub> per employee  
and 50 tCO<sub>2</sub> per €1M revenue

🎯 After a slight overall improvement between 2022 and 2023, Centreon's management set an ambitious new target at the end of 2023: **to reduce CO<sub>2</sub> emissions per million euros of revenue by 20% over five years**, equivalent to around 5% per year.

👉 In 2024, we achieved a **19% reduction in CO<sub>2</sub> emissions** relative to our revenue.

This result brings us significantly **closer to our five-year reduction goal**, with only a small gap left to close – **a clear sign that our growth goes hand in hand with strong control over our carbon footprint**.



# Contact

## CORPORATE HEADQUARTERS

### Paris

#### FRANCE

30 rue du Château des Rentiers  
75013 Paris

+33 1 49 69 97 12

## NORTH AMERICA HEAD OFFICE

### Toronto

#### CANADA

130 King Street West Suite 1800  
Toronto, M5X 1E3

## Join our Communities



## Centreon Resources

[Blog](#)



[All Resources](#)

