



Compagnie Mot pour Mot

CORPORATE SOCIAL RESPONSIBILITY

We are aware that the work of creating and presenting art can have an impact and a footprint on the environment. That's why we have built social and sustainable initiatives into the heart of all our systems to help create a better shared future. We are committed to employability, diversity, equality, inclusion and wellbeing, to reducing our environmental impact and have set a clear pathway to achieving our goals in all areas of our work. Our ambitious goals are driven by an urgent need for global change and by our desire to adopt best practice within the cultural sector in terms of social responsibility and sustainability alongside other organisations and companies. As a creative organisation delivering live performance locally, nationally and internationally, the commitment of our employees, suppliers, partners, artists, collaborators, venues and audiences to social issues and climate change is paramount to us. Given the growing awareness of climate change issues, the decision to include Corporate Social Responsibility (CSR) within the company was an obvious one. To do this, we have been able to take into account a number of resources for moving virtuously towards a more responsible attitude, which have helped to guide us in our research and in the creation of our social responsibility action plan: COP 21, the IPCC 2022 report, the 17 Sustainable Development Goals (SDGs) set by the UN to be achieved by 2030, the 7 principles of the ISO 26000 standard, the good practice guides made available by ADEME (and many others), etc. Each year, we will evaluate our plan for responding to societal and climate change, our achievements and our priorities to ensure that we are as efficient as possible in the shortest possible timeframe.

CRS

The 7 central themes of CRS
(defined by the ISO 26000 international standard)



Governance



Human rights



Working relations and conditions



The environment



Fair practices



Consumers issues



Communities and local development

OUR ACTIONS

Since 2018

Governance

- The seven principles of CSR have all been integrated into the Company's decision-making and implementation processes.
- Internal documents have been created to monitor a coherent and sustainable development strategy within the structure.

Human rights

- The Company seeks information from its suppliers and partners in order to learn more about their fundamental labour rights, human rights, management and wage policies.
- We promote respect, gender diversity and professional equality between men and women through access to all jobs, remuneration and the fight against sexual harassment and sexist behaviour. In 2022, we hired 10 employees, 5 women and 5 men, i.e. 50% women and 50% men.
- The entire artistic team represents 7 nationalities from every continent (Franco-Tunisian, Israeli, Brazilian, Belgian, Swiss, Spanish and French).
- The company's recruitment policy encourages all applicants to apply, regardless of age, gender, social or ethnic origin, sexual orientation or disability.
- The company has worked in partnership with a number of social organisations, such as social centres, in order to reach out to people who are far removed from the world of work or who are having difficulty integrating into society.

- The company is supported by the DILCRAH (Délégation Interministérielle à la Lutte contre le Racisme l'Antisémitisme et la Haine Anti-LGBT).
- For several years now, the Compagnie Mot pour Mot has been taking part in International Women's Rights Day, creating the show "FÉMININ, MASCULIN, PLURIEL".
- The company has organised more than 4 "chantiers écoles" as part of a programme of social reintegration through culture entitled "La culture pour s'en sortir" in Languedoc-Roussillon in 2003, approved by the DDTEFP (Direction Départementale du Travail, de l'Emploi et de la Formation Professionnelle) and the ANPE (Agence Nationale Pour l'Emploi).

Working relations and conditions

- Employee well-being is one of our top priorities. This concept encompasses the mental, physical, emotional and financial health of our staff, as well as relations between colleagues, remuneration and working hours. In order to encourage a good team dynamic, we promote flexible working hours and teleworking. We encourage extra holidays to boost productivity and well-being. We organise afterworks and meals to bring staff together.
- An employee welcome guide and internal rules have been drawn up in-house.

The environment

- Creation and publication online of our sustainability action plan.
- Creation and publication online of our eco-responsible charter.

Fair practices

- We favour transparency by devoting a page to listing our CSR actions and objectives.

Consumer issues

- A F.A.Q. has been created and posted on our website.

Communities and local development

- We have developed a coherent and sustainable internal development strategy that contributes to the creation of wealth in our region.

OUR GOALS

BY 2045

Governance

- Making more resources and training available to our in-house teams.

Human rights

- Continue to listen to our employees.
- Maintain a human rights policy within the Company based on respect, gender diversity and professional equality.

Working relations and conditions

- Commit to greening our offices to encourage creativity and productivity, improve the working environment and air quality, reduce stress and neutralise the waves from computer screens.
- Creating a friendly work environment for all employees.

The environment

- Achieve the targets set out in our Sustainability Action Plan by 2045.

Fair practices

- Implement and complete our internal Company Development Plan.

Consumer issues

- Complete the online F.A.Q. and monitor feedback or comments from our web users and the public.

Communities and local development

- Achieve a 100% responsible and local purchasing and supplier policy.
- Encourage exchanges and local dynamism in our cultural activities.



Compagnie Mot pour Mot

Creation date : 23/01/23

Latest update : 05/11/23

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