ISIT Institute for Sustainable IT

SUSTAINABLE IT CHARTER

Digital technology is revolutionizing at breakneck speed the way organizations operate. It is a source of innovation and progress, reflecting their modernity, to become the showcase of their know-how. It can be a great tool for creating new values that are sustainable, more respectful of the environment and more ethical to society if it is framed and thought in terms of impacts.

With the signing of this charter, we affirm our commitment to resolutely enter into a «Sustainable IT» approach for our organization.

1 Because digital technology is a major player in greenhouse gas emissions, resource depletion and biodiversity loss, actively participating in climate change, we are committed to optimizing digital tools to limit their impacts and consumptions :

- By taking into account the complete Life Cycle of equipment and software, serving the energy transition.
- By extending the life of equipment, even beyond their accounting depreciation.
- By designing digital services responsibly and integrating technologies or mechanisms that are proactive with regard to the UN's Sustainable Development Goals.
- By promoting uses and practices that limit the consumption of materials, resources, energy and consumables.
- By considering our waste as a resource and its treatment as a source of jobs contributing to the development of the circular economy.
- By favoring the use of renewable energy sources.

2 Because digital services can be a source of social exclusion, of individualization and of hardware and software obsolescence, we are committed to developing accessible, inclusive and sustainable service offerings :

- By generalizing a responsible purchasing approach with the adoption of societal and environmental clauses.
- By designing applications that are accessible to all (including for people with disabilities, in compliance with general accessibility guidelines equivalent to the French Référentiel Général d'Accessibilité des Administrations [RGAA] in France or in compliance with general accessibility guidelines WCAG [*Web Content Accessibility Guidelines version 2.1*] in other countries), operating well with limited speed connections and not requiring the latest generation of equipment.
- By revisiting the applications around the 3 U: Useful, Usable, Used to simplify the use by integrating the universal accessibility to succeed the e-inclusion of all.
- By associating the user with the design to avoid oversized tools and gradually improve the level of compliance of online services.

Because the future of organizations depends on a transparent and reassuring use of digital technologies for all, we are committed to ethical and responsible digital practices :

- By developing reasoned uses of data and services in an ethical approach vis-à-vis the impacts on the environment and populations.
- By collecting only data that is useful and necessary for the users' service, in order to limit the risks of privacy and environmental impacts in accordance with the General Data Protection Regulation (GDPR) within the European Union, or following the principles of GDPR in accordance with the local data protection regulations in other countries.
- By promoting the diversity of recruitment and professional equality between men and women, and more specifically in the scope of our activities around the digital industry.
- By improving the conditions of digital workers internally and externally.
- By resolutely committing to algorithmic ethics on the use and protection of data, particularly with regard to artificial intelligence.
- By deploying and enhancing the CSR approach with all employees.
- By publicizing the CSR policy with external stakeholders to involve them in our approach and our commitment to Green IT.

Because the transition to a Green IT is essential to ensure the resilience of organizations, we are committed to making digital technologies and services measurable, transparent and readable :

- By respecting common standards to collect, analyze and share data on the impacts of Information and Communication Technologies (ICT).
- By participating in a collaborative approach to the design and evaluation of digital services in line with the real needs.
- By remaining innovative in the use of new tools to collect data and to ensure their analysis with transparency and visibility.

But also because digital technology is a great lever for creating value, and because tomorrow is written today, we are committed to fostering the emergence of new behaviors and values :

- By including social innovation in the definition of new digital systems and services.
- By highlighting the internal initiatives that mobilize the organization, promote cross-functional collaborations and well-being at work.
- By streamlining our procedures to reduce resource consumption, while prioritizing quality and creation of new jobs.
- By soliciting the commitment and expertise of our stakeholders on collaborative productions, around employment, inclusion, well-being and quality of life.
- By allowing future generations to innovate to build a world open to each other concerned with the balance of ecosystems and well-being together.
- By monitoring the performance and compliance indicators for achieving CSR objectives.
- By proposing areas for improvement.

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