



**Lab**  
**Global**

# **Telamon** **(anciennement Groupe Panhard)**

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Disclosure Report

Date Submitted: October 2nd, 2023



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## Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company**



# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

# Disclosure Questionnaire Statement

**Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries**

<b>Topic</b>	Water Intensive Industries
<b>Summary of Issue</b>	As a company that carries out property development and asset management activities, Telamon operates in an industry that is water intensive. Aspects of the industry that make it water intensive
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 90% of the company's revenues were linked to the development of buildings and 10% derived from the management of buildings in the operating phase. All of the company's activities can have an impact on water consumption.
<b>Impact on Stakeholders</b>	As water intensive industries, property development poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. The majority of the company's operations are located in Ile-de-France which is not a known region of water stress.
<b>Implemented Management Practices</b>	<p>Telamon monitors its head office water consumption and BREEAM-certified construction projects the water consumption. This monitoring will be generalized to worksites on 1 January 2024 for all new projects.</p> <p>Regarding assets currently under management, water consumption is monitored by our property managers. All the buildings managed by Telamon are monitored through a consumption monitoring platform.</p> <p>To minimize water consumption, the company installs the following equipment:</p> <ul style="list-style-type: none"> <li>• 3/6L flushing system for the toilets;</li> <li>• when possible, a rainwater recovery tank to water green spaces and vegetable gardens;</li> <li>• for logistics, monthly sprinkler tests are carried out in a closed circuit in order to reuse the water (approximately 300m3 per year);</li> <li>• all our logistics projects have BREEAM environmental certification except when the project already has a buyer</li> </ul>

	<p>that requests not to have certification, which is rare. One of BREEAM criteria involves water management, the aim of which is to minimize water consumption.</p> <ul style="list-style-type: none"><li>• concerning green spaces, the company chooses species adapted to the local climate requiring little watering.</li></ul> <p>Telamon's actions related to water use on their construction sites:</p> <ul style="list-style-type: none"><li>• The base camp of each construction site is connected to the drinking water network as well as to the waste network.</li><li>• If it is impossible to connect to the wastewater network, the waste water is most often discharged into a watertight pit with periodic removal by a specialized service provider.</li><li>• Our contractors are required to sign the Telamon site charter including specific measures to limit the risk of pollution. This section is entitled "Discharges to water and soil" and includes the following:</li><li>• Preventing ground contamination by using retention and settling tanks for concrete production.</li><li>• Safely storing hazardous products with clear labeling and compatibility checks.</li><li>• Securing products with Volatile Organic Compounds (VOCs) to prevent environmental harm.</li><li>• Using biodegradable form oils.</li><li>• Prohibiting on-site emptying.</li></ul>

# Disclosure Questionnaire Statement

**Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy & Emissions Intensive Industries**

<b>Topic</b>	Energy & Emissions Intensive Industries
<b>Summary of Issue</b>	<p>As a property developer and asset manager, Telamon operates in an energy and emissions intensive industry. Only during building and operating phases can Telamon actively act to reduce energy and emissions. For instance by choosing resources required to build as well as in the operating phase, electricity sources, heating/cooling mechanisms etc and management practices.</p> <p>The company's corporate offices in Paris, France are powered only by electricity. Real estate projects use electricity and sometimes gas. Some projects produce solar energy.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	In the previous fiscal year, 90% of the company's revenues were linked to the development of buildings and 10% derived from the management of buildings in the operating phase.
<b>Impact on Stakeholders</b>	Real estate development is a resource and energy intensive activity which in turn contributes to global carbon emissions. In France where the company operates, the building sector represents 43% of French annual energy consumption and generates 23% of French greenhouse gas emissions.
<b>Implemented Management Practices</b>	<p>All Telamon projects meet the RE2020 standards in terms of new buildings environmental regulation.</p> <p>To reduce its projects' carbon impact, Telamon carries out a life-cycle analysis for each project in order to choose materials with the lightest environmental impact (biosourced materials such as isolation, doors, facade, floor coverings, etc.). Materials are selected based on durability: through materials requiring little maintenance and guaranteeing long-term stability.</p> <p>In order to limit the quantity of waste and therefore the number of trucks required especially during earthworks, Telamon's projects are designed as much as possible to have a cut/fill balance.</p>

	<p>To promote energy sobriety and to reduce energy consumption in our buildings, Telamon implements the following elements:</p> <ul style="list-style-type: none"> <li>Concerning housing projects : <ul style="list-style-type: none"> <li>using a bioclimatic building design; making it possible to limit buildings energy needs;</li> <li>LEDs installation ;</li> <li>efficient building insulation to reduce heat loss</li> <li>implement on request of “home automation” management allowing remote control of heating, roller shutters to allow summer comfort, etc.</li> </ul> </li> <li>Concerning logistics warehouses projects : <ul style="list-style-type: none"> <li>LEDs are installed;</li> <li>GTC/GTB are installed to supervise meters, to detect leaks, manage and optimize technical installations (air treatment);</li> <li>Skydomes are installed to favor natural lighting;</li> <li>For smaller projects, Telamon installed an electric roof top system to eliminate the supply of gas etc.;</li> <li>Buildings must be certified BREEAM (unless explicitly requested by the client);</li> <li>Photovoltaic panels are installed on buildings' roofs. This allows us to produce a decarbonised and green energy to replace fossils energy like gas or coal and to contribute to France low-carbon strategy;</li> <li>To store part of the carbon resulting from the project, the company plants around 375 trees per project.</li> </ul> </li> </ul> <p>For our asset management activities :</p> <p>Telamon can act on buildings' energy performance. For each building, we evaluate energy performance with an energy audit to allow us the implementation of an action plan to reduce energy consumption (insulation, change of HVAC equipment, installation of BMS, etc.).</p> <p>All the buildings managed by Telamon are monitored with a consumption monitoring platform.</p> <p>Telamon has set up objectives for reducing the energy consumption of existing buildings, namely a reduction in their energy consumption of 40% by 2030, 50% by 2040 and 60% by 2050 compared to a reference year between 2010 and 2019.</p>
<b>Report</b>	<a href="#">RE2020 Environmental Regulation</a>