

WE Community Initiative Toolbox

Why does Groupe Delachaux want to support and develop community initiatives?

Groupe Delachaux brings together responsible companies who wish to build sustainable relationships around them and generate a positive impact where they operate.

The Group therefore wants to encourage its companies in their efforts to create and develop new initiatives, but also support all those already existing around the sites with local partners.

Some definitions :

Who are "Local Communities" ?

They are local non-profit organisations, which are mainly:

- associations
 - social, solidarity, sports, cultural, environmental, professional.
- public entities
 - municipality, department, region, school, hospitals...

What is a community initiative and what is the objective?

- It is any type of action aimed at helping/supporting community-driven initiatives, either financially or by participating directly in their projects.
- The objective is to act collectively to help the populations the most needed and to build lasting relationships with local communities to have significant impact in the long term.

What is a Community Leader for Delachaux and its companies?

- He/she is the on-site facilitator of activities with the communities.
- He/she defines the local organisation and implementation of a program of activities, managing it in an open, transparent and collective way.
- He/she helps to bring colleagues together to participate in activities and helps to implement them.
- He/she may request or accompany other colleagues to request funds from their company or the Delachaux Community fund to support projects.
- He/she must ensure that his/her site proposes at least 1 action per year and reports on the activities carried out.
- Any employee can become a Community Leader, he/she just need to contact the local Human Resources representative.

The procedure to follow:

What can I do as an employee? 🧑

→ I can propose any type of activity with the community aligned with the rules previously established in each site or within the companies. For example:

- Volunteering for a cause / association for a few hours or half a day during working hours, online or in person, alone or in a group. Examples :
 - support young people who have dropped out school, mentoring young people/seniors looking for work...
 - food distribution for the most disadvantaged people, support labour integration of people in great difficulty...
 - collecting waste, participating in a reforestation plan...
- Make a material donation or use company equipment to support community projects. Examples include
 - donating used computer equipment, lending a room on site for the association's activities...
- Financing a project with own funds from the site or by applying to the Delachaux community fund
- Volunteer to become an on-site community leader.

What can I do if I have an idea or a project? 💡

- I can write to wecommunity@delachaux.com and share my project/idea
- I can ask for advice from the Community Leader in my site.
- If there is none, I can contact my local HR representative or one of the members of the [International community committee](#)

What cause can I support? ✅

- The actions have to be decided collectively among employees.
- It must cover one of the following three causes:



How can my site organise community activities? 📄

- A Community Leader should be appointed as focal point for the activity when the site has more than 20 employees.
- The management of my site must allow the employees to volunteer during working hours and must facilitate the activities that are suggested.
- My site is allowed to fund Community initiatives directly if it is aligned with one of the the 3 causes mentioned above.

Contact : wecommunity@delachaux.com