

SuperGrid Institute : a corporate culture and values embodied everyday

At SuperGrid Institute, our employees are driven by shared values and a strong multicultural environment. A keen sensitivity to environmental issues, a dynamic approach to projects and caring professional relationships are at the heart of our corporate identity. The company nurtures this identity through regular actions and events to fuel our reflections on the future of our planet, to share knowledge and create quality moments between colleagues.



RAISING STAFF AWARENESS ON ENVIRONMENTAL ISSUES

Promoting greener travel: sustainable mobility plan (financial contribution to bicycle purchases and reimbursements for journeys made using green modes of transport), self-service bicycles and protection equipment, bicycle repair workshops during our annual Mobility Challenge.

Encouraging train journeys in France and Europe with CO2 emissions calculations.

Participation in the Climate Fresk for all employees in 2019 and all new arrivals since 2024.

Organisation of the 2tonnes workshop for the whole company in 2022.

ENVIRONMENTAL & SOCIAL APPROACH

Commitment to the 'Businesses for the climate convention' (CEC) with feedback and discussion sessions with employees.

Signatory of the Ecowatt charter to reduce our energy consumption.

A repair and corrective maintenance policy for electronic equipment to extend their lifespan.

Selecting companies in line with their values. Frequent collaborations with associations and social enterprises (Emerjean, Ladapt, etc.).

Preference given to eco-responsible service providers for the organisation of our events.

Reducing waste within the company by doing away with single-use plastic.

Financing 6 mentorships in partnership with Télémaque. Our company helps to promote equal opportunities in education by supporting young people in secondary school from disadvantaged backgrounds.



WORKING CONDITIONS

Promoting well-being: osteopathy sessions, nap area, games library and little free library at our Villeurbanne site.

Improving workstation ergonomics: height-adjustable desks and double screens, ergonomic chairs, mice and mouse mats, footrests on request, etc.

Management training: recruitment, human resources management, anti-discrimination, workload management, etc.

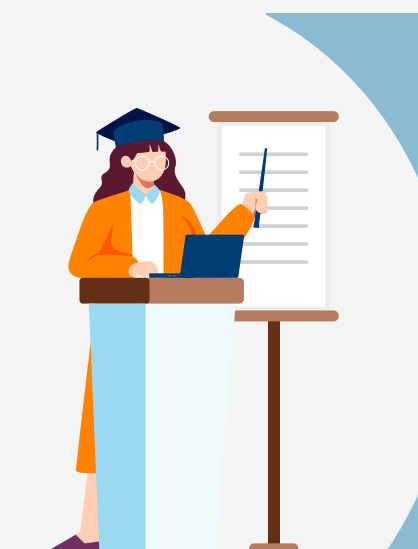
Strengthening the induction process: personalised induction programme, onboarding day dedicated to presenting the company and its research departments, fun activities to discover the company's site.

TEAM-BUILDING EVENTS & KNOWLEDGE SHARING

Organising New Year's celebrations in a privatised cultural venue, offsite.

Organising mid-year seminars to share the company's strategic vision and hold collaborative workshops.

Running knowledge-sharing events (Food for Thought, Three Minute Thesis, project explanations, etc.).



ACTIVE IN LOCAL LIFE

Welcoming school groups and the general public every year as part of the French national Science Festival.

Development of educational games for the Lyon and Grenoble education authorities and France Travail (public employment operator) to raise awareness of careers in energy transition (CPER 2022).

Regular visits to engineering schools and universities to promote the electrical engineering sector.

Taking part in job and school forums to promote our career opportunities.