With our core projects deeply rooted in environmental topics, POKaPOK is acutely aware of today's challenges and actively supports all environmentally friendly actions.

Corporate **S**ocial **R**esponsibility policy

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POKaPOK

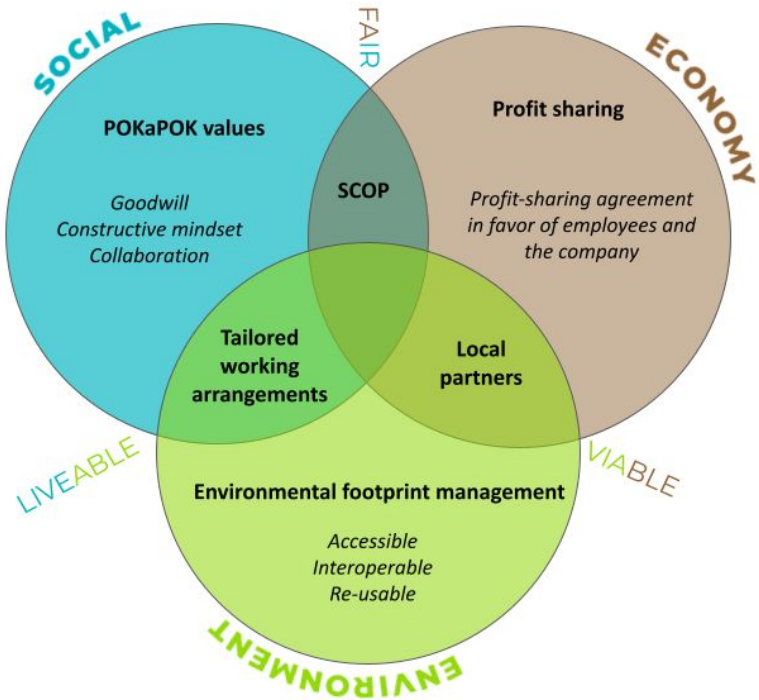
Photo courtesy : D. Leroy

SOCIAL

From the outset, POKaPOK has believed that teamwork is essential to success. This is why POKaPOK was structured as a worker cooperative (SCOP), giving every employee the opportunity to become an employee-owner. Member-shareholders vote at general assemblies on key decisions shaping the company's future, actively guiding its strategic direction.

POKaPOK is committed to guaranteeing equal opportunities and promoting diversity in all future recruitments. Once onboarded, team members evolve in an environment that prioritizes positive human relationships and respectful conduct. Our ethics charter outlines our **three core values**: goodwill, collaboration, and a constructive mindset. We strongly believe that maintaining a kind, constructive, and collaborative approach with colleagues and partners fosters clear communication—both internally and externally—and ensures fruitful exchanges."

Finally, POKaPOK offers **flexible, tailored working arrangements**. We take individual constraints and expectations into account to build suitable solutions, whether through remote work, flexible hours, part-time schedules, or extra days off.



Offering remote work is just one of the ways POKaPOK reduces daily commutes to **minimize our environmental footprint**. Beyond commuting, we strive to manage all resources responsibly—continuously working to lower our energy consumption, paper use, and business travel.

Finally, we are committed to delivering products that are FAIR: Findable, Accessible, Interoperable and Re-usable.

ENVIRONMENT

ECONOMY

Profits generated by POKaPOK are divided between our employees and the company's legal reserve. The exact terms are outlined in a **profit-sharing** agreement available on the Ministry of Labour website. This agreement guarantees that at least 25% of profits are distributed to employees and at least 15% are allocated to the company's legal reserve.

Based in a business incubator, POKaPOK is part of a **rich and dynamic local economic ecosystem**. We are an active member of both the Technopôle Brest-Iroise and the Pôle Mer Bretagne Atlantique - two key regional organizations dedicated to promoting and exporting local expertise. We are also located in close proximity to major research institutions like IFREMER, the European Institute for Marine Studies (IUEM), and IMT Atlantique. Leveraging the international reach of these partners, POKaPOK is actively involved in numerous European projects.

POKaPOK