

# Group Environmental Policy Statement

**Expleo is a global engineering, technology and consulting service provider that partners with leading organisations to guide them through their business transformation, helping them achieve operational excellence and future-proof their businesses.**

Expleo recognises that environmental protection and climate change are issues requiring urgent and significant action through the collaborative efforts of governments, businesses and citizens. The company's vision is to take an active and leading role in the path towards a Net-Zero society by:

- preventing, controlling and reducing its environmental impacts, including carbon footprint, in order to protect the environment.
- deploying sustainable innovation.
- increasing awareness and facilitating environmental actions amongst all its stakeholders.

Accordingly, Expleo is adopting a comprehensive and proactive Environmental Policy that embodies its vision of a better, greener and more secure society for us all. Our strategy is to implement action plans directly in all operations, across the value chain and affiliates, to lower the company's environmental impact.

This policy applies to all entities controlled by Expleo globally.

## Expleo commits to:

- achieve Net-Zero Greenhouse Gas Emissions across the value chain by 2030, in accordance with the Science Based Targets initiative (SBTi) methodology, the United Nations Global Compact and the Paris Agreement (1.5°C-aligned pathway).
- reduce Scope 1+2+3 emissions 50% by 2025, specifically by:
  - moving to 100% zero or low-emission company vehicles.
  - implementing energy efficiency measures at all sites and for at least 50% of the energy used in group-wide operations to be from renewable energy sources.
  - reducing Scope 3 emissions by 50% (including business travel, purchased goods and services, digital technologies, waste).
- manage environmental impacts of our actions and measure the progress towards the achievement of these objectives by implementing processes and controls in annual action plans.
- comply with all applicable environmental obligations in the management of its operations globally, such as requirements regarding chemical and waste management and disposal, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.
- support customers in the reduction of their own environmental impacts through investment in value-driving R&D and innovation to develop sustainable solutions and consulting services that will create effective decarbonisation strategies.
- encourage managers at all levels to consider environmental issues in the decision-making process.
- raise employee awareness and knowledge of environmental issues through education and guidance on specific environmental best practices relating to the use of resources, waste management and sustainable transportation.
- require all suppliers to comply with Expleo's Environmental Policy and cascade it in turn to their own suppliers.

Expleo will implement a continual improvement programme by setting annual targets and measuring progress against them on a Group, country and entity basis as required to ensure that it is on track to achieve the goals outlined in this Environmental Policy. Expleo will share its performance thereof with its stakeholders as appropriate.

14/02/2022

Date



**Rajesh Krishnamurthy**  
CEO