



Expleo Carbon Reduction Plan

How we can ensure that we bid effectively, efficiently and optimise our potential to win.

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Date: 12th April 2023

(Further information): This document provides Expleo’s Carbon Reduction Plan in accordance with the UK Government Carbon Reduction Plan Template.

Introduction

Supplier name: ...Expleo Technology UK

Publication date: 12/4/23

Commitment to achieving Net Zero

Expleo Technology UK and Expleo Group are committed to achieving Net Zero emissions by 2030.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

Expleo recognises the climate emergency and wants to take a leading role in the path towards a carbon neutral society. That is why the Group has set itself the goal of reaching net-zero greenhouse gas emissions across its value chain by 2030.

Expleo group have undertaken projects to reduce carbon emissions and other factors affecting the environment for many years. This has been undertaken by country operations which were combined into the group measurement by tCO₂e in 2019.

Historic measurements have been by projects, using:

- Direct Greenhouse Emissions measurements: Fossil fuel energy consumption by offices and Fugitive emissions by offices and on-site data centre
- Indirect Greenhouse Emissions measurements: Electricity, steam, heating or cooling consumption by offices and on-site centres
- Other Indirect Greenhouse Emissions measurements: Business travel and waste disposal

An indicator of the success of these earlier projects is that we lowered our carbon footprint per employee by 13.8% between 2014 and 2019.

Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	4,253
Scope 2	4,593
Scope 3 (Included Sources)	16,434
Total Emissions	30,280 Please note: The baseline figures have been calculated using historic data from a number of measurement techniques.

Current Emissions Reporting

Reporting Year: 2021

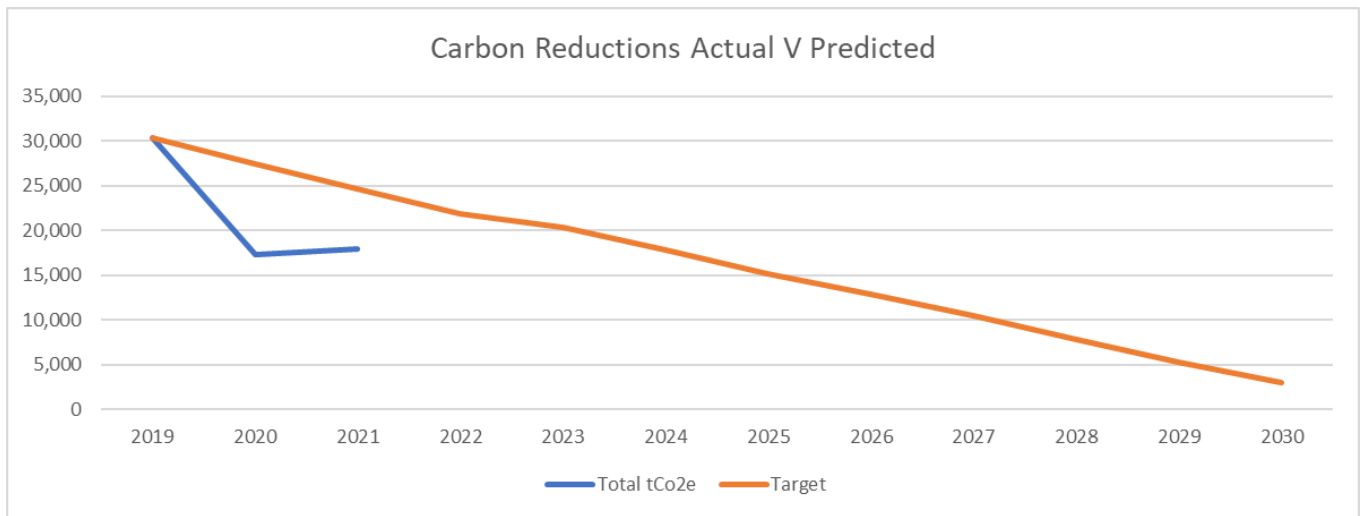
Please note Expleo Group is currently submitting our greenhouse gas emissions reporting 2022 for external verification by our global certification body LRQA, in accordance with ISO 14064-1:2018. We expect to confirm the 2022 performance before end of June 2023 and are happy to provide the updated CRP.

EMISSIONS	TOTAL (tCO₂e)
Scope 1	3,830
Scope 2	2,803
Scope 3 (Included Sources)	11,259
Total Emissions	17,892

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 15,156 tCO₂e by end of year 2025. This is a reduction of 50% from our 2019 base year.

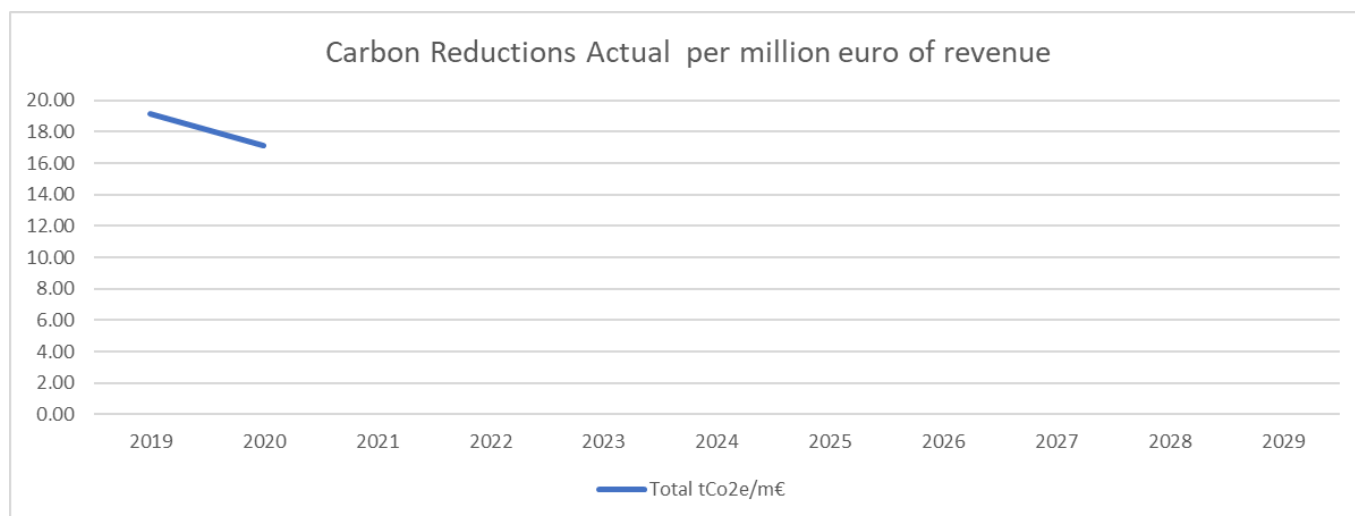
Progress against these targets can be seen in the graph below:



Please note:

1. We are committed to achieve Carbon Net-Zero by 2030. As per the Net-Zero standard, we will reduce our emissions at least by 90% in 2030 vs 2019, and we commit to offset the remaining emissions by financing carbon removal projects to achieve neutrality.
2. The 2021 Carbon Reduction performance is affected post the Covid Pandemic.

Expleo have been undertaking carbon emissions reduction projects for many years. We have adopted the group wide measurement of tCO₂e in 2019 and use that as our base year.



Expleo Group is undertaking sustainable and significant growth. It is, therefore, imperative that we also measure our carbon reductions to reflect this growth in revenue and thus employees and estate factors.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 12,338 tCO₂e, a 41% reduction against the 2019 baseline and the measures will be in effect when performing the contract.

We are committed to achieving net zero and have implemented carbon reduction projects and initiatives include:

- Certification to ISO14001
- Signed up to SBTI with our commitment available at: <https://sciencebasedtargets.org/companies-taking-action#table> :
- Reduce our own emissions by working on sustainable mobility (car fleet and business travels), on the reduction of our energy consumption while we increase our renewable energy share, the reduction of generated waste and our procurement practices
- Support customers in the reduction of their own environmental impacts
- Raise employee awareness and knowledge of environmental issues
- Require all suppliers to comply with Expleo’s environmental commitments and cascade it in turn to their own supplier

We will continue to implement projects and initiatives against the above factors and will continue to develop solutions and services to our customers to enable them to also achieve their carbon emissions targets. These include:

- Contributing to the transition towards zero emission mobility in the automotive, aerospace, rail and all transportation sectors
- Providing environmental services for a sustainable industry
- Supporting clients in implementing successful decarbonisation strategies

To further develop and promote our green offers to clients, we have mapped green activities and nominated dedicated internal leaders. Production of marketing material on green offers was started in 2021 and will be communicated to clients in the future according to their needs.

Through our actions we aim to:

- Become a leader in green solutions
- Systematically identify how our projects align with megatrends and with new EU taxonomy regulation
- Set up growth targets for our sustainable innovation and green activities

We have set a 50% CO2 reduction goal for 2025 based on 2019 levels.

We are also Raising employee's awareness on environmental topics and are implementing training to raise employees' awareness, from the onboarding stage.

A dedicated sustainability training will also be developed for procurement teams.

Carbon Emission reduction plan to achieve Net-Zero – Scope 1 & 2

	Emissions scope	Emissions reduction action plans	Application	Timeline	Progress status
Scope 1	Stationary combustion sources such as boilers, electric generators.	<ul style="list-style-type: none"> → Consumption efficiency measures. → Office usage / sizing optimization. → Elimination of natural gas usage in our offices (also for safety reasons). → Look for sustainable alternative to diesel generators in India as back-up energy (e.g. study use of renewable energy or sustainable fuels). 	Gas : Germany and UK Fossil fuel : UK Diesel generators : India	<ul style="list-style-type: none"> • Immediate action for consumption reduction • Stationary combustion sources to be replaced by renewable sources by 2030 	<ul style="list-style-type: none"> ★ No gas consumption in France since 2020
	Company owned/controlled mobile combustion sources such as trucks, bus, or cars.	<ul style="list-style-type: none"> → Country Car Policies to be aligned with Group Environmental Policy : replacement by low-emission (<50gCO2/km) or 0-emission (e.g. electric) vehicles. → No further orders of new pure diesel or petrol cars for company fleet ? → Car fleet managers to look for solutions with Leasing companies (car models, contractual flexibility, electric charging network, ...) → Facility managers to study plan to install electric charging stations at Expleo sites. → Eco-driving training for company car drivers. 	15 countries with company cars Car fleets in France, Germany, Netherlands and Romania represent 92% of group vehicles Car fleet managers Facility managers Car fleet managers and drivers	<ul style="list-style-type: none"> • 100% Low or zero-emission vehicles by 2025 • 100% Zero-emission vehicles by 2030 • Join EV100 initiative of The Climate Group ? • Plan to be ready by end 2023 • Between 2023 and 2024 	<ul style="list-style-type: none"> ★ Group Environmental Policy published in February 2022. ★ In France, new Car Policy in 2021 with electric and hybrid vehicles only. ★ Change of Car Policy and Car fleet green conversion shall be accelerated to meet target of 100% Low or Zero-emission vehicles by 2025.
Scope 2	Electricity, steam, heating and cooling consumed.	<ul style="list-style-type: none"> → Electricity consumption monitoring and saving energy through energy efficiency measures on all sites. → Office usage / sizing optimization. → Study available and applicable Renewable Energy sourcing contract instruments. → Increase of the share of renewable sources by local direct renewable energy sourcing, green procurement from utility distribution companies or electric supplier, renewable Power Purchase Agreements (PPA), Energy Attribute Certificate (EAC). 	All Expleo entities Group Legal and Procurement to study available RE instruments Facility managers and Procurement at electricity supply contract renewal or renegotiation	<ul style="list-style-type: none"> • Immediate action for consumption reduction • Master RE contractual instruments by 2023 • 50% renewable share in energy consumption by 2025 • 100% renewable share in energy consumption by 2030 	<ul style="list-style-type: none"> ★ Energy efficiency plan to save 10% over rolling 12 months launched by Head of Global Facilities and Purchasing : firstly for France (heat/cool, lighting, IT, electric car charging, ancillary equipment + lab & indus facilities). ★ 50% renewable share target will be reached by 2023 (ahead of 2025), thanks to Germany and France switching to 100% green energy in 2022.

Carbon Emission reduction plan to achieve Net-Zero – Scope 3

	Emissions scope	Emissions reduction action plans	Application	Timeline	Progress status
Scope 3	Business travel	<ul style="list-style-type: none"> → Review Travel Policy to use most sustainable travel means : - use of train instead of flight whenever applicable ; - use low or zero emission rental cars ; - ... → Reduce travels by prioritizing remote meetings whenever possible, with the deployment of best-in-class remote meeting means. 	All Expleo entities Travel management teams with travel agencies to constantly look for the most sustainable travel means All employees and IT Account managers and PM to agree with customers	<ul style="list-style-type: none"> • Immediate and continuous action • Immediate and continuous action • 50% emission reduction by 2025 vs 2019 	<ul style="list-style-type: none"> ★ New (sustainable) Group Travel Policy published in June 2022. ★ Remote meeting means available.
	Employee commuting	<ul style="list-style-type: none"> → Work from home policy in each entity to reduce commuting. → Conduct a travel survey to understand current and expected commuting habits. → Awareness about the use of sustainable commuting means : promotion of green public transport (electric or hydrogen or biofuel), increase of personal low or zero emission cars, car-sharing or bike-sharing initiatives. → Agree with customers on best work from home and commuting strategies 	All Expleo entities HR All Expleo entities Facility manager and/or Environment team Account managers and PM	<ul style="list-style-type: none"> • Immediate and continuous action • Survey results in 2023 • Between 2023 and 2025 • 50% emission reduction by 2025 vs 2019 • Immediate and continuous action 	<ul style="list-style-type: none"> ★ Country "Work from home" policies.
	Purchased Goods and Services	<ul style="list-style-type: none"> → Sustainable Procurement policy, requirements, assessment. → Monitor the carbon emissions of our purchased IT services and equipment (request data to suppliers, use of "Microsoft sustainability calculator" App). 	Global Procurement organization Global IT	<ul style="list-style-type: none"> • Immediate and continuous action • Immediate and continuous action • 50% emission reduction by 2025 vs 2019 	<ul style="list-style-type: none"> ★ Group Supplier Code of Conduct including environmental requirements. ★ Sustainable procurement training provided in October 2022 to Purchasing teams globally. ★ Implementation of "Microsoft Sustainability Calculator" at group level. ★ Emission data provided by DELL at group level.
	Waste generated in operations	<ul style="list-style-type: none"> → Waste management and recycling policy. → Awareness and best practices. → Convergence and extension of Group ISO 14001 certification 	All Expleo entities Facility manager Group Quality and Environment teams	<ul style="list-style-type: none"> • Between 2023 and 2024 • 50% emission reduction by 2025 vs 2019 	<ul style="list-style-type: none"> ★ Extension of ISO 14001 certification : France headquarter site at Montigny audited and certified in October 2022.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Expleo Technology (UK):

Stephen Hagenis
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Date: 12/4/2023

¹<https://ghgprotocol.org/corporate-standard>
²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
³<https://ghgprotocol.org/standards/scope-3-standard>