

ECOACT SUSTAINABLE DEVELOPMENT REPORT 2017

ACCELERATING TRANSITIONS



ecoact

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A WORD FROM THE DIRECTORS



In 2017, we wanted to revisit our CSR policy from the perspective of the United Nations Sustainable Development Goals (SDG). We selected 5 priority areas so as to mobilise our team, our customers and our partners around the issues where we have a strong driver for action.

These positions have been transcribed into our 2018 CSR Roadmap which will be submitted to our strategic stakeholders. They will validate the robustness and relevance of the chosen priorities, so that we can deploy an integrated CSR-SDG strategy within the different EcoAct entities by 2020.

This jointly created CSR approach is an opportunity to imagine and design the world of tomorrow. An opportunity to think about a more sustainable, carbon neutral world together, a world that we can help to change.

Resource depletion, soil and water pollution, loss of biodiversity, climate change; day after day, our production and consumption methods, inherited from the industrial revolution, threaten that little bit more the ecosystems on which we depend. These are all issues and challenges in which everyone can become fully involved.

Our society and our economy must urgently undergo a profound transformation, along with our lifestyles and our production and consumption methods. It is urgent that we act. We are putting all our energy into this.

Much more than simply a report, this document invites you to take action with all of us EcoActors!





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THIERRY FORNAS,
PRESIDENT
CO-FOUNDER OF ECOACT

GÉRALD MARADAN,
CHIEF EXECUTIVE OFFICER
CO-FOUNDER OF ECOACT

SYLVIANNE VILLAUDIÈRE,
ASSOCIATE DIRECTOR OF ECOACT

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OUR DNA



2017 Retrospective: EcoAct develops its range of expertise and services and continues its international growth

The world is currently experiencing an unprecedented economic, social and environmental change. In 2017 and for the second consecutive year, the Davos Economic Forum placed environmental risks as the primary threat against the global economy. Organisations must now think differently about their strategy.

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In order to accelerate this process and contribute to the transformations needed, we strengthened our teams. In February 2017, in France, we joined forces with Alliantis, a leading organisation in strategic alliance consulting, multi-actor synergies and CSR communication in a world in transition. Then internationally, in July 2017, we acquired Carbon Clear, a major British consulting company in the fields of energy, climate change and sustainable development.

With this new group of consultants and experts, we support companies and governments to strengthen their programme of sustainable and shared actions throughout their value chain and propose diversified and innovative solutions to increase organisations' ability to anticipate and act.

The Paris Agreement marked a decisive turning point in creating awareness of climate change and today, has paved the way for a major transformation in the business models and strategies of organisations, in partnership with all their stakeholders.

It is not just a case of minimising risk, but creating new opportunities: the development of the climate sector is opening up a wealth of possibilities for rethinking and successfully deploying new development strategies. It is also making the climate strategy of every organisation a veritable driver for performance and innovation.

Our key figures

Created in
2006

120
employees and multi-disciplinary experts within EcoAct Group

Over
1 000
projects conducted in 35 countries

An effective
R&D department / Certification CIR-CII

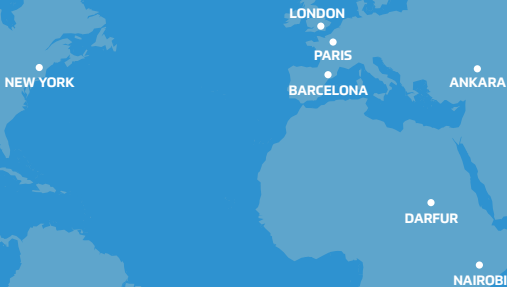
The only official Gold Climate Partner of CDP
covering Europe and USA

European leader
in terms of climate/carbon strategy

European leader
in voluntary carbon offsetting

Voted best consultancy on the voluntary carbon market, three years in a row
(2015 – 2016 – 2017), by Environmental Finance

EcoAct worldwide



Group offices and teams in 7 countries across 3 continents :
Paris, London, New York, Barcelona, Ankara, Nairobi, Darfur

Around fifteen local partners for the deployment of field projects around the world

Our values

Since its creation, EcoAct has relied on strong corporate values which are forward looking and create wealth for its stakeholders, using a sustainable development approach.

The company's values are driven by its membership of the Global Compact, an international initiative through which companies are asked to join civil society and UN bodies in order to support ten principles in the fields of the environment, human rights, labour and the fight against corruption.

Where possible, each employee is invited to visit a clean development assistance project in a developing country. This aims to show everyone the development assistance provided by such projects. It allows them to witness the reality of the actions on the ground, the co-benefits and improvements in living conditions for the local populations and, ultimately, to give greater meaning to our commitment.

EcoAct has drafted a “charter” which formalises the mindset and fundamental principles that have characterised the company since its inception, but which also defines the practical actions broken down around 6 principal themes which constitute the cornerstone of the company.

2017 was a year of strong growth marked by the development of the EcoAct teams and the integration of two new businesses with Alliantis, a specialist in strategic alliances based in Paris and Carbon Clear, an energy/climate expert based in the United Kingdom.

This expansion of the teams and the development in our range of expertise and skills was the opportunity to revisit and consolidate our strategy and founding values in order to make progress towards a shared culture by all the entities of EcoAct Group.

So, a collaborative project began in 2017 focusing on the identity of EcoAct Group, comprising brainstorming workshops bringing together all the teams at the first international seminar held in January 2018. This project confirmed 4 key priorities “CEFE” shared by EcoAct Group: Collaborative, Expert, Future-focused and Engaged.





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- 1 - Audit of a project for access to safe water in Ethiopia
- 2 - Annual seminar of EcoAct Group
- 3 - 2017 Great Place to Work Trophy

Our Governance

With around twelve years of experience, EcoAct now has a unique range of diversified and integrated offers that make the climate strategy of companies and governments a driver for performance and innovation.

During recent years, its governance has changed. EcoAct has become a group and now brings together management and teams from several companies with a strong development of EcoAct in France; the creation of Climate Pal in Kenya in 2011, the creation of EcoAct Inc in the USA in 2016, the merger with Alliantis in Paris in February 2017 and the acquisition of Carbon Clear in London in July 2017, with an office in Barcelona in Spain.



In 2017, CSR was strengthened and integrated into the company's highest level of governance, with the appointment of a Sustainable Development Director who is also an Associate Director and Deputy Executive Director of EcoAct Group. CSR actions are monitored regularly in conjunction with the EcoAct CSR Committee and also during EcoAct's monthly "management meetings".

The mandate of the CSR Committee, created several years ago and comprising eight representatives from the Group's French entities, has been updated and was consolidated in 2017. Placed under the authority of the Sustainable Development Director, it is chaired by a consultant responsible for its activities.

EcoAct's CSR Committee is a forum for discussion, sharing and control which suggests action areas to executive management for a socially and environmentally responsible policy consistent with EcoAct's values, vision and development strategy. In this respect, it:

- Submits regularly its opinions, proposals and practical action plans to executive management;
- Shares the vision, directions, actions and results of the CSR policy with all employees;
- Manages the implementation of CSR actions validated by the executive management.

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⋮



OUR STRATEGY

⋮

Our 2025 Vision: **actions for a sustainable, carbon neutral world**

In the face of climate change, there is no other choice than to act.

The Paris Agreement has established the diplomatic basis for a zero-carbon future. It is now up to the governments, companies and regions to make it happen. We are convinced that by making climate action central to their strategy, companies and regions can seize a wealth of opportunities, optimise their performance and ensure the sustainability of their business model.

We offer the most comprehensive range of solutions for achieving these objectives. We assist our customers to understand their challenges, identify appropriate solutions and implement their climate/carbon and CSR/sustainable development strategies on an international scale.

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Our roadmap for sustainable performance

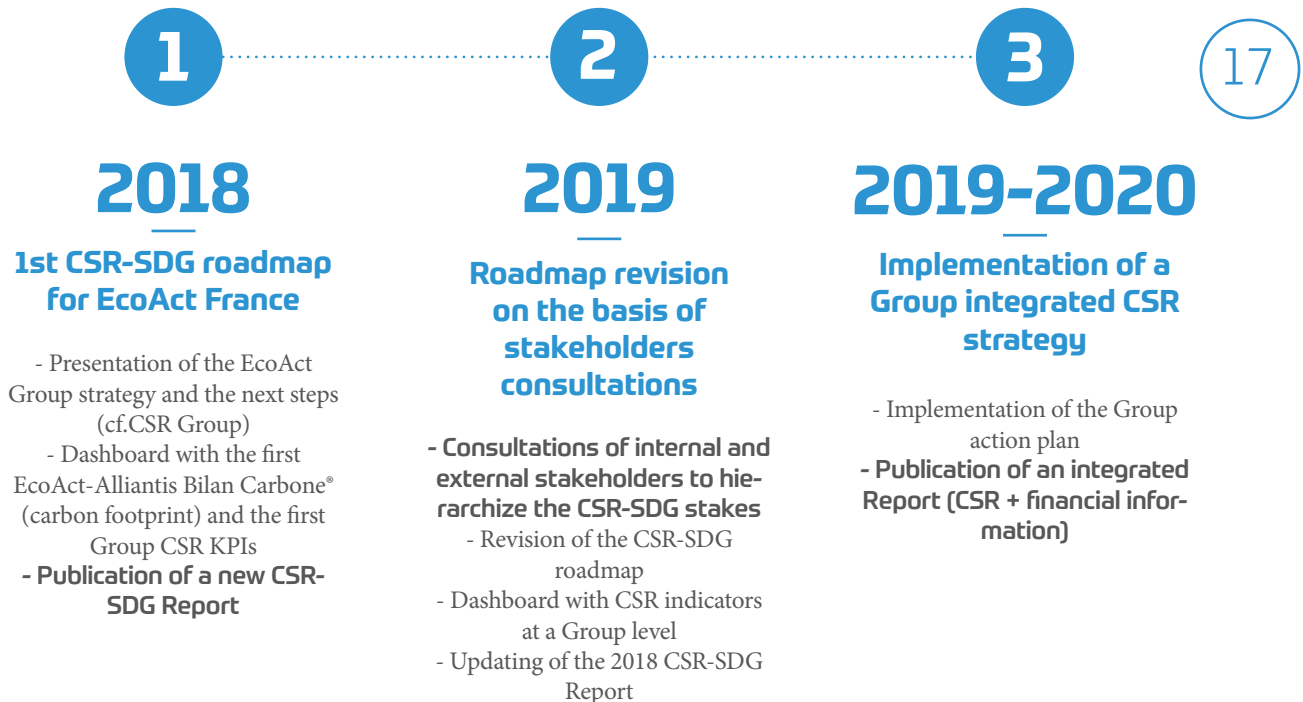
In 2017, we began revising our CSR policy from the perspective of the Sustainable Development Goals (SDG).

The objective is to define a new CSR-SDG roadmap for 2020-2025, in partnership with our internal and external stakeholders. This roadmap will form part of the Group's international dynamic and thus incorporate the approaches of the different entities that joined us in 2017.

This discussion began within the CSR Committee and was then submitted to EcoAct's management and executive management, which validated the proposed approach. The first stage, which started in late 2017 and is presented within this report, involved

selecting the priority SDGs with regards our activities and industries and breaking each of them down into their associated commitments and indicators.

This first roadmap will then be submitted to our strategic stakeholders so that they can validate the robustness and relevance of the chosen priorities and we can deploy an integrated CSR-SDG strategy within the Group by 2020.



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OUR COMMITMENTS AND OUR CSR ACTIONS

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EcoAct wants to be part of an exemplary approach and work towards the new extra-financial reporting requirements of the new CSR Directive of August 2017.

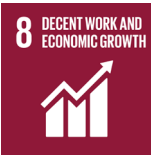
The commitments and actions presented in this report concern the French entities of EcoAct Group, namely EcoAct and Alliantis, for 2017.

The frames of reference selected for this purpose are:

- The Sustainable Development Goals (SDG)
- The CSR reference standard, ISO 26000 and the 7 core subjects
- The 10 principles of the Global Compact

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EcoAct's CSR commitments and actions are structured into 5 priorities corresponding to the challenges related to the Sustainable Development Goals:



Foster the development of our employees, customers, suppliers and partners by guaranteeing fair and ethical relationships



Assist stakeholders in their sustainable transformation



Encourage the transition towards a carbon neutral world



Support the international deployment of energy efficiency and renewable energy solutions



Together with our partners and our customers, contribute to the strengthening and circulation of knowledge and expertise on climate challenges and sustainable development



Priority 1:

We foster the development of our employees, customers, suppliers and partners by guaranteeing fair and ethical relationships

Issues related to SDG 8 “Promote inclusive and sustainable economic growth, employment and decent work for all”:

What is the social status of today's world compared to that of the 1980s? The picture is in fact contrasting and varies greatly depending on the point of view that is adopted.

On a global scale, for the last 30 years, world growth has led to a decline in extreme poverty and inequality. Indeed, according to World Bank data, the rate of extreme poverty worldwide (which corresponds to people living on less than \$1.90 a day) fell from 44.3% to 10.9% between 1981 and 2014¹. Global inequality (measured for all world citizens by ignoring national borders) has also declined in recent decades, according to the IMF².

However, this progress has taken place at a very different pace in each country. The reduction in extreme poverty has occurred in East Asia (China and Indonesia in particular) and South Asia (especially India) mainly, but very little in Sub-Saharan Africa which is today home to half the world's population living in extreme poverty. At the same time, income inequality within States has risen rapidly in many world regions such as North America, China, India and Russia, but more moderately in Europe³.

These different factors now represent a risk to global economic stability, as the World Economic Forum revealed in its Global Risks Report (2018), identifying “the increase in income inequality and wealth” as the third largest driver of global risks over the next 10 years.

(1) <https://donnees.banque-mondiale.org/theme/pauvrete?end=2014&start=1981>

(2) IMF Fiscal Monitor: Tackling Inequality, October 2017 <https://www.imf.org/en/Publications/FM/Issues/2017/10/05/fiscal-monitor-october-2017#Summary>

(3) Rapport sur les inégalités Mondiales 2018, World Inequality Lab <http://wir2018.wid.world/files/download/wir2018-summary-french.pdf>

Sustainable growth is in fact only possible providing that everyone can access a quality education and skilled employment, that decent working conditions are respected for all and ensuring that value is fairly shared throughout the value chain.

Our Commitments in 2020

- Employee satisfaction target of 90%
- Define and deploy a responsible purchasing policy
- Annual customer satisfaction target of 95% in conducting projects
- Guarantee the principle of equal pay for equal skills

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These commitments contribute to the following SDG targets:

- 8.3:** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
- 8.4:** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead
- 8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Our actions

Our total quality approach

Our quality approach main principles:

- Provide a response within 48 hours
- Organise an appointment with every customer who encounters a problem with the service provided
- Restate the scope of liability (RACI) for all the projects at the launch meeting
- Share the risks and the associated action plan throughout the project
- Conduct end of project reviews
- Gather customers' opinions using a satisfaction survey at the end of each projects (the results of these surveys are then analysed internally to improve EcoAct's services)
- Maintain a lasting relationship with its customers by contacting them several months after the end of the project to gather their opinions
- Refrain from any action that would place us in a situation of being a corrupting influence or a corrupted party
- Keep strictly confidential all information, instructions, documents and results produced in the delivery of the service, sent by the company or of which we may have knowledge (for example: EcoDev, collaborative platform that is used to facilitate data collection for conducting various studies (carbon footprint, LCA, etc.) has secure personal access for each employee, guaranteeing the protection of the data entered).

Focus on the ICROA code

The Code of Best Practice of the International Carbon Reduction and Offset Alliance (ICROA), of which EcoAct is a member and co-chair, obliges carbon neutrality experts to comply with international best practice in this area.

Through this code, we are committed to:

- Measuring the carbon footprint of our customers, in accordance with international standards (WRI, WBCSD, GHG Protocols and ISO 14064);
- Encouraging our customers to set themselves challenging reduction targets that go beyond business-as-usual;
- Encouraging our customers to assess their emission reduction opportunities and prioritise cost-effective actions;
- Using credible carbon credits in accordance with recognised international standards and programmes;
- Using third-party registries to retire or remove carbon credits used for offsetting;
- Encouraging our customers to communicate their carbon footprint, including emissions associated with the organisation, its products, services or events, as well as details about actions to reduce and offset their emissions.

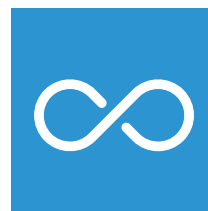
When offsetting GHG emissions on behalf of our customers, we are committed to using carbon credits that are:



Real



Measurable



Permanent

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Additional



**Independently
verified**



Unique

Compliance with the Code of Best Practice is certified by a “Certificate of quality assurance”, published each year by ICROA.

Our work for a responsible purchasing policy

For several years, EcoAct has submitted itself to an external evaluation of its CSR performance. This audit, carried out by the company EcoVadis (a leading expert in extra-financial rating of suppliers), recognised the quality of EcoAct's CSR approach, rating it in the "Gold" category for 2017. With an improvement in the rating of our CSR performance between 2016 and 2017, we are endeavouring to continue our efforts for the 2018 assessment in order to retain the "Gold" status of excellence.

One of the areas for improvement that came out of the last assessment by EcoVadis concerned the creation of a responsible purchasing policy. Consequently, we have started work to define and formalise a responsible purchasing policy, initially for the entity EcoAct France, planned in several steps: diagnosis and inventory of current practices, definition of main principles and priorities in terms of responsible purchasing and proposal of an action plan by 2020.



We support the well-being and professional development of our employees

EcoAct, awarded with Great Place to Work certification

In 2017, EcoAct received the Great Place to Work certification and for the first time was included in the GTPW winners for French companies with fewer than 50 employees where it is good to work (23rd place). Our inclusion on this list of winners has seen us achieve our objective 3 years early! Indeed, on the launch of the GPTW approach in 2016, our objective was to become one of the winning companies where it was good to work by 2020.

The Great Place to Work process and certification is based on a twofold assessment, the Trust Index and the Culture Audit (Great Place To Work®).

Conducted in May 2017, the Trust Index is a survey that gathers the opinions of employees about everyday life at EcoAct. 95% of employees responded to this survey, which highlights their high-level involvement. This year, a rating of 72% was obtained (+12% versus 2016). This rewards the efforts and actions deployed following the conclusions of the 2016 survey. Strengths include the friendliness within the company, the climate of goodwill, job security, the respect for ethics, the personal contribution of every employee and the fact that the company's business is meaningful.

Areas identified for improvement concern strengthening and clarifying internal communication, the need for recognition and transparency and development prospects. Specific actions are being implemented in 2018 in order to respond to these points. Furthermore, managers and directors have compiled the audit culture, a file comprising the quantitative and qualitative elements with the aim of auditing the company's practices, programmes and value systems.

86%

of employees were proud to say that they work for EcoAct in 2017 (+12 points compared to 2016)..

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IN 2017

70%

of the workforce received external training representing 445 hours of training given throughout the year.

Remote working available for all employees

In late December 2016, we implemented teleworking for all our employees who have completed their probation period. This action presents many advantages for both the employees and the company: a reduction in travel time and therefore the associated fatigue, a better work/life balance, an increase in individual efficiency, greater autonomy for employees when organising their work, the development of new forms of work and managerial practices, a reduction in the carbon footprint and an increase in available space in the offices, making it possible to welcome new employees without increasing the space.

Furthermore, French employees based in Lyon, Montpellier and Marseille are invited to use co-working areas as well as working remotely. For example, the Lyon agency uses the La Cordée workspace founded on a "joyful and helpful community" where users learn to work together. This space has several sites across France which allows the workplace to be changed at will, depending on their schedule.

A training policy suited to the needs of employees and the company

We aim to be at the forefront of regulatory and technological developments and consequently, we pay particular attention to training our employees using recognised and certified bodies. At the beginning of the year, each employee has a chance to talk with their manager at an Annual Assessment Interview. This interview is a unique opportunity for discussion, a chance to review the previous year, discuss the main assignments carried out, review objectives, make an overall assessment of the past year and define objectives for the coming year as well as look at training attended or to be implemented.

Based on a review of the assessment documents, we have established a training plan for the coming year. These training courses focus on the development of technical skills and staff development with the aim of promoting the achievement of objectives and employees' personal development. Any specific training request can be submitted during the year if it is useful to the employee and also represents an interest for the company. Furthermore, an internal training system which sees employees train their colleagues, has been established to add value to and pass on each person's expertise. Such training focuses specifically on technical skills related to the company's business (Bilan Carbone®, life cycle analysis, carbon offsetting...).

In the same vein, in 2016 we established a buddy system. The idea is for a junior and senior consultant to work on the same assignment enabling the junior consultant to consolidate what they have learned and learn new skills and for the senior consultant to showcase their expertise and pass on their knowledge.

We guarantee our employees fair and equal treatment

Our recruitment policy

We are committed to the equal treatment of candidates and promoting equal opportunities, in line with our Company charter. We believe in the value of our commitments and are keen to integrate them into our recruitment practices. Our recruitment process is open to all candidates without discrimination on the grounds of gender, disability, training, origin or culture. We are looking to attract and develop the best talents across all our activities.

There are 4 key steps in our recruitment process:

- The Human Resources interview: used to give an overview of the motivations, cross-cutting skills and projects. This interview is also used to cover the themes related to the company, its culture and its development.
- The operational interview: a discussion with the future employee's direct manager is used to validate their technical skills and conduct a technical assessment.
- Executive management interview: used to convey a strategic view of the Company.
- References (at least three) are systematically checked before the final decision.

We pay particular attention to informing candidates. In this respect, we do our best to provide personalised feedback to all our candidates and we are committed to supporting all new employees in their new roles.

A “Welcome Package” (booklet) is given to the employee in order to ease their integration and provide them with information that will be useful to them on a daily basis.

A welcome lunch is organised with the manager and a welcome party is organised with all the teams.

The managers and the Human Resources Department devise a personalised integration programme which is implemented according to individual needs and the job role. These programmes are designed for all employees regardless of whether they are young graduates or experienced professionals.

Parity and equal pay at all levels of the company

In order to avoid the differences that emerge within the same positions, we examine these positions based on a transparent salary scheme.

This salary scheme aims to:

- Promote fair, equal and non-random remuneration
- Build loyalty to avoid turnover
- Provide a relevant management tool

Performance is taken into account within the framework of annual bonuses based on objectives.

The annual bonus is paid to all eligible employees (i.e. present at 31 December), depending on the company's economic results and the achievement of objectives that have been set for them personally. The “respect for the values/CSR of the Group” criteria is one of the criteria taken into account during the annual assessment interview.

Organise relaxing and fun times

In order to enhance the friendly and good working atmosphere, EcoAct's executive management encourages meetings and moments of relaxation. Goodwill is a reality, with:

- A weekly breakfast: organised every Friday morning by two volunteer employees. This shared breakfast is a chance to meet and discuss in a calm atmosphere.
- An annual seminar: to pass on new information, strengthen team building and encourage the integration of new employees.
- An end-of-year party: a special event to thank the employees and celebrate the company's results.

A list of operations conducted in 2017 is below:

- Visit of the BHV MARAIS Perched Garden, created by the start-up Sous les fraises, by the teams of EcoAct France and Alliantis. The herbs and aromatics collected during this visit were then cooked L'Atelier des Chefs cooking school, during a lesson on cooking without throwing anything away.
- Financial support of an EcoAct team for the 2017 OXFAM Trailwalker
- EcoAct France and Alliantis end of year party, organised at café Délirio in December 2017, with gift certificates offered to all
- 100% of the Velib bike sharing scheme subscription paid for employees who request it
- EcoAct Group annual seminar which, for the first time, brought together the teams from France, the United States and the United Kingdom over two days at the Berges de Seine Campus. The programme featured presentations on the progress made and prospects for the Group's integration, brainstorming on the EcoAct Group's identity and team building activities.
- A common room "le foyer" was created in conjunction with the CSR Committee. It was completed in mid-2017 and is available to anyone for meals or shared moments.

EcoAct France and Alliantis employees visiting the BHV MARAIS Perched Garden





Our environmental responsibility as EcoActors!

In addition, every EcoAct/Alliantis employee is called upon to adopt an environmentally-responsible and exemplary attitude, which is reflected by the recycling of paper, sorting waste, turning off all electronic equipment at evenings and weekends, etc. This point is discussed with each employee during the annual assessment interview.

Furthermore, employees can take leave to take part in humanitarian and social causes, with their manager's permission.

In May 2017 and with the support of the CSR Committee, EcoAct financially supported a team of 4 employees to complete the Oxfam Trailwalker. Organised by Oxfam, this race aims to raise money for the NGO, which works to combat world poverty and hunger. Each team must collect €1500 in donations to be able to take part. The 4 EcoActors travelled 100 kilometres in under 30 hours, without relays, day and night. A fine sporting challenge, met with true team spirit!

In 2016 and 2017, EcoAct also financed two projects for the NGO Entrepreneurs For Life to the tune of €3,000. The first project, Human Education, was used to fund English lessons for nearly 200 students from some of the most deprived families in rural Cambodia. A lack of education is the primary cause of poverty worldwide. The second project, Les lavandières d'Abidjan, consisted in creating a centre in the Port Bouët district. The washerwomen of Abidjan, also called Fanicos (which means those that wash laundry in the Maninka language) come from the poorest populations in the slums of Abidjan. Often illiterate, these female entrepreneurs get up at 5am to pick up the laundry from the different districts of Abidjan. They collect the laundry from individuals and go and wash it where they can (rivers, wells, water points, at their home, or at their customer's home). They work in appalling conditions, without the right equipment, sometimes in high-risk areas and are often accompanied by their young children. The centre provides facilities for 40 washerwomen in suitable premises.



- 1 - Annual seminar of EcoAct Group
- 2 - EcoAct team for the 2017 OXFAM Trailwalker
- 3 - End of year party for EcoAct France and Alliantis employees



Priority 2:

We assist stakeholders in their sustainable transformation

Issues related to ODD 12 “Ensure sustainable consumption and production patterns”:

Resource depletion, soil and water pollution, loss of biodiversity, climate change; day after day, our production and consumption methods, inherited from the industrial revolution, threaten a little bit more the ecosystems on which we depend.

Today, we must urgently and radically change our production and consumption methods and move from a linear economy (extract, manufacture, consume, throw) to a circular economy, thinking of sustainable uses for products and services, throughout their life cycle.

There are already solutions to limit the use of plastics, reduce our greenhouse gas emissions, move to sustainable agriculture, reduce the pressure on resources, etc. and eventually ensure the sustainability and longevity of our ecosystems.

It is the responsibility of all state and non-state actors to adopt viable practices and establish and provide information about viability so that everyone, everywhere in the world and particularly in developing countries has the necessary knowledge to shift towards more sustainable consumption and production methods.

Our Commitments in 2020

- Offer a range of 5 innovative services per year to our customers
- Support at least 30 customers every year using innovative services
- Every year, distribute at least 10 publications with content about the innovative solutions developed and deployed by EcoAct contributing to a low-carbon and sustainable economy

These commitments contribute to the following target SDGs:

12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

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Our actions

We offer companies and regions the largest range of premium solutions to address the challenges of climate change effectively

With around twelve years of experience in developing international climate strategies and solutions, we assist directors to transform their business model to make climate action and CSR the true drivers of performance.

We combine 3 areas of expertise to define and deploy tailor-made climate, carbon and CSR strategies, integrated into the entire value chain:

- Strategic consultancy: auditing and analysis of climate scenarios, definition of Science Based Targets objectives, identification of risks and opportunities, materiality analysis, commitment and consultation with stakeholders, creation of networks, definition of objectives, communication monitoring and consultation, etc.;
- Data measurement and management systems (smart data): alignment with regulation, reporting, energy management, energy efficiency, renewable energy;
- Project design and management in the field: change management, actions to mitigate, adapt and offset, experiments and development of field projects, carbon pricing, communication actions, assessment of the contribution to the SDGs...

Science-based targets, what are they?

Science Based Targets (SBTs) are low-carbon objectives set in line with climate knowledge and the target, defined by the Paris Agreement, to limit climate change to 2°C. SBTs enable companies to define their fair level of contribution to the international climate effort.

Today, over 400 companies are committed to setting a “science-based” target and over one hundred of them have had their targets approved by the Science Based Targets initiative (SBTi). Science-Based Targets are therefore increasingly recognised by companies, internationally and send a clear signal to policy makers that companies are determined to play their role in the transition to the low-carbon economy.

We invest in R&D to support sustainable innovation

Innovation and research are central to our development policy. Since the creation of EcoAct in 2006, the economic sector in which we operate has constantly changed. This trend is intensifying in anticipation of the implementation of the commitments of the Paris Climate Agreement. We continue to develop our expertise and services to be a driving force for innovation and support the pioneers of the transition towards a low-carbon and sustainable economy.

In addition to the research assignments conducted on behalf of our customers, we carried out 20 internal research and innovation actions in 2017, grouped into 6 main themes:

Acting in its value chain

This programme aims to remove the barriers to the introduction by companies of climate and sustainable development strategies which exceed their strict area of operation and also involve members of their value chains such as suppliers, customers and stakeholders. Actions in 2017 focused in particular on assessing the vulnerability of physical assets to climate risks and on evaluating the carbon footprint related to the deforestation of the supply chains.

Sustainable Development Goals (SDG) and impact funding

This research programme is designed to develop the methodologies and tools needed to facilitate commitment and measure the positive contribution of companies to the Sustainable Development Goals (SDG) adopted by the United Nations in 2015. It also contributes to the emergence of results-based and impact funding that can support projects with a wide range of societal benefits. Consequently, in 2017, we contributed to the publication of the Gold Standard for the Global Goals as part of our strategic partnership with the Gold Standard Foundation and the publication of a methodology guide for companies.

Low-carbon technologies and solutions

This research programme focuses on the study and development of low-carbon technologies and solutions. It aims to facilitate the deployment of a range of solutions contributing to the transition towards a low-carbon economy in both developing countries and the most advanced economies. In 2017, our actions were designed to improve the technical performances and societal contribution of energy efficiency projects so as to increase their impact and ensure their large-scale deployment.

Alignment of the financial sector with the Paris Agreement

Our R&D activities on this issue aim to develop a set of methodologies and a system of indicators enabling asset owners and managers to assess the compatibility of the composition process of a wide range of financial assets with the Paris Agreement target to contain the increase in the global average surface temperature to well below 2°C compared to pre-industrial levels. In 2017, we began financing a CIFRE thesis, where the research programme was validated by the ANRT (French National Association of Research and Technology).

Carbon offsetting mechanisms in the “post-2020” context of climate action

By calling on state and non-state actors to engage in an ambitious voluntary climate action and by encouraging the emergence of new regulations, the implementation of the Paris Agreement has greatly changed the boundaries of the regulatory and voluntary markets, until now defined by the Kyoto protocol. Through this programme we are developing the necessary tools to provide effective support to public and private actors when implementing clear carbon neutrality or zero emissions strategies for 2050-2100. Our work in 2017 included in particular analysing the implications of the 2050 objective of neutrality on international, regional, sectoral and national carbon offsetting mechanisms and also identifying the challenges and structuring priorities of the carbon markets after 2020.

Companies’ decarbonisation strategies and eco-design of products

In this R&D programme, we are developing operational methodologies and tools which ensure that companies’ business activities take better account of climate and environmental issues. These collaborative methods and tools can facilitate strategic decisions, the eco-design of products and even management and reporting activities. Our actions in 2017 focused mainly on the performance of carbon neutrality approaches, the definition of 2°C trajectories for regions and social LCA methodologies.



Priority 3:

We encourage the transition towards a carbon neutral world

Issues related to SDG 13 “Take urgent action to combat climate change and its impacts”:

Among the many crises that our world is currently experiencing, that of climate change is certainly one of the most acute. The choice is simple; either we manage to reduce global greenhouse gas emissions in the coming years or we will face a climate disruption, of which the dramatic consequences cannot be avoided.

In 2015, the Paris Agreement laid the foundation for the international ambition for climate, by setting, in its Article 2, the objective to contain “the increase in the global average temperature to well below 2°C above pre-industrial levels” and, to achieve this by reaching carbon neutrality as soon as possible. Three years later, and more than ever, it is time to act and bring the Paris Agreement into the real economy.

We know that the actions of Governments alone are not enough to rise to this challenge. All actors, and primarily companies, investors and regions, have a role to play in the global transition called for by climate change.

In line with the Paris Agreement, all actors must therefore target carbon neutrality by deploying, in parallel, these three levers of action:

1. Measurement: evaluation, monitoring and reporting of GHG emissions to respond to the fundamental principles of transparency, credibility, pragmatism and continuous improvement;
2. Restraint: reduction and sequestration of GHG emissions in its scope of activity to achieve a science-based target and one that is in line with the worldwide goal of maintaining the global average temperature below 2°C;
3. Financing the transition towards a carbon neutral world that is resilient to the impacts of climate change, in activities beyond its scope. Depending on its business sector, its location, its transformation potential and its climate targets, an organisation can finance its transition by:
 - Acquiring certified carbon offsetting credits and developing offsetting projects (ensuring a contribution to climate resilience for each of these two options).
 - Investing in R&D for innovative technologies to reduce or sequester GHG emissions.

Our Commitments in 2020

- Maintain the annual carbon neutrality of EcoAct for 2020 (zero net emissions)
- Reduction target of 10% for CO2 emissions per employee by 2020 compared with the reference year (2017), with the definition of our own 2°C trajectory with regards the Science Based Targets
- Reduction target of 10% for CO2 emissions related to business travel, per employee, by 2020 compared with the reference year (2017)
- Growth of 25% per year of EcoAct activities dedicated to the fight against climate change

These commitments contribute to the following target SDG:

13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

13.b: Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities

Our actions

We support the development of low-carbon projects worldwide

An organisation's carbon emissions are offset through the financing of programmes that are used to prevent or sequester an equivalent quantity of emissions.

The projects conducted or monitored by EcoAct are undertaken in consultation with all local stakeholders, in order to guarantee the social and environmental benefits. We take care to follow best practices in terms of offsetting by adhering to the ICROA charter which promotes the most advanced practices (see box above).

We therefore play a dual role, developing carbon offsetting projects and promoting existing projects developed by partners.



Focus on the significant achievements of our subsidiary, Climate Pal in Kenya

Kenya loses 50,000 hectares of forest every year, and today has a very low forest cover. Since access to energy is limited in many areas of the country, its people have very little choice but to burn wood in their homes for cooking and eating.

The Hifadhi-Livelihoods project, developed and financed by the Livelihoods Funds, in partnership with EcoAct and its local subsidiary Climate Pal, has distributed improved cooking stoves to the local populations in three districts in Embu County (Embu East, Embu North and Mbeere South) in Kenya. Hifadhi (“to save” in Swahili) is aptly named!



In 2016, the project achieved its target of providing 60,000 families with these improved cookstoves which reduce wood consumption by nearly 60% compared to a traditional cookstove made of three stones. This project’s ambitious target had a strong social impact on over 300,000 people by reducing the time women spend collecting wood and their exposure to the toxic fumes. Indeed, the World Health Organisation (WHO) estimates that inhaling the smoke from this traditional burning method is equal to smoking two packs of cigarettes a day. This is therefore a major health issue, especially for women who are particularly exposed.

Thus, over the 10 years of the project, over 150,000 tonnes of wood will be saved and over 2 million tonnes of CO2 equivalent avoided. In 2017, the project generated 250,000 Gold Standard certified carbon credits, corresponding to the avoided carbon emissions resulting from the project’s activities.

2017 marked a turning point in the project’s history as the pivotal year where the teams’ efforts produced results and eyes are now focused on the future.



Promoting the best projects in the fight against climate change

In addition to developing projects, we have helped to set up and certify over seventy carbon offsetting projects and have therefore gained an expertise on most of the available technologies. In order to respond to our customers' requirements in terms of carbon offsetting projects, we have established a large network of partners giving us access to over a thousand projects across all continents.

In order to promote the best projects, we have created an audit programme comprising the following two parts:

Field visit: we visit the majority of projects that we propose to our customers so that we have an intimate knowledge of the project and in order to validate the thoroughness of the approach by the project leader. During these visits, we also pay particular attention to the project's social, economic and environmental benefits in order to assess its impact on the local communities. We also offer these visits to our customers in order to enhance their climate approach.

Risk management: alongside the field visits, we have devised a risk management system which aims to guarantee the quality of the projects supported and ensure there is no risk to our customers. Thus, our risk matrix is used to analyse every project based on several factors: jurisdiction, reputation, communication, geopolitics, etc. Through this we withdraw 20% of the projects certified by the most well-known market standards. This enables us to establish an irreproachable approach. In addition to this matrix, we analyse every project from the perspective of the Sustainable Development Goals using an Eco score developed by our experts. This allows the projects to be integrated into the UN Sustainable development structure.

Through this process, we promote and support the best projects in the fight against climate change registered under international carbon offsetting mechanisms.

Our local impact in the developing countries in figures (according to a study conducted by ICROA and Imperial College London):

€60M
invested for local communities

20,000
FTE jobs created in developing countries

€6 billion
of economic, social and environmental value created

We are carbon neutral

Improving environmental performance is central to our business. We are committed to a reduction approach and every year, we offset all our greenhouse gas (GHG) emissions.

Measuring our emissions, a key step

Measuring our emissions, a key step

Since 2007, we have produced our annual Bilan Carbone® (carbon footprint) to monitor our performance indicators and implement actions to reduce our carbon footprint. Our total GHG emissions in 2017 were approximately 106 tCO₂e, which is approximately 2.8 tCO₂e per FTE employee.

The item responsible for the highest emissions was Transportation of people (41% for 43 tCO₂e) in particular due to business air travel. Inputs, the impact of which is mainly a result of service provisions, and Fixed assets (26% for 28 tCO₂e for each of the two items) also had a significant impact. The other items each represent less than 5% of emissions (energy: 2%; waste: 2%; freight & non-energy items: less than 1%). Although their impact remains low in terms of the total assessment, they are also important to us in the choice of action for reducing our footprint.

Our approach to reducing our GHG emissions

Every year we are involved in reducing our GHG emissions by defining new actions to combat climate change. Here is an overview of our actions in 2017:

- Awareness campaigns about reducing energy consumption, proper waste sorting and limiting printing on paper;
- Limiting disposable supplies;
- Continuing the thermal renovation of the offices.

Furthermore, due to the significant impact of our travel, we are paying particular attention to reduce it. Consequently, we are paying for employees' public transport travel passes and city bike sharing subscriptions. In fact, almost all employees travel to work using public transport, on foot or by bike. We have implemented remote working for one fixed day per week per employee where the job roles allow. In terms of business travel, we also have a video conferencing facility which is used, where appropriate, to:

- Limit the number of trips related to a project;
- Strengthen the close relationship between customers and consultants by organising more regular work meetings.

Finally, employees travel 2nd class for journeys by train or plane (which produces less emissions than first class), except where special permission has been given linked to the distance being covered.

In 2017, our carbon neutrality helped to finance a project in Sri Lanka

Through our exemplary approach to our stakeholders, since 2008, we have offset all our so-called "residual" GHG emissions. Our voluntary offsetting of emissions is achieved by funding low-carbon aid programmes in developing countries, strictly following the principles established in the United Nations Framework Convention on Climate Change (UNFCCC) and the Kyoto Protocol.

This year, EcoAct funded a hydroelectric project in Sri Lanka. The project funded by EcoAct is in Central province, in the district of Kandy. It comprises two small-scale hydroelectric power stations (Sanquhar and Delta) with a capacity of 1.6 MW. This project enables 5,400 tonnes of CO₂ equivalent to be avoided every year, which is equivalent to the emissions of more than 530 trips around the world by car or almost 2,100 return trips from Paris to New York by air. This project also offers significant co-benefits for local communities. In particular it contributes to the reduction of atmospheric pollution generated by fossil fuel power stations (NO_x and SO_x); since 70% of this country's electricity is based on fossil fuels. Furthermore, this project contributes to local economic development by creating jobs, contributing to road maintenance, diversifying the electricity mix in Sri Lanka, contributing to the government commitments in terms of clean energy, etc.



Priority 4:

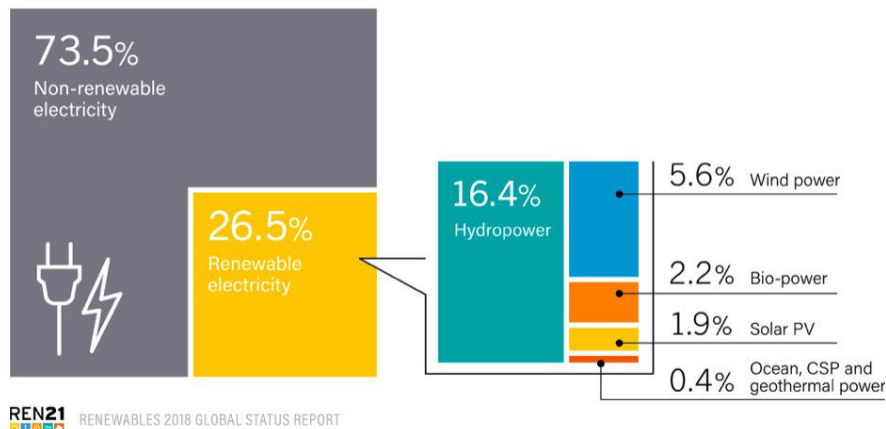
We support the international deployment of energy efficiency and renewable energy solutions

Issues related to SDG 7 “Ensure access to affordable, reliable, sustainable and modern energy for all”:

Due to global population and economic growth, the demand for energy will continue to increase over the coming years. According to the “New Policies” scenario by the International Energy Agency (IEA) global energy needs are set to increase by 30% by 2040 “the equivalent of adding another China and India to today’s global demand.”⁴.

This growing demand is a major challenge, while at the same time, we must reduce our greenhouse gas emissions to combat climate change. In order to respond to these two challenges, it is now essential that we accelerate the deployment of low-carbon energies. Globally, in 2017, renewable energies represented over 18.2% of final electricity consumption according to the annual report of the international REN21 network⁵. And 2017 was again a record year for renewable energies characterised by the largest increase in the installed capacity of renewable energies, the fall in production costs, the rise in investments and significant technological progress.

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(4) <https://webstore.iea.org/download/summary/196?file-Name=French-WE0-2017-ES.pdf>

(5) http://www.ren21.net/wp-content/uploads/2018/06/17-8652_GSR2018_FullReport_web_1.pdf

Despite these encouraging signs, the development of renewable energies remains inferior to the growth in energy demand. It is therefore essential that all actors - states, companies, citizens - contribute to the acceleration of their deployment internationally.

Finally, while one in ten people worldwide still does not have access to electricity, it is vital to guarantee access to clean, affordable energy to all.

Our Commitments in 2020

- Every year, support at least 20 customers in their energy transition (renewable energies and energy efficiency)
- Maintain 100% of green electricity consumption for EcoAct
- Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency
- Increase the number of beneficiaries of the improved cookstove technology deployed in Africa by EcoAct and its subsidiary Climate Pal (with 300,000 beneficiaries to date) and the LPG technology for stoves deployed in Darfur

These commitments contribute to the following target SDGs:

7.2: By 2030, increase substantially the share of renewable energy in the global energy mix

7.3: By 2030, double the global rate of improvement in energy efficiency

Our actions

Our Green Electricity Programme

Through our Green Electricity Programme, we support companies and regions across the world in the sustainable sourcing of their electricity supply. Through the acquisition of accredited renewable energy certificates - Guarantees of Origin (GOs), Renewable Energy Certificates (RECs), International Renewable Energy Certificates (I-RECs) -, our programme guarantees our customers the renewable origin of their electricity consumption, provides green electricity producers with additional revenue and contributes to the development of renewable energies and the energy transition.

GOs, RECs, what are they?

In Europe, Guarantees of Origin are certificates proving that one Megawatt hour (MWh) of electricity consumed corresponds to one MWh injected into the network from renewable energy sources. They therefore allow the end consumer to prove the renewable origin of their electricity consumption in a robust and transparent manner. Traded on a market alongside the electricity market, these certificates provide additional revenue to renewable energy producers.

RECs are the United States' equivalent to Europe's GOs and in a similar way represent one MWh of electricity produced from renewable sources.

We also offer our customers different energy efficiency measures, from energy audits to the implementation of integrated systems used to measure, manage and optimise their energy consumption across all their sites. Our customers can therefore reduce their energy consumption and greenhouse gas emissions (scope 2).

We are 100% renewable

Keen to set an example across all climate action and energy transition levers, we began a 100% renewable approach in 2016. In 2017, the 38 MWh consumed by our company were subject to the purchase of Guarantees of Origin from the Corbières wind farm (France), thus proving the renewable origin of our electricity consumption. We are therefore helping to support the development of wind power in France.



Priority 5:

Together with our partners and our customers, we contribute to the strengthening and circulation of knowledge and expertise on climate challenges and sustainable development

Issues related to SDG 17 “Partnerships for the goals” :

Climate change, resource depletion, population growth, increasing inequalities, etc., the economic, social and environmental challenges that we must now address are numerous, complex, changing and interconnected. The solutions to be devised to accompany this transition and build the world of tomorrow must take account of all these challenges and to do so, combine other ways of seeing and doing.

With our subsidiary, Alliantis, we have strengthened our belief that collective intelligence and alliances between actors are not only drivers for the emergence of more responsible models but also a guarantee of performance for accelerating the transitions towards a sustainable and low-carbon world.

In this respect, the development of international, multi-actor partnerships is a key asset. For several years, we have seen more and more companies develop new approaches and work differently, in a spirit of co-construction and different perspectives, by bringing together internal and external stakeholders.

We promote and support this transition not only in the context of carrying out our projects, but also ourselves, by being part of a sustainable network of strategic, economic, association, academic and scientific partners.

Our Commitments in 2020

- Build sustainable and innovative alliances to educate and mobilise civil society on climate and sustainable development issues
- Build multi-actor partnerships around SDG 13 related to the fight against climate change, promote and assess the resulting co-benefits

These commitments contribute to the following target SDG:

Multi-stakeholder partnerships

17.16: Strengthening the Global Partnership for Sustainable Development, associated with multi-stakeholder partnerships that are used to mobilise and share knowledge, specialist knowledge, technologies and financial resources in order to help all countries, particularly developing countries, to achieve the Sustainable Development Goals

17.17: Encourage and promote public partnerships, public-private partnerships and partnerships with civil society, by building upon the experience acquired and the finance strategies applied in this area

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Our actions

Our pioneering partnership contributions in 2017



CDP: An international partnership for the continuous improvement of climate reporting

We have partnered with CDP Europe and USA in order to promote and participate in the continuous improvement of reporting on all environmental issues.

CDP is the international reference body in terms of reporting on climate, water and forest issues. By promoting rigorous and transparent reporting among companies, investors and regions, CDP invites all organisations to adopt the best practices for a prosperous economy, which genuinely benefits people and the planet. In 2016, over 5,800 companies representing 60% of the global value of shares, published their environmental data through CDP.



Gold Standard: a partnership for the development of a new standard

Since 2016, EcoAct has worked with Gold Standard to establish the Gold Standard for the Global Goals (GS4GG), a new standard designed to accelerate action for the climate and the Sustainable Development Goals (SDG). Through this partnership, we have been involved in developing new methodologies to enable all those involved in low-carbon development projects to measure, monitor and report on their contribution to the SDG. The Gold Standard for the Global Goals was launched in July 2017.



ICROA-IETA: a historic partnership to structure robust and efficient carbon markets

As a founder member, EcoAct has worked in partnership with IETA (International Emissions Trading Association) and ICROA (International Carbon Reduction and Offset Alliance) since its creation to structure robust and efficient carbon markets aimed at facilitating the achievement of international objectives to combat climate change. These two international associations promote the role of market mechanisms and carbon pricing as part of the implementation of the Paris Agreement.

Under this partnership, we contribute to several working groups that aim to structure the carbon markets, in terms of emissions reduction, recognition of new standards, structuring of new markets, promotion and integration of voluntary processes within the framework of the implementation of the Paris Agreement. Gerald Maradan, Chief Executive Officer and Co-Founder of EcoAct is also Co-Chair of ICROA.



Finance for Tomorrow: a new alliance to promote green and sustainable finance

Since 2017, we have been a member of the Finance for Tomorrow initiative. An initiative led by Paris EUROPLACE, Finance for Tomorrow brings together private, public and institutional actors willing to commit to finance that focuses on a sustainable future and combines long-term investment while considering environmental and social challenges

In order to establish and promote best practices for sustainable finance, EcoAct provides its expertise as part of 5 working groups:

- Permanent Policy Commission: to help develop a favourable market framework for the development of green and sustainable finance.
- Research Project Group: supporting the Sustainable Finance research sector to strengthen the innovative capacity of the Paris Financial Centre.
- Climate Risk & Methodology Group Project: to help develop a favourable market framework for the development of green and sustainable finance.
- Sustainable, Green and Social Bonds Network: establishing a network of actors in the sector to promote the development of the green and sustainable bond market.
- Financial Impact & Natural Capital Network: to build a network of actors in these sectors to promote the development of the market and enhance the expertise of the Paris centre.

And many other permanent partners in close cooperation with EcoAct for works, discussions, actions and events throughout 2017.

Our partnership approach at a glance

CLIMATE



SUSTAINABLE
FINANCE



FINANCE
INITIATIVE



CSR AND SUSTAINABLE
DEVELOPMENT



COLLÈGE DES DIRECTEURS
DU DÉVELOPPEMENT DURABLE



AMERICAN
SUSTAINABLE
BUSINESS
COUNCIL

INTERNATIONAL
COOPERATION



FRANCE NATURE
ENVIRONNEMENT



FONDATION
PROSPECTIVE
INNOVATION



LAND OF
AFRICAN
BUSINESS



Our flagship reports and publications on climate in 2017

Low-carbon solutions for the consumer goods sector

In December 2017, at the One Planet Summit, EcoAct published a report on low-carbon solutions in the consumer goods sector with the Carrefour Group and the Consumer Goods Forum. By bringing together proven solutions, implemented by industry players, this report aims to increase the use of such solutions to accelerate the transition towards a zero-carbon economy.

[Download the report](#)

The Sustainability Reporting Performance of the CAC40

In order to analyse the climate performance of the largest French companies, promote the best practices, inform and inspire as many people as possible, EcoAct published its report The Sustainability Reporting Performance of the CAC40 in November 2017. Resulting from several months of research, it analyses the commitments, strategies, actions and results of the CAC40 companies in terms of climate action from publicly available data from these companies. Unveiled to companies at a dedicated event and more broadly to all audiences, this report has helped to introduce best practices and commit stakeholders to accelerating their action for the climate. A new report will be published in the fourth quarter of 2018.

[Download the report](#)

Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA)

On 5 October 2016, the International Civil Aviation Organisation committed to the growth of the carbon-neutral aviation sector from 2020 by establishing a new market, the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA). In order to support this transition and enable those concerned to take the lead, in December 2017, EcoAct published the factsheet Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA), which explains the principles and challenges of this market and the implications for the sector's companies.

[Download our factsheet](#)

A stronger partnership approach with our subsidiary Alliantis, an expert in strategic alliances

In 2017, EcoAct created new synergies in order to accelerate the transition of companies and regions by merging with Alliantis. Together, EcoAct and Alliantis propose new solutions to increase organisations' ability to anticipate and act and thus accelerate the transition of actors by supporting them in their climate change mitigation and adaptation strategy and by building alliances for sustainable development and CSR.

We are convinced that a low-carbon and sustainable world requires collective intelligence and alliances between actors. This has been Alliantis' vision since it was created in 2000. The company acts in strategic consulting and operational support in three fields:

- Strategic consulting for communication and public affairs related to CSR and the SDG;
- Dialogue and management of relationships with stakeholders;
- Coordination of alliances and management of groups of actors.

In its activity to coordinate alliances and manage networks and groups of actors, Alliantis can act as a facilitator and coordinator or be a stakeholder in multi-stakeholder partnerships.





Preparation meeting
with the weather
presenters in
November 2017 at the
Paris City Hall for the
organization of the
2018 IWF

The IWF, a multi-stakeholder event to educate and mobilise the widest audience on climate issues

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The International Weather and Climate Forum (IWF) is one of the largest events to mobilise and educate about climate change. The next three events (2018-2019-2020) are co-hosted by the Météo et Climat association the President of which is Jean Jouzel, and the companies IW2C presided over by Christian Vannier and Alliantis, managed by Sylvianne Villaudière, Founding Director of Alliantis and Associate Director of EcoAct.

Prepared in 2017 and hosted in Paris from 2 to 5 June 2018, the 15th IWF brought together company managers, scientists, weather and climate professionals and thousands of citizens from all over the world around several events:

- A general public event, open to all, on the square in front of the Town Hall in Paris, with presentations, workshops and exhibitions on action for the climate;
- A professional event with an international symposium on the theme “Financing the transition toward a low carbon society” and a Media Workshop on the theme “Communicating on climate change” bringing together international weather reporters.

www.forumeteoclimat.com

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In 2017, EcoAct began to revise its CSR policy from the perspective of the SDG. The objective is to define a new CSR-SDG roadmap for 2020-2025, in partnership with internal and external stakeholders. This roadmap will form part of the Group's international dynamic and incorporate the approaches of the different entities that joined EcoAct in 2017.

The first step was to select the priority SDG with regards to EcoAct's activities and industries and breaking each of them down into their associated commitments and objectives for 2020.

EcoAct will then submit this first roadmap to targeted stakeholders who will validate the robustness and relevance of the chosen priorities, so that we can deploy an integrated CSR-SDG strategy within the Group by 2020.

The commitments and actions presented in this report concern the French entities of EcoAct Group, namely EcoAct and Alliantis, for 2017.

The reference frameworks used for this Report:

- The Sustainable Development Goals (SDG)
- The CSR reference standard, ISO 26000 and the 7 core subjects
- The 10 principles of the Global Compact

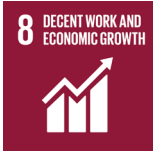
More broadly, EcoAct wants to be part of an exemplary approach and work towards the new extra-financial reporting requirements of the new CSR Directive (August 2017).

Summary of our commitments for 2020

In the context of defining a CSR-SDG Roadmap for EcoAct which, in 2018, is the first step in establishing an integrated CSR-SDG strategy by 2020, quantified commitments/objectives had to be proposed for each of the 5 priority SDG selected with different ambition levels for each of them.

The ambition markers referred to hereafter take account of the EcoAct Group's activities and estimated maturity in terms of CSR practices. Future CSR reports will be the expression of the CSR strategy and thus the selected ambition. Measurement and monitoring indicators will be associated with each of these commitments in order to assess the effectiveness of the contribution to the SDG (significant KPI). The choice of significant indicators is the next step in developing EcoAct's CSR-SDG Roadmap.

These elements have been prepared and drawn up by the dedicated team of the CSR Committee, created for the SDG revision of the EcoAct CSR Report in line with EcoAct's contacts and experts concerned by these subjects. They have been submitted to EcoAct's management and executive management and been clarified and validated.



SDG 8

Promote inclusive and sustainable economic growth, employment and decent work for all

Target level of ambition: Exemplary

> Attention paid to working conditions and partner relations

Commitments:

- Employee satisfaction target of 90% by 2020
- Reminder of the 2017 result of the GPTW survey: 70% which is +12% compared to 2016
- Define and deploy a responsible purchasing policy by 2020
- Annual customer satisfaction target of 95% in conducting projects (added value and service provided)
- Guarantee the principle of equal pay for equal skills

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SDG 12

Ensure sustainable consumption and production patterns

Level of ambition: Effectiveness

> Support the development of sustainable production and consumption methods

Commitments:

- Offer a range of 5 innovative services per year to our customers
- Support at least 30 customers every year using innovative services
- The goal is to distribute at least 10 publications every year with content about the innovative solutions developed and deployed by EcoAct for 2020, contributing to a low-carbon and sustainable economy



SDG 13

Take urgent action to combat climate change and its impact

Target level of ambition: Exemplary

> Active contribution to the fight against climate change

Commitments:

- Maintain the annual carbon neutrality of EcoAct for 2020 (zero net emissions)
- Target of 10% reduction in CO2 emissions per employee by 2020 compared to the reference year 2017, with definition of our own 2°C trajectory with regards the SBT
- Target of at least 10% reduction in CO2 emissions related to business travel, per employee, by 2020 compared with the reference year, 2017
- Growth of 25% per year in EcoAct activities dedicated to the fight against climate change

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SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all

Target level of ambition: Effectiveness

> Promote and support the development of renewable energies and energy efficiency

Commitments:

- Every year, support at least 20 customers in their energy transition (renewable energies and energy efficiency) by 2020
- Maintain 100% of green electricity consumption for EcoAct
- Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency by 2020



SDG 17

Revitalize the global partnership for sustainable development

Target level of ambition: Exemplary

> Partnerships and shared consideration of the CSR-SDG challenges

Commitments:

- Build sustainable and innovative alliances to educate and mobilise civil society on climate and sustainable development issues
- Develop multi-actor partnerships around SDG 13 related to the fight against climate change and promote/assess the resulting co-benefits

Dashboards for measuring and monitoring our sustainable performance - 2017

Environnemental	INDICATOR TITLE	UNIT, PER YEAR	RELATED SDG	ECOACT FRANCE DATA	ALLIANTIS DATA
	Emissions	tCO ₂ eq	13	106	
	Emissions per employee	tCO ₂ eq/employee	13	2,8	
	Energy consumption	kWh energy/m²	13	118	
	Water consumption	m3 water/m²	13	0,55	
	Paper consumption	kg paper/employee	13	7	
	Home-work journeys	km/employee/day	13	17	
	Waste sorting and recycling	yes/no	13	Oui	
	Emissions avoided due to carbon credits	tCO ₂ eq	13	14 328 128	
	Remote working	% employees working remotely	13	65%	15%
	Training given to customers on the subject of CSR or climate	Hours	13		30
	Carbon offsetting programmes supported	Programmes supported since the entity's creation	7	90	
	Organisations that have supported one or several carbon offsetting programmes in partnership with EcoAct	Organisations that have supported one or several carbon offsetting programmes since the entity's creation	7	150	

Social	INDICATOR TITLE	UNIT, PER YEAR	RELATED SDG	ECOACT FRANCE DATA	ALLIANTIS DATA
	Employees	employees	8	33,7	6
	Overall parity	% men % women	8	45,39% hommes 54,61% femmes	30% hommes 70% femmes
	Parity: % women managers and % women directors	% women managers % women directors	8	42.86% femmes dans le management 25% femmes dans la direction	100% femmes dans le management 100% femmes dans la direction
	Age pyramid	Employees by age bracket	8	24-34: 17 collaborateurs 35-45 : 14 collaborateurs 46 et + : 2 collaborateurs	25-35 : 3 collaborateurs 35 et plus : 3 collaborateurs
	Diversity of training	Different schools or universities	8	30	5
	Employees with disabilities	% employees	8	0	0
	Ethnicity	Different nationalities	8	7	1
	Training	hours/employee	8	19,4	8

Social	INDICATOR TITLE	UNIT, PER YEAR	RELATED SDG	ECOACT FRANCE DATA	ALLIANTIS DATA
	CSR Committee meetings	Meetings	8		4
	Time spent on internal CSR	days/person	8	37	
	Major company meetings, bringing together all employees	Meetings	8	3	1 jour/semaine
	Individual annual assessments	% of employees having had an individual annual assessment	8	100%	100%
	Seniority	years	8	3,1	10,2
	Turnover	%	8	15%	16%
	Employee satisfaction	% satisfaction	8	72%	

66 Societal/Governance	INDICATOR TITLE	UNIT, PER YEAR	RELATED SDG	ECOACT FRANCE DATA	ALLIANTIS DATA
	Partnerships with external entities	partnerships	17	23	6
	Time spent on financing external activities or contributing to community activities	Hours	17		30
	Existence of a dialogue body with stakeholders	yes/no	17	oui	oui
	Partnerships aiming to share expertise in which EcoAct is involved (working groups, events, forums, seminars, external workshops, internal workshops, etc.)	Partnerships	17		12
	Total time spent on R&D	days/person	12		10
	R&D projects led by EcoAct	Projects	12	20	
	New solutions proposed to customers	Solutions proposed during the reporting year	12	8	1
	Customers advised through our portfolio of innovative services	Customers	12	14	
	Projects carried out	Projects	12	97	22
	Customers supported	Customers	12	86	18
	Average satisfaction rating from supported customers	Average rating/10	12	8,72	
	Customer satisfaction	% satisfied customers	12	94%	



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