



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Communication on **Progress**

Sustainability is at the heart of Interxion France organization DNA in order to answer to tomorrow social, environmental, and economic issues.





A word from the President

Interxion France continually improves the services provided to its customers and places quality of service at the heart of its concerns without ever dissociating Corporate Social Responsibility from its activity.

In a global CSR approach, Interxion France understands and integrates the challenges of the United Nations Global Compact by promoting on a daily basis:

- Respect for Human Rights and International Labor Standards
- Respect for the Environment
- The fight against corruption

In a transparent approach and openness to the world, I would like to share our CSR results and actions conducted in 2018 through our first Communication on Progress edition.

Fabrice Coquio
Interxion France President





Human Rights and Equality



At the forefront of innovation, in a modern and complex world, **Interxion France guarantees the respect of Universal Declaration of Human Rights fundamental values.**

Through our United Nations Global Compact membership, we wish to highlight our involvement in satisfying our stakeholders' expectations and needs such as:

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Fighting all types of discrimination, physical, verbal, sexual or psychological harassment, abuse and threats



The guarantee of personal data protection



Access to employment, culture and the right to education for all



Support to associations and culture

Interxion France supports local employment and cultural influence by being a member of:



Enfance Majuscule

Interxion France participates in the **“Enfance Majuscule” charity gala**. This association promotes the care and defense of children’s rights.



Club M-Ambassadeurs

Fabrice Coquio as **M-Ambassador** works for the development and the influence of the city of Marseille.

MJ1
Joliette - Marseille

Interxion France is sponsor of the **MJ1**, excellence hub in the Marseille region.



Enterprise-Territory Charter

Interxion France has signed an **Enterprise-Territory Charter with public establishment Plaine Commune** with the aim of setting up, sustaining or developing the following axes: **Develop local employment**, strengthen solidarity, build school-business links, contribute to local economy dynamics and act for the environment.

CIPM

Sponsor of the **Club Informatique Provence Méditerranée**, association dedicated to digital innovation in the Marseille region.



Fair Employment

The fight against discrimination is a **factor of social cohesion**. Interxion France subcontracts the following services to **companies employing disabled workers**: delivery of fruit, maintenance of green spaces, preparation of meal trays.



Mucem

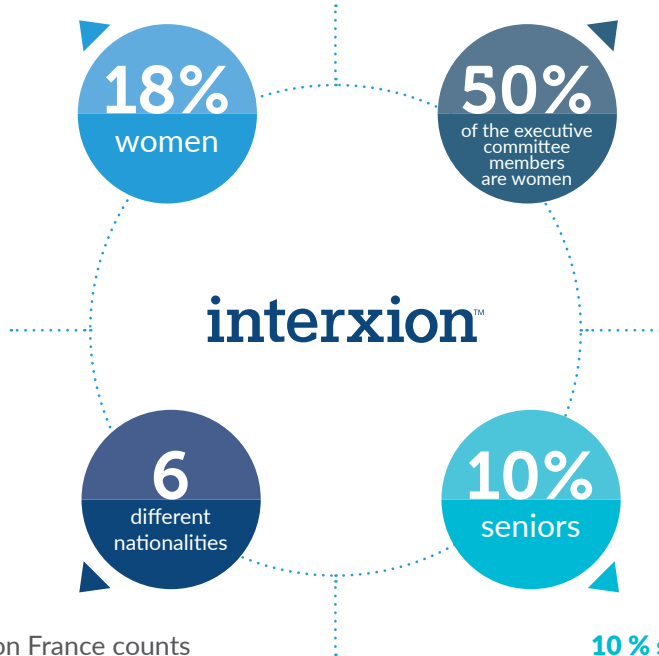
Interxion France continues its commitment alongside the **Museum of Civilizations of Europe and the Mediterranean (Mucem)**, a national museum located in Marseille, as a **founding sponsor**.



Professional equality

Interxion France personnel is made up of **18% women**

Half of the executive committee members are women



Interxion France counts **6 different nationalities** (outside EU) in its workforce

10 % seniors aged more than 50 years old

Participate in local growth



60 jobs are indirectly created for each **1000 m² of computer rooms exploited.**



A partnership exists between Interxion France and «Les plombiers du numérique», allowing the insertion in digital infrastructures sector of out-of-school youth and encouraging return to employment projects.



Interxion France **favours local service providers** for the following services: communication, security, industrial maintenance.

Facilitate access to employment

Interxion France experienced a high growth rate in 2018 which led to:



13%
workforce increase



Sustainable jobs
99% of Interxion France workers on a permanent employment contract



Personnal data protection

Interxion France commits itself to respect the French «Informatique et Libertés» Law, as well as the General Data Protection Regulation. We understand that the confidentiality, integrity and availability of data from our customers, service providers, visitors and associates is vital to their private and professional lives. To ensure the protection of personal data, we use a multi-dimensional approach by constantly monitoring and improving our applications, systems and processes to meet the growing security imperatives and challenges. Interxion is ISO 27001 certified since 2009.





Environmental Protection



As a leader in the European data centre industry, we strive on a daily basis to **reduce our environmental footprint**, **optimize the energy efficiency** of our facilities, and support innovative solutions in order to operate in more **sustainable way**.



The constant innovation and improvement of the way we design and operate our data centres can't be dissociated from a **smart and rigorous energy management** to be part of a **sustainable approach**, resolutely directed towards energy saving.



Core to our operational ethics is the **continual management of our energy use**, measured through Power Usage Effectiveness (PUE), which indicates how efficiently a data centre uses energy. **Reducing Interxion France's data centre PUE is one of our main priorities.**



Since 2014, Interxion France has been supporting the **development of renewable energies** in France by sourcing its electricity needs from suppliers delivering **«guaranteed certificates of origin.»**



Responsible Energy Management

In four years, we have been able to improve the average energy efficiency of our data centers by 9%.

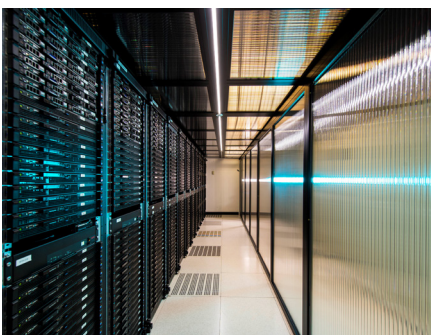
The design of our buildings and IT rooms follows the best practices and technological **innovations orientated towards power saving** such as: **modular design, free cooling technology, rooms urbanization including cold aisle containment, etc.**



Our infrastructures are equipped with «freecooling» technology.

When temperatures are sufficiently low, this technology allows us to bypass chillers in order to cool down IT rooms using outside air. In 2018 this system **operated for more than 11,000 hours** resulting in a significant power economy.

One hundred percent of the electricity supplying our data centers is guaranteed « sustainable power », « guaranteed certificates of origin » are delivered.



The management of energy flows is carried out in real time thanks to the implementation of sensors connected to Building Management System (BMS).

These elements are the fundamentals of our energy management system. Measure for better control!



Interxion France is an **AGIT member** (Alliance Green IT).

Since its creation, Interxion France has been a member of an association bringing together players of digital sector **involved in the Green IT sector.**



GreenCityZen

Interxion France is one of seven international groups carrying projects under the **Smart Port Challenge**, launched by CCI Marseille Provence, Aix-Marseille University and the Grand Port Maritime Marseille Fos. The start-up GreenCityZen develops in this context an innovative battery monitoring solution.



ISO 14001

Interxion France is ISO 14001 certified since 2013. All Interxion France sites are complying with French Environmental Law, one of the most stringent environmental regulations. That way, we ensure taking account of environmental issues related to our activity and consider local environment from the design steps to exploitation.



ISO 50001

Energy management of all our sites is based on ISO 50001 requirements.

The largest of our sites, Interxion Paris 7, located in **La Courneuve**, is ISO 50001 certified.



Interxion France is annually evaluated on its CSR performance and in 2018 obtained a **gold level rating with a score of 80/100** related to environmental issues.

MRS2 - Port of Marseille Fos

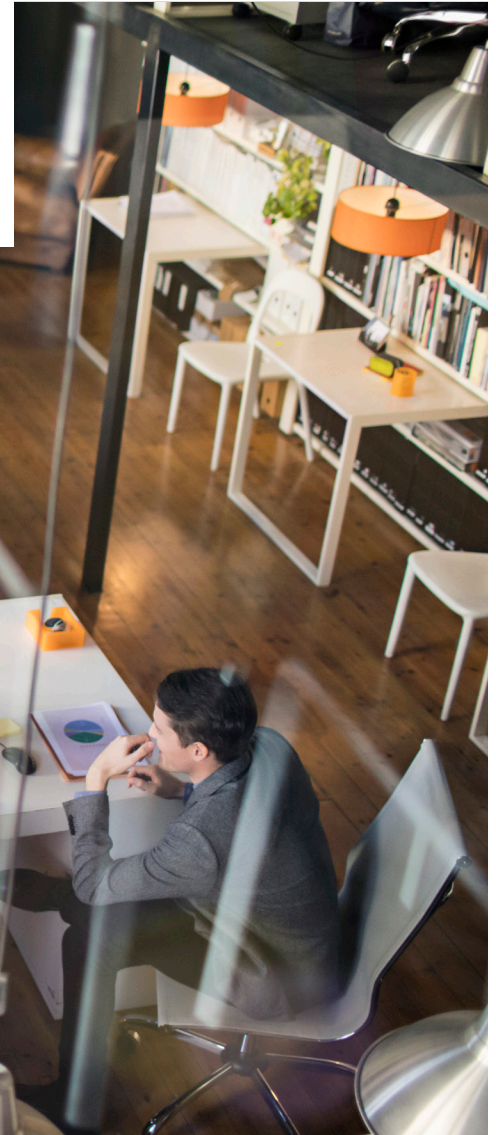


Also...

- Interxion France has chosen to dematerialize the pay slips of its employees since 2018.
- Electric vehicles are provided to Interxion France's operational staff for inter-site commuting.



International labor standards



Interxion France complies with French labor law, European legislation and the **ILO Declaration on Fundamental Principles and Rights at Work**.



We are committed to ensuring that the **health, safety and dignity of Interxion France employees** are respected on a day-to-day basis, for example by guaranteeing the **non-violation of daily and weekly rest periods**, the **right to disconnect** and the **compensation of staggered hours**.



With more than six nationalities (outside EU), composed of people with diverse backgrounds, our staff reflects the cultural richness of our world. **Proud of this diversity, Interxion opposes to any form of discrimination.**



Personal balance



In order to ensure a virtuous balance between personal and professional life, Interxion France implemented an **“occasional teleworking procedure”** and a **“right to disconnect”** agreement.

Achieved a low absenteeism rate of **1.07%**, where the national average was estimated to be 3.94 % in 2017 for the industrial sector in France².



2. (external source p.13)



Interxion France updated its **on-call agreement** in 2018, notably **improving the remuneration** of operational staff concerned.



71% of employees answered the internal satisfaction survey in 2018.

Training

In 2018 :



On average, Interxion France employees have followed **28 hours of training**, equivalent to three times the legal contribution.



75.5% of employees received at least one training session during the year.





Quality of life and benefits



Profit-sharing and incentive agreements

are in place at Interxion France.



Corporate savings plan

is proposed to personnel with more than three months seniority in the company.



Holiday bonus

is granted to personnel that have one year of seniority and is **equal to 10% of paid vacation.**



Interxion France invites its personnel to multiple **team-building events** during the year:

Connexion days summer trip, Christmas party, team building activities.



More than

300 relaxation

/ **wellness** sessions were given by a professional **during work hours.**



Food trucks

Every month, Marseille-based employees can benefit from the presence of a food truck for their lunch time.



Health and safety at work

Interxion France is OHSAS 18001 certified since 2014.

In relation with continuous improvement of its management system and reinforcement of his «safety culture at work», Interxion France has provided a 14 hours “safety training” to its operational managers. In 2018, more than six “awareness trainings” on OSH themes were dispensed to all its employees. In addition, 60 percent of workers are trained to assist the evacuation coordinator in case of fire evacuation.

There were zero occupational accidents with work interruption for **704 consecutive days as of 06/01/2019.**

Interxion France is part of a «zero occupational accidents» policy and strives to continuously improve working conditions for its employees by providing them with a safe workplace and adapted equipment.

Campus of Marseille - 3 data centers



Fight against corruption



Interxion France ensures that employees act **transparently** and with **integrity** for all transactions involving stakeholders at all levels of the hierarchy.



Interxion France has put in place and distributed to all of its employees a **Code of Business Conduct and Ethics** that needs to be followed in any kind of business relations. Violation of this code is contrary to Interxion's values.



Interxion France compiles the **do's and don'ts** of every commercial relation involving its employees in a document:

Code of Conduct and Ethics.



87%

of Interxion France's workforce successfully passed the test following the "Code of Business Conduct and Ethics" training in 2018. The test must be taken again every year to ensure a full understanding of its issues.



Every newcomer must **approve an AUP** (Acceptable use policy) when joining the company.



No legal actions have been taken against Interxion for anti-competitive conduct since its creation.



Interxion is annually evaluated on its CSR performance and obtained in 2018 **a gold level rating with a score of 70/100** related to ethics issues.

CSR

Interxion has launched an action plan to strengthen the CSR requirements during the selection process of its major sub-contractors.



Interxion has recruited a buyer dedicated to operational needs.



External Sources:

1. Bilan Carbone 2018, ADEME
2. [Baromètre 2018 sur l'absentéisme et l'engagement](#), Ayming - AG2R LA MONDIALE

About Interxion

Interxion (NYSE: INXN) is a leading provider of carrier and cloud-neutral colocation data centre services in Europe, serving a wide range of customers through 52 data centres in 11 European countries. Interxion's uniformly designed, energy efficient data centres offer customers extensive security and uptime for their mission-critical applications.

With over 700 connectivity providers, 21 European Internet exchanges, and most leading cloud and digital media platforms across its footprint, Interxion has created connectivity, cloud, content and finance hubs that foster growing customer communities of interest. For more information, please visit www.interxion.fr.



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