



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 2019





A WORD FROM OUR MANAGING DIRECTOR

In 2019, Interxion France is now operating for 20 years and joins Digital Realty group at the beginning of year 2020. Together, we can now offer customers unique expansion opportunities across a greater number of important and high-growth markets – in fact, across six continents, inside more than 20 countries and 44 metros inside 270 data centres.

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 the second edition of our Progress Report, I would like to share openly with you the CSR actions and results of Interxion France for the year 2019.

Fabrice Coquio
Interxion France Managing Director





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:



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



FAIR EMPLOYMENT: **Disability policy**

The fight against discrimination is a factor of social cohesion. As a result, Interxion France extends its partnership with the association **Inter Handicap System**, which has identified services that could be transferred to associative structures employing disabled workers (ESAT) at quality and cost conditions comparable to the traditional private sector:

- Preparation and delivery of meal tray made available for events or meeting
- Weekly fruit baskets preparation and delivery
- Headquarters floral decoration
- Office supplies provision



Esat le château: Meal trays preparation





SUPPORT TO ASSOCIATIONS AND CULTURE

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



Enfance Majuscule

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



Enterprise-Territory Charter

Interxion France has renewed his engagement towards the **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.

2019 Highlight: Training of potential candidates to Interxion job requirements for their integration on future sites.



Club M-Ambassadeurs

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



CIP

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



France Datacenter

Interxion is an active member of the France Datacenter Association executive board, representing the French data centre industry.



L’Usine Extraordinaire

Interxion participated to L’Usine Extraordinaire event in Marseille, France, to present to secondary and high school students from South of France its different job profiles and the essential role of data centres in their digital uses.

Martha Book

Interxion has produced a book with the **Association Vauban** and its author **Alain Chazette** on the history of Martha, a former German submarine base that became Interxion’s third data centre in Marseille, a major duty of memory.

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.



Interxion is committed to the **Calanques National Park** as part of “**Entrepreneurs pour la planète**”.

This philanthropic initiative enables Interxion employees to support a high-impact environmental project, helping to accelerate the ecological transition of the area.



PROFESSIONAL EQUALITY



50% of the executive committee members **are women**

up of
22%
women

+ 4% increase
compared to 2018

6
different
nationalities
(outside EU)

14%
seniors

+ 4% increase
compared to 2018

Gender Equality Index: 93/100 points

The Gender Equality Index is the result of the “loi du 5 septembre 2018” french law for the freedom to choose one’s professional future. **Interxion achieved a score of 93/100 for the year 2019, demonstrating that the organization is committed to equal treatment of men and women.**

The 100-point index is based on the following four indicators:

The gender pay gap, the distribution of individual pay increases, the number of female employees increased upon return from maternity leave, and the number of people of the under-represented gender in the top 10 paid positions.

Finally, Interxion wants to confirm its policy of gender equality in the workplace by negotiating a gender equality agreement in 2020.

Facilitate access to employment



31% increase in workforce in 2019

9 apprentices, twice more than in 2018



Sustainable jobs

99% of Interxion France workers
on a permanent employment contract

Participate in local growth



60 jobs are indirectly created for each **1,000 sqm of IT room** exploited.¹



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 has chosen to rely on local structures for maintenance, premises guarding and industrial maintenance.



Cleaning agents AGS group, Marseille



Agents of our security provider working for Interxion for over 20 years

1. (external source p.14)

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."**



Interxion is committed to the **Calanques National Park as part of "Entrepreneurs pour la Planète."**



RESPONSIBLE ENERGY MANAGEMENT

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

The design of our buildings and IT rooms follows the **best practices and technological** innovations orientated towards power saving.

Creation of the position of Interxion France Energy Director.

Linda Lescuyer is responsible for energy efficiency strategy and projects. She joins the Executive Committee to bring her expertise to the company in a global and project-specific way.



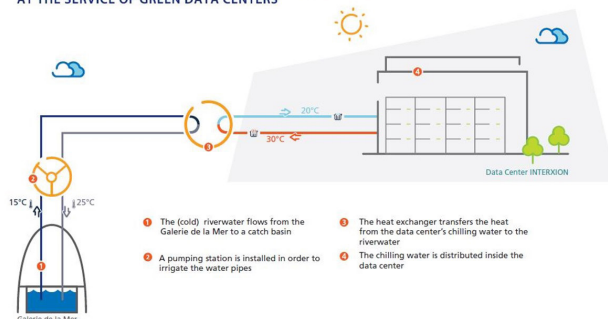
Our infrastructures are equipped with “free cooling” technology.

When temperatures are sufficiently low, this technology allows us to bypass chillers in order to cool down IT rooms using outside air. In 2019, we converted an additional site to this technology, allowing us to increase the number of free cooling hours up to 15375, an increase of more than 38% compared to 2018.

The River Cooling project

In 2019, we launched the implementation of the River Cooling project on our three new data centres in Marseille (MRS2, MRS3, MRS4); a cooling system using water from a former industrial facility that allows to operate without traditional cooling units all year round and thus **save up to 55% of the energy** required for the data centres infrastructures.

THE RENEWABLE COOLING POTENTIAL OF THE «GALERIE DE LA MER» AT THE SERVICE OF GREEN DATA CENTERS



River cooling construction



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 industry.



GreenCityZen

Interxion France is one of 7 international projects part of the Smart Port Challenge, launched by the “CCI Marseille Provence”, “Aix-Marseille University” and “Grand Port Maritime de Marseille-Fos”.

The start-up GreenCityzen has successfully developed an innovative battery monitoring solution.

Also...

Interxion France has chosen to dematerialize the pay slips of its employees since 2018.

Electric vehicles are provided to Interxion France operational staff. **Nearly 60 % of Interxion France car pool runs on electricity.**



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.

Interxion Paris Digital Park

Creation of a 7500 sqm park open to the public, in consultation with public establishment "Plaine Commune" and La Courneuve municipality

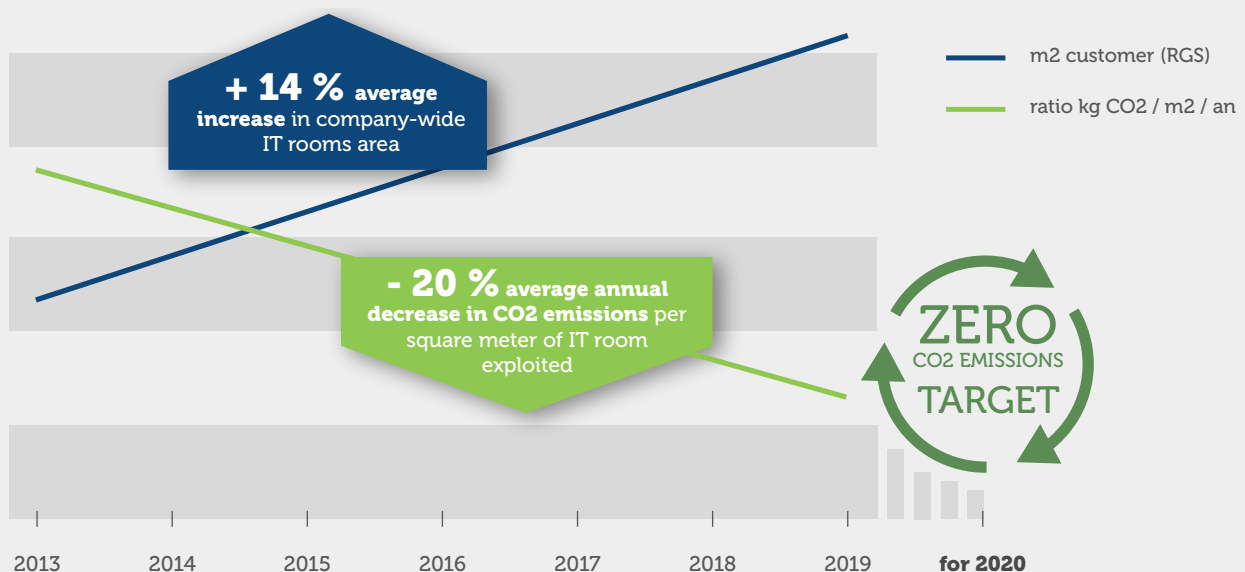


Interxion maintains a gold CSR level and in 2019 obtained a **gold level score of 80/100** on the «environmental» part.

Carbon footprint of our data centres in operation

Since 2014, Interxion France has been implementing a proactive Green Data Centre policy, with a major commitment to the guarantee of origin "renewable energy" for 100% of the electricity consumed.

The overall energy strategy has resulted in an **average annual decrease of 20% in CO2 emissions** per square meter of IT room exploited.



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.



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.



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



Achieved a low absenteeism rate of 1.45%, where the national average was estimated to be 3.34% in 2017 for the industrial sector in France².

2. (external source p.14)

81% of employees answered the internal satisfaction survey in 2019, an increase of 10% compared to year 2018.



Training in 2019:

On average, Interxion France employees have followed **23 hours of training**, equivalent to **2.5 times** the legal contribution.

87,6% of employees received at least one training session during the year, an increase of 12% compared year 2018.

CSE

All employees have access to the “social and economic committee.”

Social dialogue is ensured through the election of a trade union delegate when the social and economic committee is set up in 2019.





(1) Interxion MRS2



(2) Monique Tchakirian
« 1 Avenir à 2 mains »



(3) Deliveries of fruit baskets for employees

QUALITY OF LIFE AND BENEFITS



Profit-sharing and incentive agreements are in place at Interxion France.



Deliveries of fruit baskets for employees increased by 50% in 2019. (3)



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.



A cooptation bonus of 2500€ is granted to any employee who has recommended a candidate who has reached the end of his trial period.



About 300 sessions of relaxation and dynamization according to Japanese techniques were carried out by a professional during working hours, in 2019. (2)



Implementation of an Interxion Employee Share Ownership Plan:

Interxion Group shares his success with his employees, an employee share plan has been implemented in 2019.



Look and feel

Interxion cares for its people and creates modern, human-friendly workspaces. (1)



Health and safety at work

Interxion France is ISO 45001 since 2019.

As part of the continuous improvement of its occupational health and safety performance, Interxion has trained all its managers and its executive committee to psycho-social risks management.

There were zero occupational accidents with work interruption for 947 consecutive days until the 31st of December 2019, the 1000th day milestone was reached in March 2020

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. Interxion France has implemented recently published Interxion's Group Health, Safety and Environment policy, focusing on high-risk activities.

FIGHT AGAINST CORRUPTION



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

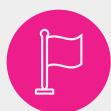


Interxion France has put in place and distributed to all of its employees a **Code of Business Conduct and Ethics** that needs to be followed in any kind of business relations. Violation of this code is contrary to Interxion's values.



The **protection of whistleblowers** and the **prevention of conflicts of interest** are integral parts of our code of business conduct and ethics.





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

Code of Conduct and Ethics.

→ **79% of Interxion France's workforce successfully passed the test following the "Code of Business Conduct and Ethics" training in 2019.** 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.

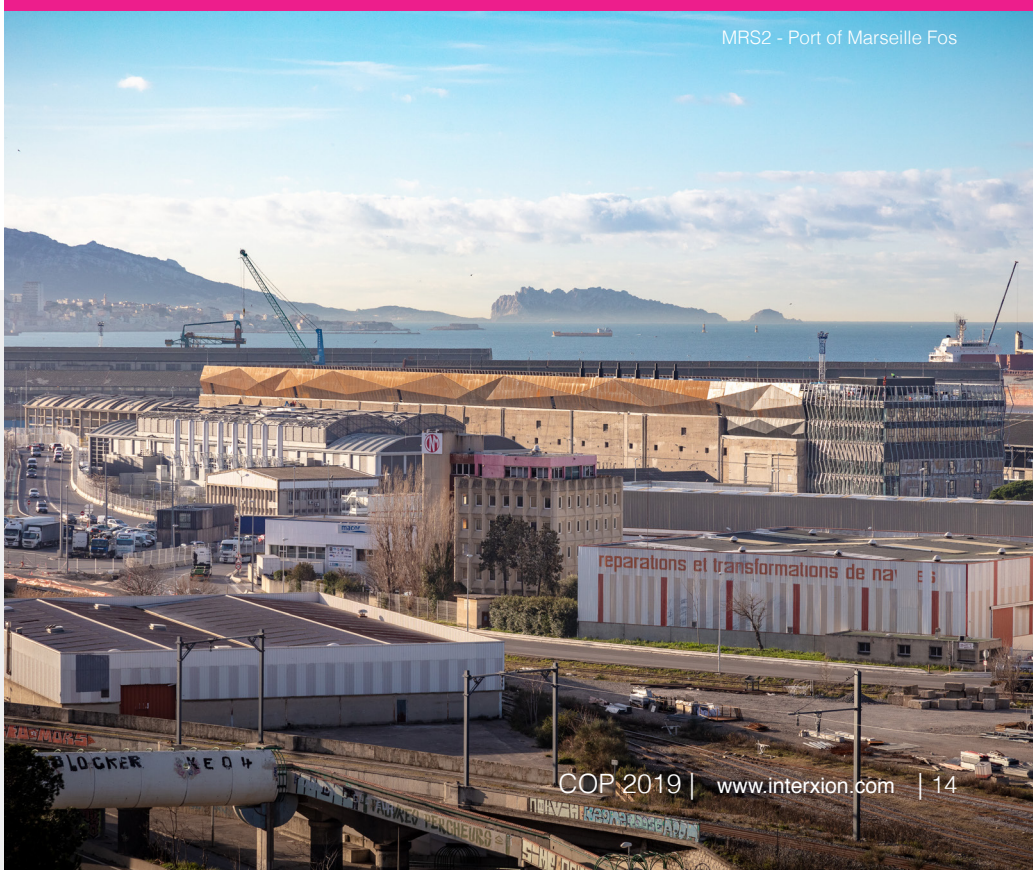


Interxion scored 70/100 on ethical and 60/100 on responsible purchasing in its Ecovadis assessment in 2019.

CSR

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

MRS2 - Port of Marseille Fos



External Sources:

1. France Data Center data

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

About Interxion

Interxion, a Digital Realty company, is a leading provider of carrier- and cloud-neutral colocation data centre services in Europe, serving a wide range of customers through more than 50 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.com



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