



INTERXION FRANCE

COMMUNICATION ON PROGRESS 2020





Fabrice Coquio
Président d'Interxion France

A WORD FROM OUR MANAGING DIRECTOR

Interxion France, the French subsidiary of The Digital Realty Group, operates 12 data centres in Paris and Marseille and has many projects in construction.

By joining Digital Realty Group in March 2020, we can now offer customers unique expansion opportunities across a greater number of important and high-growth markets, thanks to our global coverage of 285+ data centers, across 6 continents in more than 24 countries and 47 cities.

During this year disrupted by the pandemic, our company played a considerable role in maintaining supply chains, financial systems...

Aware of our responsibility in the telecom sector, Interxion France assisted in the digitalization of companies and was able to guarantee the continuity of its activities and the quality of service to its customers while prioritizing the health and safety of all our actors present on site.

I would like to thank again all our employees, who proved that we can achieve this as much on site as teleworking, in difficult circumstances.

We are equally convinced that we can better support our customers, our culture and each other by maintaining constant interaction.

Since its creation, 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 third edition of our Progress Report, I would like to share openly the CSR actions and results of Interxion France for the year 2020.

01 HUMANS RIGHTS AND EQUALITY



At the cutting edge of innovation, in a modern and complex world, Interxion France is committed to upholding the fundamental values of Universal Declaration of the Rights of Man and of the Citizen.

Through our adherence to the United Nations' Global Compact, we wish to underline our implication in the acknowledgement of expectations and needs of our interested parties and promoting:

-  Combating all forms of discrimination, physical, verbal, sexual or psychological harassment, mistreatment and threats.
-  Guarantying the protection of personal data.
-  Access to employment, to culture and the right of education for all.

Our pillars of philanthropy and alignment with UN Sustainable Development Goals (UN SDGs)



Fair employment: disability policy

The fight against discriminations is a factor of social cohesion, therefore Interxion France is pursuing its partnership with the association **Inter Handicap System**, which has enabled to identify the activities/services that could be transferred to ESATs with quality and cost conditions that are similar to the private sector. It has therefore been decided to use ESATs for:



The preparation of meal trays for lunches during business meetings



The preparation of the weekly fruit baskets



The floral decoration of the lobby of our head office



The supply of office supplies



The supply of business cards



The destruction of confidential documents

During 2020, **Interxion offered to its employees several webinars during the European Disability Employment Week to heighten** their awareness of the company's disability policy:



Recognition of the Handicapped worker status (RQTH) by the HIS – This partnership aims notably to accompany workers in their procedures with the departmental houses for handicapped workers.



Digital accessibility. Making information accessible to people with disabilities - In partnership with the company ATALAN.



The association “Diabetes et Plongée”, demonstrating that diving is not dangerous for diabetics, implementing protocols for diving safely. With the intervention of our employee Guillaume Goury, president of the association.



Sciatique
 Epilepsie
 Sclérose
 Obésité
 Eczéma
 Surdit 
 Scoliose
 Asthme
 dysphasie
 Myopie
 Invisibles
 Dyslexie
 Hernie
 bégalement

Le saviez-vous ?

85% des handicaps ne sont pas visibles

Un accident, une maladie chronique... et une vie change.

Pour vous, Interxion France a nou  un partenariat avec Inter Handicap System.

Un consultant sp cialis  est   votre disposition pour :

- ✓ vous  couter
- ✓ vous informer
- ✓ vous conseiller
- ✓ vous accompagner dans vos d marches administratives

Entretiens gratuits et confidentiels

contact@ihs-asso.fr / 01 45 72 57 85

Cultural and associative support

Interxion promotes local employment and culture, notably by participating in :



Gala d'Enfance Majuscule

Interxion participate every year in the Gala d'Enfance Majuscule, a non-profit organization that works towards the Good treatment and the defense of the rights of children



Charte Entreprise-Territoire

Interxion has renewed the Company-Territory Charter with the public establishment Plaine Commune in order to implement, to sustain or develop the following axis: developing local employment, reinforcing solidarities, forging school-company links, contributing to local economic dynamic opening on the territory, acting for the environment



Mucem

Interxion France is continuing their commitment to the Musée des civilisations de l'Europe et de la Méditerranée (Mucem), national museum in Marseille, as a founding patron



Club M-Ambassadeurs

Fabrice Coquio as a M-ambassador is designated as an ambassador of Marseille for its development and the outreach of the town



CIP. Sponsor of Club Informatique Provence Méditerranée, non-profit organization dedicated to digital resources in the PACA region



France Datacenter: Interxion is an active member of the non-profit organization whose vocation is to represent the Data center sector in France



François Bland

Director of Parc National des Calanques

Christophe Caille

Entrepreneurs pour la Planète Managing Director

Fabrice Coquio

Interxion France Managing Director

ENTREPRENEURS POUR LA PLANÈTE

“With the scope of the Entrepreneurs patronage for the planet, Interxion is placing at the disposal of the Calanques National Parc its skills and expertise to develop positive impact solutions for the environment and the territory”

It's in this context that was born “**Prométhée – Med**”, a project for a methodology to preserve seagrasses, carried by EcoAct, Interxion, Schneider Electric France and the Calanques Natural Parc, a step towards the label ‘bas carbone France’

Interxion France is a partner of “**The 29**”, a place located on the 29th floor of the emblematic tower La Marseillaise build by Jean Nouvel, and that will welcome almost 600 directors and 300 companies from the region around a program of activities and business meetings in order to contribute to the international outreach and the economic attractiveness of Marseille and its region.



Professional Equality

Interxion France has **20%** of women among its personnel.

The executive committee is represented by **45%** of women.

24% increase in personnel numbers in 2020

5 work-study students

Sustainability of employment: more than **99%** of Interxion workers have **indeterminate length contracts**

Interxion has **11 different nationalities** among its personnel

13% of seniors (over 50)

Improving access to employment

Finally, Interxion wants to confirm its policy regarding professional equality by negotiating **a gender equality agreement** in 2021.

Contributing to local growth



60 jobs are indirectly created for 1000 SQM of ICT room operated.



The partnership between Interxion and “les plombiers du numérique” is maintained, enabling the access to jobs in digital structures for young adults considered as NEET (Not in Education, Employment or Training).



Interxion trusts local Companies for the maintenance, the security of its buildings and their industrial maintenance.

Since 2012, **Progriris** has been operating in Interxion's data centers for the deployment, the maintenance and the structuration of security systems. A solid partnership that has allowed Progriris to triple their workforce by betting on training young work-study students in order to train them to the methodologies of security in a challenging environment.



Protection of personnel data

Interxion commits to complying with the law “Informatique et Liberté”, as well as with the General Data Protection Regulation. We understand that confidentiality, integrity and availability of data are vital for the protection of the private lives of our clients, service providers, visitors and employees. In order to ensure the protection of personal data, we use a multidirectional approach in order to respond to the increasing mandates and challenges linked to security. Interxion is certified ISO 27001 since 2009.

02 ENVIRONMENTAL PROTECTION

As the leader of the Data center industry in Europe, we strive each day to reduce our environmental footprint, optimize the energy efficiency of our infrastructures and bolster innovations that subscribe to sustainability.

Continuous improvement of the design and the operation of our data centers cannot be dissociated from a rigorous and intelligent management of energy from the conception of the infrastructures in order to enter **a sustainable approach** resolutely orientates towards energy savings.

In 2020, Interxion France confirmed its strategy of contribution to Carbon neutrality to fight against climate change. It is based on three fundamental principles:

- Reducing the energy consumptions linked to Data Center Infrastructures, thanks to an energy management system aiming to a permanent optimization of energy efficiency.
- Using a decarbonated energy, for the infrastructures but also for the servers hosted in its data centers.
- Contributing to maintaining biodiversity and fighting climate change by accompanying carbon compensation programs.

Our operating ethic is oriented towards continuous management of our energy consumption, measured through our PUE (Power Usage Effectiveness), reflection of the efficiency of our energy management. Reducing the PUE of Interxion France Data Centers is a priority.

Interxion France has supported the development of renewable energy in France since 2014 by supplying its electricity from suppliers delivering “certificates of compliant origin”.

Our pillars of philanthropy and alignment with UN Sustainable Development Goals (UN SDGs)



From our managers



Linda Lescuyer
Interxion France Energy Director

Energy Direction

Since the creation of the position of Energy Manager Interxion France in 2018, the responsibilities of this position has increased to englobe the preoccupations linked to fighting climate change.

Linda Lescuyer oversees the Energy Efficiency strategies and projects but also the implementation of the carbon compensation program, aiming to contribute to the Carbon Neutrality of the territory where the activities are implanted.



José Risi
Interxion MRS1 Site Manager

Responsible Management of Energy

Thanks to regular energy monitoring and a continuous improvement program of the data centers, Interxion France improved by a further 3% its energy efficiency in 2020.

Through the hard work and the expertise of our operational teams, we see this permanent progress.

In 2020, the award of employee of the semester was awarded to the manager of the MRS1 site, due to the progress achieved on Power usage Effectiveness.

Overall, Interxion France registers an **increase in efficiency of 46% in 6 years.**

Marseille River Cooling

Marseille River Cooling Advancing its carbon neutral objectives, Interxion France has implemented a **River Cooling** project for its data centers in Marseille. The technology uses the water from an old industrial facility, known as the Galerie de la Mer, to cover 99% of the cooling needs at two data centers. The innovative renewable energy solution allows the project to avoid the use of chillers, limiting data center energy consumption and carbon emissions. The River Cooling project is expected to save 18,400 MWh of energy and 795 tons of CO2 per year at full capacity. This solution is 30 times more energy efficient than a traditional cooling solution, making Interxion's data centers in Marseille among the most efficient in France. This solution results in no potable water withdrawals, does not require chemical treatment of the water, and protects local biodiversity.

The heat generated by the data centers will also be fed into the urban heating network in the Euroméditerranée neighborhoods of Marseille, supporting the heating needs of up to 500 000 square feet of residential and commercial buildings. Explore an interactive virtual tour of the Interxion MRS2 data center and River Cooling project [here](#).



Our engagements



Alliance Green IT

Since its creation, Interxion France is a member of this non-profit organization that gathers actors of the digital sector committed to the Green IT sector.

Interxion participated on the elaboration of the Green IT Barometer 2020: the aim of the barometer is to evaluate the supply of computer and office equipment in companies and more generally evaluate the maturity of companies in France regarding the good practices of digital responsibility.



Signatory Tech'Care

Interxion France is a signatory of Tech'Care and is committed along with the major actors in the industry to a more responsible digital sector.

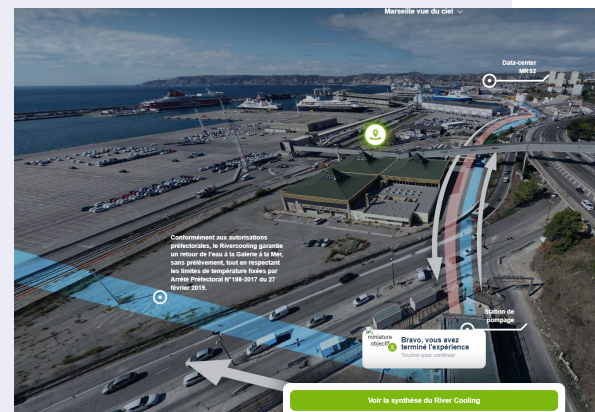


Smartport with My Digital Building

Interxion France is one of 7 international groups leading the Smart Port Challenge projects, launched by the Marseille Provence chamber of commerce, Aix-Marseille University and the Grand Port Maritime de Marseille-Fos. **The My Digital Building start-up has successfully developed an immersive and 360° River Cooling Demonstrator.**

Smartport Challenge

For the Smartport Challenge co-organized by the Chamber of commerce and Industry of Marseille Provence, Aix-Marseille University and the Grand Port Maritime de Marseille (GPMM), **Interxion France chose to demonstrate pedagogy and transparently share feedback on the River Cooling solution implemented in the MRS2 and MRS3 data centers.** An immersive demonstrator was codeveloped with the start-up My Digital Building, which enables to understand the application of this innovative technology for the sector and share the opportunities for use of renewable resources.



CARBON COMPENSATION

In 2020, Interxion France has committed itself in a carbon compensation program certified Gold Standard in Kenya and a program for the support of biodiversity and reforestation in France. Thanks to assisted regeneration, **17 045 trees will be replanted with Reforest'Action** in 2021. Two French sites will benefit, in the South Region and in Ile-de-France, area where Interxion France is implanted, with several varieties of local trees per site, adapted to local biotopes and resistant to climate change.



17045 trees
replanted by INTERXION FRANCE



Interxion Paris digital park

Opening of a public park of 7500 SQM, in concertation with Plaine Commune and La Courneuve Town hall.



Interxion France maintains a gold level Corporate Social Responsibility and in 2020 obtained a score of 80/100 in the “environmental” section.



ISO 14001

All Interxion sites are subject to the ICPE regulation, ensuring compliance with environmental issues linked to our activities and an awareness of local environments from the conception of our buildings.



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. In 2021, Interxion France is willing to comply with the norm ISO 50001 for all its data centers.

Carbon footprint of our operational data centers

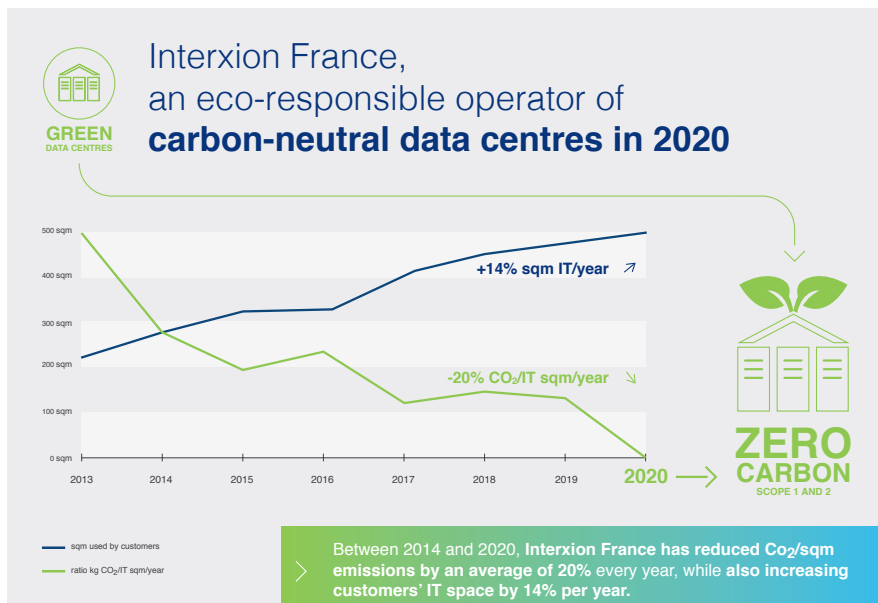
Digital Realty joins the Science Base Target initiative in 2020, having committed to reducing Scope 1 and by 68% and Scope 3 emissions (indirect emissions in value chain) by 24% by 2030 (using a 2018 baseline).

Aligned with this commitment, Interxion France is the first major operator of co-location data center in France to achieve neutral carbon footprint (scope 1 and 2) for its operational data centers and this from 2020. **It is a key step in a strategy based on three pillars: the reduction of energy consumption, the use of renewable energies, and compensation of the remaining carbon emissions.**

Due to the implementation of its energy efficiency program, Interxion France only had to compensate 2435 tons of CO₂ equivalents in 2020.

		tCO ₂ e
Scope 1 emissions		965
Emissions split	Domestic Fuel Oil	538
	Diesel	1
	Refrigerants	426
Location-based Scope 2 emissions		8060
Market Scope 2 emissions		1470
Total emissions - Location based		9025
Total emissions - Market based		2435

Interxion France carbon assessment drawn up according to the recommendations of the GHG Protocol and checked by external body Schneider Electric's consultancy.



03 INTERNATIONAL WORK STANDARDS



Interxion is committed to complying with French legislations concerning labour laws, European legislation as well as the Declaration from the International Labour Organization relative to the principle and fundamentals labour rights.

We are committed to respecting every day the health, safety and dignity of Interxion France employees, for example by guarantying the non-violation of daily and weekly rest periods, the right to disconnection and compensation of non-standard hours.

Strong of more than 11 nationalities, made up of people with diverse career paths, our workforce is a reflection cultural richesse of our world. Proud of this diversity, Interxion is opposed to any form of discrimination.

Our pillars of philanthropy and alignment with UN Sustainable Development Goals (UN SDGs)



Work-Life balance



To ensure a balance between personal and professional lives, **Interxion France has implemented an occasional working** from home procedure and an agreement on the right to disconnection.



Low rate if absenteeism 1.93%, the national average being estimated at 3.88% in 2019 for the industrial sector².

Workplace wellness survey

A survey regarding wellness at work was carried out at the end of 2020 amongst all employees of Interxion France, dealing with career paths, health at work and the working environment.

This survey was made up of a questionnaire shared with all workers followed by a qualitative survey through one to one interviews.

The results of this survey will lead to an action plan that will be implemented in 2021.



In 2020 :

On average, the employees of Interxion France had
11h of training.

87 % of employees

have attended one training session during the year.

Well being and benefits



An employee profit-sharing scheme is in effect at Interxion France



A company savings plan is offered to all employees with more than 3 months of seniority



Weekly fruit baskets are delivered to the office for the benefit of employees.



A vacation bonus is allocated to employees with more than 1 year of seniority and is 10% of paid leave taken during the year.



A co-optation bonus of 2500€ is given to all employees who recommend a candidate who reaches the end of their trial period.



Look and feel: Interxion France takes care of its employees and creates modern workspaces that are adapted to humans



Pandemic response

Throughout 2020, we effectively executed on our Business Continuity and Pandemic Response Plans and rapidly developed and implemented controls based on World Health Organization (WHO) guidance to ensure the safety of our employees and customers. These efforts included:

- **Reducing staffing to essential site** personnel while maintaining full employment.
- **Conducting virtual tours of our data centers and virtual launches** for new data centers to maintain optimal stakeholder experience while mitigating the risk of exposure in our facilities.
- **Implementing social distancing and sanitizing protocols** in all data centers.
- **Limiting access and activities** to essential needs only.
- **Adjusting maintenance schedules to reflect risk and critical maintenance** needs based on an on-going assessment of COVID-19 exposure trends.
- **Developing enhanced cleaning protocols** and increasing the frequency of daily cleaning.
- **Maintaining frequent and timely communications**

with our employees and customers on all matters pertaining to COVID-19.

- **Enhancing IT Work-from-Home capabilities** to ensure employees could effectively work remotely.
- **Creating a risk-based, phased Return-to-Work Plan** early in our overall response to ensure readiness when conditions allowed a return to on-site work strategies.
- Since its inception, **Interxion France has organized many internal events** for its workers : Connexion Days/ Christmas parties, team building exercises.

In 2020, exceptionally, management organized the first virtual Christmas party: home delivery of food hampers, speech by management, virtual tables to prolong the event in a festive ambience.





Assessment of display screen workstations

In 2020, because of COVID-19, the company resorted to teleworking at higher frequency, conducted an evaluation in display screen workstations.

The difficulties highlighted by a questionnaire were discussed during an individual interview. The QHSE department offered practical advices and identified the needs of the employees regarding office equipment for teleworking.

The costs of the equipment are covered by Interxion France and when possible, delivered straight to the employee's home.

Health and safety at work



Interxion France is certified ISO 45001 since 2019.

As a part of the continuous improvement of its health and safety performance, Interxion trains all its managers as well as its executive committee to the management of mental risks and considerate management.

Interxion France is part of a "0 accident" policy and strives to continually improve the working conditions of its employees. Interxion France has implemented the new Environment Health and Safety policy of the Interxion Group.

04 FIGHT AGAINST CORRUPTION



Interxion France is very attentive that the personnel charged with commercial relations acts **in all transparency and with integrity** with all interested parties and this at all level of hierarchy.



Interxion France has implemented and shared with all employees **a business code of conduct and ethics** to transmit the practices to apply during any transaction. Any violation of this code is contrary to Interxion's values.



Interxion France regulate the commercial relations of its employees with a business code of conduct and ethics.

90% of employees have taken with success the test following a training to the code of conduct in 2020. A mandatory yearly reassessment is organized.

Each employee must approve the AUP (Acceptable Use Policy) at their arrival at Interxion France.

No judicial procedure has been started for anticompetitive behavior since its creation.



Our purchasing department is trained in the ISO 20400:

sustainable procurement and commits to integrating the company's social responsibility in every step of the purchasing process.

We want to encourage the development of partnerships with our suppliers with a view to sustainable development, ethics, and preservation of environment.

Interxion France has implemented an action plan aiming to evaluate and monitor the corporate social responsibilities engagement contracted with major suppliers.



Interxion France achieved **a score of 70/100 for "ethics" and 60/100 for sustainable purchases** during its Ecovadis evaluation in 2020. Interxion France has defined an action plan to improve its ecovadis score on 2022.

About Interxion: A Digital Realty Company

Interxion: A Digital Realty Company, is a leading provider of carrier- and cloud-neutral data centre services across EMEA. With more than 700 connectivity providers in over 100 data centres across 13 European countries, Interxion provides communities of connectivity, cloud, and content hubs. As part of Digital Realty, customers now have access to 47 metros across six continents.

For more information, please visit interxion.com or follow us on [LinkedIn](#) and [Twitter](#).

About Digital Realty

Digital Realty supports the world's leading enterprises and service providers by delivering the full spectrum of data centre, colocation and interconnection solutions. PlatformDIGITAL®, the company's global data centre platform, provides customers a trusted foundation and proven Pervasive Data centre Architecture PDx™ solution methodology for scaling digital business and efficiently managing data gravity challenges. Digital Realty's global data centre footprint gives customers access to the connected communities that matter to them with 290 facilities in 47 metros across 24 countries on six continents. For more information, please visit digitalrealty.com or follow us on [LinkedIn](#) and [Twitter](#).

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