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As part of the reporting exercise Egis follows CSR standards.

The main ones are as follows

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Since 2018, Egis has been assessing climate change risks and opportunities based on recommendations of the TCFD (Task Force on Climate-related Financial Disclosures).

The Task Force consists of 32 members from across the G20, representing both preparers and users of financial disclosures. In 2017, the TCFD released climate-related financial disclosure recommendations designed to help companies provide better information to support informed capital allocation. The climate-related financial disclosure recommendations are structured around four thematic areas that represent core elements of how organizations operate : governance, strategy, risk management, and metrics and targets. [Find out more about TCFD](#)

Below, the concordance table of our extra-financial reporting (2020 Non-Financial Performance Statement, 2020 CSR indicators and Egis [CSR website](#)) with the recommendations of the TCFD.

GOVERNANCE			
TCFD Recommendations	2020 Non-financial performance statement concordance	2020 CSR indicators concordance	Egis CSR web site concordance
a) Describe the board's oversight of climate-related risks and opportunities	Page 9 - Main Non-Financial Risks - Risk governance	Page 3 - Governance - Risk - Integration of environmental, social and governance risks into our global risk mapping	<ul style="list-style-type: none"><li>Managing our CSR approach</li><li>Risks</li></ul>
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Page 9 - Main Non-Financial Risks - Risk governance	Page 3 - Governance - Risk - Integration of environmental, social and governance risks into our global risk mapping	<ul style="list-style-type: none"><li>Managing our CSR approach</li><li>Risks</li></ul>

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## STRATEGY

### TCFD Recommendations

### 2020 Non-financial performance statement concordance

### 2020 CSR indicators concordance

### Egis CSR web site concordance

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

**Page 9** – Table of Main Non-Financial Risks  
**Page 11** - 2018-2020 Sustainable Development Goals  
**Page 12** – The Environment and the Fight against Climate Change  
**Page 13 to 15** – Indirect Impacts

**Page 3** – SD/CSR governance– SD/CSR strategic objectives and challenges  
**Page 14** – EET - Combating climate change - Risks and opportunities related to climate change

- *Our Ambition*
- *Our strategic aims*
- *Our innovation strategy*

b) Describe the impact of climate- related risks and opportunities on the organization's businesses, strategy, and financial planning.

**Page 13 to 15** – Indirect Impacts

**Page 12 to 15** – Commitments and measures taken in terms of climate change (mitigation and adaptation) in internal operations The implementation is made for all environmental aspects of our service offer :

- EET - Combating climate change – Products and services to support our regions in the face of climate change
  - Biodiversity - Commitments and policies to protect or develop biodiversity in the work of our business lines
  - Prevention of nuisances, pollution and polluting discharges
- *Our areas of progress*
  - *Reducing our environmental impact*
  - *Our innovation strategy*

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Not described in this document

Not described in this document

Not covered on the CSR website

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## RISK MANAGEMENT

TCFD Recommendations	2020 Non-financial performance statement concordance	2020 CSR indicators concordance	Egis CSR web site concordance
a) Describe the organization's processes for identifying and assessing climate-related risks.	<b>Page 9</b> – Main Non-Financial Risks – Methodology for developing risk mapping	<b>Page 3</b> - Governance - Risk - Integration of environmental, social and governance risks into our global risk mapping	<ul style="list-style-type: none"> <li>Managing our CSR approach</li> <li>Risks</li> </ul>
b) Describe the organization's processes for managing climate-related risks	<b>Page 9</b> - Main Non-Financial Risks – Governance and methodology <b>Page 11</b> – Applied Policies <b>Page 12</b> – The Environment and the Fight against Climate Change <b>Page 13 to 15</b> –Direct Impacts, Indirect Impacts, Actions, Indicators and Results	<b>Page 3</b> - Governance - Risk - Integration of environmental, social and governance risks into our global risk mapping	<ul style="list-style-type: none"> <li>Managing our CSR approach</li> <li>Risks</li> </ul>
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<b>Page 9</b> - Main Non-Financial Risks – Governance and methodology	<b>Page 3</b> - Governance - Risk - Integration of environmental, social and governance risks into our global risk mapping	<ul style="list-style-type: none"> <li>Managing our CSR approach</li> <li>Risks</li> </ul>

## METRICS AND TARGETS

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<b>Page 12</b> : The indicators used to monitor direct impacts are presented <b>Page 15</b> : The action plan and the performance indicators for addressing climate change are presented	<b>Page 11 to 16</b> : The indicators for monitoring our environmental performance are described. They include both qualitative and quantitative indicators	<ul style="list-style-type: none"> <li>Extra-financial Reporting</li> </ul>
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse gas (GHG) emissions, and the related risks.	No disclosure of GHG emissions by scope in the NFPS. In this document, emissions are presented globally and by emission source, which is more meaningful for readers (page 13).	<b>Page 11 to 12</b> : GHG emissions are presented according to the 3 scopes.	<ul style="list-style-type: none"> <li>Extra-financial Reporting</li> </ul>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<b>Page 14 and 15</b> : The action plan and the performance indicators for addressing climate change are presented	<b>Page 12</b> : GHG reduction targets are presented, as well as those relating to sequestration and climate change adaptation.	<ul style="list-style-type: none"> <li>Extra-financial Reporting</li> </ul>

## GLOBAL COMPACT

Egis's first COP (Communication on progress) was published in November 2012 for 2011 data. For each principle, it explains the policy implemented, the objectives and the associated indicators. The following COPs were included in CSR reports up until 2015.

From 2015 onwards, all Egis CSR data is available on a dedicated website. The table of compliance below tells you everything you need to know about our COP. For certain policy topics and associated achievements, you can look back at our old COPs on the Global Compact website.

### HUMAN RIGHTS

#### Principle of the global compact sources

Support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Make sure that their companies are not complicit in human rights abuses

#### Sources

- Procedure : code of ethics
  - Renewal of membership in the GC (in french)
  - Publication of an SD charter
  - Support actions
  - measuring our progress : CSR extra-financial reporting
- 
- Risks (see COP 2011 - in french)
  - Labour relations and working conditions
  - Health & Safety

## LABOUR RIGHTS

### Principle of the global compact sources

Uphold the freedom of association and the effective recognition of the right to collective bargaining

Eliminate all forms of forced and compulsory labour

Abolish child labour (see our COP2011)

Eliminate discrimination in respect of employment and occupation.

### Sources

- Procedure
- Labour relations and working conditions

- Procedure (see our COP2011)

- Procedure

- Equality, diversity and social diversity
- Opening capital to employees
- Expression and well-being at work
- Measuring our progress / ours indicators



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## ENVIRONMENT

### Principle of the global compact sources

Support a precautionary approach to environmental challenges

Undertake initiatives to promote greater environmental responsibility

Encourage the development and diffusion of environmentally friendly technologies

### Sources

- Procedure
  - Certifications
  - Networks, collaborative tools
  - R&D and awards (french version)
  - Environmental training
- 
- Training (indicator)
  - Sponsorship
  - Stakeholder relationship
  - Eco-responsibility, responsible purchasing
  - Measuring our progress/indicators
- 
- Procedure
  - Research and development
  - Networks, collaborative tools

## CORRUPTION

### Principle of the global compact sources

Work against corruption in all its forms, including extortion and bribery

### Sources

- Procedure
- indicators

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Please find below, the details of how our indicators correspond with the GRI index.

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