



*Our environmental*  
**ACTION PLAN**

  
**@egis**

# Our environmental ACTION PLAN

Prevent environmental impacts, offer eco-design solutions and services in line with the challenges of the energy and ecological transition

The infrastructure projects we receive have an impact at the local level and cause pressure on the environment by means of pollution, threats to natural habitats, soil artificialisation and energy consumption.

One by one, these impacts can spread and trigger consequences for the entire planet in the form of climate change, erosion of biodiversity, depletion of resources and ocean acidification.

Through our services (design studies, consulting, engineering, site supervision, operations), we can offer solutions to our clients that reduce these impacts and in turn benefit the environment.

**Our aim is to coordinate projects innovatively while respecting and promoting the environment**



For this, Egis has implemented a range of services and solutions for its clients:

- **Designing, implementing and managing projects, contributing to carbon neutrality and offering clients net-zero emissions services by focusing on:**
  - The eco-design approach – decarbonation and eco-construction in engineering and site management projects,
  - Providing natural carbon sequestration solutions,
  - Protecting, restoring and developing biodiversity,
  - Reusing materials and promoting the circular economy.
- **Anticipating climate events and improving the resilience of territories, equipment and infrastructure**

# Our environmental

## ACTION PLAN

### TIMELINE

In 1996, environment protection became a component of the Egis' Code of Ethics.

In 2011, Egis joined the United Nations Global Compact. Three of the 10 principles involve the environment.

In 2012, Egis published its SD/CSR charter and publicly committed to reduce the direct environmental impacts of its activities.

Since 2018, Egis has contributed to SDGs 6, 13, 14 and 15.

Since 2019, the fight against climate change has been at the highest levels of company strategy.

### Contribute to carbon neutrality by working on our internal footprint

In the interest of leading by example regarding our clients, we believe that continuing to reduce our internal carbon footprint is an essential pillar of our values, strategy and actions.

Since 2012, we have been carrying out carbon accounting for subsidiaries based in France on the three main emission areas identified at the time, namely:

- Business travel,
- Energy consumption of our buildings,
- Waste production.

In 2018, we began analysing the issues related to our IT systems. We have since moved to evaluating the emissions produced by the increased digitalisation of our activities. Other areas such as procurement must also be integrated into future calculations. We have also surveyed our employees to assess the carbon emissions linked to home-work travel.

# Our environmental ACTION PLAN

**Our initiatives from the 2018-2020 programme to reduce our internal carbon footprint:**

## 2019 - EGIS COMMITTED TO FIGHTING CLIMATE CHANGE



In 2019, Egis launched an internal action plan to contribute to carbon neutrality by 2050. The plan prioritises the areas where Egis' carbon footprint is largest:

- Employee travel,
- Energy consumption of buildings and computer data,
- Waste.

## In 2020



Development of the Group's new Car Policy (the scope of which includes subsidiaries with headquarters in France), which gives priority to "clean" vehicles. Combustion-engine SUVs and petrol vehicles have been excluded from the Car Policy due to their high level of CO<sub>2</sub> emissions per km travelled. Diesel models are maintained, but only for "high mileage" drivers. The Group's vehicle fleet will therefore be gradually renewed and replaced with cleaner models, allowing us to reach a target of 63g/CO<sub>2</sub>/km on average for the fleet in 2025 – (WLTP standard). At the end of 2020 the average was 123g/km (meaning a target of 48% reduction in emissions on this item). This Car Policy is associated with a plan to install electric charging stations on our sites.



Renegotiation of fares with the SNCF, to provide Group employees with preferential first class fares on target journeys (the eight routes most used by our employees by plane: such as Paris-Montpellier, Paris Aix, Paris Marseille), including a global traveller experience based on comfort. The aim is to encourage employees to travel more by train and to support them in this change.

# Our environmental ACTION PLAN

An agreement on sustainable mobility, which aims to implement a sustainable mobility plan and encourage employees to use cleaner modes of transport starting in 2020. This new agreement, which came into effect on 1 January, explains the associated measures that will be presented such as the mobility plan, the provision of cycle facilities, the move to electric vehicles, implementation of charging stations, etc. The agreement was based on the first company mobility plan that the Group began in 2018.



Launch of the Green-IT initiative: which has helped to highlight a certain number of observations. The user environment represents more than 50% of impacts (except Energy at 32%), due to user equipment, the size of screens and the lifespan of the overall equipment; the power consumption of network equipment is particularly high.

Two key areas for major improvement have been identified: workstations and telephony (lifespan & eco-certificates). To this end, in late December 2020, the decision was made to extend the lifespan of mobile phones to three years.



**For the 2021-2026 period, we aim to gradually expand our carbon accounting both on the operational scope and across our host regions. By expanding our scope, we can act on a global scale and roll out action plans that are adapted to our communities, thereby extending the work we began in France.**

# Our environmental ACTION PLAN

## Ensure the development of employees' skills in terms of eco-design and decarbonation

In order to safeguard and restore the environment through the services we provide our clients, we must instil a culture of environment management in our employees and increase expertise in the following areas:

- Eco-design
- Biodiversity
- Decarbonation
- Development of carbon sequestration wells

## Embed our commitment into our local and professional ecosystems

### 2019 - EGIS COMMITTED TO FIGHTING CLIMATE CHANGE

Beyond the purely business-related aspect, Egis wishes to embed the employee-citizen/company-citizen culture by contributing more to the society at large in the regions in which the Group operates.

In fact, more and more employees have been requesting to participate in these initiatives, beyond mere professional involvement.



To support these initiatives and to strengthen Egis' role, we have begun rethinking the Egis Foundation with the aim of giving it a new ambition through increased funding. One of the priorities for 2021 will be to establish the Foundation's new objectives, with the overall aim that its actions contribute to the fight against climate change.



To find out more about the Egis Foundation, [click here](#)



# Our environmental ACTION PLAN

Another aspect of this commitment involves our ability to participate in work groups and undertake strategic and operational reflections with our professional ecosystem. The aim is to advance our profession and foster debates on societal and environmental issues.

## FOCUS - EXAMPLES OF BEST PRACTICES

Examples:

- Qatar: raising awareness among students from the international school in Doha on the subject of CSR, a particularly important programme in terms of the environmental appeal of public transport in a country where cars are heavily used.
- Brazil: reforestation project and assessment of the impacts of offshore projects on marine life.
- England: as part of their Construction Operations and Civil Engineering studies, some Egis apprentices had the opportunity to design and lead an environment saving operation on the M40 motorway which, in addition to inspecting the site, entailed designing and scheduling the construction of a new access bridge (so that conservation volunteers could observe and survey the local butterfly population) and creating habitats for insects to complement the wildflower beds sown. Read the full story in our blog.
- France:



- Egis contributed to the Inter-Company Travel Plans in Saint-Quentin-en-Yvelines, which were awarded at the 2015 Mobility Trophy Awards in Ile-de-France. Egis has contributed to other such plans in Lyon, Bordeaux and an ongoing project in Montpellier.
- Egis is an active member of the Energy Climate Club in Saint-Quentin-en-Yvelines, which is the agglomeration community where the Group's headquarters is located.

# Our environmental ACTION PLAN

## Egis Dubai team rides horses into the desert to collect litter

On April the 8th of 2021, seven volunteers from Egis Dubai set out for a Corporate Social Responsibility (CSR) action into the desert to collect strewn litter: Omar Benzaria, Niroshan Fonseka, Christian Laugier, Karim Mikahil, Federico Minucci, Selma Nassani and Kasia Pearce. In cooperation with the local stables,



the team was able to ride horses into the desert for the cleanup. Although many were beginners or had never ridden a horse before, they decided to conquer their fears for a moral cause.

Along the way, the group was able to identify plants, trees, shrubs and animals native to the country and made sure to remove any litter disturbing the ecosystem or that could cause a danger to the animals inhabiting the area. Every participant filled large garbage bag with plastics, cartons, aluminum foil, micro-plastics and more – many were shocked to see how much rubbish was present in such a remote area.



**The main goal was to raise awareness of the desert pollution and to show that desert plays an important role in the Middle Eastern ecosystem with indigenous fauna and flora. All volunteers promised themselves to organize the regular clean ups and to ensure that protecting the environment became a habit.**

### For more information:

- see the performance manual outlining our environmental policy (to be downloaded in section « [The essentials – Download](#) » )
- the [datawall](#) for « carbon footprint » indicators and the energy consumed by our offices in France
- [our extra-financial reporting](#) for all environmental indicators
- the [Egis Mobility Plan](#) (French document may 2018) – French scope
- see « [A socially responsible company](#) » to discover other examples on good environmental practices.



# Contact

## TECHNICAL, INNOVATION & SUSTAINABLE DEVELOPMENT DEPARTMENT

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