

Our Environmental Responsibility



SBTi⁽¹⁾- SCIENCE BASED TARGETS OBJECTIVES APPROVED

" We congratulate Sopra Steria on having its target approved and demonstrating that it takes a forward-thinking approach to business. It joins some of the world's leading companies in recognising that taking action now to eut emissions is the best way to future-proof growth in the transition to the low-carbon economy. "

Alberto Carrillo Pineda, Senior Advisor on Climate and Business for WWF and Leader of the Science Based Targets initiative

Sopra Steria committed to a more sustainable, responsible world.



We believe that an evolution towards a more sustainable and responsible world cannot be achieved without the commitment and positive contribution of all stakeholders in the Company. Sopra Steria has chosen to be a "contributive" company for building a sustainable world. "

Pierre Pasquier
Chairman of Sopra Steria



We are a group on the move, anticipating and adapting to profound changes in society and new expectations from citizens. As a key player in the digital transformation, Sopra Steria has a responsibility to enter into commitments commensurate with the labour-related, environmental and social issues we all face. "

Vincent Paris
Chief Executive Officer

At Sopra Steria, we firmly believe that digital technology can create opportunity and progress for all. When closely linked to humanity, it creates a virtuous circle that benefits society as a whole. Sopra Steria has chosen to be a "contributive" company involved in building a sustainable world in which everyone has a part to play. We see our contribution as sustainable, human and enlightened.

(1) SBTi: The Science Based Targets Initiative offers mathematical models for identifying the environmental footprint of activities so as to be able to set ambitious greenhouse gas emissions reduction targets.

Environmental responsibility: innovating to address climate change and protecting the environment along our value chain

A bold ambition served by an innovative Group policy

Sopra Steria is a leading player in digital transformation for major companies and organisations. The Group's activities can thus involve a focus on reducing its clients' environmental footprint. With this in mind, the Group has been working for several years to reduce the environmental footprint of its own business activities and to involve its entire value chain in a shared continuous improvement process.

Now recognised as one of the world's leading companies involved in combating climate change, Sopra Steria continues to develop actively its environmental strategy, in particular by contributing to international initiatives aimed at reducing climate risk and by supporting the transition to an economy with net-zero greenhouse gas emissions. To coordinate its strategy, the Group relies on commitments made together with major international organisations, enabling it to set ambitious medium- and long-term targets.

This environmental strategy is supported by a policy broken down into seven priority actions :

- 1. Strengthening the Environmental Management System (EMS)** that provides a framework for the Group's policy : Manage risks and opportunities within the Group to meet TCFD ⁽¹⁾/CDSB ⁽²⁾ recommendations. Implement ISO 14001:2015 certification in accordance with client needs. Conduct an annual ISAE 3000 audit of Scope 1, 2 & 3 emissions since 2015.
- 2. Optimising the resources consumed by its operations :** Reduce per-employee consumption of resources (all forms of energy, water, paper)
- 3. Increasing the proportion of renewable energies to cover its electricity consumption :** Cover 85% of the Group's electricity consumption (offices and on-site data centres) from renewable sources by 2020. Purchase renewable energy directly from power suppliers at certain sites or data centres. Obtain Guarantees of Origin or I-RECs. **Target at end 2019 has been exceeded, with 90% obtained.**
- 4. Contributing to the circular economy by optimising waste management,** notably for Waste Electrical and Electronic Equipment (WEEE) : Extend on-site selective sorting, increase waste recovery, maximise the life cycle of resources and prevent pollution.
- 5. Reducing greenhouse gas emissions arising from our operations :** Cut GHG emissions per employee by 85% by 2040 (Scopes 1, 2 & 3; business travel, offices and on-site and off-site data centres; baseline year: 2015), target validated by SBTi ; Reduce absolute greenhouse gas (GHG) emissions by 42% by 2025 (Scopes 1 & 2, on-site offices and data centres, baseline 2015), target validated by the SBTi. Reduce absolute greenhouse gas (GHG) emissions by 21% by 2025 (Scope 3, off-site data centres and business travel, baseline 2015), target validated by the SBTi ; Implement an internal shadow carbon price in the Group's main geographies by 2025 ;Ensure that the Group's business travel, offices and data centres are carbon neutral.
- 6. Embed sustainability into the value proposition (digital sobriety, impact of solutions and services on the environment) :** Carbon-neutral project teams, Green IT, IT for Green.
- 7. Ensuring the involvement and contribution of the entire value chain (employees, clients, suppliers, partners, etc.)** in the continuous improvement process : Work with major suppliers committed to the environment: Ensure that the Group's leading suppliers, accounting for at least 70% of supply chain emissions, control their GHG emissions, and that 90% of them have set GHG emissions reduction targets by 2025 (target validated by SBTi). Pursue a responsible purchasing policy favouring products and services with a low environmental impact. Raise awareness among our stakeholders and contribute to the work of opinion leaders and influencers. Develop employee engagement across the Group.



Group Corporate Responsibility and Sustainable Development Department

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Countries

Group countries have Environment correspondents per entity.

Contact

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(1) TCFD: Task Force on Climate-related Financial Disclosures.

(2) CDSB: Climate Disclosure Standards Board.

About Sopra Steria

Sopra Steria, a European leader in consulting, digital services and software development, helps its clients drive their digital transformation to obtain tangible and sustainable benefits. It provides end-to-end solutions to make large Companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a fully collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to making the most of digital technology to build a positive future for its clients.

Over 50 years of expertise

With 46,000 employees

25 countries

Revenue €4.4 billion in 2019