



Sopra Steria,
committed to a more
sustainable world

sopra  steria

Our Environmental Policy

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.

“ I give my full support to the Executive Management team as it seeks to drive forward ambitious plans involving all our stakeholders – employees, shareholders, customers and partners – and aimed at delivering strong financial performance while making a sustainable, enlightened and human-centred contribution to society.”

Pierre Pasquier

Chairman and Founder of the Sopra Steria Group

“ A fundamental requirement of our day-to-day activities is that they must contribute to a more sustainable world. I’m proud of our people’s commitment and motivation in working to ensure that Sopra Steria is a responsible company that serves the common good. ”

Cyril Malargé

Chief Executive Officer

“ Forward thinking companies such as Sopra Steria are taking action on climate change now. They are reducing their emissions and supporting the move to a zero-carbon economy. They are also engaging their stakeholders, building resilience in their supply chains, and delivering low-carbon solutions and services to their clients. ”

Mark Maslin

Professor of Climatology, UCL and independent advisor to Corporate Responsibility Board at Sopra Steria

"Net zero" emissions by 2028, a bold ambition served by an innovative Group policy

Sopra Steria has been innovating to protect the environment for ten years and is a pioneer in this area. The Group has for several years been a leader on climate action and resource protection.

Sopra Steria is an active contributor to international initiatives aimed at mitigating climate risks and supports the transition to a net zero carbon economy in the Group delivery of its services to clients. Its greenhouse gas emission (GHG) reduction targets, linked to its direct activities, are approved by the Science Based Targets Initiative (SBTi⁽¹⁾) and aligned on the 1.5°C trajectory for limiting global warming.

In 2020, Sopra Steria announced its objective of achieving "zero net emissions" by 2028. This objective is supported by a programme focused on the constant optimisation of resource consumption, the continuous reduction of greenhouse gases and the offsetting of unavoided emissions by investing in carbon capture projects, in accordance with the UN's "Climate Neutral Now" programme.

The Group's environmental strategy is supported by a policy broken down into seven priority actions:

1. Extending ISO 14001 certification of our Environmental Management System (EMS), which provides a framework for the Group's policy to the evolution of environmental priorities: Manage risks and opportunities within the Group to meet TCFD⁽³⁾/CDSB⁽⁴⁾ recommendations; Implement ISO 14001:2015 certification in accordance with client and operations needs; Conduct an annual ISAE 3000 audit of Scope 1, 2 & 3 emissions since 2015.

2. Optimising the use of resources in its operations: Reduce per-employee consumption of resources (all forms of energy, water, paper).

3. Increasing the proportion of renewable energies covering its electricity consumption: 99,2% of the Group's electricity consumption (offices and on-site data centres) covered by renewable sources in 2021: purchase of direct renewable energy from electricity suppliers and provision of renewable energy certificates.

4. Reducing greenhouse gas emissions arising from our operations: Targets validated by SBTi: 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 2015); Reduce absolute GHG emissions by 42% by 2025 (Scopes 1 & 2, on-site offices and data centres, baseline 2015); Reduce absolute GHG emissions by 21% by 2025 (Scope 3, off-site data centres and business travel, baseline 2015); Implement an internal shadow carbon price in the Group's main geographies by 2025; Commitment to become "net zero" by 2028 for the entire value chain.

5. Contributing to the circular economy by optimising waste management, especially Waste Electrical and Electronic Equipment (WEEE): Extend on-site selective sorting; Increase waste recovery; Maximise the life cycle of resources and prevent pollution; Give a second life to 100% of e-waste and recycle 100% of paper cardboard waste by 2025.

6. Ensuring 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 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 all Group employees' engagement.

7. Embedding sustainability into the value proposition: Minimize the environmental impact of digital solutions and services to contribute to a sustainable digital world; Use new technologies to serve the environment.

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

(2) "Net zero" emissions: reducing greenhouse gas emissions generated all along an organisation's value chain and offsetting residual emissions by investing in carbon capture programmes.

(3) TCFD: Task Force on Climate-related Financial Disclosures, a task force focused on climate-related financial disclosures.

(4) CDSB: Climate Disclosure Standards Board, international consortium of businesses and environmental NGOs.

A dedicated governance

- The Group Corporate Responsibility and Sustainable Development Direction
- Environmental correspondents in the Group countries and entities

Contact: corporate.responsibility@soprasteria.com

About Sopra Steria

Sopra Steria, a European Tech leader, recognised in consulting, digital services and software development, helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group 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 digital technology work for its clients in order to build a positive future. With 47,000 employees in 30 countries, the Group generated revenue of €4.7 billion in 2021.

The world is how we shape it.

For more information, please visit our website www.soprasteria.com