



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.



Cyril Malargé
Chief Executive Officer, Sopra Steria

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.



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

Innovative Group policy, aligned to the new SBTi Net Zero Standard

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.

Sopra Steria has committed to the new SBTi standard (Sopra Steria was one of the companies invited to 'Road Test' this new standard) to become *Net Zero* in 2040 in support of limiting the global temperature increase to 1.5C. This commitment preserves the emission reduction per employee (intensity) target for its direct operations (offices, datacentres and business travel) under UN Climate Neutral Now programme, where Sopra Steria continues to remain Climate Neutral for direct operations since 2021.

The Group's environmental strategy is supported by a policy broken down into 7 priority actions:

1. Rolling out ISO 14001 certification of our Environmental Management System (EMS), which provides a framework for the Group's policy and environmental priorities.

2. Optimising the use of resources in our operations, notably energy, and contributing to the circular economy by optimising equipment lifespan and waste management, notably for waste electrical and electronic equipment (WEEE).

3. Increasing the proportion of electricity consumption met from renewable sources and ensuring it does not fall below 95%.

4. Reducing direct greenhouse gas emissions (GHG) from our direct activities (offices, data centres and business travel), as well as those from our indirect activities (waste, commuting & homeworking and purchase of goods and services).

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).

5. Committing to protect biodiversity by reporting our impact on biodiversity transparently, taking the steps necessary for its preservation, raising awareness among our stakeholders, support public and private entities and working with local communities.

6. Ensuring involvement and contribution of the entire value chain (employees, clients, suppliers, partners, etc.) in the continuous improvement process.

Targets validated by SBTi: 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 -, 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 our employees' engagement.

7. Embedding sustainability into the value proposition (digital environmental sustainability, sustainable digital, impact of solutions and services on 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.

A dedicated governance:

- Corporate Responsibility Direction
- Environmental focal points in the Group countries and entities

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About Sopra Steria

Sopra Steria, a European Tech leader recognised for its 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. With 50,000 employees in nearly 30 countries, the Group generated revenue of €5.1 billion in 2022.

The world is how we shape it.

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