

# Devoteam environmental policy



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## Bold and collective action can't wait

Our world is living in an unprecedented environmental crisis with 7 of the 9 [planetary boundaries \(out of 9\)](#) crossed, regarding scientists.

We can't just wait to take bold and collective actions to mitigate the changes and adapt to our new living conditions, and businesses are key players to take action.

Just looking at our sector: tech power can seem virtual and infinite, but it does have materiality. It represents around 4% of global greenhouse gas emissions, and it's expected to increase exponentially if we don't take action.

We want to limit our materiality in a virtuous approach, beginning with our own carbon footprint and extending our positive impact on our clients scopes.

That's why Devoteam takes responsibility to accelerate its actions to protect our planet with two main focuses: **climate change and biosphere integrity**, aligned with the scientific consensus considering these two boundaries as "core boundaries" meaning that any significant alteration of them would "drive the earth system into a new state."

## Our Carbon strategy

Through the 2015 Paris Agreement, world governments committed to curbing global temperature rise to below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. The scientists from the Intergovernmental Panel on Climate Change confirmed this threshold and milestone: reducing emissions by 50% by 2030 before achieving net-zero emissions by 2050, meaning that, by the mid-century, humanity must remove as much carbon as it emits yearly.

This objective implies avoiding any emission possible, restoring ecosystems to help them play their role in capturing CO<sub>2</sub>, and innovating to find low-carbon ways of development and supporting natural sinks with additional tech sinks. Restoring ecosystems is not only needed to mitigate climate change. It's also necessary to ensure biosphere integrity and stop the destruction of life that we have been carrying out for several decades.

## Devoteam Science-based targets

At the beginning of 2024, Devoteam submitted its CO<sub>2</sub>e reduction targets to the Science-Based Target Initiative (SBTi) aligned with a +1.5°C scenario. In this submission, Devoteam commits to:

- reducing absolute scope 1 and 2 GHG emissions 33.6% by 2028 from a 2022 base year.
- reducing scope 3 GHG emissions from purchased goods and services, capital goods, business travel, and employee commuting by 44.04% per million Euros of Value added by 2028 from a 2022 base year.
- reaching net-zero greenhouse gas emissions across the value chain by 2050: reducing by 90% its absolute GHG emissions between 2022 and 2050 and removing the remaining emissions.

To achieve this objective, Devoteam leads a carbon plan covering the 3 scopes of our emissions

- Scope 1: the direct emissions that our activities create — like the exhaust from the cars we drive,
- Scope 2: the indirect emissions that come from the production of the electricity or heat we use to power our buildings for instance.
- Scope 3: the indirect emissions that come from all the other activities we are engaged in, including our purchase upstream, our business travels and commuting.

## The 6 principles of our carbon strategy

Committing publicly to reach net zero is only the first step of the journey. Our strategy follows the following principles:

1. Promote transparency
2. Prioritise reduction over compensation
3. Mix global and local actions
4. Commit across our entire value chain
5. Compensate remaining emissions
6. Engage our employees in our strategy

1. **We promote transparency:** we commit to communicating yearly on our progress towards our objective. The communication on our progress is available on our website [in our sustainability reports](#) which are audited every year.
2. **We prioritize actions to reduce our carbon footprint** above any other.
  - Defining continuous improvement targets
  - Identifying opportunities of reduction per emission sources.
  - Specifically taking actions to reduce drastically the emissions from our travels representing  $\frac{1}{3}$  of our footprint with a [Sustainable travel policy](#)
3. **We mix global and local actions**
  - The global targets are divided into local roadmaps to define and drive concrete action adapted to the local contexts and requirements.
  - We aim to increase the number of entities ISO 14001 certified (15 in 2023) and promote those who will take further certifications.
  - Local carbon champions are in charge of locally rolling out the Group policies and strategies, and deploying local and specific additional strategies.
4. **We take this commitment on our entire value chain** to extend our impact, taking into account the Life Cycle Analysis (LCA) of all our activities. Consequently, a large part of our actions will be dedicated to our scope 3, which represents 90% of our footprint, to drive collective improvement through:
  - **Our purchase power upstream,**  
A supplier code of conduct and an assessment are sent to our Top Group 60 suppliers. The objective is to deploy them locally by 2025, together with additional CO2e criteria included in our major deals.

- **Sustainable offerings downstream.**  
Devoteam's ambition is to triple the revenue done on sustainability-specific offers in 2024, and to embed sustainability in all our deliveries with a massive investment in training (80% of the workforce trained by 2025).  
To raise awareness in the market, we deliver content pieces, like whitepapers or webinars, especially about the role of IT in reducing emissions
- 5. **We want to compensate for the remaining emissions by investing in nature-based and human-based Carbon removal processes.**  
We must increase removal capacities worldwide to compensate for the remaining emissions. Our first focus will be to restore and protect the natural carbon removal sinks available today to empower them to play their full role. But we know by science that these natural sinks won't be sufficient to meet our common challenge. We commit to funding and supporting technology-based carbon removal solutions to ensure a net zero future. However, this topic will be detailed after 2025 to focus our energy and actions on the reduction of our emissions.
- 6. **We voluntarily engage our employees in our strategy**, empowering them with the latest knowledge about climate change through awareness and training paths, and encouraging action with intrapreneurship programs and innovative actions to reward daily sustainable actions.
  - **Sustainability awareness and engagement:**  
In addition to delivering regular keynotes and workshops dedicated to climate change and biodiversity (Climate Fresk, digital collage, 2 Tonnes, Biodiversity collage...), Devoteam leads two main events per year to raise awareness: Earth Week in April and Sustainable Development Month in September.  
A "Earth Club" community is also available for all employees who want to take action for the environment. Members are encouraged to share local initiatives and knowledge to onboard more employees on their sustainable journey.
  - **Learning and upskilling: Sustainable IT in practice**  
The company promotes operational training to guarantee a solid, common skills base for all its employees and ensure they can include sustainability in all our deliveries.
    - i. The Group global certification program on Sustainable IT is based on partners' MOOCs and platforms. It has two levels: the first one is based on the [MOOC from the European Institute for Sustainable IT \(ISIT\)](#), and the second one is "Green Software For

Practitioners—[LFC131](#)” by the Linux Foundation.

The objective is to certify at least 80% of Devoteamers by 2025.

- ii. Other specific learning paths are available to fit each job requirement and specificities (Eco Conception, RGAA...).

## Promote a sustainable digital sector: Sustainability enabled by Digital

As digital is a growing and vital part of all business, Devoteam wants to combine the digital and ecological transitions and support its customers in leading a sustainable digital transformation to make an even wider impact.

With “Sustainability Enabled by Digital” offers, based on Devoteam's knowledge of current technologies (Cloud, data, AI, architecture, etc.), Devoteam has built a solid framework to help translate vision into action for a low-carbon IT strategy. An international task force, led by the VP of Sustainability, coordinates Devoteam's activities in this area, working closely with the technology pillar teams and value accelerators.

This task force works to:

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- Place sustainable development at the heart of each activity by integrating the notion of “sustainable development from the design stage” into its existing offerings;
- Develop specific offers and innovations to meet customers' sustainable IT challenges;
- Train Devoteam teams in responsible technology practices;
- Integrate environmental and safety issues into new by-design projects right from the outset;
- Strengthen work methodologies on these subjects and coordinate sustainable development offerings.

## Resource consumption: reduce our pressure on raw material and energy

As a service company, Devoteam’s pressure on raw materials and energy is limited. However, the Group wants to reduce it.

Devoteam focuses its action on:

- **Reducing Energy consumption, especially fossil fuels:**
  - Adopting new ways of working, including more hybrid and flexible work.
  - Renewing office spaces to meet the needs of a changing work life and choose more sustainable buildings and/or central locations that can be reached through public transportation.

- Focusing on energy savings and efficiency (optimizing heating and air conditioning for daily use, buying green appliances to reduce energy consumption...)
  - Committing to reducing the use of fossil fuel both in our buildings and company cars and replacing it with electricity.
  - Supporting the switch to low carbon electricity, increasing the part of Green Energy in the total electricity consumption
- **Reducing Raw material linked to digital usage:**
    - Embedding sustainability in all our IT internal operations, beginning with the purchase process: IT purchasers have the tools to and request to choose the less emitting devices, favor TCO and Energy Star certified devices, and buy offset devices.
    - Increasing the lifespan of IT assets.
    - streamlining the catalogue of IT services and tools to display the precise carbon impact of requests
  - **Reducing our wastes and contributing to circular economy**
    - Encouraging and acting actively for repairing, reuse, donations to nonprofit organisations or employees, and recycling with the help of local players, with a specific focus on e-waste,
    - Raising awareness among our workforce, integrating eco friendly practices: reusable dishes, minimising packaging and plastic, reducing printing and goodies purchase.

## **Biodiversity protection and restoration**

Despite a limited materiality of Devoteam upon biodiversity, the Group voluntarily wants to play its part in addressing Biodiversity restoration and protection with partners:

- Sponsoring hives for years
- Supporting nonprofit organisations acting for biodiversity with skills donations through the Devoteam Foundation with skill-based sponsorship, and pro bono work, for example with Crea Mont-Blanc
- Planting trees: On top of local planting programs, Devoteam has run the “Blossom Engagement program” since 2018, which is included in the recruitment process: each new employee has the possibility to plant a tree and choose the project they want to support.

*“Climate change and Environmental crisis is the greatest challenge ever faced by humanity. Our responsibility is huge, but our ability to innovate will be the key to our shared success”*

Stanislas de Bentzmann



## Document History

<b>Reference</b>	Devoteam Environmental Policy
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