


Environmental Policy

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List of changes

Version	Date	Description	Author(s)
1.0	31/01/2019	Policy creation as part of Atos Multisite certification	P. Decrocq
2.0	28/04/2020	Policy issuance as an independent company	P. Decrocq
3.0	18/10/2021	Document update: added a cover page, tables and an image to better visualize, adapted to the new worldline document template	P. Decrocq
4.0	24/11/2022	New Branding, new policy poster, fixes and consistency improvement	P. Decrocq

Target readers, communication method

Any requests for changes in the content of this document shall be communicated to the document owner.

The approved – as indicated by the Microsoft Office Electronic Signature on the cover page - softcopy of this document is maintained and managed by the Document Owner and is the ONLY CONTROLLED version. This document is available on Worldline SharePoint for all Worldline group.

Target Readers	Communication By
Worldline Executive Committee Worldline Management Committee	Worldline CSR Officer
Worldline CSR team	Worldline Global Environmental Manager
Worldline Environmental teams	Worldline Global Environmental Manager
Worldline Facility Management teams	Worldline Global Environmental Manager
All Worldline employees	Worldline Global Environmental Manager

1 General information

1.1 Scope of the document

Worldline delivers services, enabling its customers to offer digital solutions to the end consumer. Actor for B2B2C industries in 50+ countries, Worldline supports and contributes to a range of businesses and administrative services.

Purpose

The purpose of this Environmental Policy is to introduce the environmental strategy and main actions, as part of Corporate Social Responsibility (CSR) of Worldline Group.

It provides the main principles and high-level generic guidelines, in order to set up actions over short- and long-term process, regarding the Worldline Group main environmental challenges. This Environmental Policy is also a key document as part of the ISO 14001:2015 Environmental Management System (§5.2 ISO14001:2015).

These main principles and high-level generic guidelines aim to help the managers, employees, business partners, clients and stakeholders to better understand how Worldline's activities impact the environment and how to act in order to reduce or eliminate these impacts to improve its environmental footprint.

Scope

The Environmental Policy is applicable to all Worldline entities and operations worldwide, all office sites and datacentres regardless of their location.

The Environmental Policy is intended to inform and involve all managers, employees, business partners, clients and stakeholders about Worldline's environmental strategy and action plans.

1.2 External references

Name	Location
Worldline Management System (WMS)	HTTPS://awl.li/WMS
Worldline Lexicon	WMS / Worldline terms and definitions
Worldline Environmental Management System	WMS / Business support processes and programs / Environment
Worldline Integrated Report	WMS / Business support processes and programs / Corporate Social Responsibility / CSR documents / CSR reports

1.3 Terms and definitions

The applicable terms and definitions are part of the Worldline lexicon; in particular, the following definitions and acronyms are important for the purpose of this document:

Keywords

Must means no exceptions allowed unless documented and approved by the policy owner

Should means exceptions are allowed, provided that the reasons for any exceptions are documented.

May means optional, following recommendation or not following it are equally acceptable.

Terms & Definitions

In this document, the terms “Group” or “Worldline” mean the Worldline SA parent company itself.

Environmental Policy:

A statement by an organization of its intentions and principles with respect to environmental performance, which provides a framework for action and for the setting of environmental objectives and targets.

Environmental Impact:

The impact on the environment created by an industry, service, plan, or project.

Abbreviation	Explanation
CO2	Carbon dioxide or CO2
CSR	Corporate Social Responsibility
ExCom	Executive Committee
EMS	Environmental Management System
GHG	Greenhouse Gas
KPI	Key Performance Indicator
NGO	Non-Governmental Organizations
ORM	Operational Risk Management
PUE	Power Usage Effectiveness
GBL(s)	Global Business Line(s)

2 Policy

2.1 Worldline CEO Statement

“Being part of Worldline Group is a key opportunity to create the relevant operational synergies in order to improve the environmental performance and footprint of its own activities. The strong commitment of the Group for a better planet, widely recognized by leading non-financial organizations such as the Dow Jones Sustainability Index or the CDP, testifies to the Group determination to permanently innovate to implement the best environmental practices across its organization and value chain, and to design eco-friendly digital solutions enabling its customers to tackle their own environmental challenges.”

2.2 Worldline CSR Officer Statement

“Following the Paris Agreement that resulted in the 2°C scenario, Worldline has significantly strengthened its environmental commitments and accelerated its transformation to improve its performance by reducing carbon and energy intensity related to its business activities. Worldline needs to include significant increase of renewable energies, be strongly involved in the circular economy and develop employee awareness at any level of the organization. Worldline’s climate strategy is thus a key driver for our business performance and ambition toward meeting the even more demanding expectations of all our stakeholders – and society as a whole. I strongly rely on each of us to contribute and go even further in implementing pioneering initiatives to strengthen Worldline environmental excellence and leadership.”

2.3 Worldline Risks analysis

Worldline conducted a climate Risks and Opportunities (R&O) analysis with the objective to better respond to worldline stakeholders’ need for climate-related information and better measure the climate impacts faced by Worldline to increase the company resilience. The most material R&O identified are the results of a consultative process that required several internal workshops involving contributors from all the relevant departments: Risk, Compliance, Environment and CSR, Data Centre management, Strategy, Finance, Marketing, Logistics & Housing (L&H) and Business Continuity departments. Based on these workshop discussions, a climate-scenarios analysis was conducted to strengthen the relevance of the results. The methodology used also aligned with the TCFD framework and is based on Worldline existing Enterprise Risk Management framework.

The list hereafter summarized the key findings of this analysis. None of the risks have been considered as severe. All these risks were already covered through Worldline ERM.

For a detailed description, consequences, likelihood, monitoring and mitigation actions, please refer to Worldline Reference Document on worldline.com public site.

- **RISKS**
 - Heavy rains and flooding
 - Rising carbon pricing
 - Rising temperatures

- **OPPORTUNITIES**
 - Low carbon services
 - Renewable electricity

2.4 Worldline Environmental Program

Worldline has defined and implements a Global Environmental Management System. By being aware of our engagement and role in the landscape of digital technologies, the main ambitions and commitments of this system are:

- To take into account the environmental impact of the Group's operations and actively reduce its overall footprint
- To actively contribute to fight climate change and preserve natural resources
- To take into account the stakeholders' expectations in terms of environmental challenges, both at global and local levels

The Environmental Policy is fully aligned with the Group ambitions and with the Corporate Social Responsibility (CSR) strategy. The Environmental Policy and the environmental objectives are in line with Worldline's business strategy.

Worldline is committed to comply with its compliance obligations and continuously pushes forward its environmental management system to improve its performance and reduce its environmental impact.

2.5 Environmental Policy Main Principles

Main principles or high-level generic guidelines have been adopted by the Group to monitor and reduce its environmental footprint. All Worldline's entities and operations worldwide, shall comply with these principles in the countries where they operate.

The main principles of the Worldline Environmental Policy	
1	Act permanently to measure and reduce the environmental impact of activities (including product and services, business facilities, distribution and logistics, management of waste and prevention of pollution)
2	Continuously improve the energetic efficiency of Data Centres
3	Comply with legal requirements and other applicable regulations
4	Involve suppliers to comply with its statements, through suppliers' commitment to the Business Partner's Commitment to Integrity
5	Involve all employees to be engaged in the environmental policy

The below is an image of Worldline's environmental policy poster.

All sites certified ISO14001:2015 display the poster. If required the poster will be translated into local languages.



Environmental Commitment

All Worldline entities strive to satisfy customer's requirements, to comply to contractual commitments in the delivery of IT services, while reducing pollutions, its data centres' impact and to seek continuous improvement of environment and people protection. Worldline asks its suppliers and subcontractors to comply to environmental regulations.

The 5 Principles



Constantly act to measure and reduce environmental impact.



Improve energy efficiency.



Comply to legal and other applicable requirements.



Involve our suppliers to comply to environmental standards.



Involve all employees to be engaged in the environmental policy.



ISO 14001:2015
Certified Environmental Management System

Sustainability is a growing challenge for all companies and Worldline is a leader in this area.

Worldline started deploying its ISO 14001 Environmental Management System in 2008 and keeps deploying it to all data centres and main locations.

The <site name> location, <optional> including its data centre </option>, is part of this strategy.

[information about local contact]

“This initiative requires all internal and external parties to be involved as well as all employees' and managers' participation.”

Sébastien Mandron
Chief Corporate Social Responsibility

Digital Payments
for a Trusted World

2.6 Worldline Environmental policy applicability

Main principles or high-level generic guidelines have been adopted by the Group to monitor and reduce its environmental footprint. All Worldline's entities and operations worldwide, shall comply with it.

2.7 Worldline strategic challenges

Considering its activities and business, Worldline's main priorities and potential impacts (in terms of mitigating risks and opportunities) are the following:

Worldline environmental strategic challenges are:

Worldline environmental strategic challenges	
1	Certify ISO 14001:2015 all Strategic Data Centres and Office locations above 500 people
2	Reduce carbon intensity each year to reach Worldline CO2 reduction targets
3	Increase the part of renewable energy in electricity consumption
4	Neutralise CO2 emissions from its activities (Data Centre, offices and travel)
5	Maintain the lowest PUE possible (not more than 1.65) and decrease the kwh/TI for its strategic data centres

Local initiatives and action plans

In order to align with their own analysis of the environmental aspects of the site, some local actions can be implemented.

- **At sites level** (offices, data centres, and other sites): when appropriate, considering the challenges and the sites activities, local initiatives and monitoring shall be put in place. When appropriate, environmental targets can be set at local level.

2.8 Policy Governance

Worldline has set a specific governance to manage the Environmental Policy. The CSR Officer reporting directly to the CEO is in charge of Social and Environmental topics.

Environmental topics are under the responsibility of a Global Environmental Manager.

The Global ISO14001 Manager is handling the certification part worldwide.




Country Environmental managers have also been appointed to handle country specific certifications and action plans.

The bodies setup to manage the Environmental Policy are:

- Quarterly CEO, CSR Officer meeting,
- Quarterly Worldline Climate & Environmental Board,
- Yearly Global Environmental Management review.

----- End of Policy -----

3 Approval table

Role	Approval
Reviewers	24/11/2022  _____ Thomas Effert Global ISO14001 Manager Signé par : WL - FRANCK CAHON
Document controller	24/11/2022  _____ Franck Cahon WL Document controller Signé par : WL - FRANCK CAHON
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