

Environmental and Energy Policy

Status	Final
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Doc Owner	Nathalie Ska
Document number	WLM-EMS-0000-001
Document date:	30 May 2024
Review before	30 May 2025
Classification:	For internal use
Version:	6.0
First issue year	2019
Number of pages	12

Version history

Version no.	Version date	Status	Edited by	Most important edit(s)
1.0	31.01.2019	Final	P. Decrocq	Policy creation as part of Atos Multisite certification
2.0	28.04.2020	Final	P. Decrocq	Policy issuance as an independent company
3.0	18.10.2021	Final	P. Decrocq	Document update: added a cover page, tables and an image to better visualize, adapted to the new worldline document template
4.0	05.09.2022	Final	P. Decrocq	New Branding, new policy poster, fixes and consistency improvement
5.0	06.10.2023	Final	P. Decrocq T. Effert, S. Barbereau	Document update: added energy topics, new name of the document (former name was Env. Policy), transfer to new template
6.0	30.05.2024	Final	N. Ska	Update following the audit: <ul style="list-style-type: none">• The section 2.3 risk analysis has been updated to be aligned with the content of the URD and with the process performed by the risk department• In section 2.4 devoted to Worldline Environmental System, the aim was to clarify the scope of compliance: in the previous version, it was stated that "Worldline is committed to comply with the national regulations" while Worldline is committed to comply with its compliance obligations

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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 process owners	Group Quality
Worldline GBL quality 2 nd line	Group Quality
Worldline Executive Committee Worldline Management Committee	Worldline CSR Officer
Worldline CSR team	Worldline Global Environmental and Energy Manager
Worldline Environment and Energy teams	Worldline Global Environmental and Energy Manager
Worldline Facility Management teams	Worldline Global Environmental and Energy Manager
Worldline DC Managers	Environmental & Energy Manager France/Belgium
All Worldline employees	Worldline Global Environmental and Energy Manager

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Executive Summary

The Worldline Environmental and Energy Policy is describing the policy principles and the environmental and energy strategic challenges.

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 and Energy Policy is to introduce the environmental and energy 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 and energy challenges. This Environmental and Energy Policy is also a key document as part of the Environment and Energy Management System (§5.2 ISO14001:2015 and ISO50001:2018).

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 the negative impacts to improve its environmental and energy footprint.

Scope

The Environmental and Energy Policy is applicable to all Worldline entities and operations worldwide, all office sites and datacentres regardless of their location for ISO 14001:2015, and concerning the ISO50001:2018 the policy is applicable for all internal data centres which are managed by Worldline.¹

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

1.2 External references

Name	Location
Worldline Management System (WMS)	Worldline Management System (sharepoint.com)
Worldline Lexicon	Worldline Lexicon (sharepoint.com)
Worldline Environmental and Energy Management System	Site of the Environmental Management System of Worldline – Accueil (sharepoint.com)
Worldline Integrated Report	Worldline Investor relations

¹ The internal data centres in France (Vendôme, Noyelles les Seclin, Seclin Dassault) have been certified in Q4/2023.

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:

- **Process Deviation:** A process deviation occurs when
 - a locally implemented policy, process, procedures or process aide tool differs from those implemented at group level.
- **Major deviation:** A Major deviation occurs when the process deviation represents a high business risk for the organization.
- **Minor Deviation:** a Minor deviation occurs when a deviation does not represents a high business risk for the organization.
- **Gp** Standas for Guiding Principles composing this policy document

Terms & Definitions

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

Environmental and Energy Policy:

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

Environmental and Energy Impact:

The environmental and energy impact of an industry, service, plan or project

Abbreviation	Explanation
CO₂	Carbon dioxide or CO ₂
CSR	Corporate Social Responsibility
DC	Data center
EMS	Environmental & Energy Management System
ExCom	Executive Committee
GBL(s)	Global Business Line(s)
GHG	Greenhouse Gas
Internal data centre	Owned by Worldline
KPI	Key Performance Indicator
NGO	Non-Governmental Organizations
ORM	Operational Risk Management
PUE	Power Usage Effectiveness
TCFD	Task Force on Climate-related Financial Disclosures

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 and energy 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 Environment and Energy practices across its organization and value chain, and to design eco-friendly digital solutions enabling its customers to tackle their own environmental and energy challenges.”

2.2 Worldline CSR Officer Statement

“Following the Paris Agreement that resulted in the 2°C scenario, Worldline has significantly strengthened its environmental and energy 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 and energy 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 methodology used is aligned with the TCFD framework

A three-step methodology was executed: (i) identification of most material risks & opportunities, (ii) specification of the impacts; and (iii) assessment of climate related R&O (Risks and Opportunities). Mitigation actions per risk and opportunity were then listed.

The identification of most material risks and opportunities as well as the estimation of financial impacts are part of the global risk assessment exercises, relying on Worldline’s Enterprise Risk Management framework and risk taxonomy. The methodology used is also aligned with the TCFD framework, involving contributors from all the relevant departments: Risk, Compliance, Environment and CSR , Data Centres management, Strategy, Finance, Marketing, Facilities Management (formerly Logistics and Housing), Business Continuity departments. Based on these workshop discussions, a climate-scenario analysis was conducted to strengthen the relevance of the results.

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 :

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- Physical acute risk 1. Extreme weather events (riverine floodings & storms
- Physical chronic risk 2. Rising temperatures
- Transition risk 3. Rising carbon pricing
- Transition risk 4. Climate change impact for customers

Opportunities

- IT for green products and services
- Opportunity 2. Green IT: renewable energy usage that reduces costs
- Opportunity 3. Green IT development and/or expansion of low emissions goods and services

2.4 Worldline Environmental and Energy System

Worldline has defined and implemented a Global Environmental and Energy 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 and energy 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 and energy challenges, both at global and local levels

The Environmental and Energy Policy is fully aligned with the Group ambitions and with the Corporate Social Responsibility (CSR) strategy. The Environmental and Energy Policy and the environmental and energy objectives are in line with Worldline's business strategy. Worldline is committed to comply with its compliance obligations and continuously pushes forward its environmental & energy management system to improve its performance and reduce its environmental impact.

2.5 Environmental and Energy Policy Main Principles

Main principles or high-level generic guidelines have been adopted by the Group to monitor and reduce its environmental and energy 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 Environment and Energy 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 energy 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 and Energy Policy

2.6 Worldline Environmental and Energy Posters

All sites certified ISO14001:2015 and/or ISO 50001:2018 display the applicable poster.

If required the poster will be translated into local languages.

2.7 Worldline Environmental and Energy Policy applicability

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

2.8 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 and energy strategic challenges are:

Worldline environmental and energy strategic challenges	
1	Certify ISO 14001:2015 all internal data centres and office locations above 500 people
2	Certify ISO 50001:2018 all Worldline internal data centres
3	Reduce carbon intensity each year to reach Worldline CO ₂ reduction targets
4	Increase the part of renewable energy in electricity consumption
5	Compensate for CO ₂ emissions from its activities (data centres, offices and travel)
6	Continuously improve the energy efficiency of Data Centres

Local initiatives and action plans

In order to align with their own analysis of the significant environmental aspects and significant energy usages of the sites, some local actions can be implemented.

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- **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 and energy targets can be set at local level.

2.9 Policy Governance






Worldline has set a specific governance to manage the Environmental and Energy topics. The CSR Officer, reporting directly to the CEO, is in charge of Social, Environmental and Energy topics. He is supported by :

- The Global Environmental & Energy Manager who is in charge of Environmental and energy strategy and action plan monitoring,
- The Global ISO14001 & ISO50001 Manager who is handling certifications worldwide.
- The Country Environmental and Energy Managers are in charge to ensure local execution and to handle country specific certification and action plans. (Note: In countries where this is no ISO50001 certified locations, there is no Energy managers).

The bodies setup to manage the Environmental and Energy Policy are:

- Quarterly CSR session, CSR Officer meeting with the CEO
- Quarterly Worldline Environmental, Climate and Energy Board
- Yearly Global Environmental & Energy Management review

3 Approval table

Role	Approval
Sponsor	<p style="text-align: right;">30/05/2024</p> <p>X </p> <hr/> <p>Sébastien Mandron Group Head of CSR Signé par : Pamella MACHADO</p>
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