

B&L ÉVOLUTION'S INDIVIDUAL COMMITMENTS IN *act4nature*

■ Include biodiversity within our value chain:

Upstream: purchase of furniture and consumables

- Purchase of certified office furniture to stop deforestation: 50% target for 2018 and 80% for 2020.
- Purchase of 100 % certified paper by 2024.

Downstream: the systematic integration of biodiversity issues in the preparation of our recommendations regarding our consulting missions and training courses for companies and territories that we assist by developing specific analytical frameworks:

- Especially concerning territories: inclusion of the preservation of ecosystems, their evolution and to include nature-based solution in 100% of sustainable development programs & Climate Plan we assist by 2020.
- Especially concerning companies, by 2020: analyse of the biodiversity and ecosystem services' issues in 75 % of CSR strategies and materiality analysis we realise, and in 50 % of our climate and innovation strategies in business models.

■ R&D and innovation in support of biodiversity

- Publication of a survey linked to biodiversity and/or light pollution by 2020.
- Leading 2 communication campaigns per year to educate the public, and the economic and territorial players (communication/press /blog/social network) from 2018.
- Continuation of our commitment with associations and organisations working on biodiversity, mainly our involvement in nature-based solutions of IUCN, or participating in working groups of the FRB (foundation for research on biodiversity) at the rate of one day/person every quarter from 2018.

■ Reduce strains on biodiversity

- Update our biodiversity impacts analysis by 2020 and complement monitoring indicators adapted to the specific set of our business.
- Favouring providers and suppliers respectful of biodiversity for our events (seminars, caterers, etc.).
- Limitation of the waste of resources within our activity (supplies, papers, energies).

■ Promote habitats for biodiversity on our sites

- Creation and maintenance of an urban agriculture system in our office.
- Valuation of green spaces around all our sites to foster habitats, with a specific management plan by 2020.

■ Mobilisation of our collaborators

- Organisation of training sessions with our collaborators about biodiversity issues, direct and indirect impacts of our activity by 2020.
- Organisation of at least one session a year to make our collaborators aware of daily eco gestures:
 - meal (to favour organic and local products and sustainable agriculture),
 - actions in favour of biodiversity (composting, waste sorting),
 - commuting (cycling, public transport),
 - good use of the equipment,
 - lighting and light pollution.
- Fostering the well-being of collaborators at work thanks to nature: revegetation of offices, access to green spaces, etc.