

BOLLORÉ LOGISTICS' INDIVIDUAL COMMITMENTS IN *act4nature*

The Bolloré Logistics Biodiversity Charter and action plan

Bolloré Logistics, a Bolloré Transport & Logistics brand, is a major stakeholder in the field of international transport and logistics. A supply chain expert, it creates sustainable global solutions for its customers that are innovative in their design and flexible in their operation. Bolloré Logistics is a service company and does not directly depend on living resources, biodiversity and ecosystem services. However, its network of 602 agencies and logistics hubs at international trade crossroads all over the world are points of contact with biodiversity.

Concerned with reducing the overall environmental footprint of its activities, since 2013 Bolloré Logistics has had, in partnership with an ecology consultancy firm, an active policy to manage its impact on biodiversity, supported by a Biodiversity Charter. It was first launched in France on four pilot sites, the Bolloré Logistics hubs in Roissy and Le Havre, the Nantes site (all BiodiverCity® sites) and the Bolloré Logistics head office in Puteaux.

The biodiversity management system follows the "think globally, act locally" concept and has three strategic directions (see below). It is developing progressively on the international stage with a flagship construction project for a pilot logistics hub in Singapore, currently pending its BiodiverCity® certification.

One of the first companies in France to implement a biodiversity management system, Bolloré Logistics has been certified "Biodiversity Commitment" by Ecocert since 2015. This certification recognises the company's efforts to manage biodiversity challenges in its property policy (construction of Green Hubs and BiodiverCity® offices) and building management. It is mainly based on local actions implemented at Bolloré Logistics sites around the world, raising employee awareness and developing on-site biodiversity as a factor for well-being in the workplace. In the transport and logistics sector, Bolloré Logistics is a pioneer in its integration of this externality.

Strategic driver no. 1: Establish biodiversity as one of the company's environmental concerns

Name of the action	Achievements	Indicators	Dates
Action 1.1: Set up a voluntary in-house Biodiversity Consultation Committee.	Share, pilot and manage the biodiversity strategy and its action plan.	Number of Committee meetings (2 per year). Number of Committee members. Number of active actions in the action plan.	In place Permanent
Action 1.2: Raise employee awareness about biodiversity and the challenges of our environmental footprint.	Plan regular events at selected sites.	Number of in-house «biodiversity» publications. Number of employees trained. Number of on-site events.	In place Permanent
Action 1.3 : Develop biodiversity indicators that will provide information for CSR reports.		Publication of the EN 11 (2018/2019) indicator, pending B4B+ (2020).	2018-2020
Action 1.4 : Identify and promote one or several global community partnerships.	Founding member of the International Biodiversity & Property Council (IBPC).	Number of partnerships. Number of projects with our partners.	In place Permanent

Strategic driver no. 2: Listen to and act on our customers' biodiversity requirements			
Name of the action	Achievements	Indicators	Dates
Action 2.1: Create a biodiversity research cell responsible for intelligence and benchmarking.	Track regulatory changes, feedback, competition benchmarking.	Number of information relayed in-house per year.	In place Permanent
Action 2.2: Promote the Bolloré Logistics biodiversity strategy in sales pitches.		% of sales offers mentioning biodiversity.	In place Permanent
Action 2.3: Invite customers to biodiversity events.		Number of biodiversity events. Number of general events with customer invitations.	In place Permanent
Action 2.4: Identify and promote biodiversity labels or certifications	Development of the Biodiver-City® label for strategic hubs.	Number of labels and other tools analysed per year. Number of awards/prizes won per year.	In place Permanent

Strategic driver no. 3: Make our sites relays for biodiversity, all over the world			
Name of the action	Achievements	Indicators	Dates
Action 3.1: Carry out an inventory of Bolloré Logistics land and real-estate from a biodiversity angle.	Detailed study of 78 priority sites around the world.	% of sites investigated.	Mapping from 2016. Updated every five years.
Action 3.2: Progressively carry out a biodiversity diagnosis of concerned sites.	Create a handbook on principles and best practices to follow for concerned sites.	% of concerned sites investigated.	2019-2022
Action 3.3: Draw up a local action plan for the concerned sites.	Implement local actions to preserve the biodiversity of the sites.	% of concerned sites with an action plan. Number of actions implemented per concerned site.	2019-2022
Action 3.4: Plant interior spaces for the well-being and comfort of employees.	Develop the intangible value of buildings, vegetalise offices.	m ² of offices refurbished according to the new concept.	Action plan handbook for pilot sites.
Action 3.5: Make our flagship projects showcases for biodiversity action plans.	Implementation of a biodiversity project on new sites and logistics hubs with ecological and well-being objectives.	% of new projects with a biodiversity angle.	In place Permanent
Action 3.6: Name a biodiversity representative when a suitable person is identified on a site.	Drive the momentum and follow-up of biodiversity actions.	% of Bolloré Logistics sites with a biodiversity representative.	In place Permanent
Action 3.7: Raise awareness of agencies to develop local partnerships.	Develop consideration for biodiversity and increase employee involvement.	Number of partnerships developed per year. Number of actions with partners per year.	In place Permanent