

## SEGEX'S INDIVIDUAL COMMITMENTS IN *act4nature*

Segex group\* is a French medium-sized construction company, leader in the landscaping sector. It is standing out for 50 years by its atypical positioning as a company of multi-specialist works, recognised for its ability to build and maintain complex and multi-skilled projects, for people and nature.

Its landscaping and maintenance of outdoor spaces services make it an actor with a strong environmental responsibility (more than 3,000 building sites per year), particularly regarding to its impacts, positive or negative, on biodiversity sites entrusted to it.

Biodiversity is thus at the heart - and indeed the object - of a large part of its activities.

Highly aware of this responsibility, the Segex group embraces *act4nature's* common commitments that echo its own commitments to responsible development:

### 1 Support our customers by developing the biodiversity of their sites (Common commitments 1, 2, 3, 4, 5, 6, 7, 10)

The possibilities of enriching ordinary but also protected biodiversity are huge and unknown to the owners of outdoor spaces and green roofs.

**The Segex group is committed to:**

- Enriching its offer of positive biodiversity service, to all customers.
- Actively participating to collective actions led by professional organisations for biodiversity.
- Developing awareness campaigns for its stakeholders: customers, users and employees of its customers, suppliers.
- Developing solutions for assessing the evolution of biodiversity on the sites managed by its companies and implement them via partnerships with scientific organisations and associations.

### 2020 Objectives:

- In place biodiversity offer.
- Solutions for measuring/assessing used and in place biodiversity.

### 2 Stop the use of synthetic chemical plant protection products (Common commitment 5)

**French leader in the ecological maintenance of green spaces, the Segex group is committed to:**

- Continuing its information and awareness actions to change the way customers look at their green spaces and convince them to adopt this type of maintenance.

### 2020 Objectives:

- 100% of EV maintenance revenue achieved without synthetic chemicals.

- Continuing and intensify its R&D actions through a participatory internal innovation process.

### 2020 Objectives:

- Process innovation in place. 2 innovations per year.

### 3 Extend biodiversity skills acquired in green spaces to the other group's activities (Common commitments 5 et 8)

Atypical because of the co-activity of its construction and landscape companies, Segex group can make it a strength and:

- Create an emulation on this subject by creating a biodiversity community on the internal collaborative network, open to all employees regardless of their activity to develop professional, but also personal, positive actions.

### 2020 Objectives:

- 200 members in the biodiversity community.

\* Segex, Segex Energies, TARVEL, Agrigex, Mabilion, l'Eden Vert, Agrigex Nord Picardie-SAEE, Seirs-TP..

■ Sensitise all its construction site employees to the ordinary and protected biodiversity protection, starting with the managers who will animate the "biodiversity quarter of an hour" on construction sites; display, fact sheets, site documents, etc.).

**2020 Objectives:**

- 90 % sensitised building staff.

■ Train managers in ERC principles and Biodiversity law regulations so that they can be involved with their teams and their clients.

**2020 Objectives:**

- 100 % of operating managers trained in ERC principles.

■ Strengthen its current centre of expertise in ecology so that it supports all activities in the consideration of biodiversity in their projects.

**2020 Objectives:**

- Doubling the workforce.

**4 Develop de Natura, its endowment fund for the benefit of domestic, animal and plant biodiversity.**  
(Common commitment 9)

Recently created by 4 landscaping firms (2 from Segex group) de Natura already has 4 founders, 9 patrons, 10 partnerships for the benefit of biodiversity development projects: 2 VAVILOV conservatory gardens (project of 15 VAVILOV gardens networked on the national territory) and the reintroduction of VAVILOV in Russia.

It has also actively participated in the safeguarding of the Solognote ewe by giving it back an economic value by the eco grazing (contribution to the increase of the French herd passed from 1000 to 6000 heads approximately).

**2020 Objectives:**

- Establishment of a 15 VAVILOV conservatory gardens network;
- Installation of a VAVILOV experimental station and awareness, in Lyon region;
- Development of eco-pasture practices with other threatened species and breeds;
- Increased number of sponsors and budget (300%).

