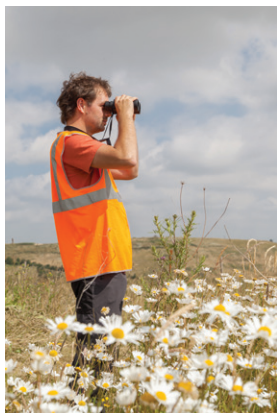


Joël SÉCHÉ
Chairman and CEO

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SÉCHÉ ENVIRONNEMENT'S INDIVIDUAL COMMITMENTS IN *act4nature*



As a company that recycles waste, the circular economy is at the very heart of Séché Environnement's business. Environmental consciousness is the corollary of doing business with respect for humanity and nature.

Since its creation in 1985, the group (now with 2500 employees and more than €500 million in revenue) has integrated the concept of sustainable development into its corporate policy, and being attuned to stakeholders is a major factor in its development, in harmony with its employees, neighbours, and customers, as well

as the non-profit, educational, and academic world.

The link which unites the group with the biodiversity surrounding its sites is all the stronger because, as a significant landowner, the group is able to implement coherent actions for the preservation and monitoring of animal and plant species. The fruits of these actions go beyond the neighbourhoods of its own sites because of the ecological corridors that exist between territories. The team of in-house environmentalists improves management in the field (maintaining a nursery of endemic plant species combined with safeguarding the character of the landscape) and helps create a true corporate culture.

The policy of incorporating biodiversity into our business fosters society's acceptance of our facilities. Some processes are direct uses of ecosystem services such as methanisation. We are preparing for the future with research programs like the development of biosourced plastics that are biocomposable by bacterial action on organic waste that the group is in charge of reclaiming.

Aware of the role that business can play, Dedicated to Nature through Action by Séché Environnement will supply concrete tools for structuring and measuring this preservation of territorial biodiversity, in a concrete, sustainable, and measurable way. DNA is the group's continued voluntary involvement in France's National Strategy for Biodiversity which was recognised by the Ministry of Ecology for the 2013-2016 period.

The DNA initiative and the four commitments

Séché Environnement's DNA commitments are defined group-wide, but action plans are co-developed in a decentralised way, so as to promote field initiatives for better adaptation to local issues and high levels of appropriation by the players involved. Coverage is national, and the different businesses are all represented.

A steering committee acts as the link between local initiatives and Senior Management, which sets the general targets and action principles.

Each of the initiative's 18 sites has a biodiversity coordinator whose mission is to deploy the four DNA commitments in his/her local division.

Scheduling and assessing actions

Séché Environnement's DNA will be deployed in a renewable three-year cycle starting in 2019.

Each coordinator will submit his or her commitments at the end of July 2018 for approval in the autumn by the steering committee. Results will be shared in a mid-point (mid-2020) and then a final (early 2022) progress report.

The assessment system will cover three levels of performance:

Operational:

Assessment of the implementation by progress measured over a three-year cycle.

Natural:

Increased biodiversity thanks to biodiversity tracking put in place, as well as via the ECOCERT Environment certification, "Commitment to Biodiversity and Climate Management".

Human:

Increased employee awareness of biodiversity issues through employee participation and commitment to changing their practices.

Commitment 1	
Situate biodiversity actions on a space-time continuum of improvement	
Action to undertake	Targets and expected results
<p>Choose a working topic (e.g. pollinators) to kick off an action.</p> <p>Make appropriate arrangements, such as creating feeding spots and promoting reproductive habitats for solitary bees, with a tracking protocol (e.g. SPIPOLL).</p> <p>More generally, set up nesting boxes for birds, insects, and local plantings, using differentiated management.</p>	<p>Increase familiarity with biodiversity on the group's sites through biodiversity inventory and tracking (STOC-EPS protocol, IPA for birds, STOC for bats, tracking amphibians, etc.).</p> <p>Maintain and/or improve biodiversity on the group's sites and solidify environmental corridors with adjacent territories.</p> <p>Analyse and correct, as needed (increase honey-producing plantings, set up differentiated management).</p>

Commitment 2	
Make biodiversity a cause that will bring people together within the group	
Action to undertake	Targets and expected results
<p>Announce local "nature" events to employees and promote in-house biodiversity actions in the subsidiaries.</p> <p>Each coordinator finds an awareness topic connected to his or her site and territory (e.g. shared biodiversity), and then a set of awareness actions will be implemented (identifying common biodiversity, setting up a photo exhibit, organising an outing with a naturalist).</p>	<p>Train employees in the area of biodiversity and issues (nature outings with non-profit groups).</p> <p>Help with participatory tracking on the site (Vigie Nature, SPIPOLL, Observatoire des Saisons, Oiseaux de jardins, Observatoire des Bourdons, etc.).</p> <p>Ultimately, each coordinator will measure employee commitment to this topic through MCQ.</p>

Commitment 3	
Use biodiversity as a lever to inspire stakeholders	
Action to undertake	Targets and expected results
<p>Identify stakeholders in connection with site activity and biodiversity, then set up a partnership with one of them around a collaborative project (e.g. promoting bats on the site).</p> <p>Work on the project with the stakeholder (counting bats, setting up nesting boxes, discussing species identified).</p> <p>Measure employee participation and restore momentum.</p>	<p>Develop bonds with stakeholders working to preserve biodiversity. To this end, each coordinator must first identify the priority stakeholders on his or her site and then choose one to develop a joint project on the site.</p> <p>Participate in fundamental or applied research programs through connections with the French National Museum of Natural History (via a framework agreement).</p>

Commitment 4	
Develop people's interest in preserving biodiversity by means of an artistic or cultural approach	
Action to undertake	Targets and expected results
<p>Create a working group, choose a topic (e.g. Food); on that topic, first tell (what are the impacts on biodiversity when I buy processed vegetables or fruits that are grown far away or are out of season), then show (give a presentation on food to all employees), then share best practices so that employees can choose to apply them in their personal lives.</p>	<p>Spread awareness of the impact of our everyday individual actions on biodiversity.</p> <p>Spread awareness of the impacts of these topics (food, cleaning products, cosmetics, apparel, energy, transport, finance, etc.) to make behaviour more favourable to biodiversity.</p>