

Deloitte' individual commitments to act4nature international

Deloitte has been committed to sustainability for several years and is strengthening its engagements. We are addressing biodiversity erosion through our recent work on the co-creation of the Biodiversity Fresque. We also participate in agro-ecology, circular economy, sustainable finance and supply chain sustainability projects for clients, in all which biodiversity is a recurrent issue.

Deloitte's commitments toward the natural environment are iterated along three axes that relate to our shared commitments:

1 Promote integration of biodiversity in client considerations, train our employees, and highlight the importance of biodiversity for our business.

→ Develop integration of biodiversity issues in our activities (commitments 1 & 4)

We support clients in their reflections around biodiversity through workshops (Biodiversity Fresque), development of biodiversity strategies and associated action plans. In 2020, Deloitte is becoming assessor of the Global Biodiversity Score developed by CDC Biodiversité to measure our clients' biodiversity footprint.

- By 2022, we will present these issues to 30 Deloitte executives to progressively integrate biodiversity into our offers,
- By 2022, we will spread these ideas in our business through an ambassador community composed of at least 10 employees.

→ Raising awareness and training our employees (8)

- We will uphold our awareness commitment with continued development of the Biodiversity Fresque by allocating at least 1 person-day/week until 2021. In a year, Deloitte and the Fresque's co-authors have trained nearly 2,000 people on biodiversity issues using this tool.
- Organize internal training courses on biodiversity each trimester in France.
- Adapt and spread this training at Deloitte internationally by targeting three other countries with significant activity by 2021.

2 Limit the biodiversity impact of our activities

→ Our transports (5)

Due to the nature of our business, we mainly impact climate change. Business travel counts for 92% of all 2019 Deloitte France CO₂ emissions.

We are deploying the Shift 'n Go project with the aims of presenting the Climate Fresque to all employees by 2021, developing a carbon budget and using it to mitigate the impact of more than 100 service proposals. We aim for a 5% reduction of the number of km traveled per employee by 2025 compared with 2017. This target will be re-evaluated this year with the deployment of Shift 'n Go.

→ Our real estate portfolio (5)

Deloitte's real estate portfolio is evaluated in terms of GHG emissions/m²: our recent move from Paris to Majunga has significantly reduced these impacts. To optimize monitoring, we will launch an internal study to understand the impacts of our real estate portfolio on biodiversity by 2022 to create a relevant indicator.

3 Include biodiversity in our CSR reporting

→ Between now and 2022, we will update our analysis of biodiversity impact in France to include it in our CSR report (3,10).

