

B&L évolution’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
4 5	Limit waste of resources in our business <i>(supplies, paper, energy)</i>	5 French offices	N/A	Existence and implementation of best practices	Permanent	Closed	Implemented: - Supplies : Supplier with multiple labels promoting its commitment to offering eco-responsible products, making donations to associations, reducing its carbon footprint, ensuring safety and quality of life at work, etc. <i>(Ecolabel, Blauer Engel, Nordic Swan Ecolabel, PEFC, FSC, NF Environnement, NF-OEC, Eurofeuille)</i> - Furniture : Supplier promoting the Circular Economy by offering second-hand furniture, collected in a short circuit and without intermediaries - Use of reconditioned computer and telephone equipment and functional economy <i>(e.g. Fairphone, Why computers)</i> - Energy : service provider developing renewable energies with the “VertVolt” label. We have also achieved our goal of reducing our carbon footprint to below 1 TeqCO ₂ per FTE by 2023 - Awareness-raising : we offer training courses on eco-gestures at work or in telecommuting on energy, waste <i>(special compost training)</i> , plant care, bike repair, we organize an annual jumble sale while doing an awareness-raising module on fast fashion	Internal audit
4 5	Prefer biodiversity-friendly service providers and suppliers for our events <i>(seminars, caterers, etc.)</i>	All our events	N/A	Existence of a responsible purchasing charter	2020	Closed	Responsible sourcing charter updated in 2024 Exceed target by also signing RFAR “ <i>Responsible Supplier Relations & Sourcing</i> ” charter in October 2024	Internal audit
4 5	Purchase of 100% certified paper by 2024	Parisian offices	% of paper purchased that is certified	100%	2024	Closed	All paper purchased from our supplier is certified: - A4 sheets <i>(PEFC and Blauer engel)</i> - A3 sheets <i>(FSC)</i> - paper board <i>(95% recycled content)</i> - post-it <i>(PEFC)</i> - notebooks <i>(Ecolable UE)</i>	Internal audit
8	Hold a training session for our employees on biodiversity issues and the direct and indirect impacts of our activity by 2020	All employees on a voluntary basis	Number of awareness-raising sessions held for employees	N/A	2020	Closed	We have in-house training sessions every first Monday of the month in which we share feedback on biodiversity topics <i>(methodology, issues, etc.)</i> with all interested parties We redid a Biodiversity Fresco during the 2024 summer seminar	Internal audit
6	Integrate the preservation and evolution of ecosystems and nature-based solutions into 100% of the sustainable development programs & climate plans we support by 2020	N/A	% of Climate Plans implementing actions for biodiversity preservation	100%	2020	Closed	Since 2022, 100% of PCAETs have included biodiversity in their strategies, and consultants are key players in the adoption of measures favorable to biodiversity and ecosystems	Internal audit
4	Analyze biodiversity and ecosystem service issues in 75% of our CSR strategies and materiality analysis, as well as in 50% of our climate and business model innovation strategies by 2020	N/A	% of CSR strategies and climate plans that include an analysis of biodiversity issues	75% and 100%	2020	Closed	Working group convened in 2021 as part of commitment 1 of the CSR strategy, framework for reflection: construction of a reference framework for assessing the impact of our missions. The “ <i>impact benchmark</i> ” enables us to ensure that the highest possible ambition for the mission is taken into account, but does not enable us to quantify the response to this commitment yet Biodiversity issues are indeed included in 100% of our double materiality assignments, in line with our working methodology, which covers all environmental and social issues	Internal audit
4 5	Taking biodiversity into account in our missions	All missions of the Private Sector Consulting Division	Integrate elements of biodiversity awareness into missions conducted for companies by 2024	50% of missions	2024	Closed	The missions of the Private Sector Consulting Division are divided into CSR, Biodiversity, Climate and Digital Sobriety missions. By the end of 2024, biodiversity awareness raised within the scope of missions for: - 100% of new digital sobriety customers - 50% of former digital sobriety customers - 100% of biodiversity customers - 50% of CSR customers - 100% of climate customers We don’t have a breakdown of the number of missions, but since they are fairly evenly distributed between the teams, and since all the teams have reached more than 50%, we can claim that our objective has been reached	Internal audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.