

Report

2024



Acting for nature:
assessment and perspectives

*act*4nature
international

summary

Introduction	4
I. Initiative overview	7
II. Report method	8
III. Companies represented in this report	9
IV. Reports analysis	10
a) Volume and diversity of commitments	10
b) Timeframe of commitments	11
c) Achievement of commitments	12
d) Methods for verifying commitments	13
e) Link with the ten common commitments	15
f) Themes addressed by individual commitments	16
Conclusion	25
Appendix 1: 10 common commitments	26
Appendix 2: SMART criteria	27
Appendix 3: act4nature international partners	28

Introduction

In 2018, a broad consortium bringing together business networks, scientific stakeholders, environmental NGOs and public authorities launched act4nature international, **a voluntary initiative aimed at mobilising companies to reduce their impacts and dependence on biodiversity, while also seizing the opportunities linked to its preservation.** The goal: to encourage the adoption of concrete, ambitious and measurable commitments to protect, restore and enhance biodiversity.

Over the past seven years, the **act4nature international** initiative has succeeded in bringing together a growing number of companies – mostly French, but with global activities and impacts – and has helped to highlight their commitments and actions in favour of biodiversity on the international stage. This mobilisation aligns with the priorities of **the Kunming-Montreal Global Biodiversity Framework (GBF)**, adopted by 196 countries at **COP15 of the Convention on Biological Diversity (CBD)**, and translated into national policy in France through the **National Biodiversity Strategy (SNB) to 2030**. In particular, **Target 15 of the GBF⁽¹⁾** calls on governments to take legal, administrative or policy measures to encourage and support large companies and financial institutions to assess, monitor, disclose and reduce their impacts and risks related to biodiversity. Within this context, act4nature international provides a **voluntary and proactive response** to engage companies in a continuous improvement approach.

It is from this perspective that the commitments of the companies, mostly French, have also been analysed in light of the main themes of the SNB, in order to **identify priority areas already addressed and highlight any remaining gaps.** This complementary insight helps to clarify the levers activated by companies, both in terms of alignment with French public policy and coherence with international commitments.

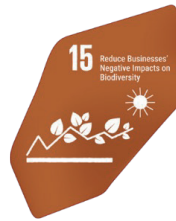
The voluntary nature of these commitments generates strong expectations from stakeholders, particularly concerning transparency and the actual implementation of planned actions. The stakeholders involved in the act4nature international initiative believe it is essential to ensure regular reporting on the commitments made, in order to provide an account of the progress achieved and **support a documented dialogue between companies, civil society, the scientific community and public authorities.**

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1 <https://www.cbd.int/gbf/targets/15>

Today, act4nature international publishes the 2024 report on the implementation of the commitments made by 60 companies, two years after the previous report. This report is based on the analysis of how far companies have progressed in implementing their planned actions, the themes addressed, and the type of verification carried out. Through its transparency, the report aims to support the development of corporate expertise on biodiversity, the ambition level of their actions, and the integration of biodiversity into overall business strategy. It enables companies to position themselves within a broader dynamic of continuous improvement and wider mobilisation towards an economy that fully incorporates biodiversity challenges.



Kunming - Montreal
GLOBAL BIODIVERSITY FRAMEWORK



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60

Companies

have submitted their individual reports

97 %

Participation rate

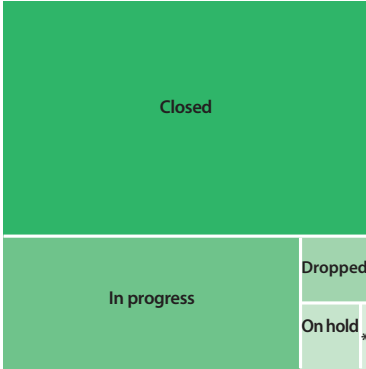
report 2024

497

Commitments

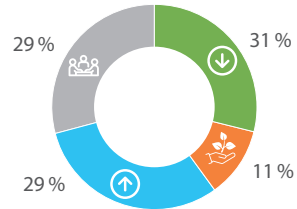
analysed

Commitment status



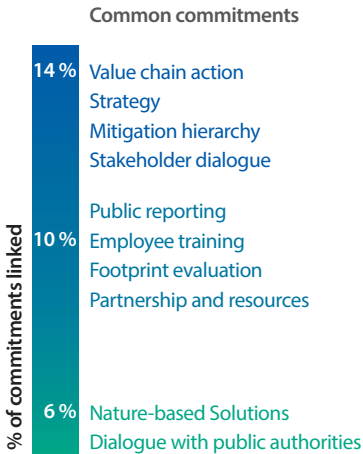
* Not started

Distribution of commitments by SNB themes

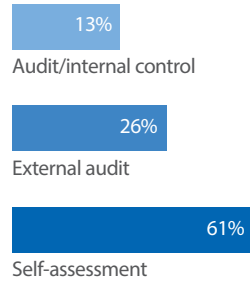


- **Axis 1:** Reduce pressures on biodiversity
- **Axis 2:** Restore degraded biodiversity wherever possible
- **Axis 3:** Mobilise all stakeholders
- **Axis 4:** The means to achieve these ambitions

Link with the ten common commitments



Methods for verifying



I. Initiative overview

Since its launch in 2018, act4nature international has brought together **business networks, environmental NGOs, public institutions and scientific partners** to promote the integration of biodiversity issues into corporate strategies. The initiative has evolved over time to adapt to increasing international expectations, particularly those stemming from the Global Biodiversity Framework adopted at COP15 of the Convention on Biological Diversity (CBD).

Participating companies submit their commitments during **dedicated sessions organised by the act4nature international bureau**. These commitments are **then reviewed by a Committee of Reviewing Partners⁽²⁾**, made up of the stakeholders mentioned above. Following this review, **a meeting is held** between the company and the reviewing partners to clarify the proposed improvements and enable the company to finalise a revised version of its commitments, which is then presented to a Steering Committee.

Companies are also expected to include several key elements in their commitments to justify their approach: the main findings from their **materiality analysis** and/or the issues related to their sector of activity a commitment to **continuous improvement**, and compliance with the **“Comply or Explain” principle** – each common commitment must, unless duly justified, be translated into at least one individual commitment (although one individual commitment may cover several common commitments).

The Steering Committee⁽³⁾, made up of committed companies, partners and companies submitting their commitments, serves as a platform for dialogue and for the presentation of the main lines of companies' biodiversity strategies. The partners conduct a preliminary review of the proposed commitments and issue a formal assessment of their alignment with the initiative's criteria. This assessment helps guide the discussion during the Steering Committee meeting, which is consulted during the validation of the commitments. These must meet **SMART⁽⁴⁾** criteria and include the **10 common commitments⁽⁵⁾** defined by the initiative. It is important to note that companies have different levels of maturity, and the requirements vary depending on their size and sector of activity. Once validated, the commitments are **signed by the executives of the companies** concerned and published on the act4nature international website⁽⁶⁾.

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2 Appendix 3.

3 See the back cover.

4 SMART: Specific, Measurable, Additional, Realistic and Time-bound –Appendix 2.

5 Appendix 1

6 <https://www.act4nature.com/>

To ensure transparency and monitor the progress of these commitments, a **biennial review** is carried out using a reporting grid completed by the companies. This iterative process supports the continuous improvement of commitments, and the individual results are published online and made freely accessible.

II. Report method

As part of the biennial reporting campaign of act4nature international, **companies with commitments due by the end of 2024 were invited to report on the progress of their actions**. A reporting grid, developed by the act4nature international bureau, was sent to 62 of the 67 committed companies, as five of them had no commitments falling within the scope of this campaign. These companies were asked to indicate the progress made on each of their individual commitments.

The reporting template is articulated around several categories of information:

1. **A list of individual commitments due before or in 2024**, including the title, scope, associated indicators or objectives, implementation period, and links to the 10 common commitments;
2. For each commitment, **a report on the actions completed as of 31 December 2024: status of the actions and associated comments** (partial or final results achieved);
3. The **validation method** used to account for the implementation of the commitments;
4. The **SNB themes and sub-themes** corresponding to each commitment.

Of the 62 companies contacted, **60 submitted their individual reports, representing a 97% response rate**. These data were compiled and analysed to produce the summary presented in this document.

The individual results of the companies, along with their commitments, are **published on the act4nature international website**, in both French and English⁷. The compiled reporting templates are available upon request by contacting: engagement@act4nature.com.

It should be noted that each company is responsible for collecting, monitoring, and reporting the information relating to the implementation of its commitments.

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7 <https://www.act4nature.com/en/reviews-of-corporate-commitments/>

Each reporting template is the sole responsibility of the company that completed it. Act4nature international does not carry out independent verification or request evidence to validate the actions reported.

III. Companies represented in this report

The **62 companies** included in this assessment are those with **at least one commitment due by the end of 2024**. The companies listed in light font chose not to submit their report. As a reminder, five companies – Gecina, Pierre Fabre, Saint-Gobain, Séché Environnement and Sodexo – are not included in this reporting campaign. Some of their commitments were already evaluated during the previous edition, while others have deadlines beyond 2024.

Companies represented in the 2024 report

ADP	Eramet	Rémy Cointreau
Air France	ERM France	Renault Groupe
Air Liquide	Forvia	RTE
Amundi	Hermès International	Sanofi
Arkema	Invivo ⁽⁸⁾	Schneider Electric
Axa	Lafarge Holcim France	SCOR
Bel Groupe	Imerys	SEB Groupe
B&L Evolution	Kering	Servier
BNP Paribas	Kingfisher	SNCF
Bouygues Construction	Lagardère	Société Générale
BPCE Groupe	Lhoist	Solvay
Bureau Veritas	L'Oréal	Storengy
Carrefour	LVMH	Suez
Club Med	M2I	Technip Energies
Covivo	MACIF ⁽⁹⁾	Thermocoax
Crédit Mutuel	Marsh France	Tikehau Capital
DIAM	Michelin	TotalEnergies
Diot-Siaci	Nexity	Unibail-Rodamco-Westfields
EDF	Opmobility	Groupe
Emerige	PAPREC Groupe	Veolia
ENGIE	PWC	Vinci

Find their commitments and individual progress reports at www.act4nature.com

⁸ Did not respond within the deadline.

⁹ Decision to withdraw from the initiative in 2025.

IV. Reports analysis

The act4nature international website features a dedicated section for **“Current Commitments”** listing all participating companies with active biodiversity commitments. This section allows users to monitor the progress of these actions through implementation reports, produced by the companies themselves, which are available under the **“Commitment Progress Reports”** category.

When a company reaches the end of all its commitments, it is encouraged to renew them in a spirit of continuous improvement by raising the level of ambition in its actions. In the absence of renewal, expired commitments are moved to the historical archives, organised by year. This structure ensures **transparency and traceability of actions undertaken**, while also recognising past commitments.

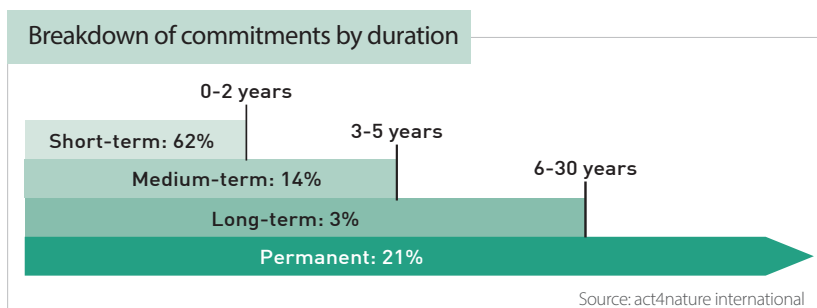
To date, **67 companies are actively involved** in the act4nature international initiative. Representing a wide range of sectors, they are contributing concretely to biodiversity conservation by embedding this issue into their strategies and operations. Each commitment is **signed by the company’s chief executive**, reflecting top-level engagement. These companies also serve as inspiring examples for others, fostering a collective drive for progress and continuous improvement.

As part of this reporting campaign, **62 companies were eligible**, meaning they had at least one individual commitment due by the end of 2024. Of these, **60 submitted their progress report, representing a 97% participation rate**, a clear increase compared to previous editions (92% in 2022 and 88% in 2020). This growing awareness reflects the increasing recognition of the value of the progress report - whether as a tool for internal or external communication, benchmarking, or as a structured mechanism for tracking biodiversity-related actions.

a) Volume and diversity of commitments

This summary report covers **497 evaluated commitments**, with a median of 7 commitments per company, compared to 318 commitments from 54 companies (approximately 6 per company) in the previous campaign. It is important to note that the nature and level of ambition of the commitments vary according to the sector of activity and the maturity level of each company. This heterogeneity makes direct comparisons more complex but reflects the **diversity of approaches undertaken** to contribute to biodiversity conservation.

b) Timeframe of commitments

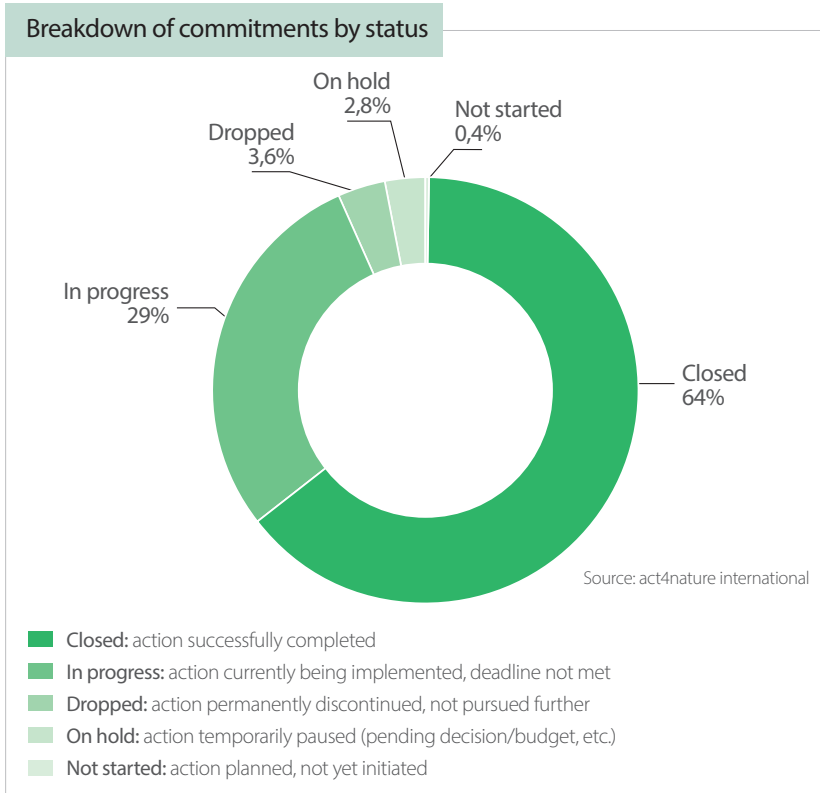


Of the **497 commitments analysed** in this report, **79% have a clearly defined deadline**, while 21% are framed as open-ended commitments, also known as “permanent” commitments (compared to 69% and 31% respectively in the previous report). This positive trend reflects an increasing structuring of commitments, enhancing their clarity and their ability to be tracked over time. It also aligns with the strengthening of the initiative’s criteria, which now strongly encourages the definition of more concrete commitments, focused on short- and medium-term actions.

In this context, the initiative is also aiming to reinforce the application of the **timing criterion** for SMART commitments. It is now expected that each permanent commitment be concluded after two consecutive reporting periods, unless renewed with a new goal and a clearly defined deadline. This evolution is intended to support a cycle of continuous improvement while ensuring clarity and traceability of the actions taken.

In detail, of the commitments with defined deadlines, the vast majority (**76%**) are for **short-term** (0-2 years, 62%) or **medium-term** (3-5 years, 14%) horizons. This reflects a strong push for immediate action in support of biodiversity conservation, in line with the initiative’s objectives. Finally, **long-term** commitments (6-30 years), which make up **3%** of the total, although rarer, are essential for ensuring the sustainability of biodiversity efforts over extended periods. The initiative will make a decision on their renewal during the ongoing re-engagement process, ensuring consistency in tracking and implementation. **Open-ended commitments**, which account for **21%** of the total (of which around 58% are completed and 37% ongoing), complement these short- and medium-term actions by ensuring long-term integration of biodiversity issues into companies’ strategies. These commitments, which were designed to be enduring, are not automatically renewed as part of commitment renewals, which explains some instances of closure, as explained earlier.

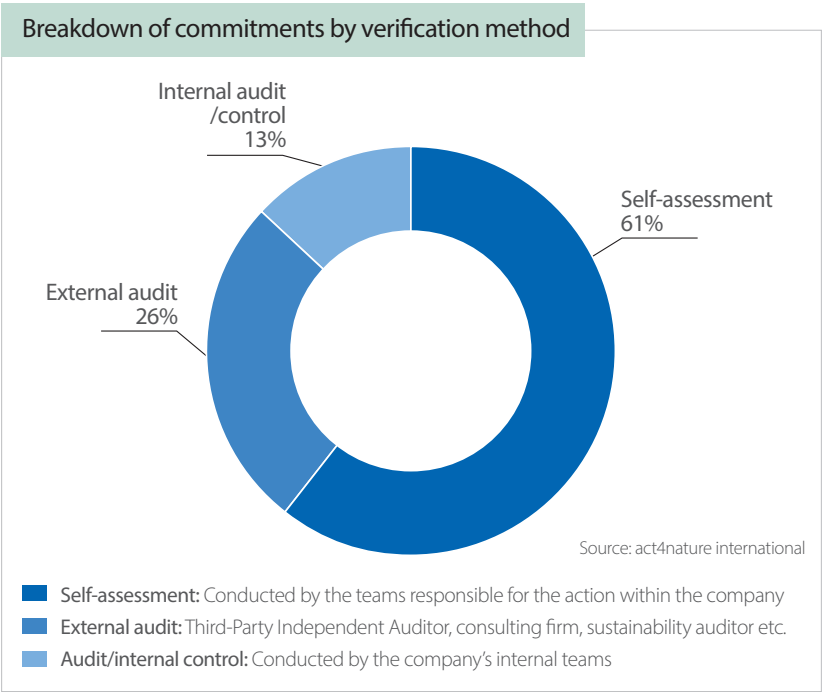
c) Achievement of commitments



Among the commitments made by companies involved in this campaign, **64% have been successfully completed**, reflecting an improvement compared to the 59% observed during the previous assessment. Additionally, **29% of commitments are still ongoing**, illustrating continued monitoring and active engagement from the companies. However, **3.2% of commitments were suspended or not started**, often due to internal changes such as shifts in leadership or restructuring, a percentage similar to the previous report. Finally, **3.6% of commitments were abandoned**, representing a slight decline from the 4% seen previously. These abandonments are primarily due to changes in context (regulatory, strategic, or organisational), a shift towards other actions deemed more suitable, the failure to resume unmet commitments, or limitations in human and financial resources.

These results highlight the importance of rigorous monitoring, as well as an adaptable and iterative approach to biodiversity efforts. It is not only about implementing solutions, but also knowing how to adjust them over time: if an action proves difficult to implement or unsuitable, it is essential to revisit the strategy and explore new solutions to ensure the effectiveness of commitments.

d) Methods for verifying commitments

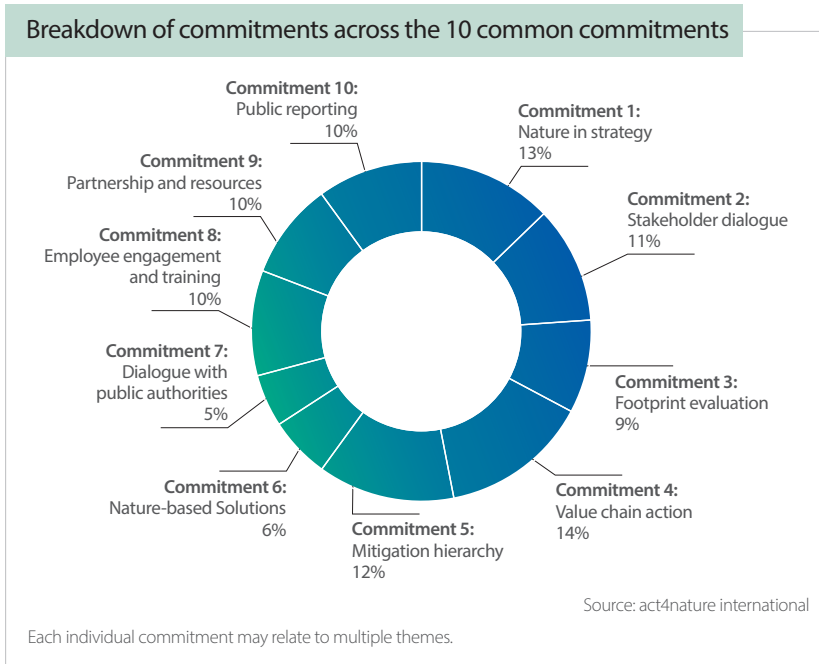


The verification framework has been updated using a simplified approach **aligned with internal audit and control standards (IIA⁽¹⁰⁾)**. Three main verification methods were adopted: **internal audit/control, external audit, and self-assessment**. This revision ensures greater clarity and comparability of practices while maintaining consistency with the standards generally applied by large corporations.

Accordingly, **13%** of the commitments were subject to **internal verification** by internal audit or control teams, **26%** were audited by an **external organisation**, and **61%** underwent **self-assessment**. This distribution marks a significant improvement in transparency compared to the previous progress report, in which 59% of commitments did not specify their method of verification. In contrast, all commitments in the current report now indicate a corresponding verification method. The introduction of these clearly defined options has enabled the collection of more complete data, facilitating analysis of trends and the evolution of corporate biodiversity practices. Adopting this standardised approach will also help strengthen transparency and rigour in the monitoring of commitments made by companies.

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10 Institute of Internal Auditors

e) Link with the ten common commitments

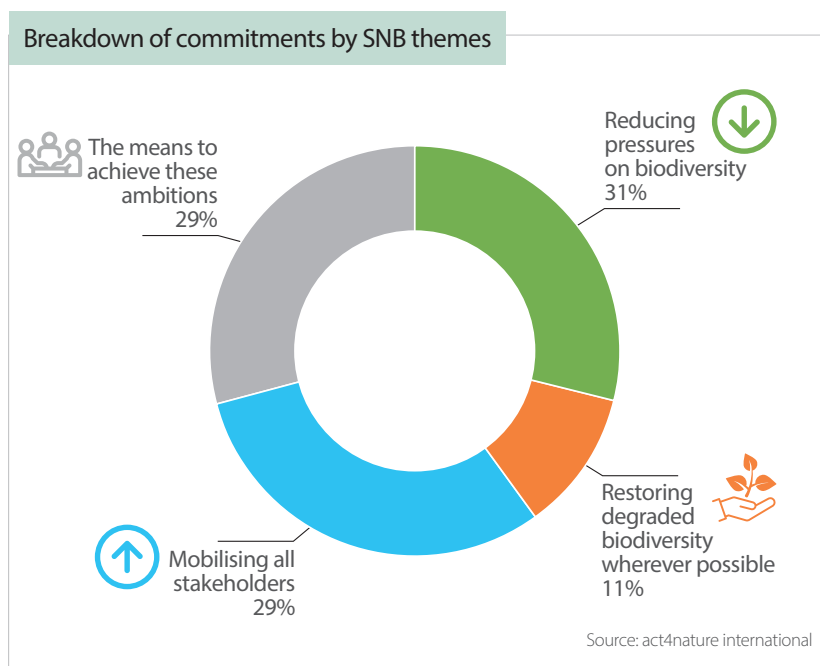


All **ten** themes of the **common commitments**, defined in 2018 in collaboration with **act4nature international's partners**⁽¹¹⁾, are represented across the 497 individual commitments analysed in this report, with a relatively balanced distribution. The overall spread remains broadly consistent with previous years, though there are some minor shifts in thematic prioritisation.

Themes related to the integration of biodiversity into corporate strategy (commitment 1), across the value chain (commitment 4), and commitments to no net loss or net gain of biodiversity (commitment 5) continue to be the most frequently addressed, each accounting for around 13% of actions. Conversely, commitments linked to Nature-based Solutions (commitment 6) and engagement with public authorities (commitment 7) receive less attention, representing just 6% and 5% of actions respectively. **These findings point to a stable distribution of efforts, with priorities showing little year-on-year variation.**

11 Appendix 3.

f) Themes addressed by individual commitments



The commitments analysed as part of this campaign have been categorised according to the **four main pillars⁽¹²⁾ defined by the National Biodiversity Strategy (SNB 2030)⁽¹³⁾, in response to the Global Biodiversity Framework (GBF)⁽¹⁴⁾**. This categorisation, introduced for the first time in this reporting cycle, was not applied in previous campaigns. It represents a methodological innovation, providing a more detailed understanding of companies' strategic priorities regarding biodiversity, and informing reflections on how these commitments may gradually align with the overarching goals of SNB 2030, and ultimately with the GBF.

¹² https://www.ecologie.gouv.fr/sites/default/files/documents/SNB_Fiches_mesures.pdf.

¹³ National Biodiversity Strategy 2030.

¹⁴ <https://www.cbd.int/gbf>.

The observed distribution reveals a **relatively balanced concentration of commitments around three main themes**. This reflects a comprehensive approach by companies, combining skills development, integration of biodiversity into governance, and a commitment to addressing their impacts.

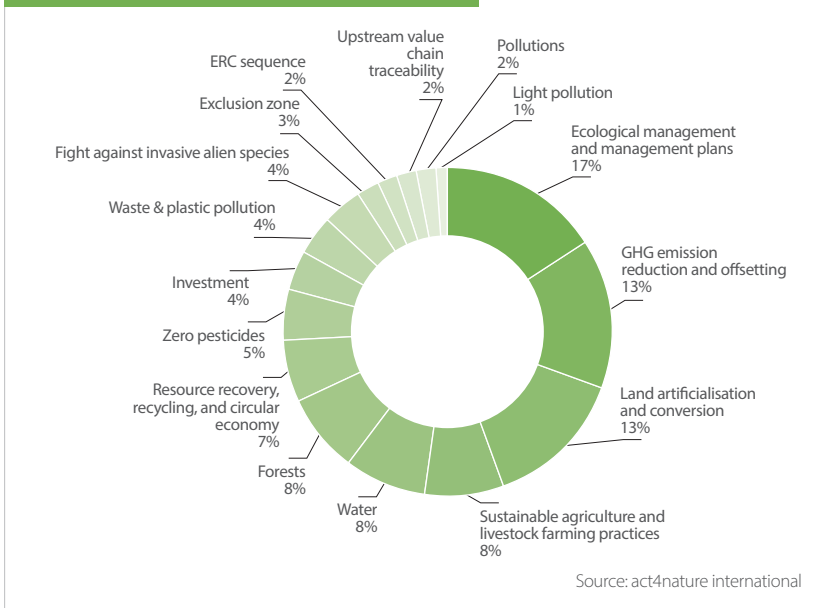
Voluntary biodiversity preservation and restoration, on the other hand, accounts for only **11%** of the commitments. This relatively low proportion may be attributed to several factors: the operational complexity of such actions, their generally higher costs, or their alignment with longer timeframes, which are less compatible with short-term business logics. It may also reflect current limitations in tools for measuring and evaluating such actions, tools which remain incomplete, inconsistent, and often fragmented, making it harder to value and integrate them into engagement strategies.

This imbalance highlights the need **to strengthen the focus on concrete preservation and restoration measures**, while continuing efforts across the other themes, in order to better align companies' commitments with global objectives for the restoration and sustainable protection of biodiversity.

A diversity of actions that could be strengthened in light of the SNB's strategic pillars

The four main pillars of the SNB 2030, which underpin the commitments made by companies within the act4nature international framework, are broken down into **several sub-themes**. These sub-themes reflect both the priority areas of action for committed companies and certain persistent imbalances in their approaches.

Axis 1: Reducing pressures on biodiversity



Act4nature commitments aligned with the SNB pillar on impact reduction

Companies participating in the act4nature international initiative demonstrate strong commitment to reducing the direct impacts of their activities on biodiversity, particularly with regard to land-use change. The three most frequently addressed themes are **ecological management and management plans (17%)**, the **reduction and offsetting of greenhouse gas emissions (13%)** and **tackling land artificialisation (13%)**. These priorities reflect a desire to integrate biodiversity concerns into day-to-day operations and to address the most immediate and controllable pressures. While these actions are generally more feasible in areas under direct company control, they serve as an important starting point for broader, more strategic biodiversity engagement across operations.

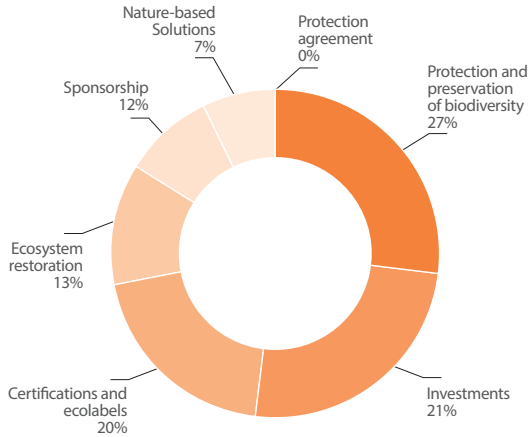
However, for a more effective and systemic reduction of impacts, it is essential that companies extend their efforts beyond operational sites. Certain strategic themes, such as **supply chain traceability (2%)**, the **“Avoid, Reduce, Compensate” (ARC) sequence⁽¹⁵⁾ (2%)**, and **light pollution (1%)**, remain largely underexplored. This underrepresentation highlights an opportunity to broaden commitments to include less commonly addressed but highly transformative levers.

In this regard, prioritising impacts based on their materiality, alongside strengthened action across the value chain - both upstream and downstream - would help better target efforts where the issues are most critical, depending on each company's activities and specific characteristics. In comparison, when analysing collective commitments, common commitment 4, “Decision-making and the value chain”, emerges as the most frequently activated. Strengthening traceability, in particular, is a key step in extending positive impacts beyond the company's direct operations.



15 It should be noted here that the commitments falling into this category meet the additionality criterion in relation to existing legislation and regulations. Actions aimed at avoiding, reducing, and compensating for the impacts of companies in accordance with their regulatory obligations cannot therefore be included as commitments within the framework on French soil.

Axis 2: Restoring degraded biodiversity wherever possible



Source: act4nature international



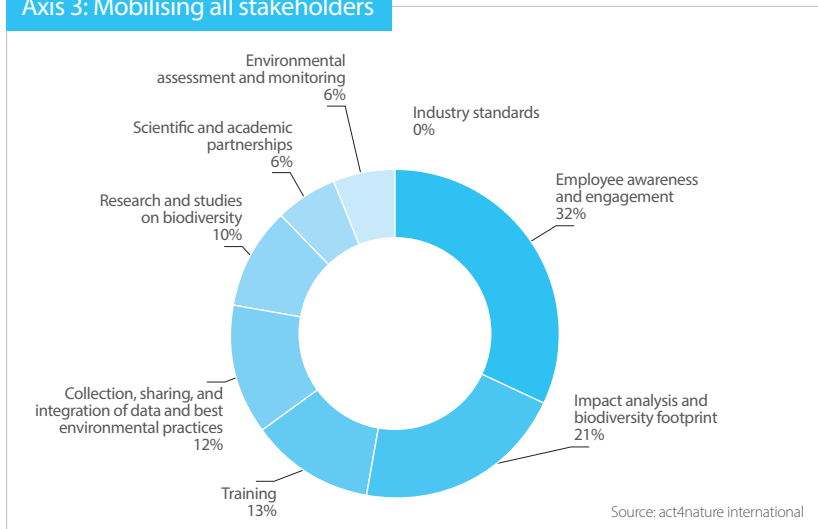
Act4nature commitments aligned with the SNB pillar on preservation and restoration

Although essential to **ecosystem regeneration**, this pillar remains the least prioritised by companies, accounting for only **11%** of commitments. Most reported actions fall under indirect approaches, such as **biodiversity protection and preservation (27%)**, **investments (21%)**, and **certifications or ecolabels (20%)**. In contrast, more direct levers such as **ecosystem restoration (13%)** and **Nature-based Solutions (7%)** are still underused, while **protection agreements** are entirely absent (**0%**) - a gap that may reflect a lack of clarity in the definition of sub-themes, which could be refined in the next reporting campaign.

While some companies have initiated concrete actions, it is crucial to build on this progress by setting measurable targets and carrying out place-based initiatives for example, through Nature-based Solutions⁽¹⁶⁾, which directly support act4nature international's common commitment 6.

¹⁶ <https://uicn.fr/solutions-fondees-sur-la-nature/>.

Axis 3: Mobilising all stakeholders

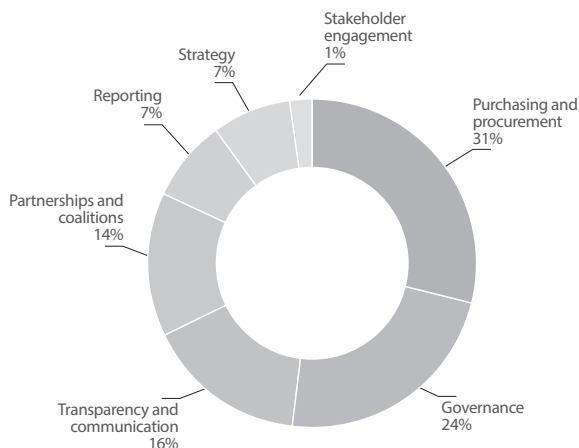


Act4nature commitments aligned with the SNB pillar on strengthening knowledge

With **29%** of the commitments, this pillar is the most represented, reflecting strong engagement in raising awareness of biodiversity issues. The majority of actions focus on **employee mobilisation and awareness (32%)**, followed by **biodiversity impact and footprint analysis (21%)** and **training (13%)**, signalling a clear intent to embed these issues into strategic thinking. This reflects the expectations of the act4nature initiative, which also encourages the engagement and training of leadership team - key to driving lasting and meaningful transformation in business practices. In this respect, these findings align with the common commitments analysis, where common commitments 3 ("Impact evaluation"), 8 ("Employee training"), and 9 ("Partnerships/engagement") were among the least mobilised. However, when viewed through the lens of knowledge strengthening, they align more closely with the actions reported here.

Some essential components remain underdeveloped, however, such as **ecological assessments (6%)** and the **creation of industry standards (0%)**. To progress further, companies must deepen their understanding of how their activities depend on biodiversity, as well as the related risks and opportunities, in order to build more informed and operationally grounded strategies.

Axis 4: The means to achieve these ambitions



Source: act4nature international



Act4nature commitments aligned with the SNB pillar on governance, stakeholder engagement, and awareness-raising

This pillar, representing **29%** of commitments, highlights the growing focus on integrating biodiversity issues into the decision-making structure and relationships within companies. This aligns with common commitment 4, «Decision/Value Chain,» which emerged as the most frequently mobilised, underlining the importance of considering biodiversity issues not only at the decision-making level but also throughout the company's value chain. However, traceability remains a complex challenge, still rarely addressed in concrete terms within the commitments. Actions are primarily focused on **responsible procurement and sourcing (31%)** and **governance (24%)**, two key levers for structuring robust commitments. Strengthening procurement policies would help improve the coherence of actions across the value chain, particularly upstream.

Aspects related to **transparency and communication (16%)**, **reporting (7%)**, and **strategic embedding (7%)** confirm a desire for overall alignment, although there is still room for progress in management. While **partnerships and coalitions (14%)** demonstrate an openness to dialogue, the **direct involvement of stakeholders** remains marginal (**1%**). A more systematic development of this integration would help better anchor commitments in the territorial and social realities of companies.

Conclusion

The results of this third assessment confirm the **progress driven by act4nature international and the ability of companies to turn their commitments into concrete actions for biodiversity**. The analysis of **497 commitments** due by 2024 reflects a diversity of approaches, an increasing mobilisation of teams, and a clearer alignment with international objectives.

This assessment highlights the tangible nature of the initiative, with actions based on clear timelines and measurable results. The requirement for SMART objectives and their documented tracking over time not only enables a more precise evaluation of the progress made but also allows the positioning of commitments in relation to the strategic pillars of the National Biodiversity Strategy (SNB 2030), and ultimately with the GBF. This clarity results from the **thorough individual and collective work of reviewing partners**, whose rigorous involvement aims to provide all stakeholders with the necessary elements to assess the commitments themselves.

The **diversity of the actions undertaken, their progressive integration into company strategies, and the increased involvement of senior management** show that the initiative continues to play its role as a catalyst. By facilitating the adoption of biodiversity issues through a **voluntary, flexible, and cross-cutting methodology**, act4nature international enables each company to progress at its own pace, in line with its sectoral challenges and resources.

The distribution of commitments across the various common commitments of act4nature international and the themes of the SNB reveals a **clear desire to address operational and organisational levers**, particularly with regard to governance and value chains. However, to optimise company efforts, a better balance should be encouraged across the different pillars, especially by **strengthening on-the-ground actions** (preservation, restoration) and **consolidating tools for evaluation, management, and verification** (indicators, industry standards, conventions).

Beyond assessing the implementation of commitments, this report aims to encourage companies to continue their journey of continuous improvement and inspire other companies to commit.

The analysis of the report's results is freely accessible on the act4nature international website, along with each of the analysis grids completed by the companies.

Appendix 1: 10 common commitments

- 1 **Strategy:** Integrate biodiversity into our corporate strategy based on available scientific knowledge.
- 2 **Stakeholder dialogue:** Dialogue with all our stakeholders on their expectations, our impacts, our actions and our progress.
- 3 **Evaluation:** Assess the various components of biodiversity that concern us, using indicators of direct and indirect impacts, risks and progress, and, where relevant for decision-making, economically evaluate our impacts and our dependence on the proper functioning of ecosystems.
- 4 **Value chain:** Promote the progressive integration of biodiversity into decision-making throughout our value chains, from the production of natural raw materials to the end-of-life of products after use by consumers.
- 5 **Mitigation hierarchy:** First avoid, then reduce and finally compensate for our impacts, aiming on a case- by-case basis for at least no net loss, or even a net gain, of biodiversity in our activities and geographical areas of influence, and taking into account the need for ecosystems to adapt to climate change.
- 6 **Nature-based Solutions:** Prioritize the development of Nature-based Solutions, ensuring that their implementation is conducted in a way that is both scientifically sound and beneficial to biodiversity, notably by promoting a certain variety in these solutions.
- 7 **Dialogue with public authorities:** Integrate biodiversity into our dialogue with public authorities, so as to support the inclusion of this issue in public policies; when invited, contribute to the national biodiversity strategies of the countries in which we operate.
- 8 **Engagement and training:** Raising awareness and training our employees in biodiversity and its relation to their jobs; promoting and encouraging their initiatives in favor of nature and giving recognition to these actions and practices.
- 9 **Partnership:** Mobilize resources and establish appropriate partnerships to support and monitor our concrete actions.
- 10 **Reporting :**Report publicly on the implementation of these commitments and our individual voluntary action plans.

Appendix 2: SMART criteria

S**pecific:** a set of actions of various kinds with direct or indirect links to biodiversity.

M**easurable:** effective implementation can be tracked using direct and indirect impact, risk and progress indicators. It is also possible to identify, monitor and evaluate their effects on the state of biodiversity and on changes in stakeholder behavior.

A**dditional:** which goes beyond simple compliance with legislation and regulation, but can also be additional to policy the company's past and present activities. Which leads to positive, significant, material, direct or indirect effects on biodiversity, without negative effects.

R**ealistic:** consistent with all the activities of the signatory company, whether in terms of avoiding or reducing negative impacts or biodiversity-friendly measures. The objectives of these actions are defined in proportion to the size, resources and activities of the company.

T**ime-bound:** objectives and planned actions evolve over time and are part of a progressive ambition to improve performance ecological footprint. It's a real program, with an explicit duration and implementation dates.

Appendix 3: act4nature international partners

● Company networks



Network France



Alliance pour
la Préservation
des Forêts



Observatoire
de la responsabilité
sociétale
des entreprises

● Public body



● Environmental NGOs



● Scientific partners



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