

WORLDLINE ENVIRONMENTAL POLICY



Environmental Policy

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			Gilles Grapinet Worldline Chief Executive Officer Signé par : FRANCK CAHON

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List of changes

Version	Date	Description	Author(s)
1.0	31/01/2019	Policy creation as part of Atos Multisite certification	P. Decrocq
2.0	28/04/2020	Policy issuance as an independent company	P. Decrocq
3.0	18/10/2021	Document update : added a cover page, tables and an image to better visualise, adapted to the new worldline document template	P. Decrocq

Target readers, communication method

Any requests for changes in the content of this document shall be communicated to the document owner.

The approved – as indicated by the Microsoft Office Electronic Signature on the cover page - softcopy of this document is maintained and managed by the Document Owner and is the **ONLY CONTROLLED** version. This document is available on Worldline SharePoint for all Worldline group.

Target Readers	Communication By
Worldline Executive Committee Worldline Management Committee	Worldline CSR Officer
Worldline CSR team	Worldline Environmental Manager
Worldline Environmental teams	Worldline Environmental Manager
Worldline Logistics and Housing team	Worldline Environmental Manager

1 General information

1.1 Scope of the document

Worldline delivers services, enabling its customers to offer digital solutions to the end consumer. Actor for B2B2C industries in ~29 countries, Worldline supports and contributes in a range of businesses and administrative services.

Purpose

The purpose of this Environmental Policy is to introduce the environmental strategy and main actions, as part of Corporate Social Responsibility (CSR) of Worldline Group.

It provides the main principles and high-level generic guidelines, in order to set up actions over short and long term process, regarding the Group main environmental challenges. This Environmental Policy is also a key document as part of the ISO 14001 Environmental Management System (§5.2 ISO14001).

These main principles and high-level generic guidelines aim to help the managers, employees, suppliers, clients and stakeholders to better understand how Worldline activities impact the environment and how to act in order to reduce or eliminate these impacts to improve its environmental footprint.

Scope

The Environmental Policy is applicable to all Worldline entities and operations worldwide, all office sites and datacenters regardless of their location.

The Environmental Policy is intended to inform and involve all managers, employees, suppliers, clients and stakeholders about Worldline environmental strategy and action plans.

1.2 External references

Name	Location
Worldline Management System (WMS)	http://awl.li/WMS
Worldline Lexicon	WMS / Worldline terms and definitions
Worldline Environmental Management System	WMS / Environment
Worldline Integrated Report	http://www.worldline.com

1.3 Terms and definitions

The applicable terms and definitions are part of the Worldline lexicon; in particular, the following definitions and acronyms are important for the purpose of this document:

Keywords

- **Must** means no exceptions allowed unless documented and approved by the policy owner
- **Should** means exceptions are allowed, provided that the reasons for any exceptions are documented.
- **May** means optional, following recommendation or not following it are equally acceptable.

Terms & Definitions

In this document, the terms “Group” or “Worldline” mean the Worldline SA parent company itself.

- **Environmental Policy:** A statement by an organization of its intentions and principles with respect to environmental performance, which provides a framework for action and for the setting of environmental objectives and targets.
- **Environmental Impact:** The impact on the environment created by an industry, service, plan, or project.

Abbreviation	Explanation
CO2	Carbon dioxide or CO2
CSR	Corporate Social Responsibility
ExCom	Executive Committee
EMS	Environmental Management System
GHG	Greenhouse Gas
RBU(s)	Regional Business Unit(s)
KPI	Key Performance Indicator
NGO	Non-Governmental Organizations
ORM	Operational Risk Management
PUE	Power Usage Effectiveness
QSE	Quality, Security & Environment
GBL(s)	Global Business Line(s)

2 Policy

2.1 Worldline CEO Statement

"The Worldline Group is and will stay strongly committed to play fully its part in helping our planet to have a much more sustainable future, in particular by being decisively engaged to constantly reduce the environmental impact and footprint of our business activities. Already widely recognized by leading non-financial organizations such as the Dow Jones Sustainability Index or the CDP, Worldline is determined to permanently innovate to implement the best environmental practices across its organization and value chain, and to design eco-friendly digital solutions enabling its customers to tackle their own environmental challenges."

The strong commitment of the Group for a better planet, widely recognized by leading non-financial organizations such as the Dow Jones Sustainability Index or the CDP, testifies to the Group determination to permanently innovate to implement the best environmental practices across its organization and value chain, and to design eco-friendly digital solutions enabling its customers to tackle their own environmental challenges."

2.2 Worldline CSR Officer Statement

"Following the Paris Agreement that resulted in the 2°C scenario, Worldline has significantly strengthened its environmental commitments and accelerated its transformation to improve its performance by reducing carbon and energy intensity related to its business activities. To meet the challenge of the low-carbon energy transition, Worldline has committed to be a carbon neutral Group by 2020 by reducing and offsetting all CO2 emissions related to its data centers, offices, travels and its payment terminals' lifecycle. This approach includes significantly increase the use of renewable energies, be strongly involved in the circular economy and develop employee awareness at any level of the organization. Worldline's climate strategy is thus a key driver for our business performance and ambition toward meeting the even more demanding expectations of all our stakeholders – and society as a whole. I strongly rely on each of us to contribute and go even further in implementing pioneering initiatives to strengthen Worldline environmental excellence and leadership."

2.3 Worldline Risks analysis

Worldline conducted a climate Risks and Opportunities (R&O) analysis with the objective to better respond to worldline stakeholders' need for climate-related information and better measure the climate impacts faced by Worldline to increase the company resilience. The most material R&O identified are the results of a consultative process that required several internal workshops involving contributors from all the relevant departments: Risk, Compliance, Environment and CSR, Data Center management, Strategy, Finance, Marketing, Logistics & Housing (L&H) and Business Continuity departments. Based on these workshop discussions, a climate-scenarios analysis was conducted to strengthen the relevance of the results. The methodology used also aligned with the TCFD framework and is based on Worldline existing Enterprise Risk Management framework.

The list hereafter summarized the key findings of this analysis. None of the risks have been considered as severe. All these risks were already covered through Worldline ERM.

For a detailed description, consequences, likelihood, monitoring and mitigation actions, please refer to Worldline Reference Document on worldline.com public site.

- **RISKS**
 - Heavy rains and flooding
 - Rising carbon pricing
 - Rising temperatures

- **OPPORTUNITIES**
 - Low carbon services
 - Renewable electricity

2.4 Worldline Environmental Program

Worldline has defined and implements a Global Environmental Program. By being aware of our engagement and role in the landscape of digital technologies, the main ambitions and commitments of this program are:

- To take into account the environmental impact of the Group operations and actively reduce its overall footprint
- To actively contribute to fight climate change and preserve natural resources
- To take into account the stakeholders' expectations in terms of environmental challenges, both at global and local levels

The Environmental Policy is fully aligned with the Group ambitions and with the Corporate Social Responsibility (CSR) strategy. The Environmental Policy and the environmental objectives are in line with Worldline's business strategy.

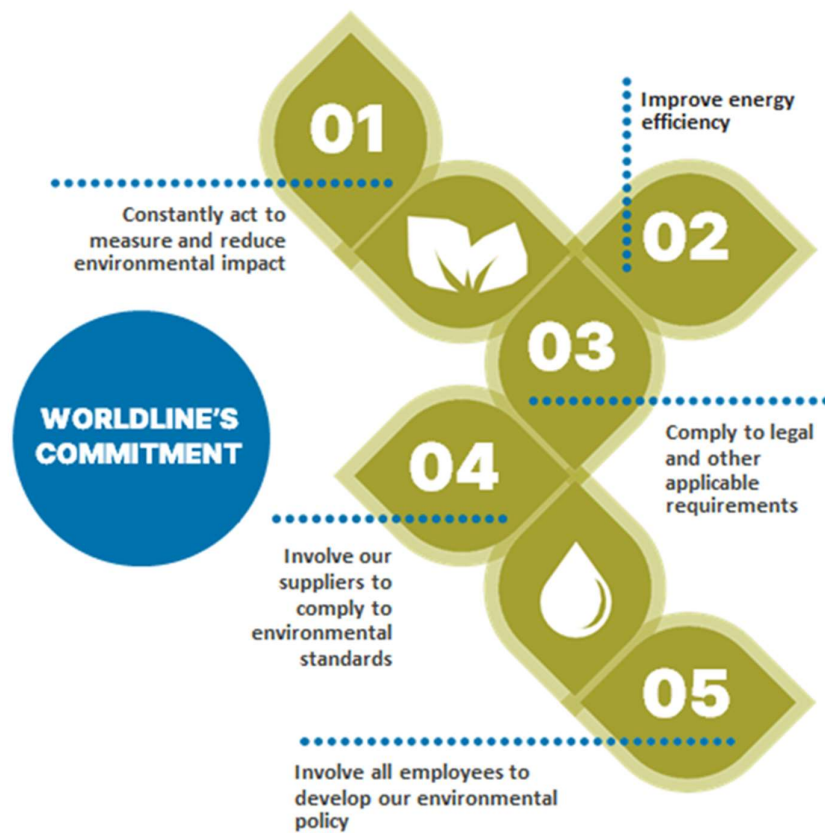
Worldline is committed to comply with its compliance obligations and continuously pushes forward its environmental management systems to improve its performance and reduce its environmental impact.

2.5 Environmental Policy Main Principles

Main principles or high-level generic guidelines have been adopted by the Group to monitor and reduce its environmental footprint. All Worldline's entities and operations worldwide, shall comply with these principles in the countries where they operate.

The main principles of the Worldline Environmental policy	
1	Act permanently to measure and reduce the environmental impact of activities (including product and services, business facilities, distribution and logistics, management of waste and prevention of pollution)
2	Continuously improve the energetic efficiency of Data Centers
3	Comply with legal requirements and other applicable regulations
4	Involve suppliers to comply with its statements, through suppliers' commitment to the Business Partner's Commitment to Integrity
5	Involve all employees to be engaged in the environmental policy

The below is an image of Worldline's environmental policy poster describing its main principles. All sites certified ISO14001 display the poster translated into local languages.



2.6 Worldline Environmental policy applicability

Main principles or high-level generic guidelines have been adopted by the Group to monitor and reduce its environmental footprint. All Worldline's entities and operations worldwide, shall comply with it.

2.7 Worldline environmental strategic challenges

Considering its activities and business, Worldline's main priorities and potential impacts (in terms of mitigating risks and opportunities) are the following:

Worldline environmental strategic challenges are:

Worldline environmental strategic challenges	
1	Certify ISO 14001 all Strategic Data Centers and Offices locations above 500 people
2	Reduce carbon intensity each year to reach Worldline CO2 reduction targets, in alignment with COP 21.
3	Achieve the part of renewable energy 100% in electricity consumption
4	Neutralise all remaining CO2 emissions from its activities (Data Center, offices and travel) and CO2 emissions from payment terminals lifecycle
5	Maintain the lowest PUE possible (not more than 1.65) and decrease the kwh/TI for its strategic data centers

Local initiatives and action plans

In order to align with their own analysis of the environmental aspects of the site, all entities shall define initiatives and action plans to reach their objectives. Depending of these analyses of the environmental aspects of the site, some local actions can be implemented.

- At Country/Entity level: when appropriate, the necessary initiatives to make progress with the challenges and contribute to reducing the Group overall footprint shall be launched and monitored.
- At sites level (offices, Data Centers, and other sites): when appropriate, considering the challenges and the sites activities, local initiatives and monitoring shall be put in place.
When appropriate, environmental targets can be set at local level.

2.8 Policy Governance

Worldline has set a specific governance to manage the Environmental Policy. The CSR Officer reporting directly to the CEO is in charge of Social and Environmental topics. The latter is under the responsibility of a Global Environmental Manager. Country Environmental managers have also been appointed to handle country specific certifications and action plans.

The bodies setup to manage the Environmental Policy are:

- Quarterly CEO, CSR Officer meeting;
- Worldline Environmental Board;
- Global Environmental Management review.

----- End of Policy -----
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3 Approval table

Role	Approval
Reviewers	18/10/2021  Pierre Decrocq Worldline Environmental Manager Signé par : FRANCK CAHON
Document controller	18/10/2021  Franck Cahon WL Document controller Signé par : FRANCK CAHON
Document Owner	18/10/2021  Sebastien Mandron Worldline CSR officer Signé par : FRANCK CAHON