



ecoact



Accelerating Transitions

Sustainability report
2018

A word of welcome from the Directors



The world is changing. Extreme weather events as a result of a changing climate are increasing globally and the human impacts are felt in agricultural crises, population migrations, devastation to infrastructure and health epidemics. During 2018, the vital work of the International Panel on Climate Change (IPCC) concluded that we must focus on limiting global temperature increases to 1.5 degrees Celsius. This report, based on the work of thousands of climate scientists reveals the challenge we face, the necessity for bold political action and the responsibility of everyone – individuals, civil society, communities, companies, organisations and all governments.

The Paris Agreement marked a decisive turning point in raising awareness of climate change. The goal of carbon neutrality, which is a key aspect of this global agreement, paves the way for a profound change in the business models and strategies of organisations, in collaboration with all their stakeholders.

This is the work that we do at EcoAct. We recognise the challenges presented by climate change and we are committed to not only helping our clients address these challenges but making sure that as an organisation of committed individuals, we do as well.

Our sustainable approach is not just focused on climate change and the environment. This is why we have chosen to align our approach with five of the United Nations' Sustainable Development Goals (SDGs). These global goals act as a blueprint for peace and prosperity for people and the planet, now and into the future. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth –

all while tackling climate change and working to preserve our oceans and forests.

It's ambitious but we believe that's the right place to start. Our sustainable approach aims to serve this ambition, supporting and accelerating our ability to act alongside our customers and partners to make positive change. We thank all our stakeholders for their collaboration and ambition to make a difference. This Sustainable Performance Report is for you and all of our stakeholders. It reiterates our objectives and presents our progress. Let's continue to combine all of our energy in accelerating transitions.

Thierry Fornas
President & Co-Founder

Gérald Maradan
CEO & Co-Founder

Sylvianne Villaudière
Deputy Managing Director - Partner

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Our DNA

Who we are



Introducing EcoAct, our values, and how we manage our business and our sustainable approach.

We support companies and regions in developing their programme of low-carbon sustainable actions, and offer a range of highly diverse, innovative solutions increasing the abilities of organisations to anticipate and act in three specialist areas:

- **Ambition:** Working with organisations to help them understand their strategic ambition to address their climate change impacts
- **Analysis:** Data collection, management and analysis to inform action on climate change impacts
- **Action:** Project design and strategies to act on climate change

At EcoAct, we recognise the contribution we can make by helping companies, regions and organisations do more in response to climate change.

During 2018 we grew our reach by expanding our teams in Europe and internationally:

- Integration of Alliantis, a French organisation for strategy consulting, multi-stakeholder synergy and CSR communication;
- Integration of Carbon Clear, a major British consulting firm in the energy, climate change and sustainable development fields;
- Launch of EcoAct Iberica in Barcelona, Spain;
- Growth of EcoAct Inc, created in New York in 2016;
- Growth of EcoAct activities in Kenya since 2011.

The companies and their teams have now all adopted **the name EcoAct, which in 2018 became our group's sole brand**. This positions EcoAct in Europe, the United States and Africa as a major international solutions provider enabling businesses to meet the requirements of the Paris Climate Change Agreement and face the challenges of sustainable development and corporate and regional social responsibility.

Quick
facts &
key
figures

FOUNDED IN
2006
IN PARIS BY
THIERRY FORNAS
— & —
GÉRALD MARADAN

120
EMPLOYEES
multidisciplinary consultants
and experts



OFFICES IN 6 COUNTRIES ON
3 CONTINENTS

 **PARIS**
LONDRES
BARCELONE
NAIROBI
NEW YORK
ANKARA

A WORLDWIDE NETWORK OF
50
LOCAL
PARTNERS
deploying projects in the field

+1000
PROJECTS
CONDUCTED IN
35 COUNTRIES
SINCE THE GROUP'S CREATION



 **EUROPEAN
LEADER**
in climate
and carbon
strategy

A DEPARTMENT OF
**RESEARCH
& INNOVATION**
officially approved for Innovation Tax
Credit/Research Tax Credit (CII-CIR)
in France
 

 **EUROPEAN
LEADER**
in voluntary carbon
offsetting

Our values

Within EcoAct, we are driven by **meaningful values and a genuine commitment to a carbon-neutral and sustainable world.**

Our mission is to educate and **lead sustainable, value-creating strategies that benefit both our stakeholders and the climate.** Our values are evident in our everyday work, in which we help companies, organisations and regions to implement positive change that addresses climate-related challenges.

We are a signatory of **the Global Compact**, an international initiative encouraging companies to join civil society and UN bodies in supporting ten principles relating to the environment, human rights, labour rights and the fight against corruption.

Being a developer of projects with a high positive impact, we want to enable as many of our employees as possible to **visit low-carbon development projects in developing countries.** We aim to enable everyone to see for themselves the value provided to people in the communities where the projects are based. This enables our employees to understand the co-benefits and the improved living conditions for local populations.

EcoAct has established a **Charter** formalising the spirit and fundamental principles that have driven it since its creation, which also defines concrete actions spread across six main themes forming the basis for the group. All employees adhere to these principles when they are hired and undertake to implement them in their daily work.

During 2018 work was undertaken to define the EcoAct Group's new identity. Our first **international seminar**, organised in January 2018 was a two-day event for **collaboration and the exchange of inspiring ideas, bringing together all the EcoAct teams**, from the United States, the United Kingdom, Spain and France. The international seminar is intended to be a long-term feature and takes place every year.

The work carried out with all seminar attendees helped better defined our four key values shared throughout the EcoAct Group: **Collaborative, Expert, Future-focused and Engaged.**

It is on these values that all of our activities are based.

Collaborative

good listening skills - positive - open

We form a diverse team with highly varied experience and backgrounds that works together to construct climate change solutions with our customers in the most open way possible.

Future-focused

forward-thinking – innovative - curious

We know that climate change is the greatest risk facing mankind, and we seek to adapt and move forward to create a better future.

Expert

experienced - well-informed - confident

Being passionate about our business, we aim to achieve the best possible results for our customers by drawing on our detailed knowledge and experience of measuring and managing the impacts of climate change.

Engaged

proactive – caring - team spirit

We care about our internal community as well as our local, national and global communities. And we are firmly committed to doing our best.

Our governance

Over the past few years, EcoAct's governance has changed.

The group now has management and teams based in France (since 2006), in Kenya (since 2011), in the USA (since 2016), and in London and Barcelona (since 2017).

The governance structure in 2018 is shown here:

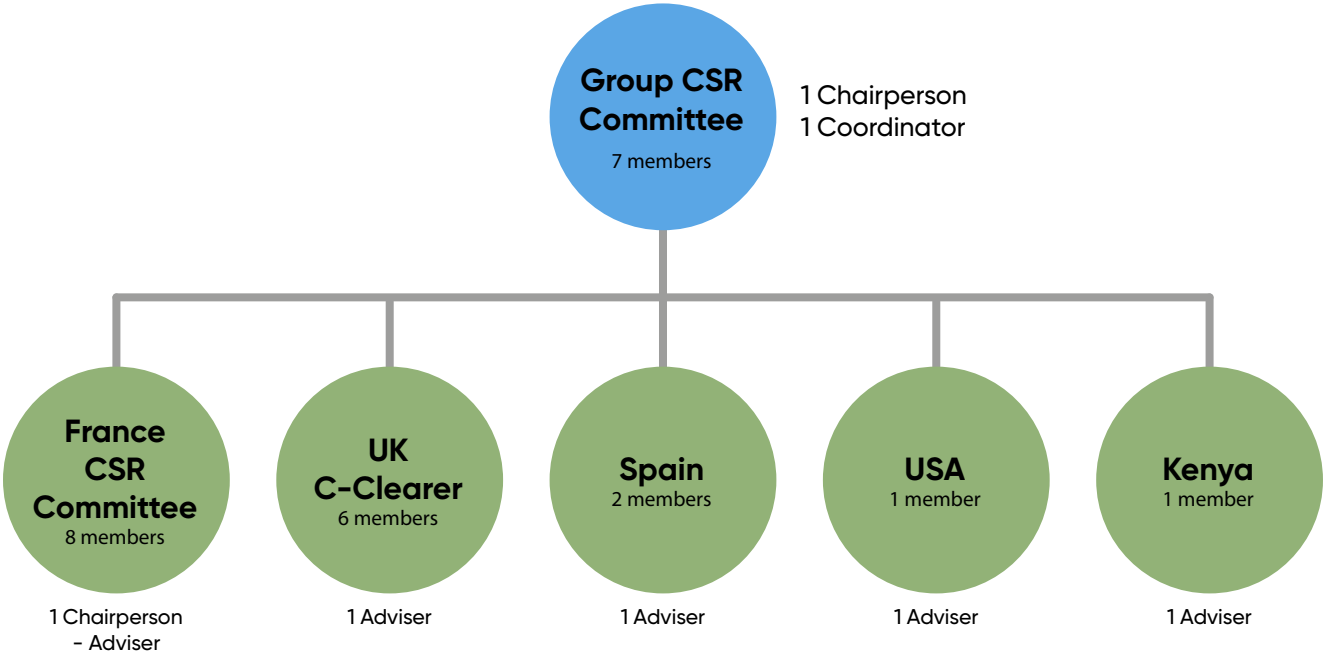


In 2018, CSR was consolidated and integrated at the highest level of EcoAct governance, with the appointment of a Sustainability Director who is a member of Group Management, the appointment of a Group CSR Coordinator, and the appointment of a CSR Coordinator-Adviser in each of the Group's entities (France, UK, Spain, USA and Kenya). Eight French and five English representatives are also members of the local CSR Committees. In the years to come, this network will share and consolidate CSR activities within the EcoAct Group.

CSR actions are regularly discussed at EcoAct's CSR Committee meetings in France and the UK, and they are now also discussed at international CSR Committee meetings as well as at monthly management meetings.

In France, the United Kingdom and internationally, the CSR Committee offers a forum for thinking, sharing and steering action that fosters a socially and environmentally responsible policy consistent with the values, vision and the development strategy of EcoAct. In this capacity, it regularly submits its opinions, proposals and suggested courses of action to the entire team for their input and collaboration.

The CSR governance of the EcoAct Group is structured as follows:



Our sustainable performance roadmap



Our 2025 vision:
Acting for a sustainable zero-carbon world

Companies and regions are now, more than ever, required to develop a robust approach to reporting non-financial information that addresses environmental, social and governance issues into their business strategies, and many are volunteering to do so. Innovative strategies and actions are appearing on the ground, and we are proud to

support – and sometimes even spark – these transformations. This is also our aim through our Sustainable Performance Report. In this report we use five of the United Nations' Sustainable Development Goals we have identified as most relevant to EcoAct to report on our activities.

EcoAct is keen to set an example for others and work towards the new non-financial reporting requirements of the new European CSR Directive of August 2017.

The commitments and actions presented in this Report relate to the French EcoAct Group companies for 2018 (EcoAct France and Alliantis).

The other EcoAct companies are sometimes mentioned in special boxes or figures as examples of shared values or commitments made internationally by EcoAct.

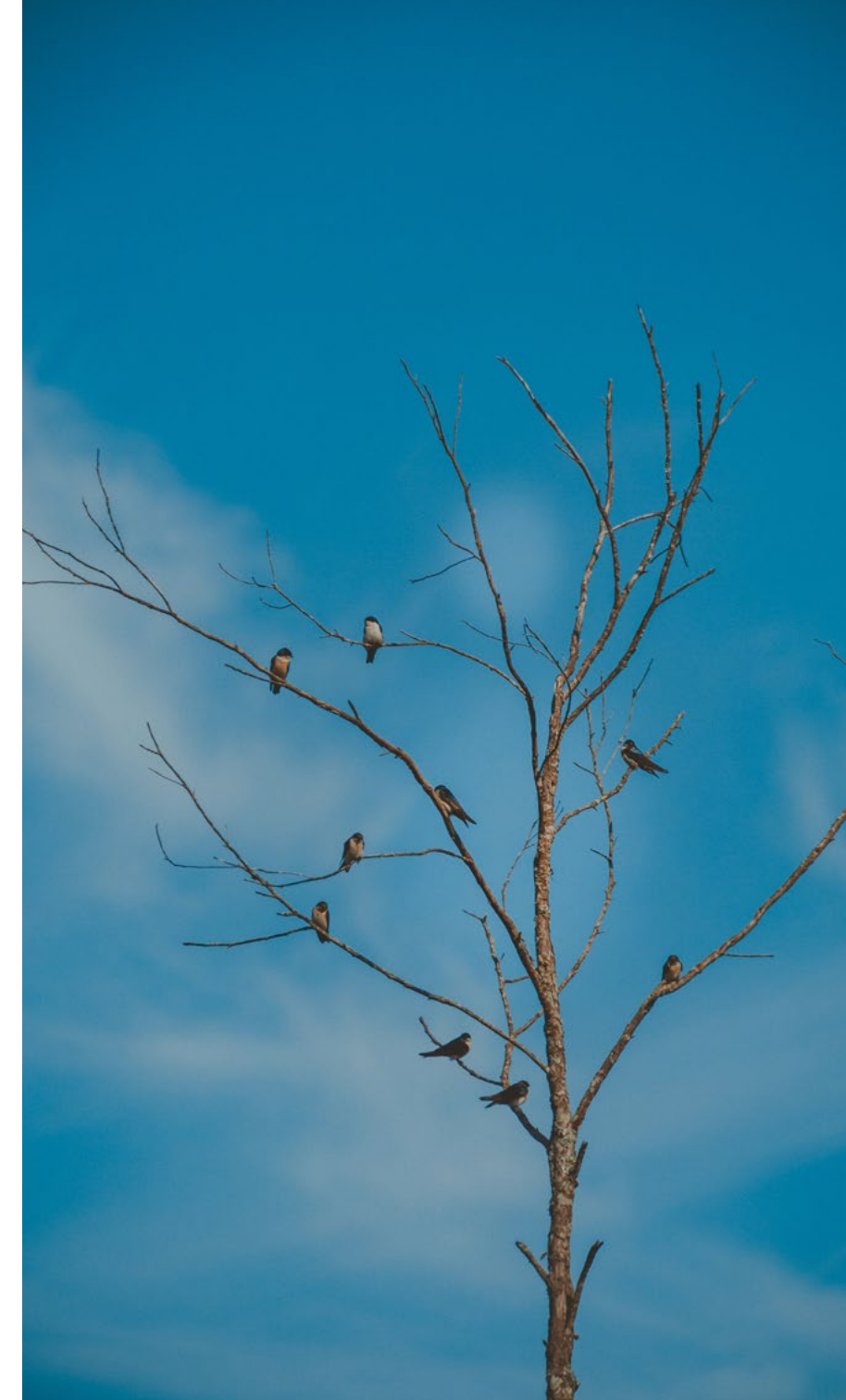
The following frameworks have been used to set our sustainable performance roadmap:

- The Sustainable Development Goals (SDGs)
- The ISO 26000 CSR reference framework and the 7 core subjects
- The 10 principles of the Global Compact

EcoAct's CSR commitments and actions are divided into five priority areas corresponding to issues associated with the Sustainable Development Goals:

1. Fostering the development of our employees, customers, suppliers and partners by ensuring fair and ethical relationships
2. Assisting the stakeholders in their sustainable transformation

3. Fostering the transition to a carbon-neutral world
4. Supporting the international deployment of energy efficiency solutions and renewable energies
5. Working with our partners and customers to strengthen and circulate knowledge and expertise on climate challenges and sustainable development.



Priority 1

8 DECENT WORK AND
ECONOMIC GROWTH



We foster the development of our employees, customers, suppliers and partners by ensuring fair and ethical relationships



Priority 1

Challenges associated with SDG 8, “Promoting sustained, shared and sustainable economic growth, full productive employment and decent work for all”:

Our Commitments for 2020:

- Employee satisfaction target of 90% by 2020
- Definition and deployment of a responsible procurement policy
- Annual customer satisfaction target of 95% for completed projects
- Guaranteeing the principle of ‘equal pay for equal skills’

These commitments contribute to the following target SDGs: 8.3, 8.4, 8.5, 8.8.

To learn more: un.org/sustainabledevelopment/economic-growth/

Our actions

The overall approach:

- Provide a response to our customers within 48 hours
- Arrange a meeting with each customer who encounters a problem with the service provided
- Recall the scope of responsibility (RACI) in all projects at the kick-off meeting
- Share the risks and the associated action plan throughout the project
- Perform end-of-project assessments
- Gather customers’ opinions using a satisfaction survey at the end of each project (the results of these surveys are then internally analysed to improve EcoAct’s services)
- Maintain a lasting relationship with EcoAct’s customers by contacting them several months after the end of the project to gather their feedback
- Refrain from taking any action that places us in a position of corrupting or being corrupted
- Keep strictly confidential all information, instructions, documents and results produced in performing the service that are provided by the company or of which we may be aware (for example: EcoDev, a collaborative platform that makes it easier to collect data for various studies (carbon footprint, LCA, etc.) provides secure personal access for each employee, thereby guaranteeing that the data entered is protected.)



Focus on: The ICROA Code



The International Carbon Reduction and Offset Alliance (ICROA) Code of Best Practice binds carbon neutrality experts to complying with the related international best practices. EcoAct is a founding member of and co-chairs the Alliance.

Through this code, we are committed to doing the following:

- Measure the carbon footprint of our customers, in accordance with international standards (WRI, WBCSD, GHG Protocols and ISO 14064);
- Encourage our customers to set themselves challenging reduction targets that go beyond "business-as-usual";
- Encourage our customers to assess their emission reduction opportunities and prioritise cost-effective actions;

- Use qualitative carbon credits in compliance with internationally recognised standards and programmes;
- Use third-party registers to transfer and cancel the carbon credits used for offsetting;
- Encourage our customers to announce their carbon footprint, including emissions associated with the organisation, its products, services or events, as well as details of actions taken to reduce and offset their emissions.

When offsetting GHG emissions on behalf of our customers, we are committed to using carbon credits that are:



Compliance with this code of best practice is certified by a "Certificate of quality assurance" published each year by ICROA.

Our work to formalise a responsible purchasing policy

For several years, EcoAct has been undergoing an external assessment of its CSR performance. This audit, carried out by EcoVadis (a company renowned for its expertise in the extra-financial rating of suppliers), has recognised the quality of EcoAct's CSR approach by classifying it in the "Gold" category for 2015, "Silver" for 2016 and 2017 and "Gold" again for 2018!



In 2018, we formalised our responsible procurement policy. We began by examining and evaluating our current practices and then defined our main principles and priorities regarding responsible procurement. We have also set up an Ethics Committee to formalise and publicise our processes. We are continuing to define an action plan that includes an assessment of our suppliers in 2019 and ensures that our teams are always mindful of waste and sustainable procurement.

Promoting the well-being and professional development of our employees

EcoAct, certified as a "Great Place to Work"



In 2017, EcoAct was certified a "Great Place to Work" and joined the GPTW ranking of French companies that are a great place to work (it was ranked 23rd). By so doing, we achieved our objective three years ahead of schedule!

The Great Place To Work® approach and certification is based on two assessments: the Trust Index (an employee survey)

and the Culture Audit (indicators and key figures provided by management).

The Trust Index is a survey gathering employees' opinions on everyday life at EcoAct. 100% of our employees responded to the

2018 survey, compared with 95% the previous year. This year, we achieved a score of 73% (1% up on 2017). This rewards the efforts and actions undertaken following the conclusions of the 2017 survey.

The points that have improved relate to fairness between employees and the lack of discrimination in HR practices, the credibility of managerial practices

and pride in belonging to the EcoAct Group.

The areas for improvement identified relate to improving and clarifying internal communication, the need for recognition and transparency, and career development prospects.

98% of employees were proud to say that they work for EcoAct in 2018 (12 points up on 2016).

In 2018, EcoAct also decided to begin discussions at Group level and approved a GPTW process that will include our Spanish and US subsidiaries and be introduced in 2019. EcoAct aims to continue to address employee well-being and satisfaction issues in all entities uniformly, using the same questionnaires and reports.

Lastly, a working group consisting of the HR Manager and members of the CSR Committee met in 2018 to identify the actions needed to maintain the high GPTW ratings or help to increase those with room for improvement.



Remote working introduced for all employees

At the end of December 2016, we rolled out remote working for all our employees. This offers many benefits both for employees and for the company: less commuting, thereby reducing CO2 emissions and fatigue, a better work/life balance, greater personal efficiency, more freedom for employees to organise their own work, the growth of new working methods and managerial practices, a smaller carbon footprint, and more space available in the offices, enabling new employees to share the same workspace.

In addition, French employees working in Lyon, Montpellier and Marseille are invited to use coworking spaces in addition to teleworking.

The Lyon branch, for example, uses La Cordée, a workspace based on "a happy and caring community" in which users learn to work together. This workspace has several sites in France,

enabling employees to change their place of work as they wish depending on their schedule.



Training policy tailored to employee and company needs

Our ambition is to be at the leading edge of regulatory and technological changes, and as such we pay particular attention to our employee training by recognised and certified bodies (Bilan Carbone® (carbon footprint association), ABC (carbon balance association), AFNOR, etc.).

At the beginning of the year, each employee meets with their manager in an Annual Appraisal Interview. This interview provides a special opportunity for discussing the results of the past year and the main projects carried out, reviewing objectives, assessing the past year as a whole and setting objectives for the coming year as well as looking at the training courses that have been completed or need to be set up.

After reviewing the appraisal

reports, we draw up a training plan for the coming year. These training courses cover the development of both technical and personal skills with the aim of helping employees to reach their objectives and develop their abilities.

Special training requests can be submitted during the year provided they are useful to the employee and benefit the company.

In addition, a system of internal courses given by employees to their colleagues has been set up to build on and transfer personal expertise. These courses mainly focus on technical skills related to the company's business (Bilan Carbone®, life cycle analysis, carbon offsetting, etc.).

In general, language courses, office software courses (for example, Excel advanced training on VBA macro), public speaking and job training (provided via AFNOR and ABC) are the courses that are popular with employees.

In the same vein, in 2016 we established a partnering system, in which a junior and senior consultant work on the same assignment, enabling the junior to consolidate what they have learned and learn new skills and for the senior consultant to

showcase their expertise and pass on their knowledge.

In 2018, **45%** of our employees received external and internal training, representing 441.5 hours of training provided during the year.

Guaranteeing our employees fair and equal treatment



Our recruitment and onboarding policy

We are committed to treating all applicants equally and promote equal opportunities, in line with our Corporate Charter. We believe in the value of our commitments and integrating them into our recruitment practices. Our job offers are open to all applicants regardless of their sex, disability, training, origin or culture. We seek to attract and

develop the best talent in all our activities.

Our recruitment process consists of 4 key phases:

- The Human Resources interview: the occasion for reviewing the applicant's motivations, cross-functional skills and plans. This interview also addresses topics related to the company, its culture and its development.
- The operational interview: the opportunity for a direct manager of the future employee to discuss and confirm the applicant's technical skills and propose a technical appraisal.
- A conversation with the co-founders: informs the future employee of the group's strategic vision and history.
- Former work colleagues of the applicant are contacted by telephone before the final decision is made, to check that the future employee will feel completely comfortable in the organisation.

We pay particular attention to keeping the applicants informed. This is why we try to provide all our applicants with personalised feedback whenever possible, and we are committed to assisting all new employees in taking up their duties.

New employees are given a “Welcome package” (booklet) to simplify their onboarding and provide them with information that will be useful to them on a daily basis. A welcome lunch is organised with the manager and a welcome party is organised with all the teams.

A buddy will support the new employee with the aim of easing their integration into the group. Their objective is to do the following:

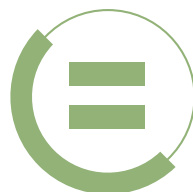
- Make the new employee more rapidly aware of the different entities and departments;
- Foster their contact with other EcoAct members;
- Show them their working environment (server, ERP, photocopier, etc.);
- Explain the business procedures to them;
- Answer their various questions (logistics, organisation, etc.).

The managers and the Human Resources Department devise a **personalised onboarding programme** implemented according to individual needs and the job role. These programmes are designed for all employees regardless of whether they are young graduates or experienced professionals.

A systematic interview during

the trial period with the Human Resources Manager was introduced in 2018 to ensure that new employees settle in well, and to identify any blocking points or issues.

We conduct **exit interviews** with the Human Resources Manager to identify the reasons for employees leaving and formally obtain their suggestions on improvement proposals regarding all Human Resources matters (onboarding, training, company culture, well-being, etc.), with the aim of developing continuous improvement in Human Resources management.



Parity and equal pay at all levels of the company

In order to avoid the differences that emerge within the same positions, we examine these positions based on a graded salary scheme.

This salary scheme aims to:

- Foster fair, equitable and non-random remuneration

- Build loyalty to avoid staff turnover
- Provide a management tool

Performance is taken into account in the form of annual, objective-based bonuses.

The annual bonus is paid to all eligible employees (i.e., those present on 31 December), depending on the economic performance of the company and the attainment of the personal objectives set for them.

The “respect for Group values/ CSR” criterion is one of the criteria assessed during the annual appraisal interview and is, as such, formally integrated into the annual appraisal process.

In order to continue building a transparent, fair and motivating Group remuneration policy, it was decided in 2018 to create a Remuneration Committee (“RemCo”) asking experts outside the company to set up best practices and a similar process for all EcoAct entities.

A project to standardise the variable remuneration policy was also initiated and will be launched in 2019.



Partial voluntary application of the Syntec national collective agreement in France

In order to develop the personal benefits that employees can enjoy, EcoAct worked in 2018 to set up personal provisions of the Syntec agreement, effective starting from 1 January 2019. As a result, eligible employees will, for example, be allocated seniority days, a holiday bonus, exceptional days of leave on working and non-working days, etc.



Group-level Human Resources knowledge-sharing and working group

In 2018, a Human Resources knowledge-sharing and working group consisting of the HR Managers of the different EcoAct entities and operational

managers was created in 2018 in order to set up an audit of local human resources practices and policies and propose a Group Human Resources policy whenever relevant and possible; the aim of this group is to foster the similar and fair treatment of all employees, and to develop and deploy good practices in all elements of the company's human resources management within all EcoAct entities.

By structuring the Group's HR policy, EcoAct also intends to foster employee mobility within the various entities and thereby foster their professional development.



Our employee mobility policy

EcoAct informs employees of the opportunities available within the Group and interviews employees who apply internally. The Managers and the HR department give priority to internal applications. The Human Resources working group has initiated a Group

mobility policy for implementation in 2019.



Team spirit

In order to enhance the collaborative atmosphere, EcoAct's encourages non-core work related activities:

- A weekly breakfast: organised every Friday morning by two volunteer employees. This shared breakfast is a chance to meet and discuss in a relaxed atmosphere.
- Festive celebrations: a Twelfth Night cake, Easter chocolates and Christmas tree all offer opportunities for the teams to meet and create personal ties.
- An end-of-year party: a special event to thank the employees and celebrate the company's results.

- Gifts and gatherings celebrating important events in the life of employees (marriages, births, etc.).
- An international annual seminar: to pass on new information, strengthen team building and encourage the integration of new employees.

The annual EcoAct Group seminar brought together teams from France, the USA, Spain and the UK for two days at the Châteaufort Campus at les Berges de Seine on January 15th and 16th 2018.

The programme featured presentations on the Group's progress and strategy, brainstorming on the EcoAct Group's identity and team building activities.

A list of activities conducted in 2018 is below:

- EcoAct France and Alliantis end-of-year party, organised on December 20th 2018 with a €60 gift voucher given to every employee.
- 100% of the Velib' bike sharing scheme subscription is paid for employees who request it.



- A common room "le foyer" was created in conjunction with the CSR Committee. It was completed in the middle of the year and is available to everyone for meals, meetings or casual chats.
- Fruit paid for by the company and delivered for employees to eat; additionally, employees can order seasonal and local fruit and vegetable baskets.
- Decision to release a budget for setting up a borrowing library for books, DVDs, magazines, etc. in 2019.
- Employee-requested work carried out (heat and sound insulation of our premises, i.e., closure of the annex door, installation of solar protection film, study to change the windows in 2019, etc.) with a constant concern for improving employee comfort, safety and working conditions.



Our environmental responsibility as EcoActors!

In addition, every EcoAct employee is called upon to adopt an environmentally responsible and exemplary attitude, which is reflected by the recycling of paper, sorting waste, turning off all electronic equipment at evenings and weekends, etc.

Furthermore, employees can request days off to work for humanitarian and social causes, in agreement with their manager.

In 2016 and 2017, EcoAct also financed two projects for the NGO Entrepreneurs For Life to the tune of €3,000. The first project, Human Education, was used to fund English lessons for nearly 200 students from some of the most deprived families in rural Cambodia. A lack of education is the primary cause of poverty worldwide.

The second project, Les lavandières d'Abidjan, consisted

in creating a centre in the Port Bouët district. The washerwomen of Abidjan, also called Fanicos (which means those that wash laundry in the Maninka language) come from the poorest populations in the slums of Abidjan.

Often illiterate, these female entrepreneurs get up at 5am to pick up the laundry from the different districts of Abidjan. They collect household laundry and go and wash it where they can (rivers, wells, water points, at their home, or at their customer's home).

They work in appalling conditions, without the right equipment, sometimes in high-risk areas and are often accompanied by their young children. The centre provides facilities for 40 washerwomen in suitable premises.

Focus on EcoAct Spain

"To encourage a responsible diet and eating, each of us prepares a delicious vegan meal for the rest of the team once a month.

The beach is one of Barcelona's most valuable assets. In order to thank the ocean and contribute to its cleanliness, a social clean-up of the beaches will be organised before the summer."



Priority 1: Summary results

- **Employee satisfaction target of 90%:**
 - **98%** of employees were proud to say that they work for EcoAct in 2018 (12 points up on 2016).
 - EcoAct is certified a "Great Place to Work" and has joined the GPTW list of French companies
- **Definition and deployment of a responsible procurement policy**
 - In 2018, we diagnosed and inventoried our current practices in order to define our main principles and priorities regarding responsible procurement
 - EcoVadis ranked EcoAct in the "Gold" category by for its actions in 2018
- **Annual customer satisfaction target of 95% in conducting projects**
 - In 2018, EcoAct achieved 86% satisfaction by obtaining NPS (Net Promoter Score) scores of 8 or higher on a scale from 1 to 10. It should be noted that the NPS for the period is 52, which is highly remarkable.
- **Guaranteeing the principle of 'equal pay for equal skills'**
 - EcoAct created a Remuneration Committee ("RemCo") asking external experts in the field to set up best practices and a similar process for all EcoAct entities.

Priority 2



We assist stakeholders in their sustainable transformation



Priority 2

Our Commitments for 2020:

- Offer at least five new innovative services a year to our customers
- Support at least 30 customers every year using innovative services
- Every year, distribute at least 10 publications with content about the innovative solutions developed and deployed by EcoAct contributing to a low-carbon and sustainable economy

These commitments contribute to the following target SDGs: 12.6, 12.8

To learn more: un.org/sustainabledevelopment/sustainable-consumption-production/

Our actions

We offer companies and regions the widest range of premium solutions to address the challenges of climate change effectively.

We combine 3 areas of expertise to define and deploy tailor-made climate, carbon and CSR strategies, integrated into the entire value chain:

- Strategic advice on emission reduction, climate adaptation and climate financing: climate scenario audit and analysis, risk and opportunity identification, materiality analysis, defining objectives and roadmaps, change management, stakeholder engagement and consultation, network coordination, communication monitoring and advice, etc.
- Data measurement and management systems (smart data): alignment with regulations, reporting,

energy management, energy efficiency, renewable energy, etc.

- Project design and development on the ground: training on and implementation of reduction, adaptation and offsetting solutions associated with the SDGs, experimentation and development of field projects, selection of projects with a high climate and biodiversity impact, communication actions, assessment of the contribution to SDGs, etc.

We invest in R&D to support sustainable innovation

Innovation and research are central to our development policy. Since the creation of EcoAct in 2006, the economic sector in which we operate has been constantly changing. This trend is intensifying as part of the implementation of the commitments of the Paris Climate Agreement. We constantly

develop our own expertise and services to be a driving force for innovation for our customers and partners, helping them to be pioneers in the transition towards a sustainable low-carbon economy.

In addition to the research assignments conducted on behalf of our customers, in 2018 we carried out 11 internal research and innovation actions, grouped into 6 main themes:

Acting in their value chain

This programme aims to remove the obstacles to companies' implementation of climate action strategies in their value chains, by assessing their climate risks and/or the implementation of climate programmes involving stakeholders outside the company's scope of operation: suppliers, customers, employees and partners. The work carried out in 2018 mainly focused on extending our models for assessing **vulnerability to the physical impacts of climate change**, developing a model for estimating the allocation of free quotas in the **European carbon market** for the industries concerned and **assessing the climate transition risks** for organisations in accordance with TCFD recommendations.

Sustainable Development Goals (SDGs) and impact funding

This research programme aims to develop the methodologies and tools needed to facilitate commitment and measure the positive contribution that companies make to the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. It also contributes to the emergence of results-based and impact funding that can support projects with a wide range of societal benefits. Accordingly, our teams worked in 2018 to identify potential methods and structure innovative projects intended to **increase carbon sinks**, focusing on inland and coastal forest ecosystems in particular as these can generate many **climate and biodiversity benefits**.

Low-carbon technologies and solutions

This research programme focuses on the study and development of low-carbon technologies and solutions. It aims to facilitate the deployment of a range of solutions contributing to the transition towards a low-carbon economy in both developing countries and the most advanced economies. In 2018, we conducted an innovative project to design a prototype for a **new, more**

efficient cooking stove for projects in East Africa and a research project to develop a reference framework for **selecting projects with a strong climate impact** for use in all countries, regardless of their regulations.

Alignment of the financial sector with the Paris Agreement

Our R&D activities around this issue aim to develop a set of methodologies and a system of indicators enabling asset owners and managers to assess the compatibility of a wide range of financial assets with the Paris



Our R&D team

Agreement target to contain the increase in the global average surface temperature to well below 2°C compared to pre-industrial levels. In 2018, we conducted a comparative analysis of **financial portfolio carbon footprint methodologies** and developed an approach and calculation tools consistent with the **TCFD recommendations** as part of a **CIFRE thesis**, whose research programme has been approved by the French National Research and Technology Association (ANRT).

Carbon offsetting mechanisms in the “post-2020” context of climate action

By calling on governments and non-State actors to engage in an ambitious voluntary climate initiative and fostering the emergence of new regulations, implementation of the Paris Agreement significantly changes the boundaries of regulatory and voluntary markets formerly defined by the Kyoto Protocol. Through this programme, we are developing the tools needed to effectively assist public and private stakeholders in implementing **carbon neutrality or net zero emissions strategies by 2050-2100**. Our work in 2018 mainly focused on the definition and challenges of **carbon neutrality for private**

organisations and the challenges of interconnecting carbon markets on an international scale.

Corporate decarbonisation strategies and product eco-design

In this R&D programme, we develop operational methodologies and tools addressing climate and environmental issues at the heart of business activity. These collaborative methods and tools can facilitate strategic decisions, product eco-design, and management and reporting activities. Our actions in 2018 mainly focused on **sustainable infrastructure** and the development of **methodologies for calculating avoided GHG emissions**.



We share information and knowledge

EcoAct's commitment to climate change drives us to share knowledge and expertise on these subjects.

We share our analyses and interpretations with as many people as possible through numerous publications.

We are focused on producing informative, educational and interesting content for our readers. We frequently publish blogs on a range of subjects related to climate change and related legislation as well as more in-depth features such as factsheets and eBooks.

Our annual research into the sustainability reporting performance of the FTSE 100, the CAC 40, the IBEX 35 and the DOW 30 aims to highlight and encourage best practices for any company addressing climate change impacts.

All of the content published in 2018 is available on our website.



Annual Report “The Sustainability Reporting Performance of the FTSE 100”

In order to analyse the climate performance of the biggest international companies, promote best practices, and inform and inspire as many people as possible, EcoAct annually publishes its emblematic report examining the climate reporting performance of FTSE 100 companies.

Thus, in September 2018, the latest “The Sustainability Reporting Performance of the FTSE 100” report was born. Based on months of research, it analyses the commitments, strategy, actions and results of the FTSE 100 companies in terms of climate performance, based on the data they disclose.

Presented to companies at a special event and available to the public, this report encourages climate stakeholders to accelerate their climate action. Ranking the best performers listed in the FTSE 100 highlights the efforts of the companies with the most advanced sustainability reporting policies and promotes best practices. This report is available for the main international stock market indices – FTSE 100, DOW 30, IBEX 35 and CAC 40 – and is published simultaneously in France, the United Kingdom, Spain and the United States.

A new 2018 performance report will be released in the fourth quarter of 2019.

[Download the report](#)

A selection of our studies, reports, eBooks and factsheets

LE DÉFI CLIMATIQUE DES VILLES

“Climate-related challenges in cities” French study by EcoAct and the WWF

This study of the climate-related challenges facing cities, published in October 2018, is a result of a collaboration between EcoAct and WWF France. Its aim is to work as closely as possible with local stakeholders, assisting local authorities and government in implementing the Paris Agreement by offering them tailored greenhouse gas emission reduction trajectories and concrete solutions.

More specifically, it gives local and regional authorities a concrete picture of the climate challenges facing them by stating the level of emissions that the ten largest French cities must not exceed by 2100 to avoid the planet’s average temperature rising by more than 2°C.

Download the study



“The glossary of carbon neutrality” factsheet

Our expert analyses for companies, regions and organisations include this glossary published in October 2018, laying down solid foundations for fully understanding and achieving carbon neutrality within any organisation.

Starting from the standpoint that carbon neutrality provides companies and regions with new vistas for progress, this report helps them to rethink their development and deployment from an economic perspective compatible with a carbon-neutral world.

Download the factsheet

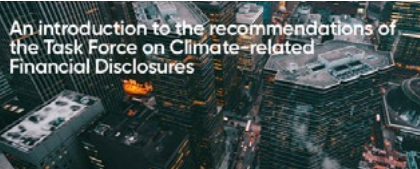


“The Sustainable Development Goals explained for your organisation” eBook

This eBook presents the 17 UN Sustainable Development Goals (SDGs) that define the universal 2030 Agenda for Sustainable Development to eradicate poverty, protect the planet and ensure prosperity for all.

In particular, it demonstrates how a suitable SDG strategy can increase the consistency and clarity of any CSR approach. The SDGs are also presented as an opportunity for companies and organisations to strategically reposition their environmental, social and governance efforts and report on their commitments and achievements in furthering sustainable development.

Download the eBook

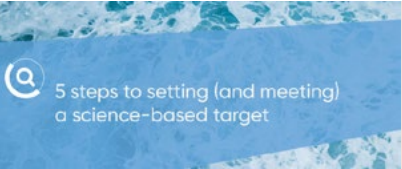


“An introduction to the Task Force on Climate-related Financial Disclosures (TCFD)” eBook

The climate crisis is a major threat to the global economy, and corporate reporting frameworks must take this fact into account. In 2017, the Taskforce on Climate-related Financial Disclosures (TCFD) published a set of recommendations aimed at encouraging consistent, reliable and clear financial reporting to enable investors to consider climate risks.

This publication analyses the content and strategic importance of these widely recognised recommendations and assesses their implications for economic stakeholders, who can then use them to better anticipate the risks and opportunities inherent in climate change.

Download the eBook



“Five steps to setting (and meeting) a science-based target” factsheet

Science-based targets (SBT) are the greenhouse gas emission reduction targets required by science to limit global warming to 2°C trajectory defined by the Paris Agreement.

In September 2018, EcoAct published a special factsheet that explains the principles and challenges involved in setting up SBTs in order to support this fast-growing approach and enable all stakeholders to take the initiative. More specifically, it sets out the five key steps to setting and meeting the targets in line with the recommendations of the SBTi initiative.

Download the factsheet

Priority 2 :

Summary results

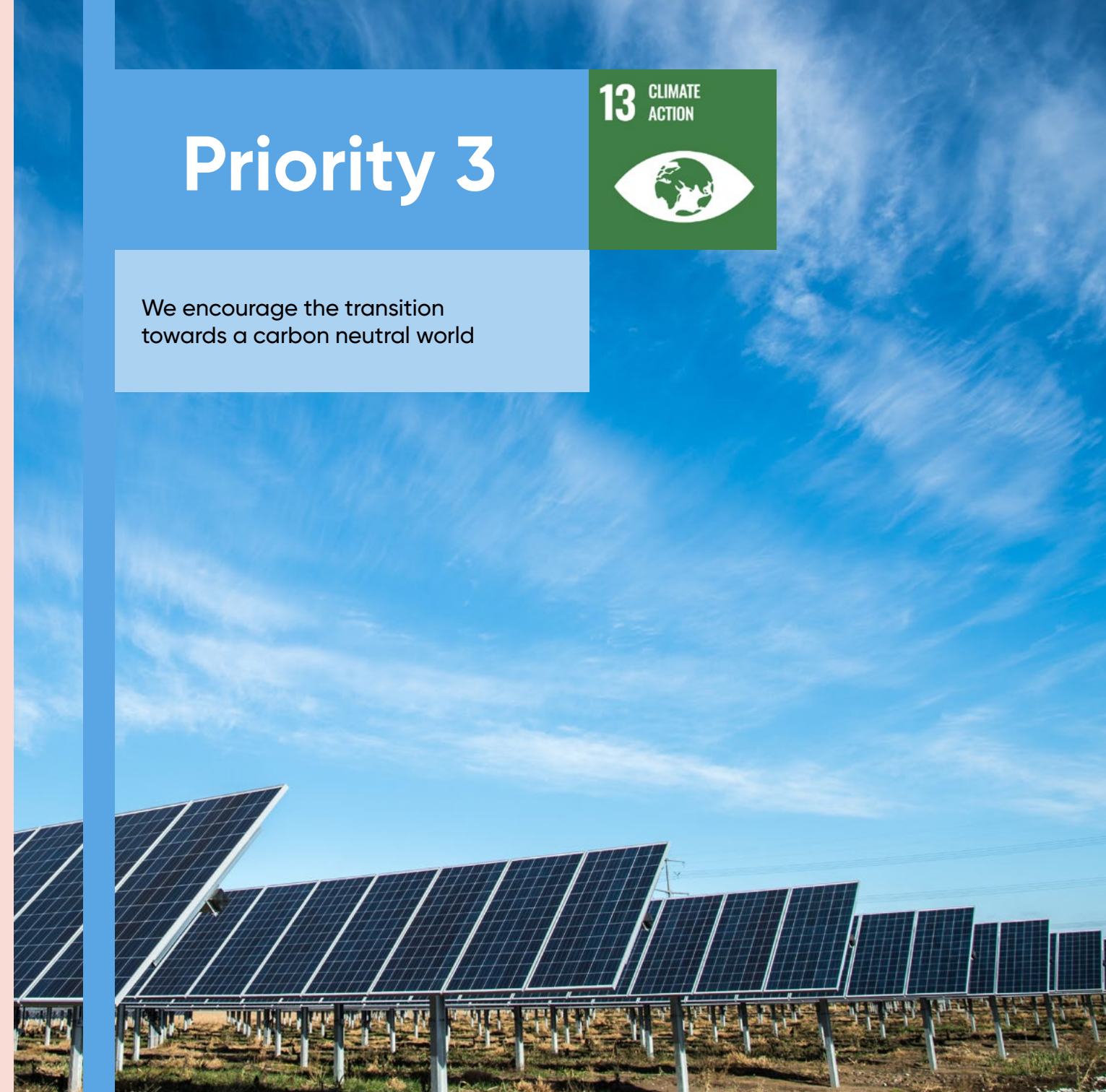
- **Offer a range of 5 innovative services a year to our customers**
 - The following innovative services were developed in 2018:
 - New SDG and climate strategy and impact measurement service
 - New Renewable Energy service (RECs and GOs)
 - New TCFD service for companies
 - New service providing the carbon footprint of financial asset portfolios
 - New service for organising multi-stakeholder communication events to mobilise the public regarding climate issues (e.g. IWF)
 - New CSR service fostering stakeholder and climate communication
- **Support at least 30 customers every year using innovative services**
 - 32 projects involving innovative services were carried out in 2018
- **Every year, distribute at least 10 publications with content about the innovative solutions developed and deployed by EcoAct contributing to a low-carbon and sustainable economy**
 - In 2018, EcoAct designed and distributed its annual reports on Sustainability Reporting Performance, a glossary of carbon neutrality for companies, a French study "Climate-related challenges in cities" conducted in collaboration with the WWF, two eBooks and a factsheet as well as publishing a bi-weekly blog and case studies about or client's achievements

Priority 3

13 CLIMATE ACTION



We encourage the transition towards a carbon neutral world



Priority 3

Our commitments for 2020:

- Maintain EcoAct's carbon neutrality for 2020 (zero net emissions)
- Reduction target of 10% for CO2 emissions per employee by 2020 compared with the reference year (2017), with the definition of our own 2°C trajectory with regards the Science Based Targets
- Target of a 10% reduction in CO2 emissions related to business travel, per employee, by 2020 compared with the reference year, 2017
- Growth of 25% per year of EcoAct activities dedicated to the fight against climate change

These commitments contribute to the following target SDGs: 13.1, 13.2

For more information: un.org/sustainabledevelopment/climate-change-2/

Our actions

We assist stakeholders in their carbon neutrality approach consistent with the Paris Agreement and the Sustainable Development Goals

The 2015 Paris Agreement sealed the historic will of 195 countries to limit the climatic impacts of human activities in order to contain the average temperature increase to within 1.5°C or 2°C of pre-industrial levels. The goal of carbon neutrality enshrined in the Paris Agreement calls for immediate action.

The climate emergency requires rapid and radical action and the use of all available tools now.

The process that companies and regions must follow can be divided into three steps:

- measuring their GHG emissions
- significantly reducing these emissions
- financing the transition in activities beyond their scope, notably by purchasing carbon credits and developing offsetting projects (emission reduction or carbon sequestration projects).

This is why we offer the most comprehensive range of solutions for meeting these objectives while providing the local populations with the co-benefits associated with the Sustainable Development Goals (SDGs).

We support the development of low-carbon projects worldwide

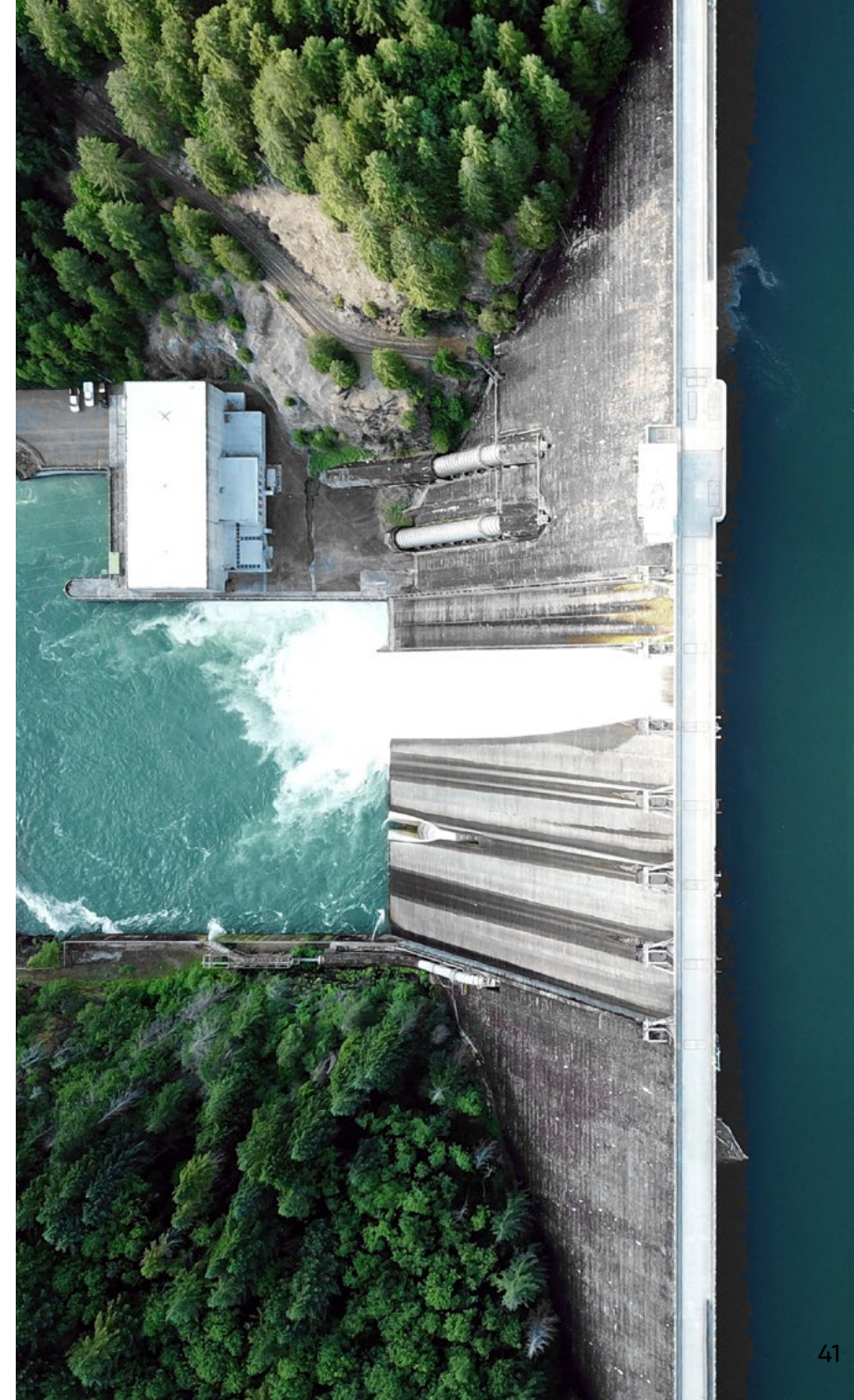
Project development via highly positive carbon offsetting mechanisms that benefit the local communities forms one of the pillars of EcoAct's business.

We play a dual role, developing carbon offsetting projects and promoting existing projects developed by partners.

An organisation's carbon emissions are offset through the financing of programmes used to prevent or sequester an equivalent quantity of emissions.

The projects conducted or monitored by EcoAct are undertaken in consultation with all local stakeholders, in order to guarantee the social and environmental benefits.

We take care to follow best practices in terms of offsetting by adhering to the ICROA charter, which promotes the most advanced practices (see box above).



Focus on the achievements of our subsidiary Climate Pal in Kenya

Operating in Kenya since 2011, EcoAct offers its nearly 15 years of expertise to the local teams of its subsidiary Climate Pal, which implements actions on the ground for the benefit of the climate, biodiversity (especially forests), and local populations.

Kenya loses 50,000 hectares of forest every year and today has very little forest cover. Since access to energy is limited in many areas of the country, its people have very little choice but to burn wood in their homes for cooking and eating.

The Hifadhi-Livelihoods project, developed and financed by the Livelihoods Fund, in partnership with EcoAct and its local subsidiary Climate Pal, has distributed improved cooking stoves to the local populations in rural Kenya. Its stoves reduce wood consumption by nearly 60% compared to a traditional stove made of three stones. Hifadhi ("to save" in Swahili) is aptly named!

In 2016, the first phase of the project (Hifadhi-Livelihoods I) achieved its objective of providing 60,000 families with these improved stoves in three Embu County districts (Embu East, Embu North and Mbeere South). In 2017, Hifadhi-Livelihoods I generated 250,000 Gold Standard certified carbon credits, corresponding to the avoided carbon emissions resulting from the project's activities.

The second phase of the project, launched on the ground in 2018, aims to distribute 60,000 new stoves in all Tharaka Nithi County districts in the coming years. Both counties are at the foot of Mount Kenya, a region affected by climate change and deforestation.

2018 was a year of expansion for the project, with preparations for its ambitious target of distributing cooking stoves in a new region.



Promoting the best projects in the fight against climate change

In addition to developing projects, we have helped to set up and certify over seventy carbon offsetting projects and have therefore gained an expertise on most of the available technologies. In response to our customers' requirements in terms of carbon offsetting projects, we have established a large network of partners giving us **access to over a thousand projects across all continents**.

In order to promote the best projects, we have created an audit programme comprising the following two parts:

- **Field visit:** we visit the majority of projects that we propose to our customers so that we have an intimate knowledge of the project and in order to validate the thoroughness of the approach by the project leader. During these visits, we also pay particular attention to the project's social, economic and environmental benefits in order to assess its impact on the local communities. We also offer these visits to our customers in order to enhance their climate approach.
- **Risk management:** alongside the field visits, we have devised a risk management system that aims to guarantee the quality of the projects we support and ensure there is no risk to our customers. Thus, our risk matrix is used to analyse every project on the basis of several factors: jurisdiction, reputation, communication, geopolitics, etc. Through this we withdraw 20% of the projects certified by the most well-known market standards. This enables us to adopt an irreproachable approach. In addition to this matrix, we analyse every project from the perspective of the Sustainable Development Goals, using an **EcoScore** developed by our

experts, which means that the projects can be integrated into the UN Sustainable Development structure. Performance indicators linked to these objectives are monitored and reported to our customers so that they understand and value their local impact.

This approach has enabled us to create a limited portfolio of twenty top-quality projects that meet the main expectations of our customers.

As a result, we promote and support the best projects in the fight against climate change that are registered with international carbon offsetting mechanisms.

Our local impact in developing countries in figures (according to a study conducted by ICROA and Imperial College London):

60M€

invested for local communities

20,000 FTE

jobs created in developing countries

6 BILLION €

of economic, social and environmental value created



We contribute to global carbon neutrality

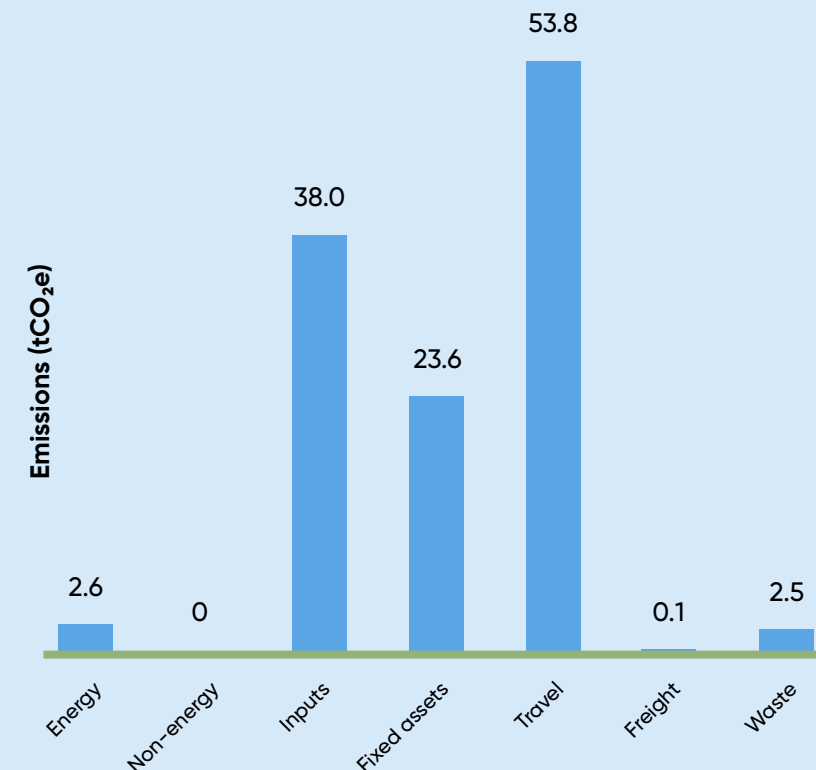
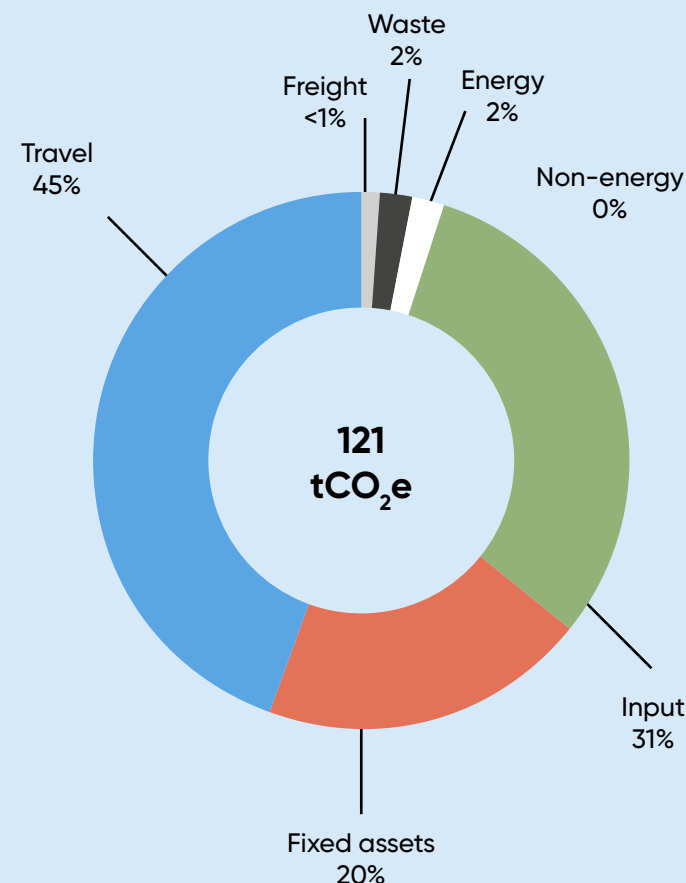
Improving environmental performance is central to our business.

We are committed to a carbon reduction approach and every year, we offset all our greenhouse gas (GHG) emissions.

Measuring our emissions, a key step

Since 2007, we have produced our annual Bilan Carbone® (carbon footprint) enabling us to monitor our performance indicators and implement actions to reduce our carbon footprint.

Our total GHG emissions in 2018 were approximately **121 tCO₂e** – approximately **2.61 tCO₂e per FTE employee**.



The activity responsible for the highest emissions was Travel (45% for 54 tCO₂e) in particular due to business air travel.

Inputs, whose impact is mainly the result of service provisions (31% for 38 tCO₂e) and Fixed assets (20% for 24 tCO₂e), also had a significant impact.

The other items each represent less than 5% of emissions (energy: 2%; waste: 2%; freight & non-energy items: less than 1%).

Although their impact remains low in terms of the total assessment, it is important that we factor them in when choosing our actions to reduce our footprint.

Our approach to reducing our GHG emissions

Every year we are involved in reducing our GHG emissions by defining new actions to combat climate change. Here is an overview of our actions in 2018:

- Awareness campaigns about reducing energy consumption, proper waste sorting and limiting printing on paper;
- Limiting disposable supplies;
- Continuing the thermal renovation of the offices;

- Setting up a tool for tracking employee business travel;
- Setting up Eco Lunch Boxes to reduce the waste packaging associated with lunchtime meals.

We are also paying particular attention to reducing the significant impact of our travel.

Consequently, we are paying for employees' public transport travel passes and city bike sharing subscriptions. In fact, almost all employees travel to work using public transport, on foot or by bike.

We have also implemented remote working for one fixed day per week per employee where their job role allows.

We have a video conferencing facility that is used, where appropriate, to:

- Limit the number of trips related to a support project;
- Strengthen the close relationship between customers and consultants by organising more regular work meetings.

Lastly, employees travel second class for journeys by rail or air (this produces less emissions

than first class), except where special permission has been given because of the distance involved.

As well as offsetting the carbon footprint of its activities, EcoAct's CSR Committee made a draft proposal for 2019 to propose to offset employees' personal air travel emissions, on a voluntary basis.



Focus on EcoAct UK

"Beyond the calculation of its annual scope 1, 2 and 3 emissions, EcoAct UK calculates and offsets the personal emissions of its employees (travel, hotel/accommodation and personal home emissions).

This is a benefit cited by employees as a deciding factor in their joining the company.

To support this mission, EcoAct UK measures and manages its environmental impacts through an independently certified (to ISO14001:2015) environmental management system.

The system has been certified since 2010, and EcoAct in its former iteration as Carbon Clear was the first carbon management consultancy to achieve such certification.

The Environmental Management working group is chaired by the UK CEO and meets regularly to review environmental performance and to set targets

to drive improvements.

The company also benefits from the environmental advocacy of the CCleaver team, who propose and test in-house initiatives such as zero-waste days, improved metering, switch-off campaigns, etc. to bring consideration of our carbon impacts into our daily work."

In 2018, our carbon neutrality helped to finance a project in India

As part of our policy of setting an example for our stakeholders, since 2008, we have offset all our so-called "residual" GHG emissions. We voluntarily offset these emissions by funding low-carbon aid programmes in developing countries, strictly following the principles established in the United Nations Framework Convention on Climate Change (UNFCCC) and the Kyoto Protocol.

This year, EcoAct is financing a project in India to generate electricity through a hydroelectric power station instead of the existing coal-fired power stations.

In India, coal consumption accounts for 56% of total energy consumption. In the north of the

country, close to the Himalayas, this dependence poses a threat to the environment and local populations. The hydroelectric project provides remote regions of Himachal Pradesh State with power while also reducing the region's vulnerability to rising fossil fuel prices.

It also helps to combat the phenomenon of accelerated glacial melting in the Himalayas by limiting the emission of the fine coal particles responsible for glacial melting.

Results and co-benefices:

- 86 MW hydroelectric power station
- 275,532 tCO₂e reduction each year
- Creation of local jobs
- Reducing people's dependence on increasingly expensive fossil fuels
- Creation of a school, a road to open up the area and a local medical centre as part of the project
- Greater investment in remote areas

Priority 3: Summary results

Maintain the annual carbon neutrality of EcoAct for 2020 (zero net emissions)

- In 2018, our total GHG emissions amounted to approximately 121 tCO₂e – approximately 2.61 tCO₂e per FTE employee.
- We offset all our so-called "residual" GHG emissions, enabling us to finance a project in India to generate electricity via a hydroelectric power station instead of the existing coal-fired power plants.

Reduction target of 10% for CO₂ emissions per employee by 2020 compared with the reference year (2017), with the definition of our own 2°C trajectory with regards the Science Based Targets (SBT).

- In 2018, we set up new emission reduction actions and are preparing an SBT action plan for 2019.

Target of a 10% reduction in CO₂ emissions related to business travel, per employee, by 2020 compared with the reference year, 2017

- In 2018, we observed that our employees travel to work by public transport or bike, on on foot. Action is still needed to reduce our business travel, particularly long-distance journeys.

Growth of 25% per year of EcoAct activities dedicated to the fight against climate change

- In 2018, EcoAct's business grew strongly in France and abroad (10% increase compared to 2017), and combating climate change is one of our highest priorities.

Priority 4

7 AFFORDABLE AND
CLEAN ENERGY



We support the deployment of energy efficiency and renewable energy solutions on an international scale



Priority 4

Our commitments for 2020:

- Every year, support at least 20 customers in their energy transition (renewable energies and energy efficiency)
- Maintain 100% of green electricity consumption for EcoAct
- Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency
- Increase the number of people benefiting from the improved cooking stove technology deployed in Africa by EcoAct and its subsidiary Climate Pal (with 300,000 beneficiaries by the end of 2017) and the LPG technology for stoves deployed in Darfur

These commitments contribute to the following target SDGs: 7.2, 7.3

For more information: un.org/sustainabledevelopment/energy/

Our actions

Our energy efficiency support services

We have supported numerous clients in their energy efficiency programmes, through the delivery of energy audits to identify opportunities for improvement, as well as implementation projects to support the delivery and realisation of these opportunities within their clients' organisations.

Furthermore, we have supported clients in the assurance and verification of their renewable energy projects.

Our Green Electricity Programme

Through our Green Electricity Programme, we support companies and regions across the world in the sustainable sourcing of their electricity supply.

Through the acquisition of "Energy Attribute Certificates" (EACs) – Guarantees of Origin (GOs), Renewable Energy Certificates (RECs) or International Renewable Energy Certificates (I-RECs), our programme guarantees the renewable origin of our customers' electricity consumption, provides green electricity producers with additional revenue and contributes to the development of renewable energies and the energy transition.

Energy Attribute Certificates: GOs, RECs and I-RECs, what are they?

Energy Attribute Certificates (EACs) are certificates proving that one Megawatt hour (MWh) of electricity consumed corresponds to one MWh injected into the network from renewable energy sources. The EACs comply with the GHG Protocol on greenhouse gases and is a recognised tool for reporting the reduction of greenhouse gas emissions. Using these certificates is an effective way to improve a company's environmental performance. Traded on a market alongside the electricity market, these certificates provide additional revenue to renewable energy producers. There are different markets depending on the region – for the United States (Renewable Energy Certificates, or RECs), Europe (Guarantees of Origin, or GOs), and an international market (International Renewable Energy Certificates, or I-RECs).

We also offer our customers different energy efficiency measures, from energy audits to the implementation of integrated systems used to measure, manage and optimise their energy consumption across all their sites worldwide.

Our customers can therefore reduce their energy consumption and greenhouse gas emissions (scope 2).

We are 100% renewable

Keen to set an example across all climate action and energy transition levers, we began a 100% renewable approach in 2016.

In 2018, the 45 MWh purchased for consumption by our company were covered by Guarantees of Origin (GO) from the Injoux-Génissiat hydroelectric power plant in the Auvergne-Rhône-Alpes region (France), thus proving the renewable origin of our electricity consumption. As a result, we are participating in the mechanism to promote renewable energies in France.

Focus on the Darfur Low-Smoke Stoves Project in Sudan :

“I got a loan from the fund and started my own business. I become an example for my neighbours.”

– Najwa



Najwa works as the Head of her local Village Loan and Savings Committee and has told us about her experience of the Darfur Low-Smoke Stove Project.

“My work in the committee has changed my life. No longer am I a house wife whose basic role is to do primitive house hold chores. A house wife who never experienced her characteristics and never experienced her vision of life. A house wife whose social relations are limited to a very tiny circle of relatives.

The house where we used to live was not small, but there were only two rooms in it, which were not big

enough to hold the whole family. We could not afford to expand into the land.”

Real people, real impact

“I used to spend the amount of money earned by husband on our basic needs – those were really hard times. **Nobody had a way out from that poverty.** One day, I went to the hospital when my eyes developed an illness because of the smoke. The doctor said to me ‘You must not cook with wood again’. But what about my children, how can I prepare their food? Then he remembered that it was impossible to get rid of wood. My neighbour guided me

to **Practical Action** where people can help me have a liquefied petroleum gas stove instead of using wood and charcoal. Soon, I become a head of our first local committee, and of course could follow the doctor’s impossible instructions.”

“After launching my business in selling clothes, I built more rooms in my house for my family, and a shop overlooking the road in the remaining space to use as an exhibition for the committee women. **We have gained determination and believe in women’s power,** we understand that our painted fingers can be diverted into steel fingers

whenever they want, and that deprived women can easily be changed into an arrow which can achieve its goal.”

Further testimonial

“Now things are totally different – even my husband started to go inside the kitchen and prepare tea or coffee on his own. He never came close to the kitchen, but now he’s always in the kitchen.”
– Aesha Ismail

Project overview

The Darfur Low-Smoke Stoves project, created in 2008 by **EcoAct**, and implemented locally by **Practical Action**, was the first registered carbon credit project in Sudan and was the first to be developed in a conflict zone.

It improves household health in over 11,000 homes in El Fasher by replacing indoor traditional cooking methods of burning wood and charcoal with low-smoke LPG stoves. The sale of carbon credits enables to microfinance of the stoves to the homes, with Phase III funded by Scharr. Women and children are most vulnerable to the risks associated with using traditional fuel, due to the time commitments of cooking, security risks associated with daily fuel collection and health impacts from inhalation of

indoor pollution, which kills more people than malaria, HIV/AIDs and TB combined. By creating, promoting and financing the project the partners are furthering the climate resilience, increasing gender equality and reducing financial burdens for women.

EcoAct will work in 2019 to sustain the management of the project after 2020 with the aim to handover management to the local Women’s Development Association Network, which will further enable female empowerment in decision-making.

Positive impacts

In 2018 we distributed 403 new LPG stoves, for a total of more than 11,000, generating over 2018 52,261 tCO₂e.

Training in Gender Equality, Data Analysis and other key project management areas were held for the local women.

The DLSS project is a Gold Standard for Global Goals accredited project which microfinances the sale of LPG cookstoves to households in El Fasher, Darfur.

In Sudan, the majority of the cooking is done by women and children, as men are rarely

involved in the process: there is therefore a disproportionate impact upon the genders. The LPG cooking stoves replace the traditional stoves which use wood and charcoal, saving the beneficiaries time and money as well as reducing the impacts from breathing in smoke and carbon particulates.

Beneficiaries use the extra time for a variety of activities including income generation, education and community work.

The project quantifies its positive contributions to the SDGs:

- SDG 3 – Good Health and Wellbeing
- SDG 5 – Gender Equality
- SDG 7 – Affordable and Clean Energy
- SDG 13 – Climate Action

Priority 4: Summary results

Every year, support at least 20 customers in their energy transition (renewable energies and energy efficiency)

- In 2018, EcoAct France provided around 10 customers with support on energy efficiency and renewable energies and the EcoAct UK team supported nine customers

Maintain 100% of green electricity consumption for EcoAct

- In 2018, the 45 MWh consumed by our company consisted of GO purchases.

Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency

- In 2018, EcoAct supported 30 renewable energy projects, primarily in Asia and Africa

Increase the number of people benefiting from the improved cooking stove technology deployed in Africa by EcoAct and its subsidiary Climate Pal (with 300,000 distributed by the end of 2017) and the LPG technology for stoves deployed in Darfur

- By the end of 2018, a total of 60,000 improved stoves and 11,000 LPG stoves had been deployed in Kenya and Sudan thanks to funding from the Livelihoods fund and Scharr company. These fireplaces provide a low-carbon cooking solution to more than 350,000 beneficiaries.

Priority 5

17 PARTNERSHIPS
FOR THE GOALS



Together with our partners and our customers, we contribute to the strengthening and circulation of knowledge and expertise on climate challenges and sustainable development



Priority 5

Our commitments for 2020:

- Build sustainable and innovative alliances to educate and mobilise civil society around climate and sustainable development issues
- Build multi-actor partnerships around SDG 13 related to the fight against climate change, promote and assess the resulting co-benefits

These commitments contribute to the following target SDGs: Multi-stakeholder partnerships

For more information: un.org/sustainabledevelopment/globalpartnerships/

Our actions

Our pioneering partnership contributions in 2018

CDP: An international partnership for the continuous improvement of climate reporting



Since 2017, EcoAct has been the official Gold Standard partner of CDP, and the only one to cover Europe and the USA, actively helping to promote and continuously improve climate reporting.

CDP is the international body for reporting climate, water and forest impacts to investors. By promoting rigorous and transparent reporting among companies, investors and regions, CDP invites all organisations to adopt the best practices for a prosperous economy, which genuinely benefits people and the planet.

The CDP organisation represents 650 investors with 87 billion dollars in assets. More than 5,600 businesses and 533 cities responded to this questionnaire on climate change, water, forestry and supply chain matters in 2017.

Science Based Target for Financial Institutions (SBT-FI): Supporting the financial sector on a trajectory compatible with the Paris Agreement



The Science Based Targets initiative (SBTi) aims to promote the corporate adoption of carbon strategies aimed at a decarbonisation level compatible with containing the global average temperature increase to within 1.5°C or 2°C of pre-industrial levels.

More and more companies are using SBTi methodologies to set

ambitious goals consistent with their industry and with science. In 2017, nearly 40 financial institutions set emission reduction targets under the SBTi.

These institutions have now been joined by more than 70 additional stakeholders in the financial sector that say they are committed to adopting this approach over the next two years.

In 2018, EcoAct joined the Stakeholder Advisory Group of the "Science Based Targets for Financial Institutions" initiative with the objective of helping financial stakeholders align their loan and investment portfolios with the goals of the Paris Agreement.

By contributing to this initiative, EcoAct is helping to develop a methodological framework for defining reduction targets for all financial sector stakeholders: banks, pension funds, insurance companies and asset managers.

COMITE 21: Fostering the implementation of the 2019-2020 Climate Change Adaptation Programme



As France's leading multi-stakeholder network for sustainable development in France, Comité 21 supports the implementation of responsible processes within organisations and across the regions.

The actions of the association include the development of collaborations between state actors, local authorities, companies, associations and higher education institutions as well as members from all sectors of the economy, in the deployment of sustainable development objectives in France and internationally. EcoAct has been participating in Comité 21's Climate Change Adaptation Programme since 2018. The Programme aims to provide its participants with a better understanding of the challenges inherent in adapting to climate change and provides working sessions building adaptation strategies.

ICROA – IETA and UK Emission Trading Group: Historical partnerships to structure robust and efficient carbon markets



As a founding member of IETA (International Emissions Trading Association) and ICROA (International Carbon Reduction and Offset Alliance), since its creation EcoAct has worked with them to structure robust and high-performance carbon markets with the aim of helping to achieve the international climate change objectives. These two international associations promote the role of market mechanisms and carbon pricing worldwide as part of the implementation of the Paris Agreement.

Under this partnership, we contribute to several working groups that aim to structure the international carbon markets, in terms of emissions reduction, recognition of new standards, structuring of new markets, and promotion and integration of voluntary processes within the framework of the implementation of the Paris Agreement. Gerald Maradan, Chief Executive Officer

and Co-Founder of EcoAct, was also Co-Chair of ICROA in 2018. In 2018 we continued our membership of the UK Emissions Trading Group that offers a forum for discussion and resolution of all aspects of emissions trading and facilitates communication between commerce and industry, and the UK government. In so doing, we contribute to Government thinking at a formative stage of policy development.

Gold Standard: Establishing impact measurement standards



Since 2016, EcoAct has worked as part of the Gold Standard partnership to establish the Gold Standard for the Global Goals (GS4GG), a new standard designed to accelerate action for the climate and achieve the Sustainable Development Goals (SDG).

Through this partnership, we have been involved in developing new methodologies to enable all those involved in low-carbon development projects to measure, monitor and report on their contribution to the SDG. The Gold Standard for the Global Goals

was launched in July 2017. Its development is now continuing through the "Gold Standard Network Platform", in which EcoAct participates.

Finance for Tomorrow: Promoting green and sustainable finance



Since 2017, we have been a member of the Finance For Tomorrow alliance. An initiative led by Paris EUROPLACE, Finance for Tomorrow brings together private, public and institutional actors willing to commit to finance that focuses on a sustainable future and combines long-term investment with considering environmental and social challenges.

In order to establish and promote best practices for sustainable finance, EcoAct provides its expertise as part of five working groups:

- Permanent Policy Commission: helping develop a favourable market framework for the development of green and sustainable finance.

- Research Project Group: supporting the Sustainable Finance research sector to strengthen the innovative capacity of the Paris Financial Centre.
- Climate Risk & Methodology Group Project: helping develop a favourable market framework for the development of green and sustainable finance.
- Sustainable, Green and Social Bonds Network: establishing a network of actors in the sector to foster the development of the green and sustainable bond market.
- Finance & Natural Capital Impact Network: developing a network of actors and building on the impact investment expertise of the Paris Bourse, focusing in 2018 on the challenges of natural capital and biodiversity.

Women's Forum: Accelerating the development of climate solutions with women



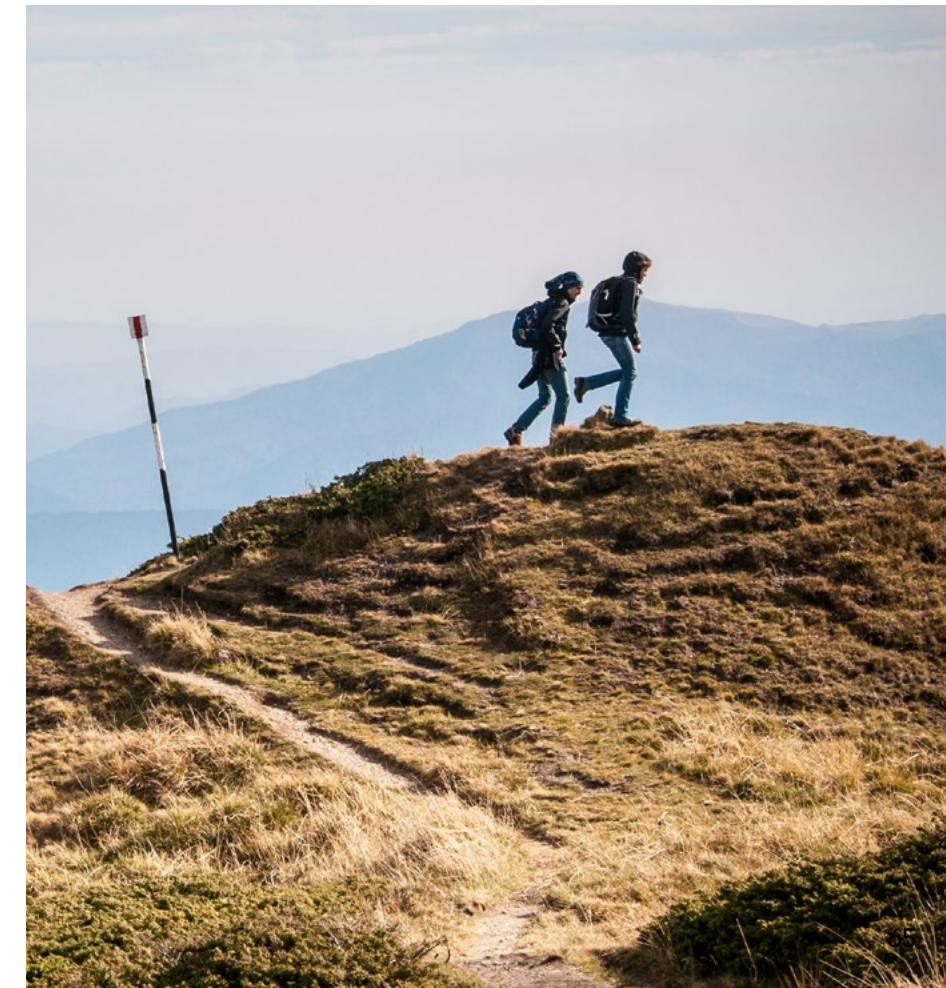
Since 2018, EcoAct has supported the Women's Forum and contributed to the work of its "Climate Daring Circle" as a "Knowledge Partner" alongside KPMG, L'Oréal, BNP Paribas, Engie and Microsoft as well as a wide network of other contributors including experts from the UNFCCC, OECD, HEC and the C40, R20, We Mean Business networks, etc.

Convinced that, firstly, women have an essential contribution to make in the fight against climate change, and that, secondly, climate action must recognise the gender-specific impacts of climate change, EcoAct will contribute to this group's work throughout 2019 with the following objectives:

- Gather data on issues combining the impact of climate change and gender disparity;
- Develop forward-looking scenarios to identify levers for action towards an inclusive and sustainable world;

- Identify initiatives particularly aimed at women and the climate;
- Build a "Commitment Charter" intended to invite public and private stakeholders to become involved and act.

And many other permanent partners in close cooperation with EcoAct for works, discussions, actions and events throughout 2018.



Overview of our partnership approach:

Climate	        	Climate
Sustainable Finance	      	Sustainable Finance
CSR and Sustainable Development	       	CSR and Sustainable Development
International Cooperation	      	International Cooperation

A stronger partnership approach with Alliantis, an expert in strategic alliances



Over the last two years, EcoAct has developed new partnership synergies to accelerate the transition of companies and regions by relying on the know-how of Alliantis, which was founded in 2000, directed since its creation by Sylvianne Villaudière and acts in three areas:

- strategic consulting for communication and public affairs related to CSR and the SDGs;
- dialogue and management of relationships with stakeholders;
- coordination of alliances and leading of stakeholder groups.

Since their merger in February 2017, EcoAct and Alliantis have jointly developed new solutions to increase the organisations' ability to anticipate and act

by supporting them in their climate change mitigation and adaptation strategy while building alliances and a stakeholder dialogue that respect the principles and values of CSR and the SDGs.

We are convinced that a low-carbon and sustainable world requires collective intelligence and alliances between actors.

The FIM, a multi-stakeholder event to educate and mobilise the widest audience and foster civic dialogue on climate issues

The Forum International de la Météo et du Climat (FIM) is one of the largest events to mobilise and educate about climate change.

The three editions (2018, 2019 and 2020) are co-hosted by the Météo et Climat association directed by Jean Jouzel, the IW2C companies directed by Christian Vannier and Alliantis directed by Sylviane Villaudière, who is also Group Deputy CEO of EcoAct.

Prepared in 2017 and hosted in Paris from 2 to 5 June 2018, the 15th FIM brought together company managers, scientists, weather and climate professionals and thousands of citizens from all over the world around several events:

- A general public event, open to all, on the square in front of the Town Hall in Paris, with presentations, workshops and exhibitions on action for the climate;
- A professional event with an international symposium on the theme "Financing the transition toward a low carbon society" and a Media Workshop on the theme "Communicating on climate change" bringing together international weather reporters.

forumeteoclimat.com >

Priority 5 : Summary results

Building sustainable and innovative alliances to educate and mobilise civil society on climate and sustainable development issues

- A dozen partnerships strengthened in 2018
- Membership of a dozen networks of key actors and associations in the Climate and CSR field
- Launch of a partnership with the Foresight and Innovation Foundation

Build multi-actor partnerships around SDG 13 related to the fight against climate change, promote and assess the resulting co-benefits

- Signature of a 3-year framework agreement with the CDP organisation
- Renewal of the carbon neutrality approach of the Convergences Forum, Lab Africa and We Belong
- Launch of the Deauville Green Awards carbon neutrality approach
- Launch of the new International Weather and Climate Forum formula
- Launch of an unprecedented partnership on the issue of Women and Climate with the Women's Forum

Appendices

Methodology

In 2017, EcoAct began to revise its CSR policy from the perspective of the SDGs.

Its objective was to define a new roadmap structured around five priority SDGs by 2020, in collaboration with internal and external stakeholders.

The first step was to select the priority SDG with regards to EcoAct's activities and industries and breaking each of them down into their associated commitments and objectives for 2020.

In 2019, EcoAct will submit this first roadmap to the stakeholders chosen to validate the robustness and relevance of these priorities so that it can introduce a Group-level CSR-SDG strategy by 2020.

This approach was first implemented by EcoAct France with the aim of gradually incorporating it into the group's

international dynamic and incorporating the approaches of the various entities that joined EcoAct in 2017.

The commitments and actions presented in this report concern the French entities of EcoAct Group, namely EcoAct and Alliantis, for 2018.

Certain actions by the other group entities are also presented in this report, through inserts and details of their sustainable performance indicators.

In particular, the actions contributing to the five priority areas for which EcoAct has set targets were highlighted.

The following reference frameworks were used for this report:

- The Sustainable Development Goals (SDGs)
- The ISO 26000 CSR reference framework and the 7 core subjects
- The 10 principles of the Global Compact

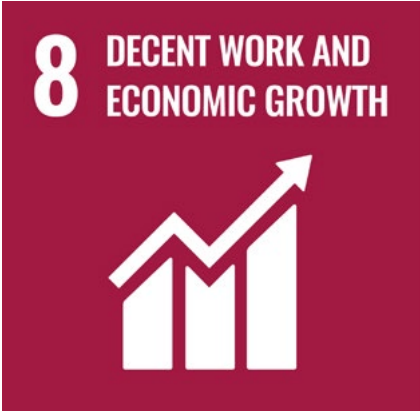
More broadly, EcoAct wants to set an example and work towards the new extra-financial reporting requirements of the new CSR Directive (August 2017).

Summary of our commitments for 2020

The development of a CSR-SDG roadmap is the first step in developing a CSR-SDG strategy for integration by 2020, including quantified commitments/objectives for each of the five priority SDGs selected, with different ambition levels for each of them.

Future CSR reports will be the expression of the CSR strategy and thus the selected ambition. Measurement and monitoring indicators will be associated with each of these commitments in order to assess the effectiveness of the contribution to the SDGs (significant KPIs). The choice of significant indicators is the next step in developing EcoAct's CSR-SDG Roadmap.

These elements have been prepared and drawn up by the dedicated team of the CSR Committee, created for the SDG revision of the EcoAct CSR Report in line with EcoAct's contacts and experts concerned by these subjects. They have been submitted to EcoAct's management, which has clarified and approved them.



SDG 8: Promote inclusive and sustainable economic growth, employment and decent work for all

Target level of ambition: Exemplary

Attention paid to working conditions and partner relations

Commitments:

- Employee satisfaction target of 90% by 2020
- Defining and deploying a responsible procurement policy by 2020
- Annual customer satisfaction target of 95% in conducting projects (added value and service provided)
- Guaranteeing the principle of 'equal pay for equal skills'



SDG 12: Ensure sustainable consumption and production patterns

Target level of ambition: Effectiveness

Support the development of sustainable production and consumption methods

Commitments :

- Offer a range of 5 innovative services a year to our customers
- Support at least 30 customers every year using innovative services
- The goal is to distribute at least 10 publications every year with content about the innovative solutions developed and deployed by EcoAct for 2020, contributing to a low-carbon and sustainable economy



SDG 13: Take urgent action to combat climate change and its impact

Target level of ambition: Exemplary

Active contribution to the fight against climate change

Commitments:

- Every year support at least 20 customers in their energy transition (renewable energies and energy efficiency) for 2020
- Maintain 100% of green electricity consumption for EcoAct
- Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency for 2020
- Increase the number of people benefiting from the improved cooking stove technology deployed in Africa by EcoAct and its subsidiary Climate Pal (with 300,000 distributed by the end of 2017) and the LPG technology for stoves



SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Target level of ambition: Effectiveness

Promote and support the development of renewable energies and energy efficiency

Commitments:

- Every year support at least 20 customers in their energy transition (renewable energies and energy efficiency) for 2020
- Maintain 100% of green electricity consumption for EcoAct
- Every year support at least 10 carbon offsetting projects related to renewable energies and energy efficiency for 2020
- Increase the number of people benefiting from the improved cooking stove technology deployed in Africa by EcoAct and its subsidiary Climate Pal (with 300,000 distributed by the end of 2017) and the LPG technology for stoves deployed in Darfur.



SDG 17: Partnerships for the goals

Target level of ambition: Exemplary

Partnerships and shared consideration of the CSR-SDG challenges

Commitments:

- Build sustainable and innovative alliances to educate and mobilise civil society on climate and sustainable development issues
- Develop multi-actor partnerships around SDG 13 related to the fight against climate change and promote/ assess the resulting co-benefits



Pillar	Indicator title	Unit, per year	Related SDG	EcoAct France + Alliantis data	EcoAct UK data	USA data	Spain data
Environmental	Emissions	tCO ₂ e	13	121	325	20.2	0.5
	Emissions per employee	tCO ₂ e / employee	13	2.6	8.9	N/A	N/A
	Energy consumption	kWh energy/m ²	13	127	N/A	N/A	215
	Water consumption	m3 water / m ²	13	0.68	N/A	N/A	1.3
	Paper consumption	kg paper / em- ployee	13	6	N/A	N/A	N/A
	Commuting journeys	km/employee/day	13	14	40.2	N/A	N/A
	Sorting and recycling of waste	yes/no	13	yes	yes	N/A	N/A
	Emissions avoided due to car- bon credits	tCO ₂ e	13	14,328,128	314,119	N/A	N/A
	Remote working	% of employees remotely working	13	65%	100%	N/A	N/A
	CSR and/or climate training given to customers	hours	13		N/A	N/A	N/A
	Carbon offsetting programs supported	programs sup- ported since the entity's creation	7	70	25	N/A	N/A
	Organisations that have sup- ported one or more carbon off- setting programs in partnership with EcoAct	organisations that have supported one or more carbon offset- ting programs since the entity's creation	7	150	39	N/A	N/A
	Number of energy efficiency programs implemented	number of sites involved	7	N/A	10	N/A	N/A

Pillar	Indicator title	Unit, per year	Related SDG	EcoAct France + Alliantis data	EcoAct UK data	USA data	Spain data
Labor	Employees	employees	8	46.3	36.6	3	2
	Overall parity	% men % women	8	39% 61%	50% 50%	N/A	N/A
	Parity: % of women managers and % of women directors	% women managers % women directors	8	40% 33%	38% 20%	N/A	N/A
	Age pyramid	employees by age bracket	8	24-34: 25 35-45 : 21 46 et + : 2	20-30: 18 30-40: 11 40-50: 8 50-60: 1	N/A	N/A
	Diversity of training	different schools or uni- versities	8	46	24	N/A	N/A
	Salary differences (including fixed, variable and bonus components)	Le plus haut salaire divisé par le plus bas salaire	8	N/A	4.24	N/A	N/A
	Employees with disabilities	% of employees	8	0	0%	N/A	N/A
	Ethnicity	different nationalities	8	7	5	N/A	N/A
	Training	hours/employee	8	17	21.28	N/A	N/A
	CSR Committee meetings	meetings	8	4		N/A	N/A
	Time spent on internal CSR	days	8	51	22	N/A	N/A
	Major company meetings, bring- ing together all employees	meetings	8	4	6	N/A	N/A
	Individual annual appraisals	% of employees having had an individual annual appraisal	8	100%	100%	N/A	N/A
	Seniority	years	8	3.32	3.6	N/A	N/A
	Turnover	%	8	23%	12.82%	N/A	N/A
	Average salary increase	%	8	N/A	3,88%	N/A	N/A
	Employee satisfaction	% satisfied (GPTW survey)	8	73%	94%	N/A	N/A
	Donations collected by em- ployees	€ or £	8	N/A	£1,394.58	N/A	N/A

Pillar	Indicator title	Unit, per year	Related SDG	EcoAct France + Alliantis data	EcoAct UK data	USA data	Spain data
Societal / Gouvernance	Partnerships with external entities	partnerships	17	30	1	N/A	N/A
	Time spent on financing external activities or contributing to community activities	hours	17	N/A	12	N/A	N/A
	Existence of a dialogue body with stakeholders	yes/no	17	yes	no	N/A	N/A
	Partnerships aiming to share expertise in which EcoAct is involved (working groups, events, forums, seminars, etc.)	partnerships	17	14 (11 R&D + 3 Management)	N/A	N/A	N/A
	Research and innovation drive	% of turnover	12	14%	N/A	N/A	N/A
	R&D projects led by EcoAct	projects	12	11	N/A	N/A	N/A
	New solutions proposed to customers	new solutions proposed during the reporting year	12	5	5	N/A	N/A
	Customers advised through our portfolio of innovative services	customers	12	32	15	N/A	N/A
	Projects carried out	projects	12	201	294	N/A	N/A
	Customers supported	customers	12	147	141	N/A	N/A
	Average satisfaction rating from supported customers	average rating/10	12	8.79	N/A	N/A	N/A
		Net Promoter Score	12	52	N/A	N/A	N/A
	Customer satisfaction	% of satisfied customers	12	86%	N/A	N/A	N/A

* within the scope of EcoAct France (progressive integration of Alliantis)

Your climate experts.

Your partner for positive change.

EcoAct is an international advisory consultancy and project developer that works with clients to meet the demands of the Paris Climate Change Agreement. We work with many large and complex multinational organisations to offer solutions to their sustainability challenges.

We believe that climate change, energy management and sustainability are drivers of corporate performance and we seek to address business or organisational problems and opportunities in an intelligent way.

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