



ecoact



EcoAction
For planet.
For people.
For progress.

2019 Report



Welcome

We added many new staff members to our teams across all geographies and welcomed our Turkey office as a part of our South Europe business unit. We worked hard to embed our CEFE values across our internal processes through collaborative work happening daily. This demonstrates the power of a global team sharing knowledge and resources.

During 2019 we demonstrated our commitment to delivering climate change and sustainability services and project development through new and expanded partnerships with clients. We innovated, developed and delivered new offers in the form of climate risk analysis, domestic low carbon schemes and new software tools. We continued to grow and refine our existing offers around strategy, carbon measurement and reporting, energy and climate targets. Our projects in Sudan and Kenya continue to grow their reach and expand to benefit more people and generate more carbon credits.

We also worked hard to address our own environmental impact, and this is the first year that we have aligned data collection across all entities and reported on progress.

Looking forward to 2020 and a new decade, it is clear that the next ten years will be pivotal to our efforts to limit the impacts of climate change. Our focus for 2020 and beyond will be to accompany organisations on their journey to net zero using all of the services that we offer and continue to grow and have a wider reaching impact. Of course, our people are essential to achieving these ambitions and we place central importance on supporting and developing them through our CEFE values.

It is important to mention the COVID-19 pandemic of 2020 and the unprecedented global situation. Our primary concern at EcoAct is the welfare of our staff, their families and the people that we work with, including our partners and clients. The decisions we make as a business are framed in this context. We

have responded to the pandemic with this at the core of our actions.

We hope that you find our report interesting and we would like to thank EcoActors, our clients, our partners and our networks for their continued EcoAction.



**Thierry Fornas &
Gérald Maradan**
Co-Founders, EcoAct

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Introduction

About this report

We publish this report each year and commit to measuring our impact on people and the planet and report on our progress.

This year, after consulting EcoActors, we have decided to change the name of our responsible business approach to EcoAction. We feel that this aligns with our goals and values and is at the core of what we do and how we do it. This report aims to consolidate all of our activities and track progress against our commitments and targets. We report on three areas:



For planet includes our environmental and climate change information



For progress reports on our innovation, research and collaboration



For people focuses on EcoActors, community engagement and creating a good working culture led by EcoActors

The following frameworks have been used in this report:



SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals

As a business, our focus is on the climate crisis and what is required to help us limit temperature increases in line with what science recommends. We also recognise that much of our impact comes from the work we do with our clients, companies and organisations that are larger, more complex and have a bigger footprint that we do at EcoAct.

Our sustainable approach is not just focused on climate change and the environment. In 2017, following consultation with EcoActors, we decided 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 improving living standards 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 is ambitious but we believe that is 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.

7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION

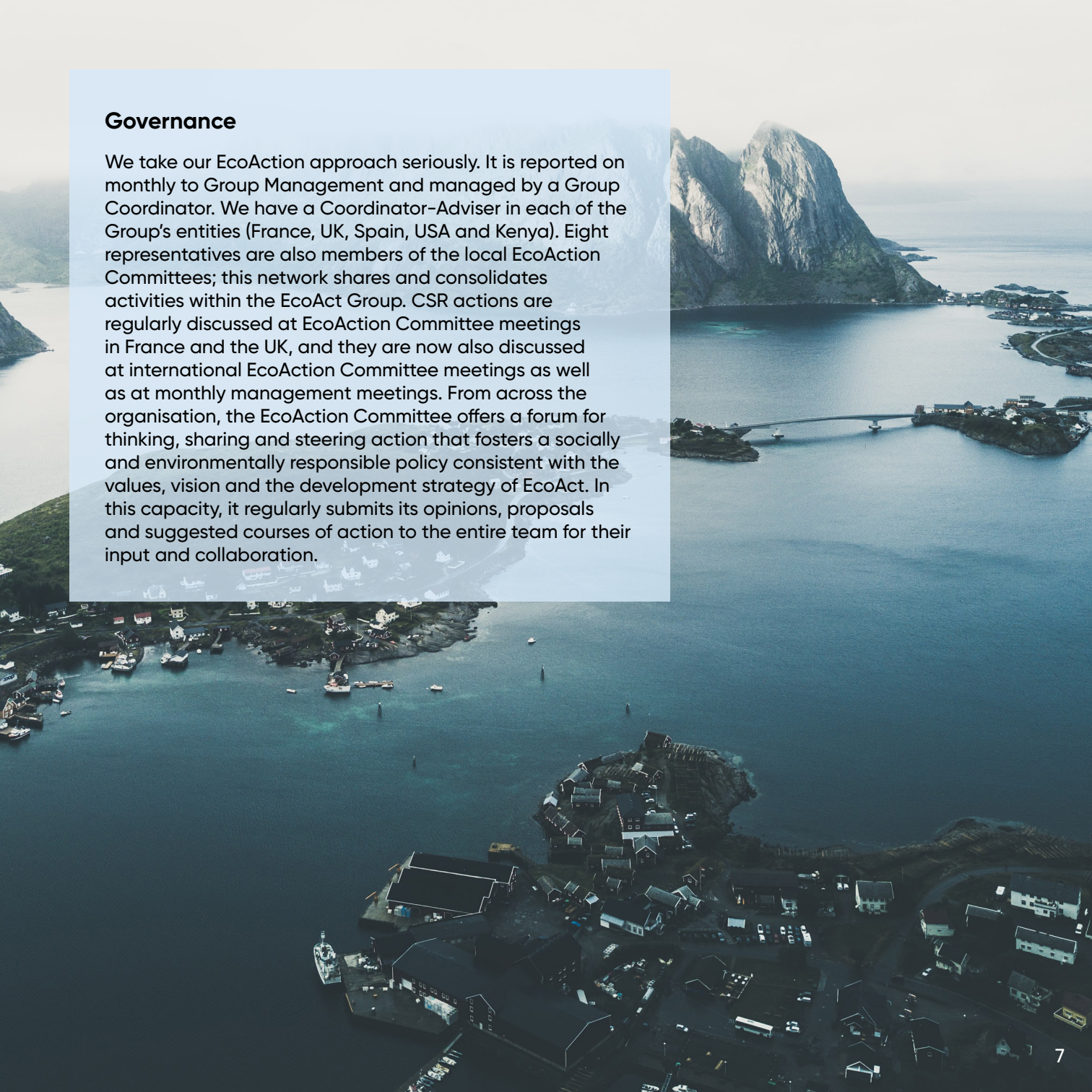


17 PARTNERSHIPS
FOR THE GOALS



Governance

We take our EcoAction approach seriously. It is reported on monthly to Group Management and managed by a Group Coordinator. We have a Coordinator-Adviser in each of the Group's entities (France, UK, Spain, USA and Kenya). Eight representatives are also members of the local EcoAction Committees; this network shares and consolidates activities within the EcoAct Group. CSR actions are regularly discussed at EcoAction Committee meetings in France and the UK, and they are now also discussed at international EcoAction Committee meetings as well as at monthly management meetings. From across the organisation, the EcoAction 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.



EcoAct at a glance

FOUNDED IN
2006

BY
THIERRY FORNAS
— & —
GÉRALD MARADAN

160
EMPLOYEES

multidisciplinary
consultants and experts

OFFICES IN 6 COUNTRIES ON
3 CONTINENTS



A WORLDWIDE NETWORK OF

50
LOCAL
PARTNERS

deploying projects in the field

+1000
PROJECTS
CONDUCTED IN
35 COUNTRIES

SINCE THE GROUP'S CREATION



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

CIR

CII



CEFE values

At EcoAct, we are driven by meaningful values and a genuine commitment to a net zero 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 CEFE: Collaborative, Expert, Future-focused and Engaged. These values are central to everything we do, from the work we deliver to our recruitment and HR processes. We defined these values as a team during our first international group seminar, when the British and French teams got a chance to finally meet. Our values translate perfectly into French (Collaboratif/ve, Expert/e, orienté/e vers le Futur, Engagé/e) to form the same acronym, which is pronounced like the expression "c'est fait" in French, or "it is done."

Collaborative

We are a diverse team with different backgrounds and experiences coming together to deliver action on climate change for our clients in the most encouraging way possible.

Warm

Positive

Open

Expert

We are passionate about becoming an unrivalled industry leader by achieving high value results for our clients through our wide and deep knowledge and experience of managing climate change impacts.

Credible

Knowledgeable

Confident

Future-focused

We know that climate change is the greatest risk we face, and we aim to adapt and progress in our desire to create a better future.

Visionary

Innovative

Curious

Engaged

We are considerate of our internal community, our local community and our wider global community and we are dedicated to doing the best we can.

Committed

Caring

Community
-minded



2019 Case Studies

The Climate Pal story: a partnership for positive change

Climate Pal is an organisation based in Kenya which was founded in 2011 and is owned by EcoAct. Its primary aim is to tackle the environmental and social challenges facing rural communities in Kenya.

Kenya has an extremely high rate of deforestation. It loses approximately 50,000 hectares of tropical forest a year. This is equivalent to 10 football fields per hour!

The major challenge for Kenyans is the tightly woven relationship between the population, energy needs, health and deforestation.

Traditionally, families are reliant on open fires (so called "three-stone fires") for their energy needs. These fires are not only extremely inefficient (consuming approximately 12kg of wood per day), they emit high quantities of smoke making them the cause of around 16,000 premature deaths per year in Kenya.

This has a disproportionately large impact on women and children to whom the cooking and wood collection duties fall.

Kenneth Mwenda, Project Manager at Climate Pal, is from Embu County in Kenya and understands these challenges only too well. Through his work at Climate Pal he is dedicated to helping tackle the social and environmental challenges through the development of cleaner cookstoves projects like the Hifadhi-Livelihoods project.

This project distributes cleaner cookstoves across rural communities in Kenya and has grown to

120,000 beneficiaries. The project is financed by the Livelihoods Carbon Fund, an impact investment fund created by 10 private companies.

Climate Pal facilitates the local distribution and manufacture of efficient stoves, which are reducing indoor smoke, freeing up the time of women and children, reduced deforestation and biodiversity loss and stimulating a sustainable industry for local communities. [Find out more here.](#)



Climate Pal is the product of collaboration. We can achieve positive change when we (corporations, communities and individuals) take action together.

Women's Forum

In 2019, EcoAct worked with the Women's Forum to contribute to the research and innovation activities within the Women & Climate Daring Circle, supported by corporate partners BNP Paribas, L'Oréal, Engie, Microsoft, and KPMG. As a Knowledge Partner, EcoAct's experts collaborated with other members of the Women & Climate Daring Circle (including experts from the UNFCCC, the R20, We Mean Business, and the OECD) to identify the levers and initiatives needed to accelerate the transition to a green economy and harness it for women's empowerment, enable women to lead actions in the fight against climate change, and address the disproportionate impact that climate change has on women.

In this context, EcoAct helped write the very first Charter for Engagement "Taking the lead for inclusion: Women leading climate action," that aims to catalyse a collective response from public authorities, private sector organisations and citizens at local and international levels.

The five explicit goals of this charter are the following:

- Achieve gender equality in climate decision-making bodies by 2030
- Raise awareness among all generations of the interactions between gender and climate, and provide girls with access to education and green jobs
- Improve access to essential and productive means to enable women's full engagement in climate change action
- Integrate gendered data to highlight and inform the development of climate policies and actions
- Finance and develop gender-responsive and scalable social, economic and technological climate solutions.

EcoAct was also proud to be the Carbon Neutrality Partner of the Women's Forum Global Meeting, held November 20th – 22nd 2019 in Paris.

Charity Fundraising

EcoActors have a history of supporting charitable organisations through a programme of team building activities. These include monthly veggie lunches, bake-off challenges and pub quizzes.



The Three Peaks Challenge

In 2019, UK EcoActors undertook The Three Peaks Challenge, involving climbing the highest mountains in England, Wales and Scotland in 24 hours. Twelve EcoActors attempted the challenge to raise money for the company charities – the Brain Tumour Charity and the homelessness charity St Mungo's.

The group of twelve hired a van to transport themselves around the country and started off in Scotland. Ben Nevis was the first and highest of the three peaks. The team were greeted with snow at the top, despite it being July! Coming down the mountain was surprisingly difficult, as the team tried to keep up speed without slipping.

Once back at the base, the team returned to the van and travelled for six hours to Scarfell Pike in England, arriving at around 3am to start the climb of the second peak. After the 978m ascent, it was back down to the van for a four-hour drive to Snowdonia in Wales to complete the third and last peak.

Despite the walking distance of 23 miles (37km), the ascent of 3064 m (10,052ft) and the total driving distance of 462 miles, the EcoActors completed the challenge within 24 hours.

They raised a total of £3,120.58 for our charities.





CASE STUDIES >

Les Restaurants du Coeur

In September 2019, the EcoAct France team spent an afternoon at La Ferme de Gally de Saint-Cyr.

The Ferme de Gally is a traditionally-run farm not far from Paris, between the forest of Marly and the hills of Saint-Cyr-l'École. This team building day was designed to welcome new EcoActors, engage in social actions outside of our everyday work, and simply have fun outside.

The day started with a baking workshop where we learned how to make bread from ingredients grown on the farm. The second part of the day was

dedicated to harvesting vegetables and fruits for the organisation Les Restos du Coeur of Yvelines.

Les Restaraunts du Coeur is a French NGO that takes action against poverty in all its forms by providing assistance to at-risk communities through access to free meals, and social and economic integration programs. EcoAct collected the equivalent of €1000 of apples, leeks, radishes, tomatoes, and butternut squash for the meals prepared and served by Les Restaurants du Coeur.

CASE STUDIES >

Entrepreneurs for Life


Entrepreneurs for life (EFL) assists and empowers social entrepreneurs worldwide and is focused on the development of entrepreneurship in developing countries. Its mission is to reduce poverty and improve the lives of the poorest.

The organisation does this by providing social entrepreneurs the resources they need to grow their businesses, including mentoring, finance, networking and sharing experience. EFL has a team of 30 volunteers, working in 3 continents: Europe, Asia and Africa. It has assisted 15 businesses so far.

In 2019, EcoAct donated €1500 to support financing for social entrepreneurship in some of the poorest areas, specifically, West Africa. One of the projects supported is in the Ivory Coast. "Les lavandieres d'abidjan" (The launderers of Abidjan), is a cooperative of clothing launderers, which has been set up in one of the poorest suburbs of Abidjan. Women traditionally wash clothes in the local river, among garbage, in unsafe and unsanitary conditions so the project provides them with better facilities and more security for them to wash clothes for their customers and develop their businesses.

An aerial photograph of a rugged, rocky island in the middle of a dark blue sea. A thick, grey cable runs from a small, brown, rectangular building on the island down to a metal structure in the water. The island's surface is covered in grey and white rocks, with patches of green algae or moss. The water around the island is a deep, dark blue, with some greenish-yellow patches visible near the shore.

for
planet



The central mission of EcoAct is to promote, support and contribute to urgent action to tackle climate change and protect our planet. It is this purpose that has brought us together as EcoActors and defines our organisation.

We continue to build on our wide range of best-in-class climate and sustainability services, providing a growing number of organisations with support in delivering the most credible and effective climate actions. By supporting large and ambitious organisations to reduce their climate impacts and understand the benefits of doing so, we have the largest potential to contribute to the urgent global climate goals.

EcoAct is also a carbon neutral business and we set our own ambitious targets. We take pride in our expertise and leadership within climate and sustainability, and therefore, it is important to us that we are also contributing directly as an organisation as we journey towards Net Zero and a better future for our planet.

Our focus for planet in 2019

Carbon neutrality

In 2019 we continued to be a carbon neutral organisation by offsetting our operational and Scope 3 footprint. In the UK we also offset our EcoActor's personal emissions (home energy and flights). This is part of our commitment to taking urgent action on our full climate impact today whilst we continue our efforts to reduce our emissions across all Scopes, as well as our commitment to support nature-based solutions to climate change and the Sustainable Development Goals (SDGs). EcoActors choose the offsetting project and for 2019 they have chosen the Safi Clean Water project in Kenya.

Renewable energy

We are dedicated to maintaining 100% renewable electricity consumption for our direct operations. All electricity consumption in our offices in London, Paris and New York

was covered by Renewable Energy Guarantees of Origin (REGOs) that match the year of consumption in 2019.

Environmental Certification

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.

Environmental footprint

For the first time in 2019, EcoAct measured its overall carbon emissions at group levels. The measure was made using the GHG Protocol methodology. The overall carbon footprint of the group is 525tCO₂e with an average of 5tCO₂e per full-time employee. Scope 3 emissions topped the results with 58% of

the overall footprint attributed to the purchase of goods and services. Hence, EcoAct will work on developing a stronger purchasing policy for 2020. Travel accounts for 35% of the overall footprint. EcoAct will put together a strong action plan to maximize its reduction from 2021.

Thought-leadership

We take pride in providing thought leadership through our content. Throughout 2019 our regularly updated news, factsheets and reports provided information on the latest climate science and industry knowledge, with the intention of accurately reflecting the real urgency of the climate crisis, whilst providing practical and helpful guidance to those that use our services as well as those that do not. It is important to us that all of our content remains easily accessible to any organisation and individual, because we believe the more people who understand

how to act and feel empowered to do so, the better for our planet.

Climate March

On September 20th 2019 EcoAct USA joined the Climate Strike in New York City and marched from our North American office in Brooklyn to Foley Square in Manhattan. It was a powerful showing of demonstrators, led by young people, demanding more ambitious actions to fight climate change. In addition to hearing from Greta Thunberg and the unifying message from the crowd of over 20,00 people, it was encouraging to see many EcoAct clients and partners represented along the way. We are all in this together and the stories and energy shared amongst the fellow marchers reinvigorated the passion for the work we continue to do at EcoAct.



The Safi clean water project

In Kenya, thousands of families must boil their water in order to make it potable. This process contributes to deforestation of local forests and increases the risks of respiratory diseases linked to biomass burning. If they don't boil the water, however, they are at severe risk of water borne diseases which can cause deadly cases of diarrhoea, particularly in young children. This project has been developed with the Kenyan Ministry of Health, to help distribute water filters to the local communities. This means around 4.5 million people now have access to safe drinking water and around 2 million tonnes of greenhouse gas emissions are avoided each year.

This project helps contribute to the following sustainable development goals:



Understanding ICROA



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

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

- Measuring the carbon footprint of our customers, in accordance with international standards (WRI, WBCSD, GHG Protocols and ISO 14064);
- Encouraging our customers to set challenging reduction targets that go beyond "business-as-usual";
- Encouraging our customers to assess their emission reduction opportunities and prioritise cost-effective actions;
- Using qualitative carbon credits in compliance with internationally recognised standards and programmes;
- Using third-party registers to transfer and cancel the carbon credits used for offsetting;
- Encouraging 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 greenhouse gas (GHG) emissions on behalf of our customers, we are committed to using carbon credits that are:



Real



Measurable



Permanent



Additional



**Independently
verified**



Unique

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

7 AFFORDABLE AND CLEAN ENERGY



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

Beyond our own commitments to using renewable energy, we help our clients to purchase renewable energy certificates as well as assuring renewable energy products of energy suppliers. Many of the offsetting programmes on our portfolio play a vital role in sharing modern technologies and building renewable infrastructure (wind, solar, renewable biomass) to help provide access to affordable and sustainable energy that would otherwise not have been possible for many communities.

13 CLIMATE ACTION



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

Central to our purpose as an organisation, this global goal is extremely important. We contribute to this global goal by growing our business to support more organisations as they transition to a low carbon economy, maintaining EcoAct's carbon neutrality, reducing our emissions per EcoActor year-on-year and setting ambitious emissions reduction targets.



For planet KPI reporting

	Support the transition to a low carbon world			Support the deployment of sustainable energy technology
Our commitments	For EcoAct to be a carbon neutral business	Reduction in emissions per employee year-on-year	Reduction to emissions related to business travel	Support the international deployment of energy efficiency and renewable energy technology
Our targets	Maintain the carbon neutrality of EcoAct's business across all Scopes	Reduction of 10% against 2018 levels	Reduction of 10% against 2018 levels	Support at least 20 customers in their energy transition Maintain 100% renewable electricity consumption for EcoAct Increase the number of beneficiaries of cleaner cookstoves
Our progress	EcoAct's full 2019 footprint offset and carbon neutral	As we are not reporting at EcoAct Group level, in 2019 emissions per full time employee (FTE) increased by 2% to 5 tCO ₂ e/FTE . Our aim is to put in place an action plan through the setting of a science-based target in 2020 that will allow us to decrease emissions per FTE YoY.	Emissions related to travel account for 185 tCO ₂ e, representing 35% of the total. This is a significant increase on 2018 (54 tCO ₂ e) and we plan to address this by setting of an SBT and associated reduction plan. It will also be important to take into consideration the impact COVID-19 will have on travel emissions in 2020.	At EcoAct we have supported 35 companies in their energy transition 100% renewable electricity consumption maintained 80,211 cleaner cookstoves distributed to date.




Our 2020 focus:
A science-based target

We believe that any robust strategy to tackle climate change must have ambitious emissions reduction targets in line with the latest science. We have supported many companies in setting and validating their own science-based targets for emissions reduction; therefore, our commitment in 2020 is to set a science-based target for EcoAct and to work towards gaining SBTi validation.



**for
progress**

An aerial photograph showing a dense mangrove forest in shades of green and blue, with a road or canal cutting through it. In the lower right, a modern cable-stayed bridge with a white pylon and numerous stay cables spans a body of water. The bridge has several vehicles on it.

One of our core values at EcoAct is "future-focused," which means not only being on the cutting edge of sustainable innovation, but also helping our customers and partners make progress towards a more sustainable, low-carbon future.

Building this future will require profound transformation for a lot of organisations, and we as a company invest in the development of new tools and methodologies to support their transition. Additionally, we participate in a number of partnerships and working groups that are helping define the best climate actions and strategies along the path towards Net Zero.

Our focus for progress in 2019

We invest in R&D to support sustainable innovation.

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 2019 we carried out a range of internal research and innovation actions.



Protection of coastal carbon sinks

In 2019, EcoAct opened discussions with I4CE and EIT Climate-KIC about developing a methodology allowing offsetting projects that preserve, protect, and regenerate coastal ecosystems to qualify for France's Low-Carbon Label. The project was officially kicked off in January 2020.



CRaFT

EcoAct worked through much of 2019 to develop CRaFT, or the Carbon Reduction and Feasibility Tool. CRaFT is a specialist online platform that enables users to map out different reduction scenarios, choose the best path, then track and realise their emissions reductions.

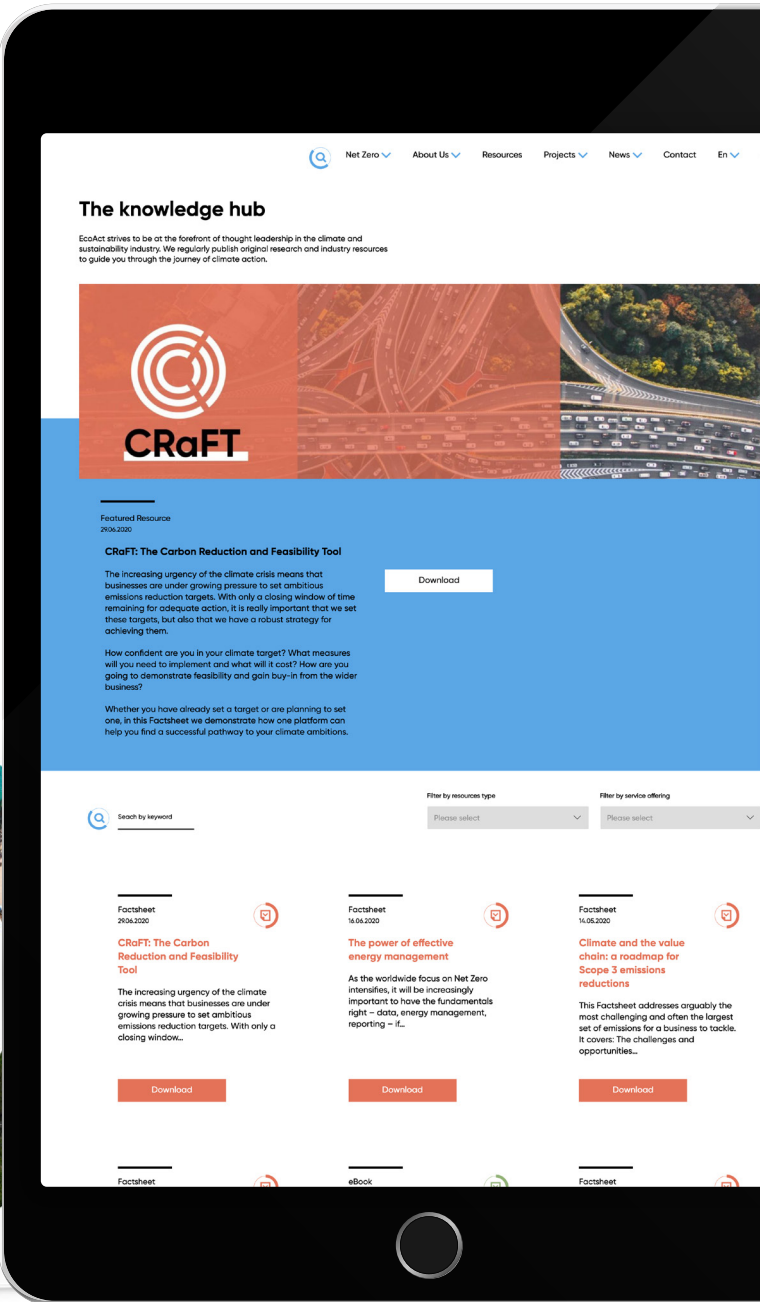
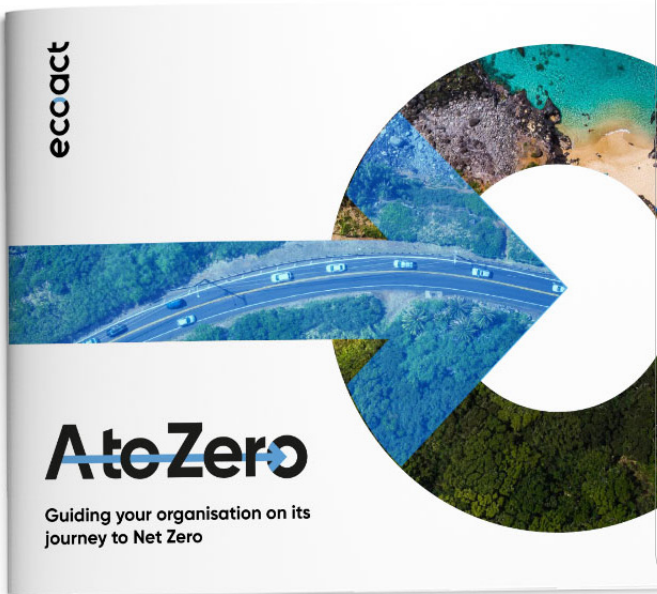


ClimFIT

We also finalised another in-house, bespoke tool in 2019: ClimFIT, or Climate Financial Institutions Tool. ClimFIT is used to calculate the carbon footprint of investment portfolios in order to encourage sustainable investments, and the methodology was created entirely by our Research and Innovation team based in Paris.

We share information and knowledge.

EcoAct's commitment to climate change drives us to share our knowledge and expertise. We share our analyses and interpretations with a broad audience 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 2019 is available on our website.





We engage in partnerships and working groups that deliver change.

Another one of our core values is “collaborative,” and nothing demonstrates the importance of this value like our network of partnerships. In order to stay abreast of the latest developments in sustainable innovation and to contribute to their development, improvement and visibility, we create and maintain working relationships with a number of national and international organisations. Our common ground is the push for progress and the importance of reaching Net Zero.

Women's Forum



In 2019 we joined the Women's Forum's Women and Climate Daring Circle as a Knowledge Partner in association with KPMG to write the first ever Charter for Engagement, "Taking the lead for inclusion: Women leading climate action". It aims to catalyse a collective response from public authorities, private sector organisations and citizens at local and international levels.

CDP



We are CDP's first and only Gold level SBT partner, and as such we work with our customers and partners to set, validate and meet their science-based targets. Working alongside CDP in all of the countries in which we operate, we help them champion better-quality climate reporting on an international scale.

BITC



The Prince's
Responsible
Business Network

In the UK, we are partnered with Business in the Community (BITC), one of the largest, business-led membership organisations dedicated to responsible business. In 2019, we became one of the founding members of the organisation's new Net Zero Task Force. The purpose of this collective of companies from a wide range of sectors is to provide

momentum behind the net zero ambition as well as guidance and a clear pathway for businesses to achieve it. In conjunction with this work, in 2019 we participated in BITC events providing information for businesses on how to tackle the challenges of climate change. As part of our membership, BITC delivered a training course on employee wellbeing to EcoAct employees.

SBT FI



The Science Based Target initiative (SBTi) launched a project in 2018 to develop a methodological framework adapted to the specific needs of financial institutions – the SBT-FI. As an active member of the Stakeholder Advisory Group of the SBT-FI initiative, we work with the SBTi to improve existing tools and to develop new methodologies.

FIM



For the second year in a row in 2019, we co-organised the International Weather and Climate Forum in Paris, an annual event that facilitates the exchange of information between various actors (general public, scientists, companies, media, NGOs). The event includes general public activities and workshops, and an international climate change symposium for scientists, elected officials, institutional leaders, researchers, think tanks and journalists.

For progress KPI reporting

	Innovations	Sustainable transformation	Feedback & collaboration	Thought leadership	Partnerships
Our commitments	Provide cutting-edge, innovative services to our network of clients and partners	Guide our stakeholders throughout their journey towards Net Zero and a low-carbon economy	Continue to improve our service to our clients and customers and collaborate with them to create positive change.	Lead the discussion around the issues that are key to the Net Zero journey (for example: nature-based solutions, GHG reduction, climate risk...)	Build sustainable and innovative alliances to educate and mobilise civil society on climate and sustainable development issues
Our targets	Offer a range of 5 innovative services a year to our customers	Support at least 30 customers every year using innovative services	Annual customer satisfaction target of 95% for completed projects	Distribute at least 10 publications with informative content on specialist climate change topics	Maintain our network of partnerships and actively seek new connections to organisations engaged in complementary sustainability work
Our progress	In 2019 we developed and deployed 2 bespoke tools and 3 new services related to new methodologies and reporting frameworks	Over 30 international clients benefited from our range of innovative service offerings in 2019	Our customer satisfaction rating has been increasing consistently since 2015, and in 2019 we reached 88%	In 2019 EcoAct published 13 documents with informative content and guidance on key industry topics	EcoAct reinforced our existing partnerships in 2019 and expanded our network internationally



SDG 12 – Responsible consumption and production.

This global goal is truly central to our mission as a service provider for some of the biggest and most complex organisations in the world. Sustainable consumption and production promote resource and energy efficiency, sustainable infrastructure and access to green and decent jobs and a better quality of life. Our drive to push at the cutting edge of sustainable research and innovation is motivated by the importance of encouraging responsible consumption and production on all levels: individual, organisational, regional, national and international. By our work both inside and outside of our organisation, we aim to build a sustainable economy that works for both people and planet in the long term.

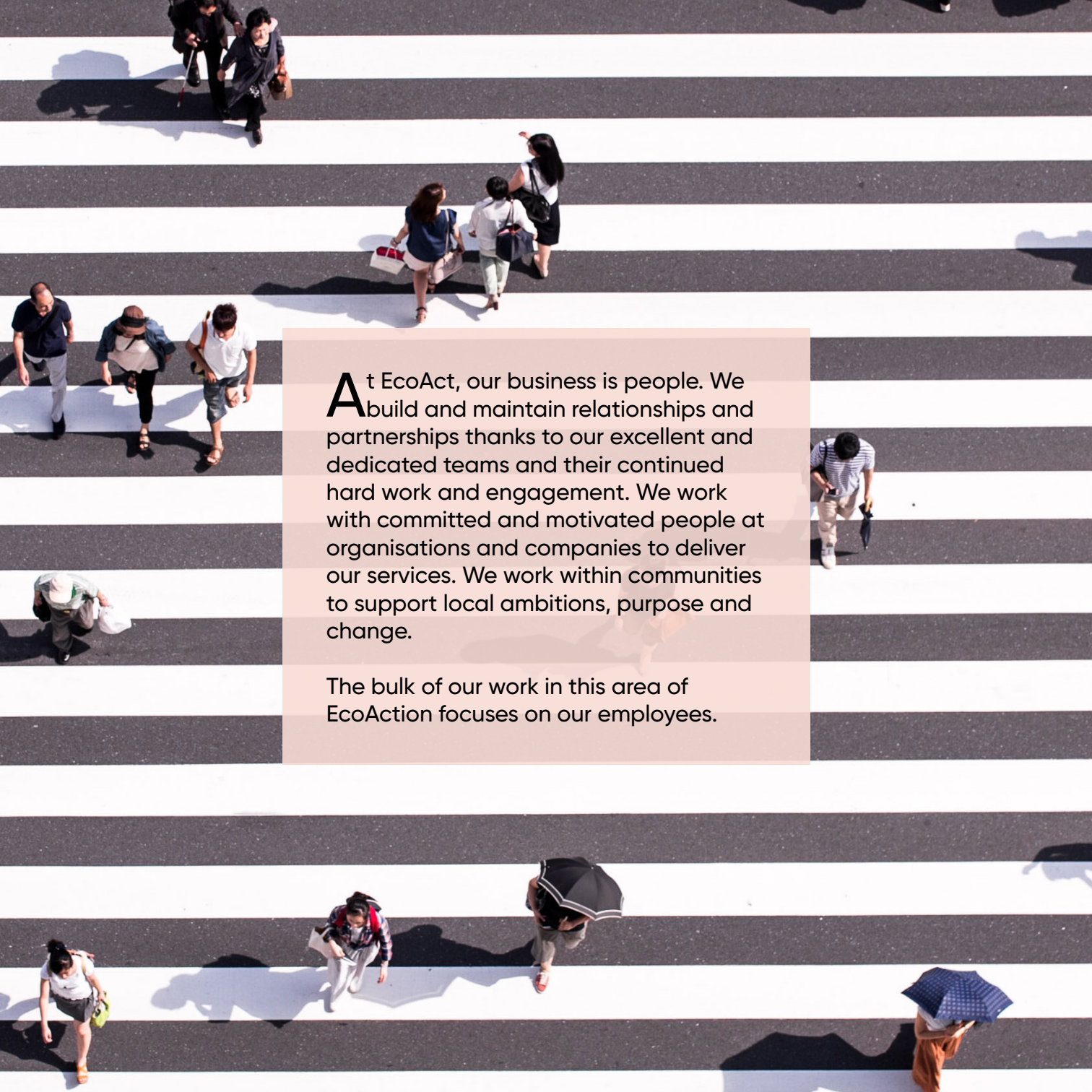


Our 2020 focus: Net Zero

After 15 years of experience working with corporates on their climate and carbon strategies, and as the urgency to take climate action grows, our approach has evolved. We are convinced that the biggest challenge of our time will be to limit global temperature increase to 1.5°C over pre-industrial levels, and that businesses will play a crucial role in this international effort. In early 2020, we released a new programme called “A to Zero,” a transformational and comprehensive guide for companies to establish their approach and their trajectory for a Net Zero future. With five modules that encompass all activities, the programme makes sure that businesses are fully addressing their response to reducing GHG emissions and the impact they have on the environment through a thorough transformation of their business model. Put simply, Net Zero is a state where we add no incremental greenhouse gases to the atmosphere – this should be the end goal for all organisations, and we are dedicated to helping them get there.

A large group of approximately 100 people, including men and women of various ages, are posed for a group photo in front of a large, multi-story stone building. The building features numerous windows, some with stone surrounds, and a prominent arched entrance. To the right of the group, a small pond is visible. The people are dressed in a mix of business casual and casual attire. The text "for people" is overlaid in the center of the image.

for
people



At EcoAct, our business is people. We build and maintain relationships and partnerships thanks to our excellent and dedicated teams and their continued hard work and engagement. We work with committed and motivated people at organisations and companies to deliver our services. We work within communities to support local ambitions, purpose and change.

The bulk of our work in this area of EcoAction focuses on our employees.

Our focus **for people** in 2019

We strive to keep our employees engaged, motivated and supported through training and development programmes, developing our CEFE company culture and maintaining an open and honest dialogue with employees.

During 2019, our focus was on listening to employees, through our annual seminar, a series of surveys, team building events, and building a solid foundation for any areas of concern and further developing our strengths.

A group approach

We formalised a company wide Human Resources knowledge-sharing working group, with representatives from the different geographical HR functions and overseen by EcoAct President Thierry Fornas. The group carried out the following activities in 2019:

- Established an employee mobility policy
- Improved the recruitment and onboarding policy according to specific geographies
- Established a group level referral policy for recruitment
- Managed the Great Place to Work Survey at a group level for the first time
- Developed geography-specific training and development plans by career grade and function
- Aligned and coordinated the performance review process across geographies with training sessions facilitated locally

EcoAct annual seminar

We held our annual seminar for all EcoAct

employees in March 2019 at an events space just outside of Paris. The seminar spanned two days and focused on two different elements – day one was about team building through collaborative working and activities, and day two focused on discussion and innovation about how to improve EcoAct. The outputs of the second day were sponsored by a manager and taken forward by groups of people interested in the subject. As a result of this work we established:

- A collaborative, comprehensive and formalised approach to innovation at EcoAct
- A better understanding of people's internal communications preferences and a subsequent roll out of technology to support these
- Knowledge sharing and collaboration tools for use across geographies
- Workshops organised throughout the year to engage staff with regards to their empowerment within their role in the organisation
- Clearly defined process around delegations of authority and sign off
- Work continues across all of these areas as we aim to improve on the foundations laid in 2019

The Great Place to Work survey

For the third year we undertook the Great Place to Work Trust Index survey, gathering employees' opinions on everyday life at EcoAct. This was the first time the survey was coordinated at a group level across all geographies. Results from the 2019 survey were largely extremely positive: we achieved an overall score of 83%. Based on the 2018 Great Place to Work Trust Index Survey, the local HR

functions established employee led working groups sponsored by a member of the management team to discuss a roadmap to improve performance in the areas where the percentage scores were lower than average (career development, recognition and reward). This work has led to an improved performance across these areas.

EcoAct is a very friendly and exciting place to work. The whole business genuinely cares about the environment and what we hope to do to protect it. People are given the freedom to work the hours that suit them and opportunities for growth and development are frequent.

It is easy to integrate. The people are very friendly and kind. I think it is linked to well-defined values and an effective recruitment policy. I think that corporate events such as Friday breakfast, solidarity days, and the annual company seminar create an atmosphere where it is good to work.

Responses from EcoAct's Great Place to Work survey 2019



8 DECENT WORK AND ECONOMIC GROWTH



EcoAction For People is about recognising the human element in all that we do at EcoAct.

It aligns with SDG 8 - Promoting sustained, shared and sustainable economic growth, full productive employment and decent work for all. EcoAct aims to foster the development of our employees, customers, suppliers and partners by ensuring fair and ethical relationships.



For people KPI reporting

	Full, productive employment	Development of employees	Development of relationship with suppliers	Development of relationship with customers
Our commitments	Promoting the wellbeing and professional development of our employees through "Great Place to Work" certification	Implementing a training policy tailored to employee and company needs	Definition and deployment of a responsible procurement policy	Maintain a lasting partnership with EcoAct's customers by delivering high quality work and gathering feedback
Our targets	Employee satisfaction target of 90% by 2020	Specific, structured training plans by geography, shared across geographies where applicable	EcoVadis 'Gold' rating Create a Supplier Code of Conduct	Annual customer satisfaction target of 95%
Our progress	83% of employees were proud to say that they work for EcoAct in 2019	In 2019, we developed an annual training calendar and cross geographical training opportunities	Review undertaken of suppliers and their products to ensure the use of sustainable products in our offices	In 2019, the South Europe Business Unit at EcoAct achieved 88% satisfaction. This process will be rolled out to other business units during 2020



Our 2020 focus: **People at the core of what we do**

Our HR strategy for 2020 is to be the employer of choice for talented individuals seeking to build a career in sustainability. EcoAct's brand identity has been reinforced, allowing us to now be identified as one of the leading players within the international sustainability industry.

Our strategy for 2020 focuses on the following:

- Continuing to attract and recruit more motivated, talented and engaged employees
- Developing and retaining talented individuals to maintain and develop our sector expertise
- Strengthening our international HR cooperation: consolidation of the HR Group approach
- Empowering all EcoActors, with a specific focus on training middle management
- Offering new global career prospects to EcoActors on an international scale through our international mobility policy
- Seizing the opportunities presented by our size, culture and agility to offer interesting and tailor-made management positions
- Encouraging strong engagement from EcoActors to support the business model

Although unseen when we formed our For People plans for 2020, the COVID 19 pandemic will dominate much of our focus for Q2 and Q3 2020.

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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