





**Esker's environmental policy establishes its commitment to environmentally sound and sustainable development. This policy formalises the company's vision in matters of environmental responsibility.**

**It provides a clear framework for our commitment and marks the company's desire to progress in its endeavour whose goal is the mindful consumption of resources and the recovery of most of our waste.**

**Like any company, Esker interacts with its environment and the issues related to sustainable development have been integrated with its activities as part of an ongoing drive for improvement which is firmly anchored in the company's culture since its creation. The environmental dimension is a priority not only for Esker's development but also for its internal operations.**

**We monitor our main impacts on the environment. We continuously strive to improve our processes and procedures and constantly seek out environmental solutions to limit our energy footprint. We also contribute to raising our employees' awareness of these matters.**

**This document sets out the main environmental issues relevant to the company's activities, our commitments and objectives for environmental protection and the actions undertaken that convey the environmental ambitions of Esker and its employees, in a perpetual drive for improvement.**

# MAIN ENVIRONMENTAL ISSUES RELEVANT TO THE COMPANY'S ACTIVITIES AND RELATED OBJECTIVES

## Pollution

A high level of fine particles in the air affects pulmonary functions and increases the risk of cardio-vascular diseases and lung cancer. This has a direct effect on shortening life expectancy. Our actions to reduce pollution diminish the emission and concentration of certain particles.

We encourage our employees to use low-impact means of transportation with the reimbursement of public transport subscription and mileage allowance for employees who cycle to work, and by making cycle parks available on our premises. Our company vehicle fleet is progressively being replaced by hybrid or electric vehicles.

### ONGOING ACTIONS AND RELATED OBJECTIVES



**Installation of a charging station** for 6 electric bicycles by December 31, 2019



**30% increase** of the capacity of our cycle parks by December 31, 2021



# Greenhouse Gas Emissions

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Climate change, resulting from the growing concentration of greenhouse gases in the atmosphere, is recognised as one of the major planetary challenges of this century. Esker's activities have a low impact on the production of greenhouse gases but we are nevertheless taking action to minimise this production. Through the selective separation and sorting allowing to recover waste, the company is also contributing to avoid certain emissions.

The progressive change of the company's car fleet to hybrid or electric vehicles is reducing our carbon footprint. Finally, by facilitating and raising its customers' awareness about reducing paper use in companies, Esker is indirectly contributing to the reduction of greenhouse gases emissions and to the fight against deforestation.

## ONGOING ACTIONS AND RELATED OBJECTIVES



**Increasing the number of hybrid or electric vehicles** to 30% of the company's car fleet by December 31, 2021



**Sponsoring of an association specialised in reforestation** with the goal of planting one tree for each reel of paper consumed at our Décines production site in 2019

# Energy control

Controlling energy consumption is a priority in responding to climate change and the inevitable depletion of fossil energy resources. We raise awareness on energy-saving behaviours among our employees. We are setting up the technical means for best limiting and controlling energies consumption with the installation of low-power lighting controlled by presence detectors, or by automatically putting our computers on standby outside office hours.

We are optimising our production means in an ongoing effort to reduce our electricity consumption. We are working on the code optimisation of the IT solutions that we market in order to reduce the charge needed to execute this code by the processors, hence reducing the consumption of electricity required to run the processing.

## ONGOING ACTIONS AND RELATED OBJECTIVES



**Presence detectors** controlling lighting in 100% of common spaces by December 31, 2019



**Application of thermal film** on 50% of glazed surfaces of our Décines production site by December 31, 2019



**More than 25% reduction in average kWh consumed** per page produced in our Décines production site by December 31, 2020

(4.2 kWh on 1/1/2019, target: 3 kWh)



**Raising awareness among our developers on software eco-design best practices** so that they integrate environmental impact criteria from the design step of our IT solutions by December 31, 2020.



# Renewable Energy

Renewable energy is crucial to preserve energy resources, to fight climate change and to reduce pollution. Esker's goal is to turn in priority to the services of suppliers using a significant amount of renewable energy and to study the option of having its own means of renewable energy production.

## ONGOING ACTIONS AND RELATED OBJECTIVES



**Hosting 100% of our new customers' environments** in the Microsoft Azure public cloud by end of 2019 in order to use a minimum of **60% of renewable energy** in line with the targets announced by Microsoft\*

\*(<https://blogs.microsoft.com/on-the-issues/2018/03/21/new-solar-deal-moves-us-ahead-of-schedule-in-creating-a-cleaner-cloud/>)



Feasibility study for installing **solar panels on the roof of our Décines mail factory** by December 31, 2019

# Resource Saving

As an economic performance factor, saving resources contributes significantly to environmental protection. Esker aims to cut down on the amount of raw material used in its mail production factory. To achieve this objective, we are striving to minimise waste, through the setting up of a quality management system: ISO 9001. The modernisation of the company car fleet to hybrid vehicles is also contributing to reduce the consumption of fossil fuels.

## ONGOING ACTIONS AND RELATED OBJECTIVES



**10% waste reduction**  
compared to 2018 in our  
Décines mail factory by  
December 31, 2019



**ISO 14001 certification of  
our Décines mail factory**  
by December 31, 2019



# Waste Management

Our production of waste is essentially linked to our mail production activities. The reduction of waste produced by its minimisation and the increased rate of reuse of this waste constitute a priority goal. Raising awareness among our employees and facilitating the sorting of their waste are also among the actions enabling us to maximise our waste reuse.

## ONGOING ACTIONS AND RELATED OBJECTIVES



**Recycling 100% of ink waste** in our Décines production factory by December 31, 2019



**Recycling 100% of paper and envelope waste** in our Décines mail factory by December 31, 2019



Organising **bi-annual recycling awareness sessions** with our employees, together with the organisation entrusted with our waste recycling by December 31, 2019



Making **recycling bins** available for batteries, light bulbs, plastic caps, plastic bottles, cans, paper, cardboard and aluminium coffee capsules on all our sites by December 31, 2019



# OUR 10 COMMITMENTS TO THE ENVIRONMENT

We undertake to allocate the resources and means so that Esker remains a company conscious of its environmental responsibilities, by actively committing it to:

**1**

Comply with the environmental laws and regulations in effect by monitoring environmental compliance.

**2**

Continuously improve our environmental performance by identifying our significant environmental impacts.

**3**

Set up action programmes appropriate to our business and contributing to the reduction of these impacts by defining specific, measurable, realistic targets that are achievable in a given time.

**4**

Efficiently use our production means by striving to optimise our waste management through different measures like waste reduction, innovation and the constant optimisation of our quality management procedures.

**5**

Act to recycle waste in particular by prioritising local actors of selective collection and sorting and ensuring that this waste feeds into short and clearly identified recycling chains.

**6**

Promote going paperless with our customers in order to help them reduce their environmental impact.

**7**

Favour the use of means limiting greenhouse gas emissions especially by preferring a clean car fleet and by reducing the distance travelled by our employees, using audio and video conference solutions.

**8**

Include obligations of environmental responsibility and considerations when assessing our suppliers and subcontractors.

**9**

Ensure the monitoring and relevance of our quantitative and qualitative objectives through an efficient environmental management system and by measuring our environmental performance every year in order to take stock of our actions and decide on improvement efforts.

**10**

Raise awareness among our employees in their daily actions by developing their environmental skills through awareness programmes and training and the communication of detailed policies and procedures.

# RESPONSIBILITY AND GOVERNANCE

Esker's Environmental Manager, Mr Thierry Alberti, is responsible for the environmental policy and is tasked with defining the targets for reducing our environmental impact and combining the different actions. He is supported in his mission by the Internal Actions Committee.

Esker's general management provides the means and resources required to implement the environmental policy and encourages all employees to actively contribute to realising this policy.

## SCOPE

This policy applies to all employees of Esker S.A. throughout the company's sites in France.

## FREQUENCY OF REVIEW

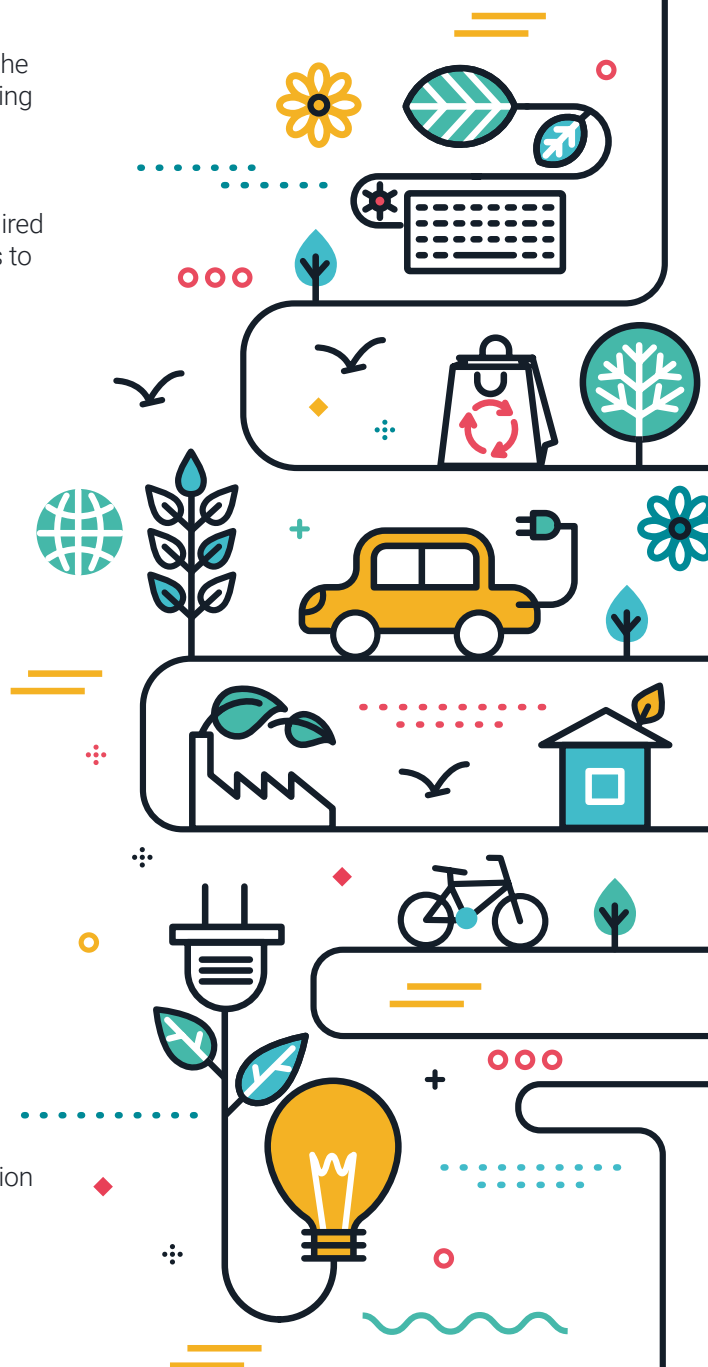
The environmental policy is reviewed annually. The next revision will take place in March 2020.

Esker confirms its commitment to continuously improving the reduction of its environmental impacts which is active, deliberate and collaborative.

Lyon, March 1, 2019

**Thierry Alberti**  
Environmental Manager

**Jean-Michel Bérard**  
Chairman of the Management  
Board of Esker





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