



Thomas BUBERL
CEO

AXA Group’s individual commitments to act4nature international

Biodiversity loss puts ecosystem services at risk, threatening both society and the businesses that depend on them, and in turn the investors and insurers that depend on a well-functioning economy. The biodiversity challenge is a natural extension of AXA’s efforts to combat climate change ([see link](#)). AXA’s biodiversity strategy currently includes the following commitments:



act4nature Commitment Charter	AXA Group’s voluntary commitment	Targets	Date Periodicity
1 - 2 - 3 - 9 - 10	Raising investor awareness of biodiversity loss and its economic and financial impacts.	Develop the launch of a working group, based on the TCFD model, for the protection of biodiversity, as well as a partnership with the NGO WWF.	2020-2022
3 - 4 - 9	Investing in the creation of investor-friendly biodiversity risk metrics.	Support a collective public call for proposals to create a player capable of providing an indicator of the impact of our investments on natural capital.	2020
5	Redirect our investments towards carbon neutrality, in line with the Paris Agreement.	1 - Reduce the «Global Warming Potential» of our own-account investments to +1.5°C by 2050. Intermediate targets are currently being defined with our peers in the Net Zero Asset Owner Alliance. 2 - Reach +24bn€ of green investments by 2023. 3 - Continue the coal divestment initiated in 2015 with reinforced criteria. Achieve a target of 0% coal in our investment and insurance activities by 2030 (EU and OECD) and 2040 in the rest of the world. 4 - Continue our divestment from unsustainable palm oil producers, initiated in 2013	2019-2050 2015-2023 2015-2040 2013-...
5 - 6	Investing for the protection of biodiversity and to achieve the objectives of the Paris Agreement.	€150M - €200M invested in the Impact III Fund (Climate & Biodiversity) in order to finance credible solutions that produce measurable positive results.	2019-2029 (max est.)
2 - 4	Engage in a dialogue on biodiversity with businesses in various sectors.	Engage more companies (33 in 2019) about biodiversity issues.	2020 -
4 - 5	Direct footprint reduction.	-25% of CO ₂ emissions. 100% renewable electricity (RE100). -20% of waste. -20% water consumption. -35% paper consumption.	2018-2025
1 - 3 - 8 - 9 - 10	Marine stewardship: develop risk management strategies using the expertise of the financial community.	AXA XL actively contributes to the creation of the Ocean Risk and Resilience Action Alliance.	2020
1 - 4 - 5 - 6 - 8	To establish a sustainable strategy for the management of our forest assets as well as to monitor and alert in case of destruction of insured areas.	Identifying habitats and monitoring their evolution; devoting 3% of the exploitable area to natural development; limiting clear-cutting to 4ha; and opening some forests to nature protection organizations. Use parametric insurance (CYMO) to control fire risk.	2021
1 - 2 - 8 - 9 - 10	Support academic research on biodiversity risks.	The AXA Research Fund continues to support a variety of researchers.	2008-...

BL evolution's individual commitments to act4nature international

BL evolution is a consulting firm specialised in sustainable development. We support and guide organisations on matters of corporate social responsibility, as well as climate/energy, biodiversity and responsible innovation.

The environmental and social issues are a priority for BL evolution. We are convinced that it is urgent for companies to take these into account and to act. Therefore, our mission is to guide the transition towards sustainable development. In a world where established templates are shifted, we commit to developing new tools and methods that will serve those bringing people and ecosystems' respect at the core of their strategy.

Following a study of its impacts and dependencies regarding biodiversity, BL evolution has defined its commitments to address identified issues:

1 Reducing impact from operations

- Purchase of furniture and supplies: 100% of new furniture to be reconditioned or certified by 2022 and 100% of paper to be certified by 2022.
- Take into account biodiversity in suppliers' choices regarding our events (4 events per year).
- Train our 15 co-workers once a year on biodiversity awareness, including the impact of our operations and day-to-day eco-friendly behaviors (food, transports/bike, Green IT, waste, light pollution, waste of resources).
- Invest in an additional company bike by 2022 and keep favoring train for long-distance travel.
- Keep numerous plants in offices in order to improve co-workers' well-being and push for the implementation of a biodiversity-friendly habitat on the Grenoble site by 2022.

2 Take into account biodiversity in our missions

- Integrate ecosystems preservation as an action recommendation in 100% of our PCAET missions by 2022.
- Integrate elements of biodiversity awareness in 50% of missions conducted for companies by 2024.
- Gather an internal task force in order to define a reflection framework to identify the impacts on biodiversity of our recommendations by 2021.

3 Put our expertise regarding preservation and sustainable use of biodiversity at the service of society

- Publish at least one study in relation to biodiversity by 2022.
- Raise awareness on biodiversity among the general public as well as territorial and economic actors through 2 actions a year (communication/press/blogs/social media).
- Keep our commitment towards associations and organizations working for biodiversity (FRB, MAB Fr, AFNOR...) as for one working day per quarter, as of 2020.



One of our consultants visiting a client (municipality) with one of BL evolution's bikes.

EDF Group's individual commitments to act4nature international

With its industrial facilities built close to protected areas, the EDF Group has been involved for a long time in the preservation of biodiversity. As early as 2006 EDF adopted a Biodiversity policy, and in 2016 turned it into one of its 6 Corporate Social Responsibility Goals:

«Launch a positive approach to biodiversity, not limited to understanding and reducing the impacts of activities, but having a positive effect on biodiversity».

In 2020, the EDF Group took 17 commitments under the act4nature France initiative and at international level commits to:

1 Reduce the contribution of its activities to the main pressure factors

→ Changes in land and sea use

The EDF Group works jointly with IUCN to develop by 2021 guidelines in favour of biodiversity in the fields of wind and solar power.

In Laos, the EDF Group, with the support of its stakeholders, will propose the listing of the Nakai-Nam Theun national park on the IUCN 2020 Green List of protected areas. EDF has also committed to provide training to local communities in the management and use of natural resources by 2022.

In Italy, Edison will realize a study of materiality in order to define major actions in favor of biodiversity to be implemented with its stakeholders.

In 2020, EDF will review the Group biomass policy including new commitments in favour of biodiversity.

In nuclear generation (France, UK), the sites will implement action plans to conserve and enhance biodiversity on outstanding environments on non-operational land-holdings in partnership with local actors.

→ Climate change

The EDF Group already operates one of the lowest-carbon power generation fleet. EDF boosts its commitment to lower its direct CO₂ emissions by 2030 (from -40% to -50%). EDF commits to cease all coal-fired electricity generation by 2030, and to achieve carbon-neutrality by 2050.

→ Pollution

The EDF Group aims to mitigate light pollution by mobilizing its R&D resources to better understand the impact of artificial light on fauna. EDF has committed to set up a methodology to measure the impact of artificial light on fauna, and to assess its efficiency on at least two sites by 2022.

2 Develop and share biodiversity knowledge

EDF has carried out with UNEP WCMC an assessment of the ecological sensitivity of its 1,000 industrial sites in the world and conducts a €21 M (2018-2021) research program, focused on mitigating the impacts of centralized power generation facilities on terrestrial and aquatic biodiversity. EDF pledges to make part of some findings of this research publicly available via co-funded or co-supervised post-doctorate/PhD theses, participation in national and international symposia, and publications in scientific journals.

3 Strengthen governance and personnel awareness on biodiversity

EDF intends to have an efficient governance system to address biodiversity on a groupwide scale. A groupwide operational organisation guideline on biodiversity will be shared with its business units and subsidiaries by 2021.

The EDF Group was a pioneer in the issuance of Green Bonds for renewable energies (in 2013). Via a new GB Framework, EDF is now extending the scope of its Green Bonds to cover biodiversity (issuance calendar depending on market conditions).

The EDF Group intends to further develop the awareness of its personnel on biodiversity issues by creating dedicated instruments (training, e-learning, Fresque de la biodiversité®, etc.). More than 1,000 employees will have attended training and/or awareness sessions by 2022.

EDF Foundation, for 2020-2024, will support projects in favour of biodiversity.

Additional informations page 157 of the following document:
<https://www.edf.fr/reports/urd2019>



Imerys’ individual commitments to act4nature international

Biodiversity is an integral part of the **Imerys Group strategy**^[1]. Under our **Corporate Environmental Charter** we are committed to integrate the preservation of biodiversity into all our operations and take concrete action to provide solutions for the conservation of biological diversity and its restoration. We renew and enlarge our commitments for 2020-2024, as described below:

1 - Integrated into our **code of conduct**

Theme	Commitments	Targets	act4nature common goals
Scientific expertise & environmental strategy	Group strategy <ul style="list-style-type: none">Define and implement the “Mine Cycle Biodiversity” internal requirements.Quarterly review of the Biodiversity roadmap by members of the Executive Committee.	2020-2024	1, 3, 4, 5, 7, 9
	Scientific expertise <ul style="list-style-type: none">Renew the biodiversity partnership with the French National Museum of Natural History (MNHN).	2021-2024	
	Continuous improvement tools <ul style="list-style-type: none">Develop and apply an environmental maturity matrix to assess sites progress and to implement action plans.Deploy the ‘biodiversity toolbox’ to support biodiversity management on sites.	2024: For >60% of total mining extraction	
Action against the causes of biodiver- sity loss	Loss of habitat <ul style="list-style-type: none">Map sites’ biodiversity stakes with a multi-thematic geographical assessment (MNHN).Deploy composite biodiversity monitoring indicators and action plans.Prevent and avoid negative impacts wherever we operate by training staff in the sequential steps of the mitigation hierarchy.Restore natural habitats during and at the end of our operations.	2024: 100% of sites mapped 2024: Implementation for 75% of our quarries production in France. One pilot site abroad 2021-2024: Trainings- and 20 audits	2, 3, 5, 8, 9
	Climate change <ul style="list-style-type: none">GHG emissions reduction targets aligned on a 2°C trajectory - SBTi validated.	- 36% in 2030 (base year 2018)	
	Invasive alien species (IAS): <ul style="list-style-type: none">Integrate prevention and control measuresPrivilege the use of native species in revegetation operations.	2024 : > 60% of the sites with an IAS management plan.	
	Pollution <ul style="list-style-type: none">Reduce Chemical inputs.Reduce environmental impacts and maximize the efficient use of natural resources. <i>(actions are defined in the Universal Registration Document p.64).</i>	2024: «Zero pesticide» Objectives for the Group: URD p.64.	
	Conceive, implement, follow and diffuse projects like: <ul style="list-style-type: none">SYMBIOSIS: International scientific partnership project enhancing mine rehabilitation in tough conditions.ECOVAL: Offset dynamic and ecological equivalence assessment tool.Territorial strategy for an optimized mitigation.Programs on pilot sites.	2020-2023	
		2024: 3 sites 3 existing pilots and 4 new ones.	
Engagement with our stakeholders	<ul style="list-style-type: none">Organize International biodiversity events internally and with the local communities (incl. Open days in sites).Develop Employees initiatives via SD Challenge.Promote local partnerships with scientific structures and NGOs.Diffuse Biodiversity data (INPN, GBIF, etc.).Communicate projects results and contribute to scientific knowledge enhancement.	2020	2, 7, 8, 9 10
		2020-2024	



Kering's individual commitments to act4nature international

Across the planet, ecosystems and the life they support face alarming threats. To safeguard those ecosystems on which our supply-chain rely, Kering has taken concrete steps to place sustainability at the core of both strategy and operations.

In 2017, Kering unveiled bold sustainability goals to achieve by 2025. You can find details and progress on these [here](#). When it comes to biodiversity, we commit to:

1 Improve measurement of ecosystem services and biodiversity

Kering works with scientists to refine the way we account for our impact on biodiversity. Our open-source **Environmental Profit & Loss Account** measures our environmental impact across our supply chain and we ambition to reduce it by 40% by 2025. We quantify biodiversity impacts by looking at land use change and use the EP&L as a decision-making tool to produce better biodiversity outcomes. Looking ahead we will:

- Develop our metrics for biodiversity by testing an 'add-on' tool developed with **Cambridge University**.
- Keep engaging in dialogues about science-based targets for biodiversity and new commitments in the context of the CBD COP 15.

2 Respect biodiversity in the supply chain

In 2018, Kering published the '**Standards for Raw Materials and Manufacturing Processes**', which set best practices in environmental protection, among others, and committed to 100% alignment with the Standards by 2025.

By then, Kering will:

- Adapt our global sourcing strategies to the **Conservation Hierarchy** and the science-based targets for nature (avoid, reduce, restore/regenerate and transform).
- Continue to rely on robust **3rd party certifications/labels** that promote positive biodiversity outcomes.

3 Create positive impacts on biodiversity

Kering actively supports biodiversity initiatives, including:

- Scaling up regenerative agriculture in our supply chain by using innovative financing mechanisms and partnering with the **agro-industry**.
- Implementing reptilian protection programs within the **Southeast Asian Reptile Conservation Alliance** initiative.
- Partnering with conservation and scientific groups, including **IPBES**, IUCN and more.

4 Promoting biodiversity among all stakeholders

Kering will deepen its leadership role in the industry through pioneering collaborations. Looking ahead:

- Kering will unveil a comprehensive corporate biodiversity strategy in 2020.
- Through our leadership position within the **Fashion Pact**, Kering will work to ensure all members develop strong biodiversity strategies and partner with others industry players to launch and scale ecosystem restoration programs.



LVMH's individual commitments to act4nature international

Protecting biodiversity is a point of pride for the LVMH Group and its 75 Houses. Nature is both a source of inspiration for product manufacturing with the finest natural raw materials and a treasure to be preserved and valued. As well as supporting the fight against climate change, protecting nature is one key pillar of the Group's environmental policy, which has been in place since 1992. Developed as part of the LIFE Program (LVMH Initiatives For the Environment), which sets out dated and quantified commitments whose results are both **validated by third parties and published**, the policy aims to:

→ **Protect plant species and animal welfare at every stage in the supply value chain, for Fashion and Leather Goods as well as Cosmetics, by respecting the very highest standards, and making the following commitments:**

- 100% Global Organic Textile Standard cotton, Better Cotton or recycled cotton by 2025;
- 100% FurMark certified farmed furs by 2025;
- 100% of leathers from certified tanneries, by 2025 with, at least, 70% from the Leather Working Group;
- 100% of purchased palm oil derivatives to be RSPO-certified by the end of 2021;
- Improve animal feed management and farming practices to achieve zero net deforestation and desertification⁽¹⁾ by 2025.

→ **Preserve soils, especially in the Wines and Spirits business, by making the following commitments:**

- 100% sustainable viticulture certification in its vineyards both in France and elsewhere, continuing beyond 2020;
- Invest €20 million in a Champagne research centre given over to sustainable viticulture and create a Living Soils University to encourage innovation along with knowledge and best practice sharing for all of its partners.

→ **Promote the circular economy and its positive impacts on biodiversity by improving the environmental footprint of 100% of its products by 2025, from manufacturing to packaging.**

→ **Support fundamental and operational research to step up scientific knowledge and apply it to the business model and its value chains.** For example, the Group is:

- A founding member of the **French Biodiversity Research Foundation**;
- A partner of **UNESCO's MAB** (Man and the Biosphere) **programme** - the aim of which is to establish a scientific basis for enhancing the relationship between people and their environments - also during the next IUCN World Conservation Congress;
- A member of the **«Ecological Accounting» Partnership Chair** to support the strong sustainability approach, with AgroParisTech;
- Supported by an ad hoc Scientific Committee which backs new projects to promote biodiversity, both for domestic and wild animals, and to seek out the **best practices for our supply chains**.



Hennessy - © Christophe BARRAUD

1 - According to the definition in the Net Zero Emission 2050 EPE study

Pascal MICHARD
Chairman

Macif Group’s individual commitments to act4nature international

Aware of the challenges and the urgency to act in the face of the unprecedented decline in Biodiversity, the Macif group is committed daily and is investing sustainably to preserve the world of today and tomorrow.

Thanks to its responsible offers, its environmental partnerships and its investment policy, our Group is taking concrete action to combat three of the five main factors threatening global biodiversity: global warming, plastic pollution and invasive species.

As a mutualist and citizen from its inception, our Group wants to protect this natural capital which we all inherited and will have to transmit intact to future generations.



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Act4nature commitment charter	Macif group voluntary commitment	Goals	Date Frequency
1 - 4	Integrate biodiversity into the work of the cross-functional CSR committee «Societal and climatic issues» and include it in the Group’s priority strategic axes.	Deploy operations in favour of biodiversity in the Group’s businesses and entities.	2020-2025
2	Train elected Macif delegates on the challenges of climate change and biodiversity.	Create Climate / Biodiversity training within the «support plan for elected delegates».	Q3 2021-2022
2 - 9 - 10	Develop our partnership with Surfrider Foundation Europe for the protection of the ocean, rivers and biodiversity.	Make a long-term commitment to support the «Plastic Origins» and invasive algae «Ostreopsis ovata» programs: endowments, call for citizen volunteers and event relays.	2020-2022
4	Invest in the World Bank’s «Ocean» program (IBRD) for the protection of ocean health.	Investing more than 125 million euros in field actions deployed in the medium and long term.	2018-2033
4	Having a more environmentally-friendly and less energy-consuming building stock.	Increase the share of certified buildings in operation by up to 40% by 2021.	2020-2021
4	Invest to achieve the objectives of the Paris Agreement and carbon neutrality in France by 2050.	Over 80 million will be invested in a dedicated carbon neutrality portfolio and in funds aligned with COP 21. Protecting the Climate means protecting Biodiversity.	2020-2022
5 - 8	Limit the environmental impact of our tertiary operating sites by eco-friendly gestures in the office.	Reduce the Group’s energy consumption by 30% by 2025 (vs 2016).	2021-2025
8	To perpetuate the «Educational hives» programs on the Macif Niort and Paris sites.	Inform each year nearly 350 employees of the two sites on beekeeping issues: apiary visits, quizzes, educational workshops, etc.	2020-2024

Natixis’ individual commitments to act4nature international

A subsidiary of Groupe BPCE, the second largest banking group in France, Natixis is a multinational financial services firm specialized in asset & wealth management, corporate & investment banking, insurance and payments.

Natixis recognizes the essential role of biodiversity in maintaining the balance and resilience of ecosystems and is committed, within the framework of act4nature international, to preserving biodiversity and raising the awareness of its stakeholders through initiatives addressing both its direct and indirect impacts.

Details of Natixis’ individual commitments are available [here](#).



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Common commitment	Individual commitment	Scope	Target
1 Strategy	Include biodiversity into the strategic plan to be published in 2021.	Natixis	2021
2 Stakeholders dialogue	Systematically include biodiversity into: <ul style="list-style-type: none">• dialogue with our clients,• objectives of our business managers,• ESR criteria of our suppliers.	CIB Natixis	100 % sustainable finance clients in 2021. 100 % business managers with sustainable finance objectives in 2021. 100 % suppliers in sensitive sectors evaluated by 2021. 100 % poorly rated suppliers must put in place an action plan by 2022.
3 Measuring impacts	Assess the impact of our clients (material sectors).	CIB	100 % new clients in 2020. 100 % existing clients in 2023.
	Evaluate the impact of financing activities (material sectors).	CIB	50 % new transactions in 2020. 100 % in 2021.
	Evaluate and publish the impact of assets managed on behalf of third parties.	AM	100 % AuM managed by Mirova by 2022 (on 2021 activity).
	Measure the share of green spaces of real estate assets.	NA	Publish the indicator from 2020.
4 Integration in decisions	Include biodiversity criteria into: <ul style="list-style-type: none">• ESG integration and issuers’ engagement (material sectors),• real estate investment decisions.	AM NA	100 % AuM of committed affiliates in 2023. 100 % new investments in 2021.
5 Avoid, reduce, compensate	Structure financing solutions including specific biodiversity objectives.	CIB	5+ transactions /year in 2020 and 2021.
	Avoid, reduce and compensate biodiversity impacts of our financing activities through: <ul style="list-style-type: none">• Equator Principles• exclusion of projects located on IUCN I and II listed sites, RAMSAR wetlands, UNESCO World Heritage sites,• publication of new sectoral policies integrating biodiversity.	CIB Natixis	Publish the indicator from 2020. 2020. 1 in 2020, 2 in 2021.
	Reduce the use of single-use items (direct impacts).	Natixis	0 disposable cup in 2020. 0 water plastic bottle in 2021. 0 disposable coffee capsule in 2022.
6 Nature-based solutions	Develop investment strategies dedicated to natural capital (Mirova).	AM	€1bn commitments in 2022.
	Develop investment strategies dedicated to water resources (Thematics).	AM	€1bn AuM in 2023.
8 Training	Train and raise awareness of our employees through: <ul style="list-style-type: none">• workshops «Fresque de la biodiversité»,• Natural Capital Forum,• workshops around collaborative vegetable gardens.	Natixis	100+ participants /year from 2021. 100+ participants in 2021. 10 workshops /year from 2020. 4 gardens by end 2021.
9 Resources & partnerships	Actively contribute to existing initiatives in order to develop methodologies for measuring biodiversity impacts and a natural capital reporting framework for corporates.	Natixis	Create an impact indicator and a reporting standard (TNFD) by 2022.

CIB: Corporate and Investment Banking
AM: Asset Management
NA: Natixis Assurances
AuM: assets under management

Pierre Fabre's individual commitments to act4nature international

The fragility of natural resources and their increasing depletion have been a **key concern** of Pierre Fabre Laboratories from the outset.

In 2019, we **strengthened** our eco-friendly commitments (based on Green Mission Pierre Fabre) and set ambitious objectives for 2025:

→ Strengthening biodiversity integration in policy decisions:

- In 2021, Pierre Fabre Laboratories will assess 10 relevant plants on the basis of innovative and short circuit internal organic agricultural production (in connection with the Pierre Fabre Botanical Conservatory and its own 200 ha of organic farmland).
- From 2021, more than 80 % of new plant extract developments will use organic plants or plants without phytosanitary treatment.
- A «Green Impact Index» socio-ecodesign tool is currently being deployed and will make it possible to rate the environmental and social impact of products launched. From 2021, 100% of new developments in progress will result in socio-ecodesigned products.

→ Reducing Environmental Impact and «Protecting Biodiversity»:

- Pierre Fabre Laboratories are working with Pur Projet to regenerate marine ecosystems in Indonesia (6,120 more corals, 6,000 mangrove trees replanted by the end of 2021, 81 tonnes of plastic collected and recycled by the end of 2021).
- From 2021, a management plan will be rolled out following biodiversity audits conducted on 100% of environmentally sensitive sites.
- As a member of the Alliance for the Preservation of Forests, Pierre Fabre Laboratories is fighting against imported deforestation (responsible sourcing of palm kernel oil derivatives - RSPO certification - and paper from FSC or PEFC channels).
- In 2020/2021, 3 new supply chains Fair For Life certified will be added to the 4 existing ones.
- The Group plans to reduce CO₂ emissions by 30% by 2025. In 2020, a carbon strategy aligned with the +2°C trajectory will be broken down into objectives by site and by business line.

→ Raising awareness and engaging employees and the public on the critical importance of biodiversity:

- Each new strategic product marketed from 2021 onwards will be accompanied by a social or biodiversity protection project.
- **Klorane Botanical Foundation**, the Pierre Fabre Corporate Foundation, has been in operation for 26 years and is continuing its efforts around the world.
- In 2021, Pierre Fabre Laboratories will step up the launch of «Green Mission Days», involving employees in social and environmental initiatives in partnership with specialized associations and charities (Envol Vert, etc.).

Green Mission Pierre Fabre, an eco-friendly commitment by Pierre Fabre Laboratories, approved by Ecocert 26000 - Excellence level





Séché Environnement’s individual commitments to act4nature international

Commitments strengthened in France and developed abroad

Biodiversity has long been a challenge and strategic priority for the Group. Séché Environnement’s biodiversity commitments are in line with the **10 Act4nature International shared commitments**. In total, 18 sites are committed to the four priorities:

- 1 Situate our biodiversity actions on a space-time continuum of improvement.
- 2 Make biodiversity a cause that will bring people together within the Group.
- 3 Use biodiversity as a lever to inspire our stakeholders.
- 4 Develop awareness of how peoples’ lifestyles can impact our planet’s biodiversity.

Rollout of our commitments between now and 2022				
16 sites in France are involved (out of a total of around 40, including commercial buildings)	Séché Environnement’s Dedicated to Nature through Action program is supported by the French Bird Protection League. The French National Museum of Natural History (MNHN) (framework contract) will have the support of biodiversity coordinators and ecologists. Goals: <ul style="list-style-type: none">- Preserve and/or increase biodiversity at 100% of sites.- Make all employees more aware of biodiversity.- At the end of 2021: A Group-level biodiversity footprint for activities that occupy the largest land area: storage (Biodiversity management certification from ECOCERT - ISO 14001 standard).			
International commitments implemented (monitored by three in-house environmental experts, managed by an ecologist from head office)	In Peru: Chilca (hazardous waste storage facility). In Spain: Valls Quimica (chemical waste treatment plant). Goals: <ul style="list-style-type: none">- Preserve and/or increase biodiversity at 100% of sites.- Make all employees more aware of biodiversity.			
Green finance	Impact loan taken out in 2018 with three criteria including an interest rate reduction/penalty based on the Group’s biodiversity action plan. Audit by KPMG.			
Priorities	1	2	3	4
Goals	Inventories Actions to preserve/increase biodiversity.	All employees made more aware of biodiversity.	Biodiversity partnerships with associations/NGOs/unions/ municipalities/ clients/schools.	Inform, demonstrate, act on a theme to limit the impact of the consumer.
Expected results	18 actions based on the local key themes chosen. Preserve sensitive ecological areas on sites.	Release nature event schedule each year and hold two awareness raising events per year per site in 2021 and 2022.	Complete 18 projects .	Make the shift from observers to practitioners (two events or workshops per site in 2021 and 2022).
Indicators	Measure the change in biodiversity (conduct studies with environmental associations and participatory monitoring).	Number of event participants.	Number of individuals from stakeholders at awareness-raising events.	% of employees that have completed awareness-raising training.

The success of our commitments will be dependent on increased knowledge of the local biodiversity and related issues, as well as the implementation of concrete actions that are adapted to each business and region.

VINCI's individual commitments proposal to act4nature international

As an actor of cities and territories' transformation, VINCI makes its know-how as a builder and operator of buildings and infrastructures available to public and private contractors.

The preservation of biodiversity is an issue across the life of projects, whether for quarries operation, mobility and energy infrastructures or buildings. To answer this challenge and adapt the methods and processes of its activities, VINCI has made the preservation of natural environments one of the three pillars of its 2020-2030 environmental ambition (p.222 ; pp.233-237). This policy aims to offer customers solutions with environmental value while controlling and reducing the impact of the Group's activities on climate, resources and natural environments.

Focus 1 Steering and governance relating to biodiversity

→ Present an annual progress on biodiversity actions to the Executive Committee and to the Strategy & CSR Committee of the Board of Directors in particular about indicators developed below.

Focus 2 Improving knowledge and sharing good practices

→ Lead the community of internal experts via 2 to 3 coordination days per year dedicated to sharing practices while increasing the number of experts by at least 10% in 2022.

→ Train and raise employee awareness with the implementation of e-learning in 2020 and increase in biodiversity training time of at least 20% in 2025.

→ Strengthen the Group's presence in working groups particularly international ones.

→ Increase by at least 20% the number of inventories data in the public domain in 2025.

Focus 3 Implementation of tools and approaches

→ Initiate in 2020, then deploy an approach based on internal international standards for taking biodiversity into account in worksites and infrastructures by 2025.

→ Deploy a Geographic Information System on Biodiversity (2020-2022).

→ Integrate systematically biodiversity into responsible purchasing assessments, for purchasing families identified through a mapping of risks and challenges (2020-2021).

→ Participate to the development, propose and promote decision support tools generating variants more favourable to biodiversity with the support of scientific partners (e.g. CÉIL/MNHN : tools for biodiversity assessment in the context of linear infrastructures ; Biodi(V)strict®, IQE/MNHN : ecological quality indicator, etc.).

Focus 4 Deployment of action plans specific to the fields

→ 100% of quarries with a biodiversity management plan in 2030.

→ 100% of «0» phyto sites in 2030 (excluding contractual or regulatory measures).

→ 10% more partnerships with naturalists or associations at the local level in 2025.

→ Reinforce the use and monitor the number of work-sites and projects covered by labels (internal or external) integrating biodiversity (Attitude environnement and Excellenceenvironnement, Biodi(V)strict®, BiodiverCity®, etc.) (2020-2021).

Focus 5 Research and development

VINCI has developed partnerships in recent years at the Group level (IDDRI, LPO, ParisTech via le lab recherche environnement) and at the activity level (Eurovia-MNHN's partnership). The Group will reinforce scientific partnerships and the research and development budget for biodiversity solutions and the fight against artificialisation.



Photo credit: Maison Edouard François