

Environmental Policy

FDJ Group



September 2023



CONTEXT

For nearly fifteen years, FDJ has been working to reduce its environmental footprint, fight climate change, and help meet the challenges of preserving biodiversity. The Group's environmental strategy is fully integrated into its corporate governance and is regularly discussed by the CSR and Responsible Gaming Committee and the Board of Directors.

Actions in this area thus contribute to the achievement of MDGs 13 and 15.

	<p>Goal 13: Climate action Take urgent action to combat climate change and its impacts</p>
	<p>Target 13.2: integrate climate change measures into national policies, strategies and planning</p>
	<p>Related FDJ Goal : ◆ Limit the impact of the Group’s activity on the environment: align the Group’s greenhouse gas emissions with the 2°C objective and achieve carbon neutrality</p>
	<p>Goal 13 : Life on land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and end biodiversity loss</p>
	<p>Target 15.2 : by 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>
	<p>Related FDJ Goal Obtain 100% of paper supplies from sustainably managed, FSC® certified forests and help preserve biodiversity in French forests by funding the conservation and restoration of trees that are habitats for rare and endangered species</p>
<p>FDJ Group's objective for 2025 Limiting the impact of the Group's activities on the environment</p>	

GOVERNANCE

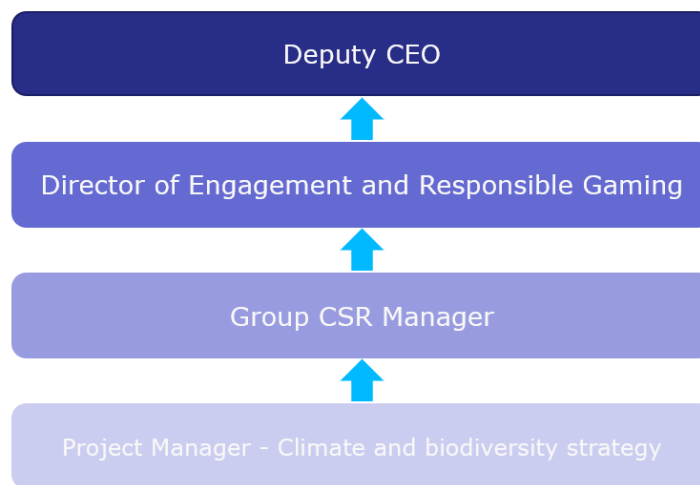
The FDJ Group's governance bodies take into account the challenges of corporate social responsibility.

Duties of departments

The Engagement & Responsible Gaming department, and more specifically the CSR department, is responsible for monitoring the Group's environmental commitments in relation to the fight against climate change and the protection of biodiversity. The department oversees the implementation of climate and biodiversity policies, and the improvement of the environmental performance of the Group's activities.

The CSR Department ensures compliance with relevant environmental laws and regulations and is committed to continuous improvement in the company's environmental performance, notably through the definition and monitoring of targets to reduce the impact of the Group's activities on the environment. The department is also responsible for raising awareness of the Group's environmental policy among its various internal and external stakeholders.

The Group's environmental strategy is sponsored by the Chief Operating Officer, to whom the Commitment and Responsible Gaming Director regularly reports on the progress made in implementing the environmental strategy.



➔ Refer to

Other Group departments are also actively involved in implementing the transition plan: in particular, the Audit, Risks, Controls, Quality and Ethics department, the Technical department, the Commercial Operations department, the Purchasing department, the Real Estate and Work Environments department, and the Strategy and Innovation department. In addition, the FDJ Group's CSR policy is taken into account at the highest level of the company, since the Director of Engagement and Responsible Gaming is a member of the Group Management Committee.

Duties of Board members

The CSR & Responsible Gaming Committee, whose members are members of the Board of Directors, examines FDJ's CSR policy as a whole, including its environmental policy, and the actions implemented with regard to the risks and opportunities associated with climate change, and reports regularly to the Board of Directors on its work. In July 2022, the FDJ Group presented the results of its 2021 carbon footprint, carbon emission reduction targets and associated action plans to the CSR & Responsible Gaming Committee.

Duties of departments

Several Group departments are actively involved in identifying and managing climate-related risks and opportunities, including the Commitment and Responsible Gaming Department, the Audit, Risks, Controls, Quality, and Ethics Department, the Technical Department, the Commercial Operations Department, the Purchasing Department, the Real Estate and Work Environments Department, and the Strategy and Innovation Department. In addition, the FDJ Group's CSR policy is taken into account at the highest level of the company, since the Director of Commitment and Responsible Gaming is a member of the Group's Executive Committee.

Partnerships

Many of the actions implemented as part of FDJ's environmental policy are carried out in partnership with :

- WWF France (World Wide Fund For Nature): a non-governmental organization dedicated to protecting the environment,
- FSC (Forest Stewardship Council): a non-profit organization dedicated to promoting responsible forest management around the world,
- Sylvamo Forêt Services: A subsidiary of Sylvamo, a paper company, that assists private forest owners in France in implementing sustainable forest management practices by offering certification services,
- ONF (Office National des Forêts) : public institution in charge of the management of public forests,
- Gestes Propres : pioneer association in the fight against abandoned waste.

SCOPE OF ENVIRONMENTAL POLICY

In line with the Group's activities, the environmental policy covers :

- Business activities and facilities;
- Products and services supplied by the Group;
- Distribution and logistics activities;
- Waste management;
- Management of suppliers and service providers;
- Improving the energy performance of buildings;
- Responsible digital ;
- Responsible communication;
- Soft mobility;
- Protecting biodiversity.

ENVIRONMENTAL RISKS INTEGRATED INTO CSR RISKS

The analysis of CSR risks was updated in 2020, leading to an expanded universe of CSR risks, which now includes nineteen main risks (compared with seventeen in 2018), organized around six themes (responsible gaming, integrity, human resources, solidarity, territories, environment). This analysis was carried out taking into account changes in the Group's internal and external context around CSR issues. The main CSR risks, reformulated in the form of challenges, are divided into six major areas, including the environmental area, which is composed of two major risks:

- Climate change
- Loss of biodiversity

Environmental issues integrated into the Group's raison d'être

FDJ has long been committed to limiting the environmental impact of its activities. This action has naturally found its place among the six commitments made by the company in application of its raison d'être, one of which specifically addresses the subject:

"Strengthen our solidarity, social and environmental actions.

ACTIONS IMPLEMENTED

1. Fight against climate change

For over ten years, the FDJ Group has been committed to reducing the direct and indirect carbon emissions generated by its activities.

In addition to its reduction commitments, and in order to accelerate employee awareness of climate issues and to mobilize them more fully in achieving environmental objectives, FDJ has organized awareness-raising activities for all of its employees, including members of its Management Committee.

A. Measuring the Group's greenhouse gas emissions

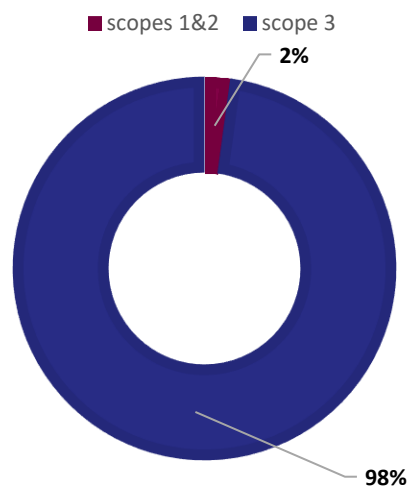
Since 2008, FDJ has been carrying out its carbon footprint in order to track the greenhouse gas emissions generated by its activities, and to monitor its reduction approach. To keep track of these objectives, the carbon footprint has become an annual exercise as of 2017.

The carbon footprint measurement takes into account all emissions from scopes 1, 2 and 3:

- **Scope 1:** carbon emissions linked to gas and fuel consumption, air conditioning and the company's vehicle fleet;
- **Scope 2:** carbon emissions linked to electricity consumption and heating and cooling networks;
- **Scope 3:** carbon emissions linked to the purchase of goods and services, freight, fixed assets (buildings, furniture, vehicle and IT fleets), employee travel (business and home-to-work) and waste.

The Group's activities are valued in terms of carbon emissions using the GHG Protocol methodology.

BILAN CARBONE 2022 - RÉPARTITION DES EMISSIONS PAR SCOPE



In 2022, the Group emitted 73 635 t TeqCO₂ of carbon across its reporting perimeter. 98% of emissions were related to scope 3.

Scope	2022 carbon emissions (TCO ₂ e)
Scope 1 (absolute)	1 567
Scope 2 (absolute)	5
Scope 3 (absolute)	72 063
Scope 3 (intensity)	29,3 TCO ₂ e/M€ of turnover

B. Reducing greenhouse gas emissions

In 2019, the Group set itself an initial trajectory for reducing its carbon emissions: four targets by 2025 to reduce its footprint, validated by the international Science Based Targets (SBT) initiative.

Having already achieved its carbon targets for 2025, FDJ has defined a new reduction trajectory for 2030, in line with the 1.5°C temperature rise scenario set out in the Paris agreements. This trajectory is supported by two targets to be reached by the end of the decade (currently being validated by the SBT initiative):

- ➔ Absolute target for scopes 1 & 2: -42% carbon emissions by 2030 vs. 2021
- ➔ Scope 3 intensity target: -50% carbon emissions per M€ turnover by 2030 vs. 2021

C. Accelerating energy efficiency

In 2022, FDJ has decided to accelerate the measures of its environmental policy through an energy conservation plan. The purpose of this sobriety plan, through the implementation of concrete and practical actions, is to save energy consumed at the Group's sites in France.

This plan also contributes to the French government's national plan to reduce energy consumption. This plan is structured around three main areas of work :

- reducing energy consumption in buildings by adjusting building temperatures and optimizing lighting,
- reducing energy consumption related to digital technology, by adapting the cooling temperatures of computer rooms and deploying digital eco-actions,
- reducing energy consumption related to travel, by reducing travel, adapting travel methods, and accelerating the transition of the vehicle fleet to all-electric.

In December, FDJ signed the Ecowatt Charter, thereby making a commitment to RTE (the French electricity transmission network manager) to strengthen its efforts to reduce its electricity consumption, in accordance with the energy conservation plan already in place. The company thus wishes to actively pursue its contribution to the national plan to reduce energy consumption and more broadly to the national environmental strategy.

The results of these efforts will be known in 2023.

D. Developing a responsible digital approach

As a digital player, FDJ is committed to continuously improving its digital ecological and social footprint. In 2019, in partnership with WWF France, the FDJ Group conducted the WeGreenIt study to assess the

impact of its IT equipment and to initiate a process to reduce this impact. This action plan covers two areas:

- data centers,
- the user environment, i.e., employees' IT equipment.

As a result of this study, several actions were taken to reduce the environmental impact of these two areas:

- Actions to reduce the environmental impact of data centers

Among the actions taken:

- increasing the density of physical servers to improve the energy efficiency of these infrastructures. Servers can store more data for the same size, reducing the overall amount of equipment required,
- Increase the number of virtual servers compared to physical servers. As several virtual servers can run on a single physical server, this reduces the extraction of raw materials needed to manufacture the servers as well as the energy consumption related to power and cooling,
- Replacement of mechanical storage arrays with flash storage arrays that have a longer lifespan and higher density/performance ratio, reducing the size of the equipment and thus the power consumption for power and cooling,
- Improving energy efficiency through the layout of the data center rooms to reduce the environmental impact of the infrastructure. To this end, the operating temperature of the data centers has been increased from 19°C in 2019 to 22°C in 2022.

This action will reduce energy consumption, since the data centers are less air-conditioned.

All these actions have contributed to lowering the PUE (power usage effectiveness) of FDJ's two data centers.

- Actions to reduce the ecological impact of the user environment

Among the actions taken:

- eliminating staffing time on workstations to keep equipment as long as possible,
- repairing computer equipment (depending on the availability of parts on the market)
- promoting the development of more environmentally and socially friendly IT products;
- The majority of FDJ workstations are TCO Certified models,
- The selected multifunction printers are Blue Angel certified, an ecolabel that evaluates the entire life cycle of the equipment,
- offering business/personal phones to employees to limit the number of devices and therefore the depletion of resources,
- integration of the Fairphone in the catalog of professional smartphones allowing employees to choose an eco-responsible phone,
- Systematic standby mode for workstations (laptops) to reduce energy consumption,
- donating end-of-life computers through the Fondation FDJ (103 in 2022). If this is not possible, the computers and all IT equipment (professional smartphones, screens and accessories (headsets, mice, keyboards, etc.)) are recovered by ATF Gaia, an adapted company specializing

in IT equipment life cycle management, so that the equipment can be reconditioned and then sold or recycled.

E. Contributing to global carbon neutrality

In addition to its actions to reduce its carbon footprint, and in order to participate in achieving global carbon neutrality, FDJ offsets all of its residual greenhouse gas emissions annually.

Indeed, carbon offsetting can make it possible to participate in achieving the goal of global carbon neutrality by 2050, which is necessary to limit global warming, by making it possible to finance projects that strengthen natural carbon sinks (forests, soils, oceans, etc.) or projects that make it possible to reduce carbon emissions worldwide.

The FDJ Group offsets the emissions that could not be avoided by financially supporting two projects, certified Verified Carbon Standard for their reliability and their international recognition by the UN, allowing to avoid or sequester certain emissions:

Preservation of the Floresta de Portel forest located in Brazil

The objective of this project is to protect a fragile ecosystem by preventing and managing deforestation, and by helping local populations to develop sustainable forest management that allows the forest to regenerate naturally and protect biodiversity. This project also allows the development of fair and sustainable income-generating activities through agroforestry and land management in the form of a forest conservation reserve.

Ghandi" program to develop wind energy in India

The Gandhi program consists of developing clean and renewable energy in India, where 56% of the energy demand is covered by coal and building a more stable and accessible electricity network for the population by developing the wind farm. This project will reduce dependence on coal while helping to improve the environment and air quality.

F. Align with the recommendations of the Task Force on climate-related financial disclosure (TCFD)

The FDJ Group has initiated a process to identify and analyze climate-related financial risks and opportunities. In 2020, an inventory of the Group's existing practices in relation to the TCFD's recommendations was carried out. This process has continued with a mapping of climate-related financial risks and opportunities and the definition of associated roadmaps.

This section is structured according to the four pillars of the TCFD (governance, strategy, risk management, indicators, and targets) and refers to other parts of the document for more details.

Governance

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Strategy

Given its business, FDJ is exposed to a certain number of risks and opportunities related to climate change, both transition risks and physical risks.

In 2021, an in-depth mapping of climate-related financial risks and opportunities was carried out as part of an exercise to align with the TCFD's recommendations. This analysis was conducted in three steps: identification of major climate risks and opportunities with internal experts, prioritization of the identified climate risks and opportunities, and definition of action plans associated with the prioritized risks and opportunities.

In order to mitigate the potential impact or avoid the occurrence of the main risks identified in relation to climate change, FDJ has implemented actions to control its risks, which are presented in this chapter and summarized in the table below. This table also presents a list of the main opportunities identified in relation to climate change.

Typology of risks and opportunities	Title of the risk/opportunity	Examples of FDJ Group achievements
Transition risk	Loss of brand appeal due to rising consumer expectations of responsible engagement	Carrying out studies aimed at improving knowledge of customer expectations regarding CSR issues. Implementation of communication actions focused on FDJ's environmental commitment on several channels of the France TV group and conducting surveys to measure the effectiveness of these TV campaigns with respect to consumers. Implementation of a partnership with "Gestes Propres", a pioneering association in the fight against abandoned waste, since October 2022. FDJ is relaying its new "Small Waste" campaign, which aims to raise awareness among the general public and its customers about the need to throw away small waste in the trash, especially used scratch cards. This film was broadcast from November 3, 2022 to November 23, 2022 in the 23,000 FDJ sales outlets equipped with digital screens, as well as on its social networks. 85% of FDJ sales outlets already have paper sorting garbage cans available for customers. Their deployment throughout the network is planned for early 2023. FDJ has also been recycling all unused gaming media since 2012.
	Taxation of greenhouse gas emissions	FDJ has set objectives for reducing greenhouse gas emissions by 2025. FDJ contributes to carbon neutrality by offsetting its residual emissions.
	Investors' expectations	FDJ regularly implements new action plans identified in the extra-financial ratings that cover environmental issues (Moody's ESG, S&P Global - SAM, CDP, etc.). In 2021, FDJ included CSR objectives for 2025 in the annual compensation of executive directors. A specific environmental objective has been defined: - 50% of direct carbon emissions (scopes 1 and 2) compared to 2017.
Physical hazards	Disruption of the distribution system due to extreme events	Implementation of a business continuity plan to cover the impacts of extreme weather events (e.g., installation of buffer stocks in the network to compensate for business interruptions).
	Interruption of IT services due to extreme weather events	Resilience to extreme weather events taken into account from the design phase of FDJ data centers. - IT prevention and business continuity plan to cover the risk of extreme weather events.
	Supply disruption due to an extreme weather event	Dialogue with game media suppliers on operational risk issues (including physical risks) and audit of their business continuity plan and CSR policy. - Dialogue with strategic suppliers on reducing their carbon footprint: evaluation of their environmental performance through Ecovadis. FDJ's goal is to commit 65% of its suppliers in terms of GHG emissions to an SBT approach by 2024.
Climate opportunities	Reduction of operational expenses due to the implementation of a responsible digital approach	FDJ evaluated the impact of its IT equipment on the environment through the WeGreenIT study, in partnership with WWF France. This study highlighted that a certain number of actions had already been implemented and helped define other actions to be deployed.
	Cost reduction through energy optimization	- Purchase of guaranteed 100% renewable electricity from EDF for all FDJ sites and all the commercial agencies of the FDP subsidiary. - FDJ has set up an energy performance contract (CPE) at Group headquarters. - FDJ is working to align it with the Tertiary Sector Decree (definition of the scope and reference years to be taken into account).
	Dematerialization of gambling	FDJ is working on the digitalization of its lottery offer and the development of its online sports betting offer

Analysis scenarios used :

- For transition risks: IEA SDS
- For physical risks: RCP 2.6 and RCP8.5

Risk management

The Group Risk Management (ERM) function, which is housed within the Audit, Risks, Controls, Quality, and Ethics Department, covers all types of risk that the Group may face (strategic, operational, non-compliance, and external). The Risk Management system contributes to adopting a coherent and structured approach to the various stages of risk identification, evaluation, and treatment within the FDJ Group, and supports the business lines that wish to conduct a risk analysis. Thus, this approach allows for a global consideration, within the Risk Management system, of the various risk factors (particularly climatic risk factors) identified throughout the FDJ Group.

Indicator and objectives

FDJ monitors and publishes annual environmental indicators related to energy consumption, water consumption and waste production related to its activities. The evolution of these indicators and their scope are mentioned in the appendix to this DPEF. Greenhouse gas emissions for scopes 1, 2 and 3 are assessed annually in accordance with ADEME's Bilan Carbone™ methodology and the methodology established by the GHG Protocol.

2. Acting for biodiversity

In addition to actions that demonstrate its commitment to the fight against global warming, the FDJ Group is acting in favor of biodiversity to limit the impact of gaming media on forest biodiversity. Paper, which is made from wood, is a priority resource in FDJ's business for the manufacture of its gaming media. FDJ has integrated the need to care for forests into its actions for over ten years and actively participates in the protection of forests in France and around the world.

A. Reducing the impact of activities on biodiversity

Since 2012, 100% of game materials are printed on paper from responsible sources that are FSC® certified. The mission of FSC (Forest Stewardship Council®) is to preserve the world's forests. This certification promotes the diversity of tree species, the preservation of soil, fauna, and flora, and helps combat the destruction of habitats and wetlands.

In 2020, FDJ conducted a second life cycle assessment (LCA) of its gaming media, with the goal of quantifying the impact of gaming media on the environment and biodiversity and developing an eco-design roadmap with practical solutions to be implemented. This study confirmed that the major impact on the environment is in the manufacture of paper and the printing of scratch cards. Regarding biodiversity, 98% of the impacts come from forestry. The biodiversity footprint of the games was measured using the global biodiversity score (GBS) tool developed by CDC Biodiversité (Caisse des Dépôts Group).

In 2022, FDJ continued to conduct studies to measure the feasibility of reducing the weight of scratch cards in order to reduce their biodiversity footprint.

That same year, FDJ set up a project, in collaboration with FSC France, WWF France, and CDC Biodiversité, to integrate the requirements of the FSC label into the GBS tool, in order to value the positive impacts on biodiversity of the FSC forest management standard. This allowed us to evaluate the impacts of the exploitation of FSC-certified wood on the biodiversity of the forests, which is used in the manufacture of the paper used to print scratch cards. The study found that the harvesting of FSC-certified wood promotes greater biodiversity per unit area than non-certified forests. One of the main reasons for this is the inclusion of biodiversity-rich non-productive areas within FSC forests.

In addition, FDJ became a partner of "Gestes Propres," a pioneering association in the fight against abandoned waste, and relayed its new "Small Waste" campaign, which was designed to raise awareness among the general public and FDJ customers about the need to throw away small waste in the trash, particularly used scratch cards. The film was shown during the month of October in the 23,000 FDJ sales outlets equipped with digital screens, as well as on its social networks and those of the "Gestes Propres" association. This is another way to limit the impact of small pieces of waste on the environment and biodiversity.

COMMITMENT AGAINST IMPORTED DEFORESTATION

By sourcing 100% FSC paper, FDJ is committed to combating imported deforestation. Deforestation and forest degradation are one of the greatest threats to the world's forests. The FSC label is an effective tool for implementing strict practices that have proven to be a solution against deforestation and forest degradation.

B. Supporting biodiversity preservation projects

Since 2019, in addition to carbon offset projects abroad, FDJ has been financing a new "FSC Biodiversity Ecosystem Services" project each year (for ten years). Pioneers at the international level, these forest biodiversity preservation projects in France are supported by FDJ and developed with FSC France and Sylvamo Forêts Services. These projects make it possible to protect forests and ecosystem services while presenting an economic benefit to forest owners for their preservation actions.

- In 2019, FDJ financed a project to conserve several hectares of the Saint Sylvestre forest in order to protect the old trees, which serve as a refuge for several threatened species on the IUCN red list;
- In 2020, several hectares of the forest of Saint Pardoux-la-Rivière have been funded. The objective of the project is to preserve the trees along the Dronne and the diversity of living organisms that depend on this river;
- In 2021, FDJ financed a forest restoration project in the Gravière forest in the Cantal. The objective is to reforest with species adapted to global warming several hectares of forest destroyed by insect pests.

In 2022, FDJ funded three new "FSC Biodiversity Ecosystem Services" certified projects:

- in Indre-et-Loire: a forest, more than 60% of which was destroyed by a tornado in 2021, will be subject to measures aimed at preserving the habitats already present on the property and developing new habitats suitable for rare and threatened species;
- in Creuse: a forest, used as a nesting area for numerous protected species, will be managed in order to maintain standing habitat trees for protected bird species and to develop new habitats;
- in Dordogne: a range of measures to preserve the wetlands (quality, flood prevention) of a forest composed of a significant diversity of environments (ponds, streams, deciduous and coniferous forests, young and mature, rocky clusters...) will be implemented. The wetlands are conducive to the hosting of various protected and/or threatened species such as the white-clawed crayfish (present in this forest).

Thanks to these various projects, FDJ has financed the preservation and/or restoration of over 100 hectares of forest in France.

In addition, given the scale of the fires that affected French forests during the summer months, the FDJ Group donated 200,000 euros to the "ONF - Agir pour la Forêt" fund managed by the Office National des Forêts (National Forestry Office) in order to participate in the national mobilization and contribute to the reconstruction of destroyed forests.

Regarding the targeting of the funds, 80% of the donation was directed towards the reconstruction of the public forests of Gironde (Lauridas and La Teste de Buch). The remaining 20% went to the reconstruction of public forests in Brittany (Rennes and Villecartier State Forests), Pays de Loire (Baugé) and Poitou-Charentes (Grolle).

C. Biodiversity strategy to 2030

In 2022, the Group established a new biodiversity strategy for 2030 based on 4 axes:



3. Responsible purchasing and the environment

A. Environmental commitment of suppliers

Through a CSR purchasing risk map, FDJ identifies the purchasing families most at risk in terms of environmental, social, and ethical issues. In order to monitor the CSR performance of its most at-risk suppliers, FDJ has chosen to use Ecovadis, the world leader in CSR ratings for companies. This tool evaluates the environmental impact of the activity of suppliers and service providers through annual individual evaluations conducted by CSR experts.

Nine environmental criteria are evaluated: energy consumption and greenhouse gas emissions, water, biodiversity, local and accidental pollution, raw materials, chemicals and waste, product use and end-of-life, consumer health and safety, promotion, and environmental services.

In terms of trajectory, FDJ's objective is to evaluate all of its suppliers located in families with high CSR risks by 2025.

In 2022, 116 strategic and important suppliers were evaluated via Ecovadis with an average score of 68/100 on the environmental theme.

In comparison, the average environmental score of French companies evaluated by Ecovadis is 51/100.

Suppliers with an overall score of less than 45/100 have recourse to a progress plan based on the management of supplier CSR risks.

Special support is provided by the Responsible Purchasing unit of the Purchasing Department for SME and ETI suppliers, which make up 90% of the FDJ supplier panel.

Evaluation of the supplier's environmental performance is an important component of the supplier assessment, which is carried out at least once a year for strategic and important suppliers.

A number of other measures have been taken in terms of responsible purchasing, such as the integration of a CSR and Sustainable Development clause into its General Purchasing Conditions and contracts.

More specifically, on all of its scratch card contracts, FDJ has inserted a "Carbon Footprint" clause so that the supplier transmits to FDJ the carbon emissions corresponding to the production carried out for FDJ.

Environmental criteria are also included in the specifications for consultation files. Since 2020, the weighting associated with the CSR criterion in the evaluation of bidders' offers may not be less than 8% (vs. 5% in 2019).

4. Reduce waste

Waste management is an important issue that is part of the FDJ Group's environmental policy.

Waste management and treatment have an impact on greenhouse gas emissions, on natural environments and their inhabitants and on the availability of resources (oil, metals, wood, etc.).

Thus, in order to reduce the harmful effects of waste on the environment, the FDJ Group is committed to :

- Ensure waste management focused on two main objectives:
 1. Reduce the production of waste on its sites,
 2. Increase the recycling of the remaining waste.
- Prioritize the method of waste treatment according to the following order of priority:
 1. Prevention: the company must first work on reducing the waste it produces at the source.
 2. Preparation for reuse
 3. Recycling: transforming waste into secondary raw materials that can be used for the production of new goods.
 4. Other recovery, including energy recovery or biological recovery for organic waste.
 5. Disposal: to be used as a last resort, if no other recovery of waste is possible. (Incineration without energy recovery and storage).
- Implement the necessary means to ensure compliance with the regulations on waste management in companies.
- Guarantee the traceability of waste produced on its sites.
- Develop a corporate culture that is sensitive to a "zero waste" approach and to sorting.

This waste management is implemented through the following guidelines:

- Continuously monitoring regulatory developments and the circular economy
- Promote the re-use and repair of supplies and equipment
- Prioritize sustainable, "eco-designed" purchases that minimize packaging
- Continuously seek innovative solutions to introduce reusable products and find alternatives to single use.
- Implement action plans with quantified objectives and associated measurement indicators.
- Organize awareness and training campaigns for employees on the environmental issues of waste management and show how to optimize the consumption of resources at work (supplies, consumables, etc.)

- Raise awareness among cleaning staff about the need to sort waste.