



OUR RACE TO NET ZERO CARBON



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OUR COMMITMENTS AGAINST GLOBAL WARMING : SBTi

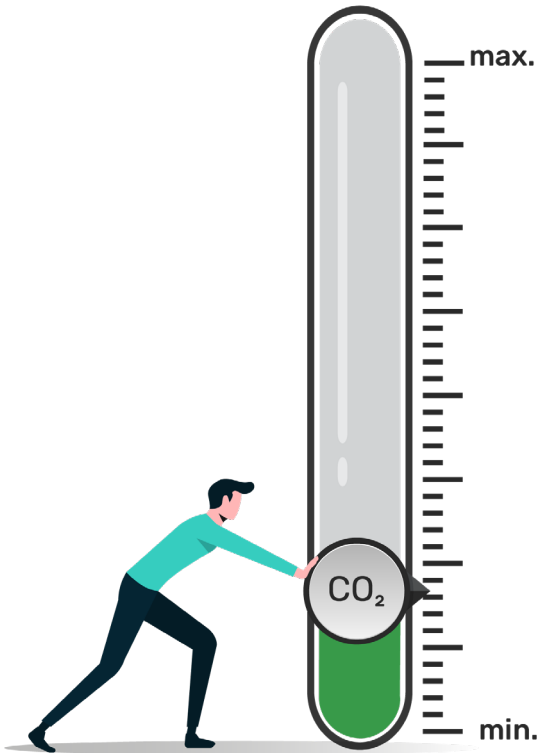
Groupe STERNE is aware of the importance of global warming and the energy and environmental transition. For this reason, STERNE has been a member of the **Global Compact** since 2021 (the United Nations Global Compact). A United Nations initiative launched in 2000, the Global Compact aims to encourage companies around the world to: adopt a socially responsible attitude, integrate and promote several principles relating to human rights, international labour standards, the environment and the fight against corruption.

IMPLEMENTATION OF REPORTINGS

Through this awareness, Groupe STERNE has deployed CSR - ESG reporting since 2018. In 2021, we acquired extra-financial software that enables us to produce precise directories of energy, environmental, social and governance data. Our CSR department reports on fuel, electricity, gas and water consumption in all our branches worldwide.

In addition, we report on all types of waste discharged by our branches, with ratios of recovered, recycled and destroyed waste. This goes hand in hand with the inventory of water and soil pollution in our production processes. However, it is essential to point out that no events related to these types of pollution have been reported for many years within the Group.

Our CSR-ESG (or Sterne Global Improvement) unit also quantifies the energy and environmental effects of activities related to the Group's core business, such as IT purchases, the car fleet directory and employee commuting.



STERNE GROUP COMMITS TO THE 1.5°C TARGET

All these data allow the creation of the Group's SCOPE 1, SCOPE 2 and SCOPE 3 carbon footprint by Business Unit. We have measured our emissions according to the GreenHouse Gas Protocol (GHG Protocol) nomenclature. This protocol sets out a number of rules and standards for identifying, calculating and reporting the main GHG emissions.

Here, only CO₂, CH₄ and N₂O are calculated. The GHG Protocol therefore serves as a guideline for setting short, medium and long-term GHG reduction targets.

Groupe Sterne has worked with EcoAct, a privileged partner in our climate and carbon strategy, to help us create a carbon footprint and align the Group with the Science Based Target initiative (SBTi). The Group is committed to reducing its carbon footprint between 2021 and 2030 by 42% in SCOPE 1 and SCOPE 2 and by 25% in SCOPE 3 in line with the Paris Agreements and the target of 1.5°C of global warming compared to the pre-industrial era.



STERNE GROUP PROVIDES YOUR CARBON FOOTPRINT

In accordance with Article L1431-3 of the Transport Code, any road haulage company must provide the beneficiary of the service with information on the quantity of greenhouse gases emitted by the means of transport used to carry out the service.



We are now able to provide you with your monthly carbon footprint for our business in accordance with this law.

AVOIDING WASTE EMISSIONS: OUR COMMON GOAL!

When it comes to transporting your goods, the Group has found an effective alternative for reducing waste: recycled polypropylene bins and bags.



These bins avoid **99% of CO2 emissions** compared to using cardboard, throughout their life cycle. The breakage rate of these bins is 5% over 5 years and 15% over 10 years, which allows a considerable reduction of waste compared to cardboard.

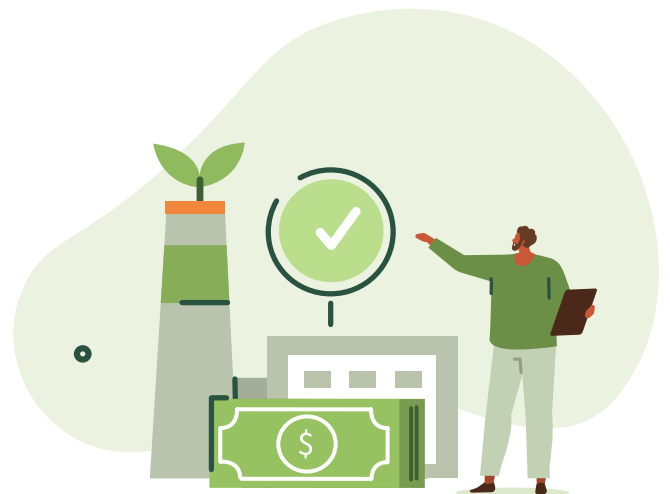
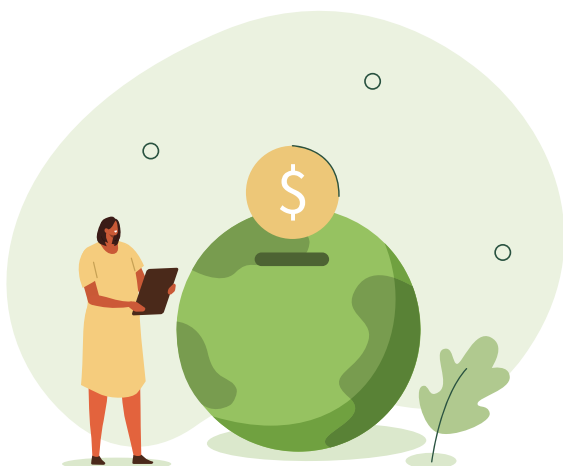
OUR CARBON OFFSET PROJECTS



Aware of the incompressible part of GHG emissions, we have set up a commitment to create carbon sinks in a French geographical area, through reforestation or forest creation projects.

Groupe STERNE therefore supports you in a carbon offset approach by proposing a carbon sink offer ranging from 50€ to 80€ per tonne. These carbon sinks can be in the form of reforestation on French territory. You can be a player and follow this ambitious project!

In addition, the Group is democratising eco-pasture and the introduction of indigenous species requiring little maintenance in the green spaces of its logistics buildings.





PROJECT 1

The Group regularly renews its car fleet in order to have recent vehicles that optimise fuel consumption. Indeed, **90% of our fleet** and that of our service providers is made up of **EURO 5 and EURO 6** vehicles. On average, our Light Commercial Vehicles (LCV) are renewed every 3 years and our Heavy Goods Vehicles (HGV) every 5 years.

PROJECT 2

Groupe STERNE is currently testing several **alternative fuels** such as BioGNV, xTL/HVO and B100 on several vehicles deployed in several agencies across France. These alternative fuels allow a reduction in Well-To-Wheels (WTW) GHG emissions. These projects are in collaboration with external partners, distributors of energy products.

PROJECT 3

We have our own fleet of more than **30 electric vehicles, 30 bicycles and cargo bicycles**, allowing for 100% carbon-free transport. These means of locomotion, available on demand, allow us to make deliveries within Low Emission Zones (LEZ). We are converging more and more towards delivery thanks to soft mobility with the democratization of the LEZs in French cities.

OUR STRATEGY TO DECARBONISE OUR TRANSPORT ACTIVITIES

Aware of the importance of global warming and the urgency of climate change, Groupe STERNE has implemented a multitude of projects within its transport production processes to reduce its carbon footprint in line with its SBTi objectives.

PROJECT 4

Groupe STERNE works with transport unions such as the TLF (Transport and Logistics Union of France) and motorway manufacturers to find solutions for the implementation of pumps adapted to alternative fuels. We cooperate with schools specialised in energy such as IFP Energies Nouvelles in the context of carburation perspectives such as **hydrogen**.

PROJECT 5

10% of our staff are actively working on the optimisation and pooling of routes and rounds in order to drive less, save time, consume less and make an optimal journey to emit as little GHG as possible.



TOWARDS MORE ECO-RESPONSIBLE LOGISTICS BUILDINGS



In order to reduce the GHG emissions of its logistics buildings, Groupe STERNE and its employees are fully committed to making significant efforts to consume energy efficiently. We are moving towards a strong electrification of our logistics buildings. In fact, we only opt for buildings heated with electricity when we move, given the GHG emissions generated by gas consumption.

In addition, Groupe STERNE moves into optimally insulated logistics buildings by favouring BREEAM VERY GOOD certified buildings. This type of building allows a reduction of at least 80% in construction waste.

At the same time, Groupe STERNE is coordinating with the first decree on energy sobriety published on 5 October 2022 (n°2022-1294) to limit the consequences of the current energy crisis. We have deployed a Business Continuity Plan through an energy saving plan in all the Group's branches by adopting useful gestures within the premises. For example, heating should not exceed 19°C and air conditioning should not be below 26°C.



BREEAM VERY GOOD certification

- Integration of measures to reduce the environmental impact of the project from design to completion
- Minimum 80% of construction waste recycled
- Performance of the building envelope



Water management

Premises equipped with a rainwater recovery tank for washing floors and the warehouse



Renewable energy

Installation of a photovoltaic plant on the roof of the building



Energy savings

- Optimised daylighting
- 100% LED lighting with presence detection and dimming
- Planting of 1000m of hedge to promote ecological continuity
- Optimised energy management through centralised metering



Green spaces & biodiversity

- Selection of low-maintenance native species
- In-situ and ex-situ compensation as part of the overall development project



OUR SUSTAINABLE DEVELOPMENT GOALS (SDG's)

Sustainability is at the heart of STERNE's operational strategies and projects to contribute to the well-being of the population and actively contributes to the United Nations Sustainable Development Goals (SDGs). The STERNE Group has been committed to contributing to the SDGs since 202, which are based on 3 axes: environment, climate and energy, collective and societal well-being and economic stimulation of society.

The environment, climate and energy

We want to achieve an effective energy and environmental transition. The Group aims to be an exemplary player in its sector in terms of its environmental impact and energy use through its commitments. Our goal is to reduce our GHG emissions by 42% in SCOPE 1 and SCOPE 2 by 2030 and by 25% in SCOPE 3 over the same period.

Collective and societal well-being

The Group aims to continuously improve the living conditions of its employees and external stakeholders by ensuring an optimal working environment that promotes efficiency and friendliness. Groupe Sterne assures you that it will take great care to respect human rights by prohibiting all forms of child labour and forced labour throughout its production process.

The eco-stimulus of society

Through its environmental and social commitments, Groupe Sterne aims to generate economic stimulation in all the regions where it operates. It also wants to promote the local and environmental economy through its in-depth supplier selection policy.

A MAJOR CERTIFICATION AND LABELLING PROGRAMME

A broad certification and labelling policy is a sine qua non in Groupe Sterne's various of Groupe STERNE's various initiatives. The Group is certified for all of its branches o the following seven standards:

ISO 9001 QUALITY

ISO 13485 QUALITY MANAGEMENT & MEDICAL DEVICE

ISO 14001 ENVIRONMENT

ISO 28000 SECURE SUPPLY CHAIN
ISO 28001

ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

ISO 50001 ENERGY MANAGEMENT

In 2022, Groupe STERNE obtained Platinum status for its Sterne Regular and Sterne City business units and Silver status for its Sterne Time Critical, Sterne Care, Sterne Express and Transport Manager entities.

