



# ENERGY EFFICIENCY PLAN

Groupe STERNE  
2022-2025

## TAKE INTO ACCOUNT THE **COMMON OBJECTIVES OF ENERGY EFFICIENCY** IN EVERYTHING WE DO !

The end of 2022 is marked by the acceleration of climate change. The extreme heat of the summer, the fires and the natural disasters are asking us, as members of civil society, about our actions and the impact of our missions on the climate.

The increasing scarcity of resources, particularly gas, the difficulties in supplying electricity, the rise in prices and the tensions on the RTE network mean that we need to support the energy transition in France and more widely at European level.

Europe must move away from its dependence on fossil fuels and **reduce its energy consumption by 40% by 2050**.

This means transforming our habits and behaviour over the long term.

In this context, the STERNE Group has made a commitment alongside the French government to reduce energy consumption, with the aim of **cutting our consumption by 10% by 2024**.

We have agreed to implement a plan of 15 short- and medium-term actions designed to:

- Saving energy consumption in day-to-day operations
- Manage energy installations
- Supporting and rationalising all sustainable mobility linked to the company's activities
- Promote this energy-saving approach, which is becoming essential in all business models, to all internal stakeholders (social partners) and external stakeholders throughout the value chain (from service providers to customers).



## SCOPE OF APPLICATION

This document applies to all Sterne France group entities, Sterne Time Critical and all employees working in the European Sector.



### Leader in scheduled transport in France

- Regular overnight delivery with late pick-up and delivery before 8:00, 7:00 or 6:00 a.m. or during the day, depending on the customer's specifications
- Express deliveries, with parts available before 13:00 or 18:00
- Efficient, traceable returns management
- Access to the SKYNET international network covering 210 countries



### Specialist in urgent sensitive transport in Europe and worldwide

- 24/7 urgent transport solutions by road, air, rail or sea & air
- White Glove Service
- Project service (outsize)
- International coverage

## REFERENCE CONSUMPTION

For the year 2021, the STERNE Group has consumed :

3 063m<sup>3</sup>

of petroleum products

862MWh

electricity

432MWh

of gas

1707m<sup>3</sup>

of water

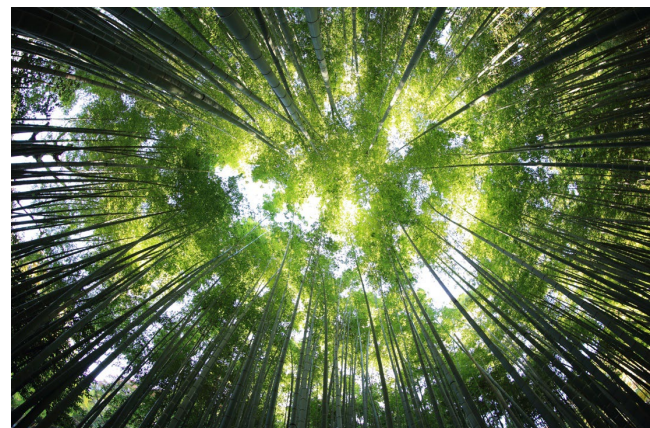
In terms of mobility, the main fuel used is diesel, despite the partial electrification of the fleet.

## OBJECTIVES & INDICATORS

Applying the energy efficiency programme is everyone's responsibility.

Monitoring consumption is first and foremost the responsibility of the Operations Manager and the Branch Manager, who **must alert the Purchasing Department to any deviations when checking invoices.**

More broadly, the CSR Department is responsible for monitoring overall consumption and will regularly publish an indicator of consumption by Site.







# ANTI-WASTE AND EFFICIENCY PROGRAMME 2022-2025

The actions proposed in this plan have short- and medium-term effects. They are differentiated as follows:



Immediate action



Action to take effect by 2023-25



## #1 Monitoring Network Risk



Monitoring periods of stress on the electricity system



Registration with Ecowatt by DE/DA



Monitoring information from Ecowatt:

- **Green** : normal situation
- **Orange** : electricity system under stress, with no outage in principle, but with insufficient margin to cover an unfavourable contingency. Actions to reduce consumption are welcome.
- **Red** : electricity system is in a very tight situation and forecast consumption cannot be covered. Without a voluntary reduction in consumption, targeted power cuts are inevitable.



Increased preventive action on "red" days

## #2 Purchase Policy



Extend the energy performance evaluation criterion to all IT equipment procurement contracts



Integrate energy efficiency into purchasing strategies, and analyse the sustainable development aspect from the point of view of energy efficiency



Introduce provisions for improved energy performance in contracts



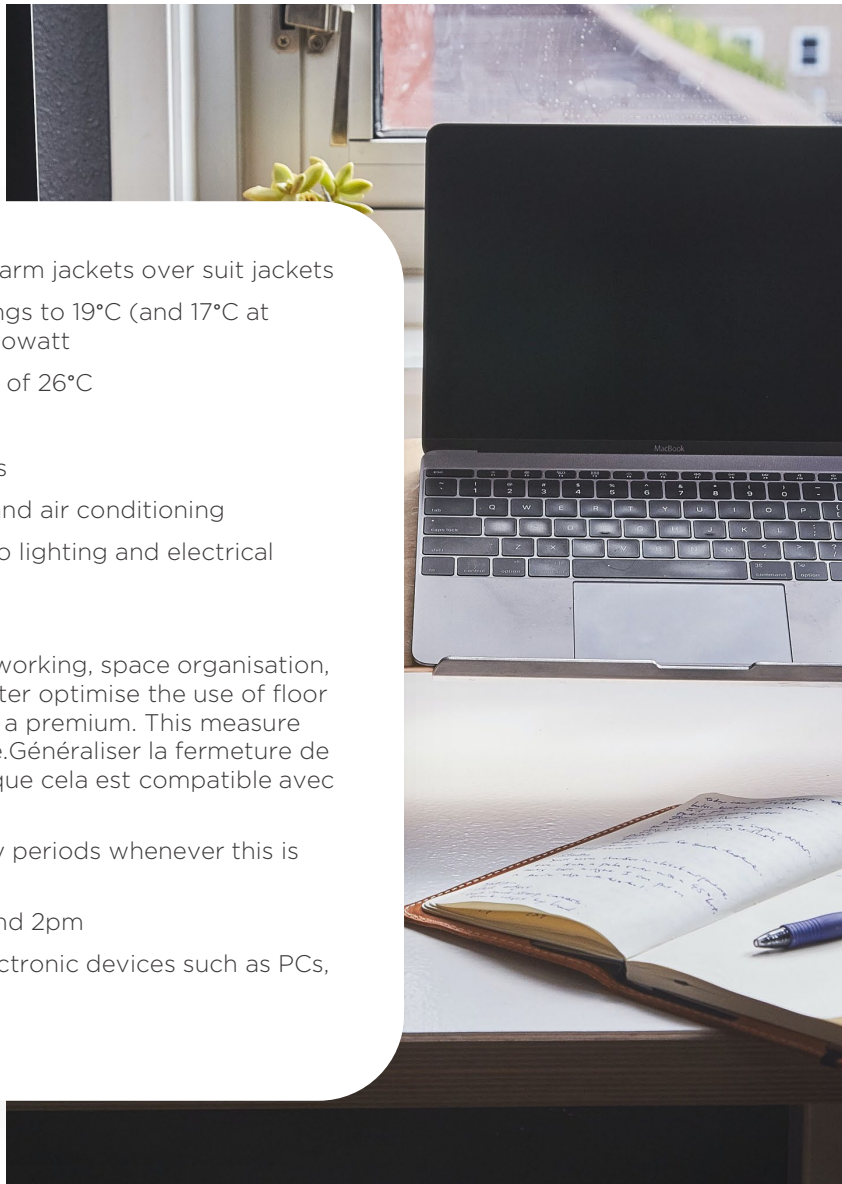
Impose the supply of equipment with energy-saving labels for the same level of performance



## #3 Vehicles Policy

- Speeding up our programme to replace combustion engine vehicles with electric ones
- Encouraging employees to carpool
- Distribute the Ecodriving guide to employees
- Setting up charging stations for electric vehicles, including for employees' vehicles
- Speeding up the replacement of vehicles over 6 years old
- Generalising the energy saving certificate scheme
- Develop an alternative service to internal combustion vehicles for last-mile mobility
- Communicate on the various measures to encourage mobility

## #4 Working conditions and daily routine



- Changing the Dress Code to favour jumpers and warm jackets over suit jackets
- Limit the indoor temperature of commercial buildings to 19°C (and 17°C at night) and to 18°C on "red" days as indicated by Ecowatt
- Limit air conditioning in premises to a temperature of 26°C
- Distribute and apply the "Eco-gestures" guides:
  - Reduce consumption of paper and consumables
  - Reduce energy consumption linked to heating and air conditioning
  - Reduce water and energy consumption linked to lighting and electrical appliances
  - Reduce and sort waste
- Adapting work organisation (teleworking, remote working, space organisation, grouping of staff, staggered working hours) to better optimise the use of floor space, particularly on "red days" when energy is at a premium. This measure will be implemented as part of local social dialogue. Généraliser la fermeture de bâtiments durant les périodes de congés dès lors que cela est compatible avec l'activité
- Generalising the closure of buildings during holiday periods whenever this is compatible with business activity
- Reduce lighting in common areas between 12pm and 2pm
- Remind employees to systematically switch off electronic devices such as PCs, monitors and printers
- Give preference to videoconferencing





## #5 Building Policy

- Carrying out minor energy optimisation work
- Install timers on communal lighting and presence detectors
- Systematically replace conventional light bulbs with LEDs
- Reduce the temperature of hot water in washrooms in tertiary buildings (excluding showers) where this does not pose a health risk
- Monitor consumption on a quarterly basis
- Turn off lights that highlight façades and buildings after 11pm
- Switch off lighting in outdoor areas (subject to safety measures) after 11pm
- Étudier la mise en place de panneaux photovoltaïques sur nos bâtiments historiques
- Analysing our buildings to identify our heat leakages
- Extend our policy to every new building project:
  - Implementation of BREAM Good and Very Good (depending on compatibility)
  - Installation of photovoltaic panels on the roof for self-consumption with a battery bank or for injection into the grid
  - Optimised natural lighting
  - Installation of solar-powered lampposts (if compatible with sunlight studies of the area)
  - 100% LED lighting with presence detection and dimming
  - Planting hedges to promote ecological continuity
  - Optimised energy management through centralised metering
  - Premises equipped with a rainwater recovery tank for washing floors and the warehouse