

ENVIRONMENTAL POLICY



PREAMBLE

Environmental issues are increasingly present in our everyday life, and part of the world's population has already committed to preserving our environment. But this is not enough, companies have a big role to play.

As an employer, Alter Solutions is responsible for setting an example for all stakeholders working with us: employees, suppliers, investors, associations, institutions, etc.

We are therefore committed to reducing our impact on the environment as much as possible, by defining during the year 2022 an objective to be achieved on carbon neutrality.

Prior to the definition of this carbon neutrality objective, we conduct a proactive and pragmatic environmental policy which is detailed in this document.

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PREVENTION OF ENVIRONMENTAL ISSUES

Encouragement of alternative means of transport

Alter Solutions is committed to limiting the environmental footprint of its activities, and to reduce the impact of home-work journeys, while contributing to a better quality of life for its employees, we encourage the development of mobility and modes of alternative transport.

In addition to the use of teleworking, the group is deploying a set of solutions to allow everyone to adopt the most suitable alternative modes of travel.

Why encourage alternative mobility?

In France, transport accounts for 28.9% of greenhouse gas (GHG) emissions, and 27% of our trips are home-to-work trips. 69% of these home-work journeys are made by car.

Thus, the use of so-called “alternative” forms of mobility, or carpooling (an alternative to “solo car driving”) represents a significant lever allowing, with the help of employees, to reduce GHG emissions generated by vehicles.

To encourage its employees to change their travel habits, Alter Solutions offers several facilities.

Reimbursement of transport tickets and bike rental

ALTER SOLUTIONS reimburses 50% of the public transport subscription and covers up to €50/month for the rental of a bicycle for the use of home-work journeys (not combinable with the Navigo pass).

Encouragement in the use of the bicycle

ALTER SOLUTIONS pays a "bicycle bonus" of €0.25/km up to an annual ceiling of €200, as well as support for the purchase of an electrically assisted bicycle up to €100 (on presentation of the invoice).

Alter Solutions also covers subscriptions to bicycle parking services in stations for employees taking the train (up to a maximum of €100 per year).

Incentive to carpooling

Alter Solutions encourages the use of existing platforms: Klaxit, Karos, BlaBlaCar Daily, for daily journeys.

Support of €40 per month is granted for employees who justify the use of carpooling (cannot be combined with the NAVIGO package).

Our responsible purchasing policy

Beyond raising our employees' awareness, we raise our suppliers' awareness of environmental issues and ask them to commit to respecting our responsible purchasing charter.

The objective is to encourage as much as possible all the stakeholders working with ALTER SOLUTIONS to fight against global warming.

CONTRIBUTION TO THE FIGHT AGAINST GLOBAL WARMING

Our carbon footprint

We know how to reduce our impact on the environment, it is essential to measure it. Therefore **Alter Solutions has undertaken to calculate its carbon footprint for the year 2021 in the first quarter of 2022.**

This carbon footprint will result in reduction targets, then compensation targets with the ambition of achieving carbon neutrality as soon as possible.

However, we did not wait for the calculation of our carbon footprint to start reducing our impact on the environment. Here are some measures already in place for several years.

Resource conservation

Concerned about future generations and in a logic of continuous improvement, we have implemented various areas of intervention with the aim of controlling and reducing the impact of its activities on the environment.

Limit consumables (paper, ink and toner cartridges, etc.) to a strict minimum

- Implementation of automatic double-sided printing by default, preferential choice of dematerialized documents to paper printing.
- Management of water consumption by equipping yourself with volumetric flushes and mixer taps in the toilets.
- Management and recycling of company waste by reusing the front of draft sheets or giving a second life to obsolete company equipment.
- Implementation of the sorting of operating waste (paper, cardboard, plastic, glass, batteries, printer cartridges, low consumption light bulbs).

Reduce energy expenditure by adopting a responsible attitude

- Temperature regulation (automatic or manual).
- Equip its premises with low-consumption light bulbs on adaptable sockets.
- Make sure that the lights are switched off outside of working hours.
- Change of our energy supplier in favor of a renewable energy supplier (Enercoop for France).

Integrate the ecological dimension into any investment or renewal of equipment

- Promote office equipment and eco-labeled cleaning products and by choosing partners and suppliers committed to the environment.

Reduce CO² emissions

- Reduce travel through better organization, intensive use of new technologies (video conferencing).
- Favor local suppliers to reduce the environmental impact linked to transport.
- Counting on the daily application of these “good habits”, the company thus makes its contribution to the ecological cause and hopes that these gestures of a few, considered today, will tomorrow become the reflexes of all.

Selective sorting

The first obvious reason is of course the protection of the environment: by carrying out selective sorting, we encourage our employees to sort waste, it is in a way a precursor of the recycling chain, and thus promotes sustainable development. Sorted, the waste can be transformed into secondary raw materials. For this, there are selective sorting bins throughout the company.

Selective sorting also makes it possible to mobilize our employees in the recycling of waste in the company. All employees must feel integrated and engaged. These new responsibilities may allow some employees to regain motivation that they might have lost, by having them participate actively in these new “environmental tasks”.

Beyond the human aspect, selective sorting allows our company to save money. For this, a waste management policy must be implemented. It will then suffice to recover all the waste, before transforming it into raw materials. This lower-cost solution will create value: in fact, these raw materials will be used to cover transport and disposal costs.

Sorting your waste is helping to create jobs. In the early 2000s, we thought that recycling was utopian and unachievable: we preferred to burn the waste, or leave it in the open air. Today, the situation has changed: recycling has become essential, six out of ten packaging items are recycled. And this is expected to increase further in the years to come. Thus, thanks to these new practices, jobs are permanently created, and the recycling market is becoming increasingly important. Talk about Cedar.

What waste and how to recycle it?

Here is how we decided to manage our waste as simply as possible within ALTER SOLUTIONS France.

Above all, it is a question of asking the right questions:

- Find all the sources from which they come: office, workshop, etc.
- Identify their type: paper, cardboard, plastic, etc.
- Assess their volume
- Measure their degree of danger
- Estimate their possibility of recyclability

Involved, valued and aware, it is first and foremost our employees who are the primary players in our recycling policy.

Since 2020, we have had effective tools for selective sorting in the premises of ALTER SOLUTIONS France:

- The gray / black bin: The so-called classic bin, for waste that is not suitable in the other categories.
- The yellow bin : This bin is more generous, it accepts plastic, cardboard and paper
- Plastic cup or bottle collectors
- Cigarette collectors
- The paper collectors
- Battery collectors
- Bulb collectors

Green IT

When we talk about pollution, we spontaneously think of visible pollution, such as plastic in the oceans or the ambient fog in big cities. Other invisible pollution exists and is just as impactful, such as digital pollution.

As a consulting firm specializing in IT and cybersecurity, it is obvious that we have a role to play in creating a sensible digital world.

ALTER SOLUTIONS carries out various actions for this:

- **The implementation of a Cloud Platform:** reduction of energy consumption, in particular thanks to the virtualization of servers and the optimization of equipment.
- **Rationalization of printing:** reduction in the volume of printing (black and white, double-sided, systematization of the print preview), collection and recycling of consumables (paper, toners, cartridges), reuse of unused printed paper as draft or notepad, visual logo inviting not to print at the bottom of each email.
- **Management of workstations:** eco-responsible purchases, organization of the end of life of equipment, reduction of electrical consumption of the fleet (systematic programming of hibernation, etc.).

ALTER SOLUTIONS' policy is to make new technologies a lever for innovation in environmental performance. These are concepts that are the subject of regular collective reflection as part of the continuous improvement of our activities.

Some tips that we can apply both in our professional and personal life:

SMARTPHONE, TABLETS AND PC:

- Buy, as much as possible, refurbished devices rather than new ones
- Extend the life of your appliances as much as possible by :
- Protecting them (anti-virus, covers, shells, etc.)
- Having them repaired or recycled
- Giving them away or selling them if you decide to part with them

- Lowering the brightness of your screens
- Remembering to unplug them when they've finished charging
- Disabling GPS, WIFI and Bluetooth functions when not in use

NETWORKS, EMAILS

- Prefer downloading to streaming
- Avoid listening to music on Youtube, prefer Deezer or Spotify
- Think about downloading your music to allow offline listening
- Adapt the resolution to the size of your screen: 4K is useless on a smartphone
- Favor: Ethernet, then Wifi and finally mobile networks to limit electricity consumption
- Limit emails upstream (because deleting them afterwards consumes energy), archive regularly offline, limit recipients
- Limit the size of attachments
- Unsubscribe from unnecessary newsletters, close unused web pages
- Create bookmarks for your favorite websites to avoid a Google search
- Choose a green search engine (Lilo, Ecosia, Duck Duck go...)

CONCLUSION

ALTER SOLUTIONS is fully committed to reducing its impact on the environment and wishes to involve all of its stakeholders in this adventure.

To accelerate our approach and complete this environmental policy, we are embarking on a BCorp certification (<https://www.bcorporation.fr/>), with the aim of obtaining it in 2022.