



# Corporate Social Responsibility Policy

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A company of **ENGIE**

# A few words about this publication

2021 marks an important turning point for Elengy with the unveiling of its Company Project: Reinventing 2025 «Together let's make the transition a success» and formalising its purpose:

« For the men and women at Elengy their mission is to provide access to ever safer and more sustainable energy and thus contribute to meeting the planet's environmental challenges ».

It places CSR at the heart of the company's strategy and business.

In line with its purpose and consistent with the company's project «Reinventing 2025», our CSR Policy embodies our key commitments around three strategic challenges:

- Take action to protect our planet,
- Grow sustainably,
- Protect and foster the human development of our employees.

This is implemented by each of Elengy's Departments which:

- identifies the CSR commitments which most concern them,
- sets out their objectives,
- rallies staff around the corresponding action to be taken.

This policy covers all of Elengy's sites and engages all of us.

## Our CSR Policy

Structured around 3 strategic challenges, this policy sets out Elengy's 12 CSR commitments with quantitative targets and thereby contributes in achieving the Sustainable Development Goals defined by the United Nations.

3 challenges

12 commitments



## Objectives

- 1 By 2025 reduce our direct and indirect greenhouse gas emissions (CO<sub>2</sub> and CH<sub>4</sub>) by 20% compared to 2019 levels
- 2 By 2025 reduce our CH<sub>4</sub> emissions by 30% compared to 2015 levels
- 3 By 2030 reduce our direct and indirect gas emissions (CO<sub>2</sub> and CH<sub>4</sub>) by 40% compared to 2019 levels

- 1 0 serious accidents and at least 90% of the maintenance programme carried out each year
- 2 0 formal notices from the DREAL\*



### Commitment n° 2

Reduce our carbon footprint related to GHG emissions (CO<sub>2</sub>/CH<sub>4</sub>) for the three scopes



### Commitment n° 1

Ensure the industrial safety of terminals



### Commitment n° 3

Adapt to climate change

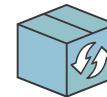


### Commitment n° 4

Protect the environment and biodiversity at our terminals

### Commitment n° 5

Develop sustainable procurement



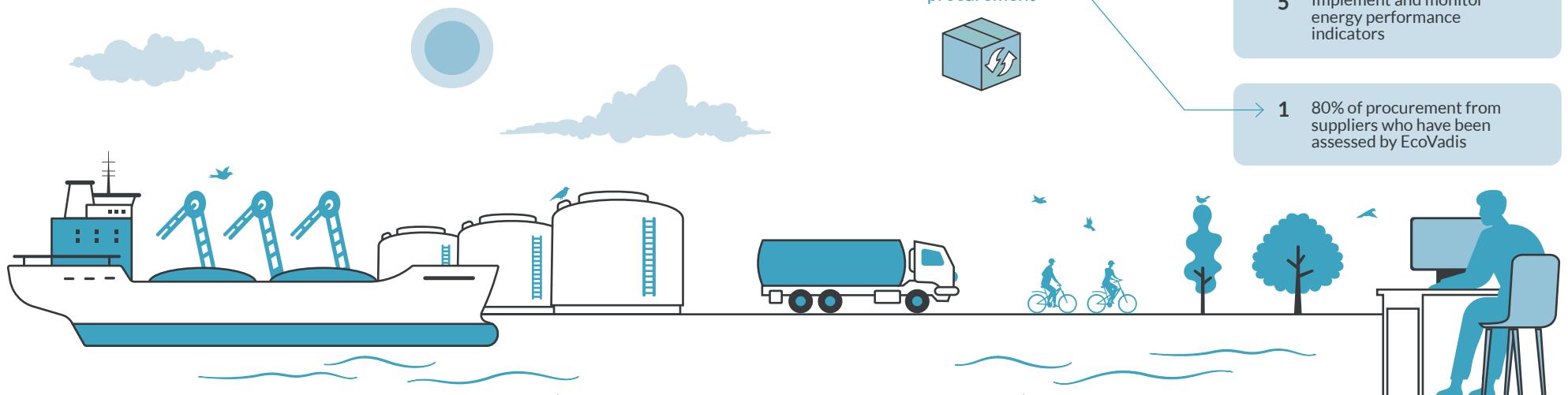
## Objectives

- 1 Define a climate change adaptation plan by 2022
- 2 Implementation of a climate change adaptation plan starting in 2023

- 1 Ecological management plan (differentiated management of green spaces) to be established for each terminal by end 2022 in order to protect biodiversity
- 2 Travel policy and development of homeworking established by mid-2022
- 3 By 2024 and per site achievement of an emblematic project related to the environment
- 4 Obtain ISO 50001 «Energy Management System» certification for the Fos-Cavaou LNG terminal in 2022 and in 2024 for the Fos-Tonkin and Montoir-de-Bretagne terminals
- 5 Implement and monitor energy performance indicators

- 1 80% of procurement from suppliers who have been assessed by EcoVadis

Take action to protect our planet



\*DREAL : Direction Régionale de l'Environnement, de l'Aménagement et du Logement (French Regional Department for the Environment, Planning and Housing)

## Objectives

- 1 Achieve a total of 10 TWh per year for the small-scale LNG business in 2025
- 2 Contribute to the reduction of carbon emitted by our clients by 600,000 tonnes equivalent of CO<sub>2</sub> per year by 2025



### Commitment n° 6

Be recognised as a reference for the development of sustainable solutions for the ecological transition of heavy mobility (trucks, trains, ships) or for end-users in remote areas



### Commitment n° 7

Develop offers, services and innovative carbon neutral projects

## Objectives

- 1 Launch 2 activities in new gases by 2025



### Objectives

- 1 75% of employees engaged by 2025

- 1 0 serious accidents involving
- 2 ISO 45001 «Occupational Health and Safety Management System» certification in 2024



#### Commitment n° 9

Improve the employee experience



#### Commitment n° 8

Ensure employee health, safety and well-being



**Protect and foster the human development of our employees**



#### Commitment n° 10

Through work-study programmes foster the upkeep and transfer of our skills and ensure solidarity amongst generations



#### Commitment n° 11

Use diversity as an asset for performance

#### Commitment n° 12

Act in accordance with our ethical principles in all circumstances



### Objectives

- 1 Have a rate of employees in work-study positions of 10% each year
- 2 Recruit at least 2 women from amongst work-study employees in a technical profession between 2021 and 2023

- 1 Achieve a female worker rate of 25% in 2025
- 2 Achieve a minimum female worker rate each year of 33% amongst work-study trainees
- 3 Achieve a female management rate of 30% in 2025

- 1 100% of Elengy employees to receive ethical training by 2023



## Elengy's CSR governance

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CSR is managed at the highest level of company's management by the CEO, who validates the CSR policy and both the commitments and action plans.

The Technical Department manages operations and monitors Elengy's CSR performance and reports to Elengy's management and Board of Directors.

The CSR policy is included in the company's integrated management system related to cross-business management for each of the 12 commitments. Each CSR commitment is monitored by a Commitments Manager, appointed by General Management to run, coordinate and ensure that those concerned implement the action plans and/or initiate the work required in order to achieve the objectives set, in a rationale of continuous improvement.

Each Department undertakes to roll out the CSR objectives that concern it through management contracts and business roadmap.

The Technical Department, in coordination with the Communications Department and the Company Project's Steering Committee, ensures that the CSR policy is implemented, and in particular follows up the action plan, the achievement of commitments and the internal and external communications on CSR.

The Technical Department is also responsible for certification operations which contributes to Elengy's performance in CSR: ISO 9001 (Quality), ISO 14001 (Environment), ISO 50001 (Energy), ISO 45001 (Occupational Health and Safety) and ISRS/PSM (Industrial Safety).

## The CSR policy at the heart of our purpose

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For the men and women at Elengy  
their mission is to provide access  
to ever safer and more sustainable  
energy and thus contribute to  
meeting the planet's environmental  
challenges.

This is our purpose and pride.

# elengy

September 2022

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[www.elengy.com](http://www.elengy.com)

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