



Sopra Steria, committed to a sustainable world

OUR CORPORATE
RESPONSIBILITY COMMITMENTS

The world is how we shape it

sopra  steria

Editorial

A message from the Chairman

“ Sopra Steria has chosen to be a company that helps to build a sustainable world. To do so, our social, environmental, ethical, and societal policy strives to go beyond simply upholding our commitments to complying with basic and regulatory principles and it emphasises our commitments to sustainability.

We are convinced that to the transition to a more sustainable and responsible world can take place only with the commitment and a contribution from all stakeholders in society. We have a major role to play in this challenge by leveraging our strengths for the common good while addressing economic requirements and our stakeholders' expectations.

All of the Group's employees work to reduce our negative impacts and boost our positive impacts as we deliver our services. We do so with high standards, and we remain true to our values.

We are confident in our capacity to develop an ambitious, independent project that generates value and brings together our employees, customers, shareholders, and partners, and that aims to achieve excellent economic performance by making a sustainable, human, and guiding contribution to society. ”

Pierre Pasquier,

Chairman and Founder of Sopra Steria Group

A message from the CEO

“ The world must tackle unprecedented health, social, or technological upheavals simultaneously. They will have a lasting impact on all economies and accentuate human weaknesses. They pave the way for profound change of which we must take advantage to transform our ways of living and development models.

More than ever, we must anticipate and address changes in our customers' needs in view of this previously unseen disruption, especially by integrating new challenges like those linked to digital sovereignty, or ethical and sustainable digital technology.

We continue to work to promote diversity and equal opportunities as a central component to our social and community policy; what's more, we develop major programmes focusing on digital inclusion.

We are accelerating our environmental programme, and we are committed to achieving "net zero" emissions by 2028. With this strong and structuring commitment to the environment, we want to be a go-to partner for our customers by helping them address their own environmental challenges.

Our ability to manage change and to take lasting action collectively are major Group assets in helping to build a more sustainable world. ”

Vincent Paris,

CEO

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Profile

Sopra Steria at a glance:
a responsible Group

Leveraging digital technology to build a positive future for all

Our corporate responsibility approach is based on the mission that Sopra Steria established for the Group in 2019: "Leveraging digital technology to build a positive future for all".

We are convinced that digital technology is a source of opportunities and progress for all. Combined with people, it creates a virtuous cycle and benefits the whole of society. We see our contribution as sustainable, human, and guiding:

- Sustainable, because we design our action with a sustainable approach, as we conduct our business and guide our customers through their digital transformation.
- Human, because our work focuses on implementing projects that promote digital inclusion, equal opportunities, and social openness.
- Guiding, because our contribution is based on our capacity to anticipate digital challenges to better assess their impact on everyone's daily lives.



Our commitments to the UN Global Compact

WE SUPPORT



Our action as a responsible company has been built on our commitment to the United Nations Global Compact since 2004, through its principles on human rights, labour rights, the environment, and the fight against corruption. Since 2017, the Group has reached the "GC Advanced" reporting category and is positioned in the top 8% of the most virtuous companies.

The Sustainable Development Goals (SDGs) are 17 global priorities for 2030, adopted by the United Nations General Assembly. Through its corporate responsibility programmes in the social, societal, environment, and ethical spheres, Sopra Steria is directly and indirectly contributing to the United Nations' 17 SDGs.

Seven major commitments

Our corporate responsibility strategy is centred around seven major commitments aligned with our business model:

- Being an employer of choice
- Developing a constructive and transparent dialogue with stakeholders
- Being a long-standing partner to our customers
- Achieving "net zero" emissions as of 2028 for all of our business activity
- Acting ethically and responsibly as part of our everyday work
- Supporting local communities where the Group operates
- Working with our ecosystem to build sustainable solutions

These commitments are organised into four key working domains: the Environment, Social, Community, and Market interaction.

Our key accolades





The Environment

Innovating and engaging the value chain in the fight against climate change

Climate change is one of the biggest challenges humanity faces and requires all stakeholders in society to rally together globally and locally to take action and develop innovative solutions. For many years now, Sopra Steria has been committed to a major programme involving its value chain aiming at reducing the environmental impact of its activities. What's more, as a key player in large organisations' digital transformations, Sopra Steria guides its customers and helps them to integrate their own environmental challenges into their transformation projects.

An ambitious programme with tangible results means the Group can now accelerate its environmental policy, by reinforcing its commitments to achieving "net zero" emissions by 2028, i.e. 22 years before the United Nations' and the European Union's "net zero" target, for a carbon neutral global economy.

Through its actions, Sopra Steria contributes to SDGs:

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS





Commitment to "net zero" emissions

In 2017, the Group set itself ambitious, long-term targets for reducing its greenhouse gas emissions, including those due to its suppliers. The Science Based Targets initiative (SBTi) - the international benchmark organisation in this field - approved them. In 2020, Sopra Steria announced its commitment to achieving "net zero" emissions by 2028, and it launched the first phase of its programme by eliminating emissions from its direct activities: in offices, on- and off-site data centres, and business travel. The Group is now entering the second phase, aimed at eliminating emissions from its indirect activities: waste treatment, home-office commuting, and supply chain. By leveraging emission avoidance offsetting projects, Sopra Steria has been carbon neutral for emissions linked to its direct activities since 2015. It is now working to achieve its tougher target of "net zero" emissions by reducing its emissions as much as possible and by using carbon capture offsetting for non-avoided emissions, through afforestation projects.

Key figures

1,5°C

the limit on global warming, adopted under the Paris Agreement, to which our SBTi-approved greenhouse gas emissions reduction targets are aligned

-74%

reduction in our greenhouse gas emissions per employee in 2020* compared to 2015

95%

proportion of the Group's consumption of electricity from renewable sources

*sharp drop due to the sanitary crisis period

Our initiative

- In order to offset emissions that cannot be avoided, the Group invests in offsetting projects approved by the United Nations "Climate Neutral Now" programme for our direct operations since 2020. We invest in **afforestation** projects (Nature based carbon removal) certified to Verified Carbon Standard (VCS) by our partner One Carbon World, in Uruguay, and whose aim is to create new forests that capture the principal greenhouse gas, carbon dioxide, in the atmosphere.



Testimonials

Mark Maslin

Professor of Climatology at the University College of London and member of the Sopra Steria Corporate Responsibility Advisory Board

“ Sopra Steria’s dynamic Climate Action plan is providing the agenda and vision that other corporates will want to imitate and follow. Sopra Steria Net Zero 2028 is based on accelerating the successful actions they have undertaken over the past few years. They are continuing to engage all their employees and stakeholders, building resilience in their supply and value chains, while supporting their clients in the transition to the net zero carbon economy. ”

Andrew Bowen

CEO of One Carbon World

“ It is fantastic to see Sopra Steria’s commitment to sustainability and the fight against climate change, and we are thrilled to see that it has achieved carbon neutrality by measuring, reducing, and compensating its carbon footprint. Sopra Steria is not only an official participant in the UN “Climate Neutral Now” Initiative but also a key player in supporting afforestation projects worldwide. ”

Sustainability in digital and digital for sustainability

The Group works on both sustainability in digital and digital for sustainability. Digital technology represents a major economic and social development tool, provided that it integrates all environmental impacts of the goods and services produced, from design through to end of life, including usage. When it comes to sustainability in digital, Sopra Steria guides its customers through their projects by integrating sustainability challenges into their value proposition as early on as possible in order to address their needs. In addition, the Group works on digital for sustainability, and, as such, it helps its customers to leverage the potential of new technologies to foster innovative solutions supporting the environment and climate.

Key figures

2nd /36:

Sopra Steria's position in Airbus's rankings assessing its strategic IT suppliers' digital sustainability performance and maturity in addressing environmental requirements

Sopra Steria is ranked in the

top 100

of the Financial Times' "Europe's Climate Leaders 2021"

Our initiatives

- Sopra Steria developed a digital solution aiming at facilitating supplier critical raw material requests for **Airbus**, a European leader in aeronautics. The solution improves order accuracy with a monthly schedule instead of an annual one. Life-cycle analysis made it possible to measure the environmental impact of the main functionality and to simulate functional changes. This approach allows for implementation of an eco-design approach to changes and a reduction in environmental impact of the use of digital services, while upholding service quality levels.
- The **Commute** project focuses on collaborative management for sustainable mobility in the Toulouse airport region in France, thus making it possible to rethink future urban mobility. The metropole's attractiveness has led to increased road congestion in the area, with up to 500,000 additional journeys forecast every day in 2025, compared with 4 million in 2015, of which 265,000 for just the airport area. This collaborative and innovative initiative with European funding was launched in 2018 and it gathers all public and private stakeholders in the region. Sopra Steria teams contribute to this project with implementation of a digital platform for monitoring and analysing data. The key objectives are reducing traffic congestion and the environmental impact, bolstering the region's attractiveness, and improving quality of life for residents.
- The project conducted by Sopra Steria in Norway for **Wattn**, a merger of four hydro power companies, providing innovative solutions for sustainable energy, consisted in integrating sustainability into Wattn's current business model and giving the company a competitive advantage in the local energy market. Our teams provided a sustainability strategy framework and assisted in the strategy process. Amongst our actions, we facilitated a broad-ranging stakeholder consultation and analysis, performed a materiality assessment, and various strategic analyses. The end result of the project was a comprehensive and detailed sustainability strategy, with clear and measurable goals, KPIs, and an action plan to ensure the successful implementation of the sustainability strategy within Wattn.



Testimonials

Didier Bosque

Innovation and Digital Transformation Manager at Sopra Steria

“ With the Commute project, we wanted to demonstrate that when positioned early in the review cycle, digital has a positive impact and makes a big contribution to ecological transition. ”

Anne Julia

Sustainable Development Manager at Toulouse Blagnac Airport

“ Our mobility management tool demonstrates the strength of collaborative management. It’s an essential tool for anticipating new mobile usages and helping to build the city of the future. As such, the platform provided by Sopra Steria helps to address our challenges: offering a quality living environment, which is greener, smooth-running, and inclusive of the different urban stakeholders, public institutions, companies, and citizens. ”



The circular economy

The linear business model "use, make, throwaway" grounded in the idea that energy and resources are infinite and available at low cost, has reached its limits. The circular economy, based on increasing resource efficiency at all stages in the life cycle of goods and services, reduces the quantity of raw materials required and boosts the value of products and materials. Sopra Steria applies the principles of the circular economy by implementing numerous initiatives aiming at reducing waste and pollution, giving a second life to waste electric and electronic equipment (WEEE) and rallying employees to integrate sustainability into their everyday work. The Group has set up an Environmental Management System (EMS) encompassing ISO 14001 certification in 10 countries. The EMS makes it possible to measure, monitor, and manage the environmental impact of activities, especially with regard to energy and resource consumption, as well as waste management. Finally, the full value chain is involved to make these circular economy principles mainstream.

Key figures

99.7% of paper and cardboard waste
collected is recycled at Group level

97% of the Group's WEEE
has a second life

Goal:

Recycle 100% of paper and cardboard waste and give a second life to 100% of our WEEE by 2025.

Our initiative

- In the UK, Sopra Steria is working on an initiative aiming at achieving zero waste across its main sites. The **Zerowasteometer** tool that will be implemented will allow for waste management steering in order to boost the potential of waste produced to be transformed into future useful resources.



Social

A responsible and committed collective

The Social responsibility policy aims to comply with equal opportunity and non-discrimination principles and to foster a caring and fulfilling working environment for all, thus helping to attract and retain talent.

Through its actions, Sopra Steria contributes to SDGs:

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



17 PARTNERSHIPS FOR THE GOALS





Accelerating workforce feminisation at all levels of the company

The Group would like to attract more women to the digital sector and guide them through their development at all levels of the company. It pursues tangible measures externally to encourage interest in tech careers in high school, with testimonials from inspiring female employees and mixed networks rolled out in many countries. Every year, Sopra Steria rolls out international training resources internally to take action with regard to the impact of stereotypes. It also sets up support programmes such as mentoring.

Key figures

32,5%

percentage of women in the workforce in 2020

15%

percentage of women in top management in 2020

34%

percentage of women recruited in 2020

Goal:

Push feminisation of the workforce and accelerate feminisation of management. The Group is committed to achieving 30% of women in the EXCOM and 20% in top management in the next five years.

Our initiatives

- **TogetHER for Greater Balance (TFGB)** is a programme driven by Executive Management aiming at engaging with employees on gender diversity, thus helping to raise awareness of the need to attract more women in the digital sector, at all levels of the company. The programme, launched in 2019, continues each year with an international awareness campaign and initiatives conducted in all the Group's countries.
- As part of the **Gender Equality Tour**, with virtual round tables, employees across the Group discuss how to combat stereotypes and put forward tangible measures to make changes, in half-day sessions
- In the UK, the **Cross Mentoring campaign** supports our female talent to encourage their professional aspirations and help them to develop. This programme mentors 35 women, either externally with an inter-company mentoring programme, or internally, through our own mentoring programme.



“

Testimonials

Sunil Goyal

CEO Sopra Steria India and Sopra Banking Software India

“ For over 30 years, I have been ensuring that gender diversity is upheld in the organisation. I think that it fosters innovation and brings better creative thinking. It is important to set up specific measures to encourage women to access the top levels of the company. ”

Stefania Pompili

CEO Sopra Steria Italy

“ One of our commitments is to help women discover and attract them to the digital sector, in particular by speaking at business schools, universities, and high schools. Our female employees rally to present the different digital professions to young students. The aim is to stimulate career interest and make careers in the digital sector accessible to women, thus confirming that it is a profession for men and women. ”



Innovation supporting disabilities and facilitating everyday life for people with a disability

The Group takes action on a daily basis to promote a digital society accessible to all, through various tangible initiatives focusing on recruitment, adapting roles, training and awareness raising to facilitate professional inclusion, as well as access to higher education for people with a disability. The Group takes action and is a signatory of the International Labour Organization's (ILO) Charter. Furthermore, it is a member of the Global Business and Disability Network. The aim is to share best practices on an international level to recruit and integrate employees with a disability better.



Vincent Paris
CEO Sopra Steria

“Joining the global Global Business and Disability Network demonstrates both a strong belief and a goal to constantly strive to do better and more in terms of inclusion. At Sopra Steria, we are convinced that diversity is a strength, and our teams play an essential role in promoting an inclusive and united society. As a digital player, we have a role to play to foster independence and autonomy for people with a disability. By signing the International Labour Organization's Charter, we are consolidating this commitment and furthering our efforts to actively support people with a disability.”

Key figures

In France:

24,000+ people

trained in awareness-raising programmes focusing on disability in the workplace in three years

112 students

benefiting from the disability scholarship programme *HandiBourse* in the past five years

106 high school students

mentored every year in partnership with nine engineering schools, as part of the disability mentoring programme *HandiTutorat* 2020-2021

Our initiatives

- The **Innovation Awards Challenge** aims at promoting digital as a driver for innovation to support inclusion of people with a disability in society. Sopra Steria leverages Group employees' collective intelligence to foster social projects and make everyday life for people with a disability easier. The *Mission Handicap* programme supports the three winning projects from the last Innovation Awards: *Illumie*, a unique combination of augmented reality and Azure computer vision to help the visually impaired (Norway); *Pepper Botify 4 Autism*, an innovative robotics project designed to help autistic adults and their team of carers (France); and *Move Me*, a solution to help children with cerebral palsy (Norway).
- **HandiTutorat** is a national programme for personalised academic support launched in 2013 and based in the simple principle of "young people helping young people". On this premise, *Mission Handicap* rallies and trains engineering students to provide personalised academic support to high school students with a disability and train future managers on diversity.
- **HandiBourse** supports and prepares students' careers. Since 2017, Sopra Steria has been encouraging and helping students with a disability to continue their studies in higher education. In partnership with *Fédéré 100% Handinamique*, Sopra Steria provides about 30 scholarships to finance ongoing studies and also offers a mentoring scheme.



Testimonial

Lena Tønseth

Senior UX Designer, Sopra Steria Norway

“Support from *Mission Handicap* has been a great opportunity for us to accelerate *MoveMe* development. Today, it is a solution that works and that has already been tested by six families in Norway and tomorrow it will undoubtedly be tested in France. It is a wonderful demonstration of the Group's cohesiveness and its advocacy for innovation supporting disabilities.”



Diversity and social openness fostering equal opportunities

Sopra Steria strives to facilitate access to education for all and professional integration for young graduates. The Group's goals:

- Guide career orientation: help students to discover our profession as of high school,
- Listen and foster ties: help students understand the world of business,
- Provide training on digital professions: promote action and professional reintegration among young people struggling to access employment.

Key figures

In France:

256 high school students

welcomed for their year nine work experience programme

23 higher education students

mentored in partnership with the *Article 1* association

171 unemployed young people

recruited to be trained on digital jobs

Our initiatives

- The **Diversity World Tour**, in partnership with the *Tous en stage* association (internships for all), connects high school students in priority neighbourhoods with companies so that they can discover different professions and the way to access them. The Group rallied employees from several countries to give testimonials and to spark career interest in the seven sessions organised remotely in 2020, including virtual Digilab visit.
- The **retraining programme in Tunisia** is a touring recruitment and professional retraining programme rolled out in several cities in 2019. 171 young people with a bachelor's level qualification were recruited and helped to achieve an engineering master's level qualification. Their school fees were financed for four years. A mentoring scheme and a specific training plan are also offered to these young people to ensure they are well integrated and properly develop their skills.



Testimonials

Yoann Yvon

Head of Digital Interaction Blockchain Practice Leader, Sopra Steria Spain

“ As part of the Diversity World Tour, our goal is to demonstrate what we do in the sphere of immersive solutions, like augmented reality or virtual reality, and to show what we can provide our customers in technological terms. It's also about explaining our business and what we do on a daily basis: for me, it's very important to be able to pass this on. ”

Raouf Mehni

EMEA Managing Director Sopra HR Software
and Executive Vice President MEA Sopra Banking Software

“ Our training programme targets young people with a bachelor's level qualification, interested in re-training to specialise in a digital profession as part of a work-study programme. The scheme targets an engineering qualification recognised by the Tunisian government. Before joining the work-study course, these young people take part in a personalised internal refresher programme for 11 weeks. It is undoubtedly a way of reducing youth unemployment that is worth accelerating and rolling out on mass. ”



Community

For an inclusive and cohesive digital society

The Group's commitment to Community is based on four areas which address fundamental requirements: access to digital technology, education, employment, and water. Our aim is to draw on the potential of digital to foster social and professional inclusion among the vulnerable. Thanks to strong involvement from our employees, we are helping the vulnerable to adopt digital services and usages.

Thanks to its actions, Sopra Steria is contributing to SDGs:

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY

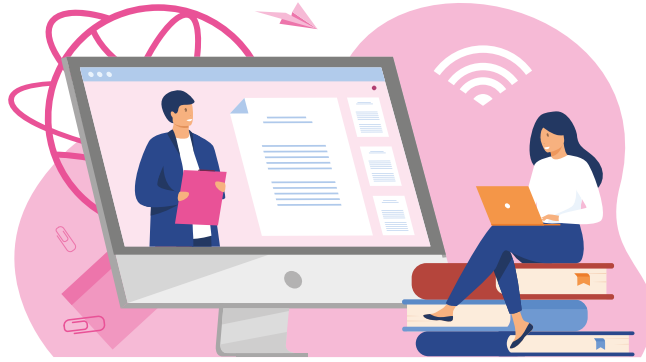


10 REDUCED INEQUALITIES



17 PARTNERSHIPS FOR THE GOALS





Digital inclusion to support education and training

The acceleration of digitalisation in our daily lives has enabled progress, such as the expansion of remote working or creation of interpersonal ties, but at the same time it leads to increasingly significant disparities, which are even more pronounced because of the health crisis. We must, more than ever, make digital available to all by facilitating access to usages, equipment, and digital culture, to get the best out of digital in order to support solidarity and education.

Key figures

162 community projects

supported by the Group in 2020, including 32 focusing on digital inclusion

54,000+ students

supported as part of our Education Programme in India

736 students

received higher education scholarships as part of the Scholarships Programme in India

Our initiatives

- **Are you s(ec)ure?** is a collaborative programme developed by Sopra Steria cybersecurity experts in Norway with ICT Norway, the professional organisation for information and communications technology businesses, and the Lær Kidsa Koding volunteer network. The aim is to raise awareness and train youths aged 10 to 13 on the risks of using the internet. The programme has expanded to Belgium and Germany.
- **Education and Scholarships Programmes in India** are driven by the Sopra Steria India Foundation, and they support children and students from underprivileged areas. The former supports young people through IT, English, hygiene, soft-skills, and socio-cultural activity lessons. It has enabled most of them to continue studying remotely during the lockdowns, thanks to computers and tablets donated by the company. The Scholarships Programme, supported by fundraising involving most of the Group's countries enables students to further their higher education.
- In Spain, Sopra Steria has been supporting the **Balia Foundation's** "Women and ICT" programme for three years, aiming at training women in danger of social exclusion on new technology, to facilitate their access to the employment market. Our volunteers help them obtain an official digital skills certification and with their job search, and also provide academic support to the children.



Testimonials

Lars Klingenberg

Software Engineer / Team lead, Sopra Steria Norway, employee volunteer

“ I am so happy that Sopra Steria is willing to foster projects like Are you s(ec)ure?. We are sharing our knowledge in data security with teachers, kids, and their parents. This opens up a lot of opportunities: parents take a part in their kids’ digital life in the same way they are part of curricular and leisure activities. Children open up to their parents about the difficulties they experience on the internet. ”

Aishwarya Goley

A scholarship student in the Scholarships Programme

“ I am studying to become an aeronautical engineer and will complete the course in 2022. Since childhood I was always fascinated by aeroplanes and space travel, and I hope that I am on my way to making some of my dreams come true. My family’s financial situation meant that I would never have been able to access higher education. However, I worked hard, and with my teachers’ guidance, I qualified for the Sopra Steria scholarship to pursue my dreams. I am grateful to Sopra Steria for giving me a chance to make a brighter future for me and my family. ”



The Sopra Steria-Institut de France Foundation

Founded in 2001 and hosted at *Institut de France*, in 2021 the Foundation celebrates a 20-year commitment to using digital to benefit people and the environment. It supports associations in France who drive innovative digital projects with a view to achieving sustainability. It provides the associations with financial assistance and support of the Group's employees who use their skills to develop the projects. It also encourages the younger generation to take action for society through the "Entrepreneurship for tomorrow" Prize which, since 2003, rewards students' and young entrepreneurs' projects which offer innovative digital solutions supporting the vulnerable.

Key figures

100+ projects supported
since its creation

200+ volunteer employees
involved in projects since its creation

18
"Entrepreneurship for tomorrow" Prizes

Our initiatives

- **Opopop**, created by a young female entrepreneur from EM Lyon business school won the "Entrepreneurship for tomorrow" Prize in 2020, focusing on the theme "Responsible digital technology supporting the planet". Opopop offers a platform for provision and management of recorded packages which can be reused and repaired, with the aim of limiting waste associated with e-commerce purchases. The team is supported by a Sopra Steria volunteer and also benefits from incubation at Planetic Lab, a social and cohesive incubator in Paris.
- Through its work with the **Fédération Nationale Solidarité Femmes (FNSF – the French National Federation for the Support of Women)**, the Foundation is supporting a public cause: listening and assisting female victims of violence. Our employee who supports the project is developing a tool to improve the way women calling the French national freephone number for female victims of violence, 3919, are addressed and guided. This not only makes it possible to improve call handling and processing, but also provides more detailed indicators so that the FNSF can better communicate on its work with its financiers and the general public.



Testimonials

Xavier Darcos

Chancellor of the *Institut de France*
and Chairman of the Sopra Steria-Institut de France Foundation

“ For the past 20 years, the *Institut de France* has had the pleasure of hosting the Sopra Steria Foundation which shines the spotlight on young people, their fantastic inventiveness and willingness to improve the world of the future using their knowledge. The Foundation operates thanks to its volunteers, who I wish to congratulate, but also through its Prize, which rewards cohesive digital projects in the fields of education, training, and environmental preservation through development of innovative solutions to make everyday life easier for underprivileged sections of society, thus reflecting the Institute’s multi-faceted philanthropic works! ”

Françoise Brié

Head of the *Fédération Nationale Solidarité Femmes*

“ With the national freephone helpline supporting female victims of violence, 3919, the *FNSF* and the 73 associations in its network, their teams and premises, as well as the victims, face security issues every day. We also have to promote our work and produce data highlighting its impacts. The Sopra Steria-Institut de France Foundation, thanks to its financing and professional support, has meant we could assess our needs, reinforce our IT security, and improve our tools. The *FNSF* and Foundation match was very positive and constructive and benefits the tens of thousands of women we support along their journey. ”

Skills pro-bono schemes and volunteering

Sopra Steria gives its employees the opportunity to use their skills to take part in community actions. They take part, either by volunteering or through skills pro-bono schemes, in assignments with associations linked to the four areas of the Group's community policy, or through fundraising. In several countries, the Group has set up dedicated platforms to facilitate this commitment, notably in the UK, France, Morocco, and Tunisia.

Key figures

1100+
employee
volunteers

involved at Group level in 2020

200+ actions
conducted

via the community commitment
platform in France

8 community
projects

within the framework of
customer contracts in the UK

Our initiatives

- As part of the **Tech for Good** project in the UK, the Group works with the Home Office to incorporate community matters into the UK Visa and Immigration (UKVI) contract. This initiative focuses on strategic priorities: digital inclusion, education and employability, as well as entrepreneurship and innovation, supporting the underprivileged and students from local communities. Employees provide assistance to several initiatives: learning, sessions aiming at familiarising participants with the world of work, and an entrepreneurial student challenge.
- In France, a new partnership was initiated with **Fondation de la Mer (Sea foundation)** in 2020, to support youth education and involvement initiatives. This Foundation offers Group employees assignments through the community commitment platform, provided by *Vendredi*, a partner of the Group. Through its work with the French government department for ecological transition and the *CNRS* (the French national centre for scientific research), it works on a European level to raise awareness among the general population on the potential of the sea and its protection.



Testimonial

Alexandra Jacquelin

Sopra Steria Next Consultant, on a skills pro-bono assignment

“As protecting the environment is a very important matter for me, I am very happy to get involved with the *Fondation de la Mer* through the skills pro-bono scheme, and more specifically as part of the platform *Un geste pour la Mer* (action for the sea) which makes it possible to organise and finance waste collection in marine and aquatic areas across all of France. I prospect associations, schools, or willing citizens to organise fund raising, recruit volunteers, finance projects and above all communicate on these great success stories.”



Market interaction

Bringing together all our stakeholders for a positive future

The Group is a leading company in terms of corporate responsibility commitment and effectiveness. To be a contributing company and help build a sustainable world, Sopra Steria brings together all its stakeholders under a collaborative approach, which is a source of value for all. The Group draws on a Corporate Responsibility Advisory Board to challenge its corporate responsibility policy.

Through its actions, Sopra Steria contributes to SDGs:





The Corporate Responsibility Advisory Board

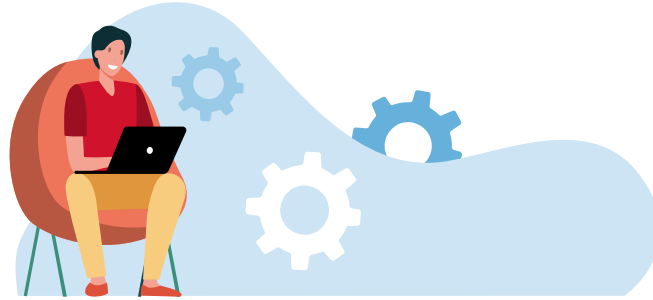
The Corporate Responsibility Advisory Board is made up of five experts who do not have a financial or commercial interest in the Group. Through their experience and expertise in the key topics encompassed in corporate responsibility, these advisors provide independent and relevant insight to challenge and push the Group's approach forward.



Jan Corfee-Morlot

Former member of the Intergovernmental Panel on Climate Change (IPCC) and member of the Corporate Responsibility Advisory Board

“As member of this Board, I am pleased to support Sopra Steria to shape its corporate responsibility strategy and particularly to strengthen action on climate change. Its corporate leadership and bold action to achieve "net zero" emissions by 2028 is a shining light in the digital solutions and large corporate space. Beyond action for key sustainability goals, the Group is showing us how to lead, working in solidarity with others, to also share its experience and to shape a healthier, more resilient future for all. ”



Sopra Steria Next Exploratory

Founded by Sopra Steria Next in 2020, the Exploratory is a do-tank focusing on matters raised by the transformations that companies and organisations must implement, in terms of ethics, trust, and corporate responsibility. The do-tank aims to develop, share, and disseminate good practices by rallying stakeholder ecosystems: professional circles, universities, Group customers, institutions, foundations etc. The Exploratory addresses tangible matters, central to societal concerns and the corporate world, and rolls out work in various formats: analysis reports, opinion and decision-making surveys, in-person and digital events, as well as pilot projects. All its deliverables are available on its [website](#) (French only), especially those focusing on Thought Leadership: "Ethics and consultancy, what are right choices to take action based on trust?"

Key figures

4 polls

among leading executives in partnership with major French media

12 analysis reports

1 public speaking competition

on digital ethics, trust, and corporate responsibility for the Group's employees and students

Our initiatives

- **Organisations' environmental transition** calls into question models, behaviour, and corporate culture. It is not only a question of decarbonising activity by reducing energy consumption, but also shifting gear on the scale of the extended value chain to turn this transition into an economic opportunity in the long term. The Exploratory offers 20 priority levers which can be used depending on the sector in order to accelerate this transition. For more information, see the analysis report ["Organisations' environmental transition: Why? How? What lessons should be learned from the crisis?"](#) (French only).
- **Digital ethics at the heart of design, assessment, and decision-making processes:** while there is a broad consensus on the key fundamentals of digital ethics (transparency, fairness, sustainability, respect for private life, and security etc.) the main issue is knowing how to implement them and shape "ethical by design" digital resources, suitable for purpose and which address responsible digital criteria. The Exploratory offers three levers to integrate ethics into the decision-making, design, and assessment processes in order to position it as a new, strategic decision-making criteria for companies. To find out more, see the analysis report ["Putting ethics at the heart of design, assessment and decision-making processes"](#) (French only).



Testimonials

Emmanuel Craipeau

Executive Partner heading the Sopra Steria Next Exploratory

“ Focused on action, by definition and conviction, the Exploratory is now connected with many partners: intellectuals, think tanks, start-ups, NGOs, regulatory authority representatives, rating agencies, local authorities etc. and of course our customers, who, day after day, help us to ask the right questions and take action, in particular through pilots, case studies and lessons at business schools and universities. ”

Eric Salobir

Chairman of the Human Technology Foundation

“ Through our partnership with the Sopra Steria Next Exploratory, our goal is to explore new data usages that create value for stakeholders and support common interests. We share a willingness to take action with the Exploratory in order to reconcile ethics and new technology development. As such, we are delighted to have it involved in this innovative project. ”

Taking part in the digital sovereignty ecosystem

Creating a trusted digital society means ramping up digital sovereignty. This encompasses complex challenges, such as the threat of extraterritoriality of American law on our data, spin through fake news, or even retrieval of personal data for commercial purposes. Alongside state and institutional players, the Group is involved in initiatives defending digital sovereignty and building a cybersecurity ecosystem in France and Europe by helping to manage public and private stakeholder data.

Key figures

2 faculties sponsored

by the Group in France:
"Cybersecurity and Digital Sovereignty"
with Institute of Advanced Studies of National
Defence (*IHEDN*) and "Digital, governance, and
sovereignty" with *Sciences Po*
(a French research university)

50 start-ups

supported as part of the Sopra Steria Ventures
programme

Our initiatives

- Sopra Steria is founding member and member of the board of directors of **Campus Cyber** set up upon the French President's initiative and by the French National Cybersecurity Agency (*ANSSI*). This initiative aims at promoting French cyber security excellence by federating the sector's national and international talents and stakeholders, and by developing synergies based on innovation projects.
- In 2021, the Group joined the Franco-German initiative **GAIA-X** (European Association for Data and Cloud) to take part in a project to develop effective, secure, and reliable data infrastructure for the European Union, with businesses and institutional players and through various data spaces help create a cloud for administrations and European mission critical players.



Testimonial

Floran Vadillo

Ethics and Sovereignty Consulting Director at Sopra Steria Next

“At the *Sciences Po* "Digital, Governance and Sovereignty" faculty, we work on three key areas: the first regards new criteria like sovereignty, as digital does not seem to be constrained by borders and legislation; the second focuses on legal regulation of digital matters, especially linked to the American Cloud Act or fiscal matters; finally the third looks at the role of digital in forming opinion, especially linked to use of social networks as political tools.”

Responsible purchasing and supply chain commitments

The Group's responsible purchasing policy is aligned with its corporate responsibility policy. Sopra Steria has put in place an important supplier assessment programme using the EcoVadis platform, which is rolled out in the Group's main countries: France, UK, Germany, India, Spain, and Belgium. The Group includes goods and services procurement in its "net zero" emissions programme and is recognised in 2020 by the CDP Supplier Engagement Leader rating for its performance in engaging suppliers in supporting the climate.

Key figures

Group commitment to ensuring that its suppliers representing

at least 70%

of its supply chain emissions effectively manage their greenhouse gas emissions by 2025, within the framework of SBTi-approved goals

72% of the Group's purchasing

is covered by the EcoVadis supplier corporate responsibility assessment

Our initiative

- As part of Group **cohesive and inclusive purchasing**, initiatives are in place in the UK to foster SME, woman-owned, and diverse-owned supplier access to its supply chain. In France, the Group uses the protected worker sector which employs workers with a disability.



Sopra Steria

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