

Environmental Policy



OUR VISION

At **Altavia**, we aspire to be an agile, inclusive, and responsible ecosystem. We place environmental protection at the heart of our strategy in order to reduce our own environmental footprint as well as that of our stakeholders, while contributing to the respect of planetary boundaries.

Our ambition is to integrate sustainable practices across all our activities, in close partnership with our suppliers and clients, by fostering innovation, collaboration, and continuous improvement.

A Core Pillar of Our Sustainable Strategy

The environment is one of the three pillars of Altavia's Sustainable strategy, embodied through our commitment:

“Responsible for the Planet”

Our ambition is to be the strategic partner of our clients in their efforts to reduce their environmental impact and operate within planetary boundaries.

This ambition is built around three equally important priorities:

- Measuring and reducing our environmental footprint
- Deploying eco-designed products and services
- Raising awareness and engaging all our stakeholders

Our Environmental Priorities

1. Measuring and Reducing Our Environmental Footprint

Altavia is committed to measuring, managing, and reducing the environmental impact of its activities across its entire value chain, in line with international standards and frameworks (GHG Protocol, ISO 14001).

2030 Targets

- Scopes 1 & 2: -52%
- Scope 3: -42%

Key Levers of Action

- Transition to **100% renewable electricity**;
- Progressive phase-out of fossil fuels, particularly natural gas;
- Continuous reduction of fugitive emissions (refrigerant gases);
- Electrification and greening of the vehicle fleet;
- Optimisation of purchasing practices, transportation, and logistics flows;
- Integration of impact-reduction solutions for our clients, notably through eco-design and the use of low-carbon materials.

2. Delivering Eco-Designed Products and Services

Altavia considers eco-design a key lever for reducing the environmental footprint of its clients. The environmental impact of our products and services directly contributes to their own environmental performance. Our commitment is to offer a structured portfolio of eco-designed solutions, built on our expertise, technological capabilities, and robust measurement tools.

2030 Target

- 100% of products assessed using an environmental eco-score

Key Levers of Action

- Systematic integration of end-of-life solutions (recycling, reuse, circular economy);
- Deployment of an eco-scoring approach to measure, manage, and improve product environmental performance;
- Reduction of material intensity and waste:
 - 5% reduction in GSA paper weight;
 - 8% reduction in GSA printing waste;
 - 100% recycled plastics for stickers;
- Selection of low-impact raw materials and continuous improvement of production processes.

3. Raising Awareness and Engaging All Our Stakeholders

The success of our environmental strategy relies on a shared sustainability culture, embraced by all employees, partners, and suppliers. Altavia acts to strengthen skills, ownership of environmental issues, and the ability of each stakeholder to take action.

2030 Targets

- 100% of employees trained and sensitised to planetary boundaries and environmental challenges;
- 100% of suppliers assessed on their environmental performance.

Key Levers of Action

Awareness and understanding

Employees are trained on global environmental challenges and their integration into the Group's strategy and operations through conferences, Climate Frescoes, podcasts, internal presentations, external speaking engagements, and participation in specialist media.

Deployment of the environmental strategy

Teams are supported in translating the environmental strategy into their ecosystems and job roles through internal roadshows, training programmes, sharing of responsible offers, performance steering, client use cases, recognition of successes, and continuous skills development.

Communication and individual engagement

Each employee is encouraged to bring Altavia's environmental commitments to life in their daily practices. Success stories are promoted through expert communities, testimonials, feedback loops, mentoring initiatives, and continuous improvement processes.

Our Priority Thematic Commitments

In order to respect planetary boundaries and in light of the impact of our sector, Altavia focuses its commitments on four key environmental challenges: climate, forests, water, and biodiversity.

COMMITMENT TO CLIMATE ACTION

Altavia places the fight against climate change at the heart of its Responsible for the Planet strategy. Our decarbonisation pathway is aligned with the objectives of the Paris Agreement and is designed to be consistent with a 1.5°C trajectory, with a view to future validation by the Science Based Targets initiative (SBTi).

In line with international standards and frameworks (SBTi, GHG Protocol, ISO 14064), Altavia commits to:

- Reducing greenhouse gas emissions across all scopes;
- Prioritising emissions reductions at source before any compensation mechanisms;
- Integrating climate considerations into strategic decisions, offerings, and the value chain;
- Supporting clients in their own decarbonisation pathways.

ZERO DEFORESTATION COMMITMENT

Altavia is committed to ensuring that its activities and products do not contribute to deforestation or forest degradation, wherever the Group operates.

Building on strong historical expertise, **99.9% of our paper and cardboard purchases were FSC or PEFC certified in 2023**. Altavia is strengthening its due diligence and traceability processes to ensure full compliance with the **European Union Deforestation Regulation (EUDR)**.

Any collaboration with Altavia is conditional upon adherence to our **Responsible Business Partnership Policy (RBPP)** and suppliers' commitment to a **Zero Deforestation policy**.

2030 Target:

- 100% of purchases certified FSC or PEFC

COMMITMENT TO WATER STEWARDSHIP

Altavia recognises water as an essential and increasingly vulnerable resource. In line with the **United Nations Global Compact principles**, the **CEO Water Mandate**, and the **ISO 14001** and **ISO 14046 (water footprint)** standards, Altavia is committed to managing its direct and indirect impacts on water resources responsibly.

Our commitments include:

- Identifying and assessing water uses and impacts across the entire value chain;
- Reducing water consumption in our operations, particularly in areas exposed to water stress;
- Integrating sustainable water management criteria into supplier selection and evaluation processes;
- Developing eco-designed solutions that help reduce the water footprint of products;
- Raising awareness among employees and partners about water preservation challenges.

COMMITMENT TO BIODIVERSITY PRESERVATION

Altavia recognises biodiversity as a fundamental pillar of resilient ecosystems and sustainable economic activity. In line with international best practices and standards – including **ISO 14001 (Environmental Management Systems)**, **ISO 14040/44 (Life Cycle Assessment)**, and inspired by the **IFC Performance Standard 6 on Biodiversity Conservation and Sustainable Management of Living Natural Resources** – Altavia is committed to preventing, reducing, and mitigating its impacts on biodiversity across its value chain.

Our commitments include:

- Identifying and assessing potential impacts on biodiversity linked to our activities, products, and supply chains, with particular attention to sensitive ecosystems and areas of high biodiversity value;
- Avoiding and minimising adverse impacts on natural habitats through responsible sourcing, eco-design, and material selection;

- Integrating biodiversity-related criteria into supplier evaluation, due diligence, and procurement processes;
- Promoting practices that contribute to biodiversity preservation and restoration, including circular economy approaches, reduced land-use pressure, and improved end-of-life management of products;
- Raising awareness among employees and partners about biodiversity challenges and encouraging practices that support ecosystem resilience.

Through continuous improvement and alignment with recognised international frameworks, Altavia aims to contribute positively to biodiversity conservation while ensuring the sustainability of its activities and those of its partners.

GOVERNANCE AND DEPLOYMENT

To ensure a coherent yet flexible approach, these commitments may be adapted and implemented within each of our **Business Units**, taking into account local contexts and applicable regulations.

Altavia's **Executive Management** commits to mobilising all necessary human, technical, and financial resources to achieve the ambitions and objectives set out in this Environmental Policy.