



JUST TRANSITION

From strategy to actions

October 2022



1 raison d'être, 4 pillars, 16 CSR Commitments

TO BUILD A NET ZERO ENERGY FUTURE ELECTRICITY AND INNOVATIVE SOLUTIONS AND SERVICES,
TO HELP SAVE THE PLANET AND DRIVE WELLBEING AND ECONOMIC DEVELOPMENT

CARBON NEUTRALITY AND CLIMATE

- Ambitious carbon trajectory
- Carbon offset solutions
- Adapting to climate change
- Development of electricity and energy services



Carbon
neutrality
and climate



WELLBEING AND SOLIDARITY

- Health and safety for all
- Equality, diversity and inclusion
- Ethics, conformity and human rights
- Energy precariousness and social innovation

Wellbeing and
solidarity

CSR

PRESERVATION OF THE PLANET'S RESOURCES

- Biodiversity
- Responsible land management
- Integrated and sustainable water management
- Waste and circular economy



Preservation of the
planet's resources



Responsible
development

RESPONSIBLE DEVELOPMENT

- Dialogue and consultation
- Responsible regional development
- Development of industrial sectors
- Sustainable and inclusive digitalization

Our net-zero pathway

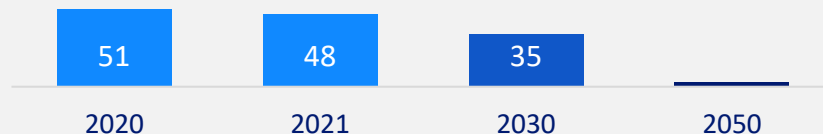


AN AMBITIOUS CARBON INTENSITY TRAJECTORY



231⁽³⁾

(European average in 2020)



(1) VS. 2017 (2) VS. 2019 (3) Average 2019 carbon intensity of power producers in Europe according to EEA

The just transition is inherent to our *raison d'être*

EDF's *raison d'être* is based on four pillars whose interconnections ensure that our net-zero pathway is for and with the people.

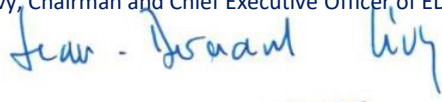
Success in the energy transition will be measured by how we have dealt with the risk of both stranded assets and stranded workers.

Our definition of the just transition is about placing people at the center stage and focusing on the wellbeing of all our stakeholders.

In 2015, the Paris Agreement recognized the impact of ending carbon-based activities on jobs and stated that stakeholders should “take into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs compliant with nationally defined development priorities”. Thanks to its nuclear and renewables capacity, EDF, as the largest producer of zero direct CO₂ emissions, will be an enabler to decarbonize the rest of the economy, but this massive transformation will need to be fair and inclusive. EDF will continue an intense dialogue with all stakeholders (e.g. employees, partners, service providers, host communities and representatives) to assess and anticipate social impacts.

Furthermore, EDF believes that low carbon energy must be accessible to everyone in all regions, therefore will always invest to support the most fragile customers whether in developed or emerging countries.

Jean-Bernard Levy, Chairman and Chief Executive Officer of EDF



To implement the structural change required for a just transition, we need to consider environmental, social and governance factors as inherently connected.



Key figures of the Just Transition

32.5 million

residential customers benefit from EDF's clean energy in France ⁽¹⁾



CUSTOMERS

230

solidarity experts in France support the most vulnerable customers through financial aid, debt repayment, energy efficiency, etc.

2,993

employees have been redeployed since 2018 to support the transformation of the Group, thanks to the "My Job" project



EMPLOYEES

87.5%

of employees covered by a collective bargaining agreement in 2020 ⁽³⁾

€40 million

invested since 2017 foster energy accessibility through rural electrification in emerging countries



**COMMUNITIES
AND TERRITORIES**

4.4

indirect jobs with each direct job at EDF ⁽²⁾

€1.25 billion

Hybrid social bonds issued in 2021, to support SMEs which are key parts of the industrial fabric, providing employment opportunities in the EU and the UK



SUPPLIERS

24.9%

EDF and Enedis annual procurements carried out with SMEs

⁽¹⁾ In France, 97% of EDF's energy generation is decarbonised ⁽²⁾ In France, related to generation activities
⁽³⁾ the remaining 12.8% are in subsidiaries with their own collective bargaining agreement, which are not part of French jurisdiction

EDF's Just Transition scope of action

Our commitment to ethics in compliance with UN guiding principles on business and human rights

Ensure safe and fair working conditions for everyone

Undertaking Just Transition towards our key affected stakeholders
ENGAGEMENT, PLANNING, ENACTMENT



CUSTOMERS

1. Provide low carbon electricity at an affordable cost
2. Achieve energy savings and offer financial solutions
3. Develop social innovations



EMPLOYEES

1. Bolster all kinds of inclusivity and combat discrimination
2. Ensure job quality with just and competitive wages
3. Boost redeployment, individual support and job creation



COMMUNITIES AND TERRITORIES

1. Share value with the territory
2. Mitigate social impacts
3. Encourage development in vulnerable areas



SUPPLIERS

1. Increase empowerment within the supply chain
2. Support local and small suppliers



PLANET'S RESOURCES

1. Preserve biodiversity
2. Manage waste and promote circular economy
3. Work towards an integrated and sustainable water management

DIALOGUE AND ADVOCACY



JUST TRANSITION ESSENTIALS



Our commitment to ethics in compliance with UN guiding principles on business and human rights

Ethical conduct in accordance with the law is the absolute rule for all group employees.

The group is committed to respecting and ensuring respect for human rights and fundamental freedoms in all its activities and wherever it operates.

For **employees' rights** :

- To fight against discrimination, harassment and violence, forced labour and child labour
- To respect freedom of association and the right to collective bargaining
- To ensure fair and favourable working conditions.

In terms of **rights of local communities**, this implies :

- Open and transparent stakeholder engagement
- Respect for the rights of indigenous populations and cultural heritage
- Restoration of livelihoods.

These commitments also constitute requirements for our suppliers.

Supporting a just transition is mainly about connecting and incorporating environmental and social ambitions - as established by social and labor standards – into our net-zero strategy.

EDF is therefore committed and complies, as a minimum, with the international standards protecting and defending human rights and fundamental freedoms:

- the United Nations International Bill of Human Rights
- OECD Guidelines for Multinational Enterprises.

EDF also strives to comply with the standards published by the International Labour Organization (ILO) related to working hours based on the following principles:

- Regular working weeks do not exceed 48 hours
- Working weeks do not exceed 60 hours including overtime
- Workers have at least 1 day off every 7 working days, except in the event of emergencies or other uncommon circumstances
- Workers have at least 3 weeks of paid leave each working year
- Maternity leave lasts at least 14 weeks.

INDICATOR

100% of the employees and the suppliers are subject to EDF's Code of Conduct.
An internal audit or an ethics risk assessment has been carried out in 100% of our operational sites.

Ensure safe and fair working conditions for everyone



In an environment that is undergoing rapid, far-reaching changes, the human aspect is more than ever a core component of the Group's strategy



To succeed in its net zero ambition, EDF is committed to remain a socially responsible and committed employer and a benchmark in terms of health and safety



EDF is committed to protecting the health and safety of all individuals.



The Group develops the highest safety standards on all its generation facilities.



The Group's Health and Safety policy was enhanced in 2021, thus defining a common framework applying to all the companies in the EDF group, in all countries in which it operates, for its own employees and those of its subcontractors.



The Group strives to set an example in the area of Health and Safety by eradicating fatal accidents, reducing the number of accidents, preventing psychosocial risks, adapting work organization methods to ensure well-being and comfort, guaranteeing a high level of social welfare, improving air quality and reducing noise, visual and light pollution.

INDICATOR

100% of our employees on all sites are represented in a joint health and safety committee.



CUSTOMERS

EDF supports its consumers by providing affordable access to low-carbon electricity and enables them to participate actively in the reduction of energy consumption



Develop social innovations

EDF is developing initiatives to encourage the emergence of innovative solutions for the most vulnerable consumers and to mitigate energy poverty: energy donations from our customers and employees to benefit vulnerable customers in partnership with the Abbé Pierre Foundation, digital tools to help individuals use less energy, mobile learning spaces in regions, etc.

In 2022, as part of a co-creation partnership with the international NGO Ashoka, EDF worked with Réseau Eco-Habitat to develop innovative solutions to fight against energy poverty. Through the identification of individuals in need, the drafting of a diagnosis and the search for financing, the aim of this collaboration is to help the fuel poor reduce their long-term energy debt by improving the energy performance of their home.

"Fighting energy poverty requires cooperation, perseverance and collective intelligence. [...] This brings together players of different sizes and from different sectors and leverages our complementary resources to think together about new solutions."

Carine de Boissezon
Director of the EDF Group Impact Department

[Click here for more information](#)

Impact of actions – As electricity is a basic necessity, since April 1, 2021, in order to go further in supporting its customers in unpaid bills, EDF has put an end to power cuts.

With this measure, EDF is going beyond its regulatory obligations by maintaining a power of 1 kVA (1,000 W) that meets the basic needs of households. Much more supportive and responsible than a power cut, the power limitation is a last resort for customers to regularize their situation.

Through this decision, EDF reaffirms its commitment to work towards universal energy access by supporting its vulnerable customers and its position as an energy supplier of choice, always there for its customers, whatever the circumstances.

Impact of actions – EDF helps customers navigate their choices in the transition to a net-zero living. "**Mes Ecos et Moi**", for instance, is a digital solution available via the customer area and the "EDF&Moi" application to help customers track, understand and therefore better control their energy use. Customers with Linky smart meters can also access their energy consumption calculated in euros. An internal study shows that customers who check their energy monitoring tools two to three times a month and who change their consumption behaviors, save up to 12% on their energy bills.

Provide low carbon electricity at an affordable cost

In France, 23 million homes and 1.5 million business sites have chosen regulated sales tariffs, administered by the government, which sets the amount based on proposals from an independent government body, the French Energy Regulatory Commission (CRE). A household that pays regulated tariffs consumes an average bill of €943 including VAT/year, i.e 50% less than what households pay in the Eurozone.

Achieve energy savings and offer financial solutions

In France, EDF has designed a scheme covering areas of action against energy poverty: payment assistance and support of our clients.

- EDF's customer advisors provide energy support service to any customer experiencing difficulty by offering the most appropriate solutions, such as advice on pricing to better adapt their contract or on eco-friendly behavior.
- 230 EDF experts in our « solidarity teams » work directly with social workers to provide the most vulnerable customers with the best possible support through financial aid, debt repayment but also training and awareness-raising initiatives on energy saving as well as bill explanation.

EDF is also involved in prevention.

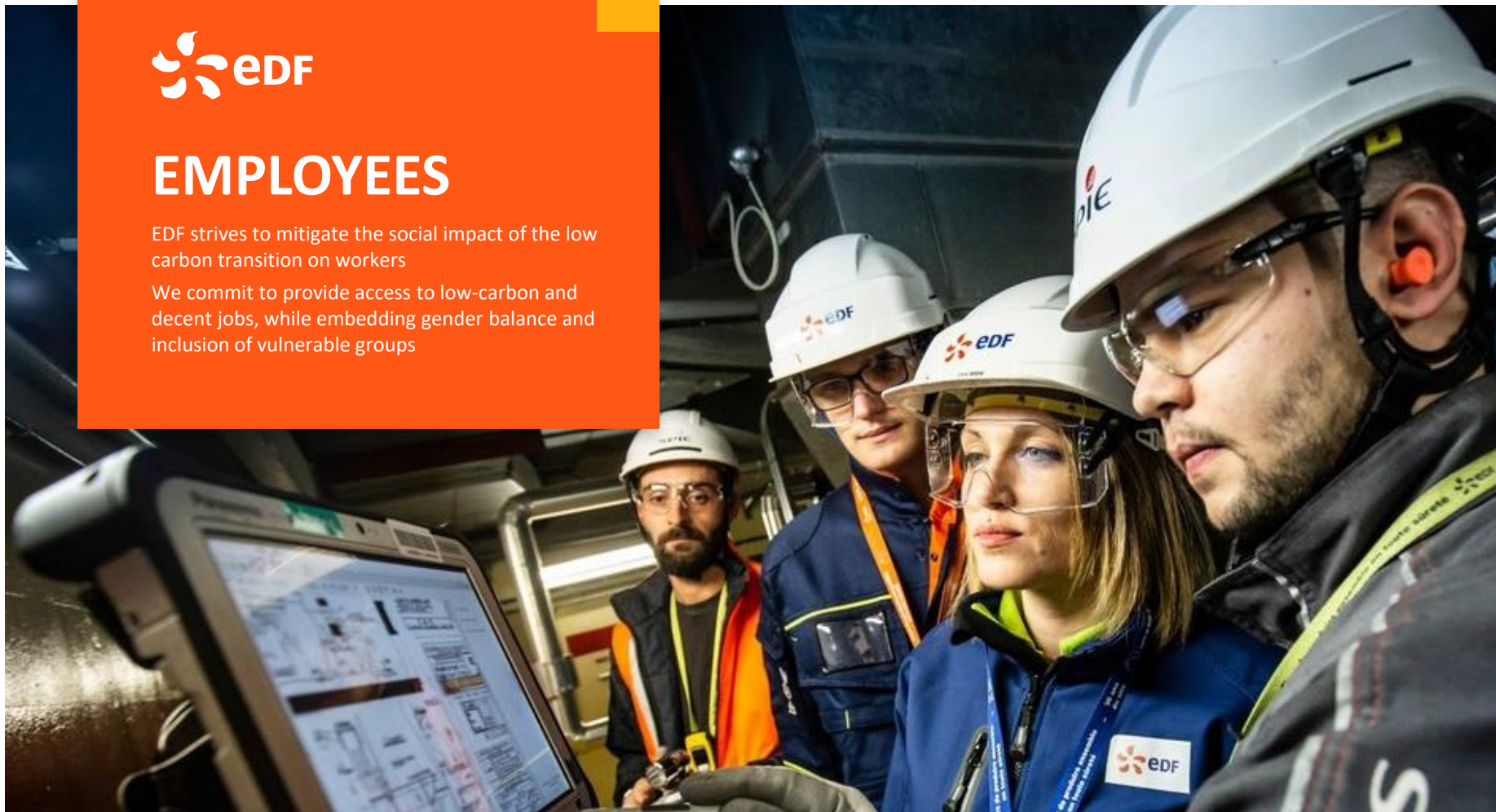
- Since 2011, the Group has also been involved in the “Habiter mieux” program coordinated by Anah, the French national housing agency. This program has enabled the renovation of more than 549,000 homes occupied by precarious households.
- The EDF energy bonus provides financial support for the “Coup de pouce” (Helping Hand) scheme to encourage households and social landlords to carry out energy-saving work.
- EDF also offers “My sustainable heating”, a new service to help households, particularly those of modest means, to reduce their energy bills and CO2 emissions by replacing their oil, gas or coal-fired boiler with a heat pump.
- EDF also participates in numerous social mediation structures in France, including some forty PIMMS (Points d'information et de médiation multi-services).



EMPLOYEES

EDF strives to mitigate the social impact of the low carbon transition on workers

We commit to provide access to low-carbon and decent jobs, while embedding gender balance and inclusion of vulnerable groups



Bolster all kinds of inclusivity and combat discrimination

The fight against climate change needs all the talents, which is a challenge in our industry where women are under-represented. EDF is committed to reflect the society as it is to serve it better.

For EDF, achieving gender equality is the sine qua non condition to completing a Just Transition. The group has set a new target of 36% to 40% of women in the Group (employees, managers, management committees and executives) by 2030.

Furthermore, EDF is committed to guaranteeing equal treatment and combating discrimination ⁽¹⁾. In the event of conflicting standards with applicable laws in countries in which it operates, the group undertakes to apply the most protective human rights provisions while complying with the national laws. All controlled subsidiaries of the group have now been informed of the agreement and are developing a social progress action plan.

Impact of actions – EDF puts forward female empowerment through several key moments such as the **“Women Energy in Transition”** Award (created in 2019 by Dalkia, EDF’s affiliate), which promotes the role of women in energy transition and aims at encouraging young women to choose both scientific and technical jobs.

INDICATOR

In 2021, EDF obtained 90/100 for gender equality index ⁽²⁾

⁽¹⁾Discrimination is defined to be any distinction, exclusion or preference based, amongst others, on presumed race, color, sex, age, religion, political opinion, national extraction or social origin, disability, family situation, sexual orientation or gender identity that nullifies or impairs equality of opportunity or treatment in terms of employment or occupation.

⁽²⁾ It concerns all the Group’s entities in France with more than 50 employees. It measures the male/female differences in compensation, individual salary increases, promotions, etc. For more information, please see EDF’s [2021 URD](#) p. 180 – 3.3.1.3.6 Wellbeing and social welfare; p.192 – 3.3.3.1 Workplace equality; p 194 – 3.3.3.4 Disability plan & 3.3.3.5 Preventing discrimination. See also our [Half-year results 2021](#), Slide 6 and our [2021 ESG Pack](#) – Sheet « S-Remuneration ».

Ensure job quality with just and competitive wages

Our global remuneration policy is guided by four principles that are reviewed by the Group’s Human Resources Division: competitiveness with the external market, consistency and internal equity, financial sustainability, transparency.

It is based on fixed and individual and/or collective variable remuneration which serves to recognize the achievement of objectives, connected to the companies’ financial and non -financial results. There is a direct and visible link between the employee’s contribution and the related remuneration.

The Group’s companies ensure that the minimum legal or professional requirements in each country are met and that there is no discrimination in pay or salary.

Boost redeployment and individual support

EDF advocates a transition to a fair and inclusive low-carbon business model and initiates a dialogue with its employees to assess and anticipate social impacts. The Group accompanies plant closures with measures to redeploy and re-employ people within the Group. These programs are in place throughout the process of plant closure. They enable each employee to build their career plan and bring it to fruition, to offer mobility or end-of-career options, while looking at each personal situation, in particular the spouse's employment, with objectivity, sincerity and transparency. In addition, actions to promote training and the acquisition of new skills aim to ensure the employability of people throughout their career at the Group.

INDICATOR

In 2021, thanks to the “My Job” project (designed to enhance the visibility of pools of qualified employees and solidarity between departments within EDF), more than 730 employees found a job in line with the Group's needs and more than 2,993 employees have been redeployed since 2018 to support the transformation of the Group.

Impact of actions – Between 1995 and 2021, EDF shut down more than 33 coal-fired units and 15 oil-fired units in Europe, respectively accounting for 10.8 and 6.8 GWe in withdrawn capacities. This coal and oil phase-out policy resulted in the reduction of the European electrical sector's annual greenhouse gas emissions by more than 40MtCO₂e. **These closures were all backed up with measures to reassign employees within the Group and actions to develop new local economic activities.**

In the UK, EDF has an agreement with its trade unions on the approach taken when its assets reach the end of their generating life. The approach considers the aspirations of employees and focuses on reskilling, training and enabling relocation to other assets and areas of the organization. In this context, the collective agreement with the National Joint Council signed in May 2021 for defueling EDF's advanced gas-cooled reactor nuclear power stations sets out the principles for the transition and improves clarity and certainty for employees.



COMMUNITIES & TERRITORIES

EDF engages with local communities to address the risks of energy transition regarding regional economies

EDF partners with communities to share value in net-zero investments that improve their social, economic and environmental well-being



Share value with the territory

A 2021 Goodwill study based on 2020 figures shows that 323,000 jobs (of which 59,700 direct jobs) were supported by the EDF group. This implies that 1 direct job creates 4.4 other jobs in the region, meaning that EDF supports 1.1% of jobs in France.

In terms of transition, in France, each area can design its Ecological Transition Contract around its own specific priorities. This initiative aims to define strategic priority for the transition, with numerical targets and a list of actions to be implemented for achieving those objectives, with a performance obligation. Thanks to its territorial anchoring, EDF can support the different stakeholders impacted by the closure of high-emission assets.

Furthermore, the EDF Group contributes to the development of the French regions through an annual payment of more than €4.7 billion in local taxes to local authorities.

Mitigate social impacts

We closely monitor social impacts for each project. First, an early environmental and social (E&S) due diligence is carried out, all stakeholders are identified. Dialogue and consultation are established as far upstream as possible along with E&S impact assessments, including human rights. Special attention is paid to traditionally marginalized groups (e.g. indigenous peoples, religious minorities, people with disabilities or LGBTQIA+).

A public grievance mechanism is set at an early stage to provide fair access to remedy along the project value chain. This allows the deployment of an efficient social “avoid, mitigate, offset” approach to optimize the management of both positive and negative social impacts.

Impact of actions - Through an Ecological Transition Contract, the closure of the **Aramon** thermal power plant in the Gard department, shut down in 2016, led to the creation of a 5MWp **photovoltaic plant** and the implementation of a program to step up the development of start-ups for the local energy transition, called CleanTechBooster.

Thanks to the **Cleantech booster** to date, 300 jobs have been maintained, 38 jobs have been created and 138 start-ups have been put in touch with large companies or local authorities. Several projects have been launched to improve air quality monitoring in daycare centers and industrial water treatment in re-use cycles.

Impact of actions - During the development of the **EDEN Solar Plant in Bap Tehsil** (Rajasthan, India), dialogue with local communities has been well established and taken into account on several topics:

- Avoidance of negative impacts: a bypass road was built to avoid traffic disturbances in the village.
- Mitigation of negative impacts: the design of the plant has been revised to save trees, as it was important for the local communities to avoid cutting them.
- Offset of negative impacts: when trees needed to be removed (tree cutting limited to those directly affecting the solar panels), three trees were planted instead.
- Offset of negative impacts: community investments have been implemented, such as the creation of a water pond in the village.

During the O&M phase, dialogue and CSR investments have continued:

- A social budget is dedicated every year to programs such as construction of toilets in schools, provision of fans, bags or sport materials to students, provisions of bicycles to the poorest villagers, etc.

The development of the project created several job opportunities for people living in the surrounding area, with priority given to directly affected households.

Encourage development in vulnerable areas

EDF is helping to make energy accessible through rural electrification, off-grid and micro-grid projects and other innovative technologies. In partnership with local entrepreneurs, EDF offers decentralized electricity generation and services that prioritize clean energy. The off-grid projects provide electricity services to individuals or very small businesses, mainly in rural areas in six African countries (ZECI in Ivory Coast, ZEGHA in Ghana, BBETO in Togo, KES in South Africa, and since 2020 with SunCulture in Kenya and SMG in Zambia).

Impact of actions – EDF designed and built the largest hydropower project at the time in South-East Asia: **Nam Theun 2** located in Laos. This project was supported by the World Bank for its environmental and social ambition and standards. EDF Group owns 40% of the Nam Theun Power Company (NTPC) that has been operating the facility since 2010. Between 2010 and 2020, Nam Theun 2 has honoured the engagement it made at the beginning of the project: contributing over 750 million USD to the Lao Government for poverty reduction and environmental management across Lao PDR and by instigating a wide range of all-inclusive programmes in the fields of health, education, gender equality, infrastructures, UXO clearance, and employment for the local population, thus contributing to the United Nations Sustainable Development Goals.

As part of the program implemented during the project construction and focusing in particular on the people who had to be resettled, Nam Theun 2 has supported the construction of houses for all of the households concerned, 2 clinics and 32 schools, 120 km of roads, as well as the implementation of a program to support economic activities (forestry, agriculture, fishing, etc.). In 2013, the Lao Government declared the Nakai District as out of poverty as a result of Nam Theun 2 social programs. Indeed, all households are now above the poverty line, compared to a poverty rate of 50% before the project. Since the

start of the project, household revenues in Nakai have even doubled.

The health improvement program has had many positive impacts, with 97% of children vaccinated for common diseases by the age of 2. Child mortality has fallen over 50% and maternal mortality has been virtually eliminated. Nam Theun 2 has given priority to education with nearly 40% of aid revenues going to this sector. The Nakai Plateau region now hosts 7 primary and 16 nursery schools, with 94% of children attending primary school compared to only 31% previously. Adult literacy has climbed from 51% to 86%.

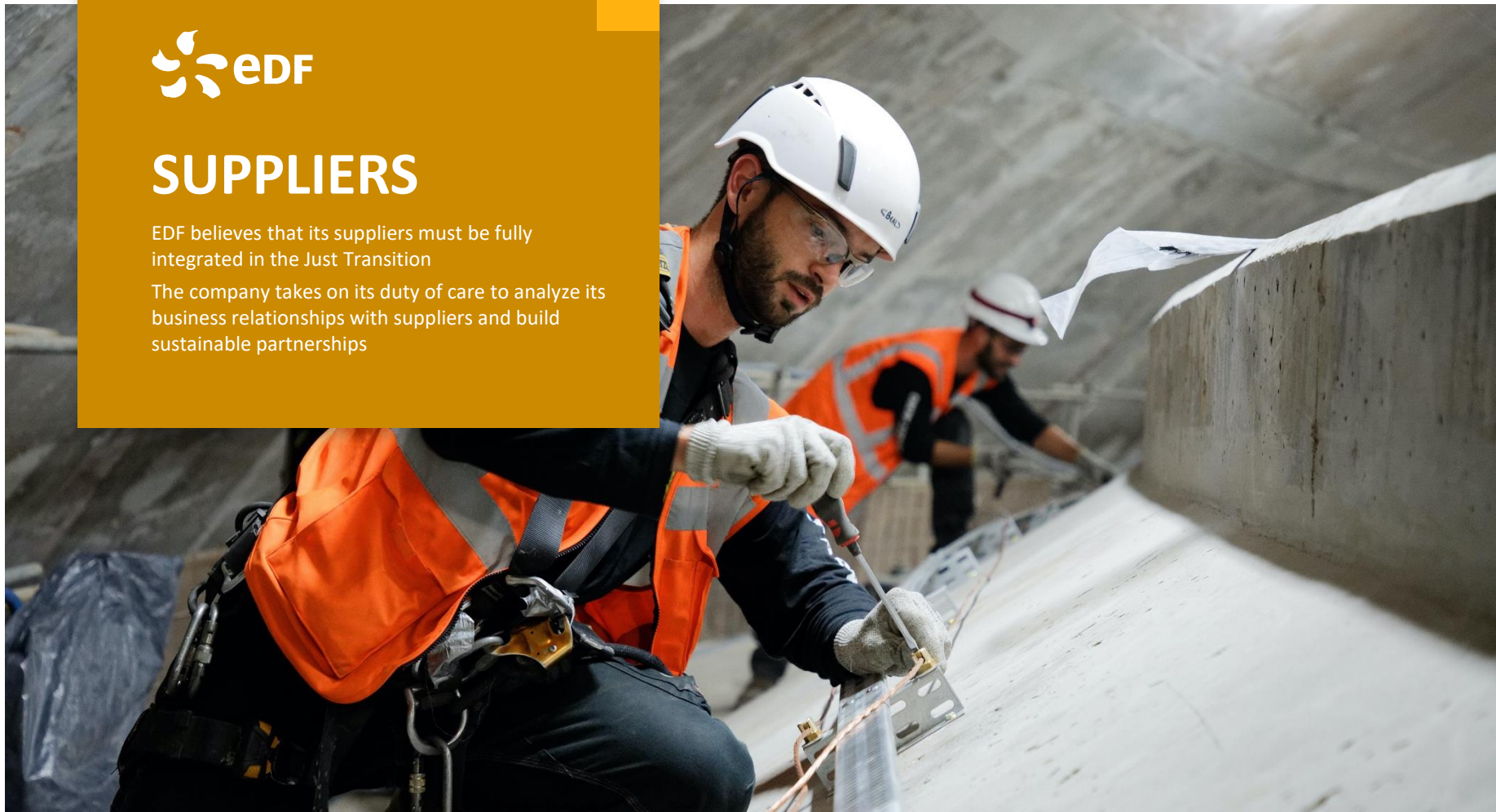
The environment surrounding Nam Theun 2 has been integrated in the project since its early stages of the project: the Nakai-Nam Theun National Park (formerly WMPA – Watershed Management Protection Authority), receives from the hydropower revenues 1,4 MUSD annually, dedicated to biodiversity conservation. Since 2018, Nam Theun 2 has gone beyond this initial contractual obligation and contributed to new irrigation projects, as well as creating the conditions for the official application of the National Park on the IUCN Green List of Protected and Conserved Areas, in order for the park to reach international conservation standards.



SUPPLIERS

EDF believes that its suppliers must be fully integrated in the Just Transition

The company takes on its duty of care to analyze its business relationships with suppliers and build sustainable partnerships



Empower low carbon competencies and local jobs within value chain

In 2021, EDF with eleven other companies co-founds the **Université des Métiers du Nucléaire (UMN)**.

The nuclear industry is **France's third largest industrial sector**, with 220,000 jobs in 3,200 companies. However, the industry is facing major **recruitment challenges** in the years to come. It is in the context of increasing scarcity of nuclear skills and growing difficulty in attracting talent that the university was created.

Within this university, manufacturers and training & employment specialists are working together to **boost nuclear training programs** while meeting recruitment needs for jobs that are essential to the industry. This national and local coordination is essential to provide low-carbon, controllable energy to meet tomorrow's **energy needs and climate challenges**.

VSEs/SMEs represent 85% of the nuclear industry but do not have the resources to undertake such large-scale actions. Thanks to the UMN, they can benefit from the university's actions in favor of attractiveness and skills development.

Support local and small suppliers

EDF endeavors to strengthen its supply chains locally. The group is making significant investments to maintain and develop its low-carbon energy production and distribution assets, including by sub-contracting with a wide array of SMEs in its local areas.

In line with this objective, EDF issued in May 2021 its first **social bond**, a €1.25 billion issuance targeted at supporting **SMEs in areas with high unemployment challenges**.

- **Eligible Projects** include any capital expenditure contracted with a SME which contributes to the development or maintenance of EDF Group's power generation and/or distribution assets in Europe (defined as the European Union and the United Kingdom).
- **The social objective** of such projects is to support the SMEs that make up a key part of EDF's industrial fabric and which provide employment opportunities in the territories where EDF is active.
- **100% of the funds raised will support capital expenditures in employment zones (zones d'emploi) in France with high unemployment challenges**, defined as zones with unemployment rates:
 - that are higher than the average national unemployment rate or
 - that decreased less rapidly (or increases more rapidly) than the average national unemployment rate over the last five years
- **In 2021**, impacts from these investments include purchases from **1,359 SMEs and 3,123 employees** supported on an annual weighted average basis.

Impact of actions

EDF has set up a national program to support SMEs in the renewable energy sector. This program helps making energy projects territorial assets for employment, training and integration. This strategy was applied to the **Saint-Nazaire offshore wind farm** by:

Developing the required skills

Training is a key factor of the success to anticipate competency needs and to encourage local recruitments. Several devices were thus set up within the framework of the project:

- The local training offer was mapped to assess the gap with the upcoming needs for the project
- Local partners offering a wide range of training courses (universities, vocational training institutes, training structures) were identified
- Partnerships were engaged to develop new academic content related to offshore wind
- Financing of training for job seekers was planned

Since the launch of the project nearly three years ago, the Saint-Nazaire offshore wind farm has fulfilled its employment commitments. Over 600 French companies have been involved (at June 2022) and more than 1,000 jobs have been generated in the construction phase alone with a further 100 long-term jobs throughout the 25-year maintenance phase.

Nurturing competitive and local industrial supply chains

- Raising awareness of the local fabric by providing visibility on the sector, the timetable of the project (e.g. tenders starting by 2023), the upcoming subcontracting needs or referencing procedures
- Identifying (through meetings, directories, databases) potential suppliers and contractors
- Capacity building to upgrade the skills of identified companies: workshops, training, pre-referencing, search for partners...
- Final referencing (qualification) via audits

The sustainability of some of the jobs and know-how developed is ensured by the creation of factories in France: GE Renewable Energy's factory for the assembly of nacelles and generators in Montoir-de-Bretagne, for example, and the Anemos factory of Chantiers de l'Atlantique for the construction of offshore substations.

This project has contributed to the development of a competitive French marine renewable energy industry. Thanks to the acquisition of new skills, the companies involved in the Saint-Nazaire wind farm are now positioning themselves on other offshore wind projects in France, in the rest of Europe and the world.





ADVOCACY AND DIALOGUE

EDF considers dialogue and advocacy as catalysts to Just Transition, getting all stakeholders on board



Advocacy of moving from "emergency sufficiency" to "organized sufficiency"

EDF believes that organized sufficiency is a way to avoid putting the burden of the energy transition on the most vulnerable and the future generation.

In September 2022, 84 French business leaders published an opinion piece in the Journal Du Dimanche urging to "make energy sufficiency a collective choice". The letter was signed by entrepreneurs from the social and solidarity economy, as well as leaders of large companies such as Jean-Bernard Lévy, CEO of EDF, or Pascal Demurger, CEO of La MAIF and financial institutions such as Mirova or Crédit Mutuel.

The committed leaders believe that it is precisely our lifestyles that will have to be transformed in depth. This situation is an opportunity to forge a new economic and energy model that is desired, chosen and controlled.

The entrepreneurs are thus advocating for the integration of "*circular economy, use economy, relocation, biodiversity regeneration, or alignment of the company's carbon reductions with the Paris Agreement*" on the reduction of greenhouse gas emissions into the heart of corporate strategy.

Moreover, the authors of the forum believe that the chosen sufficiency is also a way to reconcile ecology with social issues in order to stop opposing financial objectives on the one hand, and climate and social objectives on the other.

For more information, please consult the dedicated article by [clicking here](#).

The climatic, geopolitical and industrial events of 2022 require us to accelerate our thinking and, above all, our actions in terms of sufficiency. A remarkable opportunity to turn an evil into a good.

Jean-Bernard Lévy, CEO of EDF
Tribune published on LinkedIn on September 1, 2022

Energy leaders' joint plea to lower electricity prices

In March 2022, in a context of unusually high electricity prices reinforced by the Ukrainian crisis, three leaders of the energy sector have come together to find a solution to the rising prices.

Indeed, EDF, Enel and Iberdrola have drawn up a joint commitment on the environmental and social challenges of the energy sector. They consider that a society that does not have access to abundant, reliable, cheap and clean energy puts its economic and social progress at risk, and this concern now affects Europe as a whole.

In order not to go against the Energy Union, it is essential to propose a European solution to the issue and to avoid compiling a series of uncoordinated national measures. Therefore, the companies concerned are cooperating with governments and institutions to find common and quick solutions and to relieve the families and companies affected by the price increase.

For more information, please consult the dedicated article by [clicking here](#).



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Jean-Bernard Lévy, CEO of EDF
Francesco Starace, CEO of Enel
Ignacio S. Galán, CEO of Iberdrola

Sustain social dialogue with unions

The Group's actions go beyond merely integrating environmental issues into its strategy, as EDF remains a socially-responsible, committed employer and a leader in terms of involvement of its employees. **The Global Framework Agreement On The EDF Group's Corporate Social Responsibility was signed in 2018 and prolonged in 2021** with two international **trade union federations** (IndustriAll and ISP) and all of the group's **own trade unions**. All Group employees and subcontractors worldwide are covered by the provisions of this agreement, which the Group's subsidiaries apply by including it in their strategic action plans.

It sets out the major principles to be followed on several topics: respect and integrity, development of people, dialogue and consultation, support for local residents and the impact of the Company's policies on local regions.

This agreement also includes a "Supporting a Just Transition" clause : *"[The signatories] actively support the principle of a "Just Transition" for a meaningful transition towards economies and companies that are environmentally sustainable for all, in accordance with the ILO's guidelines. As such, the Group undertakes to provide adequate training for its employees, endeavouring to protect their rights, interests and to develop their skills in cooperation with workers' representatives."*

Impact of actions - In 2019, EDF won 3rd place at the 7th edition of the « Nuit de la RSE » ("Night of CSR"), in the « Best collaborative and stakeholder-oriented approach » category, thanks to its Global Framework Agreement on CSR. "Nuit de la RSE" gathers up to 1,000 CSR professionals and advocates new models of sustainable development

Engage in dialogue with communities

The Group is striving to organize a global initiative of dialogue and consultation which is transparent and open for each new project and which involves local communities throughout the lifecycle of the projects.

Impact of actions - In addition to EDF's public whistleblowing mechanism, projects also develop local complaint mechanisms in order to ensure that communities directly and indirectly impacted by its projects can dialogue and address their concerns.

In accordance with environmental and social international standards, the **Nachtigal Hydro Project** in Cameroon has set up since April 2015 a Request and Complaints Management Mechanism.

Disclosed publicly, anyone can address a complaint in writing, orally or by proxy, in all the local languages of the project intervention area, as well as in the official languages of the country. They are entered on a form, recorded in the project complaints register societal database.

Once registered, the complaint is assessed, and an investigation is launched if it is admissible (i.e. if it relates to the commitments, activities, impacts, responsibility or mandate of the project) to determine whether the complaint is founded. A treatment is then proposed by the Project to the complainant. A Mediation Committee may then intervene if the complainants not satisfied with the treatment provided. At last, a Board of Appeal is available if the complainant is not satisfied with the solution proposed by the Mediation Committee.



**WHY MUST PLANET'S
RESOURCES BE PART OF
THE JUST TRANSITION ?**



Preserve biodiversity

EDF seeks the right balance between the climate benefits of the net-zero transition and the possible additional pressures on biodiversity it may bring. In 2020, the Group is renewing its commitment to biodiversity through two state-supported voluntary schemes:

- “Entreprises engagées pour la nature - act4nature France” (Companies committed to nature - act4nature France) – this aims at encouraging the emergence, recognition and promotion of action plans in favour of biodiversity led by French companies
- “Act4nature International”, an initiative launched by the French association “Entreprises pour l’environnement” (Epe) (Companies for the Environment). This aims at mobilizing companies on an international scale to address the issue of how they directly and indirectly impact the environment, how they rely on the environment and how they can help nature.

The Group’s commitment, which goes beyond regulatory requirements, is structured along the following lines :

- Reducing its activities’ contribution to major pressure factors (as identified by IPBES)
- Recreating spaces and conditions that promote biodiversity
- Improving and sharing knowledge
- Strengthening the governance of biodiversity issues and raising employee awareness

Impact of actions - In Belgium, Luminus and its partners (Universities of Liege and Namur, Profish, EDF R&D) have launched a program to model the behavior of migrating fish and reduce their mortality during the passage of hydroelectric facilities. The Life4Fish program (2017-2023) is supported by the European Commission thanks to €2 million in funding as part of the European Life Program and with an overall budget of €5 million. In 2019, two new very low impact turbines for migrating fish were installed at the Monsin hydroelectric site, as well as a behavioral barrier (eel deterrent) at the Grands-Malades site. A second electric barrier was installed in 2020 on the Grands-Malades site to guide young salmon to a new crossing structure that was successfully tested in 2021.



Strategies to mitigate climate change should acknowledge and consider impacts on natural resources in order to avoid unintended negative consequences

Manage waste and promote circular economy

The Group is committed to a process of continuous improvement according to the principle that the “best waste” is the one that is not produced. The mission of the “Waste and Circular Economy” task force attached to EDF’s Environmental Management System (EMS) is to avoid waste production by carrying out prevention, optimization and recycling actions. EDF promotes a circular economy approach (reuse, recycle, recover products and materials throughout the value chain) by using eco-design for instance : the wind turbines installed by EDF are 95% recyclable. The Group is committed to eliminate or substitute substances that pose a risk to people and the environment and assumes its responsibilities with regard to radioactive waste.

Work towards an integrated and sustainable water management

At the Group level, around 45 billion cubic meters of water are used for cooling thermal power facilities, of which 99% is reusable and returned to the natural environment. EDF is therefore a significant user but negligible consumer of water.

EDF works towards an integrated and responsible water management. Each energy-generating site will provide for, evaluate and report on the sustainability of its water use. EDF commits to share water within the territories in which it operates by considering the local water situation.



Climate and natural resources are two sides of the same challenge therefore EDF considers that planet preservation is fully part of the process of Just Transition

EDF participates in several international initiatives on water like the IHA Board of Directors and the Partenariat Français de l'Eau (French Water Partnership) Board of Directors. EDF is also directly involved, as UFE (French Electricity Union) representative to Eurelectric, in the European Commission working groups on the Water framework Directive.



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