



# Baastel

30 Years Promoting  
Sustainable Development

## GREEN PLAN POLICY



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# LE GROUPE CONSEIL BAASTEL

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# 1. SUSTAINABLE DEVELOPMENT APPROACH

## 1.1. Baastel's environmental policy

The Paris Agreement was adopted on December 12, 2015, at the COP21 and aims to contain the temperature average rise of the planet well below 2°C compared to pre-industrial levels. It integrates the principle of common but differentiated responsibilities, according to which all countries must reduce their greenhouse gas emissions according to their capacities. Beyond states, this common responsibility calls on all organizations to rethink their deployment in a way that is compatible with a carbon neutral world. While Baastel's mission is to contribute to a sustainable human development on the planet, it appeared essential to go further in its environmental commitment in order to limit the negative impacts generated by its activity and to take its share of responsibility in the efforts to respond to the urgency of the planetary situation on the environmental as well as climatic level.

It is with this in mind that the company adopted a "Green Plan" in December 2018, reflecting Baastel's priorities for action to reduce its impact. The environmental diagnosis carried out as part of the "Green Plan" highlights that among the seven emission items (namely energy, land travel, air travel, freight, consumables, immobilization and waste) air travel represents the company's largest emission item. This is obviously due to the nature of Baastel's services, which often require the physical presence of its consultants on projects.

Among the measures already put in place to improve the environmental management of Baastel's offices in Gatineau and Brussels are

- Formation of an "EquipEco" responsible for the implementation of the "Green Plan";
- Elaboration of procedures and tools for monitoring the environmental impact of Baastel;
- Carrying out a diagnosis of the energy consumption of the offices and implementing a policy to reduce consumption;
- Partnership with a green energy supplier for the Brussels and Gatineau offices;
- Reflection on the implementation of digital sobriety measures, in particular by i) replacing computer equipment only as a last resort and carrying out corrective updates to avoid uncorrected security flaws that can jeopardize the security of the system; ii) raising employee awareness of good practices for sending emails and storing data: send as few emails as possible to as few people as possible; avoid attachments and prefer sending via Dropbox; do not print out your emails; avoid 4G and prefer a wired connection
- Implementation of salary benefits to encourage the use of soft modes of transport for daily travel, and in particular a mileage benefit for bicycles;
- Improving the sustainability of consumables and equipment purchases, notably through the purchase of certified recycled paper, Ecocert certified products, and TCO certified IT equipment wherever possible.

**In addition, the company is committed to:**

- Limiting emissions from its services by limiting air travel when logistics permit and without interfering with the effective implementation of projects, while aligning with client requests. Train travel is encouraged for itineraries that allow it, and video conferencing is offered when face-to-face participation is not absolutely necessary.
- Develop an internal tracking tool to account for all emissions from flights during its operations. Such an accounting allows for the offsetting of emissions that could not be avoided with a voluntary Verified Carbon Standard or Gold Standard certified carbon off setter.

## 1.2. Annual emissions compensation

As part of the above policy, Baastel records the emissions of all its employees' flights for consulting missions. In order to measure this carbon footprint, the Good Planet Foundation's Carbon Calculator is used.

Baastel uses the Planetair certification (<https://planetair.ca/certification-et-services-b2b/>) to offset these emissions. A certificate for emissions from flights in the 2022-2023 fiscal year is shown below.

The project supported is [https://planetair.ca/wp-content/uploads/2023/02/en\\_planetair\\_global\\_portfolio\\_2023-01-29.pdf](https://planetair.ca/wp-content/uploads/2023/02/en_planetair_global_portfolio_2023-01-29.pdf)

**CARBON OFFSET CERTIFICATE**



Planetair certifies that

**BAASTEL**

has reduced its climate footprint  
through Gold Standard-certified carbon offset projects

Quantity of greenhouse gases offset:  
253,25 tonnes CO<sub>2</sub> eq.



Planetair Global Portfolio  
Certificate 124-217 (EN). Issued on 2024-04-01.  
This certificate has no monetary value. It cannot be traded or transferred.



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