



VEOLIA NORTH AMERICA
SUSTAINABILITY REPORT

2019-2020



MESSAGE FROM OUR CHAIRMAN
AND CEO, ANTOINE FRÉROT

Veolia is determined to make today's and tomorrow's world more sustainable. Our vocation is to resource the world through the design and deployment of solutions and to enable the development of access to resources, their preservation and their renewal.

We must now devise a new business paradigm. Business that serves and engages with different stakeholders — shareholders, employees, customers,



suppliers, territories and even future generations — who themselves engage in it, are involved and take risks. This business vision based on global performance should be devised and implemented.

Antoine FRÉROT

Chairman & CEO of Veolia

OUR PURPOSE

At every step, Veolia's mission to resource the world has shaped our Corporate Social Responsibility program of resourcing the planet, the regions and the people with nine commitments, 12 key indicators and objectives set for 2020.

In 2019, Veolia reflected on these commitments and developed a purpose. Veolia's purpose is to contribute to human progress by firmly committing to the Sustainable Development Goals set by the UN to achieve a better and more sustainable future for all. It is with this aim in mind that Veolia sets itself the task of "Resourcing the world" through its environmental services business. At Veolia, we are convinced that continuing human development is only possible if economic, social and environmental issues are addressed as an indivisible whole.

Because global environmental preservation is essential, because sustainable development in the regions we serve is our purpose, and because the well-being of our employees determines our performance, we have chosen to build and present our commitments and our performance on the basis of these three aspects. This report highlights Veolia North America's approach to resourcing the world and some of Veolia's best 2019 Corporate Social Responsibility initiatives implemented in North America across waste, water and energy-related contracts.

SOCIAL RESPONSIBILITY COMES NATURALLY TO VEOLIA NORTH AMERICA

Saving energy, reducing waste, preserving precious natural resources: To the more than 7,000 employees of Veolia North America, these are the reasons we come to work every day.

To us, sustainability, circularity and ecological transformation are more than lofty concepts to realize “someday;” they are ways we are contributing to our society and conserving our planet *today*.

More of our customers are looking for greener solutions, too, and together, we are achieving them.

For example, as you read on, you’ll find out how Veolia North America:

- Helped a region of Hawaii reuse and reclaim precious water while maximizing their community’s resources.
- Evaluated a 2.8 million square foot industrial complex to reduce their energy use by 20%.
- Helped an oil and gas producer in water-stressed California reuse 50% of their produced water so that 20,000 barrels a day was clean enough to recharge a local creek.
- Enabled a food manufacturer to divert 40 tons of waste from landfills.

There’s so much more.

Though our services have greatly expanded since the company began in 1853, our mission is still laser-focused on the same thing — responsibly committing to the planet, to regions and to people.

Every day, we are working to find new solutions for our customers, whether moving them closer to their zero waste goals or showing how they can safely and remotely oversee their plants.

We are committed to helping customers reduce and reuse resources, close loops and extract more value out of existing resources.

What can we do for you?



Brian CLARKE
PRESIDENT & CEO,
Veolia North America

NINE WAYS WE COMMIT TO RESOURCING THE PLANET, REGIONS AND PEOPLE

5-11

RESOURCING THE PLANET



Commitment 1:
Sustainably managing natural resources by supporting a circular economy



Commitment 2:
Developing strategies to combat climate change



Commitment 3:
Conserving and restoring biodiversity

12-19

RESOURCING THE REGIONS



Commitment 4:
Building new models for relations and value creation with our stakeholders



Commitment 5:
Contributing to local development



Commitment 6:
Supplying and maintaining services crucial to human health and development

20-27

RESOURCING THE PEOPLE



Commitment 7:
Guaranteeing a healthy and safe working environment



Commitment 8:
Encouraging the professional development of each employee



Commitment 9:
Upholding respect for diversity as well as human and fundamental social rights

RESOURCING THE PLANET



HOW WE RESOURCE
THE PLANET

To carry out our mission of “resourcing the world,” Veolia handles the sites we manage in an exemplary manner. Veolia also provides an array of the most efficient and innovative solutions to customers that promotes the transition toward:



SUSTAINABLY MANAGING NATURAL RESOURCES BY SUPPORTING THE CIRCULAR ECONOMY



DEVELOPING STRATEGIES TO COMBAT CLIMATE CHANGE



CONSERVING AND RESTORING BIODIVERSITY

COMMITMENT #1

SUSTAINABLY MANAGING NATURAL RESOURCES BY SUPPORTING A CIRCULAR ECONOMY

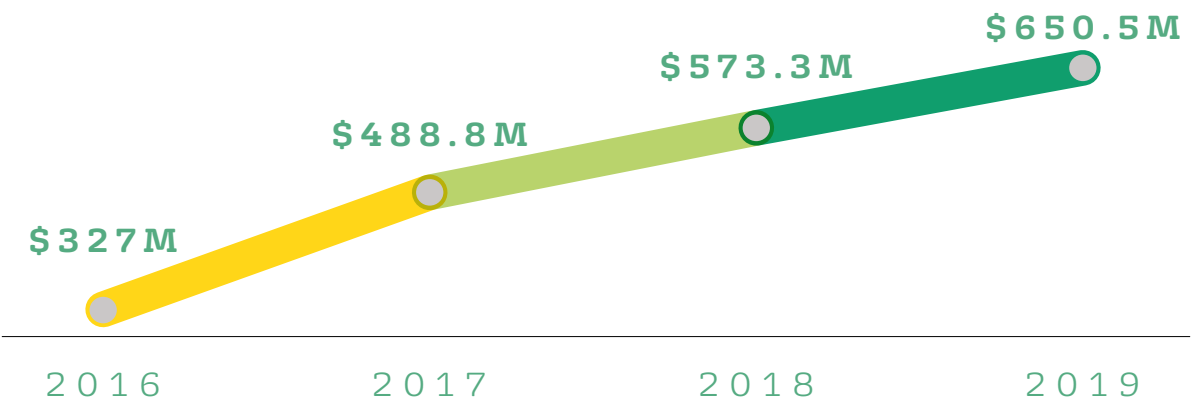
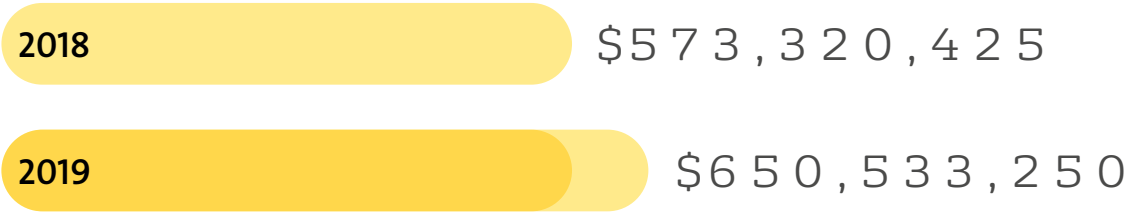
Veolia Group Objectives by 2020

Generate a turnover of over \$4.5 billion related to the circular economy

2019 Group Achievement

\$6.1 billion

North America Numbers



THINKING CIRCULAR FOR SAFE AND SMART WATER USE IN HONOLULU



From remote tropical islands to arid sections of the American West, rainfall shortages and population increases are adding to the challenge of managing limited water resources. In these environments, cities and towns need to maintain a good standard of living for residents while ensuring resources will be available in the future. As a result, many local governments have refocused efforts on water conservation and efficiency programs. They are turning to water reuse and reclamation solutions to maximize water resources and minimize their water footprint.

In the Ewa region of Oahu, located about 20 miles west of Honolulu, the Honolulu Board of Water Supply has benefited from an operations and maintenance relationship that focuses on water reuse and reclamation solutions. This has helped the board maximize community resources while adhering to stringent reuse water quality standards. By taking treated wastewater and reusing it for industrial and irrigation purposes, Ewa's water reclamation plant has been able to ease the burden on the local water supply. The plant has made the most of advanced technology to divert treated wastewater that otherwise would have been released into nearby coastal waterways. The reclaimed water is used instead for lawn and golf course maintenance as well as for industrial operations.

Ewa's plant, the largest in Hawaii, treats an average of 13 million gallons of wastewater per day, converting 92% of it into recycled water. To help streamline operations, the plant recently invested in the upgrade of the filtration system to reduce the demand for electricity, while also installing ultraviolet disinfection technology to make sure the recycled water is as clean as possible. In the process, the Board of Water Supply estimates that the plant has helped save an average of 10 million gallons of fresh water from island aquifers and other reserves each year. This is equivalent to approximately 76 million bottles of water!



The water reclamation plant treats an average of 13 million gallons of wastewater per day, converting 92% of it into recycled water

The plant has helped save an average of 10 million gallons of fresh water each year

COMMITMENT #2

DEVELOPING STRATEGIES TO COMBAT CLIMATE CHANGE

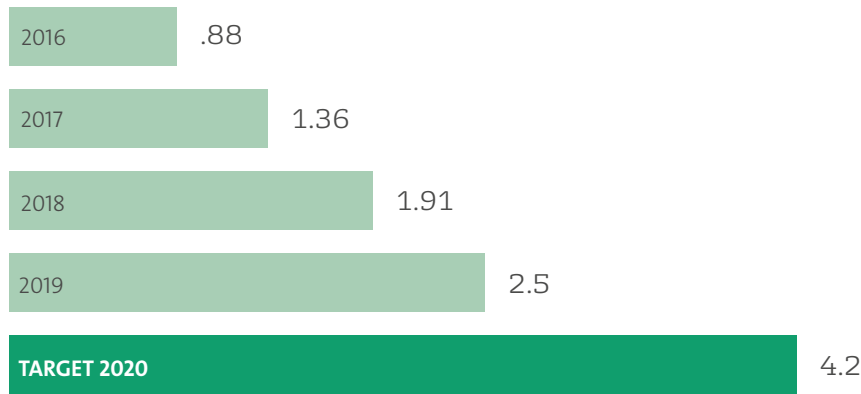
Veolia Group Objectives by 2020

Achieve 100 million metric tons of CO2 equivalent of reduced emissions
Achieve 50 million metric tons of CO2 equivalent of avoided emissions

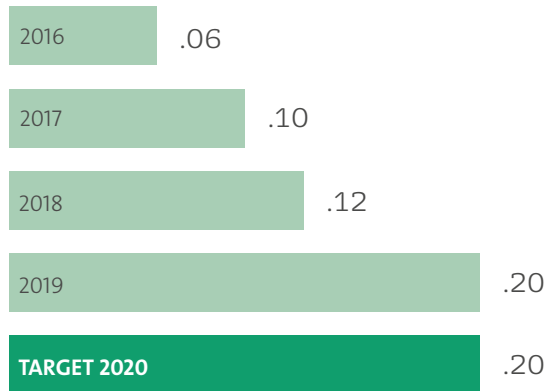
2019 Group Achievement

63.6 Mt of reduced emissions
27.02 Mt of avoided emissions

REDUCTION OF CO2 (MT EQ. CO2) CUMULATED OVER THE PERIOD 2015-2020 IN NORTH AMERICA



AVOIDED CO2 (MT EQ. CO2) CUMULATED OVER THE PERIOD 2015-2020 IN NORTH AMERICA



SAVING ENERGY AT THE TIME WARNER CENTER



Located in central Manhattan, Time Warner Center is one of New York City's most recognizable buildings. The 2.8 million-square-foot landmark is home to shops, restaurants, residents and offices. In order to ensure a comfortable yet sustainable environment, managers of Time Warner Center sought to improve operational efficiencies.

Veolia's energy consulting group, SourceOne, performed a peer review to determine the current operation conditions, evaluate issues affecting efficiency and make recommendations for capital investment and energy efficiency projects. The existing central plant required upgrades to incorporate newer technology and greater operational flexibility. The system had limited ramping up and down capability to meet system demand, causing the system to run inefficiently.

Several identified improvements were reviewed and a cost-benefit analysis was performed as part of SourceOne's peer review. Implementation of variable frequency drives on primary pumps and chillers allowed for greater operational control, ensuring flexibility to meet demands to the system. New operation procedures were implemented in order to improve energy efficiency of the plant.

During the analysis, the SourceOne team reinforced the current approach of the property management company, Related Companies, to the plant's upgrades and identified key areas where improvements would yield significant benefits: efficient and sustainable use of resources and materials; enhanced system effectiveness; and reduced costs, while improving plant operation.

To date, four primary chilled water pumps have been upgraded to variable frequency drives and existing building management software was updated to effectively manage the new drives. This change, along with additional process improvements, allowed the plant nearly 20% energy savings. In addition, we are in the process of retrofitting two additional chillers with variable frequency drives that will yield additional energy savings.



2.8 MILLION
SQUARE-FOOT MIXED
USE COMPLEX

SOURCEONE
ENERGY CONSULTING

MORE THAN \$300K
IN ANNUAL ENERGY
COST SAVINGS

NEARLY 20%
REDUCTION IN ENERGY
CONSUMPTION AND GROWING

MORE THAN 1.8
MILLION kWh
SAVINGS/ANNUALLY

COMMITMENT #3

CONSERVING AND RESTORING BIODIVERSITY

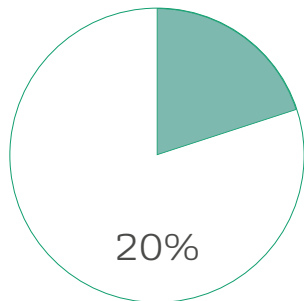
Veolia Group Objectives by 2020

Carried out biodiversity diagnosis and deploy an action plan in 100% of sites with significant biodiversity potential

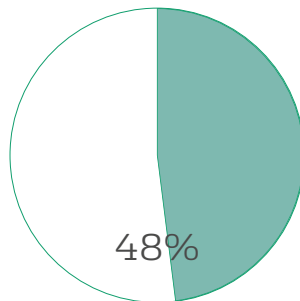
2019 Group Achievement

71%

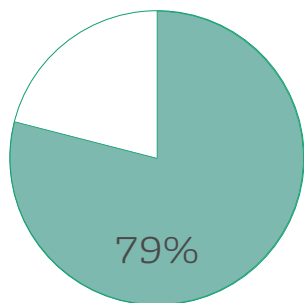
CARRY OUT A DIAGNOSIS & DEPLOY AN ACTION PLAN ON NORTH AMERICAN SITES



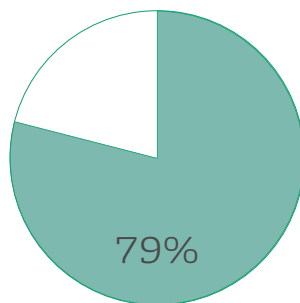
2016



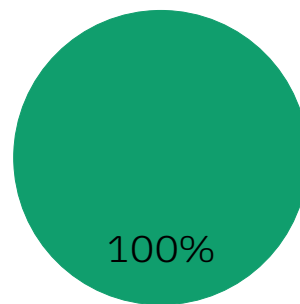
2017



2018



2019



TARGET 2020

TREATING PRODUCED WATER TO REPLENISH **WATER-STRESSED** CALIFORNIA



In California, water is an acute regional issue. Nearly 75% of the available surface water originates in the northern third of the state, while 80% of the demand occurs in the southern two-thirds of the state. As a result, many natural streams and water basins suffer from drought conditions at points during the year, stunting vegetation growth and putting aquatic life, such as trout, in danger.

A southern California oil and gas producer has committed to using natural resources responsibly by partnering with Veolia and leveraging innovative technologies to find a new home for produced water, which is generated during oil extraction.

The process generates 4-7 barrels of produced water for every barrel of oil recovered. With Veolia's onsite water reclamation facility the company is able to treat and reuse 50% of the produced water that's generated. Water that is not reused is treated to California's strict regulations and discharged safely to the surface.

The result is that approximately 20,000 barrels of water a day are able to be discharged into a local creek under careful temperature-control to match the seasonal climate and humidity of the creek stream. The influx also helps the creek maintain a steady flow, allowing trout to move freely along the stream without being stranded. The higher water levels also allow the stream to better support bird migration year-round.

Now, instead of discarding produced water into salt water disposal wells, the producer is using modern and ecologically friendly means to return it to the aquifer recharge basins.

By partnering with Veolia the company was able to reduce its liquid waste by 90%, and increase its oil capacity, all while upholding its commitment to the responsible use of natural resources by restoring vegetation and aquatic life.



90%
REDUCTION OF
LIQUID WASTE



RESOURCING THE REGIONS

HOW WE RESOURCE THE REGIONS

Veolia's business is characterized by strong local roots and direct interaction with people's everyday lives. The company's expertise and development of original support solutions help improve access to essential services across a broad spectrum of contexts and countries, meeting the expectations of the authorities who entrust Veolia with the management of their services. In addition, Veolia seeks to deploy new relationship models with its stakeholders in order to jointly build partnerships that create value, support entrepreneurship and innovation, and maintain responsible relationships with its suppliers as part of sustainable purchasing policies.



**BUILDING NEW MODELS FOR
RELATIONS AND VALUE CREATION
WITH OUR STAKEHOLDERS**



**CONTRIBUTING TO LOCAL
DEVELOPMENT**



**SUPPLYING AND MAINTAINING
SERVICES CRUCIAL TO HUMAN
HEALTH AND DEVELOPMENT**

COMMITMENT #4

BUILDING NEW MODELS FOR RELATIONS AND VALUE CREATION WITH OUR STAKEHOLDERS

Veolia Group Objectives by 2020

Enter into 11 major partnerships based on creating shared value in every zone and every growth segment

2019 Group Achievement

100%

Major Partnerships Signed: VEOLIA GROUP

Danone	Huawei	Reckitt Benckiser
IBM	SwissRe	Graphitech
EPM	Nestle	Alliance to End Plastic Waste

Veolia is committed to building new models for relations and value creation with its stakeholders. This commitment is delivered in two ways:

continuing and deepening dialogue with our stakeholders, and working with our partners to build innovative models based on co-creation and shared development.

These partnerships are built on:

- Formal collaboration described in a framework contract agreed to by one or more partners
- Long-term commitment
- Sharing the economic, social and environmental value created between the partners and remuneration for the know-how brought by each partner.
- Partnerships with the potential to be replicated several times, whether across a business unit, business zone or several geographical zones

The following case study will provide an example of these collaborative partnerships at work.

HELPING DANONE KEEP MORE THAN **40 TONS OF WASTE** OUT OF LANDFILLS



Our resource solutions help food manufacturing companies like Danone achieve their goals to maximize efficiency and eliminate waste.

In this case, Danone had a goal of sending zero waste to landfill. This meant the Veolia team was charged with finding ways to recover and reuse by-products of food production, such as food waste, sludge, packaging waste, and hazardous and non-hazardous waste.

We helped Danone meet the four criteria they established for zero waste to landfill, including:

- Dispose less than one percent of non-hazardous waste in landfill
- Send no hazardous waste to landfill
- Prohibit incineration without energy recovery, except for hazardous waste disposal as required by law
- Process less than 50 percent of waste into a fuel source

Danone North America, headquartered in New Jersey, has committed to zero waste milestones in their manufacturing facilities across the continent.



“More and more we are seeing companies, especially in the manufacturing sector, move toward zero waste solutions. Our team successfully collaborated with Danone to help the company meet its goal. I look forward to our future work together as Danone continues moving toward zero waste to landfill across their plants.”

Bob CAPPADONA

EVP and COO, ESS

COMMITMENT #5

CONTRIBUTE TO LOCAL DEVELOPMENT AND APPEAL

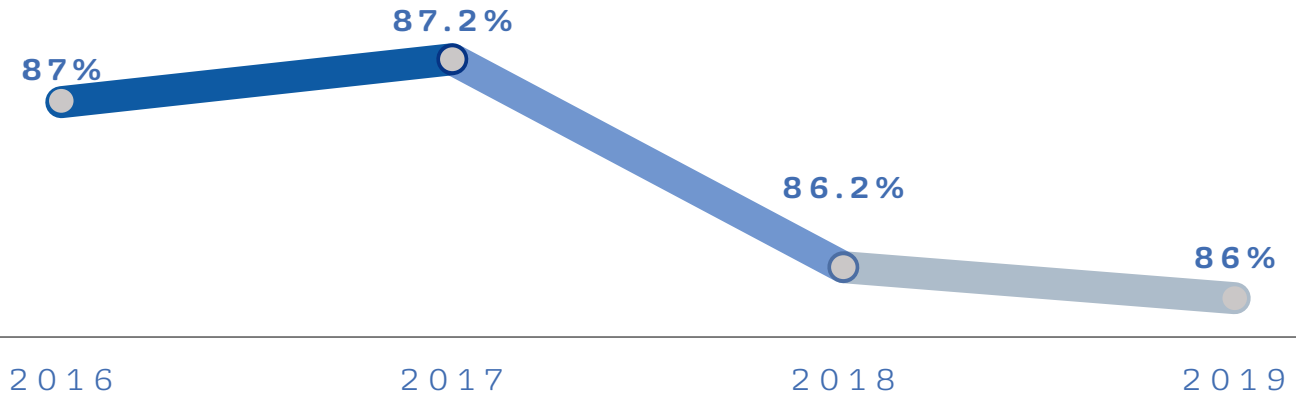
Veolia Group Objectives by 2020

Dedicate more than 80% of Veolia's spending to local reinvestment

2019 Group Achievement

86.3%

SPENDING RATE OF VEOLIA NORTH AMERICA REINJECTED IN THE ECONOMY OF THE REGION



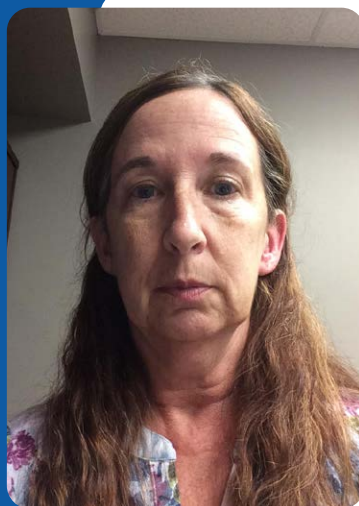
OVER 2,000 RESIDENTS ATTEND CHATHAM, ONTARIO'S FIRST HOUSEHOLD HAZARDOUS WASTE EVENT



Last fall, the team at our Chatham, Ontario, branch planned and executed their first-ever household hazardous waste collection day in partnership with the town of Chatham-Kent. On September 14, spread across three sites, over 2,000 residents pulled up in their cars to safely dispose of their unwanted car waxes, pesticides, herbicides, oils and a lot of old paint. Together they collected over 58 tons of waste.

While the event lacked the size or scope of other services Veolia provides to the communities it serves, the importance of collection events cannot be understated. In the end, programs like these keep communities safe as potentially hazardous materials are removed from people's homes, no longer presenting hazards to children and pets. These programs also provide a responsible means of disposal for residents, which safeguards the environment, including our waterways.

The event was such a success that the town of Chatham-Kent has written to the team expressing their delight and confirming they out-performed another local team — adding to the friendly rivalry! They also asked the team to get ready for more household hazardous waste events in the future.



"I am thoroughly delighted at how well this team got everything ready in time. We never expected the volume of cars. Inside the main Chatham site, the line was 65 vehicles long and outside the main complex there were approximately 80 cars. The team worked so hard and got everything wrapped up by 5 p.m.!"

Beth VANASSE

Division Manager, Chatham

COMMITMENT #6

SUPPLY AND MAINTAIN SERVICES CRUCIAL TO HEALTH AND DEVELOPMENT

Veolia Group Objectives by 2020

Contribute to the sustainable development objectives as defined by the United Nations General Assembly in September 2015, in the same way Veolia contributed to the UN's Millennium Development Goals.

2019 VEOLIA NORTH AMERICA ACHIEVEMENTS:

WATER



1.6 BGD
wastewater treatment capacity managed



759 MGD
water treatment capacity managed



245,523 TONS
biosolids processed (dry tons per year)



8,402 MILES
underground water & wastewater assets managed

WASTE



750K TONS
hazardous waste managed



302K TONS
waste processed for beneficial reuse



40M LBS
lighting and electronic waste recycled

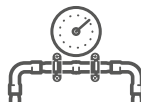


2M TONS
sulfuric acid, on-spec, on-time

ENERGY



662.4 MW
electric generation capacity



35,000+ METERS
contracted for monthly data management



\$1.5 BILLION
annual utility billings under management



105 BCF
natural gas procurement managed

BRINGING WASTEWATER SUSTAINABILITY AND EFFICIENCY TO A SCENIC COASTAL COMMUNITY IN FLORIDA



Veolia North America has been an integral part of the community in Palmetto, Florida, for more than 27 years, developing a strong local partnership in delivering high quality wastewater treatment services that has helped this idyllic seaside town of 13,000 meet the needs of its population while preserving its stunning natural resources.

Located on the shores of Terra Ceia Bay on Florida's Gulf Coast, just south of Tampa, Palmetto turned to Veolia to operate and manage its wastewater treatment system to help the city comply with an environmental consent order to protect the bay. In the years since, the city of Palmetto has relied even more on Veolia to develop a strong record of environmental sustainability, while also meeting the increasing demands of its developing community and its citizens.

Veolia has taken numerous steps to strengthen its commitment to the community and its continued development, including:

- Expanding the plant's wastewater capacity by 1 million gallons per day, from 1.4 million to 2.4 million.
- Working with the city to develop a reclaimed water distribution system that can be used for irrigation and lawn maintenance purposes during dry weather.
- Adding an odor control system for lift stations that has all but eliminated any odor complaints from the community.
- Working with the city's consulting engineers to develop alternatives to discharges to Terra Ceia Bay, to avert any potential environmental damage. Through this partnership with the city engineers and other government agencies, an aqua storage and recovery well was constructed, permitted and placed into operation in October of 2017.
- Donating to community causes and organizations, including the city's annual employee appreciation party, and being a contributing sponsor of the Manatee County Fair.

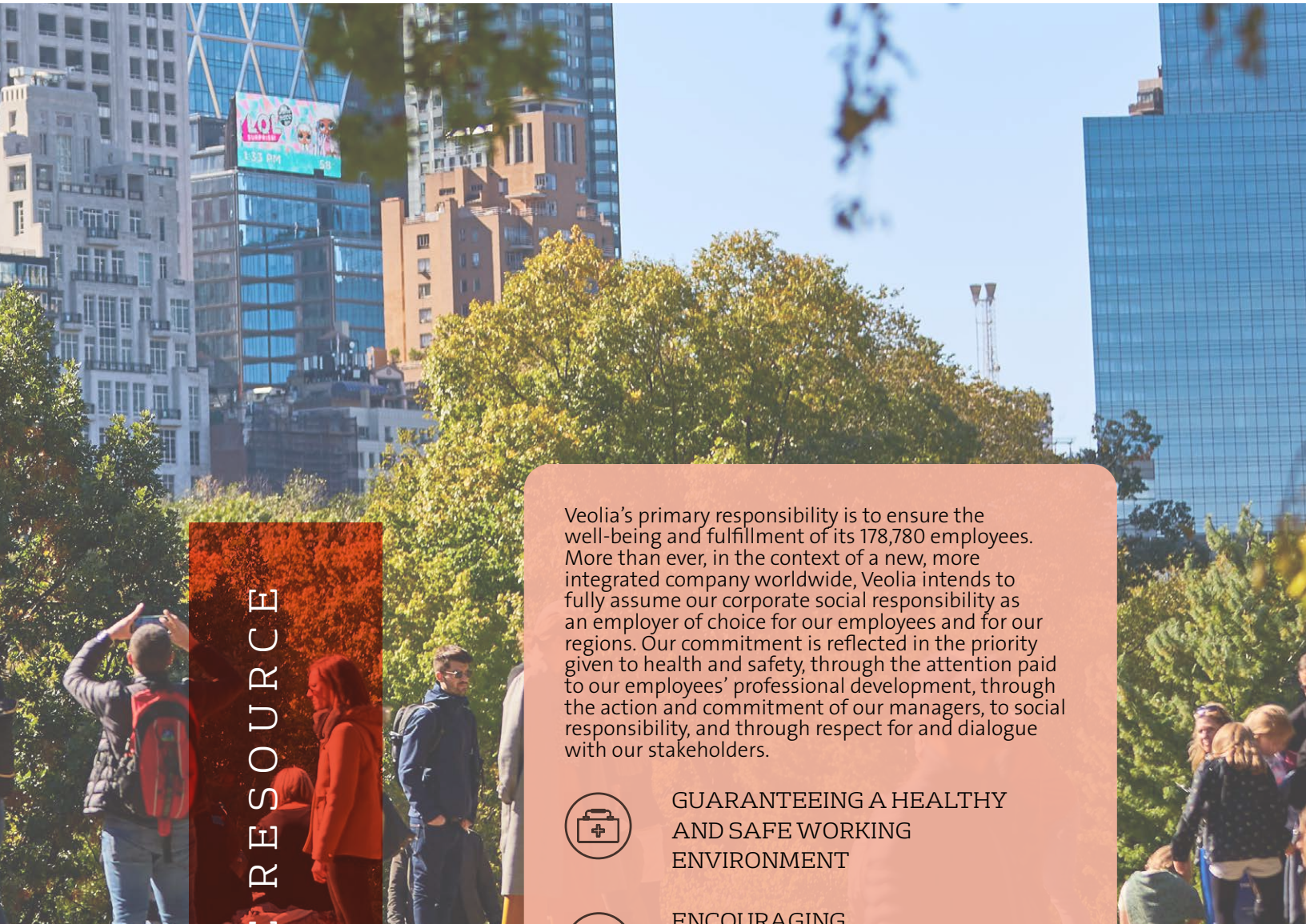


"We all live and work in this part of the state, so we feel responsible for being a good community partner," said Brett Taylor, Veolia's project manager. **"We're constantly looking for ways to improve, and making the most of Veolia's resources to enhance efficiency and sustainability."**

"They've been here 27 years now and they've not had issues in that 27 years, so that's a phenomenal record," said Palmetto Mayor Shirley Groover Bryant. **"Veolia is really a community partner."**



FOR THE COMPANY'S MEN AND WOMEN



HOW WE RESOURCE PEOPLE

Veolia's primary responsibility is to ensure the well-being and fulfillment of its 178,780 employees. More than ever, in the context of a new, more integrated company worldwide, Veolia intends to fully assume our corporate social responsibility as an employer of choice for our employees and for our regions. Our commitment is reflected in the priority given to health and safety, through the attention paid to our employees' professional development, through the action and commitment of our managers, to social responsibility, and through respect for and dialogue with our stakeholders.



GUARANTEEING A HEALTHY AND SAFE WORKING ENVIRONMENT



ENCOURAGING THE PROFESSIONAL DEVELOPMENT OF EACH EMPLOYEE



UPHOLDING RESPECT FOR DIVERSITY AS WELL AS HUMAN AND FUNDAMENTAL SOCIAL RIGHTS

GUARANTEE A SAFE AND HEALTHY WORK ENVIRONMENT

Veolia Group Objectives by 2020

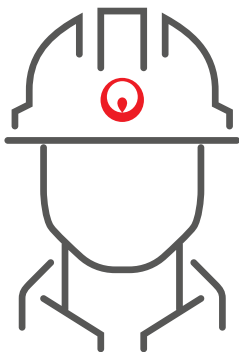
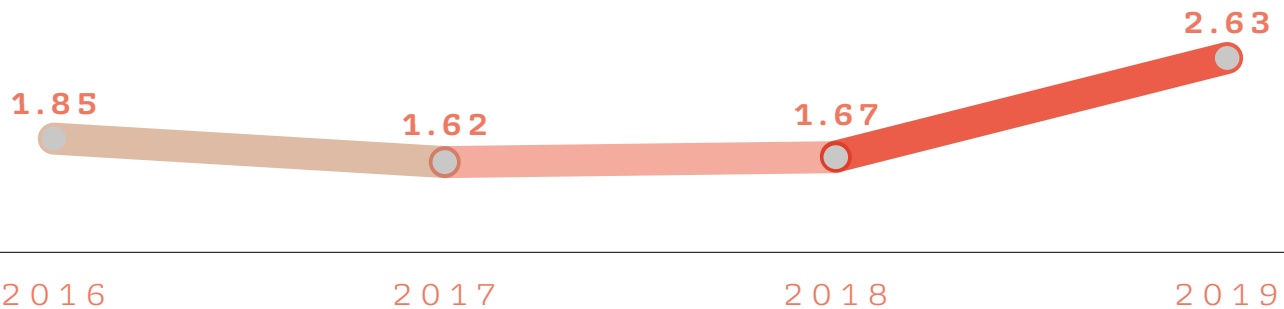
Achieve an occupational accident frequency rate of less than or equal to 6.5

**The accident frequency rate is the number of accidents per million hours worked and is Veolia Group's preferred indicator.*

2019 Group Achievement

8.1

VEOLIA NORTH AMERICA ACCIDENT FREQUENCY RATE



AT VEOLIA, SAFETY IS A CORE VALUE AND IS REFLECTED IN OUR PERFORMANCE.

Our mindset, **“Goal Zero. Leading Safety Together.”** exemplifies our commitment to continuous improvement in safety at work and at home.



GOAL ZERO

Leading Safety Together

VEOLIA PARTICIPATES IN OSHA'S VOLUNTARY PROTECTION PROGRAM



A CULTURE OF SAFETY

One way we ensure the safety of our employees is through our participation in the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program. OSHA's highest honor under the agency's Voluntary Protection Program (VPP) is bestowed on a handful of companies each year who complete an arduous application process to verify that the best business practices and safety procedures are strictly followed.

"VPP is a program to raise safety awareness for all employees at a particular site," explains Rich Finnegan, Health & Safety Manager at Veolia's Marlboro, MA, location. "It's not really a policy, it's more of a cultural change focused on safety awareness throughout an organization, so that everyone from management to entry level employees work safely every day."

"The OSHA program requires you to have an excellent safety record. Your incident rate must be below the national average that's outlined by the Bureau of Labor Statistics for your particular industry. If you meet that criteria and feel you have a good safety program, you can invite OSHA into your workplace to provide their opinion of your program. It's a lot of work and faith in your safety program."

WHY WE FOCUS ON THE VPP

"There are a lot of benefits to the VPP," acknowledges Finnegan. "I think one of the most important is involving all employees in safety and hopefully that reduces the number of injuries we have in the workplace. We want everybody to go home the same way they came into work."

"In addition, you receive national recognition as being a participant in the program, which helps show your dedication to safety to potential customers as well. There are only about 1,700 companies across the country that have this honor, so to be included in this list must mean we are doing something right."



Veolia North America is proud that **12 sites** were selected as **VPP Star certified** sites in 2019, and look forward to growing this list as we maintain our commitment to the health and safety of our employees.

COMMITMENT #8

ENCOURAGE EACH EMPLOYEE'S PROFESSIONAL DEVELOPMENT AND COMMITMENT

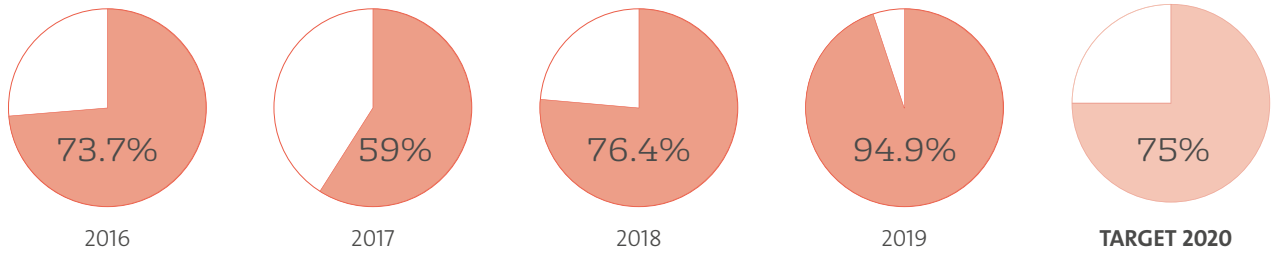
Veolia Group Objectives by 2020

- Provide at least one training session per year to over 75% of employees
- Maintain the rate of commitment for managers at over 80%

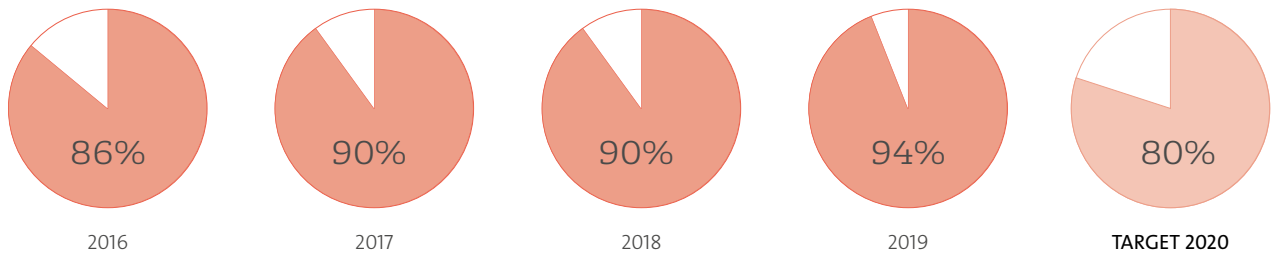
2019 Group Achievement

- 79.5%
- 92%

VEOLIA NORTH AMERICA EMPLOYEES HAVING AT LEAST ONE TRAINING SESSION DURING THE YEAR



VEOLIA NORTH AMERICA MANAGERS COMMITMENT RATE



WOMEN IN LEADERSHIP PROGRAM SOURCE



INCREASING WOMEN LEADERS THROUGH A SPECIAL PROGRAM

Every year, Veolia celebrates the success of its top initiatives around the globe, highlighting impressive achievements that make Veolia a better place for the company's men and women. In 2019, Veolia North America's Women in Leadership program was nominated as one of the top Human Resources Initiatives as it helped pave the way for the growth and development of our women leaders.

When first created in 2014, Veolia North America's Women in Leadership program aimed to address the challenge of increasing the number of women in management. The program provided a coaching scheme that created career opportunities for women managers and provided them with key pointers for accelerating their career development. Lasting nine months, the program offered three main areas of focus: internal visibility, business acumen and personal effectiveness.

After its initial launch in 2014, the program has been expanded and is now being offered in countries across the globe. More than 240 women and the same number of managers have already taken part in the Women in Leadership program, and 50 of them have received promotions in Veolia North America. While the high level of interest and participation from employees has made the program a success, the commitment from managers, who take part in multiple coaching sessions, has really driven the effectiveness of the program to another level.

The initiative has successfully opened lines of communication between employees and managers, which has led to career development for employees and greater company-wide appreciation of the benefits of gender diversity and equality in the workplace.



“Women in Leadership helped me identify the value I could create for myself and for Veolia. I was able to think about the next stage in my career. In fact, shortly after following this program, I was able to move into an international position.”

Laura ARIAS

PROGRAM DIRECTOR - BUSINESS DEVELOPMENT -
CENTER OF EXCELLENCE

COMMITMENT #9

GUARANTEE THAT DIVERSITY AND FUNDAMENTAL HUMAN AND SOCIAL RIGHTS ARE RESPECTED WITHIN THE COMPANY

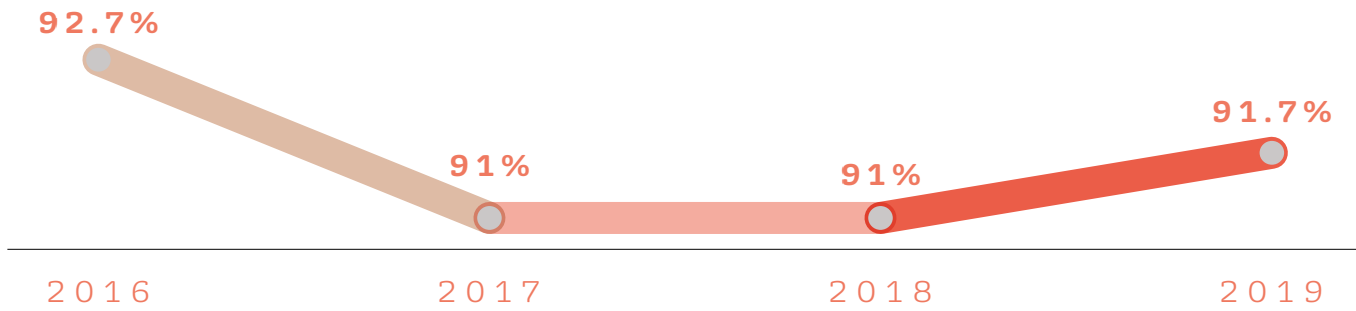
Veolia Group Objectives by 2020

Ensure 95% as the rate of staff protection via employer-employee dialogue relationships

2019 Group Achievement

87.6%

VEOLIA NORTH AMERICA RATE OF EMPLOYEES HAVING ACCESS TO SOCIAL DIALOGUE DEVICES



Veolia North America is committed to tackling tomorrow’s challenges. Our customers want the next generation of solutions, and our diversity of perspectives is an essential part of helping them meet their needs.

Our diverse workforce reflects the communities where we work and is essential to developing innovative, customized solutions for our customers. We recognize bright ideas and reward employees with competitive compensation and benefits, while also helping our team members break glass ceilings and barriers.

The following case study is one of many examples in which we support our workforce and look for ways to excel together.

VEOLIA NORTH AMERICA CELEBRATES PRIDE MONTH WITH THE LGBT AND ALLIES GROUP



As champions of inclusion, Veolia North America has many programs and communities where our employees share their skills, experience, opinions and ideas. Our LGBT and Allies Group is just one of these communities for promoting, caring for and supporting our teammates and members of the LGBTQ+ community.

The LGBT and Allies group prepared multiple events for Pride Month, to coincide with the global communities' 2019 commemoration of the 50th anniversary of the Stonewall Riots, which were the origins of the LGBT civil rights movement in the United States.

The celebrations began with the Milwaukee Brewers Pride Night, where employees joined other Brewers fans for a special night at the ballpark, including a potluck tailgate party with brats and hot dogs provided by Veolia.

In addition, Veolia North America's LGBT and Allies Group marched in both the Boston and Milwaukee Pride parades.

Finally, on June 14, the group hosted a **"Wear it PROUD"** competition where employees wore rainbow colors to work to show their support and win prizes.



EXTERNAL SUSTAINABILITY AWARDS AND ACHIEVEMENTS

UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Veolia is engaged, at varying degrees, in the implementation of all 17 SDGs. Through its water, waste and energy businesses, Veolia provides solutions aimed at ensuring access for all to essential services, reducing the company's and its clients' ecological footprint and contributing to the world's transitions. Daily, Veolia contributes to the SDGs, with particular emphasis on the 13 that relate most specifically to its purpose:

9 goals related to its business



3 goals linked to its organizational priorities as a responsible company



1 key goal as a driver to achieve the SDGs



As part of its latest strategic program – Impact 2023 – Veolia is developing new economic activities based on six themes: health and new pollutants, adaptation to climate change, new loops for materials, food chain, new energy services and new digital offers. This approach significantly reinforces the Group's contribution to the SDGs and to five of the SDSN's six broad transformations.

In addition to Veolia's commitments to the United Nations' Sustainable Development Goals, Veolia has also received recognition from the following external rating agencies



Veolia received a B rating for their CDP Climate efforts



Veolia received a 50 rating from Ecovadis, achieving 63rd percentile in our industry



Veolia joined the DJSI World and Europe indices

SEAL AWARD: VEOLIA NORTH AMERICA RECOGNIZED FOR INNOVATIVE ENERGY EFFICIENCY TECHNOLOGY

Helping businesses reduce energy consumption is a key driver for Veolia North America, which is why the company — *a global leader in sustainable energy, water, and waste solutions* — was recently presented with a **2019 SEAL Environmental Initiative Award** for its innovative Hubgrade smart monitoring system, which helps buildings better manage their energy use.

The SEAL (Sustainability, Environmental Achievement and Leadership) Environmental Initiative Award is part of the annual SEAL Business Sustainability Awards recognizing firms throughout the U.S. for promoting more environmentally sustainable business models.

Veolia North America is proud to be included among a list of impressive companies, including Adidas, Disneyland and Coca-Cola, and to be recognized with the Environmental Initiative Award for identifying and implementing specific programs designed to create a more sustainable business environment. An additional 50 companies received the SEAL Organizational Impact Award for overall sustainability performance in 2019.

“This award demonstrates why we are focusing our business growth on innovative energy solutions that increase energy service and facility operation and maintenance contracts,” said Jack Griffin, vice president and general manager-Boston for SourceOne, a Veolia subsidiary. ***“We are committed to driving significant energy efficiency savings for our customers.”***

Our Hubgrade smart monitoring centers were recognized for providing remote real-time insights into utility management systems. These insights, supported by dedicated analysts monitoring tens of thousands of connected devices, enable flexible solutions to serve the unique performance requirements of large buildings, industrial campuses and other energy-conscious public and private entities nationwide.

By effectively managing client site and facility data, Veolia’s analysts help improve performance and reduce environmental impact while providing a long-term vision for assets to increase value and avoid energy costs. Hubgrade offers performance data, reporting transparency, information sharing and consumption data, all of which ultimately reduce customers’ operating costs and bills by optimizing and lowering consumption. Along with innovative technologies such as fault detection and diagnosis, the program provides a team of experts who provide customers with insight and expertise on optimizing energy usage.

Hubgrade

Powered by  **VEOLIA**



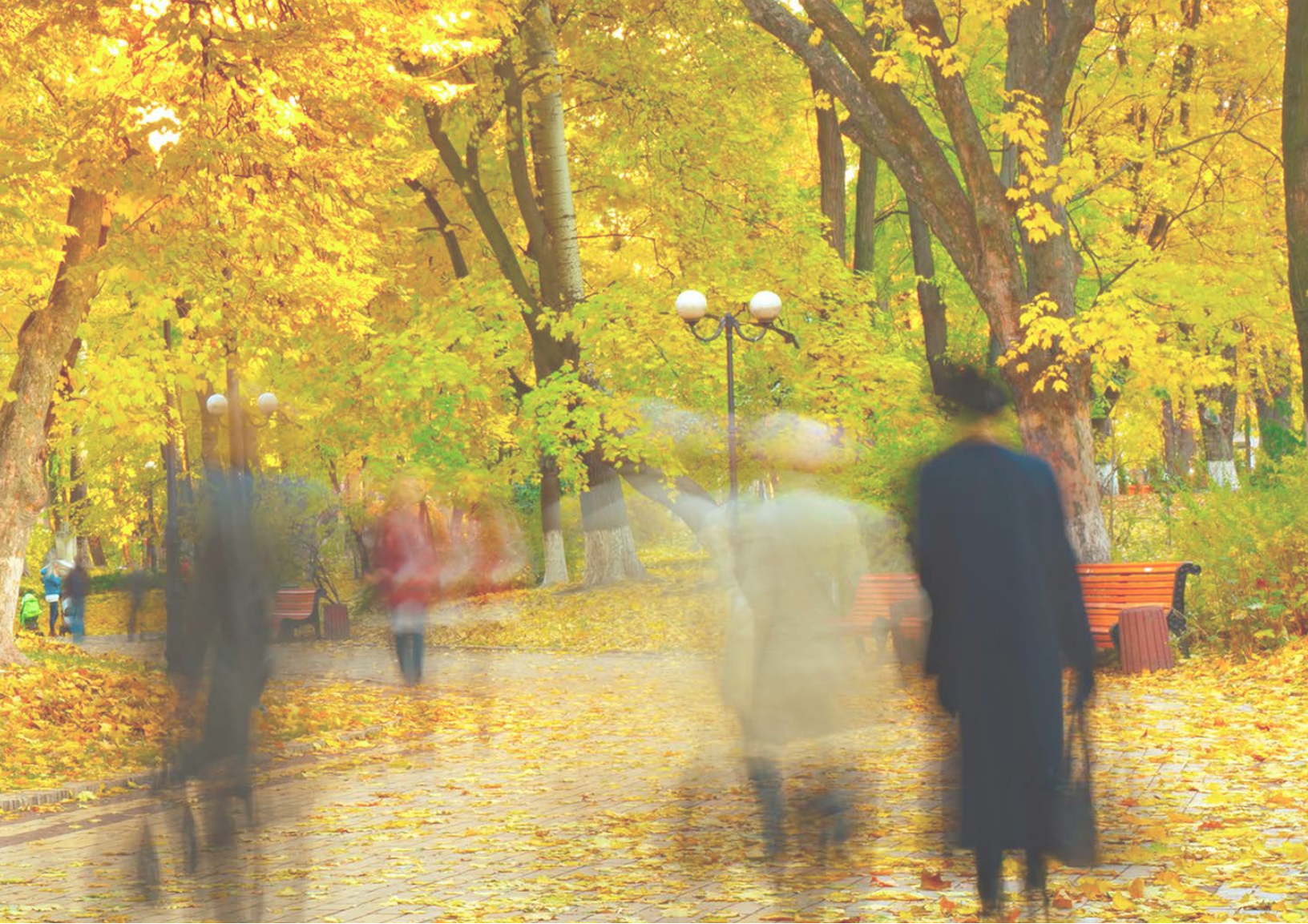
As our current strategic plan comes to a close at the end of 2020, we are excited to announce our next path forward. Our worldwide Veolia Group has developed the next stage of its strategy for the 2020-2023 period called **Impact 2023**.

IMPACT
2023

IMPACT 2023: VEOLIA IS COMMITTED TO DELIVERING A MULTIFACETED PERFORMANCE

Veolia is committed to delivering on its economic, financial, commercial, social, societal and environmental performance. The 18 indicators of the Impact 2023 strategy are associated with targets for progress, which will be regularly audited and measured by independent bodies. They will be used to calculate the variable compensation of Veolia's senior executives.

For more information regarding Veolia's Purpose and Strategic Objectives for our Impact 2023 program, please see [Veolia's Purpose](#).



Resourcing the world



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