

# **ORGANIC DESIGN: For a symbiotic relationship between digital and the environment**

**CORPORATE SOCIAL RESPONSIBILITY REPORT  
2020**

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## Message from the CEO

Around the world, 2020 was a difficult, unprecedented year.

The events required us to put in place an appropriate organization to keep our teams and partners safe and to ensure business continuity to meet our deadlines and commitments to our customers.

I want to thank our teams for their great professionalism and tenacity in continuing our services and projects.

Our company welcomed 37 new employees to strengthen our teams.

This year also saw our continued development with our acquisition of the AKF Group and the creation of our subsidiary in Switzerland to meet the growing demands and changing needs of our customers. This development has broadened the scope of skills of APL Data Center, which has now become the APL Data Center Group.

We continue to enrich and sustain our Organic Design service with our customers in a spirit of sustainable digital transformation.

We are a responsible, innovative company, convinced that actions to preserve our planet are good for our customers, our employees, and our entire ecosystem.

We are entering 2021 with confidence and ambition.

**Christophe Weiss,**  
Managing Director of APL Data Center



## I. INTRODUCTION



# I. INTRODUCTION



The use of digital technology in our daily lives must be in harmony with the sustainable development of our planet in order to meet the climate and environmental challenges of our century. How can we design innovative, secure, reliable IT infrastructures that meet the need for sustainable development while integrating the substantial digital challenges for our companies?

At APL Data Center, we are aware of the technological and environmental challenges of our time. That is why we are supporting and advising all our customers across all the phases of their projects to guarantee the performance of their digital infrastructures with increasingly complex and innovative systems.

This CSR report allows us to formalize a complete overview of our actions in 2020 and communicate to our stakeholders transparently.

## OUR LEADERSHIP TEAM

### OUR KEY FIGURES

**37.5**

million euros  
in revenue  
in 2020

**38**

years' experience

**100**

people

**660**

projects per year

**4%**

of revenue  
devoted to R&D

**Tristan Richard**  
Chief Operating Officer

**Robert Bouchard**  
Chairman

**Christophe Weiss**  
Managing Director



## II. APL DATA CENTER



## II. APL DATA CENTER



Since **1983**, APL Data Center, a consulting and engineering firm, has been supporting its clients in the definition and implementation of their data center strategies in order to ensure continuity of service for their IT production, whether hosted in their own infrastructure or with a third party.

Since its inception, APL Data Center has actively taken part in many changes in the sector by offering services combining environmental and digital issues while guaranteeing customer satisfaction.

To achieve sustainable digital growth, we offer digital infrastructures that combine:

- » **A very high level of availability**
- » **Logical and physical security**
- » **Environmental preservation**
- » **Integration in harmony in their ecosystem**

Our expertise is based on **38** years of experience in data processing centers of all sizes and at varying levels of criticality.

This complementary expertise guarantees the mastery and excellence of our projects.

APL, AN EXPERT IN DATA CENTERS SINCE 1983

### OUR LOCATIONS

Paris  
Lyon  
Bordeaux  
Lausanne

### OUR SERVICES

France  
Spain  
Switzerland  
Luxembourg

Morocco  
Côte d'Ivoire  
Niger  
Togo

New Caledonia  
Indonesia  
Tunisia  
Belgium



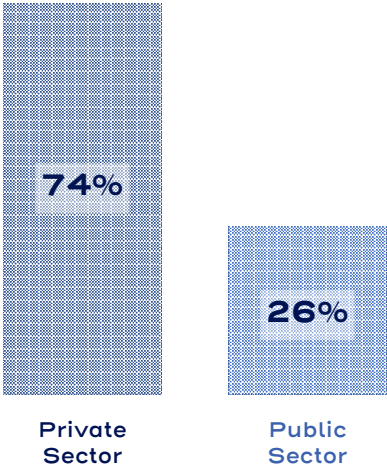
## II. APL DATA CENTER



In 2020, **26%** of our revenue came from public contracts, and **74%** from private clients.

On average, we provide nearly **660** services a year.

In 2020, APL generated consolidated revenue of **€37.5 million**.



### A guarantee of quality and experience, our teams have developed:

A proven methodology for organizing, managing, and providing services.

Experienced engineers and technical expertise in all data center occupations.

Operational assistance capabilities for functioning technical server room infrastructures to assist in making the right technical decisions.

Proven experience in dealing with sensitive sites with very high service continuity and operational security constraints.

Knowledge and feedback from operational sites, allowing appropriate technical decisions and innovative, energy-efficient solutions to be devised.

Innovative, energy-efficient solutions implemented in data centers.

Special expertise on operational sites and/or sites requiring renovation.



## II. APL DATA CENTER



Just a few of the clients who have chosen APL Data Center's expertise:

### HOSTING PROVIDERS



### IT & TELECOMS



### PRIVATE SECTOR



### PUBLIC SECTOR

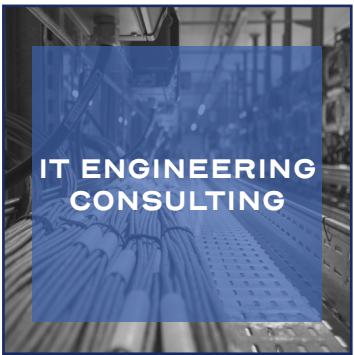
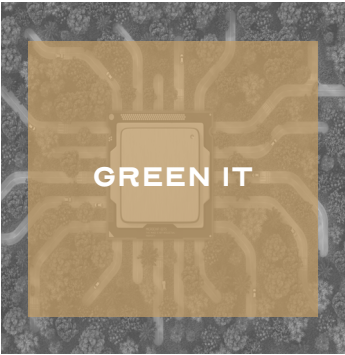
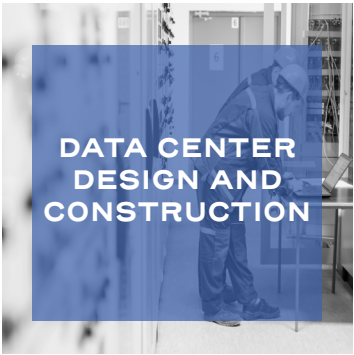


## II. APL DATA CENTER



### OUR SERVICES

At APL Data Center, we develop a comprehensive, consistent view of your project. To support you throughout the life cycle of your data center, we work in the following areas:



## II. APL DATA CENTER



### APL DATA CENTER'S BUSINESSES

Within APL Data Center, our businesses are organized around several activities:

<b>HOSTING STRATEGY CONSULTING</b> Strategic framework Market analysis Selection of hosting provider	<b>DATA CENTER CONSULTING &amp; ENGINEERING</b> Design Construction Commissioning Go-live Certification support	<b>IT CONSULTING &amp; ENGINEERING</b> IT architecture design Transformation of your hosting Management of your infrastructures Relocation
<b>MAINTENANCE &amp; OPERATION</b> Operational maintenance Consulting and expertise Optimization Management and coordination	<b>GREEN IT</b> Green IT strategy Environmental assessment and eco-design Data center environmental approach Green IT certification support	<b>TRAINING</b> Statement of requirements General design Operation

### OUR INTEGRATED QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEM

To reinforce the structuring of our activities, support our growth, and meet the expectations of our customers, our organization relies on an integrated Quality and Environment management system.

This integrated, scalable management system aims to harmonize our processes at the technical, commercial, regulatory, ethical, and environmental levels.

This evolution confirms APL Data Center's desire to align with the best standards by obtaining ISO 9001:2015 and ISO 14001:2015 certifications in 2021.



## II. APL DATA CENTER



### ACQUISITION OF THE AKF GROUP

In 2020, APL Data Center completed its acquisition of the AKF Group companies.

Founded in 2006, the AKF Group consists of three companies (KAP Floor, KAR Network, and KAF Consulting). Like APL Data Center, this group specializes in data processing centers.

This merger between APL and AKF has three objectives.

First is the benefit of the AKF Group's international know-how, especially in Africa, to continue the development of APL Data Center's activities outside France.

This newly combined entity will also strengthen APL Data Center's capabilities.

Lastly, APL Data Center will be able to enrich its portfolio of offerings by relying on AKF's expertise in two other areas: local actions on IT racks in IT rooms as well as auditing, studying, and construction of technical floors.

### ACTIVITIES OF THE AKF GROUP



#### KAF CONSULTING

- Auditing, consulting, and analysis
- Contract management assistance
- Project management
- Export development



#### KAP FLOOR

- Creation, installation, renovation, replacement, and securing of technical floors
- Auditing, consulting, and analysis
- Finishing work (partitioning, etc.)
- Micro-dusting and cleaning of technical and IT rooms



#### KAR NETWORK

- Installation of racks
- Wiring
- Packaging and transport of IT hardware
- Layout
- Local actions



## II. APL DATA CENTER



### JUST SOME OF THE AKF GROUP'S REFERENCES

#### TELECOMMUNICATIONS



#### FINANCE



#### ENERGY



## II. APL DATA CENTER



### CERTIFICATION SUPPORT

To align our customers' data center projects with the best standards, APL Data Center supports its customers in their various certification processes.

#### CONTINUITY OF SERVICE



#### ENERGY AND THE ENVIRONMENT



#### PHYSICAL AND LOGICAL SECURITY



## II. APL DATA CENTER



### SUBSIDIARY OPENED IN SWITZERLAND

As part of our development and stronger presence in Europe, APL Data Center opened a subsidiary in Lausanne in 2020.

The opening of our subsidiary in French-speaking Switzerland allows us to provide large companies, SMEs, and public organizations with our expertise and 360° support for data centers throughout their life cycle.

In Switzerland, APL Data Center will provide all of its service options:

**Building and utilities:** designing efficient, scalable data centers with minimal environmental impacts;

**IT infrastructure:** optimizing the use of IT resources and support infrastructures (energy, cooling, and connectivity) for data centers and “urbanizing” IT rooms;

**Green IT:** reducing the environmental impact of data centers and digital services throughout their life cycle.



*“Creating this branch demonstrates our desire to continue expanding our business abroad while still offering local assistance to clients. We also aim to promote our values, namely rolling out digital infrastructures with minimal environmental impacts and promoting local economic development”*

**Sébastien Ollier, Director of APL Data Center Switzerland.**

### PARTICIPATION IN DATA CENTER ECOSYSTEM WORK

In order to contribute to best practices related to data center energy efficiency and continuity of service, APL Data Center is an active member of many associations, user clubs, and working groups.

**ADIRA** – Association pour le développement de l’informatique en région Auvergne-Rhône-Alpes [Association for the development of IT in the Auvergne-Rhône-Alpes region].

**AGIT** – Alliance Green IT.

**ATEE** – Association Technique Energie

Environnement [Energy Environment Technical Association] (board member).

**CLUSIF** – Club de la sécurité de l’information français [French Information Security Club].

**France Datacenter** (member of the board of directors).

**EuroCloud** – French branch of the European organization EuroCloud, the leading network of cloud players in Europe with 1,500 member companies in 31 countries (member of the network).



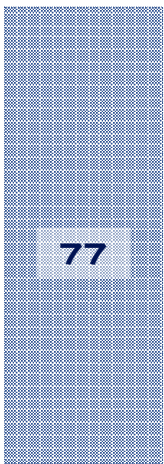
### III. STRENGTHENING EMPLOYEE COMMITMENT



### III. STRENGTHENING EMPLOYEE COMMITMENT



#### A COMPANY WHICH ENCOURAGES INTEGRATION AND DIVERSITY



Men



Women



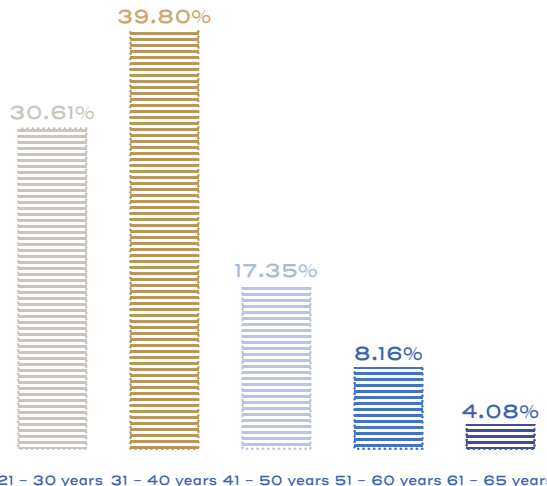
In **2020**, APL Data Center employed: **77** men and **23** women.

In **2020**, APL Data Center had **100** employees, **29** of them hired over the course of the year, all on **permanent contracts**.



Female Engineering Employees

Female Support Employees



All ages are represented in the company. Maintaining our expertise involves a balance that permits a transfer of skills from seniors to new generations of engineers and a momentum appreciated by all our employees.

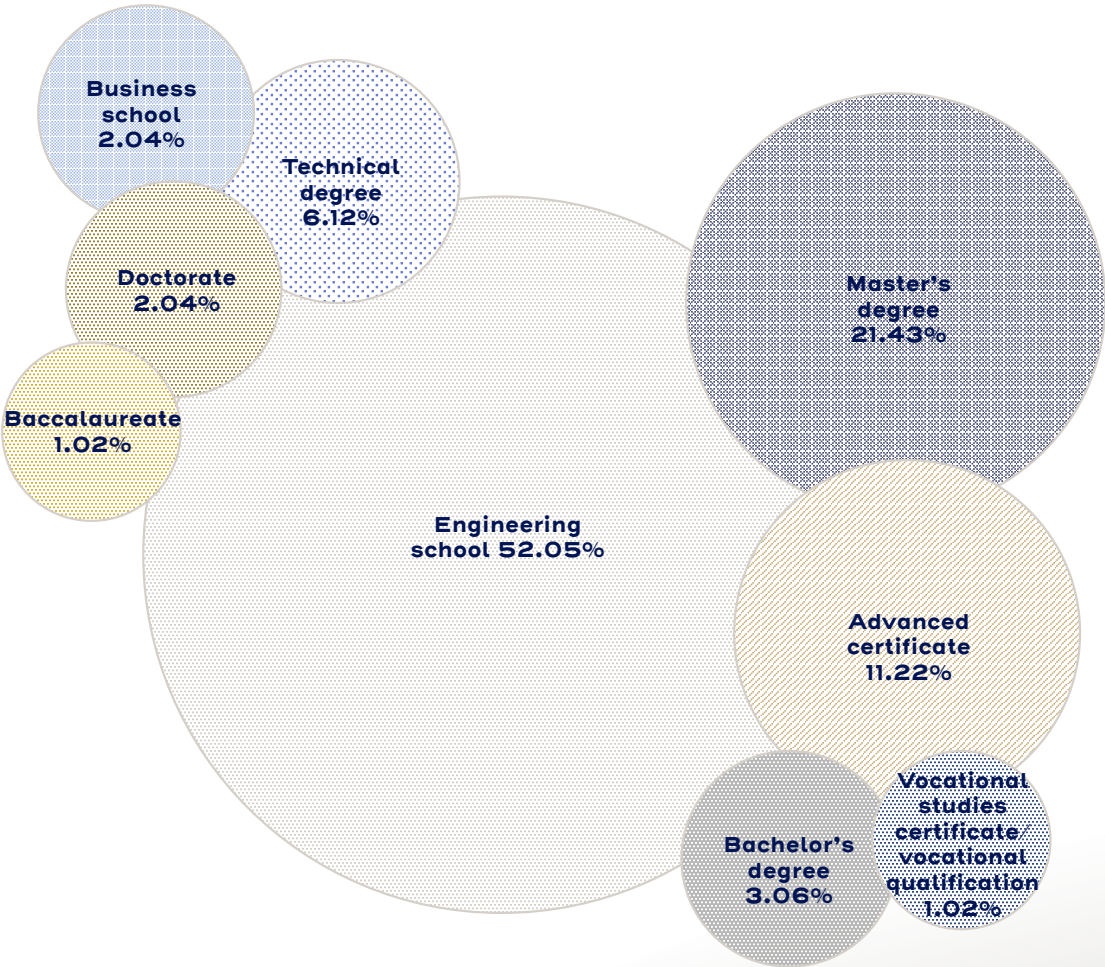
In a largely male-dominated industry, APL Data Center is determined to add more women to its workforce. That is why **65%** of its female employees hold engineering positions, and **35%** support positions.



### III. STRENGTHENING EMPLOYEE COMMITMENT



**74%** of APL Data Center employees have 5 years of higher education, but APL's recruitment policy does not focus on just degrees: it also looks at the special skills and experience of each potential employee.



In accordance with human rights and labor standards, APL Data Center encourages the promotion of equal opportunities within the company, in particular through a recruitment policy based on the principles of miscellaneous diversity, sustainability, and non-discrimination.



### III. STRENGTHENING EMPLOYEE COMMITMENT



#### BUSINESS CONTINUITY DURING COVID-19

The extent of this crisis, in terms of both its duration and its everyday implications, has led everyone to rethink established situations and adapt to the new world.

At APL Data Center, a Business Continuity Plan (BCP) has been in place since March 2020 to preserve the safety of our employees and allow us to maintain our activities.

Our BCP relies on the establishment of a crisis unit of the management committee for the duration of the health crisis and multiple measures relating to our employees, partners, offices, and the organization of work.

#### OCCUPATIONAL HEALTH AND SAFETY DURING THE HEALTH CRISIS

APL Data Center has reinforced its responsibility to its employees for health and safety in the workplace during this health crisis and has put in place actions to protect its employees.

##### IN THE OFFICES

Since the start of the health crisis and in order to protect its employees as much as possible, APL Data Center has promoted the implementation of teleworking for positions allowing it and has instituted an employee indicator for those who must work from our sites.

Business travel has also been restricted in favor of video conferences.

Workspaces have been adapted to respect the minimum safety distances, and offices are disinfected every day to ensure optimal working conditions.

Hand sanitizer dispensers have been installed in all common areas of our branches, and boxes of masks are available to all our employees.

Lunch areas have been marked out, and Plexiglas windows have been installed to minimize the risk of transmission.

Since October 2020, our employees have had access to voluntary antigen tests twice a week at our sites. Procedures in case of contamination or contact by one of our employees have also been put in place.

To facilitate the teleworking of our employees, secure workstations have been set up at their homes.

##### AT WORK SITES

A health and safety coordinator is appointed for each project to ensure the application of general risk prevention principles.

Personal protective equipment is issued to each of our employees and renewed regularly.

APL Data Center has monitored and implemented government measures to prevent Covid-19 at construction sites and work areas.

No work-related accidents were reported in 2020.

APL Data Center is aware of its responsibility to its employees in terms of occupational health and safety.



### III. STRENGTHENING EMPLOYEE COMMITMENT



APL Data Center also offers its employees several advantages:

RESTAURANT VOUCHERS

ENCOURAGEMENT TO EXERCISE

COMPANY RESTAURANT

INSURANCE

TRAINING

BONUSES

COMPANY VEHICLES

COMPANY GIFTS

# 93%

*of our employees are  
satisfied with working conditions  
at APL Data Center*

To assess employee satisfaction and implement actions to improve quality of life at work, an anonymous internal survey is conducted each year.

#### ELECTION OF THE SOCIAL AND ECONOMIC COMMITTEE (CSE)

In compliance with applicable laws, a Social and Economic Committee was set up in 2020 to represent the employees of APL Data Center. The Social and Economic Committee consists of four members.



## IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



# IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



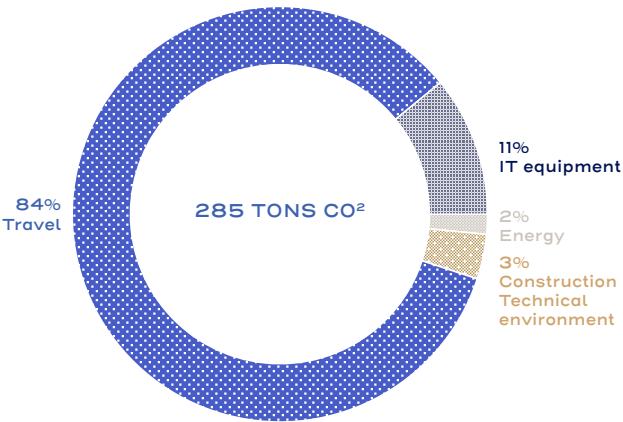
At APL Data Center, the environment is not seen as a regulatory constraint, but rather as a factor of sustainable innovation and a lever of competitiveness.

Our environmental approach is based on the implementation of good practices internally but especially in the design and construction of eco-efficient data centers.

## REDUCING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITY

To ensure the viability of our approach to improving our environmental impact, we apply an optimized travel policy:

- Low-carbon company cars.
- Most travel by high-speed train.
- Pooling of travel.



APL DATA CENTER'S CARBON FOOTPRINT ASSESSMENT IN 2020



## IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



### ECO-FRIENDLY BEHAVIORS IN THE OFFICE

In 2020, APL Data Center put in place an eco-friendly behavior charter within its branches to offer a tool to raise awareness among all its employees of the daily collective or individual actions intended to reduce the environmental impact and adopt eco-responsible behavior.

In addition to making the eco-friendly behavior charter available to all, selective sorting bins have been installed in common areas as well as an eco-box for recycling small IT equipment.

### CONTRIBUTION TO THE PUBLICATION OF WHITE PAPERS AND GOOD PRACTICES

We are resolutely involved in reducing the environmental impacts and improving the energy efficiency of digital infrastructures. We also actively take part several research groups that publish reference documents on the subject:

Publication of the “Baromètre Green IT des entreprises en France” by the Alliance Green IT.

Publication of the white paper “Action Greenconcept 2020” by Action Green Concept.

Communication about current trends in data centers and green IT.



## IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



### ORGANIC DESIGN

Data centers are essential links in the digital world. There are also more and more of them in the world.

Today, as the digital economy can no longer ignore the impact of its growth on society in real life, APL is committed to minimizing the environmental footprint of its data centers, which are strategic links and pillars for an eco-friendly digital economy.

In this context, APL has re-specified its mission: to create data centers that have a symbiotic relationship with their environment so that the increasing use of digital technology and the growing number of data centers to support those habits can be sustainably compatible with the growth of our cities.

As such, we are committed to supporting our clients at all stages of the life cycles of their infrastructure, from design to operations. We continuously improve our solutions by adapting to the evolution of needs and risks. We guarantee for our clients data centers that are more secure, more powerful, scalable, and eco-friendly because they have been designed from the beginning with an obsession for continuity of service and energy performance.

Freed from these constraints, our clients and end users can fully focus on generating value from data processing.

**Robert Bouchard**  
President of APL Data Center



## IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



ORGANIC DESIGN INTEGRATED INTO TWO REGIONAL PROJECTS REPRESENTATIVE OF OUR CUSTOMERS

### ADVANCED MEDIOMATRIX

Advanced MedioMatrix called on APL Data Center's expertise to construct a 2,700m<sup>2</sup> data center incorporating technologies to reduce its environmental impact.

In correlation with these requirements, our engineers developed an innovative and environmentally friendly data center using the following techniques:

- . Creation of a data center integrated into its environment.
- . Recovery of heat and rainwater for sanitary and logistical reuse.
- . Installation of solar panels.
- . USE of direct air free cooling with a target PUE of 1.19.
- . Recovery of land during construction and recycling of waste.
- . Cooling system regulation according to class A2 of ASHRAE 2016.
- . Project with multiple certifications: ISO 9001, 14001, 27001, and 50001, Tier III Design, Tier III Construction.



## IV. THE ENVIRONMENT AS A DRIVING FORCE OF SUSTAINABLE DEVELOPMENT



ORGANIC DESIGN INTEGRATED INTO TWO REGIONAL PROJECTS REPRESENTATIVE OF OUR CUSTOMERS

### DTIX

DTiX, a new data center operator, decided to set up its first colocation site in the Dijon metropolitan area, close to the A39/A6 freeways and the main fiber-optic networks. The company chose to award the design and turnkey construction of this data center to APL Data Center, which constructed a data center.

- . Architectural integrity of the building and recyclable concrete construction.
- . Optimization of spaces.
- . Installation of efficient cold equipment.



## V. RESEARCH AND INNOVATION: CONTRIBUTING TO THE CONSTRUCTION OF SUSTAINABLE IT INFRASTRUCTURES



## V. RESEARCH AND INNOVATION: CONTRIBUTING TO THE CONSTRUCTION OF SUSTAINABLE IT INFRASTRUCTURES



### NÉGAOCTET

NégaOctet is a 36-month research and development project, Winner of the 2018 Perfecto call for projects.

Supported by four design offices — APL Data Center, DDEMAIN, GreenIT.fr, and LCIE Bureau Veritas — NégaOctet's ambition is to build a reference system to assess the environmental impacts of digital services, including:

- o A shared, robust methodological framework
- o A consolidated, consistent, up-to-date environmental impact database
- o Models and an assessment tool

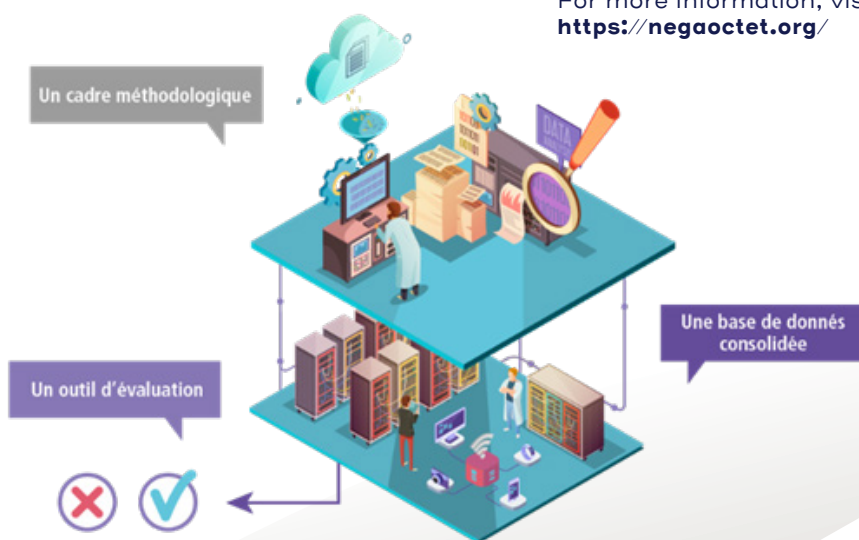
The proposed methodology is aligned with the requirements of French and European projects for the environmental labeling of products and services.

To ensure consensus around the reference framework, the NégaOctet team:

- o Established an Open Advisory Committee to which work is regularly reported
- o A critical review by experts

The reference framework available in autumn 2021 will allow digital players to assess the environmental impacts of their digital infrastructures and services: IAAS, PAAS, SAAS Cloud Operator Internet Service, Internet access providers, ISD.

For more information, visit  
<https://negaoctet.org/>



## V. RESEARCH AND INNOVATION: CONTRIBUTING TO THE CONSTRUCTION OF SUSTAINABLE IT INFRASTRUCTURES



### LAB BY APL

“Lab by APL” centralizes our research and innovation activities on sustainable digital and eco-efficient data centers.

#### THIS INNOVATION LAB OPERATES THROUGH A NETWORK:

- . It supports APL’s community of engineers and draws from their work.
- . It plays a role as an interface between our academic partners and our industrial customers.
- . It contributes to scientific research by writing scientific publications, white papers, and documents for the general public.
- . It establishes partnerships with an ecosystem of leaders in software design, urban planning, energy, and more.

#### IN 2020, THE INNOVATION LAB HAD:

- . **6** research and innovation projects.
- . **40%** of engineers and **2** PhDs in IT and communication who contributed to its work.
- . **4%** of the company’s revenue dedicated to Research and Innovation.



CORPORATE SOCIAL RESPONSIBILITY  
REPORT  
2020

For more information, visit  
[\*\*APL-DATACENTER.COM\*\*](https://apl-datacenter.com)

Or by e-mail at  
[\*\*info@apl-datacenter.fr\*\*](mailto:info@apl-datacenter.fr)

**CONTACTS**

**PARIS**

106 Avenue Marx Dormoy  
92120 MONTRouGE

Tel.: +33 (0)1 46 94 91 00

**LYON**

115 Boulevard Stalingrad  
69100 Villeurbanne

Tel.: +33 (0)4 78 38 60 50

**BORDEAUX**

81 Boulevard Pierre 1er  
33110 Le Bouscat

Tel.: +33 (0)5 56 70 87 33

**LAUSANNE**

Avenue de Rumine, 31  
1005 Lausanne – Switzerland

Tel.: +41 (0)21 311 04 39