Convention 1.0 for the decarbonation of the Climate Team of CEREGE

Environmental Manifesto for a Decarbonized Science

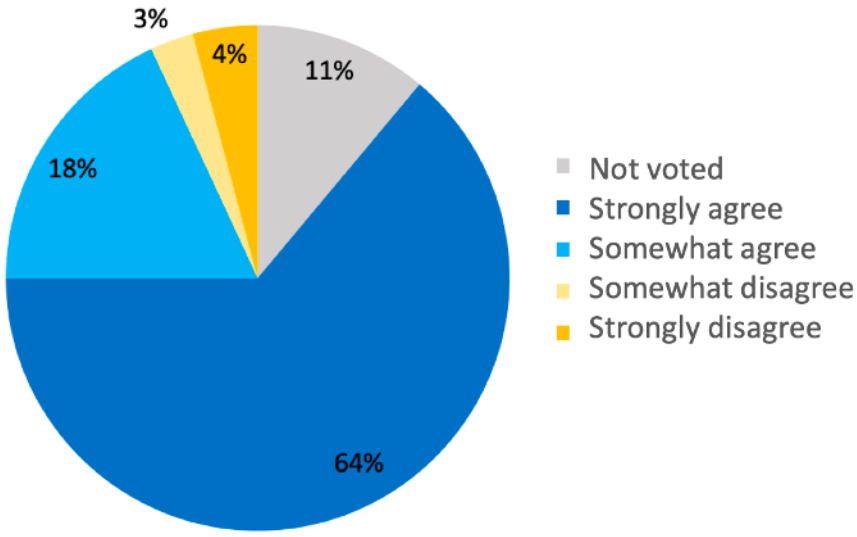
We, the members of CEREGE's "CLIMAT" team, have a front-row seat to witness the devastating effects of climate disruption induced by anthropogenic greenhouse gas emissions. In view of the laboratory's carbon footprint, we are aware that our professional activities are not in line with the objectives set out in the Paris agreement. We are also aware that these professional activities are essential for observing, analyzing and understanding the processes at work in the climate trajectory our planet is taking.

We are convinced that the knowledge we produce about the climate system must go hand in hand with an effort to reduce the impact of our own activities on greenhouse gas (GHG) emissions. We therefore wish to embark on a process of experimentation to reduce our carbon footprint without hampering the effectiveness of our research. At the end of this period of experimentation and on the basis of its results, we will put in place a concerted and determined process for a trajectory to reduce our GHG emissions.

Vote April 2024

72 team members

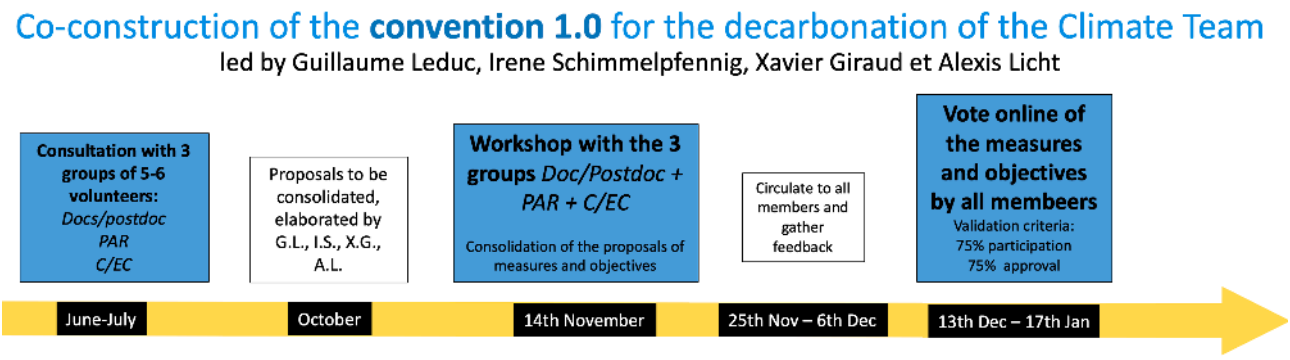
Validation criteria:
75% participation
75% approval



Co-construction of the convention and voting procedures

Following the adoption of the Manifesto in April 2024, the co-construction of the convention 1.0 for the decarbonation of CEREGE's Climate Team took place between June and November 2024, thanks to the investment of some twenty volunteering members of the team.

Nineteen proposed measures were voted on between 17th of December 2024 and 17th of January 2025, with 86% of the 72 team members taking part. The thresholds for validation of the convention had been set at 75% participation and 75% support (Strongly agree and Somewhat agree) per measure. Seventeen measures were retained by the vote.



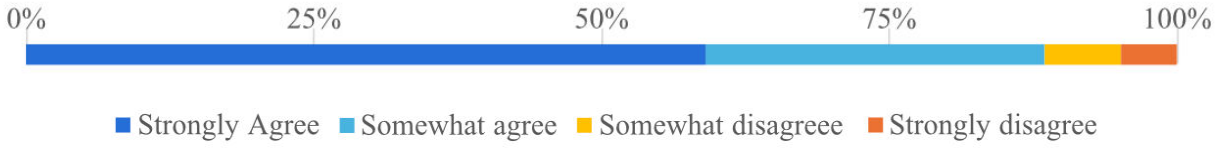
Measures voted by the team members

1/ Trips

Measures regarding flying in general :

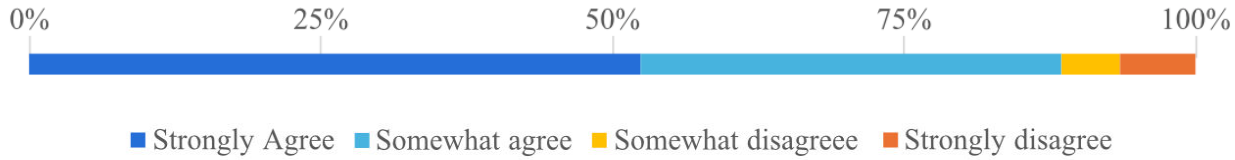
1.1. We accept not to fly if the train journey takes less than 10 hours by train or other ground based transport, or is in France (except in the event of a major constraint, e.g. health problem, family constraint).

We will petition our supervisory bodies of the occasional need to travel in first class by train in order to work comfortably. Financing will be made available to cover cost differentials by the team.



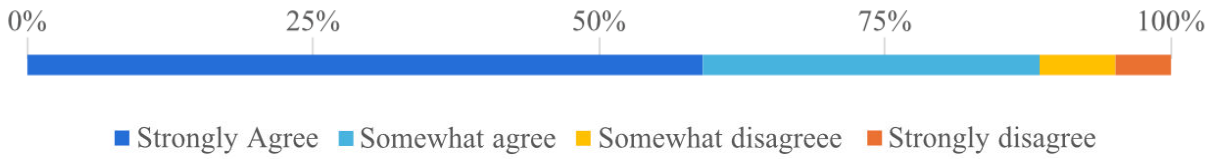
1.2. We will engage in a procedure to reduce the carbon footprint of our air travel at the team level from 2026, based on information collected in 2025 (see point 4).

From 2025 onwards, we will engage in communicating our journeys when setting up missions by filling in a CO2 budget forecast table.



Mesures sur l'usage de l'avion pour participer aux conférences / workshops / réunions de projets :

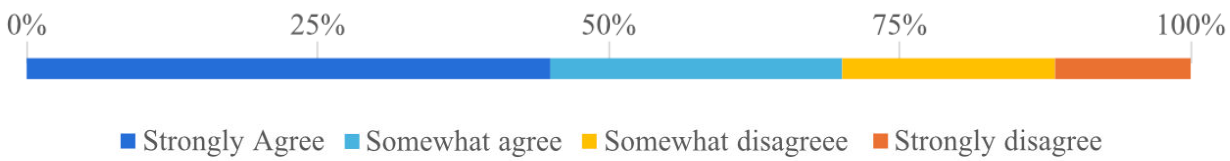
1.3. We undertake not to fly to conferences taking place in Europe (e.g. the EGU), except in the event of a major constraint (health problem, family constraint).



Measure not retained by the vote :

1.4. We undertake to limit the number of face-to-face conferences held outside of Europe (reached by flying):

- *Young contract staff and young permanent staff (up to PhD +7): one conference outside Europe every 3 years (or 1 per duration of contract), except in special cases such as an invitation to give an oral presentation, or during a job search period and/or to expand their network of contacts.*
- *Permanent: by invitation only, to give an oral presentation, receive an award, accompany a student, or if the conference is linked to an additional activity in the country - or region of the world - concerned (e.g. carrying out field sampling, visiting our partners' laboratories, etc.).*

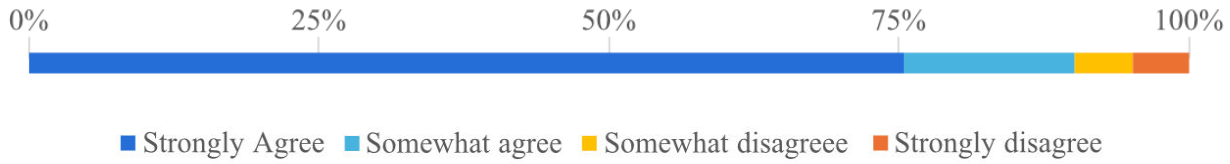


2/ Purchasing and financing

Set-up of « green » procedures:

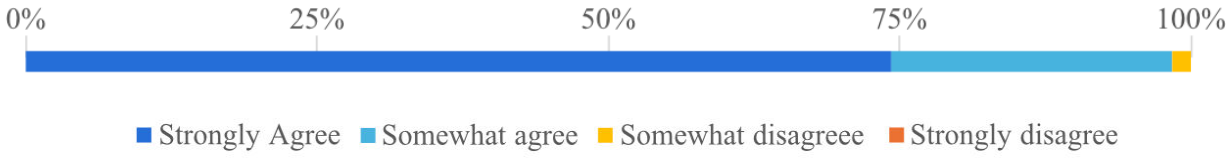
2.1. The team will organise ‘equipment inventory/sorting and unused consumables' days every year. We will sort through items on these dates and make them available in the ‘second-hand’ shop (managed by the “freeware” store).

Listing of existing equipment, with a contact person to request a borrow, accessible on the cloud - including at a minimum all the equipment purchased using team credits.



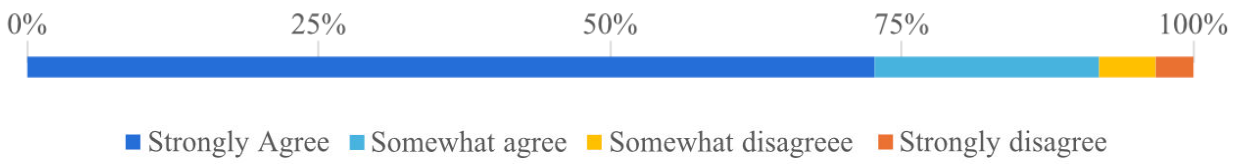
2.2. We undertake to have our equipment repaired and to replace our digital equipment (computers, monitors) only where better performance is required.

Inform management of the need to find a service provider for repairs.

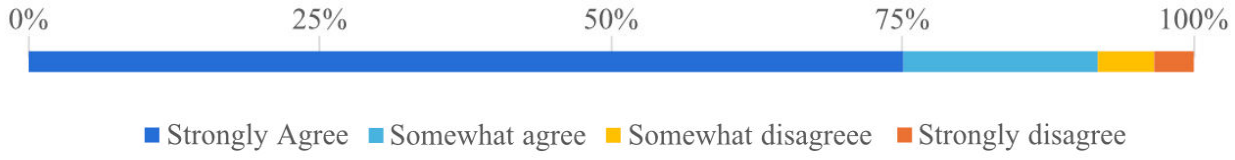


2.3. We undertake to make our digital equipment (in particular computers and screens) that are not used on a regular basis available for loan, e.g. via the SIP.

Inform management of the need for the SIP to take charge of this matter, possibly by means of a vote at the Laboratory Council.

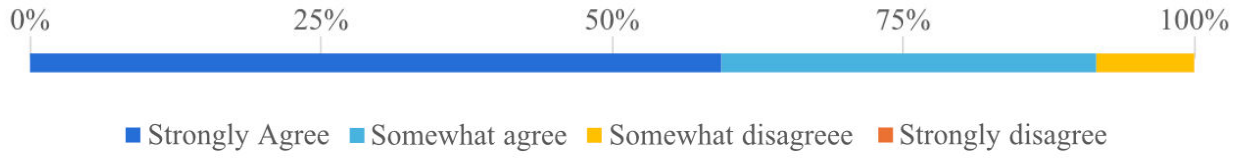


2.4. We undertake to develop and share analysis protocols that have lower climate impact. The team members concerned will be able to make time available for these developments, and the team will be able to finance fixed-term contracts for this purpose.

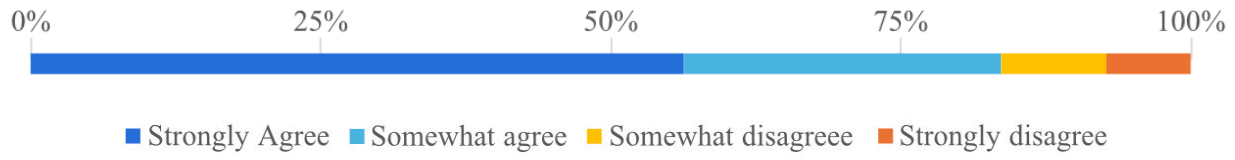


2.5. We undertake to take into account the carbon footprint of the instruments we purchase when choosing the model, and to discuss this within the platforms concerned. In particular, the following questions will be asked:

o Is the equipment already present at CEREGE, or accessible in a nearby laboratory?
o Can the equipment be shared or loaned?
If old equipment is to be replaced with new of equal performance, can the old equipment be repaired?

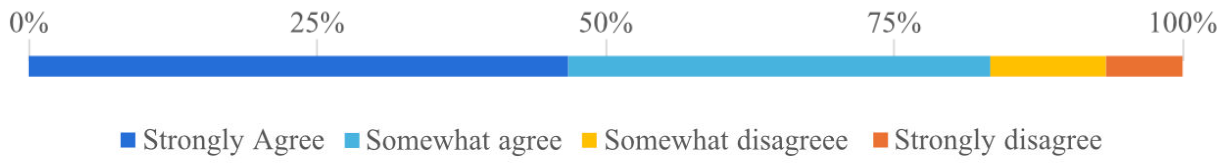


2.6. We undertake to anticipate purchases of 'large scientific instruments' when putting together funding applications. A CO2 budget forecast table will be completed, with the aim of building a strategy to reduce the associated carbon footprint.

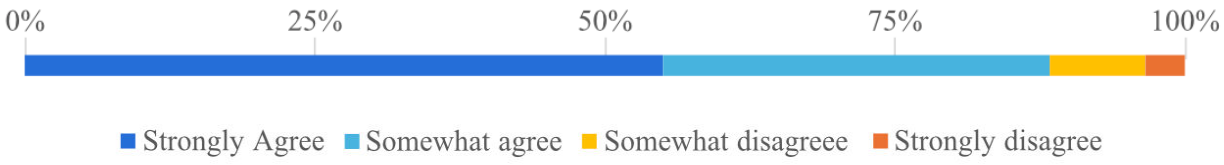


Science ethics and analyses prioritisation:

2.7. We undertake to use existing samples and data as a priority, before applying for funding to collect or collecting new samples similar to those already held in the laboratory, in conjunction with the C3S unit.



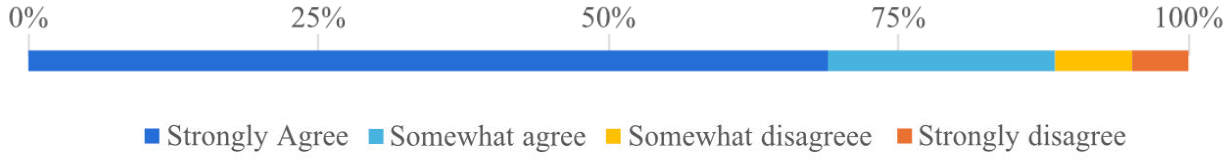
2.8. In this context, it is strongly recommended that priority be given to analyses carried out in academic contexts and by commercial institutions who share our values.



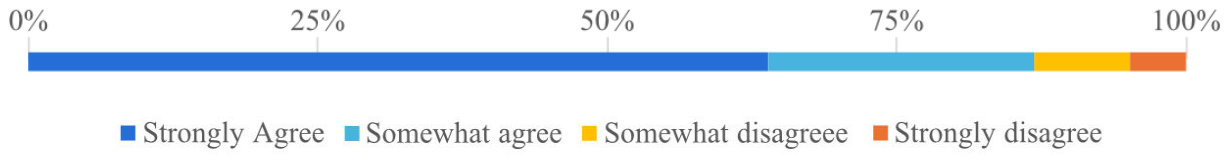
3/ Laboratory operations (often symbolic gestures, but important for raising awareness and in connection with the QVCT [quality of life at work committee])

3.1. When organising professional events, we undertake to organize buffets/meals which are vegetarian, local, and seasonal, in line with our CSR/eco-responsible commitments when these buffets are paid for by the team or the direction.

The CLIMAT team has taken the decision to subsidise only those buffets that fall into this category, from a list of eco-responsible caterers already drawn up for the organisation of conferences. Of course, this does not mean that buffets that do not fall into this category will be banned, and everyone will remain free to bring the food of their choice even if it does not fall into this category.

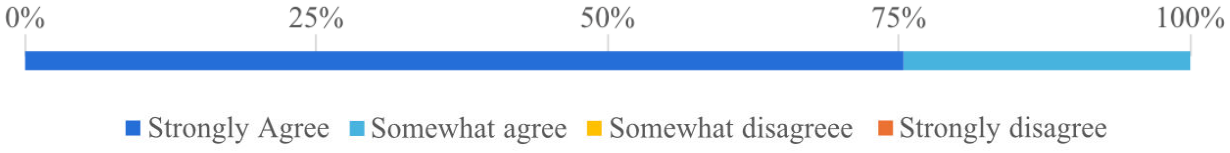


3.2. We undertake to facilitate teleworking for our employees, in particular doctoral students, post-doctoral students and RAPs, within the legal framework.



3.3. If tests are carried out in the laboratories or offices to reduce energy consumption, we undertake to share the results with the team and the rest of CEREGE, and more generally to encourage and publicise any experiments aimed at reducing energy consumption.

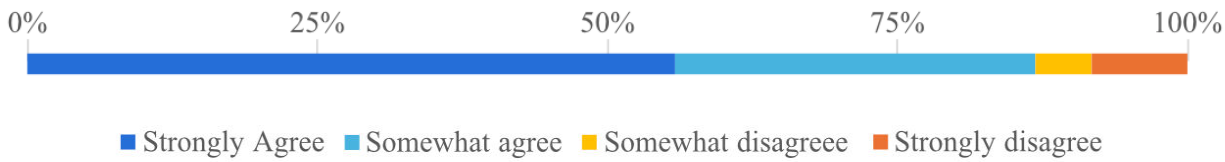
Bringing to the attention of the supervisory authorities the need to outfit the buildings and to insulate them. To this end, we will do our utmost to facilitate the thermal audit currently being carried out by Yohann Fagault and, subsequently, to facilitate and support any experiments that could help to minimise energy consumption in our buildings, which are a thermal disaster zone.



4/ Protocol for implementing tracing and reducing of the team's carbon footprint

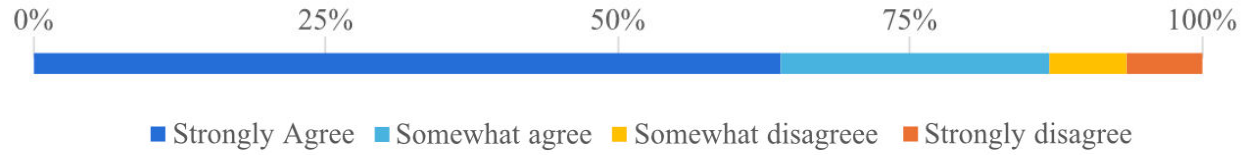
It is necessary to monitor and quantify certain easily traceable emissive sectors. In order to ensure that the reduction in our carbon footprint is traceable, we are committed to :

4.1. Gather information on modes of transport and equipment purchases in anticipation of the year's trips, and fill in the appropriate spreadsheets, which will be easy to access. At the end of 2025, this information will be used to produce an initial ‘missions’ and ‘equipment purchases’ CO2 balance for the team.



4.2. Give our team leader access to information on the modes of transport entered on the OMs for a potential review at the end of the year.

The direction already has access to our OMs.

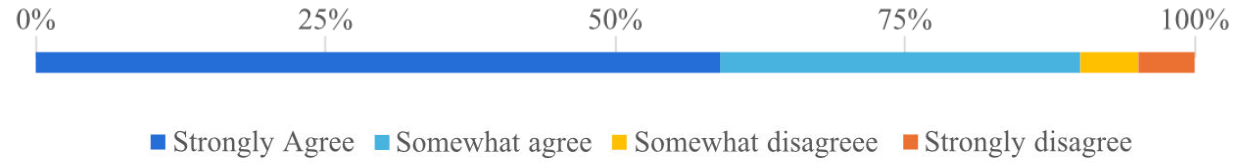


4.3 From the summer of 2025, we will be co-constructing a 2.0 agreement to:

(1) re-discuss what works and what does not,

(2) assess our emission reduction targets between now and 2030, and

(3) determine, on the basis of the 2025 assessment, a CO2 quota system for 'missions' and 'equipment purchases' for 2026, which can be adapted according to activities.



Measure not retained by the vote :

4.4 Finally, to encourage people to take these measures seriously, we propose that team members who conscientiously follow all these commitments (in particular filling in the tables) should be highlighted in the team rankings for grant applications (APIC, M2 bonuses, doctoral grants) from autumn 2025 onwards.