

# sustainability at amadys

# report highlights

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# statement of the ceo

In light of the urgent need to address climate change and its potential impacts on our world, we remain steadfast in our commitment to sustainability as a central pillar of our business strategy. Our CEO firmly believes that it is our responsibility to take a proactive stance and contribute to mitigating climate change and its associated socio-economic imbalances. We are proud to share that our dedication towards sustainability has yielded positive outcomes. Despite our rapid growth, we have made significant strides in reducing our energy consumption across scope 1, 2, and 3 emissions. We have also made considerable progress in minimizing packaging materials and waste throughout our operations, showcasing our commitment to responsible resource management.

Furthermore, we have increased our investment in training hours for our employees, recognizing the importance of empowering our workforce with the knowledge and skills needed to drive sustainability initiatives within our organization. By fostering a culture of continuous learning and development, we aim to cultivate a mindset that values environmental and social responsibility across all levels of our company.

While we acknowledge that there are ongoing challenges in various ESG-related areas, we assure you that we are on track to achieve our ambitious targets for 2025 and 2030. Our commitment to sustainability goes beyond meeting regulatory requirements; it rests on our genuine desire to create a harmonious balance between people, the environment, and the economy. We understand that our stakeholders are increasingly aware of the impact of our actions on people, communities, and the natural environment. Their trust and support are invaluable to us, and we strive to be fully transparent in our sustainability efforts. We are dedicated to working closely with our suppliers and customers, recognizing that collective action and collaboration are essential in addressing the challenges we face.

As we move forward, sustainability will remain at the core of our business, driving our continued success. Winning in ESG is not only a victory for our company but also for the communities we serve and the environment we cherish. We will continue to evolve, innovate, and adapt to ensure a sustainable future for generations to come.

# future technology for today

## Vision

We are shaping tomorrow by providing reliable and sustainable end-to-end network solutions for the telecom and energy sector.

## Mission

Our company is striving for trusted, long-term relations with clients and partners by providing them with our expertise and high quality one stop solutions for the telecom and energy sector.



# amadys in numbers

- 11 European countries
- 400 + million turnover
- 400 + employees
- 50.000 + square meter warehouse space





# health & safety

Our employees and their health & safety are our top priority in our ESG Strategy. We are fully committed to ensuring that our business operations do not compromise the well-being of our employees. Maintaining a high level of health and safety is of utmost importance to us, and we consistently strive to enhance our measures in this area.

To demonstrate our dedication, we have implemented a comprehensive global health and safety policy. Additionally, we have implemented targeted management procedures and initiatives in each of our organizations to address health and safety concerns effectively. Furthermore, we have made a firm commitment to achieving [zero fatalities](#) and aim to continually reduce our LTIR to 0.5 by 2025.

	Unit	2019	2020	2021	2022
# Incidents	#	5,0	2,0	2,0	1,0
LTI	#	4,3	1,0	2,0	1,0
TRIR	#incidents x 200.000 / total hours worked p.a.	3,39	1,27	1,25	0,4
LTIR	(lost time injuries / total hours worked p.a. ) x 200.000	2,91	0,64	1,25	0,1
Fataliy Rate	#	0,0	0,0	0,0	0,0

Our unwavering focus on safety has yielded positive results. We are extremely proud to report that we have not experienced any fatal accidents in recent years. Moreover, over the past year, we have reached our goal for 2025. Although we regret that we had 1 small incident the LTIR of 0.4 is a testament to the effectiveness of our health and safety training programs, which we take great pride in.

By highlighting our outstanding achievement of zero fatalities and mitigation taken on the minor incidents, we underscore the success of our health and safety training initiatives and our unwavering commitment to maintaining the well-being of our employees.





# product quality & safety

Closely intertwined with the well-being of our team members and customers is the paramount importance of product quality and safety. This vital aspect serves as yet another crucial pillar of our ESG strategy. Upholding the highest safety standards is not only a priority for our operations, but also for our products. As evidence of our commitment, several of our business divisions have already obtained ISO9001 certification, and we consistently strive to expand this achievement.

However, our dedication to product quality and safety goes beyond mere certification. We firmly believe in the proficiency and safety of our tools and products. To ensure our stakeholders remain well-equipped and informed, we offer comprehensive online training programs as well as a dedicated tool kit specifically designed for our installers. We recognize the importance of individuals working with our tools and products, and we aim to provide them with the necessary resources to carry out their duties efficiently and securely.

Furthermore, we are proud to highlight our track record, [boasting zero product recalls in the past four years](#). This stands as a testament to our unwavering commitment to delivering products of the utmost quality and safety, providing peace of mind to both our team members and customers.

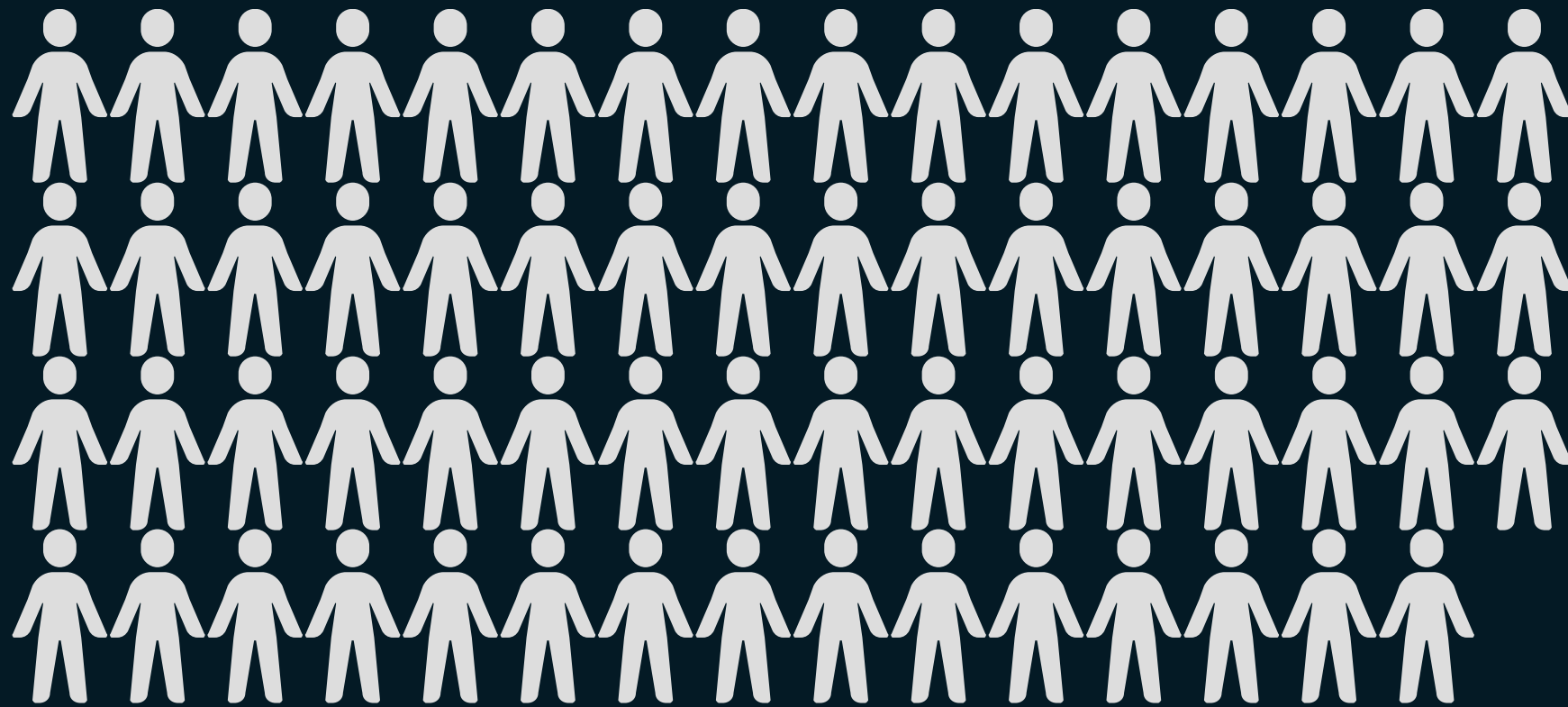
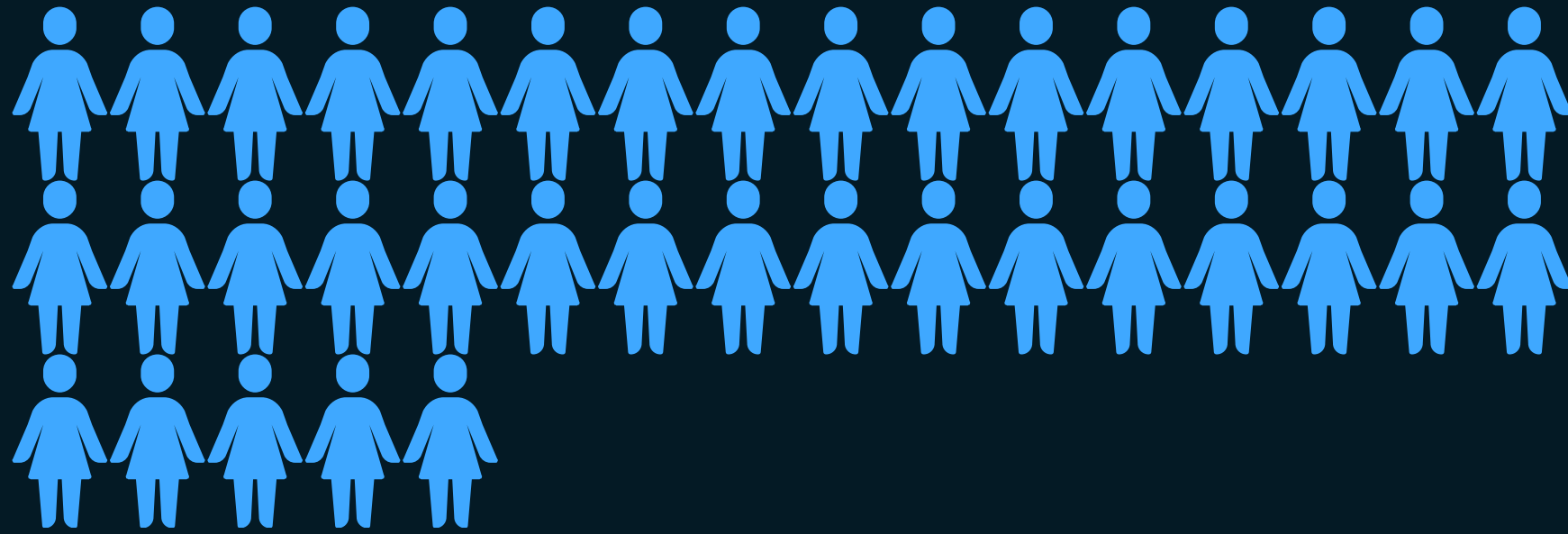


# diversity & anti-discrimination

Over the past five years, we have seen consistent growth in our female employee base, reaching 43% representation. However, in our most recent update, we are at 37%. Although we have managed to increase the number of female employees, it is essential to recognize that our journey towards greater gender diversity is influenced by various factors, including the rapid expansion of our organization, which may have temporarily impacted our ability to meet our 40% goal

	Unit	2019	2020	2021	2022
Female employees	number	70	75	86	90
Female employees	%	43%	43%	44%	37%

# diversity



We remain committed to our diversity and inclusion initiatives, which include a comprehensive program with various initiatives and guidelines. Our anti-discrimination policy continues to be stringent and all-encompassing, ensuring that we leave no room for unequal treatment or disadvantage across all aspects of our operations, including hiring decisions, promotions, transfers, recruitment practices, advertising, professional development, layoffs, terminations, and compensation rates.

Our workforce continues to embody the values of mutual fairness and respect. We are dedicated to fostering an atmosphere where every individual feels secure, comfortable, and empowered to contribute their unique perspectives, which we believe is essential for innovation and problem-solving.



# co2 emission

We are thrilled to announce the remarkable achievement we have made in reducing our greenhouse gas emissions in 2022! When we look at the specific reductions in our Scope 1 and Scope 2 emissions. In Scope 1, we have achieved an outstanding reduction of 33% compared to 2020. Likewise, in Scope 2, we have achieved a significant reduction of 23% compared to our baseline year.

These results showcase our unwavering commitment to sustainability and environmental stewardship. We have set ambitious goals for the future, aiming to continue our journey towards a greener world. By 2025, we envision a 25% reduction in the intensity of Scope 1 and Scope 2 CO2 emissions compared to our 2020 baseline. But we won't stop there; our ultimate target is a remarkable 50% reduction in CO2 emissions intensity by 2030, again compared to our 2020 baseline.

We are proud of these accomplishments and would like to extend our gratitude to every team member and stakeholder who contributed to this success. Together, we are making a positive impact on the environment and shaping a more sustainable future for generations to come. Let these results serve as motivation to continue our efforts and drive even greater change in the years ahead.

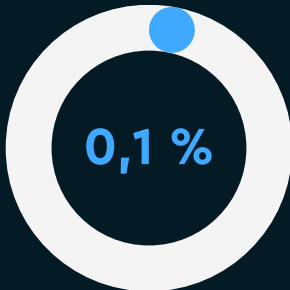
# scope 1, 2 & 3



## Scope 1

Direct emissions from

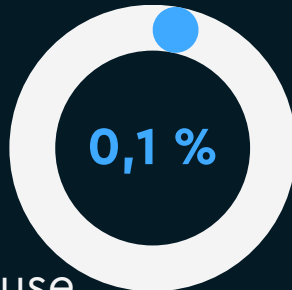
- company facilities
- company vehicles



## Scope 2

Indirect emissions from

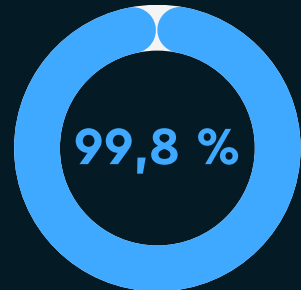
- purchased electricity
- heating & cooling for own use

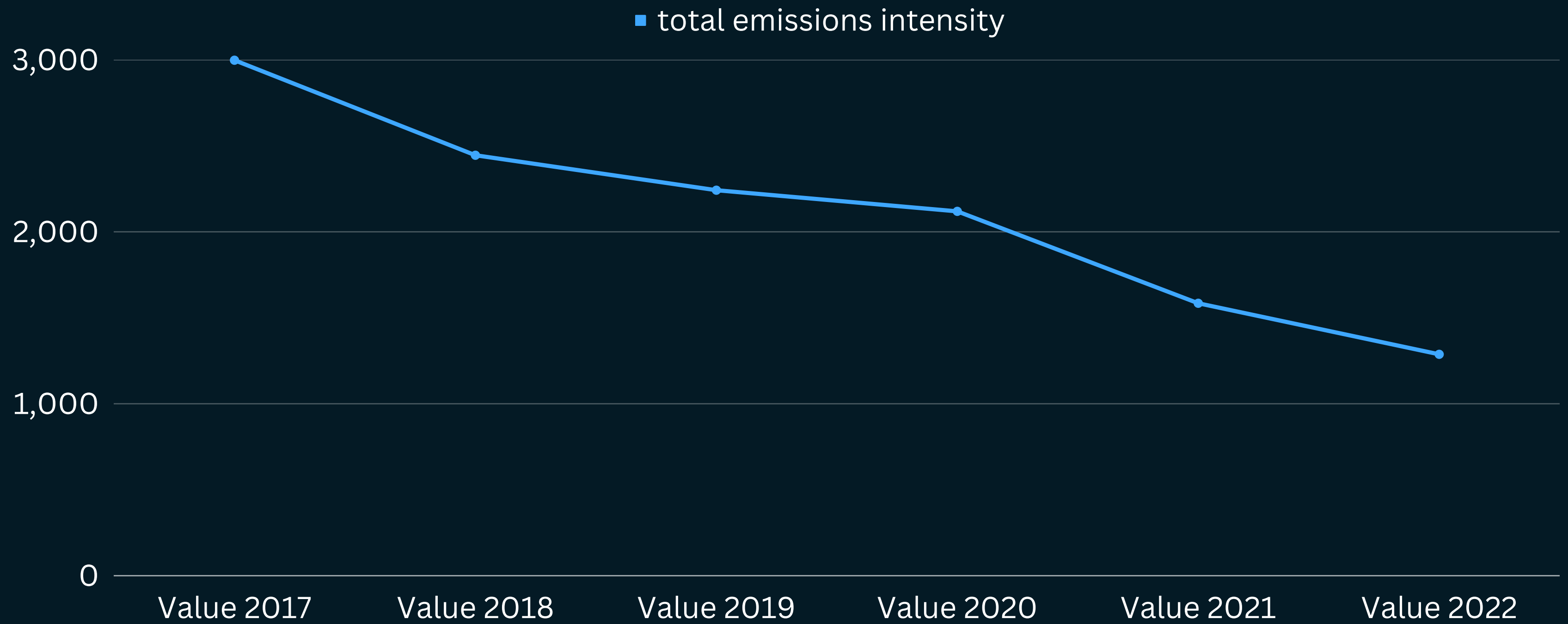


## Scope 3

Indirect emissions from

- upstream & downstream transportation
- purchased goods & services





# CO2 (scope 1,2 & 3) intensity trend

ESG metric	Unit	Value 2019	Value 2020	Value 2021	Value 2022
Total scope 1 carbon emissions intensity	tons/€M	1,70	1,50	1,10	1,10
Total scope 2 carbon emissions intensity	tons/€M	1,50	1,30	1,50	1,10
Total scope 3 carbon emissions intensity	tons/€M	2206,20	2118,40	1582,20	1288
Thereof scope 3 carbon emissions intensity in "purchased goods & services"	% of total scope 3 carbon emission intensity	99,90%	99,90%	99,80%	99,80%
Thereof scope 3 carbon emissions intensity in "upstream transportation"	% of total scope 3 carbon emission intensity	0,10%	0,06%	0,09%	1,00%
Thereof scope 3 carbon emissions intensity in "downstream transportation"	% of total scope 3 carbon emission intensity	0,10%	0,07%	0,07%	0,09%
Total emissions intensity	tons/€M	2209,50	2121,20	1584,80	1290,20

### Commitment / Targets:

- 25% reduction in Scope 1&2 CO2 emissions intensity by 2025 vs. 2020 baseline
- 50% reduction in Scope 1&2 CO2 emissions intensity by 2030 vs. 2020 baseline

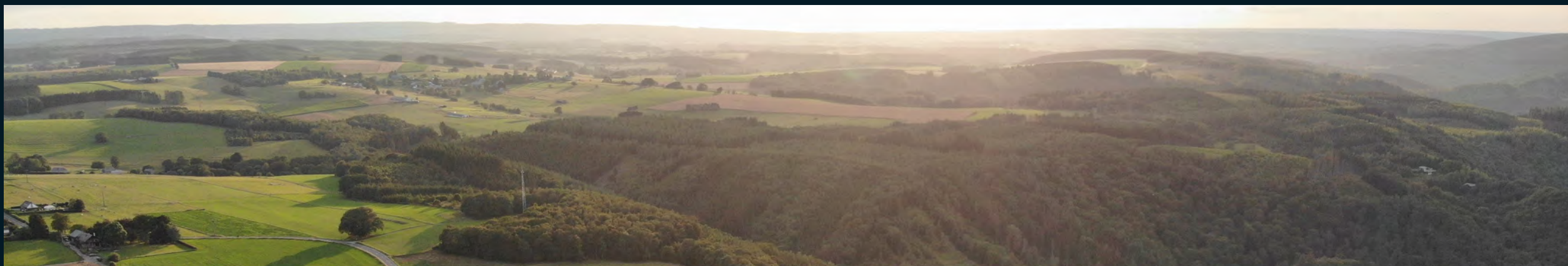
As part of our commitment to environmental sustainability, we prioritize the reduction of greenhouse gas emissions when selecting and engaging with our suppliers and business partners. We expect all our suppliers to adhere to our Code of Conduct (CoC) and continuously assess their compliance.

We are also excited to share that we have recently recalculated our emissions using primary data from one of our most significant suppliers. This has resulted in more accurate data, and we are proud to announce that we have achieved a 40% reduction in Scope 3 emissions compared to our 2020 baseline.

These achievements demonstrate our dedication to mitigating climate change and working towards a more sustainable future.

# 50%

We're committed to reduce  
CO2 emissions intensity in  
scope 1 & 2 by 25% by  
2025 and 50% by 2030

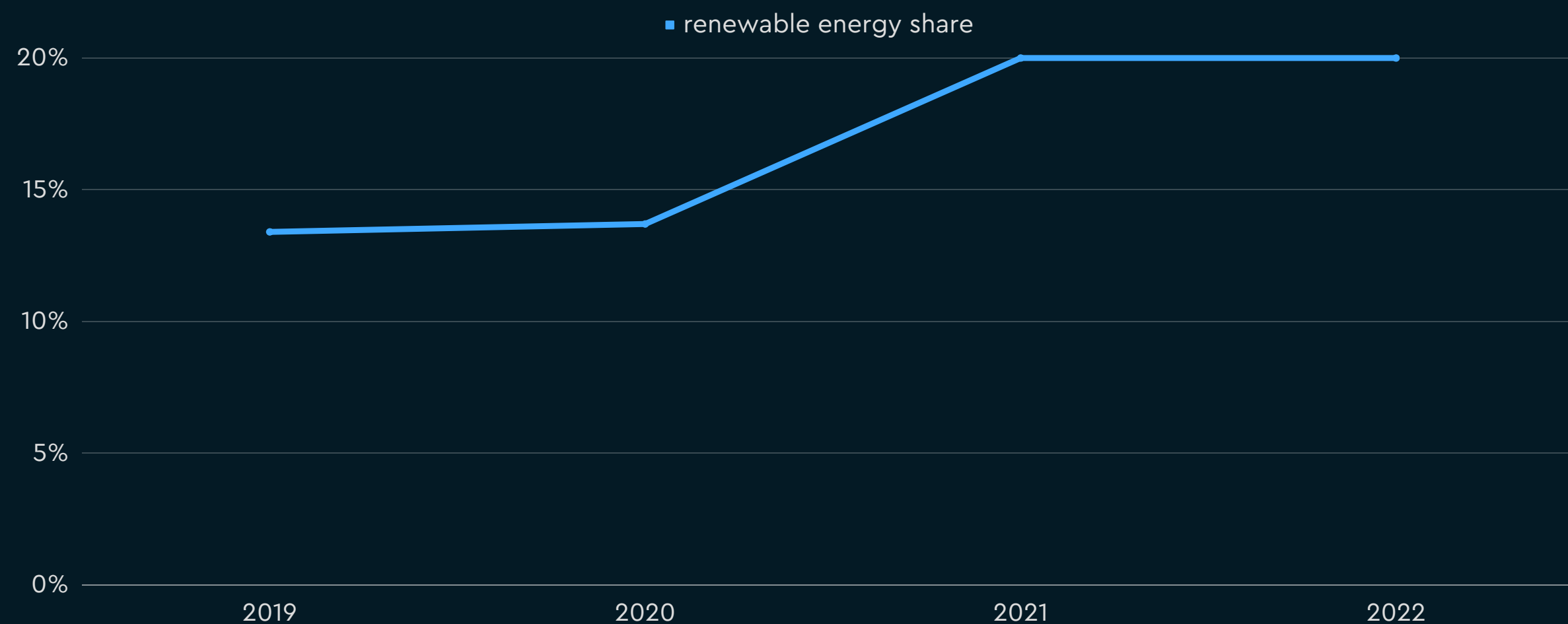




# renewable energy

Our sustainability report offers comprehensive insights into our energy consumption and other key sustainability metrics. Currently, we diligently track and internally report our energy consumption, allowing us to gain valuable insights into our performance over the past four years. While our progress has been influenced by energy prices and geopolitical factors, we have not achieved the scaling up that we initially envisioned.

However, we remain optimistic about the future and are confident that substantial advancements are on the horizon for 2023 and 2024. We are steadily making progress towards our goal of achieving 100% renewable energy by 2025. In the coming years we make significant steps forward by installing additional solar panels on our roofs and securing green energy contracts. These efforts not only ensure a sustainable future for our organization but also demonstrate our commitment to mitigating climate change and protecting the environment. We remain dedicated to pushing the boundaries of what is possible, and we are confident that we will reach our target, realizing the potential of renewable energy to make a lasting positive impact on our planet.



# 100%

Our goal is to fully rely on renewable energy by 2025





# water consumption

Water scarcity is an increasingly intense global issue. In many regions of the world, such as Latin America, the Middle East, or Australia, the water supply, especially the supply of clean fresh water, is no longer guaranteed due to an increased frequency in droughts. Even in countries not traditionally associated with water scarcity, such as the United States or some European countries, climate change has led to significant water shortages over extended periods of time.

As climate change progresses, water stress and the associated public awareness increases and we at Amadys are aware of our responsibility of contributing to reduce the amount of water used.

Although we are not directly affected by water scarcity risks as part of our business model, we also see it as our responsibility to continuously optimize our water management to positively impact the communities and environments we operate in, especially, since the majority of our offices and sites are located in areas with high to very high water stress levels.

# water consumption



Industry average  
147,8 m<sup>3</sup>/M€



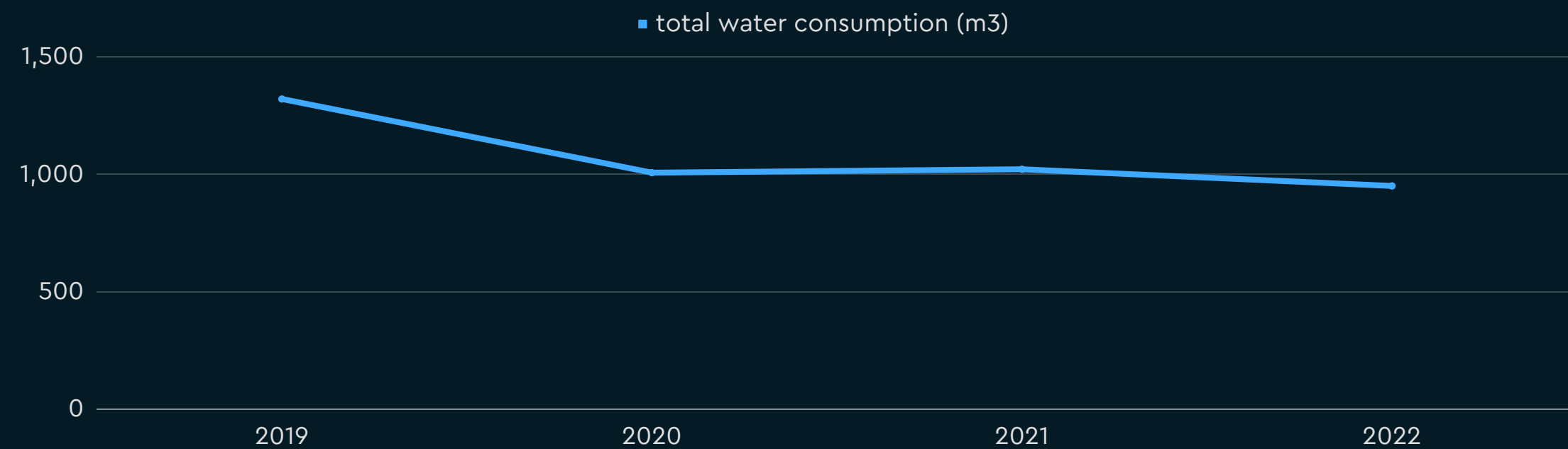
Amadys Group  
2,5 m<sup>3</sup>/M€

We have achieved a remarkable reduction in our water consumption, surpassing our initial goals by a significant margin. In comparison to our 2020 baseline, we have successfully reduced water consumption by an impressive 55%. Our commitment to sustainable water management remains unwavering, and we have set ambitious targets for the coming years.

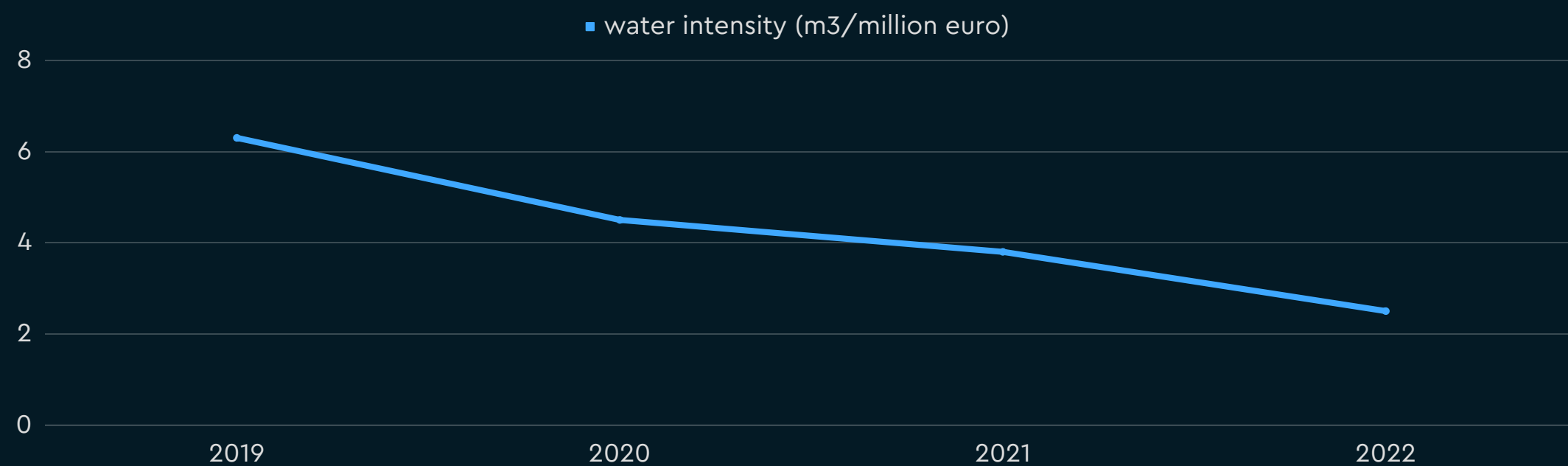
Our next milestone is to achieve a 25% reduction in water consumption by 2025. Remarkably, with our current progress, we are already surpassing our 2030 target of a 50% reduction in water consumption. This remarkable achievement underscores our dedication to responsible resource management.

We understand that the responsible use of water is not just a goal but a necessity for our industry and the broader natural environment. Water is a precious resource, and we acknowledge its critical importance. As part of our company's core philosophy, we are fully committed to protecting and preserving water resources.

At Amadys, we prioritize sustainable water management, with a commitment to continually enhance the efficiency of our water usage and reduce emissions across our entire value chain. Our dedication to this cause is resolute, and we will continue to make strides in safeguarding this invaluable resource for the benefit of future generations.



	Unit	2019	2020	2021	2022
Total water consumption	m <sup>3</sup>	1320	1006,5	1021	950
Water intensity	m <sup>3</sup> /M€	6,3	4,5	3,8	2,5



# 50%

We are proud to share that we reached our 2030 goal to reduce water intensity by 50% vs 2020 baseline.



# waste management

While we acknowledge that we may not be currently on track to reach our target, it is essential to highlight the substantial strides we have made in reducing our total waste by 68% compared to last year. This reduction is particularly noteworthy considering our growth during the same period. Furthermore, we are pleased to report that our waste management practices have resulted in a commendable outcome of zero hazardous waste and no other solid waste negatively impacting our environment for the past four years. This demonstrates our commitment to protecting the environment and ensures that our operations remain sustainable.

Moreover, we have managed to improve waste separation at the business unit level, signifying an increased level of awareness and commitment among our employees. As we move forward, we will continue to prioritize waste management and strive to surpass our recycling targets. Our company remains dedicated to finding innovative solutions that minimize waste generation, maximize recycling efforts, and ensure a cleaner and healthier environment for future generations.



51,9% unrecycled waste



48,1% recycled waste

	Unit	2019	2020	2021	2022
Total waste	tons	193,3	203,5	273,0	187,0
Waste recycled	tons	115,9	111,1	160,0	90,0
% Of waste recycled	%	60,0 %	54.6 %	58.6 %	48,1%
Hazardous waste	tons	0,0	0,0	0,0	0,0

70%

We commit to increase our share of recycled waste to 70% by 2025



# physical climate change risk

The climate crisis represents one of the central problems of our generation. Already today, it has caused an average global warming of about 1,0 °C over the pre-industrial level. The Paris Agreement's 1,5 °C limit on global warming is likely to be reached and exceeded as early as between 2030 and 2050.

We recognize that climate change risks may materialize in the future and hence necessitate actions with both short but also long-term impacts. Moreover, we are aware that the climate crisis poses significant physical risk that impacts us both directly and indirectly.

We recognize that the continued emissions of greenhouse gases will lead to further warming and irreversible changes in the entire climatic system, thereby increasing the likelihood of severe, widespread and irreversible physical impacts on humans and ecosystems. For example, we are at risk of the increasing probability of floodings in regions such as Antwerp, where our headquarter and Amadys Telecom are located, as it is close to a river delta. Moreover, the probability of heavy storms is about to increase in all the regions we operate in, which may severely impact our business and also the health of our employees.

These extreme weather conditions may also affect our upstream and downstream supply chains in the future. As a distributor, we are highly dependent on external weather conditions, which is why increasing floods and storms pose a significant risk to our entire supply and value chain. Proactively counteracting this change is a must - above all, out of a sense of responsibility toward our environment. Passive behaviour becomes a risk for companies, as government tightened, and climate-damaging behaviour can lead to lead to reputational damage. We have an obligation to leading by example.





# whistleblower cases

Our commitment to ESG extends beyond environmental and social issues and includes a strong emphasis on governance. We understand the importance of effective leadership and governance in achieving our goals and positioning ourselves as an industry leader in ESG. To embed ESG throughout our organization, we have implemented structures, responsibilities, and policies that promote ethical behavior.

In line with our values of morale, reliability, and responsibility, we actively promote a culture of speaking up and encourage our employees to report any ethical concerns they may encounter. We recognize that such situations can be challenging, and we value the courage it takes for employees to come forward. To provide a safe avenue for reporting, we have established an anonymous whistleblower system that protects the identity of individuals who raise concerns and ensures they are free from any form of retaliation.

Transparency is important to us, which is why we regularly measure and report on our whistleblowing cases both internally and externally. By doing so, we aim to provide a comprehensive view of our adherence to our Code of Conduct and related policies, as well as to demonstrate our commitment to maintaining the highest moral standards. We are proud to state that we have received zero whistleblower reports in the past years, indicating our continued compliance with our ethical guidelines.

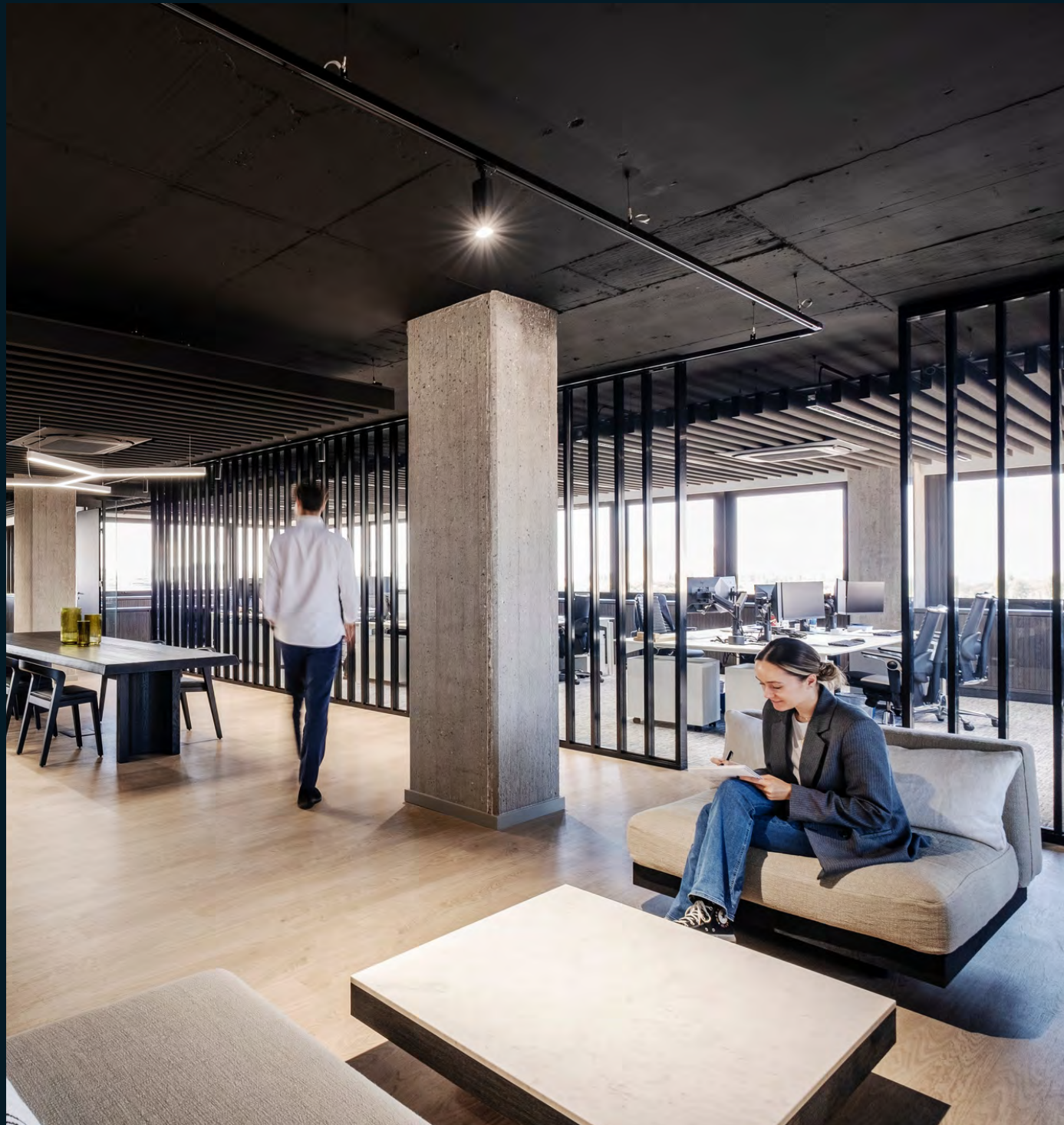
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**We're committed to  
maintain level zero  
whistleblower cases in the  
future.**



# political involvement & lobbying

As a leading player in our industry, we strive to maintain the highest ethical standards. We believe in complete transparency when it comes to our interactions with public sector and political agents. Therefore, we take pride in declaring that our company does not engage in or support any form of donations to political organizations, parties, or individual politicians. We are committed to remaining politically independent and avoiding any undue influence. We strictly prohibit any kind of political involvement on behalf of Amadys. We are delighted to share that we have not participated in any direct or indirect lobbying activities, endorsed any political affiliations, or made any political expenditures.



# contact

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**shaping tomorrow, together.**