

# sustainability at amadys

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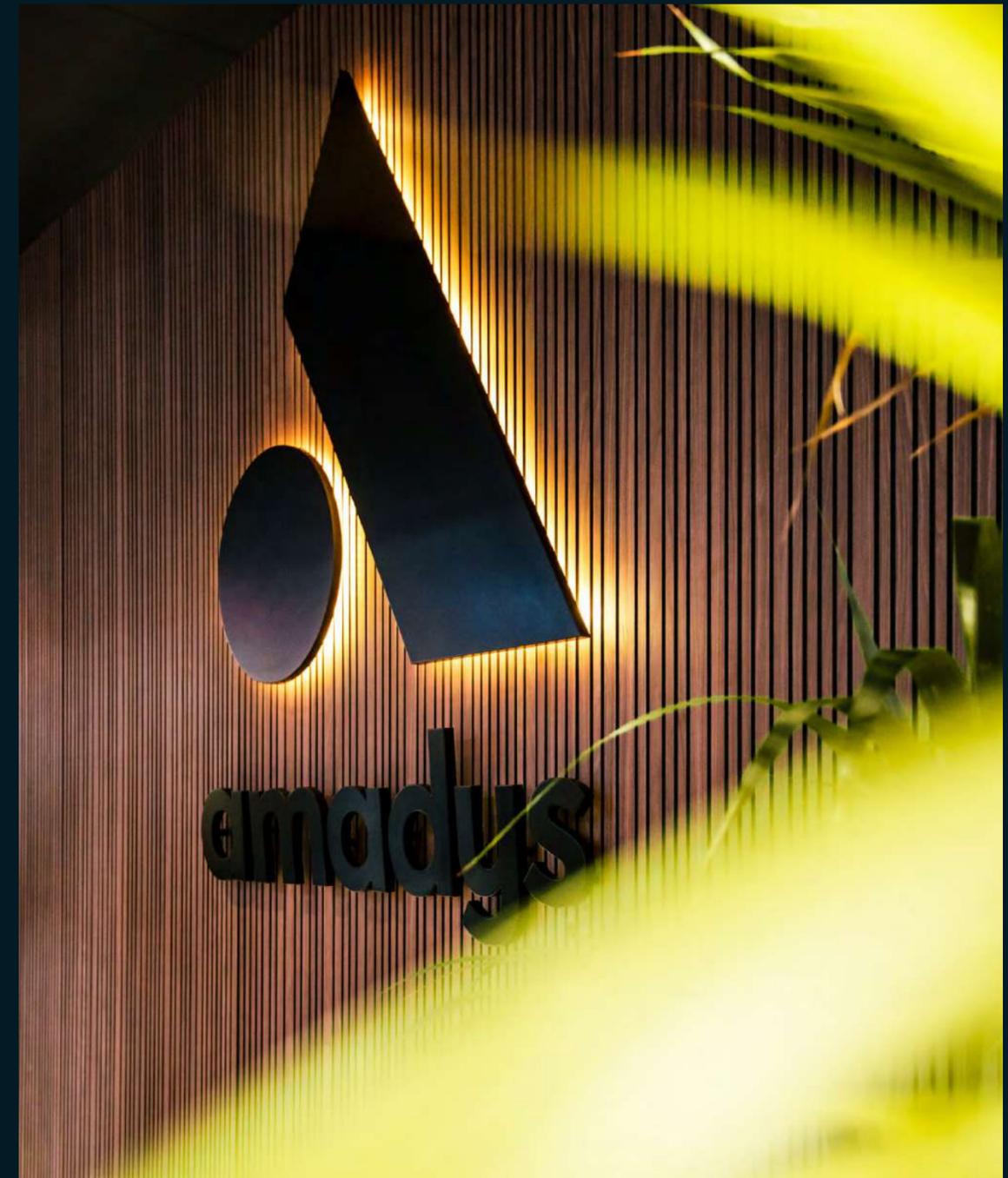
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# statement of the ceo

Climate change represents one of the greatest challenges of our time. We are in the midst of a global crisis that is likely to have far-reaching impacts on our lives and environment, while threatening to exacerbate global socio-demographic imbalances. In the face of these challenges, we see the need to take a proactive stance and help mitigate climate change. Indeed, sustainability is becoming a critical factor for the future of business.

We recognize that all our stakeholders become increasingly aware of our actions on our people, communities and the natural environment.

We are proud to take this mindset shift seriously and are explicitly committed to implementing a long-term ESG sustainability strategy - to optimize our environmental footprint, but also to be able to tackle all future challenges. We put sustainability not only in an environmental sense but also in a social sense at the heart of our business strategy. It is about finding a constant balance between people, the environment and the economy for the entire Amadys. We are committed to working together with our suppliers and customers on this important task. Sustainability will be at the heart of our business and one of the key levers for our continued success: Our win in ESG is a win for our entire company.

# 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

- 7 European countries
- 350 + million turnover
- 375 + employees
- 50.000 square meter warehouse space





# health & safety

Our employees and their health & safety are at the core of our ESG Strategy. Consequently, our biggest commitment is to ensure that our business operations do not cause any harm on the health and safety of your employees or any other stakeholder involved. At no point during work health or safety can be compromised. Thus, across our organizations, we continuously strive to improve our health and safety measures.



# product quality & safety

Closely linked to the safety of our stakeholders and employees is product quality and safety - another important pillar of our ESG strategy. The highest safety standards apply not only to our processes but also to our products, which is why we already have some of our business units certified with the ISO9001 standard and continuously work on increasing this share.

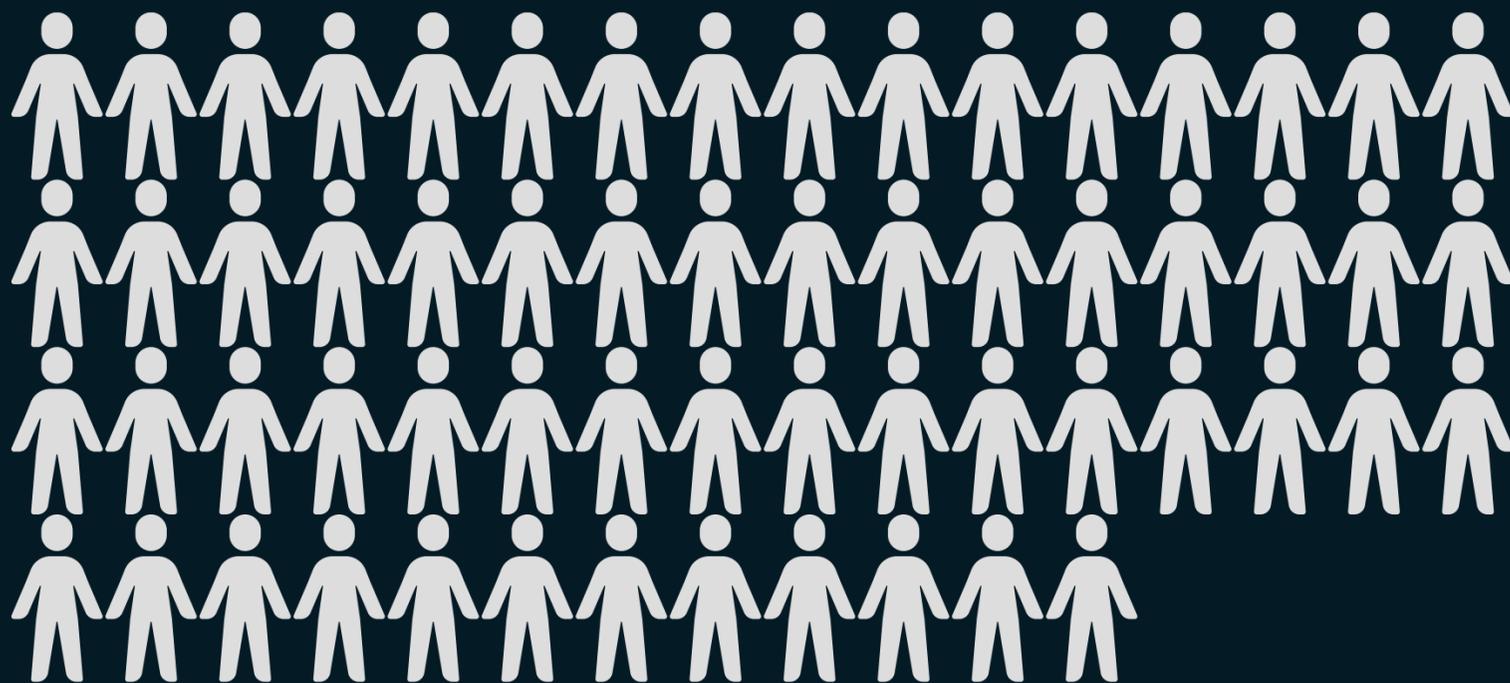
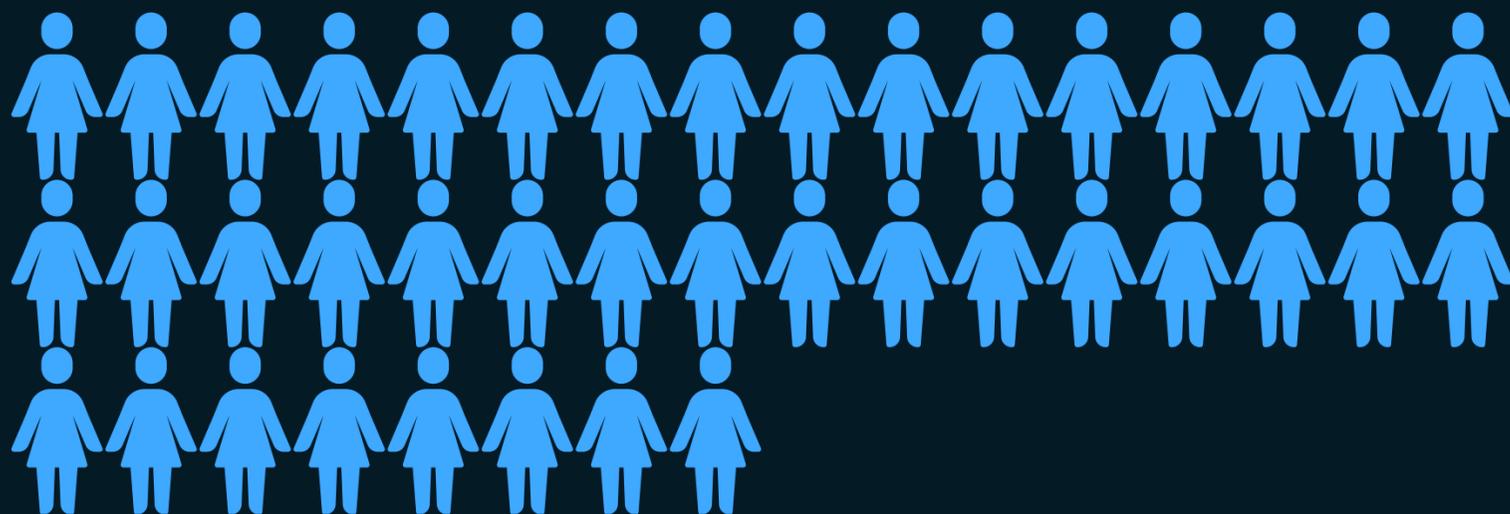
We are not only convinced of the quality and safety of our products, but we also have quantitative data supporting this fact - we are proud to report that we had not had any product recalls in the last 3 years.



# diversity & anti-discrimination

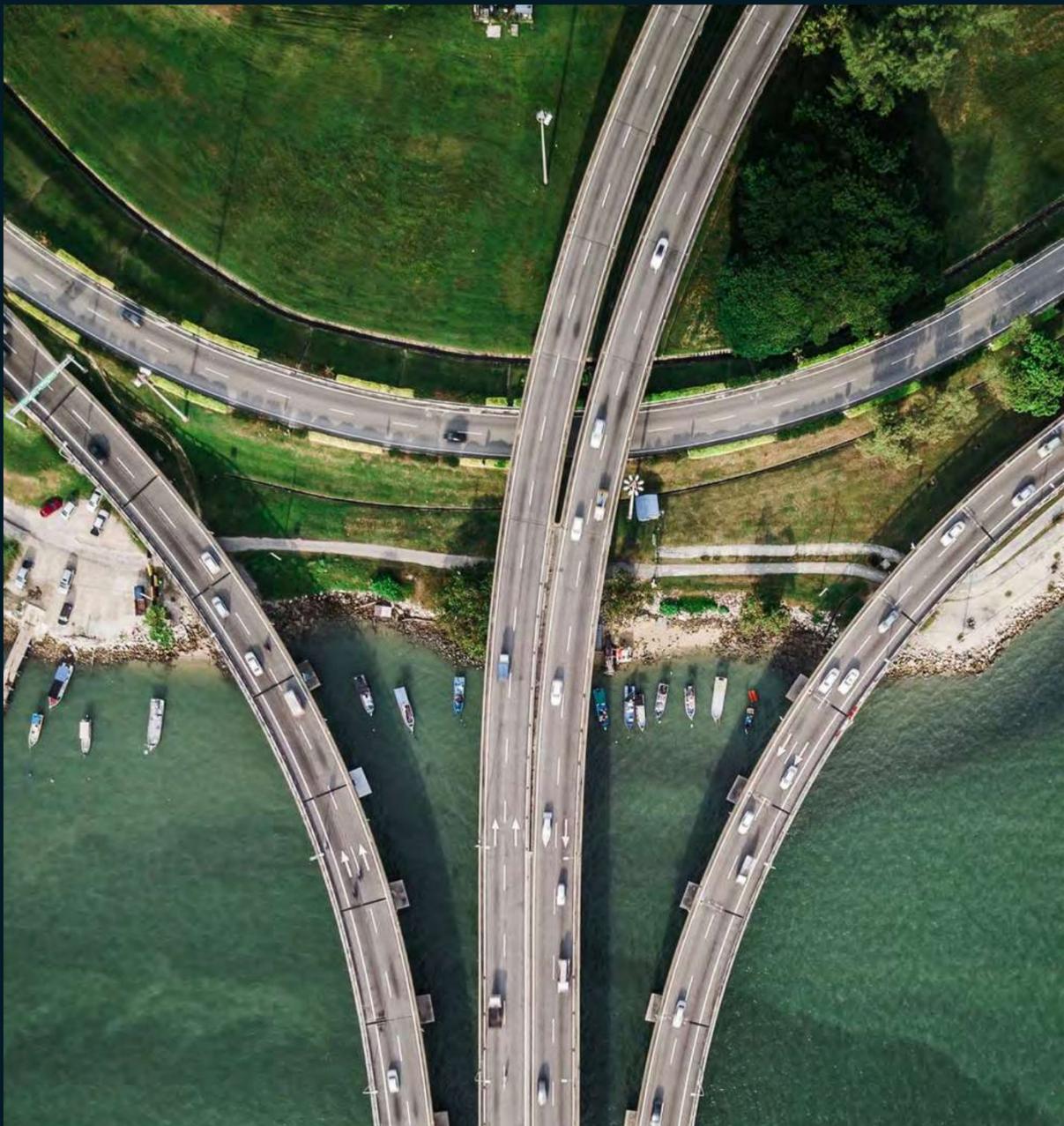
As diversity is in our DNA, we believe that everyone should be treated equally and that no one should be disadvantaged or discriminated against. Therefore, we have a strict anti-discrimination policy that we rigorously follow. This includes prohibiting discrimination at all levels, including but not limited to hiring decisions, promotions, transfers, recruitment, recruiting advertising, development, layoff and termination, rates of pay, and other forms of compensation. In addition, all employees are responsible for creating an atmosphere of mutual fairness and respect. Discrimination of any kind will not be tolerated and is strictly prohibited.

# diversity



As an international company operating in multiple countries, creating an inclusive, diverse and safe work environment for all is a top priority for us. We believe that diversity is an undisputed catalyst for continuously improving our business performance and developing an even better and inclusive work environment. For this reason, we have set ourselves the goal of having at least one woman on our Board of Directors by 2025 and reaching the threshold of more than 20% by 2030.

	Unit	2019	2020	2021
Female employees	number	70	75	79
Female employees	%	43%	43%	44%



# co2 emission

Getting to know our company emissions was one of the first steps in taking corporate climate action. From there, we were able to understand where our opportunities for reducing emissions are and how we can make smart business decisions and investments for the future.

Greenhouse gas emissions are considered either "direct" or "indirect" emissions. And they're categorised into three groups or "scopes" by international and national carbon accounting standards. As a non-producing company, it is our first target to reduce scope 1 and 2 as we can influence them directly.

# scope 1, 2 & 3



## Scope 1

Direct emissions from

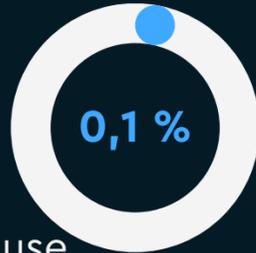
- company facilities
- company vehicles



## Scope 2

Indirect emissions from

- purchased electricity
- heating & cooling for own use

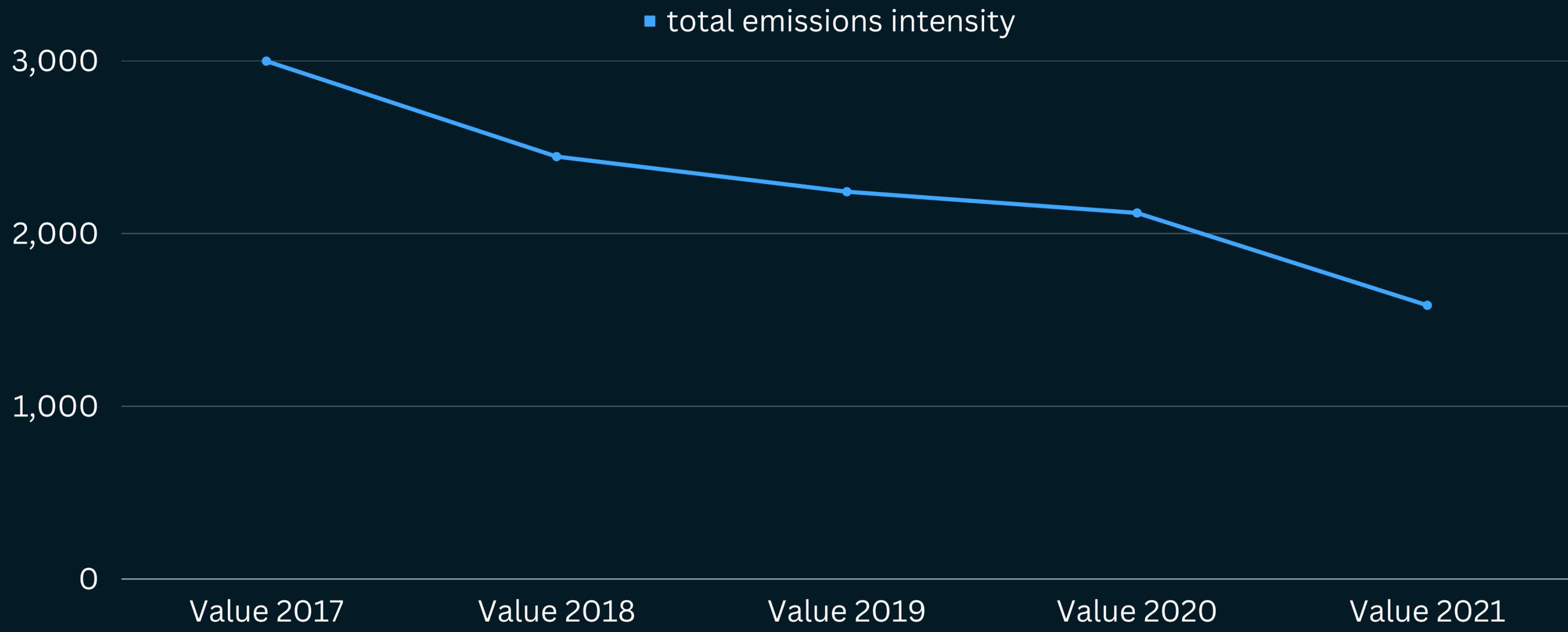


## Scope 3

Indirect emissions from

- upstream & downstream transportation
- purchased goods & services





### 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

We're very proud to report that we managed to decrease our total GHG emission and our Scope 3 GHG emissions by ca. 25% in 2021 vs. 2020 baseline. Furthermore, we commit to make greenhouse gas emission reduction a key priority when selecting and engaging with our suppliers and business partners, and we expect all our suppliers to sign our CoC and will ongoingly assess their compliance.

# 50%

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

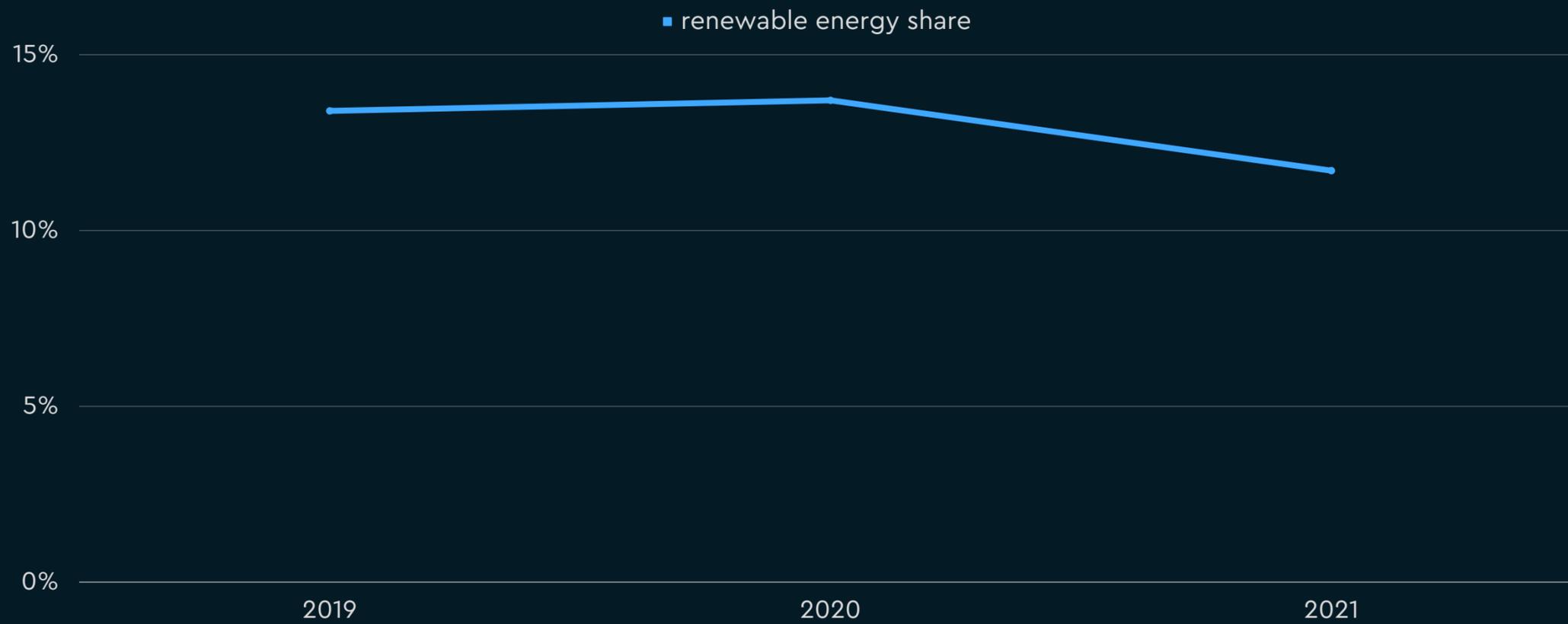




# renewable energy

Environmental protection and sustainable development have become important considerations for us. We identified the switch to renewable energy sources as one key lever to reduce GHG emissions (especially Scope 2). We recognize renewable energy sourcing as a substantial opportunity to minimize our organizations' impact on climate and the environment.

our strategy is twofold and consists of the installation of solar panels on all our roofs where possible on one hand, and of the purchase of sustainable energy on the other hand. This will allow us to fulfil our target of 100% renewable energy share by 2025.



# 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.

# water consumption



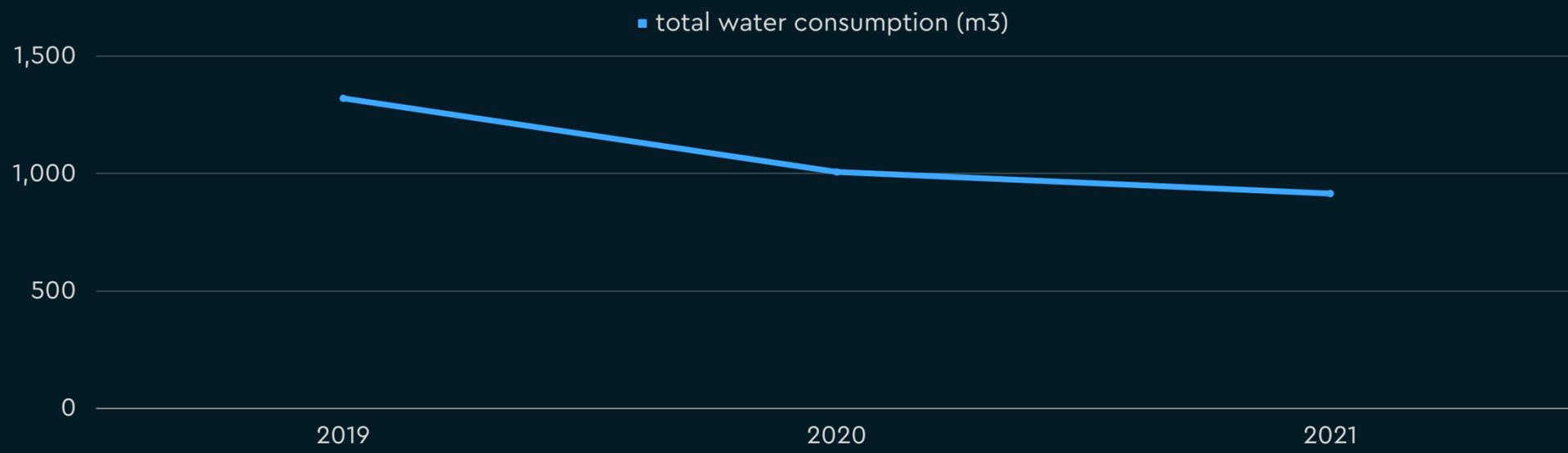
Industry average  
147,8 m<sup>3</sup>/M€



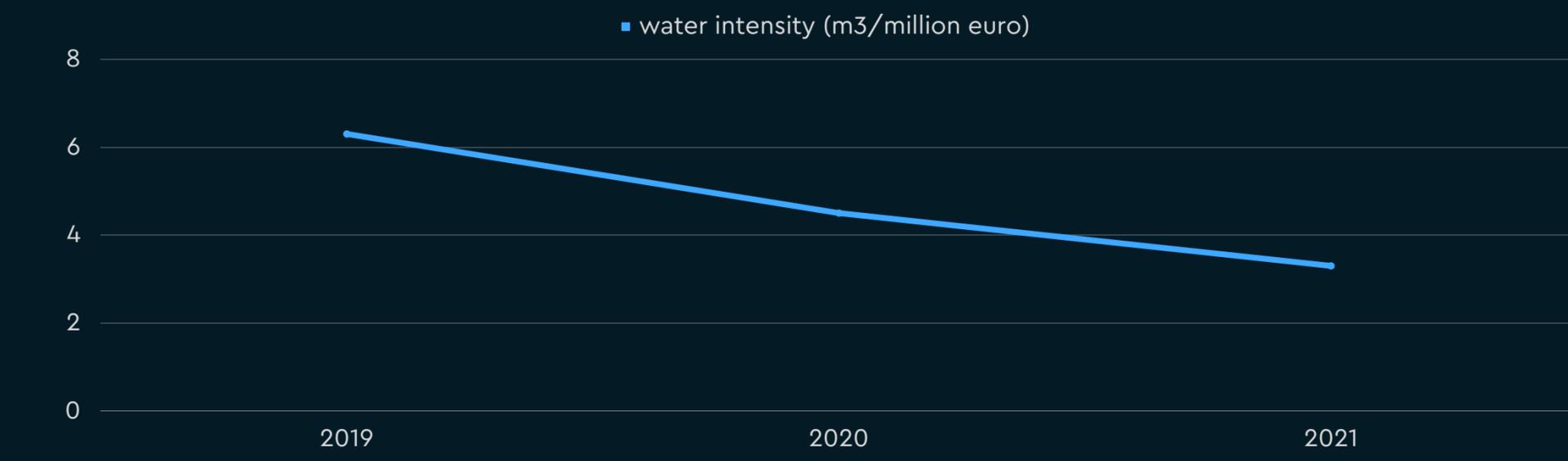
Amadys Group  
3,3 m<sup>3</sup>/M€

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.

Reducing our water consumption is a commitment which we take very seriously. Consequently, we already managed to decrease our total water consumption (-9%) as well as our water intensity (-26,7%) in 2021 vs. our 2020 baseline. Moreover, our water intensity in 2021 was well below the industry average<sup>1</sup> of 147,8 m<sup>3</sup>/M€



	Unit	2019	2020	2021
Total water consumption	m <sup>3</sup>	1320	1006,5	914,5
Water intensity	m <sup>3</sup> /M€	6,3	4,5	3,3



**50%**

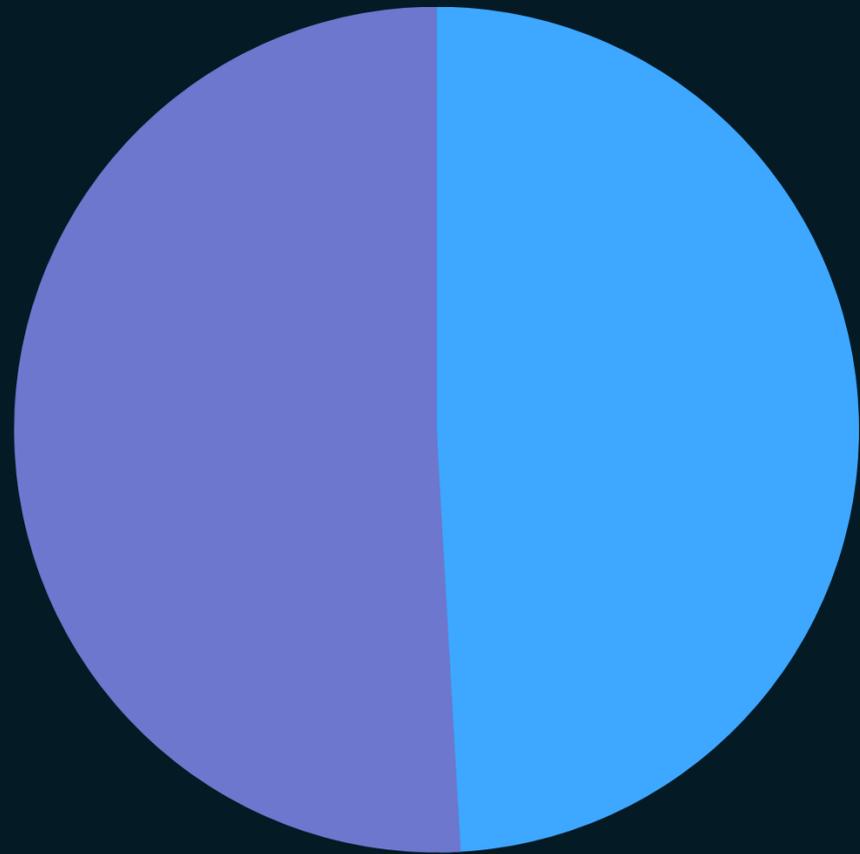
We are committed to reduce water intensity by 50% by 2030 vs 2020 baseline.



# waste management

Sustainable waste management forms an important part of our ESG strategy. Consequently, appropriate waste management and recycling represents a vital business concern. We have already managed to recycle more than 50% of our waste produced and we strive to continuously increase this share to 70% until 2025.

Moreover, we are proud to say that we have not had any hazardous waste within our business during the last three years and our objective is to maintain this also in the future. Furthermore, we did not have any other solid waste issues affecting our environment in the last three years.

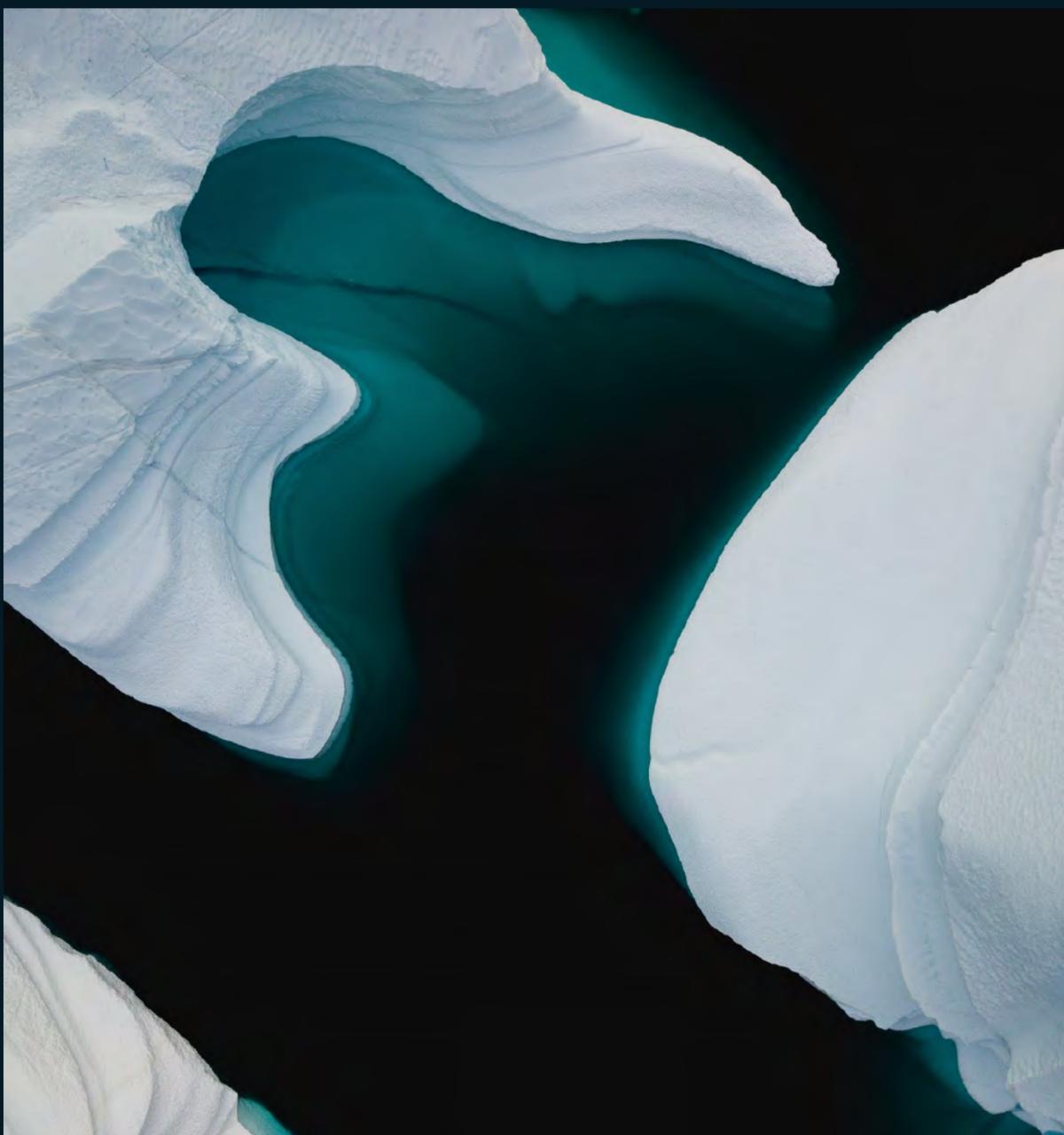


**70%**

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

54% recycled waste

46% unrecycled waste



# 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 ESG strategy is not limited to environmental and social issues, but also encompasses governance issues. We recognize that we need a strong leadership and governance framework to successfully follow the path we have defined for ourselves and to establish ourselves as an ESG leader in our industry. We have developed and put in place structures and responsibilities that embed ESG in our organization. This applies to our formal structures and policies as well as to our culture and the individual attitudes and actions of our employees. Morale, reliability and responsibility are core values that we continuously promote at all levels of the company - from the workplace to the boardroom.

Before and between 2019 and 2021 we did not have a single whistleblower case.

We recognize that our employees may face obstacles, difficult decisions and ethical dilemmas in performing their jobs. We know that it takes courage to speak out. That's why we have implemented an anonymous whistleblower system that allows our employees and suppliers to raise ethical concerns without fear of retaliation. Moreover, we constantly measure and report our whistleblowing cases internally and externally to provide full transparency on this topic for all our stakeholders and ourselves as company with highest moral standards. Thus, we are proud to report that in the past years we have acted in compliance with our Code of Conduct and the amending policies and have not received any whistleblower reports. We're committed to maintain level zero whistleblower cases in the future.

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# political involvement & lobbying

As a leading player within our industry, we hold ourselves accountable to strict ethical standards. We are committed to the highest degree of transparency regarding our interactions with public sector and political agents. Thus, we are proud to say that we do not make nor permit any direct or indirect donations to political organizations, political parties or individual politicians on behalf of our company. It is our commitment to always act in a politically independent manner and not to exert any undue influence. Any type of political involvement on Amadys's behalf is strictly prohibited. Thus, we are pleased to report that we have not engaged in any direct or indirect lobbying activities or promoted any political affiliations, and no political expenditures have been made.

# contact

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**shaping tomorrow, together.**