



**SLV** | LIGHTING  
GROUP

# LIGHT ON SUSTAINABILITY

SLV Lighting Group Sustainability Report 2024

“WE ARE HERE TO LIGHT THE WAY TO A **BRIGHTER FUTURE**, DELIVERING INNOVATIVE PRODUCTS TO EXCEED OUR CUSTOMERS’ DEMANDS, WHILST CONTRIBUTING TO A MORE **SUSTAINABLE GLOBAL ENVIRONMENT.**”

Mark Hendrik Körner, CEO **SLV Lighting Group** GmbH

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## CREATION OF A CIRCULAR ECONOMY

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In our journey towards a circular economy, we are committed to transforming our business practices to prioritize sustainability at every stage of the supply chain. By embracing Corporate Social Responsibility (CSR) values, we focus on reducing waste, maximizing resource efficiency, and ensuring ethical sourcing. Our goal is to create a closed-loop system where products are designed for reuse, recycling, and regeneration, driving a sustainable future that benefits both our business and the environment. Through collaboration with our partners, we aim to build a robust supply chain that supports long-term ecological balance and social equity.

# FOREWORD

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As we navigate a time marked by significant global challenges — ranging from climate change to resource depletion and social inequality — it has become abundantly clear that sustainability is no longer a choice but a necessity. The world stands at a pivotal moment, where the actions we take today will determine the future of generations to come. In this context, our commitment to sustainability is not just an add-on to our business strategy; it is at the very heart of who we are and what we stand for.

At **SLV Lighting Group**, we recognize that our role as a leading player in the lighting industry comes with significant responsibility. We are deeply aware that our operations, from sourcing materials to the final product, have a profound impact on the environment and society. With this in mind, we are committed to being a role model in our industry. We believe that meaningful change starts with small, achievable steps — whether it is reducing our carbon footprint, optimizing our supply chain, or offering more sustainable products. Each action, however small, is a vital part of the broader effort to create a more sustainable world.

Our dedication to sustainability is guided by the United Nations Sustainable Development Goals (SDGs), which serve as our north star. These global goals provide us with a clear framework to align our initiatives and measure our progress, ensuring that our actions contribute positively to the world's most pressing challenges. From promoting responsible consumption and production to ensuring affordable and clean energy, the SDGs inspire and drive us to be better every day.

## KEY OBJECTIVES OF OUR SUSTAINABILITY STRATEGY:

- **Product Life Cycle Assessment:** Continuously evaluate and minimize the environmental impact of our products from design to disposal, ensuring that sustainability is embedded at every stage of the product life cycle.
- **Sustainable Packaging:** Develop and implement packaging solutions that reduce waste, use recyclable or biodegradable materials, and support the circular economy.
- **Company Culture:** Foster a culture of sustainability within our organization, encouraging every employee to take ownership of our environmental goals and to contribute to a sustainable future.
- **Healthy Working Conditions:** Prioritize the well-being of our employees by ensuring safe, healthy, and supportive working conditions, promoting both physical and mental health across all our operations.

To our colleagues and stakeholders, I extend my heartfelt thanks for your ongoing support and commitment to this journey. Together, we can — and will — make a difference. Let us continue to work collaboratively, embracing our shared responsibility to create a brighter, more sustainable future for all.

Duesseldorf, December 2024. Mark Hendrik Körner, CEO **SLV Lighting Group** GmbH

# ABOUT US



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Based in Duesseldorf, the **SLV Lighting Group** GmbH is a collective of five distinct yet complementary brands, each bringing unique strengths to our portfolio. Together, we harness our synergies to deliver a diverse range of high-quality products and solutions for both the commercial and private sectors. Whether it is innovative solutions for businesses or tailored products for individual consumers, our brands collaborate to offer exceptional value, variety, and innovation.

United by a shared vision, we are committed to excellence, sustainability, and driving positive change across our industry. Focusing on innovative lighting concepts, we offer numerous solutions such as indoor and outdoor luminaires as well as lighting accessories for the wholesale trade, electrical trade, as well as lighting design.



**18**  
Subsidiaries



**637**  
Employees  
worldwide



**5**  
Brands



**+100**  
Countries

## WHAT WE ARE PASSIONATE ABOUT

Our mission is to bring high-quality lighting solutions that enhance everyday life across the globe. By combining local expertise with strong partnerships, we craft future-ready lighting that perfectly balances atmosphere and functionality. Our success is driven by our commitment to innovation, continuously exploring the latest trends and breakthroughs in design and technology.

# V

## OUR BRANDS

### Nordtronic

Since its establishment in 2006, Nordtronic has earned a reputation across the Nordic region for offering top-quality downlights and a portfolio tailored to local preferences. Continuously evolving with customer insights, the product range focuses on delivering innovative, sustainable, and energy-efficient solutions that are also designed for effortless installation.

### Novalux

Novalux has consistently pushed the limits of innovation, delivering high-quality, personalized lighting solutions since its founding in Italy in 1948. With a strong emphasis on developing groundbreaking, customizable designs for commercial spaces, Novalux specializes in using lighting to craft the perfect atmosphere and experience for its clients. Now led by the founder's grandson, the brand proudly carries on this legacy as part of the **SLV Lighting Group**.

### unex lighting

Founded in 1973, the Swiss brand unex lighting specializes in a premium range of LED strips, profile, and commercial lighting solutions. Operating from its headquarters in Zurich, the company not only manufactures its own products but also develops customized lighting solutions while serving as a trusted lighting consultant for projects throughout Switzerland.

### Knightsbridge

As a UK and Ireland focused company, Knightsbridge has grown into a leading supplier of over 3,000 premium products, ranging from wiring accessories to cutting-edge lighting technologies. The team at the Knightsbridge brand (also known as **ML Accessories**) is dedicated to creating innovative, smart, and stylish solutions that elevate both the atmosphere and functionality of residential and commercial spaces.

### SLV

Driven by German engineering, SLV quickly expanded from its origins in Uebach-Palenberg, Germany, to supplying expertly designed luminaires to more than 100 countries worldwide. Today, SLV is a leading provider of future-ready lighting solutions for both indoor and outdoor applications. As a B2B brand, it excels at combining innovative technology, modern design, and competitive pricing, whilst delivering exceptional service and top-quality products to its customers.



## OUR STRATEGY

**SLV Lighting Group** focuses on five strategic directions to ensure continuous responsible growth:



### Customer Centricity

Our customers – installers, light planners, architects, wholesalers and many more – are at the heart of everything we do. We focus our time and challenges, tailoring our products and services to equal and surpass their needs.



### Strive for Excellence

We aim to continuously push our boundaries to achieve the highest quality of our work, products and offered services. It involves relentless commitment to improvement and to delivering value to our customers, employees and partners.



### Digital Transformation

As we move further into a digital age, we continue to drive the transformation of our business and are making use of AI advancements to increase efficiency and market insight. We collaborate closely with our partners to ensure a seamless purchasing experience, whether in-store or online.



### Culture (R)evolution

We cultivate an agile learning environment and offer appealing growth opportunities to attract and retain top talent within our group. We aim to provide an environment, in which everyone can develop and use their strengths to drive the business forward.



### Social Value

We aim to become fully socially responsible and decrease our carbon footprint, through approaches such as focusing on product repairability and responsible sourcing.



### Vision

We are a trusted lighting group, delivering future-proof lighting solutions that illuminate residential and commercial environments across Europe.



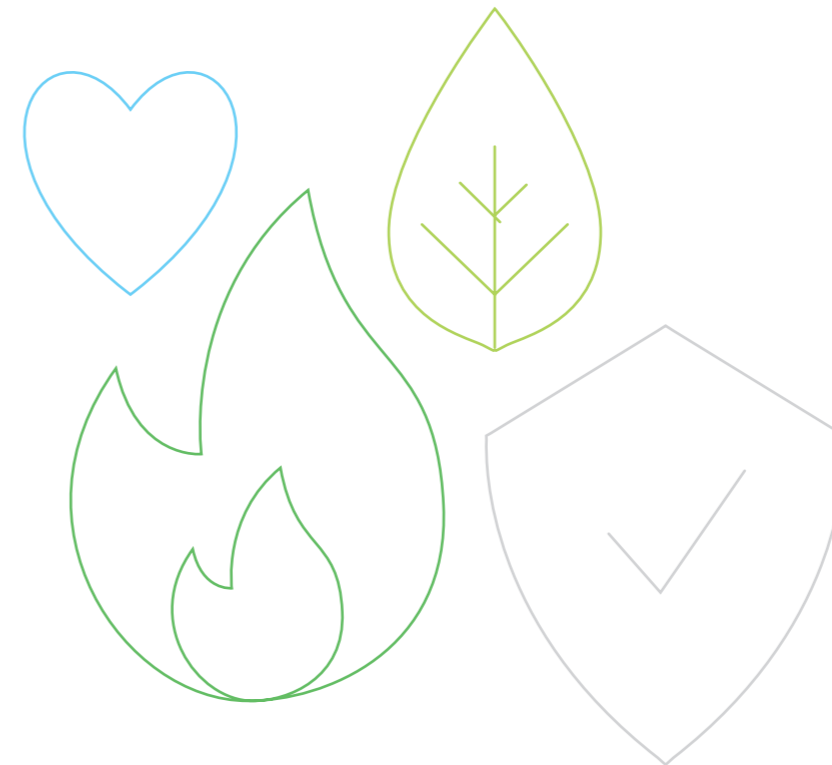
### Mission

Light is the core and heart of our business. We want to simplify the lives of our customers by providing high-quality lighting and first-class service. We follow trends closely to ensure that our products always reflect the latest technology and design trends.



### Value

We achieve our vision and our mission by actively practicing our core values: passion, responsibility, respect, and reliability.



**Passion.**  
We love what we do and go the extra mile for colleagues and customers.

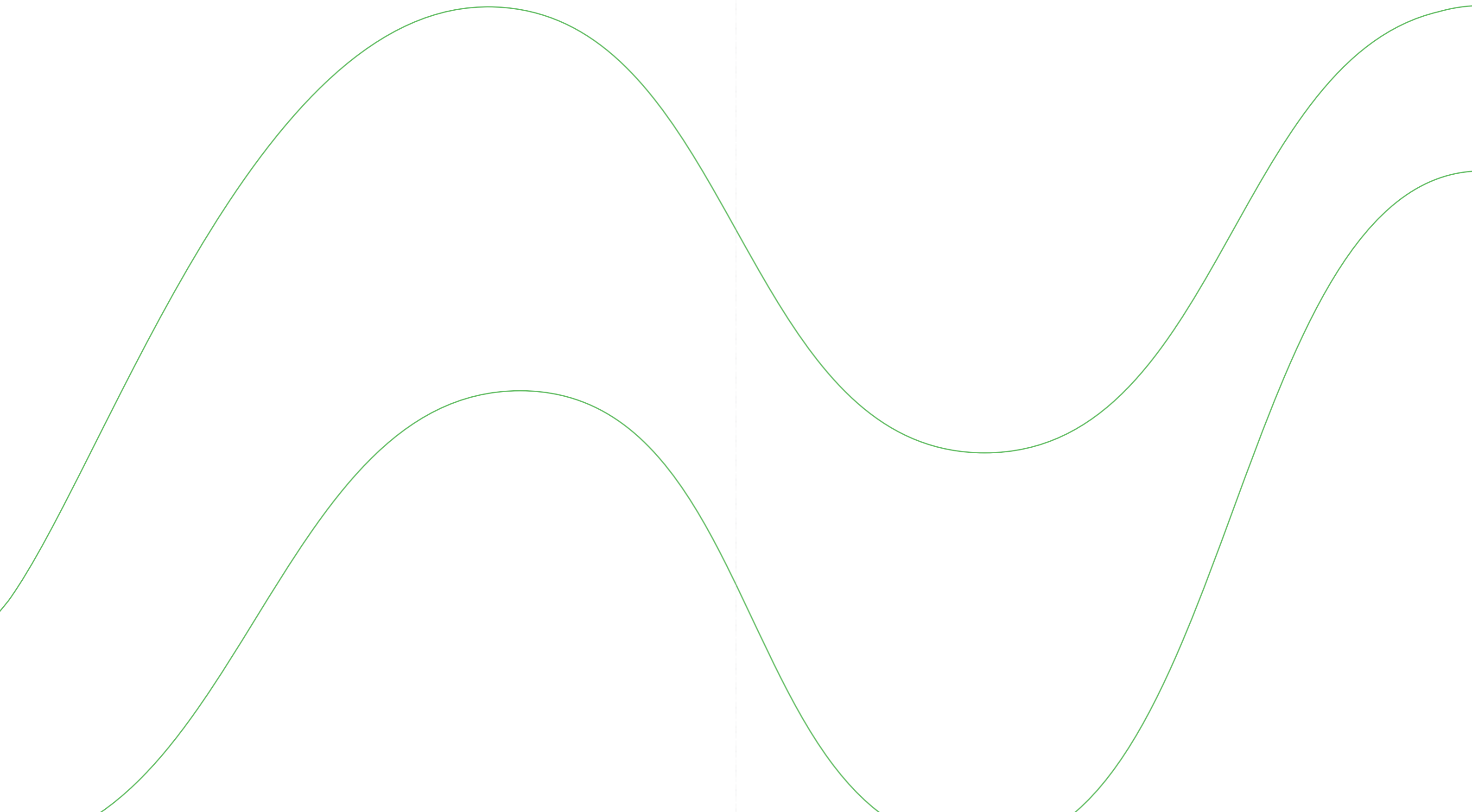
**Responsibility.**  
We stand up for the needs of our team and our customers.

**Respect.**  
We believe that people give their best and we embrace diversity.

**Reliability.**  
We are transparent, honest and authentic and learn from mistakes together.

# SUSTAINABILITY STRATEGY

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At **SLV Lighting Group**, we are dedicated to driving responsible business practices and sustainability within our sector. Our goal is to generate positive environmental and social impacts through the following key focus areas:

- **Providing energy-efficient products.** Our portfolio consists entirely of products using energy-efficient LEDs, which provide energy savings, reduce resource consumption, and minimize environmental impact. By promoting these products, we contribute to the core principles of a circular economy and support the global transition to more sustainable lighting solutions.
- **Sustainability certifications.** We prioritize obtaining recognized sustainability certifications for our products and processes, ensuring that we meet and exceed industry standards for environmental and social responsibility. These certifications offer our stakeholders confidence in the integrity and impact of our efforts, solidifying our commitment to transparency and accountability.
- **ESGH monitoring.** We have implemented robust monitoring systems to track Environmental, Social, Governance, and Health (ESGH) metrics across our operations. This enables us to identify risks, measure progress, and continuously improve, while upholding our strict policies on human rights, labour standards, environmental protection, and ethical governance.

This report outlines our ongoing sustainability journey and the steps we have taken towards responsible practices internally and throughout our supply chain. It follows the latest Global Reporting Initiative (GRI) standards, ensuring our commitment to internationally recognized best practices.

In this report, we provide a clear overview of the sustainability initiatives embedded within our strategy and operations, as well as the positive social and environmental changes we aim to influence through our activities. We also highlight our progress in integrating sustainable practices across all business units, subsidiaries as well as our supply chain and set ambitious goals for the future.

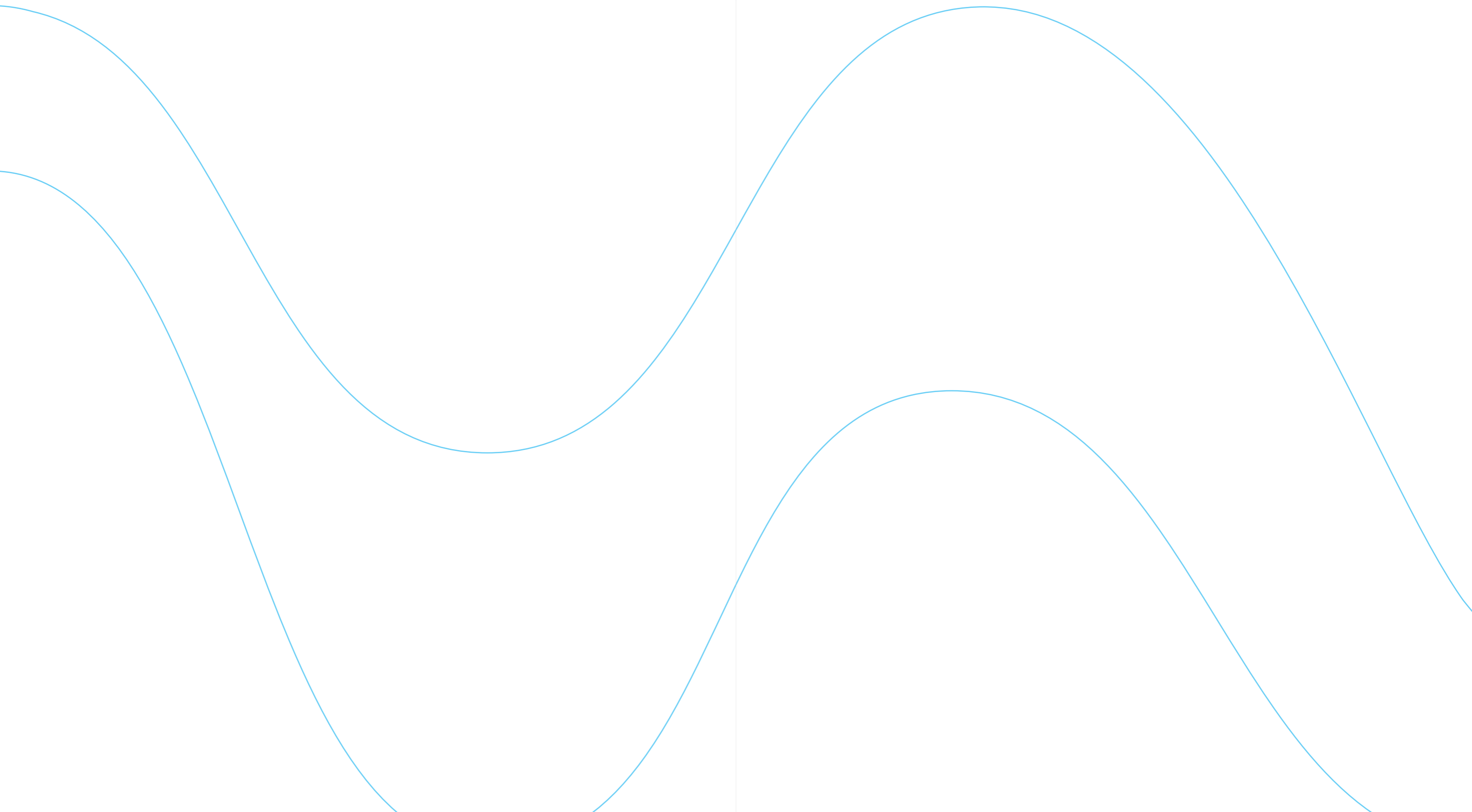
Our key performance indicators (KPIs), which build on those presented in our previous sustainability report, reflect our recent advancements in measurable terms. This report serves as a vital tool for sharing our monitoring efforts, allowing us to assess areas for further improvement and prioritize upcoming actions.

Finally, we take a deep dive into our four main areas of focus: Climate Change, Circular Economy, Social Responsibility, and the People Agenda. These are the pillars guiding our journey toward a more sustainable and responsible business model.



# CLIMATE CHANGE

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### Scope 1 emissions

cover all GHG emissions due to the company's own operations.

### Scope 2 emissions

are indirect emissions from the purchase of electricity, heat or steam.

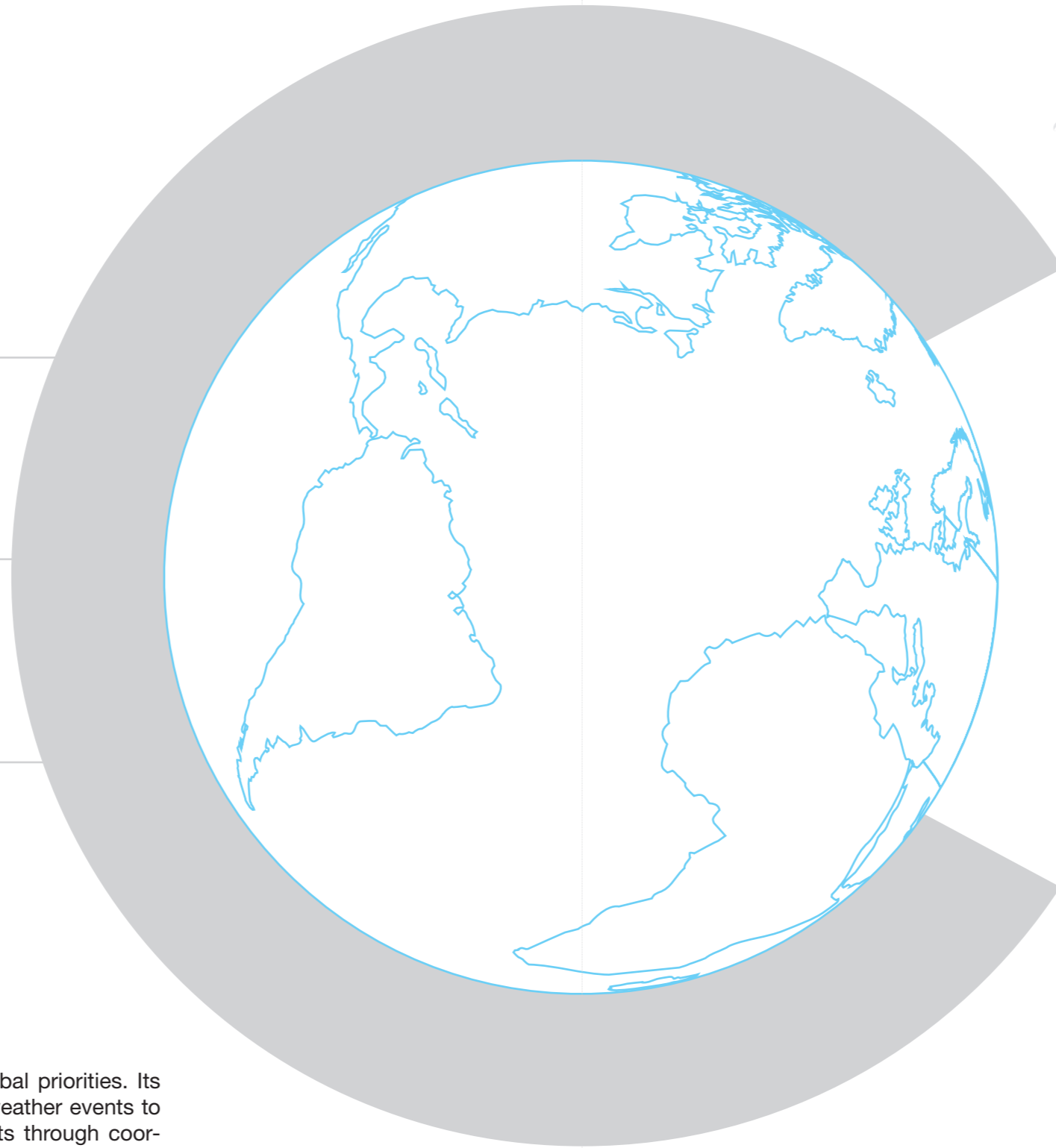
### Scope 3 emissions

cover all other emissions associated with the actions of the company itself or its partners and suppliers.

## CLIMATE CHANGE

Tackling climate change is one of the most urgent global priorities. Its effects are being witnessed worldwide, from extreme weather events to rising sea levels, but we still can reduce future impacts through coordinated, immediate action. As a company, we acknowledge the crucial part we play in this effort and are dedicated to reducing our footprint and contributing to sustainable solutions.

Greenhouse gas emissions are a key driver of global warming and are typically categorized into three sections. Scope 1 emissions stem directly from a company's own operations, such as fuel combustion for heating or in company vehicles. Scope 2 includes indirect emissions from purchased energy, like electricity generated by external sources. Scope 3, the broadest category, covers all other emissions that result from the company's wider business activities and supply chain, such as those generated by suppliers, transportation, waste disposal, and even customer use of the products.

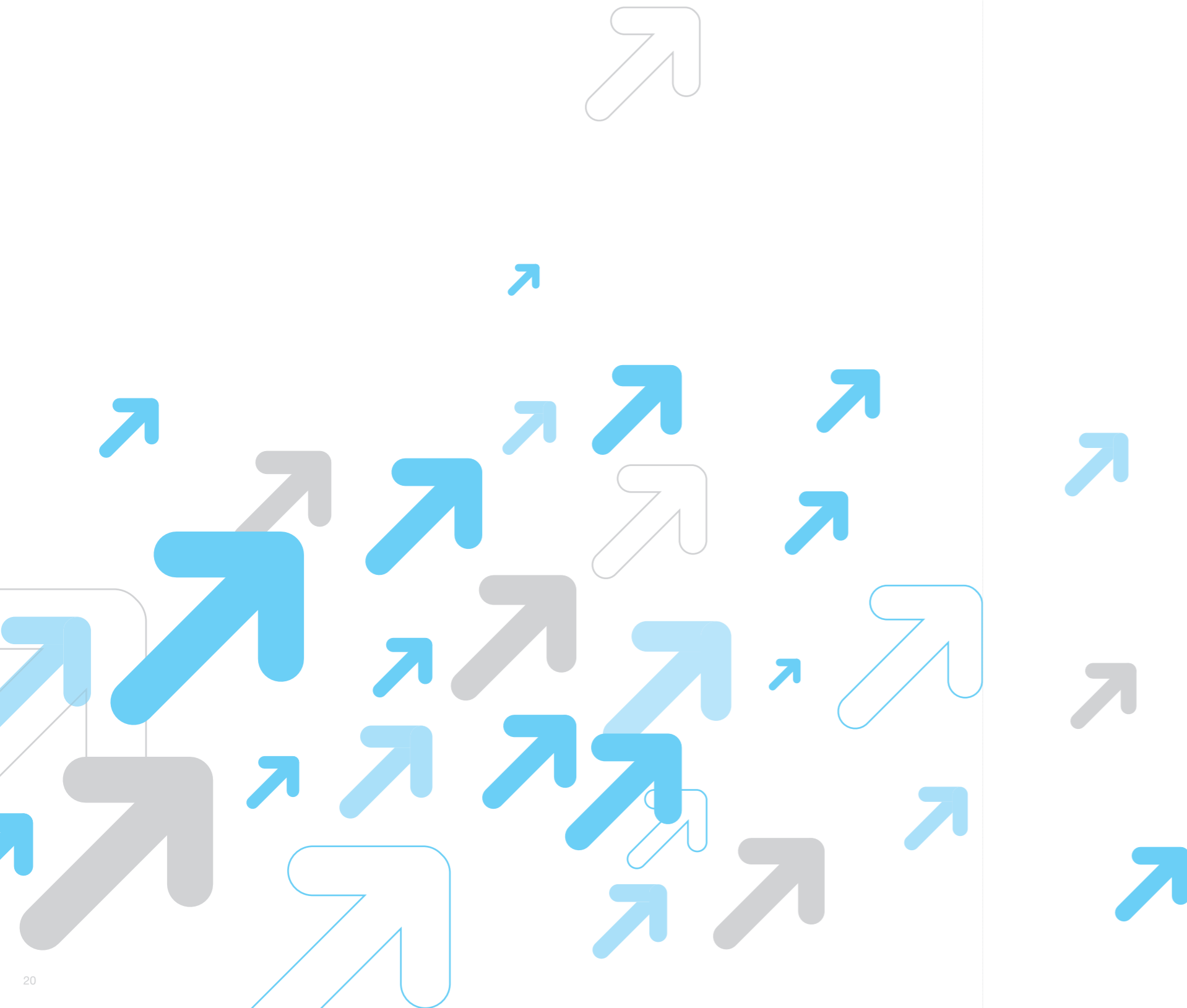


Scope 3 emissions often account for most of a company's total emissions, requiring a broad strategy that extends beyond internal practices to include partnerships with suppliers and customers. This is also true for the SLV Group. It highlights the need for a holistic approach to reducing emissions, from raw material sourcing to the end of a product's lifecycle.

Overall, energy use is one of the biggest contributors to the total emissions, but it is not limited to heating and electricity alone. It also encompasses logistics, transportation, and business travel. To address these sources, we are committed to integrating more sustainable energy alternatives, enhancing energy efficiency, and adopting eco-friendly logistics and travel solutions.

Beyond just cutting emissions, we are focused on maximizing resource efficiency and reducing waste across our operations. This means designing longer-lasting products that minimize resource use and can be recycled or repurposed at the end of their life cycle. By taking a more circular approach, we aim to lower our overall environmental impact while continuing to meet our customers' needs with innovative, sustainable products.

As we move forward, our goal is to drive positive environmental change by looking beyond our immediate operations and extending efforts to the entire scope of our production process. Through collective action and responsibility, we believe businesses can play an important role in shaping a more sustainable future.



Over the past years, we repeatedly challenged our **Sustainability** Goals and focused on concrete, and achievable milestones instead of generic compensation measures.

As a manufacturer, we constantly evaluate our products to reach the highest standards of efficiency but know we can always improve. This is why we have engaged in undertaking life cycle assessments (LCAs), starting with some of our most well-established product families. Based on the results, we are committed to addressing the areas where there is the greatest opportunity to reduce carbon emissions. In addition, we are striving to placing at least five products with a significant and certified share of recycled material on the market soon.

Another goal is to transition to a climate-friendly vehicle fleet. Some of our brands and business units have already begun this process. For instance, MLA has started to include hybrid cars in its car fleet and additionally provides charging stations that enable employees to charge their cars with 100% eco-power.

Our brand Nordtronic from Denmark has similarly started to provide hybrid cars as company vehicles, while our Italian brand Novalux is already a pioneer in this field. Its car fleet already consists of 100% hybrid vehicles.

Product logistics causes the largest part of our GHG emissions. Whilst we are still engaging in climate neutral shipment, we are also improving the delivery chains, by bundling orders and smart warehousing. In addition, we are developing different concepts to minimize packaging materials and use recycled alternatives. Lighter and more compact packaging reduces weight and volume, which can lead to fewer shipments and less energy consumption during transport.

Through our **Group Environmental Policy** and **Supplier Code of Conduct**, we consistently engage with our manufacturing partners to ensure every possible measure is taken to decrease the carbon footprint generated through the production process.


By solely focusing on efficient LED lighting for our products, we support the global development towards less GHG emissions. To further support this, we are closely monitoring a dedicated KPI focusing on the energy efficiency of used light sources. Until 2026, we aim to work towards a larger share in more efficient energy classes.

By carefully tracking and evaluating our performance against sustainability KPIs, we gain valuable insights into our environmental impact and can track our progress in reducing it. This ongoing assessment not only allows us to maintain best practices minimizing the environmental impact, but also highlights areas where we can take additional steps to improve. Through continuous analysis and implemented procedures, we ensure that our sustainability efforts evolve and adapt, driving us toward increasingly higher standards of environmental responsibility.

# CLIMATE CHANGE INDICATORS


GHG emissions	2022	2023
<b>Sum of scope 1</b>	<b>1,621.9</b>	<b>1,405.2</b>
Natural gas	781.5	676.8
Diesel consumption	622.0	512.1
Gasoline consumption	218.4	216.3
<b>Sum of scope 2</b>	<b>169.1</b>	<b>136.1</b>
Electricity consumption	169.1	136.1
<b>Sum of scope 3</b>	<b>5,258.4</b>	<b>5,480.0</b>
Down and upstream processes natural gas	213.1	184.6
Down and upstream processes diesel	300.7	247.6
Down and upstream processes gasoline	112.8	111.7
Business travels with flights	79.3	229.1
Logistic: Transport to warehouse	3,121.8	2,386.0
Logistic: Transport to customers	1,430.6	2,321.0
<b>Sum of scope 1 and 2</b>	<b>1,791.1</b>	<b>1,541.3</b>
<b>Sum of scope 1, 2 and 3</b>	<b>7,049.4</b>	<b>7,021.3</b>
<b>GHG emissions intensity</b> (tons scope 1 and 2 emissions per million EUR sales)	<b>7.67</b>	<b>7.07</b>

# HIGHLIGHTS




**74 %**

of group electricity consumption from renewable resources  
(in DE, UK, NL, IT, ES, CH)




**14 %**

reduction of total GHG emissions (Scope 1, 2 and 3) compared to 2021

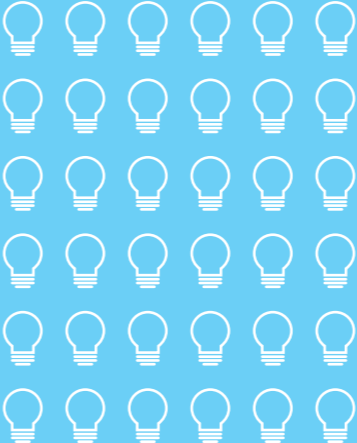


**23 %**


reduction of GHG emissions (Scope 3) compared to 2021



Carbon neutral product shipment at SLV Germany for shipments by UPS



Transition to climate friendly car fleet at MLA:  
14% full EV and Plugin Hybrids, 4 EV charging points





## Goals reached

2022 - 2023

22 %

Share of renewable energy consumption in 2023

82 %

of SLV BU shipments were completed using climate neutral services in the downstream areas in 2022

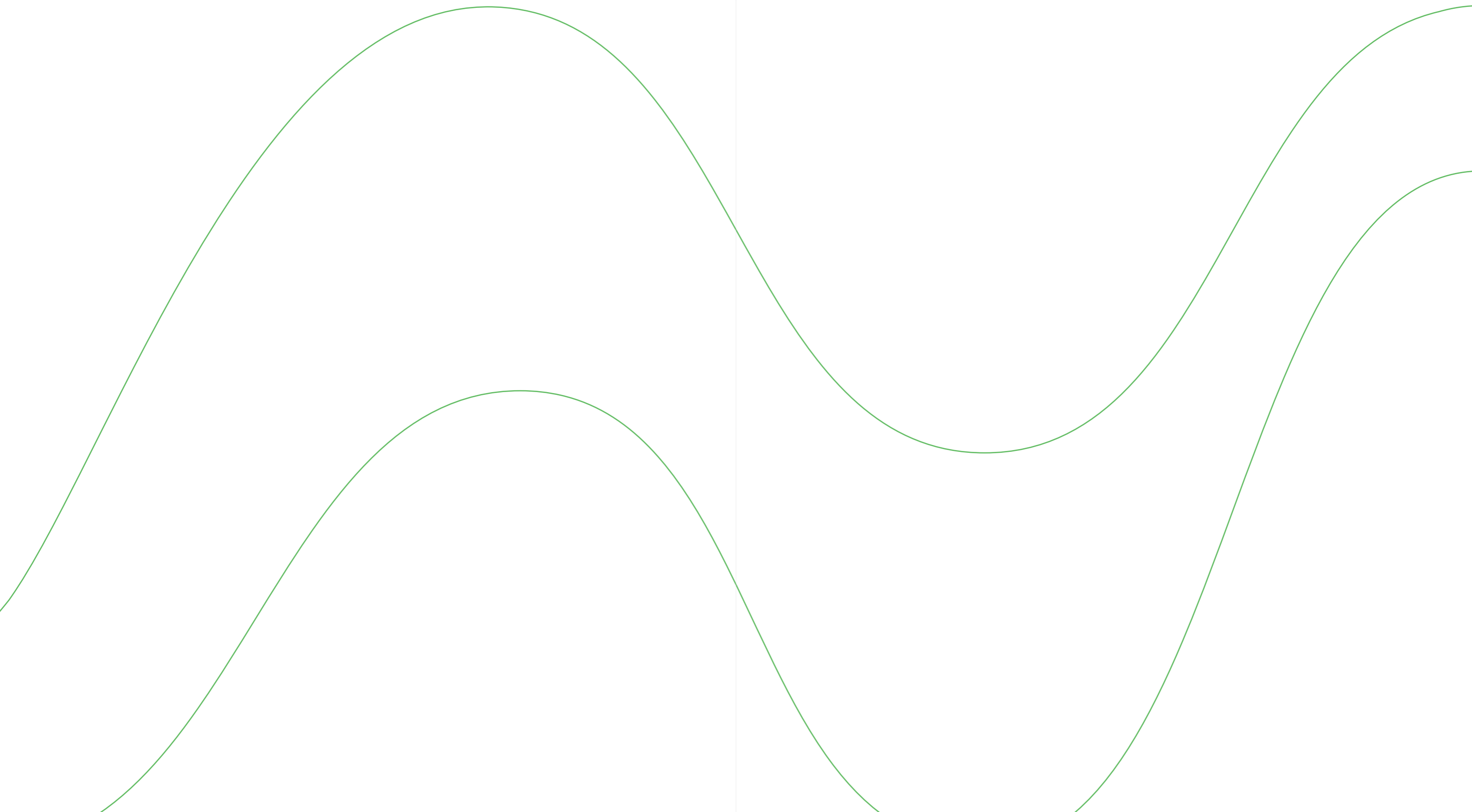
Photovoltaic system for SLV Germany

## Goals

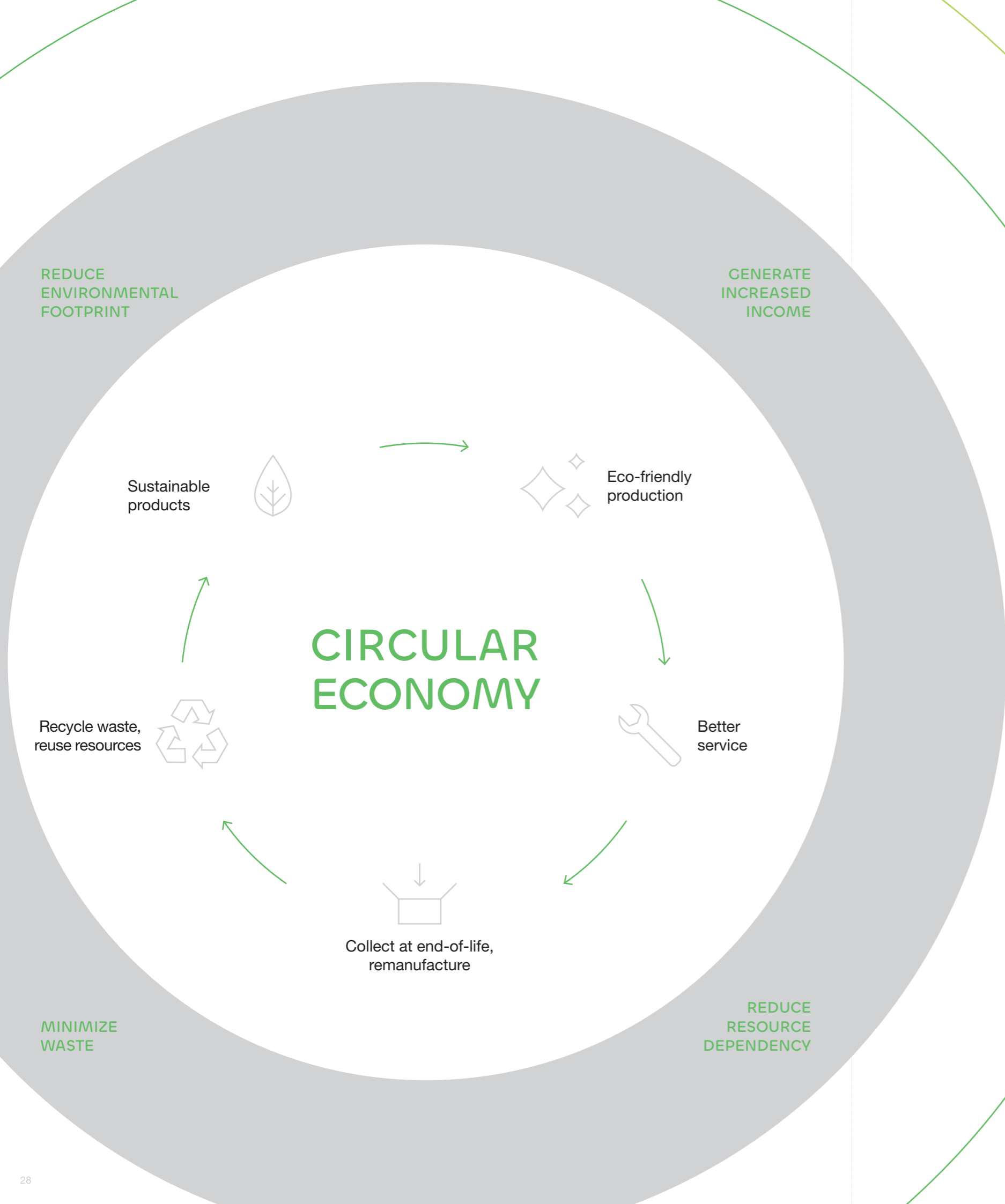
(till 2029)

# CIRCULAR ECONOMY

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## CIRCULAR ECONOMY

In today's shifting environmental landscape, adopting a circular economy is not only a sustainable choice but a strategic imperative. For companies such as ours, with supply chains extending from Asia to Europe, this approach offers significant opportunities to reduce waste, conserve resources, and boost long-term efficiency. By rethinking the entire product lifecycle — from design and production to use and disposal — we can greatly reduce our environmental footprint while creating lasting value for our customers.

A key pillar of our strategy is ecological design, which focuses on creating energy-efficient, durable products that are easy to repair, upgrade, or recycle. In our lighting solutions, eco-design minimizes resource use, extends product lifespans, and reduces waste. This supports our sustainability goals while driving continuous innovation and futureproofing our offerings.

Another essential aspect is our commitment to REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals), a European Union regulation addressing the topic of chemical substances and their potential impacts on the environment and human health. We place a strong emphasis on transparency throughout our supply chain to ensure that harmful substances are excluded from our products and processes. While meeting legal requirements is important, we are dedicated to going beyond mere compliance, ensuring that our products set higher standards for safety and sustainability. Our transparent approach to REACH strengthens trust with stakeholders and promotes safe recycling practices at the end of a product's life.

By integrating eco-design and REACH compliance into our circular economy framework, and aiming to exceed legal standards, we are not only reducing environmental impacts but also leading with transparency and accountability. Our approach drives innovation across every business unit, ensuring that sustainable practices remain at the forefront of our business strategy, now and in the future.

## CIRCULAR INNOVATIONS

We are committed to continuously enhancing our processes and products with a clear focus on achieving a circular economy. This approach enables us to drive product improvements that prioritize key principles such as resource efficiency. Innovation is essential for building a sustainable future. We actively encourage all companies within the group to take the lead in innovation, ensuring that sustainability and creativity are embedded in every aspect of our operations.

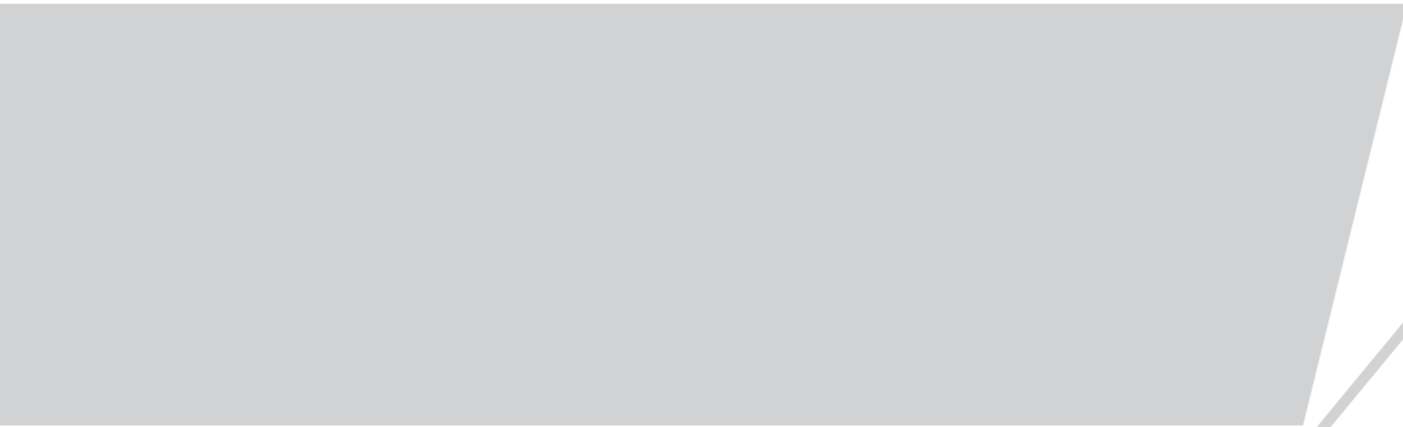




## RESOURCE EFFICIENCY: BEST PRACTICES

The new Velia ECO from **Nordtronic** is crafted from at least 90% recycled materials, including post-consumer waste and marine plastic, reflecting our commitment to sustainable sourcing. It has been awarded a Scope Certificate, confirming that the product meets the Recycled Claim Standard (RCS 2.0) through a third-party audit. As an internationally recognized voluntary standard, RCS guarantees that the materials used comply with safety and environmental requirements, validated by independent verification. Additionally, the cardboard packaging is made from 100% recycled materials, further reinforcing our dedication to environmentally responsible practices.

**unex lighting** offers a comprehensive range of 13 different types of LED Flex Linear lights, all verified with Environmental Product Declarations (EPD). The switch from widely used PVC to silicone represents a significant shift towards environmentally friendly materials. Additionally, the mounting profiles for LED Flex fixation are made from recycled silicone, sourced from the production process. These flexible linear lights are used in architectural and highly functional applications, such as underwater installations, saunas, hospitality settings, and even public transportation. Beyond the product itself, the packaging has been transitioned to paper-based solutions wherever possible, with PE and PP materials used only when necessary. LED Flex Linear now combines unparalleled flexibility in bending, extended length capabilities, and the highest ecological standards. With 23 years of expertise, **unex lighting** merges innovation with environmental responsibility. The EPD certification and testing process has been independently verified by TÜV SÜD, ensuring compliance with the highest sustainability standards.



## OUR APPROACH TO SUSTAINABLE PACKAGING

Packaging is a critical area to consider circular approaches as the demand for raw materials in packaging is high and there is immense potential to create more sustainable practices. There are three main elements to consider in sustainable packaging that are included in our **Sustainable Packaging Framework**. These key elements are the use of recycled material, reducing plastics in packaging, and reducing packaging volume overall.

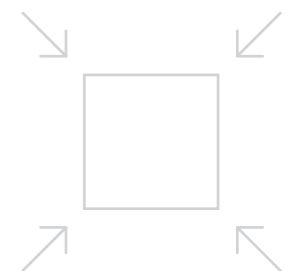
RECYCLED MATERIAL



REDUCING PLASTICS



MINIMIZING PACKAGING VOLUME



Incorporating recycled materials is a cornerstone of sustainable packaging. Producing packaging from recycled paper or cardboard requires significantly less energy compared to using virgin fibres. At our UK-based business unit, **MLA**, we are leading the change in using recycled and biodegradable packaging. Since 2019, MLA has steadily increased its use of FSC-certified recycled cardboard. Currently, 595 products are packaged in FSC-certified materials. In addition, the company actively reuses cardboard boxes from suppliers, replacing plastic filling materials with paper made from recycled or reused cardboard. This initiative has enabled MLA to significantly reduce the use of plastic packaging materials.

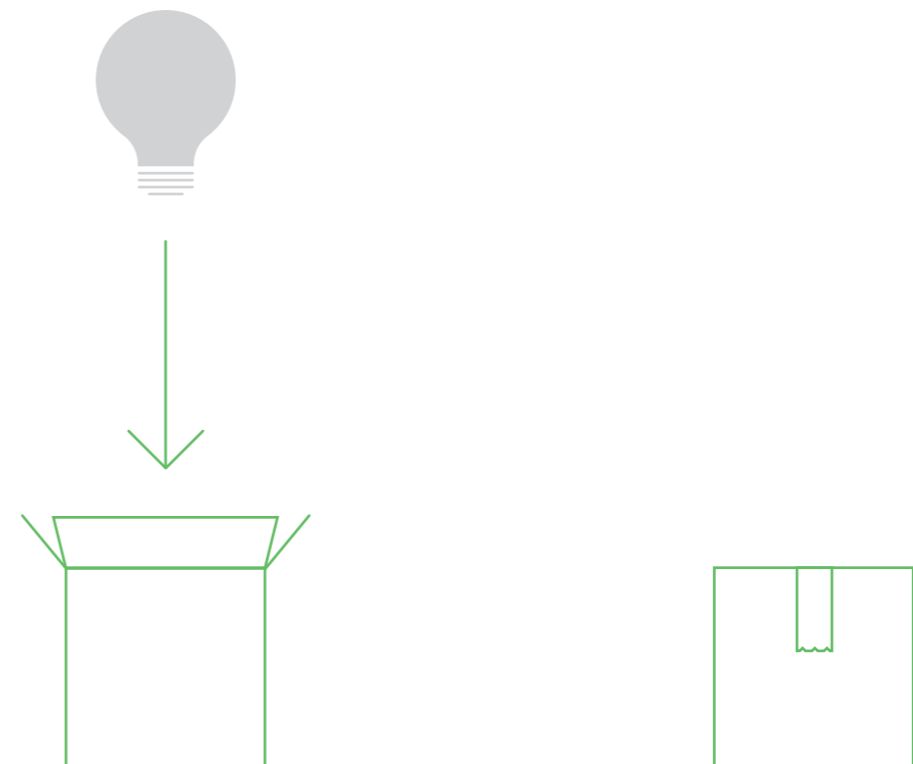
## USE OF RECYCLED MATERIAL

Plastic, once an industry standard in packaging, poses significant challenges for recycling and is a major contributor to environmental pollution, particularly in oceans. At **SLV Lighting Group**, we are committed to eliminating plastic from our packaging as we move towards a circular economy. From 2020 to the present, we have drastically reduced the plastic content in our packaging, primarily by replacing plastic bags, twine, and tapes with sustainable paper alternatives. This shift has helped us significantly reduce our environmental footprint, contributing to cleaner ecosystems and better waste management.

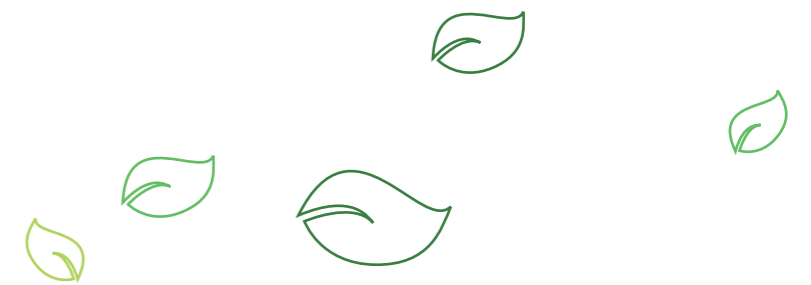
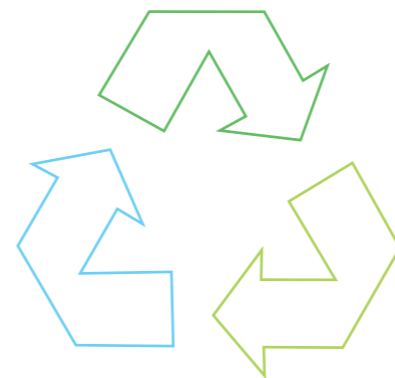
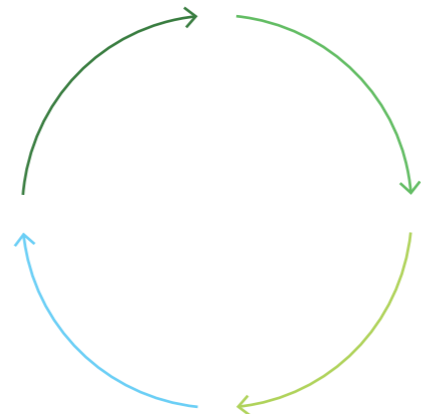
## REDUCING PLASTICS IN PACKAGING

## MINIMIZING PACKAGING VOLUME

Efficient use of materials is just as important as the type of materials used. Our goal is to optimize packaging efficiency by minimizing excess space and material. At SLV, we use custom-sized cardboard boxes tailored to the products' dimensions, ensuring that shipping boxes are packed as efficiently as possible. This is achieved through the use of an advanced packaging machine that adjusts box sizes to match product volume, with up to 40% of all packaging now produced on demand. As a result, we have reduced packaging volume by an average of 35%, minimizing material use and transportation emissions.



REDUCE  
REUSE  
RECYCLE



## MINIMIZING WASTE

Waste generation is a critical concern for a global company like ours, not just in terms of what we produce, but also the waste generated by our customers. Through our commitment to circular economy principles, we strive to minimize waste at every stage of business operations and the supply chain. While the complete elimination of resource use is not feasible, we aim to ensure that as little waste as possible is produced and that any waste generated is either recovered or recycled.

Our sustainable packaging initiatives are further strengthened by our eco-design principles, which prioritize durability and repairability, thereby reducing electronic waste. We also work with licensed recycling companies to process the large amounts of e-waste we generate, saving thousands of tons of resources each year.

By reusing boxes, reducing packaging volumes, and eliminating unnecessary plastic, we are making meaningful progress in minimizing resource depletion and advancing towards a more sustainable packaging model that benefits both the environment and our business.

# CIRCULAR ECONOMY INDICATORS

Waste and water consumption	2022	2023
<b>Total amount of waste (t)</b>	<b>414.78</b>	<b>349.60</b>
Amount of hazardous waste (t)	0.57	2.92
Amount of non-hazardous waste (t)	414.21	346.68
Tap water consumption (m <sup>3</sup> )	5.867	4.634

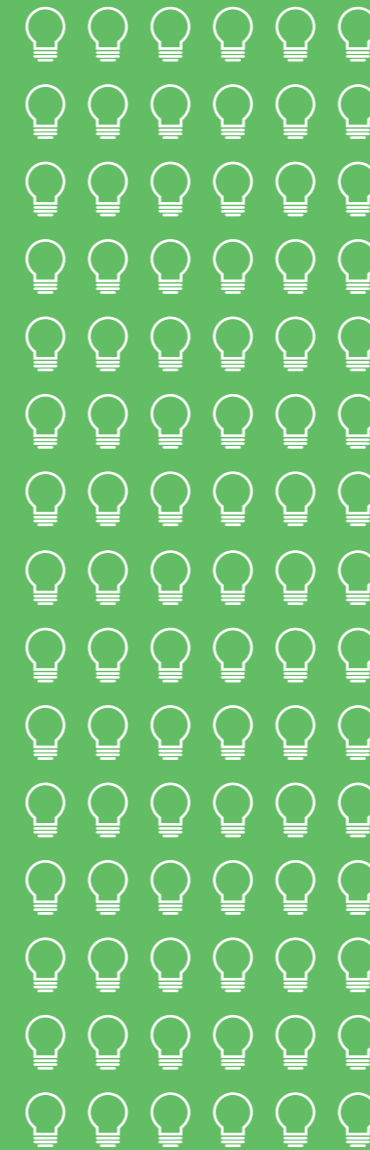
  

Eco-design*	2022	2023
Number of recycled content products	6	6
Share of repairable products (%)	96	96
Share of products with modular approach (%)	27	62

\*covers only BU SLV



# HIGHLIGHTS



**~ 10 %**

replacement of outdated products of the BU SLV with more energy efficient alternatives in 2023

**35 %**

volume reduction of packages via compact packaging at SLV

**595**

products in FSC-certified packaging at BU MLA

**37% - 86%\***

reduction of paper tape and label utilization

\*depending on specific BU

## Goals reached

2022 - 2023

**99 %**  
plastic reduction  
in packaging  
at BU SLV

**100 %**  
paper-based  
tape and label  
at BU SLV

**100 %**  
efficient products  
with LED and  
compatible  
with LEDs

## Goals

(till 2025 - 2026)

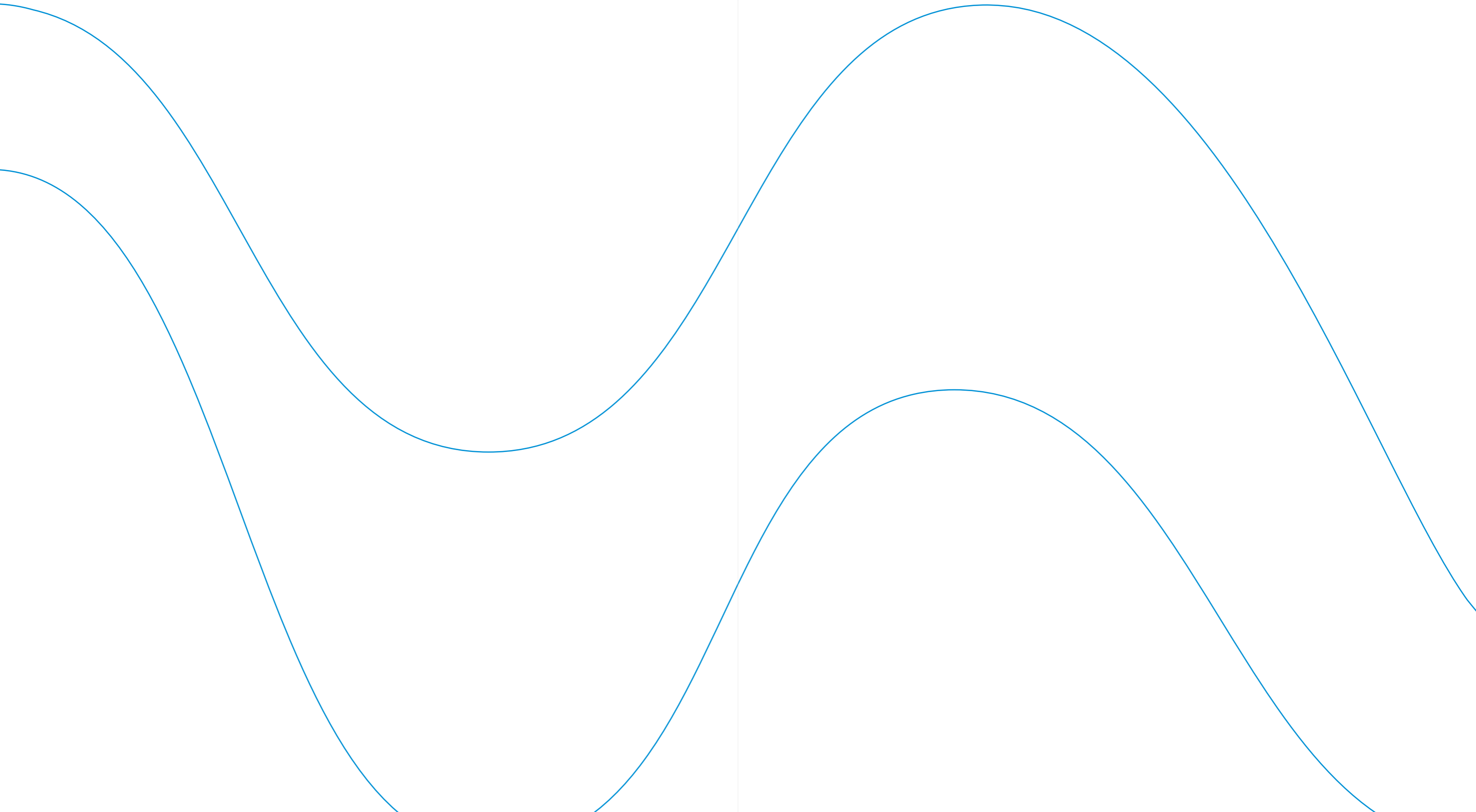
**100 %**  
recycled  
cardboard

**8 - 10 %**  
Increase share of  
products with higher  
energy efficiency  
(energy classes  
C and D)

EPD certification  
for 3 product families

# SOCIAL RESPONSIBILITY

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# SLV LIGHTING GROUP IS SIGNATORY FOR UN GLOBAL COMPACT



UN GLOBAL COMPACT  
COMMUNICATION ON PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.





## OUR COMMITMENT TO THE PRINCIPLES OF THE UN GLOBAL COMPACT

We fully embrace the Ten Principles of the UN Global Compact, which focus on corporate responsibility across four key areas: human rights, labour, environmental stewardship, and anti-corruption. Our commitment to these principles is woven into our strategy, culture, and day-to-day operations, with annual sustainability goals ensuring their continued integration. Each year, we report our progress toward these principles, sharing our actions and outcomes through our primary communication channels to keep our stakeholders informed.

We actively support the 17 United Nations Sustainable Development Goals (SDGs), which address pressing global challenges such as poverty, inequality, climate change, environmental degradation, and the promotion of peace and justice. We are committed to embedding the principles of the 2030 Agenda for Sustainable Development into our operations and contributing to progress during this critical decade of action.

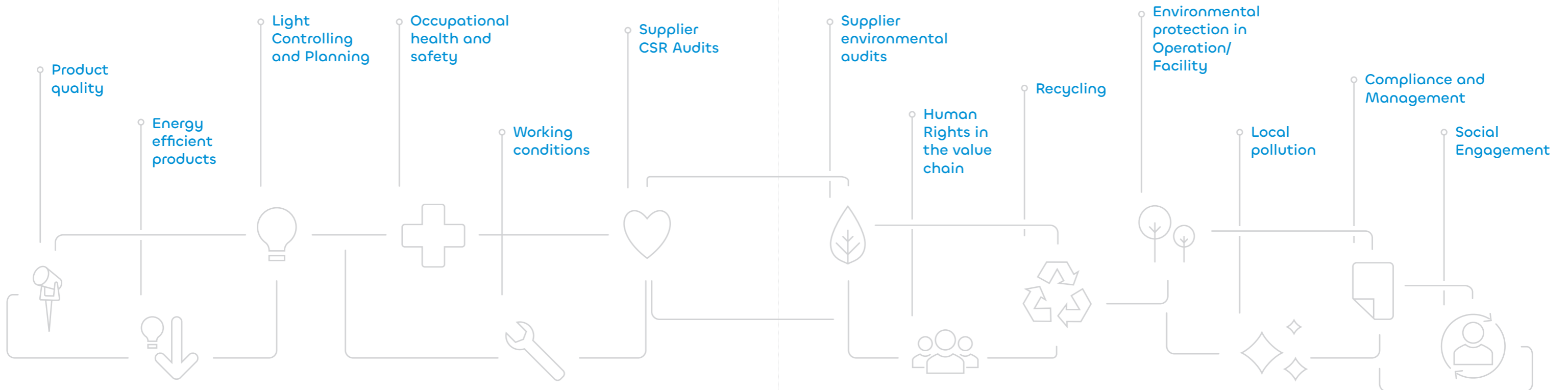


## STAKEHOLDER ENGAGEMENT AND PRIORITIES

To better understand the evolving expectations of our stakeholders, we conducted a comprehensive stakeholder analysis in 2021. This analysis was designed to help us identify, categorize, and prioritize the concerns and interests of various groups, including suppliers, consumers, employees, and shareholders. By engaging with stakeholders globally, we were able to uncover 45 key topics, which were subsequently grouped into 13 categories based on their relevance and importance.

The findings from this analysis underscored the critical need to prevent child labour and human rights violations throughout our businesses and supply chains. Ethical issues, including the active fight against corruption, were also highlighted as major concerns. Stakeholders prioritized safe working conditions and fair compensation for employees, alongside energy efficiency and stringent health and safety controls for products. On the environmental front, the reduction of plastic use and an increased focus on recycled materials in packaging emerged as top priorities.

These insights were directly fed into our materiality matrix, a strategic tool that helps us prioritize issues and align our sustainability actions with stakeholder interests. The matrix is based on the potential impacts and risks of various issues, allowing us to focus on areas where we can make the most meaningful difference. The stakeholder analysis has proven to be a valuable instrument in keeping our strategy aligned with stakeholder expectations.

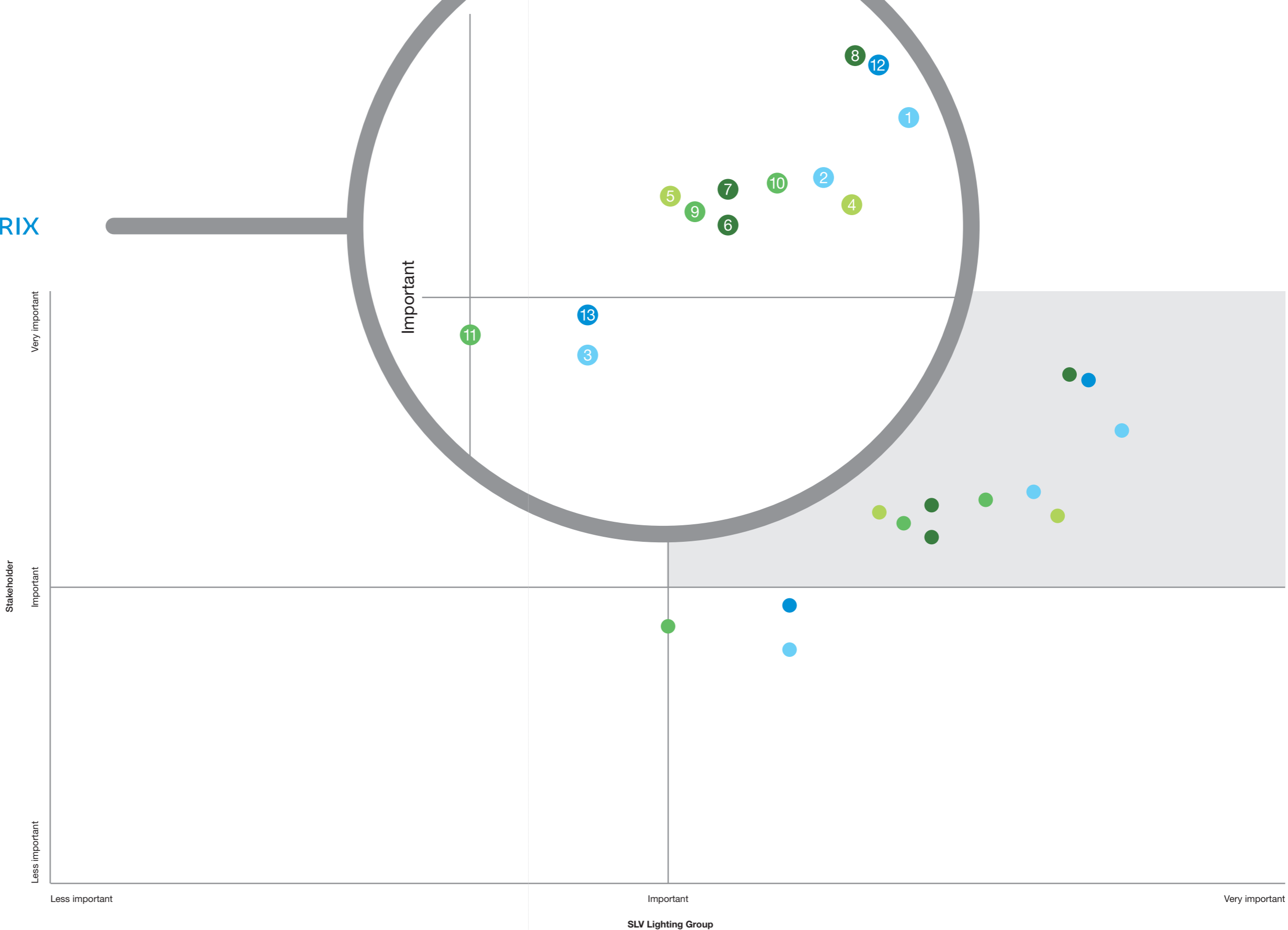


## LOOKING AHEAD: FUTURE STAKEHOLDER ENGAGEMENT

As we move forward, the results of the 2021 analysis continue to serve as a guiding compass for our sustainability initiatives. However, the dynamic nature of stakeholder concerns means that staying current is crucial. To maintain the relevance of our actions, we are planning a follow-up stakeholder analysis in 2025, ensuring that our priorities evolve in response to changing stakeholder needs. This upcoming analysis will further refine our materiality matrix and help us set future goals that reflect both our values and the interests of those who are most affected by our business.

By continually engaging with our stakeholders and adapting our strategy based on their feedback, we ensure that our sustainability efforts are both effective and aligned with global priorities.

# MATERIALITY MATRIX



- **Products**

  - 1. Product quality
  - 2. Energy efficient products
  - 3. Light controlling and planning
- **Employee**

  - 4. Occupational health and safety
  - 5. Working conditions
- **Suppliers**

  - 6. Supplier CSR audits
  - 7. Supplier environmental audits
  - 8. Human rights in the value chain
- **Environment**

  - 9. Recycling
  - 10. Environmental protection in operation/facility
  - 11. Local pollution
- **Corporate Management**

  - 12. Compliance and management
  - 13. Social engagement

**“CORPORATE SUSTAINABILITY STARTS WITH A COMPANY’S VALUE SYSTEM AND A PRINCIPLES-BASED APPROACH TO DOING BUSINESS. THIS MEANS OPERATING IN WAYS THAT, AT A MINIMUM, MEET FUNDAMENTAL RESPONSIBILITIES IN THE AREAS OF HUMAN RIGHTS, LABOUR, ENVIRONMENT AND ANTI-CORRUPTION.”**

## GOVERNANCE AND TRAINING

Effective organizational governance is the cornerstone of social responsibility. A company that strives to be socially responsible must have a governance system that provides oversight, promotes accountability, and leads by example in implementing key social responsibility principles. At SLV Lighting Group, we emphasize the importance of fostering awareness among all employees, especially those in leadership positions, regarding the core values of social responsibility. These leaders are expected to regularly communicate and reinforce these principles with their teams, ensuring that social responsibility is embedded in our everyday operations.

To further solidify this commitment, we identified several key topics for employee training in 2022 and 2023. These training programs aimed to enhance awareness and implementation of our social responsibility goals across various departments. For instance, our sales teams received compliance training, while the purchasing teams underwent sustainability-focused training to ensure that their decisions align with our ethical and environmental standards. Additionally, all SLV employees were required to complete an online training module on proper waste disposal practices, underscoring our commitment to environmental responsibility in daily operations.





## SUPPLIER AUDITS

Ensuring that our suppliers align with the Environmental, Social, Governance, and Health (ESGH) standards of the **SLV Lighting Group** is a critical part of our supply chain management. We conduct regular supplier audits to prevent human rights violations and ensure compliance with our Supplier Code of Conduct, which is referenced in all general business agreements. These audits are essential to maintaining the highest standards of corporate responsibility across the entire supply chain.

In 2022, we intensified our efforts by monitoring our suppliers through third-party Corporate Social Responsibility (CSR) audits, based on the SEDEX-SMETA 4 Pillar Audit Scheme. This audit framework enhances our ability to track and address environmental and social risks in our supply chain. By conducting these audits across a representative group of suppliers, varying in size and geographic location, we gained a holistic understanding of our supply chain's strengths and areas for improvement. Where necessary, we developed targeted capacity-building action plans for individual suppliers, which can be scaled to other partners as needed.

In 2022, we achieved a 100% coverage rate by the end of the year. However, the business relationships with three suppliers were terminated prior to their scheduled audits due to identified risks, and two new potential suppliers underwent the audit process. Despite pandemic-related delays, one final Environmental, Social, and Governance (ESG) audit and a Business Assurance (BA) audit were completed in Q1 2023.

In 2023, we continued our strict overseeing of the supply chain. We terminated business with seven suppliers before their scheduled audits and initiated audits for six new suppliers. By the end of 2023 we managed to maintain a 100% coverage rate. These audit results guide our ongoing supply chain management and ensure that we uphold the highest standards of responsibility throughout our network.

Through these rigorous measures, we continue to ensure transparency, accountability, and sustainability within our supply chain, contributing to our broader social responsibility agenda.



## OUR RESPONSIBLE SOURCING POLICY

As a global business, the **SLV Lighting Group** operates across regions where fundamental human rights and environmental standards may face challenges. This makes it essential for us to emphasize social and environmental responsibility in every aspect of our supply chain. We view our suppliers as vital partners, not just for their operational contributions but for the role they play in helping us uphold our Corporate Social Responsibility (CSR) commitments. Compliance with all relevant national and international regulations is the baseline requirement for any supplier working with **SLV Lighting Group**.

In 2020, we introduced our **Group Responsible Sourcing Policy** to provide a structured framework for embedding occupational health and safety, labour standards, environmental protection, and ethical governance across our procurement activities. This policy serves as a key instrument in building a more sustainable and responsible supply chain, ensuring that social and environmental considerations are integrated into every step of our procurement process.

Our policy requires suppliers to maintain sustainable and ethical practices through established policies, targets, and management systems that align with their specific risks and opportunities. We expect every part of the organization to play its role in enforcing these standards, ensuring a collaborative effort across departments to enhance ethical and responsible business practices.

## SUPPLIER CODE OF CONDUCT

To further solidify accountability, we have implemented a comprehensive **Supplier Code of Conduct**. This document sets forth clear expectations for fair labour practices, safe working conditions, product safety, environmental sustainability, and ethical business conduct, including anti-corruption measures and transparent supply chains.

Suppliers are required to comply with all applicable laws, regulations, and industry-specific standards. Additionally, they must document their adherence to these standards and be prepared to address any non-compliance issues. Transparency is paramount – suppliers, their employees, and contractors are required to promptly report any breaches of the **Responsible Sourcing Policy**. Where non-compliance is identified, we work collaboratively with suppliers to develop and implement corrective actions, ensuring they are properly supported to meet our environmental and ethical benchmarks.

NO TOLERANCE

CONSERVATION OF RESOURCES

FORCED LABOR

ECO-DESIGN

CHILD LABOR

MINIMIZATION OF COSTS

POLLUTION REDUCTION

CONFLICT MINERALS

GHG MINIMIZATION

LOCAL ECONOMY



RESPONSIBLE SOURCING POLICY



## REDUCING ENVIRONMENTAL IMPACT

The environmental impacts of our operations are not just about compliance – they are integral to our commitment to social responsibility. Communities that withstand the worst of environmental degradation often experience diminished health and livelihood prospects due to pollution or resource depletion. **SLV Lighting Group** recognizes these broader social implications and takes full responsibility for minimizing the environmental impacts along our supply chain.

While we outsource certain operations, our approach is to closely monitor and manage these outsourced activities to ensure they align with our sustainability objectives. Regular ESGH audits help provide transparency and track our performance on key environmental, social, and governance issues.

When suppliers fall short of our environmental expectations, we do more than just identify the issue – we actively support their improvement. Customized action plans help guide suppliers toward better environmental practices, and follow-up audits assess their progress over time. This continuous improvement model ensures we are consistently reducing our environmental footprint while fostering a more sustainable supply chain.

By partnering with independent third-party auditors, we enhanced the robustness of our monitoring efforts, providing unbiased insights into our supply chain practices. This approach strengthened our commitment to not just meeting but exceeding legal and regulatory requirements, keeping **SLV Lighting Group** at the forefront of responsible business innovation.

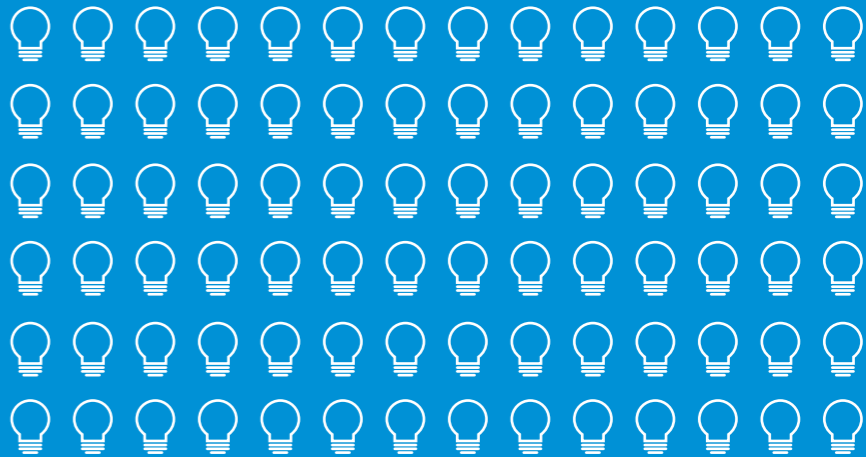
# SOCIAL RESPONSIBILITY INDICATORS

	2022	2023
Number of suppliers	91	93
Coverage rate Supplier ESG Audits (%)	100	100

# HIGHLIGHTS



**EcoVadis Gold Certification**



**ISO 14001 Environmental Management System Certification for SLV Germany and BU Novalux**



**Supplier Code of Conduct has been introduced**

**Responsible Sourcing Policy has been updated**





## Goals reached

2022 - 2023

100 %

coverage rate  
for supplier  
ESG audits

Training on waste  
disposal for all  
German employees

Completion  
of 3<sup>rd</sup> party audits  
based on SMETA for  
10 suppliers in 2022

## Goals

(till 2025)

Group-wide guideline  
for donations and  
charity activities

Revision of the  
Supplier Code  
of Conduct

Recognition of the  
Extended Business  
Agreement, referencing  
revised Supplier Code  
of Conduct, by all  
group suppliers

# PEOPLE AGENDA

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## SUPPORTING EMPLOYEES THROUGH OUR GLOBAL PEOPLE AGENDA

The people that make up the various teams across the **SLV Lighting Group** are the most valuable and important resource we have in supporting our growth strategy. The future success of our group therefore depends on a strategy that supports our teams and employees every step of the way. After implementing the first Global People Agenda in 2020 we still focus on four big topics around our workforce:

- **One Group Culture.** Our values are our common foundation across all countries and brands. We promote a culture that brings our values to life in everything we do and establishes a feeling of belonging. These shared values serve as the foundation for our work together.
- **Developing People.** Achieving our business goals requires continuous learning and development. We provide our employees with ongoing learning opportunities within a work environment that supports their personal and professional development.
- **Diversity and Inclusion.** Diverse teams are more innovative and produce better results. We recognize individual differences and strive to provide equal access to opportunities and resources while promoting an inclusive workplace.
- **Next Level HR.** Our Human Resources department endeavours to provide a range of services that add true value. We do this through an established framework of HR services, processes and policies that support individuals and teams. Where appropriate, we aim for international alignment in managing our human resources.

## ONE GROUP CULTURE

A feeling of belonging, respect and responsibility are important prerequisites for successful cooperation and a high functioning team. We therefore rely on feedback from our employees to improve cooperation in and among teams. In 2022 the entire group was invited to participate in a value survey. The results were used to create a competency framework as a basis for our further global HR work, for example for a new feedback form and interview guideline.

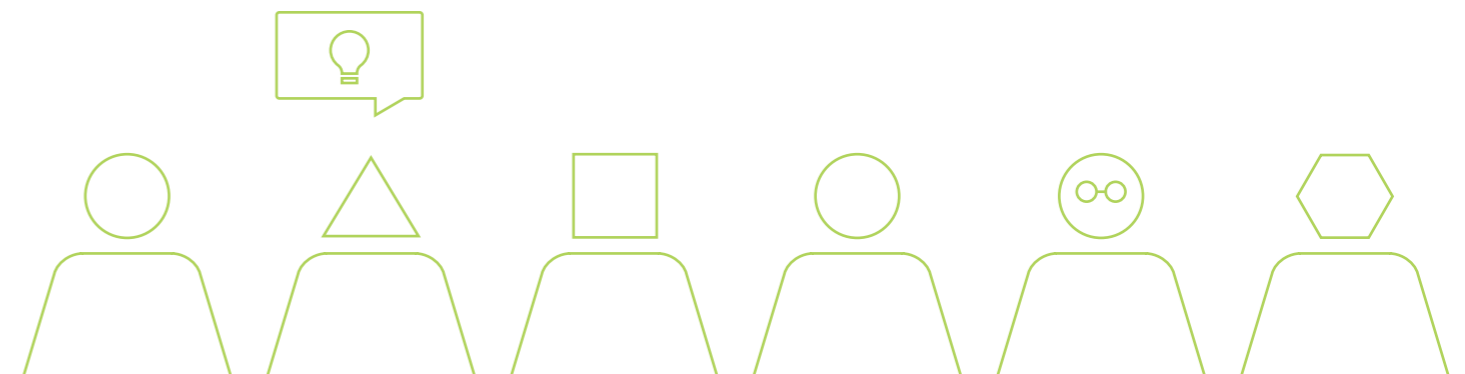
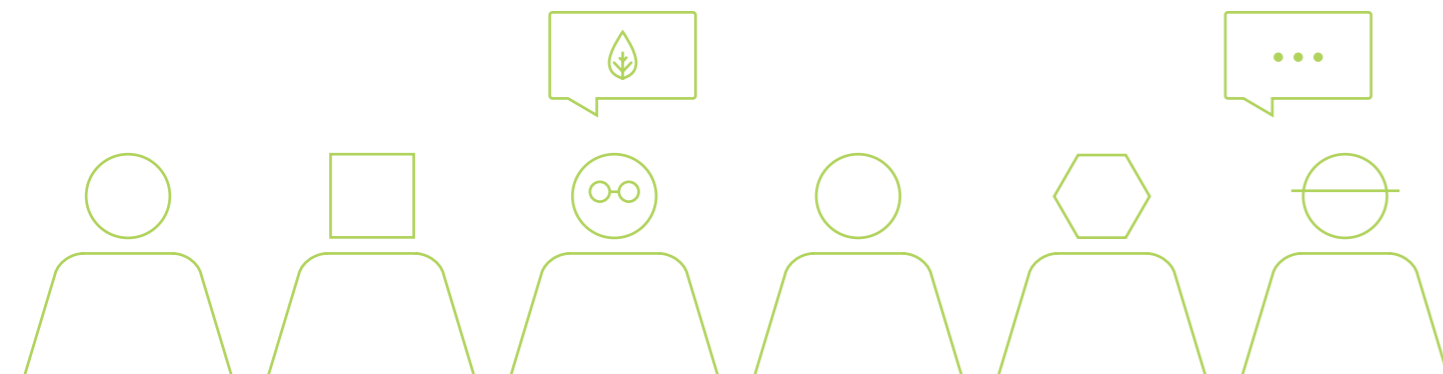
In 2023, we invited the whole group to participate in the Employee Engagement Survey. We closed the survey with a participation rate of 85%. The results have once again been analysed with the aim of increasing employee satisfaction. Team results have been discussed with the respective local managers and concrete measures have been identified and incorporated into action plans.

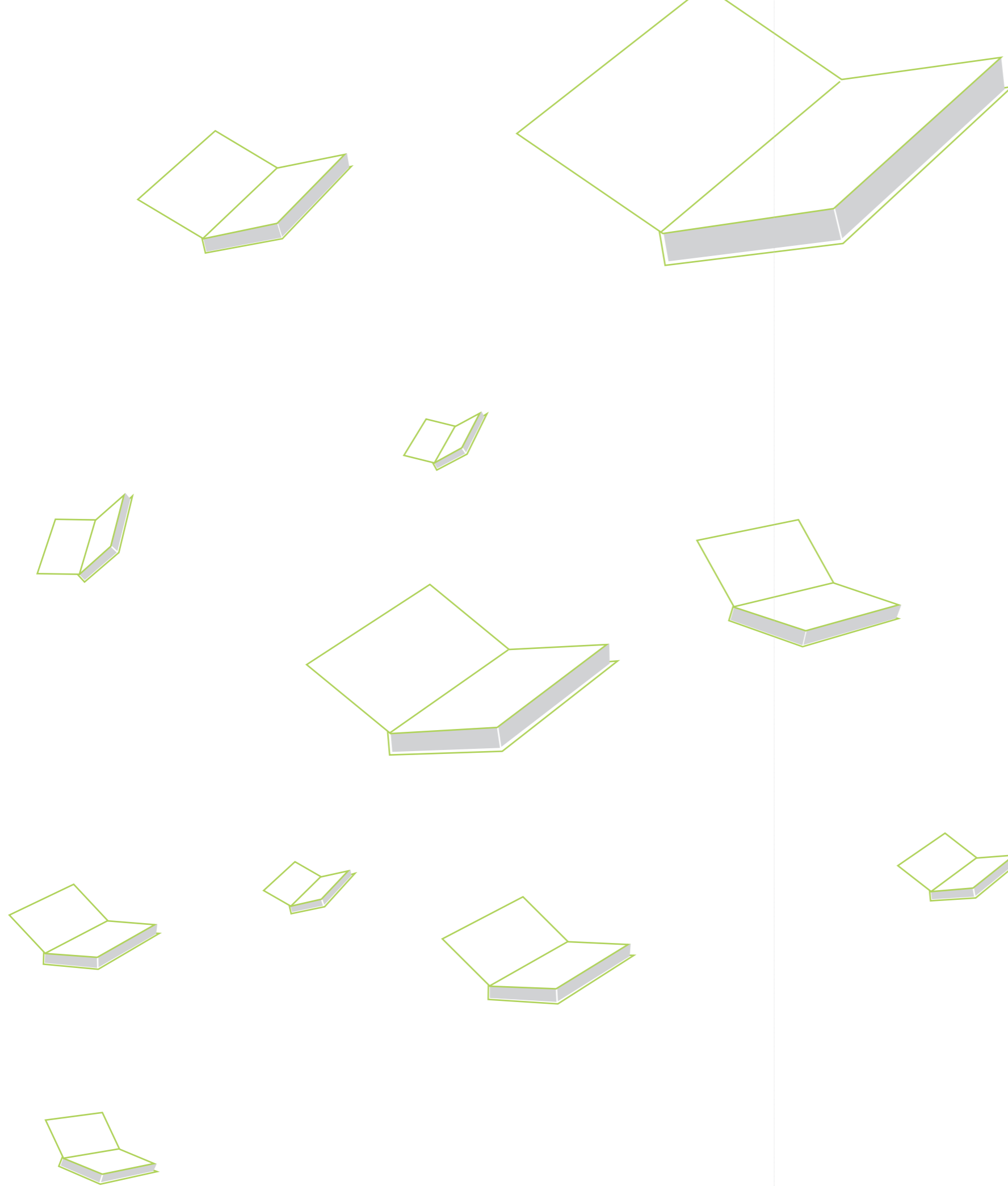
Another way we are strengthening our one group culture is by introducing a standardized onboarding training for all new employees joining our company across the group. The aim is to connect employees from different countries and to build a collective culture. Employees get to know our five brands, our products, and our company values and strategy as well as sustainability topics. In 2023 we had three sessions with 79 participants. Over the course of two webinars, new employees learned about our vision, mission, and values as well as our group structure, brands, and products. Employees offered very positive feedback, rating their satisfaction with this training at an average of 4.13 on a scale of 0-5.

We also aim to keep employees updated on the latest company news to foster a feeling of belonging. All German employees participate in a quarterly onsite townhall meeting, and all international employees participate in a quarterly online townhall, where they receive updates on our teams, projects, and financial achievements. Furthermore, we share a bi-monthly newsletter called QuickNews with insights on social activities and people topics with the whole group.

Lastly, our teams have the opportunity to engage in various campaigns and social engagements through the group. Here are some of the engagements that have taken place over the past few years:

- **Support local facilities.** In 2023 we launched a new initiative where employees could fulfill wishes from residents of a local old people's home and a local children's home. The initiative was a big success and will be repeated in the upcoming years.
- **Christmas donations.** Christmas presents which employees of SLV receive from customers and suppliers are collected at the HR department and donated to the Uebach-Palenberger Tafel e.V., a charitable institution. Furthermore, instead of giving presents at Christmas time, SLV regularly donates the amount of €5,000 to the German Cancer Aid Foundation and Children's Cancer Aid.
- **Bottle cap collection campaign for charity.** An SLV employee has set up collection boxes for bottle caps which are donated to the Förderkreis Bonn. SLV bears the delivery costs and the proceeds from this collection go to the "Förderkreis für krebskranke Kinder und Jugendlichen Bonn e.V." (Support Association for Children and Young People with Cancer) to support various projects and the care of affected families.
- **Voluntary days:** On four Fridays in autumn 2023 the employees from Novalux in Bologna, Italy served at a local food kitchen of the organization Antoniano Onlus. The donation from Novalux was able to finance 600 meals for the organization. These corporate volunteer days are support of Novalux to the Operazione Pane (Operation Bread) project: an Antoniano's solidarity project that supports Franciscan soup kitchens in Italy and around the world, which work tirelessly every day to welcome and help those in need, offering a hot meal, a word of comfort, help with daily expenses or what they need to spend the night.
- **Supporting the homeless and cancer support.** In 2023 ML Accessories in the UK, home of the Knightsbridge brand and SLV Lighting UK, continued to be active supporters of local and national charities. In early 2023 three significant donations were made to homeless charities. These donations represented a portion of sales from the weatherproof range of products. NOAH, which stands for New Opportunities and Horizons, was one key recipient. NOAH is a charity based near the UK offices, which seeks to help the most disadvantaged in the local area. Its aim is to provide practical, empowering and caring service to people who are homeless. The other two charities were Centrepoint, a national homeless charity and DOTS, a charity dedicated to the welfare of dogs belonging to people without homes. Throughout 2023 employees were tireless in getting involved in charity cake sales, baking cakes, buying cakes and eating cakes. The company usually matches the sums raised by colleagues and money was raised for Macmillan Cancer Support, the UK's leading cancer support charity, Dementia UK and Cancer Research.





## DEVELOPING PEOPLE

Individual learning opportunities are provided through various training courses available to all employees (e.g. MS Office, negotiation skills) as well as through a talent development and management process. We also organize training opportunities from employees for employees to support the knowledge transfer between our workforces.

Online training via LinkedIn Learning is available to all employees on enquiry. Learning paths are available for employees with individual development plans. Besides that, we created two learning paths for our leadership team, one for new colleagues in leadership positions and one for all experienced leaders, focusing on change management and supporting teams in times of change. Employees can access online learning whenever they have time and tailor their learning experience to their taste, choosing relevant modules and tracking progress on competencies they have acquired.

We track and measure training participation overall and per employee as well as total training hours. Our aim is to increase the opportunity and uptake of training in the coming years.

In 2021, we initiated our first Sustainability Basic Training. The training is offered to all employees and covers the basics of corporate sustainability issues, highlighting the importance of ESG related issues. It not only serves as an interaction platform where employees can learn more about our current and future sustainability measures but is also intended to raise awareness of sustainable issues in everyday life.

The Sustainability Basic Training has been rolled out internationally to all business units and subsidiaries. It is important to introduce our employees to the topic of sustainability so that they can better understand our strategy and actions. Furthermore, employees are sensitized to the topic so that sustainability is considered in future decisions.

To further promote engagement on sustainability issues, we regularly host a meeting of sustainability pioneers within the group. These meetings are open to all employees, and we encourage them to share their ideas, discuss internal processes, and raise sustainability topics that are important to them. They provide a channel for employees to shed light on problems or suggest sustainable alternatives in areas that normally do not receive attention.

In addition, specific sustainability topics are explained in each session, creating greater awareness of sustainability issues across the group. Our managing directors or their representatives are regular participants at these meetings to ensure that any critical issues can be addressed immediately at the highest level. The sustainability pioneers meetings are held four times per year so that current topics can be discussed regularly.

## DIVERSITY AND INCLUSION

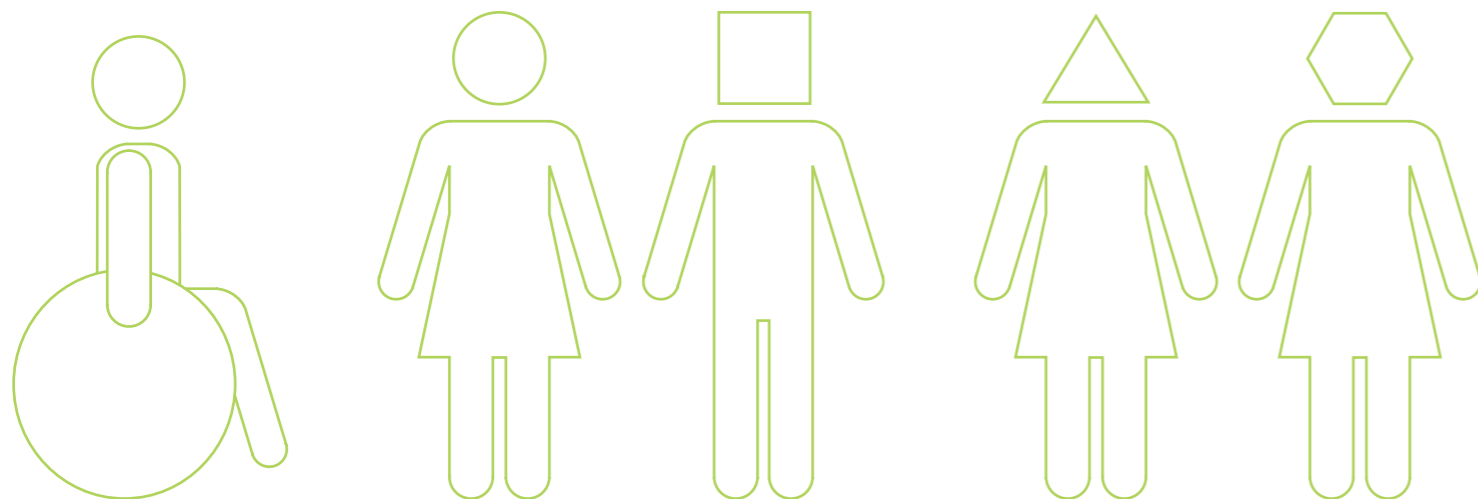
As a global company, diversity is one of our key strengths. It helps us to have different views on our corporate activities. Our 18 subsidiaries located in 16 countries represent the internationality and diversity within the **SLV Lighting Group**.

At the **SLV Lighting Group**, we recognize individual differences and strive for equal access to opportunities and resources to ensure an inclusive workplace. It is not only our moral and ethical compass that guides us in this direction, but it is proven that a diverse workforce has many benefits. Diverse teams are more innovative and often achieve better results.

Equal opportunities for employees are particularly important to us and we track the diversity of our management team as well as the flexible working index, a measure of how many employees take advantage of flexible working models. The latter was at 13% in 2023 (Heads).

Already during our recruiting process, we aim to attract a diverse workforce and are committed to promoting diversity across all areas of difference including ethnicity, gender and ability.

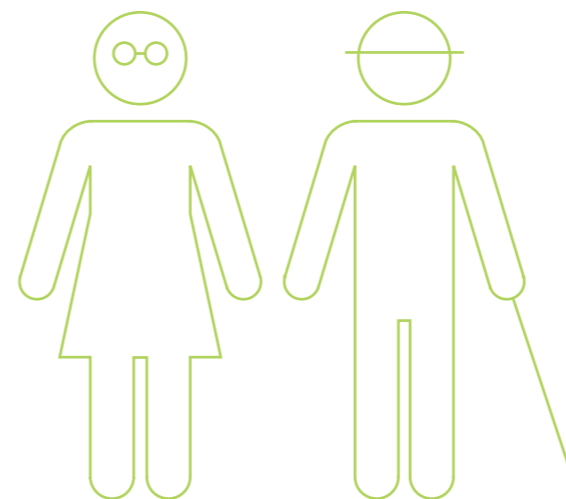
While diversity plays an important role at all levels of the company, it is especially crucial in leadership positions, where different perspectives are needed to make important decisions. Diversity promotes discourse and the ability to be innovative and cover multiple perspectives. To increase diversity of all kinds, we publicly disclose the proportion of women in management positions in our regular reports and aim to increase the gender equality in our leadership positions. We also aim to promote our female employees internally to make sure they are given the opportunity to contribute their ideas at a management level and shape our future.



As part of our HR strategy to boost diversity, we also aim to promote the **SLV Lighting Group** as an employer for employees with disabilities. For example, jobs advertised by SLV Germany are also published in the job board of the responsible employment agency and are therefore actively promoted to people with disabilities or with difficulties to be placed.

Many opportunities are offered to people with disabilities. The necessary equipment in their workplace will be adapted to their (physical) limitations as best as possible. In addition, we greatly emphasize the importance of including people with physical or mental disabilities on equal terms in our work processes. The group also intends to employ a greater proportion of people with disabilities in the foreseeable future. Our goal for 2025 is to reach a share of 5% of disabled employees.

To ensure that diversity and inclusion is respected throughout all our offices, **SLV Lighting Group** developed a **Code of Conduct** in 2018 that provides guidance for open and respectful conduct for all employees. In 2020, we also published our **Anti-Discrimination Policy**. This policy outlines a clear procedure to support any employees that experience harassment or discrimination in the workplace and is constantly updated. To ensure ease of reporting, any incidents can be reported anonymously via email to an assigned officer. There were no discrimination cases observed or registered within the **SLV Lighting Group** during the reporting period.





## NEXT LEVEL HR

Our HR mission is to partner with the various HR departments across our group to provide services that add true value.

We organize best practice calls with all HR professionals of our subsidiaries every six weeks to discuss relevant topics and join forces to establish and maintain a quality framework of HR services, processes and policies across the group. We also share an HR authorization matrix to ensure clear processes are followed regarding recruiting, salary and benefits schemes.

Our key performance indicator dashboard for HR, which centralizes the most important indicators at a group level, was further developed in 2023 and new indicators have been added. This increases transparency and allows us to monitor the impact of our initiatives.

## HEALTH AND SAFETY

The **SLV Lighting Group** is committed to providing a safe and healthy work environment for its employees and those impacted by its operations and understands the importance of this for both employees and other stakeholders. Building on our four values of respect, responsibility, reliability, and passion, we are committed to proactive health and safety management to ensure continuous improvement and performance development.

We annually monitor key performance indicators such as the number of safety officers, fire protection assistants or first aid personnel at the group level. Furthermore, we track work accidents and make sure to continuously improve through preventive measures. No fatal accidents occurred in 2023. In all entities and countries, we furthermore ensure to continuously train first aiders and fire protection assistants and refresh the training of those who are already in such a position.

The **Group Health & Safety Policy** was rolled out in 2022. It provides a global framework for relevant health and safety requirements and responsibilities across the group. The document covers key requirements and precautions to ensure that incidents and injuries can be prevented.

Employees also have access to basic health and safety trainings via our learning platform. In 2023, 342 employees participated in at least one health and safety training.

# PEOPLE AGENDA INDICATORS


HR	2022	2023
Total number of employees (FTE)	619.76	581.79
Total number of employees (Heads)	675	637
Quote of female employees (% FTE)	35.61	34.90
Quote of employees with disabilities (%)	2.0	2.15
Quote of women in management positions (%)	30.86	33.33
Average training hours per employee (h)	10.81	9.20
Quote of staff fluctuation (%)	17	18.5
Employees in management position (Heads)	81	84

Health and safety	2022	2023
Absence rate (%)	4.03	3.75
Injury rate	0.03	0.17
Number of lost days	30.5	155




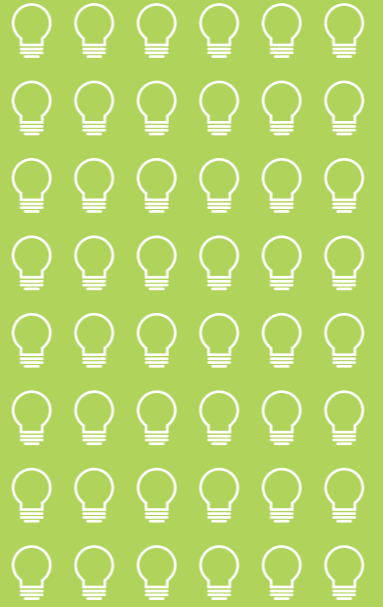
# HIGHLIGHTS




**Group Sustainability  
Pioneers Meeting  
once per quarter**


**International communication  
via Newsletter (Quick News)**








**Group Townhall Meeting with  
all employees once per quarter**



**Further development of  
e-learning and trainings**



**33,33 %**

women in  
management positions



## Goals reached

2022 - 2023

80 %

participation rate in Group Engagement Survey

D&I training for all employees of the group

> 30 %

women in management positions

35 %

women in management positions

75 %

takeover of trainees

Further development of occupational health management in Germany

100 %

training of sales workforce and management on compliance and anti-corruption

5 %

employees with disabilities

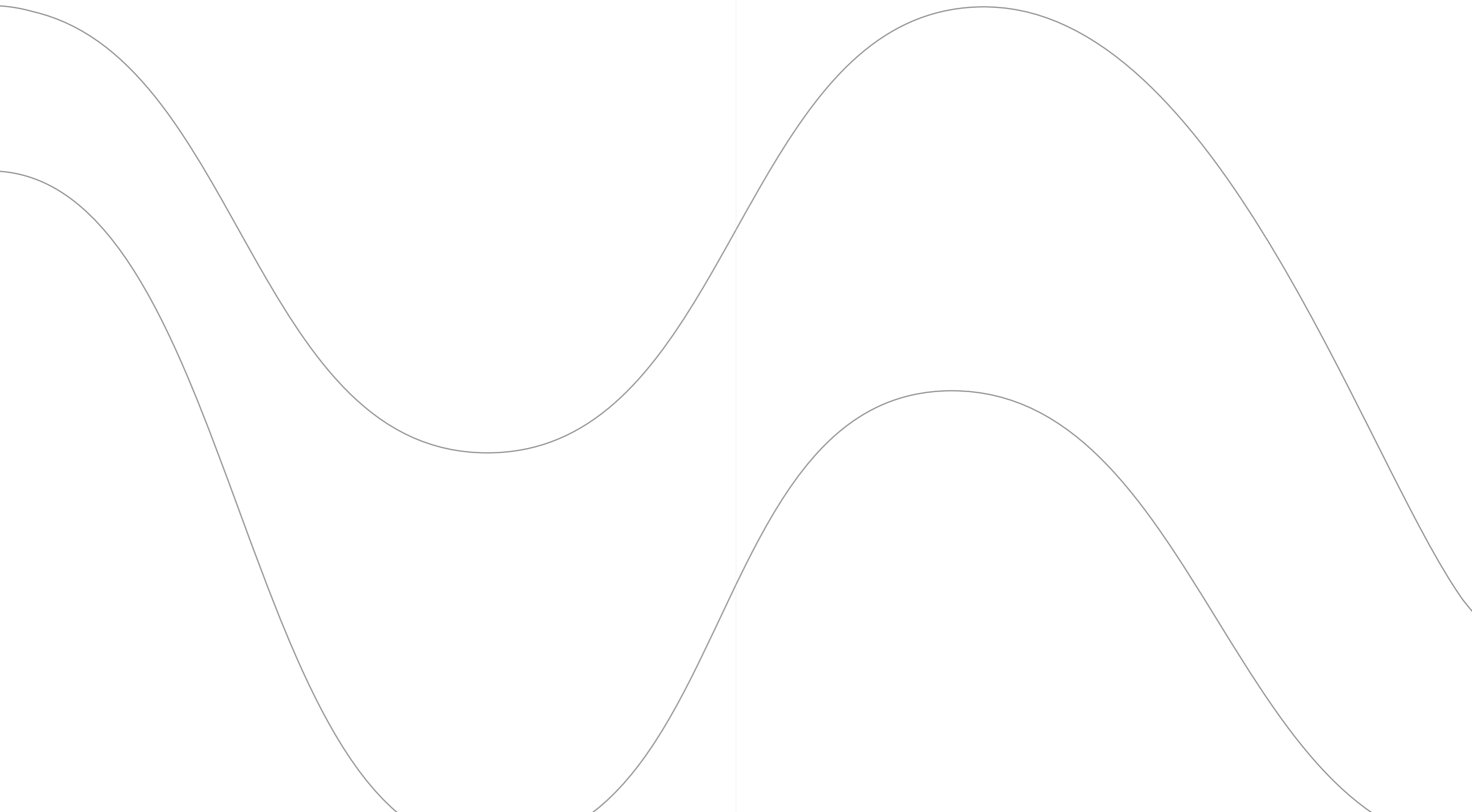
## Goals

(till 2025)

100 %

completed annual feedback meetings and training needs assessments

# GRI INDEX



## STATEMENT OF USE:

SLV Lighting Group GmbH has reported the information cited in this GRI content index for the period 01.01.2022 – 31.12.2023 with reference to the GRI Standards.

## GRI 1 USED:

GRI 1: Foundation 2021

## GENERAL DISCLOSURE AND MATERIAL TOPICS

GRI Standard	Indicator	Content	Pages	Comments
GRI 2: General Disclosures 2021	2-1	Organizational details	8, 9	
	2-2	Entities included in the organization's sustainability reporting	9	
	2-3	Reporting period, frequency and contact point	94	January 1, 2022, to December 31, 2023. As of 2023 annual frequency.
	2-4	Location of operations	9	Brand HQ: Germany, UK, Italy, Switzerland, Denmark
	2-5	External assurance		The report has not been externally audited.
	2-6	Activities, value chain and other business relationships	8, 29, 55, 56	
	2-7	Employees	76, 90	
	2-8	Workers who are not employees	55	ESGH standards regarding workers are covered in the ESGH audits.
	2-9	Governance structure and composition	8, 9	UN Global Compact
	2-27	Compliance with laws and regulations	29, 56	
	2-28	Membership associations		Since September 2019, SLV Lighting Group GmbH has been a member of industrial association ZVEI (German Electrical and Electronic Manufacturers' Association).
	2-29	Approach to stakeholder engagement	48, 49	

GRI Standard	Indicator	Content	Pages	Comments
GRI 3: Material Topics 2021	3-1	Process to determine material topics	48, 49	
	3-2	List of material topics	48, 49	Waste, Water and Effluents, Energy, Emissions, Anti-competitive Behaviour, Anti-corruption, Child Labor, Forced or Compulsory Labor, Supplier Environmental Assessment, Occupational Health and Safety, Training and Education, Non-discrimination, Employment
	3-3	Management of material topics	48, 49	

## CLIMATE CHANGE: Responsible consumption of energy

GRI Standard	Indicator	Content	Pages	Comments
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	91	
	302-3	Energy intensity	91	
	302-4	Reduction of energy consumption	91	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	22	
	305-2	Energy indirect (Scope 2) GHG emissions	22	
	305-3	Other indirect (Scope 3) GHG emissions	22	
	305-4	GHG emissions intensity	22	

## CIRCULAR ECONOMY: Monitoring of waste amount

GRI Standard	Indicator	Content	Pages	Comments
GRI 306: Waste 2020	306-3	Waste generated	38	
	306-5	Waste directed to disposal	38	

## Responsible consumption of water

GRI Standard	Indicator	Content	Pages	Comments
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Water resources and effluents are monitored within ESG-Audits.
	303-5	Water consumption	38	

## SOCIAL RESPONSIBILITY : Ethical and moral guidelines

GRI Standard	Indicator	Content	Pages	Comments
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	56	

## Active fight against corruption

GRI Standard	Indicator	Content	Pages	Comments
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	53, 76	
	205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption in the reporting period.

## Prevention of child and forced labour in the supply chain

GRI Standard	Indicator	Content	Pages	Comments
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	48, 56, 57	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	56, 57	

## Environmental concerns

GRI Standard	Indicator	Content	Pages	Comments
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		100% of new Suppliers were screened in the reporting period.

## PEOPLE AGENDA: Health and Safety

GRI Standard	Indicator	Content	Pages	Comments
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	75, 76	

## Developing People

GRI Standard	Indicator	Content	Pages	Comments
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	76	

## Protection against discrimination of any kind

GRI Standard	Indicator	Content	Pages	Comments
GRI: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		There are no known cases of discrimination within the reporting period.

## Good work-life balance

GRI Standard	Indicator	Content	Pages	Comments
GRI 401: Employment 2016	401-3	Parental leave	90	

## Secure employment

GRI Standard	Indicator	Content	Pages	Comments
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	90	

## ADDITIONAL KPIs

### Human Resources

	2022	2023
Employees on parental leave (Headcount)		
Male	9	28
Female	16	21
<b>Total</b>	<b>25</b>	<b>7</b>
Employee return (Headcount)		
Male	9	8
Female	8	7
<b>Total</b>	<b>17</b>	<b>15</b>
Newly hired employees (Headcount)		
Male	49	44
Female	37	29
<b>Total</b>	<b>86</b>	<b>73</b>
Employee turnover (Headcount)		
Male	80	71
Female	43	43
<b>Total</b>	<b>123</b>	<b>114</b>

### Energy

	2022	2023
Energy Consumption [GJ]		
Renewable Electricity purchased	3,919.8	3,872.7
Non-Renewable Electricity purchased	1,663.6	1,321.2
<b>Total Electricity purchased</b>	<b>5,583.4</b>	<b>5,193.9</b>
Renewable Electricity produced	783.2	769.7
Non-Renewable Electricity produced	732.9	732.9
<b>Total Electricity produced</b>	<b>1,516.1</b>	<b>1,502.6</b>
Total Electricity sold	378.0	398.2
<b>Total Electricity Consumption</b>	<b>6,721.5</b>	<b>6,315.9</b>
Diesel Consumption	9,416.5	7,754.8
Gasoline Consumption	3,111.8	3,081.8
Natural Gas Consumption*	13,476.6	11,571.7
<b>Total Fuel Consumption</b>	<b>26,005.0</b>	<b>22,408.3</b>
<b>Total Energy Consumption</b>	<b>34,133.0</b>	<b>30,383.7</b>
<b>Energy Intensity (GJ per million EUR sales)</b>	<b>146.2</b>	<b>139.4</b>

\*Natural Gas used for heating and electricity production







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