

# Our Q3 2023 Sustainability Reporting

We believe in transparency. That's why we're looking forward to sharing our KPIs for Q3 2023 with you.



## Governance

SDG	Ethics	2021	2022	2023*	Target 2025
16	% adherence to our Code of Business Conduct	0%	0%	81%	90%
16	% of employees trained on ethics	0%	0%	5%	90%**
16	Number of ethics-related incidents***	0	0	1	0

\*\* Avertim aims to reach 90% of its population trained on ethics by 2025 (excluding people with less than 6 months' seniority who have not yet received the training).  
 \*\*\* Ethics-related incidents refer to incident of corruption, fraud, conflict of interest and breach of confidential data.



## People

SDG	Workforce	2021	2022	2023*	Target 2025
8	Number of Avertimers**	232	248	304	≥ 400

\*\* Includes employees and consultants working mainly for Avertim.

SDG	Gender diversity	2021	2022	2023*	Target 2025
5	% of women	45%	48%	47%	45-55%
5	% of women in senior positions	24%	19%	19%	≥ 25%
5	% of women at director level***	6%	11%	11%	≥ 15%

\*\*\* Refers to Director and Principal Consultant level.

SDG	Training	2021	2022	2023*	Target 2025
4	Average hours of training provided per employee (per year)	3,7	8,0	11,2	≥ 35

SDG	Satisfaction at work	2021	2022	2023*	Target 2025
3	% of satisfaction	78%	74%	74%	85%



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## Collectivity

SDG	Procurement	2021	2022	2023*	Target 2025
12	% of targeted suppliers** who have signed the Supplier Code of Conduct	0%	0%	75%	≥ 80%
12	% of targeted suppliers covered by a sustainability self-assessment	0%	0%	62,5%	≥ 80%
12	% of all buyers trained on the Sustainable Procurement Policy	0%	0%	43%	≥ 80%

\*\* Targeted suppliers refer to high risk category of purchases, based on our internal risk analysis.



## Environment

SDG	Waste production	2021	2022	2023*	Target 2025
12	Total weight of non-hazardous waste (t)	-	4,0	3,3	-
12	Total weight of hazardous waste (t)	-	0,08	0,04	-
12	Recoverable waste rate	-	65%	70%	-
<b>12</b>	<b>Total weight of waste (t)</b>	3,9	4,1	3,3	-10%

SDG	Energy consumption	2021	2022	2023*	Target 2025
7	Total energy consumption (MWh)	206	214	133	-10%
7	% renewable sources in our total energy consumption	52%	54%	54%	60%

SDG	Carbon emissions	2021	2022	2023*	Target 2025
13	Scope 1 emissions (tCO <sub>2</sub> e)	0	0	0	-
13	Scope 2 emissions (tCO <sub>2</sub> e)	20,7	18,1	26,5	-
13	Scope 3 emissions*** (tCO <sub>2</sub> e)	-	372,8	237,0	-
<b>13</b>	<b>Total carbon emissions (tCO<sub>2</sub>e)</b>	-	390,9	263,5	-25%****

\*\*\*The scope 3 emissions only represent upstream emissions. Downstream emissions calculated represent 0 tCO<sub>2</sub>e for 2023 due to no access to data. The methodologies between 2022 and 2023 are not similar, which makes it to compare the results and assert a reduction in carbon emissions for 2023.

\*\*\*\* % absolute decrease of total carbon emissions (baseline : 2023).

SDG	Awareness of climate change	2021	2022	2023*	Target 2025
13	% of employees trained on Climate Fresk	0%	4%	5%	50%



## Customers

SDG	Sustainability Offerings	2021	2022	2023*	Target 2025
12	% turnover from the Sustainability Service Line	nc	nc	3,5%	5%



# Sources

## 1. Governance :

### Ethics

- (1) Règlement de Travail - Arbeidsreglement
- (2) Mpleo Extract – Knowledge Management
- (3) QMS and Ethics Committee

## 2. People :

### Workforce

- (1) Mpleo Extract – HR Administration

### Gender diversity

- (1) Mpleo Extract – HR Administration
- (2) Mpleo Extract – HR Administration
- (3) Mpleo Extract – HR Administration

### Training

- (1) Mpleo Extract – Knowledge Management

### Satisfaction at work

- (1) For 2021 and 2022 : Social Barometer. For 2023 : QMS Survey 09 2023, average of 18 relevant indicators for employee's satisfaction

## 3. Collectivity :

- (1-2) Financial Control Report
- (3) Mpleo Extract – Knowledge Management

## 4. Environment :

### Waste production

- (1 - 3) MCA Recycling Reports

### Energy Consumption

- (1-2) Carbon Accounting 2023, data from BNPP, EDF and Engie

### Carbon Emissions

- (1-3) Carbon Accounting 2023, data from internal survey, Assyst Europe, energy suppliers and Fleet Management Database

### Awareness of Climate Change

- (1) Mpleo Extract – Knowledge Management

## 5. Customer :

- (1) tbd