



PLANET

PLAN EMTELLE TOMORROW

Sustainability Strategy 2030 & Beyond





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The PLANET strategy outlines Emtelle Group's comprehensive sustainability agenda, aligned with the 2030 goals set by European governments and the UN Sustainable Development Goals. Sustainability is deeply embedded in our operations, and our PLANET strategy, focuses on reducing emissions, improving resource sustainability, and minimizing waste.

This refreshed sustainability strategy incorporates the goals we set in 2014 and embodies our ambition to go even further, building on our positive, sustainable impact goals. It is the responsibility of us all to ensure the conservation and preservation of natural resources and values for the future of our planet and future generations.

“ We are committed to reducing Scope 1, 2 & 3 emissions by 50% by 2030. ”

OUR COMMITMENT

We are committed to cutting Scope 1, 2, and 3 emissions by 50% by 2030 and reaching Net-Zero by 2045 as part of our Climate Pledge Goal. To achieve these targets, we have implemented on-site renewable energy solutions and enhanced resource use through improved changeover efficiency, amongst other initiatives. Emtelle is dedicated to fostering sustainable business practices for a greener future.

"I am proud to share our company's unwavering commitment to a more sustainable future. We recognize the critical role we play in safeguarding our planet, and we are taking more steps to integrate sustainability into every facet of our operations."

By 2030, we aim to cut our Scope 1, 2, and 3 emissions by 50%, with a bold vision to achieve Net-Zero emissions by 2045.

Additionally, we are investing in sustainable product innovations and partnering with eco-friendly suppliers to ensure our entire supply chain supports our environmental objectives."



Tail

Tony Rodgers
Group Chief Executive Officer

Our commitment to sustainability is rooted in focus areas meticulously aligned with our core values of excellence, innovation, empowerment, teamwork, integrity, and respect. This alignment ensures that we drive meaningful progress while remaining true to the six foundational principles that guide our efforts. These focus areas are meticulously aligned with our core values of excellence, innovation, empowerment, team work, integrity, and respect, ensuring that we drive meaningful progress while staying true to our 6 foundational principles below.

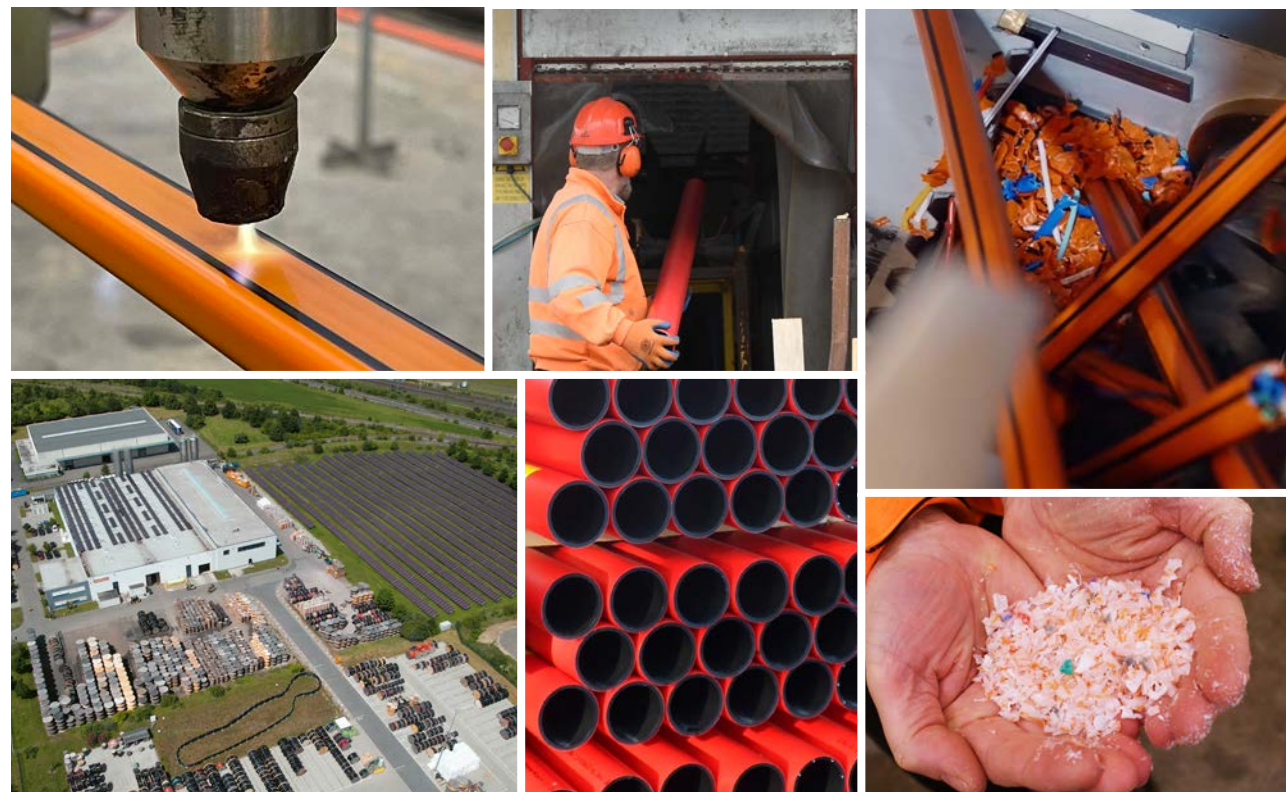


CLIMATE PLEDGE

We have made significant progress in reducing the carbon intensity of our business activities, following our investments in large-scale, long-term decarbonization solutions. We observed a reduction in emissions from purchased electricity due to our investments in renewable energy projects that became operational in 2022. This was achieved despite expanding our building space to support business growth.

Like many companies and countries in high growth mode, we consider both the absolute tons of carbon in our footprint and the change in our carbon intensity. Our carbon intensity metric quantifies total carbon emissions, in grams of carbon dioxide equivalent (CO₂e), as it provides a relative comparison between annual metrics regardless of other changes to our business.

This metric is helpful to assess our progress toward our Climate Pledge goal of reaching net-zero carbon by 2045, even as our business grows.



100% Circularity In uPVC

We are committed to 100% circularity in uPVC. Our approach includes designing for recyclability and using recycled materials. This circular approach reduces waste and pollution, helping us create a more sustainable future.

Striving For 100% Circularity In HDPE

We are committed to achieving 100% circularity in HDPE manufacture. Demonstrated through our investments in technology and research to identify innovative solutions to reduce our environmental impact.

Eco Vadis Silver From Current And Future Sites

Our EcoVadis Silver standard reflects our organizations values and commitment to sustainability. By meeting these rigorous standards, we can make a positive impact on the environment and lead the way in promoting responsible business practices. We are targeting Gold throughout the group by the end of 2025.

Solar Farm & Green Power Sites

We recognize the need to reduce our carbon footprint and take responsibility for the environment. We are proud to house a large solar farm adjacent to our site in Germany. We are dedicated to implementing green power solutions that harness the natural resources in all our sites to power our operations and reduce our environmental impact.

Maximizing Product Flexibility & Lifespan For Customers

Emtelle's 'One Dig' Philosophy supports upgradeability for our customers and supports our sustainability efforts by ensuring our product developments can host future capacity and is built to last. Our innovation allows customers to install future capacity without re-digging.




FULL SOLUTION PROVIDER

Emtelle offers the full solution from product supply, customer service, support and training, from initial concept to installation and beyond. Emtelle provides the highest standard of excellence throughout all its activities. Achieving this by using the company’s production capacity and technical knowledge to develop, perfect and sustain the optimum solutions, the entire Emtelle offering adds value to Power and Telecom networks around the world.

ONE GROUP, MULTIPLE LOCATIONS



 **800**
employees

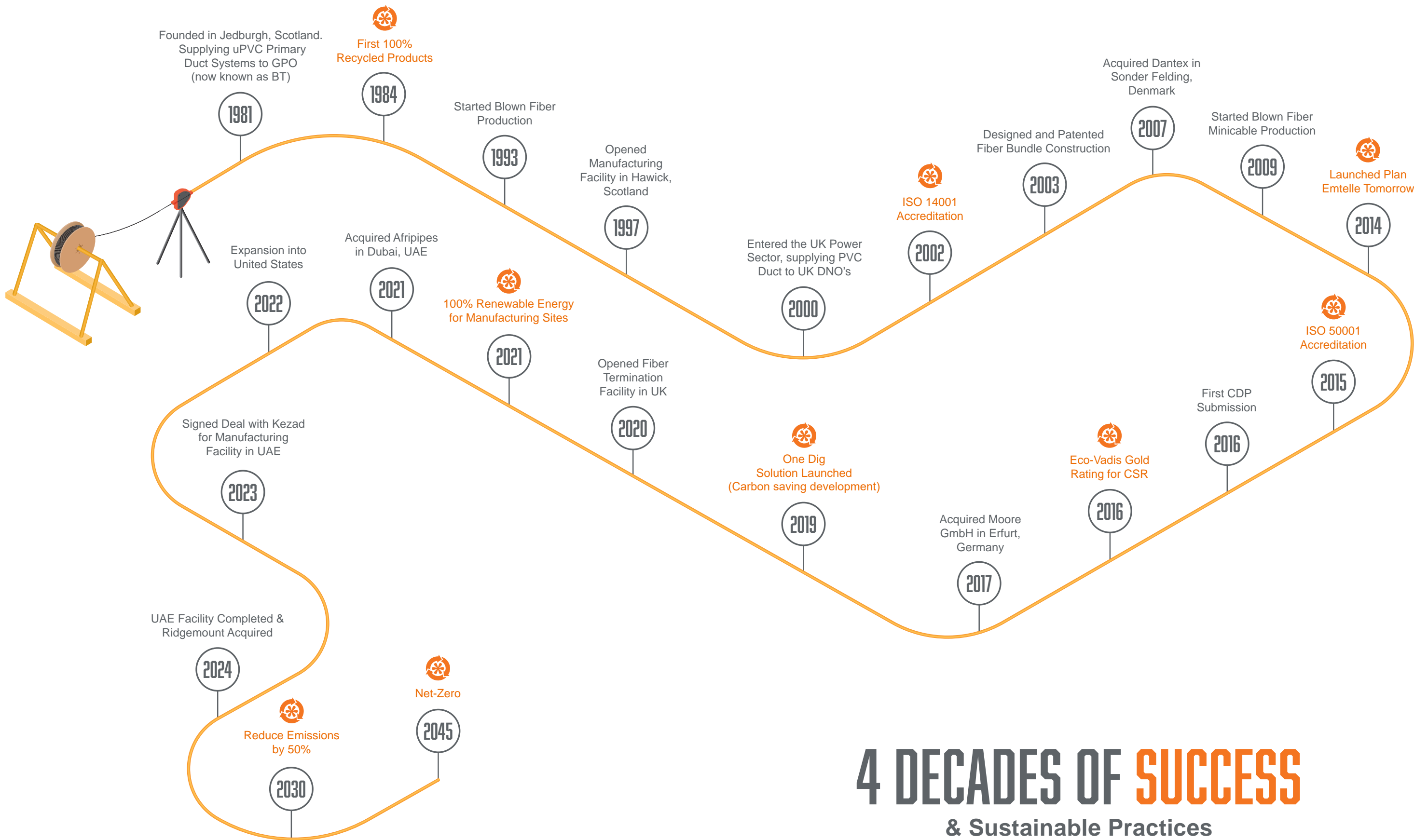
20  **BILLION**
metres of microducts
manufactured and
sold since 1993

 **100+**
countries supplied to


every year Emtelle make enough
FiberFast to reach the moon

 **80**
manufacturing lines


Sold enough uPVC duct and bends to
circumnavigate the world



4 DECADES OF SUCCESS
& Sustainable Practices

SUSTAINABLE MANUFACTURING INITIATIVES

Emtelle serves over 100 countries globally, combining proven knowledge with continuous innovation for over 40 years. Having dominated the blown fiber and ducted solution manufacturing space since its inception, Emtelle has pioneered some of the most innovative solutions within the industry as the company has advanced over the past four decades.

Emtelle UK
Jedburgh




Renewable energy contract in place until 2027 to use electricity that is 100% generated from Renewable Sources.

100% of scrap from manufacturing is reused in the production of new uPVC ducts.

On average over 2,000 tonnes of recycled material is used per year.

Emtelle UK
Hawick




Renewable energy contract in place until 2027 to use electricity that is 100% generated from Renewable Sources.

Scrap material is uniformed, recycled and compounded on-site so it can be reused in manufacture. On average 431 tonnes of regrind material is used per year.

Reduced our energy consumption by 12-18% by insulating our extruders to massively reduce heat dissipation.

Emtelle
Scandanavia




20km of Geothermal Pipes installed under the yard's grounds.

The average product manufactured has a recycled material content of over 50% - proud to be 'recycling experts' with plastic microducts.

Products available that are made from 100% recycled material.

Emtelle
GmbH



Housing a large solar panel farm adjacent to our site.

On average, over 15% of material used in manufacturing is recycled material.

Certification
ISO 9001
UK, Germany, USA
Denmark, UAE



Certification
ISO 14001
UK, UAE
Denmark



Certification
ISO 45001
UK,
UAE



Certification
ISO 50001
UK,
Germany



Emtelle
UAE



EcoVadis independent sustainability rating and award: Silver, Top 15%.

Plasma treatment to eliminate the use of LPG Gas.

Capability to manufacture microducts with 90% recycled material (ex. outer sheath)

Switched to electric forklifts instead of diesel, helping to reduce carbon emissions.

Emtelle
USA



We use responsible energy suppliers and pay a renewable energy rider for electricity which offsets the costs of renewable energy.

Scrap material from the manufacturing process is recycled and added where appropriate into making new products.

Emtelle
Ridgemount



We are proud of the quality and efficiency of our products and services, and on our commitment to every customer.

Quality Management System certified by TUV to BS EN ISO 9001 : 2015 – Certificate GB00620.

All waste material is sorted and recycled responsibly.



EMTELLE'S CARBON FOOTPRINT

As a prominent manufacturer of blown fiber and ducted network solutions, we have made significant strides in reducing our carbon footprint through a series of sustainable initiatives. By investing in renewable energy sources and optimizing manufacturing processes, we have minimized greenhouse gas emissions and energy consumption.

This has been achieved through our emphasis on the use of recycled materials in production, reducing waste and the need for raw materials. Furthermore, our commitment to sustainable practices extends to our logistics, with efforts to streamline transportation routes and improve fuel efficiency. These measures collectively showcase we are dedicated to environmental responsibility and our proactive approach to mitigating our carbon footprint.

“Emtelle continue to work in partnership with our supply chain and customers. Our emission targets have been developed in alignment and we are now working to formalize them as science based targets.”

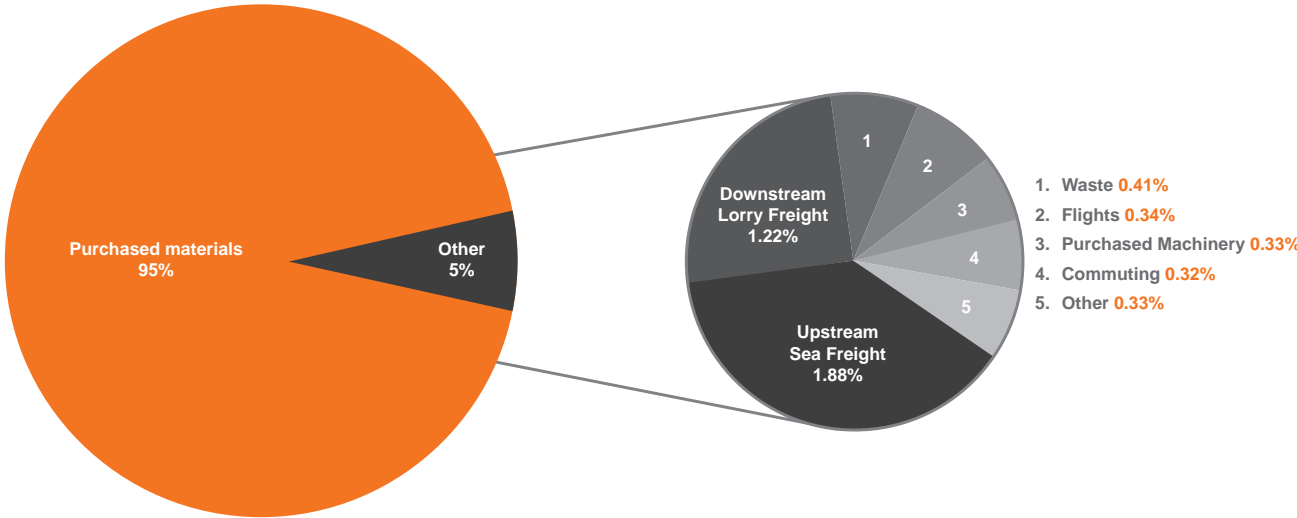
Together, we're all moving towards a low carbon future.”



John Bathgate
Group Sustainability Manager

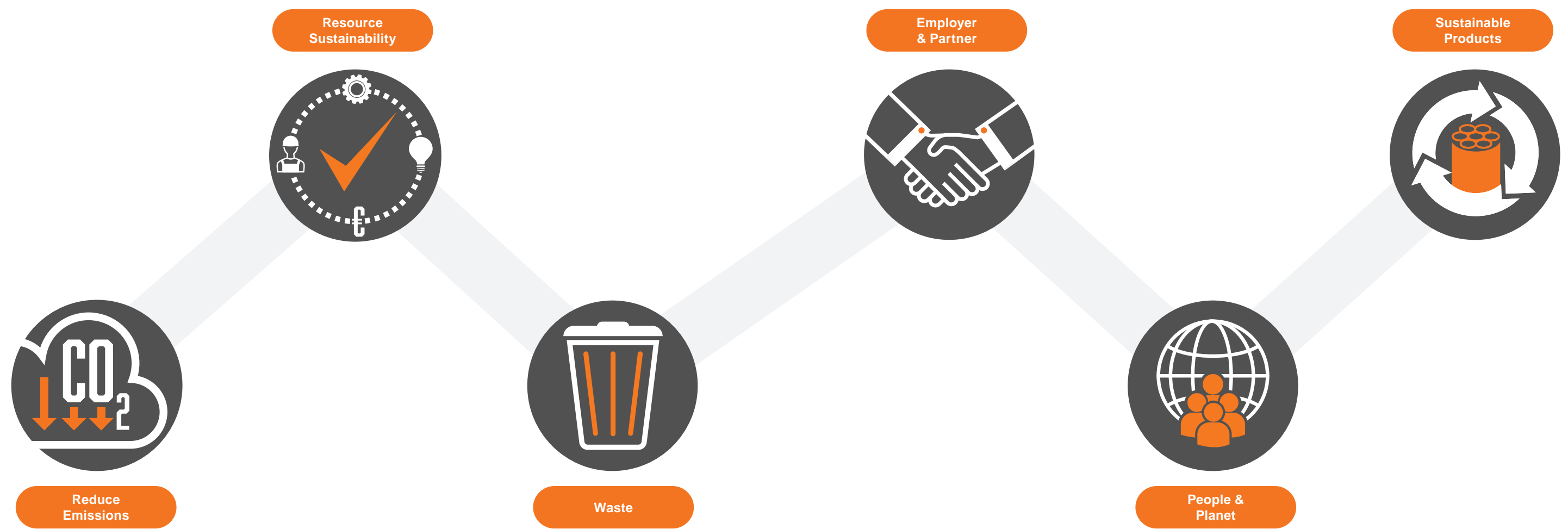
UK CARBON EMISSIONS					
Scope	2016	2022	2023	% change on 2016	% change on 2022
Scope 1	386.46	507.38	400.53	3.6%	-21.1%
Scope 2	7585.12	4743.71	4,066.03	-46.4%	-14.3%
Scope 3	144,496.61	183,053.65	131,936.72	-8.7%	-27.9%
Total CO ₂ e	152,468.19	188,304.74	136,403.28	-10.5%	-27.6%

UK SCOPE 1 & 2 FIGURES FOR BENCHMARKING					
	2016	2022	2023	% change on 2016	% change on 2022
Total CO ₂ e	152,468.19	188,304.74	136,403.28	-10.5%	-27.6%
Total CO ₂ e per £M Turnover	1620.6	798.49	724.37	-55.3%	-9.3%
Total CO ₂ e per employee	586.46	420.32	317.22	-45.9%	-24.5%



OUR SUSTAINABILITY PRIORITIES

Emtelle's sustainability priorities focus on reducing emissions, ensuring resource sustainability, minimizing waste, and fostering strong relationships with employees and partners. The company integrates social equity and environmental stewardship, emphasising the wellbeing of people and the planet. Emtelle is also committed to creating sustainable products that meet market needs and promote a healthier, more sustainable future.



OUR UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS PROGRESS





REDUCE EMISSIONS

As a global organization Emtelle has a responsibility to the planet to ensure that the company is as sustainable as possible. We will challenge all aspects of our energy use and develop new ideas and methods to reduce our carbon footprint.

Our reporting scope covers all 3 scope emissions that are deemed to be relevant and/or significant.

Therefore we are reporting on emissions Scope 1, Scope 2 and Scope 3 emissions covering the following categories:

- Electricity consumption
- Fuels
- Business travel
- Waste generated in operations
- Purchased goods and services
- Upstream and downstream transport and distribution

Scope 1

Direct emissions from owned or controlled sources.
This includes emissions from company facilities and vehicles.

Scope 2

Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company. These are emissions produced by the utility providers.

Scope 3

All other indirect emissions that occur in a company's value chain.
This includes emissions from business travel, procurement, waste, and product use.



Group Standards

Establish comprehensive standards and specific targets that are uniformly consistent across the entire group.

Scope 1 & 2

Our goal is to achieve net zero Scope 1 and Scope 2 emissions by 2030, addressing all direct and indirect energy emissions.

2030



Scope 3

We aim to reduce Scope 3 emissions by 50% by 2030 and achieve net zero emissions (or a 90% reduction) by 2045.

Monitoring and Reporting

We will implement a comprehensive monitoring and reporting system to accurately track and document all on-site activities and progress.



Site Based Product Footprint

We will assess and document site based product footprints to ensure a thorough understanding of our environmental impact.

Global Certification

We are aiming to have EcoVadis Gold, ISO 14001 and ISO 50001 standards across all sites by the end of 2025.



Industry Leader

We aim to lead our industry sector to net zero through innovative products, renewables, and processes.

IMPROVE RESOURCE SUSTAINABILITY

Emtelle understands the importance of sourcing sustainable raw materials to use for the production of our products. We will assess the possibility of developing products with entirely sustainably sourced materials and, where not possible, use any unsustainable materials efficiently and in moderation.

Understanding Raw Materials:

Raw materials can be categorized into three types:

Renewable Resources

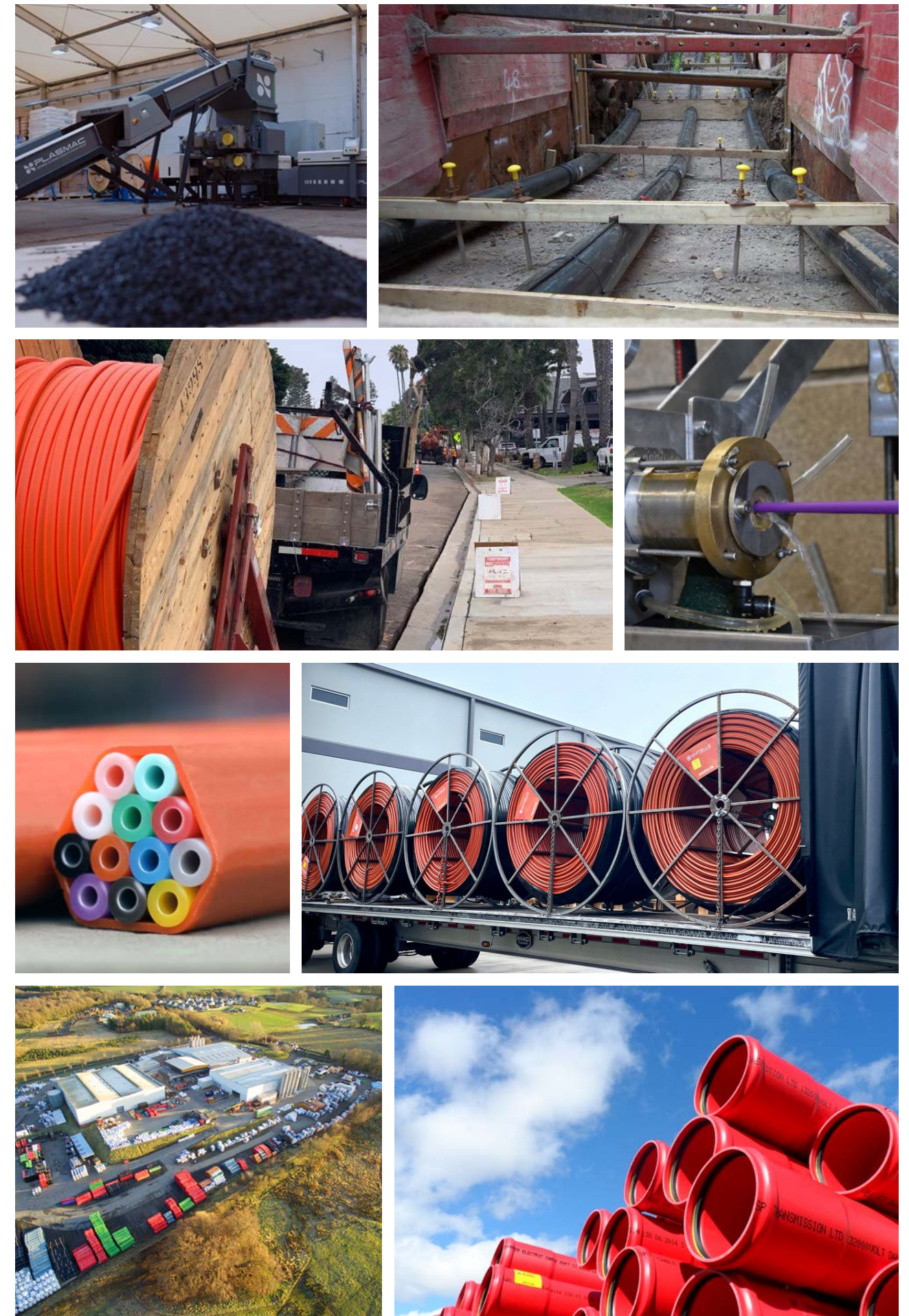
These are often the best in environmental terms. Renewable resources such as wind, hydro, or solar power help reduce the environmental impact of energy. However, they can have significant local environmental impacts, and care must be taken in their implementation.

Diminishing Resources

These are renewable resources that are being exploited faster than they can naturally renew. Over-fishing and deforestation are prime examples. Such resources must be used sustainably to avoid scarcity.

Finite Resources

These resources, including oil, coal, gas, and minerals, will inevitably run out. Finite resources are less favorable than renewables and should be treated as precious and highly valuable.

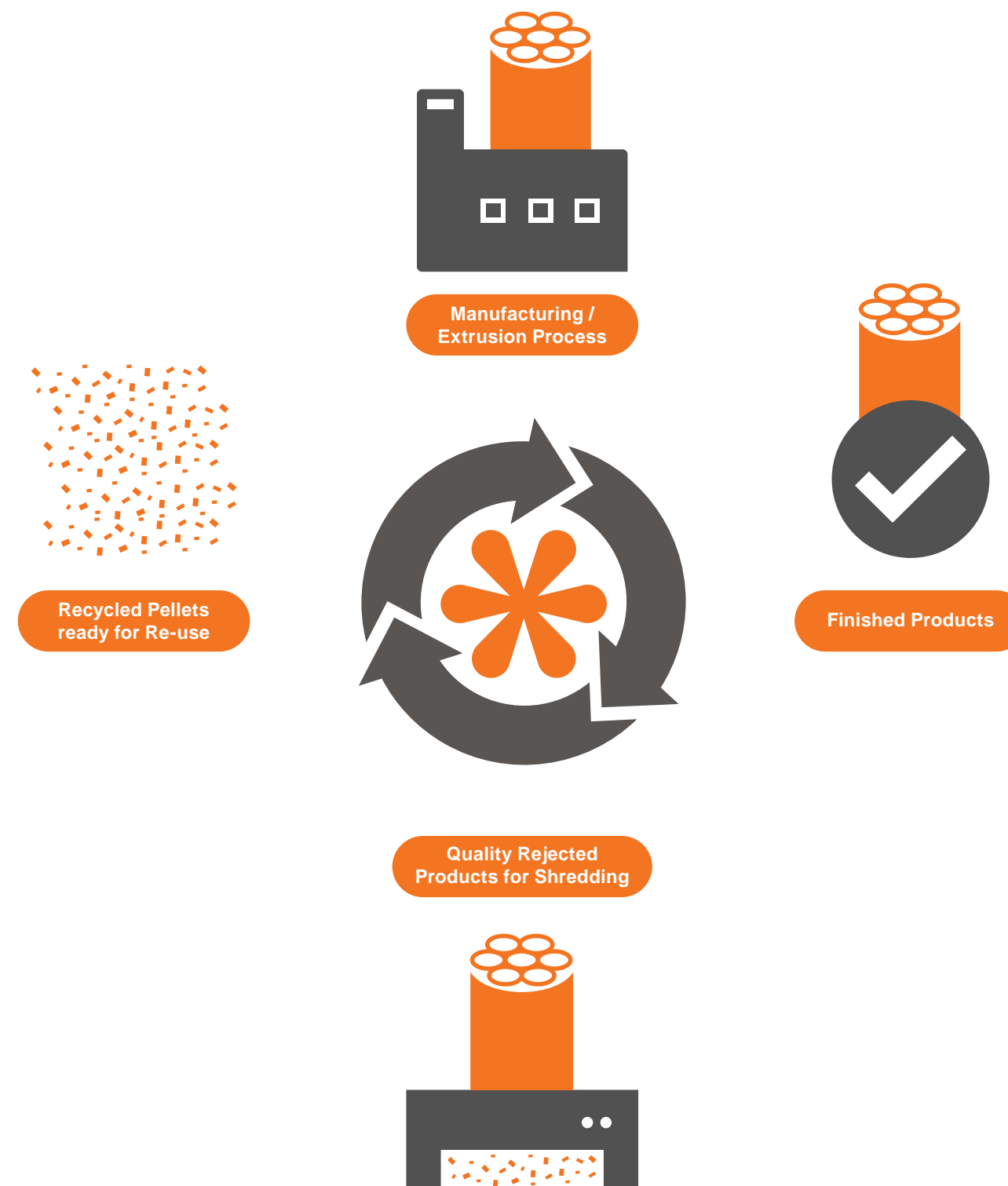


WAR ON WASTE

At Emtelle, our War on Waste initiative showcases our dedication to sustainability and aligns with COP26 objectives. We have made significant strides in reducing waste and enhancing resource efficiency. Through our closed-loop recycling system, we reprocess 100% of scrap materials, recycling 2,070 tonnes in 2023 alone. Our commitment to energy efficiency is evident in our 18% reduction in energy consumption achieved by switching to electric forklifts and insulating our extruders. Additionally, all our facilities are powered by renewable energy, further minimizing our carbon footprint.

Our focus on building a circular economy is reflected in our product design and manufacturing processes. We aim for 100% circularity in our uPVC and HDPE products, incorporating up to 90% recycled materials. This not only reduces waste but also extends the lifecycle of our products. Moreover, our infrastructure projects, such as geothermal heating in Denmark and a large-scale solar farm in Germany, demonstrate our commitment to sustainable energy solutions that build resilience against climate change.

As part of this ongoing work, we have implemented a state-of-the-art energy and carbon emission tracking system called ClearVue system. The ClearVue system will play a crucial role in supporting Emtelle as we continue to embark on our carbon net zero journey, ensuring that we have the tools and insights needed to achieve our sustainability goals, globally.





FAIR EMPLOYER AND PARTNER

At Emtelle, we are committed to upholding the highest ethical standards across our operations. In alignment with Section 54 of the Modern Slavery Act 2015, this statement outlines the steps we have taken to ensure that modern slavery, child labor, and human trafficking are not present in our business or supply chains for the financial year 2023/2024. Our ethical business practices are reinforced by our code of conduct, business ethics policy, and sustainability strategy, all designed to deliver positive economic, social, and environmental impacts.

To combat modern slavery, we have implemented rigorous recruitment and verification processes, ensuring all new hires are subject to face-to-face right-to-work document verification and annual checks. Our management and HR teams have undergone extensive training to recognize and address potential red flags in both our workforce and supply chain. We collaborate closely with local labor providers to maintain compliance with Agency Worker Regulations and best practices. Additionally, our Wellbeing Ambassadors, rebranded as W.E. At Emtelle, focus on promoting employee wellbeing and early issue identification, supported by our Employee Assistance Program (EAP) and a robust Global Whistle Blowing Policy.

Our supply chain management includes stringent due diligence and continuous monitoring to prevent modern slavery and human trafficking. We require our suppliers to comply with all local, national, and international labor laws, ensuring fair treatment and wages for their employees. Suppliers must demonstrate adherence to our anti-slavery policies, and we reserve the right to audit them at any time. Our commitment to sustainability and ethical business practices is reflected in our EcoVadis Accreditation and our ongoing efforts to foster a culture of transparency and respect throughout our global operations. This statement confirms our dedication to preventing exploitation and underscores our responsibility to protect human rights within our business and supply chains.



PEOPLE AND PLANET POSITIVE

At Emtelle, our dedication to positively impacting both people and the planet is at the core of our sustainability strategy. This year, we supported grassroots sports clubs, children's memberships, local food banks, and environmental projects, among other initiatives. We encourage staff to engage in charity work and promote these activities in our internal magazine to foster community involvement. Our ethical practices ensure high standards in operations and supply chains, preventing modern slavery, child labor, and human trafficking, while maintaining compliance with all labor laws. By fostering a culture of transparency and respect, we aim to inspire our partners and stakeholders, highlighting our global commitment to sustainability.

Health, Wellbeing, and Community Engagement:

Our W.E. at Emtelle program, Employee Assistance Program (EAP), and Global Whistle Blowing Policy promote employee wellbeing and maintain a transparent work environment. The Corporate Social Responsibility (CSR) Committee meets monthly to review opportunities from charities and companies for donations and sponsorships, monitor progress on social value objectives, and ensure alignment with our sustainability strategy. We maintain regular internal communication through meetings and SharePoint to keep all employees informed about our social value goals.

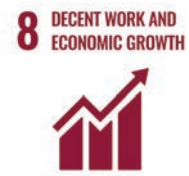
Our Corporate Social Responsibility (CSR) Committee, composed of members from various departments, meets monthly to evaluate charitable opportunities, monitor social value objectives, and align with our sustainability strategy. Regular meetings and SharePoint updates keep all employees informed about our social value goals, ensuring everyone is involved in our mission to create positive change both internally and externally.

“At Emtelle, our dedication to sustainability goes beyond environmental impact; it's about empowering our people and enriching our communities. We believe that by fostering a culture of transparency, respect, and community engagement, we can inspire positive change and build a sustainable future for all.”



Hazel Smith
Group People Director





SUSTAINABLE PRODUCTS

We have created environmentally-friendly solutions that align with our customers' needs and market demands. Our microducts and uPVC ducts are not just high performing, they embody our commitment to a greener planet.

Recycled PE (Polyethylene) Microducts

When comparing Recycled PE with Virgin PE, there are several notable benefits:

Environmental Impact:

In some instances, using recycled plastic can reduce greenhouse gas emissions compared to virgin plastic. This process decreases the need for new raw materials, conserving natural resources such as oil, natural gas, and water.

Waste Reduction:

Recycled plastic helps reduce plastic waste in landfills and oceans. It contributes to a more sustainable circular economy.

Sustainable Packaging:

We try and aim to re-use all drums in Denmark, UK & Benelux where we can and recycle any remaining materials that are shipped back to us.

Sustainable uPVC Ducts

Features:

- uPVC is an intrinsically a low carbon plastic
- Manufactured using less than 40% oil-based materials
- uPVC can incorporate recycled material
- Chemical free duct marking & identification print details

Sustainable Product & Packaging:

Our uPVC products and their packaging are designed for easy recycling at the end of their lifespan.

Effortless Precision:

Very easy jointing which simplifies our customers' installation process and saving them time and effort.

Efficient Cable Placement:

Low coefficient of friction that facilitates smooth cable placement, making our customers' network setup hassle-free and efficient.

uPVC duct can be recycled 8-10 times and has 100-year service life.

Sustainable Accessories

Both these products are made from 100% Recycled Polypropylene

Material:

Made using a prime 100% recycled grade of Polypropylene supplied by one of our automotive material suppliers, they ensure there is no variability in the grade and therefore the product performs the same every time, and again, these products are 100% recyclable.

Manufacturing:

In addition to this, our manufacturer of these products use mostly renewable energy as they have over 500 solar panels at their site supplying electricity to their moulding machines, further helping our sustainability.

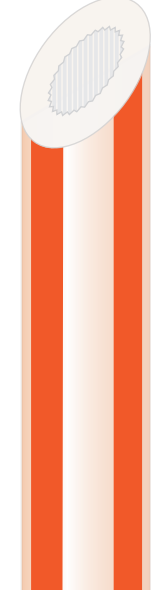
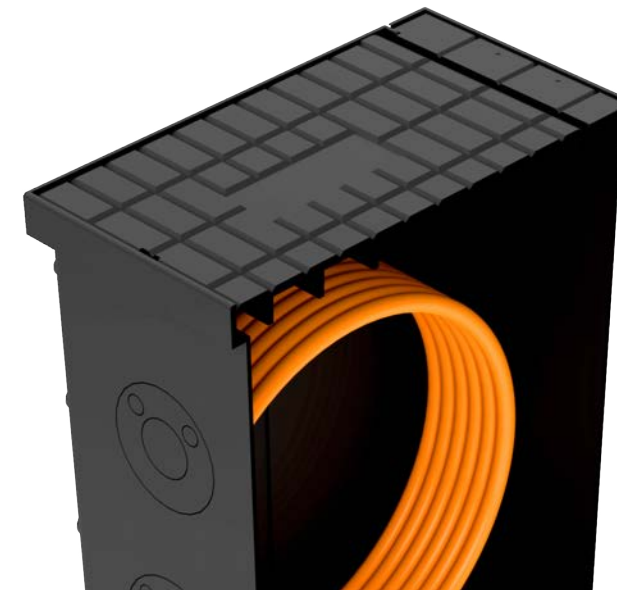
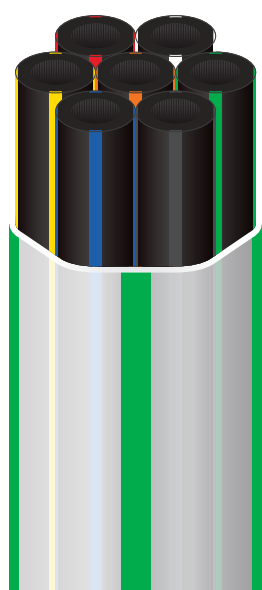
Solutions to Reduce CO₂ Emissions

As standard, all our microducts feature our special EM-Liner

Results:

Co-extruded PE low friction inner layer, used together with our FiberFast fiber microcables, will optimize your blowing results. Reducing installation friction, significantly saving you time, costs and CO₂ by reducing the fuel needed for blowing equipment.

- Up to **60% lower coefficient**
- Up to **50% better blowing results**



CONCLUSION

Emtelle's PLANET strategy is a pivotal advancement in our commitment to sustainability, specifically tailored to meet the ambitious 2030 goals set by European governments and the UN Sustainable Development Goals. Our strategy is intricately woven into our operations, focusing on substantial emission reductions, enhanced resource sustainability, and significant waste minimization.

Our pledge to reduce Scope 1, 2, and 3 emissions by 50% by 2030 and achieve Net-Zero by 2045 is firmly rooted in our operational beliefs. By integrating on-site renewable energy solutions and optimizing resource utilization, we are making considerable progress towards these goals. Our commitment to sustainable business practices is evident in our continuous innovation and process improvement, which are crucial for a greener future. The significant progress in reducing our carbon intensity and absolute emissions, even amidst business expansion, showcases the efficacy of our sustainability initiatives and aligns with our Climate Pledge goal of net-zero carbon by 2045.

Our sustainability priorities—emission reduction, resource sustainability, waste minimization, and the development of sustainable products—are designed to meet the specific needs of our customers around the world. As we advance, we remain dedicated to pushing the frontiers of sustainability, ensuring that our partners benefit from cutting-edge, environmentally responsible solutions that support both people and the planet, with our PLANET strategy.

“

One of our core values is Empowerment. Empowerment for our people, employees, our customers, and our community.”



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