

**Our Contribution
towards the**

UN Sustainability Development Goals

SUDenergie

Contribution towards the UN Sustainability Development Goals (UN SDGs)

In 2015, all United Nations Member States adopted the 17 United Nations Sustainability Goals (UN SDGs) as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. SUDenergie recognises that companies will play a large role in achieving the SDGs and developing sustainable business models.

In our work towards enhancing sustainability, contributing positively to limiting global warming and ensuring ethical business conduct, we are enlarging our business towards more sustainable products for the future. We have identified the current impact we believe our business has on the 17 UN SDGs and set forward programs to implement and to further enhance positive impact. Our partner Responsible Solutions (www.responsible.solutions), which conducted several interviews with the management and gathered views from key internal stakeholders, has worked on this SDG analysis.

SUDenergie, with further involvement of internal and external stakeholders, is committed to implementing sustainability as key element in the strategy of the company. We are proud of having taken the first step and are looking forward to continue on this route by analysing the Environment, Social and Governance (ESG) criteria of our busi-

ness and implementing targets and measurements to be able to monitor and report our progress towards positive impact on the environment and the society.

SUDenergie Identified contribution towards the UN SDGs

We have identified the aspects of our business that we believe have the most impact on the three pillars of sustainability (economic, environmental and social) and grouped the contribution into ESG criteria. We have as well linked the outcome to relevant SDGs. The SDGs are heavily interconnected; contribution and targets can have direct and indirect impact on several SDGs.

ESG Criteria

Environment

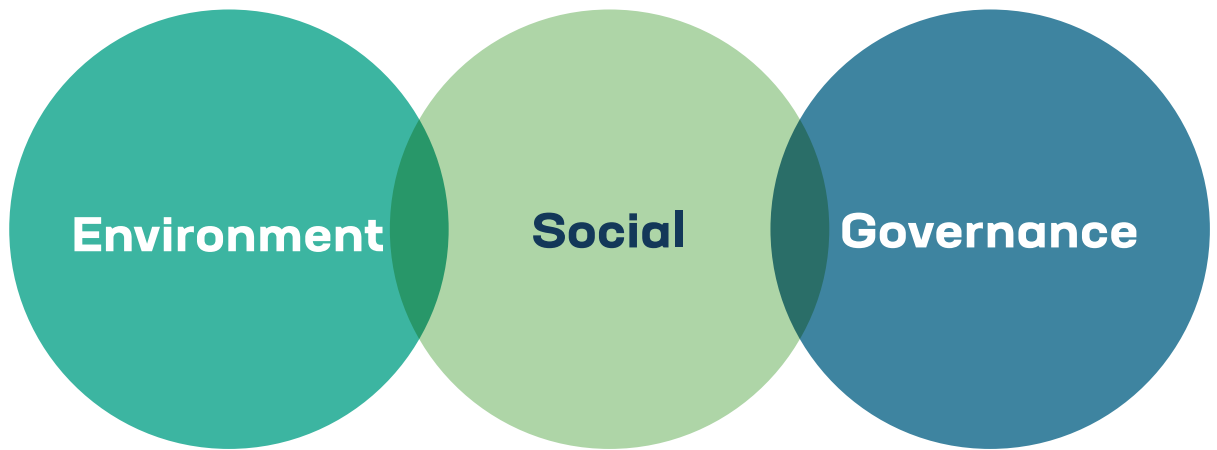
Resource protection,
stable climate change
& innovation

Social

Equal opportunities,
employments health, safety,
education & satisfaction

Governance

Sustainable economic growth,
justice & partnership



SUDenergie

Sustainability Programs

SUDenergie is progressing on the 17 UN SDGs and is committed to systematically address the most urgent challenges in eight sustainability programs.



Environment

Resource protection, stable climate change & innovation

SUDenergie Programs

- Implement a formal Environmental policy, including policy for the buildings (7, 13)
- Offer employees access to charging stations for electric cars (7)
- Raise awareness among employees about the circular economy by offering workshops and conduct internal survey on sustainability (12)
- Implement tools to manage and monitor environmental footprint for operation and buildings (13)
- Enforce to promote good practices in order to help reduce emission (13)

Social

Equal opportunities, employments health, safety, education & satisfaction

SUDenergie Programs

- Enforce life-long learning for employees (4)



Governance

Sustainable economic growth, justice & partnership

SUDenergie Programs

- Implement Supplier code of conduct to secure sustainable value chain, including gender equality and justice (5, 16)
- Activate a formal task force on Sustainability (meets 2-3 times a year) in order to ensure implementation of sustainable projects (for an example electrical cars), and enhance knowledge and maintain communication between, board, management and employees (4, 8, 17)

SUSTAINABLE DEVELOPMENT GOALS

Environment

Resource protection, stable climate change & innovation

SUDenergie Contribution:

- Offers access to affordable, reliable, sustainable and modern energy to customers (7)
- Encourage renewable energy consumption by employees and other stakeholders (7)
- Invests in R&D related to sustainable energy service, bring new technologies to the market, example the solar street project (7)
- Works on enlarging the Business Model by implementing renewable energy and energy efficiency (7)
- Follows high standards set by the government, in sustainability aspects of operation, projects and buildings such as in renovation of buildings (9)
- Works towards maintaining innovation in sustainable production and product development (9)
- Influences sustainable infrastructure investments in the local community with focus towards sustainable solutions in energy efficiency and projects of renewables (11)
- Works with recycling waste management system (12)
- Invest in energy efficiency and climate related infrastructure (since 2016 Euro 5 million invested) (13)
- Identified future risk and opportunities due to climate change (13)
- Raises awareness among employees and other stakeholders on climate change (13)
- Promotes good practices in order to help reduce emission (13)
- Sources all electricity the company consumes at its facilities from renewable sources (13)
- Retrofits the lighting systems of the company's facilities to energy efficient LED lighting - are working on it (50 % finished) (13)
- Invests in innovation to improve the efficiency of the company's product portfolio, thereby enabling customers to reduce their GHG emissions (13)
- Reduces GHG emission through fuel efficiency (13)
- Understands climate risk and build resilience into the company's assets and supply chain (13)



Social

Equal opportunities, employments health, safety, education & satisfaction

SUDenergie Contribution:

- Offers customers in difficult situations to split payments (1)
- Works hand in hand with the social welfare office
- Integrates locals in the value chain when it is possible (1)
- Has implemented Internal Health and Safety policy (3)
- Organizes regular health and safety programs at work, including first aid (95 % participation), how to sit at work, how to lift heavy weight etc. (3)
- Provides protective clothing for outside workers (3)
- Provides safety equipment to employees (3)
- Provides fair trade fruit to employees once a week (3)
- Organizes company dinners twice a year (3)

- Provides employees with continuous opportunities to improve their (job) skills for their current and future employment (4)
- Offers students the possibility of an internship (4)
- Emphasizes equal gender opportunities in all aspects of the business, in leadership and at HR in management positions, etc. (5)
- Promotes equal remuneration for women and men (5)
- Has implemented internal Equal gender policy (5)
- Has implemented internal Violence, Sexual and Harassment policy (5)
- Secures safe access to water, sanitation and hygiene for employees (6)
- Empowers social and economic inclusion of individuals to reduce inequalities (10)



Governance

Sustainable economic growth, justice & partnership

SUDenergie Contribution:

- Has internal policy on labour and human rights (including unfair hiring and recruitment practices) (8,16)
- Has internal policy on anti-corruption & bribery (8, 16)
- Has internal policy on communication (16)
- Has internal on sexual and harassment (16)
- Policy on information and data protection, internal and external (16)
- Has an effective, accountable and transparent governance (16)
- Fulfils and follows all regulations on justice, peace and equal opportunities (16)
- Is working on rebranding and restructuring after having identified risks and opportunities related to climate change (16)
- Directs finance towards sustainable and responsible investments (17)
- Has working group (Task Force) of employees for sustainability awareness raising and to enhance sustainable lifestyle within the company and beyond supporting the UN SDGs (17)
- Has gained waste management Label (17)

