

2022

**PLANET**  
**STRATEGY**



# OUR PLANET



- Lead by example by reducing our carbon footprint and waste in our operations
- Continuing to **train our associates**, sales force and customers. Our champions working on communication and ensuring a Sustainable Culture
- **Promote a circular economy** throughout our operations and for our customers

# HOW CAN WE ALL CONTRIBUTE?

We have 10 commitments to help promote sustainability actions in our everyday life at work.

**1**



**Accelerate the Energy Transition with customers.**

promote energy efficient, renewable, circular products and services such as recycling, repairing and reusing.

**3**



**Preserve Energy**

regulate temperatures, install presence detectors, LEDs and energy management to control consumption. Switch off lights and screens when leaving the office. Replace old electrical devices with energy efficient products (eco-label minimum A).

**5**



**Request Low-Carbon Logistics**

Request suppliers & transporters to use low consumption, hybrid or electric vehicles to deliver products. Optimize truck loads, delivery routes, bundle orders and provide logistic data.

**7**



**Consume Responsibly**

Purchase products with ethical labels (materials, working conditions) for clothes, electronics, energy, food etc.

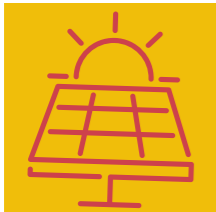
**9**



**Reduce Digital Pollution**

Unsubscribe to unread newsletters, clean up inbox mail and archives, and reduce quality of video streaming to reduce servers' energy consumption.

**2**



**Use Renewables**

Install solar panels on warehouses and branches or connect to a local renewable energy plant or install heat pumps


**4**



**Use Low Carbon Transport**

Choose low-carbon transport when commuting or travelling (public transport, low consumption, hybrid or electric vehicles, trains instead of planes...). Organise online meetings instead of travelling whenever possible.

**6**



**Be Circular**

Collect, sort and recycle waste, repurpose products that are not used, repair broken ones, buy refurbished products to avoid resources use, rent or lease, avoid printing

**8**



**Be Plastic Free**

Purchase bulk products, drink tap water, refuse single use plastic and use a personal and reusable water bottle. Avoid goodies and low-quality, single-use plastic objects.

**10**



**Lead by Example**

Participate in local, impactful initiatives to help care for your community. Be aware of the effects of climate change, educate your family and friends on the importance of taking care of our planet.

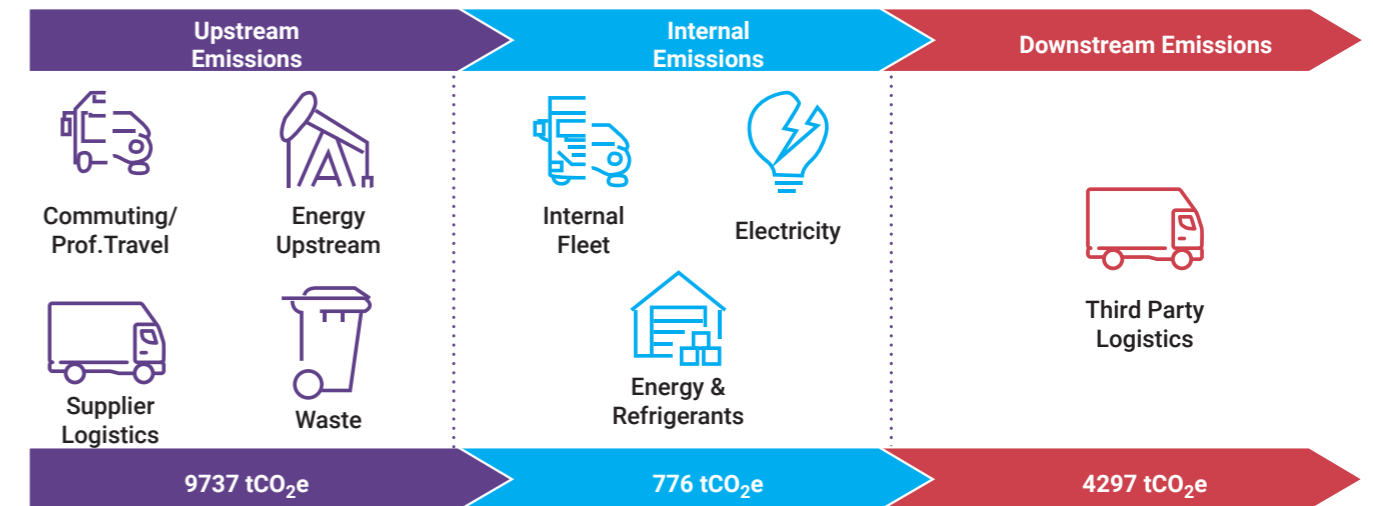
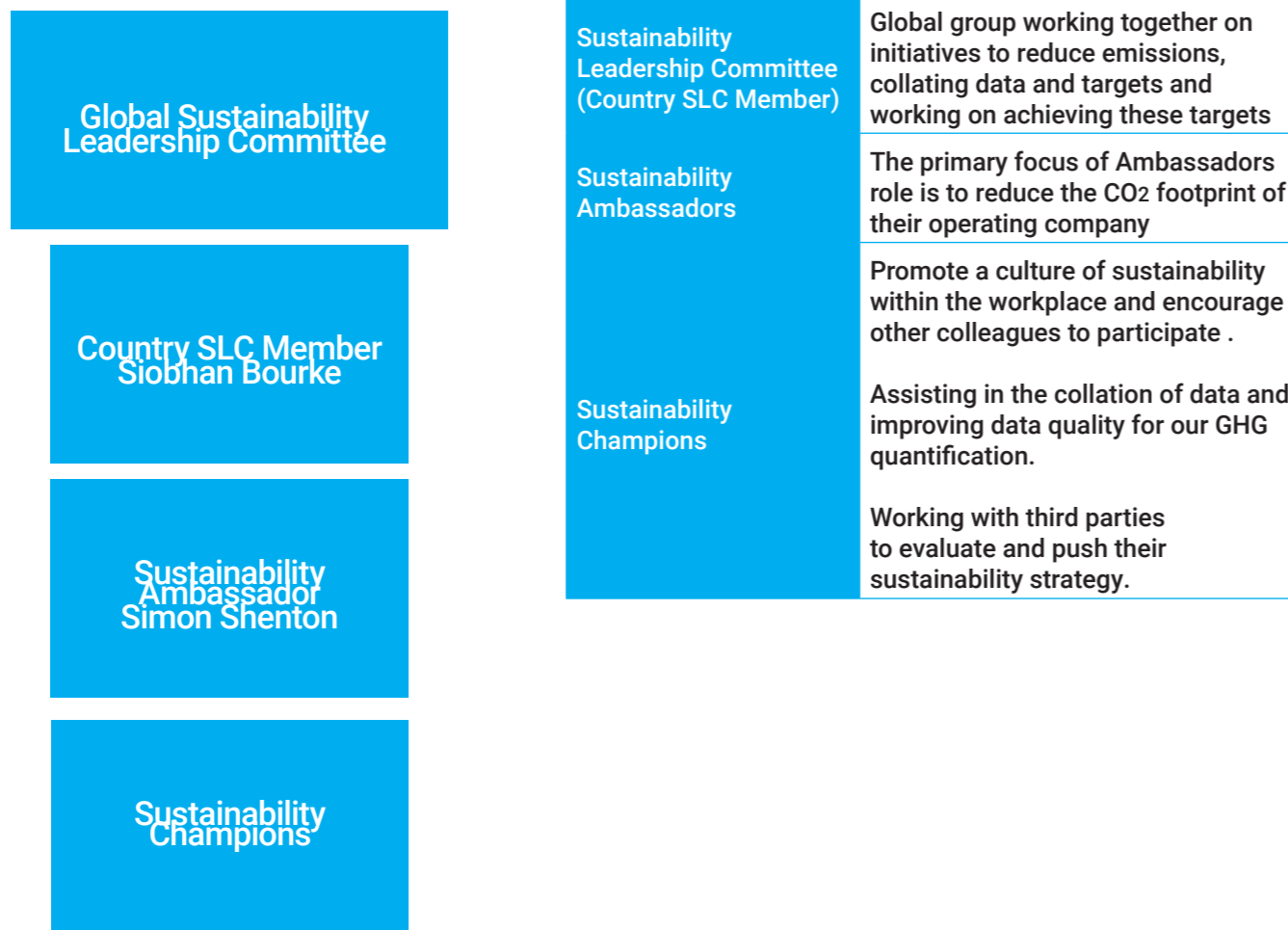
# EMISSIONS PROFILE

# PEOPLE

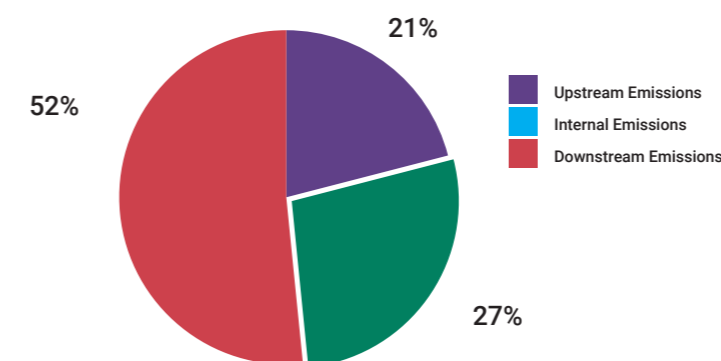
In 2019, Sonepar created the Sustainability Leadership Committee, a network of sustainability experts from around the world who locally execute the actions to achieve the Group's sustainability objectives.

Each country has a sustainability leader and a team of ambassadors and champions. They are responsible for the successful implementation of our strategy within the operating companies.

At Mayflex, we have been calculating our carbon footprint since 2019. Our emissions data is provided to Sonepar on an annual basis for inclusion in overall Group greenhouse gas inventory.



2019 Emissions Profile



Our upstream emissions include commuting and business travel, energy-related activities not included in Scope 1 or 2, in bound logistics from suppliers and waste generated in operations. Our internal emissions are a direct result from our activities including energy usage, company vehicles and refrigerant gases. Downstream emissions come from third-party logistics partners who distribute our products to customers on our behalf.

Other relevant emission sources such as the use of sold products, capital goods and purchased goods and services are calculated at the Group level and not in the scope of our Operating Company GHG profile.

# EMISSIONS REDUCTION TARGETS

## Scope 1+2.

As part of the Sonepar commitment to be in line with Paris Agreement and limit the rise in the global temperature to 1.5°C for 2050, science-based emission reduction targets have been set to guide this journey.

For Scope 1 + 2, our target is aligned to the 1.5 C pathway. By 2030, we aim to have reduced our Scope 1 + 2 emissions by 46% against a 2019 baseline, with an interim target of 17% by 2023.

### Progress so far

Routeko started measuring its greenhouse gas inventory in 2019. Since then we have made excellent progress so far towards achieving our target, delivering a 56% reduction in 2021 compared against the 2019 baseline.

This has been achieved by:

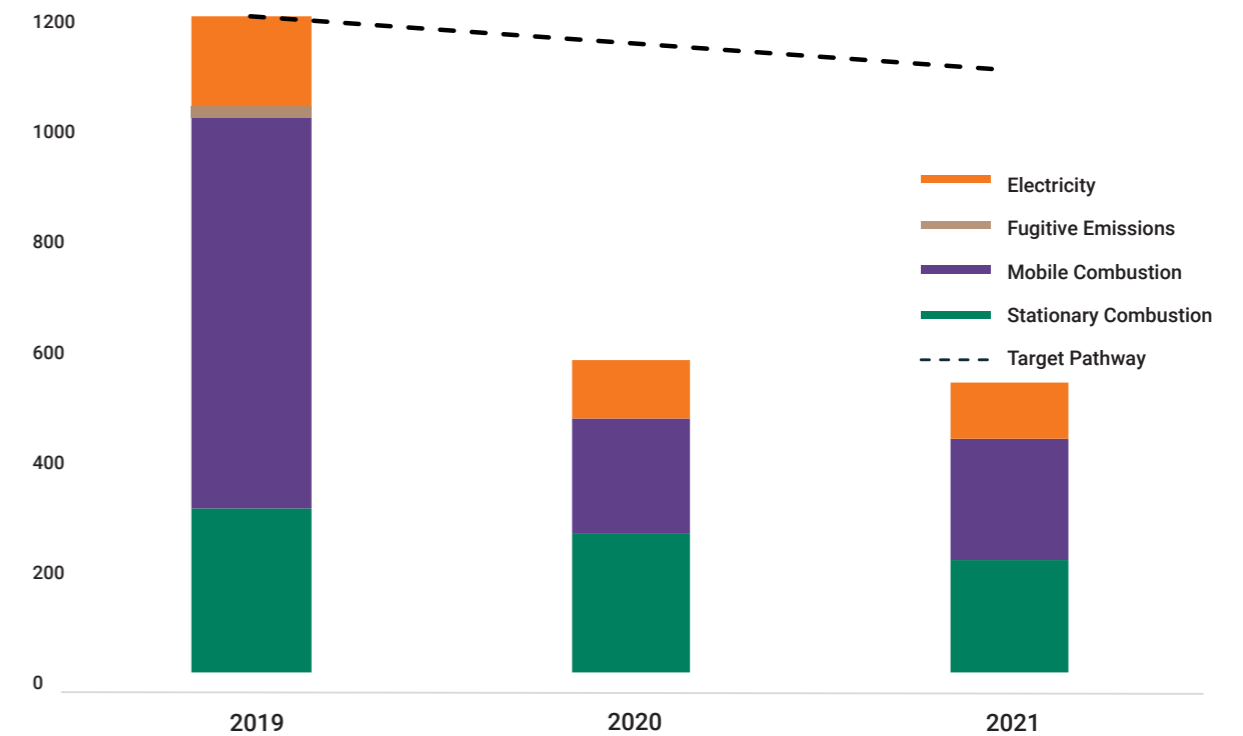
- Rationalising our estate and closed several customer service centres to focus on regional customer service centres located in Manchester, Bristol, Milton Keynes and Leeds
- Installed LED lighting across >90% of our operational estate
- Installed electric vehicle charging infrastructure at our head office and regional customer service centres

- Introducing electric vehicles within our company car offering and installing EV charging infrastructure at our head office and regional customer service centres

- Hybrid working policy

COVID-19 has inevitably had an impact on our operations, primarily affecting the use of company vehicles due to restrictions in place during the lockdown phases of the pandemic. Like many businesses, online meetings have become routine and reduced the need for face-to-face meetings. It is anticipated that business travel will increase over the coming years, however virtual meetings will continue to play an important role in reducing emissions in this area alongside the rollout of electric vehicles.

## Greenhouse Emissions



## CARBON NEUTRALITY

In addition to our reduction target, we are looking to achieve carbon neutrality across our internal emission sources. This would be achieved by obtaining high quality, nature based carbon offsets to compensate for any remaining emissions across Scope 1 & 2 from 2022 onwards.



# EMISSIONS REDUCTION TARGETS

Whilst we have made great progress to date reducing our emissions against the 2019 base line, we must and can go further. We have identified a series of emission reduction measures that will help us to reduce our emissions further and deliver a 65% reduction against our baseline by 2030.

We have developed an action plan to reduce our scope 1 and 2 emissions further. If these reduction measures deliver their anticipated savings we will have reduced our emissions by 65% against the 2019 base line by 2030.

Reduction Measure	Estimated reduction by 2030
1 Renewable Electricity	130
2 Electric Company Vehicles	209
3 Improved Maintenance of AC systems	10
4 Energy Efficiency Measures	24
5 Green Gas Certificates	239
<b>Total</b>	<b>612</b>

## 1. Renewable Electricity

We are currently evaluating our options for onsite generation and power purchase agreements (PPA) to source 100% renewable electricity for sites where we have direct control over the supply arrangements. Whilst this is ongoing, we are going to source Renewable Energy Certificates (RECs) to enable us to reduce our market-

based scope 2 emissions in the short-term.

## 2. Electric Vehicles

We have introduced the option for company car drivers to obtain battery electric vehicles through the company car scheme. Overtime the offering of battery electric vehicles will be expanded as we transition away from petrol and diesel vehicles. Each Customer Service Centre has a pool van and these will be replaced with an electric alternative once suitable replacements have been identified. To further the use of electric vehicles across Routeco, charging infrastructure has been installed across all UK locations. We will routinely review the number of chargers and their availability on site to ensure we can pace with the rollout of electric vehicles.

## 3. Improved maintenance of air conditioning units

To help prevent the leak of refrigerant gases that have a high global warming potential, we are going to enhance our servicing and maintenance of air conditioning units. We will also explore whether there are suitable drop-in refrigerant gases with a lower GWP to help reduce emissions if the eventuality of any leaks.

## 4. Energy efficiency measures

As part of the Energy Savings Opportunity's Scheme (ESOS) we are required to conduct energy audits on a four year cycle. We have opted to undertake our audits early to identify a range of measures we can implement on site to reduce our emissions. The measures identified include LED lighting, enhanced energy management practices supported with an automated monitoring and targeting system (aM&T) and building management system (BMS) to make more efficient use of our buildings.

## 5. Green Gas Certification

There are limited cost-effective solutions available to decarbonise heating, particularly across our warehouse and distribution operations – a long-term plan is required. As a short-term solution, we are evaluating the use of Renewable Gas Guarantee of Origin (RGGO) Certificates to reduce our emissions from natural gas.

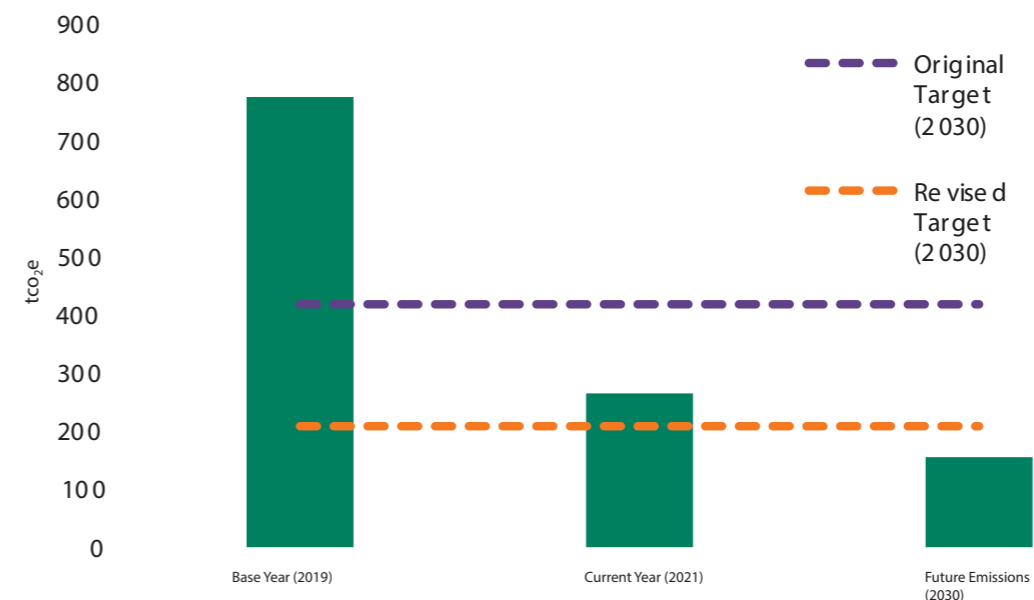
Similar to electricity based REGOs, RGGOs are issued to suppliers who inject renewable gas (typically biomethane) into the national gas grid, displacing fossil fuels. Biomethane is considered a carbon neutral fuel source as CO2 is absorbed during the growth phase of the organic matter used to produce biomethane.

We would be able to match our consumption of natural gas with an equivalent amount of RGGO's to claim the associated environmental benefits. This is a short-term solution whilst we evaluate our long-term options for sustainable low carbon heating systems as we transition away from fossil fuels.

## Revising Our Target

As we have made great progress against our target over the last two years, we have increased the ambition of our target. Our reduction target has increased from 46.2% to 66.6% for 2030 against the 2019 baseline.

We will review our action plan on an annual basis to ensure we maintain progress and continue to drive down our emissions. In 2025, we will carry out a full review and update our action plan and targets accordingly to ensure we remain on the right pathway



# EMISSIONS REDUCTION TARGETS

## Scope 3

Scope 3 emissions occur within our value chain, from the upstream (supplier) and downstream (customer) activities associated with our products and business operations.

Our key Scope 3 emission sources are upstream transportation (the movement of products from suppliers to our Central Distribution Centres) and downstream transportation (the movement of products from our CDCs to customers).

We also quantify the emissions associated with upstream fuel- and energy-related activities, business travel, employee commuting

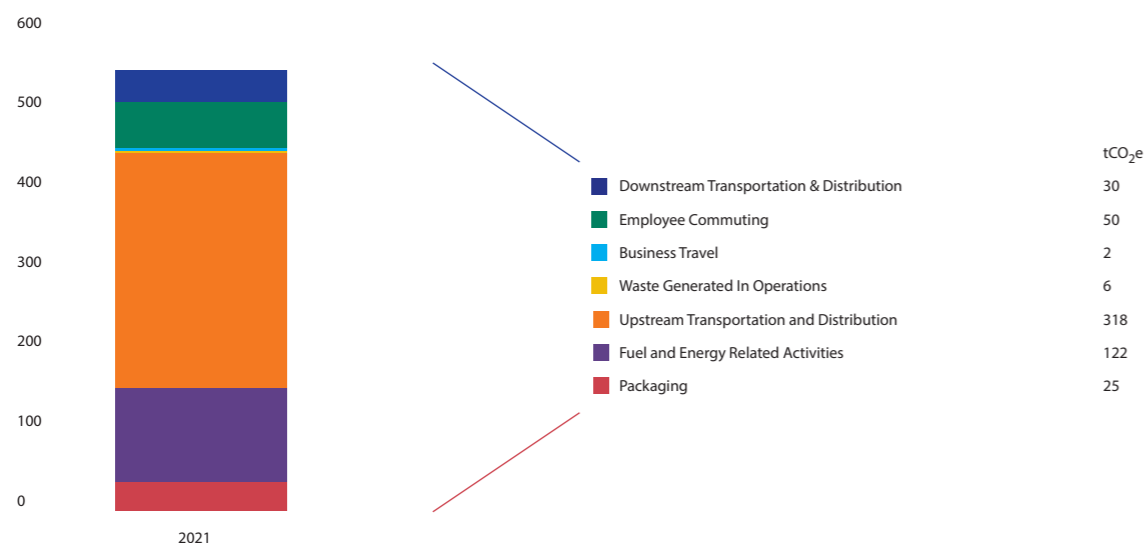
and waste generated in operations.

These are emission sources over which we exercise a lower degree of control when compared to our direct emissions. One of the biggest challenges when tackling Scope 3 emissions is to accurately calculate and track emissions over time. There can be limited data available or the need to use averages and assumptions which have an impact on the accuracy and reliability of our emissions. Tackling Scope 3 emissions represents a critical pathway on the journey towards Net Zero and achieving the aims of the Paris Agreement.

As part of the Sonepar commitment to be in line with the Paris Agreement, we have aligned our Scope 3 to the 2°C temperature pathway. By 2030, we aim to have reduced our Scope 3 emissions by 13.5% against a 2019 baseline, with an interim target of 4.9% by 2023.

## Progress so far

We have been calculating Scope 3 emissions since 2019. Given the challenges with obtaining data and accurately quantifying Scope 3 emissions, our focus has been on improving the quality of the data set and accuracy of our calculations.



**Transportation & Distribution:** In 2021, we have developed a more accurate and specific calculation methodology for Routeco to improve the quality of our calculations for downstream transportation and distribution emissions. Our base

year emissions were calculated using a generic method which has significantly overstated our emissions in this area. To ensure a fair comparison and the integrity of our target, we are exploring how we can update our base year emissions to enable a like for like comparison against the active reporting year. Until we make this change, we are unable to track our progress against the baseline.

Having said this, we have still taken actions to reduce our emissions in this area. We are working with customers and suppliers to consolidate orders and make our supply chain more efficient overall, and aim to despatch more products directly to our customers to streamline this process. This will also help to reduce emissions by reducing distances and avoiding unnecessary journey legs and processing.

**Packaging & Waste:** We have worked extensively to reduce, reuse and recycle packaging. We have worked with our key supplier to develop bespoke packaging solutions to minimise the use of packaging as well as reduce void spaces to improve the consolidation of product orders. Wooden pallets and boxes are reused and paper padding is used in place of plastic packaging where possible. Any waste generated on site is also segregated and recycled. Emissions from these sources have fallen by 62% compared to 2019.

**Employee Commuting and Business Travel:** We have maintained a hybrid working model for our employees as we emerge from Covid-19, enabling remote working. This has helped to reduce emissions from commuting, however we do not currently account for emissions arising from home working. Business travel emissions have also been affected by Covid-19 restrictions. The use of virtual meetings will continue to reduce the need for business travel which will help to reduce emissions in this category. Emissions from these sources have fallen by 85% compared to 2019.

**Fuel & Energy related activities:** We have reduced our energy consumption on site and across company vehicles which has in turn helped to reduce emissions associated with fuel & energy related activities. Emissions from this category

have fallen by 52% compared to 2019.

## Future Plans

We will continue to improve our Scope 3 calculations to improve data accuracy of current sources and look to include a wider range of Scope 3 emission sources. As we establish a better understanding of our Scope 3 emissions, we can develop a detailed emission reduction plan across the following areas:

**Transportation & Distribution:** When contracting new service agreements with downstream logistics partners, sustainability and carbon emissions are a key consideration. We are working to identify more sustainable practices for the delivery of our products to customers, such as the use of electric delivery vehicles and alternative low carbon fuels for HGVs. Our aim is to be able offer our customers a low carbon delivery option in the near future.

**Packaging & Waste:** We will continue to regularly review the use of packaging and identify opportunities to reduce and reuse packaging. This will include evaluating the use of innovative solutions that move us towards circularity, such as the use of recycled or bio-based plastic packaging solutions.

**Employee Commuting and Business Travel:** We will continue to promote sustainable means of traveling to work such as car sharing, public transport, walking and cycling, as well as the use of virtual meetings to reduce the impact of business travel. Where business travel is required, we will continue ask our colleagues to consider more sustainable modes of transport.

# ANNEX

# ROUTE CO IS PART OF SOMETHING

## ANNEX 1

Greenhouse Gas Inventory	A greenhouse gas inventory is a list of estimated greenhouse gas emissions produced by an entity or organisation by source. Emission sources are organised into different scopes.
Scope 1	Scope 1 covers direct emissions from owned or controlled sources. These include fuel combustion, company vehicles and fugitive emissions.
Scope 2	Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.
Scope 3	Scope 3 includes all other indirect emissions that occur in a company's value chain. These include emissions from business travel, purchased goods and services, waste disposal, use of sold products, transportation and distribution (up- and downstream), investments, leased assets and franchises.
Net Zero (SBTi definition)	<p>The Net-Zero Standard covers a company's entire value chain emissions, including those produced by their own processes (scope 1), purchased electricity and heat (scope 2), and those generated by suppliers. According to the SBTi, for a company to reach a state of Net Zero emissions, two conditions must be met:</p> <ul style="list-style-type: none"> <li>Reduction in value chain emissions consistent with net-zero at the global or sector level in 1.5°C pathways. Most companies are required to have long-term targets with emission reductions of at least 90-95% by 2050.</li> <li>Neutralising the impact of any residual emissions that cannot yet be eliminated by permanently removing an equivalent volume of CO2.</li> </ul>
Carbon Neutrality	Carbon neutrality means there is no net increase in the global emission of greenhouse gases to the atmosphere. There is a balance between emitting carbon and absorbing carbon from the atmosphere in carbon sinks. A carbon sink is any system that absorbs more carbon than it emits and includes soil, forests and oceans.
The Paris Climate Agreement	The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at the United Nations Conference of the Parties in 2015 (COP 21) and came into force in 2016. Its goal is to limit global warming to well below 2 °C, preferably to 1.5 °C, compared to pre-industrial levels.
UN Sustainable Development Goals	The Sustainable Development Goals were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 goals include but are not limited to no poverty, gender equality, clean water and sanitation and climate action.

## ANNEX 2: PLANET TEAM CONTACTS

Country SLC Member	Country SLC Member Siobhan Bourke People and Sustainability Manager 07866 383 193 siobhan.bourke@mayflex.com	Sustainability Ambassador Simon Shenton Warehouse Manager 07701 201 332 simon.shenton@routeco.com
--------------------	--	---

**ROUTE CO IS PART OF SOMETHING BIGGER.** A global network of major distribution companies supported by multi billion turnover Sonepar Group.

Sonepar is an independent family-owned group with global market leadership in the B2B distribution of electrical products, solutions and related services.

We select products and solutions offered by manufacturers that are best suited to the local needs of our customers. Depending on the country, we have between 25,000 and 100,000 products for different needs, made available in the right place at the right time.

Three key characteristics guide Sonepar's social responsibility goals, strategy and actions. Sonepar has a family shareholding base that takes a long-term approach to business, reinforces its independence and emphasises a stable and reasonable dividend policy. By leveraging this unique combination of driving forces, Sonepar can make strategic decisions aimed at lasting, socially responsible growth, without giving in to short-sightedness or economic fluctuations.

As the world leader in the distribution of electrical products and related solutions and services, Sonepar is an influential player throughout its value chain. The Group encourages its suppliers to innovate, transition towards green products and produce more efficiently. It also focuses on shaping customers' behaviour by providing transparent, educational information about the social and environmental impact of products, as well as delivering targeted advice. With operations in 42 countries and 45,401 associates strong, the Group builds close relationships with its customers and local know-how, making it a leader in its industry.

True to the legacy of its founding Chairman, Henri Coisne, an aviator with the Free French Forces during World War II and later a business court judge, Sonepar has upheld its business values that focus on people, boldness and integrity throughout its ecosystem for over 50 years.

[VIEW THE SONEPAR CSR REPORT HERE](#)



€ 26.4 bn  
GROUP SALES 2021



45,401  
ASSOCIATES



42  
COUNTRIES



100  
DISTRIBUTION BANNERS



2,740



