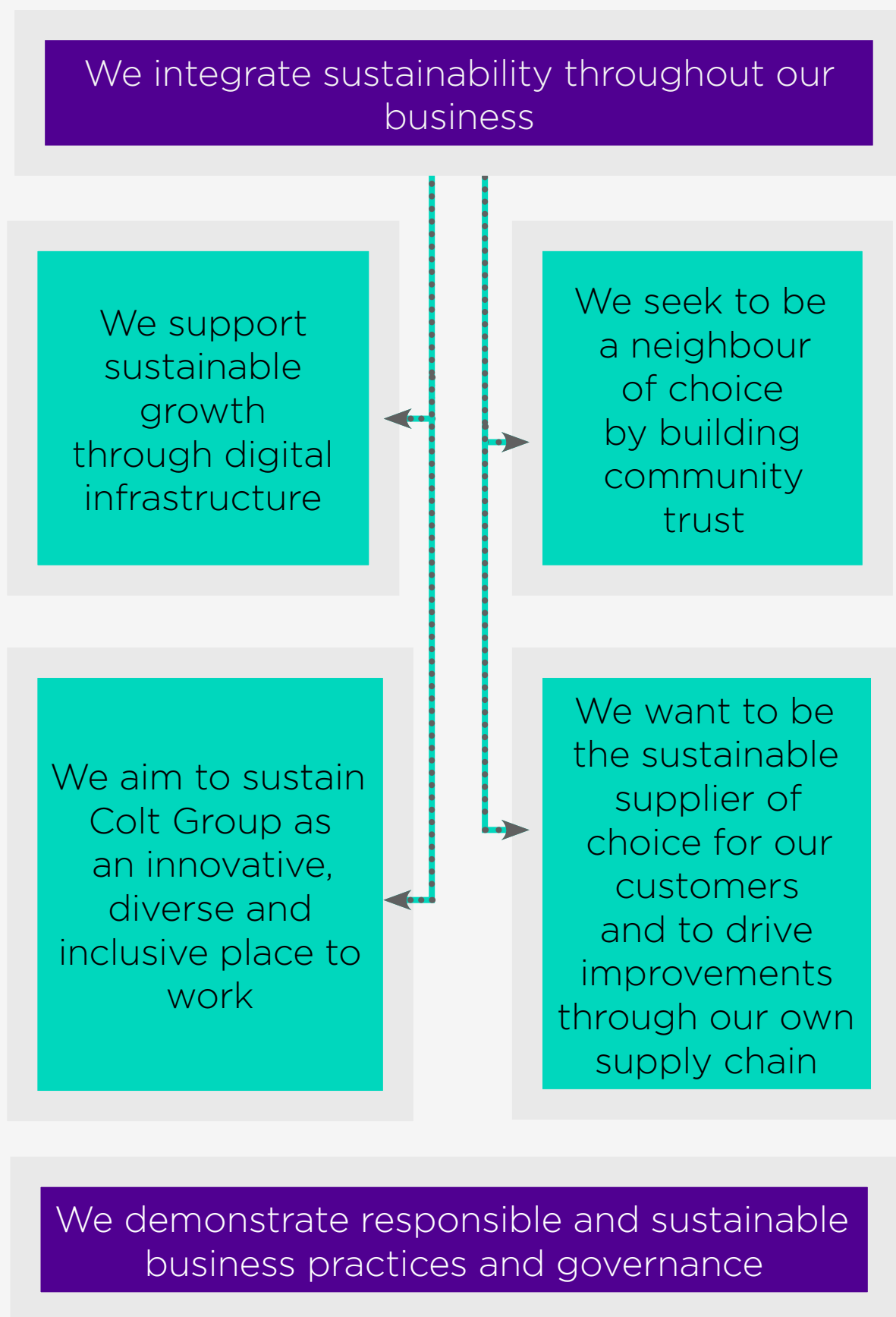


We have made great progress on our ESG journey in 2022. We've reset environmental targets to make them even more challenging, including a Long-Term Net Zero target approved by the Science-Based Targets initiative (SBTi) in accordance with the SBTi Net Zero Standard, refreshed our [ESG strategy](#), worked closer with our partners in the supply chain and started reporting to a higher standard.

Take a look at some of the highlights from our second annual Sustainability Report, covering our new targets, progress made so far and how we approach all aspects of ESG. The report has been externally verified by the British Standards Institution (BSI) and produced in accordance to Global Reporting Initiative (GRI) Standards.



**B:** Management Level disclosing on Climate Change  
**A:** Leadership Level for our engagement with suppliers on Climate Change



## Collaborating for a sustainable future:

Energy efficiency and emission reduction considerations have become increasingly important drivers of our innovation strategy, providing the focus to our efforts to build a catalogue of innovative products and services that support our customers and create positive societal impact.

We seek out partners who share our values and we build relationships where we can add value to each other's business beyond products and services.

**4,500+**

Active suppliers from 55 countries that Colt Group worked with in 2022

**89.1%\***

Of our suppliers have signed our Supplier Code of Business Conduct

\* The remaining 10.9% of suppliers include those with comparable codes of conduct and those for which we are pending the confirmation

**More than 70%\***

Of our suppliers have been engaged on ESG topics

\*Number of suppliers up to 31st December 2022

## Caring for the environment

**Our Long-Term Net Zero target has been approved by the SBTi in accordance with the SBTi Net Zero Standard, the world's first corporate net zero standard**

### Colt Group Science Based Targets (SBTs)

#### Net Zero Target:

- Colt Group commits to reach net-zero GHG emissions across the value chain by 2045

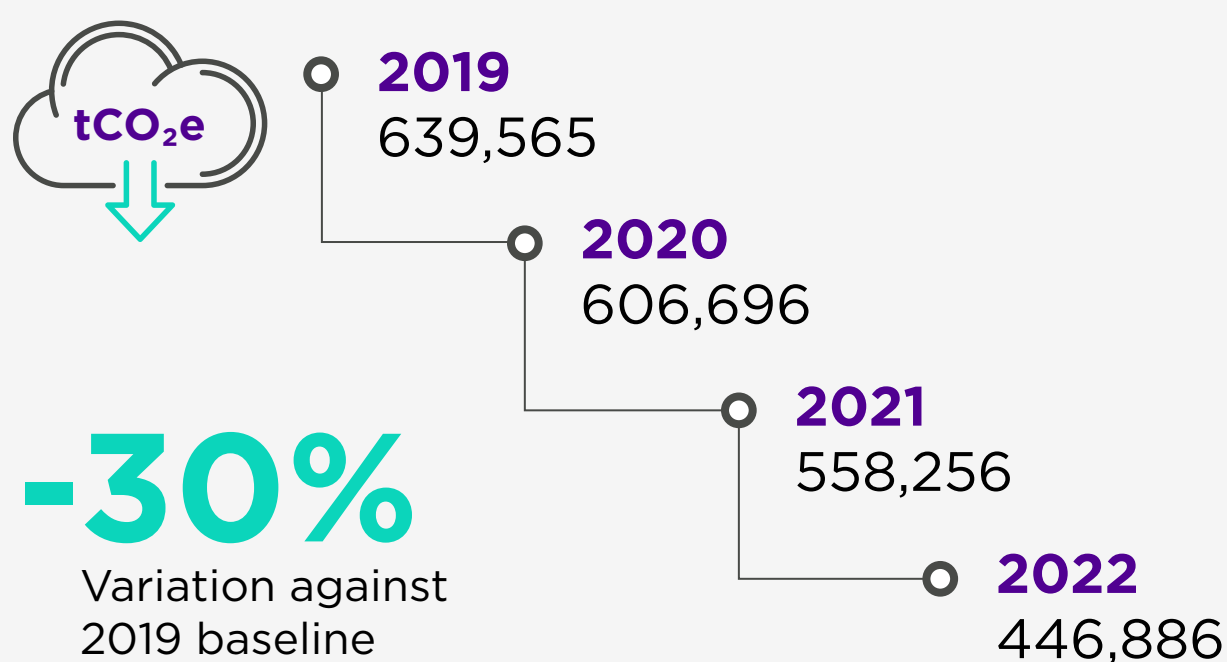
#### Near-Term Target:

- Colt Group commits to reduce absolute scope 1 & 2 GHG emissions 47% by 2030 from a 2019 base year
- Colt Group commits to reduce absolute scope 3 GHG emissions 28% by 2030 from a 2019 base year

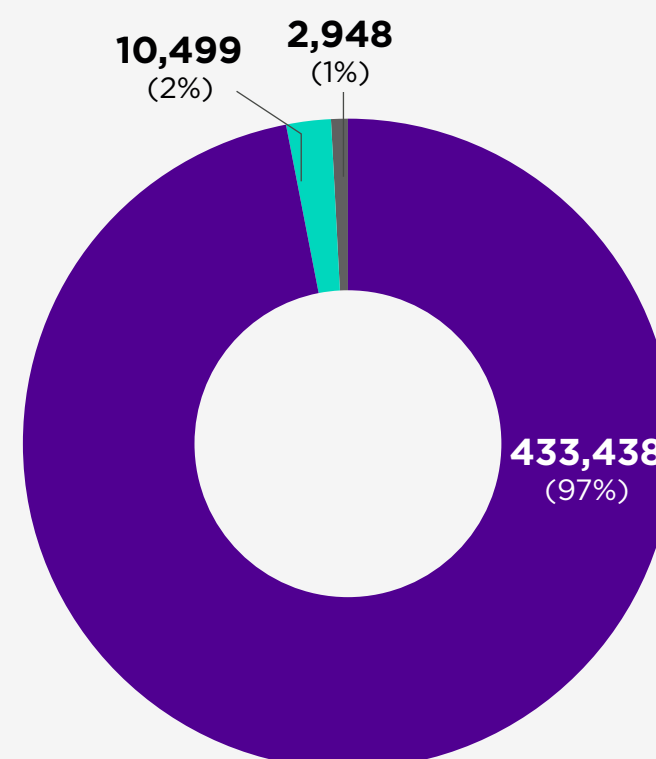
#### Long-Term Target:

- Colt Group commits to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2045 from a 2019 base year

### Colt Group GHG emissions (market-based) for 2019-2022 (tCO<sub>2</sub>e)

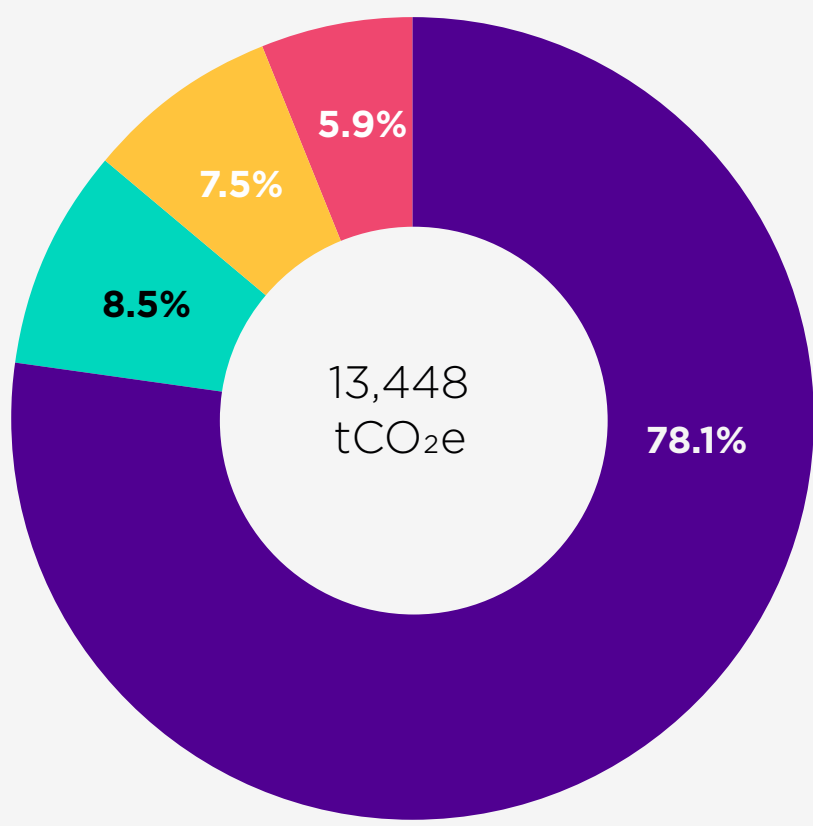


### 2022 Colt Group GHG emissions (tCO<sub>2</sub>e)



- Scope 1.** Direct emissions from own combustion activities (on site) eg. gas consumption, diesel and transport
- Scope 2.** Indirect emissions from purchased electricity for own use (market-based)
- Scope 3.** Value chain emissions from production of purchased materials & services in supply chain. Upstream and downstream leased assets. Fuel and energy related activities. Waste generated in operations. Business travel & Employee commuting. Upstream transportation and distribution.

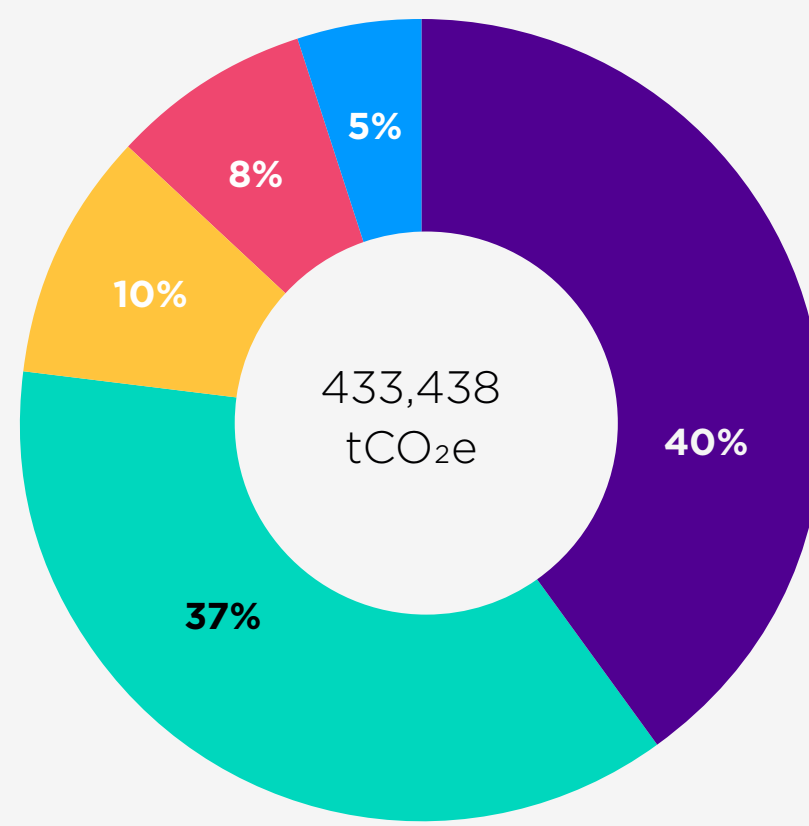
## 2022 Colt Group Scope 1 & 2 categories



-63% Variation against 2019 baseline

- Electricity (market-based)
- Stationary combustion
- Fugitive emissions
- Mobile combustion

## 2022 Colt Group Scope 3 categories



-28% Variation against 2019 baseline

- Capital goods
- Purchased goods and services
- Downstream leased assets (Colt DCS as a landlord)
- Upstream leased assets (Colt as a tenant)
- Other\*

\* Includes: Fuel and energy related activities; waste generated in operations, business travel & employee commuting, upstream transportation and distribution

Definitions and full figures are available in the Colt 2022 Sustainability Report'

Colt Group is committed to procuring 75% Scope 2 renewable energy power by 2023 and we're on track to procure 100% by 2030 for all sites globally.

We embrace circular economy principles in how we design, deliver and manage our products and services.

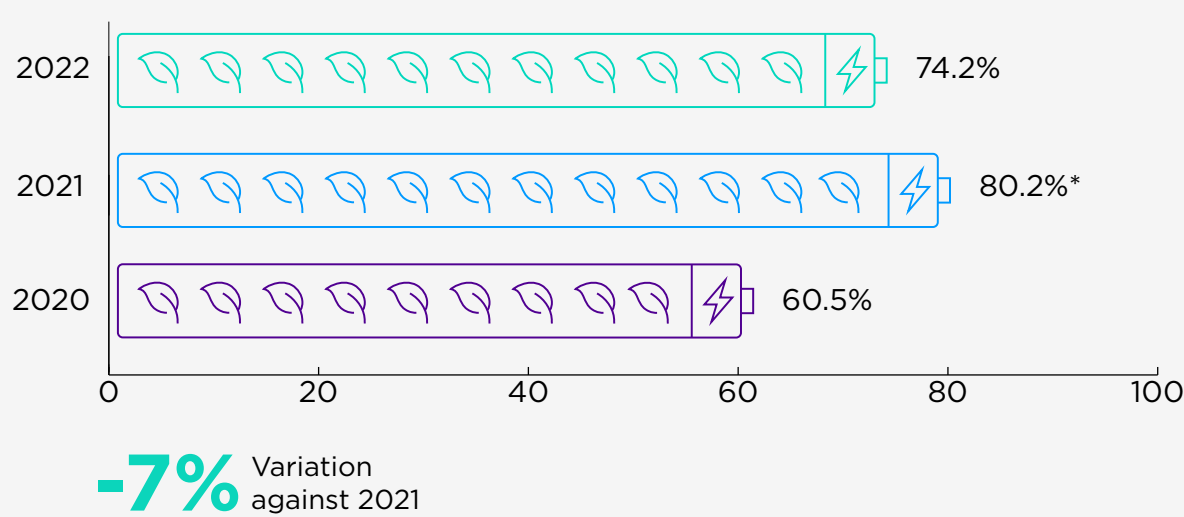
**197,767** Total Group electricity consumption - Scope 2 (MWh) in 2022 **-20 %** variation against 2021



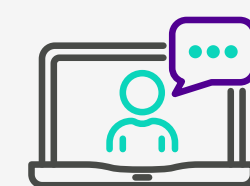
**14,739**

Pieces of second-hand equipment bought in 2021 and 2022

### % Renewable electricity consumption

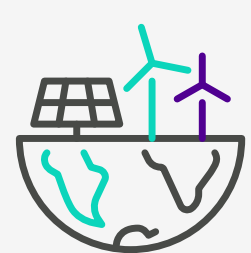


\* Restated figure due to a correction of an error in the calculation methodology.



**75,452**

Pieces of equipment reused in 2021 and 2022

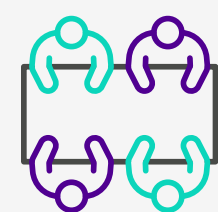


**100%**

Of the energy we procure at our sites in the UK and Europe is renewable through the use of Guarantees of Origin certificates

### Trusted employer and neighbour

The engagement of our amazing people and driving the employee experience are core elements to support Colt's Strategy. Understanding employee insights is essential to improve their experience and engagement.



**5,461\***

Employees globally



**94.6%\***

Of our employees are permanent



**30.5%\***

Of Colt Group employees are female

\*Headcount as of 31/12/2022

We're switching to solar power at many of our sites, including at the Colt Technology Services office in Sibiu and through a new solar park in the Netherlands for Colt DCS. In Romania we're aiming to produce 25,475.7kWh of electricity annually, with the Netherlands solar park producing 42kW at peak capacity.



### People Matters Survey

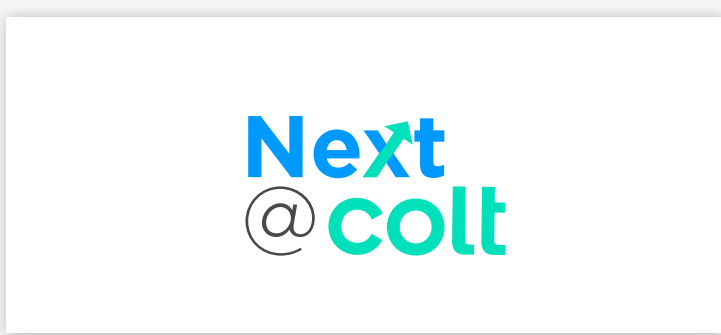
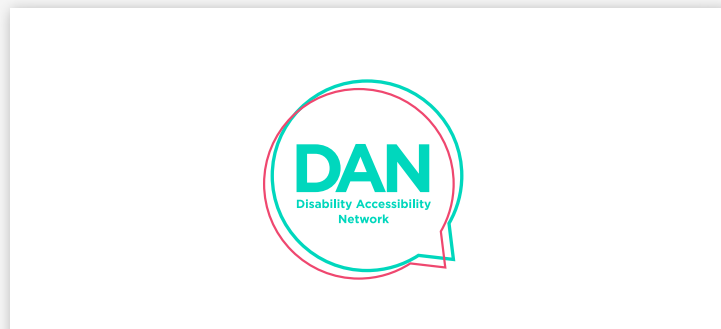
Our commitment to employee engagement and sustainability at Colt Group is exemplified by our annual survey, "People Matters." This survey plays a crucial role in our listening strategy, offering valuable insights into the experiences and engagement levels of our employees.

## Flexible First

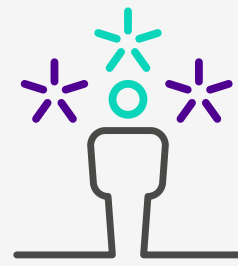
2022 saw the launch of Flexible First, part of our commitment to flexible ways of working. The programme has been developed in consultation with employees and tested through a hybrid working pilot, which demonstrated that flexibility, trust, and empowerment are crucial to the success of the company.

In 2022, we reviewed and refreshed our Diversity, Equity and Inclusion (DEI) strategy. Our goal is to build an innovative, great and inclusive place to work.

## Our people networks



To find out more about our network initiatives:  
[www.colt.net/about/inclusion-diversity](http://www.colt.net/about/inclusion-diversity)



699 days spent on volunteering

## Mental health awareness raising and manager training

Wellbeing and mental health are areas we continue to focus on for our employees. We have continued to raise awareness so our people know how to recognise the signs of someone struggling and how to support someone with mental health concerns.

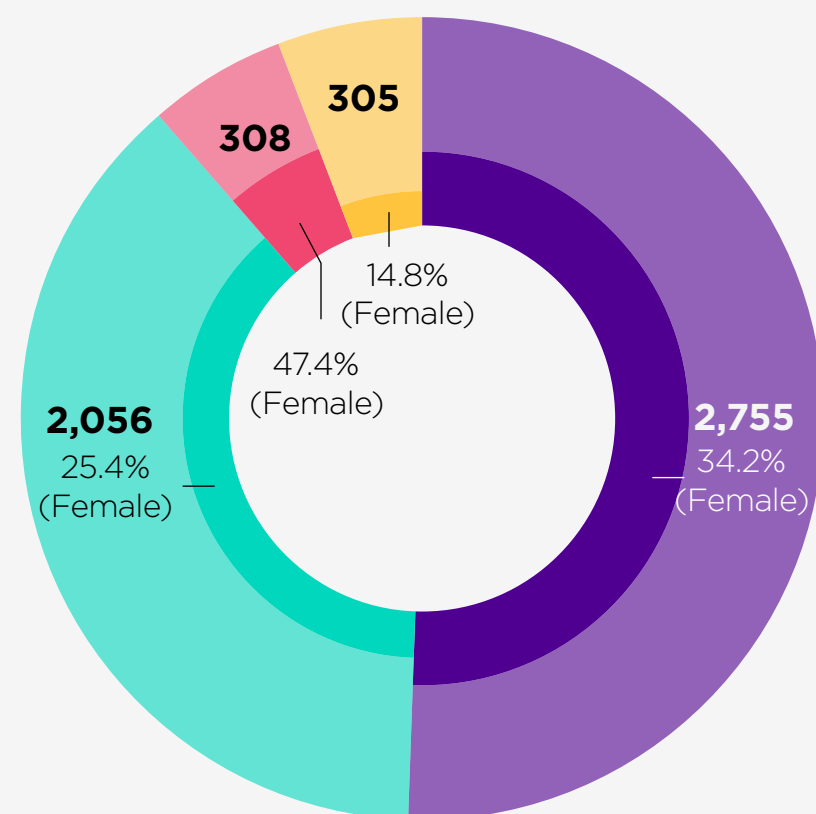


€427,000\*

Donated by Colt to charities and Disasters Emergency Committee

\*According to India 'Companies Act, 2013' it is mandatory for all companies to contribute 2% of its Profit towards CSR activities. Figure includes this amount.

## 2022 Colt Group employees by age\*



- Gen Y (born between 1980-1994)
- Gen X (Born between 1965 - 1979)
- Gen Z (born after 1994)
- Baby Boomers (Born before 1965)



3.6%\*

Increase in percentage of females in senior roles at Colt Group compared to 2021

\*Percentage as of 31/12/2022

We strive to attract and retain a high-performing and diverse workforce, so a key part of our strategy is to invest in training and development.

## Embrace Your Best development program

Embrace your Best aims to create a community of women across the business supporting each other whilst participating in an engaging personal development programme.

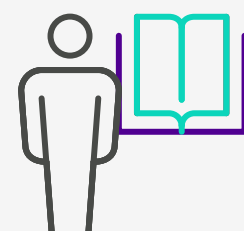
## Responsible business practices and good governance

We are committed to ensuring that our ESG commitments are converted to positive impacts through ambitious targets and dedicated action. Colt Group's Code of Business Conduct and policies provide guidelines for our business practices and set out how we operate in an accountable way with consistency across all markets.



43%

Female in Colt Board



97.7%\*

Colt Group Employees completed the Code of Ethics training



98.3%\*

Of Colt Group employees have completed training on Data Protection

\* Data includes active and inactive employees and excludes Contractors Ongoing.



63%\*

of Colt Group employees in Europe are covered by Collective Bargaining Agreements

\* This percentage includes: Employee, Fixed Term Employee and Grads or all employees with active and inactive payroll at Colt Group

To find out more and get the full detail behind these highlights, download the full 2022 Sustainability Report [here](#).