

ELECO[®]

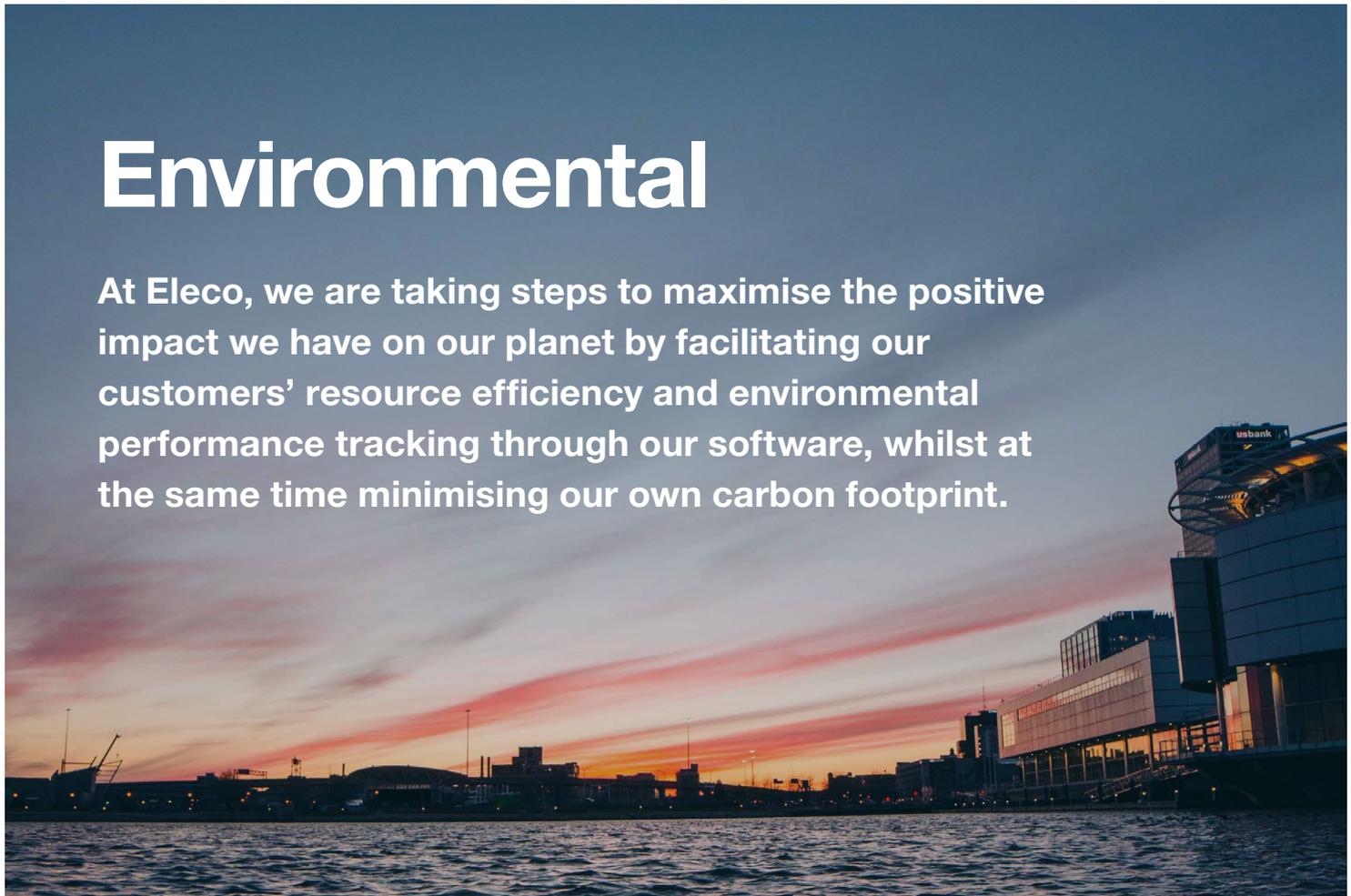
**Eleco plc
Environmental,
Social & Governance
Report**



**Creating certainty for
the built environment**

Environmental

At Eleco, we are taking steps to maximise the positive impact we have on our planet by facilitating our customers' resource efficiency and environmental performance tracking through our software, whilst at the same time minimising our own carbon footprint.



Achievements to date

- > Produced a group environmental policy.
- > Switched to 100 per cent cloud-based servers in the UK.
- > Partnered with a 'zero waste to landfill' certified electronics company to recycle electronic equipment.

Where we are heading

- > Strengthening the Net Zero roadmap to include greater impact within our value chain.
- > Implementation and education of group environmental policy with employees.
- > Set science-based targets in alignment with SBTi.

ESG Scorecard 2022

45%

Renewable energy supplies
2021: 25%

19%

Electrified vehicles
2021: 6%

115 Tonnes

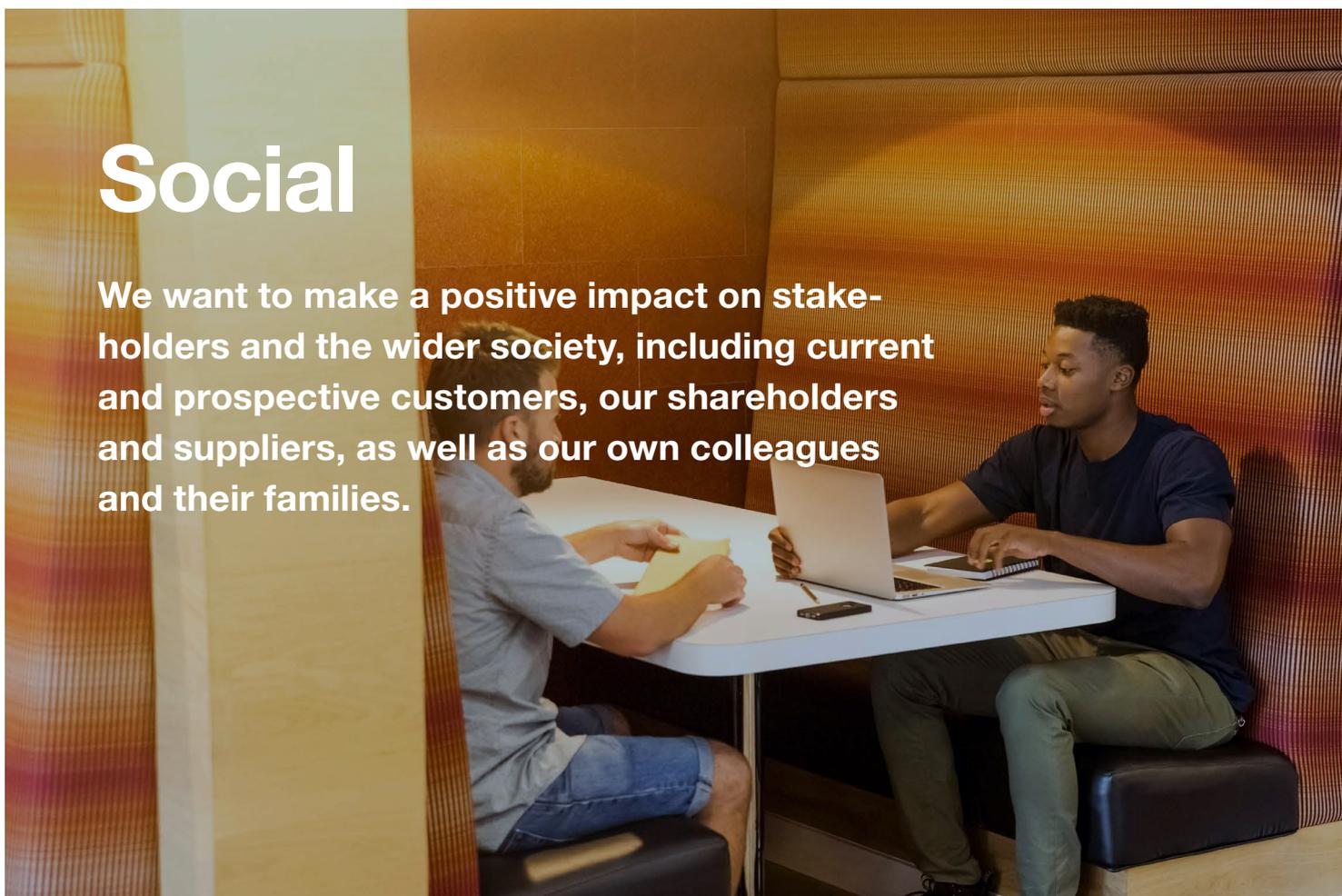
C02 production
2021: 140 tonnes
2022: Target: <140 tonnes

+11%

Energy consumption (SECR)
2022 | 214,271 kWh (+11%), 2021 | 214,271 kWh

Social

We want to make a positive impact on stakeholders and the wider society, including current and prospective customers, our shareholders and suppliers, as well as our own colleagues and their families.



Achievements to date

- > Achieved Great Place to Work® accreditation in the UK and Sweden.
- > Developed a 'Behavioural Framework' linking company values to the behaviours of our teams.
- > Implemented the option for employees to use one volunteering day per year.

Where we are heading

- > Actively using our Behavioural Framework in recruitment, objective setting, 1-2-1s and performance appraisals.
- > Embedding our values and behaviours in reward/ recognition and talent/ succession management.
- > Demonstrating where our products are helping our customers to reduce waste by improving resource efficiency.

ESG Scorecard 2022

75%

Employee satisfaction
2021: 69%
2022: Target: 69%

82%

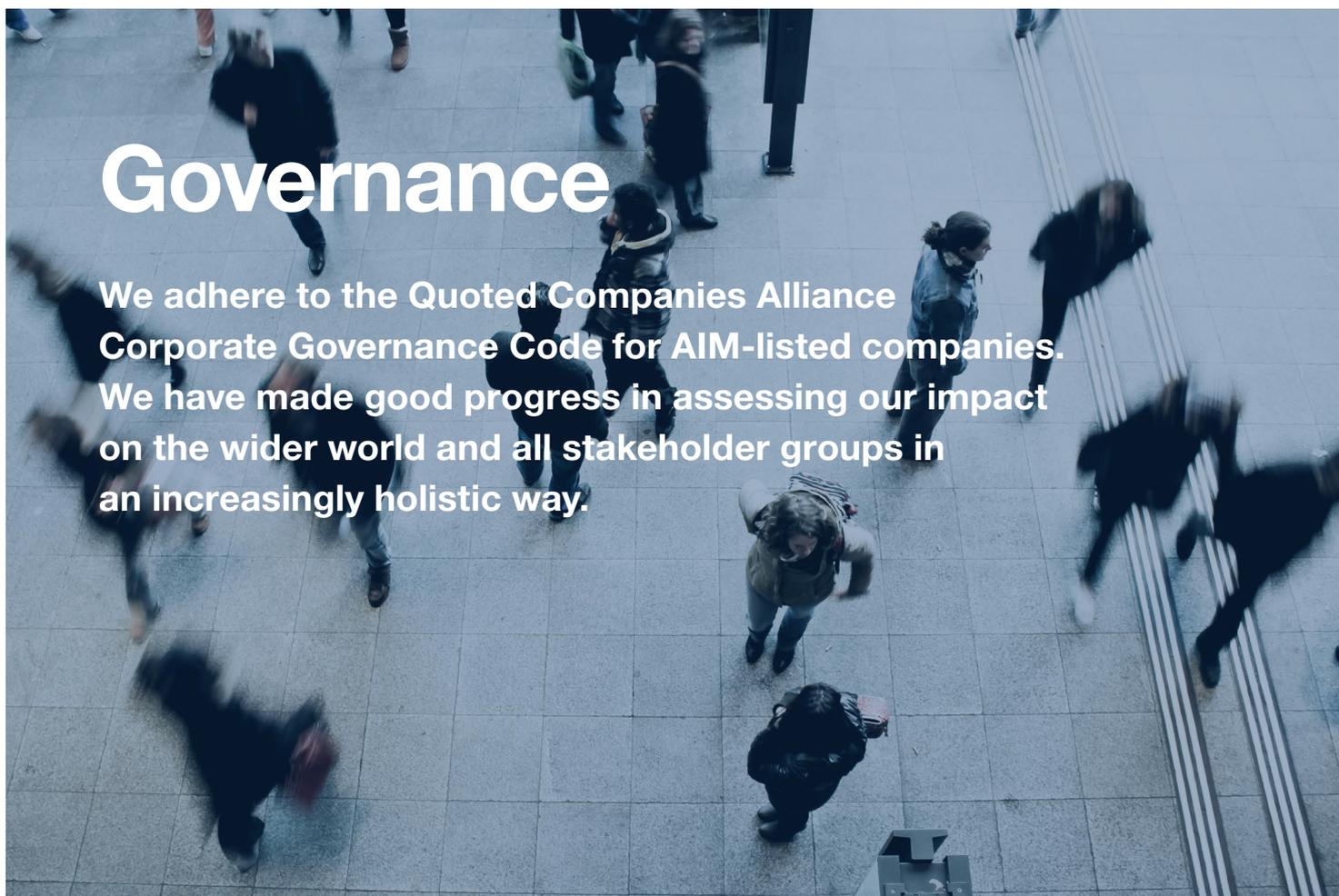
Customer satisfaction
2021: 82%

21%

Gender Pay Gap
2021: 27%
2022: Target: 26%

11.7%

Employee Turnover – regretted
2022 | 11.7 %, 2021 | 9%



Governance

We adhere to the Quoted Companies Alliance Corporate Governance Code for AIM-listed companies. We have made good progress in assessing our impact on the wider world and all stakeholder groups in an increasingly holistic way.

Achievements to date

- > Developed ESG measures and targets and tracked progress using a scorecard.
- > Signed off group policies for Whistleblowing, Anti-Facilitation of Tax Evasion, Slavery and Human Trafficking, Conflicts of Interest and Anti-Bribery and Corruption.
- > Linked Leadership Team remuneration to ESG targets.

Where we are heading

- > Working with external consultants to conduct expert-led materiality assessment.
- > Reviewing and evolving our scorecard measures and targets for 2023.
- > Embedding group policies through our e-learning platform and Q&A sessions.

ESG Scorecard 2022

33%

Female representation on the Board
2021: 33%
2022: Target: 33%

50%

Independent directors on the Board
2021: 67%
2022: Target: 50%

16 Days

Payment days to supply chain (98% within 60 days)
2021: 36 days (61% within 60 days)
2022: Target: 35 days (65% within 60 days)



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