

SYNTHETIC TEST DOCUMENT

Climate metrics and human rights disclosure

For 2024, reported Scope 1 and market-based Scope 2 emissions were 100,000 tCO₂e.
The organisational boundary was the full group.

The reported value is an absolute emissions total. No independent assurance statement is included in this synthetic document.

For 2025, reported Scope 1 and market-based Scope 2 emissions were 80,000 tCO₂e. The organisational boundary includes selected European operating units only.

The 2025 boundary differs from the 2024 full-group boundary. No like-for-like restatement or reconciliation is supplied.

We aim to reach net-zero operational emissions by 2050. This is a future commitment and does not report an achieved result.

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We provide a worker grievance channel and state that retaliation is prohibited. The policy applies to our employees.

This document does not report the number of complaints, remediation outcomes, contractor coverage or independent evaluation of the channel.