

Corporate Social Responsibility (CSR) STATEMENT

idverde is the European leader in the green environmental services market. We are committed to cultivating climate-resilient, biodiverse spaces for customers in both the public and private sectors across Denmark, France, Germany, the Netherlands, Switzerland, and the UK.

As a Group, we aim to harness the power of nature to shape sustainable environments for future generations. This vision guides our strategic decisions and our engagement with stakeholders as we ultimately seek to 'create a greener future for everyone'.

At idverde, we take responsibility for managing environmental and social impacts throughout our operations and value chain.

We adopt robust governance arrangements, including the implementation of management systems, to continually improve our environmental and social performance. This involves always complying with legislation and other requirements and aligning with higher standards when it is in the interest of our stakeholders.

We are guided by our three-pillar CSR framework:



PEOPLE: Fostering wellbeing through a local and inclusive society model by engaging and supporting employees, partnering and encouraging integration with communities, and ensuring high standards in occupational health and safety.



PLANET: Demonstrating environmental leadership by reducing our carbon footprint, preventing pollution, reducing waste, promoting the circular economy, contributing towards biodiversity protection and enhancement, and using water and other resources efficiently.



PERFORMANCE: Raising awareness and supporting innovation to address sustainability by providing services that build resilience to climate change and respond to biodiversity loss. Contributing to social wellbeing and preventing all forms of modern slavery.

Our business leaders, management committees, and employees work together to:

- Consider environmental and social issues during business planning.
- Embed the management of environmental and social issues within operational procedures.
- Integrate environmental and social issues within our procurement processes.
- Incorporate environmental and social issues within performance responsibilities and training.
- Engage stakeholders with an interest in environmental and social issues to ensure idverde meets reasonable expectations.

Luzius Wirth
Group CEO, idverde

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OUR NINE CSR COMMITMENTS

Our three-pillar CSR framework sets out our nine commitments. The framework guides our efforts towards a range of positive outcomes and aligns with four UN Sustainable Development Goals:

- UN SDG 11: Sustainable Cities and Communities
- UN SDG 12: Responsible Consumption and Production
- UN SDG 13: Climate Action
- UN SDG 15: Life on Land



PEOPLE: Foster wellbeing through a local and inclusive society model

1 Employee skills & wellbeing:

Increase employee engagement rate each year, reaching or maintaining 85%.

2 Local partnerships:

Create partnerships with local communities, establishing at least one long-term community partnership in every operational location.

3 Employability:

Provide jobs for people who are far from the job market, and increase these by 5% each year.



PLANET: Demonstrate our environmental leadership

4 Carbon:

Reach carbon neutrality on direct emissions while improving carbon intensity by 5% each year.

5 Waste & Resources:

Recover 100% of green waste and 80% of other waste, and maximise the circular economy approach to material sourcing.

6 Biodiversity:

Increase by 10% each year the number of our activities with a positive impact on biodiversity.



PERFORMANCE: Innovate & engage stakeholders to increase our sustainability impact

7 Awareness:

Train and inform 100% of employees and engage with our key stakeholders whenever possible on the climate emergency and biodiversity crisis.

8 Best practice & knowledge transfer:

Deliver expert and operational sustainable solutions for our clients, systematically identifying scope for sustainability improvements at the tender phase.

9 Innovate to serve the environment:

Each year, recognise and reward the most positive outcomes of *idverde's* innovative projects and activities.