GRI AND SASB CONTENT INDEX
for the year ended 31 March 2022
GRI and SASB Content Index introduction

Accsys reports against the GRI and SASB reporting frameworks as part of our commitment to increasing disclosure and providing transparency of our ESG and sustainability performance and processes. Reporting to both frameworks is complementary and together covers Accsys’ material issues across the scope of Environmental, Social and Governance (ESG) and sustainability subject areas.

This is our second year of reporting against the GRI and SASB frameworks. We will continue to review the suitability of reporting against GRI and SASB and are monitoring developments in upcoming voluntary and mandatory sustainability reporting, which includes the ISSB (International Sustainability Standards Board), the Corporate Sustainability Reporting Directive (CSRD) and Sustainability Disclosure Requirements (SDR).

Our approach to ESG and sustainability

Information about Accsys’ approach to ESG and sustainability and its material issues and ESG framework, can be found on the Accsys website, within the 2022 Annual Report and in this Content Index. In 2022, we are also publishing our first sustainability data table on our website.

Accsys’ approach to ESG and sustainability includes the identification of its 10 material issues, ESG Framework aligned to its purpose, and its ESG governance structure. More information on our approach and its integration with our strategy can be found in the 2020 Sustainability Report on pages 6-7.

Our 2022 Annual Report updates on Accsys’ progress in developing and implementing our ESG Framework and our performance on the 10 material issues. We have continued to develop our data collection, management and reporting processes to ensure data integrity.

We also summarise the risks and opportunities related to ESG and sustainability material issues in our 2022 Annual Report in the ‘Our Market’ (pp.12-15) and ‘Risk management’ (p.47) sections.

GRI and SASB Content Index – Data coverage

- All data in this Content Index refers to Accsys’ 2022 Financial Year (‘FY22’) which covers the period between 1 April 2021 and 31 March 2022, unless otherwise stated.
- Omissions and modifications are identified in the Index alongside the rationale (e.g., lack of applicability).
- Metrics and disclosures related to impacts that have a significant and material impact across Accsys (i.e., energy use related to manufacturing products) include those sites and business activities (i.e., Arnhem and Barry sites) that are actively manufacturing during the reporting period.
• Data from business units not yet in operation (i.e., the Tricoya® plant under construction in Hull), is not included unless stated otherwise in the data coverage explanations.

• Metrics and disclosures regarding Accsys’ approach to products may vary across products (for example, chemicals management in our product, FSC certification of timber, etc.) depending on the parameters in question. Currently both Tricoya® wood chips and Accoya® wood are produced initially as Accoya® wood at our production site in Arnhem, therefore most disclosures refer to Accoya® products. Tricoya® wood chips are used to make wood panel products (e.g., MDF) by our business partners, and therefore the panel products themselves are typically outside the scope of reporting (unless otherwise specified).

• Disclosures in this report are arranged by material issue where possible and applicable.

About SASB

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organisation that has developed industry-specific standards to assist in disclosing financially material, decision-useful sustainability information to investors.

Accsys discloses to the Building Products & Furnishing industry standard issued by SASB.

In June 2022, SASB and the International Integrated Reporting Council (IIRC) completed the merger to form the new Value Reporting Foundation.

About GRI

GRI (Global Reporting Initiative) is the independent, international organisation that aims to provide organisations with a global common language to communicate its sustainability impacts through the GRI Standards.

Accsys is reporting in accordance with the GRI Standards: Core option.
# GRI and SASB Content Index

## GRI 101: FOUNDATION

<table>
<thead>
<tr>
<th>Code</th>
<th>Type</th>
<th>Description</th>
<th>Location and page number</th>
<th>Comment</th>
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</thead>
<tbody>
<tr>
<td>101-01</td>
<td>GRI</td>
<td>Stakeholder inclusiveness</td>
<td>ARA 2022, Stakeholder engagement (pp.61-65)</td>
<td></td>
</tr>
<tr>
<td>101-02</td>
<td>GRI</td>
<td>Sustainability context</td>
<td>ARA 2022, Chairman’s statement (pp.8-9), Our Market (pp.12-15); Our Strategy (pp.18-20), Sustainability (pp.50-59)</td>
<td></td>
</tr>
<tr>
<td>101-03</td>
<td>GRI</td>
<td>Materiality</td>
<td>SR 2020, Our approach to sustainability (pp.12-13); ARA 2022, Sustainability (pp.50-59)</td>
<td></td>
</tr>
<tr>
<td>101-04</td>
<td>GRI</td>
<td>Completeness</td>
<td>In this Content Index (our approach); ARA 2022, Sustainability (pp.50-59)</td>
<td>In addition, see description of scope of reporting in the Content Index introduction and in the data coverage explanations.</td>
</tr>
<tr>
<td>101-05</td>
<td>GRI</td>
<td>Accuracy</td>
<td>In this Content Index (our approach)</td>
<td>In addition, see description of scope of reporting in the Content Index introduction and in the data coverage explanations.</td>
</tr>
<tr>
<td>101-06</td>
<td>GRI</td>
<td>Balance</td>
<td>In this Content Index; Sustainability data table 2022; ARA 2022, Sustainability (pp.50-59)</td>
<td>We aim to be balanced in our approach to reporting, covering all of our material issues and including comparable year-on-year data where relevant and applicable in both the Annual Report 2022 and Sustainability data table 2022.</td>
</tr>
<tr>
<td>101-07</td>
<td>GRI</td>
<td>Clarity</td>
<td>In this Content Index; Sustainability data table 2022; ARA 2022, Sustainability (pp.50-59)</td>
<td>The aim of our reporting is to be clear and consistent.</td>
</tr>
<tr>
<td>101-08</td>
<td>GRI</td>
<td>Comparability</td>
<td>In this Content Index</td>
<td>We initiated reporting on all of our material issues for the first time in the 2020 Sustainability Report and have included an update in our 2021 and 2022 Annual Reports. This year we have also published the Sustainability data table 2022 which demonstrate year-on-year performance for a number of metrics.</td>
</tr>
<tr>
<td>101-09</td>
<td>GRI</td>
<td>Reliability</td>
<td>In this Content Index</td>
<td>While efforts have been made to ensure all data included in this document is accurate, metrics reported here have not been independently verified. We will continue to update our figures and calculations as standards and methodologies evolve, aiming to align with best practice and use up to date source data.</td>
</tr>
<tr>
<td>101-10</td>
<td>GRI</td>
<td>Timeliness</td>
<td>In this Content Index</td>
<td>We will continue to report on our ESG performance at least once a year following the end of the financial year and alongside annual reporting.</td>
</tr>
</tbody>
</table>

## GRI 102: GENERAL DISCLOSURES / ACTIVITY METRICS / MANAGEMENT APPROACH

<table>
<thead>
<tr>
<th>Code</th>
<th>Type</th>
<th>Description</th>
<th>Location and page number</th>
<th>Comment</th>
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</thead>
<tbody>
<tr>
<td>102-01</td>
<td>GRI</td>
<td>Name of the organization</td>
<td>In this Content Index</td>
<td>Accsys Technologies PLC</td>
</tr>
<tr>
<td>102-02</td>
<td>GRI</td>
<td>Activities, brands, products, and services</td>
<td>ARA 2022, Our Products (pp.10-11), Our business model (pp.14-15)</td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Type</td>
<td>Description</td>
<td>Details</td>
<td></td>
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</tr>
<tr>
<td>102-03</td>
<td>GRI</td>
<td>Location of headquarters</td>
<td>Accsys Head Office&lt;br&gt;Brettenham House, 2-19 Lancaster Place, London WC2E 7EN, United Kingdom</td>
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</tr>
<tr>
<td>102-04</td>
<td>GRI</td>
<td>Location of operations</td>
<td>Global reach -&lt;br&gt;&lt;a&gt;<a href="https://www.accsysplc.com/about-us/">https://www.accsysplc.com/about-us/</a>&lt;/a&gt;</td>
<td></td>
</tr>
<tr>
<td>102-05</td>
<td>GRI</td>
<td>Ownership and legal form</td>
<td>Accsys corporate structure -&lt;br&gt;&lt;a&gt;www.accsysplc.com/about-us/accsys-corporate-structure&lt;/a&gt;</td>
<td></td>
</tr>
<tr>
<td>102-06</td>
<td>GRI</td>
<td>Markets served</td>
<td>UK &amp; Ireland&lt;br&gt;Benelux&lt;br&gt;Rest of Europe&lt;br&gt;Asia Pacific&lt;br&gt;Americas&lt;br&gt;Rest of world</td>
<td></td>
</tr>
<tr>
<td>102-07</td>
<td>GRI</td>
<td>Scale of the organization</td>
<td>In this Content Index</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>i. total number of employees&lt;br&gt;See GRI 102-08</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>ii. total number of operations&lt;br&gt;Website, Our business -&lt;br&gt;&lt;a&gt;<a href="https://www.accsysplc.com/about-us/">https://www.accsysplc.com/about-us/</a>&lt;/a&gt;</td>
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<td></td>
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<td></td>
<td>iii. net sales&lt;br&gt;ARA 2022, Key highlights (p.2)</td>
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<tr>
<td></td>
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<td></td>
<td>iv. total capitalization (for private sector organizations) broken down in terms of debt and equity&lt;br&gt;ARA 2022, Financial statements, p.116</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>v. quantity of products or services provided&lt;br&gt;2022 sales volume: 59.649m' of Accoya sold</td>
<td></td>
</tr>
<tr>
<td>CG-BF-000.A</td>
<td>SASB</td>
<td>Annual production</td>
<td>ARA 2022, key highlights (p.3)</td>
<td></td>
</tr>
<tr>
<td>CG-BF-000.B</td>
<td>SASB</td>
<td>Area of manufacturing facilities</td>
<td>Omission and rationale: We do not capture or disclose this information as we do not believe it to be a useful activity metric as defined by the scope of the standard; significant areas of our production facilities are outdoors and uncovered.</td>
<td></td>
</tr>
<tr>
<td>102-08</td>
<td>GRI</td>
<td>Information on employees and other workers</td>
<td>In this Content Index</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>a. Total number of employees by employment contract (permanent and fixed term), by gender.&lt;br&gt;Permanent: 219 (35 female, 184 male)&lt;br&gt;Fixed term: 27 (4 female, 23 male)</td>
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<td></td>
<td>b. Total number of employees by employment contract (permanent and fixed term), by region.&lt;br&gt;Permanent: 219 (128 Netherlands, 82 UK, Other International 9)&lt;br&gt;Fixed term: 27 (23 Netherlands, 4 UK)</td>
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<td></td>
<td></td>
<td>c. Total number of employees by employment type (full-time and part-time), by gender.&lt;br&gt;Full-time: 239 (34 female, 205 male)&lt;br&gt;Part-time: 7 (5 female, 2 male)</td>
<td></td>
</tr>
</tbody>
</table>
|        |        |                                                       | d. Whether a significant portion of the organization’s activities are performed by workers who are not employees. If applicable, a description of the nature and
scale of work performed by workers who are not employees.
The biggest proportion of workers are permanent or fixed-term workers. Other workers employed by Accsys are primarily in consultant functions that are employed to deliver very specific skills-based tasks.

e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).
No

f. An explanation of how the data have been compiled, including any assumptions made.
The data reflect the position at the 2022 reporting year end (31 March) and covers all reporting entities of Accsys and includes only permanent employees or fixed-term workers as these types make up the largest proportion of workers at Accsys. Fixed term refers to the contract type offered in the Netherlands. Other types of contractors across all regions are excluded from this reporting as well as Accsys’ Non-Executive Directors.

<p>| 102-09 | GRI | Supply chain | In this Content Index (responsible sourcing) |
| 102-11 | GRI | Precautionary Principle or approach | ARA 2022, Sustainability (pp.50-59), Risk management (pp.42-48); In this Content Index (Innovation and technology) |
| 102-12 | GRI | External initiatives | In this Content Index SDGs / FSC - ARA 2022, Sustainability (pp.50-59) Cradle to Cradle - <a href="https://www.accoya.com/uk/faq/what-is-cradle-to-cradle-certified/">https://www.accoya.com/uk/faq/what-is-cradle-to-cradle-certified/</a> Ecolabels - <a href="https://www.accoya.com/uk/sustainability/ecolabels-acquired/">https://www.accoya.com/uk/sustainability/ecolabels-acquired/</a> |
| 102-13 | GRI | Membership of associations | In this Content Index Membership bodies USA - Window and Door Manufacturers Association (WDMA) UK - Timber Development UK (TDUK) - Timber Decking and Cladding Association (TDCA) - Wood Protection Association (WPA) - British Woodworking Association (BWF) Netherlands - NEN, the Royal Netherlands Standardization Institute’s ‘Wood Committee’ and ‘wood adhesives and sealants committee’. |</p>
<table>
<thead>
<tr>
<th>Code</th>
<th>GRI</th>
<th>102-14</th>
<th>Statement from senior decision-maker</th>
<th>ARA 2022, Chief Executive’s statement (pp.32-33); Chairman’s statement (pp.8-9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-16</td>
<td>GRI</td>
<td>Values, principles, standards, and norms of behaviour</td>
<td>ARA 2022, Our business at a glance (p.4); the QCA Corporate Governance Code (75-79)</td>
<td></td>
</tr>
<tr>
<td>102-18</td>
<td>GRI</td>
<td>Governance structure</td>
<td>ARA 2022, Corporate Governance (pp.70-74); In this Content Index (governance, management and advocacy)</td>
<td></td>
</tr>
<tr>
<td>102-40</td>
<td>GRI</td>
<td>List of stakeholder groups</td>
<td>ARA 2022, Stakeholder engagement (pp.61-63)</td>
<td></td>
</tr>
<tr>
<td>102-41</td>
<td>GRI</td>
<td>Collective bargaining agreements</td>
<td>Omission and rationale in this Content Index</td>
<td></td>
</tr>
<tr>
<td>102-42</td>
<td>GRI</td>
<td>Identifying and selecting stakeholders</td>
<td>ARA 2022, Stakeholder engagement (pp.61-63)</td>
<td></td>
</tr>
<tr>
<td>102-43</td>
<td>GRI</td>
<td>Approach to stakeholder engagement</td>
<td>ARA 2022, Stakeholder engagement (pp.61-63)</td>
<td></td>
</tr>
<tr>
<td>102-44</td>
<td>GRI</td>
<td>Key topics and concerns raised</td>
<td>ARA 2022, Stakeholder engagement (pp.61-63)</td>
<td></td>
</tr>
<tr>
<td>102-45</td>
<td>GRI</td>
<td>Entities included in the consolidated financial statements</td>
<td>ARA 2022, Notes to the Company Financial Statements, (p.172)</td>
<td></td>
</tr>
<tr>
<td>102-46</td>
<td>GRI</td>
<td>Defining report content and topic Boundaries</td>
<td>Content Index</td>
<td></td>
</tr>
<tr>
<td>102-47</td>
<td>GRI</td>
<td>List of material topics</td>
<td>SR 2020, Governance, management and advocacy (pp.16-17); ARA 2022, Sustainability (pp.46-55)</td>
<td></td>
</tr>
</tbody>
</table>
|       |     |                                  | • Governance, management and advocacy  
|       |     |                                  | • Health & safety  
|       |     |                                  | • People and wellbeing  
|       |     |                                  | • Fair and ethical conduct  
|       |     |                                  | • Innovation and technology  
|       |     |                                  | • Energy & Climate change  
|       |     |                                  | • Ecological footprint  
|       |     |                                  | • Responsible sourcing  
|       |     |                                  | • Sustainable and quality products  
|       |     |                                  | • Society and communities |
| 102-48 | GRI | Restatements of information | In this Content Index |
| 102-49 | GRI | Changes in reporting | In this Content Index |
| 102-50 | GRI | Reporting period | In this Content Index |
| 102-51 | GRI | Date of most recent report | In this Content Index |
|       |     |                                  | All data in this Content Index refers to Accsys’ 2022 Financial Year (“FY22”) which covers the period between 1 April 2021 and 31 March 2022, unless otherwise stated. |
|       |     |                                  | July 2022 |
102-52  GRI  Reporting cycle  In this Content Index  Annually
102-53  GRI  Contact point for questions regarding the report  In this Content Index  Investor contacts: investors@accsysplc.com Other: sustainability@accsysplc.com
102-54  GRI  Claims of reporting in accordance with the GRI Standards  In this Content Index  This report has been prepared in accordance with the GRI Standards: Core option.
102-55  GRI  GRI content index  In this Content Index  This index serves as the GRI Content Index which also includes SASB disclosures.
102-56  GRI  External assurance  In this Content Index  While effort has been made to ensure all data included in this document is accurate, metrics reported here have not been independently assured.
103-1  GRI  Explanation of the material topic and its Boundary  In this Content Index (approach); ARA 2022 Sustainability (pp.50-59)
103-2  GRI  The management approach and its components  In this Content Index; ARA 2022 Sustainability (pp.50-59)  Through the development of our ESG Framework and approach to each issue, we identified goals, actions and reporting metrics for each of our material issues.
103-3  GRI  Evaluation of the management approach  ARA 2022 Sustainability (pp.50-59)  In 2022, we continued to develop and implement our ESG governance and controls.

Data coverage
GRI 102-08: Information on employees and other workers:
- Data in this section covers all Accsys business units: Arnhem, NL; London, UK; Hull, UK; Barry, UK; International (US + all other).
- Barry, UK: Employees are new to 2022 in relation to Accsys’ new site in Q2, 2022.

The data is snapshot data from the 2022 reporting year end (31 March actual, not an average of the year) and covers all reporting entities of Accsys and includes only permanent employees or fixed-term workers as these types make up the largest proportion of workers at Accsys. Fixed term refers to the contract type offered in the Netherlands. Other types of contractors are excluded from this reporting as well as Accsys’ Non-Executive Directors.

GOVERNANCE, MANAGEMENT AND ADVOCACY

Our approach
We strive for first-class governance, management, and stakeholder relationships to sustain our growing scale.

In November 2020 we launched our first sustainability report and new approach to ESG, where we identified our 10 key material issues and created an ESG framework that aligns with our purpose, values, and strategy, while also setting out how we contribute to the UN Sustainable Development Goals (UN SDGs).

We continue to build on these foundations year on year and have completed stage one of our 2020 sustainability strategy roadmap. This has included reviewing and developing our data and assessments, establishing baseline metrics, and identifying initial actions for improvement in each of our material issues. We continue to work on stage two which is setting specific development plans within our top material issues.

ESG governance structure
Our approach to ESG is led by our ESG lead (who is also supported by subject matter experts), who reports into the Executive Committee which feeds into the Board.

ESG integration
We continue to integrate ESG into overall business operations, for example, into the procurement lifecycle, Accsys Project Management (APM), risk register and Executive Leadership remuneration.

Advocacy
We also understand the power of influence which we can have through our expertise and reach through advocacy for better and more sustainable outcomes. We participate in industry events and associations, work and support our customers through initiatives such as
CPDs (Continuing Professional Development) and direct support and relationship management. We are also part of regional networks such as the ‘Oh Yes, Net Zero’ campaign across the Hull and the Humber region.

Stakeholders
To ensure that we continue to operate successfully, we depend on our key stakeholders. We have outlined our approach to stakeholders in the 2022 Annual Report on page 61-65.

For information on our overall approach to corporate governance, please see pages 70-103 of the 2022 Annual Report.

**Environmental Compliance**

<table>
<thead>
<tr>
<th>GRI</th>
<th>Description</th>
<th>Data Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>307-1</td>
<td>Non-compliance with environmental laws and regulations</td>
<td>ARA 2022 (p.54); In this content index; Sustainability data table 2022</td>
<td>Fines and non-monetary sanctions from non-compliance with environmental laws and/or regulations: €0</td>
</tr>
<tr>
<td>415-1</td>
<td>Political contributions</td>
<td>In this content index; Sustainability data table 2022</td>
<td>Spend on political campaigns: €0</td>
</tr>
</tbody>
</table>

**Data coverage**
Covers the activities of the Accsys Group and subsidiaries.

**HEALTH AND SAFETY**

**Our approach**
Our ambition is ultimately for zero harm, which we will achieve through practising continuing health and safety excellence, improved monitoring, raising awareness of our safety policies and strategy, and further work embedding the importance of health and safety in our company culture.

**Health and safety governance and strategy**
Our approach to health and safety is one of continuous improvement, which is governed by our HSE Committee and developed through our health and safety strategy. The strategy focuses on management and leadership, which is about setting expectations for our employees and embedding a positive safety culture, that is enabled by our leaders and their behaviour. This includes a range of tools such as an annual Health & Safety Day and regular leadership communications to make health and safety the ‘norm’.

Linked to this is our focus on employee behaviours, which we have looked to shape through communications, safety branding & messaging, training and auditing in order to shape and strengthen our safety culture.

Programs and systems are another pillar of our health and safety strategy, such as the creation of our health and safety policy, data management and reporting, the development of emergency response plans and ISO accreditation, and physical improvements aim to create a safe environment, looking holistically at the site, equipment, PPE (Personal Protective Equipment), signage and the sharing of best practices.

**INCLUDES GRI TOPIC: Occupational Health and Safety**

<table>
<thead>
<tr>
<th>GRI</th>
<th>Description</th>
<th>Data Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>In this content index (Health and Safety approach)</td>
<td></td>
</tr>
</tbody>
</table>
| 403-9 | Work-related injuries | ARA 2022, Sustainability (p.52); In this content index; Sustainability data table 2022 | Lost-Time Incident Rate (LTIR) per 200,000 hours worked: 0.5  
Lost-Time Injury Frequency Rate (LTIFR) per million hours worked: 2.61  
Lost Time Incidents (LTI’s): 2  
Incident Severity Rate (ISR) per 200,000 hours worked: 1.04  
Total Recordable Incident Rate (TRIR) per 200,000 hours worked: 5.2  
Total Recordable Incident Rate (TRIR) per million hours worked: 26.1  
Management Safety Tours: 552  
Safety Committee Meetings: 51  
Toolbox Talks: 2,500  
SOC’s (Safety Observation Cards are Accsys’ Hazard/Near-miss Reports): 811  
Fatalities: 0 |
Data coverage
- Data in this section covers all of Accsys physical sites Amhem, NL; London, UK; Hull, UK; Barry, UK, except from the Dallas sales office US, which is a twoperson office.
- Barry, UK figures are new to 2022 in relation to Accsys’ new site acquisition in Q2, 2022.
- In 2022, Accsys continues to report on incident metrics in Amhem, NL London and Barry, UK, including contractors under the employment of Accsys are reported on.
- Incident metrics in Hull covers both employees and contractors in 2022. Prior to 2022, employee and contractor metrics were reported separately as Hull contractors were not under the employment of Accsys.

PEOPLE AND WELLBEING

Our approach

We focus on employee engagement, which results in committed and loyal people, who are willing to go the extra mile, and employee enablement, which ensures that we have the right people in the right roles, in an enabling work environment.

One of our core values is a commitment to “respect and value all stakeholders, all the time” – and that starts within the organisation, with the people that work for and make up Accsys. We continue to build on our efforts to develop our shared culture, strategy, and values across all of operations and locations. To support our understanding on our performance, since 2020, we have conducted an annual people survey, which is sent out to 100% of Accsys employees.

Our people strategy focuses on the twin pillars of Employee engagement and Employee enablement.

Employee engagement

Employee engagement includes issues such as leadership, clarity and opportunities of career direction, respect and recognition, compensation and benefits, and job (or career) development opportunities. To this end, we have been continuing to develop a range of initiatives, which includes improving our reward proposition, an increased scope of employee Annual Bonus Plan (ABP) linking Company & personal objective performance to reward, continued improvement and formalisation of processes including employee inductions, training requirement assessment and role clarity. We also have a number of existing employee benefits, which include the participation in the Employee Share Plan.

Employee enablement

Employee enablement includes areas such as performance management, learning and development, role and process clarity and project management and orientation. We have created, rolled out and are looking to fully implement the global adoption of our digital employee performance management platform, which focuses on Objectives and Key Results (OKRs), regular check-ins and a feedback culture. We recruited a new Learning & Development Manager in 2021 to transform Accsys into a ‘Learning organisation’ through a new learning and development strategy.

Diversity and inclusion

Diversity and inclusion is also a key focus. In 2022, we launched our diversity and inclusion workstream which encompasses an employee survey and development of a diversity and Inclusion working group. Looking forward, we will develop our diversity and inclusion strategy and roadmap, focusing on key issues identified from the employee survey and other internal and external tools.

Discrimination and harassment

We continue to operate an equal opportunities and anti-discrimination policy for recruitment, training, appraisal, and career development and have a zero tolerance for all forms of harassment. The Group’s Grievance and Disciplinary Guide incorporating the Harassment and Bullying Policy is available to all employees on the company’s internal employee resources platform. Within the policy, types of harassment and discrimination is identified, which includes both sexual and non-sexual forms of harassment. These forms of discrimination and harassment are listed as examples of acts of gross misconduct which are liable for immediate dismissal.

All employees must comply to our anti-discrimination policy, and we have built our formal policies and programmes to deal with discrimination and harassment in the workplace, with an independent hotline which all employees can access. In Accsys’ processes related to incidents of discrimination and harassment and reported incidents, there are three defined stages which includes informing a manager (or manager equivalent), next, a written complaint, and if the actions from the first two stages are dissatisfactory, the manager or the party which the incident has been reported escalates the case to the HR team. The HR team will look to engage with the individuals involved in the incident, seeking to resolve the matter. In this process of engagement, the Disciplinary Procedure identifies corrective or disciplinary actions. Dependent on the severity of the case, the procedure involves a first warning, final written warning and then dismissal or other sanctions (which can include transfer or demotion).

Training on discrimination and harassment in the workplace is planned for first level managers in the coming year (2023).

INCLUDES GRI TOPICS: Employment; Diversity and Equal Opportunity; Non-discrimination

| 401-1 | GRI | New employee hires and employee turnover | In this Content Index; Sustainability data table 2022 | New employee hires: 47 | Employee turnover: 15% |
| 405-1 | GRI | Diversity of governance bodies and employees | In this Content Index; ARA 2022 (p.53) | Disclosure of the gender ratios of our employees  
ARA 2022, p.48  
Non-Executive Board Members: Female, 33%  
Senior managers*: Female, 10%  
All employees: Female, 16%  
* Senior managers include our Executive Board Members, Senior Leadership Team, and senior managers with the highest levels of strategic influence for the organisation.

| Age group |  
Up to 24: 3  
25 – 30: 27  
31 – 50: 106  
51 +: 110

| Omission and rationale for other diversity metrics |  
We collect some diversity metrics on a voluntary basis; therefore, we are unable to report a complete data set.

| 406-1 | GRI | Incidents of discrimination and corrective actions taken | In this Content Index; ARA 2022 (p.53); Sustainability data table 2022 | Incidents of discrimination: 0

| 404-1 | GRI | Average hours of training per year per employee | In this Content Index; ARA 2022 (p.53); Sustainability data table 2022 | Average hours of training and development per person: 29

Data coverage  
- Data in this section covers all Accsys business units: Arnhem, NL; London, UK; Hull, UK; Barry, UK; International (US + all other).
- Barry, UK Employees are new to 2022 in relation to Accsys' new site in Q2, 2022.
- For diversity information (GRI 405-1) the data is snapshot data from the 2022 reporting year end (31 March) and covers all reporting entities of Accsys and includes only permanent employees or fixed-term workers as these types make up the largest proportion of workers at Accsys. Fixed term refers to the contract type offered in the Netherlands. Other types of contractors are excluded from this reporting as well as Accsys' Non-Executive Directors.

### INNOVATION AND TECHNOLOGY

**Our approach**

We'll innovate and utilise technology with sustainability and quality as our goals, going above and beyond to make a positive impact on a global scale.

Accsys' products are at the forefront of the sustainable building materials market, unique in their proposition amongst other types of modified or natural wood and offering substantial advantages (particularly in sustainability) over plastics, metals, and other synthetic alternatives.

Developing our technology is one of our four overall strategic priorities, and vital to our ongoing success. Our proprietary acetylation technology and processes are at the heart of our products’ remarkable qualities, and continued development, refinement, expansion, and protection of that is core to the business. Improving product quality, advancing our technology and processes, and maximising the sustainability of our products are all key enablers of further business success and greater positive impacts in the wider world.

Our efforts in innovation go beyond the purely technical however, with two major additional themes: the identification and exploration of new uses and applications for our products, and innovations in our operational methods to improve our levels of business capability and agility.

Our focus on optimising our existing product offering and technologies and investing in specific technology solutions has materially enhanced our productivity, quality, and operational efficiency. Working with partners, customers and other organisations is also an important part of our innovation strategy, and we continue to monitor and assess opportunities across a wide range of topics.

**INCLUDES Non-GRI / SASB metric**
### Data coverage
- Research and Development costs are those associated with the Accoya® and Tricoya® processes. Costs exclude those which have been capitalised in accordance with IFRS (see ARA 2022, p. 133 for further information).

### Note to material issue
Our actions in this area drives performance across other material issues and is reflected as such in this Content Index. See cross cutting metrics under:
- Ecological footprint (waste)
- Energy and climate change (GHG emissions)

### FAIR AND ETHICAL CONDUCT

**Our approach**

We'll uphold our commitment to high ethical standards, ensuring our processes and procedures are strengthened as we continue to grow.

Accsys is committed to conducting business sustainably, with integrity and openness, and to being ethically, environmentally, and socially responsible. In addition to producing sustainable products, we aim to conduct our business in a way that is fair, ethical, and supports environmental, social, and corporate responsibility.

We will continue to uphold our commitment to high standards of ethical conduct and bolster our processes and procedures as we continue to grow. Along with our established policies and codes, we also have a continuous programme of mandatory training on key legal and ethical topics.

Beyond minimising any negative social and environmental impact that may flow from our activities, we also expect the same high standards from our business partners. Our key raw materials suppliers must either comply with our Supplier Code of Conduct, demonstrate similar levels of standards (for example through FSC® certification), or to have confirmed their support for the principles of the UN Global Compact, which is committed to 10 universally accepted principles in the areas of human rights, labour, environment, and anti-corruption.

We also check with suppliers for compliance with the Accsys Modern Slavery and Human Rights Statement.

**Includes GRI topics:** Economic Performance; Anti-corruption; Socioeconomic Compliance

| 201-4 GRI | Financial assistance received from government | In this Content Index | We did not receive any financial assistance in 2022 |
| 205-1 GRI | Operations assessed for risks related to corruption | ARA 2022 (p.54); In this content index; Sustainability data table 2022 | Operations assessed for risks related to corruption: 100% |
| 205-2 GRI | Communication and training about anti-corruption policies and procedures | ARA 2022 (p.54); In this content index; Sustainability data table 2022 | Relevant employees (including Board) communicated with on anti-corruption policies: 100% |
| 205-3 GRI | Confirmed incidents of corruption and actions taken | ARA 2022 (p.54); In this content index; Sustainability data table 2022 | Cases / incidents of corruption and bribery: 0 |
| 206-1 GRI | Anti-competitive behaviour | In this content index; Sustainability data table 2022 | Fines related to anti-competitive behaviour: €0 |

**Data coverage**
Covers the activities of the Accsys Group and subsidiaries.
SUSTAINABLE AND QUALITY PRODUCTS

Our approach

We'll ensure our products continue to meet high standards of quality and sustainability by achieving accreditations and certifications – while always meeting our customers' needs.

Our products are enhanced using our proprietary acetylation process. The end result is a nontoxic product with a significantly increased lifespan. The increased durability and stability of our products results in better resilience in all climates – the product does not visibly swell, shrink, or distort. Our products’ resilience is particularly beneficial as the world tackles climate change, where increases in extreme weather events are becoming more frequent. The longevity of our products also contributes to the circular economy, reducing the number of replacements and supporting resource preservation.

To ensure that we continue to meet high standards of quality and sustainability, our products adhere to extremely high sustainability standards, while meeting or exceeding many globally recognised and externally verified sustainability certifications. For example, Accoya and Accoya Color® is Cradle to Cradle Certified®, of which the standard recognises the products commitment to the circular economy philosophy and highlights the importance of products with a positive impact on the environment. We also help our customers and end consumers meet green building accreditations, such as BREEAM and LEED through our product Environmental Product Declaration (EPDs) and Life Cycle Analysis (LCAs). Lifecycle assessments which provide a validated, comparable view of product environmental impact.

We also work with our customers and wider industry to ensure the highest sustainable and quality outcomes through education and awareness, for example, with the Accoya Approved Manufacturers Programme which supports manufacturing partners with training and best practice in the production and use of Accoya wood, to help guarantee high-quality products for end users. The programme also helps our partners understand the environmental benefits of the materials they sell. Accoya wood is also part of the Continuing Professional Development providers network, which offers a range of free seminars on industry topics such as acetylated wood and cladding.

INCLUDES GRI TOPICS: Materials; Customer Health and Safety; Marketing and Labelling
SASB: Management of Chemicals in Products; Product Lifecycle Environmental Impacts

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>301-1</td>
<td>Materials used by weight or volume</td>
<td>Chemicals used in manufacture of Accoya - <a href="https://www.accoya.com/uk/acetylation-what-is-it-and-what-is-acetylated-wood2">https://www.accoya.com/uk/acetylation-what-is-it-and-what-is-acetylated-wood2</a>; ARA 2022, Risk management (p.44), Sustainability (p.52)</td>
</tr>
<tr>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
<td></td>
</tr>
<tr>
<td>CG-BF-250a.2</td>
<td>Percentage of eligible products meeting volatile organic</td>
<td></td>
</tr>
</tbody>
</table>

We report on materials used within the total wood sold (as opposed to purchased) to align with our financial reporting approach.

2022 sales volume: 59,649m3 of Accoya sold

Acetic anhydride is also used in the manufacture of our products. For commercial reasons, we do not disclose the volume of acetic anhydride used, so it is not disclosed in this Content Index. On page 132 of the 2022 Annual Report, we disclose other revenue which covers revenue from the sale of our acetic anhydride by-product.

See CG-BF-250a.1, and CG-BF-250a.2.

100%
compound (VOC) emissions and content standards

The main applications of our products are primarily outdoor or mixed indoor/outdoor use Accoya® wood has been evaluated for use in windows as an 'indoor/outdoor' use case and meets the VOC emissions standards defined by German RAL certification (according to VFF Merkblatt HO.06-4).

See CG-BF-250a.1. and CG-BF-250a.2.

417-1 GRI Requirements for product and service information and labelling

In this Content Index

CG-BF-410a.1. SASB Description of efforts to manage product lifecycle impacts and meet demand for sustainable products

https://www.accoya.com/uk/sustainability/
https://www.accoya.com/uk/sustainability/#accreditations
In the Content Index (see approach)
ARA 2022 (p.56)

Data coverage
Metrics and disclosures regarding our approach to our products may vary across our products (for example, chemicals management in our product, FSC certification of timber, etc.) depending on the parameters in question. Currently both Tricoya® wood chips and Accoya® wood are produced initially as Accoya® wood at our production site in Arnhem, therefore most disclosures refer to our Accoya® products. Tricoya® wood chips are used to make wood panel products (e.g., MDF) by our business partners, and therefore the panel products themselves are typically outside the scope of our reporting (unless otherwise specified). Accoya Color® is our newest product is manufactured in Barry, UK from Accoya wood.

SASB: CG-BF-250a.1: Chemicals in products
- Tricoya® is not referenced here as currently Tricoya® wood chips are produced initially as Accoya® wood at our production site in Arnhem.

CG-BF-250a.2: Eligible products meeting volatile organic compound (VOC) emissions and content standards
- Accoya Color is used for primarily outdoor applications (e.g., decking) so does not fall into the scope of this approach.

RESPONSIBLE SOURCING

Our approach
We'll keep sourcing timber responsibly, working with our suppliers to ensure our needs are met and forging new partnerships to ensure the secure supply of sustainable materials.

Ensuring responsible sourcing
We are committed to sourcing our raw materials supply responsibly: this is most evident in our wood sourcing. We retain FSC® and PEFC® chain of custody certification for our products, only making them with wood from certified sustainable forests and forestry operations.

We expect and require our suppliers to demonstrate high standards in their operations, which includes ethics and compliance, environmental protection, health and safety, and business continuity planning through their own operations and supply chains. Accsys works with its key suppliers to drive continuous improvement, with regular communication, reviews, and feedback to enhance stability and value generation from the relationship.

Raw materials
Wood
Our main material for Accoya® (and currently Tricoya®) production is very fast-growing Radiata Pine from New Zealand: the climate there is conducive to very rapid growth rates, meaning a higher rate of carbon sequestration from the atmosphere, and makes the wood particularly well-suited to the acetylation process. The progressive state of the forestry industry in the country also offers good supply of the pruned ‘clear wood’ our customers particularly value, and minimises risks of environmental harm, non-compliance with responsible forest management principles, or corruption.

Acetic anhydride
The other main raw material component for our products is acetic anhydride. Our Tricoya® plant location in Hull, UK and the upcoming Accoya® plant in the USA are both co-located with our partners' acetic anhydride production operations to minimise transportation and maximise efficiencies.

The coproduct from the acetylation process is acetic acid, which can also be reprocessed into acetic anhydride. While this method is quite energy-intensive, it does allow for a 'closed-loop' system. If the acetic acid is not reprocessed into acetic anhydride, it can be used as
an input for many applications that require acetic acid. We continue to assess the relative merits of different acetic anhydride sourcing and production methods to achieve the appropriate balance both now and for future operations.

Supply chain risk management

Accsys’ supply chain sustainability risk identification process includes internal and external mechanisms. 100% of Accsys’ timber is FSC certified and when sourcing timber, the internal supply chain team works with external specialists, such as FSC auditors to identify potential environmental and social risks related to the supply chain on an activity and country level. Any wood suppliers not already FSC or PEFC certified must be on a proven path toward certification or will not even be utilised for potential supplier testing. Therefore, all suppliers have been screened using environmental and social criteria. FSC auditors also provide advice on potential countries where certain risks may occur, and these risks are avoided. In addition to rigorous FSC requirements, Accsys also does due diligence in the basis of European Union Timber Regulation (EUTR) and the USA’s Lacey Act requirements.

Internal practices include the visitation of all new suppliers in advance of supply and site visits of existing suppliers periodically when deemed necessary. Declarations (such as UN Global Compact adherence, supplier Code of Conducts) are assessed and media screening is conducted regularly for negative news, which includes and goes beyond tier one suppliers to encompass industries and areas such as shipping lines utilised.

These processes intend to identify where risks could occur along the procurement life cycle, from selection, in identifying lesser risk new suppliers with FSC and current suppliers through the FSC audit.

Zero deforestation and biodiversity

We see deforestation and biodiversity as low risks in our timber supply chain as while Accsys does not own forests and sources timber from timber mills, we commit to zero deforestation in our supply chains. Our timber is 100% FSC certified. FSC does not allow use of deforestation areas and has several strict requirements in place that ensure that certified-forest managers maintain their forests responsibly, including maintaining or enhancing their forest’s structure, function, biodiversity, and productivity.

While Accsys sources the majority of wood from sustainably managed forests in New Zealand, supply is evolving to different locations and species as well. We will always continue to ensure zero deforestation and biodiversity risks are accounted for in our due diligence processes, which includes the assessment of sustainability certifications such as FSC and our own internal processes.

**INCLUDES GRI TOPICS: Supplier Environmental Assessment; Rights of Indigenous Peoples; Human Rights Assessment; Supplier Social Assessment; SASB: Wood Supply Chain Management**

<table>
<thead>
<tr>
<th>Code</th>
<th>Type</th>
<th>Description</th>
<th>Reference</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>308-1</td>
<td>GRI</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>In this Content Index; ARA 2022 (p.56); Sustainability data table 2022</td>
<td>Key materials suppliers* screened using environmental criteria: 100%</td>
</tr>
<tr>
<td>411-1</td>
<td>GRI</td>
<td>Incidents of violations involving rights of indigenous peoples</td>
<td>In this Content Index; Sustainability data table 2022</td>
<td>Incidents of violations involving rights of indigenous people: 0</td>
</tr>
<tr>
<td>412-1</td>
<td>GRI</td>
<td>Operations that have been subject to human rights reviews or impact assessments</td>
<td>In this Content Index; ARA 2022 (p.56); Sustainability data table 2022</td>
<td>Operations that have been subject to human rights reviews or impact assessments: 100%</td>
</tr>
<tr>
<td>414-1</td>
<td>GRI</td>
<td>New suppliers that were screened using social criteria</td>
<td>In this Content Index; ARA 2022 (p.56); Sustainability data table 2022</td>
<td>Key materials suppliers* screened using social criteria: 100%</td>
</tr>
<tr>
<td>CG-BF-430a.1.</td>
<td>SASB</td>
<td>(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard</td>
<td>In this Content Index and ARA 2022, Sustainability (pp.46-55)</td>
<td>2022 sales volume: 59,649m3 of Accoya sold. Also see 301-1 for total wood fibre sold. We report on total wood fibre sold (as opposed to purchased, as outlined in SASB guidance) to align with our financial reporting approach. 100% Accoya and Tricoya is made from third-party certified forestlands, of which all are compliant with FSC Chain of Custody certification standards. The categories of our products are FSC Mix, FSC 100%, FSC Controlled Wood and FSC Recycled.</td>
</tr>
</tbody>
</table>

**Data coverage**

Covers the activities of the Accsys Group and subsidiaries.
ENERGY AND CLIMATE CHANGE

Our approach

We are committed to monitoring, managing, and reducing the overall negative impacts of our operations, while maximising the beneficial impacts of our business and products on the world. Operationally, our key focus is on climate mitigation and adaptation, so we are able to deliver on our purpose effectively.

We recognise that climate change is one of the biggest challenges that we are all facing, and we seek to meet the challenge through our products and activities. At Accsys we have recently published our Climate Change Policy, which identifies our holistic approach to climate change. It focuses on the impacts of our manufacturing processes and offices, which includes energy efficiency, green energy and fuel switching (on and off-site) where possible and other resource use. We also focus on the value chain, through the understanding and ultimately address of scope 3 greenhouse gas emissions. Secondary to this, and to support our approach, Accsys invests in RECs (Renewable Energy Certifications) and carbon offsetting projects; the carbon offsetting projects are selected to add environmental and social value, aligns to our activities, and also contributes to the Sustainable Development Goals (SDGs) which we are most strongly aligned with.

Approach to the TCFD

While Accsys is not required to report against the TCFD (Task Force on Climate Related Financial Disclosure) yet, we commit to understanding climate risk and opportunities, using the TCFD Framework to understand, support and manage climate risk and resilience in relation to our business and acting on climate risk and opportunities when identified.

INCLUDES GRI TOPICS: Energy; Emissions
SASB: Energy Management in Manufacturing

| GRI 302-1 | GRI Energy consumption within the organization | In this Content Index; ARA 2022 (p.60); Sustainability data table 2022 | Energy consumption associated with Scope 1 and 2 emissions: 9,134 MWh
| CG-BF-130a.1. SASB | (1) Total energy consumed; (2) percentage grid electricity; (3) percentage renewable | In this Content Index; Sustainability data table 2022 | See GRI 302-1 for total energy consumption. Percentage grid: 46%; Percentage renewable: 39%; Percentage offset: 46%
| GRI 302-3 | GRI Energy intensity | In this Content Index; Sustainability data table 2022 | Energy intensity: 0.15 MWh / m² Accoya produced
| GRI 305-1 | GRI Direct (Scope 1) GHG emissions | In this Content Index; ARA 2022 (p.60); Sustainability data table 2022 | Absolute scope 1 GHG emissions: 4,586 tco2e
| GRI 305-2 | GRI Energy indirect (Scope 2) GHG emissions | In this Content Index; ARA 2022 (p.60); Sustainability data table 2022 | Scope 2 emissions location-based: 3,879 tco2e; Scope 2 emissions market-based: 601 tco2e
| GRI 305-4 | GRI GHG emissions intensity | In this Content Index; ARA 2022 (p.60); Sustainability data table 2022 | Scope 1 and scope 2 location-based emissions intensity: 0.142 tco2e per m²

Data coverage
- We report on 100% of our existing operating sites, which includes our manufacturing facility in Arnhem, the Netherlands. This year we acquired a new site in Barry, UK, so have included emissions associated with this site from the date of acquisition (from FY22, H2).
- We do not include Hull as it is not yet in operation (i.e., under construction).
- We also report on data from the London office. Other offices are not included due to a lack of data.

ECOLOGICAL FOOTPRINT

Our approach

We’ll work to minimise the ecological impact from our operations, particularly focusing on adopting a circular economy approach to resources, which includes reducing waste. Another focus is on monitoring water related impacts.

One of our four strategic priorities is Practising Manufacturing Excellence; this includes focusing on waste, resource use and circular economy principles. Our commitment to embracing and promoting the circular economy philosophy is evidenced by our 10 years of Cradle to Cradle Certified™ Gold level accreditation for Accoya®.

In our operations, wood that does not make it into saleable product is reclaimed and upcycled into Tricoya® or used as fuel for waste-to-energy generation. Potentially hazardous waste for example chemicals used for testing, is disposed of responsibly with specialist waste treatment companies. We also have an Accoya® reclamation scheme which collects the Accoya® offcuts from trusted manufacturing partners to be reprocessed into Tricoya® wood chips.
While water is key to our operations, we do not operate in areas of water stress. At our site in Arnhem, water use is for cooling, and safely discharged into the local river system. Process wastewater is sent to a water cleaning facility on the same industrial park site in Arnhem before being returned to the Ussel river, minimising the water wasted from our process or removed from the local water table and avoiding any harmful chemical discharges into the environment.

**INCLUDES GRI TOPICS: Materials; Water and Effluents**

**SASB: Product Lifecycle Environmental Impacts**

<table>
<thead>
<tr>
<th>GRI</th>
<th>Code</th>
<th>Description</th>
<th>Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>301-3</td>
<td>GRI</td>
<td>Reclaimed products and their packaging materials</td>
<td>In this Content Index; ARA 2022 (p.55); Sustainability data table 2022</td>
<td>134 tonnes of reclaimed pre-consumer wood offcut materials, of which 100% was remanufactured by Accsys for Tricoya wood chips</td>
</tr>
<tr>
<td>CG-BF-410a.2</td>
<td>SASB</td>
<td>(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled</td>
<td>In this Content Index; ARA 2022 (p.55); Sustainability data table 2022</td>
<td>See GRI 301-3</td>
</tr>
<tr>
<td>303-1</td>
<td>GRI</td>
<td>Interactions with water as a shared resource</td>
<td>In the Content Index (see ‘ecological footprint’ approach)</td>
<td></td>
</tr>
<tr>
<td>303-2</td>
<td>GRI</td>
<td>Management of water discharge-related impacts</td>
<td>In the Content Index (see ‘ecological footprint’ approach)</td>
<td></td>
</tr>
</tbody>
</table>
| 303-3 | GRI | Water withdrawal | In this Content Index; Sustainability data table 2022 | Municipal water supply: 616 m³
Surface water: 2,955,523 m³
Rainwater: 19,177 m³
Deionised and deionised water: 26,574 m³

Water figures come from a number of sources, for example, internal measurement and external service providers. While we aim to track as accurately as possible, there is data variance risk of 10%.

Surface water usage is for cooling purposes, resulting in significant withdrawal and discharge figures. |
| 303-4 | GRI | Water discharge | In this Content Index; Sustainability data table 2022 | Wastewater Treatment Plant: 87,649 m³
Surface water: 2,897,813 m³
Rainwater sewer: 15,611 m³ |
| 306-3 | GRI | Waste generated | In this Content Index; ARA 2022 (p.55); Sustainability data table 2022 | Waste to landfill: 0 tonnes |
| 306-4 | GRI | Waste generated | In this Content Index; ARA 2022 (p.55); Sustainability data table 2022 | Waste diverted from landfill: 1,476 tonnes |
Data coverage
GRI 303; 306: Water and waste
- Data in this section covers the manufacturing site in Arnhem, NL.
- Water figures come from a number of sources, for example, internal measurement and external service providers. While we aim to track as accurately as possible, there is data variance risk of 10%.

SOCIETY AND COMMUNITIES

Our approach

We’ll create a positive environmental and social impact through a variety of activities aligned with our purpose of “Changing wood to change the world”.

Accsys’ Society and Communities strategy has focused on our approach to charitable giving, which includes:

- Product donations, which must meet social and environmental criteria
- Monetary donations, which are donations for ad hoc causes throughout the year
- Selection of official charity partners, where a shortlist of potential charity partners was firstly identified as partners that were aligned to Accsys’ purpose and material issues, and then selected through a vote by Accsys’ employees. In 2022, Accsys selected the charities Mind, Trees for All and The Coalition for Rainforest Nations as Accsys’ official charity partners.

Accsys’ Charity Committee oversees and signs off donations which meets a certain threshold and feeds into the development and implementation of Accsys’ society and communities strategy. Accsys’ political and charitable donations and sponsorship policy was also refreshed in 2021 and sets out the policy around charitable giving and the remit of the Charity Committee.

Accsys also has a team of ‘charity ambassadors’ which consists of representation from across the whole of Accsys, who identifies and delivers on Accsys engagement activities.

INCLUDES GRI TOPICS: Economic Performance

201-1 GRI Direct economic value generated and distributed In this Content Index; ARA 2022, p.2; 56; 59; 138

| Revenue: €120.9m |
| EBITDA: €10.4m |
| Carbon sequestered in products: 47,838 tCO2 |
| Employee costs: €20.4m |
| Donations to charitable activities: €20,875 |

Data coverage
- Covers the activities of the Accsys Group and subsidiaries.