



# Sustainability & Carbon Neutrality Plan

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## 1. Strategic Direction for Sustainability & Carbon Neutrality

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Sustainability is not just an opportunity but a genuine mission for Black Box Network Services (EMEA) to represent a model of excellence in the world, by adopting a pervasive approach to business that is able to respond to the challenges of a globalised world and is increasingly sensitive to the impacts generated by industrial processes on society and the environment.

Black Box Network Services (EMEA) has committed to develop a structure for its sustainability path by adopting an integrated strategy that is capable of combining business growth and financial stability with social and environmental sustainability, creating value in the long term.

*“The UN, the European Union and the IPCC all agree on one thing: **We must become [carbon neutral](#) by 2050**. This means balancing carbon dioxide emissions with the amount of carbon absorbed from the atmosphere. The relationship between greenhouse gas emissions and global warming has been scientifically proven. We therefore must reduce them, achieve carbon neutrality and protect the planet within the next three decades”.*

This Plan is Black Box (EMEA) strategic approach to sustainability and achieving a carbon neutral status by 2030, it addresses some of the key global challenges, including Carbon Neutrality. The Charter of Sustainability Commitments details the commitments undertaken by the Group and breaks them down into qualitative and quantitative targets that can be measured over time.

With this integrated strategy (Sustainability & Carbon Neutrality Plan and Business Plan) Black Box Network Services (EMEA) is able to manage its response to the market challenges of today and tomorrow in a sustainable way.

The Sustainability & Carbon Neutrality Plan (SCN), approved by the Board of Directors of Black Box Network Services (EMEA), comprises:

- material topics
- sustainability commitments
- objectives to be achieved in the short, medium and long term

The material topics for Sustainability are linked to the 6 Pillars of the Business Plan (Connected Buildings, Digital Workplace, Customer Experience, In-Building 5G/OnGo, Edge Networking & Data Centers, Cyber Security).

In particular:

- The material topics are specifically associated with one or all of the 6 Pillars and show a clear correlation between the business drivers and those aspects of sustainability that the Company recognises as significant whilst contributing generally to the Group's growth
- The objectives contribute in particular to the achievement of the Sustainability Development Goals that Black Box Network Services (EMEA) has recognised as significant for its business and in line with its strategic direction and growth.

To ensure that the SCN Plan objectives are achieved, Black Box Network Services (EMEA) has implemented a governance structure, which consists of:

- Supervision of the overall management of sustainability in the EMEA region and which provides a Strategic direction to the SCN Plan in line with the Group's business strategies.
- The management team tasked with defining objectives, targets and timetables for the sustainability commitments planned by the Group outlined in the Charter of Sustainability Commitments.
- Responsibility for achieving the objectives in the SCN Plan lies with all the representatives of the units involved, which dedicates resources, tools and know-how to implement the actions underlying those objectives.

Sustainability & Carbon Neutral Plan

- The governance structure ensures compliance with the commitments undertaken by monitoring the progress of projects and achievement of the objectives and continually keeping the Management team informed.
- The SCN Plan's objectives are updated on a yearly basis starting with the results achieved and adding any new needs that arise over time.
- The base year against which the quantitative targets in the SCN Plan are defined is 2021.

## **2. Charter of Sustainability Commitments**

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Black Box Network Services (EMEA) has realised that limiting the harm we do, as a business; as Employees; and as individuals is not enough. We need to leave the places we touch better than when we found them; ensure the people we work with feel valued and trusted; and ensure that the network effect of our business activities have a net positive impact on the environment.

### **By 2025 we commit to:**

- Reducing our environmental impact across our EMEA business operation
- Reducing miles travelled by actively adopting the technology available to move meetings and resources online; introduce more flexible working patterns and home working practices
- Review our entire supply chain ensuring that the products, resources and services we use are sourced from carbon neutral suppliers
- Introduce a more energy efficient fleet of corporate vehicles (hybrid)
- Work with a suitable partner organisation to offset those monitored CO2 emissions of our operations which we are not yet able to reduce

These initiatives do not stop there, we also have looked further and have set out our Vision 2030 Plan, which is designed to take Black Box Network Services (EMEA) to achieving a Net Zero status by 2030.

### **Vision 2030 Plan:**

By 2030 we commit to:

- Become net carbon positive across our EMEA business operations, and have a carbon neutral impact on our supply chain
- Sustain a climate positive workforce and actively offset the carbon footprint of our employees
- Act only with credibility, transparency and Integrity while actively promoting our social consciousness values
- Seek innovative ways to further reduce the environmental impact, waste and embodied carbon in our services and solutions
- Promote energy efficiency and carbon reduction through our solutions, services, technology and business activities
- Be an exemplar company in our industry and within the Wider Black Box Corporation.

### **2.1 Environment**

Quality and service are key considerations in our activities, reducing the environmental impact of our products and processes is also a strong responsibility for the company.

The materials used in the manufacture of our chosen products, their traceability, their impact on the environment and the requirement to maintain product integrity throughout the supply chain are all major concerns.

***Black Box Network Services (EMEA) will....***

- Develop, market and distribute a growing range of energy efficiency-led products.
- Seek to reduce the environmental impact of its logistics, travel and employee activities.
- Reduce the carbon footprint of its office and administration base and activities.

**2.2 Supply Chain**

Designing and delivering energy efficient products and solutions is a key driver for us. We endeavour to work with suppliers, partners and customers that demonstrate environmental and social responsibility. We encourage sustainable business by asking our suppliers to improve their own environmental performance and by finding the most appropriate products and services.

***Black Box Network Services (EMEA) will ....***

- Seek to ensure that its suppliers exhibit the highest standards of quality and environmental performance.
- Build partnerships with suppliers that aim to reduce their energy consumption and waste.
- Seek to achieve optimum traceability across its product ranges.
- Comply with all laws and regulations governing appropriate materials and encourage best practice wherever possible.

**2.3 Customers**

As we endeavour to deliver supply chain excellence, Black Box Network Services (EMEA) have a responsibility to provide our customers with guidance on a number of topics including product and quality information.

***Black Box Network Services (EMEA) will ....***

- Offer a coherent and growing range of energy efficiency-based products.
- Provide specific information about recycled and ecologically-responsible products and/or components.
- Provide information to help our customers address the specific environmental issues facing their business.
- Wherever possible, advise on the recycling of associated delivery waste, wrappings and returns.

**2.4 Employees**

Employee welfare is always a major consideration.

***Black Box Network Services (EMEA) will ....***

- Provide a safe and healthy working environment for its employees.
- Ensure working conditions are based on respect, empowerment and trust.
- Develop the skills of its employees through training programmes where applicable.
- Encourage diversity, fairness and inclusion at management level and between employees to reflect its company ethos, dimension and culture.