

**2021  
Environmental,  
Social and  
Governance  
Report**



**Trescal**

| CALIBRATION SOLUTIONS TO IMPROVE YOUR PERFORMANCE |



# Solutions to improve the world's performance



## Letter from our Chief of Staff, Marie-Zoé Beaugrand

At Trescal, we believe that our company and our employees must act as part of a global whole. Our mission is to provide solutions that improve performance. This holds true for our clients, our employees and the world around us.

We have integrated environment, society and governance (ESG) initiatives throughout our 27 countries. To assess our ESG initiatives, we have undertaken a third-party ESG audit to measure our performance and identify how to improve.

**In 2021, our efforts included three key initiatives:**

### **Further our commitment to ESG by increasing awareness of the Group's Ethics Committee and our Golden Rules**

Through the implementation of the intranet and Group-wide emails, we expanded communication around our Ethics Committee and Ten Golden Rules for our technicians to respect quality, health, safety and ethics recommendations.

### **Establish career development paths via annual performance reviews**

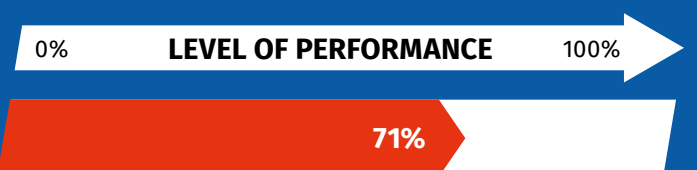
We aim to conduct performance reviews for employees throughout the Group. We have mobilized our HR teams to promote internal career development, and 70% of our managers are internal hires.

### **Reduce our environmental impact by beginning the transition to energy-efficient buildings**

The Group headquarters relocated in September 2021 to an energy-efficient building, cutting monthly energy consumption by 46%.

I am proud of our progress this year, but we are committed to raising our ambitions. In this report you can read more about the ESG actions we have taken across the Group in 2021 and our targets for 2022.

## Overall ESG Performance





# Governance: Integrating ESG principles locally with a QHSE focus



We are committed to running our business ethically, lowering risks and providing transparency. Our internal teams implement our Group ESG strategy locally to actively drive projects that meet our objectives and embed our global approach. This year, we focused on improving internal communication of the Group's ESG policies and developing them further on a local level.

## 2021 Initiatives



### Implement local health, safety and environment (HSE) governance

100% of audited countries have assigned local HSE responsibilities. For example, Germany undertakes external health & safety audits for their sites, and Benelux defines safety parameters when external contractors are appointed.



### Implement local quality and HSE policy

100% of audited countries have developed or are in the process of developing their local policy.



### Obtain third-party certification

83% of countries increased their environment, health & safety and data security certification for our laboratories

Materiality: High



Score: 84%



## 2022 Commitments

To expand safe workplace practices, increase quality control and measure the satisfaction of our customers worldwide, we have set three governance targets for 2022:

- Organise a Group-wide quality, health, safety, and environmental (QHSE) seminar for QHSE teams to enhance communication between countries.
- Harmonize the customer complaint management system.
- Introduce a Trescal QHSE Charter for primary subcontractors to commit to.



# Social Responsibility: Supporting our workforce's development

As a services business with over 4,000 employees worldwide, our people are at the heart of everything we do. We strive to create an environment where our employees are the best version of themselves. In 2021, we aimed to expand performance reviews so that we could upskill our employees, promote internal career development and advise on safety.



## 2021 Initiatives



### Perform reviews for our employees at least annually

In most of the audited countries, 75-100% of employees had received a performance review to identify training needs, areas for improvement and potential for promotion.



### Expand wellbeing with mental health support

We introduced mandatory training for all line managers on Mental Health Awareness and designated employee-led Mental Health First Aiders in the United Kingdom and Benelux.



### Upskill our employees

We expanded technical training and development courses for technical and central service employees. The plan is articulated around four axes (individual skills, support skills or technical metrology skills, daily management & team management, and safety & environment) and particularly in France and in the US.



### Protect health & safety with training and equipment

For example, in France, Trescal invested in automatized heavy load transfer equipment. In the United Kingdom, a near-miss form was introduced to better track incidents.

Materiality: High



Score: 75%



## 2022 Commitments

The best way to fulfil our commitment to our workforce is to enhance our employees training and foster a safe and inclusive environment. We have three targets for 2022:

- Put in place Group-wide HR key performance indicators for professional and personal development training.
- Introduce harmonized Group reporting for lost time accidents.
- Transition Group sports sponsorship to social charity sponsorship and STEMs projects.



# Environment: Operating sustainably



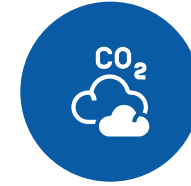
We understand the crucial role we play in tackling the defining issues of climate change. In 2021, we began to track our carbon footprint, supported energy and waste management and transitioned our headquarters to an energy-efficient office space.

## 2021 Initiatives



### Reduce waste consumption

Across the Group, we are leveraging digitization and technology to enable our employees and customers to reduce non-hazardous waste. With efforts already underway, we have reduced physical mailings and increased recycled packaging for customer equipment.



### Monitor our carbon footprint

Trescal Benelux and France completed a Carbon Footprint (scope 1 and 2) of all their locations, based on the fuel and electricity consumptions.



### Increase energy efficiency

We implemented energy-saving measures such as LED lighting in laboratories and offices, reducing the wattage of light bulbs to save lighting energy use. Our headquarters reduced energy usage by 46% by moving to an energy-efficient building.

Materiality: Low/Medium



Score: 37%



## 2022 Commitments

Although our footprint is less negative than others in the industry, we can contribute to environmental conservation. We have set two targets for 2022:

- Introduce a tool to calculate Trescal's scope 1 and 2 GHG emissions across the Group.
- Support employee's energy & waste management initiatives at a local level.



# We base our initiatives around the United Nation's Sustainable Development Goals

The UN's Sustainable Development Goals (SDGs) are the foundation to helping companies like ours create positive action to achieve a better and more sustainable future for all.

The goals call for all people, businesses and governments alike to tackle global injustices and the climate crisis head-on and create a higher level of accountability.

At Trescal, we answer the UN's call for action by basing our ESG initiatives around the goals it has established to address inequality, poverty, climate action, sustainability, and education.



**3** GOOD HEALTH AND WELL-BEING

**8** DECENT WORK AND ECONOMIC GROWTH

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

The sustainability audit was conducted by ERM, an independent company, committed to working with leading organizations to achieve change with pace and at scale.

This assessment covers six of Trescal geographies: France, the United States, the United Kingdom, Belgium / The Netherlands, Germany and Malaysia / Singapore which represent 74% of Trescal 2021 turnover. It covers the practices in place at Trescal as of August 2021.



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