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RED BEAR TECH

# SUSTAINABILITY REPORT

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2022/2023



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# RED BEAR TECH IN A NUTSHELL

## BRANCHING OUT TO BE THE CHANGE

Red Bear was created through discussions with clients, and their need to have better competition, quality, and transparency in the marketplace for key services within the data center industry.

### Some of our key services:

White Space Fit Out, ELV Solutions, Network Infrastructure, MEP Services, Security Systems, Consultation, Hot Aisle Containment Installation

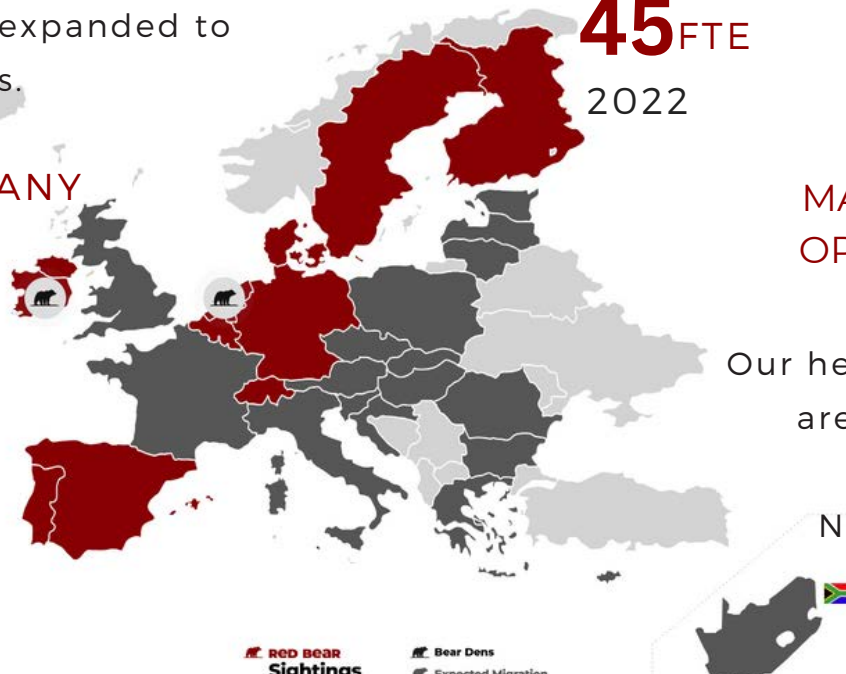


The company was established in late 2021.

Since then, we have rapidly grown in our revenue, number of employees, number of projects and expanded to new countries.

### OUR COMPANY VALUES

- B**OLD
- E**FFICIENT
- A**DAPTIVE
- R**ESILIENT
- S**ECURE



### TURNOVER

<b>24</b> M€	<b>31.5</b> M€
2022	2023

### NO. OF EMPLOYEES

<b>45</b> FTE	<b>68</b> FTE
2022	2023

### MAP OF OUR OPERATIONS

Our headquarters are located in Groningen, Netherlands.

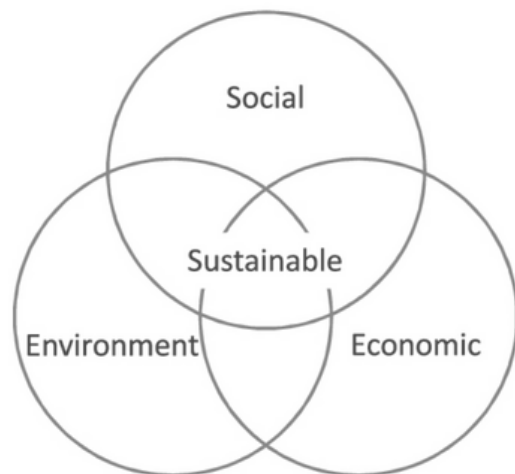
# SUSTAINABILITY AT RED BEAR TECH

Sustainability for us is a complex term including economic, social, and environmental aspects. Only when these three pillars are kept in harmony, our company as well as the communities we impact and the world that we co-create can prosper across many generations.

## OUR SUSTAINABILITY MISSION STATEMENT

*Our mission is to be a social and environmental leader in the ICT section: to be the change. As the environmental and social impacts of the ICT sector grow, we pledge to do better, invest in and take care of our employees and offer quality long-lasting work to our clients. Our ambition regarding environmental sustainability is to evolve our services to be more energy-efficient, and less carbon-intensive, integrate environmental considerations into all our actions, and keep our landfill waste to near-zero.*

### 3 SUSTAINABILITY PILLARS



Purvis, B., Mao, Y. & Robinson, D. Three pillars of sustainability: in search of conceptual origins. *Sustain Sci* 14, 681-695 (2019).



# OUR JOURNEY

Our sustainability journey officially started in **January 2023** when we hired our Sustainability Manager. Nonetheless, we aspired to be a responsible business since the beginning, and we have always considered sustainability to be a whole-company effort. We believe that reaching any level of sustainability means changing or adjusting the way we do things instead of separating the concept and working independently.

## Red Bear Tech's Sustainability Journey 2023



## DIRECTORS' TAKE ON THE COMPANY'S SUSTAINABILITY

*The world has moved on from where we were yesterday and **we can't keep acting the way we used to or else there might not be much to hand down to future generations.***

***Responsibly starts by looking at ourselves and questioning how we behave on a daily basis.** Do I think Red Bear can change the world? Of course not! Does this mean we should just carry on the way we are and not care? Of course not! I would like to go to bed at night knowing that RedBear and the people working for RedBear all act in an appropriate sustainable manner to bring some wider change in behaviours of others.*

***RedBear would like to lead this effort and not follow the paths set out by others.***



**RUDY VAN DER MERWE,  
OPERATIONS DIRECTOR**

*We care about the environment and the people, so when we set the company up, bringing in a sustainability manager was close to the top of the list.*

*We have certainly had our eyes opened by our sustainability manager. **We realised how much more encompassing sustainability and ESG actually are. This is not an overnight solution, but something we need to work towards over the coming years.***



**STEPHEN BASSHAM,  
COMMERCIAL DIRECTOR**



# OUR SUSTAINABILITY GOALS



At the beginning of the year 2023, we set our first sustainability goals. These goals are a great beginning to our sustainability journey and challenging given RBT was only a year and a half old when the goals were adopted. They are generally overarching goals to make us advance in the right direction but some subgoals followed when we implemented measuring actions and more will follow once we finish measuring a wider spectrum of sustainability indicators. The goals are related to the three sustainability pillars introduced earlier.



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# SUSTAINABILITY GOAL 1

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## Goal 1: Measure and Reduce Our Carbon Footprint

- Measure our Scope 1, 2, and 3 (direct and indirect) emissions;
- Identify emissions hot spots and effective reduction measures;
- Measure, reduce, and repeat.

**Please, note:** Calculating our Carbon also includes indirect calculation of other emissions by using the CO<sub>2</sub>e (CO<sub>2</sub> equivalent) metrics.

Moreover, to calculate our emissions, we need to measure all impacts of our business, and to reduce them, we might be reducing our waste or purchases. Hence, this goal should be not seen as only improving our emissions, it is much more extensive.





# SUSTAINABILITY GOAL 1

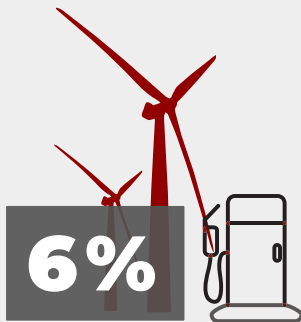
## RESULTS

### OUR EMISSIONS IN 2022

#### All scopes

(DIRECT AND INDIRECT  
GREENHOUSE GAS EMISSIONS)

**660 tCO<sub>2</sub>e**



**36.4 tCO<sub>2</sub>e**



**623.3 tCO<sub>2</sub>e**

#### SCOPE 1 & 2

DIRECT EMISSIONS &  
PURCHASED ENERGIES'  
EMISSIONS

- Electricity & gas (procuring electricity from renewables)
- Fuel from cars owned or leased by the company

#### SCOPE 3

VALUE CHAIN EMISSIONS

- Everything else that produces GHG emissions. **'Purchased goods and services' and 'business travel' are our most sizeable tCO<sub>2</sub>e categories.**

# SUSTAINABILITY GOAL 1

## RESULTS

### WASTE

Our waste is **not an emissions ‘hot spot’** - i.e. our waste produced a fairly low amount of emissions compared to some of our other business-related activities.

However, **waste has other important environmental impacts and our waste is on the rise**. Striving to be a transparent company, we would like to disclose our information in the area.

2022

**2 460**

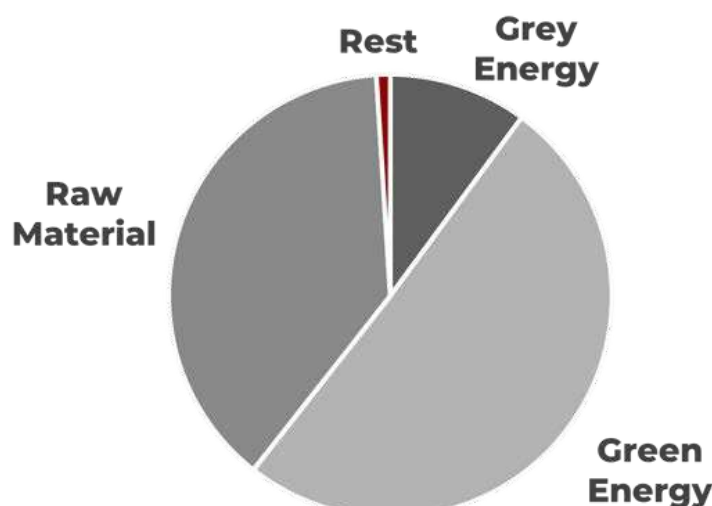
**KG**

2023

**67 150**

**KG**

Why the steep waste increase? Waste grows as our operations grow. However, we are committed to (near) zero landfill and maximum reuse or recycling, depending on the possibilities.



Although our waste has increased, the residual waste only increased by 1% (i.e. 2% in total), while 98% of our waste was given a second life.

# SUSTAINABILITY GOAL 1

## CHALLENGES

### CHALLENGE 1

#### DATA AVAILABILITY

As with many new businesses, it takes time to establish processes to capture data and organise them well across all operations. Many have been established in 2023, and as a result, we hope to have much more accurate data for the year 2024.

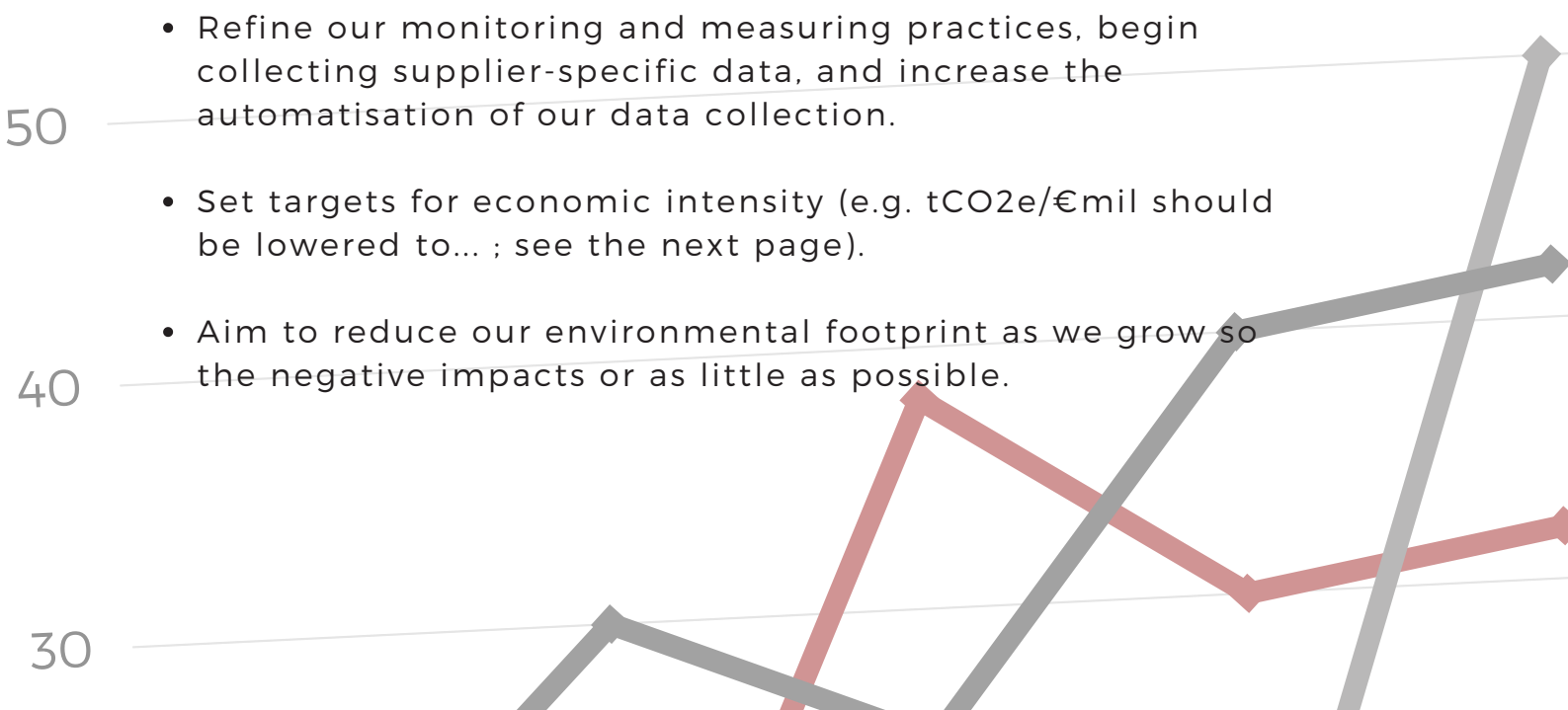
### CHALLENGE 2

#### RAPID GROWTH

The company is growing fast, and so is our footprint. This is a big sustainability challenge because it's difficult to set up goals to lower our carbon, waste, or any other environmental footprint.

## HOW DO WE PLAN TO TACKLE THESE CHALLENGES?

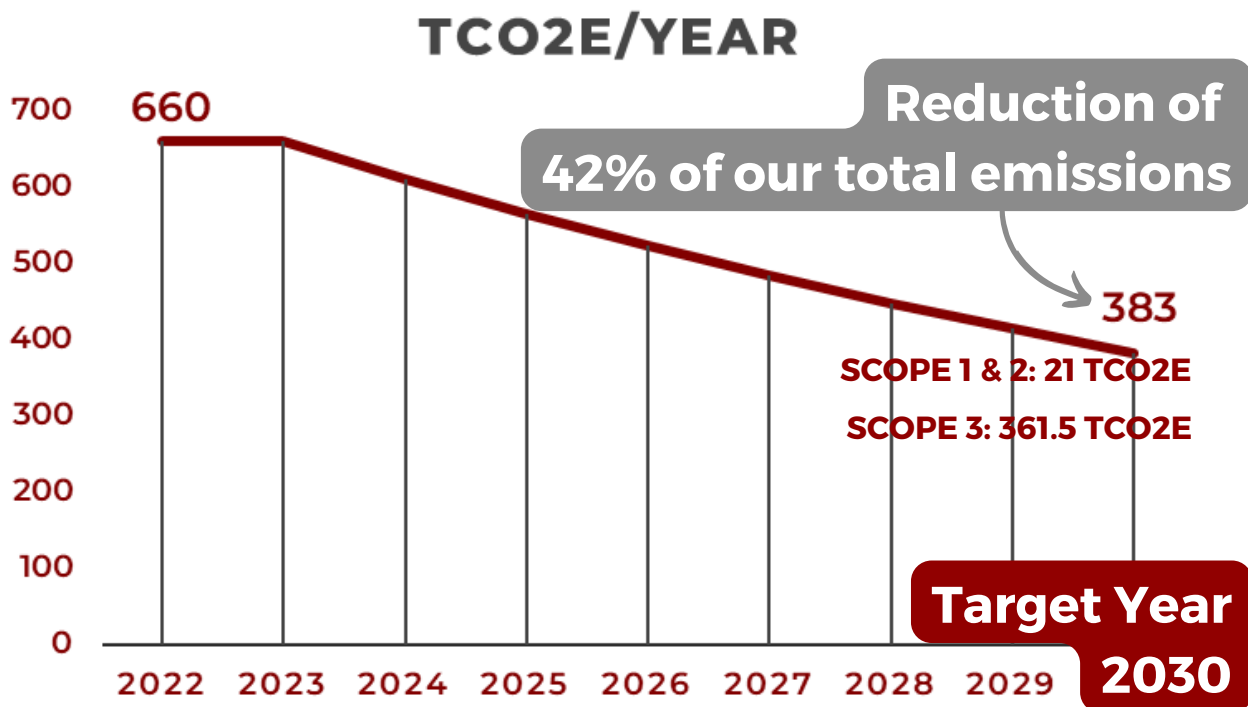
- Refine our monitoring and measuring practices, begin collecting supplier-specific data, and increase the automatisisation of our data collection.
- Set targets for economic intensity (e.g. tCO<sub>2</sub>e/€mil should be lowered to... ; see the next page).
- Aim to reduce our environmental footprint as we grow so the negative impacts or as little as possible.



# SUSTAINABILITY GOAL 1

## REDUCTION GOALS

We have promised to specify our emission reduction goals after we measure our baseline year. Below you can see our reduction goals following the scientific recommendations to keep global warming under 1.5 degrees Celsius. Please bear in mind these reduction goals have *not* been submitted to the Science-Based Target Initiative at the time of writing this report but we wanted to guide our goal with science to the best of our knowledge.



These goals might be reworked when our profit or operations markedly change. This might be soon as our company has been growing rapidly so far. Nonetheless, we should always strive for the total tCO2e reduction to limit global warming and to align with EU goals, we should aim for Net-Zero, lasted achieved by 2050.

**Economic Intensity Reduction Target 2030**

27.5 tCO2e/M€ → 12.6 tCO2e/M€

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# SUSTAINABILITY GOAL 2

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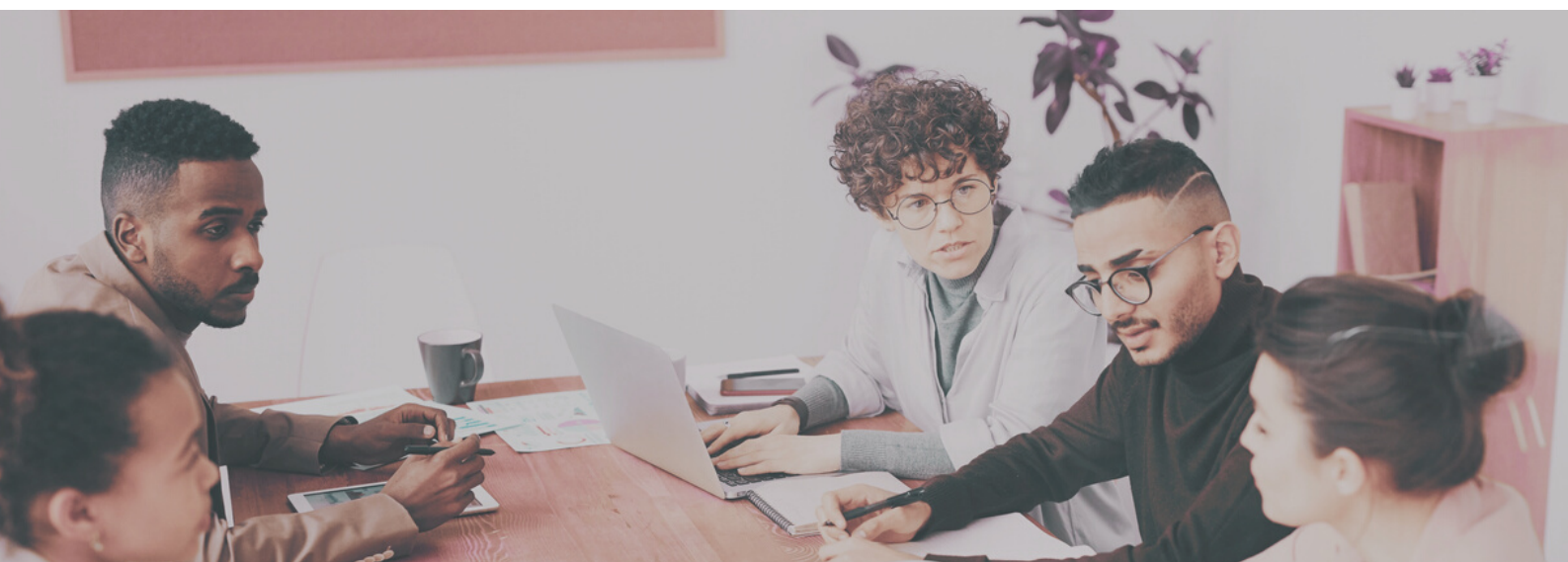
## Goal 2: Integrate Sustainability Into the Company's Values and Services

- Train and motivate our employees to use more sustainable practices;
- Insert sustainability into day-to-day and long-term decision-making;
- Cooperate on sustainability with our clients and suppliers.

**Please, note:** We train our employees in various sustainability areas, not only environmental management as is common.

Sustainability Updates are regularly held with the Company's Directors and sustainability projects are running across all departments. We believe sustainability requires changing our processes rather than just creating some on the side.

Regarding our clients, we listen to their sustainability wishes and suggest improvements if we see an opportunity.



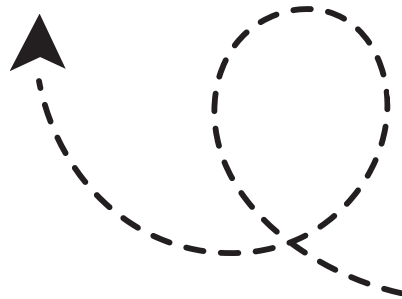
# SUSTAINABILITY GOAL 2

## RESULTS

To what extent sustainability is considered in our decision-making is not easy to measure. Nonetheless, we see the importance rising, driven internally by our wish to be the change in our industry, and by our clients who also increasingly care more about their environmental impact and their supply chain's sustainability.

**11**

SUSTAINABILITY  
TRAINING SESSIONS  
(1 PER A GROUP)



**5**

DEPARTMENTS  
TAKING PART IN OUR  
ESG COMMITTEE

# COUNTLESS

MEETINGS WITH DIRECTORS, DIVISION LEADS,  
TEAMS ON SITE AND ALL DEPARTMENTS REGARDING  
SUSTAINABILITY



PLASTIC-FREE JULY CHALLENGE & SUSTAINABILITY TRAINING SESSION IN THE BACKGROUND

# SUSTAINABILITY GOAL 2

## CHALLENGES

### SELECTING MORE RESPONSIBLE SUPPLIERS

#### WHY IS THIS A CHALLENGE?

- Being a young company, we had extra pressure to stay competitive with our pricing.
- We needed to strengthen our procurement team.
- Our clients have often specific requirements about which products we shall install.

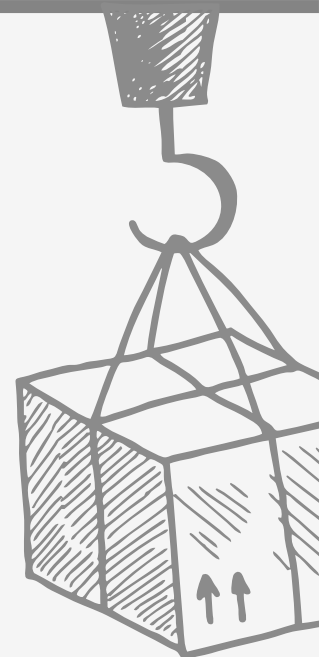
### INFLUENCING OUR SUPPLIERS

#### WHY IS THIS A CHALLENGE?

- As an SME, we have a smaller market power than large businesses, hence not all suppliers are willing to adjust to our standards just because we ask them to.
- Moreover, we were limited in our capacity to reach out to them or to follow up (selection) if they refused to change (challenge 1).

### HOW DO WE PLAN TO TACKLE THESE CHALLENGES?

- Grow our procurement team.
- Review supplier by supplier using our sustainability criteria and effective PQQ. Communicate our higher standards, and red-flag/replace any with an insufficient score if not willing to improve.
- Recommend our clients an alternative supplier if they want us to procure products from our red-flagged suppliers.



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# SUSTAINABILITY GOAL 3

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## Goal 3: Increase Our Employees' Wellbeing and Health

- Monitor our employees' well-being, satisfaction, and mental and physical health.
- Organise training on inclusive and healthy workspace and teambuilding activities.
- Trust, support, listen and reward our employees.

**Please, note:** This goal is concerned with social sustainability. As a young SME, we wanted to first target our internal social sustainability. Nonetheless, we engaged in external social sustainability initiatives too. We contributed to our community by sponsoring the male and the first female football team in Groningen (The location of our Headquarters).

Moreover, we wanted to highlight the role of equality and inclusivity in the workspace in reaching this goal. The results sections will also show some metrics which we hope to strengthen in 2024.



A FOOTBALL TRAINING WITH FC GRONINGEN TO CELEBRATE RBT'S 2-YEAR ANNIVERSARY



# SUSTAINABILITY GOAL 3

## RESULTS

### LATEST SATISFACTION SURVEY RESULTS (2023)

4.06/5

OVERALL



4.55/5

MY MANAGER TREATS ME WITH FAIRNESS AND RESPECT



4.18/5

MY TEAMMATES COOPERATE AND HELP EACH OTHER



4.13/5

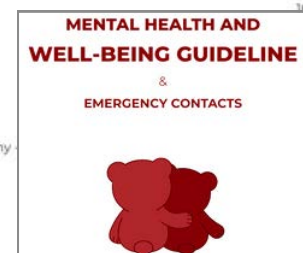
I AM FREE TO MAKE MY OWN DECISIONS TO GET MY JOB DONE

To get started with our employee's mental health, **we have created a well-being guideline** that contains country-specific advice to get paid and free, urgent and long-term mental health help.

Moreover, we have conducted **mental health toolbox talks**, created **events committee** not only for teambuilding but also to organise awareness days, we also made a **company-wide challenge to support men's mental health** in November, and we have identified more tangible actions to support our employees's wellbeing and health in 2024.

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# SUSTAINABILITY GOAL 3

## RESULTS

### HEALTH AND SAFETY YEARLY OVERVIEW

2023 marked a significant increase in our total hours worked across all of our business units owing to company growth, nonetheless, it was also a year of strengthening our health and safety management.

#### WE ARE PROUD TO SAY THAT

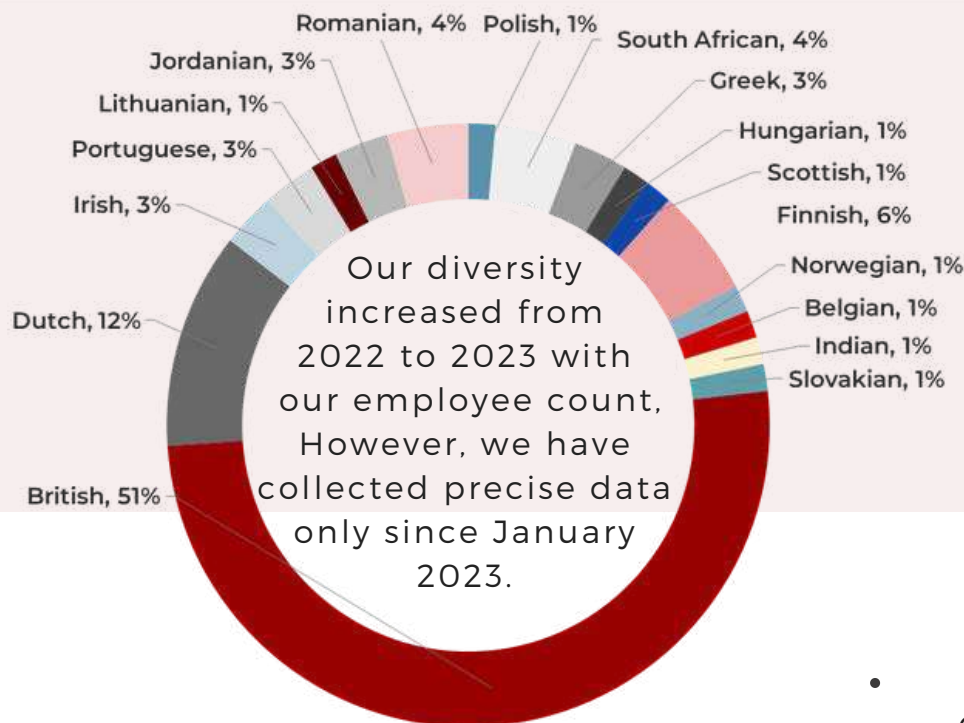
- Although we worked more hours in 2023, **our lost-time incidents stayed at 0.**
- Our overall incidents increased only by 1, **thus decreasing our total recordable incident rate.**
- We have conducted **more internal and external audits** to check and verify our processes, policies, and the management of health & safety.
- **Our employees have been more proactive in raising safety observations**, which are important leading indicators.

Health and Safety Statistics	2022	2023
Hours Worked	244,000	389,720
Lost Time Incidents	0	0
Lost Time Incident Rate (LTIR)	0	0
Recordable Incidents	2	3
Total Recordable Incident Rate (TRIR)	1.87	1.72
Near Misses	2	4
Near Miss Frequency Rate (NMFR)	0.93	1.14
Internal Audits Carried Out	0	2
External Audits Carried Out	1	3
Safety Observations Raised	191	389

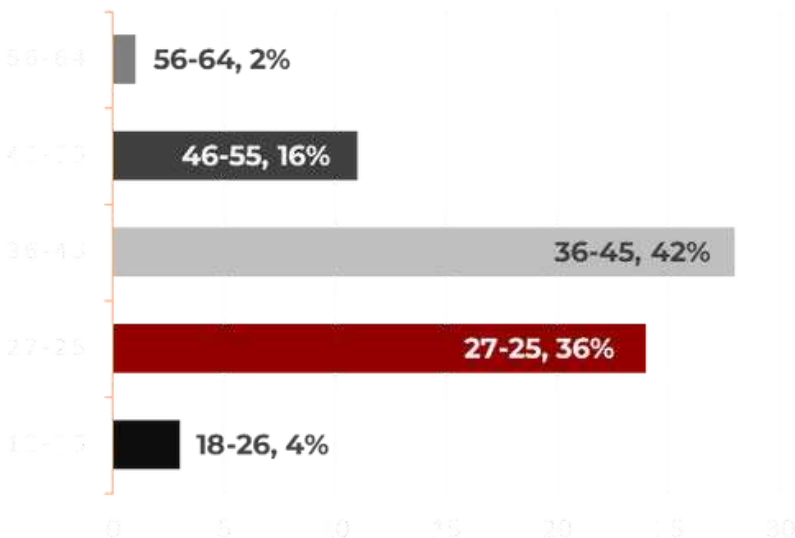
# SUSTAINABILITY GOAL 3

## RESULTS

### DIVERSITY STATISTICS 2023\*



### AGE GROUPS



### GENDER

- WOMEN IN THE CONSTRUCTION INDUSTRY ON AVERAGE: 9%
- WOMEN IN THE ICT INDUSTRY ON AVERAGE 19%

### OUR PERCENTAGE



\*Data for 2022 is incomplete, hence not presented

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# SUSTAINABILITY GOAL 3

## CHALLENGES

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### COMMUNICATION OF MAJOR CHANGES & DECISIONS

#### WHY IS THIS A CHALLENGE?

- This challenge has been identified thanks to the satisfaction survey.
- Our company is young. This means that a lot changes fast. This applies to our internal processes, software choices, but also values such as when the company adopted sustainability as a value in 2023.
- We have hired many new employees and job roles have been shifting as a consequence.

### KEEPING SAFETY CULTURE DESPITE THE GROWTH

#### WHY IS THIS A CHALLENGE?

- As the company grows, the way we approach and perceive safety as a whole changes, too, as safety can mean different things to different people. Therefore, it is crucial that we maintain a strong focus on training and educating our workforce and include them in safety-related decision making.

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### HOW DO WE PLAN TO TACKLE THESE CHALLENGES?

- Put emphasis on communication of changes during our monthly company-wide meeting and weekly team meetings. Employ communications training to help understand the importance and implementation.
- We are currently establishing an ISO 9001 / 14001 / 45001 compliant HSQE management system and as part of that, we will have better communication and feedback mechanisms in place as we head into 2024. We are also planning on hosting more safety-related training sessions next year, be they classroom sessions or in-house training via workshops and roadshows on-site.

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# GOVERNANCE

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All of our goals and every area of sustainability require proper company governance. Although good governance was not defined in our Sustainability Goals in 2023, we have internally highlighted this important topic as a working focus area. In particular we looked at:

- **Our compliance with corporate governance legislation in the relevant countries;**
- **Documenting our business decisions and strengthening our policies;**
- **Revision of our decision-making and interviewing processes to ensure good decisions and positive, ethically valid outcomes;**
- **Current and desired diversity in decision-making, which would include a variety of different stakeholders, with varied expertise, backgrounds and viewpoints in the room.**

In 2024 we will define our goals in this area and work towards baselining, prioritising and improving our governance framework across our geographies in Europe and UK.

## CHALLENGE

Gender diversity in high-level decision-making (and other positions) is a challenge not only for our company but the whole industry. ICT and the construction industry, which we are part of are, so far, so-called “masculinised” industries, meaning for social and historical reasons, only very few women work in the industry. There is no simple solutions to this challenge, but we are aware of it and will do what we can to amend this problem.

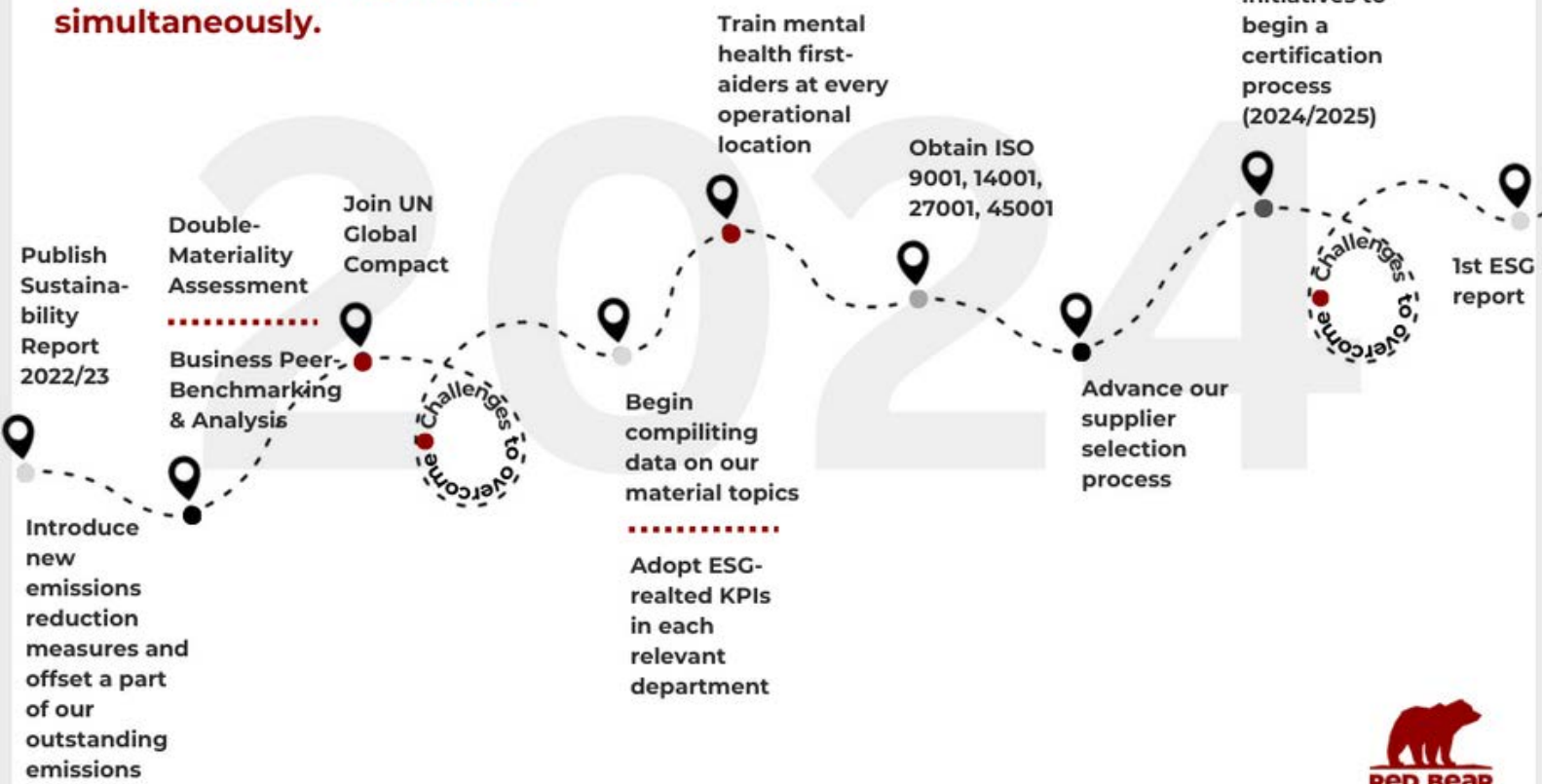


# STRATEGY FOR THE UPCOMING YEARS

## Red Bear Tech's Sustainability Strategic Roadmap

2024

The roadmap is tentative and aspirational, some actions might be taken in a different order or simultaneously.



- Our general plan for 2024 is to consolidate our sustainability and ESG efforts and aims and gain new certifications that would include third-party verification.
- We shall continue working on our three sustainability goals, and their quantification to track our progress transparently, reliably and coherently. Moreover, more sub-areas to work on will be identified thanks to the materiality assessment.

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# STRATEGY FOR THE UPCOMING YEARS

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Our plans do not stop in 2024. Further, we want to:

- Cooperate more closely with our clients on their procurement choices, advising them on more sustainable choices.
- Offer services that are up to date with innovation and technologies in data centre cooling, cables, and physical security. The improved efficiency or better materials of the cooling equipment and cables could contribute to climate change mitigation, whilst more resistant security equipment could help our clients prepare for climate adaptation.
- Contribute to well-being not only internally (i.e. well-being of our employees) but also externally (i.e. communities). The importance of this will grow as we grow. So far we are engaged in Groningen but our contribution to communities could be enlarged by connecting with more local organisations, employee volunteering and covering other cities where we operate.
- Keep integrating sustainability to such an extent, that all employees apply its concerns to their decision-making automatically.



# END OF THE REPORT

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