

Trescal

***Environmental,
Social and
Governance
Report***

2022





Improving performance worldwide is at the heart of Trescal's mission. We have a duty of care to our clients and employees to operate responsibly and ethically, whether by ensuring safe working conditions, mitigating our environmental impact or investing back in our communities.

Message from Chief Executive Officer, Guillaume Caroit

Our 2022 efforts covered four key areas:

Baseline scope 1 and 2 assessment for three of our largest countries

Invest in planetary health by minimizing our impact on climate, energy and waste

Provide employees with the tools and training to succeed, behave ethically and build our future

Empower our people to build their own exceptional career experiences

Provide STEM opportunities and funding for students 6-18

Actively contribute to the communities where we live and work

Evolve QHSE standards, charters and policies

Conduct our business in an ethical manner through proper governance

We made great strides in operating sustainably, protecting our employees and clients through QHSE governance and empowering our people to act.

We have another exciting year ahead as we continue to drive our commitment forward to achieving sustainable, lasting, positive change.

Investing in planetary health

As climate change accelerates, we constantly seek to minimize our environmental impact. In 2022, we integrated our commitment to environmental sustainability into our ESG Policy. We have committed to carbon neutrality by 2040. We focused on measuring scope 1 and 2 emissions to develop our roadmap for the next three years.



2022 initiatives



Measured energy consumption in three of our largest countries

Baseline scope 1 and 2 assessments supported the development of a carbon neutrality roadmap.



Audited energy consumption in 50 laboratories

We integrated environmental criteria in our laboratory audits to enable action plans at a local level. For example, in the UK, we moved our Stevenage laboratory to a new build and decreased our energy consumption by over 50%.



Supported energy & waste management initiatives

Sites across the company introduced recycling, paperless reporting and secure printing to minimize waste. The UK and Benelux included hybrid and electric vehicles as company car options and introduced driving efficiently training courses.

Materiality: *Low/ Medium*



Score: *37%*



Empowering employee and community

We support the communities we work within through sponsorship opportunities aligning with our values.

Our partnership with the Smithsonian Science Education Center (SSEC) and the Société Française de Physique (French Physics Society) enabled students ages 6 to 18 to pursue extracurricular science, technology, engineering and mathematics (STEM) programs.

Internally, we continued to foster career development programs and measure employee satisfaction.



2022 initiatives



Unified sponsorship around STEM education and committed over 10K€

Our partnership with SSEC in the US established volunteer opportunities for employees, funded STEM kits and laboratory field trips for students in our communities. Our sponsorship of the Physics Olympics, in France, brought together more than 200 high school students from Francophone countries worldwide for inter-academic experiments and competition.



Received +70% participation rate in employee surveys

We introduced an employee survey in our five largest geographies to identify employee needs and action plans for improvement. The survey results were used to build a framework for improvement.



Launched Future Leaders program for key employees

The year-long program equipped employees with core leadership skills, individual coaching, on the job experiences, and networking opportunities to develop a 360-degree business approach to grow in their careers.

Materiality: **Low/ Medium**



Score: **75%**



Committing to thoughtful governance

We appointed a Group Quality, Health & Safety and Environment (QHSE) Director to integrate high-quality QHSE practices across Trescal.

We harmonized our practices across our 30 countries and tracked key performance indicators across the Group to have safe, qualitative and ethical operations in every geography.

2022 initiatives



Investigated and resolved 100% of cases submitted to Integrity Line

We launched a third-party whistleblowing platform that enables any individual who has a relationship with Trescal (employee, contractor, customer, etc.) to report to the Trescal Ethics Committee any situation that is known or suspected to be in breach of our ethical principles in an anonymous and secure manner.



Defined global QHSE vision, policies and charters

We introduced Group-wide QHSE charters and policies that outline our commitment to:

- Deliver the best services to our customers
- Provide a safe and healthy working environment for all employees
- Conduct operations in a sustainable way



Organized our first global QHSE seminar for QHSE teams

As a result, our local QHSE teams deployed practices in line with the global QHSE vision, policies, and charters allowing us to harmonize practices across our laboratories.

Materiality: *High*



Score: *84%*



2023 Commitments

Reduce our environmental footprint and emissions



Expand our greenhouse gas emission assessment to 100% of our sites



Conduct audit to assess climate change risk and mitigation strategies



Transition at least 20 vehicles to electric

Boost inclusion and diversity, support employee development and expand on our social charity sponsorship



Introduce STEM partnerships in five countries with at least 50 employees' participation



Survey employee satisfaction in 8 countries to support training initiatives and career development plans



Define Diversity & Inclusion Director, policy, and training

Fulfil our commitment to adhering to safe and ethical working practices



Launch Code of Conduct and Anti-Corruption training in key geographies



Have 100% of key subcontractors commit to QHSE Charter



Harmonize customer complaint management system

ESG Roadmap 2022 – 2026

Principles of Governance

Planet

People

Public

Ambition

Conduct our business in an ethically responsible manner and ensure oversight through proper governance

Invest in planetary health by minimizing our impact on climate, energy and waste

Empower our people to build their own exceptional career experiences

Actively contribute to improve the communities where we live and work

Targets

100% of leadership, employees and subcontractors commit to ESG

Achieve carbon neutrality by 2040

+80% participation in employee surveys demonstrating equity, inclusion & development for everyone

Contribute financial value and employee time to our communities

2022

- Launch anonymous integrity line
- Appoint global QHSE head
- Organize global QHSE seminar
- Define global QHSE vision, policies and charters

- Measure scope 1 and 2 emissions for top three countries (60%)
- Integrate environment in ESG policy
- Integrate environmental criteria in lab audits

- Launch Future Leaders program for key people
- Define Diversity & Inclusion leadership, training and statement
- Launch employee surveys in key geographies

- Unify sponsorship around STEM education
- Launch STEM initiative in 2 countries

2023-2024

- Harmonize customer complaint management system
- Request commitment from 100% of key subcontractors to QHSE Charter
- Provide Code of Conduct and anti-corruption training in our key countries
- Obtain Sustainalytics rating

- Measure 100% of scope 1 and 2 emissions
- Reduce scope 1 and 2 emissions by 10% for key geographies
- Assess climate change risks and mitigation strategies for Trescal
- Transition 20% of fleet to electric vehicles for top three countries

- Launch diversity and inclusion training
- Expand employee surveys to 60% of our geographies
- Train and inscribe career development plan in 60% of our countries

- Have 5% of staff participate in STEM
- Launch local STEM initiatives in 5 countries

2025-2026

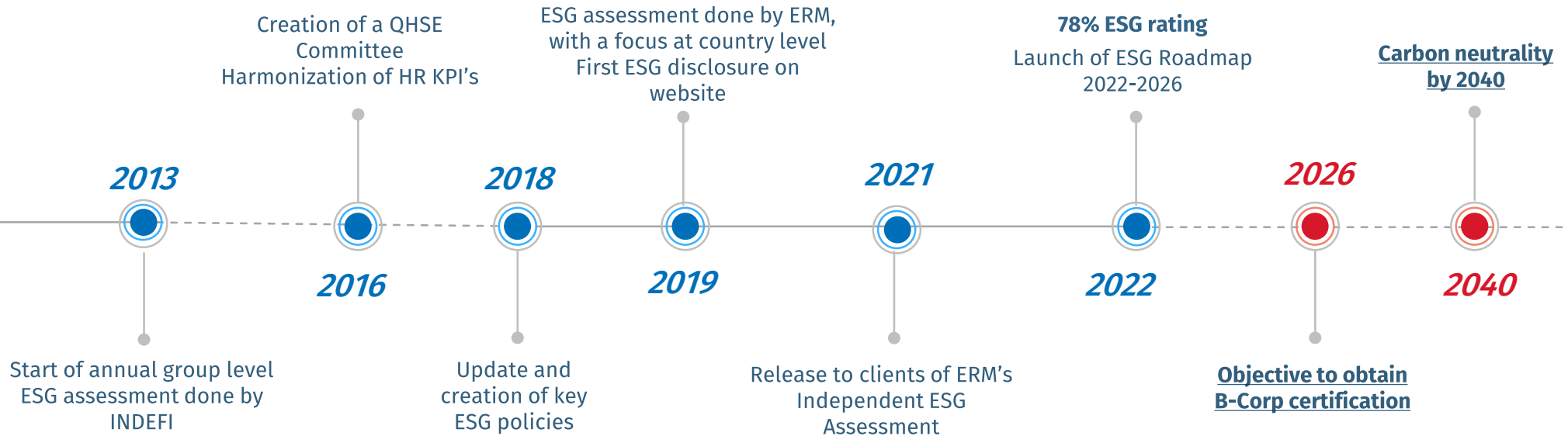
- Request commitment from 100% of subcontractors to QHSE Charter
- Obtain B Corp certification
- Train 100% of workforce on Code of Conduct and anti-corruption
- Obtain Sustainalytics rating under 30

- Reduce scope 1, 2 and 3 emissions by 20% for all geographies
- Ensure all new short-distance vehicles are electric

- Train 100% of our team in Diversity & Inclusion
- Expand employee surveys to all geographies
- Train and inscribe career development plan in all of our countries

- Have 10% of staff participate in STEM
- Ask employees to nominate local initiatives for consideration, create a “participatory” community budget
- Allow 1 day paid time-off for local community initiative

Trescal ESG milestones





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



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 five of Trescal geographies: France, the United States, the United Kingdom, Benelux, and Germany which represent 69% of the group revenue in 2022.

It covers the practices in place at Trescal as of August 2022.



Thank you

[Learn more about our commitments](#)