

The Pure Eco

# PURECO ESG REPORT

## 2024



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## CEO's welcome

GRI 2-22

Dear Readers

I am delighted to present Pureco Kft.'s second sustainability report, which outlines our company's commitment to sustainable development. We strive to focus not only on our daily tasks, but also on longer-term goals and future planning, in line with our resources.

Pureco Ltd. places a high priority on sustainability, as the design of our products is guided by the triple principles of sustainability, accessibility and reasonableness. Our goal is to manufacture as many products as possible locally and to recycle as much waste as possible during the manufacturing process. Integrating environmentally conscious and modern technologies is a serious challenge, but our engineers have begun to develop innovative solutions that provide immediate assistance in ensuring access to healthy water in our country and in areas outside Europe where drinking water of adequate quality is difficult to obtain and wastewater treatment is not yet available. Thanks to our efforts, we have built complete drinking water and wastewater treatment systems in an increasing number of locations. We are constantly developing our products, looking for new partners, and are already present in new target markets such as Croatia and Serbia, while also strengthening our presence in Africa and Asia, for example in Ghana, Togo and Vietnam.

In product development, our goal is to find and test alternative raw materials and solutions so that we can create high-quality, long-lasting products. We organise training courses for the continuous development of our employees and to promote efficient work, thereby supporting everyday cooperation. We would like to maintain continuous contact with designers in order to keep up with their needs and trends.

Strengthening professional cooperation agreements is a priority among our business objectives. Furthermore, our goal is to become the exclusive representative of new products and to expand our own manufacturing capacity so that we can guarantee fast and reliable delivery times.

For Pureco Kft., sustainability is not just a goal, but a fundamental value. To ensure access to water, we focus on manufacturing technologies that provide immediate solutions to problems with poor-quality drinking water. These solutions enable us to respond quickly and resolve temporary or persistent water quality issues.

Our goal is to earn respect for our waters and raise awareness of the value of water. Beyond our business activities, we also work to share our experience with developing countries. Despite the economic and political uncertainties and challenges facing the world, we are committed to making our products and services available to as many people as possible.

Please stay with us and learn about our sustainability activities!

Budapest, 31 August 2025.

Dr Károly Kovács

Managing Director

Pureco Ltd.

Bálint Horváth

Managing Director

Pureco Ltd.

# 1.A Report

*GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5*

Contributing to sustainable development is an integral part of our mission. From the outset, the Pureco Group has been working to preserve and improve the quality of water resources so that clean water remains safely accessible to a growing population in the long term. Following our ESG report for the 2022 period, we are pleased to publish our ESG report for the 2024 financial year, which is based on the Global Reporting Initiative (GRI) standard.

The materiality assessment carried out earlier greatly contributed to determining the content of the report. In our report, we primarily present the environmental and social impact of our company through products and projects that play a key role in our activities.

*1. Table: Framework of the report*

Reporting organisation	Pureco Kft.
Headquarters address	5 Rétköz Street, 1118 Budapest, Hungary
Scope of the report	The larger subsidiaries included in the consolidation of Pureco Kft. (see Table 1) and BDL Kft.
Reporting period	1 January 2024 – 31 December 2024 (2024 financial year)
Frequency of reporting	Annual
Reporting standard	GRI Standards (2021) "with reference"
External verification	The information and data contained in the Report have not been verified by an external party.
Date of publication of previous report	2023

The Report covers the following companies within the Pureco Group.

*2. Table: Subsidiaries and member companies of Pureco Ltd. participating in the sustainability report*

Company	Country
Pureco Kft.	Hungary
BDL Kft.	Hungary
Optimép Ltd.	Hungary
Pureco IDEA Ltd.	Hungary
Company	Country
Puraset Ltd.	Hungary

Pureco Africa	Ghana
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In cases where the numerical indicators do not cover all of the above subsidiaries, we indicate under the relevant table which companies' data are included.

In compiling our 2024 ESG report, we take care to identify and present the environmental, social and corporate governance issues that are most relevant to Pureco's operations and value chain. BDL Környezetvédelmi és Szolgáltató Kft., which is included in the report, is not officially part of the Pureco Group, but due to its partially identical ownership structure and close professional cooperation, its activities are relevant to Pureco's ESG assessment.

The list of material topics is presented in Table 3, in line with the 2023 ESG report.

*3. Table: Material topics by category*

Issue category	Identified material topics
<b>Environmental</b>	Sustainable, cost-effective solutions
	Circular economy: product solutions developed from 100% recycled materials
	Responsible paper use
	Focus on energy efficiency
	Selective waste collection
<b>Social</b>	Supporting local communities
	Employees as an asset
	Active and continuous CSR activities
<b>Corporate governance</b>	Transparent corporate governance
	Comprehensive regulatory system
	Business ethics, equal opportunities
	Integrated enterprise management system

## 2. Introduction to Pureco

### 2.1 The importance of sustainability in the water sector

Access to water is a fundamental human right and one of the most important pillars of decent living conditions, public health and climate resilience. The United Nations' Sustainable Development Goal 6 (SDG 6) aims to ensure access to safe drinking water, adequate sanitation and hygiene services for all by 2030.

However, based on current data, these goals are still far from being achieved<sup>1</sup>:

- Worldwide 2.2 billion people do not have access to treated drinking water supply
- 3.5 billion people lack access to safe sanitation
- 2.2 billion people do not even have access to basic sanitation services
- 80% of the world's sewage is returned to nature without treatment<sup>2</sup>

The lack of drinking water purification and sewage treatment is directly linked to various preventable diseases and deaths. According to WHO data, approximately 1.4 million people, including 395,000 children under the age of five, die from diseases that could be prevented with adequate water supply, sanitation and hygiene<sup>3</sup>.

In addition to these public health impacts, the water sector is also of strategic importance in terms of climate change. Although water and wastewater treatment is directly responsible for only about 1% of global greenhouse gas emissions, the related technologies and infrastructure decisions have a significant impact on the sector's indirect emissions. Improperly treated wastewater can emit methane and nitrous oxide, which have a global warming potential 21 times and 310 times greater than carbon dioxide, respectively. Furthermore, the carbon intensity of the sector can vary significantly depending on the technology used. For example:

- A decentralised drinking water purification system emits 0.0003 kg of CO<sub>2</sub> per person per day, while boiling water with an electric appliance emits 0.0656 kg and boiling water on an open fire can emit up to 0.81 kg of CO<sub>2</sub>.
- The annual CO<sub>2</sub> emissions of traditional centralised wastewater treatment plants can be as high as 8,400 tonnes per million people, while an efficient local sewage sludge treatment solution can reduce this figure to just 562 tonnes.<sup>5</sup>

These figures indicate that the technological solutions used in the water sector play a crucial role in meeting global climate targets.

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<sup>1</sup> UN Sustainable Development Goal 6 – 'Clean water and sanitation for all'. Available at: <https://sdgs.un.org/goals/goal6>

<sup>2</sup> European Investment Bank Group (2022): Infrastructure Solutions: No wastewater to waste. Available at: [Wastewater resource recovery can fix water insecurity and cut carbon emissions](#)

<sup>3</sup> WHO (2023): *Drinking-water – Key facts*. Available at: <https://www.who.int/news-room/fact-sheets/detail/drinking-water>

<sup>4</sup> Karoly Kovacs: *The Energy Nexus in the Water Sector*. Presentation, ENSUS Conference, 2020.

<sup>5</sup> Karoly Kovacs: *The Energy Nexus in the Water Sector*. Presentation, ENSUS Conference, 2020.

The European Green Deal and the EU Taxonomy Regulation, which gives it legal substance, also recognise the sustainability role of the water sector and water management in general. The aim of the EU Taxonomy Regulation is to develop a uniform set of sustainability criteria for various economic activities, which, if met, allow it to be stated that the companies concerned are carrying out the activity in question in a sustainable manner. The criteria system identifies six environmental objectives, one of which is the sustainable use and protection of water and marine resources. In this context, requirements for the protection of water bodies have been defined for most of the identified activities, with Pureco Kft. managing director Dr. Károly Kovács playing an active role in their development.

In addition to the above, the EU Taxonomy includes a separate sector for "Water supply, sewage collection, treatment, waste management and remediation", which can contribute significantly to climate change mitigation, adaptation, the circular economy and pollution prevention.

## 2.2 Our activities

### GRI 2-6

Pureco Kft. is an innovative, 100% Hungarian-owned company specialising in sustainable water management solutions, offering complex systems for drinking water treatment, wastewater treatment and rainwater management. Our goal is to contribute to the development of water supply infrastructure, safe access to clean water and water recycling in Hungary, the region and among our partners in Africa and Asia through our environmentally friendly technologies.

Our product sales division offers solutions for industrial investors, construction companies and large-scale developments. Based on our experience, we design rainwater storage tanks, treatment plants and drainage systems for the treatment of rainwater, the development of drinking water sources and various methods of wastewater treatment. We work closely with our design partners to select the most suitable technical solutions.

Our technology and project implementation business unit is based on our own team of engineers, who accompany projects from design through implementation to commissioning. Our completed projects include municipal drinking water and wastewater treatment plants and custom wastewater treatment systems both in Hungary and abroad. In addition to our own developed and manufactured equipment and modular systems, we also distribute externally manufactured products, through which our company is not only present on the Hungarian market, but also participates in numerous international projects, including in African and Asian countries.



## 2.3 Commitment to guidelines

### GRI 2-23

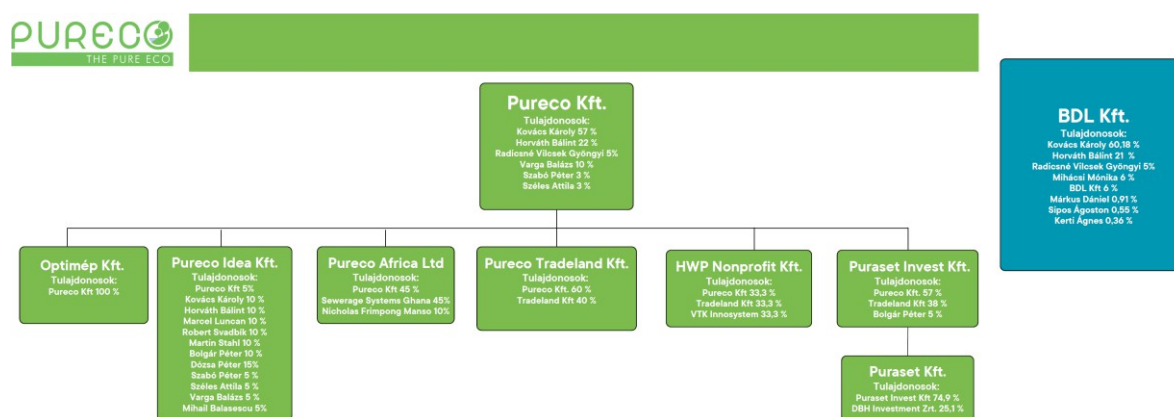
Our company also expresses its commitment to responsible business conduct and respect for human rights through voluntary commitments. Although we are not currently required by any legislation or other expectations to prepare a sustainability report, we have voluntarily undertaken to compile this document, thereby demonstrating our commitment to sustainability issues.

Our commitment is aligned with international guidelines such as the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the fundamental conventions of the International Labour Organisation (ILO). In addition, we conduct our activities in the spirit of Sustainable Development Goal 6 (Clean Water and Sanitation).

We incorporate the principles set out in these guidelines into our business operations and partnerships. We pay particular attention to improving access to water and sanitation services, especially for disadvantaged communities. We communicate our corporate commitment through public events, professional meetings and our website.

## 2.4 Our member companies

The Pureco Group consists of several domestic and foreign subsidiaries that support the achievement of sustainable water management goals in different areas of expertise. The figure below shows the companies owned by Pureco Kft.



At Pureco Kft., we develop, manufacture and implement water management solutions. Our activities are divided into two main business areas: the product sales division primarily offers rainwater management equipment, such as rainwater storage tanks, rainwater purifiers and oil separators, to industrial investors and contractors. The other, the

technology and project implementation business unit manages complex projects from design through construction to commissioning with its own design team.

Pureco Africa is the Ghanaian subsidiary of the group, offering rainwater, drinking water and wastewater treatment solutions in West and East Africa, with a particular focus on the water supply challenges faced by rural communities. It is based on two technologies: the PurAID® system supports drinking water supply, while the Septopure® solution enables wastewater treatment without built-up public utility infrastructure (a more detailed description of our products and technologies can be found later in this report). The company targets areas where improving water quality and increasing supply are of paramount importance, and launches projects in response to these needs. In addition to Ghana, it is also present in Togo, Sierra Leone, Rwanda and Uganda, where it provides engineering support and offers technological solutions to local water management challenges.

Puraset Kft. specialises in water purification, primarily arsenic removal and the manufacture of regenerable filter materials. It is also involved in numerous international projects, including in Pakistan, India and Vietnam.

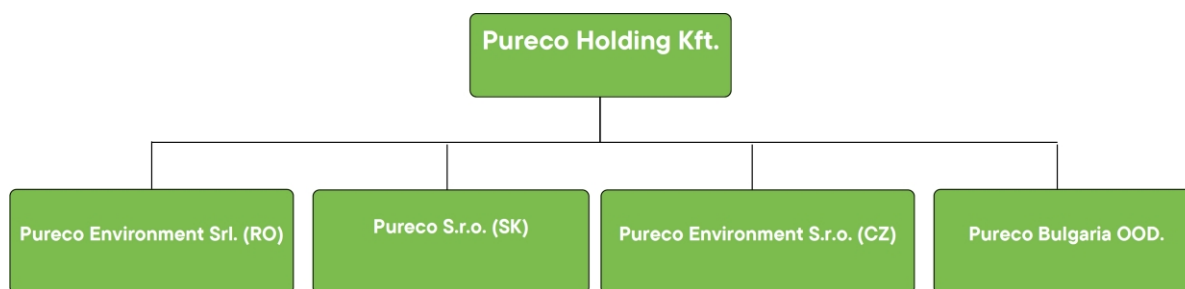
Pureco IDEA Kft. is responsible for group-level innovation, intellectual property protection, product development, marketing and communication. Its name reflects its areas of focus: Innovation, Development, Export, Add Value.

Optimép Kft. is the project company of the group, responsible for the implementation of international projects.

HWP Nonprofit Kft. promotes water industry exports, foreign market presence, sector image building and international cooperation.

BDL Környezetvédelmi és Szolgáltató Kft. supports players in the water utility sector with decades of experience. The company works in close professional cooperation with the Pureco Group. Its main areas of activity include civil engineering and water utility design, network modelling, concept design and feasibility studies. One of the company's key areas of expertise is public utility asset valuation, for which it uses its own proprietary methodology. This provides operators and owners with a transparent and objective picture of the condition of public utility assets, enabling them to make informed decisions about sustainable asset management and service fee optimisation. BDL's work is characterised by the search for cost-effective, long-term viable and environmentally sustainable solutions.

Pureco SK operates in Slovakia and, like its Hungarian parent company, is involved in the technological design, delivery, installation and maintenance of projects. Its activities are carried out with the involvement of a local team of designers. Pureco CZ (Czech Republic) is actively engaged in business activities, while Pureco RO (Romania) and Pureco BG (Bulgaria) are primarily involved in product sales. These companies are consolidated by Pureco Holding Kft.



## 3. Corporate governance

### 3.1. Transparent corporate governance

GRI 2-13, GRI 2-24, GRI 2-27

One of our most important guiding principles, containing our ethical operating principles and values, is our Code of Ethics, introduced in 2022, which covers not only Pureco Kft. but also BDL Kft, Pureco IDEA Kft and Optimép Kft.

In the course of the Pureco Group's operations, we pay special attention to ethical business conduct, respect for human dignity and the promotion of equal opportunities. Our code of ethics and internal regulations set out in detail the principles governing conflicts of interest, discrimination, corruption, data protection and confidentiality. We expect all our employees to comply with these principles consistently and to treat their colleagues and business partners with respect. Our Code of Ethics and anonymous whistleblowing system ensure that our employees can report their concerns or any irregularities they encounter in a safe and transparent manner.

We strive to create a safe, healthy and supportive work environment that provides opportunities for development and takes into account the balance between work and private life. As part of this, our employees have access to development programmes and initiatives that support mental well-being. Specific measures are discussed in more detail in the Business Ethics and Equal Opportunities section.

The effective and ethical operation of the Pureco Group is supported by a number of additional internal regulations. The organisation applies a predefined scope to certain regulations, which ensures that these documents are reviewed regularly or in the event of changes in legislation.

The equal opportunities policy is reviewed annually and, where necessary, amended by experts. The working hours policy and the abuse reporting policy are reviewed whenever there are changes in legislation.

The policies are developed according to a uniform structure, which allows for transparency of documentation and proper record keeping. These measures are intended to support the organisation's sustainability goals and contribute to responsible operations.

During the 2023 and 2024 reporting periods, there were no cases of legal non-compliance at the reporting companies, so the total amount of financial penalties imposed in 2024 was HUF 0.

### 3.1.1. Anti-corruption

GRI 205-3

We have zero tolerance for bribery, unlawful gain, and gifts given for dishonest purposes. Our code of ethics clearly sets out what we consider acceptable business conduct and what situations must be reported through the relevant channels. Our employees are familiarised with these principles through mandatory annual training, and the training material is continuously available through our internal system.

Employees can report suspected cases of corruption to the HR department, where cases are investigated according to a predefined procedure. If a report is received, an independent ethics committee is formed to investigate the matter, ensuring that no conflict of interest arises. We guarantee the anonymity and protection of the reporting person in all cases during the process. Once the investigation is complete, the reporting person is informed of the measures taken.

In 2023 and 2024, there were no confirmed cases of corruption at any of the reporting companies, so no employee sanctions or contract terminations with business partners took place.

*Table 4: Confirmed cases of corruption and measures taken*

	2023	2024
Number of confirmed cases of corruption (number)	0	0
Of which: employees sanctioned (cases)	0	0
Of which: business with partner contract terminated (cases)	0	0

*The data in Table 4 refer to Pureco Kft, Optimép Kft, Pureco IDEA Kft, Puraset Kft and BDL Kft.*

### 3.1.2. Conflict of interest

GRI 2-15

We are committed to ensuring fair and impartial decision-making at all levels of our operations. To this end, we pay particular attention to the prevention and management of conflicts of interest. Our Code of Ethics provides clear guidance on recognising such cases and sets out expectations to ensure that personal interests do not influence corporate decisions. All our employees are required to report any situation that may affect their own interests or those of their relatives.

At regular management meetings, members review all planned or ongoing partnerships in all ongoing and new relationships affecting the company to ensure that they do not cause conflicts of interest in planned projects.

We always inform the parties concerned in the following cases:

- if a member of the board of directors also holds a position in another company,
- if there is a cross-ownership relationship with suppliers or other stakeholders,

- if there is a shareholder in the company who has a decisive influence on the operation of our company
- we disclose affiliated companies, as well as business transactions with them and their financial implications.

### 3.1.3. Whistleblowing mechanisms

GRI 2-26

Our company operates an internal whistleblowing system to enable our employees and other stakeholders to safely seek advice on ethical conduct or the application of internal regulations, or to report any behaviour they find questionable.

Reports can be made either verbally or in writing. All cases received are investigated objectively and impartially, and the protection of the reporting person is ensured as a matter of priority.

Reports are received by the HR manager, whose contact details can be found on the company's website and intranet. Reports are processed through the organisation's internal complaint reporting system in accordance with the procedures set out in the regulations. We investigate reports and provide feedback to those who report them.

## 3.2. Business ethics, equal opportunities

GRI 202-2, 405-1, 406-1

The organisation is committed to ensuring equal opportunities, which we support by appointing a dedicated equal opportunities officer and conducting an annual review of our Human Resources Management Equal Opportunities Plan. In order to promote equal opportunities, we pay attention to supporting the employment and advancement opportunities of disadvantaged groups of employees. Our policies are based on the principles of equal treatment and fairness, taking into account all stages of employment.

Although the organisation is not one of those companies required by law to prepare an equal opportunities plan, we consider it important to set out our commitment to equal treatment in writing and to regularly evaluate our measures in this regard. The Equal Opportunities Plan, developed in coordination with the human resources department, aims to identify the employment situation of disadvantaged groups of employees, take into account the specific characteristics of the organisation, and define the objectives and tools necessary to ensure equal opportunities.

Respect for the human dignity of our employees is a fundamental value for us, which is reflected in our recruitment, selection and dismissal processes, as well as in our organisational communication and workplace environment. The equal opportunities officer monitors compliance with the relevant rules, participates in decision-making and ensures that the equal opportunities plan is continuously reviewed.

We operate feedback mechanisms to ensure the transparent and secure handling of reports of discrimination: in the event of a complaint, employees

can contact the equal opportunities officer directly. If necessary, a three-member ethics committee investigates the case, ensuring impartiality, anonymity of the reporter and fair consultation. No reports of discrimination were received during the reporting period from any of the reporting companies.

Our equal opportunities action plan sets out the following main objectives:

- Ensuring equal treatment for all employee groups.
- Supporting employees with families, particularly in terms of leave and return to work.
- Reintegration of those returning from childcare leave.
- Increasing the number of career starters and facilitating their integration.
- Preparing those approaching retirement and maintaining contact with retirees.

Below is a list of measures that have already been introduced or are currently being implemented:

- In the selection of managers, we strive to apply both professional criteria and gender quotas.
- Ensuring equal access to information and training.
- Continuous improvement of working conditions, including flexible and home-based working.
- Supporting mental health through coaching and individual development.
- Organising annual occupational health examinations.
- Enforcing equal treatment in terms of remuneration and promotion.
- Regular measurement and feedback on employee satisfaction
- We support women and mothers with young children, with a particular focus on granting leave. We offer flexible leave options and strive to offer more days off to spend at home, taking school holidays into account. This has been officially established since 2023. We actively support the return of new mothers, for example by inviting them to our internal online training courses.

We have launched an alumni programme for our older employees, which gives them the opportunity to stay in touch and potentially reintegrate. We also organise Women's Day events to recognise women and build community.

We also support equal opportunities and diversity within the organisation by regularly monitoring the composition of our management team. The table below shows the composition of senior management by gender and age in 2023 and 2024.

*Table 5: Diversity of governing bodies and employees*

Composition of governing bodies	2023		2024	
<b>Total number of employees</b>	6		6	
<b>By gender</b>	<b>Number</b>	<b>Percentage</b>	<b>Number</b>	<b>Percentage</b>
Female	1	16.7	1	16.7
Male	5	83.3	5	83.3
<b>By age group</b>	<b>Number</b>	<b>Percentage</b>	<b>Number</b>	<b>Percentage</b>

Under 30	0	0	0	0
30-50 years old	4	66.7	4	66.7
Over 50	2	33.3	2	33.3

*The data in Table 5 refer to Pureco Kft, Optimép Kft, Pureco IDEA Kft, Puraset Kft and BDL Kft.*

In 2023 and 2024, 100% of the senior management of the reporting companies – the managing director and the financial, HR, communications, sales and project managers – were local residents.

### 3.3. Organisational memberships

#### GRI 2-28

Our commitment to sustainability and our professional successes are well reflected in our active participation in several domestic and international water industry associations. The members of our professional team have outstanding professional and innovative knowledge in various segments of the water industry, which is recognised worldwide.

Our company leaders hold leading positions in national and international professional organisations. They are constantly working to gain worldwide recognition for Hungarian water industry expertise. In addition, we participate in the work of the Business Council for Sustainable Development in Hungary (BCSDH), a community of more than 130 leaders of sustainable companies.

Dr. Károly Kovács, founder of Pureco, is active in education in addition to his positions in numerous professional organisations, teaching various methodologies such as Dynamic Cost Analysis, Life Cycle Cost Calculation, ESG and EU Taxonomy. In his teaching activities, he collaborates with several higher education institutions, including Corvinus University of Budapest, Budapest University of Technology and Economics, Szent István University, Eötvös József College, and GreenBrands Academy.

Dr. Károly Kovács has been actively involved in sustainable water management for many years, both domestically and internationally. Representing Pureco, he participates in the management of several professional organisations:

- he is the president of the Hungarian Water and Wastewater Technology Association (MaSZeSz),
- As president of the Hungarian Water Partnership (HWP), he promotes international cooperation in the Hungarian water industry.
- and as president of the African Section of the Hungarian Chamber of Commerce and Industry, he supports the development of professional and business relations with the continent.
- He is also a member of the International Water Association, an international professional organisation.

In addition, Dr Károly Kovács has a wide range of personal professional activities and plays a role in numerous domestic and international professional forums:

- Member of the Wastewater Technology Committee of the Hungarian Academy of Sciences
- Vice-President of the ASEM Water Academic and Development Committee, where he holds the position of Academic and Development Vice President

- Former President of the European Water Association (EWA)
- Member of the Steering Committee of the European Innovation Partnership
- Former member of the European Commission's Sustainable Finance Platform
- and member of the African Water and Sanitation Association (AfWASA), where he is the only non-African member representing the organisation.

The Pureco Group (including Pureco Kft, BDL Kft and Puraset Kft) also plays an active role at corporate level in several professional and economic organisations, including the following:

- Hungarian Water Utility Association (MaVíz)
- Association of Environmental Service Providers and Manufacturers (KSZGYSZ)
- Hungarian Chamber of Commerce and Industry (MKIK)
- Hungarian Wastewater Technology Association (MaSzeSz)
- Hungarian Water Partnership (HWP)
- National Association of Building Contractors (ÉVOSZ)
- Business Council a Sustainable Development in Hungary (BCSDH)

### 3.4. Stakeholder Engagement

GRI 2-29

In order to achieve our sustainability goals, we work closely with our employees, customers, business partners and suppliers. We consider it important to inform them about our ESG-oriented objectives and actively involve them in the dialogue, ensuring a two-way flow of information.

Within our organisation, the identification of stakeholder groups for reporting companies is based on legal requirements, existing professional relationships, international and domestic trends, and our organisational memberships.

The stakeholder groups of Pureco Kft., Optimép Kft., Pureco IDEA Kft., Puraset Kft. and BDL Kft. include, among others, multinational companies, construction companies, designers and their interest groups, the general public as end users, competing water industry companies, civil and professional interest groups (e.g. water associations), and various government departments, such as the Ministry of the Interior and the water department of the Government Office.

Pureco Africa separates the stakeholder groups into public and private sectors and maintains contact through community consultations, industry workshops, site visits and regular feedback, during which needs assessments and targeted solution proposals are developed.

Although we do not currently have a specific customer satisfaction measurement system, we receive valuable feedback from our customers during design meetings, which we thoroughly evaluate using questionnaires. In order to comply with the ISO 9001:2015 standard, we collect customer feedback via telephone and personal communication and document products, disruptions and solutions. For larger projects, we record detailed feedback on the products delivered, any problems that have arisen and the necessary improvements.

In order to involve internal stakeholders, a key initiative in 2024 was the introduction of employee satisfaction measurement, which required a wide-ranging survey. Management became increasingly committed to HR development, actively responding to employee feedback. Based on this feedback, the need to improve communication and clarify operational processes became a priority.

## 4. Impacts arising from the company's own operations

### 4.1. Environmental impacts

#### 4.1.1. Focus on energy efficiency

GRI 302-1, 305-5

Pureco Kft., Optimép Kft, Pureco IDEA Kft. and Puraset Kft operate from our rented office in Budapest and our regional sites, the most significant of which is in Jászfényszaru.

The Jászfényszaru site is not only home to the construction project team, but also to R&D activities, such as the development of drinking water purification equipment. The significance of our rural sites also lies in the fact that, in addition to our Budapest office, we have set up workstations here and in Alcsútdoboz, optimising travel time and reducing transport emissions, thereby reducing our overall carbon footprint.

Our Budapest office is ideally located (XI. district – BudaWest Office Building), close to the motorway, the M0 ring road and Kelenföld Railway Station, which makes it easy to access projects outside the city. Our office is classified as a "green office" and has a BREEAM Excellent rating, which was an important factor in its selection. The office building also has bicycle storage and shower facilities, so our employees can conveniently arrive by bicycle, supporting environmentally conscious transport. We are delighted that many of our employees choose to travel to work by bicycle, electric scooter or public transport.

We also strive to reduce our environmental impact in our office operations: we are expanding our fleet with hybrid and plug-in hybrid vehicles, although the use of electric cars is currently limited due to office charging options and long distances for work-related travel.

The company launched several initiatives in 2023 to reduce greenhouse gas emissions from transport. These include optimising travel to domestic and international company events, for example by encouraging carpooling, and introducing internal regulations stipulating that business air travel is only permitted in justified cases, typically for distant destinations outside the EU.

A practical example of this reduction is the IFAT exhibition held every two years in Munich, which is attended by around 20 colleagues. We also avoid air travel here: the journey is made in 4–5 cars, avoiding individual or air transport solutions.

Table c: Energy consumption within the organisation

Energy consumption	2023	2024
<b>Total energy consumption within the organisation (MJ)</b>	140,692	146,550
<b>Non-renewable energy consumption</b>	<b>140,692</b>	<b>146,550</b>
Fuel	60,909	76,449
Petrol	40,370	52,613
Diesel	20,539	23,836
LNG	0	0
HVO	0	0
Type of energy consumed	79,783	69,101
Electricity	79,783	69,101
Heating (district heating, natural gas)	0	0
<b>Renewable energy use</b>	<b>0</b>	<b>0</b>
Heating (pellets)	0	0
Electricity	0	0

Table c. is based on data for 2023 and 2024 in the case of Pureco Kft, Optimép Kft., Pureco IDEA Kft. and Puraset Kft., and for 2024 in the case of BDL Kft.

## 4.1.2. Selective waste collection

GRI 306-1, 306-2

In our operations, we pay special attention to waste prevention and selective waste collection. To encourage digital operations, we only use paper when necessary and prefer electronic invoicing. Part of our activity consists of office tasks (planning, project work, etc.), for which we strive to minimise paper use, so our processes are largely digital. In 2022, we introduced the SAP integrated enterprise management system, and we keep our contracts with our partners digitally, using electronic signatures where possible, thus reducing the need for printing.

In our offices, we selectively collect paper waste, municipal waste and special paper waste, the latter being stored in separate containers. We also ensure the separate storage and proper handling of hazardous waste, such as batteries and electronic devices.

In our manufacturing activities, we strive to minimise waste production and, where possible, to recycle waste. Currently, our Purebox product is made from 100% recycled raw materials, and we are currently investigating the use of recycled materials for our other products in order to select the most suitable solution in the long term. Where technologically feasible, we recycle plastic waste generated during the manufacturing process back into production.

At Pureco Africa, activities that generate waste include paper-based printing, disposable plastic water dispensers and the use of food-related packaging materials. These waste impacts are generated by the company's own activities.

## 4.2. Employees as an asset

GRI 2-7, 401-1

Both our owners and our management are aware that one of the key elements of our group's long-term success is our valued employees, who contribute to the achievement of our goals with their professional knowledge and loyalty.

In 2023, our human resources tasks were divided among the various organisational units without any uniform coordination. However, in 2024, we made significant progress in this area, beginning the centralisation of our HR processes and the development and implementation of uniform HR regulations at the Pureco Group level.

The first steps included the development of a whistleblowing system, a code of ethics and working time regulations. In 2024, we conducted our group's first employee satisfaction survey, which provided valuable feedback on the organisation's operations. Based on the responses, the focus shifted to improving internal communication and establishing a clearer framework for career paths and development opportunities.

7. Table: Employee data

Data on employees (number of persons)	2023	2024
<b>Total number of employees</b>	88	88
of which women	36	38
of which men	52	50
<b>With indefinite contracts number of employees</b>	88	88
of which women	36	38
of which men	52	50
<b>With fixed-term contracts Number of employees</b>	0	0
<b>Number of employees with non-guaranteed working hours number of employees</b>	0	0
<b>Full-time employees number of employees</b>	76	71
of which women	27	32
of which men	49	39
<b>Part-time employees employees</b>	12	18
of which women	8	6
of which men	4	12

8. Table: New employees and staff turnover

Data on employees (persons)	2023	2024
<b>Total employees</b>	88	88
<b>Number of new hires</b>	9	6
Number of women	4	3
Of which men	5	3
Of which under 30 years of age	0	1
Of which aged 30-50	7	5
Of which over 50 years old	2	0

<b>Data on employees (persons)</b>	<b>2023</b>	<b>2024</b>
<b>Proportion of new employees</b>		
<b>Number of departures</b>	6	6
Of which, number of women	3	1
Of which men	3	5
Of which under 30 years of age	1	0
Of which aged 30-50	4	3
Of which over 50 years old	1	3
<b>Proportion of employees leaving</b>		

#### 4.2.1. Performance evaluation and remuneration

In response to employee feedback, we have begun developing a performance evaluation system that takes into account the goals of the company and individual organisational units, individual performance and competence development. Professional development and career advancement opportunities will be included in the regulations currently being drafted, as the satisfaction survey revealed that employees feel the need for clarification in this area.

The purpose of the performance evaluation system is to assess who feels that their current job limits their development. The system operates on four main criteria: company performance, unit performance, individual goal setting, and employee development based on a competency matrix. Future goals include reviewing the salary structure, developing a bonus policy, and incorporating cafeteria benefits into the policy.

As part of the remuneration system overhaul, we are currently reviewing the salary structure and regulating bonus and cafeteria elements. Currently, cafeteria elements include financial rewards in addition to wages, which we supplement with the following benefits: 13th month salary, SZÉP card allowance, and company car provision for certain management positions or job roles. In addition, we also offer the option of claiming expenses for commuting to work in your own car.

#### 4.2.2. Training, development and employee health

403-5, 403-6, 403-9, 404-1, 404-2

Our company aims to create a safe, motivating and flexible working environment where employee well-being and continuous professional development are key elements of our operations.

A transparent, standardised onboarding process helps our new colleagues get to know the organisation: on their first day, we introduce them to our core principles, the updated occupational health and safety and fire safety regulations, and the working time regulations, which clearly set out the rules for working, reporting absences and calculating overtime. After joining the company, we offer our employees a variety of professional and soft skills training opportunities, including project management, public procurement, English communication, Excel, DISC, FIDIC and agile project management. Our African subsidiary, Pureco Africa, supports the development of its employees' skills with product training, seminars and workshops.

In order to provide longer-term support to employees, we also offer transition programmes that facilitate, for example, a smooth transition to retirement, part-time employment based on individual agreements

agreements. We also support the return of employees with young children through flexible work arrangements and solutions based on personal consultation.

*Table S: Distribution of training hours in 2024 by gender and employee group*

2024	
Training hours by gender and employee group	Number of training hours
Women	1,647
Men	515
White-collar workers	2,162
Manual workers	0

*The data in Table S refer to Pureco Kft, Optimép Kft, Pureco IDEA Kft, Puraset Kft and Pureco Africa.*

We have updated our occupational safety and fire safety regulations, and we hold training sessions tailored to the nature of the job, either in person or online. Comprehensive training materials are available for new employees. Office workers participate in general training, while site workers participate in special training that also covers protective equipment. Training plays a key role in the management of occupational safety incidents, contributing to the maintenance of a safe working environment.

During the reporting period, there were no fatal or serious workplace accidents at the reporting companies, and no reportable injuries were received.

To protect the health of our employees, we provide annual occupational health and eye examinations at the employer's headquarters. In addition, programmes that encourage physical activity and support for participation in sporting events are also an important part of our health promotion measures.

## 5. Sustainable value creation

*GRI 301-2, GRI 302-5, GRI 41c-1, GRI 41c-2*

Our commitment to sustainability is centred on providing environmentally and socially responsible water management solutions for wastewater, drinking water and stormwater treatment. The Pureco Group aims to develop our products in line with local conditions, ensuring that they represent a sustainable alternative in the long term. We always prioritise sustainability in our innovation processes, whether it concerns the product life cycle, the impact on customers or the manufacturing processes. We make our decisions taking into account the potential environmental and social impacts.

Our products and technologies are also linked to our three key themes, which are:

- **Sustainable, cost-effective solutions**
- **Circular economy: product solutions developed from 100% recycled materials,**
- **Energy efficiency.**

In terms of sustainable, cost-effective solutions, the Septopure® system offers economical solutions in areas without an established sewer network, and its modular design enables efficient construction, operation and maintenance. The small size and quick installation of the PurAID® system minimises operator intervention, and the adsorbent filter material it contains is regenerable, meaning that once saturated, it can be simply rinsed and returned to the system, while its modular design allows for flexible expansion. The PureBOX®'s 94% storage capacity helps to retain rainwater on site, helping to mitigate the effects of heavy rainfall and simplifying installation as it does not require separate connection elements. Envia TRP oil separators are economical to operate thanks to their quick installation and long service life (at least 30 years).

In line with the principles of the circular economy, the PureBOX® product is made from 100% recycled material, contributing to sustainable material use.

In terms of energy efficiency, the Septopure® system operates without public infrastructure, providing a resource-efficient solution. The PurAID® system can also be powered by renewable energy, such as solar panels, and has a low environmental footprint. PureBox® is manufactured using 100% renewable energy, while Envia TRP operates as a passive system without energy consumption. The Pureco TS Steel Storage system is also passive and does not require any energy consumption.

The table below summarises Pureco's key products and their impacts, showing how they contribute to the achievement of sustainability goals.

*Table 7: Pureco's flagship products and their connection to key issues*

Solution name	PureBOX®	PurAID®	Septopure®	Envia TRP	Pureco TS Steel storage
<b>Area of expertise</b>	Rainwater treatment	Drinking water purification	Wastewater purification	Rainwater treatment	Rainwater treatment
<b>Contribution to an important issue</b>					
<b>Sustainable, cost-effective solutions</b>	✓	✓	✓	✓	✓
<b>Circular economy: product solution developed from 100% recycled materials</b>	✓	✓			
<b>Energy efficiency</b>	✓	✓	✓	✓	✓
<b>Key impact indicator</b>	100 recycled plastic	5,000–10,000 l drinking water/day	1,000 m³/day	40–200 litres/sec	50–5,000 m rainwater storage

## 5.1 Product overview

### 5.1.1 PureBOX®

#### **Product presentation**

PureBOX® is a proprietary drainage system that retains rainwater locally and gradually infiltrates it into the soil. This ensures groundwater replenishment, reduces the risk of overflow and flash floods, and contributes to the preservation of ecosystems. The system is designed for quick and easy installation without additional connecting elements and can be operated economically in the long term thanks to its low maintenance requirements. PureBOX® can be used in a wide range of applications, from family homes to industrial facilities, car parks and roof surfaces, where it provides an effective solution for rainwater management.

#### **Contributing to sustainability**

PureBOX® is made from 100% recycled polypropylene, and its production generates 60-70% less greenhouse gas emissions than conventional plastics. This means that the product also complies with circular economy principles. In addition, the product is manufactured using 100% renewable energy.

With a storage capacity of 94%, the system can temporarily collect large amounts of rainwater and allow it to seep into the ground. This is particularly beneficial during periods of heavy rainfall, as it helps to adapt to climatic extremes. In addition, retaining rainwater locally reduces the inflow of polluted surface water into water bodies, thus also supporting water quality protection. The operation of the system can also benefit local communities by reducing the risk of flooding and supporting the water supply to green spaces.

#### **Key indicators**

Maintaining groundwater levels, manufacturing from 100% recycled plastic, solar energy

### 5.1.2 Envia TRP

#### **Product description**

Envia TRP is a proprietary, patented oil and sludge separation system that can be installed in open ditches and is specifically designed for the pre-treatment of stormwater runoff from large paved surfaces such as roads, airports and car parks. The equipment effectively reduces the amount of contaminants in rainwater, such as oil, suspended solids, leaves and bird droppings, thereby contributing to the protection of receiving water bodies.

#### **Contributing to sustainability**

The operation of Envia TRP does not require energy consumption or chemical treatment, making it an environmentally friendly and energy-efficient solution. The equipment is weatherproof, made of durable materials, has a long service life and requires low maintenance, thus enabling economical operation.

operation. During operation, no hazardous waste is generated other than the retained materials, and the removed contaminants can be collected separately. The system's low intervention requirements allow for easy integration into existing drainage infrastructures, thus offering an effective solution for supporting sustainable rainwater management and water quality protection.

### Key indicators

The system has a capacity of 40–200 litres/second, and with parallel installation, it is possible to treat several thousand litres of water simultaneously. The organic matter content of the treated water is typically between 2 and 5 mg/l TOC.

### 5.1.3 PurAID®

#### Product presentation



PurAID® is a small, mobile and modular drinking water purification system that provides a complete technology for producing drinking water from contaminated water. The system operates fully automatically, with minimal operator intervention and can also be operated remotely. Its compact design makes it quick to install and transport, and its modular structure allows for expansion. Our regenerable adsorbent-based technology (which is also featured in the PurAID® system) is present in Ghana, Vietnam and other arsenic-affected areas in the region, such as Pakistan and Bangladesh.

In 2023, PurAID® technology was added to the list of priority technologies supporting the achievement of the SDGs ([UN SDG Partnerships Platform](#)) as a solution that contributes to ensuring safe drinking water supplies in rural areas.

## Contribution to sustainability

PurAID® operates without chemicals, can be powered by solar panels, has regenerable adsorbent cartridges, and has a service life of 7–10 years. It provides an effective solution primarily in rural, isolated or temporary water supply locations where a reliable water supply is not available or where the construction of a mains water system is not justified. The system is beneficial for socially or geographically disadvantaged communities, as it promotes access to healthy drinking water without significant infrastructure investment and reduces the risk of waterborne diseases. With its small environmental footprint, energy-efficient operation and ability to run on renewable energy sources, it offers a sustainable solution for providing access to clean drinking water in communities where it was previously unavailable.

## Key indicators

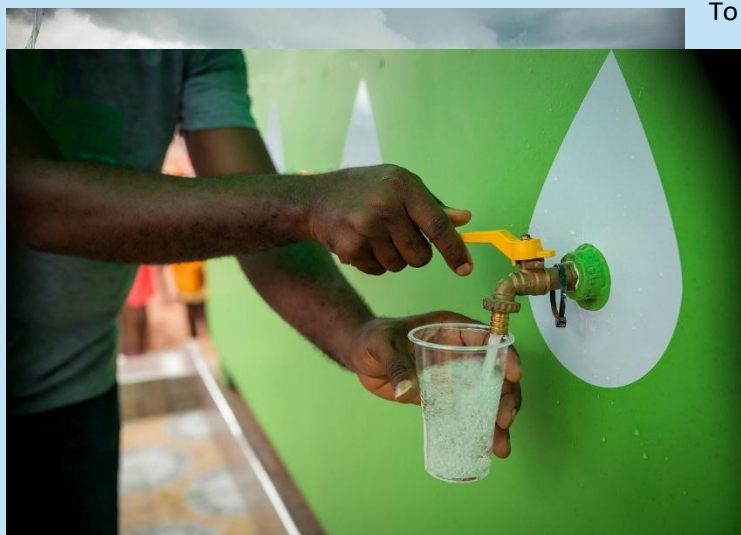
The system removes iron, manganese, ammonia, arsenic, boron, iodine and bacterial contaminants and can produce 5,000 to 10,000 litres of drinking water per day.

One of our most successful PurAID®-based projects is the IDWP (Independent Drinking Water Provider) project in Assin Amoabin, Ghana, which aims to provide healthy and safe drinking water to local communities.

The project is described in detail in the following case study.

### Affordable and sustainable drinking water supply in Ghana: Case study from the community of Assin Amoabin

For a long time, the 2,000 inhabitants of the Ghanaian village of Assin Amoabin had no access to piped drinking water. Although water from the community borehole was available, it did not meet health standards: traces of bacteria, iron and manganese contamination were detected in the water. Locals often complained about the unpleasant smell and taste of the water, as well as its poor foaming properties, which made it difficult to use for household purposes (e.g. washing).



To ensure access to safe drinking water, we installed the first PurAID IDWP (Independent Drinking Water Provider) kiosk system in Assin Amoabin, which is operated by our Ghanaian subsidiary, Pureco Africa. The system is manufactured by PurAID modular water treatment systems Puraset Kft., a member of our Group, drinking water purification equipment manufactured by Puraset Kft., a member of our Group, which uses regenerable adsorbents ,

, while preserving the water's natural mineral content. This technology, recognised by the United Nations, makes the water from community wells drinkable in an environmentally friendly way.

The introduction of the system has brought numerous social and environmental benefits. Community members have safe access to clean drinking water on a daily basis, which significantly improves their quality of life and reduces health risks. The use of refillable jugs with taps reduces the demand for single-use plastic bottles, thereby reducing the environmental impact.

### 5.1.4 Septopure®

#### Product description

Septopure® technology was developed for the treatment of 100% siphoned sewage. The solution offers an effective and sustainable alternative, especially for communities that do not have a developed sewerage network. The technology is scalable and allows for the mechanical and biological treatment of concentrated sewage. The system can be installed to suit local conditions and can be put into operation quickly. The system is primarily used in large urban areas without a sewerage system – for example, it has already been installed in three large cities in Ghana (Kumasi, Takoradi and Tamale).

#### Contributing to sustainability

Septopure® contributes to alleviating public health problems, especially in places where no other solution is available. Through on-site treatment, it reduces environmental and health risks, contributes to the protection of water bodies, and promotes community-level environmental safety. All this is achieved using chemical-free technology with a low environmental footprint.

Among the sustainability benefits of the Septopure® system is that it does not require a developed sewerage system and allows for the involvement of local labour, which contributes to long-term operation and social sustainability. As part of the technological solution implemented at the Ghanaian wastewater treatment plants, we not only carried out the development itself, but also organised professional training programmes aimed at retaining local labour and preparing them for the subsequent operation of the constructed systems. The knowledge essential for the successful operation of the constructed wastewater treatment plants was transferred through a series of educational programmes, during which we trained Ghanaian professionals in operational tasks. The technology's recognition is demonstrated by the fact that the [UN](#) has identified it [as a sustainable, SDG-supported solution](#). The International Water Association (IWA) refers to the technology as [Inclusive Sanitation Action](#). The IWA is the world's largest professional water network, bringing together scientists, engineers, utility providers and technology players from more than 140 countries. The organisation recognises the Septopure® system as a solution that will shape the future of decentralised, off-grid wastewater treatment, fitting in with the IWA's City-Wide Inclusive Sanitation initiative, which promotes the spread of inclusive and sustainable urban wastewater treatment.

#### Cost-effectiveness and feasibility

The use of Septopure® has a positive impact on the quality of life of local communities: it reduces the health risks caused by untreated sewage, improves hygiene conditions, and the operation of the system also creates local jobs and educational opportunities.

Traditional water utility development models, which rely on sewer networks and centralised wastewater treatment plants, are not feasible in many areas for financial and technical reasons. Some estimates suggest that the investment cost of such a system can be as high as €1,000-4,500 per person, while its operation can cost €50-100 per person per year, which exceeds the affordability threshold in countries where households can spend no more than 3% of their income on water and sanitation services.

In contrast, the cost of Septopure® decentralised technology is much lower:

- the system can be installed for less than €45 per person,
- and its operation costs less than €10 per person per year.

This not only improves the return on investment, but also allows the service to be extended to areas where the construction of public infrastructure would not be economically viable.

### **Key indicators**

Maximum daily capacity 1000 m<sup>3</sup>/day.

## **5.1.5 PURECO TS STEEL TANK**

### **Case study: Sustainable wastewater treatment solution in cities without sewerage systems**

In Ghana's three largest cities, Kumasi, Takoradi and Tamale, the lack of wastewater treatment has long been a significant environmental and public health challenge, as the existing infrastructure was only able to treat less than 10% of the wastewater properly. In response to this challenge, we launched a wastewater treatment programme with our Ghanaian partner, implementing state-of-the-art wastewater treatment plants in three cities: Kumasi, Takoradi and Tamale. In response to this challenge, we developed our own technology

We used Septopure, which is suitable for the safe and sustainable treatment of liquid waste in areas without sewerage systems.

The three plants enable the treatment of 1,000 m<sup>3</sup> of wastewater per day per city, receiving up to 100 emptying vehicles per day. During the project, we paid special attention to local characteristics: we fully adapted the technology and operating system to local conditions. To ensure long-term sustainability, we also organised training programmes for local operating staff, thereby supporting knowledge transfer and capacity building.

As a direct result of the investment, the proportion of treated wastewater in the affected cities has increased significantly, the urban environment has improved, the load on water resources has decreased, new jobs have been created, and local expertise has been strengthened.

### **Product description**

The Pureco TS Steel Storage Tank is a circular storage system consisting of spiral-welded, corrugated, hot-dip galvanised steel pipes, which is used for the safe and controlled storage of rainwater and firefighting water.

The system primarily performs a storage function underground, but it is also possible to install a filter in it for water purification. By temporarily retaining and regulating the discharge of rainwater, the system facilitates the proper management of water during high-intensity rainfall events. Pureco TS Steel Storage Tanks are primarily used in industrial facilities for fire water and rainwater storage



, especially when handling large amounts of water. It can also be used as a drainage system if it is not installed as a water barrier.

#### **Contribution to sustainability**

Pureco TS steel storage tanks have a service life of at least 30 years, making them a long-term, sustainable solution. Installation is quick and easy, and the structure is ready for loading immediately after installation. Weather conditions have only a minimal impact on the installation of the system. The tank elements are lightweight in relation to their storage capacity, making them easy to move and keeping maintenance costs negligible.

#### **Key indicators**

Pureco TS Steel Storage Tanks are suitable for storing between 50 and 5000 m<sup>3</sup> of rainwater or firefighting water.

## **5.4. Supporting local communities, active and continuous CSR activities**

GRI 413-1

## Supporting local communities



The Pureco Group has been actively participating in various community initiatives primarily through educational and social programmes. A prime example of this is the long-term school renovation programme, under which our employees regularly help to develop the primary school in Balatonkenese . Our activities include

include building fences, installing birdhouses, painting corridors and renovating sports facilities. We regularly participate in rural community programmes where we can actively support the goals of local communities through our work.

In addition, we provide regular support to the Hungarian Ambulance Service and contribute to the operation of various local sports communities, such as the Budaörs children's football team and the Komárom handball team. During the festive season, we organise a Christmas donation drive , in which our employees also participate personally by offering gifts to children in need. We monitor the impact of these initiatives based on feedback from the institutions involved.



based on feedback from the institutions concerned.

Shaping social attitudes is also an important part of our activities. As part of the Pureco Educational Partnership Programme, we developed an educational board game in Ghana that draws attention to the importance of clean drinking water. A thousand copies of the game were produced and distributed to numerous educational institutions in Ghana through our local partner foundation. The programme was also supported by the Ghanaian Ministry of Education, and our long-term goal is to digitise the board game to make it available to as wide an audience as possible.



### Professional cooperation

We also actively participate in professional dialogues on sustainability. We are members of the Business Council for Sustainable Development in Hungary (BCSDH) and have contributed our expertise to the Action 2020 programme, working with young people to develop a project for rainwater recycling.

We regularly cooperate with professional and civil organisations, such as the Hungarian Water and Wastewater Technology Association (MASZESZ), the Association of Environmental Service Providers and Manufacturers, and PET Cup. Every year, we organise our own programme in connection with World Water Day. Most recently, we launched a river rescue campaign in line with the UN's annual theme, which this time was about protecting glaciers.

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