

Sustainability Report 2024



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About Europa Worldwide Group

Europa Worldwide Group is one of the UK's largest, independent logistics operators comprising three divisions: Europa Road, Europa Air & Sea, and Europa Warehouse, forming a fully integrated global logistics network built on expertise, innovation, and customer service.

The group has grown four-fold since it was acquired by Andrew Baxter in 2013 and now employs over 1,300 people with 17 sites across the UK and Ireland, plus Europa's own teams in Belgium, the Netherlands, France, the Czech Republic, Hong Kong, China, India, the UAE, and South Africa.



An independent, UK owned business bought by **Andrew Baxter** in 2013



europa road

Europa Road specialises in European road freight, having continually invested in its international network and innovative family of products. As the first logistics provider to offer an innovative DDP customs solution in 2021, Europa Flow, it continues its pioneering approach to European road transport that began in 1966.

europa air & sea

Europa Air & Sea has expanded its international footprint to strengthen global connectivity for its customers. Alongside increasing its network in the UK, new branches have been strategically established in Dubai, Shanghai, Shenzhen, and Delhi, offering customers a complete end-to-end service, combining local knowledge with global reach.

europa warehouse

Europa Warehouse has over one million square feet of state-of-the-art automated and manual fulfilment facilities. Its combination of automated and manual operations supports customers with flexible, high-capacity logistics solutions across the UK and Ireland.

Europa's commitment to a more sustainable operation

There's no question that the world needs our care, now more than ever. Sustainability is a massive challenge for the logistics industry, and we're proud to say that Europa is making great progress in developing and implementing our environmental agenda.

We are collaborating with various environmental experts to ensure the actions we take create long-lasting and impactful benefit. It's going to be a long journey, but together, we are committed to making a difference.



Making environmental management easier

On-demand Scope 3 emissions reporting

We've partnered with Pledge, the leading greenhouse gas emissions management platform for logistics, accredited as meeting the Global Logistics Emissions Council (GLEC) Framework, so our customers can:

- Monitor and reduce supply chain emissions.
- Access full Scope 3 carbon emissions reporting.
- Take carbon offsetting actions.

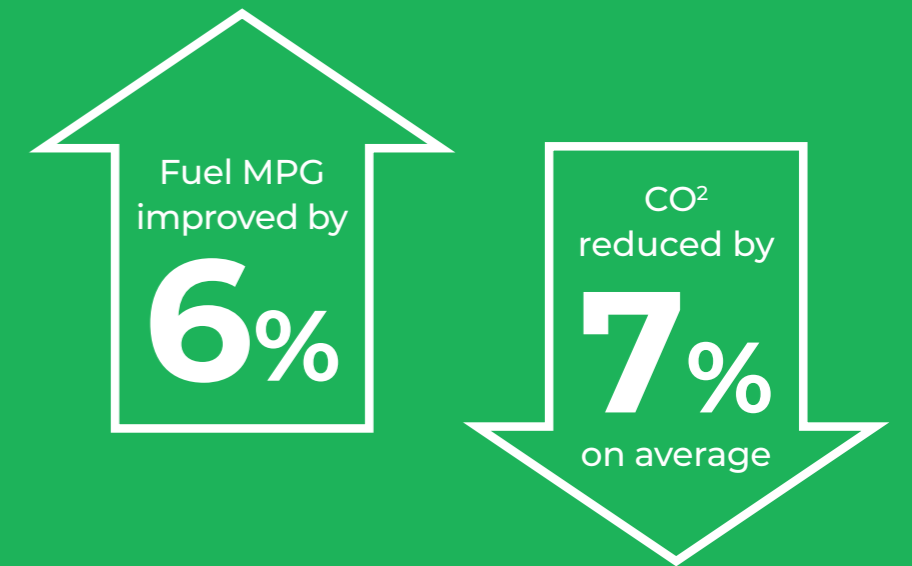
Real-time visibility of fleet performance

Meaningful actions rely on robust data and analytics, so we've invested in Microlise fleet telematics. Harnessing the knowledge and insights enables us to optimise our performance, so that we can:

- Reduce fuel costs.
- Improve fleet utilisation.
- Boost driver performance.

Powered by pledge

BlueYonder



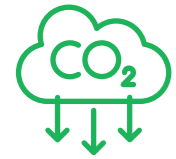
ULEZ

All trucks are Ultra Low Emission Zone compliant

More space, fewer journeys.
Our semi-trailers are 15% bigger*.

4 *Our standard semi-trailers are 15.6m long instead of the standard 13.6m.

Our actions are making a difference



Carbon emissions

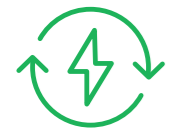
We're one of the largest users of the Eurotunnel to significantly lower our CO2 emissions** compared to other transport solutions.

Our colleagues can choose from a range of electric vehicles, as company cars or a salary sacrifice scheme.

Our fleet of trucks has the latest low pollution and high fuel efficiency Euro 6 engines.

We've moved to a fully electric MHE fleet and have successfully completed our first EV truck trial.

We're actively exploring HVO as an alternative fuel option.



Energy

We proactively purchase our energy from renewable sources, as recognised by the SSE Green Electricity Certificate.

Saving water is high on our agenda. We harvest rainwater and deploy various water saving technologies.

Dartford, Corby and Osberton sites all offer electric vehicle charging points.

We're switched on to smart lighting too! We use LED lights across all our sites and are scoping the most effective solar energy solution for us to install.



Waste

Today, we are proud to say that most of the waste generated across our UK operational sites is recycled and we continue to find ways to improve this further:

- Paper and card
- Plastic including strapping
- Metal and wood
- Compost
- IT and battery
- Hazardous



Our values

Our values are at the core of our business and showcase what makes us different. Broken down into 11 separate values, they form our DNA at Europa and set out the culture we want to create and the way we expect our teams to act and where relatable align with the broader scope of the United Nations Sustainable Development Goals.

We believe in simple and honest transactions, sticking to our word and delivering quality. Team spirit, acting reasonably and driving out complexity are just a few of our priorities and are part of everything we do.

WE ACT REASONABLY AND...



WE INSIST THAT WE ARE TREATED REASONABLY

WE BUILD POSITIVE TEAMS



WITH FAMILY SPIRIT

WE SEEK TO CREATE... AN INSPIRING GOOD HUMOURED



AND DRIVEN WORK ENVIRONMENT

WE TAKE BOLD STEPS



THAT STRETCH OUR INDIVIDUAL AND CUMULATIVE POTENTIAL

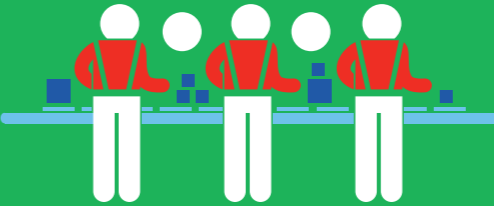
DO WHAT IS RIGHT NOT WHAT IS EASY




WE ASK THE 'DUMB QUESTIONS' SO THAT WE... UNDERSTAND THINGS THOROUGHLY



WE WORK SAFELY AND RESPONSIBLY




WE TAKE CARE




TO KEEP OUR PROMISES

WE GIVE GREAT CUSTOMER SERVICE




WRAPPED IN PASSION AND PERSONALITY

WE SEEK TO SET THE PACE



IN OUR MARKET

WE DRIVE OUT COMPLEXITY



Our values in action

Europa values

What they mean in practice

Relevant UN SDGs



We believe that strong teams are built on collaboration, openness, and mutual respect. To nurture a positive and productive working environment, we encourage:

- A culture where colleagues support one another and work together to achieve shared goals.
- Openness to different perspectives, ideas, and ways of working.
- The ability to give and receive constructive feedback in a respectful and solution focused manner.
- Active participation in team building activities that strengthen relationships and morale.
- Recognition and praise for a job well done, reinforcing a culture of appreciation and encouragement.



We strive to make our ways of working as efficient and accessible as possible. This means:

- Keeping processes straight forward and avoiding unnecessary complexity that can slow down operations or create confusion.
- Supporting team members with access to training and development opportunities when additional skills or knowledge are needed.
- Encouraging everyone to suggest improvements to workflows, helping us work smarter and deliver better results.



We are committed to maintaining a safe, compliant, and well managed working environment. This includes:

- Adhering to all Health & Safety regulations and ensuring safe working practices are always followed.
- Providing the correct training to team members to support competence and confidence in their roles.
- Following established operational and administrative processes, including keeping systems up to date.
- Managing HR policies effectively, including absence tracking, return-to-work procedures, documentation of conversations, and formal investigations.



Driven by values, focused on customers

At Europa, our values are at the heart of everything we do. We believe in transparency, fairness, and fostering a family spirit within our teams. Our commitment to customer satisfaction is unwavering, we do what's right, not what's easy, and we always keep our promises.

Our passion for logistics sets us apart. We're not just a transport company, we're a trusted partner, delivering value through innovation, integrity, and excellence.



What our customers are saying

“It’s the people at Europa who really make a difference to our business proposition. The team there show a real willingness to help and support us as we look to meet the ever-changing demands of the marketplace in the coming years.”

Operations Manager, FUNKIN

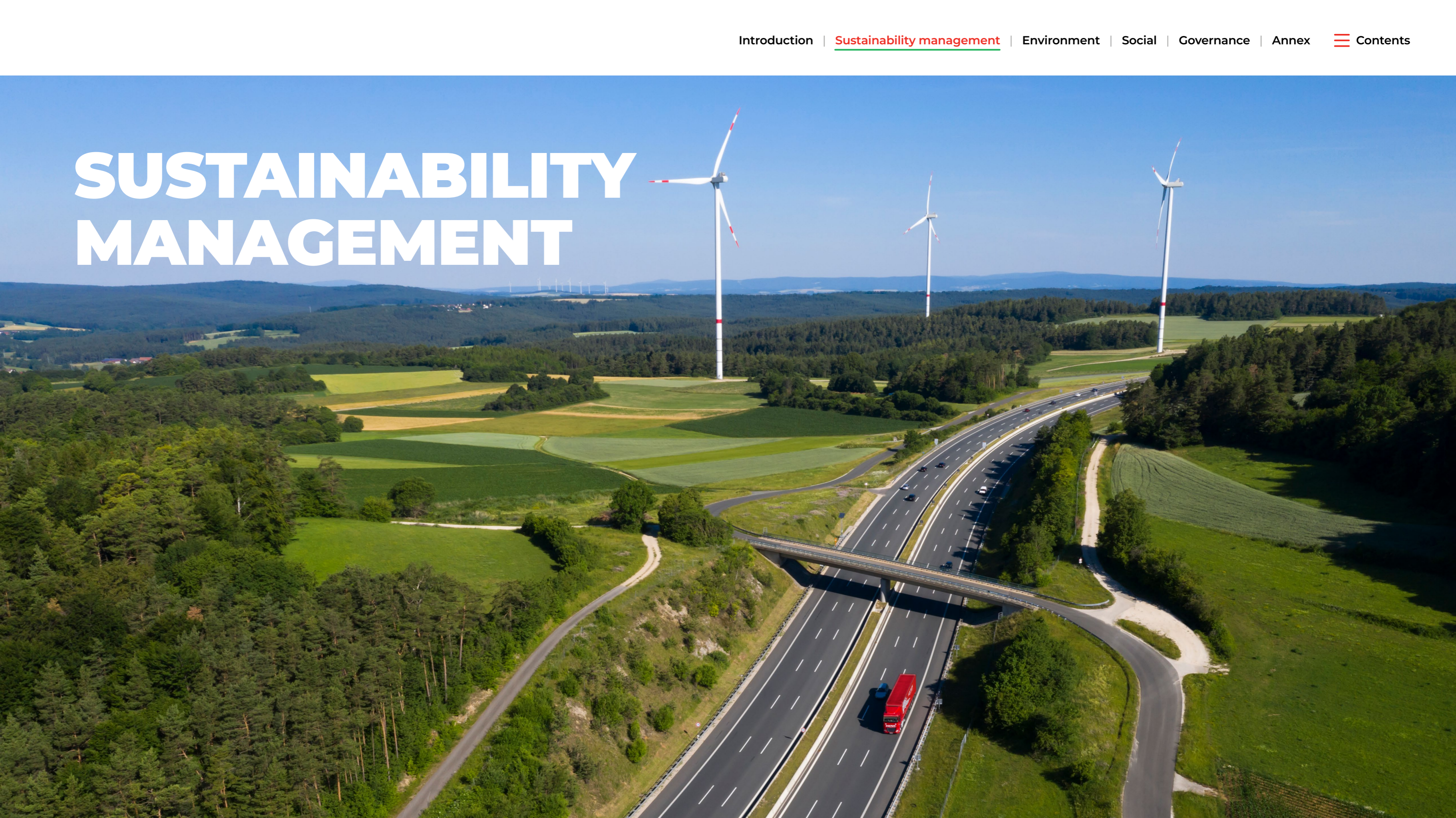
“Thank you for coming to our rescue! Simply one of the most professional and helpful freight companies we have dealt with. The staff are always willing to go the extra mile when it comes to finding solutions to meet our tight delivery deadlines. Our experience with Europa Flow has been extremely positive, we have finally found a reliable freight forwarder when it comes to our exports into Europe after Brexit.”

The Exports Team, Muc-Off UK Ltd

“We started to use Europa for shipments from the U.K. into the European Union after Brexit and found the Europa Flow service met the needs of our customers there. Europa management supported the implementation well and delivered the actions they promised both during and after the implementation in due time. As a result, our deliveries from the U.K. to our EU customers happen seamlessly and within agreed transit times.”

Senior Manager Logistics EMEA, Global Logistics Energizer Central Europe

SUSTAINABILITY MANAGEMENT



Employee materiality assessment

At Europa, our sustainability strategy is guided by our employee materiality analysis that helps us identify and prioritise the Environmental, Social, and Governance (ESG) topics most relevant to our business and stakeholders. This process ensures that our efforts are focused on areas where we can create the greatest impact, both internally and across our value chain. They also align with our broader sustainability goals and the United Nations Sustainable Development Goals (UN SDGs).



Methodology

Our materiality assessment involved input from key internal stakeholders across departments, including senior leadership, HR, operations, and compliance. Each ESG topic was evaluated based on two dimensions:

- Importance to stakeholders
- Impact on business operations

Scores were assigned on a scale from one (low) to five (high) and the results were used to determine the priority level of each topic. A total of 14 ESG topics were assessed, covering a broad spectrum of social, ethical, and environmental concerns.

Key findings

The analysis revealed three high-priority ESG areas:

SG Topic	Priority level	Aligned SDGs
Health & Safety	High	3 – Good Health & Well-being
Child & Forced Labor	High	8 – Decent Work and Economic Growth
Diversity, Equity & Inclusion	High	5 – Gender Equality 10 – Reduced Inequalities

Application

The outcomes of the materiality analysis directly inform our sustainability reporting, strategic planning, and policy development. By aligning our initiatives with stakeholder expectations and operational priorities, we ensure that our sustainability efforts are both meaningful and measurable.

Sustainability governance and organisation

At Europa, sustainability is embedded in every aspect of our operations, from our strategic planning and service delivery to our internal culture and decision-making processes. Our approach is designed to ensure that environmental, social, and governance (ESG) considerations are fully integrated into how we operate and grow as a business.

We also recognise the importance of transparency and accountability. ESG performance indicators are embedded into our internal reporting frameworks, and we are working towards aligning with evolving regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD).



Leadership and accountability

Responsibility for sustainability at Europa is led by our Senior Leadership Team. Accountable for driving environmental and social commitments across the divisions setting clear sustainability objectives, monitoring performance, ensuring alignment with our long-term business strategy and identifying and implementing improvement opportunities.



Strategic integration

Our planning processes incorporate both commercial and sustainability goals, ensuring that environmental and social impacts are considered alongside financial performance. This includes our commitment to reducing carbon emissions, improving resource efficiency, and supporting the wellbeing of our people and communities.



Empowering functions and governance units

Our central functions and governance teams play a vital role in advancing sustainability within their areas of responsibility. This includes environmental protection, health and safety, compliance, and sustainable supply chain management.

Collaborations for sustainability

As part of our commitment to environmental stewardship, Europa has forged impactful collaborations and strategic partnerships, adopting technologies that align with global sustainability standards.



Collaborative emissions management



Europa has partnered with BlueYonder, a leading greenhouse gas emissions management platform accredited under the Global Logistics Emissions Council (GLEC) Framework. This collaboration enables Europa and its customers to:

- Monitor and reduce supply chain emissions.
- Access comprehensive Scope 3 carbon emissions reporting.
- Take informed carbon offsetting actions.

Scaling impact through collaboration

Europa's strategic partnerships and sustainability initiatives demonstrate the transformative power of collaboration in the logistics sector. By aligning with organisations such as Blue Yonder, Microlise, DPD Netherlands, and SSE Green, Europa is not only reducing its own environmental footprint but also enabling its customers to make more sustainable choices.

Waste management and circularity

The company has achieved ISO 14001 and ISO 50001 certifications, reflecting its robust environmental and energy management systems. Across its UK operational sites, Europa recycles a wide range of materials including paper, plastics, metals, wood, compost, IT equipment, and hazardous waste.



Fleet optimisation and low-carbon transport



Through investment in Microlise fleet telematics, Europa enhances real-time visibility into fleet performance, allowing for:

- Reduced fuel consumption.
- Improved fleet utilisation.
- Enhanced driver efficiency.

Europa is also one of the largest users of the Eurotunnel, significantly lowering CO₂ emissions compared to traditional ferry transport. Our fleet features Euro 6 engines, and we've successfully trialled electric trucks and introduced HVO (Hydrotreated Vegetable Oil) as an alternative fuel.

Energy and infrastructure initiatives

Europa proactively sources energy from renewable providers, backed by the SSE Green Electricity Certificate. Most of our facilities are equipped with EV charging stations, LED smart lighting, a fully electric MHE (Material Handling Equipment) fleet and rainwater harvesting systems, with solar energy solution currently under evaluation.



Certification and memberships

Generation Logistics

Generation Logistics membership shows Europa's commitment to promoting logistics careers, addressing industry skills gaps, and supporting future supply chain talent.



BRCGS

(Brand Reputation through Compliance Global Standards)

Certification demonstrates Europa's commitment to best practices in safety, quality, and operational performance.



HMRC Authorised economic operators

AEO status confirms secure supply chain practices, customs compliance, and trusted trader recognition in international trade and logistics operations.



ISO (International Standardization Organization)



Certified in ISO 9001, ISO 14001, ISO 45001, ISO 50001, and other standards, ensuring quality management, environmental responsibility, occupational health and safety, and energy management.

RHA

(Road Haulage association)

RHA membership confirms commitment to road transport standards, safety, compliance, professionalism, and best practices in UK haulage operations.



SSE

(Scottish and Southern Energy)

SSE's Green Electricity Certificate confirms zero-emission energy sourcing and commitment to sustainability, safety, compliance, and operational excellence.



UKWA

(UK warehousing association)

UKWA membership confirms commitment to warehousing excellence, safety standards, regulatory compliance, and best practices in logistics and supply chain operations.



BIFA

(British international freight association)

BIFA membership confirms commitment to professional freight standards, regulatory compliance, industry best practices, and trusted global logistics operations.



Case study

Europa Road boosts efficiency with new technology

14 April 2024



Overview

In 2023, Europa Road, the road freight division of Europa, implemented Microlise, a cutting-edge telematics and fleet management solution. This strategic upgrade replaced legacy systems across its domestic fleet, reinforcing Europa's commitment to innovation, safety, and sustainability.

Technology integration

Microlise now supports Europa's 53 trucks and 260 trailers, offering:

- Real-time telematics and driver scoring.
- Four-camera platform for incident management.
- Vehicle condition guides and brake roller monitoring.
- Enhanced traceability and customer service tools.

This system supports Europa's ambition to achieve DVSA Earned Recognition status, ensuring high standards in fleet safety and compliance.

Operational insight

Microlise enables advanced monitoring of brake roller performance, evaluating loaded weight against stopping distance. This helps determine whether brakes require further testing, improving safety and reducing downtime.

Leadership insights

"Integrating Microlise demonstrates our commitment to driver and vehicle standards. It's best-in-class technology that enhances safety and efficiency for our drivers and operations team."

Malcolm Castle, General Manager, Domestic Transport, Europa Road

"We're proud to support Europa Road's growth. Our telematics solution empowers drivers to maintain high standards while optimising fleet performance."

Nadeem Raza, CEO, Microlise

Sustainability and innovation

This technology upgrade complements Europa's broader environmental and digital transformation strategy, including:

- EV trials via Vertellus' Discovery Programme.
- HVO-100 fuel adoption on international linehauls.
- Partnerships with Blue Yonder for GHG reporting and Microlise for fleet optimisation.

ENVIRONMENT



Climate impact

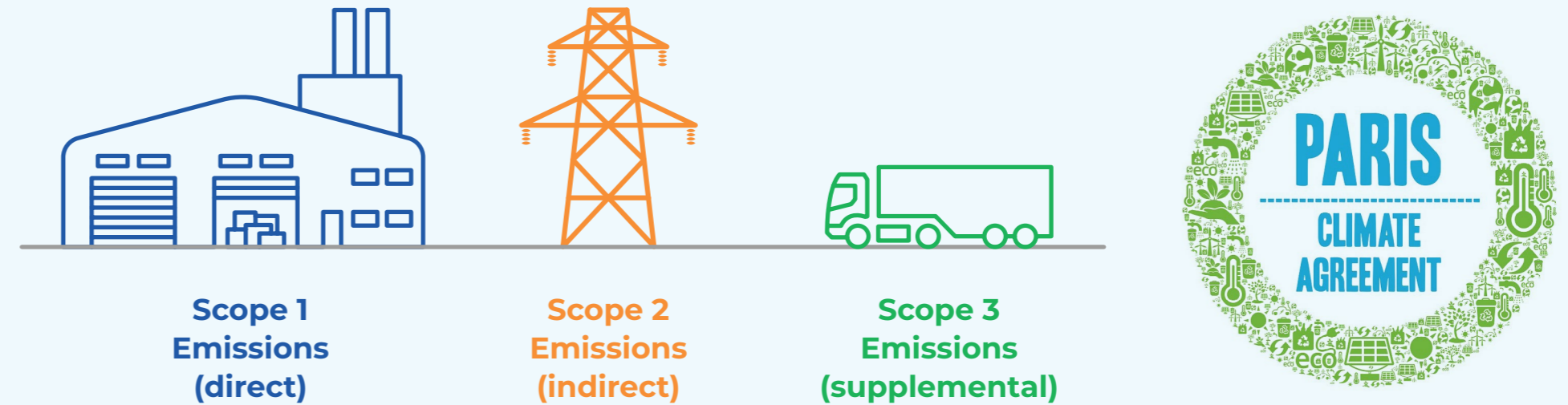
Europa is committed to leading the logistics and transport sector toward a more sustainable future.



Leadership commitment

Sustainability is embedded in our corporate strategy, and our Central Services team is responsible for developing and executing our environmental roadmap, ensuring that our actions align with internationally recognised frameworks such as ISO 14001 (Environmental Management) and ISO 50001 (Energy Management).

This leadership commitment ensures that sustainability is not siloed, it is integrated into decision-making across departments, influencing procurement, operations, technology investment, and customer engagement.



Methodology and assurance

To ensure transparency and credibility in our climate reporting, Europa has partnered with Blue Yonder, a leading GHG emissions management platform. Blue Yonder enables us to deliver real-time, on-demand Scope 3 emissions reporting, which is critical for understanding and reducing the indirect emissions associated with our supply chain.

Our Scope 3 emissions are calculated using Blue Yonder’s accredited methodology, which aligns with the principles of the GLEC framework and





ISO 14083, the international standard for greenhouse gas reporting in logistics. While we currently are not accredited to ISO 14083, we are fully committed to its guidance, ensuring our reporting is robust, consistent, and aligned with industry best practices.

For Scope 1 and Scope 2 emissions, we follow the UK Government’s GHG Conversion Factors in accordance with the ISO 14083 framework. This dual approach ensures that our emissions data is both accurate and comparable across scopes.

This methodology empowers Europa and our customers to make informed decisions around carbon reduction and offsetting, supporting our long-term goal of achieving net-zero emissions.

Currently, our emissions data primarily covers UK logistics and domestic transport operations. We are actively expanding our data collection and reporting capabilities to include international operations, with the aim of building a fully integrated global sustainability profile.

GHG emissions performance

Emission scope	Q1 2024 (tCO ₂ e)	Q2 2024 (tCO ₂ e)	Q3 2024 (tCO ₂ e)	Q4 2024 (tCO ₂ e)	Change for Q1-Q4
Scope 1 Direct emissions	646.42	387.77	385.71	407.84	 -36.6%
Scope 2 Indirect (Electricity)	240.04	205.04	181.49	246.46	 +2.67%
Scope 3 Other indirect	131.44	73.44	92.85	122.44	 -6.8%
Total GHG emissions	1017.89	666.25	660.04	776.74	 -23.69%

Emissions sources and management approach

Our emissions are categorised into three scopes, each addressed through targeted strategies:

Scope 1 Direct emissions

Generated from fuel combustion in company-owned vehicles. We've introduced Euro 6 engines, trialled electric trucks, and transitioned to a fully electric MHE (Material Handling Equipment) fleet, significantly reducing tailpipe emissions.

Scope 2 Indirect emissions

Arising from electricity consumption across our facilities. All energy is sourced from green providers, verified by the SSE Green Electricity certification. Our sites are equipped with LED lighting, EV charging stations, and are undergoing solar energy feasibility assessments.

Scope 3 Other indirect emissions

We collect our scope 3 emissions for waste and business travel and are working towards reporting all scope 3 emissions data from our purchased services in line with the GLEC framework.



GHG emissions performance



Stakeholder engagement

Sustainability at Europa is a collaborative effort. We actively engage with:

- Customers, to provide transparent emissions data and support their sustainability goals.
- Suppliers, to encourage low-carbon practices across the value chain via our procurement partnership requirements
- Employees, through training, awareness campaigns, and involvement in sustainability initiatives

Sustainable transport Initiatives

Europa is investing in cleaner, smarter transport solutions across all modes:

Land transport

We've trialled electric trucks, adopted HVO (Hydrotreated Vegetable Oil) as an alternative fuel upon client requests, and deployed Microlise telematics to optimise fuel efficiency and driver performance.

Rail freight

Rail is a cornerstone of our low-carbon strategy. As one of the largest users of the Eurotunnel, we actively leverage rail transport to reduce our environmental footprint. Where feasible, we prioritise rail over road due to its superior energy efficiency and significantly lower carbon emissions. This commitment not only supports our sustainability goals but also strengthens our position as a responsible logistics provider.

Facilities and waste management

Beyond transport, we've made significant strides in improving the sustainability of our infrastructure:

Energy efficiency

All UK sites are powered by renewable energy, and we are accredited to ISO 14001 and ISO 50001.

Waste reduction

Over 79% of waste is recycled or diverted away from landfills across our UK operations.

Water and resource management

Our facilities incorporate rainwater harvesting, smart lighting, and other sustainable design features.

Climate KPIs and targets

We track and report key performance indicators to measure progress toward our climate goals.

These include:

- Annual reductions in Scope 1, 2, and 3 emissions.
- Percentage of fleet transitioned to low or zero-emission vehicles.
- Renewable energy usage across facilities
- Waste recycling rates.

Our long-term targets are aligned with 2025, 2030, and 2050 milestones, we have worked with university of Kent business school to model when our business is aligned with the correct technology to drive net-zero emissions via alternative fuel mechanisms.

Case study

Accelerating EV uptake for logistics operators

14 April 2024



Overview

Europa Road has taken a major step in its decarbonisation journey by trialling its first Electric Vehicle (EV) in its domestic distribution fleet. This initiative supports global efforts to reduce transport emissions and aligns with the International Energy Agency’s Net Zero Ambitions Scenario for 2050.

EV Discovery Programme

Europa has trialled the Vertellus EV Discovery Programme, which offers:

- Tailored transition plans for fleets.
- Charging infrastructure support.
- Full in-life care for electric trucks.

This ‘try-before-you-buy’ approach allows Europa to evaluate EV performance in real-world conditions before scaling adoption.

Renault Trucks E-Tech trial

Europa has deployed a Renault Trucks E-Tech 18-tonne vehicle from its £30 million 1Hub facility in Dartford, operating across its UK network. This follows recent upgrades to its fleet with high-spec Renault Trucks T tractor units.



Leadership insights

“Shipment transportation accounts for 24% of net carbon emissions. Our participation in the EV Discovery Programme is a key milestone in our transition to a more sustainable fleet. It gives us the opportunity to understand how EVs can be integrated into both domestic and international operations.”

Dan Cook, Operations Director, Europa

“Compared to diesel, EV contract hire is more complex. Our Discovery Programme removes that complexity, helping operators like Europa accelerate their carbon reduction journey. Collaborations like this set the pace for sustainable freight.”

Nigel Baxter, Managing Director, Vertellus

Europa’s sustainability commitment

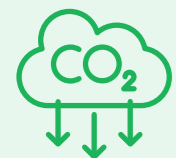
This EV trial complements Europa’s broader environmental strategy, which includes:

- Microlise telematics for driver efficiency.
- Blue Yonder platform for scope 3 GHG reporting.
- HVO-100 fuel adoption on international linehauls.
- ISO 14001 and ISO 50001 certifications.

Case study

Europa and DPD Netherlands – driving the future of sustainable logistics

10 May 2024



DPD Netherlands is already on track to deliver emission-free in the 45 largest Dutch cities by 2025.

Overview

Europa Road has launched a strategic partnership with DPD Netherlands, introducing HVO-100 fuel (Hydrotreated Vegetable Oil) to replace diesel on new daily linehaul routes between the Netherlands and the UK. This initiative marks a significant step in both companies' commitment to sustainable logistics.

Sustainability in action

Europa Road now operates two trailers per day, five days a week, exclusively on HVO-100 fuel between Eindhoven (NL) and Hinckley (UK). This transition replaces 30,000 KM of diesel annually with a low-emission alternative.

HVO-100 Benefits (Source: Nationwide Fuels):

- Up to 90% reduction in CO₂ emissions.
- Up to 84% reduction in particulate matter.
- Up to 27% reduction in NO₂ emissions.
- Made from 100% renewable raw materials.
- Biodegradable and non-toxic.

Industry context

This move aligns with the EU ETS2 targets, which require a 42% reduction in road freight emissions by 2030 (vs. 2005 levels). It also supports GeoPost / DPD Group's net-zero commitment by 2040, 10 years ahead of global climate agreements.

Voices from the field

"Phase one of the implementation is for e-commerce linehauls from Eindhoven to Hinckley. We've committed to replacing 30,000 KM of diesel with HVO-100—a major condition of this important new contract."

Stuart McKie, Regional Manager, Europa Road

"By the end of Q2 2024, 50% of all linehauls out of DPD Netherlands will run on HVO fuel. Europa Road's contribution, 1,300 KM per day, 350,000 KM per year, is a major part of that transition."

Maurice Loef, Linehaul Director, DPD Netherlands

Looking ahead

This partnership builds on Europa's broader sustainability strategy, including:

- Microlise telematics for driver efficiency.
- Blue Yonder platform for scope 3 GHG reporting.
- Ongoing collaboration with environmental experts.

Together, Europa and DPD Netherlands are setting a new standard for low-emission freight across Europe.

Climate risk



Understanding and managing climate-related risks

Europa recognises that climate change presents both risks and opportunities that can materially impact our operations, supply chains, and long-term business resilience. We are committed to identifying, assessing, and managing climate-related risks across our organisation, in line with emerging global standards.

Types of climate risk

We categorise climate-related risks into two primary areas:

1. Risk assessment & integration

Physical risk

These include acute events such as extreme weather (e.g., floods, storms) and chronic changes like rising temperatures or sea levels. Such risks may disrupt transport routes, damage infrastructure, and affect employee safety and operational continuity.

Climate risk is integrated into our enterprise risk management framework. We conduct regular assessments to evaluate exposure across our operations, including:

- Vulnerability of logistics hubs and transport routes to extreme weather
- Regulatory developments affecting fuel types, emissions, and reporting standards.

Transition risk

These arise from the shift to a low-carbon economy, including regulatory changes, evolving customer expectations, and market shifts. Examples include stricter emissions regulations, carbon pricing, and increased demand for sustainable logistics solutions.

- Financial implications of carbon-related compliance and operational changes
- Reputational risks linked to stakeholder expectations and ESG performance.

These assessments inform strategic planning, investment decisions, and operational resilience measures.

2. Mitigation and adaption strategies

To address climate risks, Europa has implemented a range of mitigation and adaptation strategies:

Infrastructure resilience

Upgrading facilities to withstand extreme weather, including flood prevention and energy redundancy systems.

Diversified transport modes

Expanding rail and low-emission transport options to reduce exposure to fuel volatility and regulatory risk.

Renewable energy and efficiency

Transitioned to 100% renewable electricity across UK operational sites and investing in energy-efficient technologies.

Data-driven decision making

Leveraging advanced emissions reporting tools to monitor performance and guide climate-related actions.

Energy consumption

Optimising energy use across operations

Europa is committed to reducing energy consumption across all areas of our business, recognising its critical role in lowering greenhouse gas emissions and improving operational efficiency. Our energy strategy focuses on transitioning to renewable sources, enhancing energy performance, and embedding sustainability into infrastructure design and daily operations.



Renewable energy commitment

All UK facilities are powered by 100% renewable electricity, verified through the SSE Green Energy certification. This transition significantly reduces our Scope 2 emissions and supports our broader climate goals

Energy efficiency initiatives

We have implemented a range of energy-saving measures across our sites, including:



These initiatives contribute to reduced energy intensity and improved environmental performance across our operations.

Monitoring and performance

Energy consumption is tracked and reviewed regularly to identify opportunities for improvement. We use certified energy management systems under **ISO 50001** to ensure continuous optimisation and compliance with best practices.

Future focus

Looking ahead, Europa aims to:

- Expand renewable energy sourcing to international operations.
- Increase on-site generation capacity through solar installations - 50% of all operational sites to have solar by the end of 2026.
- Enhance data analytics for real-time energy monitoring and decision-making—BMS upgrade to track real time energy usage by the end of 2026.
- Integrate energy performance into procurement and facility design standards.

Waste and environmental impacts

Minimising waste and enhancing environmental performance

Europa is committed to reducing the environmental footprint of our operations through responsible waste management, resource efficiency, and continuous improvement in environmental performance. Our approach is guided by the principles of the waste hierarchy, prioritising reduction, reuse, and recycling and supported by certified environmental management systems.

Waste management strategy

We have implemented a comprehensive waste management programme across our UK operations, focused on:

Segregation and recycling

Over 79% of waste generated across our sites is recycled or diverted from landfills, including paper, plastics, metals, wood, and hazardous materials.

Hazardous waste handling

All hazardous waste is managed in compliance with UK regulations, with specialist contractors ensuring safe disposal and traceability.

Waste audits

Regular audits are conducted to identify reduction opportunities and improve recycling rates.

Monitoring and compliance

Environmental performance is monitored through our ISO 14001-certified Environmental Management System, which ensures compliance with legal requirements and supports continuous improvement.



Good practices and general comments

TUV Auditors comments for the combined ISO 9001, 14001 & 45001 Audit:

- During the site tour, employees demonstrated strong engagement and support, readily assisting with questions and providing access to documentation. Certificates were well-organised and available upon request.
- EMS included well-defined and relevant KPIs. These indicators were clearly tracked and linked.
- Emergency preparedness was well-managed, with emergency response scenarios and simulations successfully conducted. This demonstrates proactive planning and staff readiness.
- Effective use of telematics (Microlise) to track driver behaviour and efficiency. Supporting both EMS and HSM.

Future focus - Looking ahead, Europa aims to:

- Increase recycling rates across all sites to 85% by 2026.
- Move all sites to online waste reporting by the end of 2026 for increased visibility and traceability.
- Reduce single-use materials in packaging and operations.
- Strengthen supplier engagement on environmental performance.

SOCIAL



Social

Working at Europa



At Europa, our people are the foundation of our success. With over 1,300 employees across 29 international sites, we are proud to foster a workplace culture that is inclusive, ambitious and values driven. Our commitment to employee wellbeing, development, and engagement is central to our sustainability strategy.

1,300+
employees 

 **29** international sites

11 core values 

Culture built on values

Europa's workplace culture is shaped by 11 core values and a set of leadership habits that guide how we work and interact. These include:

- We build positive teams with family spirit.
- We act reasonably and insist on being treated reasonably.
- We drive out complexity and deliver quality through simple and honest transactions.
- We create an inspiring, good-humoured, and driven work environment.

Flexible, supportive and safe

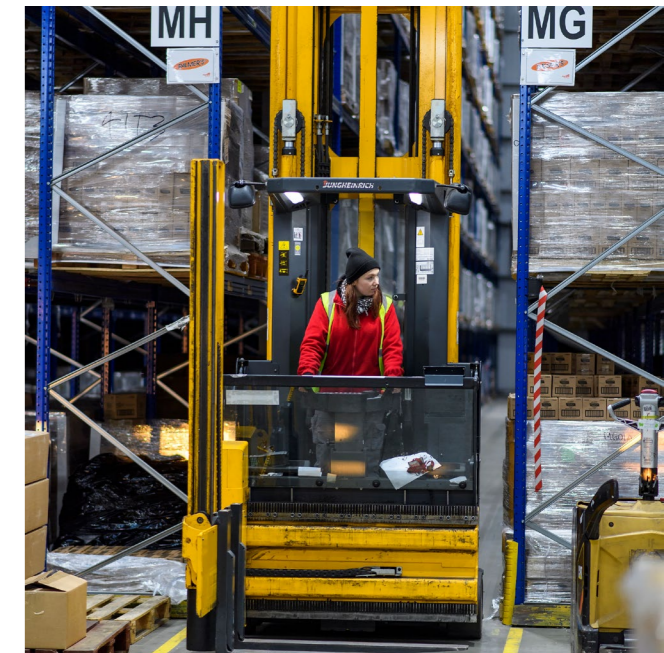
We offer flexible working arrangements where available, including hybrid options from day one, and promote a culture that respects personal time. Mental health support is provided through trained Mental Health First Aiders and confidential services, ensuring wellbeing is prioritised across all roles and locations.

Our benefits package reflects our commitment to holistic support:

- Enhanced leave policies for maternity, paternity, and bereavement.
- Long service awards, rewarding loyalty is one of the many ways we show our appreciation and celebrate commitment to Europa.
- Voluntary benefits including gym discounts, Cycle2Work, tech support, and eyecare vouchers.

Safety first approach

Our commitment to safety is reflected in a proactive, technology-led approach. We embed safety into daily operations through structured inductions, risk assessments, and smart systems that help monitor and improve working conditions. Compliance with health and safety standards is supported by leadership engagement and continuous improvement practices.



Case study

From jeans to General Manager, Malcolm Castle's 35-year journey at Europa

27 May 2024



Overview

Europa supports long-term career growth through internal mobility, leadership development, and a culture that values every individual's contribution.

In 1990, Malcolm Castle walked into Europa's Erith headquarters wearing jeans and a shirt, unaware that he was about to begin a remarkable 35-year career. What started as a speculative visit turned into a same day interview and a role as an operations clerk for the Scandinavian market. Malcolm admits he thought Scandinavia was in Switzerland, but his curiosity and drive quickly made him a standout team member.

Europa, an ambitious and independent logistics operator, employs over 1,000 people across 16 UK and Ireland sites, with international teams in Belgium, the Netherlands, Hong Kong, China, India, and the UAE. Malcolm's journey reflects the company's commitment to nurturing talent and promoting from within.

Over the years, Malcolm progressed through supervisory roles, managed key accounts, and became deeply involved in import/export logistics. His eagerness to understand how departments worked and how processes could be improved led him into transport operations, where he played a pivotal role in transforming Europa's logistics model.

Key project

One of Malcolm's key contributions was helping consolidate regional depots into the centralised 1Hub in Dartford, launched in 2015. This strategic move created the UK's largest European groupage hub, streamlining operations and improving service to European partner depots.

Current

Now General Manager (Transport), Malcolm oversees a team of 55, holds the company's Operator Licence, and leads efforts to achieve DVSA Earned Recognition, a mark of excellence in vehicle and driver compliance. His leadership continues to shape Europa Road's evolution into a technology driven logistics powerhouse.

Malcolm's values remain rooted in teamwork and service. "I've always seen our internal teams as customers; we must give them the best experience too," he says. He's proud of proving doubters wrong and now mentors the next generation as part of Europa's support for the Generation Logistics initiative.

In 2023, Malcolm was honoured as a Europa Legend, part of a long service recognition programme celebrating the loyalty and contributions of Europa's team. "I tell my team they should be looking at my job and aiming higher," he says. His story is a testament to the power of perseverance, curiosity, and a company culture that celebrates growth and loyalty.

Diversity, equality & inclusion

Europa is committed to creating a respectful, inclusive, and empowering workplace. Our DEI strategy is embedded in our values, leadership habits, and operational culture, promoting fairness, representation, and continuous improvement across all levels of the organisation.

Core principles and culture

We offer flexible working arrangements where available, including hybrid options. We define diversity as valuing everyone as an individual, regardless of background, identity, or experience. Our culture is built on family spirit, good humour, and drive, and we believe that diversity fuels innovation, better decision-making, and employee growth.

Policy commitments

Europa promotes a zero-tolerance approach to discrimination, bullying (including cyberbullying), harassment, and victimisation. These principles are upheld through:

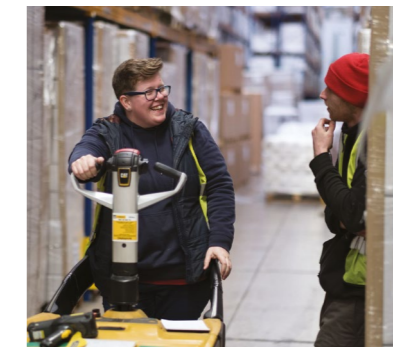
- Mandatory DEI training from day one for all employees.
- Annual policy reviews and effectiveness monitoring.

- Clear grievance mechanisms and escalation procedures.
- Encouragement to raise concerns with managers or HR Business Partners.
- Personal responsibility for all employees to uphold equal opportunities and treat others with dignity and respect.

Governance and accountability

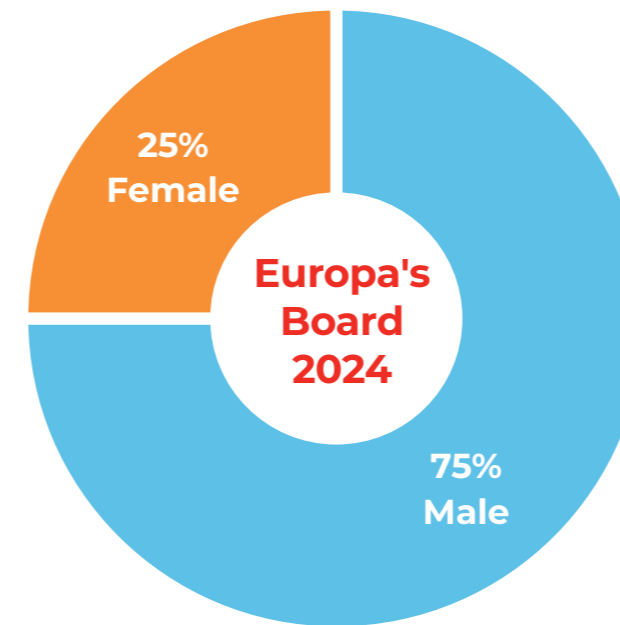
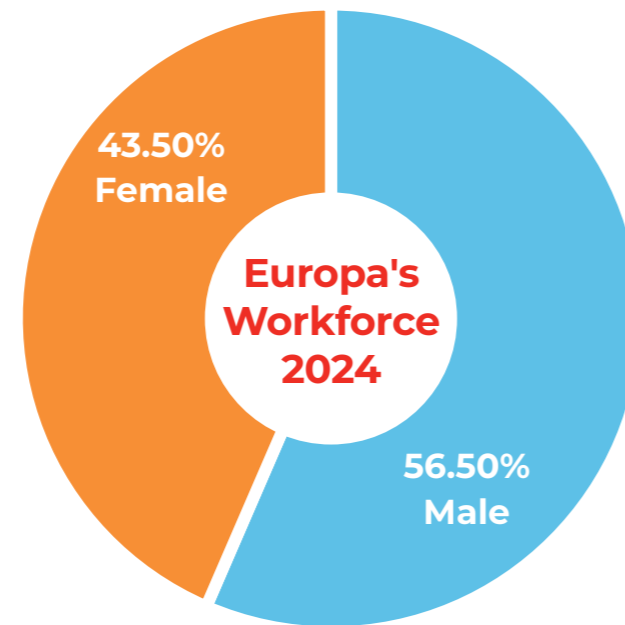
The senior leadership team holds overall responsibility for DEI, with implementation delegated to managers and HR across the organisation.

Europa ensures no unjust discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.



Representation and metrics

- 43.5% of Europa’s workforce is female, nearly three times the industry average, highlighting our commitment to gender diversity across all levels of the business
- 25% of our Board of Directors are women, reflecting ongoing progress in leadership representation.

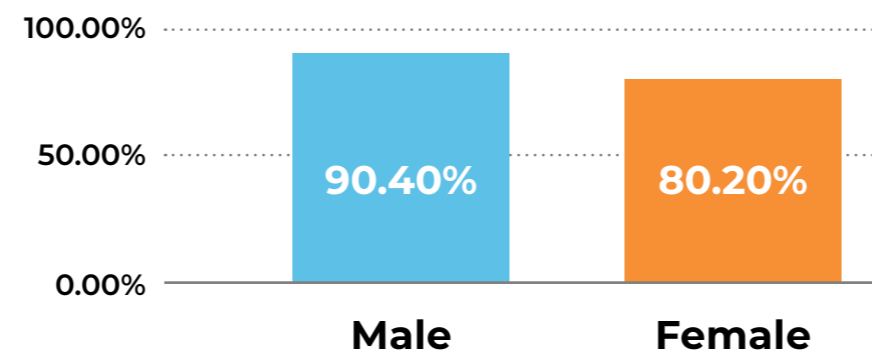


Gender	Lower	Low - mid	Upper - mid	Upper
Female	55.0%	44.3%	40.5%	37.7%
Male	45.0%	55.7%	59.5%	62.3%

Pay quartile breakdown showed strong female representation in lower and mid-level roles, with ongoing efforts to improve representation at senior levels.

Gap	Percentage in favour of males
Mean hourly gender	14.2%
Median hourly	0.9%
Mean bonus	40.8%
Median bonus	80%

Bonus recipients



Strategic actions to reduce the Gender Pay Gap

Europa is actively working to reduce gender-based disparities through:

- Targeted recruitment via initiatives like Generation Logistics.
- Internal-first job advertising to promote career mobility.
- Simplified appraisal processes for clearer expectations and development.
- Management development programmes to support inclusive leadership.
- Formal mentoring and role model promotion (e.g. Women in Logistics).
- Flexible and hybrid working arrangements to support work-life balance.



“Our HR team is the backbone of our people-first culture. On International HR Day, we’re proud to celebrate the individuals who make Europa a wonderful place to work.”

Head of HR and Recruitment

Case study

Empowering women in logistics at Europa Worldwide Group

08 March 2024



Overview

Europa is setting a new standard for gender diversity in logistics, an industry where women typically represent just 20% of the workforce. Through its Winning Women campaign and broader inclusion efforts, Europa has achieved a remarkable 43.5% female representation across its operations, double the industry average and a reflection of a company-wide commitment to gender equality.

The Winning Women campaign

Launched to celebrate International Women's Day, the Winning Women initiative invited nominations for female colleagues who exemplify Europa's core values

- 175+ nominations were submitted across 20 UK and international sites.
- 10 winners were selected from diverse departments including Road, Air & Sea, Warehouse, and Central Services.
- Winners were personally recognised by their managers, reinforcing a culture of appreciation and visibility.

Representation across divisions

Europa's commitment to gender balance is evident across its three main divisions:

- Europa Road: 47% of Branch Managers and 55% of Customer Service Managers are women.
- Europa Air & Sea: 35% female representation across UK and global sites.

- Europa Warehouse: 43% female workforce, led by Chief Operating Officer Dionne Redpath.

This representation spans from entry-level roles to senior leadership, showcasing Europa's inclusive hiring and promotion practices.

Culture of support

Europa fosters a workplace culture that supports women's career growth through:

- Flexible, family-friendly policies.
- Strong internal values promoting equal opportunity.
- Leadership that actively champions diversity and inclusion.

Impact

- Increased visibility and recognition of female talent.
- Stronger employee engagement and morale.
- A more inclusive and balanced workforce driving innovation and performance.

Professional education, lifelong learning and growth

Europa is committed to the continuous development of its people, recognising that learning is essential to both individual growth and organisational resilience. Our training and development strategy supports career progression, enhances operational excellence, and fosters a culture of leadership at every level.

Training delivery in 2024

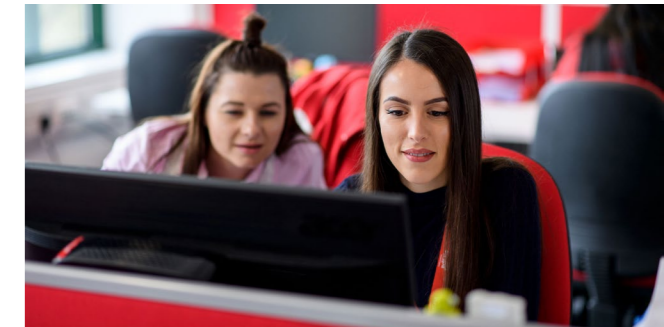
In 2024, Europa delivered 19 structured training programmes across four key areas:



In total, 396 employees took part in formal training, with an average participation rate of 128%, indicating that many employees attended multiple sessions, reflecting strong engagement and cross-team involvement. The average training time per employee stood at 12.5 hours, and 85% of employees had personal development plans in place.

Internal mobility and succession

Europa recorded 47 internal mobility cases, reflecting our commitment to promoting from within and supporting career transitions. Succession planning is actively supported by HR investment and leadership engagement.



2025 strategic targets

- Increase average training hours to 15 per employee.
- Reduce absenteeism rate to below 10%.

Europa’s learning culture is built on the principle of ‘Learning that leads to leadership’. Whether through apprenticeships, cross-functional training, or DEI-aligned onboarding, we aim to empower every employee to grow, lead, and contribute meaningfully to our shared success.



“Our people play a crucial role in our business; they are the backbone of any organisation. At Europa, our HR team ensures our colleagues have the tools, support, and environment they need to thrive. Great human resources drive performance, engagement, and long-term success, ensuring we have individuals across our business who live our core values every day in the work they do.”

Head of HR and Recruitment

Case study

Europa Worldwide Group – championing the future of logistics through Generation Logistics

16 October 2024



Overview

Europa is a key supporter of Generation Logistics, a national, industry-led and government-backed campaign aimed at transforming perceptions of the logistics sector and attracting new talent to address a looming workforce shortage of 400,000 by 2026.

Challenge

Despite its vital role in the UK economy, logistics has long been underappreciated and misunderstood. The pandemic and e-commerce boom have highlighted its importance, but the sector still faces challenges in attracting young, diverse talent.

Europa’s strategic involvement

Europa has supported Generation Logistics since its inception, aligning with its mission to spotlight the sector’s complexity, innovation, and career potential. Their contributions include:

- **Campaign sponsorship**
Backing the initiative for another year, Europa joins other industry leaders in promoting logistics as a dynamic career path.
- **Ambassador programme**
Two Europa employees are among over 300 ambassadors engaging with schools and colleges to inspire future professionals.

- **Youth engagement**
The campaign now targets 13–24-year-olds, with Europa helping distribute career guides to every UK school and college.
- **Attitude-focused messaging**
During Generation Logistics Week, Europa emphasised that success in logistics is driven by attitude, determination, and adaptability.
- **Career development**
Europa’s 12-month Management Training Programme equips emerging leaders with essential skills, supporting internal growth and development.

Conclusion

Europa’s active role in Generation Logistics exemplifies how industry leaders can shape the future workforce. Through strategic investment in people and partnerships, Europa is helping redefine logistics as a career of choice for the next generation.

Occupational Health & Safety Management

At Europa, safeguarding the health and safety of our employees is a core priority. We support a proactive and technology-driven safety culture, governed by our ISO 45001 accredited Health & Safety Management System Evotix. Our approach is rooted in prevention, continuous improvement, and employee empowerment, ensuring that safety is embedded into every aspect of our operations.



Health & Safety performance in 2024

Europa's safety governance is supported by structured reporting and performance tracking.



These figures reflect Europa's commitment to transparency and continuous improvement in occupational safety.

Driver's training

In 2024, we launched a new driver training programme to ensure comprehensive coverage of all Health & Safety and compliance-related topics. Delivered through our Evotix platform, the programme achieved 100% completion across our driver workforce. The training includes engaging video content and statutory guidance sourced directly from the DVLA and relevant governing bodies, ensuring our drivers are fully informed and compliant on up-to-date topics.



Dangerous goods safety compliance

Europa goes beyond regulatory requirements by employing global DGSA advisors and delivering localised training across our operational sites. These advisors oversee:

- Compliance with UK and European freight safety standards
- Regular documentation checks and risk assessments for hazardous goods
- Cross-border safety assurance for dangerous goods shipments

This proactive approach ensures that all shipments meet stringent safety criteria before entering Europa's European network.



Safety systems and technology

At Europa, we partner with Evotix to support our commitment to health, safety, and sustainability across all operations. Evotix provides an intuitive EHS&S platform that enables our teams to proactively manage risk, report incidents, and drive continuous improvement in workplace safety.

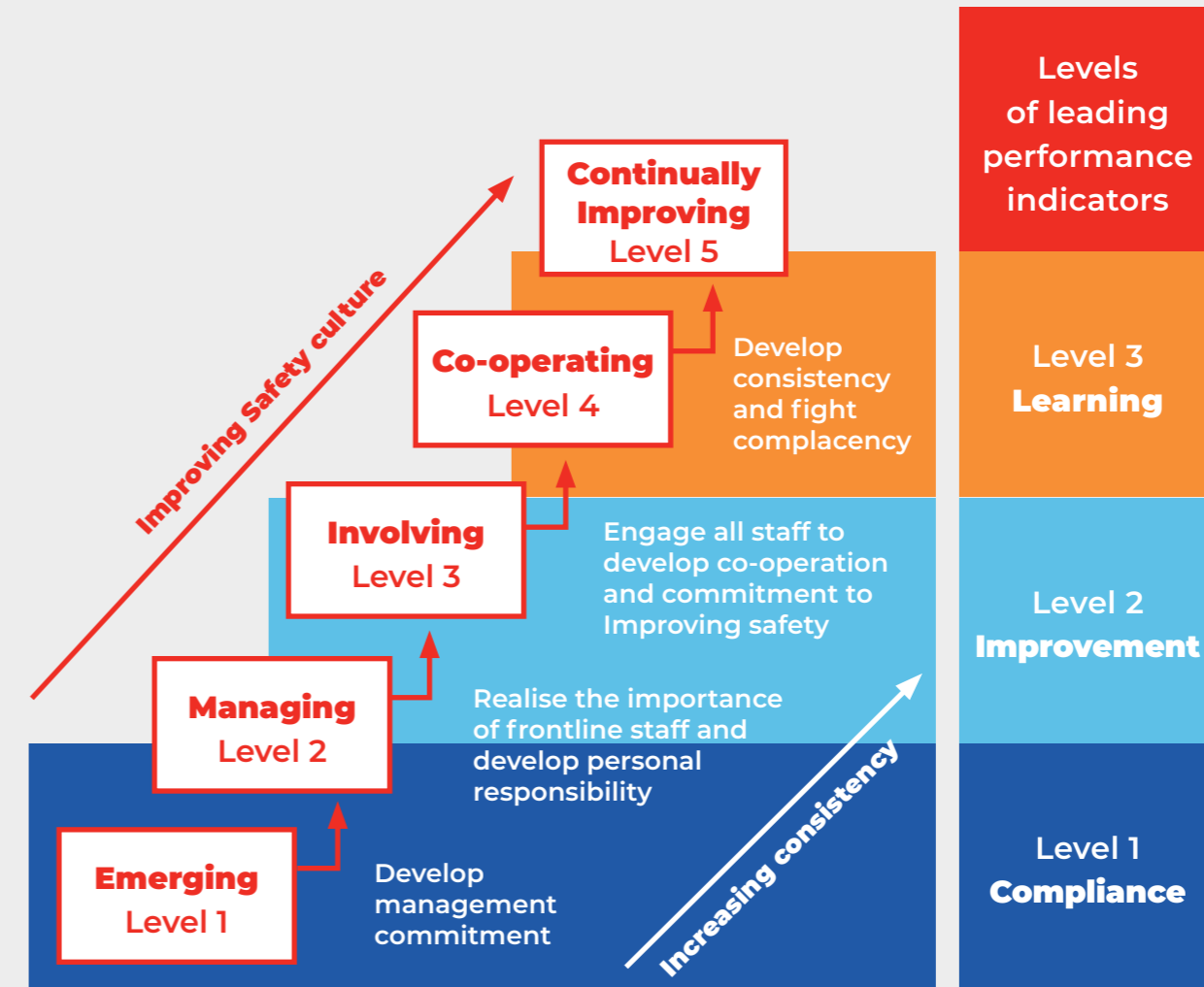
Europa has implemented smart safety technologies to enhance operational safety. At our Dartford transit hub, the Rackeye system monitors racking health in real time, sends SMS alerts upon forklift impact, and tracks historical impact trends to identify high-risk zones. This system has significantly reduced racking damage and improved driver accountability.

EVOTIX



Safety governance and future objectives

Health and safety governance is led by the Facilities and Health & Safety teams, with oversight from senior leadership and site managers. Europa's ISO 45001 objectives for 2024 included:



- Achieving **Level 5 safety maturity**
- Reaching **Level 2 maturity** in all sales offices

Safety performance is reviewed quarterly, with daily and weekly monitoring at operational sites. These efforts reflect Europa's commitment to creating a safe, resilient, and supportive workplace for all employees.

Corporate citizenship

Europa's approach to corporate citizenship is both strategic and grassroots, empowering employees to lead and participate in charitable initiatives. Our social impact strategy is embedded in our sustainability framework and reflects our values of community, compassion, and collaboration.

We're passionate about helping our local communities. Charity work is incredibly important to us, and we're keen to endorse causes close to the hearts of our employees. Across our network we get involved with popular charity days such as:



A network of Charity Champions across the business promotes causes and leads fundraising efforts. These champions are recognised internally and supported by HR and Communications teams.



Key initiatives include:

Europa 50:50 Match-Funding Scheme – matches employee fundraising up to £500

British Red Cross Ukraine Appeal – £17,392.98 raised through staff donations.



GOVERNANCE



Compliance and ethics



Europa enforces a zero-tolerance approach to corruption, bribery and unethical behaviour. Our compliance framework is built on a robust set of policies and procedures, supported by governance oversight, employee training, and transparent reporting mechanisms.



Policy framework

Europa's key compliance policies include:

Anti-Bribery Policy

Prevents unethical influence in business dealings.

Financial Authority and Contracts Policy

Detects and addresses financial misconduct.

Code of Conduct and Ethics Policy

Requires declarations from employees and suppliers.

GDPR Policy

Protects personal data and ensures lawful processing.

All policies are reviewed annually and are accessible via the employee portal. They are introduced during onboarding and reinforced through quarterly compliance communications.

Code of Conduct

Our Code of Conduct sets out the expectations for ethical behaviour across the organisation. It applies to all colleagues, contractors, and third parties acting on behalf of Europa. Key principles include:

Integrity and accountability

All individuals are expected to act honestly, in good faith, and in a manner that maintains trust and confidence. Activities that are improper, illegal, or could harm the Group's reputation are strictly prohibited.

Respect and responsibility

Colleagues are personally accountable for their actions and must take reasonable care for their own health and safety, as well as that of others.

Confidentiality

Safeguarding sensitive information is essential. Disclosure of confidential data relating to the Group, its customers, suppliers, or colleagues is not permitted.

Conflict of interest

Any financial interest in activities related to the Group's business must be disclosed to line managers. Non-disclosure is considered gross misconduct.

Legal & ethical compliance

Colleagues must inform their manager immediately if they are charged with a criminal offence or involved in significant civil proceedings. Compliance with all applicable laws and internal policies is mandatory.

Anti-bribery and hospitality

Europa Worldwide Group enforces a zero-tolerance policy on bribery and corruption. All gifts, hospitality, and gratuities must be managed in accordance with our Anti-Bribery Policy.

Raising concerns

We encourage a culture of openness where colleagues feel safe to raise legitimate concerns without fear of retaliation. Concerns can be addressed informally with line managers or formally through our grievance and whistleblowing procedures.

Training and awareness

All employees receive ethics and compliance training from their first day, followed by annual refreshers.

Monitoring and reporting

In 2024, Europa recorded four formal compliance cases and three disciplinary actions, demonstrating the effectiveness of its internal compliance system. Additionally, the company received four formal grievances or claims, and one informal complaint related to discrimination or harassment, which were addressed in line with Europa's HR and ethics protocols.

Whistleblower protections

We foster a culture of openness and respect, encouraging colleagues to raise concerns without fear of retaliation. Our Grievance Policy provides a structured process for resolving issues fairly and confidentially.

Our Whistleblowing Policy supports the reporting of malpractice and wrongdoing. It offers a secure and confidential mechanism for raising concerns, with protections in place to prevent victimisation. Colleagues may also seek independent advice from external organisations such as Protect.

Europa's whistleblower platform is accessible to both employees and external stakeholders, ensuring anonymity and protection under GDPR and the EU Whistleblower Directive. In 2024, zero reports were submitted. All reports are investigated confidentially by the Senior Leadership Team.

Supplier ethics and third-party compliance

All suppliers are required to sign Europa's Supplier Code of Conduct, which includes commitments to anti-corruption, fair labour practices, and environmental responsibility. Ethical screening is conducted during onboarding, and annual audits are performed for high-risk suppliers to ensure compliance with our standards.

Promoting ethical culture

Europa celebrates ethical leadership through internal recognition programmes, with employees acknowledged for integrity and ethical conduct during bi-monthly organisational Europa Teams Live events. These recognitions reinforce Europa's values and encourage a culture of inclusion, accountability and transparency.



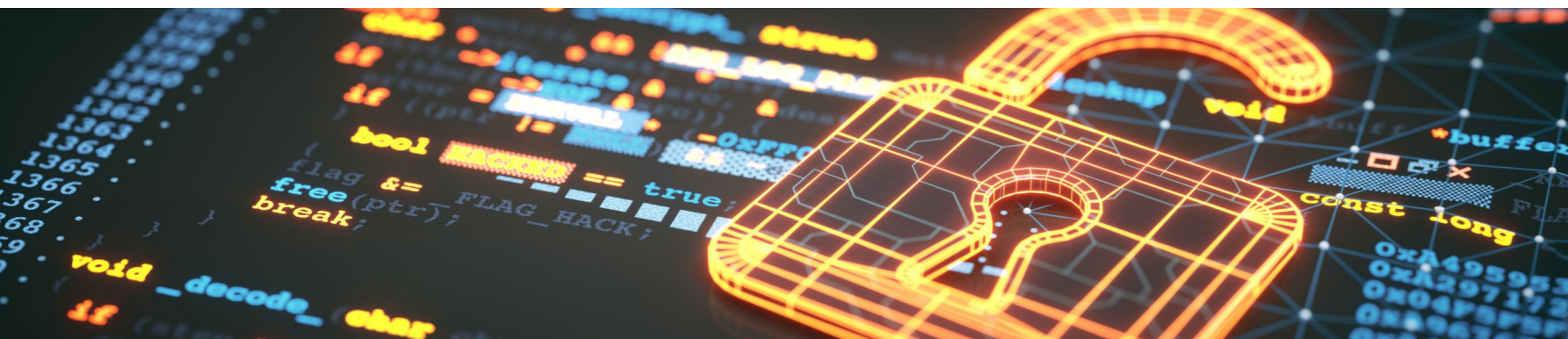
Cybersecurity and data privacy

Europa recognises cybersecurity and data privacy as critical components of responsible business governance. As a logistics and supply chain leader operating across borders and digital platforms, Europa is committed to protecting personal and operational data, maintaining system integrity, and ensuring compliance with data protection regulations.

Policy commitment and governance structure

Europa's approach to data governance is underpinned by a robust GDPR Compliance Policy, which governs the collection, processing, and storage of personal data. This policy ensures that all data handling practices are lawful, transparent, and secure, in full alignment with UK and EU data protection regulations. It applies across all business units and is regularly reviewed to reflect changes in legislation and operational needs.

Cybersecurity governance is led by Europa's Cyber and Network Teams, who are responsible for safeguarding digital infrastructure and ensuring business continuity. Their remit includes the implementation of technical controls, proactive monitoring, and incident response. The governance framework is designed to mitigate risks and uphold the confidentiality, integrity, and availability of information systems.



Key components of the cybersecurity governance framework include:

Access controls and encryption protocols

Role-based access and end-to-end encryption ensure that sensitive data is protected from unauthorised access.

Multi-Factor Authentication (MFA)

Enforced across all core systems to strengthen identity verification and reduce the risk of credential compromise.

Incident response procedures

Clearly defined protocols for identifying, reporting, and responding to data breaches and cyber threats, including escalation paths and post-incident reviews.

24/7 system monitoring

Automated alerts and anomaly detection tools are used to identify unusual activity and enable rapid intervention.

Regular penetration testing and vulnerability assessments

Conducted to identify and remediate potential weaknesses in the network and application layers.

Staff training and awareness

Ongoing training programmes ensure employees understand their responsibilities around data protection and cybersecurity.

This governance structure supports Europa's broader ESG commitments by ensuring that digital operations are secure, compliant, and resilient, protecting both customer trust and business integrity.

Infrastructure and operational resilience

Europa's IT infrastructure is designed to support secure operations across its network of offices and remote teams. In 2024, the company enhanced its systems to enable secure remote working, including:

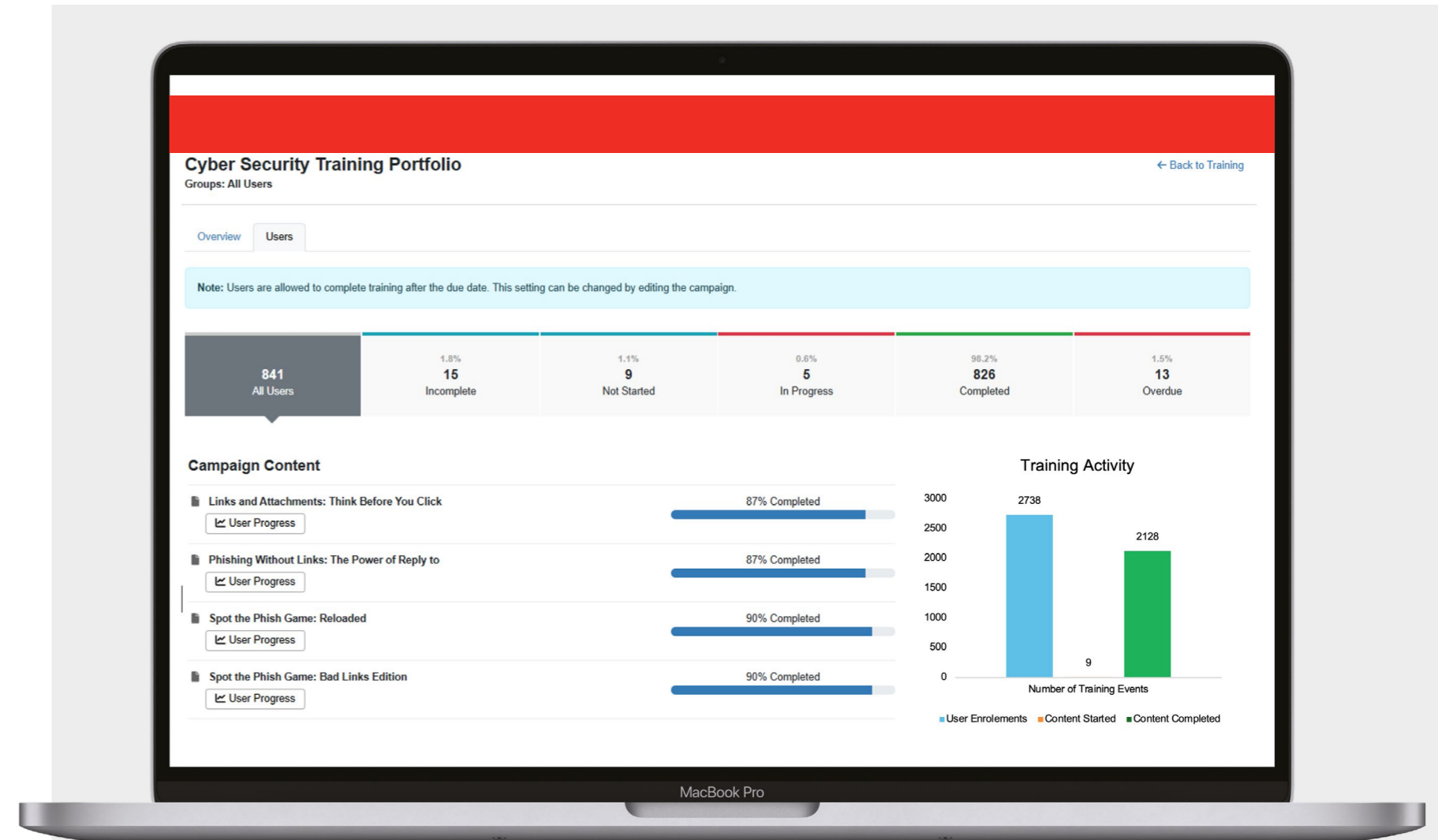
- Encrypted VPN access.
- Secure file sharing platforms.
- Remote device management tools.

These upgrades ensure business continuity while maintaining high standards of data protection and system security.

Training and awareness

All Europa employees receive mandatory data protection training as part of their onboarding, with annual refreshers to reinforce best practices. This training covers:

- GDPR principles and responsibilities.
- Secure data handling procedures.
- Cyber hygiene and threat awareness.



Continuous improvement and future focus

Europa is committed to evolving its cybersecurity and data privacy governance through:

- Regular penetration testing and system audits.
- Ongoing updates to internal training, policies and protocols.
- We are committed to achieving ISO 27001 by 2026.
- Participation in industry forums to stay ahead of emerging threats.

These efforts reflect Europa's proactive stance on digital risk management and its alignment with international governance standards.

Human rights

Policy commitment and ethical culture

Europa is deeply committed to upholding human rights and fostering an ethical, inclusive workplace culture. Our approach is formalised through our Modern Slavery and Human Trafficking Policy, which enforces a zero-tolerance stance on forced labour, child labour, and exploitation across all areas of our operations and supply chain.

This commitment is embedded into our day-to-day practices through the following measures:

Mandatory background checks

These are carried out for all new employees to ensure ethical recruitment and help safeguard against exploitation.

Comprehensive anti-harassment and discrimination policies

These promote a respectful, inclusive, and safe working environment for all.

Confidential grievance mechanisms

These include anonymous reporting channels that empower employees to raise concerns without fear of retaliation.

These practices are designed not only to meet legal obligations under UK and international human rights frameworks, but also to reflect Europa's core values of fairness, integrity, and accountability.



Employee assistance programme (EAP)



Regular training programmes

These focus on ethical labour practices, employee rights, and recognising signs of modern slavery or exploitation.

Supplier due diligence and onboarding checks

These ensure our partners share Europa's values and comply with international human rights standards.

Internal audits and compliance reviews

These help monitor adherence to ethical policies and identify areas for improvement.

By embedding these principles into our culture, we aim to create a workplace where every individual is treated with dignity and respect, and where ethical conduct is the foundation of our business operations.

Governance oversight and accountability

Human rights governance at Europa is overseen collaboratively by the Central Services and HR teams, who are responsible for ensuring that all relevant policies are implemented consistently across the business. These teams also manage the resolution of concerns, ensuring that any issues are addressed promptly, confidentially, and in line with internal protocols.

Europa conducts regular internal reviews of its human rights-related policies and practices to ensure ongoing alignment with evolving legislation and recognised best practice standards. This includes compliance with the UK Modern Slavery Act 2015, as well as alignment with international frameworks such as the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work.



In addition to policy reviews, Europa is working to strengthen its governance through:

Cross-functional collaboration between HR, Legal, Procurement, and Operations to identify and mitigate human rights risks.

Supplier engagement and monitoring, ensuring third-party partners uphold ethical labour standards.

Training and awareness programmes for managers and frontline staff to recognise and respond to human rights concerns.

Data-driven reporting and tracking including the use of internal systems to log and monitor grievances, training completion, and audit outcomes.

This governance framework reflects Europa's commitment to ethical business conduct and the protection of human dignity across its operations and supply chain.

Continuous improvement

Europa is committed to continuous improvement in its human rights governance through:

- Enhanced employee training and awareness campaigns.
- Strengthened grievance and escalation procedures.
- Regular policy reviews and updates.



Sustainable supply chain practices

Europa’s governance of supply chain sustainability is built on ethical sourcing, transparency, and continuous improvement. While formal supplier sustainability audits are not currently conducted, Europa maintains a strong internal framework to ensure responsible procurement practices and alignment with ESG principles.

Supplier standards and risk management

All suppliers working with Europa are required to comply with our Global Supplier Code of Conduct, which sets out minimum standards for ethical, social, and environmental practices across all regions of operation. We are working towards having 80% of all of our Tier 1 suppliers having completed our Code of Conduct audit by August 2026.



This Code outlines clear expectations in key areas including:

Labour and human rights	Suppliers must prohibit forced, bonded, or child labour, ensure fair wages and working conditions, respect freedom of association, and provide a safe and healthy working environment.
Environmental responsibility	Suppliers are expected to comply with environmental laws, minimise their ecological impact, implement environmental management systems (e.g. ISO 14001), and actively reduce emissions and waste.
Ethics and business integrity	All forms of corruption, bribery, and fraud are strictly prohibited. Suppliers must maintain transparency, avoid conflicts of interest, and protect confidential information and intellectual property.
Management systems	Suppliers are encouraged to implement internal policies and training programmes to ensure compliance with the Code and to monitor performance and corrective actions.
Monitoring and compliance	Europa reserves the right to conduct audits, request documentation, and terminate relationships with suppliers who fail to meet these standards.

As part of the supplier onboarding process, new suppliers undergo credit and risk assessments to ensure financial stability, operational reliability and to mitigate risks in the supply chain.

Europa expects all suppliers to comply with its Global Supplier Code of Conduct, which outlines minimum standards for ethical labour, environmental responsibility, and business integrity. While formal assessments are not

currently conducted on an ongoing basis, Europa ensures that suppliers are made aware of these expectations during onboarding and through contractual agreements. The company remains committed to aligning its supply chain practices with international frameworks such as the UK Modern Slavery Act and the UN Guiding Principles on Business and Human Rights and continues to explore ways to strengthen supplier engagement and accountability.

Governance oversight and collaboration

Sustainable procurement at Europa is overseen through close collaboration between the Central Services, Procurement, and Legal teams. This cross-functional approach ensures that sourcing decisions reflect both our sustainability values and regulatory obligations.

Governance mechanisms include:

- Sustainability clauses embedded in supplier contracts, requiring compliance with Europa’s Supplier Code of Conduct.
- Supplier onboarding documentation, including ethical declarations and risk assessments to ensure alignment from the outset.
- Escalation procedures for addressing non-compliance, enabling swift and transparent resolution of issues.

These measures help maintain accountability, promote ethical sourcing, and ensure that suppliers uphold the standards expected across Europa’s global operations.



Training and capacity building

To strengthen governance and embed sustainability into procurement decision-making, all staff involved in procurement receive annual CIPFA sustainability training to broaden awareness on:

<p>ESG risk awareness</p>	<p>Ethical sourcing practices</p>	<p>Supplier engagement strategies</p>
<p>Stakeholder alignment and pre-market engagement</p>	<p>Measuring and reporting on social value and sustainability KPIs</p>	<p>Integration of the UK Social Value Model and UN Sustainable Development Goals (SDGs) into procurement processes</p>

This directly supports Europa’s broader sustainability objectives and ensures procurement activities are aligned with international frameworks such as CSRD and the UN SDGs.

Future focus

Europa is exploring enhancements to its supply chain governance, including:

- Integration of sustainability metrics into procurement systems.
- Expanded supplier engagement on ESG topics.
- Development of internal sustainability scorecards.

These efforts reflect Europa’s commitment to evolving its governance practices in line with global sustainability standards.

Case study

Hallam Express wins Europa's first RDP Depot of the Year Award

11 December 2024



Overview

In 2024, Europa launched a new recognition initiative, the RDP Depot of the Year Award, to celebrate excellence across its Road Distribution Partner (RDP) network. This award highlights the critical role that partner depots play in maintaining Europa's high standards of service, reliability, and customer satisfaction.

The first recipient of this prestigious award was Hallam Express, based in Sheffield, who achieved an outstanding 98.3% success rate over the course of the year. This performance reflects their consistent delivery accuracy, operational discipline, and commitment to Europa's values.

Purpose of the RDP Depot of the Year Award

The award was introduced to:

- Recognise and reward exceptional performance across Europa's RDP network.
- Encourage continuous improvement and healthy competition among depots.
- Strengthen relationships with key logistics partners.
- Reinforce Europa's commitment to operational excellence and customer service.

Award presentation

The award was presented by Malcolm Castle, General Manager of Europa Road, to Paul Greenway of Hallam Express. The ceremony acknowledged the depot's dedication, precision, and teamwork, qualities that have made Hallam Express a vital part of Europa's national distribution infrastructure.

Key achievements of Hallam Express

- 98.3% success rate across all deliveries in 2024.
- Strong internal coordination and process efficiency.
- High levels of customer satisfaction and reliability.
- Positive team culture and leadership.

Strategic impact

Hallam Express's performance sets a benchmark for other depots in the network. Their success contributes directly to Europa's ability to deliver consistent, high quality logistics services across the UK and Europe. The award also serves as a motivational tool, encouraging other depots to strive for similar excellence.

Conclusion

By launching the RDP Depot of the Year Award, Europa has taken a proactive step in recognising the contributions of its partner depots. Hallam Express's win not only celebrates their achievements but also reinforces the importance of collaboration, accountability, and performance in Europa's logistics ecosystem.

ANNEX



Sustainability indicators

Europa uses a structured set of sustainability indicators to monitor, evaluate, and improve performance across its Environmental, Social, and Governance (ESG) pillars. These indicators provide transparency, support strategic decision-making, and ensure alignment with international frameworks such as the Corporate Sustainability Reporting Directive (CSRD), ISO standards, and the UN Sustainable Development Goals (SDGs).

These indicators are embedded into Europa’s internal reporting systems and reviewed regularly by the Central Services and senior leadership Team. They support continuous improvement and help ensure that sustainability is operationally embedded across all divisions.



Indicator	Unit	FY 2024	Standard / Framework
Scope 1 emissions	tCO ₂ e	1,827.74	GRI 305-1, ISO 14083
Scope 2 emissions	tCO ₂ e	873.02 (electricity + gas)	GRI 305-2, ISO 14083
Total scope 1+2 emissions	tCO ₂ e	2,700.77	GRI 305, CSRD
Scope 1+2 intensity	tCO ₂ e / £m revenue	9.90	GRI 305-4
Total energy consumption	kWh	15,781.677	ISO 50001
Renewable electricity usage	%	100%	GRI 302-1
Waste recycling rate	%	79%	GRI 306-2
ESG training completion	%	98%	GRI 404-2
Board diversity (female)	%	25%	GRI 405-1
Workforce diversity (female)	%	43.5%	GRI 405-1
Data privacy incidents	Count	0	

Reporting methodologies

Europa's sustainability reporting for the 2024 calendar year was compiled in January 2025, using verified data sources and internationally recognised frameworks. This structured approach ensures transparency, consistency, and comparability across all ESG disclosures, while aligning with evolving regulatory expectations and stakeholder expectations.



Frameworks and standards used

Europa's reporting methodology is built on globally accepted standards to ensure credibility and alignment with best practices:

- **Global Logistics Emissions Council (GLEC) Framework**
Used for calculating logistics related emissions, particularly Scope 3. This framework enables harmonised reporting across transport modes and supports comparability across the logistics sector.
- **GHG protocol**
Applied across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions), including upstream and downstream energy impacts.
- **ISO 14083**
Referenced for greenhouse gas emissions reporting in transport and logistics, supporting Europa's alignment with international standards for freight emissions.
- **GRI standards**
Used for broader ESG disclosures, including environmental performance (GRI 305), energy use (GRI 302), and governance metrics. These standards help ensure that Europa's sustainability data is relevant, material, and stakeholder focused.
- **CSRD alignment**
Europa is actively aligning its reporting with the Corporate Sustainability Reporting Directive (CSRD) to meet upcoming EU disclosure requirements. This includes enhanced double materiality assessments, digital tagging, and integration of sustainability into financial reporting.

Data collection and assurance

Europa's data collection processes are designed to ensure accuracy, completeness, and traceability:

- **Energy and fuel data**
Collected centrally from verified sources including supplier invoices, fuel cards, and on-site tankers. Where energy bills are paid by landlords and data is unavailable, those locations are excluded from reporting to maintain data integrity.
- **Emissions calculations:**
 - Scope 1:** Based on direct fuel consumption (e.g. diesel and petrol) across Europa's fleet and facilities.
 - Scope 2:** Derived from metered electricity and gas usage at operational sites.
 - Scope 3:** Calculated using accredited methodologies via Europa's partnership with Blue Yonder, covering indirect emissions such as purchased services, business travel, and waste.
- All emissions and energy calculations for 2024 were based on the **UK Government's 2024 GHG Conversion Factors**. The formulas below outline how Europa converts activity data into energy use (kWh) and greenhouse gas emissions (tCO₂e).

Reporting scope and boundaries

Europa's reporting covers all sources under its financial control, in line with the GHG Protocol's organisational boundary approach. Emissions from upstream transportation and distribution are excluded where deemed negligible, following GLEC guidance. Downstream Scope 3 emissions tracking is being expanded in 2025 to improve coverage and support future CSRD compliance.

Emission and energy conversion methodologies

Building and vehicle conversion			
Activity type	Unit	Energy (kWh) formula	Emissions (tCO ₂ e) formula
Electricity	kWh	Consumption	$(\text{kWh} \times 0.20705) \div 1000$
Gas	kWh	Consumption	$(\text{kWh} \times 0.18412) \div 1000$
Water	m ³	$\text{m}^3 \times 0.5$	$(\text{m}^3 \times 0.15311) \div 1000$
Other fuels	Litres	Litres $\times 9.7$	$(\text{Litres} \times 2.51279) \div 1000$
Leased offices	Sqft	$(\text{Sqft} \div 10.764) \times 70$	$(\text{kWh} \times 0.20705) \div 1000$
Diesel (trucks)	Miles	Miles $\times 5.94$	$(\text{Miles} \times 1.40489) \div 1000$
HVO 100 (trucks)	Miles	Miles $\times 5.34$	$(\text{Miles} \times 0.088647) \div 1000$
Electric (trucks)	Miles	Miles $\times 1.7$	Included in warehouse electricity
Petrol (small cars)	Miles	Miles $\times 0.24$	$(\text{Miles} \times 0.023126) \div 1000$
Diesel (small cars)	Miles	Miles $\times 0.77$	$(\text{Miles} \times 0.0180176) \div 1000$
Hybrid (small cars)	Miles	Miles $\times 0.16$	$(\text{Miles} \times 0.0108858) \div 1000$
Electric (small cars)	Miles	Miles $\times 0.25$	0
Petrol (medium cars)	Miles	Miles $\times 0.32$	$(\text{Miles} \times 0.0342312) \div 1000$
Diesel (medium cars)	Miles	Miles $\times 0.97$	$(\text{Miles} \times 0.33362) \div 1000$
Hybrid (medium cars)	Miles	Miles $\times 0.19$	$(\text{Miles} \times 0.0147936) \div 1000$
Electric (medium cars)	Miles	Miles $\times 0.3$	0
Petrol (large cars)	Miles	Miles $\times 0.49$	$(\text{Miles} \times 0.0692272) \div 1000$
Diesel (large cars)	Miles	Miles $\times 1.29$	$(\text{Miles} \times 0.0400344) \div 1000$
Hybrid (large cars)	Miles	Miles $\times 0.24$	$(\text{Miles} \times 0.0224289) \div 1000$
Electric (large cars)	Miles	Miles $\times 0.35$	0

Waste and recycling conversion			
Waste type	Unit	Energy (kWh) formula	Emissions (tCO ₂ e) formula
Wood waste	Metric tonnes	$\times 500$	$\times 0.3$
Cardboard waste	Metric tonnes	$\times 1000$	$\times 0.326$
Confidential waste	Metric tonnes	$\times 1000$	$\times 0.326$
Plastic waste	Metric tonnes	$\times 5774$	$\times 1.13$
Metal waste	Metric tonnes	$\times 4697$	$\times 0.357$
Recycled general waste	Metric tonnes	$\times 2000$	$\times 0.8$
Non-recycled general waste	Metric tonnes	$\times 550$	$\times 1$
Food waste	Metric tonnes	$\times 150$	$\times 0.5$



Transport specific methodology

Europa applies rigorous, evidence-based methodologies to assess and reduce the environmental impact of its transport operations. Emissions calculations are grounded in internationally recognised frameworks and validated data sources to ensure accuracy and comparability.

One key operational efficiency is the use of 15.6m long semi-trailers, which offer approximately 15% more capacity than standard 13.6m trailers. This increased payload per journey reduces the number of trips required and lowers emissions per shipment, contributing to Europa's overall carbon reduction strategy.

To evaluate modal transport emissions, Europa references a comparative analysis of the Calais–Dover route, highlighting the significant environmental advantage of using LeShuttle Freight over traditional ferry transport:

- **Ferry journey** ~112 kgCO₂e per truck
- **LeShuttle freight** ~9 kgCO₂e per truck

This analysis is based on a study conducted by Carbone4 for Getlink, which incorporates the following methodological elements:

- **GLEC framework**
Provides a harmonised approach to calculating logistics emissions, including Scope 1, 2, and 3.
- **JMJ ferry emissions study**
Allocates emissions between freight and passenger transport based on space utilisation and fuel type (HFO, LFO, MDO).
- **Eurotunnel GHG data (2019)**
Validated by Getlink's auditors and used to benchmark rail-based freight emissions.
- **ADEME and DBEIS emission factors**
Location-based electricity emission factors for France and England, respectively, applied to Scope 2 calculations.

All transport-related emissions for 2024 were calculated using the UK Government's 2024 GHG Conversion Factors, ensuring consistency with national reporting standards and alignment with the GHG Protocol and ISO 14083.

Scope and boundaries

- Reporting covers sources under Europa's financial control.
- Upstream transportation and distribution emissions are excluded where negligible, in line with GLEC guidance.
- Downstream Scope 3 emissions tracking is being expanded in 2025.

Continuous improvement

Europa uses 2024 data as a baseline for its Significant Energy Uses (SEUs) review in Q3 2025. SEU objectives will be set in November 2025 for implementation in 2026, supporting our long-term decarbonisation roadmap.



Our contribution to sustainable development of societies

Europa’s sustainability strategy is deeply rooted in the principles of the United Nations Sustainable Development Goals (UN SDGs). These goals provide a global framework for addressing the most pressing social, environmental, and economic challenges, and Europa is proud to contribute to their advancement through responsible operations, inclusive culture, and strategic partnerships.



Supporting Health, Safety, and Wellbeing (SDG 3)

We prioritise the health and wellbeing of our employees through a proactive safety culture, underpinned by our ISO 45001-certified Health & Safety Management System. In 2024, we completed over 1,200 safety assessments and delivered comprehensive training via Evotix, ensuring our workforce remains informed, protected, and empowered. Mental health support is embedded into our workplace, with trained Mental Health First Aiders and confidential services available across all sites.



Promoting Lifelong Learning and Skills Development (SDG 4)

Europa recognises that education is the foundation of sustainable development. In 2024, we delivered 396 structured training sessions, averaging 12.5 hours per employee, and supported internal mobility through leadership development and compliance training. Our involvement in Generation Logistics helps address the UK’s logistics skills gap, inspiring young people to pursue careers in supply chain and transport.



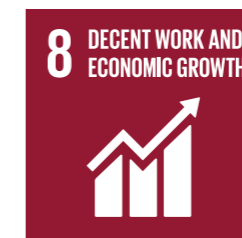
Advancing Gender Equality and Inclusive Workplaces (SDG 5)

With 43.5% of our workforce identifying as female, nearly triple the industry average, Europa is setting a new benchmark for gender diversity in logistics. Our Winning Women campaign, inclusive hiring practices, and leadership development programmes actively promote gender equality across all levels of the organisation. We are committed to reducing the gender pay gap and increasing representation in senior roles.



Accelerating the Transition to Clean Energy (SDG 7)

All UK operational sites are powered by 100% renewable electricity, verified through SSE Green certification. We continue to explore solar energy solutions and have installed EV charging infrastructure across our facilities. These efforts support our broader climate goals and demonstrate our commitment to clean, affordable energy.



Fostering Decent Work and Economic Growth (SDG 8)

Europa’s values driven culture promotes fair labour practices, employee empowerment, and career progression. We maintain strong governance over working conditions, offer flexible arrangements, and support long-term career journeys.



Driving Innovation in Sustainable Infrastructure (SDG 9)

We invest in cutting-edge technologies such as Microlise telematics and electric vehicle trials to optimise fleet performance and reduce emissions. Our infrastructure incorporates smart lighting, rainwater harvesting, and energy-efficient design, supporting both operational excellence and environmental responsibility.



Reducing Inequalities Across Our Workforce (SDG 10)

Europa promotes a culture of fairness, respect, and equal opportunity. Our DEI strategy includes mandatory training, inclusive recruitment, and clear grievance mechanisms, to ensure that all employees are treated with dignity and respect, regardless of background or identity.



Championing Responsible Consumption and Circularity (SDG 12)

Our waste management strategy prioritises reduction, reuse, and recycling. In 2024, over 79% of waste was diverted from landfill, with support from Veolia's systems. We recycle paper, plastics, metals, wood, and cardboard and continue to improve packaging and resource efficiency across our value chain.



Taking Urgent Action on Climate Change (SDG 13)

Europa achieved a 16.56% reduction in total greenhouse gas emissions in 2024, driven by renewable energy sourcing, electric fleet trials, and HVO fuel adoption. Our partnership with Blue Yonder enables accredited Scope 3 emissions reporting, empowering both Europa and our customers to make informed carbon reduction decisions.



Upholding Ethical Governance and Justice (SDG 16)

We enforce a zero-tolerance approach to corruption, bribery, and unethical behaviour. Our governance framework includes robust compliance policies, whistleblower protections, and supplier ethics screening. All employees receive ethics training, and our Supplier Code of Conduct ensures that partners uphold our standards for integrity and accountability.



Building Strategic Partnerships for Sustainable Impact (SDG 17)

Europa's sustainability journey is strengthened through collaboration. We work with Blue Yonder for emissions reporting, DPD Netherlands for low-emission transport, and SSE Green for renewable energy sourcing. Our memberships with BRCGS, UKWA, RHA, and BIFA reinforce our commitment to industry best practices and sustainable logistics.

Further information and information resources

Europa’s commitment to quality, environmental responsibility, occupational health and safety, and energy management is reflected in our extensive ISO certification portfolio. These internationally recognised standards provide assurance to stakeholders that our operations meet rigorous benchmarks for sustainability, governance, and continuous improvement.

All ISO certifications are independently audited and verified by TÜV, a globally respected certification body. As of 2024, Europa holds certifications across four key ISO standards:

- **ISO 9001 – Quality Management**
- **ISO 14001 – Environmental Management**
- **ISO 45001 – Occupational Health & Safety**
- **ISO 50001 – Energy Management**

Certification coverage across global sites

Europa operates across 29 international sites, with the majority of certifications concentrated in the UK, where operational scale and sustainability integration are most advanced.

- In the United Kingdom, all 17 sites are certified to ISO 9001 and ISO 14001, demonstrating full compliance with quality and environmental standards.

Additionally, 88% of UK sites are certified to ISO 45001, reflecting our strong health and safety governance, and 19% are certified to ISO 50001, supporting our energy efficiency goals. Notably, all three UK operational sites are certified to all four ISO standards: ISO 9001, ISO 14001, ISO 45001, and ISO 50001.

- In Continental Europe, certifications are held in Ireland, France, Belgium, and the Netherlands, with each country having at least one site certified to ISO 9001.

However, environmental and energy certifications are not yet in place at these locations, representing future opportunities for expansion.

- In Asia, Africa, and the Middle East, including China, India, South Africa, and the UAE, sites are not currently certified under any ISO standard. These regions are under review for future sustainability integration as part of Europa’s global roadmap.

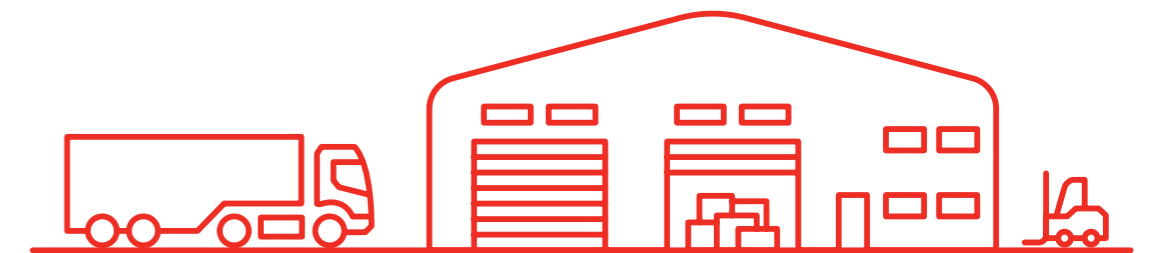
Summary of certification status

All operational sites are certified to **ISO 9001**

All operational sites are certified to **ISO 14001**

All operational sites are certified to **ISO 45001**

All operational sites are certified to **ISO 50001**



These certifications underpin Europa’s sustainability governance and demonstrate our commitment to operational excellence, risk management, and continuous improvement. They also support our alignment with the Corporate Sustainability Reporting Directive (CSRD) and the UN Sustainable Development Goals, particularly SDGs 9, 12, and 13.

Operational GHG totals (Jan 2024 –Dec 2024)

Scope (* Methodologies Page 47)	Area	Sum of kWh	Sum of % of TEC	Sum of tCO _{2e}	Sum of % of Total tCO _{2e}
Scope 1 fuel	Operational travel (trucks)	10,678,879.35	68.45%	1,827.74	59.27%
Scope 3 fuel	Company car travel	110,402.53	0.71%	24.89	0.81%
Total fuel scope	Business travel total	10,691,500.35	68.53%	1,831.52	59.39%

Scope (* Methodologies Page 47)	Area	Sum of kWh	Sum of % of TEC	Sum of tCO _{2e}	Sum of % of Total tCO _{2e}
Scope 2 energy	Birmingham	383,247	2.46%	78.84	2.56%
Scope 2 energy	Corby	1,491,492	9.56%	308.20	9.99%
Scope 2 energy	Dartford	2,049,960	13.14%	417.94	13.55%
Total energy scope	Operational energy total	3,924,699	26.11%	804.98	27.10%

Scope (* Methodologies Page 47)	Area	Tonnes	Sum of kWh	Sum of % of TEC	Sum of tCO _{2e}	Sum of % of Total tCO _{2e}
Scope 3 waste	Birmingham	137.52	129,692.13	0.83%	46.43	1.51%
Scope 3 waste	Corby	621.63	549,709.95	3.52%	214.28	6.95%
Scope 3 waste	Dartford	375.63	157,387.57	1.01%	155.66	5.05%
Total waste scope	Operational waste total	1,509.41	836,789.65	5.30%	416.37	13.34%

Non-operational UK totals (Jan 2024 –Dec 2024)

Area	SQFT	kWh per month	kWh per year	tCO ₂ e per month	tCO ₂ e per year
Belfast	2,500	1,354.82	16,257.90	0.28	3.37
Bristol	2,323	1,258.90	15,106.84	0.26	3.13
Cambridge	1,648	893.10	10,717.21	0.18	2.22
Cardiff	723	391.82	4,701.78	0.08	0.97
Dower House	3,419	1,852.86	22,234.30	0.38	4.60
Glasgow	1,776	962.47	11,549.61	0.20	2.39
Heathrow	1,440	780.38	9,364.55	0.16	1.94
Leeds	1,326	718.60	8,623.19	0.15	1.79
Manchester	3,685	1,997.01	23,964.14	0.41	4.96
Newcastle	2,679	1,451.83	17,421.96	0.30	3.61
Nottingham	4,000	2,167.72	26,012.63	0.45	5.39
Sheffield	2,500	1,354.82	16,257.90	0.28	3.37
Southampton	785	425.41	5,104.98	0.09	1.06
Non-operational UK sites total	28,804	15,609.75	187,316.98	3.23	38.78

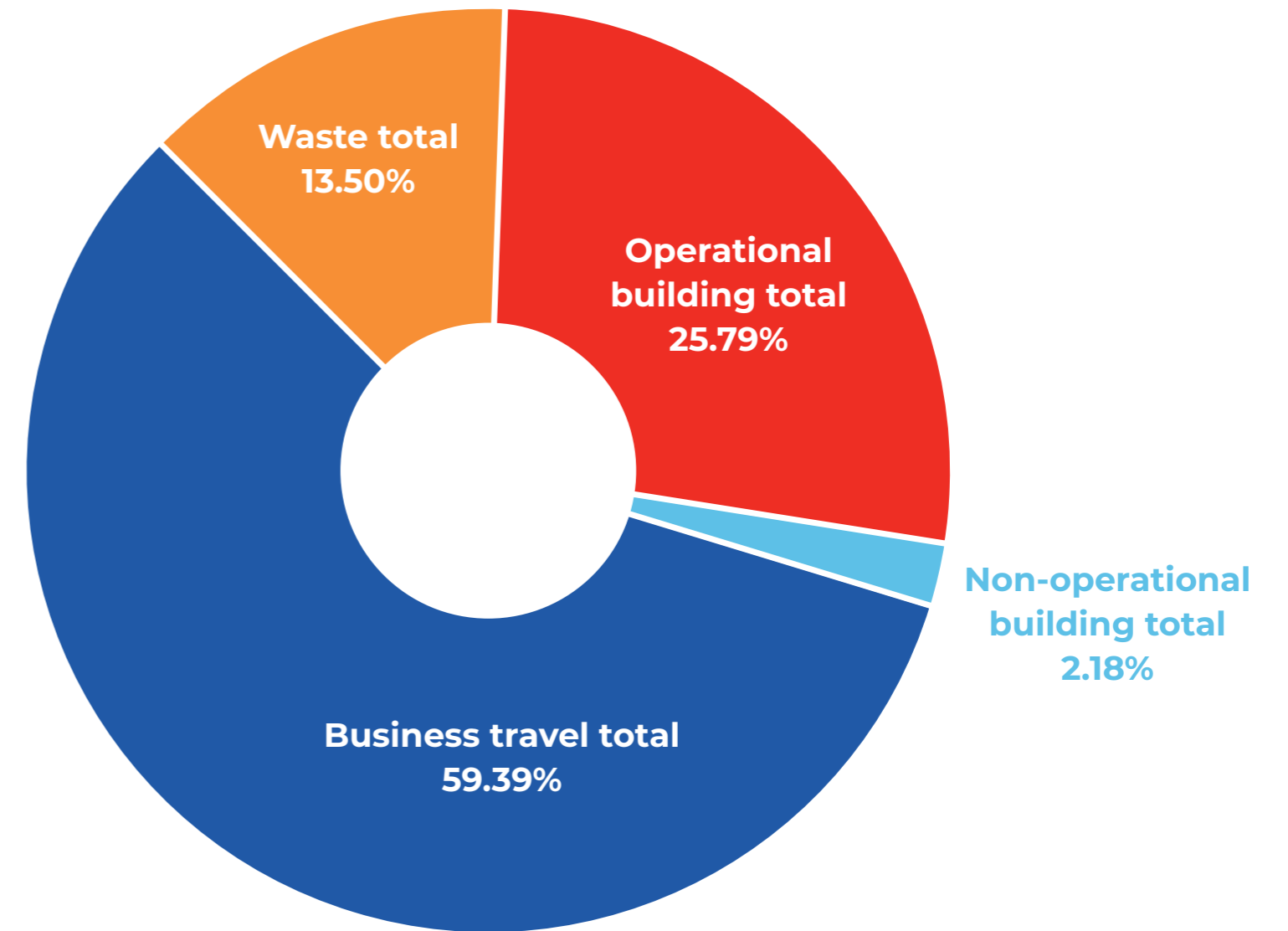
Non-operational Totals (Jan 2024 –Dec 2024)

Area	SQFT	kWh per month	kWh per year	tCO ₂ e per month	tCO ₂ e per year
UK	28,804	15,609.75	187,316.98	3.23	38.78
Ireland	780	422.71	5,072.46	0.09	1.05
France	1,808	979.81	11,757.71	0.20	2.43
Hong Kong	1,501	813.44	9,761.24	0.17	2.02
India	1,939	1,050.80	12,609.62	0.22	2.61
UAE	1,740	942.96	11,315.50	0.20	2.34
China	4,322	2,342.22	28,106.65	0.48	5.82
Netherlands	457	247.66	2,971.94	0.05	0.62
South Africa	9,192	4,981.42	59,777.03	1.03	12.38
Non-operational sites total	50,543	27,390.76	328,689.15	5.67	68.06

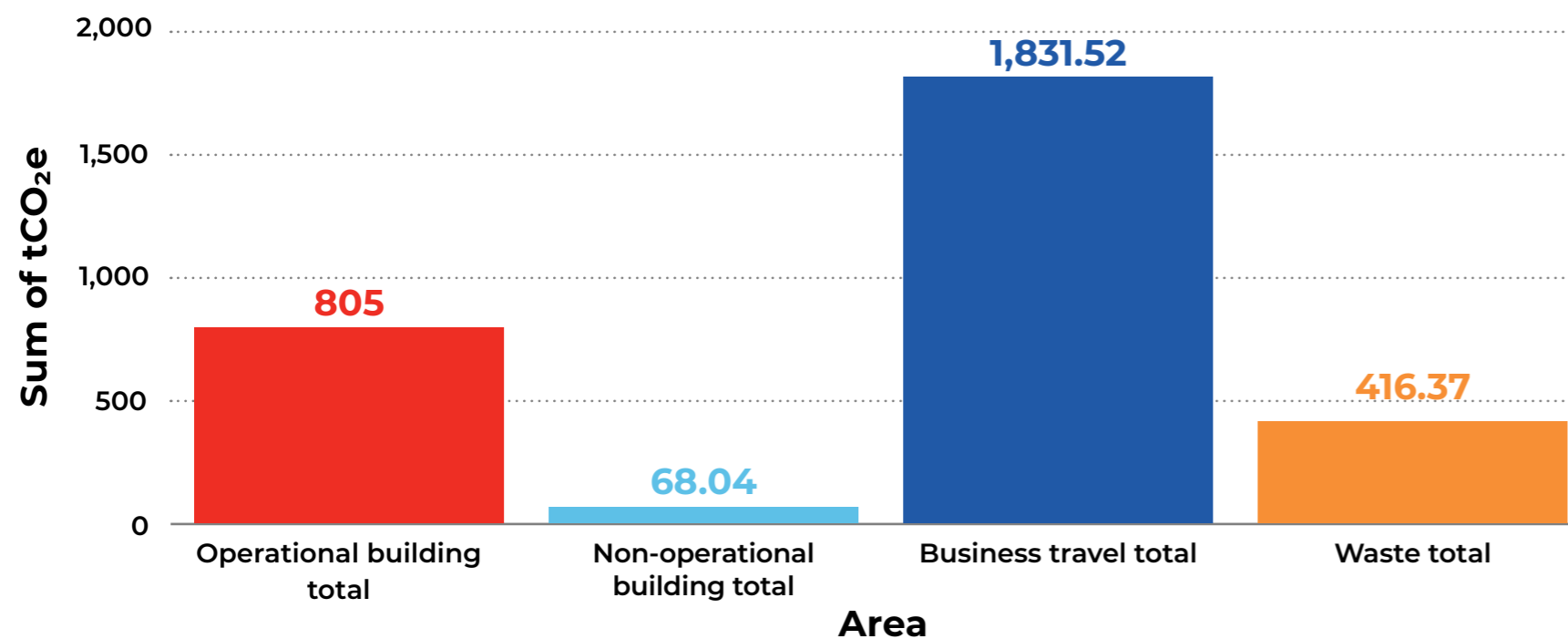
Totals (Jan 2024 – Dec 2024)

Energy / activity	Energy equivalent (kWh)	% of TEC	Carbon (tCO ₂ e)	% of total tCO ₂ e
Operational building total	3,924,698	24.87%	805	25.79%
Non-operational building total	328,689.12	2.08%	68.04	2.18%
Business travel total	10,691,500.35	67.69%	1,831.52	59.39%
Waste total	836,789.646	5.36%	416.37	13.50%
Overall total	15,781,677.30	100.00%	3,120.92	100.00%

% of total tCO₂e by area



Sum of tCO₂e by area





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