



Sustainability Report



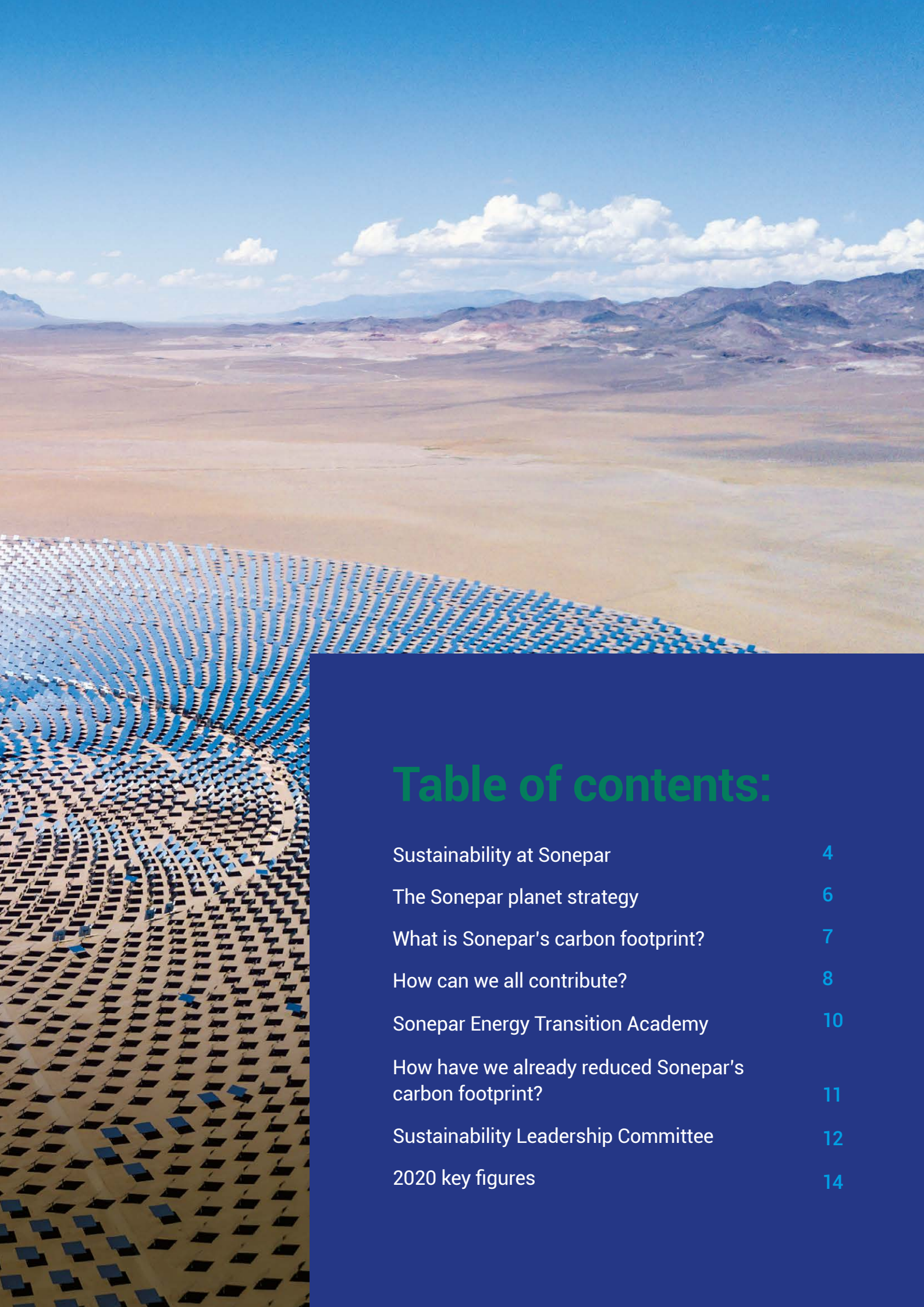


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Sustainability at Sonepar

"Sustainable development is at the very core of Impact, Sonepar strategic business plan"

Matt POTHECARY

Chief Communications
Officer & Sustainability



Humanity is at a turning point. The way we treat our planet must change. Global warming and waste are some of the most critical challenges that our world is facing. We need to make radical changes as to how we create and use the energy and resources that power our industries, our cities, our homes and our world. Addressing population inequality, health and education will be central to help solve these challenges.

And there is hope – because a transformation is underway: society is moving away from polluting fossil fuels, to clean and infinitely available electric energy. There is also a move away from a system based on wasteful consumption towards a circular economy of recycling and re-use.

The sooner we embrace this clean and circular future, the sooner we take a huge step towards a more sustainable, fairer and healthier future for humanity.

Sustainable development is at the very core of Impact, our strategic business plan, and the Planet pillar is one of our primary areas of focus since 2019. Our strategy is fully aligned with the **United Nations' 2030 Sustainability Development Goals**.

Sonepar is fully committed to being more sustainable and is preparing for future energy transition challenges by promoting energy efficient products and raising awareness on sustainability internally using e-learning solutions and the creation of the Sonepar Energy Transition Academy.

In 2019, Sonepar measured its carbon footprint for the first time and will now work very hard on reducing it in the coming years. We plan to be in line with the Paris Agreement to limit the rise in world temperature below 2°C for 2050.

Today, Sonepar is launching **10 easy to follow Sustainable Commitments** which will enable us all to have the right everyday behaviours to promote sustainability, at work and at home.

We are Sonepar.

Powered by Difference

Matt POTHECARY

Tanguy GRIFFON

Group Sustainability &
Energy Transition Director



*“Leverage
our unique
position
in the value
chain by
engaging
our 45 000
associates”*

At Sonepar, we are committed to a sustainable future.

Our business is at the very heart of the electrical ecosystem, of the energy transition and circularity. And we control our own destiny – our family of shareholders is united in its desire for Sonepar to stand up and play our part. We can act with confidence and decisiveness.

We want to create a ripple effect – where the actions we take on sustainability multiply outwards, having a wider and wider impact on the world. As guiding principles, we will make sure to:

- Embed our sustainability strategy into our corporate strategy
- Align our efforts with the UN's Sustainable development goals
- Focus on behavior change, as well as achieving targets

Electricity is the clean energy of the future and our vision is to become the world's leading electrical distributor accelerating the market adoption of clean energy solutions and net zero emissions.

Our strategy is to leverage our unique position in the value chain by engaging our 45 000 associates, the world leading electrical manufacturers and our customers. Sonepar has the world's largest community of electrical experts and industrial customers.

We will nurture and champion innovation from our suppliers, encouraging them to develop more sustainable offers, services and solutions and act as a bridge with our customers to enhance adoption and create a better ecosystem.

Tanguy GRIFFON

**To achieve this, we are focussing
on 3 initial priorities:**

- 1.** Creating a generation of 'clean first' advocates through education, collaboration and partnerships.
- 2.** Getting our own house in order by radically cutting down our own emissions and waste.
- 3.** Creating a 'Sonepar Sustainable offer' that prioritizes sustainable solutions and services, and where Sonepar operations are the default locations for delivering energy efficient and renewable solutions as well as services such as recycling, repairing, trainings and energy management.

*"Clean
energy
solutions
and net
zero
emissions"*

The Sonepar planet strategy

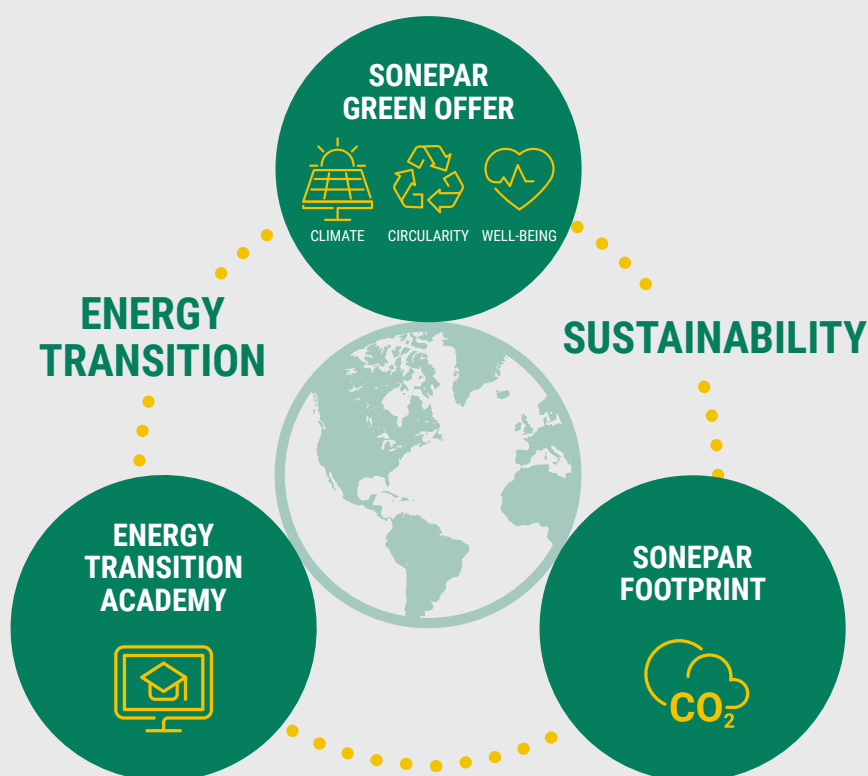
Our vision is to accelerate the market adoption of clean energy solutions and net zero emissions. We will:

> **Lead by example by reducing our carbon** footprint and waste in our operations.

> **Launch the Energy Transition Academy** to train our associates, sales force and **customers**.

> **Promote a circular economy** scaling-up the sales of energy efficient solutions to our customers and highlighting products and services with a lower impact on our environment and our health.

Our aim is to showcase these efficient solutions across all our operations.



What is Sonepar's carbon footprint?

SUPPLIERS



ASSOCIATES



SONEPAR NETWORK

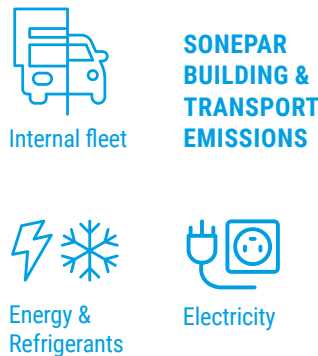


CUSTOMERS & END-USERS

UPSTREAM EMISSIONS

INTERNAL EMISSIONS

DOWNSTREAM EMISSIONS



Country scope based on ISO 14064 and Greenhouse Gases protocol

SONEPAR INTERNAL EMISSIONS (SCOPE 1 & 2)

Emissions directly linked to Sonepar's activity, such as:

- the fuel for vehicles
- the energy for heating

Emissions indirectly producing greenhouse gases such as:

- the electricity used to power buildings

SONEPAR UPSTREAM AND DOWNSTREAM EMISSIONS (SCOPE 3)

Emissions linked to Sonepar through our supply chain and vendor partners, being upstream and downstream. Through operations such as, purchasing, sales and product life cycle.

Sonepar is continuously working to reduce the CO2 footprint both upstream and downstream.

Scopes 1, 2 and 3 designate the perimeter within which the emissions are studied.

"Promote
energy
efficient,
renewable,
circular
products
and services"

How can we all contribute?

By applying Sonepar's 10 commitments

Sonepar is launching 10 Sustainability Commitments to help promote sustainability actions in our everyday life at work.



Accelerate the Energy Transition with customers: promote energy efficient, renewable, circular products and services such as recycling, repairing and reusing.



Use renewables: install solar panels on warehouses and branches or connect to a local renewable energy plant or install heat pumps.



Preserve energy: regulate temperatures, install presence detectors, LEDs and energy management to control consumption. Switch off lights and screens when leaving the office. Replace old electrical devices with energy efficient products (eco-label minimum A).



Use low-carbon transports: choose low-carbon transport when commuting or travelling (public transport, low consumption, hybrid or electric vehicles, trains instead of planes...). Organise online meetings instead of travelling whenever possible.



Request low-carbon logistics: request suppliers & transporters to use low consumption, hybrid or electric vehicles to deliver products. Optimize truck loads, delivery routes, bundle orders and provide logistic data.



Be circular: collect, sort and recycle waste, repurpose products that are not used, repair broken ones, buy refurbished products to avoid resources use, rent or lease, avoid printing.



Consume responsibly: purchase products with ethical labels (materials, working conditions) for clothes, electronics, energy, food etc.



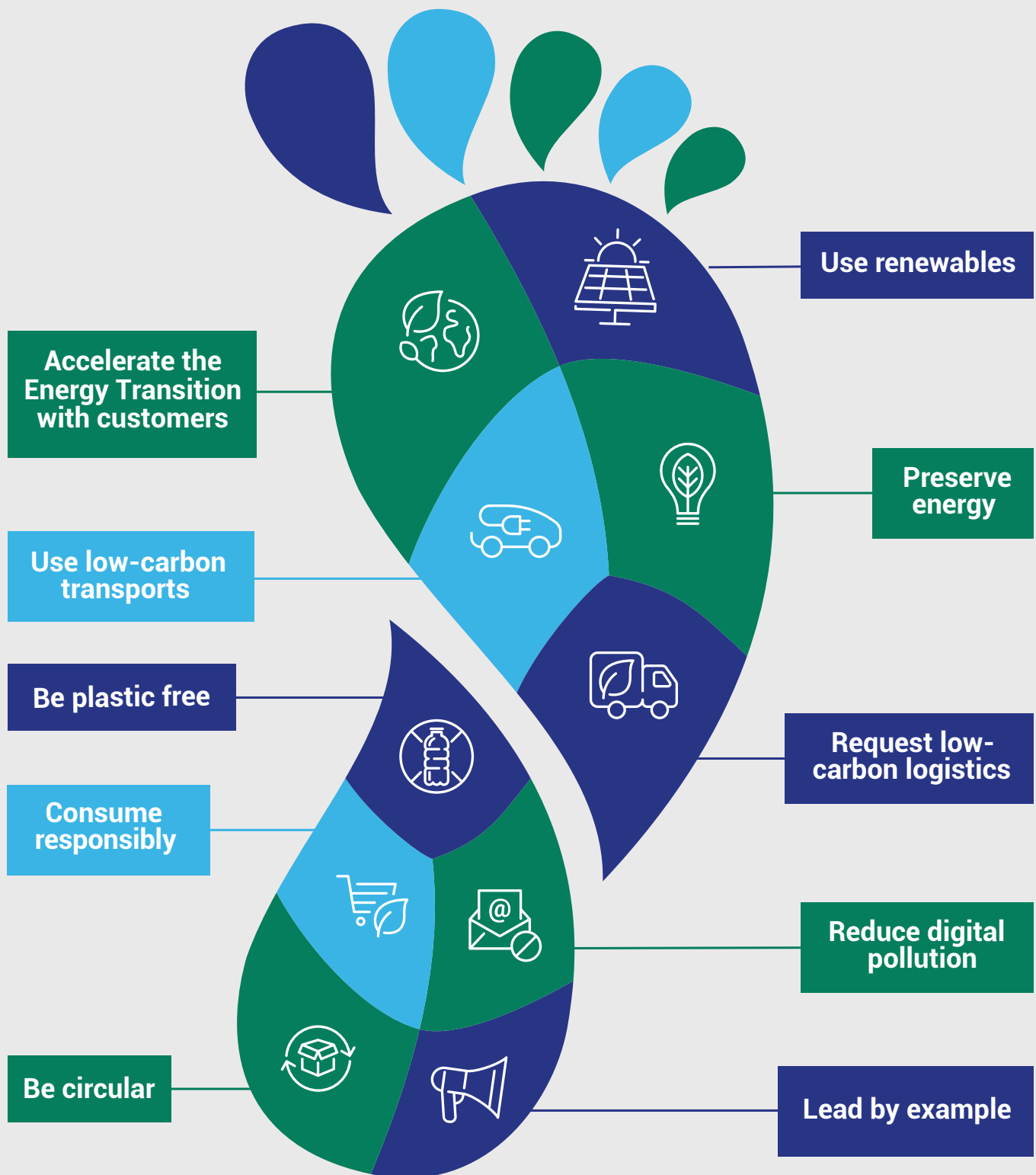
Be plastic free: purchase bulk products, drink tap water, refuse single use plastic and use a personal and reusable water bottle. Avoid goodies and low-quality, single-use plastic objects.



Reduce digital pollution: unsubscribe to unread newsletters, clean up inbox mail and archives, and reduce quality of video streaming to reduce servers' energy consumption.



Lead by example: participate in local, impactful initiatives to help care for your community. Be aware of the effects of climate change, educate your family and friends on the importance of taking care of our planet.



"The aim is to encourage associates to take actions about Sustainability within Sonepar"

Sonepar Energy Transition Academy

As a key part of the Planet pillar of Sonepar's Impact strategic plan, the Group has launched an online training course designed to raise awareness of 45 000 associates on climate change and its impacts on our daily lives.

When a Sonepar associate successfully completes the online training course, he becomes a member of the Sonepar Energy Transition Academy.

The first online training course lasts 30 minutes and is mandatory for all associates.

The aim is also to help associates learn more about sustainability within Sonepar, to understand what the Group's carbon footprint is today, and to encourage associates to take actions and to actively engage in the energy transition.

Every time an associate successfully takes a sustainability online training course, he is able to move to a new level of membership of the Sonepar Energy Transition Academy. Subsequent releases will be primarily dedicated to sales teams and customers, to raise awareness on circularity and promoting green offers.



How have we already reduced Sonepar's carbon footprint?

AUSTRALIA



Increased LED lighting in selected branches

CANADA



Modular packaging to reduce waste

COLOMBIA



Energy efficiency: Installed LED lights, sensors in offices and meeting rooms

ESTONIA



Increased LED lighting in the CDC

FINLAND



Implemented ISO 14001 environmental management system

FRANCE



Switching to digital invoicing

GERMANY



Implemented ISO 50001 and ISO 14001 environmental management system

ITALY



Setting up photovoltaic panels installed on branches and CDC roofs

ITALY



Promoted sustainable mobility through a 100% electric vehicles trip across Italy

NEW ZEALAND



Bought decarbonized electricity from Ecotricity (Power purchase agreement)

POLAND



Evaluated branches through energetic audits and implemented systems to help monitor heating usage

SINGAPORE



Installed energy efficient systems: LED lighting, auto switch off and sensors

SWEDEN



Using 80% recycled packaging

SWITZERLAND



Charging stations for electrical vehicles in branches

USA



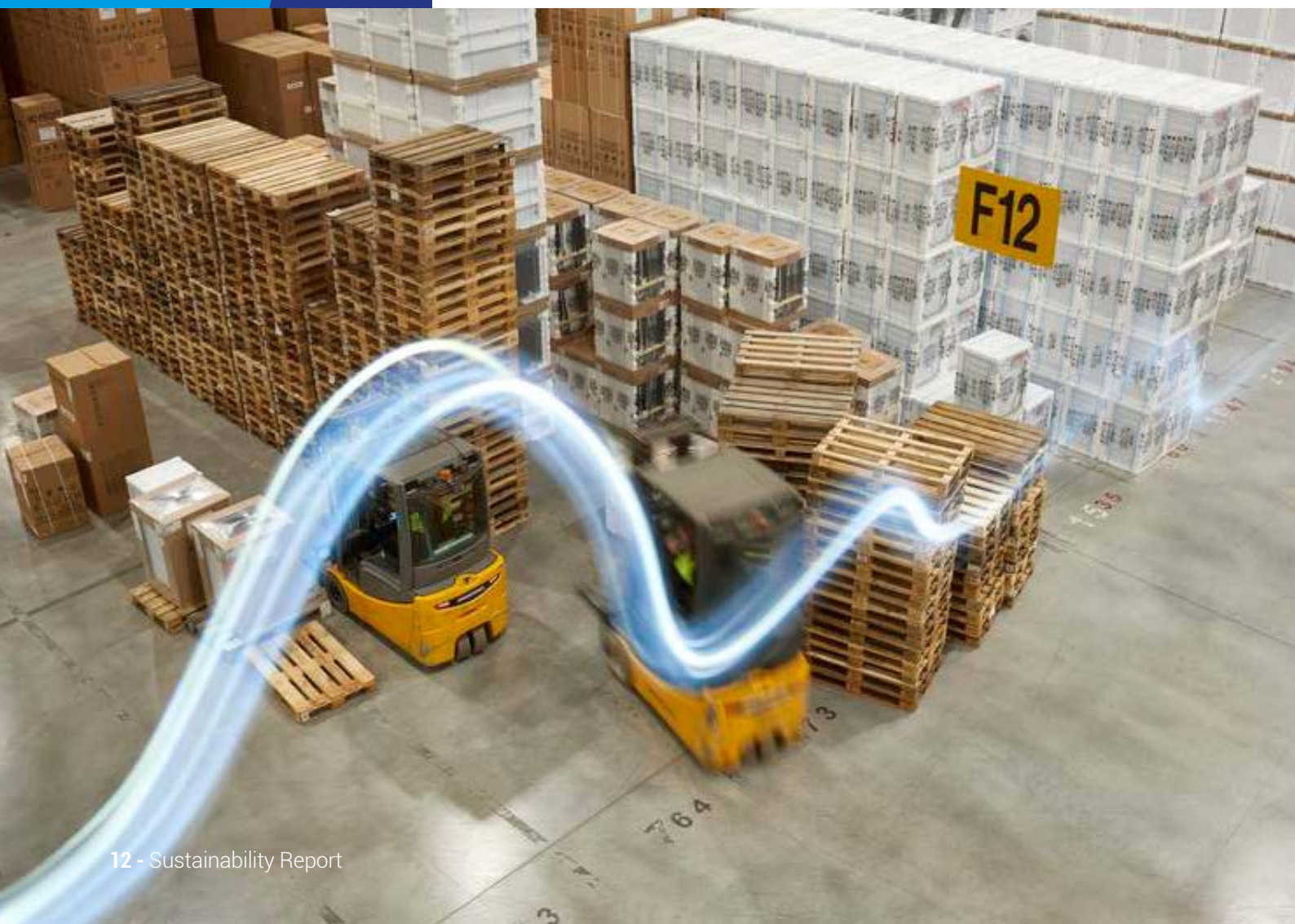
Two 3.5 MW solar projects approved

Sustainability Leadership Committee

"A network of sustainability experts from around the world"

In 2019, Sonepar created the Sustainability Leadership Committee, a network of sustainability experts from around the world who execute locally the actions to achieve Sonepar objectives.

Each country has a sustainability leader and local ambassadors. They take care of the roll-out of the Energy Transition Academy through the entire Group.





Matt POTHECARY
Sonepar HQ



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Paya PIRUZ
Sonepar Austria



Ariane VAN DIJK
Technische Unie



Tom MASON
Sonepar Canada



Sandra PRAT
Sonepar Spain



Evan FISHER
Sonepar USA



Peter ANNESE
Sonepar USA



Andrew GLENN
Vallen USA



Baptiste MESMAIN
Sonepar France



Ricardo DAIZEM
Sonepar LATAM



Bianca BRICIO
Sonepar LATAM



Mauro MACCIONI
Sonepar Italy



Giuliano PELLEGGATTA
Sacchi Italy



Jérôme PUPPINCK
Sonepar Mexico



Stephanie HINDERYCKX
Cebeo Belgium



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Sonepar Switzerland



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L&H Australia



Mark YANG
Sonepar China



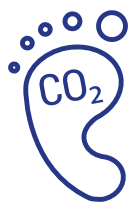
Barlas TOPAL
Central & Northern Europe



Michael LAUBACH
Sonepar Germany

SLC Sustainability
Leadership
Committee

2020 KEY FIGURES



FOOTPRINT

1.1 MTCO₂e*

(country scope excluding immobilization, product purchases, sales and end of life)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



GREENHOUSE
GAS PROTOCOL

15%

GREEN
ELECTRICITY

280

COUNTRY
INITIATIVES

922 TONS

ELECTRICAL
WASTE
COLLECTED

*million tons of carbon dioxide equivalent



GREEN OFFER

N°1

3 BN € ENERGY
EFFICIENCY SALES

N°4

0,5 BN €
RENEWABLE
SALES





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EXPERTISE

28

SUSTAINABILITY
LEADERS

90

AMBASSADORS

6000

ELECTRICAL
INSTALLERS
TRAINED

40%

ASSOCIATES
MEMBERS OF
THE ENERGY
TRANSITION
ACADEMY



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