



ELEVATING STANDARDS. FOR LIFE.

ENVEA Sustainability Report 2023



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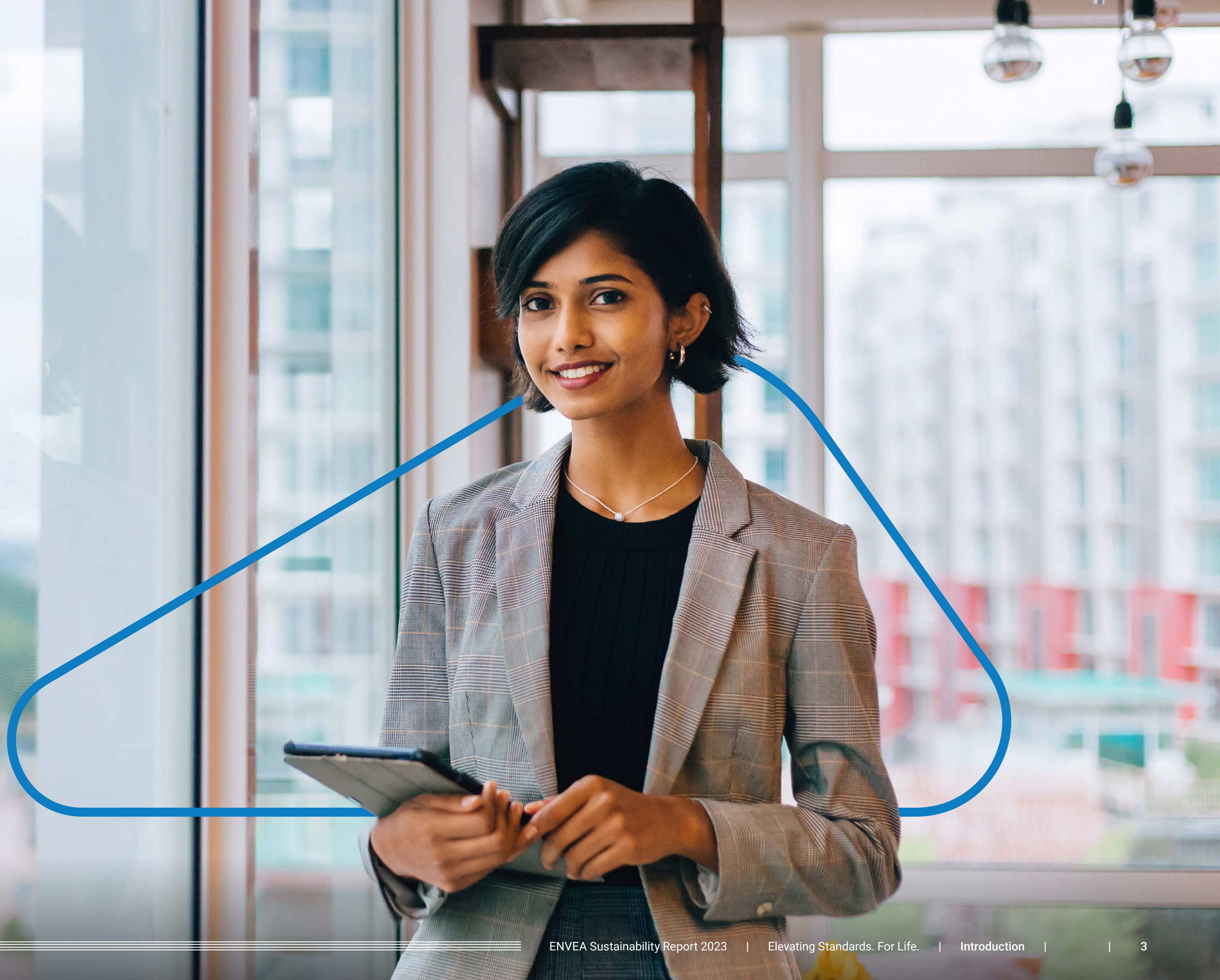
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INTRODUCTION

ENVEA exists to prevent the harmful effects of environmental pollution on living conditions.



LETTER FROM OUR CEO



“We elevate standards for life by providing industry and communities with effective interventions to monitor, control, and prevent environmental pollution and greenhouse gas emissions. Our mission is to create a healthier planet through precise measurement and active management of emissions.”

Welcome to our 2023 sustainability report. This report comes at a pivotal moment, as industries face mounting pressure to monitor and reduce greenhouse gas emissions and other pollutants. Air pollution, exacerbated by climate change, is causing an estimated **seven to nine million premature deaths a year**.

The drive for cleaner performance, precision, and efficiency is being mandated by both regulators and governments. It's also driven by consumers and, increasingly, ESG-minded investors who demand that energy use is minimised, and that products perform better for people and planet.

ENVEA's solutions meet this demand. Our innovative products inform asset owners and regulators on ambient air quality and what is produced at source. With precise data, our customers can improve their environmental performance and minimise the release of unavoidable industrial emissions. By securing process availability, this helps them to prevent

unnecessary emissions which will also protect the health and safety of workers. Our analysers are also the smallest, lightest, and most energy-efficient on the market. We are all proud to work for a growing business whose specialist products and services have had a positive impact for 45 years.

The company has grown, both organically via business development and through successful partnerships and acquisitions. Following the 2020 investment from Carlyle, we have increased our reach through the acquisition of several key players in our sector. In the UK, we acquired environmental monitoring specialist A1-Cbiss and level measurement and silo control specialists Hycontrol. We also acquired California Analytical Investments in the USA, a leading provider of gas analysers and emissions monitoring instruments. During this period of growth, we have also centralised our management, creating scope for increased efficiency and consistency. This should help

ensure that our commercial goals are understood and implemented as the company continues to scale.

Finally, we have refined our strategic approach by identifying the key material issues, risks, and impacts affecting both our business and the wider world. We will be strengthening our approach to measurement and reporting, in line with our newly formalised sustainability purpose: We elevate standards for life by providing industry and communities with effective interventions to monitor, control, and prevent environmental pollution and greenhouse gas emissions. Our mission is to create a healthier planet through precise measurement and active management of emissions.



Trevor Sands
Chief Executive Officer, ENVEA

2023 HIGHLIGHTS

Environmental Guardianship



Customer deployment of 200 mercury analysers, meeting new regulatory deadline.



First installation of biogenic CO₂ analysers in waste-to-energy plants in France, Germany, Italy, and the UK.



Collaboration with energy producer to identify methane losses via drones.

Empowering People



Received insight from the employee survey that the objectives of roles are clear and aligned with our strategic plans.



Maintained a low turnover rate in a competitive marketplace for talent.



Strengthened our team in key areas including Human Resources, ESG, and Marketing.

Effective Governance



Conducted training for the R&D team on sustainability topics.



Continued participation in key working groups for governments' regulations on pollutants.



Added ESG criteria into supplier engagement.

ENVEA SOLUTIONS

Our solutions provide information that supports organisations in minimising and preventing harmful environmental pollution.

Built on over 45 years of innovation, our specialist solutions, consultancy, and support give organisations the crucial ability to inform decision-making, minimise environmental impact, and prevent harmful emissions. We deliver cutting-edge insights that drive intelligent, verifiable action. Our solutions help customers navigate complex environmental challenges, identify pollution sources, and optimise industrial processes.

Through comprehensive data analysis, we empower organisations to make informed decisions that create lasting environmental impact.



Operational and sustainability leaders around the world are pushing to meet – and exceed – their quality standards and corporate environmental targets. We deliver high-performing, robust, and specific environmental management solutions that create a more sustainable future for us all. These solutions, as illustrated in the accompanying chart, work through three integrated steps: Inform, Minimise, and Prevent.

These three steps form part of a cycle of continuous action, evaluation, and improvement. This ultimately helps our customers to prove the positive impact of their actions and elevate standards – for their organisation, for their customers, and for life.

Portfolio of solutions

The body of international, regional, and national level environmental regulations and commitments continues to grow. From the EU's Industrial Emissions Directive (IED) to the [Global Methane Pledge](#), these

new rules can increase complexity for organisations. Dedicated in-house regulatory advisors keep ENVEA at the centre of shifting regulatory frameworks. Their insights support early investment in research and development and allows clients to seamlessly maintain compliance and prepare their businesses for change.

ENVEA's solutions portfolio includes a full suite of cutting-edge measurement technologies, as well as proprietary reporting and analysing software. Our technology is trusted by the most important environmental organisations in the world, including: APP Indonesia, ASREL S.R.L Italy, Egypt Oil & Gas, Posco, S-Kora, SUEZ, Veolia, and Vinci.

We design and manufacture the following solutions, which are deployed in over 110 countries:

Inform on ambient air quality

Our air quality monitoring solutions range from reference stations to mobile laboratories and autonomous mini-sensor networks, delivering precise measurements of airborne pollutants, greenhouse gases, particulates and water-borne contaminants like mercury. This comprehensive data empowers informed decision-making for both urban and industrial environments.

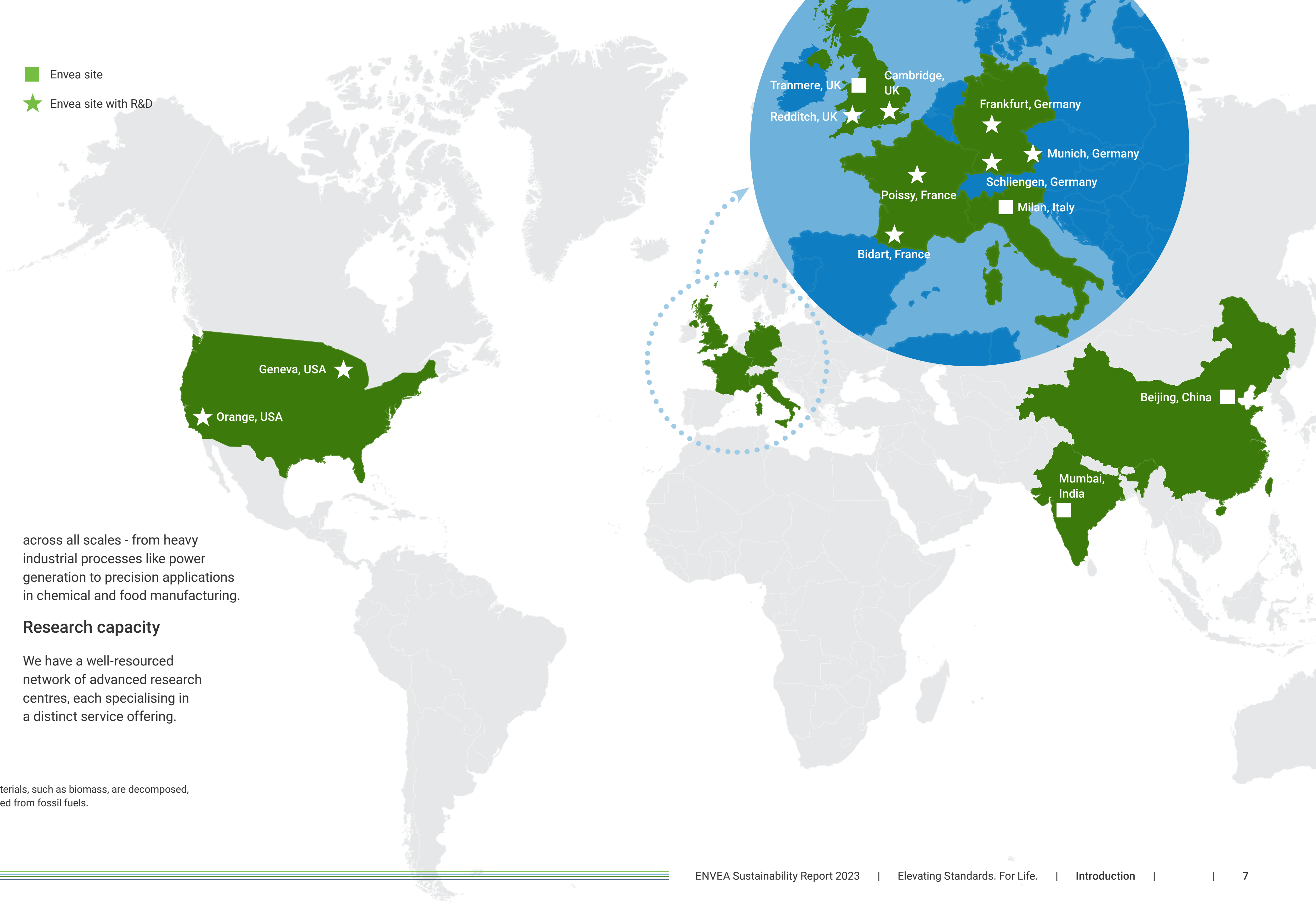
Minimise industrial emissions

Our sampling systems incorporate dust and flow analysers, data acquisition systems and monitoring software, alongside pollution abatement technologies. These solutions help customers measure and manage greenhouse gases including CH₄, N₂O and CO₂ – with specific capabilities for biogenic¹ CO₂ determination.

Prevent solution failures

Our precision instruments and software optimise manufacturing efficiency while maintaining process continuity. These tools monitor fine quantities of dust, gas, and powder

- Envea site
- ★ Envea site with R&D



across all scales - from heavy industrial processes like power generation to precision applications in chemical and food manufacturing.

Research capacity

We have a well-resourced network of advanced research centres, each specialising in a distinct service offering.

1. Carbon dioxide that is released when organic materials, such as biomass, are decomposed, digested, or combusted, as opposed to CO₂ derived from fossil fuels.

ENVEA PRODUCTS AND SERVICES

ENVEA's products help organisations to understand, measure, and control emissions and pollution.

ENVEA exists to prevent the harmful effects of environmental pollution on living things. The value proposition—Inform, Minimise, Prevent—brings this purpose to life. These three steps form part of a cycle of continuous action, evaluation, and improvement, which ultimately helps organisations to prove the positive impact of their actions and elevate standards.

1. Inform

We inform about air quality and performance improvements based on data driven actions. We provide reliable and accurate data on ambient air quality and emissions to empower decision-making. Monitoring air pollution is essential to environmental policies of communities, public and private companies, national authorities, and international organisations. We provide the right equipment to allow these players to be more environmentally accountable and make data-driven decisions.

Examples from our Inform solutions portfolio:



Air Quality Monitoring stations

Solar AQMS is a major innovation that addresses supportive government regulations for effective air pollution monitoring and control, as well as ongoing initiatives to develop environment-friendly industries. It also responds to increasing public-private funding for air pollution monitoring, rising levels of air pollution, and growing public awareness of the environmental and healthcare implications of air pollution.



Cairnet Data+

Cairnet® DATA+ is a real-time air quality monitoring station including up to six Cairsens® micro-sensors. It also monitors environmental parameters such as wind speed and direction, T°C, RH% and Pa. The device is designed to utilise local communication systems and includes both a main power supply and cellular connectivity for seamless data transmission. It can acquire data from complementary sources such as "all in one" weather stations and noise sensors. Cairnet® DATA+ can be easily connected to our cloud solutions or customer software platform.



Cairsens

The Cairsens sensor allows real-time monitoring of the most common types of pollutants NO₂, O₃ + NO₂, CO, SO₂, PM10 & PM2.5, H₂S/CH₄S, NH₃, and nmVOC. The high-quality sensors are renowned worldwide by our customers looking for the newest technologies in air quality monitoring. Excellent measurement accuracy is achieved by limiting the effect of humidity interference by using a specific and patented inlet filter combined with dynamic sampling.



VOC72m

The VOC72M's metrology, in accordance with EN 14662-3 (2005) & EN 15267-1 (2009) standard for benzene measurement, is based on gas chromatography (GC) coupled with a photo-ionisation detector (PID). It is a compact and fully automated analyser providing equal performance to the laboratory chromatographs, particularly well-suited for fixed or mobile ambient air quality monitoring stations.



2. Minimise

We help customers reduce industrial emissions by implementing pollution abatement measures and emissions control strategies, minimising their environmental footprint. We design and produce a complete range of state-of-the-art analysers and sensors for the measurement and reporting of pollutants.

Examples from our Minimise solutions portfolio:



700 LX CLD

The 700 LX CLD analyser utilises the principle of chemiluminescence for analysing the NO or NOx concentration within a gaseous sample. In the NO mode, the method is based upon the chemiluminescent reaction between ozone and nitric oxide (NO) yielding nitrogen dioxide (NO₂) and oxygen. This reaction produces light which has intensity proportional to the mass flow rate of NO₂ into the reaction chamber. The light is measured by means of a photodiode and associated amplification electronics. In the NOx mode, NO plus NO₂ is determined as above, however, the sample is first routed through the internal NO₂ to NO converter which converts the NO₂ in the sample to NO. The resultant reaction is directly proportional to the total concentration of NOx.



AMESA-B

Biogenic or carbon-neutral stack CO₂ gas can be deducted from any company's greenhouse gas inventory, as required under various regulations. Part of waste-to-energy conversion is considered renewable due to the presence of organic compounds in incinerated waste. The key question is how much of this is biogenic CO₂ and, therefore, what the true carbon footprint is for the heat or electricity produced by waste incineration or RDF plants. Previously only estimated, this share can now be measured accurately using the AMESA-B system, which operates based on the principle of carbon-14 dating.



LAS 5000XD

The In-Situ TDLS gas analyser has been designed to meet the requirements of a large range of CEMS and process applications. The LAS 5000XD uses Tuneable Diode Laser Spectroscopy (TDLS) and comes in various models for measuring parameters such as NH₃ + H₂O, HF, CO + CO₂, O₂, HCl + H₂O, etc. It combines robustness, fast response time (1 s), and high accuracy measurement in harsh environments.



MIR 9000e

The MIR 9000e is an eco-designed, ultra-compact, smart and connected instrument to measure combustion exhaust gas from boilers, or gas from different industrial furnaces and process applications. It offers superior metrological performances for the simultaneous multi-gas measurement of NOx, SO₂, CO, O₂, residual H₂O, CO₂, CH₄ and N₂O (greenhouse gases).



MIR 9000p

The MIR 9000P belongs to the new generation of gas monitors, showcasing eco-design, IoT, and on-board intelligence. It measures eight gases simultaneously – NOx, SO₂, CO, CO₂, CH₄, N₂O, O₂, and residual H₂O – and uses the non-dispersive infrared method (NDIR-GFC) with gas filter correlation. O₂ is measured by a built-in SRM paramagnetic sensor. The analyser has been designed to meet the specific needs of on-site regulatory measurement providing superior mobility, robustness, accuracy, and compliance.



QAL 991

The QAL 991 is a QAL1 approved particulate CEM providing high quality emission measurement for low dust concentrations from dry industrial processes including baghouses and cartridge filters. It is particularly suited to monitoring emissions from industrial processes regulated under the European Waste Incineration Directive (WID) and Large Combustion Power Plant Directive (LCPD). The QAL 991 is also proven in other industrial processes controlled with high efficiency bag filtration.



SM-5


Beneficiary of over 20 years of experience in mercury measurement, the SM-5 CEMS Hg analyser is designed to provide extremely accurate and reliable continuous measurements of very low concentrations of Hg in flue gas emissions. The SM-5 features short response times, dynamic ranges and stable measurement under all circumstances. QAL1 certification range 0-5 µg/m³ is the lowest on the market.



3. Prevent


We prevent process failures and downtime, ensuring consistent operations to minimise unnecessary emissions and mitigate operational risks. Additionally, we prioritise health and safety by protecting workers and fostering a secure work environment. Through our advanced sensors and analysers, we deliver valuable measurement solutions tailored to the needs of manufacturing industries.


Examples from our Prevent solutions portfolio:

 Prevent

AirFlow P


The AirFlow P measures the volume flow, especially in dusty applications. It can be easily installed on existing ducts; no venturi or similar conversions are required. It can be used in environments with low dust loads LEA or in harsh conditions with, for example, high temperature or high dust loads. The AirFlow P is the perfect measuring device for volumetric flow measurement at positions where differential pressure measurements cannot be used due to excessive dust loading or where duct conversions are not possible or desirable.




 Prevent

Dusty C


The Dusty C continuously monitors particulate flow for signs of filter damage or broken filter bags. Its compact and cost-effective design has been specially developed to monitor clean sides after filters with high reliability and without time delay for filter breaks. It is suitable for use in metallic ducts, where it reliably detects dust particles within the gas flow. Its area of application begins at dust levels of 0.1 mg/m³.




 Prevent

LEAK LOCATE 320


The LEAK LOCATE 320 is a digitally networked, multi-compartment baghouse monitoring system providing remote observation of the condition of bag and cartridge filters. An ElectroDynamic™ sensor is installed in the outlet of each compartment to monitor dust emission levels. The network of sensors is connected to the ProController, which provides a large graphical user interface giving a clear indication of each compartment's dust level and onward communication to a PC or PLC network.



 Prevent

SHIELD Lite

The SHIELD Lite silo protection system is the most advanced SPS on the market today and results from decades of silo pressure technology development, experience, and expertise. A proven, failsafe solution to silo over-pressurisation, it has a compact, all-in-one design that retrofits to almost any silo. It is simple to install and operate; the silo-top unit ships pre-wired with the level probe, pressure sensor, and PRV test mechanism already installed.



4. Digital solutions

We provide innovative digital solutions to simplify and enhance environmental monitoring. With advanced tools for managing air quality, industrial emissions, and energy performance, ENVEA empowers organisations to stay compliant with regulations while optimising efficiency.

Our cloud-enabled platforms ensure real-time data access, seamless reporting, and reliable compliance management. Backed by expert support, ENVEA's solutions make it easy to monitor environmental impacts and achieve sustainability goals with confidence.

5. Services

We provide a full range of services to ensure seamless environmental monitoring and compliance. From expert technical support and reliable equipment maintenance to flexible rental options and advanced data management solutions, ENVEA makes it easy to stay ahead of environmental challenges. With a team of specialists, we deliver the support clients need to optimise performance, ensure accuracy, and meet regulatory standards with confidence.

OUR APPROACH TO SUSTAINABILITY

We are building on our double materiality assessment, sustainability regulations training and newly developed sustainability strategy to drive meaningful impact.

Sustainability is integral to ENVEA's business purpose and operations. Our sustainability strategy, led by our Director of Strategy and ESGQ, focuses on three core pillars: Environmental Guardianship, Empowering People, and Effective Governance. In line with the European Corporate Sustainability Reporting Directive (CSRD), we conducted a comprehensive double materiality assessment across these pillars and 17 material topics. This assessment identified key impacts, risks, and opportunities (IROs) that inform our strategic direction and support both our sustainability commitments and commercial objectives. The accompanying matrix illustrates the prioritised IROs from our assessment.



EcoVadis Bronze

EcoVadis is a globally recognised assessment platform with entrants completing a [questionnaire](#) addressing the following topics: environment, ethics, labour and human rights, and sustainable procurement.

ENVEA received a ranking of 'Bronze' from EcoVadis for our approach and management of sustainability criteria during 2023, placing us in the top 35% of companies in their cross-sectoral database. We will work to achieve an even higher rating in advance of the next assessment.



ENVEA Double Materiality matrix

The matrix below shows the full list of material topics, applying both to the financial status of the business and our impacts on communities and the environment. The bars indicate the number of material IROs against each topic.

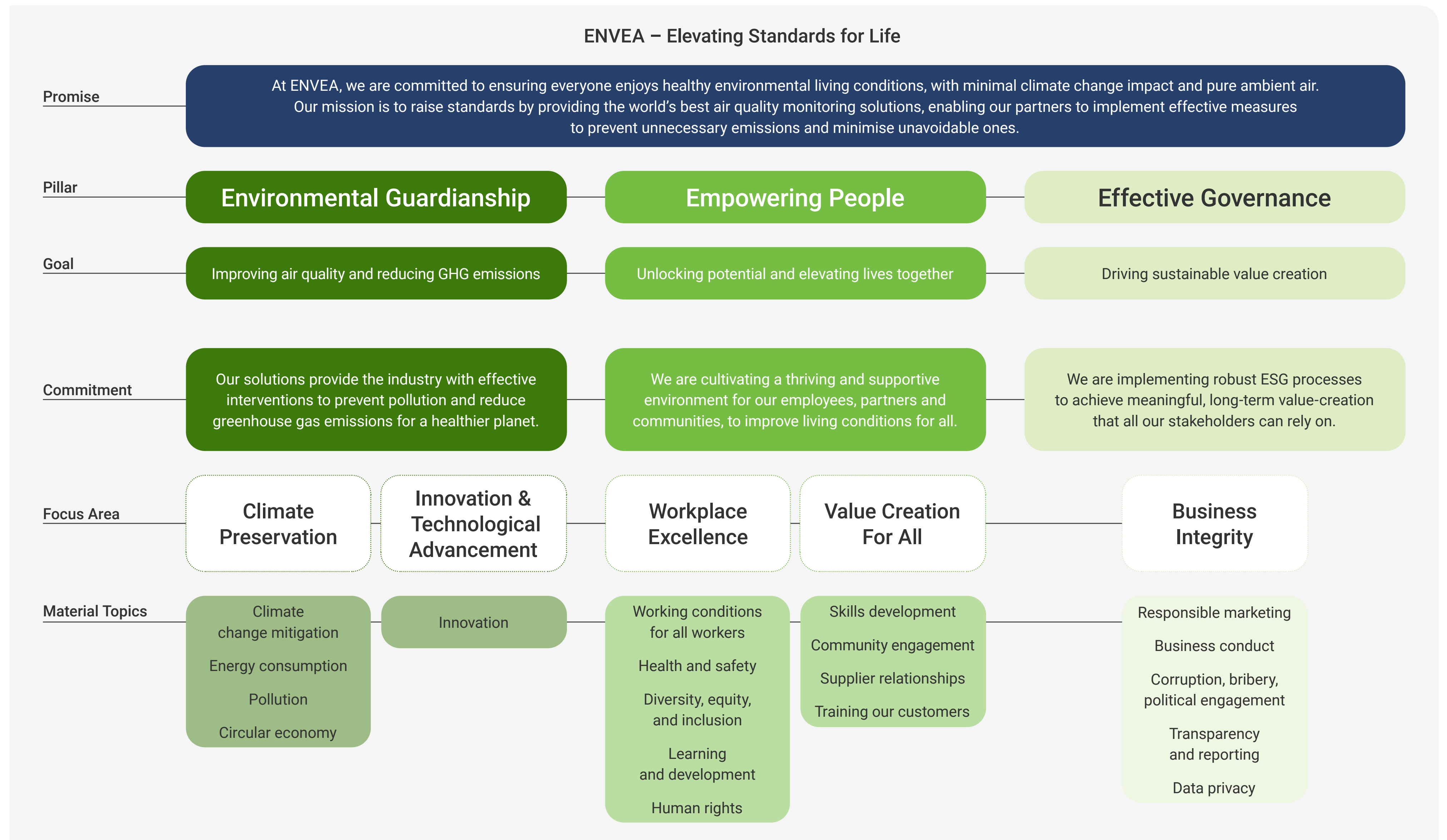
1 Box = 1 impact, risk, or opportunity.
Matrix denotes risks and opportunities (Financial materiality) and negative and positive impacts (Impact materiality).

■ Positive impact/opportunity
■ Negative impact/risk

	Financial materiality					Impact materiality				
Environmental Topics										
Climate Change				■	■	■	■	■	■	
Energy Management						■				
Resource Use							■			
Waste							■	■		
Social Topics										
Health, Safety, and Wellbeing				■	■	■	■	■	■	■
Working Conditions			■	■	■	■	■			
Human Rights					■	■	■	■		
Training and Skills Development						■				
Equality, Diversity & Inclusion				■	■	■	■			
Customer Welfare										
Customer Satisfaction				■	■	■				
Communities								■		
Governance Topics										
Governance				■	■	■	■			
Supplier Management	■	■	■	■	■	■	■			
Corruption and Bribery				■	■					
Entity Specific: Financial Materiality only										
Data Privacy		■	■	■	■	■	■	■	■	■
Innovation			■	■	■	■				

Defining our sustainability strategy

Our sustainability strategy consists of an overarching sustainability promise and a strategy framework. The pillars of the framework inform the structure of this report and will help to guide the business in how it generates and articulates its value to people and the planet.



STAKEHOLDER ENGAGEMENT

As a business focused on informing on environmental performance improvement, minimising industrial emissions, and preventing health and safety hazards, we engage with a wide range of audiences on ESG topics.

We rely on accurate data and trusting relationships with public and private sector organisations. We regularly participate in international standard-setting groups and provide expertise to government agencies on pollutants including biogenic CO₂. Our key stakeholder engagement activities and channels include customers and distributors, industry peers and initiatives, employees, innovators and suppliers, and investors.

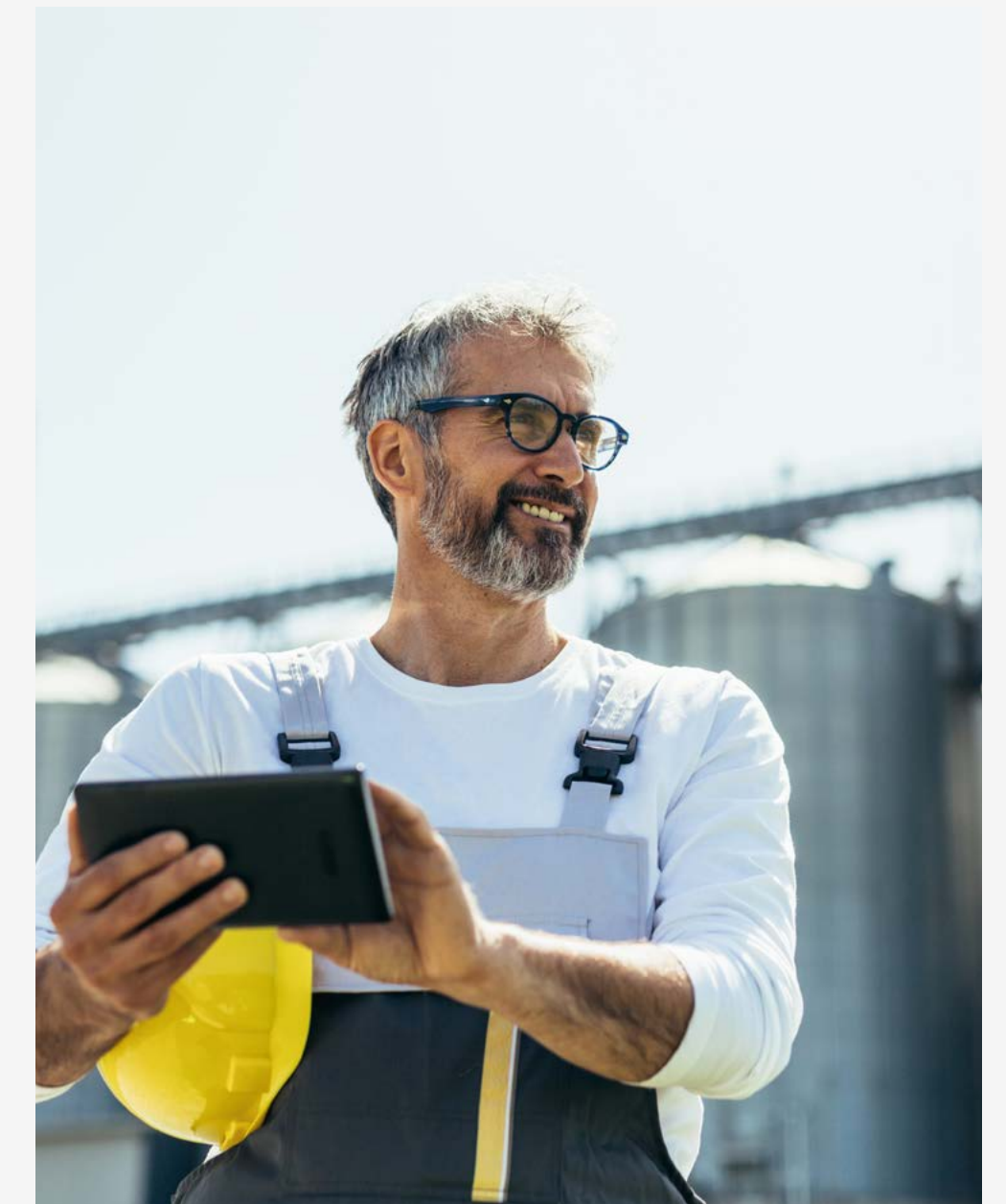
Customers and distributors

- Presented at over 20 key trade shows across the Americas, Asia, and Europe
- Published newsletters on topics including biogenic CO₂ process, emissions, and mercury
- Hosted over 160 distributors in Bali to present products, market strategies, and new technologies
- Participated in leading European standardisation groups for air quality and emissions
- Coordinated with the German Emissions Trading Authority and UK Environment Agency
- Communicated with regulatory authorities in Saudi Arabia



Learning from our customers

In 2023, we conducted our first customer satisfaction survey. We received 201 responses through a combination of online surveys and remote interviews from both direct customers and distributors. The highest scores were from customers and distributors in Austria, Germany, and the Americas. Respondents rated most services as either 'good' or 'optimal'. The survey identified France, our longest-established market, as having the greatest potential for strengthening customer relationships.





The UN Global Compact

ENVEA has been a signatory to the United Nations Global Compact (UNGC) corporate sustainability initiative since 2003. The certificate validates our commitment to respect the ten principles of the United Nations Global Compact and more broadly, the Sustainable Development Goals.

Industry peers

- Joined the [ESWET](#) (European Suppliers of Waste-to-Energy Technology), strengthening our position in waste management solutions
- Expanded industry leadership through membership in the [German Asphalt Association](#), focusing on advanced monitoring and measurement technologies

Employees

- Participated in regular meetings with the Works Council in France
- Implemented centralised management structure to enhance operational efficiency and organisational cohesion
- Delivered advanced training in lifecycle analysis and eco-design at University of Paris-Saclay for R&D and manufacturing teams
- Convened global strategy conference in Barcelona for 100+ team members

- Completed a comprehensive employee engagement survey involving 97 employees to guide future initiatives
- Launched wellbeing programme featuring regular social and community events

Innovators and Suppliers

- Strengthened supplier relationships through strategic site visits across Europe and Asia led by new Director of Supply & Sourcing
- Developed comprehensive supplier audit framework for 2024-2025 implementation

Investors

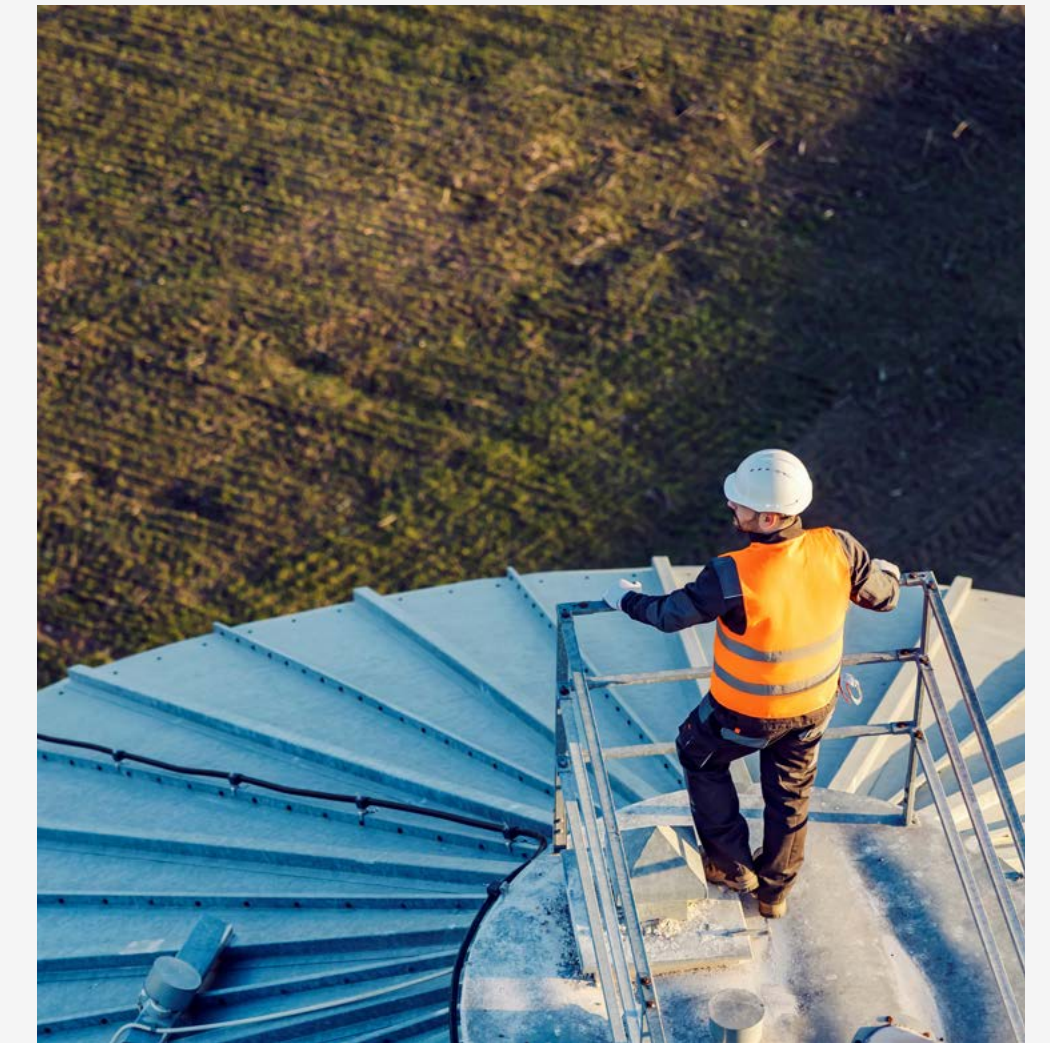
- Maintained robust shareholder engagement through monthly meetings and regular updates
- Launched comprehensive sustainability strategy aligned with market leadership position
- Published holistic ESG report referencing some of the key principles of the Corporate Sustainability Reporting Directive (CSRD).



External validation and standards

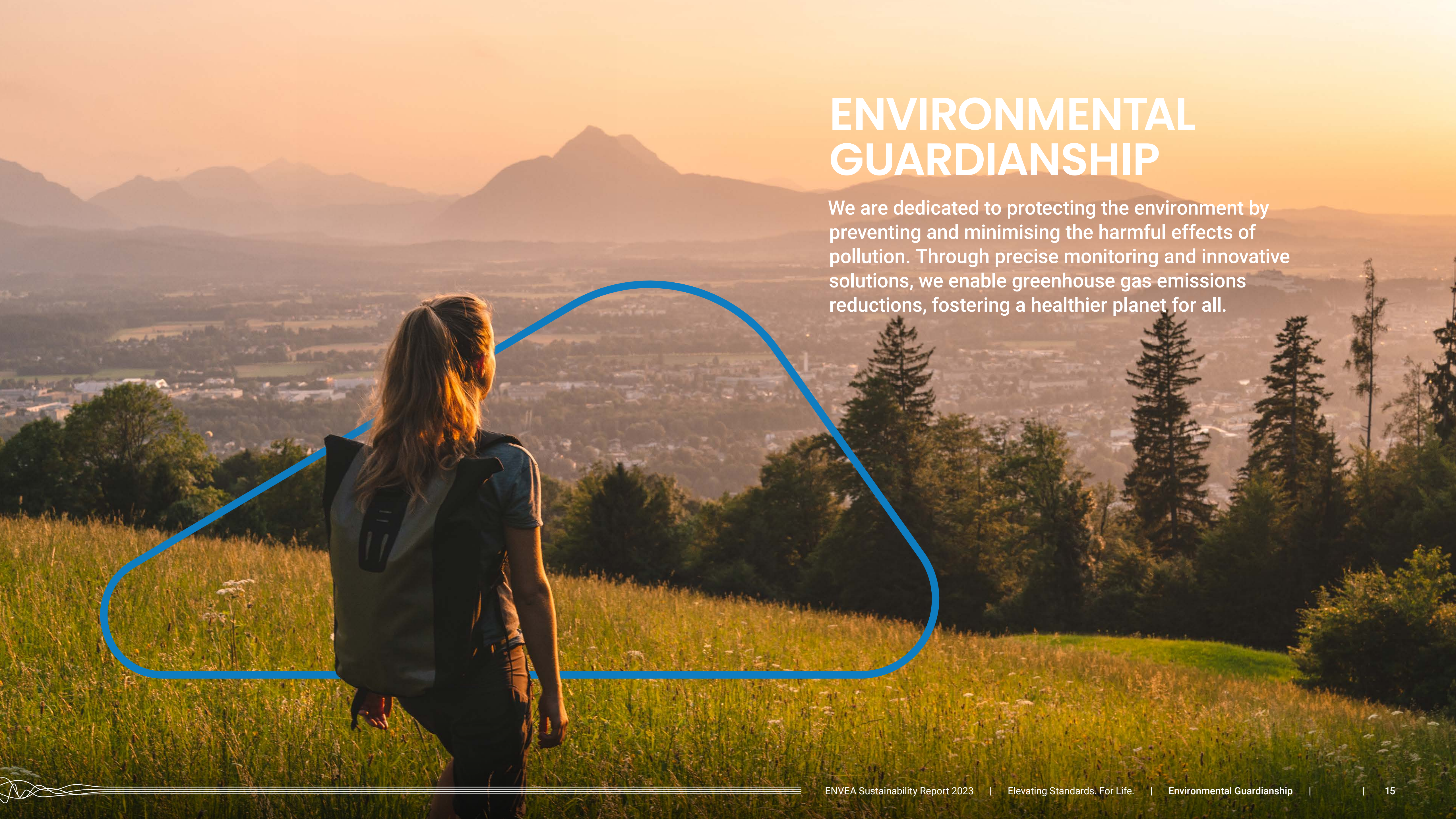
At our locations, we are certified according to the following standards:

- ISO14001 – Environmental management: Cambridge, Milan, Poissy (headquarters), Schliengen, and Tranmere.
- ISO45001 – Reduction of occupational injuries and diseases, including promoting and protecting physical and mental health: Cambridge, Milan, Mumbai, Poissy, and Tranmere.
- ISO9001 – Quality management system: Bad Homburg, Cambridge, Hitek, Karlsfeld, Ibbenburen, Kenvitech, Milan, Mumbai, Poissy, Redditch, Schliengen, Tranmere, and Vohenstrauß.



ENVIRONMENTAL GUARDIANSHIP

We are dedicated to protecting the environment by preventing and minimising the harmful effects of pollution. Through precise monitoring and innovative solutions, we enable greenhouse gas emissions reductions, fostering a healthier planet for all.



SOLUTIONS TO MONITOR AND REDUCE POLLUTION

The ENVEA team's innovations have helped our customers minimise pollution and emissions while preventing health and safety hazards for over 45 years.

According to the World Health Organization (WHO), "99% of the world's population live in places where [air pollution levels exceed WHO guidelines](#)." The British Medical Journal has stated in a [study](#), published in November 2023, that "fine particulate and ozone air pollution are estimated at 8.34 million deaths per year with 5.1 million directly attributable to ambient air pollution from fossil fuel use."

To contribute to addressing this issue, our pollution and GHG monitoring solutions support governments, companies, and communities to improve environmental (and health) outcomes.

Approach and policies

Our founder and former ENVEA president, Francois Gourdon, established the business after

acid rain emerged as a global environmental issue in the 1970s. His aim was to develop automatic atmospheric measurement instruments to better understand pollutant levels in large urban areas and their effect on public health. While initially focusing on sulphur dioxide and nitrogen oxide monitoring, ENVEA has since expanded its expertise to address a comprehensive range of environmental pollutants.

Increasing awareness of industrial impacts has led to wide-ranging regulations, such as the European Union's Industrial Emissions Directive, which has a goal of zero pollution by 2050. In other jurisdictions such as the USA, Environmental Protection Agency Standards define pollutants limits. By helping industries comply with increasingly stringent regulations, we drive measurable environmental

improvements. For example, between 2004 and 2022, emissions from large combustion plants in the EU decreased: Sulphur dioxide (SO₂) and dust by 92%, and [nitrogen oxides \(NOx\) by 70%](#).

We currently support customers in many sectors, from power generation and battery production to pharmaceuticals. Our solutions help them prevent or minimise the emissions of a wide (and growing) range of chemicals in gaseous, liquid, and particulate forms. Through our partnerships with governments and municipalities, we help install monitoring equipment that provides data to guide community responses during periods of high pollution.

We provide leading-edge measurement instruments and techniques for both ambient air and source emissions in industrial assets such as chimney stacks.

Beyond chemical analysis, we also measure flow rate, direction, and velocity. We complement this data with measurements of environmental conditions like local wind and temperature, further enhancing the accuracy of our emissions monitoring.

From mercury to greenhouse gases, ENVEA has deep knowledge of the environmental monitoring and process optimisation markets, and the regulations affecting them – enabling us to both anticipate and influence the direction of the industry. ENVEA has now installed more than 60,000 air quality monitoring stations worldwide and helped 45,000 businesses improve their processes to develop more sustainable solutions. Many of these ideas originate from our analysis of trends in regulations. These insights are then adopted by our R&D team to develop products which are brought to market.



Dependable accuracy

It is vital that communities and regulators trust the long-term accuracy of our products. We achieve this by conducting vigorous and regular testing, achieving certification to the European (EN 14181) standard. This covers approval, calibration, testing, and performance of automated measuring systems. The following national bodies verify the certification: the German Federal Environment Agency (UBA-QAL1), the UK Monitoring Certification Scheme (MCERTS-QAL1), the Indian National Clean Air Programme, and TÜV Rheinland.



Performance

Mercury

ENVEA proactively monitored evolving mercury regulations, enabling the company to introduce compliant products ahead of the European Union's revised Mercury Regulation deadlines. This regulation, effective from July 30, 2024, prohibits the manufacture and export of numerous mercury-added products. Mercury, a toxic metal harmful to humans and the environment, is found in various waste forms, including batteries, dental adhesives, electrical equipment, fluorescent lamps, paint residues, pharmaceuticals, and laboratory chemicals.

The ENVEA R&D team had anticipated the tightening of regulations as early as 2020. They initiated a programme to develop more sensitive analysers to meet the new restrictions. The enhanced regulations on mercury emissions from waste to energy plants came into force in the European Union in December 2023. By the end of the year, ENVEA had installed 200 of the new analysers at waste-to-energy sites (see Insight). As well as airborne emissions, ENVEA also supplies equipment to monitor the presence of mercury in aqueous solutions and water, for both [laboratory and industrial settings](#).



Meeting new mercury regulations for waste-to-energy

Following a successful rental and trial period in 2022, a large waste-to-energy plant in eastern France acquired ENVEA mercury analysers to meet a new EU limit for the flue gas treatment process. Commissioned in 2006, the plant, at Noidans le Ferroux, annually treats 41,000 tonnes of household waste from the 280,000 inhabitants in the surrounding area. Suez RV Energie operates the plant, which is owned by the Syndicat de Transfert, d'Elimination et de Valorisation des Déchets Ménagers. The site produces 17 MW of electricity for self-consumption, with the surplus sold by the local authority. The new Waste Incineration Best Available Technique Reference Document (BREF) stipulates a daily average limit of 20 µg/Nm³ of mercury per day. The ENVEA equipment is measuring an average of 1 to 2 µg/Nm³ so no intervention is required at the current regulatory limit.

Mr Rémy Dubois, Director,
Noidans le Ferroux WTE Plant:

“The regulatory requirements linked to emission controls, with ever-lower emissions limit values, means that the equipment is becoming more and more like Formula 1, combining high sensitivity and high technology, therefore highly complex to control. I particularly appreciate the listening skills, availability and, the technical competence of my contacts at ENVEA.”



Systrak remote monitoring reduces errors, downtime, and costs

In the past, when failures occurred in waste-to-energy plants, companies relied on teams of engineers travelling to sites, with spare parts. Inevitably, in environments of such complexity, providing the right solution to a site was a process of trial and error. Waste-to-energy companies relied on redundancy to address such issues, but the start-up costs of a parallel process are expensive. Our new digital remote monitoring platform Systrak provides customers with an intuitive dashboard displaying real-time data from on-site sensors. With successful deployments in French plants for mercury detection, the new system provides customers with the ability to solve problems within 24 hours, and stay within regulatory limits. We will be deploying in more locations during 2024, increasing our customers' resilience and reducing exposure to pollution events and costs.



Automated air quality monitoring stations support Morocco's clean air strategy

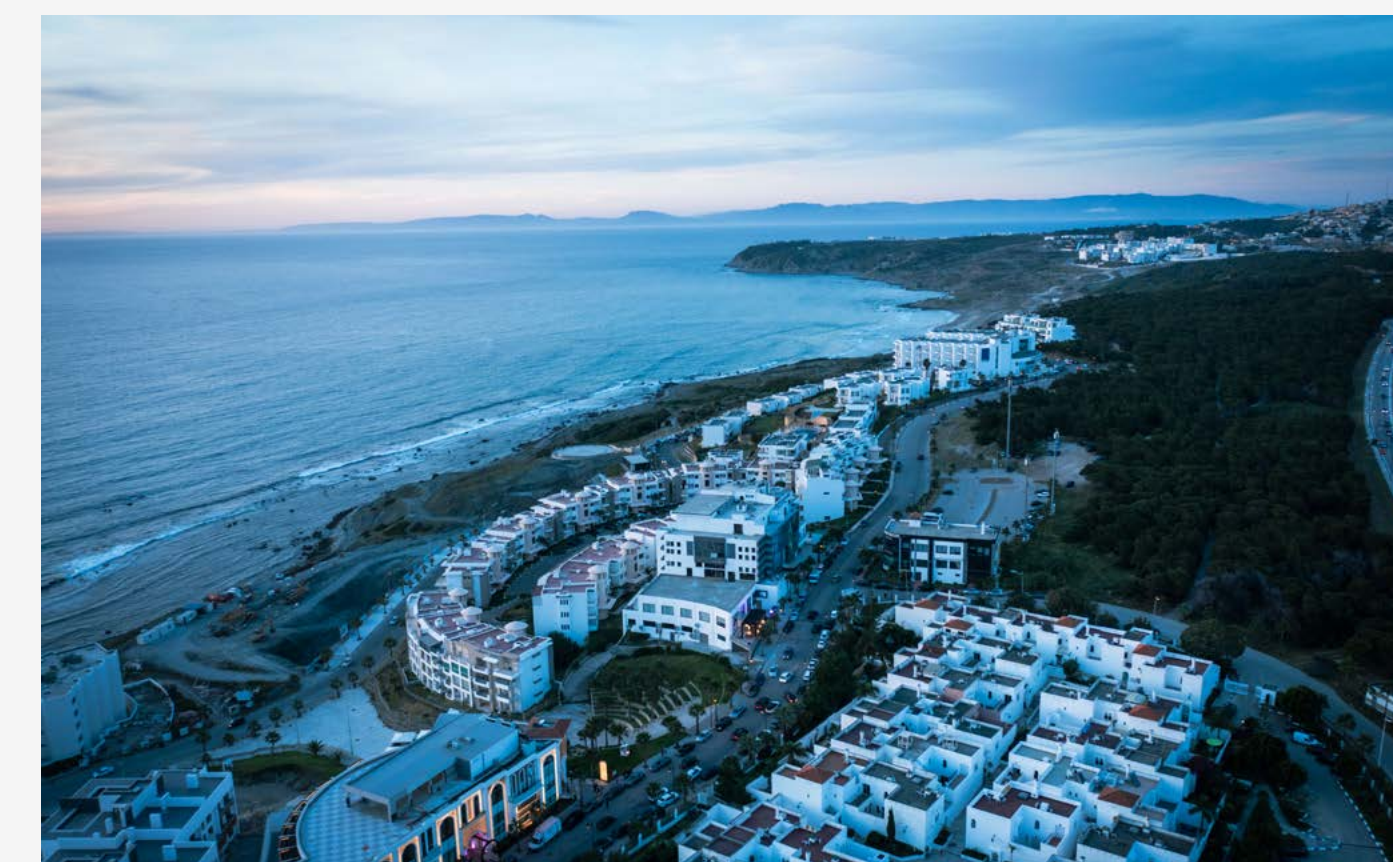
In Morocco, we have worked with local partner ENVIROTEC to support the National Plan for Air Quality. The Ministry of Energy Transition and Sustainable Development is implementing the scheme, which aims to measure air pollution comprehensively and improve communication with citizens regarding the air quality they breathe. The Ministry is establishing Regional Air Quality Monitoring Networks, spanning the 12 regions, called 'wilayas'. The team plan to grow the existing network of 30 automatic air quality monitoring (AQM) stations to 120 stations by 2030. During 2023, ENVEA and ENVIROTEC supplied and installed 15 automatic air quality monitoring stations which measure SO₂, NO_x, CO, O₃, PM10, and PM2.5 in the following locations:

10

Automatic air quality monitoring stations installed in the Tanger – Tetouan – Al Hoceima region

5

Automatic air quality monitoring stations installed in the cities of Kénitra, El Jadida, Mohamedia, and Dakhla



HELPING CUSTOMERS TO ADDRESS GREENHOUSE GAS EMISSIONS

The world's leading organisations and companies trust ENVEA's technology and data to accurately record greenhouse gas emissions.

According to the [EU's Copernicus platform](#), global average temperatures in 2023 hit a record 14.98°C, 0.17°C higher than the previous highest annual value in 2016. With carbon emissions still rising, climate change compounds the effects of pollution.

We help our customers' to reduce their emissions with our range of process and emissions monitoring systems that have ultra-low power consumption.

Approach and policies

We have developed a comprehensive range of advanced sensors, analysers, and software to process environmental data. These enable customers, from governments to cities and energy providers, to measure, adjust, and control their emissions. Our equipment can interpret fine changes in the emissions profiles of a wide range

of processes in complex settings, from chemical manufacturing to energy production and refining.

To accelerate the development of cutting-edge technologies, ENVEA collaborates closely with top-tier universities and leading research institutes. We partner with industrial players to identify greenhouse gas emissions sources and optimise their processes, delivering both cost and climate benefits. Increasingly, our technology is enabling companies to measure what proportion of their CO₂ emissions is 'biogenic' – derived from living matter – as opposed to fossil fuels.

There is increasing pressure from regulators to monitor and report greenhouse gases in waste-to-energy plants (WtE), where our technology is present. At the start of 2023, the UK's Environment Agency requested the monitoring and reporting of CO₂ and NO_x from

factory and combustion plants. Accurately measuring the volumetric flow allows us to calculate the annual emissions at a site.

Performance

New biogenic CO₂ technology

A new ENVEA system is providing a UK WtE plant with a constant and accurate means of proving its biogenic CO₂ output. This form of carbon is removed from the air during photosynthesis and eventually returns to the atmosphere as CO₂ when it degrades, and is [considered renewable by regulators](#).

WtE plants provide a reliable source of power and help to reduce the burden on landfills, but their emissions of CO₂ are under scrutiny. Operators who can prove that the CO₂ emitted is biogenic and coming from renewable sources (such as plant matter and agricultural waste) can generate Renewable Obligation

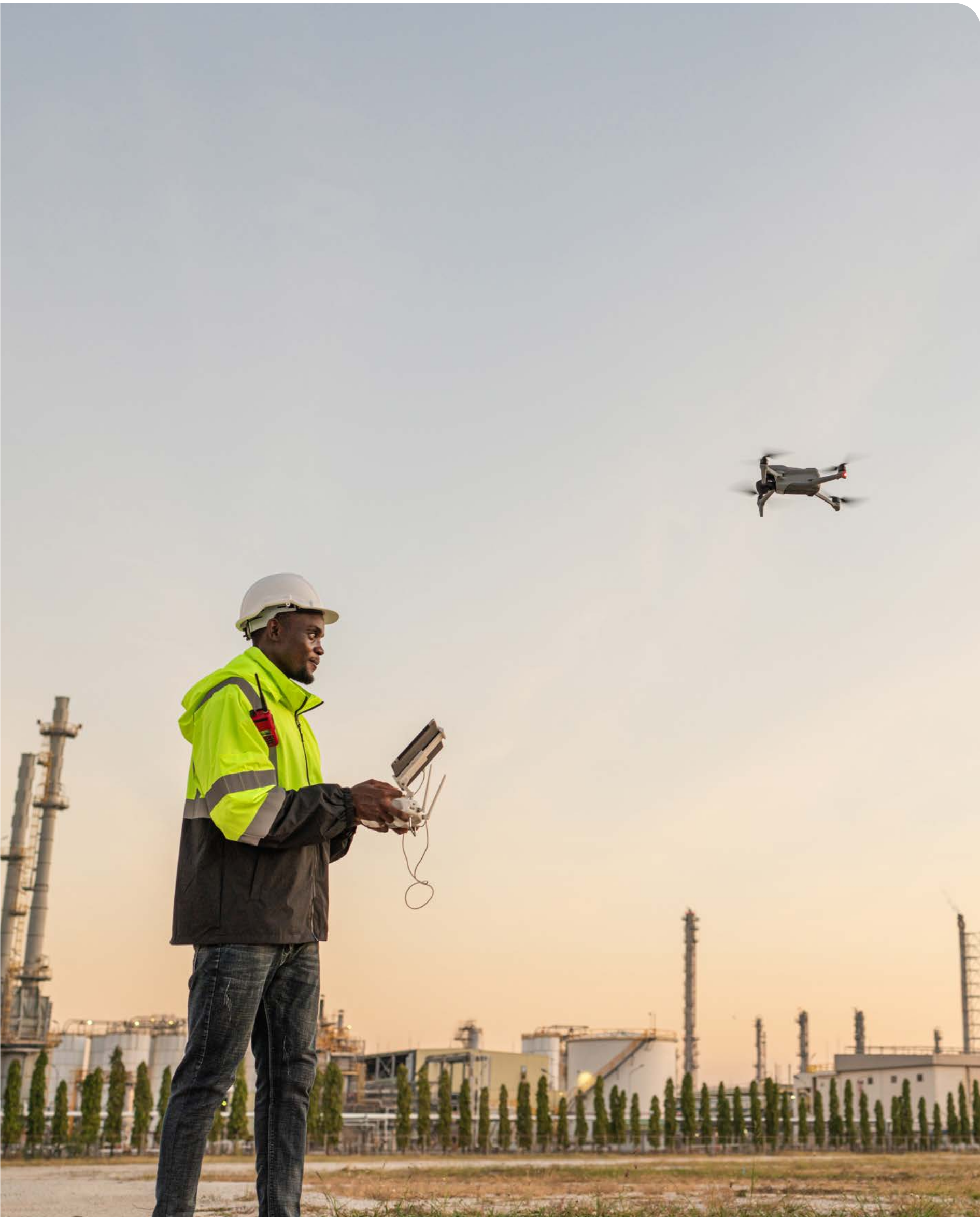
Certificates (ROCs). These can be traded for income when the energy price is sufficiently high.

In the UK, the gas and electricity regulator Ofgem has mandated that ROCs are only available to licensed electricity generators who can prove that at least 50% of the CO₂ is biogenic. An advanced WtE in the southwest of England is making use of our new and dedicated AMESA-B system. Unlike the previous sampling system, which was manually operated and less accurate, the ENVEA machine is automated and more precise. Operating 24 hours a day, the Plymouth facility now meets the EN 13833 standard and Ofgem's criteria for ROCs.

Supporting Italian and wider EU ETS regulations on emissions from waste-to-energy plants (WtE)

Boosted by the EU Emissions Trading Scheme, our AMESA B System has been supporting compliance with Italian and wider EU regulations on emissions from WtE plants since 2018. The technology determines biogenic CO₂ emissions through chimney analysis, measuring the fraction of renewable energy emitted by these plants. Following our first installation at a plant in Brescia in 2019, our technology helped inform the Italian UNI1607324 standard, which establishes methods for determining renewable energy fractions and assessing CO₂ emissions for emissions trading. The AMESA B system also complies with the European EN 13833 standard.





Combining drones with precision technology to detect and quantify methane emissions

Methane emissions pose a significant global challenge. In the US, for instance, the [Environmental Defense Fund](#) reports that methane losses from production facilities are equivalent to the annual power consumption of 10 million homes. Therefore, identifying and quantifying the sources of emissions is a priority for improving operational efficiency and helping prevent climate change.

TotalEnergies, a leading multi-energy company, has a methane reduction strategy that includes a 50% cut in emissions from 2020 levels by 2025 – progressing to an 80% reduction by 2030 across its [operational sites](#).

In 2023, ENVEA partnered with TotalEnergies to advance the industrialisation of AUSEA® (Airborne Ultralight Spectrometer for Environmental Applications), an innovative gas analyser embedded in airborne drones. This new technology enables detection and quantification of atmospheric methane emissions, helping TotalEnergies reduce emissions across its facilities.

The AUSEA® technology exemplifies innovation in CH₄ atmospheric emission quantification. Developed collaboratively by TotalEnergies, the CNRS (National Centre for Scientific Research), and the University of Reims Champagne-Ardenne (URCA), and later re-engineered by ENVEA, it features a compact dual-gas analyser mounted on drones. This system detects and quantifies both methane (CH₄) and carbon dioxide (CO₂) emissions while pinpointing their sources with precision.

To establish a baseline for methane emissions, TotalEnergies conducted a comprehensive monitoring campaign in 2022 across its operated exploration assets. The AUSEA® technology was deployed at major sites in Angola, Argentina, the UK, the Republic of Congo, Denmark, the Netherlands, Gabon, and Nigeria, underscoring its versatility and global impact in tackling methane emissions.

Starting in February 2026, the AUSEA® gas analyser will become commercially available to other companies, expanding its accessibility and impact across industries.



Helping cities and their citizens adapt to pollution and climate change

In Paris, data from ENVEA analysers underpins a traffic control scheme to directly address pollution and GHG emissions. According to the UN, global GHG emissions in 2023 were the highest ever recorded. Average global temperatures reached 1.45°C above pre-industrial levels, also breaking records. These conditions are creating pressures on urban environments where pollution levels are exacerbated by extreme temperatures, leading to complex health risks for communities.

In the French capital, special ('ZBE') zones limit the circulation of the most polluting vehicles during busy hours of the day. Our ambient air analyser network warns local authorities of certain levels of particulates and NOx emissions and dust. During these periods, vehicles badged as high emitters are restricted from travelling through the city centre.



MANAGING OUR ENERGY USE AND EMISSIONS

As part of our own commitment to climate action, we are developing comprehensive targets and a decarbonisation plan for our operations.

Approach and policies

ENVEA has historically focused on supporting our customers to reduce their emissions. However, we recognise that our impact on the environment extends beyond how our products are used. Our approach to regulating our own emissions has, to date, been project-led. Activities have included: transport efficiency improvements and renewable energy contracts, championed by teams and individuals. We are planning to announce our formal targets and reduction plan in 2025.

We partnered with consultancy Greenly to establish our baseline emissions profile. Together, we calculated our Scope 1, 2, and 3 greenhouse gas emissions for 2023 (see results to the right). This baseline data will inform our climate change mitigation strategy.

Performance

Emissions

With Greenly, we estimated our GHG emissions profile to an accuracy of 83%, given available data sources. In 2023, 67% of our GHG emissions were derived from purchases such as the raw materials and components we use in our products.

Energy consumption

We aim to purchase electricity derived from green energy wherever it is feasible. In 2023, this represented 100% of the energy purchased at our French sites.

During 2023, to increase value for ENVEA and reduce our Scope 3 GHG emissions, we consolidated our list of suppliers. We focused on partners in the EU who could deliver raw materials, avoiding air freight. We did not measure the CO₂ emissions during this change. Suppliers are responsible for their emissions and our customers are responsible for the transport of our products.

GHG emissions assessment results

	Absolute ktCO ₂ e	Per employee tCO ₂ e	Versus rev tCO ₂ e/Mn€
Scope 1	0.917	0.9	6.4
Scope 2	1	1	7.1
Scope 3	46	44	319
Total	48	46	332

48 ktCO₂e

4% – Scope 1 and 2 | 96% – Scope 3

Results subject to the correct categorisation and validation of expenses of Envea – categoriation score of 100% on this report.

Scope 1 – Direct emissions: GHG emissions generated directly by the organisation and its activities.

Examples: combustion of fossil fuels, refrigerant leaks, etc.

Scope 2 – Indirect emissions related to energy consumption. Emissions related to the organisation's consumption of electricity, heat or steam.

Example: electricity consumption.

Scope 3 – Emissions related to the organisation's upstream and downstream operations and activities.

Example: transportation, purchased goods and services, sold products, etc.

	Absolute ktCO ₂ e	Per employee tCO ₂ e/employee
Product purchases	32	31
Freight	3.3	3.2
Services purchases	2.9	2.8
Travel and Commute	3.2	3
Energy	2.6	2.5
Assets	2.1	2
Others ¹	1.5	1.5

Sources: Labos1Point, ExioBase, French National Forests Office.

1. Food and drinks, Digital, Waste, Activities and events, Without Impact.

Data parameters and methodologies

- **Primary data sources:** Accounting data, employee survey, buildings data.
- **Activity data from the following modules:** Travels, Freight, Processing and Use of Sold Products, Vehicle Fleet, Waste.
- **Methodology:** Official methodology of French Agency for Ecological Transition (ADEME) and the French Ministry of Ecological Transition; GWP 100.
- **Scope 3 data:** Does not include calculations for end-of-life treatment of sold products.

SOURCING RAW MATERIALS RESPONSIBLY

ENVEA designs and manufactures unique devices, incorporating many components from different locations around the world. Our dedicated sourcing teams consider the ethical and environmental performance of all the materials they procure.



According to the UN, demand for resources has [increased three times in the past 50 years and will increase 60% by 2060](#). The way that we design products, source raw materials, buy energy, and conserve natural resources is crucial. To address this, we have undertaken training from experts on circular design principles and education. We are now applying this thinking to how we conceive and manufacture products, from design to end-of-life.

Approach and policies

We design durable, low-maintenance products and tools that minimise environmental impact throughout their lifecycle.

During product development, our R&D team assess components on factors such as energy consumption and carbon footprint, and the recyclability of materials. We conduct technical benchmarking against peer products and pay particular attention to avoiding electronic obsolescence and waste.

Our product portfolio includes ranges such as the 'e-Series' ambient air monitoring analysers. On the market since 2017, these are designed to be modular with interchangeable components and made from fully recyclable materials. The range also includes screenless models, enabling less energy consumption during use, and much simpler recycling

ENVEA 0342e Ozone Sensor

ENVEA 0342e Ozone Sensor				
Synthesis				
Climate change	Resources		Energy	
Manufacture	Manufacture		Manufacture – energy consumption	
Global	Resources used	Resources extracted	Global	Global
0.082 ktCO ₂ e	0.006 kg eq. Sb	241 kg	796 MJ	221 kWh
total GHG emissions during the manufacturing phase (extraction, transformation, travel)	exhaustion of non-renewable mineral resources in antimony equivalent	quantity of extracted resources (materials, fossil fuels, biomass, water, air)	electricity consumption across the whole manufacturing process	electricity consumption across the whole manufacturing process

and reuse of components at the products' end-of-life. For certain products, including analysers, we offer a rental service for customers, which means the materials are reused, rather than recycled at the end of a period of activity.

Our formal policies and approaches include more than 20 years of ISO14001 environmental management system certification. This recognises the prevention of waste and reduction of the amount of goods and services consumed, sustainable production practices, and energy efficiency. All suppliers to ENVEA must complete a dedicated questionnaire which requests information on where materials are

sourced. We also provide supplier partners with a code of conduct which they must sign to comply with contractual agreements.

Performance

During 2023, we worked on a programme of investigation and learning to develop an ecologically responsible design strategy, including circular manufacturing principles. Working closely with experts from a French university, we ran a training programme for our R&D and manufacturing teams. Hosted by the Polytechnic School of the University of Paris-Saclay, our employees received detailed instruction on

the principles, application, and limitations of applying life cycle analysis (LCA). The programme will enable the practice of 'eco-design', according to the ISO 14040 and ISO14044 standards.

ENVEA attendees examined the LCAs of several products manufactured using different materials, including aluminium, plastics, and glass. The course included theory on planetary boundaries, how LCA can support certain Sustainable Development Goals – such as Good Health and Wellbeing, and Climate Action – and guidance on communicating claims authentically.



As well as the training, we also partnered with the University of Paris-Saclay to design a tool and report on the environmental impact of our products. The ENVEA R&D and Quality, Health, Safety and Efficiency teams worked closely with the Physics faculty, selecting the ENVEA 0342e ozone sensor to test the analysis. Factors measured included GHG emissions across the life cycle of the product and a breakdown of raw materials and energy consumed (see pull-out box).

Packaging

During the design process of our products, we specify recyclable materials in packaging. In 2023,

this included the development and approval of a new packaging design for our LAS5000 in-situ laser gas analyser. The supplier was able to provide a lightweight and secure packaging solution made from Tri-Wall, a fully recyclable cardboard, also containing recycled fibres. We will continue to look for opportunities for circular products and packaging across our value chain.

Currently, waste data is available only for our Poissy, France headquarters. However, ENVEA is working towards collecting and reporting comprehensive global waste data in the future.

Category	Tonnes
Total waste in 2023 (Poissy, France HQ)	43 (34 non-hazardous + 9 hazardous)
Recovered (15 tonnes recycling + 19 tonnes incineration and energy recovery)	34
E-waste diverted from landfills	8.5
Hazardous	0.3
Paper/carboard	9
Industrial	9

Environmental guardianship

LOOKING AHEAD

During 2024, we will be conducting an ESG-focused survey of our top 50 strategic suppliers. This will enable us to understand the impacts, including emissions, of our supply chain and to work with supplier partners to improve their environmental performance. We will be investigating the feasibility of recycling plastic packaging waste to be used in the fabrication of our devices.

Having increased ENVEA's knowledge and skills in eco-design, we will be launching a new strategy to ensure the principles are applied to all product development. A new R&D development process which seeks to increase understanding of customers' requirements will support the strategy. The new, agile process will standardise project development in all the markets where we are present and accelerate the time to market.





EMPOWERING PEOPLE

We are cultivating a thriving and supportive environment for our employees, partners, and communities to improve standards for life.

EMPLOYEE HEALTH AND WELLBEING

The health, safety, and wellbeing of our people are fundamental to the way we do business.

People and community are at the heart of our purpose, to elevate standards for life. ENVEA was founded to use the accurate measurement of pollutants to protect nature and lives.

Health and Safety

Approach and policies

We are committed to ensuring safe and healthy working conditions for all our employees and our goal is zero harm in the workplace. We comply with regulations in all the countries where we operate, with procedures and policies in place to ensure continued high performance. The ENVEA Code of Conduct, which all employees must read and sign, sets out our general approach and is supported by more detailed policy documents for specific topics.

As a business founded in France, French and EU laws guide our approach to employee health and wellbeing. To standardise the avoidance of risks, we adopt health and safety management systems and have published a global Quality, Health, Safety and Environment (QHSE) Policy and adhere to International Labour Organization (ILO) standards. New employees receive a safety briefing from the QHSE team and we provide all necessary personal protective equipment and documentation.

Professional accreditation training is carried out by ENVEA for the following risks: electricity, chemical risk, certificate of aptitude for safe driving, stacker driving, and the use of harnesses and other specialist safety equipment. We are exploring social protection via health and pension insurance provision in France.

Our operations in Cambridge and Tranmere (UK), Milan (Italy) and Poissy (France) are ISO 45001¹ accredited. An occupational risk analysis of employees across the business has informed the implementation of these management systems. This process involves comprehensive risk assessments to identify hazards, considering factors such as the likelihood of incidents and their potential impact on individuals. This approach prioritises mitigation actions for each risk and establishes a prevention plan with clear annual objectives and actions.

Failures to safeguard the health and safety of our employees could result in legal and financial penalties, as well as operational challenges, including the exercise of labour withdrawal rights. Additionally, such failures pose significant reputational risks, making this a key strategic priority.

Performance

During 2023, there were 19 safety incidents and 154 days taken off work due to accidents. The severity ratio for ENVEA was 0.09, significantly lower than the industry average of 0.4 (based on 2021 data), highlighting ENVEA's strong performance in maintaining workplace safety.

We continued to conduct regular training in all of the countries we operate in.

4,641

Total hours of training (excludes India & the UK).

1,656

Hours of safety training in France.



1. ISO 45001 is an international standard for health and safety at work developed by national and international standards committees independent of government.



Wellbeing

We want our employees to feel fulfilled and motivated, and a work-life balance is key. In France, Germany, and the UK, we have formalised our approach to remote working. This gives employees not required in engineering and manufacturing activities the opportunity to work from home for a proportion of their working weeks.

In France, we follow the 'Chart Droit à la déconnexion' principle, that employees have the right not to be contacted or to be asked to fulfil work tasks outside normal working hours and during leave. We also support our teams' work/life balance with a policy to close our facility at 7.30pm every day. We allocate budget to social and sports activities which align to our employees' interests. We apply this approach in the other countries where we operate.

Performance

In 2023, activities included:

- Formalising a home working policy in France, Germany, and the UK. We plan to roll out the Group policy by 2025.
- Implementing a new social policy for our teams in India. This includes medical insurance for employees and their families and life insurance cover. We have removed a requirement to work on Saturdays, except for customer service teams.
- Introducing healthier, fresh meals and a free fruit programme in our French facilities to support our teams' access to nutrition.
- Encouraging sports activities in our facilities, including the installation of snooker tables in France and Germany, and entering a cycling event in the UK.
- Celebrating festival days such as Diwali in India and a Christmas event in Germany.

Empowering People

LOOKING AHEAD

As part of our commitment to employee health and wellbeing, we plan to implement the Speak Up whistleblowing tool in 2024. This initiative will provide a confidential platform for employees to report concerns, fostering a safer and more supportive workplace environment.



EMPLOYEE DEVELOPMENT

At ENVEA we seek a culture of continuous improvement, where effort is rewarded with new opportunities.

Experience is at a premium and organisations must work hard to retain qualified teams, and to remain attractive to people interested in acting positively for people and the planet.

Finding and retaining employees with the right skills, however, remains an ongoing challenge. According to a [2023 ManpowerGroup survey](#), nearly four in five employers globally report difficulty finding the skilled talent they need.

Helping our people to fulfil their potential has a direct impact on our ability to grow the business and to enable our customers to operate more efficiently, and protect communities.

Approach and policies

Given the specialist skills required of our teams, we maintain a relatively small workforce, totalling 1,055 employees by the end of 2023. We aim to reward strong performance by promoting people within the organisation to take on new roles and responsibilities. To help develop

an external talent pipeline, we regularly fund internships and recruit apprentices. Our turnover rate is well below the global average which, we believe, reflects the culture of opportunity that we have established over the 45 years that we have been innovating and trading.

In France, we have a talent development system, supported by an annual training plan which feeds into a succession strategy. Employees receive an annual 12-month appraisal and agree targets which they are assessed against. We conduct onboarding training and interview employees who are moving on to gain insights on opportunities for improvement. In countries where employee development is less formalised, we activate training when it is requested. Local managers monitor performance and make recommendations on promotions.

Performance

During 2023, we conducted a review of our corporate-wide approach to career development and Human

Resources. Our Human Resources review included an Organisational Excellence Survey, with a module on Talent and Development (See Insight on this page). We have created a plan to apply the learnings from more mature ENVEA territories such as France and the UK. We have strengthened our Human Resources function and also introduced a number of new roles at a management level in the ESG and finance teams.

In such a competitive market for talent, we have sought to further strengthen our relationships with academic institutions. With new team members, we have assessed universities and colleges in France to develop a partnership programme for the years ahead. This builds on the relationships we have already established with institutions such as the University of Paris-Saclay.

In 2023, we recorded a turnover rate of between 4.5% and 16.42% depending on the country, well below the European average of 34%, as identified in a survey by [Payscale](#).

People focus



Establishing a career

Fabien Nature, Apprentice Engineer

An ambitious student has chosen to develop his practical experience with ENVEA while attaining his professional BTS (Brevet de Technicien Supérieur) qualification. Fabien started with a month-long internship and then applied to ENVEA for a year-long apprenticeship.

“I prioritise practical, hands-on experience and chose the work-study route to achieve my academic and initial professional qualifications. I was thrilled with the positive response from ENVEA, as I felt I couldn’t find a better situation in terms of salary, commute, work environment, and tasks. I feel I’ve evolved a lot technically, thanks to both theoretical training and the tasks in the company. This includes skills in digital networking, and systems and server management.”

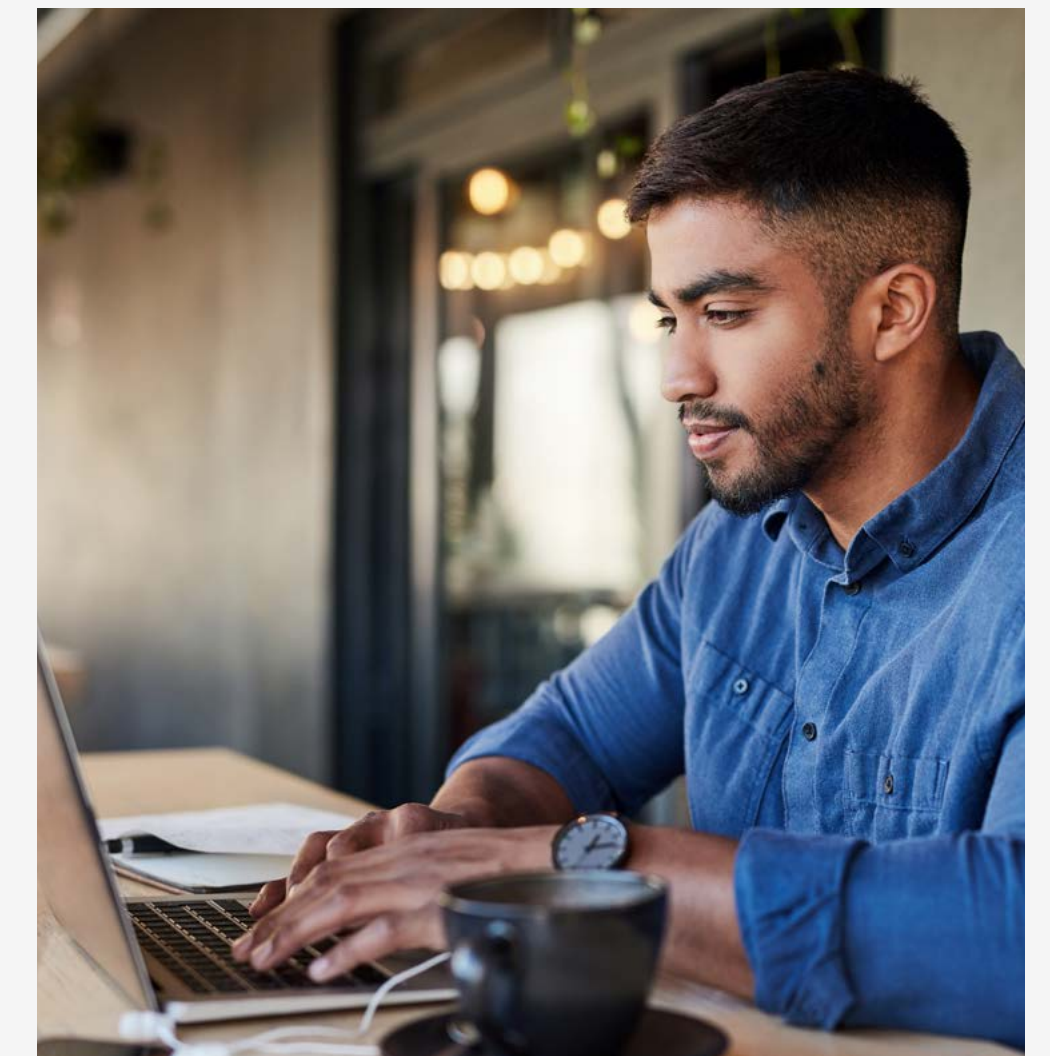
Employee stats, 2023

Total part-time	32
Total full-time	1023
Employees with permanent contracts	1030
Employees with temporary contracts	25
Turnover rate	between 4.5 and 16.42, depending on the country

Insight

Employee Survey: insights on talent management and effectiveness

Through our 2023 survey of 108 employees at L4 or above, we have been able to gauge how well we are supporting managers to lead and develop their teams. With a 90% completion rate, respondents felt that the objectives of roles are clear and aligned with ENVEA’s strategic plans; giving some level of confidence that the current talent and skills development approach is orientated in the right direction, with appropriate incentives. Areas for improvement were around designing a more structured talent development approach, including formal reviews. We incorporated this feedback into the 2023 careers, resource review, and planning exercise.



ENABLING A DIVERSE AND EQUITABLE CULTURE

We are committed to recruiting the best people, representing all the communities that we serve.

Approach and policies

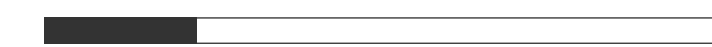
We have published clear guidelines on ENVEA's zero tolerance for discrimination and commitment to equal opportunities in the ENVEA Code of Conduct. Across our business, we are committed to achieving equal pay for all employees. In France, our unadjusted gender pay gap currently stands at 3.2%, and we are dedicated to closing this gap. We actively target female recruits and surpass the national average on the French Equality Index, which evaluates gender pay gap, individual pay rise gap, the percentage of female employees receiving a pay rise after maternity leave, and the representation of women among the ten highest earners. Beyond France, we have implemented diversity and inclusion policies in the UK and USA, reinforcing our commitment to equality in training, pay, and opportunity.



Performance

Poissy, France headquarters

22%



Women in the workforce.

100%



Women with access to vocational training.

91%



Professional Equality Index France: the gender pay gap was 3.2% in favour of men, with women's pay lower in senior roles by an average 5% and exceeding men's by 5.6% in non-executive roles.

People focus



Developing responsibilities

Marlène Baida, Sales Administration Manager

A valued ENVEA employee since 2003, Marlène's passion to support customers has enabled her role and responsibilities to grow in line with our expansion. After an initial position as an After-Sales Assistant in repairs, Marlène used her knowledge of our global distribution network to transition into sales administration roles.

"I was fortunate to have the opportunity to evolve within the company whenever I felt ready for a change. My progression has been steady and continuous, and I am grateful that ENVEA has consistently trusted me throughout my career. I would encourage new joiners to trust themselves, embrace new challenges, and share their career goals and aspirations with the management. The company is open to supporting personal and professional development."

People focus



Supporting new talent

Valérie Lacazette, Payroll Manager

We recognise talent and want people to develop at ENVEA for the long-term. During the interview process, Valérie informed us that she was at the second term of a pregnancy. We were happy that she felt able to share this news and even more pleased to find such a talented individual to join the Human Resources team.

"I had a very positive experience. I felt there was a lot of understanding towards me, and I never once felt that my situation could be an issue with any of my colleagues involved in the recruitment process. My integration went very well. I received the same onboarding experience as all employees along with a training period until my maternity leave."

RAISING SUPPLY CHAIN STANDARDS

Our commitment to the health and safety of people involved in the manufacturing and distribution of our products extends to the employees of the companies in our supply chain.

Approach and policies

We have set out our expectations of suppliers to protect their workers' health and wellbeing in the Terms and Conditions of our contracts. Partners must complete a section on this topic in the Supplier Self-Assessment questionnaire. To reinforce the position for our employees, ENVEA personnel responsible for hiring or engaging third-party business partners must be familiar with and comply with the ENVEA Third Party Due Diligence Policy which includes standards on safety. All employees must sign an appendix in the Code of Conduct to confirm that they have understood ENVEA's ESG commitments.



RESPONSIBLE MARKETING AND COMMUNICATIONS

The credibility of our messaging and claims is fundamental to the effectiveness and growth of our business.

Approach and policies

With 80% of the business driven by regulations, our credibility in marketing and communications is essential to our licence to do business. Our customers are in two categories: Regulatory and Non-Regulatory. Regulatory clients include governments and associations, whom we help inform on air quality and with the setting of new regulatory standards. For Non-Regulatory clients, mainly industry, we assist them with minimising and preventing polluting emissions.

To provide our commercial customers with resilient solutions, we have established a specialist Regulatory Leadership team. It provides ongoing reviews and reporting into the regulatory landscape. To help guide our regulation-setting customers, the team also reviews global trends and emerging technical developments.

They anticipate what new rules will likely or should be introduced, for example, for substances such as mercury (see [‘Solutions to monitor and reduce pollution’](#)), and help establish new levels of compliance.

Our messaging on owned channels such as marketing materials, the ENVEA website, and social media is organised by the Marketing and Communications team. They work closely with subject matter experts within the company to verify and substantiate all claims in all channels.

We regularly issue press releases to the media and news stories on product launches and deployments via our [website](#) and [LinkedIn](#). The business also supports customer development via newsletters, through global participation in trade fairs and symposia, and as an active member of key industry associations.

Performance

During 2023, key marketing and communications developments included messaging on the emerging topic of biogenic CO₂, and new regulations on mercury. Both substances are emitted from waste-to-energy plants, see [‘Helping customers to lower greenhouse gas emissions’](#) and [‘Solutions to monitor and reduce pollution’](#).

To facilitate understanding on these topics, we launched dedicated landing pages, explaining the implications for customers with explanatory text, videos, and contact details. As mentioned in [‘Stakeholder Engagement’](#), we conducted a comprehensive survey of 150 customers during 2023. Other key activities:



Product launch announcements

- AirFlow P sensor for accurate volume flow measurement in high temperatures and dusty conditions, see [here](#).
- Cairnet® DATA+ mini station for air quality monitoring, incorporating secure use of local data sources such as weather stations, see [here](#).
- SC5000 Mercury calibration system.



Key installation activities

- Improving coffee roasting efficiency thanks to continuous volume flow measurements in high dust conditions for specialist equipment manufacturer PROBAT, see [here](#).
- Monitoring pigment particulate emissions in a chemical plant in Indonesia to address filter bag failures, see [here](#).
- Measuring emissions of volatile organic compounds, CO, NO_x and O₂ from biomass burners sold to homeowners, see [here](#).

SUPPORTING COMMUNITIES

We help empower organisations on their journey to be more environmentally accountable to the communities they serve, and we take our community responsibilities just as seriously.



Approach and policies

We help our customers to limit the impacts on the communities and environments they operate in. We also acknowledge our direct responsibility to the communities where our facilities are located.

The ENVEA Quality, Health, Safety, and Environment policy enshrines our commitment to 'minimise the environmental impact of our activities'. As set out in the 'Environmental Guardianship' section of this report, this encompasses limiting pollution from our activities, avoiding waste and chemicals, participating in the fight against climate change, and protecting all biodiversity and ecosystems. All of these factors impact communities' health and resilience. Our teams also support communities through fundraising and outreach projects. These are organised and resourced locally by the subsidiaries.

Performance

Our teams propose projects that support the environmental, health, and wellbeing status of the communities where our facilities are located. In 2023, these included the following projects:

Supporting biodiversity and accessibility in Cambridge UK

Our research and development UK facility, opened in 2019, has helped to fund a new orchard for a nearby community. The apple plantation will serve the community of Swavesey, Cambridgeshire, increasing biodiversity and providing access for people with disabilities.

Cycling to raise funds for UK diabetes charity

Matthew Evans, Head of Sales Excellence, led a team to cycle across some of the UK's wildest terrain to raise money for Diabetes

UK. The tour, through the Lake and Peak Districts, required months of training for the novices, but was successful in raising funds and attention for this significant community health issue.

Organising Christmas donations for underserved children in France

The team at our Poissy headquarters worked with the charity Les Restos du Cœur to collect toys for homeless and low-income children during the festive season. This in turn inspired a gift of food to the AP-HP hospital in Ambroise Paré, Boulogne by the local ENVEA team.

This activity builds on previous initiatives including the visit by François Gourdon to Ukraine in 2022 where he shared donations from the team.

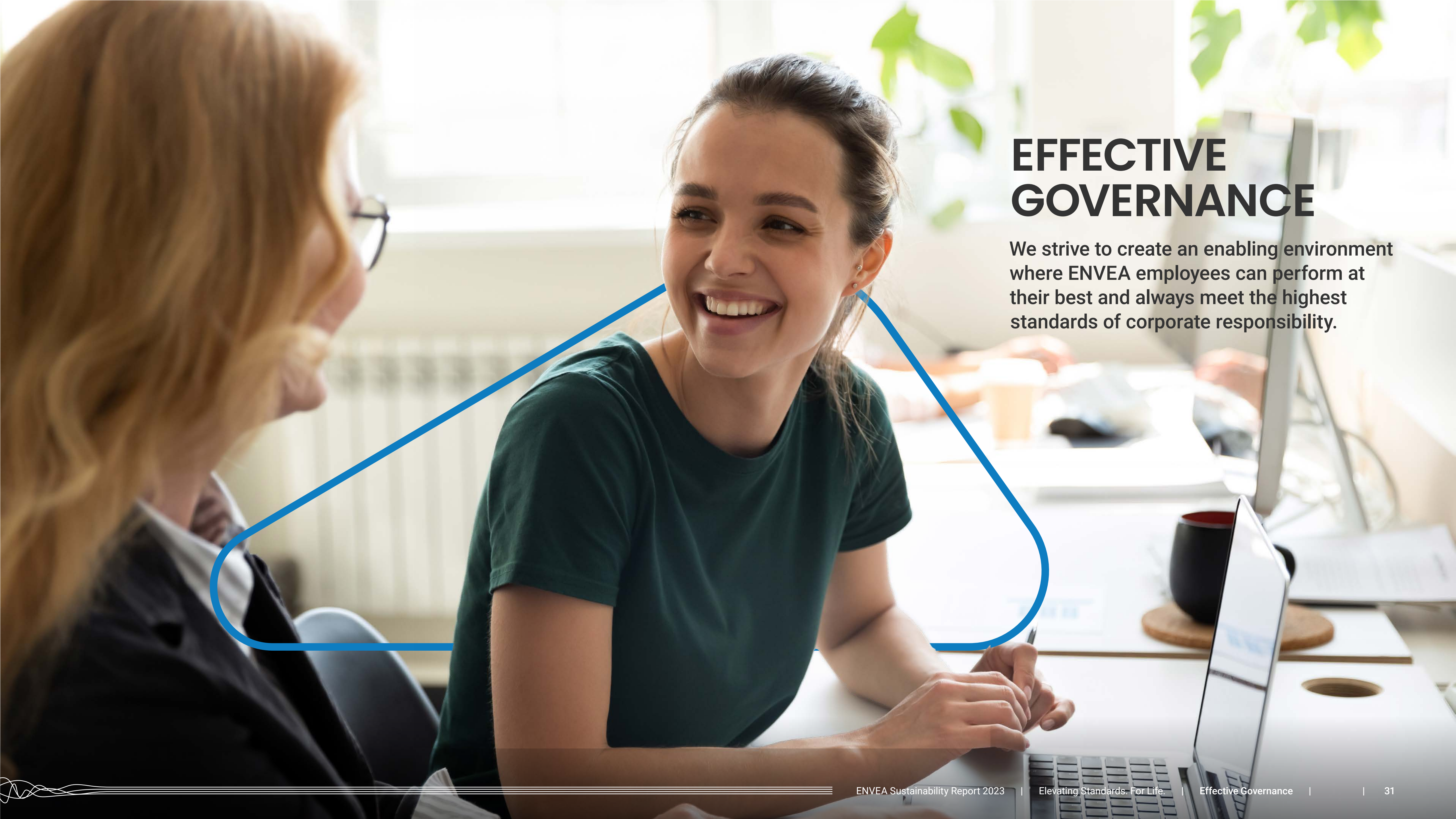
Empowering People

LOOKING AHEAD

During 2024, with new acquisitions and a leadership team, we will continue to harmonise our approach to Human Resources. We plan to finalise a standardised employee value proposition and will also be launching a new training tool. We will, for the first time, also be conducting an enterprise-wide employee survey. To enhance talent development, our Human Resources team will receive enterprise resource planning tools.

In Europe particularly, we anticipate more communications and activities supporting customers to measure biogenic CO₂ emissions. In China, ammonia emissions are an increasing concern for our customers which we will help them to address. Globally, the self-regulation of methane emissions by energy companies will also be a growing topic.





EFFECTIVE GOVERNANCE

We strive to create an enabling environment where ENVEA employees can perform at their best and always meet the highest standards of corporate responsibility.



SUSTAINABLE CORPORATE GOVERNANCE

The governance of the Company is made up of an Executive Board and a Supervisory Board. The Executive Board oversees the Group’s ESG strategy and performance.

Executive Board members (2024):



GROUP DIRECTION

Trevor SANDS
Chief Executive Officer



R&D

Rony AKIKI
Director, Research and Development



STRATEGY

Grégoire DIDIER
Director, Strategy and ESGQ



MANUFACTURING OPERATIONS

Christophe LAMY
Director, Manufacturing



FINANCE

Cyril MEYER
Chief Financial Officer



ENVIRONMENTAL REGULATORY

Jürgen REINMANN
Director, Environmental Regulatory



MEPS

Michiel BOONEKAMP
Director, Market Engagement and Product Strategy



CUSTOMER SERVICES

Sam THORNEYCROFT
Director, Customer Services



HUMAN RESOURCES

Gallane TOUATY
Director, Human Resources and Culture

With a growing presence across Asia, Europe, and the Americas, effective governance is essential to maintaining both consistent high standards across our operations and our corporate reputation. It enables an efficient use of resources and encourages accountability in our organisation and through complex supply chains.

The strength of our corporate governance ensures that our customers can continue to rely on the data and support we provide, delivering the highest standards of quality and value.

Managing ESG

An annual strategy review by the Executive Committee assesses progress against sustainability commitments and sets new targets. The Executive Committee, consisting of department leads, meets once a month. This session addresses all material topics related to the ENVEA business, including ESG, when appropriate. Managers address operational Quality, Health, Safety, and Environment topics every month in the countries where they are based. The Executive Committee also hosts a monthly meeting with shareholders which addresses a wide variety of topics including Human Resources, financial performance, strategy, regulations, operations, and external growth.

Business conduct

Approach and policies

We have a suite of policies which all employees familiarise themselves with as part of the ENVEA onboarding process:

- **CODE OF ETHICS** contains policies on Whistleblowing, Conflicts of Interest, Fraud and Money Laundering, Anti-Competitive Practices, and Business Ethics.
- **FURTHER POLICIES** on Code of Conduct, Speak-Up, Anti-Corruption, Third-Party Due Diligence, and Economic and Trade Sanctions.

The Anti-Corruption policy includes guidance on bribery and other financial crimes. It also contains rules on political influence and lobbying, and managing supplier relationships. There were no cases raised for investigation during 2023.

Managing complex supply chains

We seek suppliers who we can rely upon for quality, price, and delivery times. We also want to work with partners on a long-term basis who share our values of responsibility and accountability towards people and the planet. During 2023, we added ethical and environmental performance criteria to our supplier questionnaires and reviewed our terms and conditions.

PROTECTING PERSONAL DATA

All data that our organisation generates and processes is handled with care and strict protocols.

Approach and policies

To ensure that all employees and people in the supply chain understand our rationale and procedures, we have published a detailed Information Protection Policy. Through this document, we protect our intellectual property, details on business arrangements, and those of our customers.

We classify data according to four different categories, with clear instructions on how items should be handled, including labels to indicate their status. Every team in the organisation handles data and a clear history is recorded on how that information is gathered, accessed, stored, and destroyed.



PUBLIC AFFAIRS AND ADVOCACY

Since its inception, ENVEA has worked closely with non-elected government officials, including regulators, to calculate and reduce harmful emissions.

Approach and policies

While we do not practice lobbying, ENVEA has always worked closely with governments and regulators. We do not have a formal policy on political advocacy, but our teams apply the principles set out in our Code of Ethics and Anti-Corruption Policy to maintain high standards of integrity.

Our R&D team is constantly developing and refining instruments and processes. This innovation enables us to offer increased precision to governments and regulators in measuring substances such as dioxins, heavy metals, mercury, methane, volatile organic compounds, and, increasingly, the presence of biogenic CO₂.

New regulations drive 80% of the business, which we address both reactively and proactively:

Reactive – The Public Affairs team conducts frequent and comprehensive reviews of emerging regulations in all the markets where we operate. Our R&D team will assess any new apparent considerations and evaluate whether our existing technologies and services address the issues. If a new area of activity is required, we initiate product development as necessary and bring new solutions to market. Our systems are used in many waste-to-energy and incineration settings, and we are members of EWSET (European Suppliers of Waste-to-Energy Technology association). This organisation provides a conduit for regulations and technology between the regulators and manufacturers like ENVEA.

Proactive – As well as the design and production of products, ENVEA is also closely involved in the drive to standardise the measurement of air quality and emissions monitoring. Our Public Affairs team, supported by R&D and the Regulatory Team, works closely with leading standardisation groups. These include CEN (European Committee for Standardisation), which assembles working groups for different sectors including chemicals manufacturing, and energy and utilities. With connections to the working groups, we have access to people looking at a wide range of relevant topics and we offer insights on European regulations to government bodies in other markets.



Performance

During 2023, we continued to work closely with regulators to meet new restrictions on many pollutants. This included mercury, emitted into the environment during incineration in WtE plants. In 2019, the EU introduced a new policy to reduce concentrations of the toxic metal, with a deadline of December 2023 for European industry to comply. Our Public Affairs team had anticipated a new policy protocol for the substance and this led to ENVEA's development of a new range of mercury monitoring systems. We were able to supply 200 of these to the market before the December 2023 deadline, see '[Solutions to Monitor and Reduce Pollution](#)'.

As well as mercury, our Public Affairs function has also been working with regulators on understanding the CO₂ produced from WtE plants. ENVEA technology is able to precisely measure the proportion of the greenhouse gas that is biogenic. The term refers to CO₂ produced from the decomposition of living matter such as plants, wood, paper, sewage sludge, or meat, which is considered climate-neutral under the [GHG Protocol's](#) standards. This proportion of CO₂ is excluded from present mandatory off-set rules which apply to emissions of fossil fuel-derived CO₂. A higher proportion of biogenic emissions

means allowances can be sold or kept for future use, saving operators a significant cost. This supports operators participating in initiatives such as the EU Emissions Trading Scheme, the German Fuel Trading Act, and the UK Environment Agency.

External validation

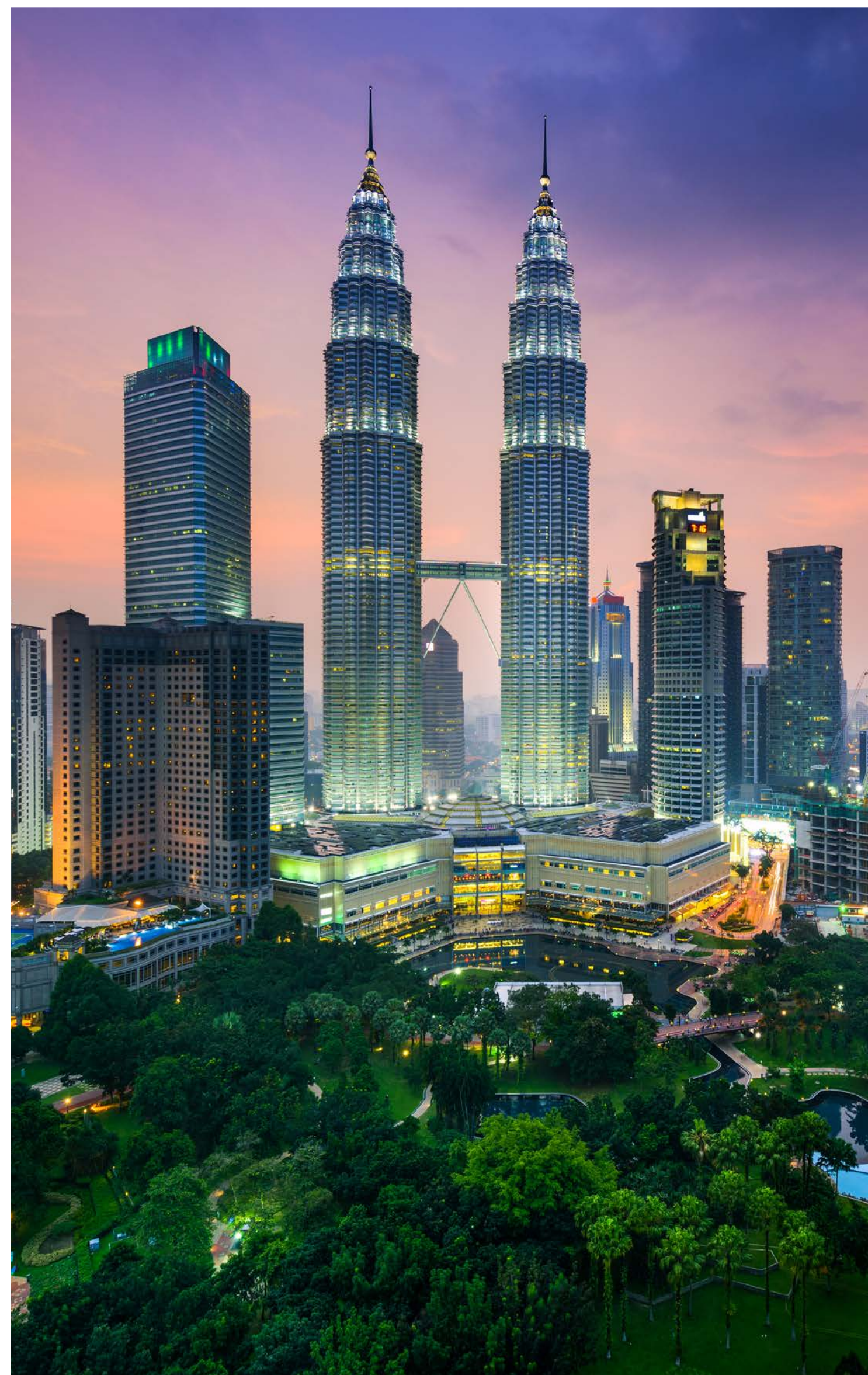
Capza

Per the requirements of our lender, Capza, a leading European private investment firm, we were subjected to an ESG audit in 2023. While highlighting areas for improvement, including the breadth of our emissions reporting, we received an average of 75% for understanding and action on our ESG impacts and risks.

Carlyle

Our investor, Carlyle, a global investment firm, commissioned an ESG audit for which we obtained a score of 189 points. This was higher than the sector average of 178 points.

We will seek to raise these scores as we become more focused on our own operational performance.



Effective Governance

LOOKING AHEAD

We will work closely to support customers in countries who are looking to improve their environmental performance, including within Oman and Saudi Arabia. We will share established relevant best practices from regions such as the European Union. We will also help local regulators, governments, and industrial partners to adapt past learnings to help solve their challenges.

As new topics such as biogenic CO₂ become more relevant to our customers around the world, we will need to invest in training and innovation to meet and exceed regulatory requirements. We will work closely with our trusted suppliers and support them to meet the highest standards.

Our cybersecurity policy is one of constant vigilance. In February 2024, we undertook CyberVadis certification of our French operational hub and headquarters, receiving a score of 841/1000, indicating Silver 'Developed' status. We will continue to increase our capabilities and performance in this area.



