

ESG Performance Card - Marlink Groupe - Consolidé

Summary

<p>Sector: The Marlink Group is the world's leading provider of end-to-end managed smart network solutions that connect people and assets around the globe and in all markets that cannot be reached with conventional connectivity.</p> <p>Headquarter: Marlink has a worldwide presence with teleports and offices on all continents</p> <p>Number of employees: 1,199</p>	<p>Revenue (€): 542,000,000.0</p> <p>CSR main contact: Birgit Vildalen</p> <p>Acquisition date: -</p>
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a. 2021 Best Practices and ESG Targets (short and long-term)

<p>Governance</p>	<p>THE FOUR PILLARS OF OUR CORPORATE SOCIAL RESPONSIBILITY</p> <ul style="list-style-type: none"> • ETHICAL BUSINESS • OUR PEOPLE • COMMUNITY • ENVIRONMENT <p>Our Corporate Social Responsibility approach is part of the Marlink DNA to develop our business and people operate responsibly. Marlink has incorporated and respects the Ten Principles of the UN Global Compact into our strategies to establish a culture of integrity, value, trust and innovation.</p>
<p>Social and Societal</p>	<p>SUPPORTING HUMANITARIAN, COMMUNITY AND ENVIRONMENTAL ORGANISATIONS</p> <p>We believe a connected world is a better world.</p> <p>We are committed to supporting several not-for-profit organisations and charities which strive to develop areas affected by disaster, bring connectivity to local communities in the most isolated areas, help children with critical illnesses and protect the coastal environment.</p>
<p>Environment</p>	<p>MINIMISING ENVIRONMENTAL IMPACT.</p> <p>Marlink encourages waste recycling and following international rules of electronic waste handling and supporting a balanced local environment.</p> <p>We develop digital solutions that help reduce the environmental footprint of our customers: tracking, telemedecine, remote management services, IOT solutions - these are just some of the services that minimize travels and on-site intervention.</p>

Sustainable products
and services

Marlink focuses on energy efficiency and seek methods and technology to minimise negative impact to the environment.

We develop digital solutions that help reduce the environmental footprint of our customers: tracking, telemedicine, remote management services, IOT solutions - these are just some of the services that minimise travel and on-site intervention.

And our connectivity solutions enable ship owners to optimise voyages to manage fuel consumption and report emissions data for regulatory compliance.

Supply chain

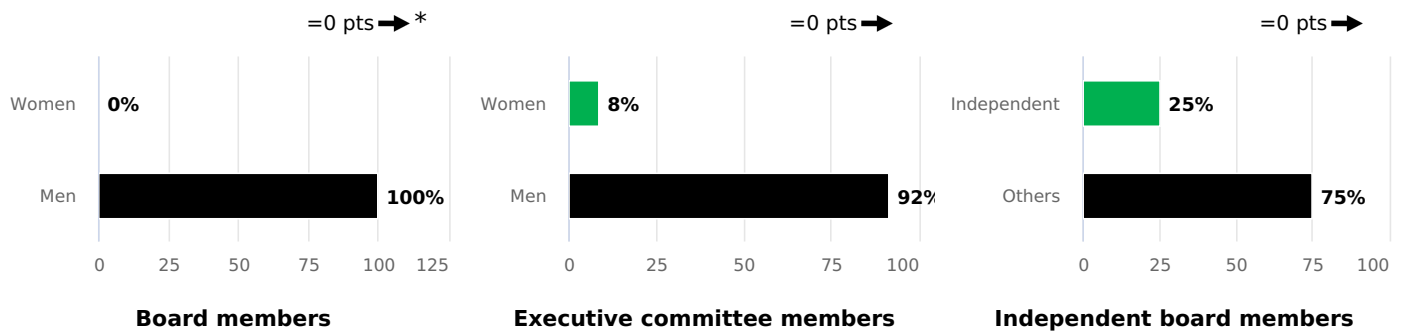
We share Marlink code of conduct with our customers, partners and employees to ensure that our business relationships are based up on a foundation of integrity and trust.

b. Selection of Key Performance Indicators

Indicators	Unit	Apax	2020	2021	Variation
GOVERNANCE					
Independent board members	%	24.0	25	25	0%
Women board members	%	15.0	0	0	-
Women at ExCom level	%	28.0	8	8	0%
SOCIAL & SOCIETAL					
Women in the workforce	%	47.0	28	25	-10%
Employees trained	%	49.0	41	39	-3%
Employee shareholders	%	4.0	-	8	-
Net job creation	Nb	201	-	48	-
Employee turnover	%	20.7	0.0	13.0	-
Absenteeism rate	%	3.3	0.0	4.8	-
Charity donations vs. Turnover	%	0.0	-	0	-
ENVIRONMENT					
Scope 1 & 2 Carbon emissions	tCO2eq	14075	6675	3627	-46%
Scope 1, 2, 3 Carbon intensity	tCO2eq/ M€ of turnover	12.0	14	7	-51%
SUSTAINABLE PRODUCTS AND SERVICES					
Sustainable products and services	%	10	-	0	-
SUPPLY CHAIN					
CSR supplier third party audits	%	0.0	-	20	-

1. Governance performance

Board member composition



Governance best practice

Taxonomy eligibility

1 No



Code of ethics

4 Yes



CSR Manager

1 No



CEO remuneration linked to ESG

1 No



Committees

1 Other committees (please specify in comments)



CSR risks

-



Litigations

1 No



CSR Initiatives

1 CSR policy ; 1 CSR objectives





Privacy and Data Protection



5 A policy on personal data is formalised ; 1 The registers required by the GDPR are kept (processing register, register of subcontracting activities, register of personal data breaches) ; 3 An Audit of The company by An external body is organised ; 1 A process for assessing The GDPR compliance of subcontractors is put in place ; 2 A data Protection Officer (DPO) is present within The company ; 3 Employee training is organised ; 3 Other actions are implemented (please specify in comments)



Comments

Marlink is proud to be a signatory to the United Nations Global Compact Principles and deliver yearly Communication on Progress(CoP).

*   Positive CSR evolutions compared to N-1

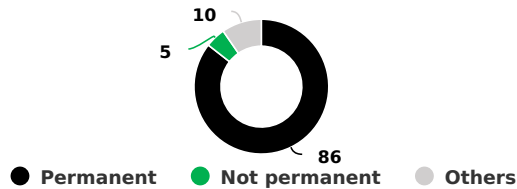
  Negative CSR evolutions compared to N-1

2. Social performance

Scope covered: 103% of the headcount

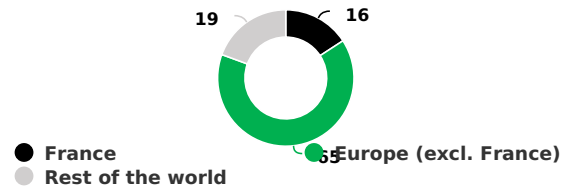
Workforce

<p><i>Total headcount</i></p> <p>1,199 </p> <p>2020: 1,022</p>	<p><i>Net job creation</i></p> <p>48</p> <p>2020: -</p>	<p><i>Turnover</i></p> <p>13 </p> <p>2020: 0</p>
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Type of contracts

*of permanent employees compared to N-1

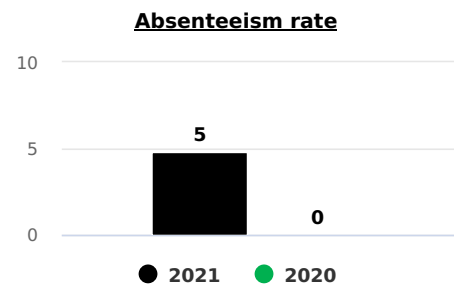
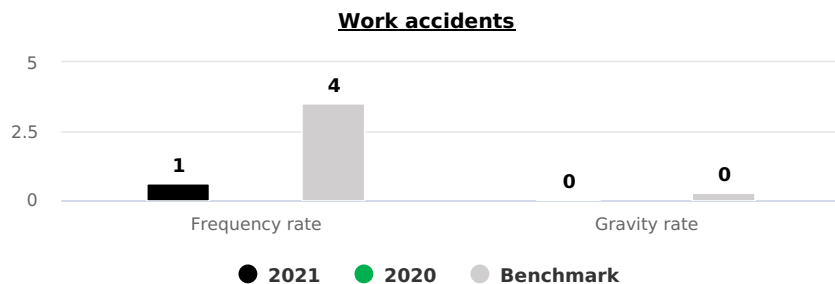


Breakdown by location

*of employees in France compared to N-1

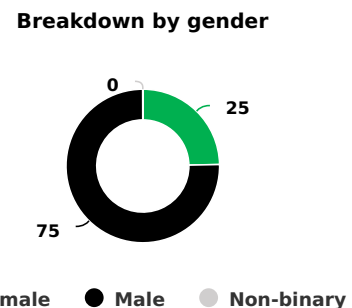
Quality of the work environment

<p><i>Training expenses vs payroll (%)</i></p> <p>0 </p> <p>2020: 0</p>	<p><i>Profit-sharing schemes</i></p> <p>2 Yes</p> <p>2020: -</p>	<p><i>Employee satisfaction monitored</i></p> <p>19 Yes</p> <p>2020: -</p>
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Diversity and inclusion

<p><i>Diversity charter/commitments</i></p> <p>2 Yes</p> <p>2020: -</p>	<p><i>Unadjusted gender pay gap</i></p> <p>6</p> <p>2020: -</p>
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Comments

- Marlink is a partner of **Nethope**, a consortium of nearly 60 leading global non-profit organisations, that specialises in improving IT connectivity among humanitarian organisations in developing countries and areas affected by disaster.
- Marlink supports **Team Rynkeby**, a Nordic charity cycling team. Every summer they cycle to Paris to raise money for children with critical illnesses. Founded in 2002, Team

Rynkeby comprises now 2,100 cyclists and 550 volunteers in 7 Nordic countries.

- Since 2014, Marlink has supported the **Norwegian Society for Sea Rescue**, an organisation whose purpose is to save lives and protect the coastal environment in Norwegian waters.

3. Environmental performance

Scope covered: 0% of the company

Total energy consumed (MWh)

8,980

2020: 16,026



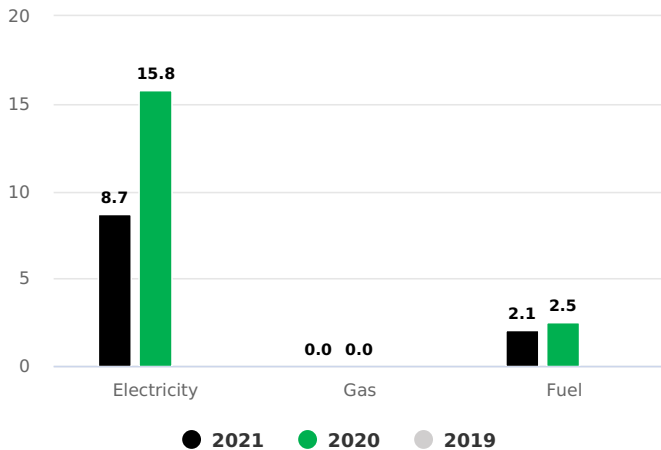
Share of renewable energy consumed (%)

35

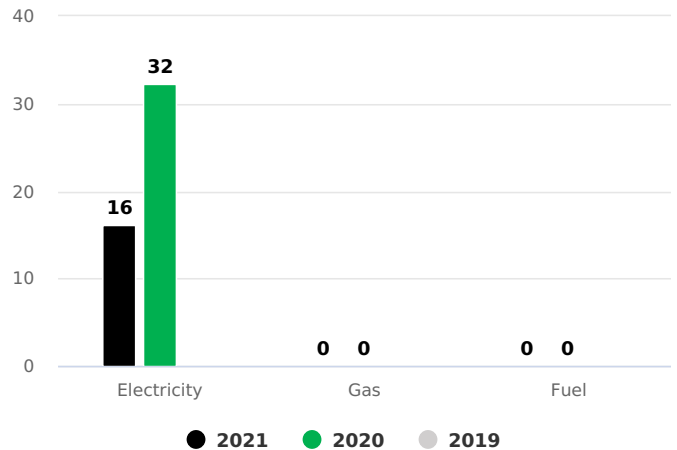
2020: 24



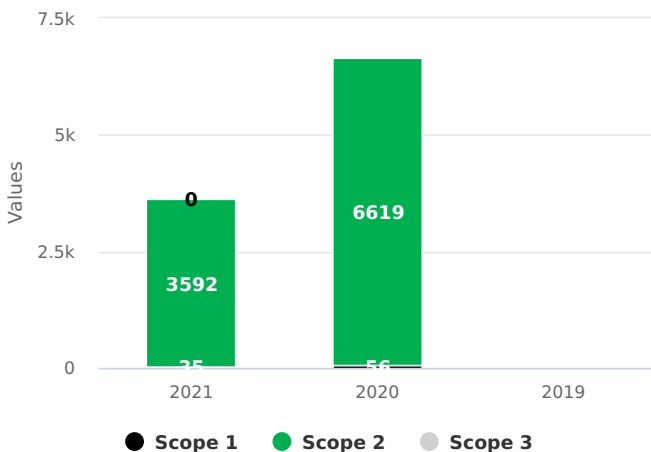
Energy consumption (GWh)



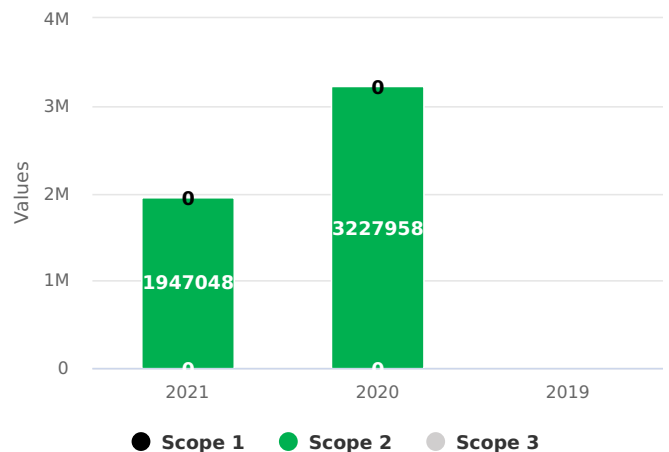
Energy intensity (kWh/M€ of turnover)



Carbon emissions (tCO2eq)



Carbon intensity (tCO2eq/M€ of turnover)



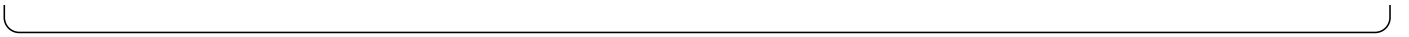
INDICATORS

	2020	2021	Variation
Formal environmental policy	-	1 Oui	-
Carbon footprint assessment	2 Oui ; 23 Non	2 Yes ; 2 No	-
Green IT initiatives	-	-	-
Evaluation of exposure to climate change	-	3 Yes ; 5 No	-
Evaluation of the biodiversity footprint	-	4 No	-

Comments

Marlink's short term performance

- Establish Waste recycling at all sites
- Reduce travels by 10% year on year
- Company cars to be transferred to electrical or hybrid



4. Sustainable products and services

General information

Share of turnover related to sustainable products/services (%)

0

R&D budget associated to sustainable products/services (€)

0

Client satisfaction monitored

3 Yes

Environmental initiatives to reduce the carbon footprint of products/services

INDICATORS	2021
Lifecycle analysis	No
Eco-design approach	No
Shorter supply chains	No
Use of recycled materials	1 Yes
Recyclable, reusable, easy to repair products	No
Energy efficient products and/or services	2 Yes
Other relevant initiatives	1 Yes

Comments

- Marlink encourages waste recycling and following international rules of electronic waste handling and supporting a balanced local environment.
- We develop digital solutions that help reduce the environmental footprint of our customers: tracking, telemedicine, remote management services, IOT solutions - these are just some of the services that minimise travel and on-site intervention.
- Plastic Odyssey is the first floating laboratory dedicated to plastic waste recycling and will use pyrolysis to convert some plastic to fuel, as well as acting as local recycling unit, showcasing waste reduction initiatives and promoting new thinking around plastic use. Marlink will provide free Sealink VSAT connectivity and a package of innovative solutions including its Telemedicine remote healthcare service and global 4G roaming.

5. Supply chain performance

General information

Number of suppliers (Tier 1)

480

Share of suppliers with CSR audits conducted by a third party (%)

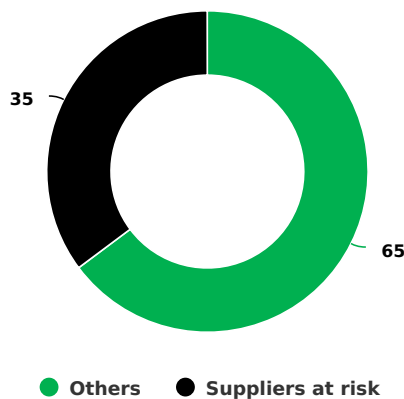
20

CSR initiatives in the supply chain

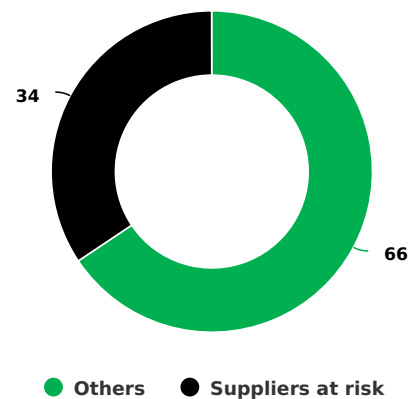
INDICATORS	2021
Responsible purchasing policy	1 Yes
CSR criteria in supplier selection and/or monitoring	1 Yes
Integration of a CSR clause in contracts	1 Yes
Evaluation of the raw material risks	No
Other CSR initiatives in the supply chain	No

Suppliers in areas at risk

In terms of corruption



In terms of human rights



Comments

Marlink measures key suppliers signed the Supplier code of conduct.