



SUSTAINABILITY STRATEGY

2024-2027

Respect Energy Group

Energy created with respect for nature!

OUR WORK IS FUTURE

Nasza praca jest przyszłością

AREAS AND DIRECTIONS (3R)

Energy created with respect for nature!



AREA

CLIMATE AND ENVIRONMENT

GOAL

DEVELOPMENT OF SERVICES FOR THE CLIMATE

ZERO-EMISSIONS FROM OWN OPERATIONS

RESPONSIBLE WASTE MANAGEMENT

TRANSPARENCY REGARDING IMPACT ON BIODIVERSITY

STRATEGIC KPIs

Value of emissions avoided through investments made.

Business objectives that respond also to the challenges of sustainable development.

Achieve zero emissions in Scope 1, 2 and 3 no later than 2050.

Reduce Scope 1 and 2 greenhouse gas emissions by 90% by 2030 (Scope 1 and 2).

Reduce Scope 3 greenhouse gas emissions by 55% by 2030 (Scope 3).

Development of a long-term decarbonisation pathway including Scope 1, 2 and 3 (Scope 1,2 and 3).

Monitoring of GHG emissions per unit of revenue (GHGe/PLN).

Development of the company's waste management practices for waste from RES installations in a circular economy model.

Systematic scaling up of recycling in own operations.

Development of services based on circular materials from RES farms for customers.

Publication by 2026 of a biodiversity impact report according to TNFD guidelines as an Early Adopter.

Implementation of biodiversity protection policy.

RESPECT NATURE

AREA

EMPLOYEES

CUSTOMERS

KNOWLEDGE AND INNOVATION

LOCAL COMMUNITIES

GOAL

ATTRACTIVE WORKPLACE AND A STRONG CORPORATE CULTURE

IMPROVING CUSTOMER SERVICE QUALITY

KNOWLEDGE SHARING AND INNOVATION DEVELOPMENT

GOOD RELATIONS FOR SUSTAINABLE DEVELOPMENT

STRATEGIC KPIs

High job satisfaction rate of no less than 80%.

Attractive working conditions evidenced by a high score in the Employer Value Proposition (EVP.) survey.

Implementation of a diversity policy proven by high employee ratings.

Attracting ambitious employees, developing their talents and potential (results of employee retention survey, implementation of talent process - is/none).

Promoting Respect Energy's values to managers and employees.

Positive results of the after-sales customer satisfaction survey.

Growing rate of customer referrals (referred customers).

Cooperation with universities
In the area of innovation and/or RES industry development.

Professional support to existing and prospective customers - sharing expertise.

Drafting and communicating a policy for dialogue and community engagement.

Implementation of an educational programme for schools on climate change and RES.

Implementation of projects for the benefit of local communities.

Submitting Respect Energy for assessment by local communities i.e. whether the company is a responsible and trustworthy business/partner.

AREA

MANAGEMENT

SUPPLY CHAIN

GOAL


STANDARDISATION OF PROCESSES

BUILDING A RESPONSIBLE SUPPLY CHAIN

STRATEGIC KPIs

- Standardisation of internal ESG processes.
- Strengthening the ESG governance structure.
- Development of ESG reporting.
- Development of the ESG risk management process (identification and mitigation).
- Implementation of ESG regulatory requirements.

- Revise and improve the due diligence process to protect human rights in the supply chain.
- Introduce screening / qualification system and verification of suppliers in terms of social and environmental factors.
- A process for developing an ESG pathway in procurement processes that is transparent and understandable to suppliers.



re: respect
energy

Respect Energy Holding S.A.

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