

**ROBUS<sup>®</sup>**

**CHAMPIONING  
SUSTAINABLE LIGHTING  
ON THE GLOBAL STAGE**

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For electrical contractors and wholesalers worldwide, ROBUS is first and foremost an LED lighting company.

BUT WHAT MAKES A LIGHTING COMPANY?  
OR ANY COMPANY FOR THAT MATTER?  
ABOVE ALL ELSE, THE ANSWER IS  
**THE PEOPLE**

ROBUS is  
made up of

**200**  
employees.

We work  
with over

**3,000**  
stockists.

Our business  
spans

**40**  
countries.



In short, we impact many people's lives all over the world. As a company on the global stage, it is our responsibility to ensure we leave a positive footprint on the environment and society. That is why today, we have a cohesive company-wide structure that underlines our commitment to sustainability. But it didn't happen overnight. In fact, it took a highly coordinated effort spanning multiple continents.

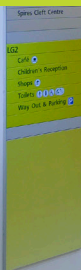


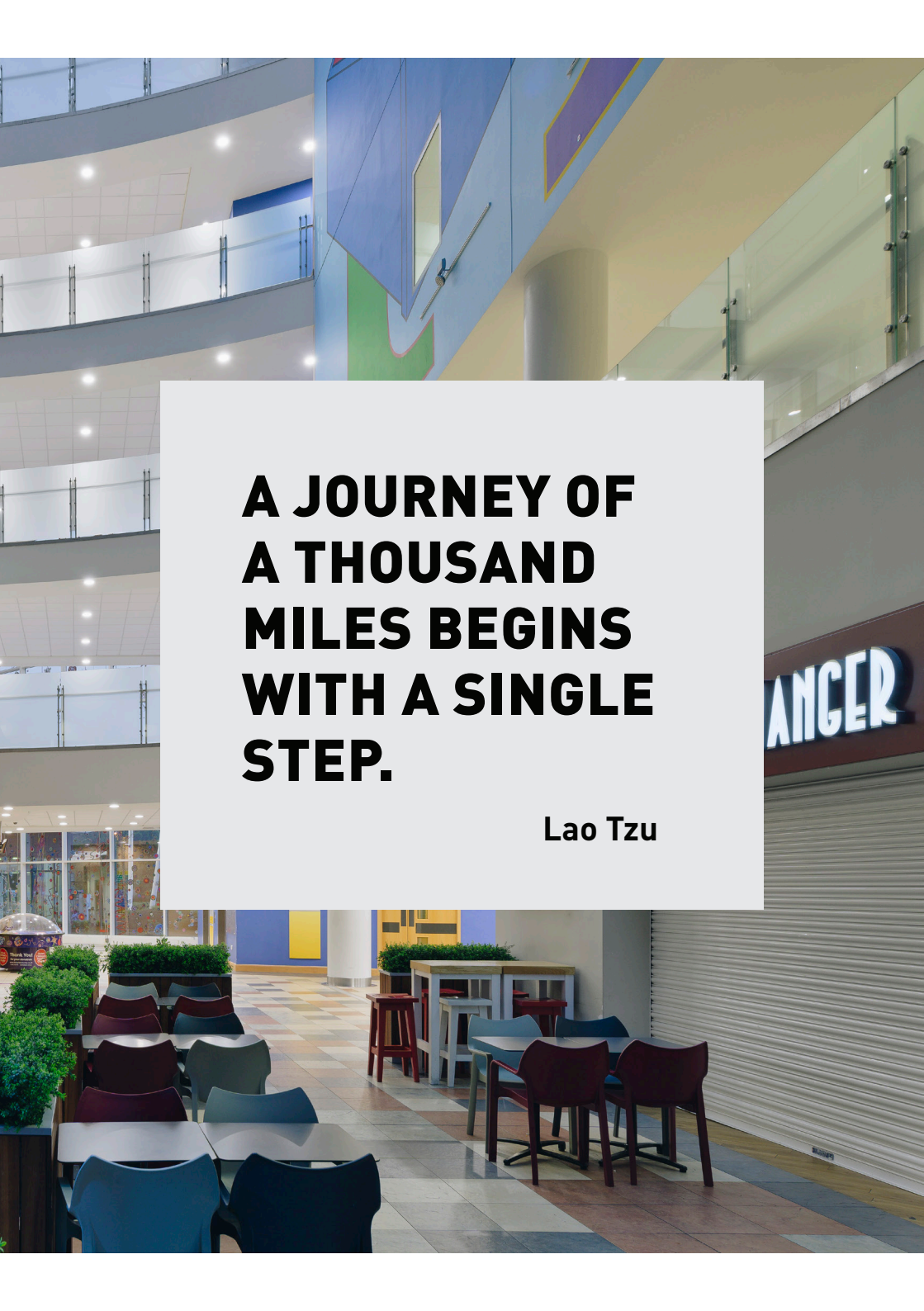
**22% REDUCTION  
TO OUR CARBON  
FOOTPRINT IN 2021**



# OUR SUSTAINABILITY JOURNEY

In 2021, we launched our Environmental, Social and Governance (ESG) project. This is our way of ensuring that, as a global organisation, we are working and acting in the best interests of all the markets we operate in.



A modern, multi-level shopping mall interior. The upper levels feature glass railings and colorful wall panels in shades of blue, green, and purple. The ground floor has a tiled floor and a seating area with tables and chairs. A sign for 'CANCER' is visible on the right side.

**A JOURNEY OF  
A THOUSAND  
MILES BEGINS  
WITH A SINGLE  
STEP.**

**Lao Tzu**

# THE SEVEN PRINCIPLES OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE

We created our ESG project framework using the ISO2600:2010 guidelines. These guidelines allowed us to identify and define where we were, what was working and what needed to be improved for ROBUS to be more environmentally and socially responsible as a business.

We utilised the **7 Principles of ESG** which are the foundation of socially responsible behaviour.

1. ACCOUNTABILITY
2. TRANSPARENCY
3. ETHICAL BEHAVIOUR
4. RESPECT FOR STAKEHOLDER INTERESTS
5. RESPECT FOR THE RULE OF LAW
6. RESPECT FOR INTERNATIONAL NORMS OF BEHAVIOUR
7. RESPECT FOR HUMAN RIGHTS

WITH THIS APPROACH, WE WERE ABLE TO DEVELOP A FRAMEWORK IDENTIFYING **77 ACTIONS THAT WE NEEDED TO DEVELOP.**

# **2% YEAR-ON-YEAR EMISSIONS REDUCTION TARGET**

## Establishing Our ESG Management Team

The first step to accountability is dedicated management. We set up an ESG team comprising managers from each region we operate in to tackle these actions. This team has the regional insight, business knowledge and resources to investigate and develop the ESG framework while also having the authority to take the actions required to develop these activities.

The status of the 77 actions is regularly reviewed and updated by our ESG team on a shared platform so the goals of the project can continue to develop and improve. We aim to keep our staff, customers, suppliers and other shareholders up to date with our progress through regular communications, posts and blogs.

# **2,831.98 TONNES OF CO2 CANCELLED IN 2021**

# CREATING OUR ESG FRAMEWORK

The ESG reporting landscape has a large variety of frameworks to suit any business. We decided to use the seven pillars approach which provides guidance on how to manage different systems and reporting for key areas. Central to this is using the ISO2600:2010 guidelines. A holistic method must be used when developing the seven pillars of ESG to ensure that the improvement in one key area does not have a negative impact on another. With this in mind, we have resources assigned to each pillar and have built our ESG framework to encompass each of the seven areas detailed here:





## **1. ORGANISATIONAL GOVERNANCE**

Structured system detailing objectives and goals, decision making and implementation processes.

## **2. HUMAN RIGHTS**

Respecting and maintaining the basic rights that all human beings are entitled to.

## **3. LABOUR PRACTICES**

Managing all policies and practices relating to work performed within, by or on behalf of the organisation, including subcontracted work in accordance with international labour laws.

## **4. THE ENVIRONMENT**

Managing the impact on the environment caused by the organisation's activities and the actions of those within its sphere of influence.

## **5. FAIR OPERATING PRACTICES**

Ensure that the company behaves ethically in all business dealings, promotes honest, transparent work practices, and works with its business partners to prevent corruption.

## **6. CONSUMER ISSUES**

Ensuring that our customers are respected and protected through the provision of high-quality, safe, and accurately marketed products. The development and promotion of sustainable products and services is also key.

## **7. COMMUNITY INVOLVEMENT & DEVELOPMENT**

Interacting and supporting community groups, both local and virtual, on common goals that positively impact the community, industry, society, and the environment as a whole.

CORE ROBUS VALUE:

**WE ALWAYS DO  
WHAT WE SAY WE WILL DO.**

# THE PRINCIPAL ACTIONS IN OUR ESG FRAMEWORK

- Carbon neutrality and planned reduction of emissions
- Removal of plastics and non-recyclable material in our packaging
- Reduction in energy usage and waste production
- Improved supplier monitoring
- Improvement of our on-site warranty policies
- Development of workplace equality and analysis of gender pay gap
- Improve human rights and labour policies within the organisation
- Investigation of the circular economy project for products as part of our NPD process
- Increased involvement in our community, both locally and online
- Promote ESG within the organisation and with our stakeholders






## Did you know that we have an **Energy Saving Calculator?**

ROBUS consistently dedicates resources to innovate and develop practical, energy-efficient lighting solutions, providing a wide array of low-energy lamps and luminaires across various categories.

Use the Energy Saving Calculator on our website to compare a standard fitting with a product from the ROBUS energy-saving range.



# THE RESULT? CARBON NEUTRALITY ACHIEVED!

It was a moment of great pride when we achieved carbon neutrality in 2021 and 2022. The ESG framework enabled us to consolidate our sustainability efforts in all the markets we operate in worldwide.

But what exactly does it take for a global company to reach carbon neutrality? To calculate our carbon footprint, we employed the PAS 2060 Ideal Standards for Carbon Neutrality. As with any endeavour, the process becomes more manageable when broken down into steps.

In the case of carbon neutrality, four steps were required:

**1. Measure, 2. Reduce, 3. Offset and 4. Validate.**

## How to become carbon neutral in four steps

### **1. MEASURE**

In 2022, we measured our carbon footprint based on:

**100% of Scope 1: Direct Emissions from activities under the company's control, like fuel and emissions from fleet cars.**

This data was gathered through a survey with our sales team and considered their fuel type. For hybrid cars, the manufacturer's average CO2/km was used with a conversion

rate of 1.14. We processed the data with the GoClimate Travel Emissions Calculator.

**100% of Scope 2: Indirect emissions relating to the production of energy purchased by the company.**

This data was gathered from our energy providers to our global offices. A conversion rate of 0.25458 was applied to obtain the corresponding CO<sub>2</sub>e emission values.

**Scope 3: Indirect emissions resulting from activities that are neither owned nor controlled by the company like employee travel and transport emissions that contribute to more than 1% of the total footprint.**

Logistics data was gathered from our global logistics and transport partners. This included standard product shipments from source to our global warehouses, returns, domestic product transportation, and customer site visits.

Global staff travel information was gathered through a survey on staff travel habits, including commute km/wk, travel method, fuel type, business trip information, etc. In the case of varying travel methods, for example, using a car for three days of the work week and a bike for two, an average was used. As with Scope 1, the GoClimate calculator was used to process the data.

Waste processing information was obtained from our global waste management partners via a CO<sub>2</sub>e emissions calculation. This was based on the weight of waste generated in our global sites.

**The total result:** Our Carbon Footprint was calculated to be 1,594.36CO<sub>2</sub>e TTW.

# WHAT GETS MEASURED, GETS MANAGED.

## 2. REDUCE

Next, we looked at ways to reduce our footprint moving forward. Our plan included:

- Introducing a 2-day/week work-from-home policy in all our global offices.
- Installing a solar energy solution at our Dublin HQ in 2023.
- Relocating our Australian office to a smaller site located within an average of a 15-minute commute for 99% of the staff. The average commute to the previous office was 45min per staff member, so this was an outstanding improvement.
- Implementing a Packaging Improvement Project with the aim to remove all non-recyclable material from our packaging. This resulted in the removal of plastic/non-recyclables from over 700 products at an average reduction of over 1 tonne per month in 2022.
- Launching our Circular Economy Project to focus on designing sustainability into new and existing products.

## 3. OFFSET

Carbon offsetting is a climate action that enables individuals and organisations to compensate for the emissions they cannot avoid by supporting worthy projects that reduce emissions. When offsetting, it is imperative that the offsetting schemes selected are fully verified by a legitimate governing body.

For this reason, once we calculated our carbon footprint, we assessed a number of Carbon Offset Schemes on the United Nations Carbon Offset Platform. We chose to support three independent Hydro Power Plant Schemes in the Qinghai, Sichuan Muchaun and Xinjiang regions in China.

#### 4. VALIDATE

The key to successful carbon footprint control is ensuring that all actions and calculations are documented for full transparency. We maintain our carbon data, calculations, explanations, and details of any assumptions made in the environmental section of our ESG shared platform. Our Carbon Offsetting certs, ESG statement and progress reports are available on this site.

Currently, as we are in the early stages of our ESG and Carbon Neutrality journey, our ESG team gathers, calculates, and validates our Carbon Footprint data. However, from 2024 onwards we aim to utilise a third-party governing body to carry out the validation process to ensure that we continue to improve and reduce our carbon footprint as much as possible.

## Our Sustainability Certifications and Policies



ISO 14001  
Certification



LEDGROUP  
Quality Policy



ROBUS  
Environmental Policy



United Nations 700  
CERs Certificate

Watch our video “**ROBUS’s Commitment to Environmental Responsibility**” on [YouTube](#) to find out more about our carbon-neutral journey.





## **THE ROBUS ESG JOURNEY CONTINUES**

We have made huge strides in our sustainability mission and while we acknowledge more modest emission reductions in the coming years, we are excited to continue to expand our carbon reduction programme.

We have successfully installed solar panels to cover the energy in our Dublin HQ, relocated our Australian offices and vastly reduced plastic waste in our packaging. With more work completed early in 2023, we expect to see a reduction in our Scope 2 emissions in next year's calculation!

We also have plans to include more of our Scope 3 emissions, with a view to including all feasible and realistic sources of CO<sub>2</sub>e. We are actively exploring becoming third-party verified in the future. This will be an important step, but we must make sure that we can find a third-party verification company with values and offset options that align with ours.

# Wondering where to **start your ESG journey?**

If you have any questions about our sustainability journey, please do not hesitate to contact [technical@robus.com](mailto:technical@robus.com). You can find a copy of our PAS 2060 Qualifying Explanatory Statement (QES) in the Sustainability section of our website.