

Our sustainability performance

We aim to provide a clear and measurable view of our performance across three main sustainability axes: climate and environment, people and responsible business. The following indicators cover key aspects such as energy consumption, greenhouse gas emissions, waste management, occupational safety, diversity and inclusion, ethics, and responsible practices in the supply chain.



Climate and Environment

	2022	2023	2024
Percentage of total energy consumption from renewable sources	6%	8%	9%
Percentage of total waste from company operations diverted from landfills	87%	86%	88%
Percentage of operational sites assessed on specific environmental risks	100%	100%	100%
Total gross Scope 1 GHG emissions (tCO ₂ eq)	734.765	617.209	738.840
Total gross Scope 2 GHG emissions (tCO ₂ eq)	278.900	258.666	250.623
Total gross Scope 3 GHG emissions (tCO ₂ eq)	2.639.326	2.295.932	4.696.594
Total gross Scope 3 Downstream GHG emissions (tCO ₂ eq)	358.192	328.786	446.729
Total gross Scope 3 Upstream GHG emissions (tCO ₂ eq)	2.281.063	1.977.751	4.248.285
GHG Emissions - Downstream transportation and distribution emissions (tCO ₂ eq)	95.828	180.526	201.383
GHG Emissions - Purchased goods and services (tCO ₂ eq)	2.010.190	1.782.727	3.974.097
GHG Emissions - Upstream transportation and distribution (tCO ₂ eq)	41.496	7.754	34.996
GHG Emissions - Fuel and energy related activities (tCO ₂ eq)	177.272	145.403	180.630
Total energy consumption (GJ)	15.300.000	13.195.321	15.622.576
Total renewable energy consumption (GJ)	979.629	1.074.468	1.427.010
Total water consumption (m ³)	3.048.000	2.253.000	3.033.485
Total amount of water recycled and reused (m ³)	116.000	142.000	137.744
Total weight of air pollutants (tonnes)	982	843,66	1.159,81
Total weight of hazardous waste (tonnes)	17839	18.069	24.088
Total weight of non-hazardous waste (tonnes)	1.836	2.099	12.565
Total weight of waste recovered (tonnes)	17.142	20.168	32.415
Scope 2 market based emissions (tCO ₂ eq)	278.900	258.666	250.623
Scope 2 location based emissions (tCO ₂ eq)	270.870	239.668	315.754
Methane emissions (tonnes)	336	266	328
Freshwater withdrawn (thousand m ³)	4.513	3.879	4.827
Water withdrawn by source - Third party water (thousand m ³)	4.509	3.875	4.826
Water withdrawn by source - Surface fresh water (thousand m ³)	4	4	1
Freshwater withdrawn from water-stressed regions (thousand m ³)	2.246	1.766	2.409
Total water discharged by destination - Seawater (thousand m ³)	869	850	984
Total water discharged by destination - Municipal/industrial wastewater treatment plant (thousand m ³)	26	30	692
Total water discharged by destination - Third party water (thousand m ³)	732	746	0
Total water discharged in areas with water stress (m ³)	869	996	1.100
Total water discharged in areas without water stress (m ³)	758	630	580
Total water consumption in areas without water stress (m ³)	1.671	1.483	1.725
Total water consumption in areas without water stress (m ³)	1.671	1.483	1.725

Climate and Environment

	2022	2023	2024
Total water consumption by area in areas with water stress (m ³)	1,377	770	1,309
IUCN Red List species and national conservation list species with habitats in areas affected by operations (nr)	96	96	57
Habitats protected or restored (cumulative, m ²)	20,900	20,900	20,900
Nox (tonnes)	607	538	875
Sox (tonnes)	40	35	8
VOC (tonnes)	324	263	269
Particles (tonnes)	11	7,81	8,27
Waste generated (tonnes)	19,675	20,168	36,653
Waste diverted from disposal (tonnes)	17,142	17,396	32,415
Waste directed to disposal (tonnes)	2,533	2,772	4,237
Hazardous waste recovery, including energy recovery (tonnes)	16,256	16,031	18,155
Non-hazardous waste recovery, including energy recovery (tonnes)	399	801	11,800
Hazardous waste directed to disposal (tonnes)	1,470	1,867	3,994
Non-Hazardous waste directed to disposal (tonnes)	1,063	905	247
Materials used (thousand tonnes)	3,630	2,873	3,263

People

	2022	2023	2024
Percentage of operational sites for which an employee health and safety risk assessment has been conducted	100%	100%	100%
Percentage of operational facilities that are certified ISO 45001 or against other labor or human rights management standard	80%	80%	80%
Percentage of employees covered by formally-elected employee representatives or collective agreements	69%	67%	74%
Percentage of employees who received regular performance and career development reviews	100%	100%	100%
Percentage of employees who received skills-related training	N/a	N/a	71,55%
Percentage of employees trained on diversity, equity, and inclusion	N/a	N/a	39,33%
Number of hours worked by employees	1,546,375	1,820,864	1,803,773
Number of days lost to work-related injuries, fatalities and ill health by employees	340	340	108
Number of days lost to work-related injuries, fatalities and ill health by contractors	57	57	342
Number of work-related accidents by employees	3	3	3
Number of work-related accidents by contractors	9	9	6
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	28,52	12,25	6,94
Total training hours (€)	N/a	N/a	64,146
Total training investment (€)	N/a	N/a	1,296,630
Training investment per employee	N/a	N/a	1,250
Average hours of training per employee	58	80	61,86
Percentage of women employed in the whole organization	24%	23,04%	23,42%
Percentage of women at top management level	29%	33,59%	39,29%
Percentage of women within the organization's board	10%	9%	8%
Percentage of employees with a disability in the whole organization	1,42%	1,61%	1,14%
Percentage of employees with a disability at top management level	0%	0%	0%

Responsible Business

	2022	2023	2024
Percentage of direct employees covered by a living wage benchmarking analysis	100%	100%	100%
Percentage of direct employees paid below living wage	0%	0%	0%
Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	100%	100%	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	100%	100%	100%
Percentage of critical suppliers that have gone through a sustainability assessment	N/a	N/a	86%
Percentage of targeted suppliers that have gone through a sustainability on-site audit	N/a	N/a	9,30%
Percentage of buyers across all locations who have received training on sustainable procurement	N/a	N/a	100%
Percentage of audited/assessed suppliers engaged in corrective actions or capacity building	N/a	N/a	100%
Number of suppliers engaged in capacity building programs	N/a	179	103
Percentage of employees trained on business ethics	93%	92%	97%
Number of confirmed information security incidents	0	0	0
Percentage of risky trading partners covered by a due diligence process on corruption or information security	100%	100%	100%
Percentage of all sites assessed or audited internally on a specific business ethics issue	100%	100%	100%
Percentage of all sites with the ISO 27001 certification	100%	100%	100%
Number of reports related to whistleblower procedure	N/a	12	18
Number of confirmed corruption incidents	0	0	0
Operations and suppliers at significant risk for incidents of child labor	0	0	0
Operations and suppliers at significant risk for incidents of forced or compulsory labor	0	0	0
Percentage of employees trained in Human Rights	93%	92%	97%
Joint Ventures evaluated in terms of Human Rights (%)	100%	100%	100%
Suppliers evaluated on Human Rights (%)	N/a	N/a	100%
Requests for advice and complaints received via the Integrity Channel on Human Rights	N/a	0	0
Employee total recordable incident rate (TRIR)	2,1	1,13	1,68
Non-employee total recordable incident rate (TRIR)	5,26	3,93	2,81
Level 1 or 2 process safety incidents (no.)	7	5	2