



# AMMEGA SUSTAINABILITY REPORT 2024



# ABOUT THIS REPORT

This report shares AMMEGA Group's environmental, social and governance (ESG) efforts for the reporting period 1 January 2024 to 31 December 2024.

This report forms part of AMMEGA's annual disclosure, reflecting on the progress made across our sustainability programme.

This report also details AMMEGA's implementation of the UN Global Compact's Ten Principles within our day-to-day operations.

More extensive insights on AMMEGA Group's sustainability programme can be found at [www.ammega.com](http://www.ammega.com).  
For further inquiries, please contact: [contact@AMMEGA.com](mailto:contact@AMMEGA.com)

*As we improve internal processes, data management and quality, please note that reported metrics for previous years (2023 and earlier) may be updated and therefore differ slightly from those published in prior Sustainability Reports.*

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# A MESSAGE FROM LEADERSHIP

*I am pleased to present the fifth edition of the AMMEGA Group's Sustainability Report.*

*Environmental and social progress is a fundamental aspect of our vision to be the local partner of choice for sustainable belting solutions around the globe, representing a key source of value creation for our customers and wider stakeholders. I am proud to see how our teams have advanced AMMEGA's environmental and social efforts during the last twelve months.*

*2024 was an important milestone for our ESG journey. During a year marked by many changes to the global landscape, we worked hard to strengthen the foundation of our sustainability initiatives – the processes, behaviours and learnings necessary for continued commercial and sustainability success, both for our Group and connected stakeholders, solidifying our differentiation within the market. While this report shares a snapshot of the progress made, many more strides were made behind the scenes.*

*Once more, this Sustainability Report is a declaration of our continued commitment to the UN Global Compact and its principles of Human Rights, Labour, Environment and Anti-Corruption.*

*Reflecting on our accomplishments in 2024, I am even more enthusiastic about AMMEGA's potential for 2025. Until next year!*

*Yours sincerely,*

**Maciej Gwóźdź**  
Chief Executive Officer



*We are committed to evolving our business to meet the needs of our changing world – for our people, customers, communities and the environment.*

*Over the last few years, we have consistently strengthened our approach to ESG by implementing robust management systems, expanding our technical understanding of our impacts and identifying key risks and opportunities that will influence business success in the future. Above all, we've evolved our portfolio of sustainable belting solutions – defining the different opportunities AMMEGA has to increase automation, while delivering environmental and social benefits.*

*In 2024, we built upon AMMEGA's solid bedrock of governance, transparency and strategic direction. I am proud to see the progress we've made. For the climate, we're now on a pathway that aligns with the latest climate science. For our employees, we've seen an increased engagement with global health and safety initiatives, leading to an overall reduction in accidents, near-misses and Lost Time Injury Frequency Rate (LTIFR).*

*I am particularly excited by our product innovation and how our customers are recognising the value that AMMEGA brings to their own sustainability progress. A clear example of this comes from our Supplier Award for Sustainability from our long-standing partner, BOBST. In this report, we also explore AMMEGA's approach to sustainable belting solutions in more detail, taking a strategic view on how our products and services can support environmental and social progress.*

*I welcome you to join AMMEGA on this journey.*

*Yours sincerely,*

**Michael Wilhelmer**  
Chief Sustainability Officer



# 2024

## HIGHLIGHTS

ACHIEVED  
**ECOVADIS GOLD**  
RATING



BUILDING AMMEGA'S  
**FIRST DIVERSITY AND  
BELONGING  
STRATEGY**

EVOLVING  
OUR **EMPLOYEE-LED  
DIVERSITY AND BELONGING  
PROGRAMMES**  
TO IDENTIFY  
AND IMPLEMENT  
RELEVANT CULTURAL  
INITIATIVES  
FOR THE ORGANISATION

**5** SITES  
COMPLETED  
**ERGONOMICS  
WORKSHOPS**



**2024  
WINNER**  
OF BOBST SUPPLIER  
SUSTAINABILITY  
AWARD



OVER **190**  
EMPLOYEES  
COMPLETED **LEADERSHIP  
ESPRESSO** TRAINING

**2.7** MILLION kWh

GENERATED FROM  
RENEWABLE ENERGY

OUR GLOBAL  
CODE OF CONDUCT  
AVAILABLE IN

**20**  
DIFFERENT LANGUAGES



DEVELOPED OUR  
**CIRCLE LINKS**  
PRODUCT LINE

**CircleLinks**  
MADE OF RECYCLED POLYMERS



OVER  
**32,900**  
LEARNING HOURS  
COMPLETED

**OVERALL REDUCTION**  
IN NEAR-MISSES,  
ACCIDENTS AND LTIFR



COMMITMENT  
TO THE **SCIENCE  
BASED TARGETS  
INITIATIVE (SBTI)**

**BEHAVIOUR BASED  
SAFETY** INTRODUCED  
AT **4** SITES



FIRST '**LEAN IN CIRCLES**'  
HELD TO EMPOWER  
WOMEN IN LEADERSHIP



# AMMEGA AT A GLANCE

## WHAT MOVES US FORWARD

### OUR VISION

We aspire to be the local partner of choice for sustainable belting solutions around the globe.

### OUR MISSION

- To be a global leader in product quality and local service excellence.
- To fully enable the most dedicated, knowledgeable and creative team in the industry to continue to differentiate through innovation and services.
- To excel in management performance and operational efficiency in order to deliver sustainable value to all our stakeholders.
- Drive digital as a business creator.

### OUR VALUES

- Customer centricity
- People Focus
- Entrepreneurship
- Agility
- Responsibility

## HOW WE OPERATE

We are a trusted partner for our customers' belting needs. Our success is built on our ability to provide **global support, through a local network.**

Leveraging the skills, expertise and geographical reach of **11** different brands, the AMMEGA Group is best-placed to support our clients' global success across EMEA, APAC and the Americas. We have a presence in over **40** countries, with **6,000** employees driving our progress across **190+** sites. This expansive geographical footprint, coupled with our diversified operating structure, allows us to oversee the entire value chain and serve clients directly, rather than relying on third party providers.

Our **20** manufacturing facilities are strategically located in Canada, China, the Czech Republic, Denmark, India, Italy, the Netherlands, Poland, Spain, Switzerland, Turkey and the USA.



## WHAT WE DO

Across the AMMEGA Group, we focus on delivering a portfolio of belting solutions that bring commercial and sustainable benefits to our customers. With decades of industry experience, AMMEGA provides conveying, power transmission and fluid power solutions for our corporate partners in over **50 industries.**

### CONVEYING

Belting mechanisms are used to transport items through different stages of a manufacturing or processing plant.

### POWER TRANSMISSION

Belts are used to transfer mechanical power from one operating shaft to other components, machines or equipment.

### FLUID POWER

Specialised belting systems are designed to transmit power through hydraulic or pneumatic systems.

# AMMEGA AT A GLANCE

## OUR VALUE CHAIN

Alongside our team's industry-leading expertise and innovation, the AMMEGA Group's success is entwined with our ability to assess and transform the full value chain of belting solutions.

By collaborating with the wider AMMEGA ecosystem, we can take a holistic view of the industry landscape, across all stakeholders.



# ESG AT AMMEGA

## AMMEGA'S STRATEGIC PRIORITIES

Our ESG strategy is channelled into several priorities that we consider most important for our overall environmental, social and economic success. These priorities have been defined from [our double materiality assessments](#) and [other stakeholder consultations](#).

Throughout this report, we've identified specific measurable goals that we are working towards as part of AMMEGA's sustainability journey.

By reflecting on our progress against these goals, we can remain grounded in our accomplishments, without losing sight of where we're going.

In the report, we also share insights into the challenges that we've faced in 2024. We see this not only as an opportunity to reflect on our learnings, but also to show the significant effort that is required to deliver environmental and social progress.

STRATEGIC PRIORITY	WHAT THIS MEANS FOR US	WHERE WE'RE HEADING
<b>Climate Impact</b>	Playing our part in addressing climate change, through mitigating our carbon footprint and supporting the expansion of renewable energy	Reducing our CO2 emissions intensity rate* by 50% by 2035 (from a 2019 baseline)
<b>Health &amp; Safety</b>	Establishing safety as a non-negotiable through our Journey to Zero Harm – ensuring that our employees can thrive both at work and at home	Reducing our total injury frequency rate, with a Lost Time Injury frequency rate (LTIFR) of less than 0.5 by 2030
<b>Diversity and Belonging</b>	Integrating inclusive workplace practices and structures to ensure that our multicultural workforce is supported and empowered to succeed	Enabling more gender diversity in our full time workforce, with 30% female managers by 2030**
<b>Environmental Management</b>	Embedding behaviours and systems across our business that serve as the foundation for AMMEGA's ongoing protection of the environment	Achieving ISO 14001 certification across 100% of our manufacturing locations by 2030
<b>Employee Engagement</b>	Fostering a happy, healthy and inspired workforce is essential to AMMEGA's delivery of top-quality, innovative services	Maintaining participation with our Employee Engagement Survey
<b>Sustainable Products</b>	Transforming the future of belting solutions by placing environmental and social impact at its centre	Advancing product innovation to support our customers with their own sustainability transformation

\*Intensity by revenue

\*\*Opportunities will be merit-based

# ESG AT AMMEGA

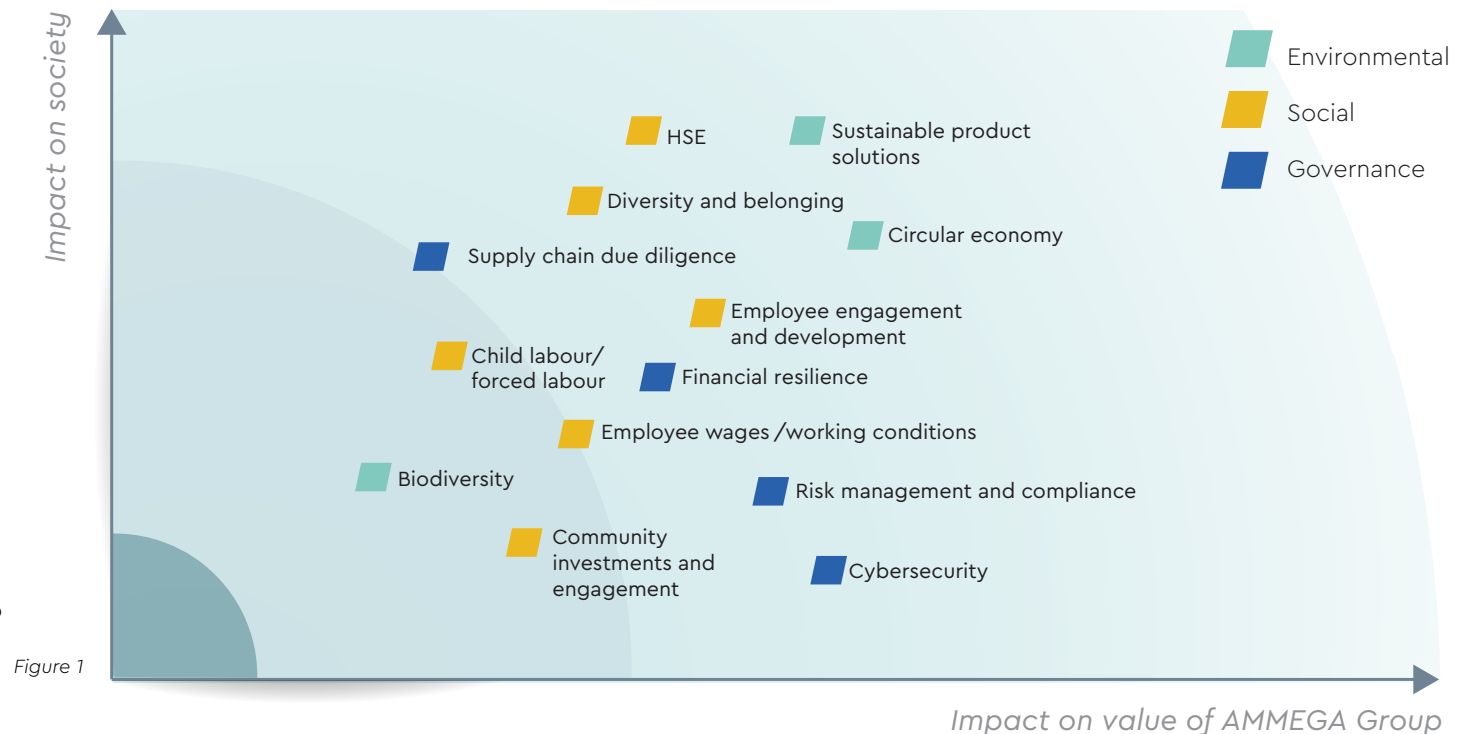
## OUR MATERIAL TOPICS

In 2023, we completed AMMEGA's first double materiality assessment (DMA), to determine the primary sustainability issues that will impact our business and the areas where we can drive most progress. By engaging with our internal and external stakeholders, we defined the impacts, risks and opportunities that are connected to our operations and partnerships. These material topics consider impacts across **environmental**, **social** and **economic** issues.

Double materiality refers to the convergence of both inward and outward impacts. This dynamic is then considered as part of a prioritisation exercise, determining the level of significance each impact has on a particular business. The results of our 2023 DMA can be seen in **Figure 1**.

### MATERIALITY AS A DYNAMIC CONCEPT

Just as a business' priorities or service offerings evolve over time, so do its material topics. In 2025, we will complete an updated DMA to advance our understanding of the most significant issues for AMMEGA's operations and stakeholders. This process will ensure that we align to any emerging standards (for instance, the Corporate Sustainability Reporting Directive (CSRD)). We intend to use these frameworks as strategic tools for progress, as well as for sustainability disclosure.



# ESG AT AMMEGA

## NAVIGATING THIS REPORT

The below mapping tool identifies the interconnectivity between our material topics, our strategic priorities and where to locate information on our 2024 progress.

Within this tool, we've acknowledged the most impactful material topics across environmental and social issues. We recognise that there are additional topics which we influence and which impact our business – namely financial resilience, risk management and supply chain due diligence – which are not included below, but are similarly prioritised in AMMEGA's approach to business governance (see this section for more information).



OUR MATERIAL TOPICS	OUR STRATEGIC PRIORITIES	WHERE TO FIND IN THIS REPORT	
Circular Economy	Environmental Management		Resource Use /
Sustainable Product Solutions	Sustainable Products, Climate Impact		Climate, Energy, Resource Use / <i>See Sustainable Belting Solutions for more information</i>
Diversity & Belonging	Diversity & Belonging	SOCIAL	Culture, Belonging and Talent /
Employee Engagement & Development	Employee Engagement	SOCIAL	Culture, Belonging and Talent /
HSE	Health & Safety, Environmental Management	SOCIAL	Health & Safety /

# ESG AT AMMEGA

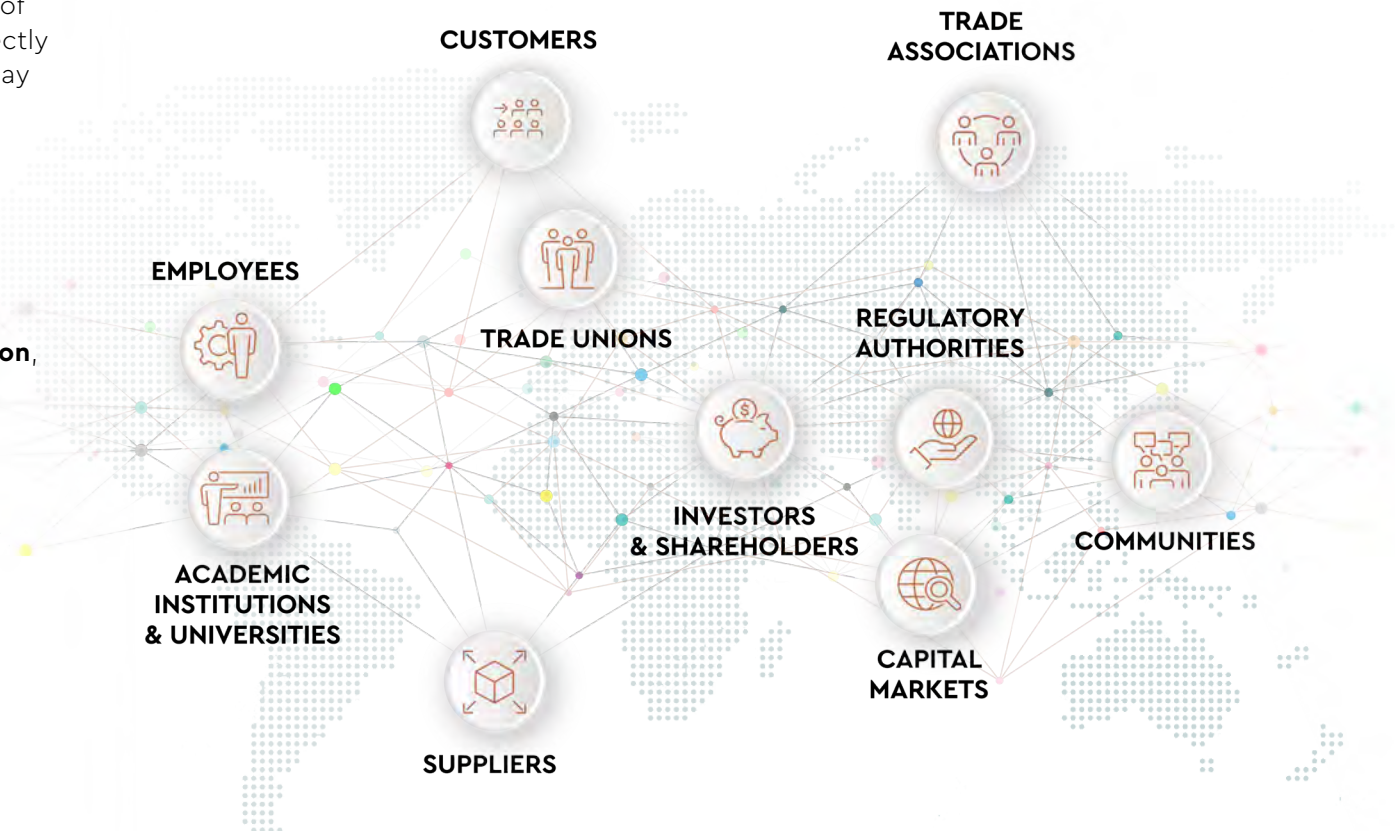
## OUR STAKEHOLDERS

As part of a complex value chain, the AMMEGA Group must continuously assess and respond to the needs of our stakeholders – whether their influence is felt directly or indirectly, upstream or downstream to our everyday activities.

Environmental and social issues remain a growing priority for many of AMMEGA's stakeholders; not only our customers, who are encouraging us to think bigger and better, but also our investors, suppliers and our own employees.

Through **intentional engagement and communication**, we continue to integrate our stakeholders' needs into our decision-making.

We view our stakeholders as part of AMMEGA's wider ecosystem: the needs and behaviours of one stakeholder group will naturally impact another. We recognise the value that can be shared from keeping each group updated on AMMEGA's progress and the activities of other stakeholders in the value chain.



# ESG AT AMMEGA

## OUR STAKEHOLDERS

### COLLABORATING WITH CUSTOMERS ON SUSTAINABILITY

In 2024, we began conversations with **our top 20 strategic customers** to focus on ESG progress. As well as updating our clients on AMMEGA's initiatives, these discussions shone a light on the sustainability challenges that our customers are facing and highlighted potential opportunities for collaboration.

Going forward, customer engagement will play a significant part in how we enhance the sustainability performance of our products and services.

### PARTNERING WITH OUR INVESTORS

We work closely with our investors across sustainability issues and topics. As part of this ongoing dialogue, we provide investors with detailed progress updates on key environmental, social and governance metrics alongside longer-term goals.

Collectively, we share market insights, emerging trends and potential risks and opportunities – developing a collaborative partnership that aids decision-making for all involved stakeholders.

### DRIVING INDUSTRY AWARENESS

We are proud to engage with various sector-specific affiliations and associations, collaborating with our peers and suppliers to ensure that progress is consistent across the belting industry.

In 2024, we continued to leverage these partnerships, as part of AMMEGA's commitment to transparency and wider innovation.



# THE LOCAL PARTNER OF CHOICE FOR SUSTAINABLE BELTING SOLUTIONS

AMMEGA's belting solutions enable the efficient production and manufacturing of global goods that are essential for everyday life.

Through our work, we accelerate the automation of industry processes, contributing to a more productive world. As is integral to our company purpose, we're focused on driving optimisation for the benefit of business, as well as the planet.

We've been inspired by our customers' evolving focus on sustainability – including the ESG requirements that they expect from their supply chain. Depending on a company's industry, location and sustainability maturity, we know that customers rely upon their suppliers to understand environmental and social impacts, mitigate risks and proactively collaborate with them to support wider positive change.

We believe that demonstrating intelligent, effective ESG governance is now part of the **licence to operate** in our industry. At AMMEGA, we strive to exceed this expectation. We want to use our customer partnerships to collaborate, develop innovative solutions and foster sustainable progress across the value chain.

## Redefining the full lifecycle of our product portfolio.

Our focus extends beyond our operating facilities and the products that we provide our clients. We examine each aspect of our products and services – from the materials sourced, operational efficiency and longevity, through to the product's end-of-life.

**For AMMEGA, this means designing belting solutions that amplify positive impact through five core pillars:**



**Longevity,**



**Materials,**



**Operational Use,**



**Circularity,**



**Energy Transition.**

We recognise that different products and services will address different pillars and the ideal solution for one client may differ for another. Our expertise and adaptability allow us to create solutions that meet our clients' specific needs, while upholding AMMEGA's core sustainability commitments.

# OUR FIVE PILLARS

Throughout this report, we will reference these pillars as we share key initiatives or projects.

## LONGEVITY

Maximising product lifespan and operability through strategic design, leading to carbon and resource savings.



Engineering more robust, longer-lasting solutions by reducing friction, resulting in less wear and lower energy consumption.

## ENERGY TRANSITION

Supporting the transition towards renewable and low-carbon energy, by expanding our customer base across key industries



Integrating our innovative belting solutions into the technologies and operations that are driving the 'green transition'.

## MATERIALS

Transitioning to lower impact materials within our products, to improve carbon intensity and reduce environmental footprint.



Shifting to bio-based components, recycled fabrics or lower carbon materials and polymers.

## OPERATIONAL USE

Improving our customer experience by addressing in-service client needs, while contributing to collective sustainability ambitions.



Designing bespoke products with minimised energy consumption, reduced noise, easier cleaning and smart support systems to manage downtime and avoid disruption.

## SUSTAINABLE BELTING SOLUTIONS

## CIRCULARITY

Rethinking our approach to minimise use of virgin materials and reduce waste-to-landfill.



Prioritising circularity through our products and operations, integrating recycled materials and developing end-of-life solutions for discarded or waste belts.



# OUR UNIVERSAL IMPACTS

## UN Global Compact

Since 2020, AMMEGA has been a member of the UN Global Compact, the world's largest corporate sustainability initiative.

As part of this commitment, we seek to improve transparency on sustainability progress, aligning to the Global Compact's core principles across Human Rights, Labour, Environment and Anti-Corruption. These four pillars are directly addressed through our policies, procedures and related strategic mechanisms. Further detail on our actions can be found throughout this report.

5 YEARS IN  
UN GLOBAL  
COMPACT

## UN Sustainable Development Goals (SDGs)

Throughout our sustainability efforts, we align our commitments, goals and targets to relevant UN SDGs. This enables us to connect business activities with a globally recognised framework, encouraging a continued evaluation of the wider AMMEGA's impact. We have embedded the above **five priority SDGs** into our sustainability governance.



5 FIVE  
PRIORITY  
SDGs

# ENVIRONMENT

From sourcing materials (polymers, fabrics and chemicals) to the energy used in manufacturing, the production of **high quality, long-lasting belts requires the input of various natural resources**. This environmental footprint extends into customer use, with energy used to power belts in our clients' manufacturing or industrial processes.

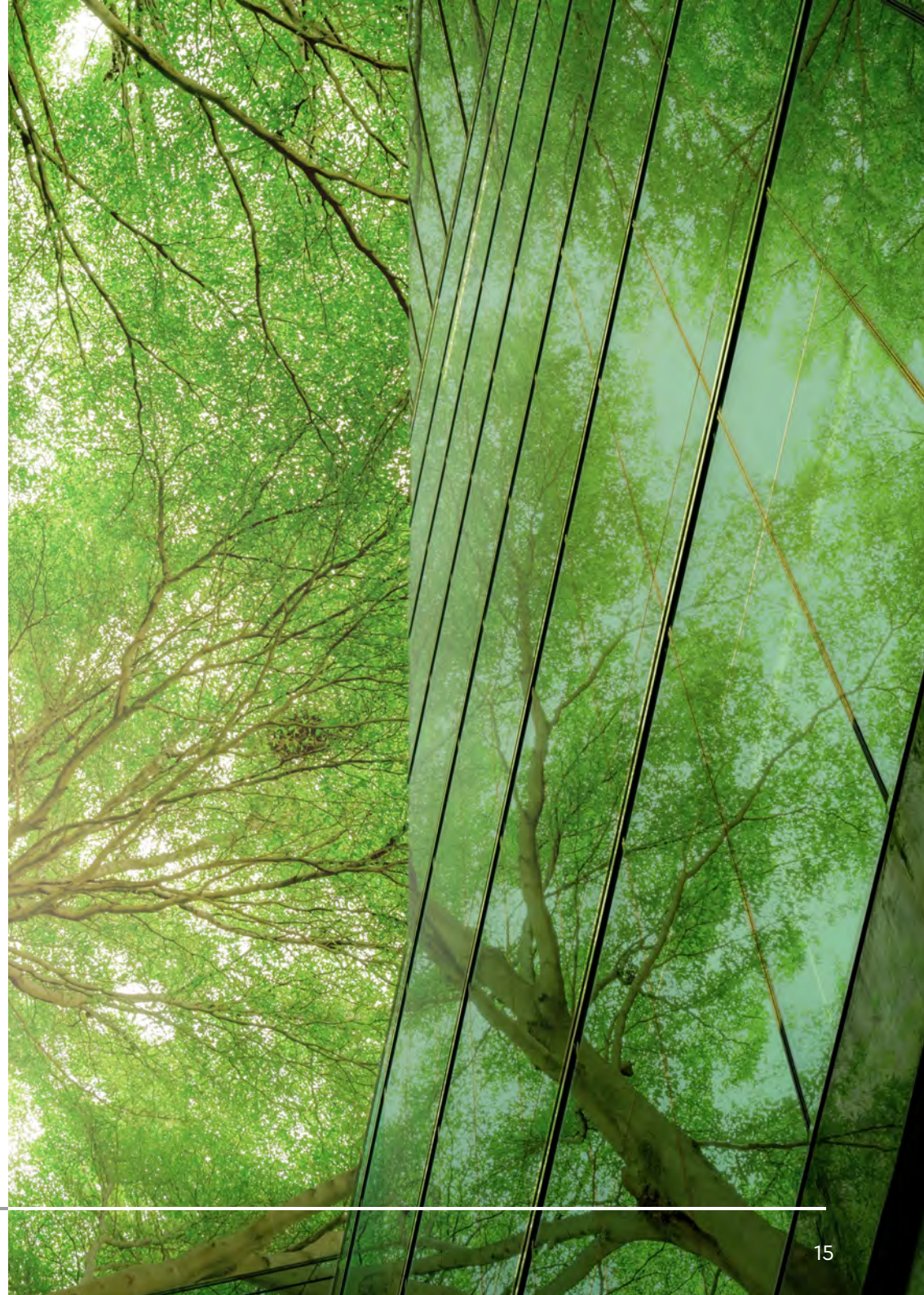
To create long-term value for all of our stakeholders, we maintain that businesses must work in harmony with the environment. This juxtaposition, from the traditional environmental impacts of our industry and our pursuit for balance with nature, **is what propels us to be better**.

We take a proactive approach to monitoring, assessing and mitigating environmental impacts, with a strategic focus on climate, energy and resource use.

Developing a robust governance framework is essential for the success of our environmental programme. AMMEGA embeds accountability at a site level, with each production facility taking ownership for environmental progress. Guided by our Group-wide **Environmental Policy**, this includes managing dedicated environmental management systems (EMS), allocating responsibility to the teams on-site and monitoring key resource metrics and insights.

## See also:

CLIMATE	16
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# CLIMATE

We recognise that businesses have a responsibility to address climate change through strategic and operational actions. To play our part, we are focused on reducing the carbon footprint of AMMEGA's direct and indirect business activities. Across the Group, we are implementing initiatives to streamline our operational processes, thereby reducing energy consumption and greenhouse gas (GHG) emissions.

Innovation for climate action is also shaping our product offering. By employing alternative, lower-carbon materials and redefining our belting designs, we are reducing the embodied emissions of our products and creating operational savings for our customers, too.

Alongside mitigation of AMMEGA's own carbon footprint, we're excited to support transformational technologies across the renewable energy sectors.



## HIGHLIGHTS:

- Committed to the Science Based Targets Initiative
- Started our Scope 3 emissions data collection and initial analysis
- **4% decrease** in Scope 1 emissions (from 2023)

## WHAT WE'RE STRIVING FOR:

- **50% reduction** in CO2 intensity by 2035, from a 2019 baseline [Scope 1 and 2]

**50% CO2** ↓

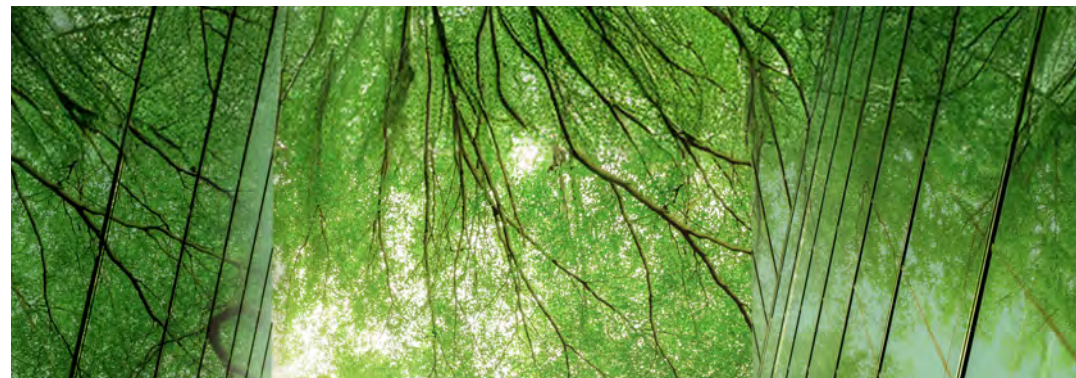


## LOW-CARBON, HIGH-IMPACT

### MATERIALS

In 2024, we continued to expand our use of polyketone (POK) across AMMEGA products. This alternative polymer provides several benefits for addressing our climate impact:

- **Reduced carbon footprint in manufacture:**  
Manufacturing POK generates 30% fewer carbon emissions than polyoxymethylene (POM) and 67% fewer emissions than polyamide (PA) – while maintaining the same robust performance.
- **More efficient in use:**  
In operation, POK offers a lower friction coefficient. This means that less energy is required to move the belt on a conveyor and, as a result, customers can use longer conveyors with fewer motors. Not only is this an energy saving feature, but it also reduces the risk of products being lost or damaged at conveyor transfer points, minimising wastage.



# CLIMATE

## OUR 2024 CARBON FOOTPRINT

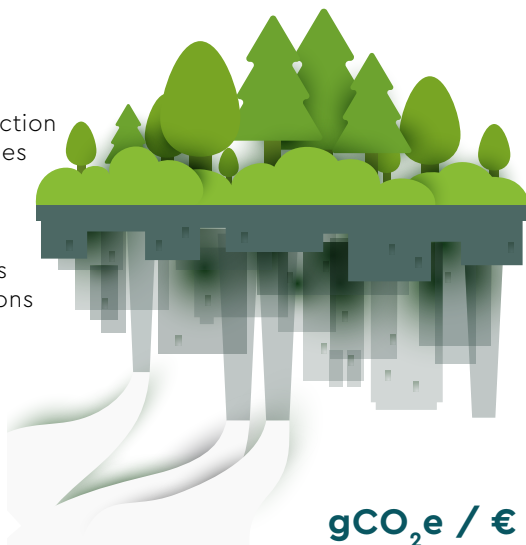
AMMEGA Group monitors climate impact through annual reviews of our company's carbon footprint. Each year, we measure the greenhouse gas (GHG) emissions generated across AMMEGA business activities and assess this data to identify areas for improving climate mitigation.

Robust, accurate data is essential for any corporate climate action plan. As our internal management systems evolve, we have been able to increase the scope of information integrated into our carbon accounting.

## CALCULATING OUR SCOPE 3 EMISSIONS

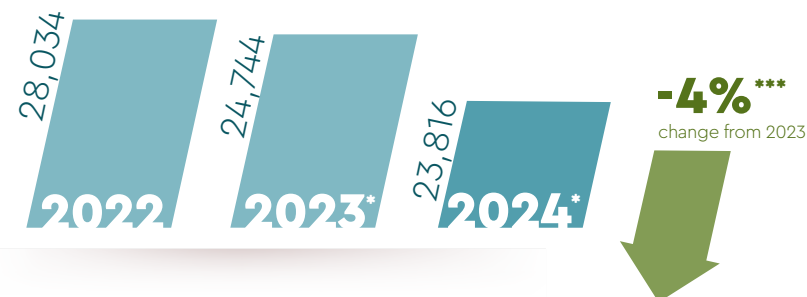
In 2024, we started to develop the necessary data collection mechanisms to report on Scope 3 emissions. This includes all indirect emissions that are generated from upstream - such as our supply chain - and downstream activities, which include the use of our products. We have made significant progress in capturing our upstream emissions data and look forward to publishing our Scope 3 emissions in our 2025 report.

Capturing this data will improve our understanding of the embodied emissions of AMMEGA products - insights that we believe will become more important for our customers' decision-making. Substantial carbon accounting data will also be required for regulatory disclosures and long-term target-setting.



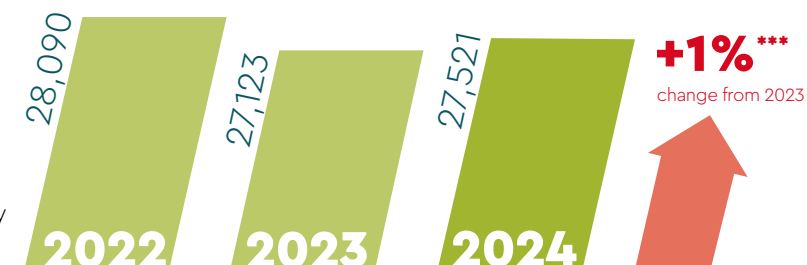
### SCOPE 1 \*\* tCO<sub>2</sub>e

Manufacturing emissions  
Company vehicles



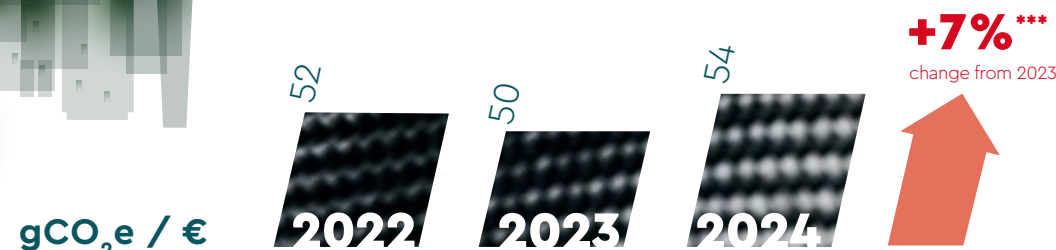
### SCOPE 2 \*\* tCO<sub>2</sub>e

Purchased electricity  
(location-based)



## CARBON INTENSITY

In 2024, we achieved a reduction in our Scope 1 emissions; however, our carbon intensity per revenue has increased. As one of our strategic objectives, this metric continues to be an important mechanism for monitoring AMMEGA's emissions in relation to business output.



\*\* Data has received limited assurance by an independent third party

\*\*\*Change from 2023

# CLIMATE



## AMMEGA'S CARBON HOTSPOTS

Across our operations and product portfolio, we have identified a number of emission 'hotspots'. These relate to business activities that are particularly emissions intensive.

One example of an emissions hotspot is the removal of volatile organic compounds (VOCs) from solvent waste during the manufacturing process. This requires extremely high temperatures and therefore considerable energy.

To address these emissions, AMMEGA is exploring alternative solutions to reduce energy consumption. In the Netherlands, we have introduced a regenerative thermal oxidizer (RTO) at one of AMMEGA's facilities. This technology removes hazardous pollutants while recovering regenerative heat, resulting in a 50% increase in energy efficiency and significant emission reductions.

By prioritising initiatives that address these hotspots, we can accelerate AMMEGA's carbon reduction and achieve more ambitious short- and long-term targets.

## 50% INCREASE IN ENERGY EFFICIENCY



### AMMDURANCE RPET: REDUCING FRICTION, MAXIMISING EFFICIENCY

#### LONGEVITY

To lower the carbon footprint of AMMEGA products, we focus on reducing emissions during the production and use phases, as well as developing ways to extend the lifespan of our products. For example, our AMMDurance range is designed with longevity in mind – ultimately reducing the need for upgrades or replacements and lowering the embodied carbon footprint of our products.

#### How do AMMDurance belts reduce emissions?

Traditional conveyor belt designs often utilise a weave construction that enables an accumulation of particles on the underside of the belt. This build-up increases friction between the belt and the machine, leading to faster wear on the belt fabric and higher energy consumption.

The AMMDurance belt with whisper weave fabric construction and its protective dry fabric treatment on bottom side



Other belt concepts with traditional weave construction and fast wearing/migrating impregnation



Belt backside attracting dirt, grime and pollutants, causing belts to wear and shrink. This leads to higher energy consumption and shorter belt life.



AMMDurance features a whisper weave fabric construction. This technology, coupled with a protective dry fabric treatment, removes the potential build up of materials and significantly lowers the amount of friction. As a result, AMMDurance belts offer long-term endurance and improved energy efficiency – two key levers for reducing overall carbon emissions.

AMMDurance belts also use a rPET fabric blend. Recycled polyethylene terephthalate (or rPET) is produced from recycled plastic bottles or containers – reducing the need for virgin materials, lowering the carbon footprint and promoting a circular economy model.

COMPARED TO TRADITIONAL  
SYNTHETIC BELT PRODUCTION,  
AMMDURANCE RPET REDUCES  
CO2 EMISSIONS BY UP TO **70%**

# CLIMATE

## SETTING SCIENCE-BASED CARBON REDUCTION TARGETS

When it comes to credible climate action, businesses must set carbon reduction targets that align with the latest climate science.

In 2024, the AMMEGA Group publicly committed to the [Science Based Targets Initiative \(SBTi\)](#), pledging to set a carbon reduction target in the next two years that is aligned with the goals of the Paris Agreement.

The SBTi's goal is to accelerate global carbon reduction by supporting businesses to halve emissions by 2030 and achieve Net Zero by 2050.

Committing to the SBTi is just step one. Throughout 2025, we will focus on improving our carbon accounting – developing the necessary mechanisms to capture emissions data accurately, across both our upstream and downstream activities. This will involve collaborating more closely with our suppliers and customers, gaining a more concrete understanding of AMMEGA's existing climate impact.

With these insights, we can then define our pathway to Net Zero and identify the different levers we need to utilise in order to submit a credible target to SBTi for approval.

THIS IS A SIGNIFICANT MILESTONE FOR OUR CLIMATE JOURNEY. AS ONE OF THE FIRST ORGANISATIONS IN OUR INDUSTRY TO COMMIT TO THE SBTI, WE'RE EXCITED TO TAKE THE NEXT STEP ON OUR CARBON REDUCTION PATHWAY.



## PART OF THE SMART WIND REVOLUTION

## ENERGY TRANSITION

Scaling up renewable energy capacity is critical for a global transition towards a low-carbon future.

To support this transition, we are engaging with key stakeholders in the renewable energy sector. This includes evolving our customer base to incorporate clean energy industries and technologies that require belting solutions.

We're excited to partner with global providers of wind turbine manufacturing and connected services. As part of this collaboration, AMMEGA's belting technology is used to adjust the turbine blades during use. This solution will enhance overall efficiency of the wind turbines and maximise the energy generation

We're now exploring how belting solutions can streamline the production of electric vehicles (EVs), recognising that many countries have set ambitious transition targets and manufacturers will need to expand quickly.



# ENERGY

Reducing energy consumption across the AMMEGA Group is vital to our strategic priorities of both climate action and environmental management. This goal is underpinned by three focus areas:

## OPERATIONAL EFFICIENCY:

At a local level, we are committed to reducing electricity and gas consumption for ongoing business operations.

## PRODUCT INNOVATION:

We focus on developing and delivering products for our customers that are more energy efficient, thereby reducing our indirect consumption and supporting our clients' own environmental ambitions.

## RENEWABLE ENERGY:

We are actively expanding our generation of renewable energy, allowing us to diversify energy supply and support the shift towards a low-carbon future.



### HIGHLIGHTS:

- Generated **2.7 million kWh** of renewable energy
- Winner of BOBST Supplier Award for our energy-saving belting support

### WHAT WE'RE STRIVING FOR:

- Reduce energy consumption per site **2%** year-on-year
- Achieve ISO 14001 compliance across **100%** of manufacturing locations by 2030

## REDUCING FRICTION IN POWER TRANSMISSION SOLUTIONS

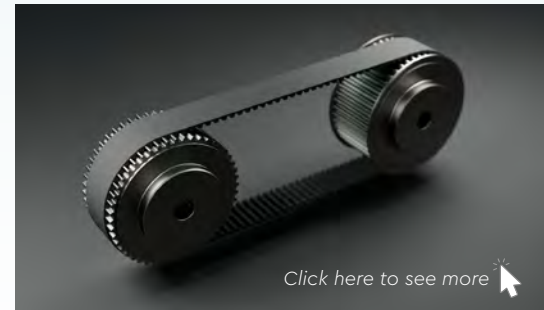


### LONGEVITY

Our focus on product innovation includes industry-leading power transmission belting solutions, designed to minimise power loss and maximise efficiency.

Our **MegaSync™ Titanium** product offers an average 5% energy saving, when replacing standard V-belts. The Titanium also provides **up to 50% more power capacity** than traditional synchronous belts, enabling potential reductions to the belt width.

With integrated carbon cord technology, we're able to improve overall power capacity, stability and reduce noise. A self-lubricating fabric is also integrated into the belt concept, which lower friction and drives further energy efficiency. Designed with interchangeability in mind, upgrades to the Titanium belts can be implemented with minimal operational disruption.



[Click here to see more](#)

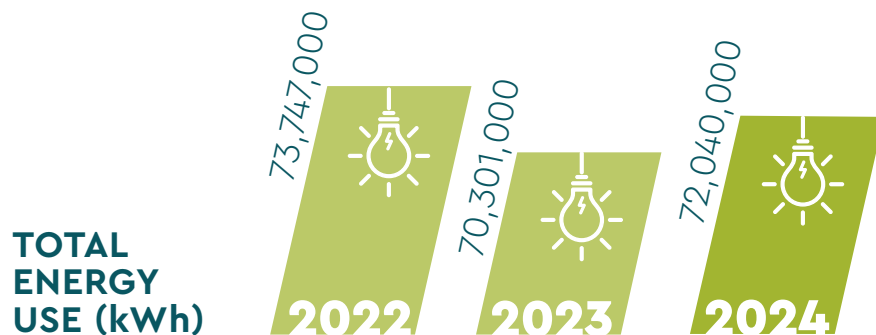
## 50% INCREASED POWER CAPACITY

# ENERGY

## OUR 2024 ENERGY CONSUMPTION

In 2024, alongside projects aimed at reducing energy consumption during product use, we focused on reducing gas consumption in the manufacturing and processing of conveying belts.

In our facilities and sites, we continued to leverage technology solutions, frequent maintenance programmes and low-energy alternatives (such as LEDs or energy saving monitors). An ongoing priority for our teams is maintaining robust monitoring systems to track electricity and natural gas consumption, locally and at Group level.



**+2%**  
INCREASE IN ENERGY USE  
FROM 2023 CONSUMPTION

## ADVANCED ENERGY MONITORING AND OPTIMISATION

In 2024, we developed **AMMEnergy**, a digital monitoring solution for tracking energy consumption levels and driving efficiency.

Leveraging on-site sensors connected to operating equipment, the AMMEnergy dashboard provides access to **accurate, up-to-date information on facility energy consumption**. This data allows our teams to understand power consumption trends across specific sites, highlighting opportunities for energy efficiency and detecting any anomalies.

With automated alerts, AMMEnergy enables our teams to respond promptly to unusual activity (for example, excessive consumption or voltage spikes) with necessary measures or maintenance.

This advanced monitoring and reporting tool allows us to make data-driven decisions for optimising on-site processes and systems – helping **to reduce energy, carbon emissions and operating costs**.

So far, we have integrated AMMEnergy into two sites and we are set to expand this scope in 2025.

# ENERGY

## ENERGY EFFICIENCY FOR ENVIRONMENTAL AND FINANCIAL IMPACTS

Across our range of belting products, there are a number of opportunities to reduce the energy consumption during use. This includes:

### ALTERNATIVE MATERIALS:

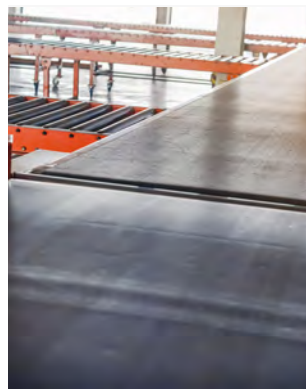
By substituting input materials or fabrics, we can reduce the friction coefficient between different layers of the belt. Our **AMMDurance rPET** and **MegaSync™ Titanium** products showcase AMMEGA's success in this area.

### EFFICIENT POWER TRANSMISSION:

Developing more efficient product designs to avoid power loss and maximise the transfer of energy, as we're achieving with **Megadyne Rollpower™**.

### BESPOKE PRODUCT DESIGN:

By understanding exactly what our clients need, we can develop comprehensive belting solutions that reflect customised energy efficiencies. **See how we transformed BOBST's belts** through targeted designs in the case study on this page.



## AWARD WINNING SOLUTION FOR ENERGY EFFICIENCY

**For over 40 years, we've been the trusted partner of BOBST, a global leader in corrugated and folding carton machinery. During this time, we've supported BOBST's global operations with a range of conveyor belting systems for over 30,000 machines.**

In 2024, we supported BOBST with the design and implementation of a new belt conveyor system. By listening to their needs, we were able to develop a specialised belt that reduced BOBST's energy consumption in their machines **by 25-40%** (depending on the application). This innovation allowed BOBST to scale back the size of their motor and drive components and integrate longer-lasting belts. These significant efficiencies will ultimately reduce energy consumption, decrease carbon emissions and expand the lifespan of processing machines.

This project was an integral factor in receiving BOBST's **2024 Supplier Award for Sustainability**. Beyond our expertise and customer service, BOBST appreciates AMMEGA's broader commitment to environmental and social progress and recognises this as a key component of our ongoing partnership.



**AMMEGA**  
GROUP

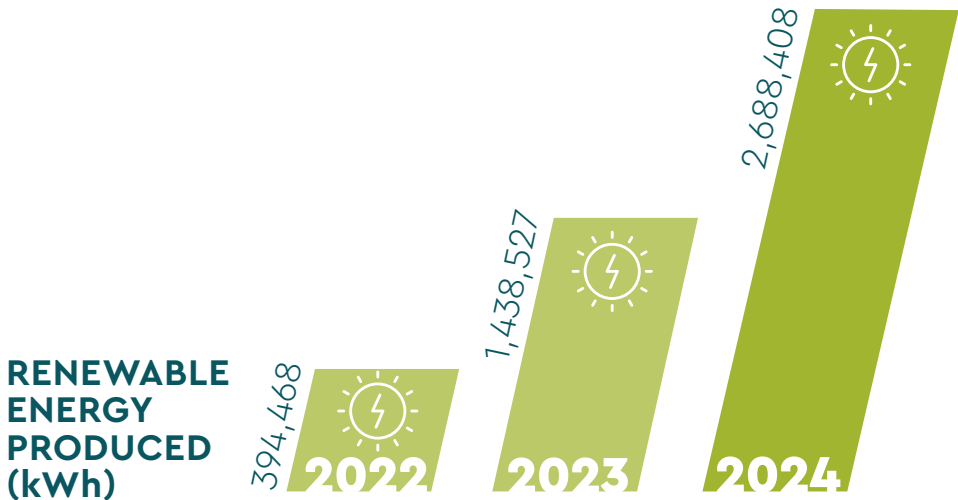
**WE HAVE RECEIVED  
THE SUSTAINABILITY  
SUPPLIER AWARD  
FROM BOBST!**

# ENERGY

## INVESTING IN RENEWABLE ENERGY

The AMMEGA Group continues to invest in developing renewable energy infrastructure for the green transition. This includes the installation of photovoltaic (PV) panels on the roofs of our buildings and facilities.

The expansion of solar energy in **Spain** and **Czech Republic**, along with continued renewable energy generation at four other locations, has significantly increased our solar energy output for 2024, with a total production of **2.69 gigawatt-hours (gWh)**. Approximately 4% of our total energy consumption now comes from renewable sources.



IN 2024, OUR SOLAR SITES GENERATED ENOUGH ENERGY TO POWER 995 UK HOMES FOR A WHOLE YEAR\*

*\*Based on average energy consumption for medium-sized UK properties [Ofgem]*

# 86.9%

INCREASE IN RENEWABLE ENERGY PRODUCTION SINCE 2023



### SPAIN

In 2024, we finalised the solar installation at our Spain facility. Throughout the year, we generated 1.1GWh of renewable energy – accounting for **23.4% of the site's total energy consumption**.



### CZECH REPUBLIC

Our latest solar panel expansion in Czech Republic is estimated to generate 430 MWh annually, leading to a potential carbon reduction of **422 tCOe per year**.



# RESOURCE USE

To produce high-quality, durable and efficient belts, we rely on various input materials, including natural and synthetic polymers, chemicals and fabrics. Some of these materials are not traditionally sustainable, in terms of their end-of-life recyclability, the need for specialised disposal (with some classed as hazardous waste) or as potential pollutants.

To address this impact, we are experimenting with streamlined product designs (using **fewer** resources), alternative bio-based or recycled inputs (using **better** resources) and repurposing waste outputs (**circular use** of resources).

Alongside our focus on the sourcing of materials and waste management, we also monitor the consumption of water across our facilities.

To drive our progress, we are in the process of establishing specific targets for the percentage of recycled content in our belts.



## HIGHLIGHTS:

- Developed **three** new Circle Links products
- Diverting **over 179 tonnes** of waste material into new belts

**179** TONNES  
OF WASTE DIVERTED  
FROM LANDFILL



## CLOSING THE RESOURCE LOOP WITH CIRCLE LINKS

CIRCULARITY

Through long exposure to intense heat and energy, belts wear over time and will need to be replaced. [Circle Links](#) is AMMEGA's solution for repurposing these end-of-life belts – and taking a step towards a circular belting system.

After collecting discarded belts, we leverage **patented technology for plastic resin sorting to recycle polymers**. This output can then be reused to create new modular conveyor belts, with up to 100% recycled material – giving each Circle Link product a unique multi-coloured appearance, something we refer to as the 'Colour of the Day'.

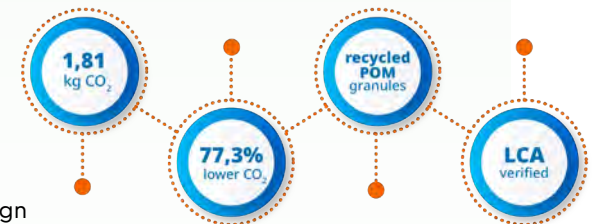
Alongside circularity, Circle Links products have [a lower carbon footprint](#) than belts using virgin polymers – **by at least 70%**. Our customers can benefit from reduced carbon emissions without any impact on the premium quality and durability that is expected of AMMEGA belts.

In 2024, we expanded our Circle Links offering with three new products: **uni JCB, uni QNB and uni M-QNB**. These modular belts are designed for the corrugated industry, with great results already shared by customers.

*'We can highly recommend the Circle Links modular belt concept without reserve.'*

**Peter Webb**  
Project Manager, Compliance  
and Stores Coordinator  
Smurfit Westrock

**CircleLinks**  
MADE OF RECYCLED POLYMERS



2025 will see further evolution of our Circle Links range as we design new products, integrate additional materials and target more industries.

[Click here to see more](#)

Across the belting industry, there is limited visibility on the treatment of discarded waste belts. We aim to combat this by evolving Circle Links, showcasing a clear solution for material circularity.

# RESOURCE USE

## OUR 2024 WASTE MANAGEMENT

Regular, accurate tracking of waste output, both at a site level and by product, is essential for understanding our progress towards resource use. This includes volume and type of generated waste, including hazardous, non-hazardous and municipal waste. In 2024, there was 9,990 tonnes of waste generated.

Across the Group, we implement on-site management systems to ensure each waste stream is correctly processed. As well as addressing any environmental and social risks, this monitoring allows us to maximise for material recovery and repurposing.



## STRINGENT MANAGEMENT OF HAZARDOUS WASTE

AMMEGA manages waste at a local level, ensuring compliance with regulations like REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and addressing specific client needs. This localised approach means that any hazardous waste outputs received specialised handling, treatment and monitoring.

In compliance with REACH, AMMEGA is actively phasing out the use of specific chemical or hazardous substances to protect human health and the environment.



## FROM BELT WASTE TO GARDEN FURNITURE

### MATERIALS

Given the process of condensing various materials and components together, recycling belts can be difficult and requires significant technical expertise and equipment. But in 2024, our team in Mathi, Italy, took on the challenge. With over 1,000 tonnes of discarded belts a year, the team were motivated by the potential environmental and commercial benefits this could bring.

By implementing a new on-site recycling process, the Mathi team can now separate three core materials of thermoplastic polyurethane (TPU), fabrics and steel cords. The steel can be easily recycled and the recycled TPU, although not high-grade, can be repurposed for many other products – such as garden furniture.

Since starting the project, over **14 tonnes of iron steel and 45 tonnes of recycled TPU** have been saved. Managing this process internally has enabled us to save disposal costs, generate revenue from recycled material sales and significantly reduce our waste-to-landfill.

# RESOURCE USE

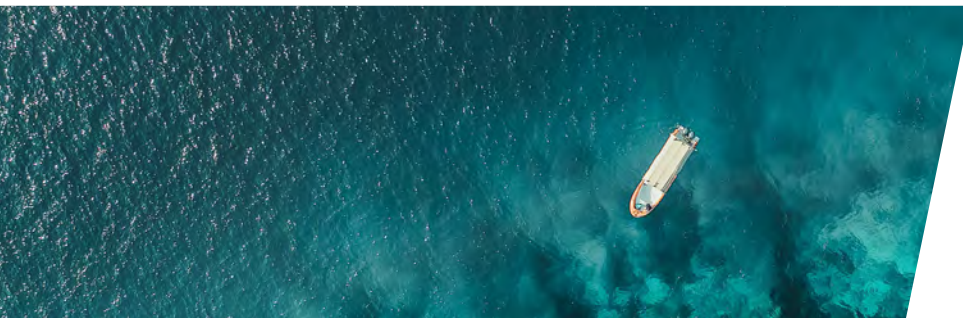
## 2024 WATER CONSUMPTION

While our business is not significantly water intensive, certain activities and sites have a considerable water footprint for the treatment of materials and substances. Because of this, we consider water to be a strategic part of AMMEGA's environmental management.

To reduce water consumption and wastewater discharge, we have a number of initiatives in place:

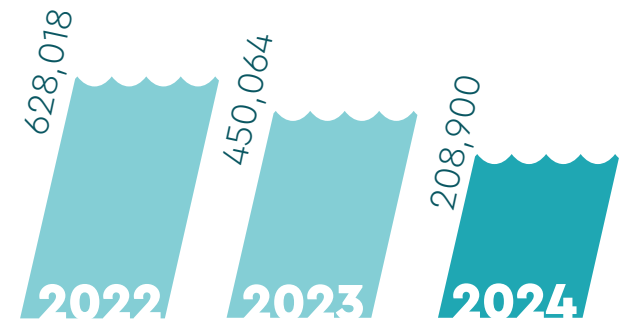
- Continuous and comprehensive monitoring of wastewater discharge.
- Annual reporting of water consumption on a site-by-site basis.
- Installing and maintaining water-saving measures.
- Emergency preparedness for stormwater events.
- Water stress tracking across all AMMEGA Group countries and prioritisation of areas of high water stress.

Every AMMEGA Group production site is responsible for adhering to any relevant laws or regulations related to water use.



Over the past few years, AMMEGA has developed mature programmes across climate, energy and waste initiatives. Our approach to water management is still developing; however we are committed to achieving meaningful progress towards our understanding and outcomes, year-on-year.

**WATER  
CONSUMED  
(m<sup>3</sup>)**



# RESOURCE USE

## RESOURCE INNOVATION IN ACTION

### FROM GRIND TO GRANULE TO BELT

#### CIRCULARITY

As part of the belt production process, thin grooves are cut into the belting material, producing a small amount of waste TPU. Given the length of our customers' belts, this discarded TPU can equate to a significant amount.

Pursuing circularity and avoiding waste, the AMMEGA Italia Mathi site has leveraged a new machine to repurpose discarded TPU. The waste grinding powders are melted and transformed into pellets, which can be reused in other belting materials. This allows us to integrate a low percentage of recycled content into our belts, bringing environmental benefits without compromising on product quality and performance. Over 179 tonnes of TPU was diverted from landfill in 2024, enabling us to streamline resource use and save costs on virgin materials.

OVER **179** TONNES OF TPU WAS DIVERTED FROM LANDFILL

### PLANT-BASED BELTING SOLUTIONS

#### MATERIALS

Operational excellence is non-negotiable – but we know that there are different ways to achieve our desired results. By exploring alternative solutions, we can also integrate potential sustainability benefits in AMMEGA's product offering.

One innovation is our [MEGALINEAR MegaEco Biobased belts](#). Shifting away from traditional fossil fuel-derived materials, this belt design uses polymers that are partially derived from vegetable sources. MegaEco solutions offer the same efficiency, strength and stability of traditional TPU belts under significant loads and temperature – while reducing carbon intensity.

### AMMCARE, THE SMART SOLUTION FOR MINIMISING WASTE

#### LONGEVITY

Not only can operational issues impact our customers' productivity, but they also pose sustainability challenges – for instance, downtime often results in **wasted resources** or energy as issues are investigated and resolved.

Combining digital tools and AMMEGA's full lifecycle approach, [AMMCare is the central preventative solution](#) for ongoing belt maintenance, designed to minimise downtime.

With AMMCare, our customers are connected to a smart system of information and support. This connected platform provides access to belting information, including inspection history, installation dates and any relevant certifications. In the instance of a machine requiring maintenance, on-site teams can respond quickly, leveraging AMMCare's data insights to address the fault. By streamlining the process for tackling downtime and replacements, customers can avoid resource waste, energy loss and impact on revenue.

Through the AMMCare app, our customers can communicate directly with AMMEGA specialists via instant messaging, meaning that the right expert for the job is involved from the start.

## AMMCARE

# SOCIAL

## #TogetherWeHaveItAll

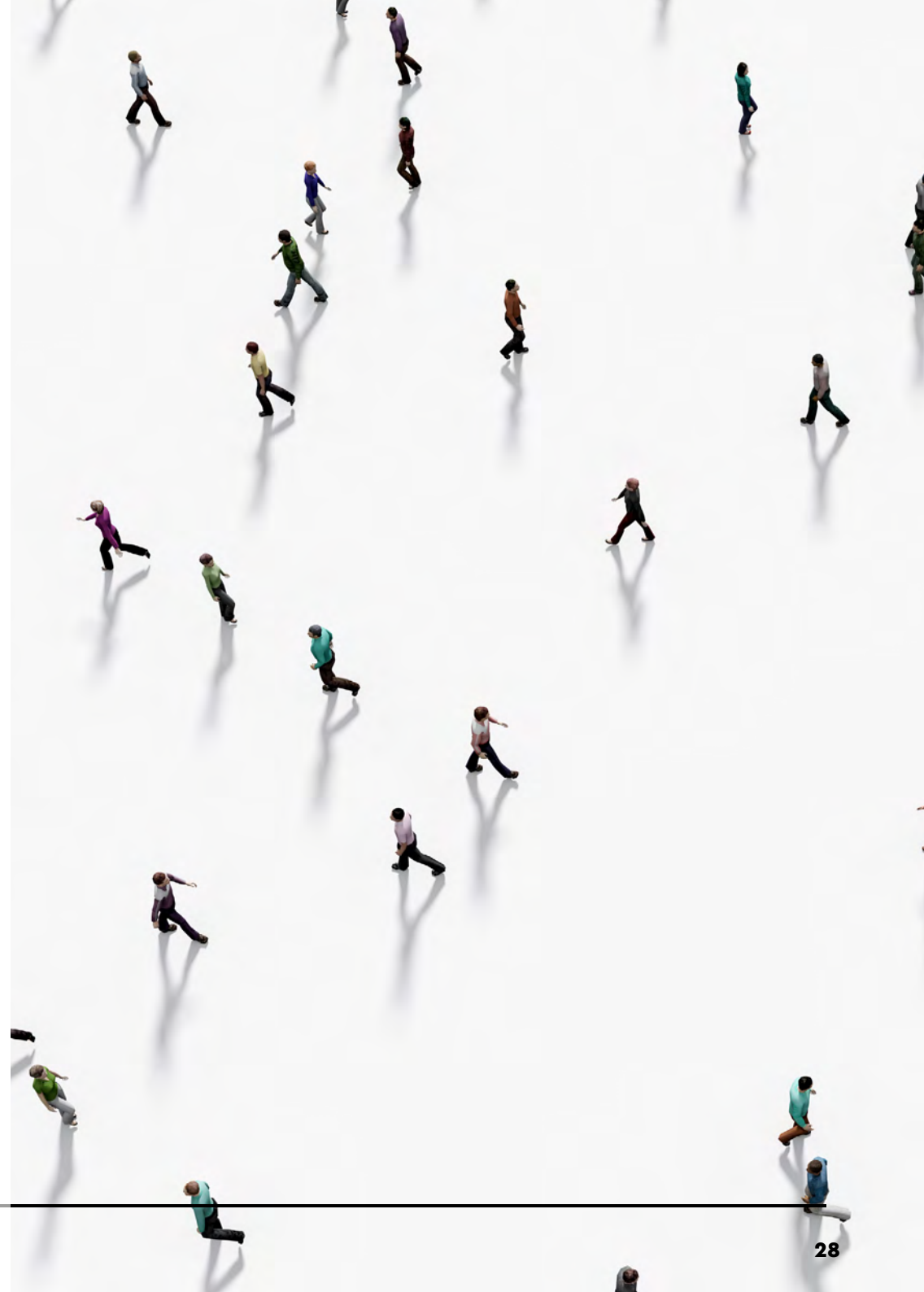
The success of the AMMEGA Group relies on the 6,000 employees who demonstrate our company values everyday. Every person brings a unique blend of experiences, technical skill sets, creativity and passion to AMMEGA's vision.

To foster this continued excellence, we are committed to creating a **safe and supportive environment** for all employees: by embracing equitable processes, developing professional growth and making sure that every employee goes home safely at the end of the day.

Our social efforts are primarily focused on our employees and customers. However, we recognise the immense value that we have upon our indirect stakeholders too, including the communities in which we operate and the charitable organisations that support our wider mission.

### See also:

HEALTH & SAFETY	29
DIVERSITY, BELONGING AND TALENT	32
COMMUNITY IMPACT	38



# HEALTH AND SAFETY

The health and safety of our people is AMMEGA's everyday non-negotiable. Belt manufacturing presents a number of inherent risks to the safety of our employees, which is why we're firmly committed on our **Journey to Zero Harm**.

Through a comprehensive matrix of internal monitoring systems, safety policies and operational Golden Rules of Safety, we are working towards a best-in-class strategy for industrial and operational safety. This includes aligning with relevant standards, such as the Occupational Safety and Health Administration (OSHA).

For AMMEGA, safety is everyone's responsibility. Each year, we establish a Group-level target that improves from the previous years – ensuring that we're continually striving for best practice. This target is then integrated into employee development plans, placing every team responsible for helping us create a safer place to work.



## HIGHLIGHTS:

- **65.2%** decrease in reported lost time injuries since 2019
- Behaviour Based Safety implemented at **four sites**
- Global stand down for Safety Week

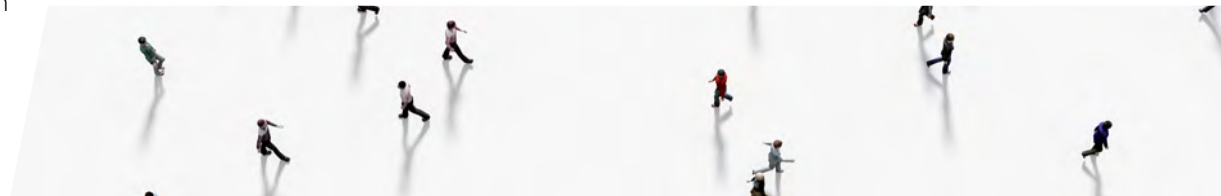
## WHAT WE ARE STRIVING FOR

Our goal is **zero harm** for all AMMEGA employees, and by 2030, achieve a Lost Time Injury frequency rate (LTIFR) of less than **0.5**.



*"Since launching our Health and Safety strategic goals in 2019, we've been on a journey to zero harm in the workplace – with continuous improvement year-on-year. In this time, we've seen a 60% reduction in reported lost time injuries and 50% fewer injuries reported overall. Our progress stems from the implementation of new operating procedures, risk assessments and technologies, alongside improved employee engagement and team collaboration. While we celebrate the improvements made, we recognise this is an ongoing priority and continue to embed safety practices across the AMMEGA Group."*

– **David Vint**,  
Global Health, Safety  
& Environment (HSE)  
Director



## GOLDEN RULES OF SAFETY

AMMEGA's ten Golden Rules of Safety are at the heart of our health and safety success. Guiding everyday employee behaviours and activities, these safety rules define general workplace expectations including: competency and fitness, correct use of PPE, fire safety, incident reporting and hazard awareness. Employees are continually reminded of the Rules, which are available in local languages and displayed across all sites.

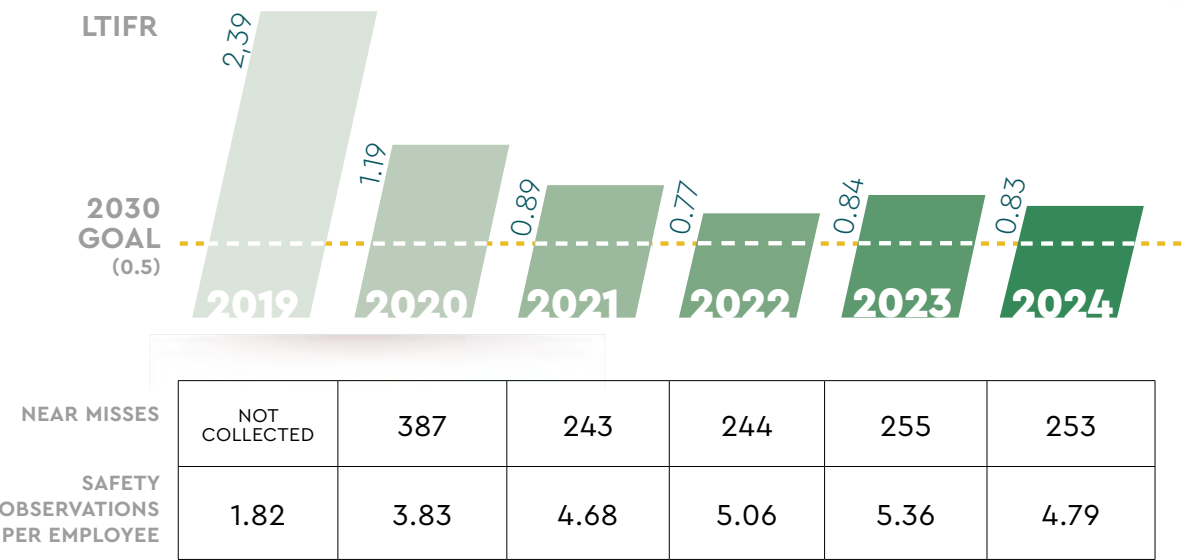


# HEALTH AND SAFETY

## 2024 HEALTH AND SAFETY IN NUMBERS

Accurate, real-time data allows us to quickly identify and resolve safety risks to avoid harm. Through our internal data management system, AMMSafe, we have complete oversight of health and safety across our facilities and regions. This allows us to categorise safety incidents, understand the severity of each case and take preventative action to avoid any future risks.

For a holistic understanding of safety management, we track various **lag** indicators (measuring events that have already happened) and **lead** indicators (measuring proactive safety activities to prevent incidents). AMMSafe is reviewed regularly with our HSE Director as part of ongoing safety governance.



## INSIDE AMMEGA'S ANNUAL SAFETY WEEK

Each year, AMMEGA sites stand down for a dedicated day during Safety Week. In 2024, this event took place in May to supercharge our Group-wide awareness of health and safety.

Through a combination of interactive workshops, informative presentations and hands-on simulations, Safety Week is designed to educate and empower employees to prioritise safety in their everyday activities – regardless of their role or location. Topics included wellbeing and first aid, fire safety and manual handling, as well as environmental initiatives, such as waste management and energy use.

This year's theme was **BE Aware, ACT Responsibly and STAY Safe** (Be, Act, Stay). A key focus of 2024 campaign was to translate health and safety into tangible and relatable experiences for all employees.

To maximise impact, these events included both company-wide initiatives and site-specific sessions, allowing teams to spotlight real safety challenges that they are facing.



# HEALTH AND SAFETY

## COMMUNICATION AND ENGAGEMENT

In 2024, we expanded our communication around health and safety topics. As well as introducing new initiatives, we focused on developing our existing tactics to create a more integrated, ongoing safety conversation:

- **Behaviour-based Safety Masterclasses:** Across four European operational sites, we conducted a new behaviour-based training programme. Through guided discussions, demonstrations and role-play exercises, employees learnt key behaviours that they can adopt on a daily basis to mitigate safety risks – for themselves and their colleagues.
- **Safety Power Hours:** When it comes to safety, timing is key. As we identified emerging safety risks, we promptly delivered 'Power Hour' sessions – a bitesize workshop on specific topics, like knife safety or machine guarding. These sessions focused on sharing prompt, practical guidance to prevent future incidents.
- **Ergonomics Workshops:** To maximise employee safety and productivity, our Operational Excellence team and HSE experts have jointly developed a new ergonomics training session which was delivered across five AMMEGA sites. This workshop is designed to help our teams streamline processes and minimise waste, while reducing the risk of injury and promoting improved wellbeing.
- **Targeted Internal Content:** Each month, we produced internal articles and features on safety themes. Through these spotlights, we provided in-depth knowledge on specific processes, like reporting incidents or conducting risk assessments, as well as safety risks, such as safe manual handling.

Across these initiatives, we remind employees of AMMEGA's Group-level safety policies and protocols.



## IMPROVING OPERATIONAL HYGIENE WITH SOLIFLEX PRO

### OPERATIONAL USE

AMMEGA's commitment to safety extends beyond our employees. By embedding hygienic features into our products, we also support health and safety performance in our customers' operations.

*Soliflex PRO* was designed with hygiene in mind. By combining a homogenous plastic layer with a unique tracking solution, this belt concept eliminate the fraying of material or the build-up of dirt in fabric crevices.

This single layer makes the belt easy to clean and is compatible with scrapers, which minimises water use and disruption for our customers.

This belting concept complies with international Food Grade standards, making it the ideal solution for food processing operations.



# DIVERSITY, BELONGING AND TALENT

A core part of how we succeed is by embracing the ONE AMMEGA approach. Operating in more than 40 countries, our multicultural workforce is essential for AMMEGA's continued success and innovation in the global marketplace. We recognise our responsibility to create a supportive culture where every employee can thrive, enjoying the same opportunities for growth – regardless of role, location or background.

While our Group HR function establishes the foundation for success, many cultural initiatives are decentralised and spearheaded by local entities. How we succeed is managed by HR teams that are close to the people, ensuring that employee engagement, wellbeing and diversity programmes are tailored to the needs of local sites.

2023 saw the launch of many initiatives, addressing employee development, inclusive workplace practices and wellbeing. In 2024, we directed our attention to the delivery and enhancement of these ongoing programmes, ensuring that our efforts were having a meaningful difference to the lives of our people. In the meantime, we continued to build momentum and have developed a number of exciting projects for 2025 and beyond.



## HIGHLIGHTS:

- **Achieved** over **32,900 Learning Hours**
- **Over 20 employees** have completed Future Leaders Programme

## WHAT WE ARE STRIVING FOR:

- **30% female** diversity in management by 2030\*

*\*Opportunities will be merit-based*



## ONE AMMEGA

The ONE AMMEGA ethos is based on our belief that stronger partnerships – whether at a brand level or between individual employees – will help us accelerate our successes.

Our values play an important role in bringing ONE AMMEGA to life. Throughout an individual's career with us, we integrate the importance of our five values of: Customer centricity, People Focus, Entrepreneurship, Agility and Responsibility.

- **Performance Management:** Within annual reviews, employees are assessed on how they've demonstrated behaviours associated with our values.
- **Celebrating Values in Action:** Across internal communication channels, such as our MyAMMEGA intranet, we explore what these values really mean through employee stories and testimonials.

Outlining the foundations of how we work, AMMEGA's **Code of Conduct** defines our employee expectations across business ethics, everyday behaviours, relationship management and how we can create positive value for AMMEGA stakeholders. This policy is accessible to employees in **20 different languages**.



# DIVERSITY, BELONGING AND TALENT

## EMPLOYEE ENGAGEMENT AND WELLBEING

Maintaining a happy, healthy and inspired workforce is essential if we want to continue delivering industry-leading products for our customers.

### ENHANCED EMPLOYEE SURVEY

Collecting feedback from our people is essential for monitoring overall engagement and wellbeing. This feedback allows leadership and HR to understand shared barriers, while cascading opportunities for improvement across local entities.

Previously, we used the Organisational Health Index (OHI) to collect company-wide feedback. In 2024, our teams focused on addressing the 2023 OHI results to identify meaningful ways to increase employee satisfaction.

Based on 2023 results, we highlighted two core focus areas: **people motivation and work environment**. To target feedback on these areas, in 2025 we will be implementing an enhanced survey tool, Eletive. This platform will improve our understanding of employee engagement and wellbeing and allow us to take our Group-level engagement to the next level. This survey will be available in local languages and accessible to all employees, including those who are site-based and do not frequently use company computers.

### R U OK?

#### CONVERSATIONS TO CHANGE LIVES

In 2024, employees from AMMEGA Australia spearheaded a global movement on the importance of mental health.

Shared on the MyAMMEGA intranet, colleagues were inspired by [R U OK?](#) – an international campaign designed to remove the stigma around mental wellbeing and encourage honest conversations that really matter. This initiative was embraced across the AMMEGA Group, with teams from other locations getting involved.

*"I encourage all AMMEGA colleagues to ask 'R U OK?', any day. Regular, meaningful conversations with the people close to you can have a big impact. They normalize the act of talking about what's really going on – so when your friends and teammates are struggling, they know you're someone they can talk to."*

– Dan Agnew, Director Cluster Oceania



### POSITIVE CHANGE AT THE LOCAL LEVEL

We empower those closest to our employees to determine what's needed.




While aligning to the ONE AMMEGA ethos, we rely on our local HR teams and representatives to implement the most effective changes for improving employee satisfaction. This decentralised approach allows our teams to consider cultural nuances, geographical relevance and regulatory requirements when rolling out new employee initiatives.

# DIVERSITY, BELONGING AND TALENT

## DIVERSITY AND BELONGING

It is through our collective and diverse experiences, backgrounds and skills that AMMEGA continues to innovate and serve our global customer base. We have created programmes to celebrate the breadth of identities, experiences and skills in our organisation, identifying ways to share our differences and embrace more inclusive practices.



YEAR	2022	2023	2024
Number of employees (EOY)	 6,074	6,038	5,887
GENDER			
Female	 24%	25%	26%
Male	 76%	75%	74%
% female managers	21.5%	23,1%	25%
AGE			
< 20 years	0.1%	0.3%	0.3%
20 – 39 years	33.9%	37.7%	37.9%
40 – 59 years	56.4%	54.1%	53.3%
> 60 years	9.3%	7.9%	8.4%

## DEVELOPING A ROADMAP FOR CONTINUED SUCCESS

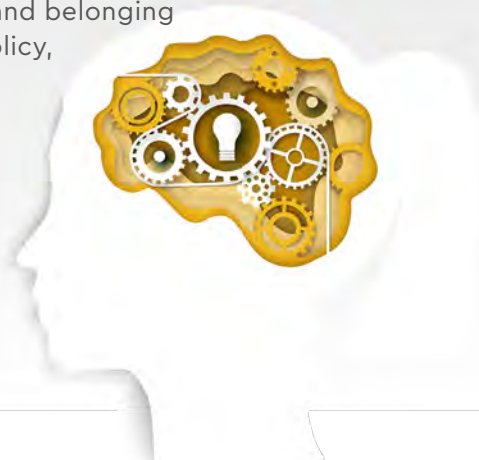
In 2022, we established our first Diversity and Belonging Committee to lead our Group efforts and integration across the AMMEGA. Since then, we've focused on raising awareness, developing internal capabilities through training and communications, forming employee support networks and improving diversity data collection.

Local involvement is essential for Group-level progress. Depending on the region, culture or size of our teams, we recognise there will be different inclusion priorities and relevance.

Which is why, in 2024, we began developing our **first formal Diversity and Belonging Strategy**. This framework will provide local teams with the tools they need to enhance diversity and belonging in line with our wider ambitions.

As part of this, we will evolve our understanding of inclusion across all sites, refine our governance system and set key performance indicators to track progress. In preparation for the strategy launch in 2025, we also appointed new regional sponsors for the Diversity and Belonging Committee.

As we gain more awareness on the importance of belonging for AMMEGA's success, we have taken measures to embed improved recruitment practices. In 2024, we took steps to further integrate diversity and belonging principles within our Hiring Policy, ensuring that applicants' backgrounds, experiences or identities do not limit their opportunities at AMMEGA.



# CULTURE, BELONGING AND TALENT

## DIVERSITY AND BELONGING

### LAUNCHING OUR LEAN IN CIRCLES

International Women's Day 2024 saw the launch of AMMEGA's **Lean In Circles**. This peer mentor initiative is designed to empower women in leadership, providing our female colleagues with a supportive network for sharing learnings and informal guidance.

Lean In Circles are small groups that meet regularly to offer support, mentorship and skill-building opportunities. These circles are designed to help women share their ambitions and challenges and work collaboratively towards achieving personal and professional goals.

Feedback from 2024 participants has highlighted various benefits of the pilot programme: from developing deeper connections with colleagues to gaining more confidence in speaking and sharing personal insights. Given the positive response, we look forward to continuing this programme in 2025 and creating more space for female-focused dialogue.

*"By launching Lean In Circles, AMMEGA Group reaffirms its commitment to creating opportunities for women to excel and lead. This initiative reflects our belief in the importance of building a supportive community where women can aim high, share their experiences and uplift one another."*



– **Sonja Hoeijmakers**,  
EVP – Chief Human  
Resources Officer

## CHILE'S COLOURFUL COMMITMENT TO WORLD DOWN SYNDROME DAY

In March, the Ammeraal Beltech team in Chile showed their support for World Down Syndrome Day... through their feet!

This year's theme was all about ending stereotypes. The team used mismatched, colourful and quirky socks to kick-start conversations – and raise awareness around the prejudices and misconceptions that the Down Syndrome community faces.

### CELEBRATING OUR DIFFERENCES

Our Group intranet platform, MyAMMEGA, was a continuous resource of diversity-related content throughout 2024. Our colleagues gained new insights from different parts of the business, with articles on key cultural and religious dates, such as Eid and Martin Luther King Day. Other content focused on AMMEGA's Diversity and Belonging Strategy, following the Committee's progress and highlighting tools available to our employees to aid understanding (such as training or policies). We're excited to expand our communications throughout 2025 and further explore cultural topics and awareness campaigns.



# DIVERSITY, BELONGING AND TALENT

## TALENT AND EMPLOYEE DEVELOPMENT

### We Make Your Career Move.

Talent and employee development is part of our continuous investment in our people. We're inspired by the influence we have in creating a thriving, motivated workforce that continues to learn and grow.

From the moment someone applies to join AMMEGA, we strive to be an organisation that enables and empowers employee development. We are committed to removing barriers to progress and providing bespoke support for skill-building – knowing that investing in our employees' growth will enrich their perspectives and drive our collective success.

Employee performance is managed through a bespoke plan that aligns individual development with company-wide objectives. Our teams are empowered to define their own performance targets, in line with wider business objectives and are supported by managers with regular touchpoints and evaluations. Importantly, employee performance is assessed on both achieving targets and demonstrating key behaviours that align with our five values.

Alongside AMMEGA's formal development programmes, employees are encouraged to engage with **company training, guided career progression and internal support networks.**

## ENERGISING EMPLOYEE DEVELOPMENT WITH LEADERSHIP ESPRESSO TRAINING

Taking on management responsibilities is an exciting milestone in an employee's development journey. To help our employees excel in their new responsibilities, in 2024 we launched a new programme to provide managers with the tools and skills they need for leadership success.

Our **Leadership Espresso Training** is designed to give managers the resources they need to best support their own teams. **Over 190 employees** took part in the two-day training programme, across China, Mexico, the Netherlands, Poland, Switzerland, Turkey and the USA.

Led by our Global Learning & Development team, together with local HR, participants gained skills across a range of topics:

- Becoming a team leader
- Implementing Performance Management Plans
- Managing Motivated Teams

# DIVERSITY, BELONGING AND TALENT

## TALENT AND EMPLOYEE DEVELOPMENT

### FUTURE LEADERS PROGRAMME

One of our global talent development programmes is AMMEGA Future Leaders, a two-year initiative that provides comprehensive learning and support for our middle management.

In 2024, we celebrated the graduation of Cohort #2, which brought together employees from a range of locations, teams and roles across the Group.

The programme came to an end in Jihlava, Czech Republic, where the cohort completed a number of final team-building exercises, gained further business insights and heard directly from AMMEGA's CEO, Chief Human Resources Officer and Chief Sustainability Officer.

OVER **20** EMPLOYEES  
HAVE NOW COMPLETED  
THE FUTURE LEADERS  
PROGRAMME

// *"This journey showed me that real leadership lies in lifting others and creating opportunities for their success."*  
- Anna Giordano, EMEA Business Controller

### THE POWER OF AMMFORCE

To accommodate a range of learning preferences, employee training takes place through in-person workshops, internal communications, forums and e-Learning modules. All digital training content is hosted within **AMMforce**, which is accessible to all employees in a variety of languages. Courses and modules are updated regularly to provide an ongoing learning experience for our teams.

As well as mandatory training, covering key topics like compliance and safety, employees can explore AMMforce's wide offering of optional modules.

In 2024, our e-Learning completion rate decreased from 2023. This change is due to the launch of a comprehensive digital security training programme in 2023, which led to significantly higher learning hours than on average. Our access to the AMMforce platform was temporarily limited following a cyber-attack in early 2024, which further impacted training completion.

In 2025, we are focused on developing training resources that support understanding of AMMEGA's products, as well as wider industry awareness.



ON-DEMAND LEARNING  
FOR ALL EMPLOYEES

YEAR	2023	2024
e-Learning hours	47,675	32,902
Average hours per employee	10	7
Completed courses	137,333	60,950

# COMMUNITY IMPACT

As an organisation, we recognise our responsibility to support people and the environment where we live and work. Investing in our wider stakeholders – such as communities, not-for-profit organisations, civil society groups and public educational institutions – is an important way for us to create wider positive environmental and social impacts beyond our day-to-day operations.

With centralised support from Group-level, most of our community impact is felt through the time, resources and generosity shared by our global workforce. **All employees are empowered to give back to their local area, whether through volunteering, collaboration or fundraising.**

We channel our community initiatives to create meaningful contributions in a variety of ways. As well as providing tangible investment (such as resources or donations), we also support industry partnerships and associations with skills-development – engaging with local businesses to foster equitable growth and success.



OUR **GLOBAL** COMMUNITY IMPACT IS ACCELERATED THROUGH THE TIME, RESOURCES AND GENEROSITY OF **LOCAL** AMMEGA SITES AND EMPLOYEES.



# COMMUNITY IMPACT

## 2024 IMPACT IN ACTION

### SPONSORING DIVERSITY IN COMMUNITY SPORTING EVENTS

AMMEGA Business Services were proud sponsors of the 2024 Tychy Half Marathon in Poland, presenting awards for the top male and female participants in the wheelchair category.

AMMEGA  
SUPPORTS  
CHARITY  
EVENTS



### SUPPORTING EXTREME WEATHER VICTIMS

2024 saw many hurricanes and extreme weather events that left communities without essentials for health and wellbeing. Across North Carolina and Florida, our employees were involved in supply drives, gathering and distributing necessary everyday items for those affected.

In Szczecin, Poland, our teams collected and donated cleaning supplies and essential goods for households impacted by 2024 flooding – which left 11,000 homes damaged in south-west Poland.



### RUNNING AND WALKING FOR IMPORTANT CAUSES

Twenty employees from the AMMEGA Business Services team took part in the Poland Business Run 2024. Based in Katowice, our colleagues joined forces to run a collective 80 kilometres during the event – helping to raise important funds for local organisations who provide prostheses, wheelchairs and rehabilitation services to those in need.

Over in the UK, we were delighted to contribute to one employee's incredible fundraising efforts for Diabetes UK. Taking part in [the 1.7 million steps challenge](#), our colleague walked the entire length of Great Britain in just three months to aid the funding of vital research and help people who are living with diabetes.

RUNNING  
FOR CHARITY  
WITH AMMEGA



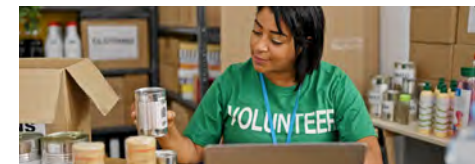
### INVESTING IN LOCAL CHARITIES

Our AMMEGA LATAM colleagues have been busy supporting local social development programmes and animal welfare charities. This includes collecting holiday food items for [Ação Comunitária Inhayba](#), continuing their incredible work with socially vulnerable children.



### BOOSTING FOOD BANK SUPPLIES

In 2024, a number of AMMEGA employees partnered with [Solidarity Sandy Springs](#) to support their incredible work addressing food insecurity in Georgia, USA.



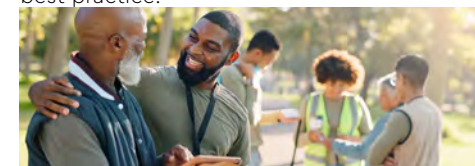
### EXPANDING DEVELOPMENT OPPORTUNITIES FOR LOCAL BUSINESS

In October 2024, we hosted a LEAN Breakfast event with [Partnership Gwinnett](#) at our Megadyne Buford site in Georgia, USA. Bringing together local businesses, this session was targeted towards manufacturing and related suppliers, providing insights and networking opportunities for community business development.



### SUPPORTING MINORITY- AND DIVERSE-OWNED BUSINESSES

Developing an economically inclusive society is another way that we can give back. This includes investing our time in sharing insights and learnings with businesses that are minority-, veteran- or women-owned – and helping them overcome barriers towards greater prosperity. In 2024, we volunteered with the Minority Business Executive to provide guidance to minority businesses on procurement, talent development and general best practice.



# GOVERNANCE

Effective governance is the backbone of our sustainability and business success. At a global level, company policies, processes and mechanisms are implemented to ensure that all AMMEGA entities continue to operate safely, transparently and ethically. This also includes responsibilities to our stakeholders, ensuring that our governance infrastructure extends to wider risk mitigation.

Our governance framework provides an outline of how we do business everyday, respond to internal and external risks and manage accountability.

The effective management of our day-to-operations is an evolving process and requires continuous reflection and improvement.

## See also:

COMPLIANCE

41

RESPONSIBLE PROCUREMENT

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# COMPLIANCE

The efficiency, longevity and ultimate success of our business relies on AMMEGA's robust governance model. Prioritising transparency and accountability, our ambition is to go above regulatory compliance to develop best-in-class policies and procedures.

AMMEGA Group's governance structure is composed of two primary bodies:

- The Supervisory Board
- Group Executive Committee

These bodies oversee management, administration, general affairs of AMMEGA and subsidiaries, as well as maintaining and developing Group policies as needed.



## HIGHLIGHTS:

- **95% average completion rate** for Group compliance training
- We amended, improved and created several internal and external policies

## WHAT WE'RE STRIVING FOR:

- Achieve ISO 14001 compliance **across 100%** of manufacturing locations by 2030

**4** NEW COMPLIANCE TRAINING  
MODULES LAUNCHED IN 2024

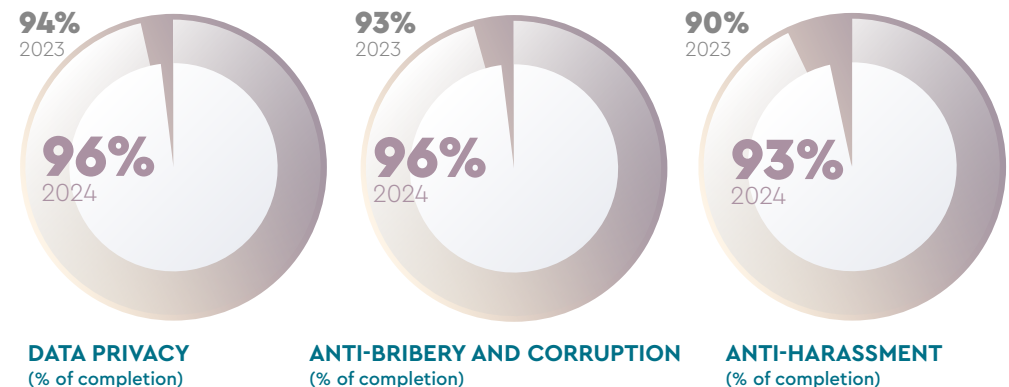
## AMMEGA COMMITTEES

Various internal Committees and touchpoints are implemented to ensure our business acts ethically and responsibly for the benefit of all AMMEGA stakeholders.

- **ESG Committee:** With representatives from Marketing, Communications, HR, Legal and our technical teams, the ESG Committee meets on a monthly basis to discuss short- and long-term initiatives and progress. This is presented to the Board on a biannual basis.
- **Diversity and Belonging Committee:** Members from across our operating regions meet monthly to drive diversity and belonging initiatives. This includes implementing our Group strategy, sharing local initiatives and monitoring our progress.
- **Regional Health & Safety:** Health and Safety leaders from each region collaborate on a monthly basis to analyse AMMSafe data, determine necessary actions and develop best practice across the organisation.
- **Group Compliance Committee:** General oversight of compliance efforts are managed by the Compliance Committee, which is then cascaded to regional and local teams.

As well as engaging with senior management and targeted decision-making groups, we are focused on improving wider employee understanding around the importance of compliance. This includes educating our teams through internal communications and training.

## COMPLETION RATE FOR EMPLOYEE TRAINING:



# COMPLIANCE

## POLICIES AND PROCEDURES

We leverage a broad set of Group-level policies to manage governance across our business activities. These policies are reviewed annually by our Group Compliance Committee and are communicated to all employees through the MyAMMEGA intranet and e-Learning modules.

In 2024, a total of 14 internal and external policies were amended, improved, or created, designed to broaden internal and external governance. Further insights into our Group-wide policies can be found in our discussion of risk mitigation efforts.

## DATA PROTECTION AND PRIVACY

In February 2024, the AMMEGA Group suffered a data breach related to a ransomware cyber-attack. In response to this incident, we initiated a cyber security enhancement program, Program Structura. Covering all aspects of IT across the global AMMEGA organisation, Program Structura is a multidisciplinary programme focusing on increasing IT security, enhancing cyber resilience and eliminating major risks of future cyber-attacks.

Program Structura comprises the below work streams with over 200 control measures:

STANDARDISED  
INFRASTRUCTURE

APPLICATIONS

WORKPLACE SOLUTIONS

DATA MANAGEMENT

OPERATIONAL PROCESSES

CYBER SECURITY & GOVERNANCE,  
RISK AND COMPLIANCE

OPERATIONAL TECHNOLOGY

This programme  
will continue  
throughout 2025  
and 2026.

## REPORTING AND DISCLOSURE

In addition to our annual disclosure, AMMEGA aligns with established sustainability reporting frameworks to improve transparency and comparability across corporate environmental and social disclosures. Using these frameworks enables comparative assessment between companies, industries, regions and business maturity, as well as opening up internal discussion on areas of priority within AMMEGA's ESG strategy.

We continue to track the regulatory landscape to identify reporting requirements and opportunities, at a local and international level. Alongside this information, we have gathered insights from our top strategic customers to understand the most valuable sustainability disclosures for their progress. This information has allowed us to prioritise reporting requests, streamline internal processes for data management and communicate our impact more effectively.

## ECOVADIS

In 2024, AMMEGA was awarded a Gold rating from EcoVadis, placing our sustainability efforts in the top 5% of all disclosed companies that year.

## UN GLOBAL COMPACT

Alongside integrating the Ten Principles in our business strategy and governance, AMMEGA takes part in the annual Communication on Progress (COP) to demonstrate ongoing commitment to the Global Compact.

## CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

The CSRD regulation was introduced in the EU in 2023 to bring consistency and transparency to businesses' sustainability reporting. AMMEGA is taking action to ensure that we comply with all regulatory requirements related to CSRD, while using this process to refine and strengthen our sustainability strategy.

# COMPLIANCE

## RISK MANAGEMENT

As part of standard business operations, the AMMEGA Group faces various compliance, financial and operational risks which could have a material impact on our overall performance.

Our approach to due diligence involves the ongoing assessment of risks and implementing effective strategies to mitigate any impact on our business, stakeholders or environment.

We use Enterprise Risk Management (ERM) and Internal Audit controls to address strategic, financial, operational, compliance and sustainability risks. The severity, likelihood and scope of risks are identified and assigned to business owners, who are responsible for developing appropriate action plans.

## RISK ASSESSMENT STANDARDS

In 2024, we introduced new standards and requirements for:

- Establishing, implementing, maintaining and continuously improving **our business continuity management system**.
- Protecting our business and AMMEGA customers when **facing major performance issues**, through a formal, structured and data-driven process.

As a member of the UN Global Compact, we also consider risks and mitigation through the four pillars of Human Rights, Labour, Environment and Anti-Corruption:

PILLAR	RISKS	MITIGATION
Human Rights	<ul style="list-style-type: none"> <li>• Breaching human rights regulations and laws in any part of our value chain</li> </ul>	<p><b>Key policies:</b></p> <p>Global Human Rights Whistleblowing hotline Anti Harassment Responsible Sourcing Policy</p> <p><b>Risk monitoring:</b></p> <p>Group Compliance Committee Procurement Due Diligence processes</p>
Labour	<ul style="list-style-type: none"> <li>• Injury or health hazards in the workplace, or breaching compliance with relevant health and safety regulations</li> <li>• Breaching national or global laws relating to human resources management</li> </ul>	<p><b>Key policies:</b></p> <p>Code of Conduct Health &amp; Safety Responsible Sourcing Policy</p> <p><b>Risk monitoring:</b></p> <p>Health and Safety Regional Leaders AMMEGA Group HR</p>
Environment	<ul style="list-style-type: none"> <li>• Non-compliance with relevant environmental management regulations (e.g. REACH) or reporting obligations (e.g. CSRD)</li> </ul>	<p><b>Key policies:</b></p> <p>Environmental Policy Responsible Sourcing Policy</p> <p><b>Risk monitoring:</b></p> <p>ESG Committee</p>
Anti-Corruption	<ul style="list-style-type: none"> <li>• Impact of anti-competitive behaviour on our business</li> <li>• Breaching national and international regulation around business conduct</li> </ul>	<p><b>Key policies:</b></p> <p>Anti-Corruption Antitrust Conflict of Interest Speak Up tool Responsible Sourcing Policy</p> <p><b>Risk monitoring:</b></p> <p>Group Compliance Committee</p>

# RESPONSIBLE PROCUREMENT

To deliver innovative belting solutions to our diverse customer-base, we rely on a network of trusted suppliers.

Our supply chain is responsible for sourcing various input materials, such as fabrics, polymers, cords and chemicals. Accessing high-grade, responsibly-sourced materials allows us to produce belts and mechanisms that exceed customer expectations – while aligning with our wider sustainability commitments.

Outside of the production and manufacturing of AMMEGA products, we partner with suppliers to provide industrial and professional services, IT support and logistics.

## OPTIMISING OUR SUPPLIER PARTNERSHIPS

Aligned with AMMEGA's business strategy, we prioritise efficiency and optimisation across procurement. To maximise value for AMMEGA and our suppliers, we strive to nurture long-standing partnerships and develop synergised ways of working.

Effective procurement is an ongoing process to maintain efficiencies, while reducing any potential vulnerabilities to disruption, shortages, or price volatility.



### HIGHLIGHTS:

- New Responsible Procurement e-Learning launched
- Launched an ESG Due Diligence process for onboarding select suppliers
- Developing a supplier database to track ESG metrics (to formally launch in 2025)

### WHAT WE'RE STRIVING FOR:

- **15% increase** in utilisation of diverse or minority suppliers
- Embed ESG targets in supplier contracts and renewal procedures
- Expand supply chain risk assessments across social and environmental issues



# RESPONSIBLE PROCUREMENT

## UNDERSTANDING OUR SUPPLIERS' SUSTAINABILITY EFFORTS

Responsible procurement falls under our broader approach for maintaining high environmental, ethical and social standards across the value chain.

Across our supply management, we strive for industry best practices, ideally aligned to international frameworks such as the UN Global Compact or SDGs. We are also expanding how AMMEGA integrates specific sustainability assessments or rankings (such as EcoVadis) into ongoing supplier evaluations.

We recognise that our suppliers are at different stages of ESG maturity. As part of AMMEGA's approach to managing long-term supplier partnerships, we are committed to giving suppliers tangible support, such as training sessions, sharing best practices and providing tools for implementing sustainability initiatives.

At the same time, we appreciate the knowledge and experience that our suppliers have across ESG, which can serve as a valuable source of inspiration for us. Through collaboration, we can better understand challenges across different sectors and jointly develop solutions that deliver meaningful environmental and social benefits. We believe that open dialogue and a partnership-based approach will contribute to building a more sustainable supply chain — based on real actions rather than just declarations.

## SUPPLIER COLLABORATION FOR SCOPE 3 EMISSIONS

Our upstream suppliers will play a significant role as we broaden our carbon accounting to include Scope 3 emissions. Across 2025, we will continue to work closely with our suppliers to improve transparency around activity data and create synergies between carbon reduction efforts.

## GOVERNING OUR SUPPLY CHAIN

We use a number of governance mechanisms to manage responsible procurement across the AMMEGA Group.

**Responsible Sourcing Policy:** All suppliers must comply with our Responsible Sourcing standards, which focus on effective H&S, human rights, business ethics and environmental stewardship (including energy and resource efficiency, waste reduction and recycling).

**ESG Due Diligence:** As part of AMMEGA's onboarding process for top suppliers, we have started to assess performance across various ESG metrics. During this process, we evaluate the supplier's sustainability ambitions and progress and identify any potential areas of improvement. To integrate ESG measures in wider procurement processes, we are now defining clear evaluation criteria to track supplier progress over time.

**Supplier Performance Framework:** In 2024, our Procurement team has been working hard to develop a new internal database for monitoring supplier performance indicators, including ESG metrics. This will enable us to monitor sustainability performance across our supply chain and target opportunities for improvement with specific suppliers. We will launch this database in 2025.

## UPSKILLING ON RESPONSIBLE PROCUREMENT

Educating our teams on the importance of responsible procurement principles drives the success of our supply chain management. In 2024, we launched a new extended training module on our Responsible Sourcing Policy, targeted to those in relevant roles or with purchasing responsibilities, to ensure employees are aware of AMMEGA's standards and ambitions.

**100% OF THE SOURCING TEAMS AND 94% OF SUPPORTING FUNCTIONS HAVE COMPLETED THE NEW RESPONSIBLE SOURCING POLICY TRAINING**

# LOOKING AHEAD

Throughout 2024, we've made considerable progress towards our environmental, social and governance ambitions. As we establish AMMEGA's position as **the one stop shop for belting solutions**, we do so for the benefit of our customers, our people, our communities and our planet.



We continue to prioritise intentional, quantifiable changes that mobilise long-lasting positive change.

**To guide our process in 2025, we have identified three focus areas:**

## 1

### CONTINUED PROGRESS TOWARDS STRATEGIC PRIORITIES

Our 2025 progress will be channelled through AMMEGA's strategic ESG priorities – climate, health and safety, diversity and belonging, environmental management and employee engagement – towards our long-term goals and ambitions.

## 2

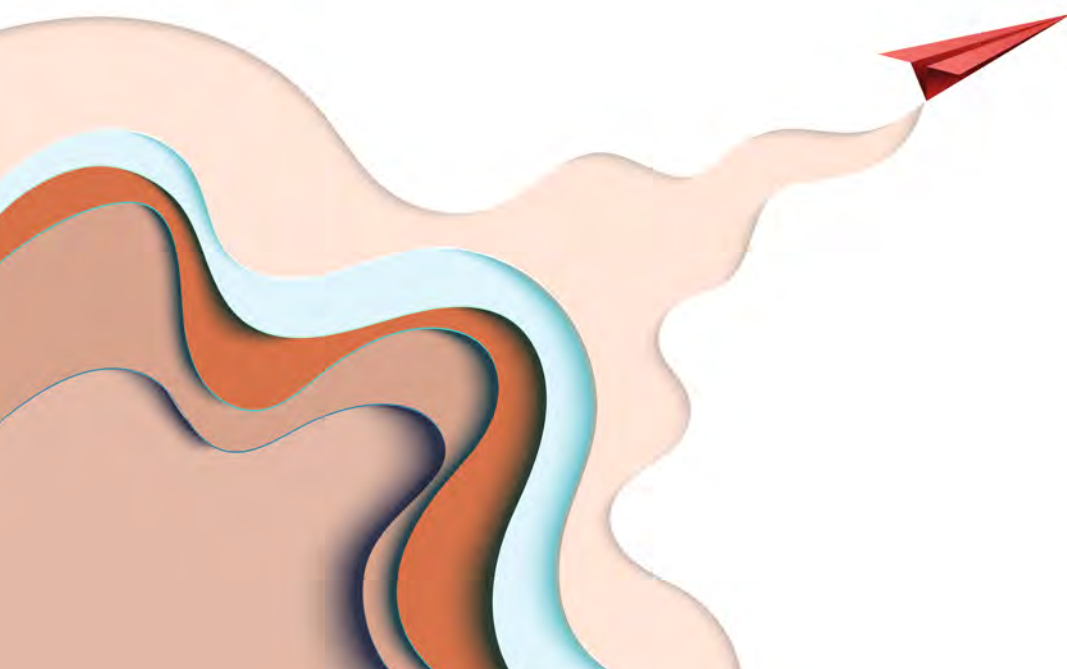
### SUSTAINABLE BELTING SOLUTIONS

Throughout 2025, we will continue to evolve AMMEGA's range of Sustainable Belting Solutions by expanding our customer partnerships and focusing on key industry development. As we evolve more solutions for greater environmental and social value, we will further refine how we communicate ESG progress to our stakeholders.

## 3

### REPORTING AND COMPLIANCE

To ensure that we meet future regulatory and customer requirements, in 2025 we will prioritise the development of internal mechanisms and processes. This will include our pathway towards Science Based Targets Initiative (SBTi) target validation and broadening carbon footprint analysis to a product-level (individual product carbon analysis).



# OUR BRANDS

## POWER TRANSMISSION SOLUTIONS



## FLUID POWER SOLUTIONS



## CONVEYING SOLUTIONS



## DATA TABLES

This appendix summarises the data referenced throughout this report.

We recognise that capturing accurate and up-to-date information relies on effective management systems and tools. As we continue to invest in our data collection methodology and processes, we are focused on enhancing internal and external assurance to support the accuracy and validity of AMMEGA's progress.

Over the last year, we have made considerable improvements to our data management – which has enhanced our ability to measure current performance and historical impact. Because of this, please note that this 2024 Sustainability Report may include minor discrepancies to previously reported data for 2023 and earlier.

CATEGORY	UNITS	YEAR		
		2022	2023	2024
CARBON				
Scope 1	tCO <sub>2</sub> e	28,034	24,744	23,816
Scope 2 (location-based)	tCO <sub>2</sub> e	28,090	27,123	27,521
Carbon intensity	gCO <sub>2</sub> e / €	52	50	54
ENERGY				
Total energy use	kWh	73,747,000	70,301,000	72,040,000
Renewable energy produced	kWh	394,468	1,438,527	2,688,408
% of renewable energy from overall consumption	%	1%	2%	4%
WATER				
Total water consumed	m3	628,018	450,064	208,900
COMPLIANCE TRAINING				
Data Privacy	% of completion	AMMForce system not yet established for tracking completion	94%	96%
Anti-Bribery and Corruption	% of completion		93%	96%
Anti-Harassment	% of completion		90%	93%
EMPLOYEES				
Total headcount	#	6,074	6,038	5,887

## DATA TABLES

This appendix summarises the data referenced throughout this report.

CATEGORY	UNITS	YEAR		
		2022	2023	2024
GENDER				
Female	%	24%	25%	26%
Male	%	76%	75%	74%
% of female managers	%	21.5%	23.1%	25%
AGE				
< 20 years	%	0.1%	0.3%	0.3%
20 – 39 years	%	33.9%	37.7%	37.9%
40 – 59 years	%	56.4%	54.1%	53.3%
> 60 years	%	9.3%	7.9%	8.4%
TRAINING				
e-Learning completed	Hours	-	47,675	32,902
Average training per employee	Hours	-	10	7
Completed courses	#	-	137,333	60,950
HEALTH & SAFETY				
LTIFR	Number of lost time injuries per 200,000 hours worked	0.77	0.84	0.83
Near misses		244	255	253
Safety observations per employee		5.06	5.36	4.79