



Creating a greener future for everyone

Sustainability Report 2024



About this report

Transforming spaces where people and nature thrive

At idverde, we're passionate about taking care of people and the planet in everything we do. From the way we run our business to how we work with our partners and communities, we take responsibility for managing our environmental and social impact.

We are guided by our sustainability framework



↑ Children's play areas, Veldhoven, Netherlands

People

Fostering well-being through promoting a local and inclusive society

📄 Page 10



↑ Place Jules Ferry, Lorient, France

Planet

Demonstrating environmental leadership

📄 Page 20



↑ idverde colleague safety wear, UK

Performance

Raising awareness and supporting innovation to address sustainability challenges

📄 Page 30

This is idverde's first Group Sustainability Report. It sets out, for our stakeholders, how idverde approaches the sustainability topics that are material to our business.

The intention is to publish subsequent reports on an annual basis. Unless otherwise stated, the information and data presented in this report is aligned to idverde's financial year, 1st January to 31st December 2024. It is our intention to provide data across the scope of idverde's value chain. For this first report, data is predominantly focused on that which is within idverde's operational control.

This report contains forward-looking statements regarding idverde's sustainability intent and anticipated performance. These are based on current expectations, assumptions, and projections, and are subject to risks and uncertainties that could cause differences in practice.

For further information about this report, please contact enquiries@idverde.com.

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Find more information on our website

idverde.com

Cover images:

Left: Planting saplings at the Port of Rotterdam, Netherlands

Bottom: Le Jardin extraordinaire, Nantes, France

CEO statement

Welcome to our first *idverde* Group Sustainability Report



Our mission guides everything we do. We create and care for green spaces that are sustainable, functional and beautiful – enriching the natural environment and enhancing the quality of life in communities.



At *idverde*, our vision is to create a greener future for everyone. As Europe's leading green environmental services provider, we partner with our customers to tackle the defining challenges of our time: climate change and biodiversity loss. In the short time since I joined *idverde*, I have been impressed by our impact in building climate-resilient solutions that enrich environments and support thriving communities – from Le Parc des Crêts in Geneva to Remisevængerne in Copenhagen.

Our business has grown rapidly in recent years, both organically and through mergers and acquisitions, and the services we offer our customers continue to expand. From greening urban spaces and supporting habitats to foster biodiversity, managing water infrastructure and caring for trees, we work every day with our customers and the communities we serve to protect and enrich natural environments.

This report is the first to bring together data from across our Group, documenting our social and environmental performance as one organisation. It lays the foundation for the next phase of our sustainability strategy, enabling us to respond both to environmental realities, such as climate change and biodiversity loss, and to the expectations of our customers, colleagues, suppliers and the broader communities we serve.

The report is also an important step in how we raise our collective ambition on sustainability, in close dialogue with our stakeholders. We are proud of our contribution so far, and we want to continue this journey to make greater impact. As I step into my new role, I see it as my responsibility to lead *idverde* forward on this journey. The process of developing this report has helped clarify our ambition, define the building blocks, and plan how we will get there.

We are building on notable successes in 2024, including:

- Strengthening our expertise in specialty services through acquisitions, including in arboriculture (such as Acorn Environmental Services in the UK) and in water management (such as Arrosage Systems in France)
- Delivering sustainable public spaces as part of the Athletes' Village for the Paris Olympic and Paralympic Games
- Securing two award wins at the BALI National Landscape Awards in the UK, for Manchester City Football Club and Manor Gardens in Bexhill
- Embarking on a significant project to repair flood damage at the Meuse Dam in the Netherlands

We welcome your feedback on this year's report. Inside you will find a review of our achievements in 2024, and our ambitions for 2025 and beyond. I look forward to reporting back on our progress in next year's report. By partnering with our colleagues, customers, suppliers and communities, we will continue to grow our positive impact.

François Gilbert

Group Chief Executive Officer

About us

A leader in green environmental services

We are idverde – the leading green environmental service provider in Europe. We cultivate climate-resilient, biodiverse spaces for public and private sector clients throughout Denmark (DK), France (FR), Germany (DE), the Netherlands (NL), Switzerland (CH), and the United Kingdom (UK). Our mission is to harness the power of nature to shape sustainable environments for future generations.

We have a strong presence in six countries. With more than 200 locations, in 2024, idverde had a turnover in excess of €1.1 billion.

[Read more](#)

Our mission guides everything we do. We create and care for green spaces that are sustainable, functional and beautiful – enriching the natural environment and enhancing the quality of life in communities.



François Gilbert
Group Chief Executive Officer

 Revenue

€1.1bn

 Key locations

238

 Colleagues

7,885

↓ Le Jardin extraordinaire, Nantes, France



Delivering sustainability solutions

With an established reputation for green projects and sustainable maintenance, *idverde* continues to respond to evolving client needs. We deliver client solutions in five areas.



↓ idverde colleagues, Denmark



Urban greening

Creating and enhancing green urban spaces, streets, and buildings

➔ Case study



Community well-being

Contributing to social well-being through nature, recreation, civil infrastructure maintenance, and community services

➔ Case study



Tree care

Tree care, including planting and pruning. Maintaining woodlands and forests

➔ Case study

Dynamic planting, where plants are allowed to evolve and change naturally over time, Denmark



Water management and climate adaptation

Managing water infrastructure and open land. Managing water resources through smart watering, and enhancing biodiversity

➔ Case study



Advisory and consulting

Innovative urban design and eco-engineering. Advisory services on green fund financing and compensation schemes

➔ Case study

Urban greening

CASE STUDY: **FRANCE**

Urban greening

In the Métropole de Montpellier area in the South of France, idverde is greening the Cambacérès district, a complex urban development project covering 30 hectares. Having completed the first phase of work in 2024, idverde will continue landscaping until 2028. This will include:

- Planting 170 trees, 895 shrubs and 8,800 perennials and grasses
- Installing 3,295m² of mulching
- Installing a drip irrigation network on 12,335 linear meters of land



↑ Saragoza district, Pau, France

Community well-being

CASE STUDY: **FRANCE**

Community well-being

In 2024, idverde helped transform the Saragoza district in Pau, France, by developing recreational facilities across 10 hectares of green space.

This greatly improved the surroundings for residents, and contributed towards social inclusion. The project was awarded a silver medal at the Victoires du Paysage landscaping competition in 2024.

Tree care

CASE STUDY: **UK**

Tree care

In the UK, idverde undertakes arboriculture maintenance operations for the highways department in Birmingham. Surveying and inspecting trees alongside 2,500 kilometres of streets and roads involves:

- Caring for 100,000 street trees, including trees audits and management plans
- Planting and maintaining 8,000 new trees over 25 years
- Deploying arboriculture teams to undertake ecological pruning work in difficult environments, with a 365/24/7 emergency response

Water management and climate adaptation

CASE STUDY: **NETHERLANDS**

Water management and climate adaptation

In the Netherlands, idverde led a project to conserve De Groenzoom nature conservation area. Covering 560 hectares, the land consists of marshes, flowering dykes, wetlands, and grasslands.

Wetlands are vulnerable to climate change and can experience depleting biodiversity. Careful water management and community involvement help maintain the ecosystem balance. Since 2014, idverde has:

- Maintained natural characteristics and created new ecological zones
- Monitored progress and informed visitors and residents about biodiversity



↑ Greening highways, UK



↑ Koge Nord, Denmark

Advisory and consulting

CASE STUDY: **DENMARK**

Consulting

In 2024, in Denmark, idverde carried out the landscape works and provided consulting on plant selection and maintenance through the Køge Nord project – developed in collaboration with Klar Forsyning and Køge Municipality:

- Native seeds were germinated through soil preparation to avoid the need to introduce new seeds
- The first year involved mowing to support biodiversity among existing herbs. In the second year, cattle grazing was introduced to manage vegetation
- With a small forest, stone piles, ponds, and open soil, the area attracts a variety of insects and wildlife

idverde was involved early in the process, advising in close collaboration with the landscape architect to ensure long-term ecological value.

De Groenzoom nature conservation area, Netherlands ↓



↓ Cambacérès district, Montpellier, France



Our value chain

Our value chain focuses on achieving sustainable outcomes for our clients.

Upstream inputs



Plants, shrubs, and trees



Topsoil, compost, mulch, and soil conditioners



Hardscape materials



Irrigation systems



Fertilisers and plant protection products



Tools, equipment, and vehicles

Service delivery



Urban greening



Community well-being



Tree care



Water management and climate adaptation



Consulting and advisory

Downstream outcomes



↑ Bruyères urban park, Rouen, France

Environment

Enhancing biodiversity

Water retention and drainage

Climate adaptation and mitigation

Carbon capture

Ecosystem services and recreational value



↑ Square Dupont, Asnières sur Seine, France

Society and Economy

Health and well-being

Safe communities

Community engagement

Educational opportunities

Access to nature, recreation, and culture

Economic growth

Our Stakeholders and Materiality

Global trends

The success of *idverde*, and of our clients and business partners, is influenced by a series of global trends. We consider these trends as part of *idverde*'s approach to sustainability.

Trend	Trend description	Sustainability considerations
Environment and Biodiversity	Human activities drive climate change and biodiversity loss. This leads to more frequent and extreme climate events, and less resilient ecosystems	- Water scarcity - Biodiversity - Climate change
Politics and Governance	Regulations incorporate climate and biodiversity issues. Local and national policies consider green space management as a lever for action	- Climate adaptation - Budgets and regulations
People and Society	Citizens are increasingly concerned about proximity to recreation and cultural amenities, and awareness about the connection between nature and positive mental health is improving. This drives demand for green urban environments, and for incorporating nature in well-being policies	- Skills and talent - Ageing population - Labour scarcity
Health and Care	Communities are interested in mental health, well-being, and the quality of the natural environment – and this is increasing post-COVID. This supports demand for social cohesion and green space	- Health and well-being - Community well-being
Technology and Innovation	Green services are being revolutionised by Artificial Intelligence. Technology and innovation drive automation, and offer advanced solutions to the challenges of climate change	- Technology - Artificial Intelligence
Economics and Business	Climate and biodiversity funds provide financing opportunities. Local supply chains support communities and reduce climate impacts	- Financing - Local supply chains - Competition

Our stakeholders

The success of *idverde* is influenced by the views and actions of our stakeholders.



Colleagues



Clients



Suppliers



Investors



Communities



Regulators



Policymakers

How we interact with our stakeholders

- Listening to stakeholders to understand their perspectives
- Communicating our plans and performance on topics that interest stakeholders
- Evaluating stakeholder feedback on how we respond to their needs



Understanding and striving to meet our stakeholders' expectations informs *idverde*'s business strategy, shapes our culture, and guides our decision-making.



François Gilbert
Group Chief Executive Officer

Materiality

In 2021, *idverde*'s materiality assessment identified the sustainability topics that are important to our business and to our stakeholders. This informed the development of our 'People, Planet, Performance' sustainability framework throughout *idverde*.

During 2024, we began reviewing *idverde*'s sustainability strategy to ensure that it reflects the environmental and social context of the changing world we live in. We aim to complete our review in 2025.

During 2025, we will initiate a Double Materiality Assessment to inform the Environmental, Social and Governance topics we prioritise for action.

Contributing to the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UNSDGs) provide a framework for public, private, and non-governmental organisations to align efforts across a range of sustainability topics.



Through the delivery of green environmental services, we are proud that *idverde* makes a meaningful contribution towards the UNSDGs. We focus our efforts on the areas where we can make the biggest difference.



Richard Blumberger
Group Chief Finance Officer

UN SDG	idverde contribution	UN SDG	idverde contribution
	Low		Low
	Low		High
	Medium		Medium
	Low		High
	Low		Medium
	Low		High
	Low		Low
	Medium		Medium
	Medium		



This Goal is to make cities inclusive, resilient, and sustainable. Half of the global population live in cities. Air quality, infrastructure, and access

to green space contribute to better health and well-being, and more cohesive communities.

Through our urban greening and community well-being solutions, *idverde* is well positioned to contribute towards sustainable cities and communities.

↓ Parc des Crêts, Switzerland



CASE STUDY: **SWITZERLAND**

Parc des Crêts Sustainable Community

During 2024, *idverde* completed a sustainable living development in Parc des Crêts, Switzerland. Our sustainability innovations includes:

- Flood risk mitigation using natural water management methods
- A freshness oasis and attractive spaces to promote well-being
- More than 50% increase in biodiversity value, once vegetation matures



This Goal is to take urgent action to tackle climate change. Even if we succeed in restricting the increase in global temperature to the United

Nations' target of 1.5°C above pre-industrial levels, action is necessary to build resilience against the effects of an already changing climate.

Through our tree care and water management and climate adaptation solutions, *idverde* is well positioned to contribute towards climate action.

↓ Wervenkade apartment complex, Netherlands



CASE STUDY: **NETHERLANDS**

Building climate resilience through green roofs

During 2024, *idverde* completed the creation of green roofs on the Wervenkade apartment complex in Dordrecht, the Netherlands. This includes:

- Installation of 600 m² green roofing. Offering cooling benefits and increased biodiversity in the city
- Storage of 80 m³ of water in the roof garden. Reducing the burden on the public draining system during heavy rainfall, and contributing to climate resilience
- Provision of space to relax. Residents and visitors of the Wervenkade can escape the heat of the city and enjoy the greenery



This Goal is to manage forests sustainably, prevent land degradation, and reverse biodiversity loss.

Degraded land drives biodiversity loss, which, in turn, weakens ecosystems and reduces our resilience to climate change.

Through our tree care and climate adaptation solutions, *idverde* is well positioned to contribute towards life on land.

↓ Toulouse Montaudran Aerospace Development Zone, France



CASE STUDY: **FRANCE**

Regenerating unused land

In 2024, *idverde* started work on the Toulouse Montaudran Aerospace Development Zone. This involves reclaiming 4.5 hectares of previously unused land for nature. This includes:

- Planting 1,400 trees and more than 65,000 perennials and shrubs
- Reusing 8,500 m³ of topsoil present on the site to reconstitute a living soil capable of accommodating plant diversity and retaining water
- Promoting the re-use of materials for garden seating and other furniture

Sustainability framework

People, Planet, Performance

Our 'People, Planet, Performance' framework helps us to organise and describe *idverde*'s approach to sustainability.

Our framework has been adopted throughout *idverde*, and guides how we manage sustainability impacts throughout our value chain. People, Planet, Performance reflects the findings of *idverde*'s most recent materiality assessment, and aligns with the UNSDGs that are relevant to our business. This report references People, Planet, Performance to describe our sustainability credentials to the end of 2024.

Our 2025 commitments

1. Initiate a Double Materiality Assessment that will inform the Environmental, Social and Governance topics that we prioritise for action
2. Maintain *idverde*'s current level of certification to international safety management standard ISO 45001 across the group
3. Increase participation in our colleague engagement survey and improve our performance score for 'engagement'
4. Maintain *idverde*'s current level of certification to international environmental management standard ISO 14001 across the group
5. Conduct further research into the potential impacts of climate change on *idverde*'s business
6. Embed our methodology for measuring Scope 1 and Scope 2 Greenhouse Gas emissions, and agree our medium-term approach to measuring Scope 3 emissions
7. Review our portfolio of compliance-related policies and implementation plans to ensure they continue to meet our needs, and those of our stakeholders

People

Foster well-being through promoting a local and inclusive society

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People fundamentals

Basics that are important to our people

 Colleague well-being

 Local partnerships

 Employability

Planet

Demonstrate environmental leadership

➔ Page 20

Planet fundamentals

Basics that are important to our planet

 Carbon neutrality

 Waste and resource management

 Biodiversity

Performance

Raise awareness and support innovation to address sustainability challenges

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Performance fundamentals

Basics that are important to our performance

 Raise awareness

 Best practice and knowledge transfer

 Innovate to serve the environment

People

Our People pillar involves fostering well-being through promoting a local and inclusive society.

Alongside our People fundamentals, we have three commitments.



Colleague well-being

We are committed to developing employee well-being to create a great workplace



Local partnerships

We are committed to creating partnerships and engaging local community organisations to support the social and economic priorities in the locations where we operate



Employability

We are committed to developing local employability



At idverde, our colleagues take pride in the positive impact we create – together with our suppliers and clients – on local communities. Our success is closely tied to the safety and well-being of our colleagues, which in turn fosters social cohesion and delivers meaningful environmental benefits to local communities.



Aaron Webster

Group Human Resources and Talent Director

Children's play areas, Veldhoven, Netherlands ↓



People fundamentals



People fundamentals

Our people fundamentals reflect the value that we place on our people and the important contribution that our colleagues make to *idverde*'s success.



↓ Saplings in the courtyard of Carré Vert building, Levallois Perret, France

Our people profile

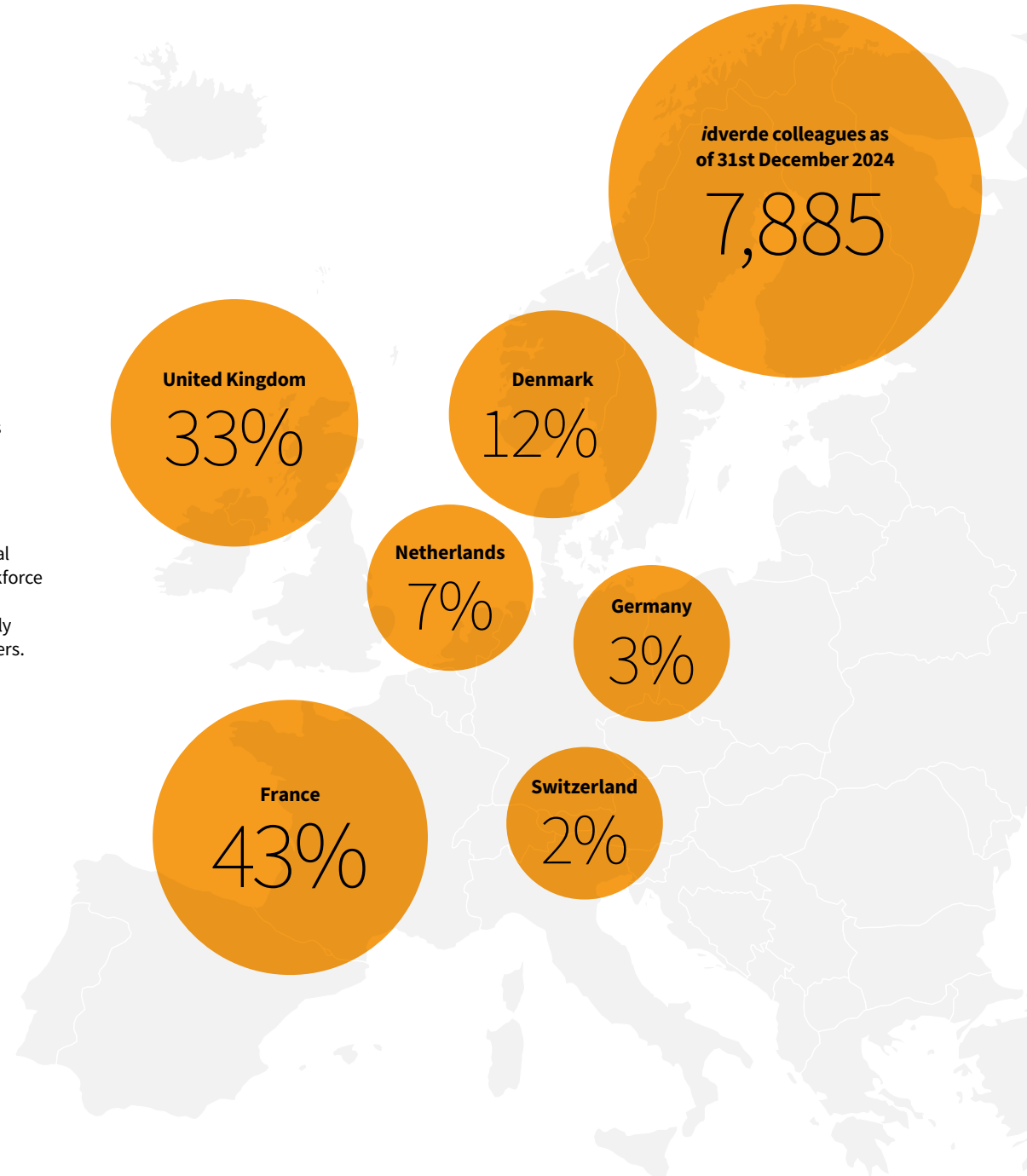
As of 31st December 2024, *idverde* had 7,885 employees. Around three quarters of our workforce was split across *idverde*'s operations in France (43%) and the UK (33%), with the remainder in Denmark (12%), the Netherlands (7%), Germany (3%), and Switzerland (2%).

We recognise the important role that seasonal workers provide within the green environmental services sector. Flexibility within *idverde*'s workforce enables us to respond to client needs that vary throughout the year. During 2024, approximately 6% of *idverde*'s colleagues were seasonal workers.

The profile of *idverde*'s employees is set out in the data table on page 36.

6%

of *idverde*'s colleagues
were seasonal
workers in 2024



Health and Safety

Working within the green environmental services sector involves managing hazards such as the use of tools and mechanical equipment, construction activities, driving, and operating in challenging environments, often in close proximity to the general public.

Throughout *idverde*, health and safety is our priority. Our safety commitment extends to *idverde* colleagues, contractors, and members of the public.

Reducing risk requires a systematic approach to safety management and a positive health and safety culture. This includes raising awareness of the importance of health and safety at every level in our business. Dynamic risk assessments enable our colleagues to consider the varied and very specific conditions within which they operate.

- Assessment and control of safety risks
- Review of risk control effectiveness
- Reporting unplanned safety events
- Learning from safety events to prevent re-occurrence

Occasionally, safety incidents do occur, and monitoring and reviewing safety performance takes place at all levels of *idverde*'s management.

- Our colleagues and contractors are trained to recognise and report risks and incidents
- Our management teams review incidents regularly
- Our Executive Leadership Team reviews incident trends and investigations

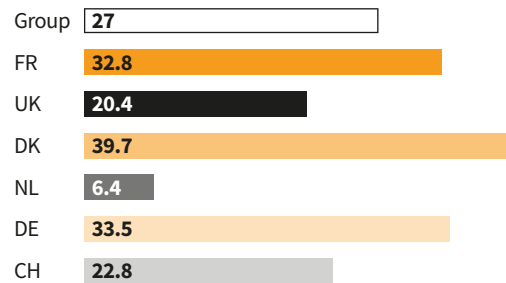
Consolidating safety data at group level was initiated in 2023, and our baseline year for comparing safety performance is 2024.

Around half of all safety incidents occurring throughout *idverde* during 2024 resulted in lost time, with the lost time injury rate being lowest in the Netherlands and the UK.

Leadership teams in France, Germany and Denmark are applying an enhanced focus on improving safety management, including the transfer of best practice from within *idverde*, and integrating safety management arrangements in recently acquired businesses.

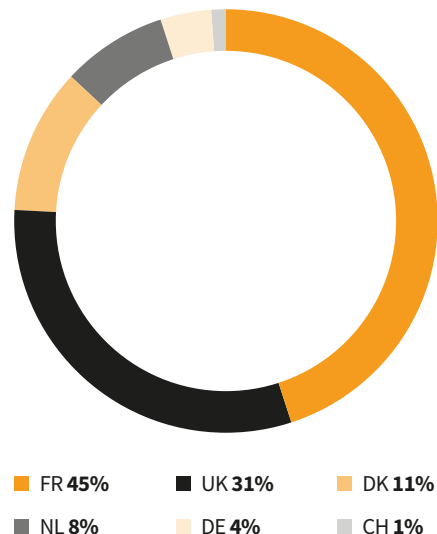
Lost time incident frequency rate in 2024

(number of incidents per million hours work)



Lost time incidents in 2024

(location of incidents)



Health and safety is our top priority throughout *idverde* – protecting our colleagues, contractors, and the public.



François Gilbert
Group Chief Executive Officer

Grounds maintenance operative, Leamington Spa Bowling Green, UK ↓



The profile of idverde's health and safety incidents is set out in the data table on page 37.

Maintaining idverde's positive safety culture is based on ensuring that everyone in our business understands, and is able to commit to, their health and safety responsibilities. This involves instilling safety values, focusing on safe behaviours, and raising awareness of safe working practices.

We have established safety management systems that are certified to international safety management standard ISO 45001 covering 143 of our key locations. In the Netherlands, all sites are certified to the Royal Netherlands Standardisation Institute's 'Safety Culture Ladder'.



↑ Employee safety briefing, Denmark

Case study: Denmark

Safety planning

Our "How to Manage the Construction Site" procedure involves a morning briefing, where site managers review the day's activity plan, including health and safety.

The briefing involves clear instructions and dialogue with workers on-site. This approach is linked to our "Speak Up" campaign, which encourages colleagues to ask questions and engage in safety discussions.

In Denmark, workplace safety is the focus of idverde's spring gathering for colleagues. This is supplemented by our annual safety week during the autumn.



↑ Management safety visit, France

Case study: France

Safety awareness

In France, our 'Operational Management of Health and Safety' training course was delivered throughout 2024. With support from a specialist provider, we engaged more than 333 individuals, including branch directors and managers, in safety leadership principles.

This was complemented by:

- A programme of management visits to raise the profile of safety and drive our safety culture. During 2024, 875 managerial safety visits took place throughout our operations in France
- A programme to prevent road accidents, with a focus on reporting fleet incidents and near misses, post-incident investigations, communications, and driver training



↑ Safe operating practices, UK

Case study: UK

Work safe standards

It is not practical for general safety procedures to cover every possible risk presented in dynamic working environments. So in the UK, when starting work, our colleagues are expected to take a moment to consider:

- Is this specific area of work safe?
- Do I have a safe system of work that deals with this job properly?
- Do I have the right equipment and am I trained to operate it?
- Is this activity safe for me, my colleagues, and the public?
- If site conditions or factors have changed – is it still safe to continue with the existing safe system of work?

During 2025, we will maintain idverde's current level of certification to international safety management standard ISO 45001 across the group

Diversity, equity and inclusion

Diversity, equity and inclusion are central to how we engage with idverde colleagues and all our stakeholders. It is important to us that the demographics of our people reflect the communities within which we operate. We recognise the value that diversity brings to our business performance and culture.

The diversity profile of idverde's colleagues is set out in the data table on page 36.



Understanding the different needs and circumstances of idverde colleagues helps us to support our people to perform at their best. Respecting individual differences enables everyone to contribute their energy, enthusiasm and skills towards achieving idverde's vision.



Morten Dohrmann Hansen
Chief Executive Officer, Denmark



↑ idverde colleagues, UK

Case study: UK

Inclusive recruitment

During 2024, we established a partnership with a recruitment specialist to focus on inclusive recruitment practices in the UK. Our approach was shortlisted for the Diversity and Inclusion Strategy category at the Pro Landscaper Business Awards.

Our new approach involves training hiring managers to follow approved selection processes, sourcing candidates consistently, and having a neutral party shortlist CVs.

This is enabling us to better manage unconscious bias, broaden our talent pool, and consider candidates whom we may otherwise have missed. We will evaluate how this approach affects the diversity profile of our colleagues during 2025.

Colleague demographics

We understand that building a workforce that is genuinely reflective of the diverse communities in which we operate is challenging. We also recognise that this challenge is not unique to idverde, and that our sector peers have a similar experience. We are committed to collaborating with organisations that share our ambition to develop a pathway for improving workforce diversity, at all levels of seniority, throughout the green environmental services sector.

As of 31st December 2024, the gender profile of idverde's workforce was predominantly male (86%), with 14% of our colleagues female.

The age profile of idverde's workforce is principally between 30-50 years of age (47%), with 19% of colleagues under 30 years of age and 33% of colleagues over 50 years of age, as of 31st December 2024.

Leadership composition

Each idverde country has its own leadership team. Our country leadership teams were comprised of 81 individuals, as of 31st December 2024, of which 80% were male and 20% were female.

19%

of idverde's colleagues
were under 30 years of age

33%

of idverde's colleagues
were over 50 years of age

14%

of idverde's colleagues
were female as of
31st December 2024

idverde colleagues, UK ↓



Fair pay

Throughout society, gender-based pay disparities remain a persistent issue, reflecting broader structural inequalities. We recognise the importance of examining whether a gender pay gap exists within our organisation, as well as understanding its underlying causes and implications.

To support transparency and accountability, we conduct an annual gender pay gap analysis in France and the UK, which make up 76% of our employee base, with the aim of promoting equity and driving meaningful change.

The profile of idverde's gender-pay differential is set out in the data table on page 36.



↑ idverde operative, UK

Case study: UK

Gender pay gap

Our 2024 gender pay review (based on 2023 pay) identified a negative pay differential of 5.8%, meaning that, on average, idverde's female colleagues are paid more than male colleagues in the UK. This reflects our employee base, where a large proportion of our male colleagues work in our general operative roles, while our female colleagues tend to work in management, office based, and support roles.

While more female colleagues (14%) received bonuses than male colleagues (9%), our review identified a positive bonus differential of 52%, meaning that, for those colleagues that received a discretionary bonus, the proportion of pay received as a bonus was 52% higher for men than for women. This reflects the greater proportion of male colleagues in the role types where bonuses contribute a larger proportion of total pay.

Apprenticeships

At idverde, we recognise the value of apprenticeships:

- Helping to secure the supply of skills to the green environmental services sector
- Maintaining a motivated and capable workforce within idverde
- Creating opportunities for individuals in green environmental services

As of 31st December 2024, there were 350 active apprenticeships throughout idverde, of which 247 were onboarded during 2024.



↑ Annual Apprentice Day, France

Case study: France

Apprenticeship month

During 2024, as part of apprenticeship month in France, idverde held eight apprentice days, celebrating the achievements of 100 apprentices and 88 mentor relationships.

Apprentices and mentors took part in team building exercises based on the themes of landscape and vegetation management. Alongside building team spirit, new apprentices that joined during the year were also able to gain knowledge about idverde in a less formal context.



The opportunity to participate in idverde's Apprentice Academy has provided me with an excellent first step in my career progression. Alongside being part of a network of peers, the Academy has given me access to a mentor to advise on how to structure my personal development pathway and to learn new skills.



Simon Riisgaard Larsen
Apprentice, Denmark



↑ The Apprentice Academy, Denmark

Case study: Denmark

The Apprentice Academy

In Denmark, our Apprentice Academy positions idverde as a preferred employer for ambitious individuals preparing to enter the world of work.

The Academy was developed in collaboration with managers, mentors, apprenticeship coordinators, and human resource professionals, ensuring a strong professional foundation and a hands-on learning framework, offering:

- Internal skills development through training
- Mentorship schemes that support professional training and personal growth
- A strong sense of community and networking through a dedicated apprentice forum

Development and skills

We provide a structured approach to professional development and training throughout *idverde*.

During 2024, we initiated a programme roll-out where all *idverde* colleagues will receive regular performance and development reviews. Mandatory and tailored training packages enable colleagues to develop the competencies necessary to perform to our high standards.

In 2024, we introduced our new Leadership Framework that defines the behaviours and capabilities that characterise what great leadership involves within *idverde*. These frameworks will serve as a cornerstone for our talent development strategy, providing a clear and consistent standard for leadership excellence.

We provide targeted development opportunities to individuals identified as having high potential, supporting them to progress into senior leadership roles. This strengthens our leadership pipeline and ensures continuity and resilience throughout our organisation.

↓ Avenir Leadership Programme, France



Enhancing Talent Mobility

A structured pathway for career progression, helping to retain talent and reduce turnover



Driving Performance

Equipping leaders to inspire teams, drive innovation, and deliver results



Fostering Inclusion

Consistent and transparent criteria for identifying leadership potential, reducing bias, and promoting equity



↑ Aurore Development Programme, France

Case study: France

Tailor-made training programmes

During 2024, *idverde* celebrated the 10th anniversary of its Leadership Programme, 'Avenir', which supports the development of *idverde*'s future leaders. Avenir mixes group training and individual coaching sessions, with a new cohort of colleagues joining the programme each year.

A new training programme, 'Aurore', was developed in 2023. Dedicated to management, personal development and time management training, Aurore is aimed at the emerging talent in our branches and support functions. Following the success of the pilot in 2023, ten new individuals joined the programme in 2024.



Providing opportunities for our colleagues to enhance their skills and develop fulfilling careers at *idverde* is central to attracting and retaining an effective workforce.



Xavier Piccino

Chief Executive Officer, France

Colleague well-being



Colleague well-being

We are committed to colleague well-being and to making *idverde* a great place to work.



We measure our progress through the colleague engagement rate, according to the results of our annual colleague survey 'The Voice'. Our aim is to achieve a 'colleague engagement' score of at least 85% throughout *idverde*.

During 2024, just over half (52%) of *idverde*'s colleagues participated in The Voice. Throughout *idverde*, our average engagement score was 84%. This ranged from 67% in the UK to 96% in Denmark and Germany.

The profile of colleague well-being at *idverde* is set out in the data table on page 36.

By creating a positive working environment, individuals and organisations thrive. Colleague engagement reflects how connected our colleagues feel toward their work, to *idverde*, and to our vision.

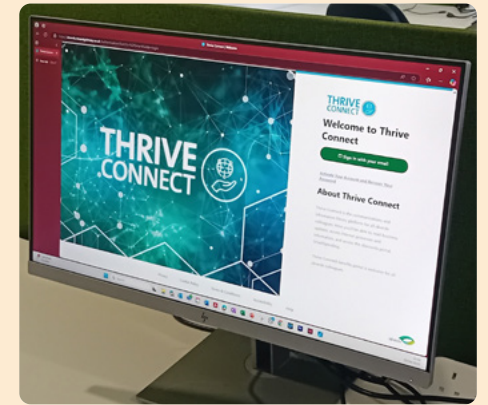


Philipp Frech

Chief Executive Officer, Germany



↓ Annual Apprentice Day, France



↑ Thrive Care Hub, UK

Case study: UK

Health and well-being support

In the UK, *idverde* provides an industry-leading, holistic health and well-being framework called the "Thrive Care Hub". This provides accessible, inclusive and supportive advice and guidance for all colleagues:

- Absence reporting and return-to-work advice, for colleagues and managers
- Colleague assistance, for example family care and a range of therapies
- Specialist mental health and trauma support, in times of need
- Care For All health services, complementing public health care provision
- Occupational health service support, for well-being at work
- Surveillance services to monitor existing health conditions and provide reassurance that colleagues are fit to work

During 2025, we aim to increase participation in our colleague engagement survey and improve our 'engagement' score.

Local partnerships



Local partnerships

We are committed to creating partnerships and engaging community organisations to support local priorities.



idverde is in close proximity to the communities in which our colleagues and clients live and work. The well-being of our communities matters to us, just as it matters to the people that we do business with.



Michiel Hoekstra
Chief Finance Officer, Netherlands



↑ Community fun day, Manchester City FC, UK

Case study: UK

Community engagement

During 2024, in the UK, *idverde* colleagues took part in a supporters' fun day at Manchester City Football Club.

Over six city locations, colleagues from *idverde* collaborated with groups from Manchester City FC and the wider community to carry out tree planting, grass cutting, seed spreading, and litter picking. This coincided with the Great British Spring Clean.



↑ Odense urban dune landscape, Denmark

Case study: Denmark

Landscaping for education

In Odense, Denmark, *idverde* participated in an ecologically orientated partnership in 2024. Based on the creation of an urban dune landscape, this partnership has provided an educational experience for students alongside biodiversity benefits.

Local students were invited to meet the artist behind the project, including hands-on work in the dune area and a workshop in the coastal ecosystems.



↑ Greening business parks partnership, Netherlands

Case study: Netherlands

Green urban living

We collaborated with community focused organisation, Stichting Steenbreek, in the Netherlands, during 2024.

As a partner, we helped raise awareness about topics including climate, health, biodiversity and spatial quality. This included, for example:

- Organised and participated in the Green Healthy Business Parks Relay in Limburg and Drenthe
- Shared knowledge with municipalities about Green Business Parks through trade magazine 'Vakblad Groen' and participation in the National Green Day

Employability



Employability

We are committed to extending employment to individuals who experience barriers to employment and need additional support to access the job market.



Access to meaningful employment contributes towards community well-being and social inclusion. By creating opportunities for individuals who face barriers to entering the workforce, we not only strengthen our local communities but also enhance connection and engagement within our own teams.



Aidan Bell
Chief Executive Officer, UK

idverde colleague, UK



↑ Participants in Nurturing Green Leaders, UK

Case study: UK

Nurturing Green Leaders

In the UK, we partner with Warwickshire College Group to engage young people with special educational needs and disabilities through the Nurturing Green Leaders programme.

Nurturing Green Leaders equips students with essential life skills, workplace proficiencies, self-assurance, and the ability to navigate employment opportunities as they transition into independent adulthood. In 2024, idverde hosted an event at our Warwick site to provide insight into what a career in the green environmental services sector involves.



↑ Green Skills learning, Denmark

Case study: Denmark

Green skills development

In Denmark, we offer a training programme to support individuals to develop the skills they need to work in green environmental services.

Training involves a structured onboarding process focused on safety. Practical learning includes mowing lawns, weeding, and hedge trimming. On completion, participants are offered fixed-term employment with the possibility of a permanent job.

Planet

Our Planet pillar involves demonstrating environmental leadership. Our services are carefully designed to contribute towards a more sustainable environment, and we demonstrate environmental leadership throughout our value chain.

Alongside our Planet fundamentals, we have three commitments.



Carbon neutrality

We are committed to reducing our carbon footprint.



Waste and resource management

We are committed to improving waste and resource management.



Biodiversity

We are committed to increasing the focus of our services on biodiversity enhancement.



We seek to leverage the power of nature in everything we do at idverde, both within our own operations and throughout our value chain. We are uniquely positioned as an environmental green services provider to shape sustainable environments for future generations.



Greg Hely Hutchinson

Group Head of Corporate Development

Place Jules Ferry, Lorient, France →



Planet fundamentals



Planet fundamentals

Our planet fundamentals consider *idverde*'s interaction with nature. This includes how we manage our impact on the environment and how we respond to the way the environment has the potential to impact upon our business.

Our environmental profile

Managing environmental impacts is inherent to *idverde*'s way of working. These relate to, for example:

-  **Properties:** Energy for heating, ventilation, air-conditioning, and lighting, water consumption, disposal of hazardous substances, and waste
-  **Transport:** Fuel for vehicles and local air quality
-  **Service delivery:** Power for tools and machinery, and waste management
-  **Procurement:** The products, materials, and services that we use

Maintaining *idverde*'s environmental culture involves continual improvement in environmental performance. We have established environmental management systems that are certified to international standard ISO 14001 covering 153 of our key locations.

During 2025, we will maintain *idverde*'s current level of certification to international environmental management standard ISO 14001 across the group

153

Key locations with certified environmental management systems

↓ Hedge trimming, Roucouleur Vught, Netherlands



↓ Transformation of industrial wasteland, Neuves-Maisons, France



↓ Mowing lawns, UK



Pollution prevention

Local management teams are responsible for implementing arrangements that enable compliance with environmental laws and other obligations, including requirements to prevent pollution to water, air and land.

Waste water from our properties is diverted to public treatment plants. These use a combination of mechanical, biological, and chemical processes to remove pollutants and ensure that discharged water meets environmental standards.

During 2024, idverde experienced no breaches of water discharge limits.



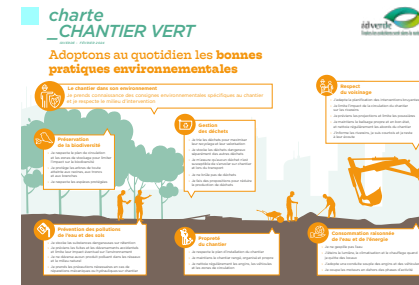
Our local management teams implement tailored arrangements to reduce the likelihood of spillages, leaks and the incorrect disposal of hazardous substances. If incidents do occur, we record and investigate the circumstances to prevent similar events happening again.

Deborah Brewer

Head of Safety, Health,
Environment and Quality, UK

Our value chain

Through idverde's urban greening services, we enable clients to prevent pollution to the local environment by eliminating or limiting emissions to water, land and air.



↑ Green Construction Site Charter, France

Case study: France

Green Construction Site Charter

In France, our Green Construction site charter defines the environmental practices that must be deployed at our sites. The Charter covers six areas:

- Prevention of water and soil pollution
- Responsible waste management
- Protection of biodiversity
- Site cleanliness and good housekeeping
- Conservation of water and energy
- Respect for our neighbours



↑ Heat treatment for weeds, Denmark

Case study: Denmark

Elimination of pesticides and herbicides

Throughout idverde, we adopt methods to reduce our use of pesticides and herbicides.

For example, in Odense municipality, Denmark, we deploy a hot water treatment with brushes instead of herbicides for weed control.

The system applies near-boiling water directly to the weeds, damaging the cell structure, causing it to wither and die. Unlike herbicides, this method does not leave harmful chemical traces in the soil or water.

Water

We manage water conservation locally, and each *idverde* branch records its own water consumption. We are making arrangements to aggregate water consumption data at the country and group levels within *idverde*.



Our own water consumption relates mainly to ancillary services in our properties. Our management teams focus on implementing effective water conservation solutions relating to, for example, showers, toilets, cleaning buildings, and washing vehicles.



Bianca Senssen

Quality, Safety, Health and Environment Manager, Netherlands

Our value chain

Through *idverde*'s water management services, we enable clients to develop their water conservation capabilities.



↑ Water conservation, Malmoshuset, Denmark

Case study: Denmark

Water conservation

When our office at Malmoshuset were designed, we incorporated “green roofs” on north- and south-facing surfaces. In addition to absorbing rainwater, and providing habitats for insects, green roofs help us collect water for use within buildings and for washing vehicles.

Excess water from the roofs and grounds runs into our ‘lagoon’ at the entrance to Malmoshuset. The lagoon features a diverse flowerbed that shifts in colour and character with the seasons.



↑ Water planters, UK

Case study: UK

Watering planters

In the UK, *idverde* provide clients with seven-day, self-watering planters that reduce the need for more frequent watering of flower beds in urban and office settings.

Enhanced with flower species that encourage pollinating insects, the planters reduce water use by up to 50%, alongside reducing maintenance journeys.



↑ Automatic watering network, La Défense business district, France

Case study: France

Automatic watering network

Since 2018, *idverde* has maintained the automatic watering network in the La Défense business district, in France.

Regular modernisation of the network, including the replacement of the sprinkler system with a drip system, has led to a 45% reduction in water consumption, saving 48,000 m³ per year.

Climate resilience

Greenhouse Gas emissions are already approaching thresholds set in the Paris Agreement, adopted in 2015 at the United Nations Climate Change Conference in Paris, to keep global warming under 2°C relative to pre-industrial levels.

During 2024, we initiated research to understand how climate change may affect our business:

- What we buy, and where our supplies originate
- The operational activities we undertake
- Our clients' activities, locations, and services

Throughout 2025, our research will provide insights into climate-related risks and opportunities:

- The physical impacts of climate change
- The transition to a local carbon economy



Mitigating further climate change and adapting to the impacts of changing weather events and climate conditions is increasingly important to *idverde*, and our clients. Climate resilience is now recognised as a core component of business resilience.



Rasmus Karkov

Commercial Director, Denmark



↓ Dead hedge, Ile Monsieur urban park, Sèvres, France

Our value chain

Through *idverde*'s eco-engineering services, we enable clients to develop their resilience to drought, flooding, and other climate-related factors.



↑ Georges Pompidou College, Courbevoie, France

Case study: France

Climate resilience in schools

In France, *idverde* supports local authorities to increase the resilience of schoolyards to heatwaves and intense rainfall.

Through increasing the permeability of soil, re-vegetation, and developing outdoor spaces for educational activities, we create environments where student learning and well-being are combined with rainwater management and biodiversity.

In 2024, the Victoires du Paysage competition recognised *idverde* for climate-resilience features incorporated within the courtyard of Georges Pompidou College, Courbevoie, and two primary school playgrounds in Lille, as part of the city's multi-site courtyard-garden development project.



↑ Remisevængerne and Hørgården housing department, Denmark

Case study: Denmark

Climate resilience through landscaping design

During 2024, *idverde* initiated a project for Remisevængerne and Hørgården housing department, Denmark, providing climate resilience benefits through landscaping design.

New urban spaces absorb rainwater and increase biodiversity via 'rain beds', converting mowed lawns to nature based grasslands. The introduction of perennials and shrubs allows rainwater run-off from previously impervious surfaces.

These grasslands are 30% more absorbent than a lawn, reducing erosion and increasing biodiversity by creating food and habitat for insects and animals.

Our value chain

Through idverde's urban greening services, we enable our clients to transition towards more sustainable materials.



↑ Sustainable concrete, Vannes, France

Case study: France

Innovative concrete

In Vannes, France, idverde introduced a decorative concrete reinforced with bio-based plant fibre. This was used to pave the interchange hub at Vannes train station in 2024.



↑ Sustainable play area, Netherlands

Case study: the Netherlands

Circularity

We adopt circularity on playground projects in the Netherlands:

- When maintaining play areas, we re-use broken equipment in our own projects (e.g. make one new swing out of two broken ones)
- We re-purpose natural (building) elements, a felled tree becomes new play equipment and old stones get a second life in an insect hotel
- When placing new equipment, we make sure they are sustainable by design, for example, using modular components which can be replaced individually rather than whole sections

Sustainable materials



We recognise that every 'materials' choice we make – whether for our own operations or on behalf of our clients – carries the power to drive more sustainable, responsible outcomes. Thoughtful selection is not just a preference – it's a commitment to a better future.



Leila Fuerst
Sustainability Advisor, UK

↓ Sustainable materials in children's play area, Promenade de la Vanne, L'Hajÿ-les-Roses, France



Carbon neutrality



Carbon neutrality

For idverde, this involves managing the Greenhouse Gas (GHG) emissions we control (Scope 1 and Scope 2 emissions) and guiding the reduction of emissions that relate to our value chain (Scope 3 emissions).



We are committed to reducing our carbon footprint. Global efforts to limit the increase in the Earth’s temperature and avoid climate impacts rely on actions that are taken locally.

Katie Adams
Group Environmental,
Social and Governance Manager



idverde colleague undertaking tree care, UK

During 2024, we adopted a consistent methodology for calculating Scope 1 and 2 emissions throughout idverde, enabling us to set a group-wide carbon baseline. We will review our approach to setting emission reduction targets during 2025.

During 2024, idverde’s Scope 1 and 2 emissions totalled 45,580 tonnes CO₂e, resulting from the consumption of 197 Gigawatt hours of energy. At the group level, idverde’s carbon intensity during 2024 was 41.4 tonnes CO₂e, per € million revenue (Location-Based)¹.

45,580

tonnes CO₂e,
idverde’s Scope 1 and 2
emissions during 2024

41.4

tonnes CO₂e per € million revenue,
idverde’s carbon intensity
during 2024

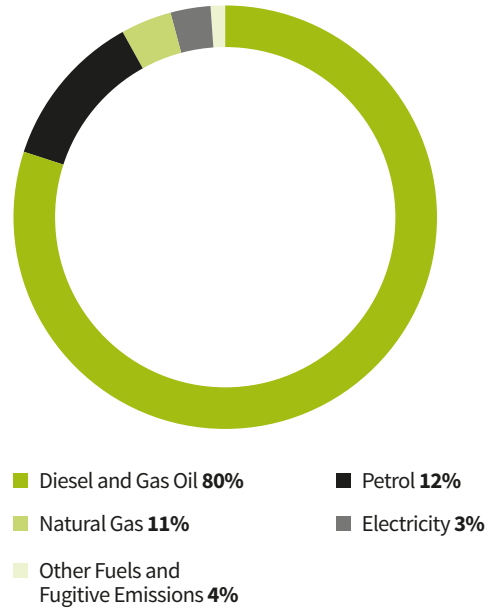
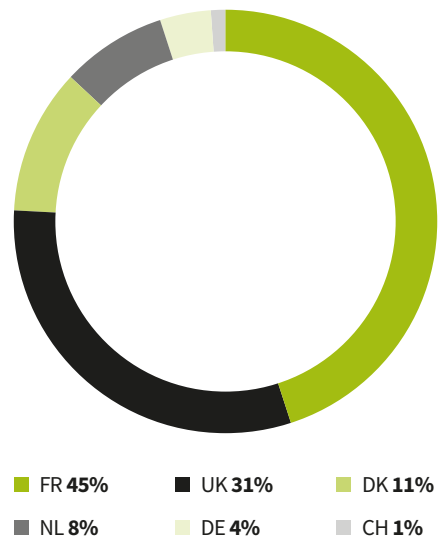
idverde’s energy consumption relates predominantly to the operation of vehicles, plant, and equipment (85%) with the remaining 15% relating to the use of energy within idverde’s properties. Over 90% of idverde’s energy consumption involves the use of diesel, gas oil, and petrol.

Alongside using fuels with more biofuel content, we are transitioning to electric powered equipment. During 2024, 54% of electricity consumed by idverde was from renewable sources.

idverde’s energy consumption and GHG emissions²

	Kilowatt Hour (kWh)	Tonnes Carbon Dioxide Equivalent (tCO ₂ e)
Scope 1		
Diesel and Gas Oil	158,091,507	37,721
Petrol	23,619,189	5,509
Natural Gas	4,626,530	831
Hydrotreated Vegetable Oil (HVO)	2,283,769	85
Other Fuels and Fugitive Emissions	1,833,163	513
Scope 1 Total	190,454,156	44,659
Scope 2 (Location-Based)		
Renewable Electricity	3,079,880	290
Non-Renewable Electricity	2,616,198	504
District Heating	1,145,697	128
Scope 2 Total	6,841,776	921
Scope 1 and 2 Total	197,295,932	45,580
tCO ₂ e/€ million revenue	173,025	41.4
Outside of Scopes		3,522

1. Location-Based, involves calculating emissions by using the average carbon intensity of the local electricity grid where the energy is consumed.
2. The Scope 1 and 2 emissions data for 2024 has been externally assured to a 'limited' level of assurance. The assurance statement, including detail of the exclusions from the boundary of assurance, equivalent to approximately 3% of total energy consumption, and the methodology can be found on page 39.

Figure 1: Energy consumption by source**Figure 2: GHG emissions by country**

Over three-quarters of *idverde*'s Scope 1 and Scope 2 emissions relate to our operations in France (45%) and the UK (31%), reflecting the relative scale of operations. The remaining 24% of *idverde*'s emissions relate to Denmark (11%), the Netherlands (8%), Germany (4%) and Switzerland (1%).

The profile of *idverde*'s Scope 1 and Scope 2 emissions is set out in the data table on page 39.

Managing the emissions we control

Local management teams are responsible for managing energy use and each *idverde* branch retains records of energy consumption data.

Through *idverde*'s urban greening services, we enable clients to reduce their carbon emissions.



↑ Electric mower, Netherlands

Case study: The Netherlands

Low-carbon grass mowing

In the Hague, the Netherlands, *idverde* achieved a 92% CO₂ emission reduction when mowing grass in accordance with our eco-standard in comparison to mowing with no controls.

Where practical, we use electric mowers and hand tools. Otherwise, we refuel our equipment using biofuel. For efficiency, no piece of equipment is older than five years.



↑ Electric trimmer, France

Case study: France

Transition to electric equipment and vehicles

In France, we are investing in new portable electric-powered equipment, as opposed to petrol or diesel.

Alongside this, by the end of 2024, on-board diesel machinery telemetry had been deployed to more than 82% of our fleet of commercial and heavy goods vehicles in France. This enables our fleet managers to monitor route patterns and driver behaviours, resulting in more efficient fuel consumption.

During 2025, we will embed our methodology for measuring Scope 1 and Scope 2 'Greenhouse Gas' emissions, and agree our medium-term approach to measuring Scope 3 emissions.

Waste and resource management



Waste and resource management

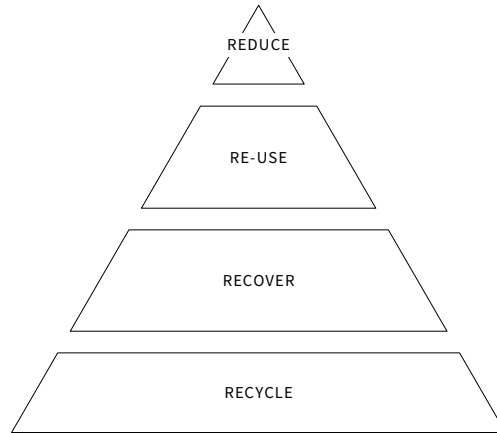
We are committed to reducing waste.

The waste management hierarchy

We measure our progress through the proportion of waste that we recover. Our aim is to recover 100% of green waste and 80% of other waste.

Waste is managed at local levels throughout idverde. Each idverde branch retains records of their own waste quantities and disposal methods. Systems are being set up to collect and organise waste data at both country and group levels within idverde.

Local management teams are responsible for complying with waste legislation. During 2024, idverde did not experience any regulatory breaches relating to waste management.



↓ idverde colleagues repairing play area, UK



66

Using resources efficiently alleviates pressure on the natural environment, and reduces waste disposal costs. When waste does arise, prioritising disposal methods towards recycling and energy recovery minimises the impact.



Christian Preda
Group Head of
Procurement
Excellence



↑ Recycled aggregate test-area, Denmark

Case study: Denmark

Recycled aggregate

In Denmark, idverde has a test area to analyse grades of recycled aggregates.

When we demolish a building, we are left with leftover materials like bricks, rubble, and asphalt. These can be crushed and reused as a gravel base, or for improving drainage.

We participate in a number of re-use initiatives:

- Råstofinitiativet – An initiative to reduce the use of new sand and gravel
- Screeningspatruljen – An innovation project to screen sites for materials with potential for re-use
- MalmosLAB – A project focusing on the re-use of concrete tiling



↑ Revitalising soil, France

Case study: France

Sustainable materials use

Throughout our operations in France, we use resources responsibly:

- Identifying eco-materials
- Introducing circularity
- Optimising water management

For example, we limit the input of new soil by stripping, storing and revitalising soil before work.

In 2024, as part of our 'Fertile Land' project, a circular economy initiative on excavated soil, idverde re-used 5,500 m³ of fertile soil on various landscaping developments in the Lyon metropolitan area.

Biodiversity



Biodiversity

We are committed to enhancing the biodiversity outcomes that our services deliver.

We measure our progress through the biodiversity contribution that our services deliver in collaboration with our clients.



↑ Hydro-mulching near electric sub-stations, France

Case study: France

Hydro-mulching

To avoid the use of herbicides in France, idverde deployed hydro-mulching in the conversion of areas of biodiverse landscapes of electrical sub-stations.

Hydro-mulching involves spraying water, seed, fertiliser, and cellulosic mulch on depleted soils to encourage re-vegetation, helping seed germination and erosion control.

This delivered:

- 485,000 m² of green areas
- 145 litres of glyphosate savings per year across 14 sites



↑ Biodiversity management, Netherlands

Case study: the Netherlands

Principles of ecological grounds maintenance

In the Netherlands, we adopt six ecological principles to encourage biodiversity:

1. Zero pesticides, wherever practical
2. Reduce mowing frequency and increase cutting height
3. Reasonable pruning of hedges, shrubs, and perennials
4. Leave or re-use green cuttings onsite and avoid leaving bare soil
5. Reduce watering and limit potable water use
6. Fight invasive alien species

↓ Chanteraines Urban Park, Gennevilliers, France



We design and maintain sustainable landscapes that respect ecosystems and natural resources. This way, we actively support biodiversity and climate health, creating vibrant spaces for people and the planet.



Arnaud Fauvel
Country Director, Switzerland

Performance

Our Performance pillar involves raising awareness and supporting innovation to address sustainability challenges.

Alongside our Performance fundamentals, we have three commitments.



Raise awareness

We are committed to raising employee awareness and engaging with our stakeholders on climate change and biodiversity.



Best practice and knowledge transfer

We are committed to delivering sustainability solutions to our clients, and improving sustainable outcomes through the transfer of experience.



Innovate to serve the environment

We are committed to promoting innovation to best serve the environment.



Strong governance and our commitment to business ethics ensure that every decision supports excellence in delivering green environmental services while maintaining the trust and integrity that we owe to all our stakeholders.



Marc Venier

Group Legal and Compliance Director

idverde colleague safety wear, UK ↓



Performance fundamentals



Performance fundamentals

Our performance fundamentals consider *idverde*'s values, governance arrangements and business ethics.

Values

Our values drive the behaviours that we expect from our colleagues, and shape our relations with clients and suppliers.

Committing to a positive impact: in ethics, social responsibility, and the environment

Being creative and innovative: adapting to social and environmental challenges

Working together: cultivating a strong team spirit and inclusive work environment

Governance

A Supervisory Board, positioned at the level of *idverde* Group SAS, is our highest governance body. This board is responsible for supervising how *idverde* is managed in line with its Articles of Association. Our Executive Committee meets monthly with shareholders representatives through Business Reviews, and reports to the Supervisory Board on a quarterly basis.

Periodic updates are provided to the Supervisory Board and to the Executive Committee on environmental and social topics. Our Audit and Risk Committee oversees the maintenance of *idverde*'s risk management arrangements alongside a range of business ethics policies.

Responsibility for engaging stakeholders on sustainability topics is delegated to relevant business functions at both group and country levels.

Stakeholder	Co-ordination	Example topics
 Investors and lenders	Group Chief Finance Officer	Sustainability performance ratings
 Colleagues	Group and country human resource leads	Leadership development
 Clients	Country commercial leads	Alignment with client sustainability goals
 Suppliers	Country procurement leads	Security of supply



↳ *idverde* colleagues, Netherlands

Business ethics and compliance

We are committed to complying with regulatory requirements throughout idverde's operations. This includes anti-corruption, anti-trust and competition law, data protection and client privacy, respect for human rights, and environmental protection.

Our policies, procedures, and training enable idverde to protect our business, all of our stakeholders, and the environment against pertaining risks, and to comply with all applicable regulatory requirements.

Our Risk and Audit Committee monitors regulatory compliance. In instances where there is risk of non-compliance, we review circumstances and implement remediations and modified controls to mitigate risk and prevent recurrence.

Code of Ethics

Our Code of Ethics sets out our values and fundamental principles for fair and transparent engagement with all stakeholders.



Colleagues

Providing clarity on acceptable behaviour, fostering a respectful and inclusive workplace, and promoting ethical decision-making



Clients

Focusing on quality, added value, service, and innovation while working in compliance with local regulatory frameworks



Suppliers and business partners

Applying defined selection criteria and decision-making procedures without favouritism or discrimination



Competitors

Rejecting unfair competitive and commercial practices



Environment

Setting out environmental preservation and sustainable development at the heart of our activities and strategy

Integrity Guidelines

Our Integrity Guidelines guide our colleagues and suppliers regarding ethical behaviour.



Anti-corruption

The arrangements for engaging third parties with integrity, and so that third parties can align with idverde's values



Fair competition

The principles that idverde adopts so that fair competition is maintained throughout commercial-dealings



Individual behaviour

The behaviours that idverde colleagues demonstrate to maintain trust through integrity, objectivity, and professional awareness



Whistleblowing

The arrangements that idverde colleagues use to report any breach of business ethics

We conducted a corruption risk assessment in 2024, during which no incidents of corruption or unfair competition practices were reported.

Human Rights and Modern Slavery

We are committed to protecting human rights and preventing modern slavery, in all forms, throughout our value chain.

UK Modern Slavery Statement

In the UK, idverde publishes a Modern Slavery Statement that covers:

- Zero tolerance towards the threat of physical or sexual violence, harassment or intimidation towards any colleagues, their families or associates
- Paying colleagues at least the legislative minimum wage, without payments being deferred, delayed, or withheld
- Clear and transparent information provided to colleagues about hours worked, rates of pay, and the calculations of legal deductions
- Not requiring colleagues to work more than the legally permitted number of hours

Sustainable Procurement

Our Supplier Code of Conduct is part of the contractual documentation for new suppliers that is agreed as part of supplier onboarding. The Supplier Code of Conduct covers idverde's expectations regarding:

- Respect for Human Rights and Labour Standards
- Occupational Health and Safety
- Ethics and Integrity
- Environment and Resources

During 2025, we will review our portfolio of compliance-related policies and implementation plans to ensure they continue to meet our needs, and those of our stakeholders.

Raise awareness



Raise awareness

We are committed to raising colleague awareness and engaging with our stakeholders on climate change and biodiversity.

Certifications

Our operations in France and the UK have been assessed by EcoVadis. This rates sustainability management based on environment, labour and human rights, ethics, and procurement policies, procedures, and performance.

Key operations in Denmark and Switzerland are B Corp certified. This rates performance, accountability, and transparency on factors including colleague and community engagement, environment, and supply chain.



↓ RSPB Partnership Day, UK



As the leading green environmental services provider in Europe, it is important that we highlight the shared challenges of climate change and biodiversity loss. Tackling these issues requires close collaboration with our clients to identify and promote solutions that deliver combined benefits for the environment, society, and the economy.



Estelle Reungoat

Corporate Social Responsibility Manager, France



↑ RSPB Partnership Day, UK

Case study: UK

Royal Society for the Protection of Birds Partnership (RSPB)

2024 marked a significant milestone as idverde and the RSPB celebrated seven years of partnership dedicated to enhancing biodiversity and promoting conservation in the UK.

We work across a range of habitats including urban areas, to place nature at the heart of Britain. The partnership involves highlighting activities such as:

- Tree planting to support climate resilience and water conservation
- Switching to hand tools to reduce noise and carbon emissions
- Major conservation benefits across the country, connecting businesses and public bodies with nature, and boosting habitats for vital species



↑ State Civil Service training, France

Case study: France

Raising awareness

During 2024, idverde carried out a range of awareness programmes in France:

- A partnership to be part of ecology training for senior managers in the State Civil Service, France, including hosting site visits to highlight climate change adaptation and biodiversity-friendly practices
- Nature-based solution workshops to raise awareness of colleagues and clients on nature and climate-related issues
- An educational toolkit for use by teachers to encourage active, nature centred learning, and raising awareness about biodiversity issues

Best practice and knowledge transfer



Best practice and knowledge transfer

We are committed to delivering expert solutions for our clients, and to continually improving sustainable outcomes through the transfer of knowledge and experience.



We collaborate with our clients to develop service offerings that reflect their unique circumstances. Our expansive European presence provides a broad network of specialisms that we leverage to introduce best practice at local levels.



Aaron Webster

Group Human Resources
and Talent Director

↓ idverde colleagues, Netherlands



↑ Wienerberger Business Park, Netherlands

Case study: the Netherlands

Collaboration for biodiversity

In collaboration with idverde, our client – a leading producer of building materials in the Netherlands – has created Biodiversity Action Plans for more than 80 business parks.

Our ambition was to create attractive production locations that are safe, functional, and have a positive impact on biodiversity. Drawing on our expertise, these action plans include:

- Greening production sites
- Creating baseline biodiversity measurements
- The long-term goal is to set a trend in the construction sector: nature-inclusive building and working
- Educating and training over a hundred Wienerberger colleagues to become Biodiversity Ambassadors and perform the biodiversity measurements



↑ Nature+, Denmark

Case study: Denmark

Redevelopment through Nature+

Through our Nature+ solution, we are leveraging idverde's expertise in enhancing natural environments through innovative management methods and monitoring technologies.

This has informed the development of a concept guide that clients use to adopt a systematic approach to managing biodiversity and sustainability. Key features include:

- **Mapping:** Screening existing nature in designated areas using the "Urban Nature App". This enables species count, urban nature scores, biodiversity mapping, water flow patterns, and ecosystem indicators
- **Realisation:** Project planning, including area reviews, idea proposals, and implementation planning
- **Nurture growth:** Development of nature based solutions through biodiversity management standards
- **Monitoring data and results:** Setting a mix of targets with clients for their biodiversity strategies

Innovate to serve the environment



Innovate to serve the environment

We are committed to promoting innovation to serve the environment.



As Europe's largest green environmental service provider, idverde is well positioned to promote innovation through research and development. Collaborations and partnerships with key industry stakeholders ensures that new sustainability solutions are tested, evaluated and refined for wider adaption.



Mie Wittenburg

Head of Sustainability, Denmark



↑ Mary Elizabeth's Hospital, Denmark

Case study: Denmark

Environment for well-being

In Denmark, we are creating rooftop gardens to offer children with cancer and their families a peaceful, healing escape from treatment. Mary Elizabeth's Hospital in Copenhagen, set to open in 2026, will feature two accessible gardens: one on the rooftop for children undergoing care within the hospital, and another in the centre of the building for patients and staff.

A test garden outside Rigshospitalet's main entrance has been developed to gather insights from 400 patients on spatial design, identity, relaxation, nature, sensory experiences, and colours.

The rooftop gardens will provide a space for patients, staff, and relatives to enjoy their surroundings, taking a break from the medical environment within the building. The initial work, consulting, project development, and creation of the test garden, was carried out primarily on a pro bono basis.



↑ Plant irrigation, Amiens Metropolitan Area, France

Case study: France

Plant irrigation

In France, idverde has introduced a groundbreaking irrigation decision support system that measures tree water consumption via a single sensor that indicates tree water need and stress.

Unlike conventional soil humidity sensors that estimate water availability indirectly through soil moisture levels, this sensor tracks actual sap flow every hour. This direct measurement approach, along with the integrated weather data, offers real-time tree-specific insights for optimised irrigation.

The result is more reliable, with accurate data, improved water efficiency, healthier vegetation, and reduced fertiliser and energy use.

These innovative sensors have been successfully tested in 2024 on five tree plantations in the Amiens Metropolitan Area.



↑ DutchTrig, Netherlands

Case study: the Netherlands

DutchTrig

In the Netherlands, idverde's DutchTrig vaccine has been developed to prevent Dutch Elm Disease without the use of chemicals, based on the tree's own natural defence mechanism. We have been deploying this solution across several countries in Europe and North America for more than 30 years. The vaccine has helped save tens of thousands of elms from disease.

DutchTrig requires only a limited number of colleagues to treat a large number of trees, saving on cost. The method makes it possible to:

- Inject the right amount of vaccine
- Use it only on the targeted tree
- Ensure a direct uptake on the tree
- Reach the latest annual ring effectively with minimum damage
- Protect trees on a large scale without using chemicals

Data tables, Methodologies and Assurance

People

Demographics

Table 1: Colleague Demographics

As of 31st December 2024	Denmark	France	Germany	Netherlands	Switzerland	UK	idverde Total
Total FTEs	720	3,387	254	525	116	2,503	7,505
Average FTEs (based on FTEs as of last day of each month)	821	3,350	254	536	NA	2,943	7,904
Total employees (all contracts)	929	3,402	254	566	117	2,617	7,885
Total employees (all contracts) (male)	711	2,994	235	461	111	2,303	6,815
Total employees (all contracts) (female)	218	408	19	105	6	314	1,070
Total employees (under age 30)	134	859	NA	91	32	353	NA
Total employees (age 30-50)	486	1,754	NA	276	60	1,031	NA
Total employees (age over 50)	309	789	NA	199	25	1,233	NA
Total permanent contracts	NA	3,122	254	482	108	2,530	NA
Total temporary contracts	NA	280	NA	84	9	87	NA
Total full-time contracts	610	3,359	NA	362	113	2,457	NA
Total part-time contracts	310	43	NA	204	4	160	NA
Total managers	177	480	NA	56	36	170	NA
Total managers (male)	132	359	NA	46	35	136	NA
Total managers (female)	45	121	NA	10	1	34	NA
Total senior managers	15	57	7	NA	14	63	NA
Total senior managers (male)	14	50	6	NA	14	51	NA
Total senior managers (female)	1	7	1	NA	0	12	NA
Number of employees in leadership team ¹	6	11	2	10	5	7	41
Number of employees in leadership team (male)	6	7	2	6	4	6	31
Number of employees in leadership team (female)	0	4	0	4	1	1	10
Employee survey (The Voice) score – Participation	81%	53%	38%	59%	NA	40%	51%
Employee survey (The Voice) score – Engagement	96%	91%	96%	95%	NA	67%	83%
Number of apprentices started in the year	22	146	NA	45	1	34	248
Total number of apprentices	60	226	12	15	6	36	355
Unadjusted average gross hourly earnings of female employees as a % of male employees (total employees)	NA	-1.0%	NA	NA	NA	-5.7%	NA

1. A further ten colleagues participate in idverde's Executive Leadership Team.

NA – Not Available

Occupational Health and Safety

Table 2: Health and Safety Incidents

Data Point	Unit of Measurement	Denmark	France	Germany	Netherlands	Switzerland	UK	idverde Total
Total Incidents								
Total incidents	Number	159	260	15	36	5	260	735
Total incidents with lost time	Number	60	193	13	7	5	99	377
Incident Rate								
Incident Rate	Incidents per 1 million hours worked	105	44	39	33	23	53	53
Loss-time incidents rate	Incidents per 1 million hours worked	40	33	33	6	23	20	27
Non loss-time incidents rate	Incidents per 1 million hours worked	65	11	5	26	–	33	26

Table 3: Safety Management System (certified to ISO 45001)

Data Point	Unit of Measurement	Denmark	France	Germany	Netherlands	Switzerland	UK	idverde Total
Health and Safety Certification								
Sites certified to ISO 45001	Number	13	34	–	–	–	96	143
	%	81%	32%	0%	0%	0%	100%	NA

NA – Not Available

Planet

GHG Accounting Methodology

Reporting Approach and Boundary

We have reported idverde’s GHG emissions in line with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (revised edition)¹. We report on emissions using an operational control approach.

The boundary of this inventory includes all locations and subsidiaries of which idverde had operational control during 2024, with the exception of Acorn Environmental, a recent UK acquisition.

We report idverde’s Location-Based and Market-Based emissions to enable the recognition of the purchase of electricity which comes from a renewable source, and has a lower, or zero, carbon emission factor.

Scope Boundary

- **Scope 1 emissions:** Direct GHG emissions from natural gas consumed, refrigerant losses from air conditioning units, use of fuels (diesel, gas oil, petrol, HVO/biodiesels), occurring from sources that are controlled by idverde including offices, branches, depots and sites, and travel in company owned and leased vehicles.
- **Scope 2 emissions:** Indirect GHG emissions from the use of purchased electricity consumed in offices, branches, depots and sites, business travel in company owned, and leased electric vehicles.
- **Outside of Scopes:** Emissions associated with Scope 1 fuels with biogenic content, which includes the use of diesel, petrol, HVO and other biofuels.

Emission Conversions

We have used country-specific emission conversion factors, with sources including: Association of Issuing Bodies (AIB) European Residual Factors, ADEME Base Empreinte, UK Government (DESNZ), CO₂emissiefactoren, Energistyrelsen, Umweltbundesamt (UBA), Das Eidgenössische Departement für Umwelt, Verkehr, Energie und Kommunikation (UVEK), and other appropriate international conversion factors where applicable.

1. <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

Energy and carbon

Table 4: Energy Consumption and GHG Emissions

	Denmark		France		Germany		Netherlands*		Switzerland		UK*		idverde Total	
	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e
Scope 1														
Diesel and Gas Oil	18,323,303	4,246.0	70,019,165	16,635.8	5,517,224	1,469.8	12,168,038	2,857.1	1,253,100	330.7	50,810,676	12,181.5	158,091,507	37,720.8
Petrol	1,717,960	435.1	15,235,946	3,540.2	390,981	103.2	1,331,598	306.0	–	–	4,942,704	1,124.5	23,619,189	5,509.1
Natural Gas	56,345	11.6	303,849	55.0	24,131	4.8	699,361	111.3	–	–	3,542,844	648.0	4,626,530	830.7
HVO	292,830	78.3	137,495	–	2,383	0.1	234,123	0.8	–	–	1,616,937	5.8	2,283,769	84.9
Other Fuels & Fugitive Emissions	332,498	84.7	978,077	287.8	74,877	19.9	115,808	26.2	22,064	5.2	309,839	89.7	1,833,163	513.5
Scope 1 Total	20,722,936	4,855.6	86,674,531	20,518.8	6,009,596	1,597.8	14,548,928	3,301.4	1,275,164	335.9	61,223,000	14,049.5	190,454,156	44,659.0
Scope 2 (Location-Based)														
Renewable Electricity	393,263	68.0	2,179,931	85.9	–	–	502,169	135.6	4,517	0.2	–	–	3,079,880	289.7
Non-Renewable Electricity	120,466	20.8	423,473	16.7	159,317	51.1	441,498	119.2	40,649	1.6	1,430,795	294.3	2,616,198	503.7
District Heating	1,113,267	125.6	–	–	–	–	–	–	32,430	2.1	–	–	1,145,697	127.7
Scope 2 Total	1,626,997	214.5	2,603,405	102.6	159,317	51.1	943,667	254.8	77,596	3.9	1,430,795	294.3	6,841,776	921.1
Scope 2 (Market-Based)														
Renewable Electricity	393,263	–	2,179,931	–	–	–	502,169	–	4,517	–	–	–	3,079,880	–
Non-Renewable Electricity	120,466	50.8	423,473	10.0	159,317	115.4	441,498	197.8	40,649	–	1,430,795	600.0	2,616,198	974.0
District Heating	1,113,267	125.6	–	–	–	–	–	–	32,430	2.1	–	–	1,145,697	127.7
Scope 2 Total	1,626,997	176.4	2,603,405	10.0	159,317	115.4	943,667	197.8	77,596	2.1	1,430,795	600.0	6,841,776	1,101.7
Total Scope 1 and 2 (Location-Based)	22,349,933	5,070.1	89,277,936	20,621.4	6,168,913	1,648.9	15,492,595	3,556.1	1,352,760	339.8	62,653,795	14,343.8	197,295,932	45,580.2
Total Scope 1 and 2 (Market-Based)	22,349,933	5,032.1	89,277,936	20,528.8	6,168,913	1,713.2	15,492,595	3,499.1	1,352,760	338.0	62,653,795	14,649.5	197,295,932	45,760.8
Outside of Scopes		462.8		1,184.3		114.8		282.4		25.1		1,453.2		3,522.5

Table 5: Energy and GHG Intensity

	<i>idverde Total</i>
Revenue (EUR Million)	1,101
Scope 1 and 2 kWh per EUR Million	173,025
Scope 1 and 2 tCO₂e (Location-Based) per EUR million revenue	41.4
Scope 1 and 2 tCO₂e (Market-Based) per EUR million revenue	41.6

Table 6: Environmental Management System (certified to ISO 14001)

Data Point	Unit of Measurement	Denmark	France	Germany	Netherlands	Switzerland	UK	<i>idverde Total</i>
Sites certified to ISO 14001	Number	15	22	–	20	–	96	153
	%	94%	21%	0%	100%	0%	100%	65%

* See Assurance Statement for exclusions.

Assurance

It is idverde's intention to adopt a rolling programme of ESG data assurance as a key component of Sustainability Reporting.

The Scope 1 and Scope 2 data contained within this report has been subject to 'limited' assurance. The assuring body for this data is SLR Consulting Limited. SLR is independent of Armorica Lux S.à.r.l. and all of its holdings and has been contracted by idverde for the purpose of undertaking assurance activities relating to this report. The Supervisory Board are not involved in seeking external assurance for this report, but take an active role in reviewing the outcome of assurance activities.

The assurance statement is provided below.

Independent Assurance of Armorica Lux Sàrl 2024 Calendar Year Greenhouse Gas Emissions Data (Scopes 1, 2 and Out of Scopes)

ISAE 3000 (2020) Statement

1 The Nature of the Assurance

This is a report by SLR Consulting Limited (SLR) for idverde Group (idverde).

SLR has undertaken limited assurance of idverde's energy and Greenhouse Gas (GHG) emissions (scopes 1, 2 and out of Scope 1 for direct fuel use), for the 2024 calendar year (1st January 2024 – 31st December 2024), against the WRI / WBCSD 'GHG Protocol Corporate Accounting and Reporting Standard', 2015 revised edition. idverde has used the appropriate GHG conversion factors from a variety of appropriate country specific sources. idverde is entirely and solely responsible for the production and publication of the data submitted to SLR for its assurance.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

The GHG emissions data has been prepared using the WRI/WBCSD Greenhouse Gas Protocol, 2015 revised edition, AIB, and the appropriate GHG conversion factors for company reporting as published by UK Government, and appropriate international conversion factors where applicable. The GHG Protocol Land Sector and Removals guidance has not been considered within the assurance methodology due to the finalised version not having been published at the time of the assurance.

The assurance boundary includes all locations and subsidiaries of which idverde have operational control with the exception of Acorn Environmental, a recent acquisition.

The countries within idverde Group covered within the assurance include France (FR), United Kingdom (UK), Netherlands (NL), Denmark (DK), Germany (DE) and Switzerland (CH).

Luxembourg (LU) falls outside the consolidated reporting boundary under the operational control approach and is therefore excluded from this assurance.

Due to the lack of sufficient and reliable evidence, gas and electricity consumption for UK and NL have been excluded from the assurance boundary, this is an exclusion of less than 5% of total emissions. Gas and electricity consumption within LU are limited to leased assets and therefore excluded.

2 Assurance Work Performed

The assurance work was commissioned in April 2025 and was completed on 12th June 2025. Detailed records were kept of correspondence relating to the assurance and actions arising. A team of five, led by Luke Moseley (Managing Consultant), undertook the assurance and commentary process. The assurance engagement was undertaken to a limited level, and involved the following activities:

- Review of idverde GHG, energy reporting procedures for completeness, appropriateness, and relevance. Including an assessment of the completeness of reporting against required standards.
- Interviews with relevant staff at idverde to discuss reporting processes, procedures and to review and correct any anomalies identified.
- Review of any exclusions from reporting/assumptions made regarding materiality.
- Review of the source data for their relevance, completeness and appropriateness.
- The appropriateness of the conversion factors used for reporting and their sources.
- Review of the carbon and energy conversion and estimation calculations undertaken.
- Analysing requested evidence to provide clarification and resolve queries.

3 Limitations

GHG Reporting can involve the use of several assumptions relating to the subject matter and the use of generic conversion factors. As a result, the reported emissions inevitably reflect an estimate of those incurred within the boundary of the GHG emissions report.

4 Independence

SLR is a specialist management consultancy, advising corporations that seek to improve their economic, social and environmental performance around the world and is a leading assessor of corporate responsibility and sustainability reports. SLR has had no direct input into the compilation of data or the calculations of GHG emissions or energy data.

5 Conclusion

Based on the scope of the work and assurance procedures performed, nothing has come to our attention that causes us to believe that the 2024 reporting year (1st January 2024 – 31st December 2024) described above is not prepared in all material aspects, in accordance with the WRI/WBCSD Greenhouse Gas Protocol 2015 revised edition, and appropriate GHG conversion factors for company reporting.

SLR Consulting Limited
London
12th June 2025



Armorica Lux S.à.r.l. 'idverde' is a company
incorporated under the laws of Luxembourg and
is organised as a partnership limited by share.

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