



# PEOPLE PLANET PURPOSE

Powering  
Progress  
for Future  
Generations



# Powering Progress for Future Generations



Purpose is all about giving insight to why we exist as a business and how we can make a lasting contribution to the world, through Powering Progress for Future Generations.

By working with purpose, we hope to create the desire for our associates, customers and suppliers to choose to work with us daily, building a sustainable business and providing security for our families and community. To embed Purpose at all levels of the organisation, there are six impactful, group-wide commitments, engaging associates and stakeholders around common initiatives and goals.



## Gender Balance

By 2028, Sonepar intends to annually recruit at least 40% of women into its workforce



## Product Circularity

In 2028, Sonepar intends to use 100% of packaging from recycled material and to recycle 100% the products returned to Sonepar.



## Sustainable Customer Journey

By 2028, Sonepar intends to provide each customer with the lowest CO<sub>2</sub> alternative for every quotation, which can fit every budget.



## Communities

By 2028, Sonepar intends to create the Sonepar Powering Community Program in every country in which it operates. This program will create and support dedicated education programs in its ecosystem, give opportunities to vulnerable people, and provide aid after natural disasters



## Continuous Education

By 2028, Sonepar intends to provide annual sustainability education for all of its employees. Our professional teams will be the best equipped in our sector to promote sustainable solutions

Humankind is facing giant collective challenges. Our purpose is a way to channel all our energy towards these challenges. This is how we will serve the planet and its people for decades to come.

# THIS IS WHAT WE'RE DOING



# PEOPLE



To support our bold commitment on continuous education, we promote career development.

Our aim: attract, develop and retain talent and to ensure that our culture promotes high levels of associate engagement, inclusion, and wellbeing. To enable our associates to adapt, dare and learn, we promote fair and individual career development and ensure that the right people are assigned to the right role providing excellence in what they do.

We expect: our associates to act according to our values, to the highest standards of honesty and integrity, as well as complying with all internal codes of practice and policies along with legal and regulatory requirements.

We commit: to improving mental health in the workplace, we are affiliated gold members of the Mental Health Charter. We provide training for Mental Health First Aiders and Champions around the business, encouraging an environment that engages and embraces the mental health agenda.

We will always ensure that we do not risk the physical or mental health and safety of our associates ensuring high standards of health and safety at work and demonstrating proper personal concern for the wellbeing of our associates.

We understand that our success as an organisation is closely tied to associate engagement, trust, growth, development, and teamwork, and we work to assess, measure, and support the personal and professional growth of our associates.

## The success of our organisation is closely tied to associate engagement.

### PEOPLE STATISTICS 2024

H&S (Riddor Reports)	1
Voluntary Turnover	10%
Perception of Feeling Valued	83%
Internal Moves	38%
Absence Through Sickness	1.3%
Work-life Balance	89%
D&I Index	86%

### People Engagement (Ipsos)

88%

“Routeco’s mission is to develop associates to become the best in everything they do, and this mission leads to customers choosing to work with us.”

Joris Bongers  
Business Development Manager



# DIVERSITY & INCLUSION



**We aim to place inclusion at the heart of all we do.**

We understand that Diversity and Inclusion is not a one-time effort or training session, it is a commitment to continual learning, improvement, and action to do our part in ensuring that diversity and inclusion is an everyday reality. We provide training for Mental Health First Aiders and Champions around the business, encouraging an environment that engages and embraces the mental health agenda.

We are committed to embedding diversity and inclusion across the whole organisation.

We recognise and celebrate the value that a diverse workforce brings, and we are fully committed to the elimination of any unlawful and unfair discrimination.

To help foster an inclusive workplace, we provide ongoing diversity and inclusion training to all employees, not just our management teams.

We also believe that a more inclusive workplace, where people of diverse backgrounds, cultures and perspectives work together and support each other will enrich and create a better environment for everyone. Our Open Voices (OV) survey is completed every two years where we gain internal feedback from our associates on their thoughts and feelings on D&I through several defined questions to give use our D&I Index measure.

We have membership with 'Inclusive Employers'. This prioritises our understanding of the unique inclusion and diversity challenges within our organisation providing tailored, action-focused support from established leaders in the field.



We are a member of Inclusive Employers who are D&I specialists that offer us year-round support and advice. To support our bold commitment around gender balance, we have signed the Wellness for Women pledge and we also have GEEIS accreditation which is an internationally recognized label for companies that are committed to achieving gender equality in the workplace.

**Members of Inclusive Employers & the Mental Health Charter**

2024 D&I Index

**86%**

**“ I love that we prioritise Mental Health at Routeco and there are so many opportunities to grow and develop our personal and professional skills ”**

**Lisa Pullen**  
People Engagement  
Co-ordinator



# PLANET



We are fully committed to placing the planet at the core of our business activities, striving to reduce our carbon footprint and accelerating Net Zero Emissions to be in line with and beyond that of the Paris Agreement, with a roadmap of how to achieve this.

We recognise the importance of protecting the environment and actively work towards putting environmental sensitivity at the forefront of our business decisions and operations.

To do this, we recognise that we not only need to ensure that we reduce our use of energy, but also work towards a circular economy and embed the importance of this within our culture. Our bold commitments around product circularity, sustainable journey and continuous education are in place to guide us on our 100% recycled materials journey and with the aim to offer the lowest CO2 alternatives on every quotation..

We have a Sustainability team; People and Sustainability Manager, Ambassadors and Champions who ensure we know and understand our footprint, allowing us to plan how to reduce this efficiently through initiatives such as LED lighting, Energy Management Systems, Electric Cars, EV Charging and reducing travel with a hybrid working policy. We consistently look at ways in which we can ensure the waste we create is minimised and looking to the future we want to ensure our products are circular through reducing, reusing, repairing, and recycling.

We plant a tree in the name of every new associate, to embed the culture from the outset. All our new associates are also trained during their induction on our footprint and how they can help, as well as yearly refresher training for all associates and monthly communication on our goals. Our professional teams will be the best equipped in our sector to promote sustainable options which is supported by our group wide bold commitment around continuous education.



EcoVadis is a globally recognised platform that evaluates companies sustainability and social responsibility performance. We have obtained a Silver Award placing us among the top 15% of companies assessed. This recognition reflects our commitment to sustainable practices and continuous improvement in areas that matter most for a better future.

We aim to  
reduce our  
scope 1&2  
emissions by

66%

between 2019-2030.

“It’s all our responsibility and we need to play our part – it’s in everyone’s interest!”

**Darren Spearing**  
Market Development Manager Routeco Group



# COMMUNITIES

We support community investments and educational programmes, and our volunteering and philanthropy is driven through the People Operations team.

To promote a culture of responsibility and giving across our company, we encourage our associates to participate in charity events where we offer corporate contributions to individual and group fundraising activities.

Our volunteering policy enables our associates to use a day a year to volunteer for a cause that is close to their heart. Associates also have access to a volunteering app OnHand which allows them to connect with volunteering opportunities at the fingertips.

We offer Charitable Giving via Payroll Giving with company matched contributions (max £20 per month) Payroll Giving Quality Mark awards are presented annually. 2025 is dedicated to Diversity, Equity and Inclusion focussing specifically on women, disability and embedding D&I at all levels.

We have an employee resource group who focus on these topics and have a calendar of education and fun events to include all associates



**On  
Hand**

“Volunteering is important and it’s great Routeo are so supportive by providing associates with paid volunteering days.”

**Lama Madina**  
Service Centre Team Leader

1/1

All associates receive a day a year to volunteer to local projects.





MATURITY ASSESSMENT

Our non-financial maturity assessment.

Our purpose statement and metrics enable us to communicate our purpose, the outcomes, and the value this brings to our associates, customers, suppliers, and our community. Our metrics are reviewed quarterly and published annually to ensure consistency and accountability of our purpose statements.

The data highlights opportunities to

accelerate positive impact

and mitigate negative impact and guides future decisions around where to allocate and invest in resources.

Maturity Assessment	Measures	Measurement	2021	2022	2023	2024	Business Target	Optimised	Advanced	Performing	Developing
Embedding our Purpose Statement	Awareness of our Purpose	quarterly communications	New measure for 2022	>4	>4	>4	>4	4	3	2	1
	Issues raised via grievance	Number of	1	1	2	2	<1	0-1	1-2	2-3	3+
	Whistleblowing	Number of	0	0	0	0	<1	0-1	1-2	2-3	3+
	Dismissals for misconduct	Number of	0	1	1	0	<1	0-1	1-2	2-3	3+
	H&S	Riddor Reports	1	1	0	1	<1	0-1	1-2	2-3	3+
	People engagement score	% Measured every 2 years (OV Survey)	90%	90%	88%	87%	>80%	>80	70-80	50-70	<50
Talent Attraction and Retention	Voluntary turnover Percentage	%	11%	13%	13%	13%	<10%	<10	10-15	15-20	>20
	Turnover of associates < 3 yrs.	%	20%	26%	25%	21%	<15%	<15	15-20	20-30	>30
	Stay Interview NPS	NPS Score	New measure for 2022	51	41	86	>70	70+	30-70	0-30	<0
	Associate perception of feeling valued	% Measured every 2 years (OV Survey)	81%	81%	81%	83%	>80%	80+	70-80	50-70	<50
Learning & Development	Learning and development hours per head	hours	12.4	23	22	15.3	>30 hours pp	>30	20-30	10-20	0-10
	Internal Moves	%	10%	35%	35%	36%	>50%	>50	35-50	20-35	<20
Employee wellbeing	Awareness	monthly communications	10+	12	11	12	12	12	9	6	3
	Absence through sickness Percentage	%	2.3%	1.70%	1.00%	1.2%	<3%	<3	4	5	>5
	Work-life balance	% Measured every 2 years (OV Survey)	84%	84%	87%	89%	>80%	>80	70-80	50-70	<50
Diversity & Inclusion	Mental Health Charter	Bronze Silver Gold Platinum	Gold	Gold	Gold	Gold	Platinum	Platinum	Gold	Silver	Bronze
	Women	%	29%	31%	31%	38%	>40	>40	25-40	10-25	<10
	Ethnicity	%	New measure for 2022	8% based on limited data	Limited Data	Limited Data	>15	>15	10-15	5-10	<5
	Pay Gap (median)	%	34%	41%	39%	38.5%	<UK average 12.5%	12.5	12.5-25	25-50	>50
	Training D&I	number of associates trained	New measure for 2022	100%	91%	60%	100%	100	80-100	60-80	<60
	D&I Index	% Measured every 2 years (OV Survey)	87%	87%	88%	86%	>80%	80+	70-80	50-70	<50
	Voluntary Turnover <30year age	%	New measure for 2022	2022 benchmark 20%	16%	20%	decrease from previous year	>1%	0.5-1%	0-0.5%	>0
	Voluntary Turnover Women	%	New measure for 2022	2022 benchmark 17%	13%	11%	decrease from previous year	>1%	0.5-1%	0-0.5%	>0
Community	Awareness of community initiatives	quarterly communications	New measure for 2022	4	4+	4+	4	4	3	2	1
	Community contribution £	annual contributions	20K	<20>10	<20>10	<20>10	>30K	>30K	20-30	10-20	<10
	Volunteer time days	1 per person	less than 5	>40>60	21	50	100 volunteer days	>100	60-100	30-60	<30
	Charitable giving	Bronze Silver Gold Platinum	Bronze	Silver	Silver	Silver	Platinum	Platinum	Gold	Silver	Bronze
	Workplace Experiences	number per year	1	4	2	4	>4	4	3	2	1
Sustainability	Awareness	quarterly communications	New measure for 2022	>4	7	>4	>4	4	3	2	1
	Associate Perception	% Measured every 2 years (OV Survey)	83%	83%	83%	87%	>80%	80+	70-80	50-70	<50
	Activity on Sustainable Development through concrete initiatives	One concrete initiative a quarter	New measure for 2022	4+	4+	4+	4>	4	3	2	1
	Training	Sustainability training for all new associates	New measure for 2022	>80%	91%	91%	100%	100	80-100	60-80	<60
	EcoVadis Score	Bronze Silver Gold Platinum	New measure for 2022	Bronze	Silver	Silver	Gold	Gold	Silver	Bronze	None
	Carbon Emissions (Scope 1 & 2 )	Reduction of 7% (Routeco)	New measure for 2022	22.00%	26.00%	TBC	>7% Routeco	>7%	5-7	3-5	0-3

# ROUTEKO IS PART OF SOMETHING BIGGER

A global network of major distribution companies supported by multi billion turnover Sonepar Group.

Sonepar is an independent family-owned group with global market leadership in the B2B distribution of electrical products, solutions and related services.

We select products and solutions offered by manufacturers that are best suited to the local needs of our customers. Depending on the country, we have between 25,000 and 100,000 products for different needs, made available in the right place at the right time.

Three key characteristics guide Sonepar's social responsibility goals, strategy and actions. Sonepar has a family shareholding base that takes a long-term approach to business, reinforces its independence and emphasises a stable and reasonable dividend policy. By leveraging this unique combination of driving forces, Sonepar can make strategic decisions aimed at lasting, socially responsible growth, without giving in to short-sightedness or economic fluctuations.

As the world leader in the distribution of electrical products and related solutions and services, Sonepar is an influential player throughout its value chain. The group encourages its suppliers to innovate and

transition towards green products. It also focuses on shaping customers' behaviour by providing transparent, educational information about the social and environmental impact of products, as well as delivering targeted advice. With operations in 42 countries and 45,401 associates strong, the group builds close relationships with its customers and local know-how, making it a leader in its industry.

True to the legacy of its founding Chairman, Henri Coisne, an aviator with the Free French Forces during World War II and later a business court judge, Sonepar has upheld its business values that focus on people, boldness and integrity throughout its ecosystem for over 50 years.

## Challenges and priorities of Sonepar's CSR policy.

Pillar	Strategic focuses and SDGs	Priority commitments
Environment	Reduce our impact throughout the value chain <div><div><div>3GOOD HEALTH AND WELL-BEING</div><div>7AFFORDABLE AND CLEAN ENERGY</div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div><div>14LIFE BELOW WATER</div><div>15LIFE ON LAND</div></div></div>	Take action on climate change Limit greenhouse gas (GHG) emissions Develop the circular economy Innovate with a Green Offer
Social and human capital	Developing a responsible business model within our ecosystem <div><div><div>1NO POVERTY</div><div>3GOOD HEALTH AND WELL-BEING</div><div>4QUALITY EDUCATION</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>10REDUCED INEQUALITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>	Retain talent and develop skills Promote quality of life in the workplace and associate engagement Promote diversity and inclusion Guarantee associates' health and safety Source ethically and responsibly Respect and promote human rights
Governance and integrity	Defend sustainable operational efficiency by protecting the Group and its stakeholders <div><div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>	Implement robust and long-term governance Ensure and promote compliance and business ethics Protect data, combat cybercrime Maintain a robust crisis management system



€33.3bn  
GROUP SALES  
2023



45,000  
ASSOCIATES



40  
COUNTRIES



180  
DISTRIBUTION  
CENTRES



PEOPLE  
PLANET  
PURPOSE

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