

Sustainability Report

Taking The Next Step Sustainably



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Board Statement

Dear Investors

We are satisfied that, despite lingering headwinds from the COVID-19 pandemic, Procurri was able to deliver record revenues in 2021 while also investing to upgrade business systems and operations for long-term growth. The Group's leadership and employees were able to remain healthy and secure during the year, with the business emerging stronger and better positioned for the multi-year growth in sustainable IT globally.

We have seen a notable change in demand across our customer and partner ecosystem towards an embrace of sustainable IT, providing Procurri with a unique opportunity act as a partner and change agent as well as a meaningful provider of sustainable IT solutions for our business ecosystem.

The global economy struggled in 2021 to balance diverging forces of stock market optimism, supply chain constraints, and lingering trade tensions. Yet at Procurri, we've seeing increasing alignment across our strategy, markets and customers behind sustainable IT. We're increasingly optimistic that we are building the right platform for the right market window to drive growth in stakeholder value across our business.

Three frontiers of sustainability

Sustainability has been a core principle of Procurri since we founded the business in IT Hardware Resale. The concept of recycling IT equipment back into operations to reduce waste and increase ROI gave rise to our first \$100 million of revenue in our early years.

Today, as we've broadened our product line and expanded globally, Procurri's vision for sustainable IT has also grown. Today, we're seeing a convergence along three frontiers that position Procurri favorably for growth:

- **The customer frontier.** Our large global channel and enterprise customer base is increasingly shifting towards sustainable business practices, including sustainable IT. Customer demand is clearly emerging behind a 'double bottom line' approach to growing IT sustainably: customers want to lower emissions but also need stronger return on IT investments.
- **The market frontier.** We're seeing shifts in the entire global market around sustainability. Leading institutional investors are setting new ESG goals and allocating new pools of capital to invest in sustainability. Regulators and policymakers are adopting stimulative and punitive policies to accelerate sustainability. Customers and suppliers are evolving business offerings and practices to respond to new sustainability needs.
- **The strategy frontier.** The convergence of customer demand and broader market shifts creates a compelling strategic opportunity for Procurri. Our solutions deliver the double bottom line benefits of sustainable IT while reducing costs and increasing ROI. Our global platform and powerful channel network give us broad access to the growing demand worldwide. What we offer is rare: few providers today are capable of offering the breadth of services that Procurri offers to enterprises to manage the 'cradle to grave' sustainable IT lifecycle, from purchasing equipment to operating it and recycling/upcycling it effectively at the end of life.

The convergence of these frontiers presents a compelling window of opportunity for Procurri to shine in the next few years. We're seeing customers and channel partners increasingly consulting with us to create more sustainable solutions for IT operations, even as the global economy grows its dependence on IT for business continuity in a disrupted economy. Sustainability has given us fresh reason to reach out to customers to prompt new conversations around re-thinking their approach to IT and to connect with Procurri's sustainable IT offerings.

The market, the customer demand and the strategic opportunity are there for us: we must continue to focus on executing effectively to capture the growing demand worldwide.

We're working to unlock the future

We've been hard at work in 2021 building our platform to meet the sustainable IT opportunity. While continuing to grow Procurri's revenue this year, we're proud of what our employees have accomplished behind the scenes to strengthen and scale up our operations in a year where we set out to reinvest some profits into our future. Highlights of progress at Procurri this year include:

- **Re-organizing for growth.** We've kept our regional presence and relationships, but shifted our business organization towards three strategic capability pillars ("towers") in Maintenance, Lifecycle Services & ITAD and Hardware. By consolidating our capabilities globally, we're able to unlock economies of scale across our business by sharing knowledge and resources to advance our capabilities in each area.

- **Connecting the business with IT.** We've rolled out new IT systems to cover global financial reporting and intelligence, customer relationships, service operations, inventory and logistics. The new systems create powerful opportunities for our global teams to share resources, serve large-scale customers worldwide, and automate our operations.
- **Growing ITAD.** We've made rapid progress growing our newest capability tower in IT Asset Disposition. Our ITAD offering complete the breadth of our solutions offering, connecting Hardware (buying IT equipment sustainably) and TPM (operating IT equipment sustainably) to the important end-of-life process of recycling/upcycling and recovering value from IT equipment.

Milestones in sustainability

Our progress building the business in 2021 is reflected in key milestones we achieved in sustainability for Procurri:

- **CRN Sustainability Awards.** We partnered to bring Carbon Neutral certified laptops to market, culminating in a 5,000 unit sale during 2021, saving 1.5M Kg in CO₂, a project recognized at the inaugural CRN Sustainability awards with our Peers voting Procurri as having 'Best sustainable project of the year 2021'. Similarly we were highly commended under the category of 'Best Circular Economy Company 2021'.
- **UN Global Goals.** Procurri was awarded the highest 5-star rating in the UN 'Support the Goals' initiative to drive awareness and commitment to the UN Global Goals, agreed in 2015 with 193 world leaders agreeing to 17 goals to tackle poverty, equality and climate change.
- **ISO accreditations.** We expanded our ISO accreditations during 2021 to include our German and USA (Boston) facilities during 2021, joining the UK and Singapore sites which are certified and operate according to the environmental management system standard ISO 14001 and quality

management standard ISO 9001. Procurri Europe and Boston also added ISO 27001.

- **Certifying our carbon-neutral journey.** We're assessing and certifying our carbon footprint by reporting our Scope 1, 2 and 3 emissions to an independent assessor (Carbon Footprint) for certification, allowing us to grow our credentials as a strategic sustainable IT partner for our global channel partners and customers.

We're pleased that Procurri has made clear progress in growing its own sustainable business practices and track record. But, we're proud that our business offering connects with a global market shift towards sustainable IT, presenting us the opportunity to help enterprises and channel partners around the world towards sustainable IT growth.

We believe the remarkable convergence in our markets, customers and offerings will grow stakeholder value for Procurri, and remain entirely focused on advancing our business to meet the global opportunity head-on.



Introduction

Our Sustainability Highlights in 2021



5-star rating

UN Support the Global Goals Initiative



Best Circular Economy Company

CRN Tech Impact Awards 2021 (CRN Sustainability awards)



Sustainable IT Project of the Year

CRN Tech Impact Awards 2021 (CRN Sustainability awards)



#144

Top 500 CRN Solution Provider



Procurri GmbH

Celebrates 2 year anniversary and achieves completion of ISO certifications



Procurri LLC in USA

Achieves ISO 9001, 14001, 27001, and Responsible Recycling (R2) certifications with ZERO non-conformities"



Procurri concludes global rollout of Morse software platform

- resulting in EMEA, Americas and APAC all delivering Hardware and ITAD from the same software system

Our Business

Our mission is simple – as the world’s largest independent distributor of post-warranty Third Party Maintenance, Lifecycle Services and OEM used Hardware, we strive to deliver premium products that don’t cost the Earth to you. Our business model is built on the principles of a circular economy. Through our 3 global business pillars, we reclaim and refurbish ICT assets and reconfigure and redeploy them within the industry, maintaining and extending the natural life of IT hardware via our Maintenance offering. Procurri enables and provides comfort to our customers wishing to extend the product life of their IT infrastructure, enabling further reuse of assets once they are no longer required. We have been recognized by our Peers and the industry for being at the forefront of our business, and we will continue to push for progress in sustainability.

Our Value Proposition

In an increasingly data-driven world, there is strong recognition that innovation, technology and digitalization will lie at the heart

of economic development and environmental stewardship. Alongside this recognition sits a growing demand for ICT goods and services which the UN has predicted will be the fastest growing waste stream in the world reaching 75 million metric tonnes (MT) by 2030¹. As people and businesses become more reliant on both software and hardware systems, our ability to access increasingly scarce virgin resources means that systemic change is needed in order to build a sustainable future.

At Procurri, we are built upon the circular economy and our purpose is to deliver premium products that don’t cost the Earth. By closing the resource loop whenever possible, we extend the life-cycle of raw materials, and extract more value from each raw material. This allows us to reduce carbon emissions that occur up the resource supply chain, while making a positive contribution to the resource value chain.

Our business model creates economic opportunities and environmental benefits that increase business, social and environmental resilience.

Understanding our environmental and social impact allows Procurri to capitalize on the services it provides, and we consider responsible management of ESG issues to be foundational to our business. As we deliver on our mission through growth, we look forward to more opportunities to create value by advancing the circular economy.

Our Sustainability Strategy

We share the vision of the UN Sustainable Development Goals (UN SDGs) and we pay particular attention to 3 goals we believe our business can make significant contributions to. Procurri understands that change is not about one organization or person trying to change everything, but about all of us changing a little, improving on what we do today for the benefit of tomorrow. Our strategy maps to 3 core SDG goals and revolves around prioritizing reuse over recycle, reducing our electricity consumption and transitioning to renewable sources of energy.

Strategic Direction	Goal
 <p>We share the vision of increasing renewable energy use in our operations as part of responsible ESG management.</p>	<p>By 2025 to reduce energy consumed as a percentage of revenues by 1% YoY, and to increase our renewable sourced electricity by 5%.</p>
 <p>We continue to be a pioneer in the refurbished hardware, Lifecycle services and Third Party Maintenance space, providing innovative solutions for our customer base.</p>	<p>By 2025 saving 2,000,000 KGs of CO₂ through offering alternative solutions and switching customer buying habits to low or Carbon Neutral devices.</p>
 <p>By promoting reuse over recycle, we close resource and product loops by enabling people and businesses to restore, refurbish, and redeploy ICT products.</p>	<p>By 2025 divert 10,000,000 Kgs of technology waste from landfill.</p>

¹ See https://www.itu.int/en/ITU-D/Environment/Documents/Toolbox/GEM_2020_def.pdf

CRN Sustainable IT Project of the Year

One of Procurri's more recent projects has been awarded a Sustainable CRN Tech Impact Award – and given its impressive results, there's no surprise it dazzled industry judges. This is just one of Procurri's many and varied competitive deliverables.

Third Party

The client involved is a household name in the UK; a multinational infrastructure group that offers construction services, support services and infrastructure investments. A public limited company, this firm has operated for over 100 years and by many measures is the largest construction contractor in Great Britain. With a net income of over £30,000,000 per annum and over 26,000 employees across the globe, this client was open to some serious streamlining and sustainability efficiencies.

Approaching Procurri

The nature of the client's projects mean that its staff are highly mobile; necessitating the reclamation of assets from the field upon completion of one project to be redeployed to the next. This was proving both expensive and complex to manage, resulting in much of the mobile asset base left unclaimed upon completion of the job; in turn necessitating the acquisition of replacement laptops.

The client searched out a specialist inventory management provider to assist, requiring greater value than their historical supply chain, wishing not only a refresh of 5,000 of their laptop estate but also a deployment and management solution. Procurri were approached to share their expertise.

Procurri Delivered

Working with the channel partner and the end client to find the most suitable solution, a remanufactured laptop was suggested, presenting as new with a three-year warranty and certified Carbon Neutral status, saving 316 Kg of CO₂ per device, a total of 1,580,000 Kg across the 5,000 estate. With significant cost savings in excess of £2,000,000 against a new equivalent, the Circular Computing branded laptops were an appealing alternative.

Alongside the laptops, an inventory management solution to deliver and asset track all units adding asset tags and serial numbers and noting eventual ownership was designed. This included a 'swap' program, collecting legacy assets, replacing with new for remote workers, ensuring the secure return of the legacy estate and full certified erasure ahead of clean, test and return of the asset to the client's stock for future reuse.

Procurri actively search out and create more sustainable solutions within the IT sector through our three core offerings, reused Hardware, IT Asset Disposals and Third Party Maintenance; providing a commercial benefit to organizations whilst simultaneously helping reduce their carbon footprint.

This project alone, so far has meant over 28,500 trees have been planted, 1 billion liters of water have been saved, 1.8 million kgs of CO₂ emissions has been avoided and over 6.8 million kilograms of earth has not been mined.

Our work has been recognized by one judge as "a lovely example of the circular economy in action". The initiative was also hailed as the "embodiment of how technology can bring environmental benefits while simultaneously helping customers save money". This project can shine a spotlight on how the channel can reshape the world for the better. There's no need to compromise on value or money for sustainability – and here at Procurri, we can deliver all!



Natasha Maguire, Global Marketing Director and Mat Jordan, Global Head of Lifecycle Services, Hardware & Distribution

Managing Sustainability

Governance

Procurri recognizes that good and responsible governance anchors and drives our sustainability strategies and efforts, creating long-term values for our stakeholders.

Our Board provides strategic direction and guidance on our sustainability strategies. They have oversight on setting key objectives, targets and are responsible for ensuring that Procurri's internal controls and reporting procedures are adequate. This includes approval of our Environmental Quality Management System (QEMS) Framework which provides guidance on the identification and management of environmental risks and opportunities in our business operations. The QEMS is implemented across our European operations and will be rolled out in phases across our other operations.

Procurri also operates with company policies of Equal Opportunities, Code of Conduct, Employee Diversity and Inclusion, Anti-Bribery and Anti-Corruption, Grievance Process and Disciplinary Policy, all reflecting a commitment to respect workers in both our own business and supply chain worldwide. The following section considers some of the key governance structures in place.

Stakeholders and Material Issues

In 2017, we conducted a two-phase materiality assessment to identify issues that matter to our business and our stakeholders. Using SASB Hardware, Software and IT standards and GRI as guidance, we engaged with our investors and partners along the supply chain and conducted literature reviews to identify the issues relevant



to our sector, our business and our stakeholders. We supplemented this approach with an internal engagement with our staff and Board. Through this process, issues were refined and prioritized and those deemed not applicable were removed. For example, the production life-cycle of ICT hardware – including sourcing of raw materials, are significant sources of environmental impacts. Procurri sources only from recovered end-of-life ICT assets. This model reduces the need for additional equipment manufacturing and reduces the requirement for virgin raw materials. As such, the environmental footprint for hardware is not relevant for Procurri, indeed Procurri engaged with an independent carbon tracking company in January 2021 to further understand and measure our carbon footprint.

As Procurri conducts our business all around the world, we strive to conduct business responsibly and ethically. In this year's report we have linked our sustainability efforts to several United Nations' Sustainable Development Goals ("UN SDGs"). The UN SDGs are a global call for action to create "a better and more sustainable future for all"¹. We believe every business has an important role to play in championing sustainability. As part of the continuous efforts to progress sustainability at Procurri, we are looking to conduct a review of our materiality assessment in FY2022 as well as integrate the GRI framework into our report alongside the SASB framework.

¹ <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

Targets

Figure 1 highlights the material ESG issues identified for Procurri.

FIGURE 1: Material ESG Issues for Procurri Operations



Source: Analysis by independent consultant with input from SASB materiality review

Procurri is committed to create impactful long-term value for our employees, shareholders and partners. We have taken note of their main topics of concerns and frequently engaged them in different frequencies and on different platforms to ensure we address properly their concerns and interests.

TABLE 1: Stakeholder Engagement

Stakeholder Group	Topic	Platform for engagement	Frequency of engagement
Employees	<ul style="list-style-type: none"> • Corporate Direction & Strategy • Fair Remuneration • Opportunity for Career Development • Staff Valued • Labour and Human Rights • Safe Working Environment 	Induction program for new employees and monthly newsletters	Monthly
		Procurri Intranet providing training manuals and access to forms and literature	
		Training and Development opportunities	
		Refreshment trainings provided	
		Staff social activities (gatherings, parties, etc.) organized	Annually/ Twice Yearly
		Annual Appraisals	Annually
		Fully managed Health & Safety guide available to all staff	
Shareholders	<ul style="list-style-type: none"> • SGX Compliance • Returns On Investment 	Annual General Meetings	Annually
		Annual Sustainability Reports	Annually
		Investor relations section on corporate website	Monthly
		Annual and half yearly results announced and reported	Half yearly
		Face to Face meetings	Quarterly
Partners	<ul style="list-style-type: none"> • Delivery of innovative solutions • Compliance with the RBA (Responsible Business Alliance) code of conduct • Compliance with legislation including GDPR and Environmental and Social governance • Quality & Safety of product 	Regular engagement, both phone and face to face	Monthly
		Promote RBA on our website and as part of our new suppliers account application setup	
		GDPR compliant - ISO 9001, 14001 within most entities	
		Managed Website and Linked in profiles	Monthly

Table 2 displays how and where these themes are reported within this report.

TABLE 2: ESG Metrics and Relevance to Company Report

Topic	Accounting Metric	SDGs	Status
Environmental Footprint of Site	Total energy consumption, percentage of grid electricity and renewable energy		Included, Table 4, page 35
	Water withdrawn, percentage recycled, percentage from regions with High or Extremely High Baseline Water Stress		Partially included, Table 4 & Figure 4, page 35 and 36 respectively. Water scarcity and recycling not relevant for Procurri operations due to small volumes and limited stress regions
	Waste generated by type and management processes		Included, Table 4, page 35
	GHG emissions, by scope		Included, Table 4 & Figure 3, page 35 and 36 respectively
Lifecycle Management of Equipment	Weight of products and e-waste recovered through take-back programs, percentage of recovered materials that are recycled		Included, page 35
Data Privacy and Data Security	Discussion of policies and practices related to collection, usage and retention		Included, page 33
	Amount of legal fines and settlements paid associated with customer privacy		Included, Table 3, page 33
	Number of data security breaches and percentage involving customers' personally identifiable information		Included, Table 3, page 33
	Discussion of firm's approach to identifying and handling data security and related risks		Included, page 33
Recruiting and Managing a Global, Diversified Workforce	Percentage of employees that are foreign nationals and those that are located in another country		Not applicable; Procurri operates across the globe and has national and international representation
	Employee training		Included, Tables 6 and 7, page 38, 39
	Percentage of gender and racial/ethnic group representation for executive roles and other employees		Partially included, Table 5, page 37; Procurri to include racial/ethnic group representation figures in FY2022

Responsible Governance

We believe that practicing good governance is central to our business and we proactively review and promote ethical business conduct and transparency. Our Corporate Social Responsibility framework was established in 2021 and it sets out our commitment and responsibility towards our environment and the communities we operate in. We are committed to conducting our business in a manner that is both sensitive and responsible with proper regard for our legal obligations, directives and codes of practice.

Data & Security

Procurri is bound by privacy regulations around the world. To ensure Group-wide compliance, the Data Protection Policy was formalized during the financial year 2018. Procurri does not collect personal client data as part of its business operations or for use in its business operations. Procurri is exposed to client data as part of its IT Asset Disposition ("ITAD") offering, when clients entrust their end-of-life IT equipment to Procurri for testing and verification, data erasure and/or disposal. Procurri handles this electronic equipment with the utmost security and ensures data security is maintained at all times. Telephone numbers, customer identification numbers, address details and other personal information is destroyed as part of the ITAD process and not stored for ongoing use. Each region operates in adherence to local requirements and best practices, though key processes are the same. Asset testing and verification premises are in a caged and secure location and only accessible by authorized personnel. All storage equipment that is erased has

certificates generated citing the type of erasure standard requested. For data erasure, the Procurri Group utilizes Blancco software; an internationally recognized and accredited disk erasure software. The UK is both ISO 27001 and ADISA accredited. Procurri Europe was awarded ISO 27001 and the UK's Warrington ITAD facility was certified to ADISA standard in 2019, The Cirencester facility has been ADISA certified since 2012. Our USA Boston facility was certified ISO 9001, 14001 and R2 during 2021. Singapore is 27001 certified ISO 9001 and 14001.

For asset disposal, the three regions use third party vendors detailed below:

- Singapore: National Environment Agency-approved vendor.
- USA: R2-certified recycler audited annually.
- UK: UK Environment Agency licensed and authorized recycler.

Specifically, and for the purposes of transparency, data security details are given below.

Anti-Bribery & Corruption Policy

Procurri is committed to acting lawfully, ethically and with integrity in every aspect of its business. Our Anti-Bribery and Corruption policy was reviewed in 2021 and sets standards of behavior that all employees, including contract and temporary employees, must adhere to in their dealings on behalf of Procurri. Procurri operates a zero-tolerance policy towards bribery and corruption in any situation or form. This is fundamental to fostering investor and stakeholder confidence, and aligns with the principles of sustainability on which we operate.

TABLE 3: Data & Security

Item	2019	2020	2021
Number of confirmed or suspected data security breaches that occurred in the past financial year?	Nil	Nil	1
Number of breaches that concerned the potential for personal identification material being compromised?	Nil	Nil	Nil
Number of breaches that led to the company incurring fines or other penalties and what was the value of these penalties?	Nil	Nil	Nil

Environmental Impacts

Highlights 2021

Procurri has actively sought out Carbon neutral IT offerings to provide alternatives to new for our clients, and signed as a distributor for Circular Computing in 2020. 2021 saw Procurri close a 5,000 Carbon Neutral laptop sale to our channel partner for Balfour Beatty – each laptop saving 316 Kg of CO² led to Balfour Beatty being able to report 1.58 Million Kg of CO² savings in 2021. Procurri has also partnered with a tape erasure provider, enabling tape media to be erased and importantly, a record of the erasure provided; in turn media can then be remarketed rather than shredded or worse still, burnt.

Procurri partnered with 'Carbon footprint' during 2021, reporting our scope 1, 2 and 3 emissions – enabling them to be independently reviewed and assessed. After all if we are unable to measure Carbon, we will potentially struggle to be on a path to reduce it. Our ambition is of course Carbon neutral.

Reuse & Recycling of IT Equipment

Procurri's IT Distribution and Lifecycle Services serve to optimize the performance and lifespan of ICT assets, thereby empowering partners and clients to retain and sweat their ICT estate for longer, comfortable that in the event of a failure, Procurri can repair or place the infringing part. It is widely reported that 70% of the carbon produced from IT assets is at the point of manufacture, thus extending ICT asset lifespan becomes a material consideration. ICT assets are subject to stringent quality tests to ensure they are safe and functioning before emerging as Reuse Electrical and Electronic Equipment (REEE). While we strive to optimize performance and lifespan of ICT assets, there are times when ICT assets do not pass our quality tests as they are faulty beyond economic repair. Such ICT assets are segregated into different waste streams and sent via dedicated vehicles to authorized recycling companies for further treatment.

Refurbishment and reuse of equipment prolong its shelf-life to ensure

environmental cost is minimal. This is our preferred approach for a sustainable waste management solution.

Carbon Footprint

2021 Highlights

Procurri considers environmental responsibility to be crucial to the successful operation of our business. We operate our EMEA, UK and Singapore sites according to the environmental management system standard ISO 14001, and quality management standard ISO 9001 which are reviewed and renewed annually. In 2021, we expanded our ISO accreditation to include our USA (Boston) and German facilities, bringing all our global facilities within the ISO 14001 and ISO 9001 umbrella. In addition, Procurri Europe and Boston both added ISO 27001 and we are on track to achieve these standards across all US operations by 2025.

Procurri's operational environmental footprint was analyzed based on onsite energy use, water use, vehicle fuel and business travel. As we are looking to implement various

environmental initiatives that can contribute to resource use efficiency and consumption reduction, we are assessing and certifying our carbon footprint by reporting our Scope 1, 2 and 3 Greenhouse Gas ("GHG") emissions to an independent assessor (Carbon Footprint) for certification. We began this process in 2021 and currently await independent verification of our results.

For the purposes of this report, Greenhouse Gas ("GHG") emissions are reported in line with the Greenhouse Gas Protocol, an international corporate accounting and reporting framework developed by the World Resources Institute and the World Business Council for Sustainable Development. The Greenhouse Gas Protocol differentiates between direct and indirect emissions using a classification system across 3 different scopes: Procurri will be reviewing our scope 3 emissions over the coming year to understand how we may be able to positively impact these further.

SCOPE 1

Includes direct emissions from sources which a company owns or controls. This includes direct emissions from fuel combustion and industrial processes.

SCOPE 2

Covers indirect emissions relating solely to the generation of purchased electricity that is consumed by the owned or controlled equipment or operations of the company.

SCOPE 3

Covers other indirect emissions including third-party provided business travel.

TABLE 4: Group Environmental Impacts

Item	Units	2019	2020	2021 ^{1,2}
Energy Use				
Purchased electricity	kWh	2,399,418	2,333,861	1,965,197
Natural gas consumption	kWh	700,598	258,269	946,486
Business Travel				
Air – international	km	1,548,834	165,032	42,741
Air – domestic	km	193,121	115,068	604,445
Private vehicle	km	215,804	87,354	193,085
Company vehicle	km	183,970	116,364	280,198
Rail	km	26,813	2,992	1,985
Greenhouse Gases				
Scope 1	tCO ₂ e	129	136	306
Scope 2 (location-based) ^{3,4}	tCO ₂ e	742	641	594
Scope 2 (market-based)	tCO ₂ e	359	–	–
Scope 3 ⁵	tCO ₂ e	284	79	118
Water Withdrawal				
Operational	m ³	2,580	2,488	2,120
Waste Arisings				
Waste sent to landfill or incinerator	kg	124,263	90,533	7,634
Waste recycled	kg	273,794	448,586	294,855
Hazardous waste	kg	1,012	924	3,310

¹ The decreases in energy use, business travel, Greenhouse Gas emissions, water withdrawal and waste were due to reduced operations and activities due to the COVID-19 pandemic.

² 2020's scope of reporting was expanded to include the Germany site.

³ Scope 2 Greenhouse Gas emissions data for 2018 and 2019 were revised due to a revision of historical grid emission factors in Singapore.

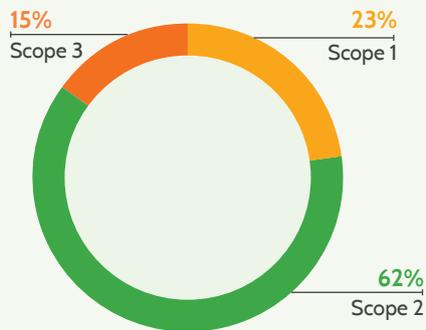
⁴ Procurri Europe (EMEA) uses United Kingdom's Greenhouse Gas reporting emission factors; Procurri Germany site uses German government's emission factors for Beiersdorf. 2020 figures for both sites are categorized as location-based emissions.

⁵ Procurri Europe's (EMEA), Germany, LLC, and Singapore calculated Scope 3 emissions from all transportation activities using the Greenhouse Gas Protocol Calculation Tool for GHG Emissions from Transport or Mobile Sources

FIGURE 2: Waste Hierarchy at Procurri

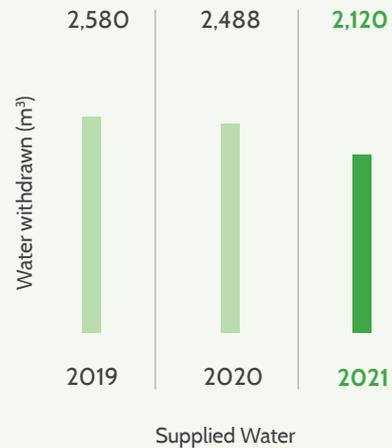


FIGURE 3: GHG Emissions by Scope



The majority (75%) of the captured GHG emissions were associated with purchased electricity across the sites. Currently, our Scope 3 emissions includes only business travel.

FIGURE 4: Water Withdrawal by Source



Procurri use only supplied water across all its sites globally, and the majority of use is associated with domestic requirements, such as toilets and hand basins. Partly due to reduced operations and activities, we've continued to prudently manage our water usage across our operations and water withdrawal volume saw further reductions from 2,488 cubic meters in 2020 to 2,120 cubic meters in 2021.

Social Impacts

Procurri aims to create an environment that encourages and values diversity within our workforce and builds on the differences individuals bring. We aim to draw upon the widest possible range of views and experiences in order to meet the changing needs of employees, clients and partners.

Employee Diversity & Inclusion

Procurri believes diversity and inclusion:



As such, business activities, such as hiring, training, compensation, career progressions opportunities, terminations and recreational events, are conducted without discrimination, based on merits and unhampered by artificial barriers, prejudices or preferences.

TABLE 5: Group Diversity and Employee Representation

Item	2018		2019		2020		2021	
	Number of Employees	Percentage						
Gender of Employees⁶								
Male	294	73%	310	74%	310	76%	318	73.61%
Female	107	27%	104	26%	99	24%	114	26.39%
Age Diversity								
Under 30	114	28%	125	28%	98	24%	94	21.76%
30 – 50	216	54%	218	54%	231	56%	247	57.18%
Over 50	71	18%	71	18%	83	20%	91	21.06%

⁶ 1 employee did not specify their gender.

Employee development is important and Procurri recognizes that regular performance reviews and training help keep staff motivated and the company successful. To this end, annual appraisals are conducted, coupled with monthly sales meetings. The Europe office was re-certified as an Investors in People employer in 2019, which is a standard in leadership development and performance evaluation.

TABLE 6: Employee Development

Item	2018		2019		2020		2021	
	Number of Employees	Percentage						
Employee Development								
Percentage of employees receiving regular performance and career development reviews	349	80.97%	325	65.52%	375	78.13%	432	100%
Employee groups not receiving reviews	82	19.03%	171	34.48%	105	21.87%	0	0

Procurri offers a Training and Development program to employees, including on-the-job training, as well as training conducted by accredited institutions or organizations, where appropriate.

TABLE 7: Employee Training⁷

Employee Development	2018	2019	2020 ⁷	2021
Hours of training given	1,661	2,266	1,158.5	2,263
Hours of training received per employee	10.2	5.47	2.81	5.24

⁷ The decrease in hours of training given was due to reduced operations and activities due to the COVID-19 pandemic.

All sites have collected data on number of training per employee in 2021 whereas only the UK (EMEA) data was reported 2017 and 2018. However, employee training hours were reduced due to the COVID-19 pandemic restrictions and reduced operations.

Social Engagement

As the world transitioned into uneven recovery out of the Covid-19 pandemic in 2021, we took a calibrated approach across our global offices to continue our participation in local community initiatives. As governments around the world adopted differentiated measures in managing their recovery, we followed suit and made sure that each of our global offices took the necessary precautions in compliance with local regulations, and in adherence to our business continuity and management plan. Where there was uncertainty, we erred on the side of caution to minimize risks to our employees as well as the wider communities.

Similar to 2020, 2021's social engagements were restricted due to the pandemic, with the focus primarily keeping our staff safe and conforming to local government guidance. Our global business continuity plans continued to perform well, being implemented and relaxed throughout 2021 depending on the local environment and advice at the time. Similarly it was important to ensure when staff were able to return to the business they felt safe and supported when doing so, implementing Covid testing on premise for example, to help provide comfort to all employees. As an observation, when staff did return to the workplace it was interesting to see how people's natural ability to engage in face to face conversation had regressed, emphasizing that as with all skills practice is important to be at the top of your game.

The business continued to keep regular management calls to ensure that all were informed with the management team cascading information to their respective teams.

Similarly, the integration of the business into one global business allowed the expansion of the monthly newsletter to reflect all our global regions with all entities encouraged to contribute, something that has been well received by the entire team as a monthly read.

It has also proved to be a useful tool to disseminate information to all the staff, helping keep everyone feeling part of the company.

As staff returned to the workplace, some of the more social activities were able to resume, with team events and meetings on a reduced numbers scale.

Procurri USA organized a special afternoon for the Kids of Procurri in October.



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Business as usual as the team returned to the Gym once again in the UK



Atlanta Buckhead re-opening party



Atlanta team tucking into a well deserved staff lunch



Procurri donated 153 sets of pajamas to foster care children via Jambos.

About This Report

Procurri recognizes the importance of identifying issues that are significant to the financial operation of the business, as well as stakeholders, such as investors, society and customers. This report focuses on the regional head offices of Procurri. These offices are: Procurri Global Headquarter in Singapore – Asia Pacific region (APAC); Procurri LLC (Procurri's United States subsidiary in Atlanta); and Procurri Europe (the United Kingdom) – EMEA. Data from Boston, Massachusetts-based Rockland Congruity LLC, renamed to PTSS during 2020 acquired by Procurri LLC in 2019, is fully included in our FY2021 sustainability reporting scope. We have also included Germany (Procurri GmbH) and Canada (Procurri Canada) in our FY2021 report as these new facilities have begun operating during 2020. These sites represent our key locations and cover 90% of the total employees of Procurri's global operations. The remaining 10% of employees are widely spread across numerous geographical bases.

Appendix

Calculating Greenhouse Gas Emissions

Different GHGs have different Global Warming Potentials ("GWP")⁸ or abilities to contribute to rising temperatures. Data is standardized by converting the different greenhouse gases into their carbon dioxide equivalent according to the GWP index published by the Intergovernmental Panel on Climate Change ("IPCC")⁹. The index identifies the radiative effects of different GHGs in the atmosphere relative to an equal mass of CO₂ over a 100-year timeframe. GWP enables all the GHGs to be expressed in terms of CO₂ equivalents, or CO₂e. Quantities of GHG emissions are derived from data on operational and vehicle fuel consumption, electricity use and business travel. Emission factors are from Singapore's Energy Market Authority, United States Environment Protection Agency and United Kingdom Department for Business, Energy & Industrial Strategy and Procurri's electricity suppliers in the UK.

⁸ Global Warming Potential (GWP) is the ratio of the warming of the atmosphere caused by one substance to that caused by a similar mass of carbon dioxide, which is assigned a reference value of 1.

⁹ The Intergovernmental Panel on Climate Change (IPCC) is a scientific intergovernmental body set up by the World Meteorological Organization (WMO) and by the United Nations Environment Program (UNEP) with a mandate to provide an objective source of information about climate change.