

INTERNSHIP REPORT – enie.nl

BSc Global Responsibility & Leadership

February 2022

Internship Report

University College Fryslân and enie.nl

Lilly Sodemann
S3943860

Internship Report

Global Responsibility & Leadership

Enie.nl & University College Fryslan, University of Groningen

S3943860, Lilly Sodemann

1e Oosterveldstraat 38, 9001BM Grou

l.sodemann@student.rug.nl

+491725159921

Internship was conducted at enie.nl

Eemsgolaan 5, 9727DW Groningen

External Supervisor: Patrick van der Meulen

patrick@enie.nl

Internship lecturer: Alexandre Belloir

a.c.belloir@rug.nl

Table of Contents

Preface.....	4
Introduction	5
Description of the internship organisation.....	6
Description of the internship	8
Evaluation	13
References	16
Appendix 1 – Internship Approval.....	17
Appendix 2 – Internship Plan.....	20
Appendix 3 – Evaluation Form	23
Appendix 4 – Blog Post	26
Appendix 5 – List of Global Reporting Initiative Standards	30
Appendix 6 – enie Sustainability Report 2021	32

Preface

For the upcoming minor in Semester 5 of the study programme Global Responsibility & Leadership at Campus Fryslân I was considering conducting an international university exchange or a professional internship. I concluded that I should take the chance to move to a different country once again. Besides studying courses at a different university, I was excited to experience and learn from different cultures in different geographical and climate areas. Besides educating myself further on an academic level I wanted to use the time to learn about life in other parts of the world, develop personally and learn from nature and people far away from western Europe.

After applying at universities in Indonesia, in Canada, and the USA I got accepted at the Dalhousie university in Halifax, Canada. However, with the uncertainties surrounding the covid-19 pandemic it became clear to search for alternatives to an exchange minor. I was grateful to have been given the opportunity to participate in a college exchange within the Netherlands at the Amsterdam University College (AUC).

While I had already chosen courses at the AUC I came across an open internship position shared in the internship folder on the RUG Nestor blackboard. It was a sustainability internship position at the solar energy company enie.nl located in Groningen. I had already considered applying for internship positions beforehand as I was keen to gain some more professional skills next to academic learning and to experience first-hand to work in a particular field which might be influential regarding the decisions on what to do after the graduation.

The topics and tasks of the internship vacancy sounded very interesting and challenging. Especially considering my thoughts on going in the field of sustainability consultancy or advisory positions after the graduation. Among others I am majoring in *earth system science* and *sustainable energy transition*. A solar energy company which besides the renewable energy source itself cares about sustainability within the company and beyond seemed therefore like a great fit to my interests and education. I therefore applied and Canada got cancelled. After I received the confirmation on acceptance, I decided that gaining practical hands-on experiences while still conducting research and learn new specific information about the sector would be the best choice. The position description included working in a motivated team, seeing how things work in a solar panel company, learn how to research, write and create a sustainability report, and providing input on how to improve sustainability within a sales-based company even more.

Introduction

This work presents an Internship Report, focussing on the sustainability internship conducted by the student Lilly Sodemann in collaboration between the University College Campus Fryslân of the University of Groningen and the solar energy company enie.nl.

Enie.nl is a Dutch photovoltaic panel company operating in the Netherlands (enie.nl) and in South Africa (enie.za). The company was founded by the van der Meulens in 2013 in Groningen and today can be categorised as part of sustainable SMEs. Following their mission "Zonne-energie voor iedereen – Het kan." (Solar energy for everyone – it is possible) enie (enie.nl and enie.za) was one of the first solar companies to offer solar-leasing options for customers. The second location in Cape Town in South Africa was established in 2019 and since 2018 enie is a certified B-Corporation (B-Corp), committed to use business as a force for good. Products are purchased from external manufacturers and shipped to the Netherlands and South Africa. Installations are conducted through certified installation companies.

The internship assignment was centred around the improvement and reporting of sustainability within and outside the company. This included independent working routines for the intern entailing the creation of an annual sustainability report, calculating all of the company's greenhouse gas (GHG) emissions, the engagement with the B-Corp values and responsibilities, and coming up with ideas and plans to improve enie's performance on sustainability. In this way the intern should learn how to independently work on challenging tasks within a company which is part of the sustainable energy transition. Experiences in the work field of sustainability consulting and reporting should be gathered, and communication and collaboration with partners from various sectors should be trained. Finally, the intern should learn how to calculate GHG emissions and how to design a professional sustainability report. The learning outcomes have been achieved, however, in an unnecessarily laborious and not pleasurable way. Patrick van der Meulen, the CEO of enie has been functioning as the internship super and Alex Belloir has executed the position as UCF supervisor.

In the following first a detailed description of the host-organisation will be provided, followed by an elaborate description of the internship process and tasks. As a next step a critical view on the internship progress, the learning outcomes, and the main assignments will be presented. Here, the line between internship description and evaluation is rather blurry due to the strong relation of the two topics. Finally various related documents – such as the Sustainability Report as the professional document are added in the appendices.

Description of the internship organisation

Enie.nl is a Dutch solar energy company founded in 2013 providing photovoltaic (pv) systems to residential homes and businesses. The company's mission is to provide access to affordable and clean solar energy for everyone. Following this purpose enie.nl started to offer solar leasing options to customers and enabling them to make the shift to an independent and sustainable energy source without the large investment that comes with buying the whole solar system at once. Enie.nl has been the first company in the Netherlands to introduce a solar leasing model and like that made solar home systems more attractive for all house owners of the Dutch population ("Zonne-energie voor iedereen beschikbaar maken. Het kan.", 2022).

In 2018 enie has become a B-Corporation as the first company within the province of Groningen. Being part of the B-Corp movement means to be committed to use business as a force for good which benefits people and the planet and not just shareholders. To become a B-Corp enie had to pass a rigorous assessment created by B-Lab which evaluates the company's performance on criteria of workers, community engagement, environment, customers, and company governance. In 2018 enie reached a score of 99,3 point out of 200 while 80 points marks the minimum score to become a B-Corporation and 50.9 highlights the markets average ("Measure What Matters Most | B Impact Assessment", 2022). In 2021 enie had been reassessed and achieved a score of 110,2 points. This underlines enie's efforts to continuously increase environmental, social, and economic sustainability within the company.

Since 2013 enie.nl experienced quite some growth and expanded to Cape Town in the urban heart of South Africa in 2019. The second location is referred to as enie.za. In South Africa, enie.za must develop new solutions customized to the local requirements and conditions to contribute to the transition of businesses and residences to the decentralized and renewable solar energy. Until 2021 enie.za was only targeting businesses and enterprises in their trades. Now, however, they are partnering up with other local organisations such as Erinite Energy to include residences and homes in the business model as well ("Enie South Africa | Solar Without Investment | Energy Security", 2022).

At the end of 2021 enie.nl employed 50 people while additional three employees were located in South Africa. Most employees are working in the sales department followed by Customer care (service), while additional marketing, development, people & culture, finance and more sub-cycles are also present. The solar pv panels and inverters enie is selling are currently produced by Chinese suppliers such as Jinko Solar and Trina Solar and are then shipped to the Netherlands. Enie.nl

collaborates with multiple local installation companies in the Netherlands which after the selling and planning process take care of the physical installations of the panels and inverters. Parts of the products used in South Africa are shipped from the Netherlands to Cape Town while panels are increasingly obtained from a South African solar manufacturer called JA Solar ("Enie South Africa | Solar Without Investment | Energy Security", 2022).

In 2021 alone enie.nl installed about 75.000 solar panels. During 2021 all pv systems installed by enie produced approximately 217,5 million kWh of clean decentralized electricity. Following the calculations of enie's 2021 sustainability report each kWh installed by enie is responsible for about 25g of CO₂. This is considering the lifetime of the systems and the scope 1, 2 and 3 emissions as for example the shipment installations and the life-cycle of a solar panel. However, compared to this the average Dutch energy mix emits about 328,4g CO₂ per kWh. Following, through enie's installations about 66.000 metric tons of CO₂ have been "prevented" from being emitted through enie's pv installations in 2021 (Sodemann & van der Meulen, 2022).

Description of the internship

I was given the position of a sustainability intern at enie, meaning that my main topics of the internship would lay in contributing to the improvement of sustainability within enie, learning about solar energy and solar home system as means to contribute to the sustainable energy transition and calculating emissions. The main assignment has been the planning, data collection and creation of the annual sustainability report of the company. For that research should be conducted on the performance of enie and background information on the sustainability fields. Moreover, I should learn how to calculate emissions and impacts of the company and following provide advice on how to reduce the environmental impact even further.

It was clear from the beginning that I will be trusted to work on many tasks to a big part independently and that I will carry the responsibility to design my own working routines to achieve my tasks within 32 hours of weekly work for a period of 5 months. Additionally, it was agreed on having weekly meetings, or (video-)calls with my supervisor to discuss plans, progresses and to provide feedback or support on my work.

I started the internship by mainly researching background information on enie itself, its supply chain, products and business model. I was busy catching up with the progress and projects my predecessor had achieved or was working on, to have a better idea of the big picture of my field of tasks and to identify where I could take up some projects and ideas. I dove deeper into what it means to be a B-Corporation and what this means for enie. I followed some webinars, get-togethers and tutorials of the B-Corp community and got into contact with a representative of B-Lab Europe in order to organise a B-Corp session at enie.nl's office. This way I wanted to spread awareness about the B-Corp status and its importance and promote sustainable behaviour of colleagues within the office and beyond.

Through my research, the previously defined topics and desired learning outcomes and tasks as well as through some input I received from my internship supervisor via mail, I identified the main topics and tasks I would work on. This would firstly be the creation of the sustainability report, which would differ in quite some aspects from the previous report. Secondly, I would aim to update and improve the current policies of enie. Thirdly, I would take the position of the so called "B-Keeper" of enie, the role of dealing with everything surrounding the B-Corp status, enhancing the B-Corp values within the company, networking, engaging in various events and so on. Lastly, I have realized that there was still quite some room for improvement regarding environmental but also social sustainability and sustainable behaviour within the company which I wanted to aspire

again and enhance therefore the sustainable spirit of enie. After the first few weeks of my internship had passed, I had the first meeting with my internship supervisor. During this meeting I basically presented my plan. We seemed to agree on the tasks and decided that the policy aspect would be something we should do in collaboration.

From then onwards I was working alone on the broad tasks and came up with more specific ideas. I was working alternately on the different topics over time while the focus in the beginning was more on B-Corp activities and towards the end I nearly worked solely on the sustainability report. For the purpose of overview I will report my activities categorised per topic rather than by timeline.

As already described above I was getting myself familiarized with the B-Corp tasks, responsibilities and the B-Hive community. Besides workshops and webinars I also joined B-Corp summits. Unfortunately, due to the pandemic, there were no in person events. This also heavily influenced the planned B-Corp session at enie.nl's office. I discussed it with the department of Human Resource, and we agreed that it should really be an in-person event in order to engage all colleagues, combine it with some nice and suitable snacks and drinks and to have a higher motivation to actually join, as the event could not be made mandatory. I discussed and planned the session with the B-Lab representative, Mattia, and we agreed on a date. I looked for catering options that would match all our values: vegan, low-waste, regional, healthy... It took a while! However, the date for the session had to be moved. It had to be moved three times at least due to overlapping schedules and due to changing covid-measures. It will now take place after my internship has ended already but I am happy to support the presentation. Summarising my tasks as a B-Keeper besides planning the session, I wrote a blog post about what GHG emissions, what they are and do, why we need to reduce them and so on for enie.nl's and enie.za's website; I posted sustainable improvement ideas for colleagues to be integrated by them into their daily lives on our work communication channel; I designed a new B-Corp onboarding presentation which should be presented to all new colleagues; I presented the onboarding slides to new colleagues; I engaged with colleagues the few times I was in the office and tried to identify where enie.nl could improve on an environmental but also on a social aspect within the office; and following I convinced two colleagues - one from the marketing department and one from the sales department – to support me in the B-Keeping position. The latter I did for multiple reasons. Firstly, it became evident that in some circles there was more attention put on the B-Corp values while in other people barely knew what it was. To have a B-Corp representative so to say in the sales circle should spread awareness but should also make sure that there was a voice present during decisions the circle makes which considers the sustainability implications. Moreover, I believed that people would

listen better to "one of their own" (Dutch speaking employee working in sales as well) than to a foreign intern from the sustainability circle. Finally, once I would have finished my internship, I wanted to make sure that someone would be taking care of the B-Corp responsibilities so that my efforts would not be lost. The three of us had approximately weekly or bi-weekly meetings to discuss ideas to enhance the office sustainability e.g. changing to recycled printing paper, giving a quick session on waste, or developing a employee satisfaction survey.

For the sustainability report I did quite some digging into the reporting standards and styles of different companies, followed various webinars and lectures on GHG reporting and calculations. I read guiding books of the GHG Protocol and background information. Knowing the broad topics of my internship I chose to simultaneously follow the course *Purchasing & Supply Chain Management* at the faculty of Business and Economics at the University of Groningen during the first half of my internship. I thought that the course objectives, which included a focus on sustainability, would complement my tasks at enie.nl, and I was right. During the course we were analysing various sustainability and Corporate Social Responsibility reports and worked with the standards of the Global Reporting Initiative (GRI's). Following, I decided to use the GRI's for enie.nl's sustainability report as well and follow their reporting structure. Besides these being a globally widespread approach used by various companies, I found the holistic approach to sustainability and responsibilities of companies quite appealing. Instead of focussing mainly on the CO2 emissions, climate crises, and touching a little but on biosphere diversity, the GRI identified 35 different areas of sustainability separated into economic, environmental, and social sustainability, following the triple bottom line approach. For enie.nl I decided to focus on environmental and social factors and leave out the economic ones. This led to 8 environmental factors and 19 social ones. I studied the websites, posts and all documents by enie to answer as many of the aspects as possible. Quite quickly, though, it became clear, that to be able to write about enie's performance in those categories I would either need broad access to enie's data collection – if there was even any official data collection stored digitally – or get the input and information from the people working in the related fields directly.

I wanted to make this report a good one, meaning that it should be professionally, rich in information and critically analysing the performance. For that I designed an explanatory document with a question catalogue or the listed reporting requests directly. I individualized these regarding the expertise of the people I contacted and made it as concise and simple as I could. I asked for direct answers of the people e.g. "How many new employees have been hired during 2021 - how many of which were female, male, divers, people of colour...", or " Have there been any cases of

noncompliance with environmental or social laws or regulations?" or simply "how many solar panels and inverters have been ordered in 2021 - by supplier?" I always indicated that if they cannot answer the question directly, I would appreciate being given access to the documents or data myself, or otherwise if they could let me know who else I should ask for the information. Here, the most challenging part was to receive any answers in the first place and it revealed to take quite a while to gather all information together. I knew that people had their own tight schedule and that this might not be their first priority. However, sustainability and the reporting on it is an important part of enie's culture and strategy. At least from my supervisor or from the HR department I would have expected a little more cooperation. It was an arduous and tiring process before I finally received the answers I needed or was given access to the right (confidential) documents.

Additionally, I also had to calculate all the emissions – scope 1, 2, and also 3 – for enie.nl and enie.za to present clear figures and numbers in the report and to my supervisor. These entail the emissions through the use of owned or leased vehicles, machines, and facilities, the emissions through rented facilities and machines, the emissions through commuting, business travel, installations, shipment and even the life-cycle of the panels and inverters. My predecessor had shared complex and extensive excel calculations with me. I – never having worked with excel before, nor having calculated CO2 emissions – spend more time than originally expected on calculating the emissions, finding errors in previous calculations, and adjusting them to a new formula. Repetitively finding little errors in the calculations which influenced the outcomes resulted in some time-consuming fallbacks.

I designed a survey for all of enie's employees to calculate their commuting distance travelled by transportation means and estimating the emissions for those following scientific factors. The same I did for business flights. I calculated the distance driven by the installation companies from one location to another for an entire month to use it as a sample for the year. Shipping emissions and life-cycle emissions of the panels have been assessed by repetitively asking multiple people for the desired information (e.g. amount of shipments, ordered panels and inverters, and so on) and then using online calculation tools (GHG Protocol, official emission factors, DHL shipment calculators etc) and information shared by our suppliers to estimate those emissions as well. For that I had a few meetings with my predecessor, watched tutorials, and had an acquaintance - who has more expertise on excel and number than me - go over my calculations to see if it looked sound. I did not receive support from someone within the company on that.

I decided to write rather extensive sections on the individual issues for the report in order for readers to be able to just jump to the section they are interested in and having all information available there. This way the report would be in line with multiple other professional reports I had read and, moreover, would live up to one of enie.nl's main values of transparency. Additionally, I created a shorter summary for those wanting to have a general overview and the main information and conclusions comprised. The sustainability report presents the professional document created during the internship and can be found in the appendix. The content of the report has been finished from my side, however some aspects from Patrick van der Meulen have not been incorporated by the marketing team yet and in general the layout has not reached its final version. However, these are developments the marketing department is responsible for, and while I am continuously support them in the progress and make sure some of my comments are incorporated, they are not necessary to form the professional document which represent my work contribution. Therefore, it is to note, that this version has not been published yet and information have to be treated confidentially. This is especially since no one of the company has found the time to read the report yet which content had been done since three weeks.

One aspect of enie's pathway to net-0 by 2030 is the offsetting of carbon emissions. Meaning that a company invests in carbon avoiding or carbon reduction projects to make up for the emitted CO₂. I was researching carbon offsetting organisations and projects and had meetings with two different companies. I assessed the different offsetting options, prices, and projects to present them to my supervisor and provide advice.

The task of updating enie.nl's policies which had been added to the internship plan, had not been tackled. Due to various overhauls and developments in the company the internship supervisor wanted to wait until the situation had settled a bit more to design stable and accurate policies. I, the intern, did not feel comfortable to design the policies myself. This would be rather unprofessional as I am neither educated in that field nor did I get enough input to be able to know what policies enie would want to live up to and which would be considered as crucial.

Finally, I continuously collected ideas of improvement for enie's sustainability such as some adjustments regarding the presentation of sustainability related aspects on the website, more inclusive and extensive data collection strategies, adjustments in the choice of installation companies (to reduce commuting distances travelled), the implementation of distribution centres for panels and materials to avoid unnecessary shipments, waste separation strategies within the office and so on. Unfortunately, there was no possibility to discuss those with my supervisor nor the responsible departments as their schedules were too tight or due to lacking responses.

Evaluation

In general, I started the internship very motivated but with no clear expectations for what was awaiting me. I had actively chosen this internship over the opportunity to do an intercollege exchange in Amsterdam, indicating that I was really looking forward to learn more about sustainability reporting and consulting within a company operating in the field of sustainable energy transition. Overall, however, I feel a little disappointed regarding my achievements during the time and regarding the support and teaching I have received. I perceive that communication was lacking between me the intern and my supervisor as well between other colleagues. Nevertheless, I believe that I have learned a lot of soft and hard skills during my time at enie.nl.

These tasks and assignments of the internship should contribute to several learning outcomes. First of all, I should gain experiences in taking up roles and responsibilities within the sustainability circle that match with my (learning) ambition. Moreover, I should learn how to measure and calculate emissions, set scientific reduction targets, and collaborate with partners to lessen enie's climate impact. Additionally, I was about to take up various other challenging tasks and responsibilities that would arise within the sustainability field of the company. Finally, all this should contribute to the ability to craft an annual sustainability report as well as analysing key areas of short and long-term improvements for enie.

As mentioned before, this practical education and specification in the field of sustainable energy transition sustainability reporting within enie.nl would contribute to the academic education I received at the UCF during the courses of the energy track of my major. I am following the planet major with a side track in Social Psychology and a side track in Politics. Gaining hands-on experiences and being able to apply the knowledge gained regarding sustainability in an enterprise would therefore add to the focus of this major.

Since I was working very independently, dividing the working hours, my tasks, my action plan, and everything myself, I kept track of my Todo's and achievements in various google documents. One document per month for taking notes on what I have to do and on what I did. It resulted in about 20 pages per month. This somehow underlines how desperate I was to make order and structure and to keep or get an overview myself. Sometimes, I believe, I should have spend more time on actually doing things and exploring than first spending quite some time on making a detailed plan. An issue here was that during some periods I struggled with coming up with small steps and short-term goals to achieve the desired main outcomes lining up on the horizon. I got stressed because I could not fill the hours per week working productively. Additionally, my

motivation was lacking extremely sometimes which made me even less productive and aspirational but also more stressed. Reasons for this I believe were (1) the measures and consequences of the pandemic of course (2) the feeling of being left alone with the tasks (3) struggles with befriending myself with the tasks and topics. Elaborating on the first, I was most of the time home and also alone. Having an engaging daily routine including being outside, being physically active, also socially involved, as well as doing something entertaining all merged into starring on the laptop screen, forgetting the time, without being productive. Following the second reason, I am a social and communicative person and I was quite unsure or insecure about my work approaches. The plan of weekly catch up meetings with my supervisor unfortunately did not come true at all. Since my supervisor was also the CEO of the company, it was expected and also understandable that there were a lot of responsibilities prioritised over the supervision of an intern. However, starting with only having the first meeting with him after about four weeks was decreasing my initial motivation and drive to become active quite a bit. There were also not really any other people to contact for me during that time who would be familiarized with the content I was working on, since I was the only one in the sustainability circle. Meetings continued to be rather once a month instead of once a week and during those I was busy updating him about my progress and listing questions and requests. I perceived that I did not receive a lot of input, ideas, or suggestions from his side.

This also played an important role during the creation of the sustainability report and the gathering of data and information. I reached out to my internship supervisor multiple times to ask for the right people to contact for specific information, without response. I send requests and questions via mail and via Slack – our online communication channel – to multiple colleagues without much luck. While some never responded others indicated that they do not know the answers, and some forwarded me to others. It also occurred that people indicated they do not know the answers even though I was ensured by my supervisor that they do. I guess that this is something more common in the workplace than it is at the university. So in this sense the internship prepared me for the future work life and taught me to dare to be persistent. I am satisfied with the content of the sustainability report. However, I perceive that the quality of the final outcome could have been improved and I believe that I still stayed below my abilities. Until today no one from enie has read the report entirely. Even the visual designer who should create graphs and visuals only read the summery.

Considering soft-skills I had to learn to organise myself and stay persistent and productive during times of low motivation and mental exhaustion. Moreover, I advanced my confidence in communication with multiple stakeholder (next to academic communication also professional and rather informal easier language to make complex topics understandable for people from different expertise). Considering hard-skills I have learned to calculate emissions on the bases of various data from different origins and depending on those choose different calculation approaches. I have learned a lot about sustainability reporting and emission reduction targets, and different approaches on how these can be implemented within a company. I have written an entire sustainability report myself – unfortunately without any professional feedback. The engagement with multiple stakeholders from other companies and especially with the B Hive community (The B Corporations community) I have been inspired by different approaches to integrate sustainability into the DNA of companies from all kinds of sectors.

Following those experiences, the desired learning outcomes have been followed up upon. While the way to get there could have been smoother, more efficient and in better quality, I stayed in line with my initial tasks and learning outcomes. For my future career I realized that I appreciate teamwork or at least consulting with colleagues who would work in a similar field. Moreover, for me personally I believe that the feeling of being part of an organisation or a community would enhance my (intrinsic) motivation for the tasks more than being disconnected in home office most of the time. This experience might change when a clear onboarding and introduction into the tasks would be performed and when I feel more comfortable with the actions I take.

Personally I would have wished for more guidance and interaction during my work at enie. Feedback and advice would have also increased my motivation and production. On the other side, I realize that my lacking know-how with excel was not beneficial and that I should have been more proactive and more confident with my tasks, fir this more preparation would have been advisable perhaps. Additionally, I believe that the situation with the covid-measures played an important role regarding my mental health and my motivation.

A meeting with my internship supervisor, my UCF supervisor and myself had been conducted about two thirds through the internship. A meeting with my internship supervisor and myself at the end of the internship to discuss the final outcomes and findings as well as to discuss the final assessment of the interns performance has not taken place due to lacking responsiveness of the supervisor who was on business travels.

References

- Enie South Africa | Solar Without Investment | Energy Security. (2022). Retrieved 18 February 2022, from <https://www.enie.co.za/>
- Measure What Matters Most | B Impact Assessment. (2022). Retrieved 18 February 2022, from <https://bimpactassessment.net/>
- Sodemann, L., & van der Meulen, P. (2022). *Sustainability report 2021 enie.nl*.
- Zonne-energie voor iedereen beschikbaar maken. Het kan. (2022). Retrieved 18 February 2022, from <https://www.enie.nl/over-enie-nl/>

Appendix 1 – Internship Approval (including a *professional document* like an advice, plan, research report, proposals and/or products or examples of products, the logbook, internship plan etc.) Students on internship are advised to make clear agreements regarding the report (content and deadline) prior to the start of the internship, and record these in their *internship plan*. A two-part *evaluation form* is provided (see appendices)

- To be filled in digitally by the student in accordance with supervisor* of the internship.
- Digital copy (pdf) with signatures of the student and supervisor to be sent to the Exam Board (cf-examboard@rug.nl) before April 1st 2021.

Student name:	Lilly Sodemann
Student number:	S3943860
Major:	Planet Major with Psychology and Politics track
Name of internship:	Sustainability Internship
Amount of ECTS:	20
UCF supervisor:	Alexandre Belloir
Internship organisation (and location):	Enie.nl - Leonard Springerlaan 17, 9727 KB Groningen
Supervisor at internship company:	Patrick van der Meulen
Supervisor contact details:	Petra Santing: p.santing@enie.nl - 0031611764108

Justification

List the main topics of the internship.	Contributing to the improvement of sustainability within the company, Sustainable Energy Transition – Solar energy and Solar Home Systems, Emission calculation
Mention the learning outcomes that will be achieved after successful completion of the internship.	Having learned to take on roles and responsibilities within the Sustainability circle that match with my (learning) ambitions; Being able to measure emissions, setting scientific reduction targets, and collaborating with partners to lessen Enie.nl's climate impact; Being able to craft an annual Sustainability Report and analyzing key areas of short-term and long-term improvement for Enie.nl; Taking up a variety of challenging tasks and responsibilities
Specify why the internship adds to your major choice within the UCF programme.	The Clear specification and practical education in the field of sustainable energy transition within Enie.nl contributes to the education I receive during the courses of the energy track of my major; gaining experiences and being able to apply the knowledge gained regarding sustainability in an enterprise adds to the focus of my major at the UCF programme.

<p>Specify the ECTS and workload by giving a time schedule of the internship where you describe the frequency and planned period of meetings with your UCF supervisor and your internship supervisor. (Remember: 1 ECTS equals 28 hours of workload.)</p>	<p>The desired outcome is the creation of a sustainability report for the B-Corp Enie.nl. Additionally, emissions will be calculated, research conducted, and advice provided on how to reduce the climate impact even further. I will work 32 hours a week for the period of five month - from the first of September 2021 until the 31st of January 2022 – in order to successfully and precisely fulfill these tasks and learning outcomes. Since I, the intern, will be trusted with these tasks I will work to a big part independently on them and carry the responsibility to design my own working routines. Internship supervisor: There will be weekly (video-) calls or an on-site meeting to discuss the progress and further steps. UCF supervisor: Meetings will be held depending on the demand for it during the internship. It is expected that about two to three meetings of the student and the UCF supervisor will be sufficient additionally to some mailing exchange to erase possible uncertainties and to confirm decisions.</p>
<p>Describe the method of assessment and the assessment criteria.**</p>	<p>The internship will be assessed through an Internship Report: approximately 15 pages, including personal reflections, assessed following the Internship Manual guidelines. Additionally, the sustainability report can function as a part of the overall assessment of the internship by the supervisor of the company</p>

Signature of the student

Name: Lilly Sodemann

Date: August 21, 2021

Signature:



Approval of the UCF internship supervisor

Name: Alexandre Belloir

Date: August 21, 2021

Signature:



Approval of the Exam Board

Name:

Date:

Signature:

*Any UCF teaching staff member can act as a supervisor.

** For archiving reasons, the internship supervisor has to send all relevant documentation concerning assessment (this form, the student's final report, the assessment form) to the Student Service Desk.

Appendix 2 – Internship Plan

Write Sustainability report (impact & action report)

- Broadening scope (not only emissions but everything related to impact and sustainability)
- GHG Protocol & Scope calculations
- Using GRI standards (economic, environmental and social sustainability)
- How we improved from last year (emission reductions)
- How we did this; What we are doing currently and plans for future
- Suggestions to further reduce

→ OBJECTIVES:

- Apply knowledge on emissions, anthropogenic impact on the environment and sustainable measures
- Apply knowledge on writing academically and professional reports
- learn how enterprises and consultants collect data on a companies impact in various sustainable perspectives & learn how to write a professional sustainability report
- learn about the different GHG scopes and how to calculate the emissions for these

Policies

- updating and improving policy papers and code of conducts (adding on)
- guided by B-Corp policy standards
 - update code of conducts (higher standards & more comprehensive)
 - how to implement; better implementation – also including b-corp
 - include more awareness sharing (B-Talk: implementing new policy and then having webinar to explain)
- new ideas for implementation of sustainable practices

→ OBJECTIVES:

- Learn about different kind of (sustainable) policies, what aspects are important and how to write them
- Experience how to actually implement sustainable policies into an office environment & getting creative on how to implement them

I am the B-Keeper

- posts and communication within B lab, fullfill tatsks etc
- Sharing the spirit, Organizing event, participating in events/sessions posts and updates, etc
- Designing b-crop slides-part for onboarding presentation of HR

→ OBJECTIVES:

- being responsible for an task-area myself and by that communicating with international companies and organizations regarding sustainable action
- Learn about sustainability in an economic setting and through the lens of companies which also must focus on profit

Enhance Sustainable spirit

- Inspire colleges to get more sustainable and enhance sustainable spirit among office and include more in DNA (e.g. in sales department)
- Through posts, events, incentives, presentations, presence etc.

- This will be in relation to marketing and communication department

OBJECTIVES:

- Apply knowledge on sustainability
- Spread sustainable spirit acquired at CF
- Train professional communication skills rather than academic
- Learn how to communicate passion and knowledge on a topic in an appropriate and convincing way

Short term tasks for the next few weeks (6th October 2021 onwards):

- Organize B-Corp event for mid-November at company. Give presentation to everyone together with representative from b Corp
- Update onboarding presentation – b-Corp section
- Design posts as a B-Keeper on new B Impact Assessment Score
- Collect Data for scope calculations

What I did so far (before 6th October 2021)

- Dove into **Ethan's work**, documents and notes – getting a sense of what he was doing, how he was working, and what should be done next
- Sustainability report
 - Went through a lot of sustainability reports
 - made rough outline structure of what to include
 - Dove into **GHG Protocol** and scope calculations a bit
 - Watched webinars on this
 - For Scope 1: designed survey
- Joined other **webinars** of B-Corp, GHG Protocol, calculation ways, (excel skills), panel discussion on Climate Change etc
- Got familiar with **B-Lab**, B-Hive, B-Corp standards and responsibilities
 - Mail exchange with B-Lab benelux, documents and slides (webinars)
 - Worked with the impact assessment website and the BIA Scores etc
 - Started on **planning event** at office (as follow up to Ethans) with B-lab representative here (later question t that) – outline and contacting blab Benelux
- **Policies**
 - Of course directly small ideas when coming into the office (waste policies, food & coffee, diversity and inclusion)
 - Read though codes of conduct and policy papers so far started making list of action plans
 - Creation of Supplier code of conduct?
- Wrote **Blog Post** on CO2 emissions for website

Appendix 3 – Evaluation Form



university of
 groningen

ASSESSMENT FORM MINOR'S INTERNSHIP

To be completed by
 EXTERNAL INTERNSHIP
 SUPERVISOR

Name of student:	Lily Sodemann		
Internship period:	Sept 2021 – February 2022		
Name of external supervisor:	Patrick van der Meulen		
Internship organisation	Enie.nl	Unit within internship organisation	Sustainability

Interim evaluation
 The interim evaluation took place on ...4th of January 2022.....

Explanatory note:

We would like to ask you, after the end of the internship, to assess the aspects listed below for the entire internship period, and to subsequently discuss your evaluation and remarks with the student on internship. Your feedback, both positive and critical, is very much appreciated.

Assessment guidelines:
 The assessment should be based on a five-point scale as follows:
 ++ very good performance
 + good performance
 +/- poor performance on the edge between a pass and a fail
 - unsatisfactory performance
 -- highly unsatisfactory performance

The intended output of the internship
Learning outcome: The student is able to generate the output (product(s) and/or service(s)) described in the internship plan.

Quality of intended output	--	-	+/-	+	++
Link between presentation and setting, context and audience	--	-	+/-	+	++
Reflection on the usefulness of internship for future career prospects	--	-	+/-	+	++
Quality and continuous reflection on internship plan	--	-	+/-	+	++
Summary of evaluation of learning outcome Output	--	-	+/-	+	++

Remarks:

Performance within the organisation
Learning outcome: The student is capable of adequately functioning within the organisation

Precision and thoroughness in performing tasks	--	-	+/-	+	++
--	----	---	-----	---	----



university of
 groningen

Ability to cope with changing circumstances	--	-	+/-	+	++
Work pace	--	-	+/-	+	++
Writing skills	--	-	+/-	+	++
Oral communication skills	--	-	+/-	+	++
Organizational skills	--	-	+/-	+	++
Understanding of business processes to the extent that they relate to the tasks to be completed	--	-	+/-	+	++
Handling feedback	--	-	+/-	+	++
Demonstrated interest in one's work	--	-	+/-	+	++
Demonstrated interest and ability to engage in other company activities	--	-	+/-	+	++
Functioning within a team/unit: professional attitude, communication and collaboration with other staff members	--	-	+/-	+	++
Interaction with internship supervisor	--	-	+/-	+	++
Summary of evaluation of learning outcome Performance	--	-	+/-	+	++
Remarks:					

Personal Learning Outcomes (optional - to be completed by the student on the basis of his/her internship plan)					
<i>The student proved capable of realising the personal learning objectives listed in the internship contract.</i>					
	--	-	+/-	+	++
	--	-	+/-	+	++
	--	-	+/-	+	++
Summary of Personal Learning Outcomes assessment	--	-	+/-	+	++
Remarks:					

Final evaluation					
Summary of evaluations:	External supervisor				
Learning outcome Performance - The student is capable of adequately functioning within the organisation	--	-	+/-	+	++
	--	-	+/-	+	++



university of
 groningen

Learning outcome Output - The student is able to generate the output (product(s) and/or service(s)) described in the internship plan.					
Personal Learning Outcomes – [if applicable]	--	-	+/-	+	++
Remarks:					

Indicate on a scale of 1 to 10 to what extent the student’s contribution had added value for your organization: **7.5**

How likely are you to recommend this student for a vacancy elsewhere?

++	+	+/-	-	--
----	---	-----	---	----

Would you like to be contacted by the internship coordinator to discuss your assessment? **Yes** No

Do you see future possibilities for internships or Living Lab projects within your organisation? **Yes** No

Date:
 18 / 02 / 2022

Signature of external supervisor:

After discussing the completed evaluation form with the student, please send it to the assessing UCF lecturer.

Appendix 4 – Blog Post

Blog Post: "We must emit fewer GHG - but why?"

Link to website of original publication: <https://www.enie.co.za/news/we-must-emit-fewer-greenhouse-gases-but-why/>

Climate change is hardly a new concept for anyone any more. Scientists have been warning of an impending climate crisis since the 1970s. Global warming caused by greenhouse gas emissions means that now and in the future we will have to deal with more weather extremes, more forest fires and rising sea levels, among other things. That we should therefore emit fewer greenhouse gases is now well known. But what are these gases and how do they cause the climate to change? We'll explain.

First of all: what are greenhouse gases?

Let's start at the beginning. Greenhouse gases such as CO₂ and methane are components of our atmosphere and therefore part of the air we breathe. This air normally consists mainly of nitrogen (79%) and oxygen (21%). **Less than 0.1%** of the atmosphere consists of greenhouse gases. Less than 0,1% raises the question if it is really so bad if it gets a little higher? The answer is yes. Compare it to the time you added a small hot pepper to your big pan of green curry. The pepper may be small, but it can easily make you sweat at the dinner table.

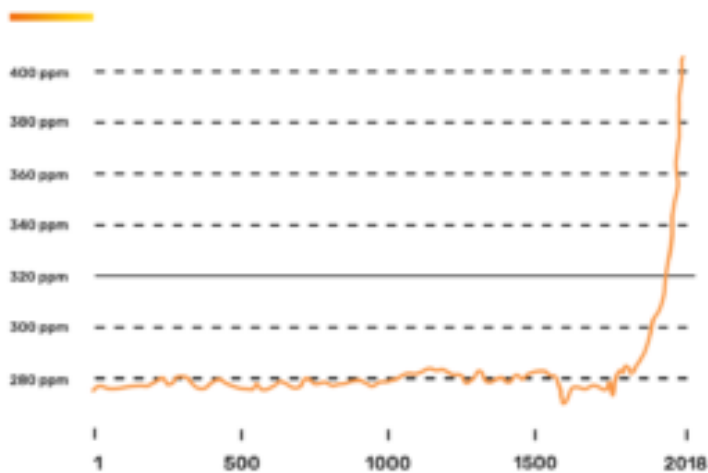
But, as with everything in nature, these gases have an important purpose, and we are lucky to have them. Without greenhouse gases, the average temperature on Earth would be about 32 degrees Celsius colder than it is today. Depending on the geographical location, the average temperature would be between 14 and -18 degrees. So actually, we've got to thank greenhouse gasses for the warmth on earth. But if fewer greenhouse gases means colder temperatures, then more greenhouse gases means warmer temperature. In other words, the earth is warming up.

A hotter planet, due to our own emissions

At the end of the 18th century, the motor was invented. This marked the start of the industrial revolution. The power of machines and engines brought about major changes. Mass production, consumption, construction and transport took place. Without this revolution, life around the world would have looked completely different to how it does today, but it is also the reason for an **extreme increase in CO₂** in the atmosphere.

Global CO₂ atmospheric concentration

(Source: NOAA/ESRL)



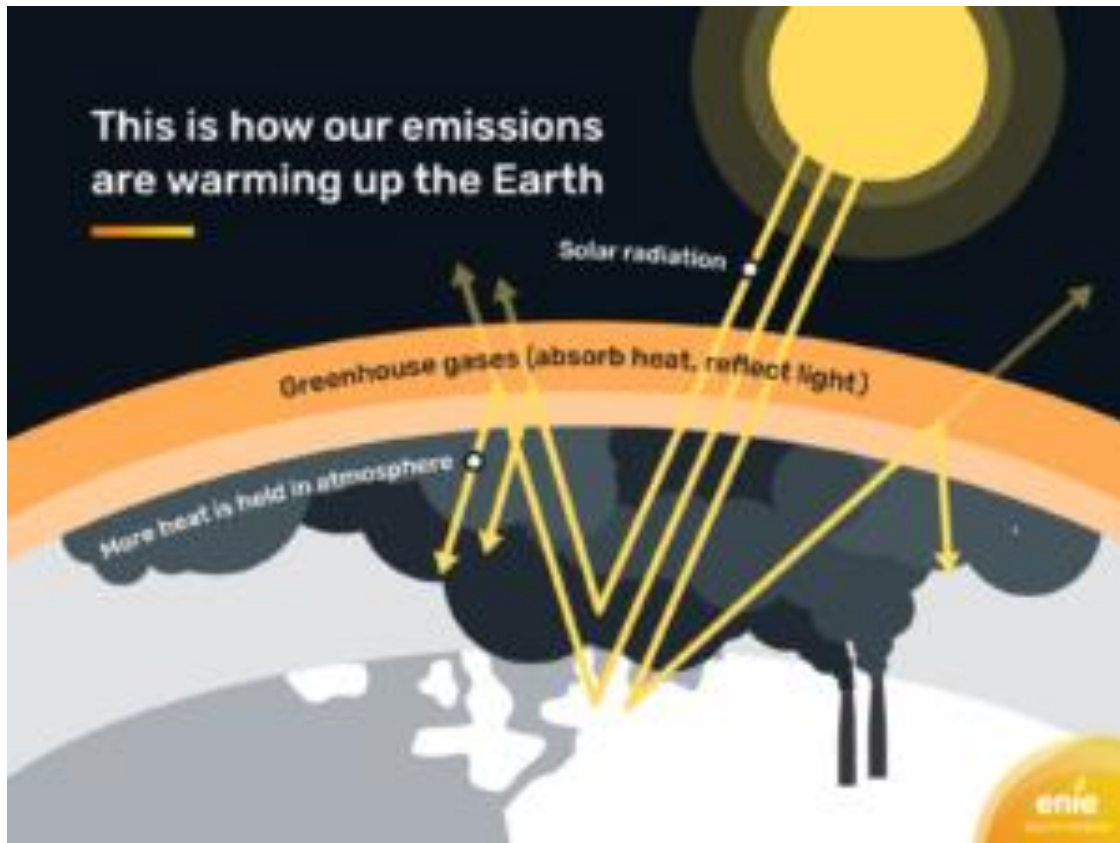
The amount of CO₂ in atmosphere over time

For thousands of years the amount of CO₂ was stable, but since 1750 the amount of CO₂ in the atmosphere has increased by almost 50%. The amount of methane in 2011 was already 150% greater than in 1750. Because we have been extracting and burning fossil fuels since the industrial revolution, the amount of greenhouse gases in the atmosphere has been rising explosively.

These fossil fuels embodying millions of years old organic matter contain carbon, which after burning enters our atmosphere as carbon dioxide (CO₂). So it takes millions of years for organic material to convert into fossil fuels, but we burn it all in a few centuries. This sudden release of CO₂ and other greenhouse gases cannot possibly be absorbed by plants and trees in such a short time. All the more so because we are cutting down forests all over the world at breakneck speed, mainly for agriculture and cattle breeding.

How do greenhouse gases warm the earth?

In short: **greenhouse gases absorb heat and reflect solar radiation.** Once sunlight reaches the atmosphere, it is “broken down” by greenhouse gases into smaller solar rays. Some of it is reflected directly into space, but most of the sunlight travels through the atmosphere and reaches the Earth’s surface. From the Earth’s surface it bounces back, but on its way back it as well encounters the greenhouse gases, by which it is reflected again. This process repeats itself. So the solar radiation is kept inside the atmosphere longer by the greenhouse gases, causing the earth’s surface and atmosphere to warm up.



How do greenhouse gases contribute to climate change?

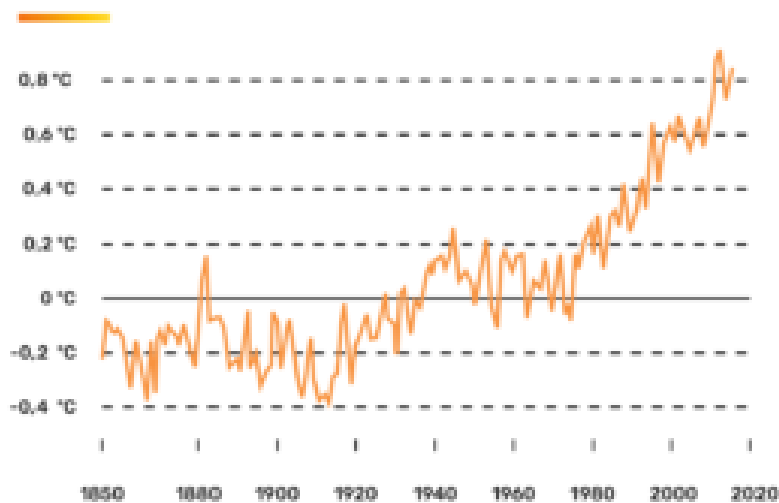
Life on a hot planet

We are already seeing the effects of our emissions on the climate. The increase in extreme and fluctuating weather, droughts, floods, hurricanes, are all a result of global warming. On our planet, everything is perfectly interconnected to allow humans, other animals and nature to flourish. However, this balance is also vulnerable. The change of one part of this immense, interdependent web can have a domino effect and ultimately affect areas that at first glance seem completely unconnected.

Global warming does not necessarily mean warmer temperatures everywhere. But **global warming does influence wind and water currents** and so, causes the changing climate we are already experiencing. There is also a big difference in how the warming is distributed. Whereas the equator is warming by one degree, the North and South Poles are warming by 12 degrees. You don't need to be a scientist to realise that a 12 degree warming is not good for an ecosystem with snow and ice.

Global average temperature

(Bron: Hadley Centre)



How much has the temperature risen due to global warming?

Many ecosystems, such as coral reefs, are much more sensitive to temperature changes than, for example, humans. These types of ecosystems are slow to adapt to environmental changes. Coral reefs are already bleaching around the world, which is disastrous for marine life.

All the consequences of the human made climate change, such as melting ice caps, the desertification in Africa, or the deforestation of rainforests, have serious effects for life all over the world. Animal and plant species die out, people have to migrate because large areas become uninhabitable while decreasing resource availability causes conflicts, viruses and diseases spread faster, harvests fail and forest fires occur more frequently.

What can we do?

The answer is quite simple: reduce our greenhouse gas emissions. We need to stay **below 1.5°C** warming to avoid the worst impacts of climate change (1) and for that countries need to become climate neutral/zero emitters. Consumers, governments and businesses all have a role to play in this. We, at Enie do this, for example, by committing to become fully [carbon neutral by 2030](#). The first step for that was offsetting our own emissions since inception.

Together, we are making a difference by no longer burning fossil fuels, but using the endless, clean alternatives we have. For nature, the sun has always been its greatest supplier of energy. It is our cleanest and most accessible source, provides the most energy and is the core of life on earth. We can make the sun the biggest energy source again within ten years. [Are you with us?](#)

Appendix 5 – List of Global Reporting Initiative Standards

Universal Standards Effective date

GRI 101: Foundation 2016 1 July 2018

GRI 102: General Disclosures 2016 1 July 2018

GRI 103: Management Approach 2016 1 July 2018

Topic-specific Standards

GRI 200: Economic

GRI 201: Economic Performance 2016 1 July 2018

GRI 202: Market Presence 2016 1 July 2018

GRI 203: Indirect Economic Impacts 2016 1 July 2018

GRI 204: Procurement Practices 2016 1 July 2018

GRI 205: Anti-corruption 2016 1 July 2018

GRI 206: Anti-competitive Behavior 2016 1 July 2018

GRI 207: Tax 2019 1 January 2021

GRI 300: Environmental

GRI 301: Materials 2016 1 July 2018

GRI 302: Energy 2016 1 July 2018

GRI 303: Water and Effluents 2018 1 January 2021

GRI 304: Biodiversity 2016 1 July 2018

GRI 305: Emissions 2016 1 July 2018

GRI 306: Effluents and Waste 2016 1 July 2018

GRI 307: Environmental Compliance 2016 1 July 2018

GRI 308: Supplier Environmental Assessment 2016 1 July 2018

GRI 400: Social

GRI 401: Employment 2016 1 July 2018

GRI 402: Labor/Management Relations 2016 1 July 2018

GRI 403: Occupational Health and Safety 2018 1 January 2021

GRI 404: Training and Education 2016 1 July 2018

GRI 405: Diversity and Equal Opportunity 2016 1 July 2018

GRI 406: Non-discrimination 2016 1 July 2018

GRI 407: Freedom of Association and Collective Bargaining 2016 1 July 2018

GRI 408: Child Labor 2016 1 July 2018

GRI 409: Forced or Compulsory Labor 2016 1 July 2018

GRI 410: Security Practices 2016 1 July 2018

GRI 411: Rights of Indigenous Peoples 2016 1 July 2018

GRI 412: Human Rights Assessment 2016 1 July 2018

GRI 413: Local Communities 2016 1 July 2018

GRI 414: Supplier Social Assessment 2016 1 July 2018

GRI 415: Public Policy 2016 1 July 2018

GRI 416: Customer Health and Safety 2016 1 July 2018

GRI 417: Marketing and Labeling 2016 1 July 2018

GRI 418: Customer Privacy 2016 1 July 2018

GRI 419: Socioeconomic Compliance 2016 1 July 2018

Appendix 6 – enie Sustainability Report 2021

Contact us
info@enie.nl
www.enie.nl

Folow us
Linkedin
Instagram



Sustainability report 2021

enie.nl



Fiscal year
January 2021 - January 2022

Author
Patrick van der Meulen
Lilly Sodeman

B Corp
Netzero 2030

Tabel of contents

Introduction	1	B Social Sustainable	22
Summery	4	Within the office	22
Why we do what we do	9	Recruitment process	
Solar Energy for All	9	Diversity & Equality	
Sustainability	9	Inclusion & Non-discriminaiton	
We are a B Corporation	10	Employee Well-being & Development	
B Environmental Sustainable	12	Outside the company	24
Materials and Waste	12	Ethical Supply	
Solar panels		Local Communities	
Within the office		Further Remarks	26
Climate Impact	13	GRI 307 Environmental Compliance	
Scope 1		GRI 415 Public Policy	
Scope 2		GRI 416 Customer Health and Safety	
Scope 3		GRI 418 Customer Privacy	
Climate Action	19	GRI 419 Socioeconomic Compliance	
Emissions Prevented		Future Plans & Conclusion	27
Offsetting Our Emissions		Bibliography	29
Water Consumption	20	Appendix	30



Disclaimer

This is an annual report reporting on enie's performance on social and environmental sustainability and the promotion of sustainable development during 2021. It is the second report of enie focussing on sustainable performance and thereby follows up on the 2020 Climate Action Report. This time the Global Reporting Initiative Standards (GRI Standards) of the Global Sustainability Standard Board (GSSB) have been used as a guide while only the environmental (GRI 300s) and the social (GRI 400s) criteria are being referenced. The further we progress the more we learn and improve resulting in some adjustments in this year's emission calculations compared to last year.

Summery



About us

Enie was founded as a Dutch pv system provider with leasing options for residences in 2013 and employed just above 50 people by the end of 2021. Enie has been founded with a purpose: To provide access to clean and affordable energy for all. Climate change is imminent. We are experiencing long-term repercussions and it is crucial for us to play a role in diminishing these and tackling global warming and other environmental constraints as much as we can. We aim to be part of creating a fairer and more sustainable world.

Since 2018 we are a B-Corporation meaning that we are certified to use our business as a force for good which benefits people and the planet and not only shareholders. Our first B Impact Assessment score was 99,3 points high and we are proud to have been recertified in 2021 with an increased score of 110,2! Additionally we have been nominated as a B-Corporation for the Best In The World Award in The category of Environment for 2021 which underlines our efforts to contribute to a greener world. In 2019 we expanded to a second location in Cape Town to provide affordable and sustainable solar solutions also for South Africans.

Materials

Enie and our suppliers are cautious of the resources and materials used for the solar panel production and within our offices. The long-livity of our panels is enhanced by repairing defect panels for our customers and the life-cycle is aimed to be closed. The panels produce electricity within the most efficient range for 25 years but continue to produce power on a slightly lower range for up to 40 years. When a panel is defective we repair it for our customers and reuse it. When the efficiency has dropped below an acceptable level or cannot be repaired anymore, we engage in a solar panel recycling programme that manages to reach a recycling rate of 96%. Also within our office we consider the sustainability of our furniture and products purchased.

Climate Impact

We are committed to become Net-0 latestly by 2030 and aim to reduce our emission by 10% each year based on our anchor value of 25,560 tonnes in 2020. Since 2020 we are already climate neutral. In 2021 we managed to reduce our Scope 1 emissions to roughly **4 tonnes** of embodied CO2 s*. The provision of electric cars as company vehicles that run on solar energy contributes to



this. If the same distance now driven in electric vehicles would have been traveled in gasoline fueled cars, it would result in 12,47 tonnes CO2e considering the distance driven alone. Through the use of EV we therefore prevent more than 8,5 tonnes from being emitted.

Our Scope 2 emissions are estimated to be approximately **8,7 tonnes** of CO2 for the year 2021 comprising the emission released through the use of our rented office facilities. For our Groningen office it is estimated to be about 8,5 tonnes of CO2, most of it through space heating. Not surprisingly this was the same as for 2020, due to us still using the same office space. Additionally, we assessed about 0,2 tonnes of CO2 emissions for the office facilities in Cape Town. Compared, these emissions are much lower due to multiple reasons such as the smaller space and number of employees, the climatic conditions resulting in diminishing space heating, and the rarer and sustainable use of the office facilities. From 2022 onwards enie.nl will be working from a new office location with an even more sustainable energy supply and services working on a higher efficiency which will likely reduce our energy consumption per FTE.

Our Scope 3 emissions are by far the most complex and largest as they include multiple categories with comparable high impact. These are the emissions we are indirectly responsible for and which are more difficult to control as they are not emitted by us directly. For the commuting of our employees as well as the GHG emitted during working from home we are indirectly responsible for **30,28 tonnes** CO2e, while 5,48 tonnes of these are emissions contributed by enie.za and 24,8t by enie.nl. 16,18 tonnes of the latter originated from those employees commuting via fossil fuel based vehicles. 8,62 tonnes were contributed to the additional use of electricity and heating during home office hours. Despite these emissions, we still prevented 2,19 tonnes of CO2 emissions from being emitted through the integration of teleworking due to less commuting in general. In 2020 27,7 (following adjusted calculations) tonnes CO2 have been emitted through commuting and teleworking, not including enie.za.**

Therefore we reduced our emissions for enie.nl by nearly 3 tonnes in 2021.

Business flights accounted for **21,97 t** of CO2 in 2021. In total 20 tickets for 14 flights have been bought mostly for travels between our company locations. In 2020 the emissions were 26% lower even though 17% more km were travelled. This is, due to the increase in flying business class instead of economy class. While 21,33 of the 21,97 tonnes of the 2021 flight emissions are due to business class tickets, in 2020 they accounted for 10,69 of the 16,35 tonnes.

The indispensable shipping of solar panels and inverters accounts for a notable amount of **218t** CO2 emissions. Products were shipped from different locations to Rotterdam and account for 201,51 t CO2 for enie.nl in the Netherlands. About 65% of the panels used in South Africa were shipped from Rotterdam to Capetown while 35% come from a manufacturer located in South Africa themselves which thus does not contribute to shipping emissions. Shipping for enie.za operating in South Africa accounts for 16,5 t CO2. Of which 7,39 are due to the former transportation from China to the Netherlands. Thus for each kWp installed in South Africa about 9,9 kg CO2 were emitted through shipping while this is only 5kg per kWp in the Netherlands. This is higher than in the Netherlands, likely through the extra shipping, something we will try to avoid and find a better solution for during 2022. Due to the difference in operating scope compared to enie.nl this is equivalent to 7,6% of the total shipping emissions.

As a next step the driving of installation companies to solar system projects also contributes to enie's scope 3 share of emissions. It is estimated that installations emitted about **52,8 t** of CO2 in 2021 while 51,9 t are allocated to enie.nl's operations and 0,55t to enie.za's projects. The amount of emission respectively to the number of installations increased by nearly double compared to the previous year. This can have different origins discussed at a later stage.

*Emissions accounted for scope 1 in the 2020 CAR have been identified as Scope 3 emissions, except the use of company-owned vehicles. In this report emissions through employee commuting with private cars and Business travel are correctly included in scope 3 calculations. This reduces scope 1 emissions notably and will instead add to scope 3 emissions.

** For the 2020 CAR report we calculated with an emission factor for electric vehicles due to the share of energy from the Dutch electricity grid not being 100% from renewable sources. In this 2021 sustainability report, this has been adjusted as our company cars are calculated to run on solar energy produced by enie's panels. Instead, we consider the CO2 emitted in the manufacturing process of the electric vehicles as described in the section covering scope 1 emissions



Finally, the by far largest impact on the atmosphere has been the life-cycle of panels and inverters, which we also consider in our scope 3 emissions. Each of enie.nl's suppliers hold certifications which declare the CO2 emissions per kWh solar energy to be approximately 600kg per kWp of capacity. Emissions from raw material sourcing, manufacturing, assembly, recycling, and disposal are all taken into account. In total it is expected that **23.272 metric tonnes of CO2** are embodied in the total capacity of 39,581 kW installed. enie.nl accounts for approximately 22.350 mt and enie.za for 922 tm CO2.

Overall, this results in a total of **23.658 metric tonnes CO2 emissions in 2021 enie is responsible for.**

Emissions Prevented and Offsetting

Once our pv systems are installed they do not contribute to any more emissions. Considering the life-time of the panels, each kWp installed in 2021 accounts on average for 25g of CO2 per kWh. This is only 7,6% of the emissions released per kWh by the electricity generation of the Netherlands in general. During 2021 alone enie's pv installations generated about 217,5 million kWh which results in the prevention of 66.000 tons of CO2 emissions. This underlines that despite our scope 1,2 and particularly scope 3 emissions, our solar energy saves a tremendous amount of emissions from being released into the atmosphere.

Offsetting

In line with our goal to become net-0 before 2030, we must reduce our emissions by 10% each year. Following this ambition we need to reduce all our baseline emissions as much as possible and offset the rest. In 2020 we first assessed and then offsetted all our scope 1 and 2 emissions since our foundation in 2013! **This makes us climate neutral already!** For 2021 we decided to offset 388 tons of CO2. This covers our entire scope 1, 2, and 3 emissions except the life-cycle emissions of panels and inverters. We added another 52 tons to reach an overall 10% reduction compared to our emissions from 2020. We

will invest these Carbon Credits in a thoroughly chosen livelihood project of Nexio. Nexio is a leading carbon offsetting organisation collaborating with various partners worldwide. The certified B-Corporation conducted more than 300 carbon prevention projects globally and is certified by EcoVadis and other organisations regarding their sustainability efforts and trustworthiness.

Water consumption

Water consumption is also a crucial aspect in the field of environmental sustainability. In 2021 through the use of our office facilities we consumed approximately 210,5 tons of water. Similar to the scope 3 of the energy emissions, we also here want to assess the water use we are indirectly responsible for when looking at the life-cycle of our PV installations. Using the data of our supplier per MW about 1.587.567 liters of water are required considering all processes in the entire lifetime. This leads to about 40.1245 tons enie indirectly contributed to. This results in a total of 40356 tons of water consumption. While this is not a small number we are still happy that our main supplier reduced their water usage by 42,53% and water discharge per MW module by 46,93% from 2013 until 2017. Additionally the use of toxins and effluents has been restricted or eliminated.

Diversity, Equality, Inclusion

To ensure fair, unbiased and equity employment and recruitment standards we implemented a clear hiring code of conduct. While following eniean and B-Corp values of inclusion, racial justice, anonymous review of applicants, and pay equality to just name a few, we make sure that all job seekers are treated equally and are judged solely on the criteria related to work and role.

Diversity and equal opportunities for everyone are at the base of our company ethics and policies. This is in line with our code of ethics and our B Corporation policies. A diverse workplace offers learning opportunities and room for personal development based on each other's experience and differences. We try to enhance diversity within enie, and in the beginning of 2021 also conducted a diversity survey among the colleagues. The input of colleagues is highly valued and considered regarding the company processes. The results showed where we could through their eyes still improve.



While we increased the age diversity within 2021, we acknowledge a noticeable gap in the representation of gender groups, with a women-men ratio of 1:5. Also the presence of minority groups is lacking. We cannot get around but having to explain this by the sector enie is providing jobs in. Most open job positions are in technical areas, sales, and service which are unfortunately still men dominated work fields. We already encourage women and diverse candidates to apply, but we recognise that we still can improve here and make it even more attractive to work at enie also for women and people of minority groups.

We are committed to protecting anyone from discrimination of all kinds and ban any behavior that has the purpose or effect of violating the dignity of a person, or which creates a threatening, hostile, insulting, humiliating or hurtful environment. There were no such cases reported in 2021 and therefore no corrective measures had to be taken.

Employee Well-being

There are various benefits within enie offered to all employees alike regardless of their contract. One example of encouraging employees health and wellbeing is the vitality programme enie.nl has launched to promote employee activity and healthy life-styles. It includes an optional partnership with a professional gym to advantageous conditions, as well as campaigns such as the vitality week during which an active and healthy lifestyle is promoted within the office. Multiple employees make use of and appreciate the collaboration with the gym GO180. Additionally, we have a contract with an occupational physician and are improving the ergonomic

working conditions of the furniture within the workplace. This includes adjustable tables to move the height from a seated to a standing position. Additionally, the design and multiple features of the desk chairs put the benefits for the human body first and show exceptional ergonomic performance.

Supporting individual development is important for personal but also professional growth of enie's employees. Colleagues can draw up a personal development plan together with the People and Culture circle, and are welcome to suggest individual training programmes and courses. We also offer training opportunities for sales employees and we are proud to support colleagues going for the InstallQ certification for the monitoring of installations.

Ethical Supply

We promote fair work environments and social sustainability, which is lastly underlined by our B-Corp status. Though, as much effort enie can take within the company, we are responsible to consider any issues that occur on the supply chain as well.

We recognise that the general situation of the pv manufacturer in China is in many cases alarming and shows cases of exploitation of the minority group the Uighures, and forced labour. These overall developments in China especially targeting the Uighuren are not only tragic but they are crimes against humanity and intolerable. enie reached out to multiple companies and institutions to call for a collaborative movement against forced labour in the solar industry - without much success.

Our main suppliers have been chosen because of their outstanding environmental sustainability performance compared to the market standard. They are ranked by far the highest regarding social and environmental sustainability on the solar scorecard of Chinese factories. We scan our partners and make sure that they align with the core values of enie. Where we, however, are currently struggling with is the level of desired transparency.

When one of our suppliers moved into the focus of investigations it was a clear reason for us to immediately start searching for a new supplier. We have, however, high requirements regarding sustainability, quality and performance, as well as affordability for our customers. While we are still in the process of finding a new main long-term supplier, we are for now shifting our orders away from the manufacturer that is being invested and are obtaining our panels and inverters from our other supplier which has not been accused of any intolerable actions.

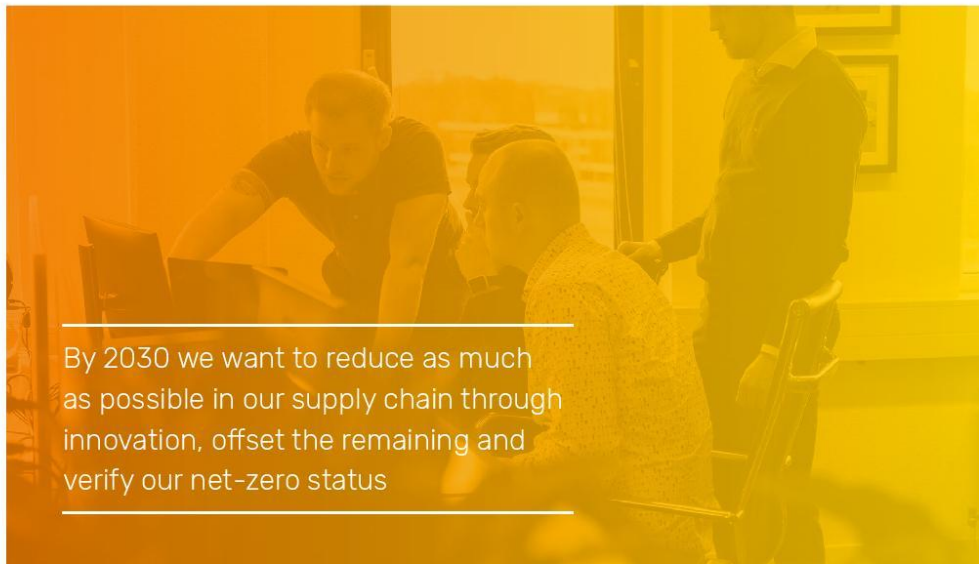
We at enie want to lead the way to a sustainable and responsible solar future in which the exploitation of minority groups, child, and forced labour are strongly disconnected from the PV practice and in which social and environmental sustainability go hand in hand along the entire supply chain, for the people, the planet and for the future of our company. This is more easily said

than done as our research reveals and we know that this cannot be a sprint but a marathon with many stumbling blocs. But we are persisting.

In South Africa we are partnering with Erinite Energy to offer solar installations to residential homeowners. Erinite is fully owned by local people of colour and we are overjoyed that they share our eniean values. Using the same products as enie, quality and performance can be guaranteed. Following, together with Erinite energy we aim to make solar energy accessible and affordable for everyone also in South Africa.

Local communities

As a B Corp we value our local communities and want to spread our positive impact also locally. All full-time employees have the option to take up to 16 hours a year off the working time to engage in voluntary work in the community. Some people make use of this offer and talk about beautiful and fulfilling experiences. Nevertheless, we can still enhance the awareness of this option and are planning to collaborate with a local volunteering organisation. As soon as it is legally and responsibly possible again, considering the covid-19 pandemic, we also want to increase our engagement with the local community, take action and spread awareness regarding climate change and participate in local festivities.



Why we do what we do



Solar Energy for All

Enie.nl is a dutch solar energy company founded in 2013 providing pv systems to residential homes and businesses. By the end of 2021 50 people are employed in our main location in Groningen and three in our second location in Cape Town, South Africa. Enie was founded with a purpose: To provide access to clean and affordable solar energy – to all! To act upon this mission, we started with establishing solar leasing offers as the first company in the Netherlands. In this way people were able to make the switch to the clean and independent energy source without the large investment that comes with buying the whole solar system at once. Like this we made sure that the access to modern solar energy was not limited to certain groups of the population but that it is attractive and affordable for all. This leasing programme additionally contributes to a more circular economy. A main environmental drawback in our current linear economy is that resources are treated as if they were infinite and that we operate in a produce - consume - dispose manner. This leaves us with immense amounts of waste and products with a short life-cycle. In a circular economy it is in the interest of the producer to higher the quality and longevity of products

and to not only recycle but also reuse and upcycle the products after their usage time. If a solar panel for example has to be repaired or exchanged, we take care of this without additional costs and at the end of the solar panels lifecycle, we take care of it in a responsible and as circular as possible way. In 2019, Enie expanded to South Africa. Located at the heart of Cape Town, Enie South Africa is developing new customised solutions to enable the transition of businesses and consumers to solar energy. During the year 2021 we installed about 39,800 kWh, 38,100 in the Netherlands and 1,700 in South Africa, electrifying a total of about 4600 residences and companies.

Sustainability

During 2021 all our installed pv systems produced about 217,5 kWh of million clean and decentralized energy. Each kWh accounts for about 25g CO2 emitted before the installation. Considering the dutch energy mix, electricity from the grid emits about 328,4g CO2. Following, in 2021 alone we prevented about 66.000 metric tons CO2 from being emitted into the atmosphere. Our 53 employees

0010



are devoted to providing access to this renewable, and affordable solar energy to everyone and are essential in achieving our mission as a company. Naturally, our values and goals go hand in hand with the triple bottom line of sustainability: environmental, social, and economic sustainability. A business approach which places people, and the planet next to profit at the basis of the company. In this report we will focus on the environment and social sustainability of enie.nl. While the concept of environmental sustainability probably does not have to be further explained, social sustainability encompasses all efforts which place the benefit for the people in the center and consider ethical and fair choices to improve a long lasting wellbeing. Since the founding **we believe that acting socially and environmentally sustainably is intertwined with a company's sustainable success.** During the UN Climate Summit in 2019 enie committed itself to become Net-0 latest by 2030. Following this mission, in 2020 we first assessed and then offsetted all our scope 1 and 2 emissions since foundation which already makes us Climate Neutral! We will continue to first of all reduce our scope 1 and 2 emission until there is nothing left to offset. To reach Net-0 we will also tackle our scope 3 emissions which is a rather complex path. We accepted this challenge and will prove that even as one of the fastest growing companies in the Netherlands it will be possible to lead the way towards solar energy for all sustainably. Following, this mission goes hand in hand with the values of B Corporations.

We are a B Corporation

B Corps are organisations which have passed a rigorous assessment on social, environmental and economic sustainability covering the impact areas of Workers, Community engagement, Environment, Customers and company Governance. When passing this assessment with more than 80 out of 200 points a company can be part of the B Corp movement by **using businesses as a force for good**, which benefits people and the planet. Enie received this certification in 2018 with 99.3 points as the first certified B Corporation in Groningen. Until the recertification in 2021 enie managed to even more improve the companies sustainability inside and outside the office which lead to an increase of the new score. A few examples are that we kick-started a vitality programme, assigned our B Keepers that take care of the environmental and social sustainability within the company, and most importantly we measured and offsetted all our scope 1 and scope 2 emission since founding! This resulted in the offsetting of 500 tonnes through investing in east Africa's largest grid connected solar park in Rwanda. That is why we are proud to have achieved 110.2 points in 2021 especially considering the median score of ordinary businesses of 50.9 points. Additionally, we are more than happy to have been nominated for the best of the world award in the category of environment in 2021.



We believe that acting socially and environmentally sustainably is intertwined with a company's sustainable success.

0010



are devoted to providing access to this renewable, and affordable solar energy to everyone and are essential in achieving our mission as a company. Naturally, our values and goals go hand in hand with the triple bottom line of sustainability: environmental, social, and economic sustainability. A business approach which places people, and the planet next to profit at the basis of the company. In this report we will focus on the environment and social sustainability of enie.nl. While the concept of environmental sustainability probably does not have to be further explained, social sustainability encompasses all efforts which place the benefit for the people in the center and consider ethical and fair choices to improve a long lasting wellbeing. Since the founding **we believe that acting socially and environmentally sustainably is intertwined with a company's sustainable success.** During the UN Climate Summit in 2019 enie committed itself to become Net-0 latest by 2030. Following this mission, in 2020 we first assessed and then offsetted all our scope 1 and 2 emissions since foundation which already makes us Climate Neutral! We will continue to first of all reduce our scope 1 and 2 emission until there is nothing left to offset. To reach Net-0 we will also tackle our scope 3 emissions which is a rather complex path. We accepted this challenge and will prove that even as one of the fastest growing companies in the Netherlands it will be possible to lead the way towards solar energy for all sustainably. Following, this mission goes hand in hand with the values of B Corporations.

We are a B Corporation

B Corps are organisations which have passed a rigorous assessment on social, environmental and economic sustainability covering the impact areas of Workers, Community engagement, Environment, Customers and company Governance. When passing this assessment with more than 80 out of 200 points a company can be part of the B Corp movement by **using businesses as a force for good**, which benefits people and the planet. Enie received this certification in 2018 with 99.3 points as the first certified B Corporation in Groningen. Until the recertification in 2021 enie managed to even more improve the companies sustainability inside and outside the office which lead to an increase of the new score. A few examples are that we kick-started a vitality programme, assigned our B Keepers that take care of the environmental and social sustainability within the company, and most importantly we measured and offsetted all our scope 1 and scope 2 emission since founding! This resulted in the offsetting of 500 tonnes through investing in east Africa's largest grid connected solar park in Rwanda. That is why we are proud to have achieved 110.2 points in 2021 especially considering the median score of ordinary businesses of 50.9 points. Additionally, we are more than happy to have been nominated for the best of the world award in the category of environment in 2021.



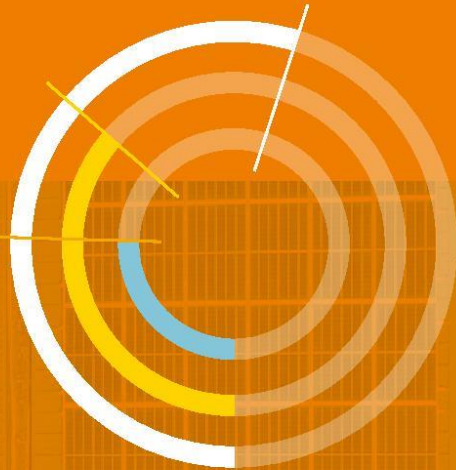
We believe that acting socially and environmentally sustainably is intertwined with a company's sustainable success.



Overall B Impact Score

Based on the B Impact assessment, Enie.nl earned an overall score of 110.2. The median score for ordinary businesses who complete the assessment is currently 50.9.

110.2
B Corp Score enie.nl



- 110.2**
Overall B Impact Score
- 80**
Qualifies for B Corp Certification
- 50.9**
Median Score for Ordinary Businesses

We want to be environmentally and socially sustainable and we will do our best to continuously improve on these.

sustainability report enie.nl



B Environmental Sustainable



Environmental sustainability has always been our priority. We try to improve as a green company every year and will therefore for this annual report widen our perspective to besides energy and emission also be transparent on various other environmental sustainable impact areas.

Materials and Waste

GRI 301 | GRI 306 → SDG 7, 9, 12

Responsible choices of materials are crucial for a sustainable life-cycle of products. From the resource extraction over the long-livability up until the recyclability of the products the choice of materials is important. Additionally, responsible disposal and effective waste strategies for those materials that cannot go back into the lifecycle are also necessary. We are aware of this and, implement strategies for a responsible handling of materials within the company but also along our supply chain.

Solar panels

Solar panels are made up of multiple resources. To be precise in this case silicon is the resource that in the form of ultra thin sheets collects the energy from the sun's photovoltaic rays. Copper strips are used to connect the

individual silicon cells to one another. These strips are typically coated in tin as well. The frame that protects the cells from damage is made out of aluminium, while it all is covered by a strong type of tempered glass. The backside of the panel is made from plastic. Finally the mounting material is made of steel.

How long they last

Good quality panels work on high efficiency for at least 25 years.. Interesting here is that they will not just stop working after this, but since the efficiency of the system decreases less than 1% each year the capacity of our panels after 25 year is still at about 85%. They can continue to produce electricity for up to 40 years in total, just with a slightly lower efficiency.

Reusing and repairing

When renting solar panels to customers there is a service included which makes sure defect panels can be repaired or exchanged. When solar panels are replaced at a still high efficiency rate, they can still be reused in other installations and upcycled. This way, their lifetime is being extended which makes it the first and most sustainable option.

0013



Recycling & circular PV

Our current main supplier is collaborating with the European organisation [PV Cycle](#). PV Cycle is making sure that once a panel is ready to be disposed, that the different materials of the panels are responsibly recycled in Rotterdam. Already in 2016 PV Cycle achieved a 96% recyclability rate. This is an amazing accomplishment and also accounts for the record in silicon-based PV module recycling. They managed to break down and resume the components of the PV installations in an economic and environmentally friendly way. If you would like to read more about the life Cycle and the recycling process of our photovoltaic panels check out our blog post.



Can Solar Panels Be Recycled?

[Read more](#)

Furthermore, our suppliers carefully manage the life cycle of the products regarding the manufacturing, design, until the final recycling, to minimize the impact on the environment. On the other hand, they are committed to increase the use of recycled materials in the manufacturing process. One of our main suppliers received a cradle to cradle certification for their panel series. This means that their efforts in creating a circular economy for solar modules has been recognised.

Within the office

Not only within the production of our pv systems but in all sectors of our business the sustainability of the materials is considered. Within our offices in Groningen and in Cape Town we try to always choose the most socially and environmentally responsible products. An

example is the planning of the furniture for our new office location in Groningen, which is designed considering social and environmental sustainability aspects such as the use of recycled materials, the reusability and recyclability of the furniture or special safety and health measures for employees during manufacturing of the products. Following these the manufacturer of the furniture, Wilkhahn, achieved numerous certificates and is also committed to the United Nations' Global Compact. Additionally, we are also planning to implement an exemplary waste separation strategy which is unfortunately lacking in the currently rented office facilities. This will make recycling and disposal processes more efficient and greener. In general, all foods and snacks ordered to the office for sessions, events or – just because – are always vegan and as sustainable as possible. Choosing vegan food options is proven to be generally more environmentally friendly and accounts for less emissions as diets that include animal products. We thereby, make sure that the workplace is not only sustainable for the health of all co-workers, but also sustainable for our planet.

We, moreover, inspire our employees to reduce waste and unnecessary purchases. Our B Keepers are about to release another internal initiative to promote anti-waste behaviour and to inspire our colleagues even more to reduce wrapping and packaging and to switch to more sustainable options. There is always room for improvement and this is what we are aiming for!

Climate Impact

GRI 305 | GRI 302 → SDG 7, 11, 12, 13

***Scope 1**

Since we have no direct manufacturing processes our scope 1 emissions are relatively small. As an effort to reduce our direct climate impact as much as possible we made the switch to only electric cars as company vehicles. We currently hold five fully electric company cars each of them being responsible for 818 kg of CO2 each year considering the emissions released during the production and the expected life-time of the batteries. The batteries are expected to last at least 180000 km (Kawamoto et al., 2019) or between 10–20 years (“EV: Batteries”, 2022). Considering the distance travelled by

*In the Climate Action Report from 2020 emissions released through the use of company vehicles, employee commuting, flexible working, and business travel had been identified as scope 1 emissions. In this report, all of the above except the emissions of company-owned and leased vehicles are adjusted to account for scope 3 emissions.

0014



our company vehicles we do not expect a necessary exchange of batteries before at least 15 years. We calculate the electricity the vehicles run on as generated through solar radiation captured by our panels. This leads to 0 additional emissions during the usage. Following, our scope 1 activities are responsible for about **4 tonnes** of embodied CO2 emission output*. Assuming that otherwise the same distance would have to be travelled by our employees in gasoline fueled cars, it would result in 12,5 tonnes CO2.

We, therefore, prevented about 8.5 tonnes of extra CO2e from being emitted into the atmosphere in 2021.

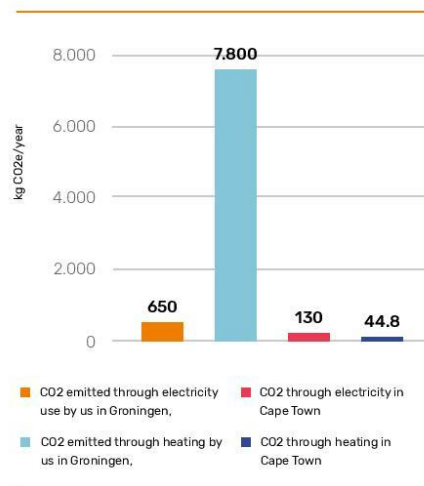
Scope 2

For scope 2 account our rented office facilities. Combining the emissions from enie.nl in Groningen and for enie.za in Cape Town we end up accounting for about **8.7t as scope 2 emissions**. The office we were renting for the last few years in Groningen unfortunately does not collect precise individual electricity and heating consumption per renter. Though, our provider, MainEnergy, supplies 75-99% of its energy from renewable sources, which account for 0 GHG emissions. To calculate the output for the remaining 1-25% we make use of the average data of office energy consumption (electricity and heating) in the Netherlands per square meter through the Energy Research Center of the Netherlands.

An average office our size uses ca. 30.555 kWh a year which would be ca. 6.488 kg CO2e. However, taking our supplier’s average that ca. 90% of our electricity is generated via renewable sources we end up emitting only ca 650 kgCO2e. Our radiators for space heating are causing considerably more emission, since these are running on gas which is a fossil fuel. Again, taking the average usage of offices our size in the Netherlands reveals that enie is responsible for the burning of approximately 3.000m3 gas a year. This is equivalent to 7.800 kg CO2e. This leads us to a total of 8.5 tonnes of CO2e for enie.nl’s use of the current office in Groningen. Not surprisingly this corresponds with the emissions identified for the previous year.

Compared to our office in Groningen the usage of our office facilities in Cape Town appear vanishingly small while only accounting for approximately 0,18t of CO2. The heating or cooling aggregates of the facilities are barely used. Besides a computer, a screen and some laptops which are brought over now and then, no other electric appliances are used in the 57,9m2 big office. As for the lightning efficient movement-reactive bulbs have been installed. We have to acknowledge that our SA team is using energy in a quite sustainable way when it comes to office facilities!

Electricity in South Africa is mainly produced by coal which makes the CO2 factor much higher than in the Netherlands. For electricity use the office contributes to an estimated 130 kg CO2e a year. For the little gas consumption for the space heating we end up using approximately 243,6 m3 of gas and thereby being responsible for ca. 44,8 kg CO2e.



For our previous report we were not in the lucky position to have our own office facilities in Cape Town yet, that is why our Scope 2 emission increased from 8.5t in 2020 to 8,7t, exactly by the emission the office facilities in Cape Town are responsible for. However, looking at our future plans we are likely to reduce these emissions respectively to our growth!

*In the CAR of 2020 electric vehicles were calculated to still contribute to emissions during usage, due to the power coming from the Dutch electricity grid not being 100% from renewables. Since this year they are identified to run on solar energy, a renewable energy source, which does not release any additional emissions during the usage.

0015



Future plans

Our current office in Groningen has an energy rating of C+. You might ask yourself why a company selling PV systems is not using the energy of their own solar panels for the office. Well, we were asking ourselves the same question! Following the FD Gazelle assessment, enie.nl is one of the fastest growing companies in the Netherlands. Additionally, we agree on the fact that we want and have to reduce our environmental impact within the office much more than possible within our current location. Therefore, enie.nl started looking for another office location, while an important condition was that we can use solar panels on our own roof!

We finally found a suitable location in the heart of Groningen to which we will be able to move at the beginning of 2022.

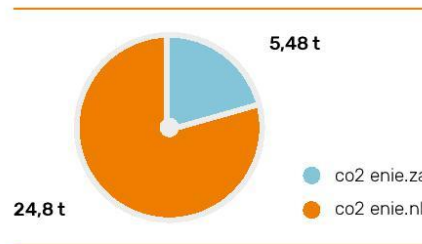
By having our own solar electricity providers on the roof, we will be grid-independent and through 100% renewable electricity provision we expect to avoid at least 650 kg CO2e (carbon dioxide equivalent) a year from being emitted into the atmosphere. The office has the energy ranking of an A.

Scope 3

Our scope 3 emissions have by far the biggest impact on the atmosphere. They are also the most complex and most difficult to reduce as we only have indirect influence on them. They are partially the result of third parties and other businesses' operations and are built up through commuting and business travels, installations of pv systems, the shipping of the products, and - with the most impact - the life-cycle of a panel. Hence these are the 'hidden' emissions of solar panels.

Commuting and Teleworking

For the commuting of our employees as well as the GHG emitted during working from home we are indirectly responsible for **30,28 tonnes CO2e**. **5,48 tonnes of these are contributed by enie.za and 24,8t by enie.nl.**



While many colleagues in the Netherlands have switched to using the bike, train, electric cars or walking to get to the company, a company wide survey shows that enie.nl's employees using fossil fuel based vehicles to commute are emitting 16,18 tonnes CO2. It is approximately the same amount as in 2020 with 16,13 t. Since the beginning of the Covid-19 pandemic we switched to flexible working including office visits as well as working from home. Even though the measures were overall less strict in 2021 compared to 2020 we experienced quite some benefits of including the working from home option as for example the indirect emissions saved through colleagues commuting less. We do recognise that residences are heated more as usual and that lightning and the use of electronic devices homes increases which contributes to our share of emissions. Through the employee survey we conclude that we emitted about 8,62 tonnes of CO2e due to home offices in 2021 while it was still 11,52t in 2020. Despite this, we have **prevented 2,19 tonnes CO2**

from being emitted in 2021 through the inclusion of teleworking instead of full-time presence in the office facilities due to overall less commuting in fossil fuel based vehicles. Following, enie.nl emitted a total of 24,8 tonnes CO₂ through employee commuting and teleworking which is about 2,9 t less than the previous year. Even though employees commuted to the office more often again in 2021 the CO₂ emitted decreased. On the one hand this could indicate that colleagues chose more sustainable means of travel compared to 2020 or that their commuting way decreased and on the other hand it highlights the positive impact the use of electric company vehicles has.

In South Africa the commuting of employees caused approximately 5,48 tonnes of CO₂ in 2021. The respectively high number for our South African team is due to larger distances travelled. The team not only travels to the office but uses their own fossil fuel based vehicles to drive long distances to customers. In the Netherlands this is mostly done with the electric company cars. Due to the infrastructure for electric vehicles not being as well established in SA yet compared to NL, the provision of electric company vehicles does not seem suitable or reasonable yet. In total both locations through commuting and teleworking together are indirectly responsible for **30,28t of CO₂**.

Business travel

Through business travel, we are responsible for **21,97 tonnes** of emission. A total of 20 tickets for 14 flights were bought, mainly to South Africa and back including some in-country flights. We note that during 2020 we accounted for 5,62t less which is about 26% lower. This is due to the increase in business flight tickets instead of economy tickets. This once again underlines that flying

business class accounts for nearly three times as much emissions than flying economy does. This can easily lead to 2 tonnes of emissions per long distance flight. To reduce our business travel emissions in the next year we will take some adjustments. We will decrease emissions through reducing the number of long distance flights. Instead of travelling just for a stay of one or two weeks staying multiple weeks at once in South Africa and achieve more in this time. The next trip to South Africa for example is happening in the beginning of February and the return ticket is only booked for mid-march. Short term flights are only taken within Africa due to the possibilities of the infrastructure. However, for all business travels within Europe, we take the train! This will also be of increased importance when enie starts to expand more on a European level. Taking the train might take a little longer and is unfortunately often still more expensive than taking the plane, a phenomenon we find truly unreasonable! But the emissions are going close to 0 since many train systems in western Europe run on renewable electricity. We also believe that the prices for trains will decrease in the coming years compared to flight tickets, while subsidizations and taxations are shifting.

Shipments

Through the shipping of solar panels and inverters a notable amount of **218,00 metric tonnes** CO₂ have been emitted. Products are shipped from different locations in China to Rotterdam and account for 202,53 metric tonnes CO₂ for enie.nl in the Netherlands. This is about 5kg of CO₂ emissions extra for each kiloWatt peak (kWp) ordered (considering panel and inverters). About 65% of the panels used in South Africa are shipped from Rotterdam to Cape Town while about 35% come from a manufacturer located in South Africa themselves which therefore does not contribute to any shipping emissions.



Sustainability report enie.nl

For enie South Africa shipping accounts for 16,5 metric tonnes CO₂, of which 7,39 are due to the former transportation from China to the Netherlands. Thus for each kWp installed in South Africa about 9,9 kg CO₂ were emitted through shipping. This is higher than in the Netherlands, likely through the extra shipping across the globe. Due to corona and internal overhauls, adjustments in delivery routes, to being able to send the products for South Africa directly to Cape Town did not take place yet. A priority we will take up and find a better solution for during 2022. Due to the difference in operating scope compared to enie.nl, enie.za's shipping emissions are equivalent to 7,6% of the total shipping missions. Shipment emissions for 2020 accounted for 216,88 mt but did not incorporate the extra shipments from Rotterdam to Cape Town, yet. The shipment CO₂ emissions to the Netherlands thus decreased about 8 tonnes in 2021. Even though these are by far the highest emissions assessed so far, they still account for just nearly 1% of our scope 3 emissions.

Installations

Through the distance our partner installers drove for installation projects approximately **52,8 tonnes of CO₂** were emitted in 2021. While 51,9 of these came from installations in the Netherlands, about 0,9 tonnes were contributed through south african installations. This is similar to the emissions of the previous year where 53 tonnes had been emitted (excluding enie.za in Cape Town). What is striking though is that in the Netherlands only about ¼ of the 2020 installations were conducted during the same sample month in 2021. The average distance traveled per installation is, however, nearly double as long. This makes the emissions per kWp installed to increase from 3,6kg in 2020 up to about 6,9kg for 2021.

We can draw two main conclusions from this finding. First of all, we might have to consider the distance between the project location and the location of the installation company even more during the project allocation and booking of installers to avoid long distance travels of 100 km and more. In 2020 we only had two companies exceeding 100 km as the average distance per installation in October, while in 2021 it was seven companies of which one reached 248km as an average. The partnering installation companies are spreaded through the country

and it would therefore be possible to find installers closer to the projects. This, however, brings us to the current economic issue that there is a lack of pv installers in the Netherlands and neighbouring countries. Therefore, it can be challenging to find an installation team within an acceptable time frame as they are generally overbooked and waiting times are long. The distance to the project location cannot be the first priority unfortunately. However, this distance has to be considered more in the next fiscal year as 248km as an average distance are not adaptable and lead to an increase of nearly 100% of installation emissions per kWp installed. The vision of a CO₂ neutral installation fleet, through for example a solar powered electric fleet will consequently for now stay a vision. But visions lead to reality, even if it may take some time.

A second conclusion is that since we can identify clear deviations in the data between the years, it could be suggested to broaden the data collection on installations in general to also include direct listing of the distances the installers travelled as well as the amount of kWp or panel and inverters installed. In that way the installations from the whole year can be taken into account during the emission assessment instead of taking one month as a sample.

Life-Cycle Analysis

Finally, when solar panels are sourced and manufactured, the CO₂ they emit per kW produced is not directly caused by Enie, but is still part of Enie's scope 3 emissions. This is where by far the largest share of the 'hidden' emissions which are found in pv systems. Analyzing the indirect emissions caused by manufacturing is found through cradle to grave studies. Each of enie.nl's suppliers hold certifications which declare the CO₂ emissions per kW for solar to be approximately 600kg per kWp of capacity. Emissions from raw material sourcing, manufacturing, assembly, recycling, and disposal are all taken into account.

Considering the amount of panels and inverter it is expected that In total **23.272 metric tonnes of CO₂** are embodied in the total capacity of the 39.581 kW installed. enie.nl accounts for approximately 22.350t₃ and enie.za for 922 tm CO₂. This is about 3100t₃ less than in 2020. One reason for this is likely the reduced amount

Overall emissions



	Scope 1	Scope 2	Scope 3	Commuting & HO	Business flights	Shipping	Installations	Total
2020 (CO2 in tons)	4	8,5	25.795*	27,7	16,4	216,9	52,4	25.803
2021 (CO2 in tons)	4	8,7	23.595	30,3	22	218	52,8	23.608 -2.195
Of which SA		0,2	944,5	5,5		16,5	0,6	945

0019



of inverters used for projects in South Africa. enie.za currently only conducts projects with other businesses, which are likely to install a large number of panels on their business ground. For residences in the Netherlands we count approximately 8,5kW installed per customer, while in South Africa we reach an average of 127kW installed per project. While larger inverters are required the number of them is still noticeably less which in turn reduces the life-cycle emissions. For the future enie is partnering with Erinite. A South African energy company which will operate for enie while also getting direct private customers and residences on board.

Overall, considering all scope emissions this results in a total of 23.658 metric tonnes of CO2 enie is responsible for in 2021.

Climate Action

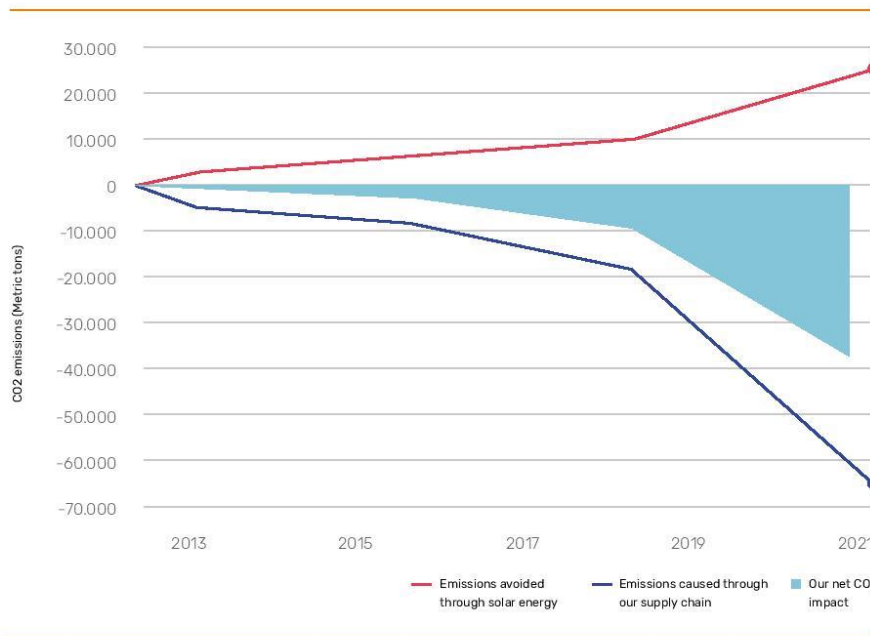
GRI 305 | GRI 302 → SDG 7,11, 12, 13

Emissions Prevented through Solar

However, we shall not forget that once a pv system is installed no additional emissions are released. The solar panels work most efficiently for the first 25 years. Considering the average kWh produced during this

time, each kWh generated by enie’s panels installed in 2021 accounts for approximately 25 grams of CO2. The Dutch electricity grid in comparison emitted an average of 328,4g CO2e/kWh in 2020, following the European Environmental Agency. Even though these emissions already decreased compared to the 390g CO2/kWh we used to calculate in the previous report this is more than **13 times** as much as our panels emit. (“Greenhouse gas emission intensity of electricity generation by country”, 2021) At the same time we are glad to see that the average CO2 generated per kWh in the Netherlands is at least slightly decreasing! We strongly support this development and hope to see even more reduction in the future. In the end, climate change cannot be tackled by individual movements alone but it has to be in a common effort of communities, institutions and on a government level jointly. We aim to play a key role in this global movement!

In 2021 the total of our produced electricity accounted for about 217.500.000 kWh which is 32.500.000kWh more compared to 2020. Thereby, an additional 66.000 metric tons of CO2 have been prevented from being emitted into the atmosphere, by our installations. We are extremely proud of this number! In 2020 we already saved about 65.000 metric tons CO2 from being emitted.



Sustainability report enie.nl

0020



That the increase between the years is rather small is mostly due to the decrease of the average CO2 generated per kWh by the Netherlands.

Taking the average CO2 emitted per kWh in the Netherlands during 2020 for the next 25 years, the panels we installed in 2021 alone would result in 284.437,3 tonnes of CO2 saved by the panels installed by enie in 2021 alone considering all emissions of the PV systems. Though, we sincerely hope that this will not be the case and that the Dutch electricity share continues to incorporate more renewable energy and therefore declines in CO2 per kWh.

Supplier

We are happy that our main supplier worked hard on various measures to improve the energy efficiency of facilities and processes, optimized manufacturing processes and much more. Thereby they managed to reduce GHG emissions by 61,7% from 2013 to 2017, from 235 metric tonnes to 90 metric tonnes. The electricity needed was reduced by 32,35% and is on its way to be 100% from renewable sources in 2025.

Offsetting Our Emissions

GRI 302 | GRI 304 | GRI 305 → SDG 15, 13

In line with our goal to become net-0 before 2030, we must reduce our emissions by 10% each year. In line with this ambition we need to reduce all our baseline emissions, while using climate science and available technologies to bring them to a minimum. Contrasting the scope of carbon-neutral organisations which must cover direct scope 1 and 2 emissions, we will additionally deal with the indirect impact we have through scope 3 emissions.

Overall, in 2020 we first assessed and then offsetted all our scope 1 and 2 emissions since our foundation in 2013, which already makes us climate neutral!

Becoming net-0 instead is a more ambitious path whose long term goal is in line with the 1.5C limit. We must reduce our impact and work towards only offsetting what we cannot reduce any more. Quite some stepping stones regarding the supply chain and the scope 2 emissions will be accomplished and finalised during 2022 but there will be more to go. For 2021 we decided to offset 388 tons of CO2. This covers our entire scope 1 and 2 emissions, as well as our emissions through employee commuting, business travel, product shipments and installations! In other words, all our emissions from scope 1, 2 and also 3 will be offsetted except the life-cycle emissions of our panels and inverters. We added another 52 tons to reach an overall 10% reduction compared to our emissions from 2020. We will invest these Carbon Credits in a thoroughly chosen livelihood project of Nexio. Nexio is also a certified B-Corporation and conducted more than 300 carbon prevention projects globally. Moreover, they are certified by EcoVadis and other organisations regarding their sustainability efforts and trustworthiness.

Water Consumption

GRI 303 → SDG 6

Water waste is a crucial global issue and we are very much aware of this. Especially since our second office is located in Cape Town, the City that in 2018 was announced to be facing Day Zero (the day when freshwater resources are exhausted) much sooner than expected. In a common effort that policy-makers but most importantly the individual citizens took together this particular water crisis has been avoided for the time being. But this is not the case all over the world. Especially due to the impact of climate change, drinking water resources around the world, which only make up 1% of the global water reservoirs, are severely decreasing. As with so many issues, already vulnerable population groups are affected the first and most. It is therefore crucial to preserve water and make sure to restrict pollutants and toxins in water discharge. For us this boils down to two main contributing factors, namely our office water consumption and the activities included in the life cycle of the solar panels.

Being cautious about water usage is therefore important for us and we promote water saving behaviour among the co-workers. Within our office we currently have limited



room to be pro-active since the facilities in the rented space are given. There is unfortunately no data collected on water consumption from the office. We considered the facility, the amount of people in the office on a daily basis and the average water usage in an office per square meter in the Netherlands following the data of the Milieubarometer. Following we assessed an annual water consumption of about 214.400 liters for our office space in the Netherlands. We are looking forward to our new office and the new scope for positive actions. For our office in South Africa there is also no collection on water consumption but the impact would be diminishing small compared to enie’s overall water consumption.

Supplier

Most water consumption and waste occurs during the resource extraction and manufacturing process of the products. That is why commitment and efforts taken like water usage and pollution prevention and control by our suppliers are very important to us as well. We are, therefore, happy that our main supplier managed to reduce water usage by 42,53% and water discharge per MW module by 46,93% from 2013 until 2017. They engage in various water saving and water recycling measures. We received data from our supplier assessing that per

megawatt (MW) unit about 1.587.567 liters are being used during the entire life-cycle from the resource extraction and the manufacturing process until the recycling and disposal of the materials. For enie this leads to a total water consumption of about 40.356 tons in 2021 of which 40.145 are due to the life cycle of PV components.

Pollution of open water and groundwater as well as the release of effluents and toxins as waste water has a huge negative impact on us humans but more severely on ecosystems and biotopes who depend on these affected water resources to thrive. The usage of hazardous chemicals still used by many other companies in the PV industry have been eliminated by our supplier. Additionally they also reduced and replaced the chemical inputs and byproducts associated with the water cleaning and solar cell texturing process. We are glad that hazardous and toxic components of the water output have been diminished.

It is important to also acknowledge the embodied impacts of the products dealt with and that is why we at enie want to assess our consumption and our impact and be transparent about it in order to improve our sustainability performance even more.

Category	Unit	Number of units	Liters of units	Annual water consumption (liters)	Annual water consumption (tons)
Office	Per FTE	40	5360	214.400	210,5
Life-Cycle	Per MW	25,75	1.587.567	40.879.850	40.145,2



B Social Sustainable



Sustainability is not only crucial in environmental matters but it is also important for an organisation to identify and manage their (positive and negative) impact on the people directly. As also stated by the UN Global Compact, directly or indirectly companies influence what happens to employees, workers in the value chain, customers as well as local communities. It is critical to be aware of the impacts and become proactive and take responsibility to promote improvements in the area of equality, wellbeing, labour, and human rights.

Within the office

Recruitment process

GRI 401 → SDG 3, 8, 10

One of the measures taken at enie to ensure fair, unbiased and equity employment and recruitment standards is the implementation of a clear hiring code of conduct. Since enie is quickly expanding we must adhere to the highest standards for ourselves as a B Corp. Some of our main criteria within this are the values of inclusion and racial justice, anonymous review of applicants, pay equality to just name a few. Especially because applications are reviewed anonymously we make sure that during the recruitment process all job seekers are

treated equally and are judged solely on the criteria related to work and role. Please have a look at our full [hiring code of conduct](#).

Diversity & Equality

GRI 405 → SDG 3, 5, 8, 10

Diversity and equal opportunities for everyone are at the base of our company ethics and policies. This is in line with our code of ethics and our B Corporation policies. A diverse workplace offers learning opportunities and room for personal development based on each other's experience and differences. It allows the team to consider different points of views and is beneficial for a healthy working climate. Moreover, it is important to create a fair and just world. We try to enhance diversity within enie, and in the beginning of 2021 also conducted a diversity survey among the colleagues. Besides general information about the employees we assessed their perception on how it is dealt with diversity, fairness and inclusion within the company. Moreover, we anonymously collected their ideas of improvement. Across the questions enie.nl received an average score of 3,6 on a scale from 1 to 5. The lowest score of 3.1 was given on how enie.nl is dedicated to improving the diversity within the company and the highest score of 4.2 was achieved

0023



on how the leadership of enie treats all employees fairly regardless of background. The input of colleagues is highly valued and considered and the results showed where we could through their eyes still improve on. The precise answers of the survey contain personal information and stay confidential due to our privacy policy. What can be said though is that we created a base understanding of the importance and appreciation of a diverse team constellation. We can still improve on representing these values and make them more present on a daily basis. Training options and the opportunity to develop professionally and personally seem to be valued and could be enhanced even further. We try to improve our diversity but since we believe in the anonymous review of our applicants this will come by nature, supported by recruitment and marketing strategies tailoring the broad diverse audience. Another take-away of this is to keep up sharing and promoting these B-Corp values among our colleagues and especially new co-workers. The survey will be repeated in 2022 to see how the perception has changed and how we managed to implement the feedback. What can already be seen is that we managed to increase the age diversity within enie.nl and now have a much wider and better represented age span.

Though we acknowledge that there is still a noticeable gap in the representation of gender groups and also the presence of minority groups is still lacking. While in our smaller team in Cape Town the representation of men to women is 2:1, in Groningen it is rather 5:1. We cannot get around but having to explain this by the sector enie is providing jobs in. Most open job positions are in technical areas, sales, and service which are unfortunately still men dominated work fields. And even though enie encourages women and diverse candidates to apply, we identified that we still can improve here and make it even more attractive to work at enie also for women and people of minority groups.

Inclusion and Non-discrimination

GRI 402

Inclusion is important for us. This also accounts for the inclusion of employees in company processes. Therefore decisions on a management level and new information are shared with the affected or concerned team members as soon as possible. In general with all for employee

interesting operational changes we at all times stick to the legal notice periods.

GRI 406

We naturally take strong stances against discrimination of all kinds and will always try to prevent it. Enie is committed to protecting colleagues, suppliers, customers, guests and friends from discrimination. Discrimination is understood as making direct or indirect distinctions between persons based on their age, (identified) gender, marital status, sexual orientation, life, political or religious convictions, race, ethnic origin or nationality. We strive to create a safe and joyful atmosphere. Any behavior that has the purpose or effect of violating the dignity of a person, or which creates a threatening, hostile, insulting, humiliating or hurtful environment is banned. At this point it is also important to say that we do not accept any behaviour that makes one feel bullied or harassed for no reason whatsoever in any form.

Luckily there were no cases of discrimination or harassment reported and therefore no corrective actions needed to be taken.

Employee Well-being and Development

GRI 401 | GRI 403 → SDG 3, 8

Once employed, there are a number of benefits within the field of holidays, paternity leave, commuting support and so on offered to all employees, regardless of full or part-time position. One example of encouraging employees health and wellbeing is the vitality programme enie.nl has launched to promote employee activity and healthy life-styles. In September 2021, as part of this programme we had a motivating vitality week in 2021 which engaged everyone to become more active within the office and to remember to make healthy food choices. Since most colleagues are working from a desk position it is important to create a balance to active engagement. The vitality programme also includes a partnership with the G0180 gym which besides professional workout machines provides a personal coach, nutrition advice, customized sports programme and so on while enie.nl's employees save 50% of the original costs plus tax advantages. Fana from the marketing circle makes use of this offer and trains at G0180 since April 2020. "I like that there are two set moments in the week during which

0024



I like that there are two set moments in the week during which I can workout with a personalized schedule [...] I feel that it is helping me feel energized throughout the week and balance work and active life

Fana regarding the vitality programme of Enie.nl

I can workout with a personalized schedule [...] I feel that it is helping me feel energized throughout the week and balance work and active life", Fana states. Soon, her fellow gym colleagues, however, will have to manage without her, since Fana will be going into maternity leave in 2022! We wish her and her family all the best for this special time. In 2021 enie in total employed three fathers- and one mother-to-be which were of course all entitled and also made use of the pregnancy and maternity or paternity leave. We are happy to see the enie family grow and to welcome the little enieans in our midst. That is why we provide full-payment also during the second week of paternity leave.

We want to support each other in taking care of our health and well-being. That is also why we have a contract with a physiotherapeut and are improving the ergonomic working conditions within the workplace. Especially for the new office location, it was searched for a long time before deciding on the ergonomic best performing office chairs from Wilkhahn. The design and multiple features of the desk chairs put the beneficial effects for the human body first. Besides, they incorporate the use of recycled materials into the production of the furniture and consider all parts to be reusable or recyclable. Moreover, there will be adjustable tables to be working in a seated position that fits one's height and preferences but also allows working from a standing position to keep the blood flow going and prevent round backs. We cannot wait to be working with them.

GRI 404 - SDG 8.

We recognise the importance of individual growth and development and therefore offer the opportunity to draw up a personal development plan as part of the development or improvement process which can be arranged together with the lead link of colleagues and People and Culture.

We also offer training opportunities for sales employees and we are proud to support colleagues going for the InstallQ certification for the monitoring of installations. Besides these offers employees are always welcome to suggest their own training programmes and courses. To follow extra courses or training one can submit a request and in general, the expenses of job-oriented training courses are fully or partially covered by enie. It is also possible that job-oriented training will be suggested by the management to promote the upgrading of employee skills and knowledge. We want our colleagues to feel satisfied not only in their professional career but also in their personal development.

Outside the company

Ethical Supply

GRI 308 | GRI 408 | GRI 409 | GRI 411 | GRI 412 | GRI 414.

→ SDG 8, 12, 16

Enie takes strong stances against child labour, forced labour and any human rights violations in general. To be precise it is in the DNA of enie to promote fair work environments and social sustainability. This is lastly underlined by our B Corp status.

0025



It is true though that a company can only be as sustainable as its supply chain – meaning that as much effort enie can take within the company, we are responsible to consider any issues that occur on the supply chain as well.

Our main suppliers are ranked by far the highest regarding social and environmental sustainability on the solar scorecard of Chinese factories. As already mentioned previously, they implement various measures to enhance their environmental footprint and make their solar energy even more green. The situation in Chinese manufacturers is in general, however, not always as transparent as we would wish it to be. In recent years the developments in China in general were anything but calming when it comes to production and manufacturing standards.

Taking a look at the current situation the world has to deal with the genocide of the Uyghurs in the Xinjiang area. The area which the solar industry purchases 45% of its total supply from. Following, also the solar manufacturing industry is involved and has been engaged in cases of forced labour. We as a company condemn/judge this as crimes against humanity and we reached out to Holland Solar in regards to forming a collective movement against forced labor in the solar industry. We wished for the Netherlands to try to make a major statement in the European community. Additionally enie had distributed a letter to various parties across the world to get a conversation started about improving subsidies and the current situation.

Enie's suppliers had been chosen due to their outstanding environmental sustainability performance compared to the market standard. We scan our partners and make sure that they align with the core values of enie as well. Where we, however, are struggling with is the level of desired transparency. We had to come to the awareness that we can not be 100% sure that Chinese manufacturers, even the ones that perform the best, are not involved in forced labour especially targeting the ethnic minority group the Uyghurs. One of our suppliers moved closer into the focus of investigations surrounding accusations of forced labour. For us this is a clear reason to immediately start searching for a new supplier. We have, however, high requirements regarding the sustainability of the manufacturing, considering the

resource extraction, manufacturing, life-cycle, recycling and disposing processes. Additionally, we want to ensure the best quality and performance ratio for our customers and also have to live up to our mission of providing clean solar energy, affordable for everyone. We are searching for, researching, and negotiating with other possible long-term suppliers but the solar market is not in its best place at the moment. While we are still in the process of finding a new main long-term supplier outside of China, we are for now shifting our orders away from the manufacturer that is being invested and are obtaining our panels and inverters from our other supplier which has not been accused of any intolerable actions.

It is a known drawback of the PV industry that the resource extraction and production of the panels can be involved with human exploitative practices. We at enie want to lead the way to a sustainable and responsible solar future in which the exploitation of minority groups, child, and forced labour are strongly disconnected from the PV practice and in which social and environmental sustainability go hand in hand along the entire supply chain, for the people, the planet and for the future of our company. This is more easily said than done as our research reveals and we know that this is not a sprint but a marathon with many stumbling blocks. But we are persisting.

In South Africa we are partnering with Erinite Energy to offer solar installations to residential homeowners. Currently enie.za only targets businesses and enterprises which now should be expanded! Erinite is fully owned by local people of colour and we are overjoyed that they share our eniean values. Using the same products as enie, quality and performance can be guaranteed. Following, together with Erinite energy we aim to make solar energy accessible and affordable for everyone also in South Africa.

Local Communities

GRI 413 (+ 401.2) → SDG 4, 11

As a B Corp we value our local communities and want to spread our positive impact also locally. Following our mission we want to engage in social sustainability also beyond the company. All full-time employed eniean therefore have the option, and are being motivated to take up to 16 hours a year off the working time to engage

0026



I started this volunteering this Summer and [the girl] already has made so much progress in reading, understanding and writing in Dutch, but also the fun she has in doing it. I love spending time with her.

Gwendy about using the volunteering hours offered by Enie.nl

in voluntary work in the community. One of the people who made use of this volunteering hours is Gwendy, our customer service manager. She engages in volunteer work through Humanitas in her private time while meeting with a girl once a week to practice the Dutch language. Her parents are not native Dutch speakers and while Gwendy reads and plays games together with the girl her Dutch language skills improve. "I started this volunteering this Summer and [the girl] already has made so much progress in reading, understanding and writing in Dutch, but also the fun she has in doing it. I love spending time with her!", says Gwendy. The 16 hours come in handy here and are fully used by Gwendy to stop working earlier on the days she meets with the girl so that she can be there in time.

However, we wish for our community here at enie to become even more eager to engage in volunteering and that we can use Gwendy's engagement as a motivator! Additionally the B Keepers are planning an initiative to accelerate the awareness and engagement of volunteering options. For this we are currently searching for a non-profit organisation which organises volunteering events to partner with.

We also want to increase our engagement with the community in general through e.g. participating in local festivities and spreading awareness regarding climate change and to promote sustainable behaviour. However, due to the global Covid-19 pandemic which requires responsible restrictions from all of us we were not yet able to put theory into practice yet regarding our volunteering and community work/engagement.

Further Remarks

GRI 307 Environmental Compliance

There have been no cases of non-compliance with environmental laws or regulations.

GRI 415 Public Policy

There were no financial or in-kind political contributions made directly or indirectly by enie to country or recipient or beneficiary.

GRI 416 Customer Health and Safety

There have been no incidents of noncompliance concerning the health and safety impacts of products and services

GRI 418 Customer Privacy

Customer privacy and data security is one of our top priorities. We want to ensure our customers the best services while keeping information confidential and valuing their privacy. Our customers and enianen appreciate this about us and we haven't had any complaints regarding this. Overall there have not been any cases of concerns regarding customer privacy, losses of customer data or leaks of any kinds at all.

GRI 419 Socioeconomic Compliance

There have not been any cases of non-compliance with laws and regulations in the social or economic area, no fines or sanctions.

Future Plans & Conclusion



Considering our Action Plan, in 2021 we measured our impact on the climate and additionally assessed our performance on other environmental and moreover social sustainability factors. We managed to reduce our overall scope emissions by about 2.200 metric tons CO2. The offsetting of additional 388 tons of CO2 into _____ project leads to an overall reduction of 10% compared to 2020. We additionally have already improved within various categories of social and environmental sustainability throughout the years, especially guided by our B-Corp policy and ambitions. In 2021 main improvements were the assessment of various sustainability factors next to the climate and

water impact, a reduction of commuting and in the live-cycle emissions, the implementation of various policies such as the codes of conduct and code of ethics, and the conduction of a company wide diversity survey. Additionally, we assessed multiple B-Keepers to keep the B-Values in mind and in action and to make sure the sustainable B-Spirit is constantly represented within enie, through initiatives and campaigns. Taking the GRI standards as an additional guide for this year's assessment highlights even more areas of improvement and emphasises already existing targets to act upon. We have not addressed the waste within our organisation in 2021 due to the planned moving of the office. It will be put



0028



right back on the agenda for the new facilities. Overall, we are proud to have, besides addressing the waste issue, exceeded our targets for this year and are in line with our annual 10% CO2 reduction.

For 2022 and 2023 we can identify multiple sub-targets to stay in line with our overall Climate Action Plan until 2030 and moreover improve on the other sustainability categories.

Short-term goals of improvement

1. Most importantly we will complete our switch to a new mail solar panel supplier and eliminate any doubts of intolerable actions taken along the supply chain including human rights violations and unjust working conditions
2. We will update the shipping route of the pv parts for enie.za to eliminate unnecessary shipping emissions. To switch to a route which leads directly to South Africa instead of using Rotterdam as a detour we will require extended storing capacities in Cape Town.
3. For the emissions through installations we set ourselves a guideline to stay below 100 km one way the installers need to travel for PV projects and we will aim to shorten the driving routes as much as possible.
4. Emissions through business travels will be reduced through reduced flights. Instead of multiple trips for rather short stays to our second location and to

'locations to be' we examine for further expansions, we are planning less trips and instead stay for multiple weeks in a row. Additional travels in Europe are by default done by train.

5. We will address waste and water consumption in the new office facilities and look for sustainable and efficient solutions.
6. We will design a supplier survey to assess performances on different aspects to make sure our values align and to possibly encourage improvements.
7. We will expand and repeat the company wide diversity survey to see where we already improved and where we can still and what the understanding and perceptions of enie's employees are.
8. We will conduct an employee satisfaction survey to continuously improve the working climate and enhance well-being of employees
9. We will host an engaging session on our B-Corp Values and spread awareness and motivation to take even more individual action along with our co-workers.
10. Finally, we will have to update and expand our data collection to ensure the ability to track our impact and improvements overtime and to make our assessments more accurate and improve their quality.



Special thanks to Ethan Krohn for his great work on the 2020 CAR which contributed to the bases of this report, for being approachable, and for his help and support.

Bibliography

EV: Batteries. (2022). Retrieved 16 February 2022, from <https://www.edfenergy.com/electric-cars/batteries>

Kawamoto R., Mochizuki H., Moriguchi Y., Nakano T., Motohashi M., Sakai Y., Inaba A., 2019. Estimation of CO2 Emissions of internal combustion engine vehicle and battery electric vehicle using LCA

Greenhouse gas emission intensity of electricity generation by country. (2021). Retrieved 16 February 2022, from https://www.eea.europa.eu/data-and-maps/daviz/co2-emission-intensity-9/#tab-googlechartid_googlechartid_googlechartid_chart_1111

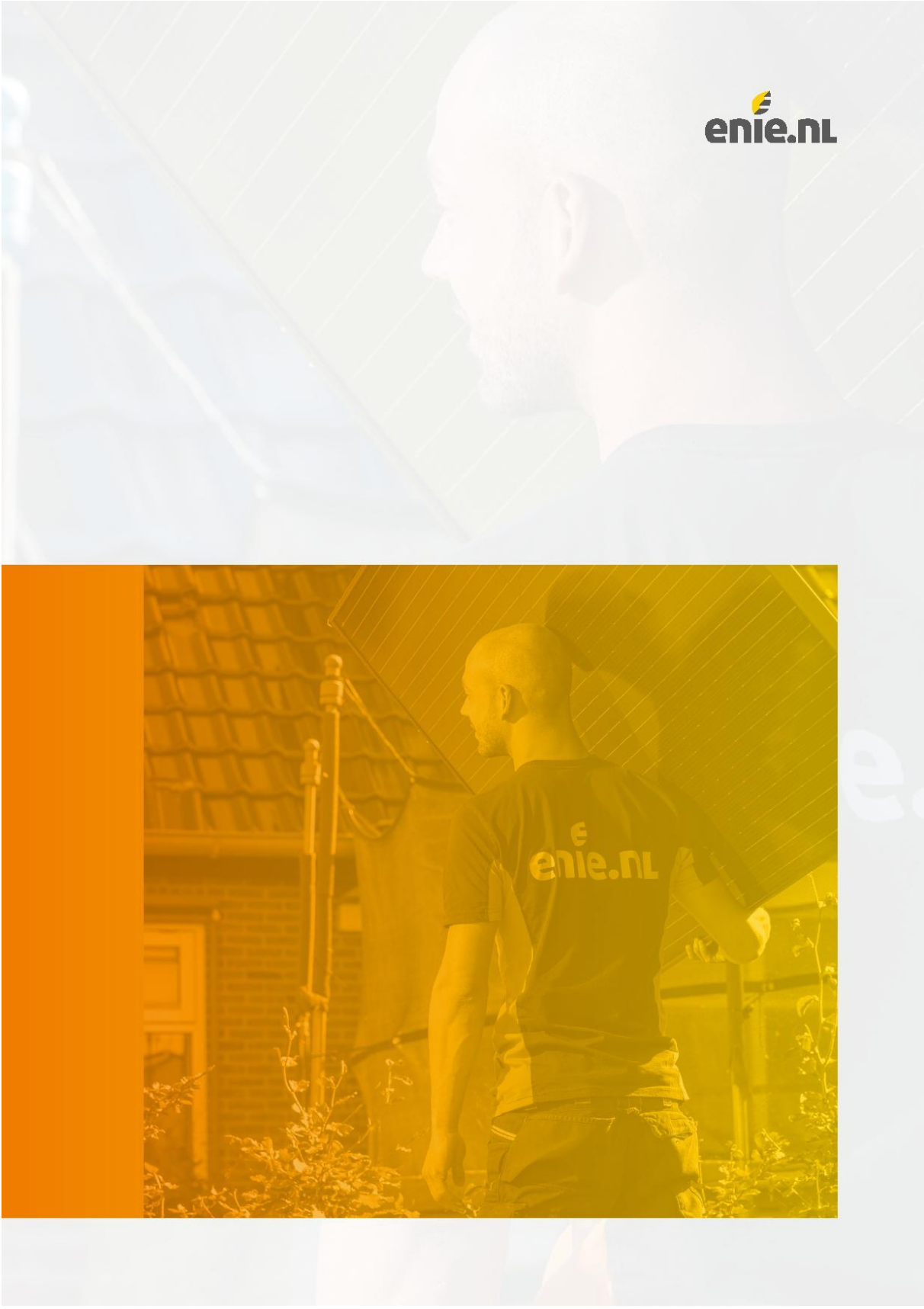
Appendix

GRI 300: Environmental

GRI 301	Materials	12
GRI 302	Energy	13, 18, 19
GRI 303	Water and Effluents	19
GRI 304	Biodiversity	19
GRI 305	Emissions	13, 18, 19
GRI 306	Effluents and Waste	12
GRI 307	Environmental Compliance	25
GRI 308	Supplier Environmental Assessment	28

GRI 400: Social

GRI 401	Employment	21, 22, 24
GRI 402	Labor/Management Relations	22
GRI 403	Occupational Health and Safety	22
GRI 404	Training and Education	23
GRI 405	Diversity and Equal Opportunity	21
GRI 406	Non-discrimination	22
GRI 408	Child Labor	23
GRI 409	Forced or Compulsory Labor	23
GRI 411	Rights of Indigenous Peoples	23
GRI 412	Human Rights Assessment	23
GRI 413	Local Communities	24
GRI 414	Supplier Social Assessment	23
GRI 415	Public Policy	25
GRI 416	Customer Health and Safety	25
GRI 418	Customer Privacy	25
GRI 419	Socioeconomic Compliance	25



 enie.nl

 enie.nl

