

EMAS | ISO14001

# Environmental Declaration

Version 4.0

Avenue des Arts 46

1000 Brussels, Belgium



Document Version

Owner	Cronos Europa Management Team
Issue Date	24/11/2023
Version	4.0
Audience	Public document

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## 1. Introduction

As an IT and creative company uniquely dedicated to the provision of services to International Organizations, Cronos International (soon to be renamed **Cronos Europa** and from hereafter referred to as Cronos Europa) is strongly committed to environmental protection and climate action.

We see it as a core part of our mission. We put it in practice in our internal practices, through our corporate values, and by sharing the policies and initiatives of EU institutions through our communication channels, thus contributing to their awareness.

In our business activities, we provide a direct contribution through the cocreation and delivery of digital and communication projects and campaigns supporting EU environmental ambitions. The most recent among these is the development of a Q4 2022 EMAS-related digital campaign on the environmental impact of travel and tourism.

In 2011, we started our journey with the ISO14001 Environmental Management System (EMS). Ten years later, in 2021, the new Cronos Europa Management Team announced its ambition to go a step further.

This 2023 Environmental Declaration is our realisation of this ambition. It includes our accomplishments, challenges, objectives and actions points. The Cronos Europa management team gives full commitment to this Declaration and strongly believes that our organization can achieve these objectives with the help of Information Technology... and a strong human touch.

## 2. Approval statement

This Environmental Declaration is approved by the Management Team of Cronos Europa.

*Mariam Sourroukh*

Business Development Director

*Giovanni A. Colucci*

Marcom and Presales Director

*Nicolas Desmares*

Sales Operations Director

*Nuno Mesquita*

LU Country Manager

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Financial Director

### 3. Cronos Europa

#### 3.1. History

##### CRONOS EUROPA TIMELINE



Figure 1: History of Cronos Europa

#### 3.2. Organization chart

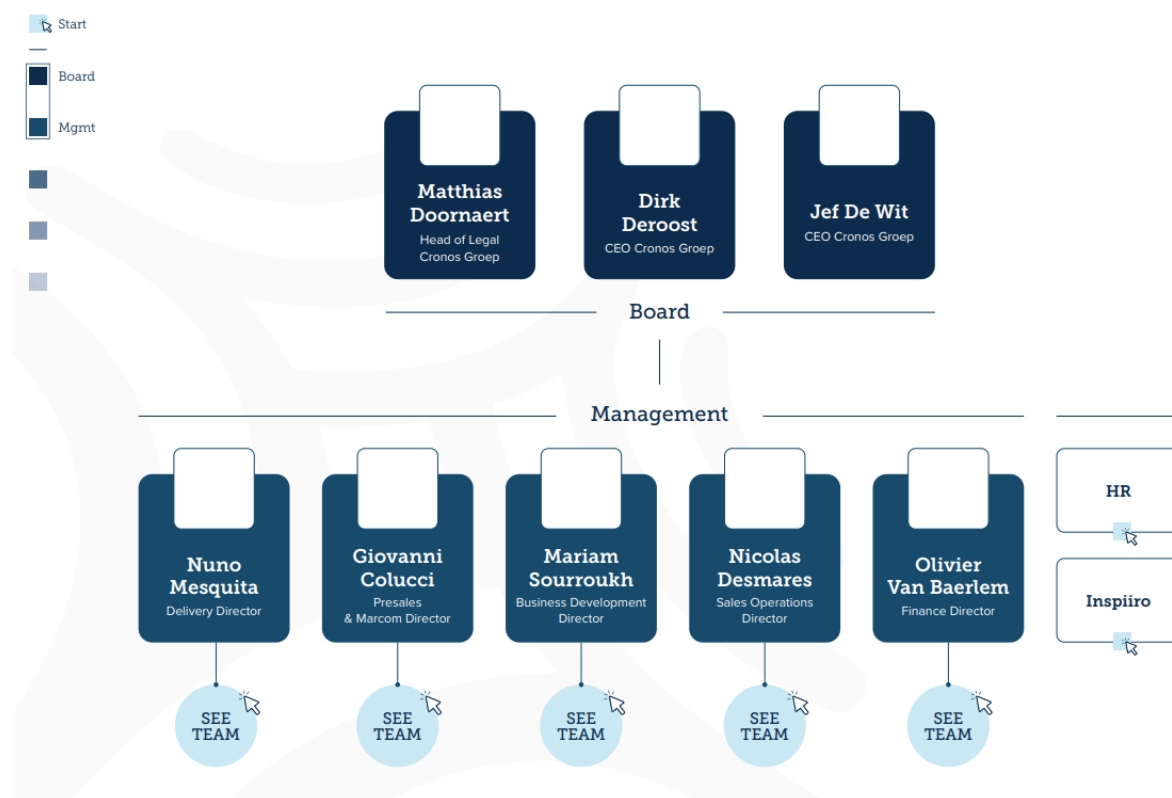


Figure 2: Organigram Cronos Europa

## 4. Mission

“Cronos Europa is uniquely dedicated to serving European institutions. Whatever their IT or digital communication challenge, they can rely on our local expertise, from Ai to Zg Quantum”.

This mission also translates into the continuous objective of growing a professional, competitive and profitable company, offering innovative and practical solutions.

Underlying our efforts, is the continuous improvement of the Cronos Europa Management System, in accordance with the requirements of the ISO 9001, ISO 14001, ISO/IEC 27001, ISO/IEC 20000-1, ISO 22301 international standards, of laws and legislations.

We are able to achieve this through the development of high-quality solutions and the delivery of superior services, focusing on the unique corporate objectives and needs of every business; by developing and maintaining long term strategic partnerships; by using leading-edge technology and based on green IT approach when it is possible; through the recognition that our employees are the key to our success and continuous improvement (i.e. success is a journey, not a destination) on our qualitative and environmental impact.

## 5. Integrated Management System (IMS)

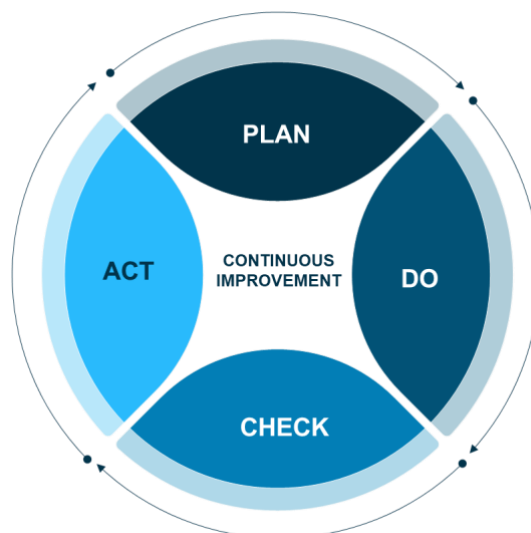
Cronos Europa has implemented an Integrated Management System based on following frameworks:

- **Quality Management System (QMS)** based on the latest version of ISO 9001 (certified);
- **Environmental Management System (EMS)** based on the latest version of ISO 14001 (certified);
- **Information Security Management System (ISMS)** based on the latest version of ISO/IEC 27001 (certified);
- **Service Management System (SMS)** based on the latest version of ISO/IEC 20000-1 (certified);
- **Business Continuity Management System (BCMS)** based on the latest version of ISO 22301; and
- **Privacy Management System (PMS)** based on the latest version of ISO/IEC 27701 and GDPR;

The scope of the management systems is defined as follows:

The Integrated Management System of Cronos Europa that delivers IT solutions and services, specialized in International Organizations.

Cronos Europa has given the responsibility for maintaining the management systems at Cronos Europa to **Cedric Brosens, ISO Coordinator**. He gets support from **Anne Hombourger, Data Protection Officer**. These Management systems are based on the PDCA cycle.



*Figure 3: Plan do check act cycle*

### 5.1. EMS management

Cronos Europa is concerned with achieving and demonstrating environmental performance by controlling the impacts of our activities, products and services on the environment, consistent with our environmental policy and objectives.

The Environmental Management System (EMS) uses a continual improvement approach in achieving and demonstrating environmental performance.

In accordance with this International Standard, we specify requirements for the EMS to enable us to develop and implement a policy and objectives which take into account legal and other requirements to which our organization subscribes, and information about significant environmental aspects. It applies to those environmental aspects that we identify and which we can control and those which we can influence.

### 5.2. Extension of the EMS towards EMAS

End 2021, the Cronos Europa board of directors decided to take the step towards EMAS registration. This is a logical step in the continuous improvement and anchoring of



environmental care in the strategy and policy of the organization. EMAS verification for the Brussels site was achieved in September 2022.

Cronos Europa wants to deal in a professional and transparent way with all environmental aspects it comes into contact within its business activities.

The scope of EMAS applies only to Kunstlaan 46, 1000 Brussels, Belgium. At this address, only office activities are carried out. The building in Luxembourg will be in scope at a later stage.

The scope of EMAS applies to all our activities (NACE 62.02).

### 5.3. Management of legislation and compliance obligations

Cronos Europa has identified the applicable environmental legislation for Belgium, Brussels: the Brussels environmental legislation and laws under regulatory authority of the Brussels Institute for Environmental Management..

It is the role of the Cronos Europa ISO Coordinator to ensure that applicable legislations are identified. Any changes or updates to legislation will also be followed up by the ISO coordinator.

Cronos Europa management ensures that corrective measures are taken in order to comply with the identified applicable legislations and regulations.

For compliance with environmental laws and regulations, compliance audits are executed by third parties with appropriate expertise. The ISO Coordinator is informed in case of new or changed legal requirements.

The management of Cronos Europa declares that the organisation is complying with all applicable laws and regulations.

### 5.4. Environmental Management Policy 2023 – 2025

Cronos Europa wants to minimize its environmental impact. However, Cronos Europa also has the ambition to keep growing as a company. The size of our company is directly correlated with our ecological imprint. Therefore, our ecological goal is to minimize our impact relative to the number of our employees (= reduce ecological impact/capita). Additionally, Cronos Europa wants to comply with the applicable environmental legislations.

Cronos Europa management is committed to continuously improve the EMS to enhance its environmental performance. In addition, Cronos Europa management is committed to protect the environment including prevention of pollution.

## 6. Predictive maintenance

When a breakdown occurs, and something unexpectedly stops working, maintenance services need to limit the loss by acting as quickly as possible. An emergency intervention is triggered by involving people who understand the problem on a technical level. Energy intensive emergencies are included in these mechanisms.

Cronos Europa understands that predictive maintenance can prolong the life of our equipment – preventing equipment to be replaced because of defects, and ensuring that it continues to be safely functional for an extended period of time.

An explanation of assets that break down at a faster rate than expected could be due to the difference between its actual wear and the theoretical wear calculated by the manufacturer.

A malfunctioning equipment can lead to higher energy consumption by that asset.

To avoid these occurrences, for example, we contractually leverage the expertise of Klima & Partners to cater for the maintenance of our air conditioning systems twice a year, with yearly leakage tests. Similarly, we ensure that our heating equipment is reviewed on a yearly basis.

Predictive maintenance speaks to all the aspects of Cronos Europa that we assess and maintain to thrive as an organization: environmental, energy, health and safety but also for our social responsibility.

## 7. Environmental aspects

To assess the environmental aspects of our activities, an analysis was made of all environmentally harmful activities. For the identification of environmental aspects, we have considered all incoming materials (input) as well as all outgoing products/waste (output). Apart from 'normal' circumstances, we also evaluate 'abnormal' and 'potential (emergency) situations' as well as aspects that relate to subcontractors and suppliers.

- Normal circumstances: working circumstances during normal operations.
- Abnormal circumstances: rare but planned activities.

- (Potential) emergency situations: not-planned, accidental/incidental operational situations which require special actions (e.g., fire, ...).

## 7.1. Direct environmental aspects

EMAS distinguishes between direct and indirect environmental aspects.

Direct environmental aspects relate to activities, products or services of the organization over which it has direct management control – for example waste and emissions to water and air.

### 7.1.1. Energy

Cronos Europa has made significant efforts to save energy.

As for most companies in a post-covid environment, total energy consumption at Cronos Europa has increased compared with the previous year. This is explained by returning to the office after the corona pandemic.

We maintain our focus on the continuous improvement of energy monitoring, generating new insights into energy flows and helps to identify opportunities for further enhancing energy efficiency.

Throughout the past year, different energy efficiency measures were already implemented that significantly contributed to the decline in energy consumption, for example:

- Awareness for employees on electronic consumption during onboarding (BambooHR)
- Switching off electronic appliances when they are not used.
- Switching off lights in places where nobody is working.
- Big screens in meeting rooms have a snooze functionality so they automatically turn off after a period of inactivity.
- Sensors/detectors for automatic lighting in the restrooms, kitchens and meeting rooms.
- ...

Figure 17: electricity consumption

In 2022, our building's energy consumption increased compared with the previous years. This can be explained by re-opening the offices after Covid-19 and our growth in employees (39% more than in 2021 and 125% more than in 2020). The increase in employees didn't force us to increase office space (still 5 floors) because of homeworking possibilities.

Data for energy consumption during 2020 and 2021 are not representative because of the covid pandemic, as during that period we recommended and even forced our employees to work from home as a safety measure.

In 2022, with employees having returned to the office, we have been experiencing an increase in energy consumption of 61% compared to 2021. The increase per capita however was limited to 15,9%.

Nonetheless, we expect that the implemented energy efficiency measures will show positive effects.

Cronos Europa keeps track of the consumption of electricity. This will allow us to see the improvement in electricity resulting from the awareness training given to our employees and other new initiatives.

#### 7.1.2. Material

Because consulting is our core business activity, we have no impact related to material.

We will keep checking if there are activities where there is an impact on the environment with regards to material. If we find to have such an activity, we will take appropriate measures to reduce our impact.

#### 7.1.3. Paper

The environmental effects of producing paper include deforestation, vast amounts of energy and water usage, as well as air pollution and waste problems.

To limit and possibly eliminate paper consumption, Cronos Europa encourages the use of electronic documents.

For those documents that must be printed for legal/regulatory/client requirements, we have changed the default print option to double sided printing and the colour scheme to black and white.

We try to raise awareness of the negative impact of printing on our environment. Awareness initiatives and a paperless culture encouraging the electronic sharing of files support our efforts. Our employees are following the digital evolution that reduces the need for printing.

Data for paper consumption during 2020 and 2021 are not representative because of the covid pandemic, as during that period we recommended and even forced our employees to work from home as a safety measure. Therefore, we use data from 2022 as our starting point with the objective to reduce paper consumption per capita with 4% by 2025.

In 2022 we have reduced our total paper consumption with 2,3% compared to 2020 and the paper consumption per capita with 57%. This could be explained because client proposals are not printed out anymore but submitted electronically.

Some (new) actions were introduced:

- Expense notes are digitalized (Rydoo).
- Printers' default settings are recto-verso and black-white.
- "Do not print" message in e-mail footers (planned for implementation).
- The amount of printers will be reduced.
- Under (quality) investigation: possibility to only use recycled paper for printing.
- ...

Figure 13: Paper consumption

#### 7.1.4. Water

Our water consumption is primarily linked to office cleaning activities and the use of sanitary installations.

For cleaning our office, we rely on Greenclean. They have been carefully selected because of their drive to limit their impact on our world while keeping their cleaning standards high. They have obtained an ISO 14001 certification and maintaining it. Moreover, we send them instructions on cleaning, materials to be used, storage of cleaning products, ...

We can be assured that they keep their water pollution and water usage to an absolute minimum.

To know more about Greenclean, please visit their website: <https://www.greenclean.be/nl/> & <https://www.greenclean.be/fr/>.

Data for water consumption during 2020 and 2021 are not representative because of the covid pandemic, as during that period we recommended and even forced our employees to work from home as a safety measure.

Figure 14: Water consumption

#### 7.1.5. Waste

Cronos Europa makes sure that employees can sort waste.

This means there is a separation between PMC waste, paper and residual waste. Waste is collected in the bins located on the different floors and are collected by MCA-recycling (<https://www.mca-recycling.com/>) in Brussels.

MCA Recycling is qualified by the Brussels Environmental Administration as collector of dangerous waste under registration number 001476409 (valid until 26/06/2026) and as collector of non-dangerous waste under registration number 001187445. We try to keep the bins in the same location so everyone knows where to put their waste.

Transport has an impact on our waste. When the tires are on the end of their life, we expect our employees to get new tires.

Batteries are another part of the car that can break down and can be recycled.

We continuously raise awareness about how important recycling is. This helps with creating a company culture that takes recycling more seriously. This led to a decrease in the percentage of residual waste in 2022 (34,61%) compared to 2021 (45,57%).

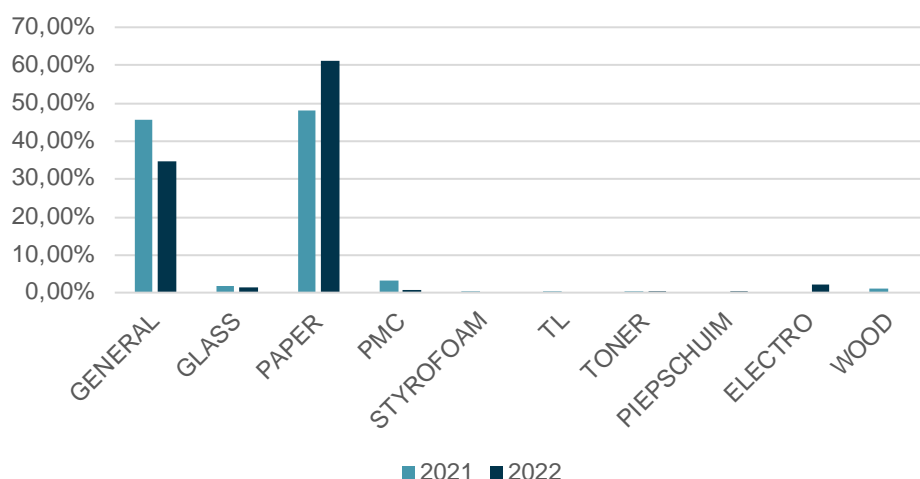


Figure 4: Waste collected in 2021 and 2022

#### 7.1.6. Soil

Cronos Europa is aware of the negative impact on biodiversity and human health risks caused by the pollution of soil. We have taken extensive measures to reduce our pollution.

The reduction of pollution in the soil is made possible by the increased awareness of our employees and the same mindset of our partners.

Cronos Europa wants their employees to be able to work in spaces that are healthy, clean and well-maintained.

Cleaning products helps to achieve this goal. They are able to remove dust, allergens and germs from our office.

We have considered the impact of cleaning products on the soil, that is why we have decided to work with Greenclean. They are tasked with keeping our office clean and work together with us to achieve a minimal impact on soil pollution.

They achieve this by using bio-degradable floor soap and by using more than 90% bio-degradable cleaning products for sanitary equipment.

They show us commitment to reduce their soil pollution by achieving and maintaining an ISO14001 certification.

Transport can have a big impact on soil pollution. To reduce this impact, we started to look at the transport of our own personnel.

In Brussel, most of our workforce takes public transport to work, this means we are on the right track, but we still took actions for the cars we provided for our employees.

We reduced the chances of pollution of soil by leaking motor oil by providing our employees with modern vehicles that give them visual warnings on the board computer about possible engine problems.

Filling up gas tanks brings increased change of soil pollution by spilling gas on the ground. We have given employees fuel cards to incentivize them to fuel up their car at gas stations that are equipped with environmental management.

We also expect the driver in case of spill during fuelling up to use absorbent pellets to limit pollution. More information about our mobility and transport can be found in chapter 7.1.12 Mobility and transport. We will continuously monitor our activities to identify any landscape related impact. Accordingly, we will define objectives and initiate activities to reduce such impact.

#### 7.1.7. Emission

The issue of environmental emissions is more important than ever before.

We are aware that air pollution with particles, soot, carbon, aerosols, heavy metals, and so on is causing adverse effects on human health as well as the environment.

Considering the fact that air pollution/CO2 emission has a high impact on the environment we follow up on the consumption of this aspect.

During higher temperatures we use air conditioners to keep our office at a steady temperature.

These machines work in several ways and contain many different parts. CFCs and HFCs are both cooling agents that are in the air conditioners which, when released, increase the holes in the ozone over time.

We try to limit the impact of our emissions by having Clima & Partners do the maintenance of our air conditioning twice a year and a leakage test every year.

Figure 19: CO2 emission by heating

Figure 20: CO2 emission by cooling

During low temperatures, mostly during the winter season, we use heating equipment to keep our office at a steady temperature.

To limit the impact of emissions from these devices we have a contractual agreement to maintain our heating equipment every year.

Most of our employees that drive to work do this in a petrol fuel car. This brings emission of CO<sub>2</sub>, NO<sub>x</sub> and soot particles. We try to limit these emissions by executing periodic maintenance on our cars and giving more ecological driving tips.

Petrol cars have a big impact on our emissions. This is also why we have implemented a new mobility plan.

This plan creates the possibility for our employees to have a hybrid company car, electric company car or a public transport subscription.

To further increase the likelihood of our employee's choosing hybrid or electric vehicles, we installed electric charging stations in the parking lot.

Cronos Europa keeps a record of the fuel consumption of leasing vehicles on a monthly basis. The reporting on the invoices for the purchases of fuel allows us to have an accurate measurement of consumption.

More information about our mobility and transport can be found in chapter 7.1.12 Mobility and transport. We will continuously monitor our activities to identify any landscape related impact. Accordingly, we will define objectives and initiate activities to reduce such impact.



#### 7.1.8. Use of natural resources

Natural resources are central to human wellbeing. We are unable to breathe without clean air, we are unable to live without the plants we eat and the water we can drink.

We need natural resources to build and heat the places we want to live or work, and we need them to survive and thrive.

The use of natural resources are key assets that are drivers of our development and wealth creation. Industries are developing at a pace higher than ever before, for supporting this growth the use of natural resources increased as well.

In some cases, industries are using more natural resources than the natural regeneration rate. This can threaten the quality of life and the wellbeing of people who are the most dependent on these natural resources.

Since obtaining our ISO14001 certification in 2011, we have been working to make efficient use of natural resources.

We are devoted to keep thinking about the use of natural resources and educate our employees on the impact that their ill-considered use can have on our world.

#### 7.1.9. External noise

Cronos Europa has taken measures to reduce noise pollution.

This kind of pollution could be described as, but is not limited to, unwanted or excessive sound that can have deleterious effects on human health, wildlife, and environmental quality.

Our employees could be producing noise hindrance during traffic while driving to work. We inform drivers not to let their motor run uselessly during stalling.

We understand that there could be noise hindrance caused by cleaning. To reduce this hindrance, we have decided to select Greenclean as our partner for keeping our office clean.

We can be assured that they minimize noise pollution by having achieved and maintaining their ISO14001 certification.

#### 7.1.10. Electromagnetic fields

Our business activity – consulting – has no impact on electromagnetic fields.

We will continuously monitor our activities to identify any impact on electromagnetic fields. Accordingly, we will define objectives and initiate activities to reduce such impact.

#### 7.1.11. Landscape impact

Similarly, our business activities have no impact with regards to landscape impact.

We will continuously monitor our activities to identify any landscape related impact. Accordingly, we will define objectives and initiate activities to reduce such impact.

#### 7.1.12. Mobility and transport

While most of our employees go to work via public transport, we still have some company cars, primarily for overhead staff.

We try to limit the number of cars on the road by recommending carpooling, working from home and implementing a new mobility plan.

Our plan gives employees the possibility to have a hybrid company car, electric company car or a public transport subscription.

To improve the mobility plan even further we decided to roll out [Skipr](#), which is included in a commuting budget we provide to our employees.

At this moment it only concerns those currently living in Brussels. We are investigating possibilities to extend Skipr to those living outside Brussels.

To further phase out the use of fossil fuelled cars and increase the likelihood of our employee's choosing hybrid or electric vehicles, we installed electric charging stations in the parking lot.

The employees that don't have a car come to work by bus or train. In 2022 it was our ambition for 50% of our employees to use alternative uses of transport by which we mean anything that is an alternative to the car, which we accomplished (less than 34% comes with a company car compared to 55% in 2021).

Since 2017, we have been able to reduce the distance that our employees need to travel.

Data for fuel consumption during 2020 and 2021 are not representative because of the covid pandemic, as during that period we recommended and even forced our employees to work from home as a safety measure.

This resulted in a 43% increase of fuel consumption in 2022 compared to 2021. However, the CO2 emission was increased with only 32%. This means that the cars were more environmentally friendly in 2022 than 2021 (less Diesel, more petrol).

The positive evolution in electrification and distance driven of the car fleet will be difficult to see in the data over the years, due to the special Covid circumstances that took place at the same time, and which slowed down the use of company cars to a great extent.

We have learned from the crisis that organizing meetings via TEAMS software can be very efficient and will be of lasting value.

We incentivize our employees to work from home whenever possible to further reduce the distance driven.

2022	%	#
BENZINE / PETROL	22,58%	7
DIESEL	41,94%	13
FULL ELECTRICAL	12,90%	4
HYBRIDE - BENZINE / PETROL	3,23%	1
PHEV - Plug In BENZINE / PETROL	16,13%	5
PHEV - Plug In DIESEL	3,23%	1
Total cars	100,00%	31
No car:	65,71%	59,4

Car Fleet in 2022

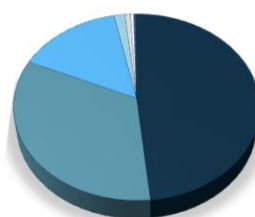


■ BENZINE / PETROL  
■ DIESEL  
■ FULL ELECTRICAL  
■ HYBRIDE - BENZINE / PETROL  
■ PHEV - Plug In BENZINE / PETROL  
■ PHEV - Plug In DIESEL

Figure 5: Car fleet in 2022

Diesel Excellium	48,36%
Excellium UNL95	33,32%
Excellium UNL98	15,09%
Diesel regular	1,55%
Diesel Excell10 ppm	0,79%
Premium E/10	0,48%
AdBlue	0,36%
GNC B (KG)	0,04%

Fuel consumption in 2022



■ Diesel Excellium  
■ Excellium UNL95  
■ Excellium UNL98  
■ Diesel regular  
■ Diesel Excell10 ppm  
■ Premium E/10  
■ AdBlue  
■ GNC B (KG)

Figure 6: Fuel consumption in 2022

To increase our mobility and transport we have set objectives to increase a greener and more efficient mobility and transport plan. These objectives are:

- Yearly increase of ratio # alternative transport means / # employee cars.
- We want that 50% of our new employees choose a non-fossil car as their commercial vehicle.

- It is our goal to replacement 25% of our current fossil driven cars with electric cars by 2025.

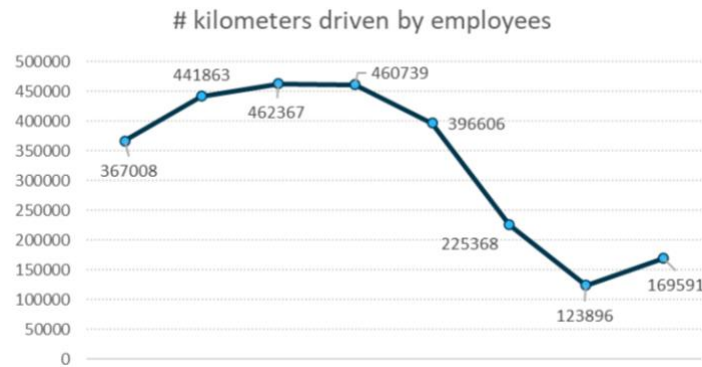


Figure 7: #kilometer driven by employees from 2015

## 7.2. Indirect environmental aspects

EMAS distinguishes between direct and indirect environmental aspects. Indirect environmental aspects are more related to the organization's missions.

Management control is indirect (e.g., suppliers and contractors).

### 7.2.1. Suppliers and contractors

Cronos Europa understands that it is important to get a view on the environmental impact of our suppliers.

For this exact reason we have carried out an environmental review of our suppliers.

We try to persuade them to reduce their impact on the environment.

This is done by emphasizing the benefits for their business when reducing the environmental impact.

## 7.3. Comparison with benchmark of excellence

In addition to the comparison and evaluation of environmental performance indicators for 2022 against 2021 (or earlier baseline years), the performance is also evaluated against the benchmark of excellence defined in the relevant reference document, which is *Best environmental management practices, environmental performance indicators and benchmarks of excellence for the telecommunications and information and communication technologies*

*(ICT) services sector.* The summary of the comparison with the benchmark of excellence is presented in chapter **Error! Reference source not found..**

## 8. Environmental process flows

### 8.1. Illustration of environmental process flow for our office

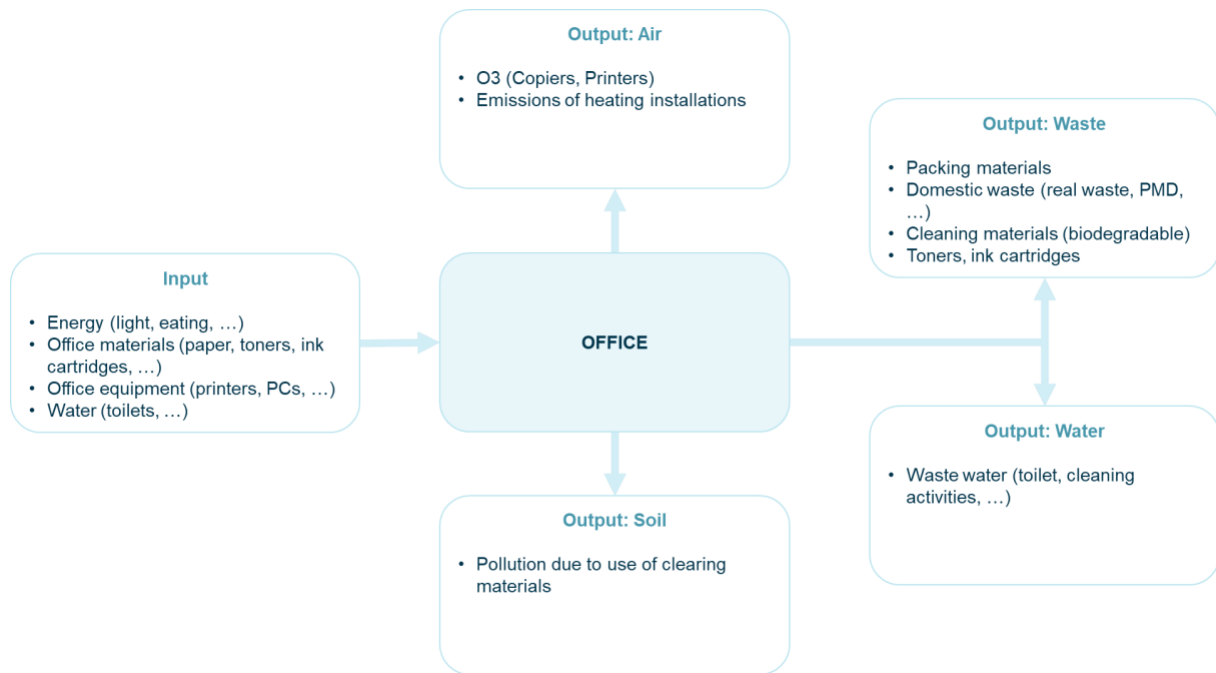


Figure 8: Illustration of environmental process flow for our office

### 8.2. Illustration of environmental process flow for our transport

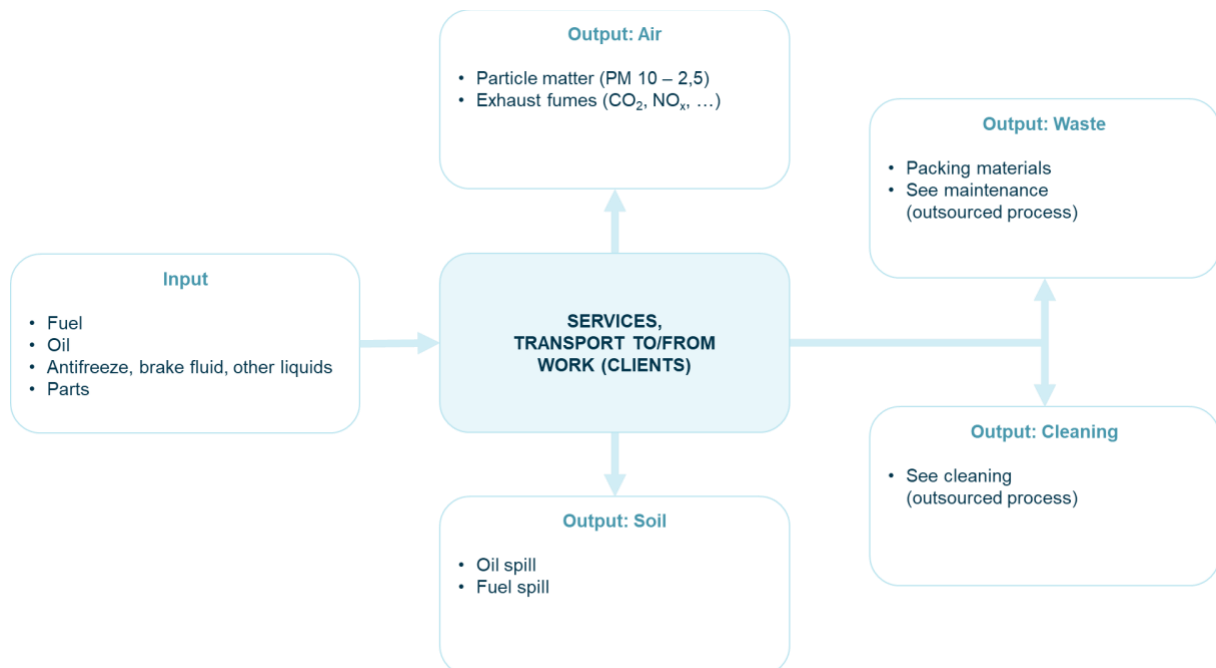


Figure 9: Illustration of environmental process flow for our transport

### 8.3. Illustration of environmental process flow for our cleaning

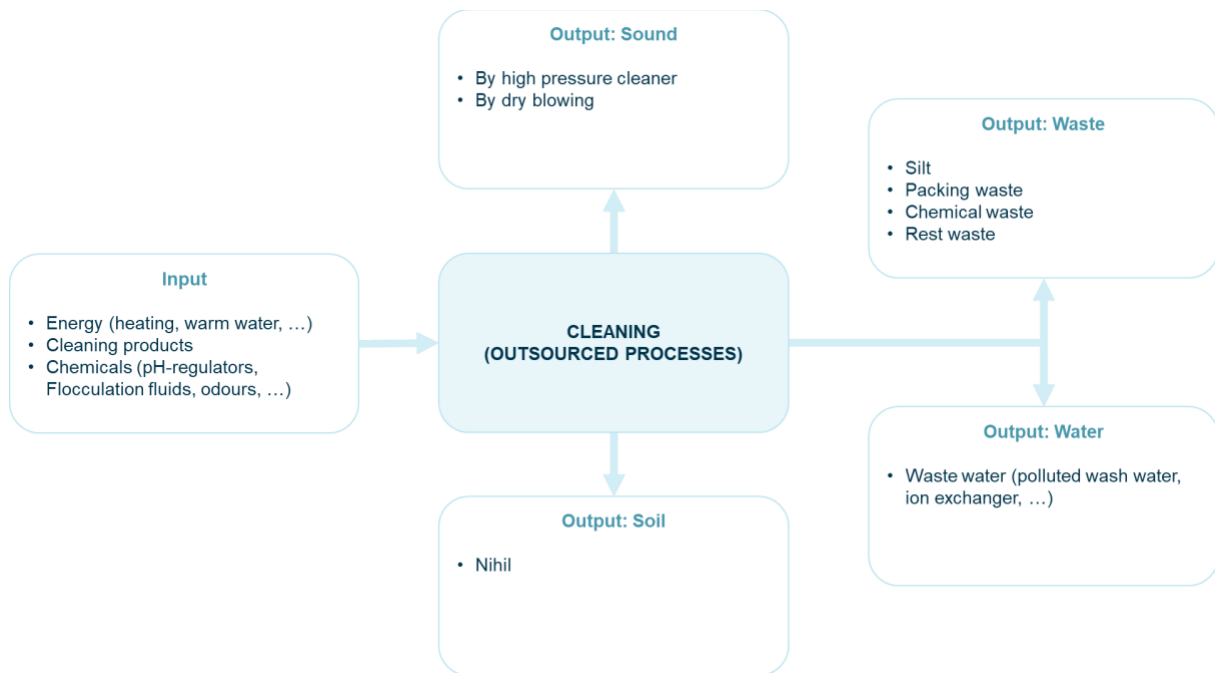


Figure 10: Illustration of environmental process flow for our cleaning

### 8.4. Illustration of environmental process flow for our maintenance

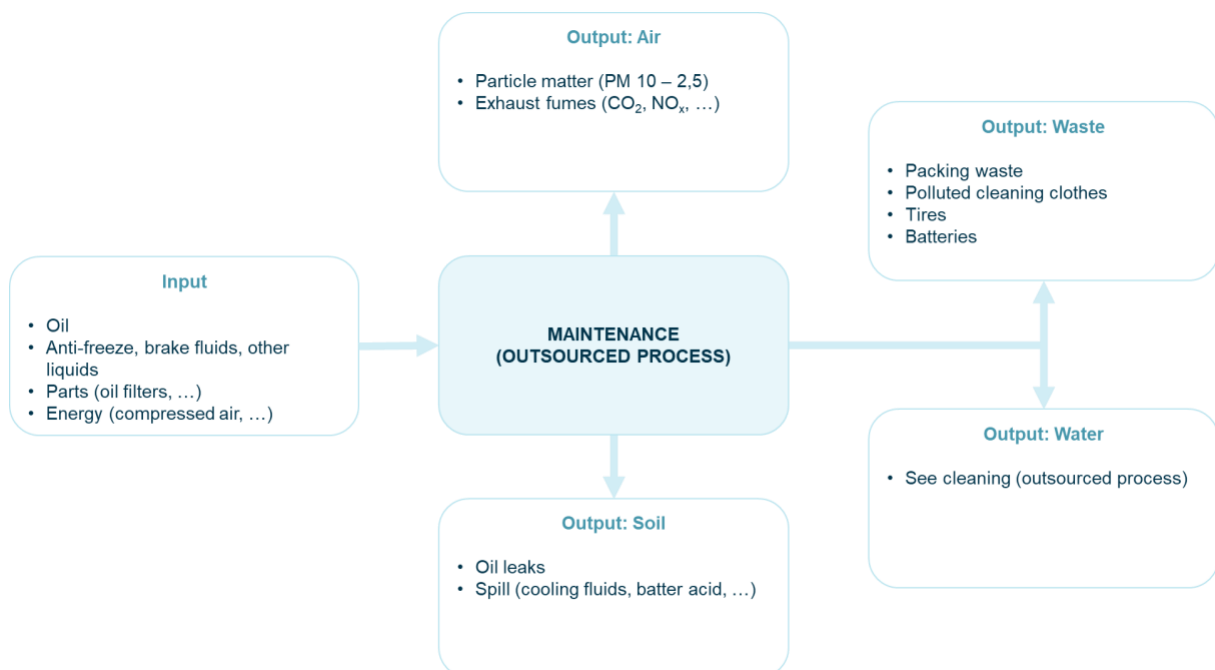


Figure 11: Illustration of environmental process flow for our maintenance

## 9. **Communication with stakeholders**

Cronos Europa has determined the external and internal issues and the needs of the stakeholders that are relevant to the strategic direction of the company, and which might impact Cronos Europa's ability to achieve the intended purposes (of its management system).

For every issue, the impact type (positive/negative and high/medium/low) will be determined for every management system. Issues with a high/medium negative impact and issues with a high positive impact will be included in the risk assessment of the respective management system.

The organization determined the influence and interest of all stakeholders for all implemented management systems (quality – environment – Information Security) and determined a suitable strategy, based upon the stakeholder context analysis, to cope with the needs of all identified stakeholders.

## 10. **Emergency management**

The Cronos Europa crisis management team is responsible for all official (internal and external) communication relating to a crisis.

For communicating internally, the crisis management team notifies employees when a crisis occurs and gives them the necessary information (e.g., Work from customer office or home because the office is unreachable).

When a crisis is resolved the crisis management team will debrief all employees on the crisis event and lessons learned from the event.

For external communication all official communications relating to the crisis event will be communicated by the Cronos Europa crisis management team.

The decision whether a crisis is or is not considered closed is the responsibility of the Cronos Europa crisis management team.

The termination of a crisis does not necessarily have to coincide with the restoration of the operational service of Cronos Europa. It is quite possible that the crisis in terms of communication and impact on the image are not yet finalized when operations are restored.

After dealing with the crisis, the course of the crisis will be reviewed and evaluated.



## 11. Environmental objectives and goals

### 11.1. Environmental objectives for 2025

- Only use power from a green energy source (biomass/wind/solar/sun).
- Reduce paper consumption per capita by 4%.
- Reduce our waste production per capita by 4%.
- Reduce residual waste to 40% of total waste so that 60% of the total waste production is sorted to be recycled (PMD, paper, toners, ...).
- Undertake an annual review of legislation and communicate changes to the relevant staff.
- Replace 25% of our current fossil driven cars with electric cars.

### 11.2. Long Term Action Plan

- Acquiring power from renewable energy sources via a power purchase agreement or via onsite installation that generate renewable energy.
- Look which departments use the most paper and what the need is for the paper, see where we can change the need for paper to electronic documents.
- Research possible cooling agents with a lower GWP ratio (Global Warming Potential).
- Introducing a carpool tool and empowering employees to carpool.
- Only use recycled paper for the printers (under quality investigation).
- Get 50% of our employees to use alternative uses of transport by which we mean anything that's an alternative to the car.

### 11.3. Action Plan 2022 achievements

- Create awareness about the waste of paper.
- Set up awareness initiatives about waste management responsibilities (e.g., poster actions, ...).
- Make electric / hybrid cars more attractive for employees (higher full TCO budget or better contracts with leasing for electric / hybrid cars).
- Add more electric chargers at the office and help employees to install chargers at home.
- Extend the use of sensors/detectors for automatic lighting to reduce unnecessary energy consumption for lighting.
- Moved away from Nespresso and now machines with coffee beans (no capsules anymore).
- No plastic Sipwell water containers anymore (Aqualux water filtering, recycling of the filter tubes is covered by the maintenance contract with Aqualux). Only on the first floor there is still a Sipwell water container, but with a maintenance contract on recycling.
- Defaults for the printer are recto-verso and black/white.

### 11.4. Action Plan 2023

- Look at investment opportunities for generating or buying renewable energy.
- Print draft documents on the back of old printouts.
- Extend the use of Skipr to those living outside Brussels to transition to a more sustainable mobility.
- Add 5 more electric chargers at the office garage.

- Discuss with Cofinimmo to have better reports on waste by placing separate containers for Cronos Europa.
- Extend the use of sensors/detectors for automatic lighting to reduce unnecessary energy consumption for lighting in the server rooms, biggest meeting room and phone boots.
- Disclaimer in e-mail signature to not print e-mails.
- Specific space on the Intranet on environmental instructions, awareness, ...
- New function responsible for environmental improvements in the office: Facilities Coordinator (function description is ongoing).

We keep supporting initiatives to inspire people to go greener and encourage to take the bike and leave the car.

One of those initiatives is the Mobility Week in September. This was organized the first time in Brussels in 2022. There was be a bike repair in the parking, a contest between our offices in Luxembourg and Brussel on most steps taken and a Breakfast by Cronos Care.

Another is the introduction of the [SquadEasy](#) application and related challenges. From September 2022 to September 2023, the whole Cronos Europa population will be participating to a number of individual, team and corporate challenges aimed at reducing our carbon footprint.



## 12. HSE indicators

### 12.1. Number of employees

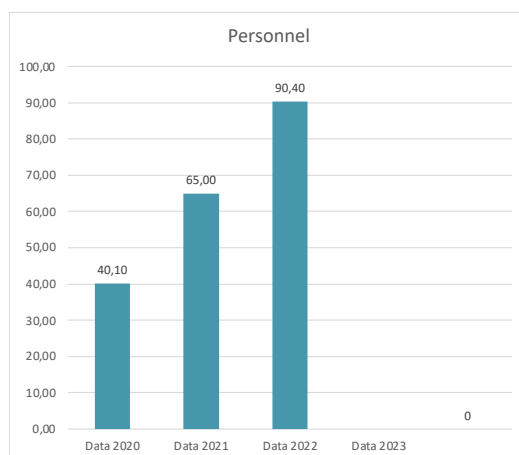


Figure 12: Number of employees

### 12.2. Paper consumption

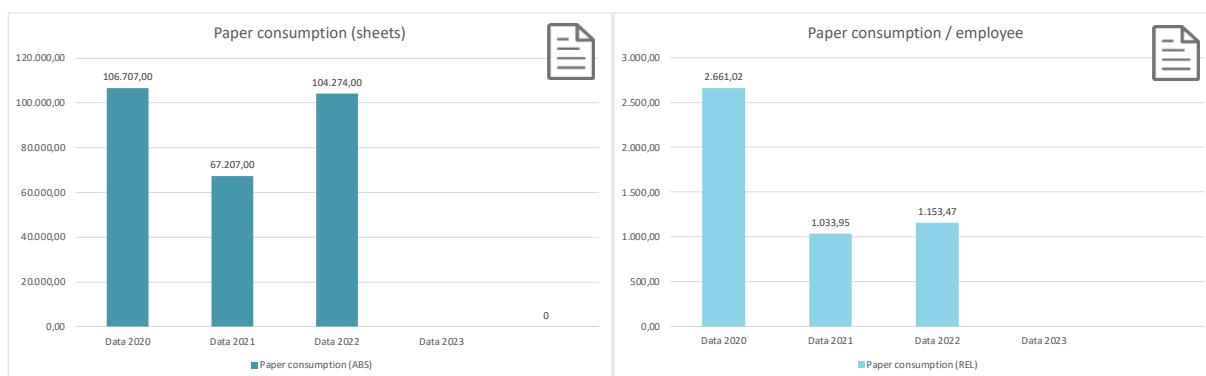


Figure 13: Paper consumption

### 12.3. Water consumption

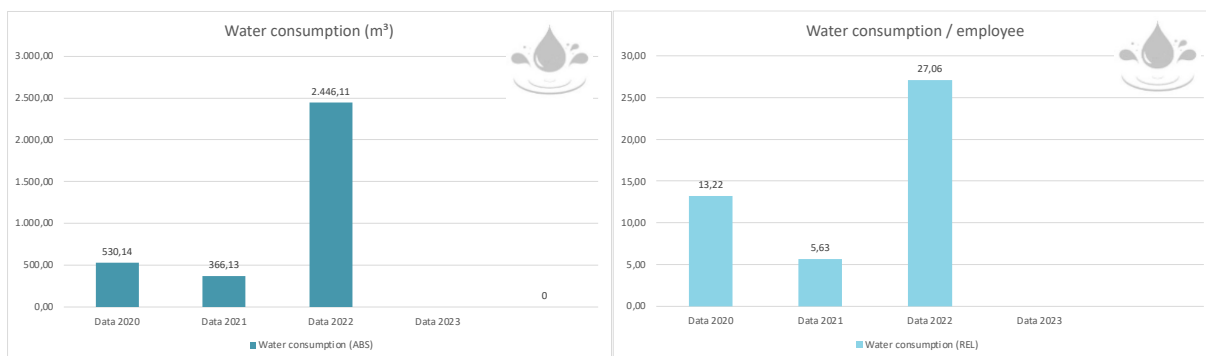


Figure 14: Water consumption

## 12.4. Toner consumption

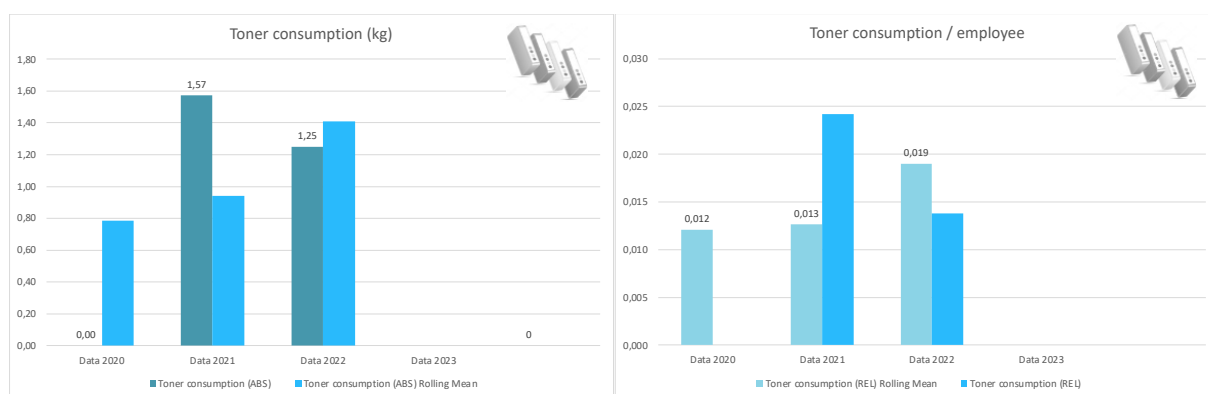


Figure 15: Toner consumption

## 12.5. CO<sub>2</sub> emissions by company cars

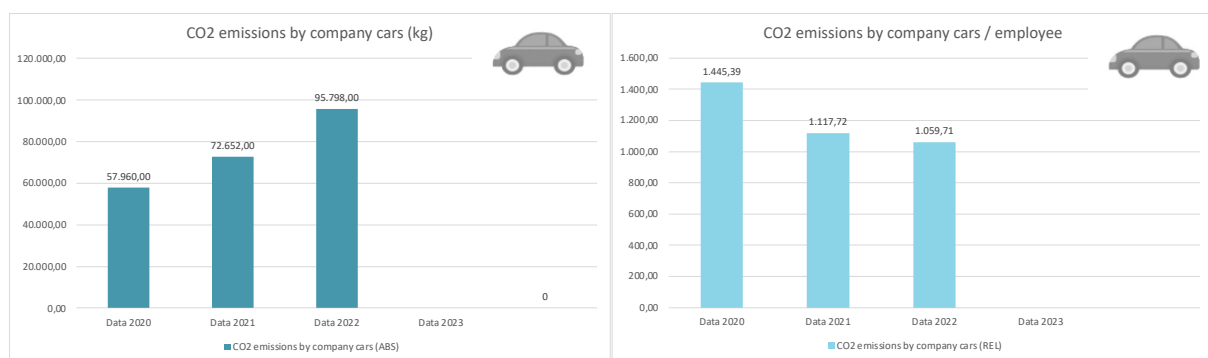


Figure 16: CO2 emissions by company cars

## 12.6. Electricity consumption

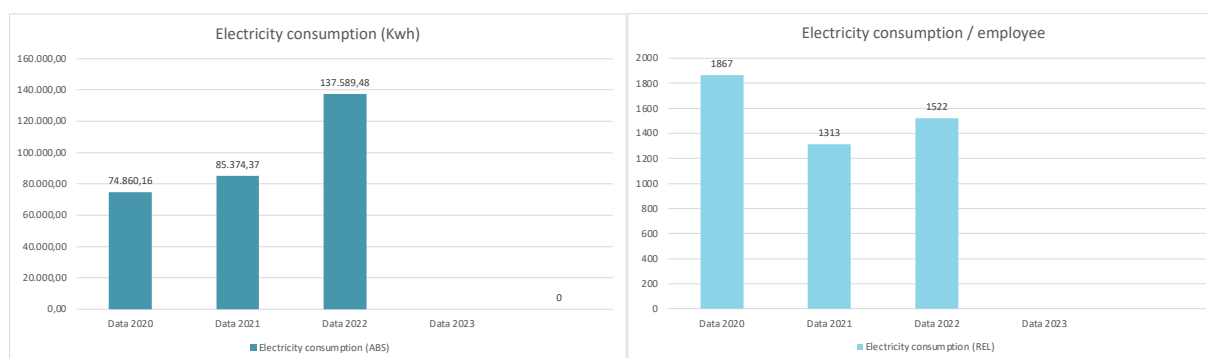


Figure 17: electricity consumption

## 12.7. CO<sub>2</sub> emission by electricity use

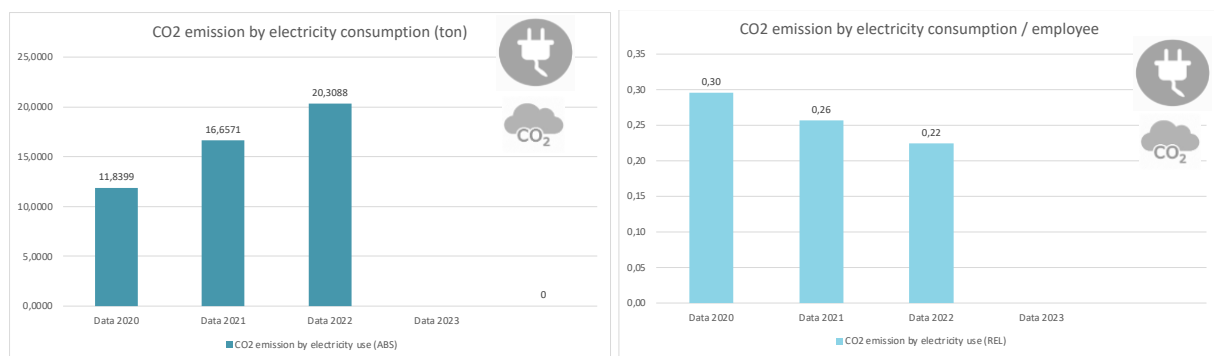


Figure 18: CO<sub>2</sub> emission by electricity use

Emission factors = <https://www.co2emissiefactoren.be/>

## 12.8. CO<sub>2</sub> emission by heating

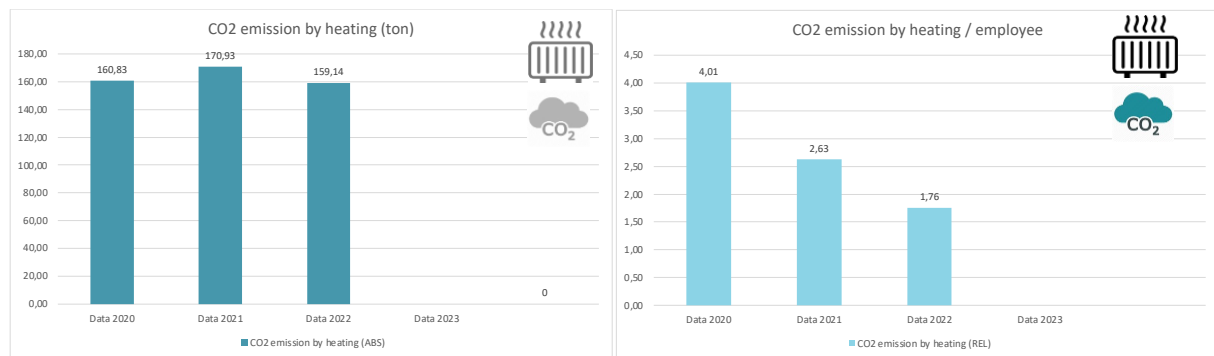
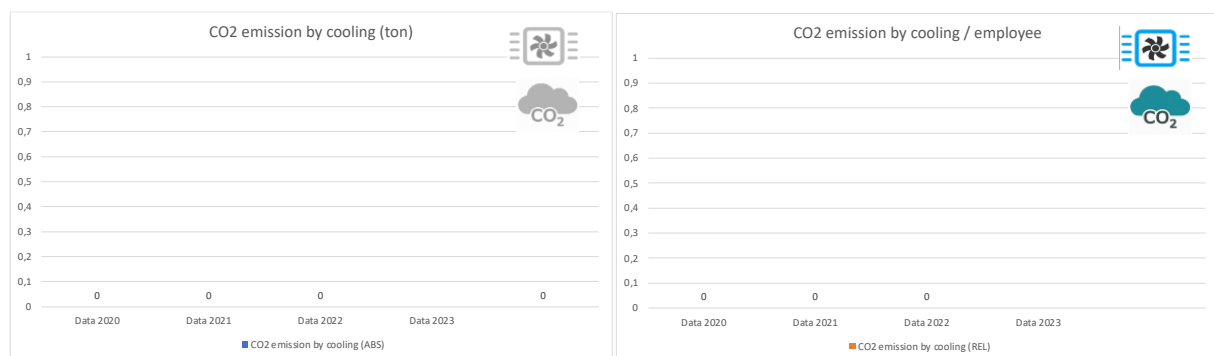


Figure 19: CO<sub>2</sub> emission by heating

## 12.9. CO<sub>2</sub> emission by cooling



No emissions, as there is no leakage in our cooling systems.

Figure 20: CO<sub>2</sub> emission by cooling

## 12.10. Waste Production

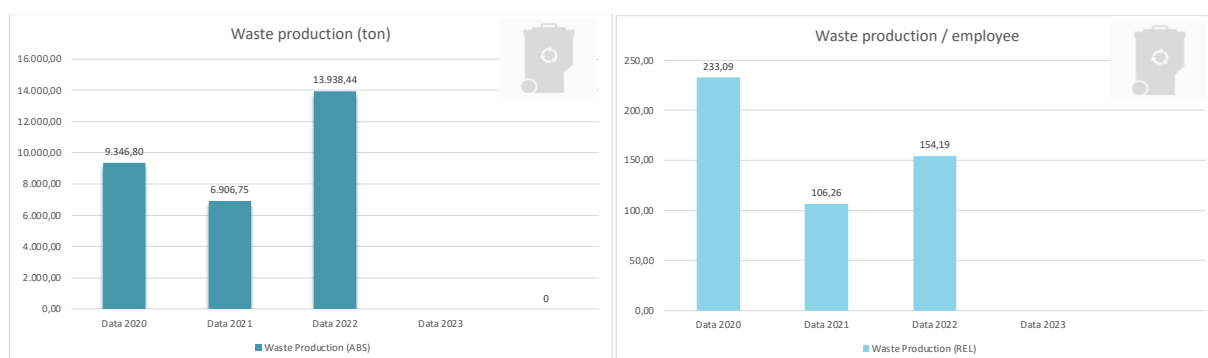


Figure 21: Waste production

## 12.11. Surface used / biodiversity

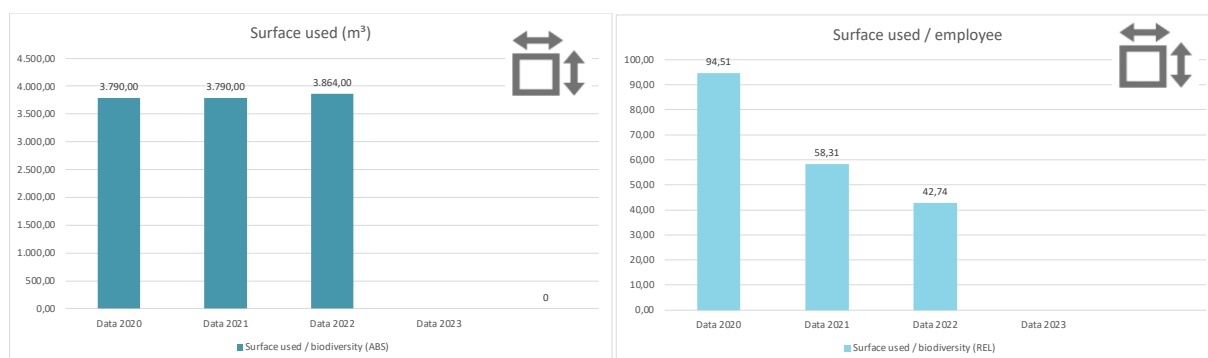


Figure 22: Surface use

## 12.12. Comparison with benchmark of excellence

Benchmark of excellence	Cronos Europa (2022)	Δ Cronos Europa (2023) to benchmark (in %)
<b>The company has a global and integrated asset management system e.g. certified ISO 55001</b>	Asset management is part of the ISO27001 Information Security Management System and ISO20000-1 certified Service Management System	Benchmark met
100 % of operations implement an advanced environmental management system, e.g. EMAS verified or ISO 14001 certified	Cronos Europa has an ISO14001 certificate and EMAS verification with all activities in scope	Benchmark met
100 % of operations measure and monitor their energy use and water consumption as well as waste management	N/A	Best practice not applied yet
The company has achieved carbon neutrality (scope 1 and 2), including through the use of renewable energy and carbon compensation, after having pursued all efforts to improve energy efficiency	N/A	Best practice not applied yet
All ICT equipment purchased by the company is ISO Type I eco-labelled (e.g. EU Ecolabel, Blue Angel) (if available), Energy Star, or EU Green Public Procurement criteria (if available) are applied in its procurement.	The ICT equipment procurement process is under review to include green criteria and eco-labels	Ongoing
All broadband equipment purchased by the company meets the criteria in the EU Code of Conduct on broadband equipment	The ICT equipment procurement process is under review to include the EU Code of Conduct on broadband equipment	Ongoing
100 % of packaging purchased by the company is made from recycled material or was awarded the Forest Stewardship Council label	N/A – Cronos Europa does not purchase packaging	N/A

<b>10 % of the bid weighting is dedicated to environmental performance when purchasing ICT equipment</b>	N/A	Best practice not applied yet
100 % of products and services provided by the company has related environmental information available to end users	N/A	Best practice not applied yet
Use of total cost of ownership as criterion in call for tenders	N/A	Best practice not applied yet
All end-user ICT devices are configured on installation at optimal power management	N/A	Best practice not applied yet
All end-user ICT devices have been audited on power management at least once during their lifetime	N/A	Best practice not applied yet
All staff has been trained at least once on energy savings	Yearly environmental awareness training	Benchmark met
<b>100 % of electricity used is from renewable energy sources (either purchased or produced on-site)</b>	0%	Ongoing
100 % of facilities have a certified zero waste management system or a certified asset management system	Asset management is part of the ISO27001 Information Security Management System and ISO20000-1 certified Service Management System	Benchmark met
90 % of own ICT equipment recovered for reuse or refurbishment or sent for recycling	All ICT equipment is sent for recycling	Benchmark met
30 % of ICT equipment from clients taken back and recovered for reuse or refurbishment or sent for recycling (for ICT companies providing equipment to customers)	N/A	N/A
Zero ICT waste sent to landfill	Zero ICT waste sent to landfill	Benchmark met



All data centres have implemented the best practices in the EU Code of Conduct on Data Centre Energy Efficiency or the expected practices of CLC/TR 50600-99-1 regarding the development and deployment of new IT services.	Outsourced	Outsourced
All staff (software developers) trained on energy efficient software.	N/A	Best practice not applied yet
At least one project for minimising data traffic demand through green software was implemented during the year	N/A	Best practice not applied yet

## 13. Appendix

### 13.1. Appendix A: EMAS Validation



**Bureau Veritas Certification**

**ENVIRONMENTAL VERIFIER'S DECLARATION ON VERIFICATION AND VALIDATION ACTIVITIES**

**BUREAU VERITAS CERTIFICATION nv,**  
EMAS environmental verifier registration number BE-V-022

Accredited for the scope Nace 62.02

declares to have verified whether the site(s) or the whole organisation

**Cronos International**  
Avenue des Arts 46 PB 5, 1000 Bruxelles, Belgium

with registration number /

meet all requirements of Regulation (EC) n° 1221/2009 & n° 2017/1505 of the European Parliament and of the Council of 25/11/2009 & 28/08/2017 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

By signing this declaration, I declare that:

- the verification and validation has been carried out in full compliance with the requirements of Regulation (EC) n° 1221/2009 & n° 2017/1505 & n° 2018/2026;
- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment;
- the data and information of the environmental statement of the organization reflect a reliable, credible and correct image of all the organizations activities within the scope mentioned in the environmental statement.

This document is not equivalent to EMAS-registration. EMAS-registration can only be granted by a Competent Body under Regulation (EG) n° 1221/2009 & n° 2017/1505 & n° 2018/2026. This document shall not be used as a stand-alone piece of public documentation

Done at Antwerp on : 11 April 2023

  
Fabrice Kuylenstierna - Compliance Manager

Managing office: Bureau Veritas Certification (Belgium) NV/SA - Mechelsesteenweg 128-136 - B-2018 - Antwerp, Belgium  
Issuing office: Bureau Veritas Certification (Belgium) NV/SA - Mechelsesteenweg 128-136 - B-2018 - Antwerp, Belgium



## 13.2. Appendix B: ISO14001:2015 certificate



# Certificate of Registration

## ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Cronos International SA  
Avenue des Arts 46  
1040 Bruxelles  
Belgium

Holds Certificate No:

**EMS 678405**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Delivering IT Solutions and Services, specialized in European organisations.

For and on behalf of BSI:

Andrew Launn, EMEA Systems Certification Director

Original Registration Date: 2011-11-25

Latest Revision Date: 2022-11-28

Effective Date: 2023-01-29

Expiry Date: 2026-01-28

Page: 1 of 2



...making excellence a habit.™

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Printed copies can be validated at [www.bsi-global.com/ClientDirectory](https://www.bsi-global.com/ClientDirectory) or telephone +31 (0)20 3460 780.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

Certificate No: **EMS 678405**

Location

Registered Activities

Cronos International SA  
Avenue des Arts 46  
1040 Bruxelles  
Belgium

Delivering IT Solutions and Services, specialized in European organisations.

Cronos Europa  
Rue Pafebruch 89a  
8308 Capellen  
Luxemburg

Delivering IT Solutions and Services, specialized in European organisations.



Original Registration Date: 2011-11-25

Effective Date: 2023-01-29

Latest Revision Date: 2022-11-28

Expiry Date: 2026-01-28

Page: 2 of 2

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