



# POWERING PROGRESS

Our Sustainability Commitment in the UK



The planet's pathways



# LOCAL ACTION, GLOBAL REACH

Putting Purpose into Practice



The world is changing – and the need for responsible action has never been more urgent. That is why sustainability is at the heart of our mission. Guided by our global strategy “Sustain, to Lead”, Prysmian in the UK aligns local action with global ambition: driving decarbonisation, supporting people, and creating long-term value – across our business and beyond.

In the UK, Prysmian builds on over 100 years of manufacturing, starting with our first site in Southampton in 1914. Today, we run three factories for local and export markets, and employ nearly 1,000 people.

Globally, Prysmian operates in over 50 countries, with 109 plants and 26 R&D centres. Nearly half our revenue now comes from sustainable products, and we’re advancing in recycling, diversity, and employee ownership – with 46% of staff as shareholders.

We are more than just a global cable solutions provider – we are a partner for progress, reducing the carbon footprint of every metre of cable we produce, and working towards a more sustainable future for all.

**Learn more about  
sustainability  
commitment in the UK.**



# OUR ROAD TO NET ZERO

Clear targets. Measurable progress.  
Joint responsibility.

Prysmian has set the ambitious target of reaching net-zero greenhouse gas emissions across our entire value chain by 2035.

## CLIMATE AMBITION – ACCELERATING THE NET ZERO GOAL BY 2035



### SCOPE 1 & 2

90% CO<sub>2</sub> reduction by 2035

We are reducing direct emissions by switching to electricity from zero-carbon and renewable energy sources, improving energy efficiency and phasing out fossil fuels across our operations.



### SCOPE 3

Net zero by 2035

We are working with suppliers to build responsible, low-emission supply chains that reduce environmental impact beyond our own operations.



Globally, Prysmian reduced Scope 1 and 2 emissions by 37% and Scope 3 emissions by 54% in 2024 compared to the 2019 baseline. 43.1% of our global revenue now comes from sustainable products, supported by increased recycled content in PE jackets and copper.

Prysmian in the UK is proud to be aligned with this global ambition: We have reduced Scope 1 and 2 emissions by 40% (location-based) as of 2024, compared to 2019.

# GUIDED BY IMPACT

## Our Key Sustainability Priorities

Our sustainability efforts are built around three strategic priorities:

1

### Promote accessible energy and digital solutions

We are developing and delivering cable solutions that connect people to the power and digital services they need – supporting electrification, connectivity, and the energy transition.

2

### Encourage responsible resource management

From sourcing recycled materials to reducing waste and emissions, we embrace the principles of a circular economy and ensure the same from our suppliers.

3

### Support people and communities

We champion employee development, mental health, inclusion, and engagement, while investing in our communities through education, volunteering, and local partnerships.

#### Did you know?

Prysmian has two overarching ambitions:

- Climate Ambition, to lead the low-carbon transition
- Social Ambition, to drive progress in diversity, equality, health, safety, and inclusion

These priorities are enshrined in **Prysmian's Code of Ethics**.



# OUR ETHICS & ASSOCIATIONS

## Shared Standards for a Sustainable Industry

Our ethical framework ensures that every step we take is anchored in integrity. Prysmian's Code of Ethics guides our approach to environmental responsibility, business conduct, and human rights.

We uphold clear internal standards, including an Anti-Harassment Policy to ensure a respectful workplace and an Anti-Trust Policy that promotes fair competition. Our DE&I Policy (Diversity, Equity & Inclusion) and Gender Equality Policy support inclusive hiring, development, and leadership. HSEE (Health, Safety, Environment and Energy) protects our people and drives performance. Our Parental Policy offers paid leave, child benefits, and return-to-work support.

We collaborate with industry partners and sustainability bodies to raise standards across the cable value chain – aligned with global climate goals and the UN SDGs. Through ethics, responsibility, and collaboration, we help shape a more sustainable and resilient cable market.



**The Copper Mark** – Prysmian became a Copper Mark partner in June 2024, the leading assurance framework promoting responsible practices throughout the copper value chain. This partnership highlights Prysmian's commitment to sustainable development and responsible sourcing of materials.



**Responsible Mica Initiative** – In 2021, Prysmian joined - as the first cables sector business - the Responsible Mica Initiative (RMI), which is a non-profit organisation dedicated to the elimination of child labour and precarious working conditions in the mica supply chain.

Learn more  
about our  
sustainability  
partners.



# PROGRESS IN NUMBERS

## Prysmian 2024

Our global achievements are a testament to our long-standing commitment to sustainability. In 2024, we made meaningful progress across our environmental and social goals.

These milestones highlight our unwavering dedication to being a responsible, forward-thinking company.

tCO<sub>2</sub> EMISSIONS -  
SCOPE 1 AND SCOPE 2  
MARKET BASED

**582,397**

616,059 (2023)

PERCENTAGE REDUCTION  
IN CO<sub>2</sub> EMISSIONS OF  
SCOPE 1 AND SCOPE 2 VS  
BASELINE FY 2019

**-37%**

-33% (2023)

tCO<sub>2</sub> EMISSIONS -  
SCOPE 1 AND SCOPE 2  
MARKET BASED

**-21%**

-10% (2023)

PERCENTAGE OF  
RECYCLED CONTENT  
ON PE JACKETS AND  
COPPER

**16.2%**

12.7% (2023)

PERCENTAGE  
OF WOMEN EXECUTIVES  
(JOB GRADE ≥ 20)

**19.2%**

18.8% (2023)

PERCENTAGE OF  
WHITE-COLLAR WOMEN  
HIRED ON A PERMANENT  
BASIS

**47.5%**

46.0% (2023)

PERCENTAGE OF  
SHAREHOLDERS  
EMPLOYEES

**46%**

46% (2023)

SAFETY ASSESSMENT  
PLAN

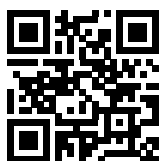
**4.01**

3.40 (2023)

SHARE OF REVENUES  
FROM SUSTAINABLE  
PRODUCTS

**43.1%**

37% (2023)



**Learn more  
about our 2024  
sustainability  
achievements.**





# E PATH

## The New Standard in Cable Sustainability



### E Path

Prysmian E Path is coming to the UK. E Path is a revolutionary ecolabelling system – developed specifically for the cable industry.

This innovative labelling framework uses clear and quantifiable metrics to assess the environmental impact of cable products, making sustainability data visible and comparable.

Prysmian E Path demonstrates our ongoing pledge to transparency, responsibility, and innovation. Sustainability goes beyond ambition – it defines how we operate.

Each cable family must pass a rating process based on the following criteria:



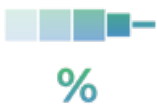
#### CARBON FOOTPRINT

Aimed at defining climate change impacts deriving from cables life cycle



#### RECYCLING INPUT RATE

Presence of recycled materials in cable, both purchased and reused



#### PERFORMANCE EFFICIENCY

The higher the efficiency of the transmission, the more sustainable the performance



#### NO TOXIC SUBSTANCES

Absence of environmentally harmful CMR or toxic/hazardous substances in the cable



#### ENVIRONMENTAL BENEFITS

Low carbon products (including cables used for green energy sources), CPR compliant products



#### RECYCLABILITY / CIRCULARITY

Presence of potentially recyclable material, possibility to reclaim/recover

# SMARTER COPPER

Recycled.  
Responsibly Sourced.  
Future-Ready.

Copper is essential for modern energy infrastructure – from wind turbines to EVs. While global demand rises, mining and refining copper remains energy- and carbon-intensive. The good news:

- ✓ **Copper is 100% recyclable** – and can be reused indefinitely without performance loss
- ✓ **Copper recycling uses far less energy than primary extraction** – cutting emissions significantly

## OUR COMMITMENT TO SUSTAINABLE COPPER

Prysmian in the UK has made recycled copper a cornerstone of its sustainability strategy. In 2024, all of our copper cables contain 30% recycled copper - demonstrating our commitment to material circularity. This shift helps conserve natural resources, reduce emissions, and divert waste from landfill – all while ensuring high conductivity and top performance.

## BEYOND RECYCLING: RESPONSIBLE SOURCING

- We use copper with a carbon footprint 35% below the global average
- We work only with ethically and environmentally responsible suppliers
- We are a Copper Mark partner – a global standard for responsible copper sourcing

Copper's unique properties make it indispensable for the energy transition. By combining recycled copper with responsible sourcing, Prysmian is setting a new benchmark for sustainability in the cable industry.



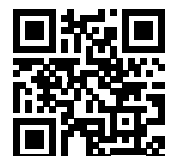
### Did you know?

Did you know Prysmian uses copper that contains recycled content.



RESPONSIBLY  
PRODUCED  
COPPER

**Talk to our team today to  
find out how our sustainable  
copper cable solutions can  
power your next project.**





# ALUMINIUM, REIMAGINED

## Low-Carbon. High Impact.

Aluminium is key to lightweight, high-performance cable design – but its production is one of the most energy-intensive industrial processes on the planet, generating around 2% of global CO<sub>2</sub> emissions.

### OUR LOW-CARBON ALUMINIUM APPROACH

To address the environmental impact of aluminium production, Prysmian in the UK has taken decisive steps to reduce emissions across the supply chain.

In 2024, Prysmian in the UK achieved a major milestone: 100% of the aluminium used in our cables was certified low-carbon – sourced from producers that rely on renewable energy like hydropower, wind and solar instead of fossil fuels.

This switch has a measurable impact:

- Reduction of emissions by up to 75% compared to conventional aluminium
- Footprint of just 4 tCO<sub>2</sub> per tonne, significantly below the global average of ~16.5 tCO<sub>2</sub>

### WHAT SETS OUR ALUMINIUM APART



#### Fully powered by renewables

No coal or gas in the smelting process



#### Responsibly sourced

From suppliers using low-impact raw materials



#### Zero compromise on quality

Full strength and conductivity guaranteed



#### Did you know?

In 2024, 100% of the aluminium in UK was low-carbon.

# PIONEERING WITH POLYMERS

Recycled Materials.  
Uncompromised Performance.

At Prysmian, incorporating recycled polymers is not a compromise – it's a commitment to innovation, sustainability, and product excellence.

## WHY RECYCLED POLYMERS MATTER

- Lower carbon footprint than virgin polymers
- Reduces reliance on finite raw materials
- Supports a circular economy by diverting waste from landfill and waterways
- Used across cables and connectivity products – including in reprocessed in-house plastic waste

In 2024, we purchased 10x more recycled polyethylene than in 2023. By 2027, our goal is to use 30% recycled content in medium-voltage cable sheaths. At the same time, our R&D team is expanding trials with other recycled polymers.

## INNOVATION WITHOUT COMPROMISE

Our in-house expertise and strong R&D capabilities ensure that:

- All recycled materials are rigorously tested
- Only polymers matching the same performance standards as virgin materials are used
- Quality consistency and reliability are guaranteed by continuous checks



# PACKAGING WITH PURPOSE

Smarter. Cleaner.  
Continuously Evolving.

Optimising packaging is a key part of our sustainability journey. It's not a one-off initiative — it's an ongoing process of innovation, functionality and impact. We are redesigning packaging across our sites to reduce our environmental footprint while improving usability and efficiency.

## LESS WASTE, BETTER SOLUTIONS

In 2023/24, we introduced a series of packaging improvements, e.g.:

- All plastic packaging now includes recycled content and is 100% recyclable
- Changed style on corrugated boxes to reduce paper waste and lower costs
- Switch to self-adhesive paper tape, reducing 1,500+ kg of single-use plastic
- Change to multi-layer pallet wrap, reducing 3000+ kg of single use plastic
- New reel pack boxes using low-ink, water-based printing

These changes make packaging more sustainable – and more practical for our customers.

### Did you know?

All our plastic packaging now contains recycled content and is 100% recyclable.



## DESIGNED FOR IMPACT

Our packaging upgrades offer real benefits:

- Lower emissions and plastic use
- Improved recyclability and resource efficiency
- Cleaner design with less ink and better visual appeal
- More functional, cost-efficient and user-friendly formats



# COMMITTED TO A NET-ZERO FUTURE

Reliable Power. Zero Emissions.

The journey of Prysmian in the UK to net-zero is powered by action – and by electricity that produces no greenhouse gases. For over a year, 100% of our electricity has come from zero-carbon sources, with nuclear energy playing a key role.

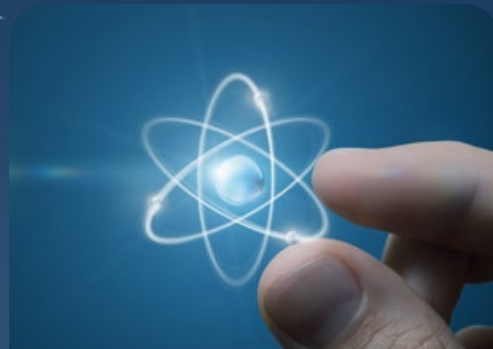
## INITIATIVES & INNOVATIONS

### Reducing Waste, Promoting Circular Economy

- ✓ **Drum collection service** – repair and reuse of cable drums
- ✓ **Cable scrap service** – recycling old cables to cut landfill waste
- ✓ **Cut-to-length cable service** – taking only what's needed

### Smart Tools for Smarter Resource Use

- **Alesea** – IoT tracking for efficient drum use and less waste
- **Prysmian CableApp** – product data and sustainability info for better decisions



### Did you know?

All our UK sites are ISO 14001, 14005, and 9001 certified, underscoring our commitment to environmental excellence through robust management systems and continuous improvement.

# MAKING EVERY DETAIL COUNT

## Energy Efficiency in Action

Reducing greenhouse gas emissions isn't just about switching energy sources – it's about using energy smarter. At Prysmian, we continuously improve our efficiency through facility upgrades, behavioural change and smarter technologies.

### WHERE INNOVATION MEETS IMPACT

In 2024, Prysmian in the UK launched a series of site-wide measures to cut energy use and optimise performance:

- ✓ **Electrification of 99% of forklift trucks**, reducing LPG and diesel use
- ✓ **Ongoing staff awareness campaigns** on equipment shutdown and energy-saving habits
- ✓ **Switch to LED lighting** to lower electricity consumption
- ✓ **Compressed air leak repairs** to cut waste and maintain system performance
- ✓ **Upgrade of outdated DC motors** to modern, high-efficiency AC drive systems
- ✓ **Facility improvements**, including double glazing, pipe insulation and better climate control

Each change contributes to our long-term decarbonisation goals – and brings immediate energy savings across our operations.

### EFFICIENCY IN EVERY STEP

We're not only switching to cleaner energy – we're using it more efficiently. Across our UK sites, we're continuously upgrading equipment, optimising processes and investing in smarter technologies to reduce energy consumption without compromising performance.

# MAKING A DIFFERENCE, TOGETHER

## Wellbeing, Inclusion and Everyday Impact

At Prysmian in the UK, sustainability goes beyond lowering emissions. We invest in wellbeing, education, and local engagement to strengthen our teams and the communities around us.

### SOCIAL IMPACT IN ACTION

- ✓ **12 Wellbeing Champions** across 4 sites support mental health and engagement, backed by external training
- ✓ A dedicated **Wellbeing Committee** was launched in 2024 to represent staff and advise management
- ✓ We sponsor the **PETA Apprentice of the Year Award** and support local careers fairs and interview workshops
- ✓ Our teams take part in the **Dragons' Den programme** to help develop young talent and support innovation
- ✓ In 2024, apprentices in Bishopstoke raised over **£3,000 for Children in Need**

We also run the Sustainability Academy – a global initiative to raise awareness, educate teams on key sustainability topics, and empower leadership to drive positive change. The programme reaches all employees and is delivered both online and in person, in partnership with top international business schools.



Learn more  
about our social  
and community  
initiatives.



# WORKING TOGETHER FOR LOCAL IMPACT

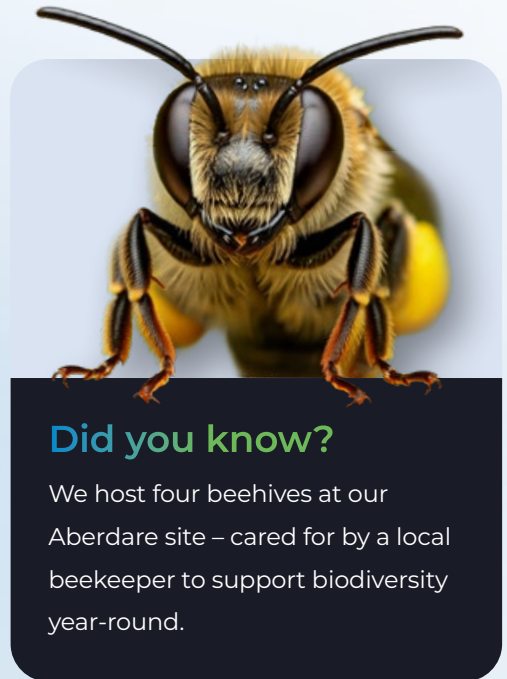
## Sustainability Through Development and Action

We believe that true sustainability includes investing in people – through education, engagement, and shared action. Our graduate and apprenticeship programmes, along with structured development plans, build talent, strengthen teams, and support long-term progress.

Our teams also contribute through local volunteering. In 2024, they helped protect biodiversity, enhance public spaces, and support communities:

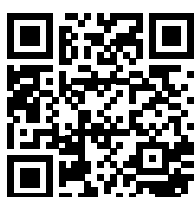
- In Mountain Ash (near Aberdare), we supported a new community garden with Down to Zero
- In Aberdare, we helped redecorate classrooms at Park Lane School
- In Highbridge, we joined efforts to restore ancient earthworks and protect local habitats
- At Bishopstoke, our team took part in biodiversity projects with local partners

These activities bring our teams together, foster pride in local engagement, and deliver tangible environmental and social value.



### Did you know?

We host four beehives at our Aberdare site – cared for by a local beekeeper to support biodiversity year-round.



[uk.prysmian.com/sustainability](https://uk.prysmian.com/sustainability)

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