

# TRANSPARANCY AND COMMUNICATION

Part of a properly functioning CO<sub>2</sub> policy is to continuously inform internal and external stakeholders about the progress of our emissions and reduction targets.

Transparency and communication aim to contribute to an awareness process and ultimately a change in behavior regarding CO<sub>2</sub> emissions. In addition to our general energy policy, we communicate internally and externally about our CO<sub>2</sub> footprint, the reduction targets, the reduction measures and the progress of our initiatives, as well as on projects.

The communication to the internal stakeholders on our ambitions, objectives, measures and emissions also aim to bring about an attitude change.

- We reach all employees via the monthly trade union meeting and our internal newsletter, in which we periodically report insights, actions, progress and projects. This communication is done twice a year.
- We reach the site and project managers via the monthly toolboxes, which will also include the CO<sub>2</sub> emissions aspect.
- An annual reporting on the emissions, progress and measures will be provided through management and board meetings.

External interested parties are clients, suppliers, subcontractors and fellow companies. Towards them we communicate through our website, the SKAO website and the initiatives related to participation (cf. “energiemanagementplan 2021”, internal document).

We are setting up a dynamic page on the Square Group website that informs about our CO<sub>2</sub> reduction policy. This site contains up-to-date information about:

- insight: CO<sub>2</sub>-footprint (3A1)
- reduction: reduction policy and objectives (3B1), energy management action plan (3B2)
- transparency: newsletters (3C1), communication plan (3C2)
- participation: sector and chain initiatives (3D1)
- the most recent CO<sub>2</sub> certificate

We also publish a number of these documents on the SKAO website.