

Sustainable Horizons Plan

DICSA
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Carbon footprint reduction Plan

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► INTRODUCTION

►► REDUCTION COMMITMENT

The main objective is to establish a series of concrete measures that will enable us to improve the impact of our action.

In a world increasingly aware of climate change and its impacts, it is essential that all organisations are committed to reducing their carbon footprint and adopting more sustainable practices. We have a responsibility to implement

measures to mitigate and minimise the impact of our activities on global warming.

Therefore, we will start with an initial diagnosis of the organisation, followed by the definition of reduction targets.

From there, we will align our actions with international agreements, to finally implement the Carbon Footprint Reduction Plan in a structured and effective way.



► Diagnosis

►►► CURRENT SITUATION

The purpose of this diagnosis is to identify and quantify the greenhouse gas (GHG) emissions associated with our activity, in order to establish a solid basis for planning actions to minimise the climate impact of our activity.

Emissions are classified according to the following scopes:

Scope 1: Direct emissions from sources owned or controlled by the organisation, such as fossil fuel combustion in own facilities, equipment and vehicles.

Scope 2: Indirect emissions associated with the consumption of purchased electricity generated by third parties but used in our operations.

Scope 3: Indirect emissions generated along the entire value chain, which are not owned or directly controlled by the organisation. They include upstream activities (such as production of purchased inputs or services) and downstream activities (such as transport, use and disposal of products). Due to its complexity and extent, and more so in our case, as a distributor, Scope 3 represents the largest percentage of our carbon footprint.

	2021	2022	2023	2024
SCOPE 1	57,84	44,08	50,70	40,47
SCOPE 2	29,62	0,00	1,38	0,03
Turnover	65.87m€	82.91m€	81.56 m€	80.46 m€
Ratio (t co2q/m€)	1.3278	0.5317	0.3685	0.5032
SCOPE 3	40.478,88	59.039,98	36.850,150	40.172,93
Turnover	65.87 m€	82.91 m€	81.56 m€	80.46 m€
Ratio (kg co2q/€)	0.6145	0.7121	0.4518	0.4992

This analysis allows us to establish a reliable baseline, identify the main sources of emissions and detect opportunities for improvement in internal processes and in our relationship with our stakeholders.

Based on this information, it is possible to design and implement emission reduction strategies aligned with our sustainability objectives, global climate commitments and compliance with applicable environmental regulations.

►►► CARBON FOOTPRINT AUDIT

Our carbon footprint has been externally audited, which guarantees the accuracy, traceability and transparency of the reported data. This audit ensures that the measurement process complies with internationally recognised standards, which strengthens the reliability of the diagnosis and supports decision-making for the implementation of effective reduction strategies.

Reduction Strategy

► Reduction Strategy

►► IMPLEMENTATION PLAN

Dicsa's implementation plan provides a clear and practical guide to try to reduce our carbon footprint and adopt more sustainable practices, and to do this we need to consider four key areas CARBON FOOTPRINT REDUCTION PLAN:

- MOBILITY.
- ENERGY MANAGEMENT .
- REDUCTION OF WASTE GENERATED .
- SUPPLIES .



TRANSPORT

Better mobility leads us toward a more sustainable future.



Transport is one of the biggest sources of emissions in organisations. Reducing its impact not only protects the planet, but also saves costs, improves efficiency and enhances our image.

The following are the key actions to reduce the environmental impact associated with transport in our organisation:

1) EMPLOYEE TRAVEL TO WORK

a. Encourage the use of sustainable modes of transport

Encourage the use of non-polluting means of transport such as bicycles or scooters, providing safe and accessible parking spaces.

b. Promote carpooling

Promote internal carpooling measures among employees who share routes.

c. Electric mobility

Install charging points for electric vehicles in the facilities, facilitating the transition to cleaner mobility.

d. Working remotely

Progressively implement a teleworking policy, reducing unnecessary travel without affecting productivity.

2) BUSINESS TRAVEL

a. Environmental awareness:

Develop materials to raise awareness of the impact of business travel and promote efficient driving practices: vehicle maintenance, moderate speed and responsible driving behaviour.

b. Travel optimisation:

Prioritise direct flights over flights with stopovers and always consider more sustainable modes of transport, such as rail, where feasible.

c. Efficient fleet management:

Install GPS monitoring systems to ensure the responsible, efficient and planned use of corporate vehicles.

BUILDINGS AND ENERGY

Powering change through renewable energy



Every gain in efficiency and every conscious choice in design and energy brings us closer to a more responsible, sustainable, and committed model for our planet.

3. REPLACEMENT OF AIR CONDITIONING EQUIPMENT

Progressively replace air conditioning systems that use high-GWP (Global Warming Potential) refrigerants such as R410A and R12 with more sustainable alternatives like R32. Ensure all decommissioned equipment is dismantled responsibly and in accordance with environmental regulations.

4. PASSIVE THERMAL CONTROL

Install solar shading systems (e.g., blinds or external louvers) on windows to reduce indoor heat gain, lower air conditioning demand, and improve overall energy efficiency.

5. EFFICIENT WATER USE

Gradually install aerators on taps and prioritize the acquisition of appliances and equipment with certified low water consumption, contributing to more sustainable water management.

6. LEAKAGE MANAGEMENT

Implement active monitoring and maintenance programs to detect and reduce leaks in drinking water distribution systems, as part of an integrated water conservation policy.

7. PROMOTING RESPONSIBLE HABITS

Foster sustainable practices among employees through awareness campaigns, suggestion systems, and a practical guide to environmentally responsible behavior in the workplace.

8. SMART LIGHTING

Minimize the use of artificial lighting by maximizing natural daylight in workspaces. Where artificial lighting is necessary, ensure it is used efficiently and only when needed.

9. REGULAR ENERGY AUDITS

Conduct periodic energy audits to identify inefficiencies, monitor progress, and uncover opportunities for continuous improvement. These audits support the company's broader energy transition strategy.

10. EFFICIENT LIGHTING SYSTEMS

Phase out traditional light bulbs and replace them with LED lighting as older units reach the end of their life cycle. Always prioritize the use of high-efficiency, low-consumption lighting solutions.

11. AUTOMATIC COMPUTER SLEEP

Configure automatic shutdown or sleep modes for computers, printers, displays, and other electronic devices during periods of inactivity, particularly outside working hours. This reduces energy consumption and extends equipment lifespan.

12. RENEWABLE ENERGY

Prioritize energy suppliers that source power from renewable resources whenever possible, supporting the transition to a cleaner energy grid.

13. REDUCTION OF NON-RENEWABLE ENERGY USE

Minimize reliance on non-renewable energy sources by actively choosing clean, sustainable alternatives to reduce environmental impact.

DATA STORAGE AND TRANSFER

Carbon-neutral digital transformation



By adopting greener solutions in data storage, management, and transmission, we can advance toward a cleaner and more responsible digital future

14. FOSTER A SUSTAINABLE DIGITAL CULTURE

Encourage responsible digital habits across teams by updating the good practice manual with specific actions, such as:

- ❶ Send emails only when necessary to reduce unnecessary message exchanges..
- ❷ Use links or cloud storage platforms (e.g., OneDrive, Google Drive, Teams) to share files instead of attaching them to emails.
- ❸ Limit the number of email recipients to prevent overloading servers with duplicates or irrelevant messages.

15. AVOID DUPLICATE FILES

Minimize redundant data storage by preventing the creation and saving of identical file versions across multiple devices or locations.

16. UNSUBSCRIBE FROM UNNECESSARY COMMUNICATIONS

Regularly review and unsubscribe from newsletters and mailing lists that do not contribute value to daily work.

17. DOCUMENT LIFECYCLE MANAGEMENT

Delete digital documents that are no longer needed, provided they are not required for legal, regulatory, or audit purposes.

18. EFFICIENT NAVIGATION

Encourage the use of bookmarks or favorites to quickly access frequently visited websites, reducing reliance on search engines and lowering server demand.

19. DIGITAL NEEDS ASSESSMENT

Regularly evaluate the digital services and tools in use to identify opportunities for simplification, minimize overconsumption of digital resources, and foster a more sustainable digital ecosystem.

DIGITAL EQUIPMENT:

Proprietary Solutions for a Greener Future

Minimise environmental impact without compromising productivity. To reach this purpose, we optimise the performance of the devices and reduce the emissions associated with their use.

20. PRIORITIZE LAPTOPS OVER DESKTOPS

Laptops consume up to 80% less energy than desktops, making them a more energy-efficient choice for everyday tasks.

21. MAXIMIZE EQUIPMENT LIFESPAN

Extending the use of devices reduces their overall environmental impact by avoiding emissions related to manufacturing, transportation, and recycling.

22. REPAIR RATHER THAN REPLACE

When devices malfunction, prioritize repairing specific components instead of replacing the entire unit to reduce electronic waste and lower costs.

23. ENSURE OPTIMAL HARDWARE PERFORMANCE

Regular maintenance and the use of surge protection help improve equipment durability and performance.

24. OPTIMIZE SOFTWARE USAGE

Update software only when necessary and remove unused applications to enhance device performance and reduce energy consumption.



PAPERLESS POLICY

Less paper, more trees



A paperless policy reduces tree felling and waste generation, directly contributing to environmental protection. It is designed to encourage a more sustainable and efficient workplace, where every digitized action helps minimize environmental impact while maximizing productivity.

25. REDUCE PAPER CONSUMPTION

Set printers to default to double-sided and black-and-white printing to minimize both ink and paper use, thereby reducing environmental impact.

26. USE RECYCLED PAPER

Purchase 100% recycled paper to support sustainability, reduce demand on natural resources such as trees, and decrease pollution associated with traditional paper production.

27. PRINT ONLY WHEN NECESSARY

Encourage mindful printing practices to avoid unnecessary document printing, conserving resources and promoting efficient digital workflows.

28. OPTIMIZE DOCUMENT EDITING

When drafting or highlighting text, use font combinations and styles rather than multiple font colors or highlights. This reduces the need for color printing, lowering ink consumption.

29. PRIORITIZE SHARED MULTIFUNCTION PRINTERS

Choose shared multifunction printers with badge access and dual trays for recycled paper over personal desktop printers to optimize equipment and material use.

30. TRACK PRINTING PER USER

Monitor individual printing activity to track ink and paper usage, fostering responsibility and promoting efficient resource consumption.

TRAINING

Knowledge as a driver of change



Promoting knowledge about sustainability not only generates more responsible habits, but also turns every workspace into an engine of transformation.

31. GOOD ENVIRONMENTAL PRACTICES MANUAL

Develop and disseminate an accessible manual that informs about the climate crisis and promotes sustainable daily actions within the organisation.

32. PRIORITISE E-LEARNING OVER FACE-TO-FACE TRAINING.

Promote digital learning to reduce travel and minimise the environmental impact associated with traditional training.

WASTE

Reduce to revitalise the planet



33. EVENTS WITHOUT SINGLE-USE PLASTICS

Eliminate the use of disposable plastic items at meetings and events by promoting reusable alternatives such as thermos flasks, bottles or personal cups.

34. PLASTIC AND PACKAGING REDUCTION PLAN

Design and implement a plan to reduce the use of unnecessary plastics in internal processes. In addition, work with suppliers to optimise the use of packaging and replace plastic materials with more sustainable alternatives wherever possible.

35. WASTE MANAGEMENT

Track waste generation and introduce a comprehensive management program that includes reduction targets, proper sorting, and traceability of waste streams.

36. PAPER REUSE

Encourage the use of printed paper scraps as notepads, giving documents a second life before they are recycled.

37. COMPREHENSIVE RECYCLING PROGRAMME

Implement an effective recycling system that includes source separation, clearly marked collection points, and specific protocols for handling electronic waste (e-waste).

SUPPLY CHAIN

Where sustainability begins



Reducing the carbon footprint throughout our supply chain is essential to becoming a more efficient and environmentally responsible company. To achieve this, we will implement the following key measures:

38. SUPPLIER ENVIRONMENTAL ASSESSMENT

We will evaluate the environmental performance of our suppliers to ensure their practices align with our sustainability goals.

39. SHARED COMMITMENT

We will promote collaboration by encouraging suppliers to adopt our Code of Conduct, fostering shared environmental values and responsible practices.

40. MORE RESPONSIBLE RAW MATERIALS

We will prioritize suppliers who incorporate recycled or sustainably sourced materials in the procurement of raw materials.

41. LOWER-IMPACT TRANSPORT

We will reduce reliance on air freight and favor lower-emission transport options such as rail or sea, wherever feasible.

42. LESS PACKAGING, MORE EFFICIENCY

We will optimize secondary and tertiary packaging by using only the necessary amount of material, improving efficiency without compromising product protection.

► Carbon Footprint Reduction Targets

►► OBJECTIVES EVALUATION



REDUCE EMISSIONS

Our company is committed to reducing its carbon footprint through clear, measurable targets. Our baseline year, is 2021 marking the beginning of our carbon footprint quantification efforts.

Scope 1 – Direct Emissions:
We aim to reduce direct emissions by 30% by 2030, primarily through a reduction in fossil fuel use across our operations.

Scope 2 – Indirect Emissions from Electricity:
Our goal is a 95% reduction by 2030, achieved by transitioning entirely to 100% renewable energy sources and continuously improving energy efficiency at all our facilities.

Scope 3 – Indirect Emissions from the Value Chain:
Although these emissions fall outside our direct control, we are committed to a 20% reduction by 2045 through long-term strategies and collaborative efforts across our supply chain.

- REDUTION 2030 .
 - 30% SCOPE1 GHG.
 - 95% SCOPE2 GHG.
- RREDUTION 2045.
 - 20% SCOPE3 GHG.

Diploma Plc, the group of companies to which Dicsa belongs, is a member of the Science Based Targets (SBTi) initiative and has established short and long-term emission reduction targets that include not only Dicsa, but all the companies in the group.



►►► **OBJETIVE:** MINIMIZE THE CARBON FOOTPRINT ASSOCIATED WITH BUSINESS TRIPS

	OBJETIVE	RESULT	INDICATOR	MEASURES
TRANSPORT	Reducing the carbon footprint of business travel		kg CO2 eq per commute to work	#1-2
	Reduce the carbon footprint of employee commuting		kg CO2 eq from commuting to work % Remote work	
	Optimizing Fleet Movements		Fleet fuel consumption	
	Promoting Environmental Awareness		Number of efficient driving manuals delivered	

►►► **OBJETIVE:** MINIMIZING THE ENVIRONMENTAL IMPACT OF OUR FACILITIES

	OBJETIVE	RESULT	INDICATOR	MEASURES
ENERGY & BUILDINGS	Reducing emissions of high global warming potential (GWP) gases	Elimination of fugitive emissions from our air conditioners	· HFC-free air conditioners · kg refrigerant gas recharged	#3-13
	Improve the efficiency of our installations	Installation of passive and insulation measures to improve efficiency	Investment in insulation measures	
	Reducing energy consumption and improving the energy efficiency of electrical installations		Energy consumption (kWh)	
	Decarbonising electricity and energy production	100% of electricity consumed comes from renewable	Energy sources Renewable energy consumption	

▶▶▶ **OBJETIVE:** MINIMIZING THE CARBON FOOTPRINT OF DIGITAL OPERATIONS

DIGITAL	OBJETIVE	RESULT	INDICATOR	MEASURES
	Rationalise data storage and transfer	Reduce data stored per user by 10% by 2025	<ul style="list-style-type: none">· data stored online per user· data stored in marketing	#14-32
	Improve efficiency in our facilities	Increase the lifetime of IT equipment by 10% by the end of 2030	<ul style="list-style-type: none">· years of IT equipment lifetime	
	Reduce the carbon footprint of our digital equipment	Reduce paper consumption	<ul style="list-style-type: none">· kg of paper purchased	
	Training and awareness-raising	Good practice manual	<ul style="list-style-type: none">· good environmental practice guides produced· good practice dissemination actions· awareness raising actions carried out on our equipment	

▶▶▶ **OBJETIVE:** MINIMIZING EMISSIONS FROM WASTE AND WASTE MANAGEMENT

WASTE & RESOURCE MANAGEMENT	OBJETIVE	RESULT	INDICATOR	MEASURES
	Avoid, reduce and manage our waste	Implement a waste management plan	<ul style="list-style-type: none">· Hazardous waste (kg) managed· Non-hazardous waste (kg) managed· Waste managed/produced per unit of productionReduce landfill waste	#33-37
		TARGET: 0 Waste – kg of waste sent to landfill	<ul style="list-style-type: none">· kg of waste sent to landfill	
		Implement a plan to reduce plastics, packaging and containers	<ul style="list-style-type: none">· kg of paper purchased	
		Reduce hazardous waste by 50% by 2030	<ul style="list-style-type: none">· Tonnes of waste produced	



▶▶▶ **OBJETIVE:** REDUCING THE CARBON FOOTPRINT OF THE LOGISTICS CHAIN (UPSTREAM-DOWNSTREAM)

SUPPLY CHAIN OF GOODS AND SERVICES	OBJETIVE	RESULT	INDICATOR	MEASURES
	Reducing the carbon footprint of our supply chain	By 2025 all recommendations of the sustainable sourcing and procurement guide are implemented	<ul style="list-style-type: none">· Suppliers' environmental assessment· Adherence to the Supplier Code· Supplier collaboration to reduce packaging	#38-42

▶ **Plan Control and Monitoring**

▶▶▶ EVALUATION OF OBJECTIVES

To ensure the effectiveness of the plan, a continuous monitoring and control system will be established, based on key performance indicators (KPIs) and periodic reviews. The newly formed Sustainability Committee will be responsible for:

- ❶ Supervising the implementation of the agreed-upon measures.
- ❷ Conducting quantitative and qualitative monitoring of Scope 1, 2, and 3 emissions.
- ❸ Evaluating compliance with intermediate and final targets (2030 for Scopes 1 and 2, and 2045 for Scope 3).
- ❹ Issuing annual progress reports and recommending adjustments or new actions as needed.
- ❺ Ensuring transparency through regular communication of results to stakeholders.

Additionally, continuous improvement will be fostered by regularly reviewing best practices, technological advancements, and applicable regulations.