

Sustainability Report

MACINTYRE SCOTT & CO.
LIMITED

1 Jul 2024 - 30 Jun 2025

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Contents

Report date: 29 Oct 2025

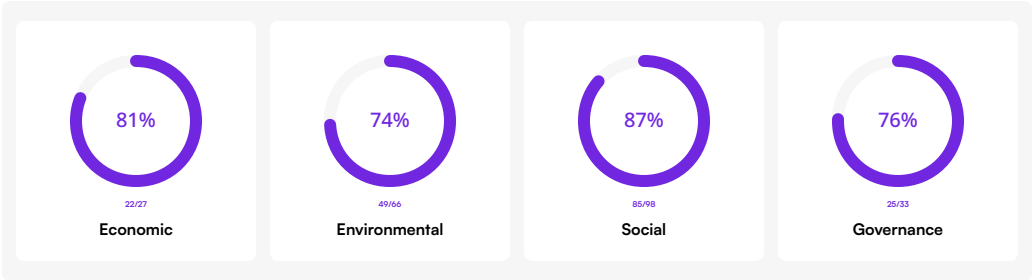
ESG Results	01
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**Eevery is a certified software & tool partner of
GRI and is compliant with the SDGs, CSRD
and VSME**

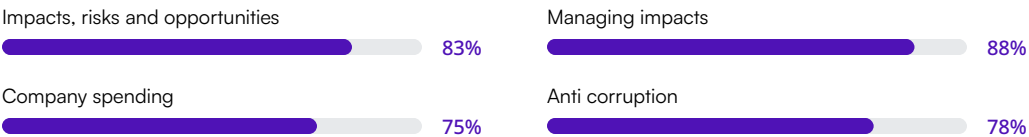


Economic, environmental social and governance scores

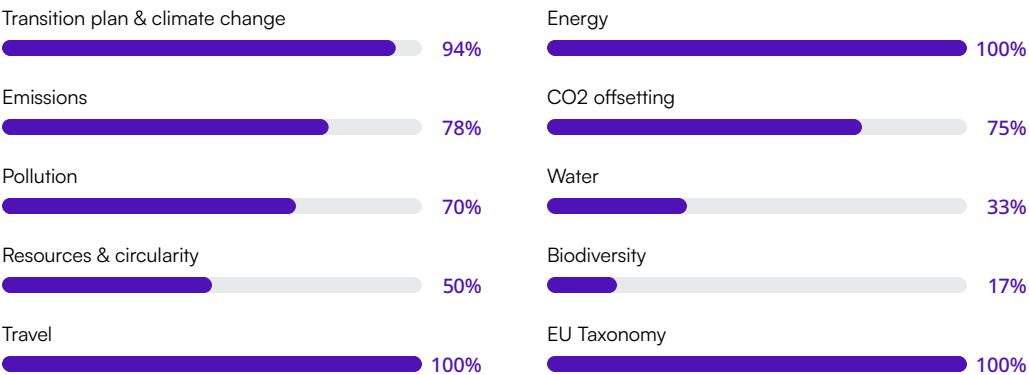
This section presents our results across all Economic, Environmental, Social and Governance themes. It provides an overview of our performance on each theme and subtheme, offering a clear picture of our sustainability profile.



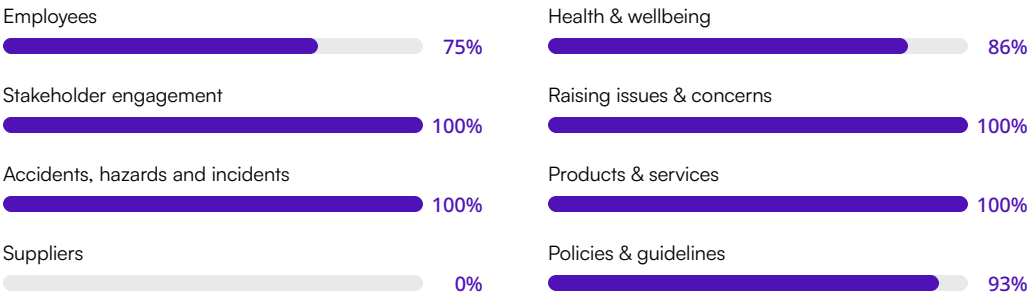
Economic



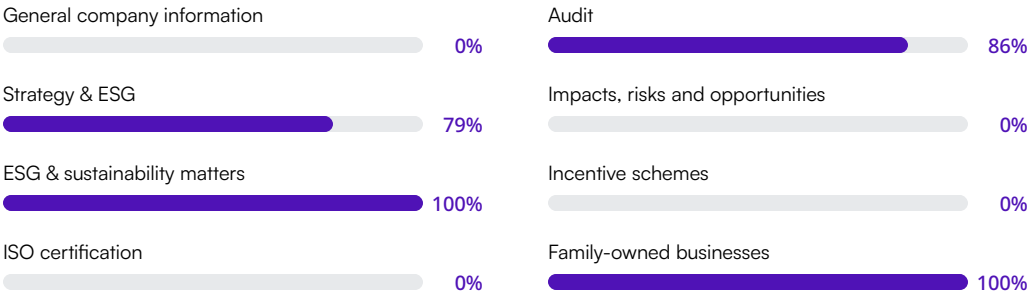
Environmental



Social



Governance



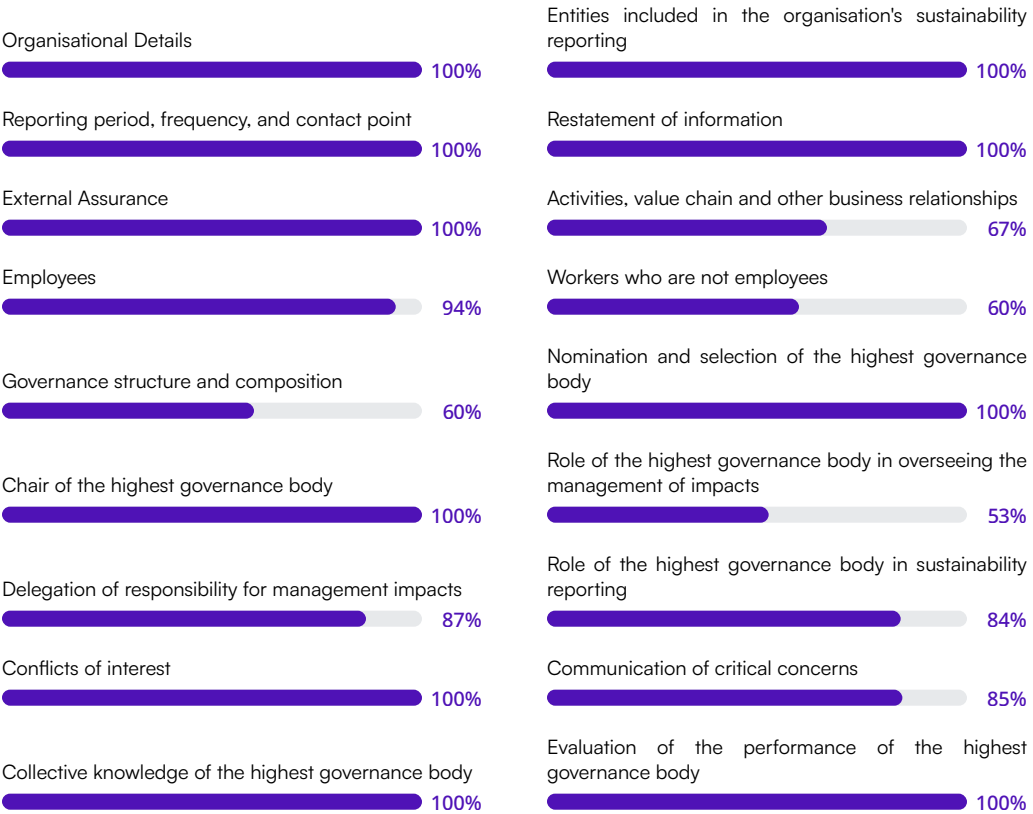
Global Reporting Initiative

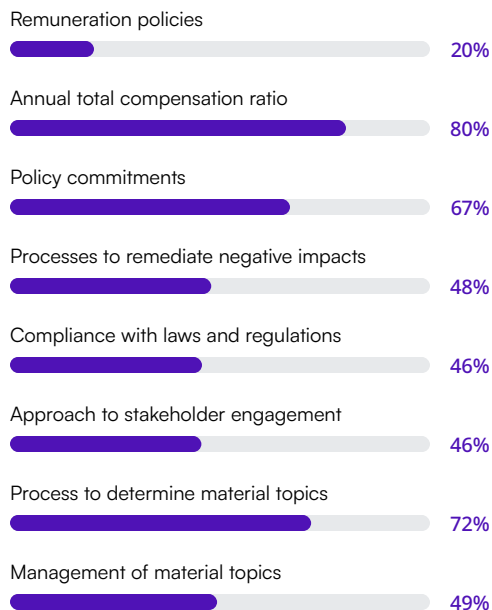
This section presents our results according to the Global Reporting Initiative (GRI), the world’s most widely used sustainability reporting standard. It highlights the topics most relevant to our business and provides clear insight into our performance.



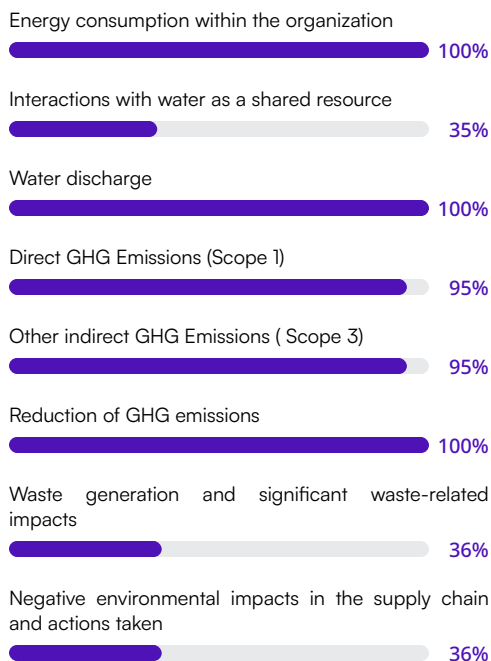
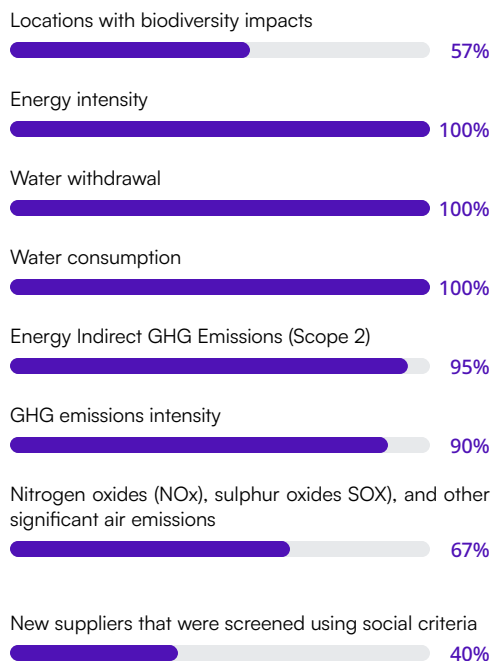
Every is a certified software and tool partner of GRI

General





Environmental



Social

New employee hires and employee turnover

100%

Minimum notice periods regarding operational changes

100%

Hazard identification, risk assessment, and incident investigation

100%

Promotion of worker health

100%

Work-related ill health

100%

Programs for upgrading employee skills and transition assistance programs

93%

Diversity of governance bodies and employees

85%

Incidents of discrimination and corrective actions taken

55%

Operations and suppliers at significant risk for incidents of forced or compulsory labour

79%

New suppliers that were screened using social criteria

40%

Political contributions

33%

Benefits provided to full time employees that are not provided to temporary or part time employees

14%

Occupational health and safety management system

93%

Occupational Health services

93%

Work-related injuries

100%

Average hours of training per year per employee

94%

Percentage of employees receiving regular performance and career development reviews

100%

Ratio of basic salary and remuneration of women to men

80%

Operations and suppliers at significant risk for incidents of child labour

77%

Operations with significant actual and potential negative impacts on local communities

36%

Negative social impacts in the supply chain and actions taken

36%

Requirements for product and service information and labelling

100%

UN Sustainable Development Goals

This section shows our contribution to the UN Sustainable Development Goals most relevant to our business. It highlights where we create positive impact and how our activities align with global priorities for sustainable development.



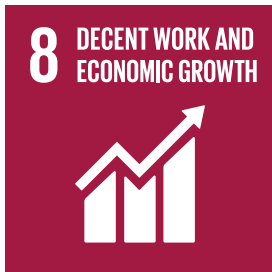
SDG 3 aims to ensure healthy lives and promote well-being for all at all ages. Preventable diseases, lack of healthcare access, and poor living conditions still threaten millions globally. Progress in health is essential for social and economic development.

Companies who contribute to this goal, through their activities and initiatives, help advance healthcare access, workplace safety, and innovations that improve public health outcomes.



SDG 5 seeks to achieve gender equality and empower all women and girls. Despite progress, discrimination, unequal pay, and barriers to leadership persist worldwide. Gender equality is essential for economic and social progress.

Companies who contribute to this goal, through their activities and initiatives, help promote equal opportunities, inclusive workplaces, and actions that empower women and girls in society.



SDG 8 promotes sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. Many workers still face unsafe conditions, low wages, or lack of opportunities.

Companies who contribute to this goal, through their activities and initiatives, help create fair jobs, drive innovation, and foster inclusive growth that strengthens communities and supports sustainable development worldwide.



SDG 16 focuses on promoting peaceful and inclusive societies, providing access to justice for all, and building effective, accountable institutions. Conflict, corruption, and weak governance hinder sustainable development.

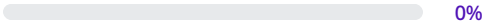
Companies who contribute to this goal, through their activities and initiatives, help strengthen transparency, respect human rights, and support fair practices that foster trust, stability, and inclusive growth globally.

Corporate Sustainability Reporting Directive (CSRD)

This section highlights the CSRD disclosures most relevant to our company. It shows how we meet the reporting requirements and provides transparency on our key sustainability impacts.

General

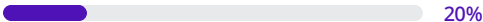
General basis for preparation of the sustainability statement



The role of the administrative, management and supervisory bodies



Integration of sustainability-related performance in incentive schemes



Risk management and internal controls over sustainability reporting



Disclosure Requirements in ESRS covered by the undertaking's sustainability statement



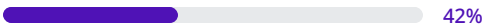
Metrics in relation to material sustainability matters



Tracking effectiveness of policies and actions through targets



Material impacts, risks and opportunities and their interaction with strategy and business model



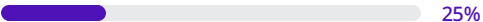
Disclosures in relation to specific circumstances



Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies



Statement on due diligence



Description of the process to identify and assess material impacts, risks and opportunities



Actions and resources in relation to material sustainability matters



Policies adopted to manage material sustainability matters

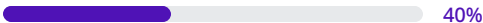


Strategy, business model and value chain



Environmental

Integration of sustainability-related performance in incentive schemes



Description of the processes to identify and assess material climate-related impacts, risks and opportunities



Material impacts, risks and opportunities and their interaction with strategy and business model



Policies related to climate change mitigation and adaptation



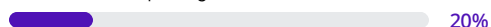
Targets related to climate change mitigation and adaptation



Gross Scopes 1, 2, 3 and Total GHG emissions



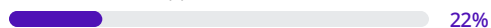
Internal carbon pricing



Description of the processes to identify and assess material pollution-related impacts, risks and opportunities



Anticipated financial effects from material pollution-related risks and opportunities



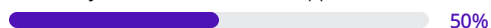
Water consumption



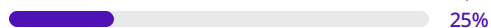
Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks, dependencies and opportunities



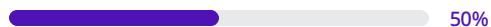
Anticipated financial effects from material biodiversity and ecosystem-related risks and opportunities



Policies related to resource use and circular economy



Anticipated financial effects from material resource use and circular economy-related risks and opportunities



Transition plan for climate change mitigation



Actions and resources in relation to climate change policies



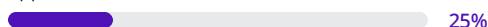
Energy consumption and mix



GHG removals and GHG mitigation projects financed through carbon credits



Anticipated financial effects from material physical and transition risks and potential climate-related opportunities



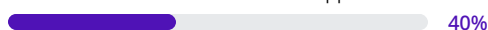
Pollution of air, water and soil



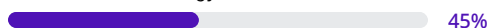
Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities



Anticipated financial effects from material water and marine resources-related risks and opportunities



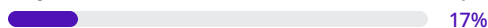
Material impacts, risks and opportunities and their interaction with strategy and business model



Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

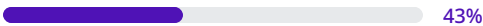


Targets related to resource use and circular economy



Social

Material impacts, risks and opportunities and their interaction with strategy and business model



Processes for engaging with own workforce and workers' representatives about impacts



Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions



Characteristics of the undertaking's employees



Diversity metrics



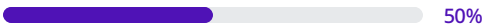
Training and skills development metrics



Incidents, complaints and severe human rights impacts



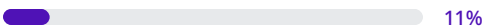
Material impacts, risks and opportunities and their interaction with strategy and business model



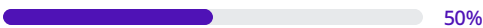
Material impacts, risks and opportunities and their interaction with strategy and business model



Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities



Policies related to consumers and end-users



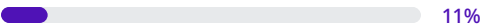
Policies related to own workforce



Processes to remediate negative impacts and channels for own workforce to raise concerns



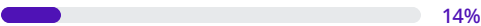
Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities



Characteristics of non-employees in the undertaking's own workforce



Social protection



Remuneration metrics (pay gap and total remuneration)



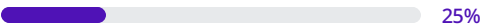
Interests and views of stakeholders



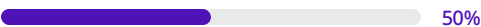
Policies related to value chain workers



Processes to remediate negative impacts and channels for affected communities to raise concerns



Material impacts, risks and opportunities and their interaction with strategy and business model



Governance

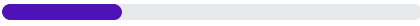
Description of the processes to identify and assess material impacts, risks and opportunities



Business conduct policies and corporate culture

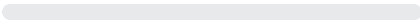


Management of relationships with suppliers



29%

Incidents of corruption or bribery



0%

Payment practices



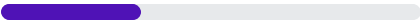
50%

Prevention and detection of corruption and bribery



75%

Political influence and lobbying activities



33%