



BUILD FOR A BETTER FUTURE

Sustainability Progress Report | 2024

imres
A DP WORLD Company

PURPOSE OF THIS REPORT

The 2024 Sustainability Progress Report is intended to provide our stakeholders—employees, suppliers, customers, partners, and communities—with comprehensive insights into the Imres sustainability strategy, initiatives, and achievements. As part of the DP World Group, our sustainability approach closely aligns with recognized international frameworks, including the Global Reporting Initiative (GRI) standards, UN Global Compact (UNGC), and the United Nations Sustainable Development Goals (SDGs). For a comprehensive overview of our Group Sustainability report we refer to the DP World Sustainability Report 2024, which can be [downloaded here](#).

SCOPE OF THIS REPORT

This report encompasses all activities and operations of Imres B.V. for the financial year ending 31 December 2024, offering transparency and demonstrating our unwavering commitment to sustainable business practices and responsible stewardship.

RELEVANT REPORTING FRAMEWORKS

In line with best practice, this report has been developed to align with the following international frameworks, standards and guidelines:

- United Nations (UN) Sustainable Development Goals (SDGs);



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Managing Director's Statement

“At Imres, sustainability is at the heart of our mission. In 2024 we advanced that commitment through meaningful partnerships, and actions that strengthen global health while reducing our environmental impact.”



At Imres, sustainability is deeply embedded in our mission to improve global health through reliable and efficient supply chains for medical products. In 2024, we reached significant milestones that reflect our ongoing commitment to environmental stewardship, social responsibility, and robust governance.

Our newly established Dubai facility marks a substantial enhancement of our Hybrid Model, providing 17,000 pallet spaces, a cold storage unit, and four dedicated medical kitting production lines. This investment not only improves service delivery to our customers with considerably reduced lead times but also greatly shortens our supply chain, significantly cutting down our environmental footprint.

Key accomplishments this year include our ISO 14001 certification, reinforcing our rigorous environmental management standards. By conducting Life Cycle Assessments (LCAs) on our most supplied medical products, we gained deeper insights into their environmental footprint. These studies are not just data points—they are the foundation for smarter, more sustainable decision-making, enabling us to prioritize solutions that reduce waste, energy use, and emissions. These achievements underline our proactive approach to environmental management and sustainable decision-making.

In 2024, Imres invested significantly in employee well-being and development, recognizing that a healthy, motivated workforce is vital to achieving our sustainability and business goals. Additionally, we actively participated in The Hand Project, reinforcing our commitment to social responsibility by contributing to improved access to essential healthcare in underserved communities.

Our commitment to sustainability extends beyond our internal efforts. Throughout the year, we engaged with our stakeholders—NGOs, suppliers, and customers—on sustainable practices, exploring opportunities to align our goals and create a positive ripple effect across the entire supply chain. Guided by DP World's extensive ESG frameworks and global leadership in sustainability, Imres is uniquely positioned to continually elevate our sustainability performance. As we progress, we remain dedicated to meaningful collaboration with our stakeholders to build a more resilient, equitable, and sustainable future. I extend my sincere gratitude to our employees, customers, partners, and all stakeholders who continue to support our sustainability journey.

Greg Badenhorst
Managing Director
Lelystad, the Netherlands

About Imres

Founded in 1980, Imres B.V. has grown into a trusted global supplier of quality-assured and affordably priced pharmaceuticals, medical consumables, hospital equipment, and medical kits. Headquartered in the Netherlands, with offices and facilities in China, India, and Dubai, Imres serves a broad range of institutional customers including Non Governmental Organisations (NGOs), UN agencies, and Ministries of Health worldwide.

From the outset, our approach has been purpose-driven and customer-focused. We strive to create value not only for our customers but also for the millions of beneficiaries they serve. Our extensive and continuously expanding product portfolio — now comprising more than 30,000 items — is built around their needs. It includes everything from essential medicines and medical consumables to a wide range of medical kits, diagnostic tools and hospital equipment.

Imres is committed to continuous improvement, innovation, and maintaining the highest standards of quality. We actively source new products and suppliers to ensure we offer competitive pricing, up-to-date solutions, and consistent product availability. Our integrated quality management system enables us to monitor, evaluate, and improve processes at every level. This includes for example a dedicated quality control team, independent laboratory testing in WHO-prequalified and/or ISO/IEC 17025:2018 certified labs, and strict Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP), and Good Distribution Practice (GDP) auditing by our in-house pharmacists.

With strategically located operations and a robust logistics infrastructure, we are able to respond swiftly and efficiently to medical needs across the globe. At Imres, we remain dedicated to delivering cost-effective, high-quality medical products and solutions that make a real impact in low-resource settings.

Our Mission

**“providing
global access
to quality
medical care.”**



Our Hybrid Model: Supporting Sustainability & Customers



In 2024, we advanced our operational capabilities by implementing and refining our Hybrid Model, marked by our relocation to a new, state-of-the-art facility. This modern space features 17,000 pallet places, specialized cold storage, and four fully equipped medical kitting production lines. These enhancements are more than just operational upgrades—they are strategic moves designed to benefit both our customers and the environment.

One of the most significant advantages of this model is the significantly reduced geographical distance between production and delivery points. By strategically positioning our operations closer to our key customer bases, we have shortened transportation routes, which directly translates into lower fuel consumption and fewer emissions. This geographic optimization plays a critical role in minimizing our overall carbon footprint, supporting our commitment to environmental sustainability.

At the same time, shorter distances mean faster and more reliable lead times. With a streamlined supply chain, we can respond to customer needs more swiftly and with greater flexibility, improving service levels while reducing logistical complexity. This translates into quicker product availability, more accurate delivery schedules, and reduced inventory costs for our customers.

By integrating our storage and kitting processes under one roof, we've also enhanced operational efficiency, eliminating redundant transportation steps between facilities. This not only saves time and resources but further reduces environmental impact.

In essence, our Hybrid Model is a win-win: it supports our customers with improved responsiveness and reliability, while aligning with our broader sustainability goals. Through smarter infrastructure and supply chain design, we are not only meeting today's demands but building a responsible foundation for the future.

Our Approach to Sustainability

At Imres, sustainability is a strategic priority embedded in our business model and daily operations. Our approach is aligned with DP World's Our World, Our Future Sustainability Strategy and anchored in the Ten Principles of the United Nations Global Compact, which guide our commitment to human rights, labour, environment, and anti-corruption across our global activities and supply chain.

We use the United Nations Sustainable Development Goals (SDGs) as a guiding framework to define our priorities and assess impact. Specifically, SDGs 1, 2, 3, 5, 8, 10, 12, 13, and 17 align closely with our mission and operations. These global goals help us address critical areas such as poverty, health, education, gender equality, responsible production, and climate action.

The material sustainability topics we focus on are derived from the intersection of the UN Global Compact principles and the relevant SDGs. This approach ensures that we align our internal priorities with globally recognized standards and address the issues most material to our stakeholders and the broader healthcare ecosystem.

We also work closely with our parent company, as an active member of its Sustainability Champions Network. This collaboration enables us to share best practices, align with group-wide sustainability goals, and accelerate impact across the entire value chain. Together, we contribute to a stronger, more coordinated response to global sustainability challenges.

Our internal framework is built around five guiding principles that inform our day-to-day decisions and long-term planning. Of these, Build for a better future is particularly aligned with our sustainability ambition. It reflects our commitment to long-term value creation — through responsible sourcing, efficient operations, inclusive partnerships, and expanding access to essential healthcare solutions.

Our Principles



Sustainable Development Goals



Key Highlights and Achievements 2024

17.MIO.PRODUCTS SHIPPED TO 253 CUSTOMERS SUPPORTING MILLIONS OF PATIENTS

ISO 14001:2015 CERTIFIED

100% OF STAFF TRAINED ON ANTI-BRIBERY AND CORRUPTION (ABAC)

ENVIRONMENTAL MANAGEMENT SYSTEM IN PLACE

IMPLEMENTED 100% ECOFRIENDLY PRINTING PAPER

CONDUCTED LIFE CYCLE ASSESSMENT ON TOP 32 PRODUCTS

ZERO HEALTH, SAFETY AND SECURITY INCIDENTS REPORTED

HEALTH & SAFETY OFFICER APPOINTED

Environmental Management System

As part of our ongoing commitment to reducing our environmental footprint, we set the ambitious goal of achieving ISO 14001:2015 certification in 2024—and we're proud to share that we successfully passed the audit in May 2024.

To support this achievement, we implemented a comprehensive Environmental Policy, an Environmental Management System (EMS), and an Environmental Aspect Register. These tools provide a solid foundation for integrating environmental responsibility into every level of our operations.

In line with our goals, we defined nine specific environmental objectives to guide our efforts and measure our progress. We also trained all staff on our Environmental Aspect Register to raise awareness and ensure everyone understands their role in our environmental journey.

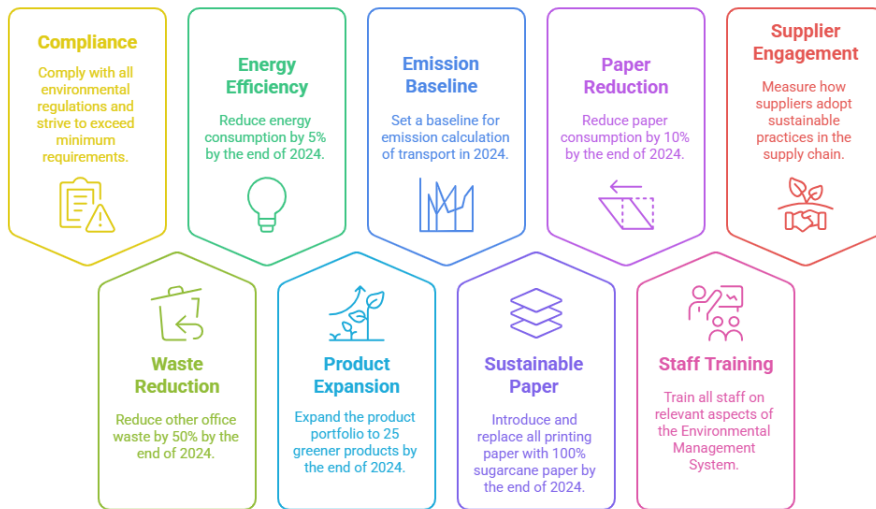
To ensure we remain fully compliant with current and future environmental legislation, we deployed a legal compliance management system. This platform helps us stay up to date with regulatory requirements and proactively manage risks.

The ISO 14001:2015 audit highlighted key opportunities for improvement, especially in enhancing sustainability within our supply chain and expanding our range of green products. We've already taken significant steps in these areas and continue to pursue improvements as part of our broader sustainability strategy.



Environmental Goals

For 2024, we set nine SMART and ambitious environmental objectives. Our EMS has provided clear guidance, leading to measurable improvements in our environmental footprint.



Key Achievements:

Regulatory Compliance: Through Pharius, we tracked all relevant environmental legislation and took action where needed. We review regulatory updates monthly and conduct quarterly compliance checks. Throughout 2024, we remained fully compliant with all applicable environmental laws and regulations.

Energy Efficiency: Our electricity consumption decreased by 2.3% compared to 2023. While we aimed for a 5% reduction, two key factors impacted this goal:

1. As a GDP certified warehouse, we must maintain a controlled room temperature in the storage areas of +15°C to +25°C, which increases electricity use during extreme weather conditions.
2. We do not own the building, limiting our ability to make structural modifications like insulation improvements.

Since 2023 Imres procures 100% green electricity from the grid. In December 2024, we installed LED lighting in all office spaces at Larserpoortweg, which is expected to further reduce electricity consumption in 2025. We also ran an Awareness campaign to encourage employees to power down equipment when not in use.

Transport Emissions Baseline: We initiated baseline calculations for transport-related emissions but did not fully achieve this objective in 2024. We continue to collaborate with freight forwarders to refine our data and establish an accurate baseline.

Paper Reduction: Our target was to reduce paper consumption by 10% in 2024 compared to 2023. We exceeded this goal, achieving a 25% reduction.

Supplier Engagement: While we engaged with individual suppliers regarding their environmental footprint, we postponed sending a broader questionnaire. Instead, we plan to integrate this effort with the Double Materiality Assessment required for CSRD reporting. This approach increases efficiency and reduces the risk of "questionnaire fatigue" among our suppliers.

Waste Reduction: In 2024, we introduced a waste separation system for office waste, categorizing paper, plastics, organic waste, and residual waste. While office and company residual waste are collected together, making direct comparisons challenging, data collected since April 2024 shows a significant reduction in office residual waste.

Greener Choice Product Expansion: We set a goal to add 25 new greener products to our portfolio in 2024. By year-end, we had successfully introduced 29. Our procurement and sustainability team meets monthly to assess opportunities for further expansion.

Sustainable Paper: We transitioned to more sustainable printing paper made from 100% sugarcane waste, phasing out conventional printing paper entirely.

Environmental Training: In 2024, we conducted training sessions for all departments on our Environmental Aspect Register. These sessions raised awareness, reviewed potential procedural impacts on our footprint, and encouraged employee input. As a result, we identified new actionable improvements, such as replacing disposable paper towels with reusable cloth alternatives.

Greener Choice Products

Working Toward a Greener Product Portfolio

At Imres, we are committed to supporting our customers in making more sustainable procurement choices. As part of this effort, we continuously seek greener alternatives within the same product categories of our existing offerings. At Imres we define sustainable medical products as those designed and manufactured with a reduced environmental footprint, while still meeting the essential standards of patient safety and healthcare quality.

However, sourcing truly greener products in the medical field presents unique challenges. Currently, there is no widely recognized sustainability certification or quality mark specifically for medical consumables or pharmaceuticals. In addition, the need to balance environmental considerations with patient safety—a top priority in healthcare—adds complexity to the procurement process.

Despite these challenges, we remain dedicated to growing our range of greener choice products in the years to come, aiming to transition toward a more environmentally responsible product portfolio. This includes a wide array of items, from medical instruments and devices to packaging and single-use disposables.

In parallel with product procurement, Imres is also working to replace conventional plastics used in our packaging materials with bioplastics—materials derived from renewable sources that have a lower environmental impact.

It's important to note that a “greener” product is not necessarily 100% sustainable, but offers improved environmental performance through characteristics such as:

Reusable Medical Devices

Designed for sterilization and multiple uses, these products help reduce the volume of disposable waste.

Biodegradable Materials

Items made from plant-based polymers that naturally decompose, thereby reducing environmental harm.

Recyclable Materials

Products composed of materials such as paper and certain plastics that can be efficiently recycled and repurposed.

Energy-Efficient Products

Devices that consume less energy—such as LED lighting or solar-powered equipment—contribute to lowering the carbon footprint of healthcare operations.

Biobased Materials

Consumables made from renewable natural sources like corn starch or sugarcane, which are both biodegradable and derived from sustainable resources.

Ethically Sourced Products

Products from suppliers who uphold fair labour practices and demonstrate a strong commitment to human rights.

We recognize that sustainability is a journey, not a destination. Through ongoing innovation and collaboration with our partners, Imres is proud to take meaningful steps toward a healthier planet—without compromising the health and safety of patients.



Life Cycle Assessment

Understanding and Addressing Our Scope 3 Emissions

Imres recognises that while our direct control over the supply chain is limited, we still have an important role to play in driving sustainability forward. By conducting a Life Cycle Assessment (LCA) in collaboration with Deloitte of our top-selling products, we aimed to gain a clearer picture of our Scope 3 emissions and identify where we can work with suppliers to reduce environmental impact and hence offer greener products.

Key Findings:

- The assessment revealed that the production of products and packaging is the main contributor to our Scope 3 emissions.
- For most products, over 70% of total emissions stem from the production phase alone, highlighting the need for improvements in our suppliers' manufacturing processes.
- Transport also plays a significant role. Sea freight emerged as the least carbon-intensive method per unit distance, suggesting opportunities to shift more shipments to sea and consider sourcing from geographically closer suppliers.
- Salbutamol was identified as the highest contributor in absolute emissions—around 3 million kg CO₂e annually—largely due to its high volume of sales.
- On a per-unit basis, Oral Rehydration Salts had the highest emissions at approximately 7.37 kg CO₂e per Stock Keeping Unit (SKU).

Next Steps:

Based on the outcome of this report Imres has initiated engagement with manufacturers whose products were assessed in the LCA, leading to constructive conversations and valuable insights into reducing environmental impact. These discussions have not only raised awareness among suppliers but also fostered collaboration on opportunities to improve the sustainability of packaging. By categorizing suppliers based on their sustainability maturity and emission impact, Imres is able to apply targeted engagement strategies that support and encourage meaningful emission reductions.

We have started to calculate transport emissions for our outbound transports to create a baseline and to create awareness with our stakeholders. From 2025 we will add emission data on the invoices we send to our customers.



2024 Facts & Figures



PROCURED 100% WIND ENERGY FROM THE GRID



REDUCED ELECTRICITY CONSUMPTION BY 2.3% COMPARED TO 2023



REPLACED ALL OFFICE LIGHTING WITH LED LIGHTS



SCOPE 1,2 AND 3 EMISSIONS

- SCOPE 1 - 6.75 TCO2E
- SCOPE 2 - 540.37 TCO2E
- SCOPE 3 - 333.55 TCO2E (BUSINESS TRAVEL)



REDUCED OFFICE PAPER CONSUMPTION BY 25% COMPARED TO 2023



IMPLEMENTED A 4 STREAM WASTE SEPARATION SYSTEM IN OUR OFFICES



IMPLEMENTED SUSTAINABLE OFFICE PAPER MADE FROM 100% SUGARCANE WASTE



IMPLEMENTED AN ENVIRONMENTAL MANAGEMENT SYSTEM & OBTAINED ISO14001:2015 CERTIFICATION



CONDUCTED A LIFE CYCLE ASSESSMENT ON OUR TOP 32 SOLD PRODUCTS WITH DELOITTE



ADDED 29 GREENER CHOICE PRODUCTS TO OUR PORTFOLIO



TRAINED 100% OF THE IMRES STAFF ON ENVIRONMENTAL AWARENESS

Social Impact

Impact

We are deeply committed to creating a positive and lasting social impact—within our organisation, across our global supply chain, and in the communities we serve. We invest in the well-being and development of our diverse team, fostering a safe, inclusive, and supportive working environment at our locations in the Netherlands and the United Arab Emirates.

We work closely with trusted partners across our supply chain to uphold ethical labour standards, ensuring fair working conditions and promoting dignity and respect for every individual involved in the production and distribution of our medical products. Our dedication to social responsibility extends far beyond our own operations—it is embedded in how we do business globally.



Our Employees

In 2024, Imres placed a strong focus on employee engagement, transparent communication, and continuous development, aligning closely with the people policies, standards and practices of our parent company, DP World.

Open dialogue, active listening, and collaboration are the cornerstones of our approach to employee well-being. In 2024, we enhanced internal communication through regular town halls, structured feedback mechanisms, and engagement surveys. These efforts promoted transparency and encouraged meaningful two-way communication across all levels.

Company-wide events, team-building activities, and a well-structured onboarding process further strengthened interpersonal connections and nurtured a sense of belonging. The launch of our Leadership Forum provided a safe and open platform to build trust, prioritize psychological safety, and encourage authentic relationships between leaders and teams.

Pulse Check

We conducted two employee pulse surveys (in March and September), both showing notable increases in participation and engagement. Key improvements following the first survey contributed to this success:

1. Enhanced communication – Clearer, more consistent information sharing across teams.
2. Stronger leadership engagement – Increased visibility and involvement in employee initiatives.
3. Focused attention on warehouse teams – Ensuring all voices are heard and needs are addressed.
4. Leadership development – Targeted training to strengthen leadership capabilities and foster supportive team environments.

Together, these initiatives have led to a more connected, motivated, and aligned workforce.

Performance and Development

At Imres, performance management is a continuous, collaborative process that supports growth, accountability, and alignment with our values. Built on DP World's framework, our approach integrates individual goals with organisational priorities, ensuring every team member is empowered to contribute meaningfully.

To support leadership development, we launched the Leadership Forum in 2024—bringing together all team leads and managers to share insights, align leadership practices, and drive a culture of shared responsibility.

Employee Wellbeing and Engagement

Health and Safety

The health and safety of our colleagues is a top priority. At the end of 2023, we appointed a dedicated Health and Safety Officer to lead our efforts in creating safer workplaces. Since then, several key improvements have been implemented:

- Mandatory training on hazard and risk identification, raising awareness across teams.
- Required training on the Health, Safety, and Environment (HSE) pillars of DP World.
- Monthly location inspections by our HSE team to ensure safety compliance.
- Quarterly Gemba Walks by our Leadership Team to engage directly with frontline staff and identify improvement opportunities.

These initiatives contribute to a proactive safety culture and ensure ongoing vigilance in maintaining a secure and healthy work environment.

Our Supply Chain

We are committed to maintaining ethical standards across every link of our supply chain. All suppliers are required to sign and comply with our Code of Conduct, which outlines our expectations regarding human rights, labour practices, and ethical behavior.

In 2024, we conducted seven supplier audits, all of which reported full compliance with human rights standards and no instances of child labour or unethical labour practices. This reflects our dedication to working only with partners who share our values and commitment to responsible sourcing.



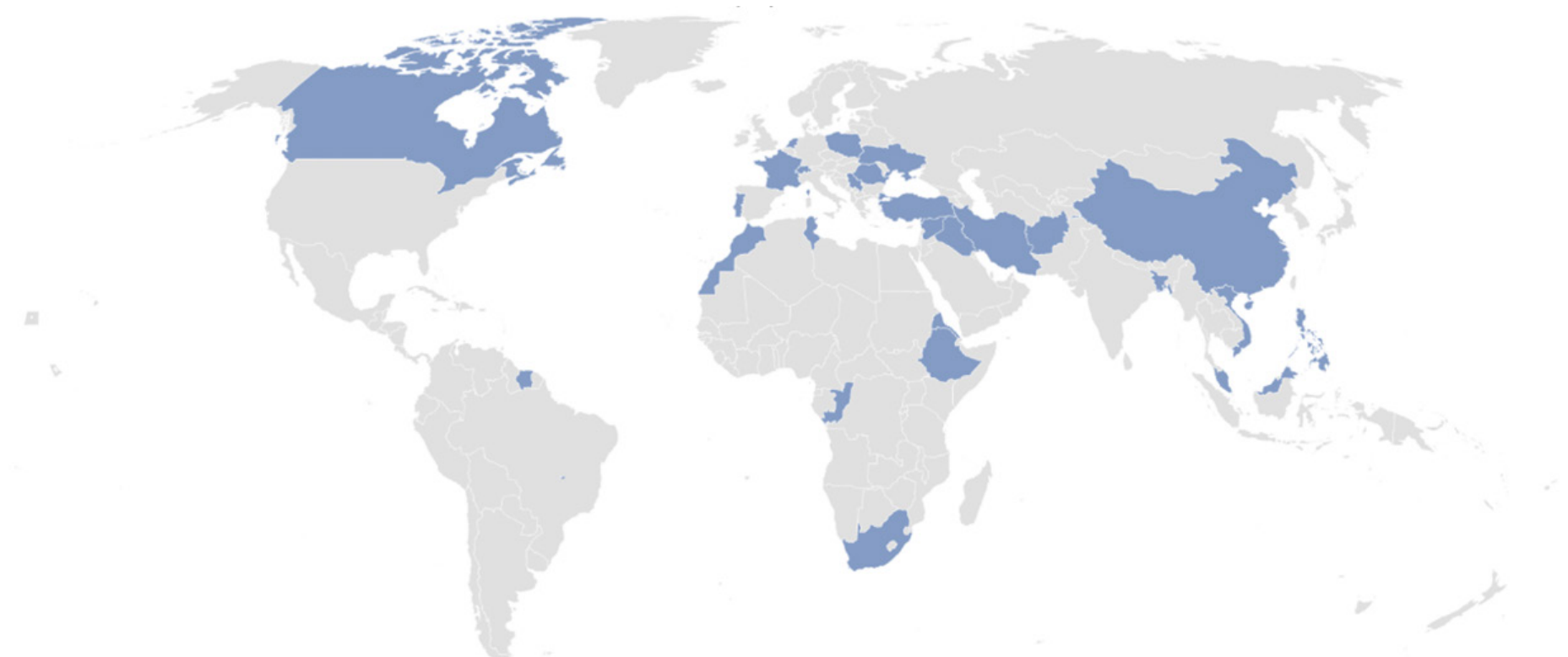
Diversity, Equity and Inclusion (DEI)

At Imres, diversity is not only a strength—it is fundamental to how we operate. With employees representing **27 different nationalities**, our team reflects a broad spectrum of cultures, experiences, and perspectives. This diversity fuels innovation, enriches collaboration, and connects us to the global communities we serve.

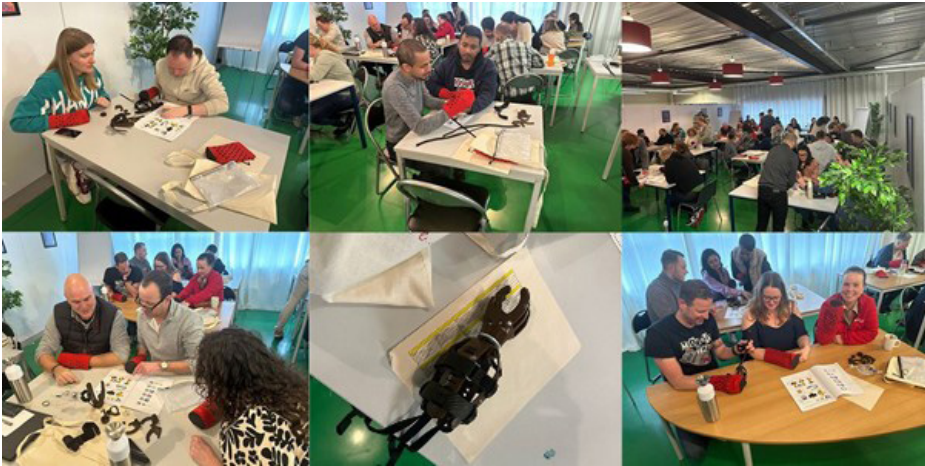
We regularly celebrate our cultural richness through initiatives like our International Lunch, where colleagues prepare and share traditional dishes from their home countries. These moments of connection go beyond food—they reflect our respect for one another's heritage and our commitment to inclusion.

Imres proudly upholds the Inclusion and Diversity Policy of DP World. We strive to create a workplace where every team member feels valued, respected, and supported. By fostering open dialogue and championing equity, we continue to cultivate a workplace where everyone can thrive.

We believe that our differences make us stronger—and together, we are building a more inclusive future.



Corporate Social Responsibility



In 2024, we proudly supported The Hand Project, an initiative that provides free mechanical prosthetic hands to individuals in developing countries who have lost one or both hands. Through this initiative, 15 Imres teams—each consisting of three colleagues—assembled 15 prosthetic hands, which were then distributed to recipients in Uganda. This project not only created life-changing opportunities for individuals but also embodied two of our core principles: Build for a Better Future and Collabourate to Win.

We also participated in a local volunteering initiative to support a nature preservation organisation, helping maintain the surrounding landscape for the benefit of all local residents. By contributing our time and efforts to preserve natural spaces, we aimed to promote well-being, environmental stewardship, and community enjoyment of the outdoors.

In addition to these initiatives, we remain actively engaged with our local communities, contributing to projects in education, healthcare, and development that empower individuals and promote long-term well-being



2024 Facts & Figures



OUR WORKFORCE CONSISTS OF 42% WOMEN AND 58% MEN



OUR LEADERSHIP CONSISTS OF 24% WOMEN AND 76% MEN



E-NPS (EMPLOYEE NET PROMOTOR SCORE) 59%



ABSENTEEISM BELOW BENCHMARK AT 5.4%



7 VENDOR AUDITS CONDUCTED, WITH ZERO HUMAN RIGHTS FINDINGS



ALL WAREHOUSE, MAINTENANCE AND FACILITY STAFF TRAINED AND CERTIFIED



PREVENTION OFFICERS TRAINED AND CERTIFIED



MANDATORY HSE TRAINING FOR ALL STAFF COMPLETED



ZERO HEALTH, SAFETY AND SECURITY RELATED INCIDENTS REPORTED



TRAINED 100% OF THE IMRES STAFF ON ENVIRONMENTAL AWARENESS

Building Trust Through Robust Governance

Governance Framework & Oversight

At Imres, strong governance is the cornerstone that underpins everything we do—from delivering life-saving medical products to advancing the Sustainable Development Goals (SDGs). Guided by the values and frameworks of our parent company, DP World, we have embedded clear lines of accountability, rigorous policies and transparent reporting processes that keep us true to our purpose and responsive to our stakeholders.

Ultimate responsibility for sustainability and corporate governance rests with the Imres Management Team. Day-to-day execution is driven by our cross-functional Sustainability Team, who are part of the DP World Sustainability Champions Network, enabling us to cascade group priorities, share best practice and accelerate impact across the value chain.

We operate an integrated management system certified to ISO 14001, ISO 9001, and GDP. Legal compliance is monitored via an online platform, with quarterly reviews ensuring that we remain fully aligned with evolving regulations.

Risk Management, Ethics & Compliance

Integrity is non-negotiable. Imres adheres to DP World's Global Code of Ethics, which defines expected behaviours, prohibits corruption and provides secure, confidential channels for speaking up. All staff complete annual Anti-Bribery & Anti-Corruption (ABAC) training—100 % were trained again in 2024. Our risk register is reviewed quarterly by senior leadership, with modern slavery, data privacy and product quality identified as material risks.

Supplier due diligence is strengthened by DP World's Modern Slavery & Human Trafficking Statement, self-assessment questionnaires and targeted desktop audits for high-risk vendors. In 2024 we audited seven suppliers with zero human-rights findings. A 24/7 whistle-blowing hotline operated by an independent third party is available to employees, contractors and external stakeholders.



Training and UNGC alignment

Policy Architecture & Training

Our governance practices are supported by a comprehensive policy suite, including DP World's Global Inclusion & Diversity Policy, Group Sustainability Policy, Anti-Bribery and Corruption Policy and Modern Slavery Statement. Imres has adopted these policies in full and complements them with internal Standard Operating Procedures covering quality, environmental management, health & safety and cyber-security. New hires receive mandatory induction training on all policies, while existing employees refresh their knowledge through tailored e-learning and toolbox sessions.



Alignment with the Ten Principles of the UN Global Compact

UNGC Principle	Our 2024 Actions
Human Rights #1-2	<ul style="list-style-type: none">• Zero tolerance for discrimination• 42% female workforce• Whistle-blowing policy• Supplier Code of Conduct
Labour #3-6	<ul style="list-style-type: none">• 7 vendor audits completed• Leadership forum launched• Health and Safety policy to ensure safe working conditions
Environment #7-9	<ul style="list-style-type: none">• ISO14001 certification• 29 new Greener Choice Products• 100% Green electricity in Netherlands facilities• 25% reduction in office paper• 100% ecofriendly printing paper
Anti-Corruption #10	<ul style="list-style-type: none">• 100% ABAC training Completion• Zero Incidents reported via hotline

Looking Ahead

Our Journey

Focused governance will steer the next phase of our sustainability journey. In 2025 we will concentrate on four inter-locking workstreams that blend environmental ambition with disciplined oversight:

Extend our certified management systems:

- Design and implement a full Environmental Management System (EMS) for our new Dubai distribution hub and achieve ISO 14001:2015 certification by Q1 2025
- Launch a health-and-safety roadmap and complete gap analyses in Lelystad and Dubai to position both sites for ISO 45001 certification in 2026

Deliver the 2025 Environmental Objectives in our Environmental Policy

- Cut facility waste with 25 % compared to 2024
- Reduce energy use with 3% compared to 2024
- Add 25 Greener Choice Products
- Set a baseline for the emission calculation of inbound and outbound transport
- Reduce Paper Consumption with 5% compared to 2024
- Train all staff on relevant aspects of the EMS

Deepen stakeholder engagement:

- Host five supplier sustainability meetings and two customer co-creation workshops focused on circular packaging and low-carbon logistics
- Conduct a Survey on localization

Strengthen data assurance & governance:

- Finalize a CSRD-ready double materiality assessment and integrate findings into the risk register
- Utilise a GLEC-aligned carbon emissions calculation tool for Scope 3 emissions of Transport and actively engage with freight forwarders to supply Imres with emission data.





This report is available on the UN Global Compact website, on the Imres website and in our internal Quality Management Information System

REPORT PROFILE

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