



Sustainability  
report



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# Nothing to waste - Our progress in 2022

At Evac Group, we are committed to safeguarding life below water, advancing the circular economy and minimizing our customers' carbon footprint. All this is doable by continuously developing our already extensive solution offering that eliminates waste, conserves water, mitigates emissions, and lengthens the lifecycle of vessels and buildings.

This Sustainability Report provides an overview of our progress last year. In 2022, we continued developing our sustainability program and the KPIs driving our work and demonstrating our progress. We also took several steps to better understand our own impacts and the needs and requirements of our stakeholders. Continuous interaction with our customers and partners is key in our journey to become a beacon of sustainability in innovative waste and water technologies.

In 2022, we markedly increased our R&D investments to improve our existing solutions' performance and explore future opportunities for sustainable innovations.

We aim to ensure that Evac's positive impacts on people, the environment, and the economy are maximized while negative ones are minimized. We work towards this goal in our own operations, in close co-operation with our customers and throughout our value chain.

Evac Group technologies address the increasing need for innovative solutions driven by the megatrends of climate change, circularity, marine biodiversity loss, and increasingly scarce freshwater resources. In this report, we provide our response and solutions addressing the megatrends.

Our progress in sustainability matters was recognized on many fronts: We fulfilled the requirements and targets set by our owner, Bridgepoint Group Plc, and Ecovadis, the world's largest and most trusted provider of business sustainability ratings, granted us a silver medal to recognize the work we have undertaken to create a more sustainable world.

However, we still have work to be done. The direction is clear, but the roadmap with concrete actions to reduce the impacts of our own and the whole value chain is still partly on our drawing board. We need to work hard to get the whole Evac crew on board and sustainability fully embedded in our everyday decision-making and actions.

Our ambitious mission to strive to enable a future with no waste calls for visible actions and a strong commitment to sustainable development. We are confident that our efforts to increase our own and customers' environmental handprint will guarantee a profitable and sustainable future for our business.

Evac – Nothing to waste



# This is Evac Group

Evac Group has been a pioneer in sustainable technologies and solutions for decades. Today we are the world's leading provider of integrated Evac® water, waste and wastewater, Cathelco® corrosion protection and marine growth prevention and HEM® freshwater systems, spare parts and services.

We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, mitigate emissions, and lengthen the lifecycle of their vessels or buildings. Our solutions also help prevent marine growth on the hulls and pipework of vessels. Together with our customers and partners, we strive for a future with no waste.



**519**  
Employees



**14**  
Locations



**166m €**  
Turnover



**160**  
Patents



**35**  
Nationalities



## Sustainable solutions

Our modern technologies address the increasing need for innovative solutions driven by the megatrends of climate change, circularity, marine biodiversity loss, and increasingly scarce freshwater resources.

Reducing waste and protecting marine life are the most crucial motivators for our business and product development. Helping our customers reduce their environmental footprint beyond regulatory requirements sets research and innovation in a vital role.

For over 40 years, our mission has been to modernize waste and wastewater management onboard a variety of vessel types, from the navy to the world's largest cruise vessels. Today, our extensive range of technologies is even wider, and we have also focused on land-based business. Our product development and research are founded on proactive and continuous collaboration with our customers and partners.

Constant co-creation and collaboration with our stakeholders gives us valuable insight into their needs and requirements, legislation development and how we can keep improving the circularity. Meanwhile, we also gain essential information for developing new, innovative technologies for a sustainable future.



Vacuum  
collection



Wastewater  
treatment



Wet waste  
treatment



Dry waste  
treatment



Fresh water  
generation



Marine growth  
prevention



Corrosion  
protection



## Sustainability embedded in Evac Group's vision, purpose and values

Evac Group has a shared vision, purpose and brand promise, all revolving around sustainability leadership. To complement them, we have recently renewed our shared company values, creating the foundation for a unique company culture.

The whole organization contributed to the values journey that started in early autumn 2022. An internal survey, workshops in several countries and lively discussion online made it possible to identify the values that truly resonate across the Evac Group.

**Sustainability is embedded in all Evac's activities.**

Our vision is to become the beacon of sustainability in innovative water and waste technologies on both land and sea. The vision, together with the new values, provides a strong foundation for our way of doing business and exceeding our customers' expectations. We are well equipped for our journey towards a future with no waste.



### Our values

#### In it for the customer

It all starts from our passion, belief in what we do, and pride in solving problems for our customers.

#### Committed to quality

We strive for best-in-class service, product excellence, and sustainability in everything we do.

#### Finding success in collaboration

There are no boundaries between our teams. We help each other to deliver the best performance.

#### Never settle for less

Our work takes courage, curiosity, and drive. We are accountable and challenge ourselves to deliver.



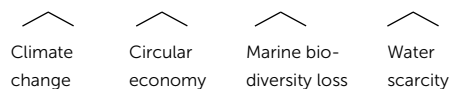
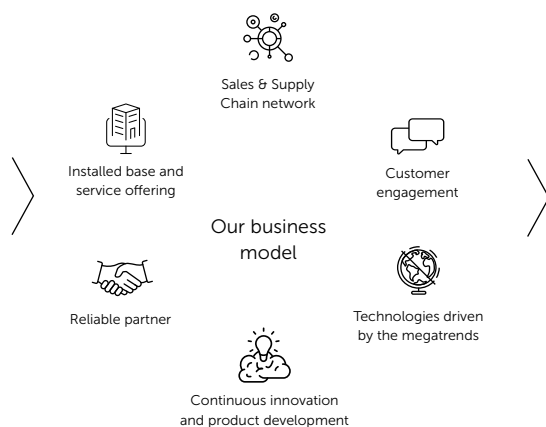
# Creating value

## Value enablers



## Our mission

We believe in a sustainable future and are in a unique position to apply our ingenuity, decades of experience, and technological know-how to make a real difference in the environmental performance of our customers' businesses. We strive to enable a future with no waste.



Megatrends driving our business

## What we do

We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, mitigate emissions, and lengthen the lifecycle of their vessels or buildings.

### Outputs

**Direct**  
Solutions for wastewater treatment, waste and water management, corrosion protection, marine growth prevention, spareparts and related services.

**Indirect**  
Minimizing our customers' carbon footprint, safeguarding life below water and advancing the circular economy.

### Customer benefits

Solutions for enhancing sustainability and complying with current and tightening regulations and legislation.

## Business impacts

### Environmental

- Contribution to climate change mitigation in our own operations and by providing sustainable solutions
- Solutions for advancing circular economy in the maritime industry
- Solutions for safeguarding marine biodiversity
- Responsible procurement

### Social

- Wages and benefits to employees
- Safe working environment, well-being and career development opportunities for employees
- Suppliers committed to our Supplier Code of Conduct

### Economic

- Revenue and investments
- Taxes to the public sector
- Payments to suppliers
- Interest to creditors



# Highlights 2022

**A step change in safety.** Our safety culture improved with visible results in Lost Time Incident Frequency. At the end of 2022, our LTIF was 4.3 (8.9 in 2021).

**Co-creation of the shared values.** We defined our new, shared values together with the whole organization across all the businesses, teams and countries of Evac Group.

**Compliance and cyber security.** A vast number of trainings organized related to the Code of Conduct, sanction screening, data protection, cyber security and military compliance.

**Footprint and handprint calculations.** Environmental handprints calculated in co-operation with VTT, Technical Research Centre of Finland to understand our impacts.

**Progress in sustainability reporting.** The first sustainability report of Evac Group was published with a focus on our sustainability program and KPIs.





## Sustainability at Evac Group

Sustainability is the cornerstone of all our activities and the motivator for our whole business. Together with our customers and partners, we strive for a future with no waste.

Waste, pollution, and climate change pose an unprecedented trial for our oceans, and the planet is facing increasingly scarce freshwater resources. To combat these challenges, our society needs new innovations and technologies. Our solutions help customers on land and sea to become more sustainable by eliminating waste, conserving water, and mitigating emissions.

Sustainability is at the core of our research and product development. In our sustainability work, we are strongly driven by our brand promise of 'nothing to waste' and our purpose to unleash the potential of Evac ingenuity to enable a future with no waste. Our ambition guides our everyday efforts to provide sustainable solutions for our customers and improve our own operations.

Most of our operations are ISO 9001, ISO 14001, and ISO 45001-certified for quality, environmental, and occupational health and safety (OHS) management, respectively.

Evac Group's sustainability approach is based on an extensive materiality analysis conducted in 2021.

### Sustainability reporting

We communicate regularly and transparently on our progress in sustainability, provide practical examples of our activities and publish our Sustainability report annually.

### Our materiality matrix



#### Flagship topics

- Marine and urban environments
- Circular economy
- Sustainable solution offering

- Environmental
- Social
- Governance
- Economic

# Listening to our stakeholders

Continuous interaction with our stakeholders is key in our journey to become a beacon of sustainability in innovative water and waste technologies.

Evac's stakeholders are entities or individuals that impact our business or are affected by Evac's activities, products, and services. The channels we use for interaction vary by stakeholder group, and its needs.

As we continuously strive to improve the sustainability of our solutions, it is increasingly essential to co-innovate and co-create sustainable solutions with our stakeholders.

## Employees

In 2022, we took a step towards more agile employee listening by using a global employee survey tool to capture their feedback. During the year we ran two Group-wide surveys with excellent response rates. Improving employee engagement and continuous feedback help us building a safe and inclusive environment and a great place to work.

## Suppliers

In 2022, we enhanced our collaboration with the global supplier network. We aim to better understand the current state, agree the common focus areas and set the targets together with our key suppliers. They share our commitment to responsible operations and are committed to the Supplier Code of Conduct.

## Academia and research institutes

Evac builds on partnerships throughout the ecosystem to improve the sustainability performance of the company's existing solutions and explore future opportunities for sustainability innovation. In 2022, we worked closely with several universities as well as VTT, Technical Research Centre of Finland.

## Customers

We have a continuous dialogue with our customers as part of the day-to-day interaction with them. To fully understand our customers' requirements, and sustainability targets, we meet regularly to exchange views on the topics. We measure customer satisfaction using NPS (Net Promoter Score) metrics.

## Industry associations

Memberships in maritime and construction-related associations enable us to carefully follow and influence the industry development. On the land-based side, industry organizations provide us with a channel to educate our stakeholders about the often-unknown sustainability benefits of a vacuum technology.

## Regulatory bodies and authorities

A continuous dialogue with the regulatory bodies and authorities makes it possible for us to prepare for upcoming regulations and laws. Our knowledge and expertise in regulatory development make it possible for Evac to support our customers in meeting the tightening requirements.



# Megatrends driving our business

Our modern technologies address the increasing need for innovative solutions driven by the megatrends of climate change, increasingly scarce freshwater resources, circularity and marine biodiversity loss.



## Climate change

Climate change refers to the rising temperature of the Globe. Carbon dioxide from the extraction and burning of fossil fuels and methane emissions e.g. from landfills, are the greenhouse gas (GHG) emissions that are major contributors to climate change. We all need to find solutions to reduce emissions to combat climate change and its life-threatening impacts.

### Our response

Evac contributes to climate change mitigation by offering solutions that minimize our customers' carbon footprint and help them significantly increase their recycling rate. We are continuously developing our solutions' energy efficiency as it directly impacts fossil fuel consumption and, thus, harmful CO2 emissions. We also actively look for ways to reduce emissions from our own operations.

### Examples of our solutions

Waste management solutions for collecting, compacting and recycling solid and wet waste. Marine growth prevention systems that significantly reduce the fuel consumption, and, therefore, the carbon emissions of vessels.



## Water scarcity

Water scarcity is fast becoming one of the most pressing issues of the 21st century. Currently, 2.3 billion people live in water-stressed countries, of which 733 million live in countries with a critical situation. Water scarcity is an increasing problem on every continent, with poorer communities most badly affected. Many countries' water resources and infrastructure are already failing to meet accelerating demand.

### Our response

Evac technologies provide customers with solutions for water purification, reducing water consumption, generating fresh water from seawater, and ensuring efficient and hygienic sanitation. Our products serve tens of thousands of people at sea and on land every year. In water-scarce areas, vacuum toilets, with their great water-saving capabilities, could be a solution for the issue.

### Examples of our solutions

Vacuum systems for collecting water, water-saving vacuum toilets to replace the gravity toilets on water-scarce areas and solutions for fresh-water generation out of seawater.



## Circular economy

There is an urgent need to minimize the use of the world's natural resources and the amount of waste. A circular economy is a way of using resources that reduce waste, pollution, and environmental impact. It is also one of the helping actions against climate change. The circular economy is good for the environment, people, and business.

### Our response

Circularity is a crucial element in Evac's product development and offering. Our solutions help customers recycle waste, clean wastewater, and create value from discarded materials, such as bio sludge and food waste. We also provide corrosion protection, maintenance services and retrofits to ensure that our customers' vessels stay in use for extended periods. At the same time, we are constantly improving circularity in our own operations.

### Examples of our solutions

Waste management solutions for collecting, compacting and recycling solid waste. A ground-breaking Evac HydroTreat that transforms wet waste into biochar that can be used as a regenerative soil improver and carbon storage.



## Marine biodiversity loss

The ocean, and the life therein, are critical to the healthy functioning of the planet, supplying half of the oxygen we breathe and absorbing about 26% of the carbon dioxide emitted into the atmosphere annually. The health of the oceans is strongly dependent upon this marine biodiversity. The loss of marine biodiversity is weakening the ocean ecosystem and its ability to withstand disturbances and adapt to climate change.

### Our response

Our advanced wastewater treatment solutions enable customers to reduce the amount of discharge into the ocean significantly. Sufficient wastewater treatment removes nutrients during water purification, which prevents eutrophication, causing the formation of extensive mats of floating plants and provoking the death of mollusks and fish. With our technology, we can also prevent the transfer of invasive species.

### Examples of our solutions

Advanced wastewater treatment solutions that treat wastewater to current standards – and beyond, marine growth prevention systems to eliminate the settlement of macro biofouling organisms on the ship's piping system and to prevent the transfer of invasive species.



## The UN High Seas Treaty aims to protect the marine life



### CASE: The UN High Seas Treaty

In early March 2023, the members of the United Nations reached a historical agreement on protecting marine life on the high seas. The High Seas Treaty aims to place 30% of the seas into protected areas by 2030 to safeguard marine biodiversity.

The International Maritime Organization, IMO, has been present throughout the negotiations and has actively cooperated with the UN.

"Following almost two decades of discussions and negotiations, I am pleased to see the conclusion of the new legally binding instrument on marine biodiversity in areas beyond national jurisdiction. This achievement will no doubt reinforce efforts to protect biodiversity. IMO has participated throughout the negotiations given the organization's mandate and expertise and will continue to participate in the implementation of the new instrument," Kitack Lim, IMO Secretary-General says.

Evac highly supports the High Seas Treaty and its aim to protect marine life. Our solutions will have a crucial role in supporting the maritime industry in reaching the targets and safeguarding our precious oceans and their biodiversity.

## Research drives sustainable development at Evac



### CASE: Partnerships for goals

Partnering with like-minded actors in and outside our industry increases the positive impact of our actions manifold. We proactively seek opportunities to cooperate with customers, suppliers, industry operators, academia, and other actors committed to sustainable development.

As Evac continues transforming from a technology provider into an expert in environmental protection, its own research activities play a crucial role. We continuously look for ways to ensure that our solutions help our customers reduce their ecological footprint and the impacts of the whole value chain.

The Group R&D Center in Finland makes it possible to test our current and future solutions both on real scale and in a laboratory environment. Since 2019, we have been running e.g. full-scale hydrothermal carbonization testing on our premises.

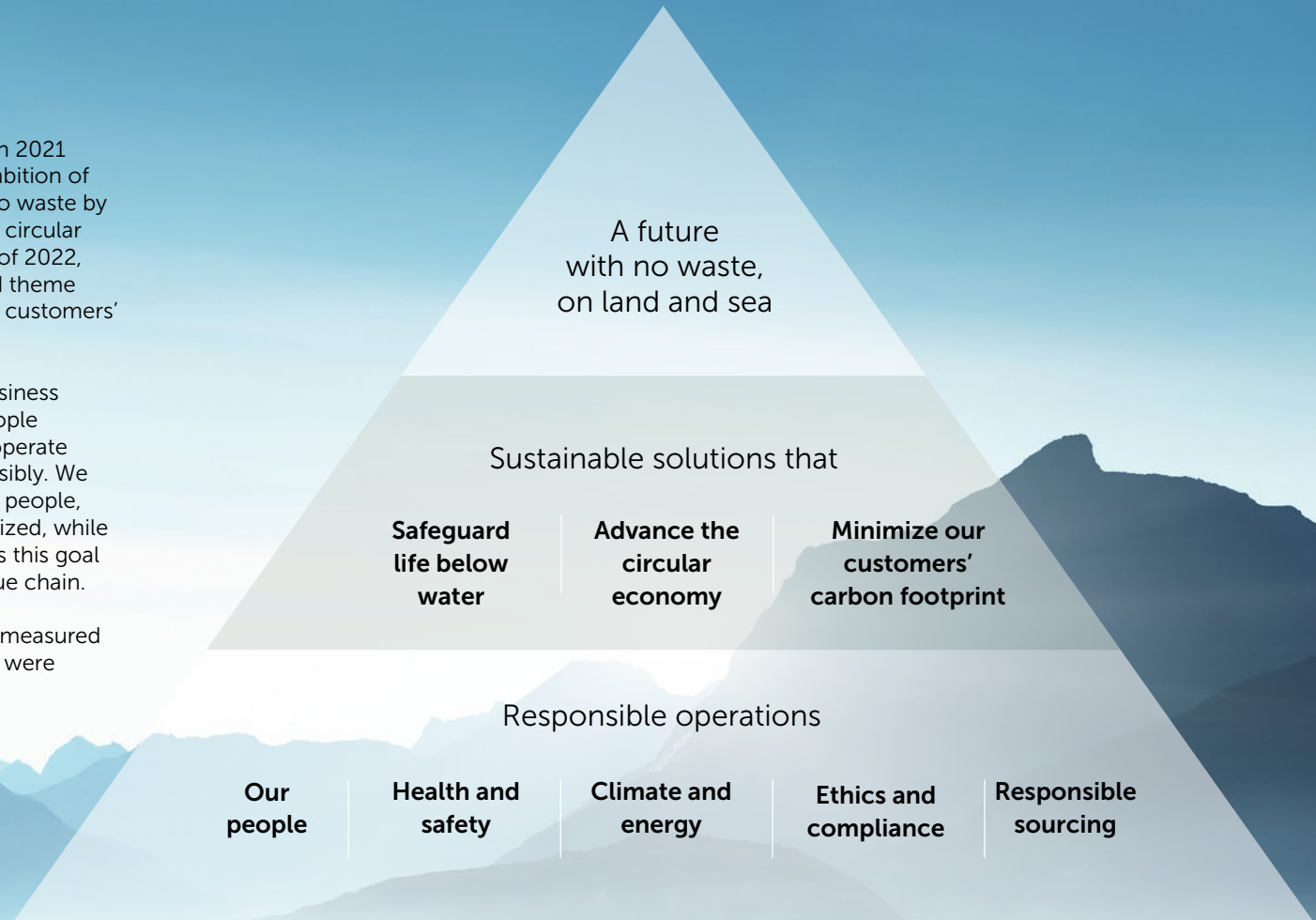
Early March 2023, Evac was granted public funding from Business Finland for a new project focusing on the circular economy. Evac's objective is to create, concept, and evaluate future-proof sustainable waste management concepts for cruise ships. The new solution could maximize the material recovery for the circular economy and increase the recycling rate of the world's largest cruise ships even up to 70%.

## Our sustainability program

Evac's Sustainability program was established in 2021 based on the identified material topics. The ambition of our program is to contribute to a future with no waste by offering sustainable solutions that advance the circular economy and safeguard life below water. End of 2022, the program was complemented with the third theme that focuses on Evac's impact in minimizing its customers' carbon footprint.

Our operations are founded on responsible business practices. We must ensure that we care for people and their safety, contribute to climate action, operate ethically, and manage our supply chain responsibly. We strive to ensure that Evac's positive impacts on people, the environment, and the economy are maximized, while negative ones are minimized. We work towards this goal in our own operations and throughout our value chain.

Each theme of Evac's sustainability program is measured using a key performance indicator (KPI), which were defined in 2021-2022.





## A future with no waste

We at Evac are in a unique position to apply our ingenuity, decades of experience, and technological know-how to make a real difference in the environmental performance of our customers' businesses. Our ambition is to enable a future with no waste.

Our brand promise, Nothing to waste, captures our ambition, drive and strategy in three words. It stands for what we do and how we will do it: By innovating new sustainable solutions to deal with waste and conserve water, and by operating ourselves in a responsible manner.

## Sustainable solutions

Advancing the circular economy, safeguarding life below water and minimizing our customers' carbon footprint are crucial motivators for our business and defining factors in our product management strategy. All three themes are carefully considered in our decision-making when innovating new sustainable products and solutions and developing the current ones.

Through co-innovation with our customers and suppliers, we have the latest know-how on what would best support our customers in reaching their sustainability targets and meeting the current and future regulations.

## Responsible operations

Evac's sustainability approach is founded on responsible business practices. The sustainable solutions we sell help us and our customers to strive for a future with no waste, but we are also conscious of how we run our own operations - today and tomorrow.

To be a credible beacon of sustainability in innovative water and waste technologies, as our company vision describes, we must ensure that we operate in a responsible manner: care for our people and their safety, contribute to climate action, operate ethically, and manage our supply chain responsibly.

## Our progress in 2022

Evac Group Sustainability program is guiding our journey towards a future with no waste. Each theme of the program is measured using a key performance indicator (KPI) defined in 2021 – 2022. The key performance indicators determine our ambition level and help us continuously develop our strategy and activities. We report on our progress in our annual Sustainability Report.



THEME	KPI	TARGET	PROGRESS IN 2022
<b>Sustainable solutions</b>			
Advancing the circular economy	Increased share of recycling equipment in Evac sales	+100% growth by the end of 2030*	n/a (renewed KPI)
Safeguarding life below water	Sales of advanced wastewater treatment plants	+50% growth by the end of 2030*	n/a (renewed KPI)
Minimizing carbon footprint	Reduced carbon footprint of Evac Total Concept	-30% by the end of 2030**	n/a (renewed KPI)
<b>Responsible business practices</b>			
Our people	Employee Engagement Index	65% at the end of 2023	58 (57 in 2021)
Health and safety	Lost-Time Incident Frequency (LTIF) rate	LTIF ≤3 at the end of 2023	4.3 (8.9 in 2021)
Climate and energy	Carbon footprint	-10% by the end of 2030***	n/a (baseline calculated)
Ethics and compliance	Code of Conduct training coverage	100% by the end of 2023	99%
Responsible sourcing	Supplier Code of Conduct coverage	100% by the end of 2023	83% (51% in 2021)

\*baseline: 2020-2022

\*\*baseline: 2020

\*\*\*baseline: 2022



## Advancing the circular economy

Circularity is a core element of Evac's business model and at the center of our research and development initiatives. According to our research, the current waste recycling rate on some of the world's largest vessels is currently around 20-40 %. We believe that together with our customers, we can do more and increase the recycling rate even up to 70% in the future.

In addition to direct material recovery, one key element is repurposing the shipboard wet waste with our game-changing circular innovation, Evac HydroTreat, to produce safe and sterile biochar as a soil improver and fertilizer for local regenerative agriculture. This future waste solution provides both economic and ecological benefits for our customers and the whole planet.

We measure our progress in advancing the circular economy with a key performance indicator (KPI) for the increased share of recycling equipment in Evac sales. By increasing the percentage, we have a direct impact on recycling rates onboard vessels. Together with our customers, we can improve recycling rates with a direct, positive impact on the circular economy.





# Future of waste management onboard cruise ships

Evac is currently developing a new circular economy solution. The future waste management concept is based on the sustainable and smart circularity of materials on ships.

Today, the majority of the waste is incinerated onboard large passenger vessels. The target of the future solution is to recycle material as much as possible. Currently, the waste recycling rate of the world's largest cruise vessels is only around 20-40 %. In the future, the rate could be even as high as 70 %.

"There has been a strong interest towards a future-proof concept that would enable an improved recycling rate and material utilization onboard cruise ship. We recently finalized a feasibility study comparing the conventional waste incineration option with the future solution without incineration. The purpose of the feasibility study was to evaluate several types of waste treatment concepts for big cruise ships," says **Janica Toivari**, Evac's Sustainability Specialist.

Different parameters and aspects were studied between the possible concepts. One of the key figures was energy input. The option based on the highest circularity of materials was clearly the most energy-efficient option.

"To compare the approaches fully, we utilized the study made by VTT, Technical Research Center of Finland. Environmental impacts of the conventional incineration concept and the potential new waste management solution were compared in 11 impact categories. The circular economy concept was clearly better for the environment in all categories. The impacts of the new solution were 38-95% lower than the impacts of the incineration-based, conventional concept. In summary, the new concept would be clearly better for the environment."

The feasibility study also contained the commercial aspects of the concepts. Both in the incineration and circular economy

concepts, the operating costs were almost at the same level. A circular economy concept had slightly higher operational costs, 5-15 %, due to the highest annual landing costs. Landing costs are dependent on several aspects, which can be influenced by smart waste management on board.

"Regarding the landing costs, we feel that it is our duty to help our customers find the best possible ways to compact and sort waste and choose the correct ports for landing the waste. Our future circular economy concept advances smart waste management on ships and would be the customers' most environmentally, economically, and socially sustainable option."

The concept would develop the overall sustainability of ship operation with sustainable waste operations, improve material recycling, protect the environment from pollution and lower the overall cost of waste operations. With smart, digitalized waste management, the monitoring and operations onboard would be optimized and efficient. The new system would also improve the health and safety of the crew and passengers.

Evac's Research Center will be developing the future concept in 2023-2025 as part of a larger SusFlow consortium with representatives from a shipyard, interior and cabin construction companies, research institutes, and academia. The project was recently granted public funding from Business Finland, a government organization for innovation funding.

"The public funding and Evac's strong commitment to strive for a future with no waste enable us to develop state-of-the-art waste management solutions in line with principles of circular economy, which is a core element of Evac's sustainability program and at the center of our research and development initiatives," says **Jari Jokela**, Project Leader and Head of Research at Evac.



Janica Toivari

"In the future, the waste recycling rate could be as high as 70 %."



# Vacuum systems - A solution for conserving the world's scarce water resources

With groundwater levels dramatically depleting and sources of freshwater shrinking across the globe, water scarcity is fast becoming one of the most pressing issues of the 21st century. Currently, 2.3 billion people live in water-stressed countries, of which 733 million live in the countries with critical situation. To build resilience against climate change and to serve a growing population, an integrated and inclusive approach must be taken in all industries.

In the construction industry, the approach lies in finding greener and cleaner solutions that not only address the current problem areas but offer big-picture benefits that could influence the future of buildings. Utilization of the vacuum systems could be an important piece of the puzzle.

"The advantages and benefits of vacuum systems have been known for decades, but the technology has never been more relevant than today when there's an urgent need for solutions saving water," reveals **Joslyn Vermogen**, who develops Evac's business in the land-based sector in the EMEA region.

Water scarcity affects all of us. Currently, California is facing its worst water shortage in several years and many parts of the state are classified as in extreme drought. The land does not have adequate water supplies to sustain agriculture and wildlife, according to the NIDIS.

On the other side of the world, there is a severe water shortage for example in the city of Bangalore, India, where there is evidence that with current consumption rates and the impact of pollution, the level of groundwater will be equal to zero in 2030. Municipalities are already relying on water tankers, and every new project must recycle water and reduce consumption.

## Significant water savings

Vacuum systems make it possible to save water in a surprisingly simple way. Instead of water, vacuum toilets use air to suction out waste and to transport it. They use minimal water only to rinse the toilet bowl for hygiene. "Each flush in a vacuum toilet is just 1.2 liters compared to standard dual flush that uses 3 to 9 liters of water per flush," says Vermogen.

"For example, the government of India is planning to renew its railway stations by the end of 2025 to save water. One railway station with 50 toilets, each being flushed 65 times per day, can save water with vacuum technology approximately 5700 m3 per year (more than two Olympic swimming pools). By updating the toilet system with vacuum technology in 40 railway stations, the amount of saved water can fill over 90 Olympic swimming pools!," Vermogen demonstrates.

The numbers speak for themselves – Energy-efficient vacuum collection systems can play an important role in conserving the world's scarce water resources.

"The advantages of vacuum systems have been known for decades, but the technology has never been more relevant than today."





## Safeguarding life below water

Protecting marine life is a crucial motivator for our business and product development. Our wastewater systems treat waste to current standards and beyond, and prevent nutrient loads to the marine environment. They also ensure that untreated waste is not dumped at sea.

Wastewater treatment systems separate and neutralize organic contaminants in wastewater to fully comply with national and international legislation.

We measure our progress in safeguarding life below water with a key performance indicator (KPI) for the sales of advanced wastewater treatment plants. By increasing the number and quality of the wastewater treatment plants onboard vessels, we have a direct, positive impact on life below water. Increasing sales increases our environmental handprint.



## Evac aims at driving maritime wastewater impacts to zero

The awareness of the environmental impacts of human activities, both on land and sea, has clearly risen over the past decades. Also, the consequences are well understood if no actions are taken.

Conservation of our oceans, lakes and rivers is vital for a sustainable future for all of us. We all, operating in the maritime industry are needed to safeguard life below water. The recent landmark agreement: UN High Seas Treaty invites all of us to protect the marine biodiversity.

"It took more than a decade to find the solution for the Treaty. The resolution shows that people and governments around the globe are nowadays more aware than ever of the environmental impacts of human activities, the importance of preservation, and the horrible consequences of failing in that task. We all should acknowledge that in the maritime industry and consider the impacts of vessels on the fragile marine environment", says **Alejandro Álvarez Camino**, Product Line Manager, Wastewater treatment systems at Evac Group.

"We see a clear trend in our customers' behavior. Most of them already consider carefully the environmental impacts of products or solutions before buying them. Moreover, organizations and governments work on stricter regulations and controls to protect the environment and minimize emissions," Álvarez Camino continues.

When regulation and legislation become more stringent at sea, nutrients such as phosphorus and nitrogen will be controlled in larger areas, more analysis and monitoring will be required, and emerging pollutants, compounds that have recently been identified as dangerous, will be in the spotlight. A good example of the last are microplastics, that will be controlled more carefully in the future.

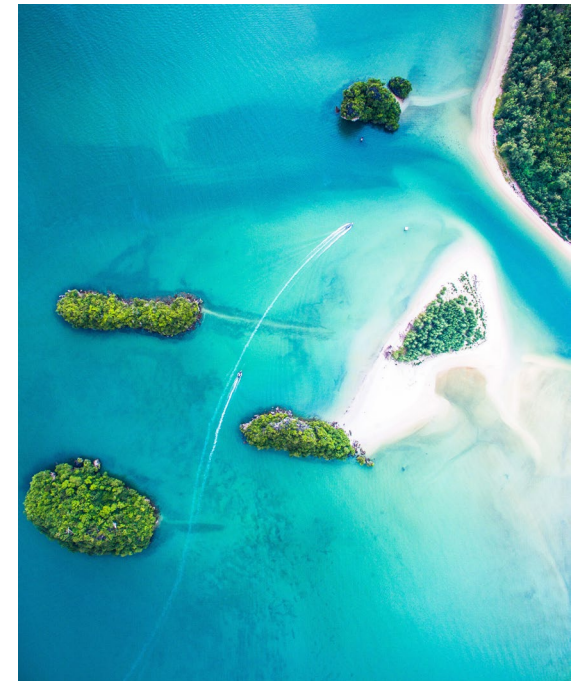
"But the question is, are we all ready when the regulation so requires? If taking an example from the merchant vessel segment, several studies show that today only one out of ten cargo vessels meet the current effluent requirements. If that is the case, should we start preparing for the future already?"

The development of sustainable solutions and work towards a future with no waste are crucial motivators for our business at Evac. Our wastewater treatment solutions are designed to comply with current standards and regulations and go beyond.

"By choosing our wastewater systems, the operators are able to minimize the impact to the marine environment. By correctly using our systems, no untreated waste is dumped at sea. Even though MARPOL still allows the unprocessed food waste and wastewater discharge into sea under certain conditions, that is not the right thing to do. Attitudes must start changing before it's too late for marine biodiversity," Álvarez Camino says.

For over 40 years, Evac's mission has been to modernize waste and wastewater management. Today, our goal is nothing less than to enable a future with no waste by focusing on circularity and life below water.

Constant co-creation and innovation with our customers and partners gives us valuable insight into needs and requirements, legislation development and how we can keep improving the circularity and safeguarding the marine biodiversity. Meanwhile, we also gain fundamental information for the development of new innovative technologies of sustainable water and waste management solutions onboard vessels.



"By choosing our wastewater systems, the operators are able to minimize the impact to the marine environment."

## Advanced solutions for sustainable shipping

Evac offers water and waste management as well as corrosion protection and marine growth prevention solutions for all types of vessels, ranging from small yachts to large cruise ships, from offshore vessels to national navies. For customers looking for a complete solution for their water, waste, and wastewater management with the smallest environmental footprint, Evac Total Concept is a perfect option. It is designed and tailor-made for each vessel type with a special emphasis on energy and material efficiency.

Evac MBR, our most advanced wastewater treatment system can treat all wastewater streams to current standards – and beyond. Evac MBR allows vessels to operate in environmentally sensitive areas, treating and discharging all wastewater generated by passengers and crew without threat to human health or the marine environment.

Evac MBR is based on proven membrane bioreactor technology, which can filter out nutrients and even microplastic particles. Furthermore, the by-product of MBR and any other biological system, the bio sludge, can be further treated and transformed into safe and sterile biochar with Evac HydroTreat, reducing environmental impacts even more.

For merchant vessels, we offer a cost-competitive solution, Evac CSWE, which is a compact biological wastewater treatment system ideal for treating black and greywater streams on board. Evac CSWE meets and even exceeds the latest environmental standards for non-passenger vessels.

Read more about our solutions on [www.evac.com](http://www.evac.com)



Evac's advanced wastewater treatment solutions treat wastewater to current standards – and beyond.



## Minimizing our customers' carbon footprint

The leading companies in the maritime industry are on the road towards zero-emission vessels and decarbonizing shipping. The ambition matches Evac's mission to enable a future with no waste.

In everything we do, we focus on mitigating emissions, eliminating waste, conserving water, and creating the foundation for our customers' profitable and sustainable business. We are continuously developing our solutions' energy efficiency as it directly impacts fossil fuel consumption and, thus, harmful CO<sub>2</sub> emissions. We also actively look for ways to reduce emissions from our own operations.

We measure our progress in minimizing our customers' carbon footprint with the key performance indicator (KPI) for the reduced carbon footprint of Evac Total Concept. By continuously developing our offering and its operational carbon footprint, we can directly contribute to our customers' ambitious climate targets.



## Retrofitting reduces the carbon emissions

The maritime industry is impacting the aquatic environment and contributing to climate change with up to 800 Mt of fossil carbon dioxide emissions annually[1]. The primary source of CO2 emission is engine exhaust gas; however, waste and wastewater management or lack of it, leads also to environmental pressure.

According to the study, the modernization of waste and wastewater treatment on board is the response to higher environmental standards for greater energy efficiency and sustainability. Compared to older installations, the spearhead solutions minimize emissions and discharges to sea and air.

Evac's customers who want to reduce their footprint would significantly benefit from retrofitting their current solutions - both from an economic and ecological perspective.

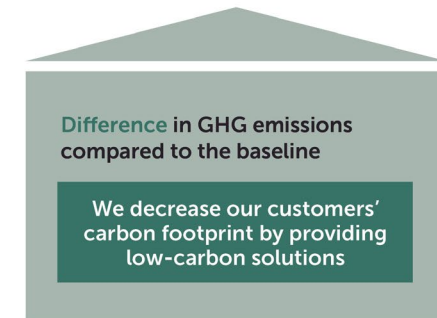
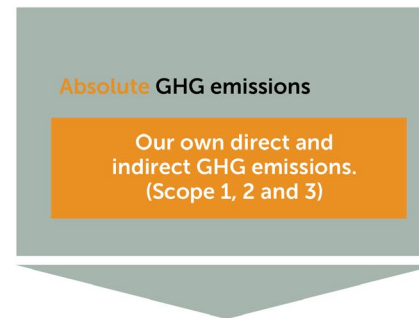


Cruise ships, forming only 1 % of the world's merchant fleet, are generating 25 % of waste on board worldwide. For instance, a medium-sized cruise ship may discharge or incinerate annually up to 140,808 m3 of waste[2]. Hence, proper waste management on cruise ships is necessary, as the worldwide number of cruise passengers is rising.

In her master's thesis, Marie Hedström[3] studied the footprint and handprint of wet waste and wastewater treatment solutions on large cruise ships with 5,000 passengers on board.

The study aimed to measure the operational handprint of the modern waste and wastewater systems, meaning how much a shift from a conventional process to the latest, more environmentally friendly and advanced spearhead solutions can reduce our customers' carbon footprint. The research was made in collaboration with Meyer Turku shipyard and complemented with the LCA analysis made by VTT, Technical Research Center of Finland, using their SULCA method.

### We minimize the carbon footprint



We maximize the carbon handprint



## Up to 77% reduction in carbon emissions

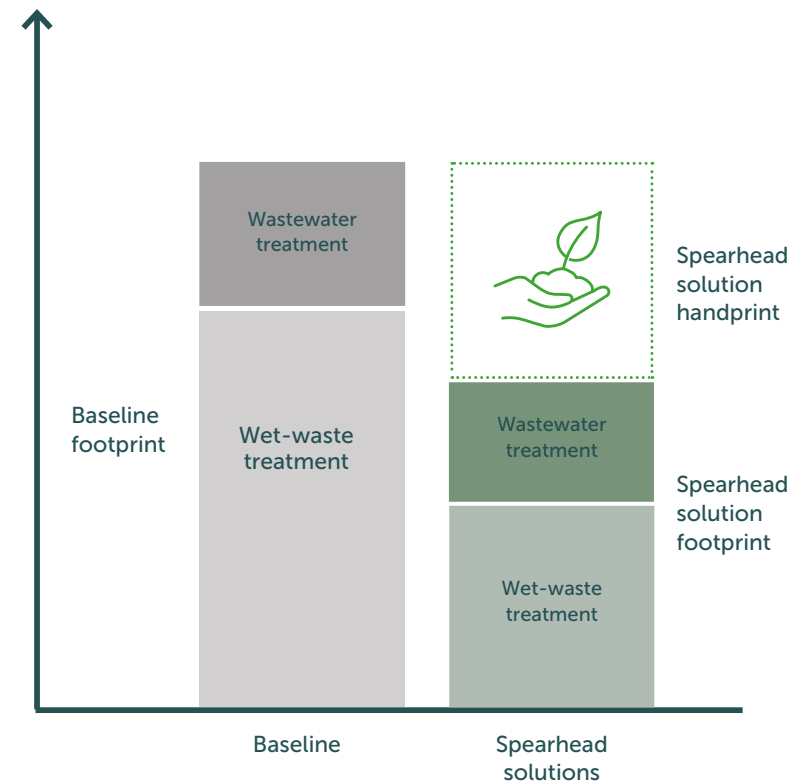
Carbon handprint is an excellent tool to measure and visualize the solution's environmental impacts. A handprint highlights the positive ecological impacts of an entity instead of negative consequences like a footprint does. The handprint is calculated from the difference between a conventional baseline system and a spearhead footprint.

The results showed that the operational carbon handprint of wet waste treatment could be up to 77 % when using Evac's ground-breaking hydrothermal carbonization (HTC) process instead of a conventional system with incineration and thermal steam dryer included. The wastewater treatment's carbon handprint can be up to 22 % when using an advanced MBR process instead of a conventional MBBR.

The primary CO<sub>2</sub> emission contributors are the drying method in the wet waste treatment system and biological treatment in the wastewater treatment system. A spearhead system has lower consumption, as it's more technically advanced than a baseline system. Lower consumption is achieved by using more energy-efficient unit processes or reducing chemical consumption.

The HTC process is more energy efficient than the thermal steam dryer as it doesn't require steam. Steam produced in boilers, heated by diesel-burning, produces flue gases. The flue gases lead to GHG emissions. Electricity consumption leads to GHG emissions as it originates from diesel burning. In the wastewater treatment side, the MBR process is more energy efficient than the MBBR process, requiring less pre- and post-treatment, and the effluent quality is still clearly better for the MBR.

The wet waste and wastewater treatment results are part of a larger project mapping the environmental handprint of Evac solutions. We at Evac are determined to minimize our customers' carbon footprint and strive for a future with no waste.



[1] Marine Benchmark, 'Maritime CO<sub>2</sub> Emissions', Research Brief, Nov. 2020.

[2] A. M. Kotrikla, A. Zavantias, and M. Kaloupi, 'Waste generation and management onboard a cruise ship: A case study', Ocean and Coastal Management, vol. 212, 2021.

[3] M. Hedström, 'Operational Environmental Handprint for Wet Waste and Wastewater Treatment on Large Ships'.

# Marine growth prevention reduces emissions to combat climate change

The maritime industry has a vital role in moving goods and passengers around the world. The ever-growing shipping industry is the most sustainable form of transportation, but due to the size of the sector, it currently contributes to roughly 3% of global greenhouse gas (GHG) emissions every year.

We all, operating in the industry are responsible for reducing emissions to combat climate change. The current and future technologies need to be harnessed to reduce fuel consumption and harmful CO2 emissions. The initial IMO GHG Strategy has an ambitious target to reduce the carbon intensity of international shipping by 40% by 2030, compared to 2008 levels. Some industry players are already determined to do more and reach carbon-neutral shipping by 2050 at the latest.

Marine growth prevention is a crucial, but sometimes underestimated, part of the puzzle when considering the industry's energy-efficiency improvement opportunities. Maintaining a smooth and clean hull free from biofouling is paramount to optimizing the energy efficiency of ships. The impact can be even up to 25%.

When biofouling species, barnacles, and mussels colonize the underwater parts of a ship's hull, the increased roughness will increase a ship's hydrodynamic drag. The immediate effect is a loss in ship speed at a constant power – or a power increase to maintain a constant speed. Both have negative economic and environmental impacts through increased fuel consumption and atmospheric emissions, including GHG.[1]



"We are currently investigating new, interesting opportunities for advanced marine growth prevention."







"Using the best marine growth prevention systems with regular maintenance significantly impacts on fuel consumption and CO2 emissions of the vessels. It is good to acknowledge that if neglecting the prevention, a slime layer can trigger up to 25% increase in GHG emissions," says **Chris Hewitt**, Product and Technical Manager of our Cathelco business.

The significant 25% reduction in GHG emissions means up to 22% savings in the vessel's fuel consumption.

### Prevention of invasive aquatic species

The transfer of invasive aquatic species to new environments by ships has been identified as a major threat to the world's oceans and to the conservation of marine biodiversity and, therefore, to the planet's ecological and economic well-being.

These species are causing enormous damage to biodiversity. Direct and indirect health effects are becoming increasingly severe and environmental damage is often irreversible. Moreover, significant economic impact occurs on industries that depend on the coastal and marine environment, such as tourism, aquaculture, and fisheries.[2]

"Well-maintained marine growth prevention system has a big impact in reducing the risk of transferring of invasive aquatic species. The system eliminates the settlement of macro biofouling organisms on the ship's interior piping systems while enhancing energy efficiency and reducing air emissions from ships. The technology also significantly lengthens the lifecycle of the pipes," Hewitt says.

The Cathelco® marine growth prevention systems, also known as antifouling systems usually consist of pairs of copper and aluminum anodes, mounted in sea chests or strainers and connected to a control panel. In operation, the copper anode produces ions which are carried by the flow of seawater, creating an environment where barnacles and mussels will not settle or multiply.

New technologies are under development to prevent the marine growth. The most common technologies currently in use for biofouling mitigation are ultrasonics and hull and propeller cleaning.

"We are also following the development and investigating new, interesting opportunities for advanced marine growth prevention. It is exciting to work closely with our long-term customers and academia to see what the future holds for us."

## Cathelco® listed under Article 95

Since September 2015, owners and operators of vessels sailing in European waters must have ensured that their marine growth prevention systems comply with the EU Biocides Regulation 528/2012.

Cathelco® is one of the few companies listed under Article 95, the official register of approved active substance suppliers recognized by the European Chemicals Agency (ECHA). This makes installing genuine Cathelco® equipment and anodes a safe way to ensure regulatory compliance.

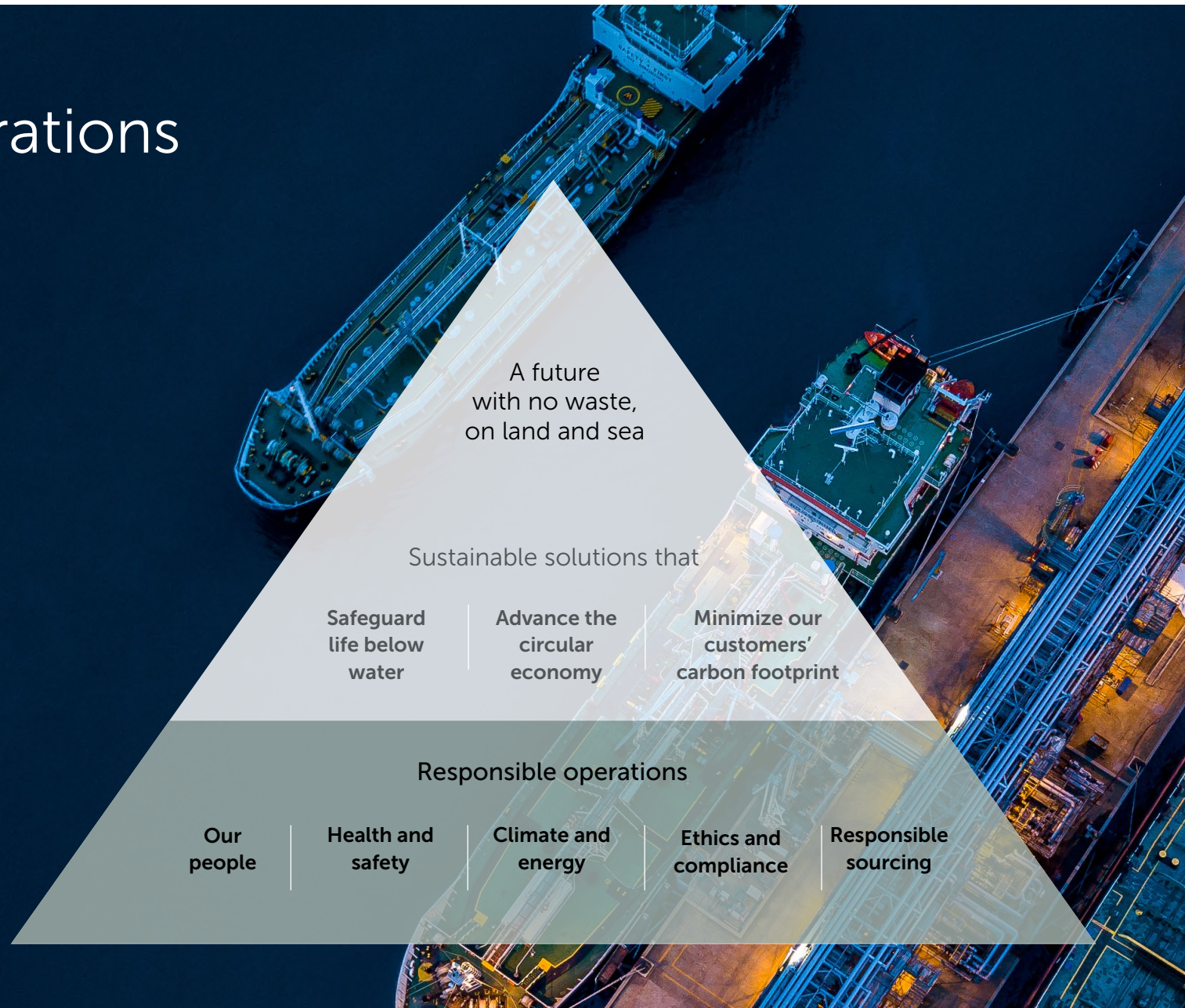
[1] Analysing the Impact of Marine Biofouling on the Energy Efficiency of Ships and the GHG Abatement Potential of Biofouling Management Measures, 2022.

[2] IMO website: <https://www.imo.org/en/OurWork/Environment/Pages/Biofouling.aspx>

# Responsible operations

Evac's sustainability approach is founded on responsible business practices. Our sustainable solutions help achieve a future with no waste, but we are also conscious of how we run our own operations.

To be a credible beacon of sustainability in innovative water and waste technologies, as our vision describes, we must ensure that we care for people and their safety, contribute to climate action, operate ethically, and manage our supply chain responsibly.



## Our people

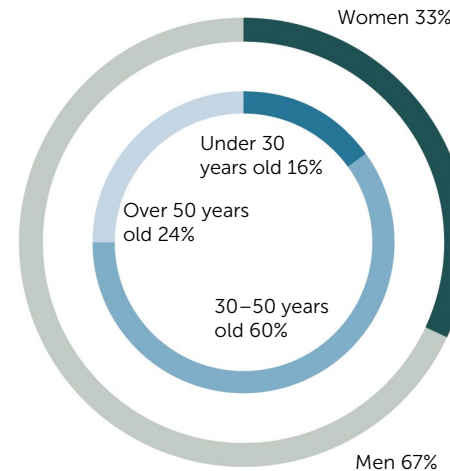
As a workplace, Evac fosters an inclusive and safe culture where colleagues know and trust each other. Commitment to customer, quality, collaboration and innovation are crucial for our success and foundation for our recently renewed company values (read more on page 6). Our employees value the technologies we offer and are committed to supporting customers, and the entire industry, in developing their business towards a sustainable future.

At the end of 2022, Evac had 519 employees (2021: 461) of which 29% (2021: 15%) were new hires. Our voluntary employee turnover was reduced by 5% being 15.2% at the end of 2022. 34% of our employees were in Finland, 20% in the UK and 14% in the US. Women accounted for 33% of all employees (31% of our new hires), 33% of Evac managers, and 20% of the Group Leadership Team. Currently, 1 out of 6 Evac's Board of Directors members is female.

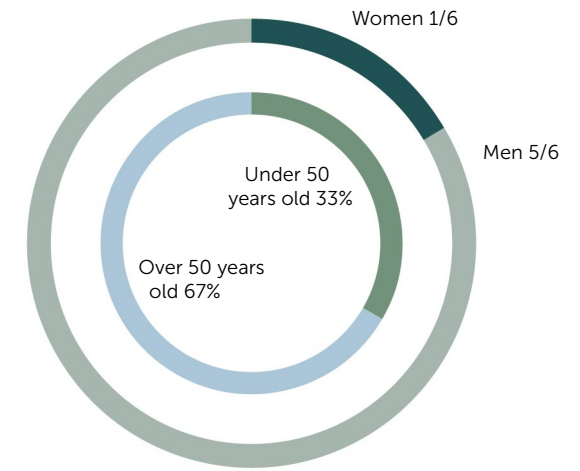
92% of Evac's employment contacts were permanent and full-time in 2022. 6% of the contracts were fixed terms, of which 37% were made with female employees. 37% of all the fixed-term contracts were made in China, 47 % in Finland, and 16 % in the UK and France. The remaining 2% of the contracts were for permanent part-time employment, of which 92 % were made with female employees. In addition to its own employees, Evac's external, temporary workforce amounted to 31 people. 34% of the external temporary workforce were working in the Automation and Electrical Engineering field.

We conduct annual performance reviews to ensure the systematic development of our personnel and their skill sets. In 2022, performance evaluation was completed for 70 % of Evac employees. All Evac employees are eligible for short-term incentive plans based on common, aligned targets.

**Employees by gender**  
**Employees by age**



**Board of Directors by gender**  
**Board of Directors by age**



### Our policies

Code of Conduct, Human Rights Policy, Diversity and Inclusion Policy

### Reorganization

In the 4th quarter of 2022, Evac announced a Group-wide restructuring program to move away from a global functional organizational structure into two Business Lines with a reduced number of line managers. The new organization was established in January 2023.

### Community involvement

In 2022, Evac established a new Community Involvement Program, which is tightly linked with our no-waste vision. Every employee can donate one working day to contribute back to society and our local communities. In 2022, the special emphasis was in Ukraine.



## Employee engagement

We have taken steps towards more agile employee listening by using global employee surveys to capture feedback. During the year, we ran two global surveys: one focusing on engagement and the other on change, both with good response rates. Employee engagement and feedback help us build out our people priorities and create a great place to work.

A global employee engagement survey was conducted in May 2022. The response rate of the survey was high at 91%. We measure our progress within the People theme of our sustainability program with an Employee Engagement Index calculated based on our employee survey responses. In 2022, the engagement index was 58. Overall, we had positive development when compared to 2021. However, the engagement score increased only by 1% at the company level. The engagement has increased in 4 countries: Finland, Germany, UAE and the USA and dropped significantly in India, Singapore, South Korea and Spain.

The improvement areas were related to product knowledge, cross-team collaboration and senior leadership presence and dialogue.

## Leadership focus

Leadership is the foundation for building a high-performing culture that enables us to implement our business strategy. In 2022, we continued leadership development and training activities with all our managers. Our ambition is to have high performers in all leadership positions and a depth of talent, giving us the option to hire from within.

In September, we started a global leadership development program, 'Leaders' Anchor', with 68 Evac Group leaders and managers. The program's objectives are to train and empower our managers to lead effectively, improve talent retention, create clarity on manager accountabilities, strengthen our organization's culture and bring leaders together to enhance collaboration across the teams. The program will carry to 2023 with six training modules with peer-to-peer coaching and pre-assignments to support learning.

## Diversity and inclusion

Evac is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. We believe embracing diversity enhances our work culture and drives our business success. Diversity initiatives are integrated into, for example, recruitment, compensation and benefits, professional development, and promotions.

We trained all employees about our Diversity and Inclusion policy as part of our 2022 Code of Conduct training. Evac has zero tolerance for discrimination, harassment, and bullying. This is crucial for us when we implement our strategy: Diversity and Inclusion are vital enablers of improved performance, collaboration, and innovation.

Onboarding new colleagues has a particular focus at Evac. The Group-wide virtual onboarding program gathers all newcomers across teams, geographies, and businesses together to learn, collaborate and network.

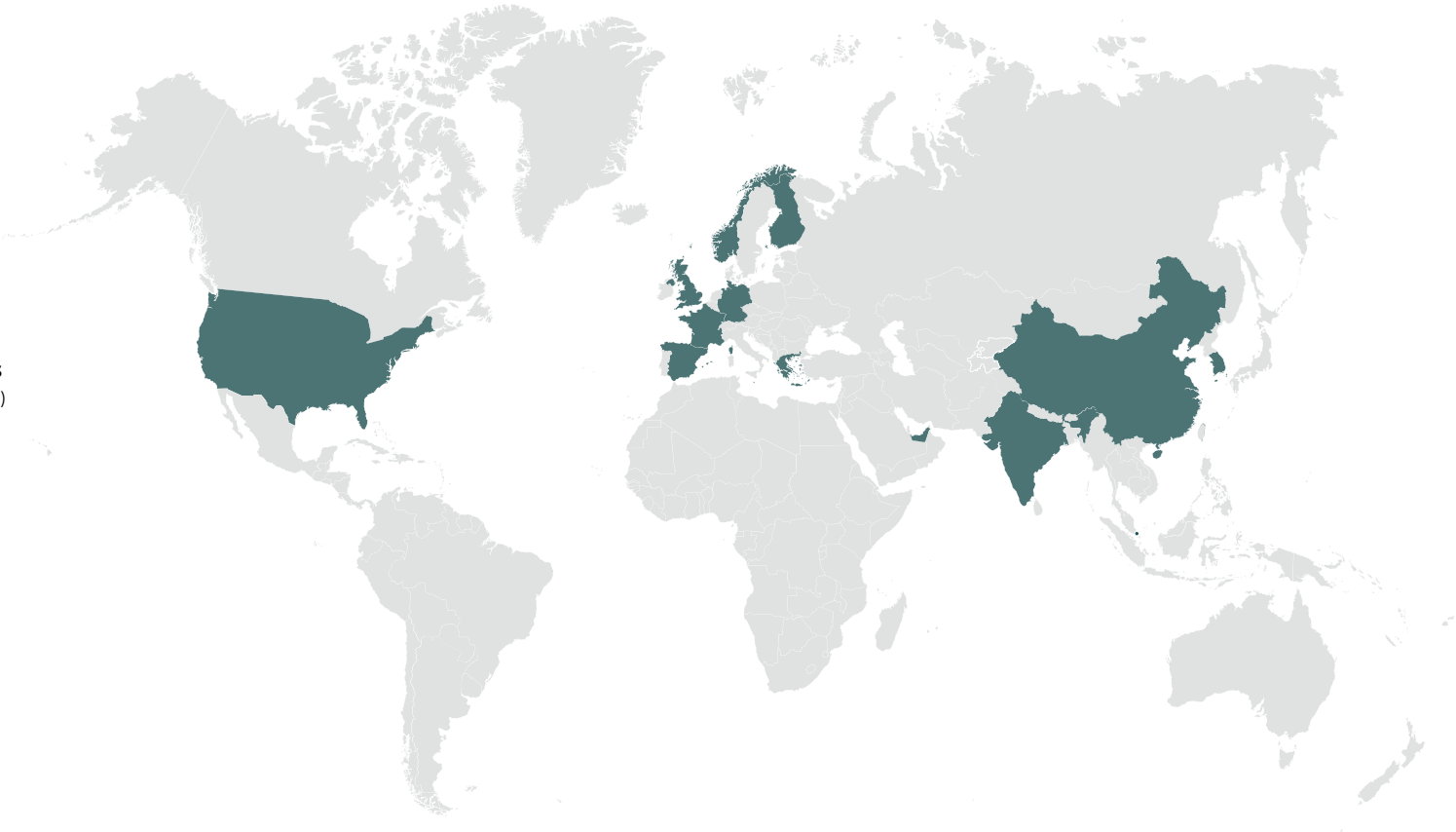


# Our people

Our highly international team of 500 professionals share the same vision, purpose and values accross the globe. We all are committed to strive for a future with no waste.

**Number of employees per country** (31/12/2022)

China	25
Finland	183
France	46
Germany	32
Greece	2
India	5
Norway	7
Singapore	11
South Korea	13
Spain	9
UAE	9
UK	106
USA	71





## Health and safety

In 2022, Evac took significant steps in building a Group-wide safety culture. We introduced new safety training and preventative measures, such as reporting all incidents and safety walks at our sites.

At Evac, employees work in many different environments, such as offices, sites, shipyards, and onboard vessels. Most of our sites are ISO 45001-certified for managing occupational health and safety.

Health and safety are a top priority for all of us. We actively engage with all our sites in safety by sharing learnings, best practices, training, and tools. In 2022, the Group-wide safety eLearning was completed with a 100% completion rate. We also organized a first-ever safety week with global and local activities to build awareness of the importance of safety.

Our key performance indicator (KPI) for health and safety is the Lost Time Injury Frequency (LTIF) rate. In 2022, our LTIF improved significantly from 8.9 to 4.3 (rolling 12 months). Our target for 2023 is less than 3. In 2022, no severe safety incidents were recorded, but four incidents resulted in absence. The reporting activity of our colleagues increased from 24 observations in 2021 to 92 in 2022.

In 2023 we will continue improving our safety culture and implement new practices and procedures as part of our leadership development initiatives. More emphasis is placed on reporting safety actions: risk assessments, safety walks, discussions, and observations to make sure that nobody gets hurt at work. On-site safety training, completed across Evac's own organization in early 2023, will also be extended to our subcontractors.

### Our policies

Health and Safety Policy



## Climate and energy

Our solutions help customers reach their climate targets through energy efficiency and innovative waste treatment solutions. In the maritime industry, our advanced waste and water management solutions can reduce the fossil carbon emissions by even up-to 70% compared to conventional systems currently onboard vessels. Also, our marine growth prevention technology can significantly decrease fuel consumption when properly maintained, thus directly impact the carbon emissions of vessels' engine exhaust gas.

Using Evac systems to collect, compact and recycle solid waste contributes to the circular economy and our customers' climate ambitions. When materials, such as plastic, paper, and cardboard, are recycled, they continue to store carbon in their polymers and fibers instead of releasing it into the atmosphere during incineration. Today's recycling rate onboard large cruise vessels is only around 20-40%. We believe that together with our customers we could increase the amount by up to 70%.

### Greenhouse gas emissions from Evac's operations

In 2022, we calculated the baseline for Evac's greenhouse gas emissions by utilizing the GHG Emission Wizard of Bridgepoint Group plc. Scope 3 emissions, all indirect emissions that occur in our value chain, account for 99,5% of our total carbon footprint. Therefore, we must work closely with our suppliers to identify opportunities to reduce the climate impacts of the whole value chain.

Carbon footprint is our key performance indicator for measuring our progress in climate work. Our target is to cut Evac's direct and indirect carbon emissions by 10% by 2030. In 2023, we will define a more detailed roadmap and agree on concrete actions to achieve the target.

### Our policies

ESG Policy, Environmental Policy

Our solutions are energy-efficient and help customers reduce emissions from waste incineration.





# Ethics and compliance

Evac is committed to conducting business with integrity and in an ethical manner. We comply with all applicable laws and regulations, but we always seek to go beyond compliance. In 2022, we continued our comprehensive centralization of our compliance policies and practices. Through this harmonization, we can better ensure that every employee of the Group and its subsidiaries understands our approach to ethical and compliant business.

We measure our progress in ethics and compliance with a key performance indicator (KPI) that monitors the awareness of our employees of these topics. We strive to ensure that all our employees are familiar with Evac's Code of Conduct. In 2022, 99% Evac employees completed the Code of Conduct training with the special focus on Diversity and Inclusion.

In 2022, our comprehensive employee trainings included a variety of compliance topics, such as corruption and anti-money laundering (97% of all the employees completed the training), trade and sanctions compliance, good corporate governance, contractual compliance, competition law, and cyber security. The trainings, which will continue in 2023, are tailored for our employees.

During the year, we continued to develop and/or launched multiple compliance-related policies and processes that will guide our work in areas, such as data protection, IPRs, commercial contracts, whistleblowing, cyber security, military compliance, and trade and sanctions compliance.

## Reporting on misconduct

We encourage all employees and external stakeholders to report any suspected non-compliance of applicable regulation or Evac's Code of Conduct, such as corruption, harassment, or misconduct related to environmental protection. Employees are encouraged to report suspected cases primarily to their manager, another member of management, an occupational safety and health representative, or Human Resources.

Concerns can also be reported anonymously through Evac's whistleblowing channel. The channel is separate from company's IT environment, and is administrated by an external service provider, Whistle B. All reports are processed confidentially. The CFO and the Deputy Member of the Board of Directors process all received reports, collect further information as needed, and present the cases to the CEO and the Board of Directors, who decide on possible further investigation.

Proven misconduct may lead to, for example, corrective actions, contractual matters, damage claims, or even criminal proceedings. Evac does not tolerate retaliation against anyone who reports a concern in good faith. In 2022, seven reports were submitted through our whistleblowing or other channel.

## Our policies

Code of Conduct, Anti-bribery and anti-money laundering Policy, Competition law compliance Policy, Data protection Policy, Information Security Policy, Whistleblowing channel Policy



## Responsible sourcing



In 2022, we started enhancing our collaboration with the supplier network to understand the current state of their sustainability approach and to define the common focus areas and targets. Sustainability was included as a more decisive selection criterion for our new suppliers and an evaluation criterion for our current suppliers. The goal of our Supply Chain and Sourcing strategy work is to manage our suppliers better and enhance sustainability in the whole supply chain.

Evac's Supplier Code of Conduct is part of our standard terms and conditions. The Code presents Evac's values and requirements for our suppliers. We expect suppliers to have a systematic approach in managing their environmental impacts and that they respect internationally recognized human rights and don't use any forced or child labor under any circumstances.

In 2022, direct spend accounted for 73% of Evac's sourcing, while indirect made up 27%. Sourced items include, for example, machine parts and control panels, whereas services cover categories such as engineering and mechanical work.

Evac follows all applicable legislation related to its sourcing processes, such as regulations on international trade, taxation, and health and safety. In 2022, Evac

ceased all its sales to and sourcing from Russia and Belarus in response to Russia's attack on Ukraine.

We aim to fully integrate sustainability into key supplier management processes: qualification, evaluation, audits and business reviews. We follow up the agreed actions regularly. Possible infringements identified in audits or during supplier visits are corrected with the supplier. Evac may suspend or terminate the agreement if the breach is not sufficiently corrected.

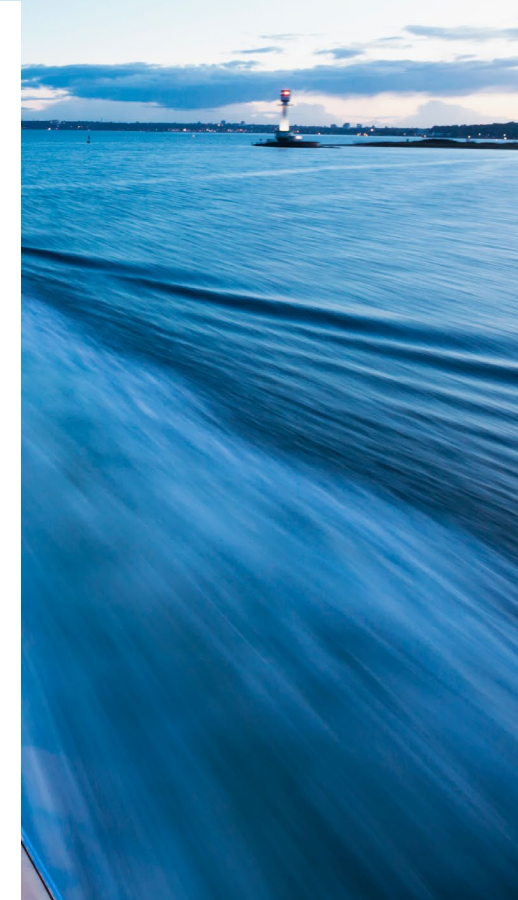
EU roadmap and sustainability goals are putting pressure to our supply chain, but it is also a common interest between our key suppliers and us. Our relatively long tail of suppliers makes it rather complicated to fully manage the whole supplier pool.

Therefore, in 2023, we will select strategic partners with whom we will primarily focus on improving the sustainability of the chain to enable the most significant impact.

To measure our progress, we will integrate sustainability as part of our regular supplier performance follow-up process. At the same time, we will focus on internal training to improve our own organization's maturity level in sustainability.

### Our policies

Supplier Code of Conduct, Sourcing and Procurement Policy





# Sustainability governance

Sustainability is embedded in all of Evac's activities, and it is consistently enforced across the company and its value chain. The Board of Directors (BoD) of Evac Group is the highest governance body in overseeing the management of our impacts.

The BoD approves the company's fundamental sustainability principles and targets, aligns actions with the targets and agenda of the Group's owners, and follows up on progress annually. Sustainability-related matters are on the BoD's agenda quarterly, and potential critical concerns are communicated to the BoD immediately.

The overall strategic responsibility for Evac's sustainability performance lies with the CEO. Sustainability-related information, metrics, and actions are discussed in the Group Leadership Team on a quarterly basis.

Head of Marketing, Communications, and Sustainability leads the operational implementation of Evac's sustainability ambitions. These responsibilities include coordinating sustainability matters, providing guidance and advice and collecting information for reporting as ESG Manager.

Evac's Sustainability Core team provides substance matter expertise on relevant sustainability topics. The team, which convenes monthly, reviews and monitors trends and Evac's sustainability-related targets and performance. All Evac employees share the everyday execution of sustainability-related activities.

## Sustainability reporting

This Sustainability Report has been prepared by following the GRI standard where possible. The report has not been externally assured; however, we are committed to continuously improving our annual sustainability reporting to fulfil the requirements of the Corporate Sustainability Reporting Directive (CSRD) and to be ready to report according to the European Sustainability Reporting Standards (ESRS) for the first time in the financial year 2025, for the report published in 2026.

# GRI index

Evac's Sustainability Report 2022 has been prepared with reference to the GRI 2021 Standards. In this table you will find references to specific sections of the report with the corresponding links. This report has not been externally assured. However, we are committed to continuously improving our annual sustainability reporting.

GRI Standards Disclosure	Description	Reference
GRI 2 General Disclosures		
2-1	Organizational details	Our company: This is Evac, back cover
2-2	Entities included in the organization's sustainability reporting	Our approach: Sustainability reporting
2-3	Reporting period, frequency and contact point	Our approach: Sustainability reporting
2-6	Activities, value chain and other business relationships	Our company: This is Evac, Value creation
2-7	Employees	Responsible operations: Our people
2-8	Workers who are not employees	Responsible operations: Our people
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability governance
2-13	Delegation of responsibility for managing impacts	Sustainability governance
2-14	Role of the highest governance body in sustainability reporting	Sustainability governance
2-16	Communication of critical concerns	Sustainability governance
2-22	Statement on sustainable development strategy	Our progress in 2022
2-26	Mechanisms for seeking advice and raising concerns	Responsible operations: Ethics and compliance
2-27	Compliance with laws and regulations	Responsible operations: Ethics and compliance
2-29	Approach to stakeholder engagement	Our approach: Listening to our stakeholders
GRI 3 Material Topics		
3-1	Process to determine material topics	Our approach: Materiality assessment
3-2	List of material topics	Our approach: Materiality assessment



# GRI index

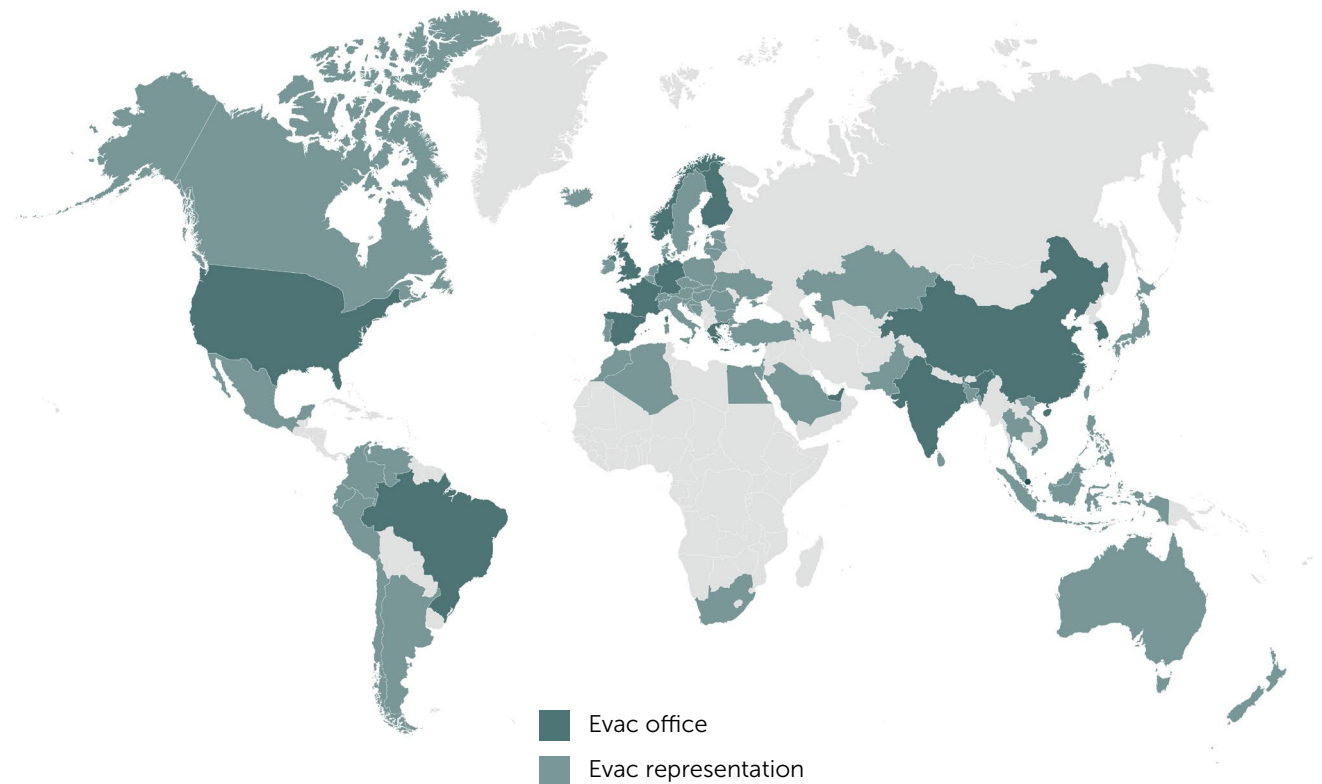
GRI Standards Disclosure	Description	Reference
Topic standards		
205-2	Communication and training about anti-corruption policies and procedures	Responsible operations: Ethics and compliance
205-3	Confirmed incidents of corruption and actions taken	<i>No incidents reported in 2022</i>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<i>No legal actions regarding anti-competitive behavior, anti-trust, or monopoly practices in 2022.</i>
304-2	Significant impacts of activities, products and services on biodiversity	Sustainable solutions: Safeguarding life below water
401-1	New employee hires and employee turnover	Responsible operations: Our people
401-3	Parental leave	<i>Evac complies with legislation in its operating countries</i>
403-1	Occupational health and safety management system	Responsible operations: Health and safety
403-6	Promotion of worker health	<i>Evac complies with legislation in its operating countries</i>
403-8	Workers covered by an occupational health and safety management system	Responsible operations: Health and safety
403-5	Worker training on occupational health and safety	Responsible operations: Health and safety
403-9	Work-related injuries	Responsible operations: Health and safety
404-3	Percentage of employees receiving regular performance and career development reviews	Responsible operations: Our people
405-1	Diversity of governance bodies and employees	Responsible operations: Our people
406-1	Incidents of discrimination and corrective actions taken	<i>No incidents reported in 2022</i>
411-1	Incidents of violations involving rights of indigenous peoples	<i>No incidents reported in 2022</i>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<i>No incidents reported in 2022</i>
417-2	Incidents of non-compliance concerning product and service information and labeling	<i>No incidents reported in 2022</i>
417-3	Incidents of non-compliance concerning marketing communications	<i>No incidents reported in 2022</i>

## Nothing to waste

Evac is the world's leading provider of integrated water and waste management systems, as well as corrosion-protection systems for the marine, offshore, and building industries. The company is owned by Bridgepoint Group Plc.

With offices in 14 countries across four continents and representatives in more than 70 countries, we are close to our customers wherever they are.

We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, and mitigate emissions. Our ambitious target is to enable a future with no waste.



Evac Group Oy  
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**evac.com**



Fresh water  
generation



Vacuum  
systems



Wastewater  
treatment



Wet waste  
treatment



Dry waste  
treatment



Marine growth  
prevention systems



Corrosion  
protection