

		Symetal (Greece)		
		2022	2023	2024
ENVIRONMENT	Thermal Energy intensity [MWh/t]	0.559	0.731	0.712
	Total electricity intensity [MWh/t]	0.724	0.808	0.786
	Total energy consumption intensity [MWh/t]	1.283	1.539	1.498
	Share of renewable sources in total energy consumption [%]	10.6	7.19	7.20
	Direct GHG emissions (Scope 1) intensity (tCO ₂ /t) ¹	0.215	0.310	0.305
	Indirect GHG emissions (Scope 2) intensity (tCO ₂ /t) - market based ²	0.385	0.397	0.387
	Indirect GHG emissions (Scope 2) intensity (tCO ₂ /t) - location based ²	0.282	0.259	0.252
	Total GHG Emissions market-based intensity (Scope1 + Scope 2) [t CO ₂ e/t] ³	0.600	0.707	0.692
	Indirect emissions (Scope 3) intensity (tCO₂/t)⁴	-	15.964	14.292
	♦ C1: Purchased goods and services intensity [t CO ₂ e/t]	-	14.454	12.947
	♦ C2: Capital Goods intensity [t CO ₂ e/t]	-	0.040	0.040
	♦ C3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 intensity [t CO ₂ e/t]	-	0.109	0.106
	♦ C4: Upstream Transportation and Distribution intensity [t CO ₂ e/t]	-	0.473	0.304
	♦ C5: Waste Generated in Operations intensity [t CO ₂ e/t]	-	0.009	0.007
	♦ C9: Downstream Transportation and Distribution intensity [t CO ₂ e/t]	-	0.043	0.061
	♦ C10: Processing of Sold Products intensity [t CO ₂ e/t]	-	0.620	0.629
	♦ C12: End-of-Life Treatment of Sold Products intensity [t CO ₂ e/t]	-	0.217	0.198
	Total GHG Emissions market-based intensity (Scope1 + Scope 2 + Scope3) [t CO₂e/t]³	-	16.671	14.984
	Total Water withdrawal [m ³ /t]	0.852	0.921	0.955
	Total water discharge [m ³ /t]	0.274	0.387	0.525
	Total water consumption [m ³ /t] ⁵	0.577	0.534	0.429
	Total hazardous waste [t]	467	482	486
	Total non-hazardous waste [t]	12,595	15,547	11,863
	Total amount of waste [t]	13,062	16,030	12,349
	Total amount of waste diverted from disposal [t] ⁶	12,847	12,483	12,151
	Percentage of total waste diverted from disposal [%]	98.4	77.9	98.4
SOCIAL	Number of environmental incidents [unit]	0	0	0
	Complaints received at the plant due to disturbances or impacts [unit]	0	0	0
	Total monetary value of fines for non-compliance with environmental laws and/or regulations [EUR]	0	0	0
	Total number of non-monetary sanctions for non-compliance with environmental laws and/or regulations [unit]	0	0	0
	Total number of direct employees [employee] ⁷	409	413	410
	Total number of indirect employees [employee] ⁸	31.0	25.0	20.0
	Total headcount (workforce) [employee]	440	438	430
	Employee turnover (direct employees) [%]	10.0	10.7	19.5
	Percentage of women in workforce [%]	10.0	10.5	10.2
	Total training hours - Direct employees [h]	9,065	9,801	8,346
	Total training hours per employee (Total direct employees) [h/Employee]	22.2	23.7	20.4
	Number of fatalities due to work-related incidents	0	0	0
	Lost Time Injury (LTI) rate ⁹	6.4	4.2	*12.1
GOVERNANCE	Total Recordable Injury Frequency Rate (TRIFR) ¹⁰	7.4	4.2	*13.1
	Severity rate ¹¹	147	213	*82
	Total Health & Safety training hours per employee [h/Employee]	7.73	15.8	15.1
	Incidents of violation of employee code of conduct (BCoC) [unit]	0	0	0
	Percentage of workforce trained on Diversity, Equity and Inclusion [%]	85.4	80.6	80.0
	Percentage of related workforce trained on anti-bribery and anti-corruption [%]	-	83.6	72.7
	Percentage of related workforce trained on Ethics and Code of Conduct [%]	-	80.5	81.0
	Percentage of suppliers evaluated based on sustainability criteria [%] ¹²	66.7	65.0	55.0
	Percentage of supplier spend covered by supplier assessment on sustainability criteria [%]	54.7	56.9	50.5
	Incidents of discrimination reported [unit]	0	0	0
	Incidents of corruption reported [unit]	0	0	0
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption [EUR]	0	0	0
	Incidents of data privacy breaches [unit]	0	0	0

- ¹ Direct Scope 1 GHG emissions are calculated using the most recent National Inventory Reports (NIR) of Greece. The CO₂e emission factors for CH₄ and N₂O are sourced from the IPCC's EFDB emission factor database.
- ² For the indirect Scope 2 GHG emissions, both a location-based and a market-based approach has been applied.
- Location-based approach: For Greece, the emission coefficients from Table 4: Total Supplier Mix 2023 of the AIB European Residual Mix 2023 methodology has been applied.
 - Market-based approach: For Greece, the emission coefficients from Table 2: Residual Mixes 2023 of the AIB European Residual Mix 2023 methodology has been applied.
- ³ Greenhouse gas (GHG) emissions are presented in CO₂e. The calculation is based on GHG Protocol.
- ⁴ The calculation of indirect Scope 3 GHG emissions is based on the GHG Protocol. Primary data was used for Scope 3 Category 1 (Purchased Goods and Services), where the company worked with suppliers to identify appropriate emission factors. When direct engagement was not possible or information was unavailable, emission factors were sourced from external databases like Defra and Ecoinvent, and other reliable sources such as industry reports and standards from organizations like the International Aluminium Association and the International Energy Agency. The GHG Protocol Scope 3 categories not disclosed are either not relevant or insignificant.
- ⁵ The difference between water withdrawal and water discharge.
- ⁶ Waste recycled, recovered or reused.
- ⁷ Direct employees are considered the full and part-time employees with permanent or fixed-term contracts, wages-paid, salaried, interns/trainees, Board Members, freelancers, or consultants with a contract through external companies covering permanent needs. The number of direct employees is calculated as a monthly average of the headcount, which is then averaged across all months.
- ⁸ Indirect are the ones that are not paid through company payroll or any other method, but through a third-party provider – covering fixed and permanent needs. The contract with the third-party provider/ contractor should be agreed on mandays/ manhours basis, not on a project basis. Headcount includes all employees regardless of maternity leave, long term absence, unpaid leave. The number of indirect employees is calculated as a monthly average of the headcount, which is then averaged across all months.
- ⁹ LTIR: Lost time injury rate (number of LTI incidents per million working hours).
- ¹⁰ TRIFR: Total recordable injury frequency rate (number of TRI incidents per million working hours).
- ¹¹ Severity rate: number of lost workdays per million working hours.
- ¹² Assessment of suppliers on sustainability performance through EcoVadis that covers either 90% of money spend, or up to the top 20 suppliers per company over a three-year period (2022-2024), whatever comes first. Affiliated companies are excluded from the assessment.

* [Comparative analysis of performance with peer Businesses](#)