

# **Corporate Sustainability Reporting Directive (CSRD) Report: My Company 2025**

## **1. Company Profile & General Sustainability Context**

My Company 2025, established in 1953, operates in the manufacturing sector, primarily in Europe, with a workforce of 24 employees. The company also has a global presence through the sourcing of wood veneers worldwide, depending on end-user demands.

My Company 2025 does not currently have a dedicated sustainability policy. However, sustainability is tracked through the monitoring of energy usage and waste produced. The company maintains a strong focus on conscious decision making regarding base material choices and partners with local suppliers who share a commitment to reducing environmental impact. Moreover, the company focuses on reducing energy consumption, utilizing smart meters and making deliberate choices on wood veneer use for best return of wood.

## **2. Environmental Impact - Emissions and Resource Use**

The company's total consumption of raw materials amount to 2 tonnes.

## **3. Energy Consumption & Efficiency**

My Company 2025 has implemented energy-saving measures. Energy usage is monitored through dashboards created by an energy advisor. The company has already installed LED lighting and adjusted machines to run on lower speeds when idle. Future focus will be on further reducing the energy usage of machines.

## **4. Waste Management & Circular Economy Initiatives**

The company has implemented waste reduction strategies, with 80% of waste being recycled. Materials are reused in the production process. Packaging is reduced through the use of wooden pallets and cartilage, which are easily recycled or reused. The company has conducted a lifecycle analysis for its products. The key performance indicator used to measure circular economy performance includes the longevity, durability, repurposing, style and trend sensitiveness, and recyclability of a product.

## **5. Social Impact & Human Rights**

My Company 2025 employs 23 individuals, 4% of whom are female. The company provides 3 hours of sustainability training per employee per year, and has an employee turnover rate of 7%. The company implements fair labor practices and has grievance mechanisms in place. The company's human rights policy adheres to international European guidelines, respecting individual and group rights. The health and safety incident rate stands at 1 per 100 employees.

Community engagement includes support for local education programs, such as supplying wood veneer for art and other projects, and organizing factory tours for young scholars.

## **6. Governance & Organizational Policies**

The board discusses sustainability issues quarterly, and sustainability is integrated into the company's overall strategy. The company has a whistleblower policy in place, and 48% of the board has sustainability expertise. Anti-corruption measures have been implemented, and the company's sustainability data is externally assured. The company produces sustainability reports annually.

## **7. Supply Chain Sustainability**

50% of the company's suppliers meet its sustainability criteria. A supplier sustainability code of conduct is in place and sustainability audits are conducted on-demand. 25% of suppliers are local. Sustainability performance data from suppliers is collected through online presence monitoring, meetings, and product range observations.

## **8. Climate Risks & Opportunities**

The company has identified climate-related risks, including floods, forest fires, and insect plagues, which can affect the quality of wood. The estimated financial impact of climate risks is £1,000,000. Climate risk assessments are updated quarterly, with 25% of revenue potentially at risk due to climate change. Opportunities have been identified from transitioning to a low-carbon economy, including cost savings from energy efficiency and increased transport efficiency. The annual investment in climate adaptation measures is £14,993.

## **9. Biodiversity & Natural Capital**

The company has minimal impact on local biodiversity and is not reliant on local natural capital. Although there is no local initiative for preserving local ecosystems, the company

has initiated projects to reduce negative impacts on biodiversity.

## **10. Reporting, Data Collection & Calculation Methodologies**

Sustainability data is collected through manual logs, automated meters, and supplier reports, using digital tools and updated monthly. The data is verified through future internal audits. The company uses the Global Reporting Initiative (GRI) framework for reporting. Measures to ensure data quality include regular cross-checks with financial data. The company dedicates 20 hours per year to train staff on sustainability data collection.

## **Summary**

My Company 2025 demonstrates a strong commitment to sustainability, reflected in its conscious choices regarding material sourcing, energy-saving measures, waste reduction strategies, and social impact initiatives. Despite the lack of a formal sustainability policy, the company's practices align with sustainability principles, particularly in areas of waste management, energy efficiency, and supply chain management.

The company is urged to incorporate a dedicated sustainability policy and perform a materiality assessment for sustainability topics to enhance stakeholder transparency. Effective reporting could potentially aid in accessing green financing. Continuous monitoring and improvement of sustainability performance are recommended, in line with best practices in sustainability reporting for SMEs.

The company is also encouraged to develop a climate risk mitigation plan to deal with the identified climate-related risks. Given the significant financial impact of these risks, a systematic plan to mitigate them could be beneficial.

Overall, My Company 2025 exhibits a proactive approach to sustainability, with room for improvement in several areas to enhance its sustainability performance and reporting.