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# Contents

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Letter from our CEO	3
1. Overview	4
2. Our sustainability priorities	5
3. 2022 sustainability highlights	8
4. Environment	9
5. People and communities	14
6. Responsible business	19
7. Products and solutions	23
8. The data	28

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# Letter from our CEO

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**The world is increasingly aware of the climate crisis and the social challenges facing much of the global population. At Technetix we are aware of the part our company and our industry has to play in this and that sustainability is an essential part of our strategy.**

As demand for data and connectivity grows, so does the energy required to provide it. Technetix has long been involved in the drive to reduce energy consumption in the industry. We help our customers to implement new low energy network solutions and to get the most out of their existing infrastructure. We have also been reviewing our own energy consumption and identifying ways to reduce emissions since 2019. Technetix technology is stretching the life of existing infrastructure by 10 to 20 years giving massive savings in resources and removing the need to rip out and replace existing networks as they need to grow capacity, improve latency and enlarge speed.

For Technetix sustainability is also about understanding our wider impacts on people and the planet and driving change towards a better future. Achieving this requires us to work in partnership across the value chain and the product lifecycle, from cradle to grave. Supply chain transparency and due diligence is a key part of this. Technetix is committed to sustainable procurement and we carefully assess all our vendors and products. We strive to operate responsibly and to do everything we can to ensure ethics, environmental and human rights standards are maintained in our supply chain.

Closer to home, sustainability means caring for our employees and our communities. We aim to offer a supportive and diverse work environment where people feel valued and have the chance to grow. I am extremely pleased to have supported the Chestnut Tree House Children's Hospice for the last 12 years and we also provide support for other causes, including those affected by the Ukraine conflict in 2022.

Over the past year we have made great progress in our sustainability initiatives.

- We reduced our scope 1 & 2 emissions by 14% versus 2021 and 31% versus our baseline year of 2019. This has been achieved through a combination of employee education and initiatives, renewable energy purchases and equipment and facilities upgrades, all without any offsetting.
- Working with our customers we have made packaging changes that prevent nearly 10 tons of single-use plastic being generated a year.
- Technetix was awarded ISO 27001 for our information security management system (ISMS). This accreditation demonstrates our commitment to protecting our customer and key stakeholder information.
- In 2021 we became a signatory to the UN Global Compact and its Sustainable Development Goals and in 2022 we published our first full communication on progress.
- Based on 2022 performance, Ecovadis, the universal provider of business sustainability ratings, awarded Technetix with a Silver medal, rating us in the top 5% of our industry.

I am proud of how far we have come but we are early on in this journey. In 2023 we will be reviewing our progress and priorities and setting improvement targets for the future.

A handwritten signature in black ink that reads "Paul Broadhurst". The signature is written in a cursive, slightly stylized font.

**Paul Broadhurst**  
Founder and Group Chief Executive Officer

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# 1. Overview

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**Technetix is a market leading technology company enhancing broadband cable network performance worldwide. We have operational sites in the United Kingdom, the Netherlands, the United States, Canada, Spain, Germany, Belgium, Ireland, Kosovo and a direct presence in another 13 countries.**

We design, manufacture, source and supply critical broadband technology and solutions to major cable operators worldwide. Our leading products and solutions span the total high-speed broadband network, enabling our clients to increase their network capacity, improve operating efficiency and reduce costs.

Technetix is a pioneering company with a strong focus on establishing and maintaining strategic partnerships with major cable and telecommunications companies, we listen to the specific problems of our customers and create tailor-made products and solutions when needed.

This annual report provides an overview of our sustainability performance. Your views are important to us. Please send comments and suggestions to **[qualityandcompliance@technetix.com](mailto:qualityandcompliance@technetix.com)**

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## 2. Our sustainability priorities

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We are committed to taking responsibility for our actions, encouraging a positive contribution towards improving standards for our customers, employees, suppliers and stakeholders and driving innovation to help build a better world and a more sustainable future.



## Environment

**We are committed to minimising our impact on the environment and our management system is certified to ISO 14001:2015.**

Technetix works closely with customers, suppliers and staff to minimise waste, reduce emissions and promote responsible consumption and production.

Our products are designed with consideration of environmental impacts, from material selection to operation and end of life disposal.

### Our focus

- Single-use plastics
- Waste and recycling
- Emissions
- ISO 14001 value chain
- Product sustainability
- Continual improvement

Linked to the following UN Sustainable Development Goals

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

## People and communities

**Technetix offers a positive and healthy working environment where all employees are treated equally, with respect and given the opportunity to develop.**

We support local communities and charities. Employees can take time off to carry out charitable work in support of their chosen organisation.

We are committed to ensuring labour rights and health and safety standards are upheld within our value chains.

### Our focus

- Equality, diversity and inclusion
- Development and engagement
- Health, safety and well-being
- COVID
- Labour rights
- Community support

Linked to the following UN Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH





## Responsible business

We require the highest possible standards of professional and ethical conduct from all our employees, partners and suppliers.

All employees at Technetix receive awareness training on key ethics and social responsibility topics and are encouraged to report any concerns.

We work hard to uphold ethics, environmental and human rights standards in our supply chain and products.

### Our focus

- Code of conduct
- Responsible sourcing
- Conflict minerals
- Vendor assessment and approval
- Product safety and compliance
- Privacy and data protection

Linked to the following UN Sustainable Development Goals

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIP FOR THE GOALS

## Products and solutions

Technetix has long been involved in the effort to reduce power consumption across the industry through our product designs.

Our award-winning technologies allow customers to optimise their broadband networks and increase capacity with the lowest environmental impacts and total cost of ownership.

We aim to extend the useful life of our products and increase circularity through modularity, repair and upgrade.

### Our focus

- Circularity, repair and upgrade
- DBx platform
- DNA-1800
- XGT modular taps
- Virtual Segmentation
- Fiber access solutions PON
- Packaging

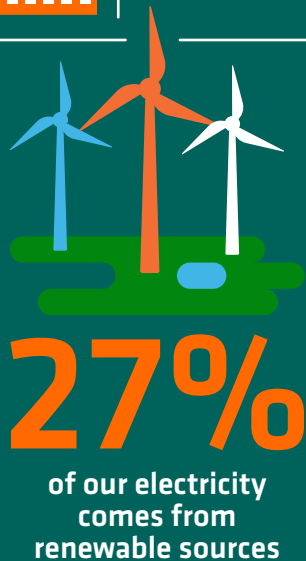
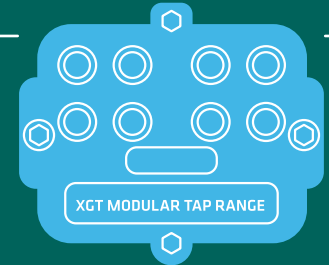
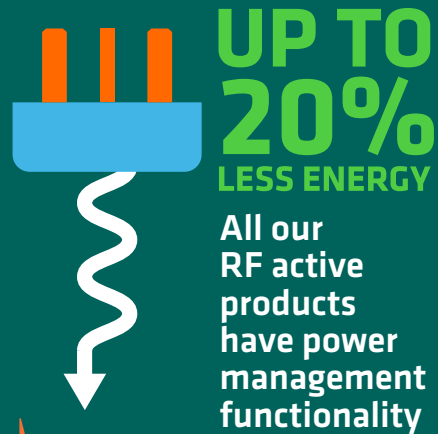
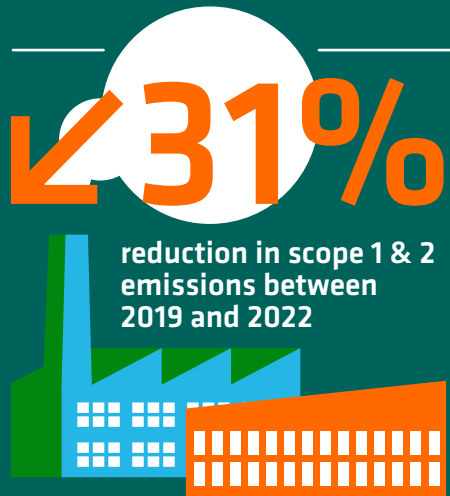
Linked to the following UN Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

# 3. Sustainability highlights





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## 4. Environment

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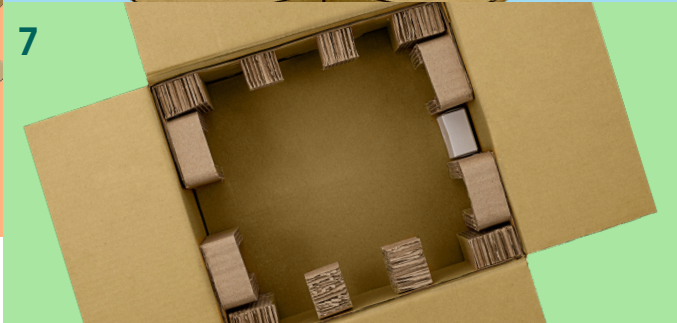
### In 2022 we had the following environmental objectives:

- Ensuring we minimise any single-use plastic associated with our products
- Driving adherence to environmental and human rights standards throughout our supply chain
- Monitoring and reducing the emissions associated with our operations
- Creating products with energy efficiency and lifecycle impacts in mind.

At Technetix we strive to reduce the impact of our operations and products on the environment. We first achieved accreditation to the ISO 14001 Environmental Management System international standard in 1997 and have continued this commitment, driving continual improvement in our environmental performance.



- 1, 3 Click 50 wall outlet assemblies are now supplied without plastic. Fasteners are integrated into housings to remove all plastic bags.
- 2, 5 Removing plastic caps and ties from our cables has saved tons of plastic a year.
- 4, 7 Plastic foam has been replaced with more sustainable materials on heavier products such as our DBD amplifiers.
- 6 Compact and plastic-free packaging now protects our filters, equalisers and attenuators.
- 8 New products are introduced with optimised and sustainable packaging.



## Single-use plastics

**Plastic pollution is a global problem. Of all plastics produced, 36% are used in packaging which has a short useful lifespan. Technetix is determined to reduce the amount of plastic packaging associated with our products.**

In cooperation with our customers, we are eliminating single-use plastic by removing unnecessary packaging or replacing it with more sustainable alternative materials and solutions. Where plastics are required to ensure our products are adequately protected, we aim to minimise environmental impact by ensuring that we use material that is recyclable, recycled, reusable or compostable.

In 2022 we continued to review our product lines, removing a further 2.1 tons of plastic packaging from our supply chain. This comes to a total of 9.9 tons of plastic that will not end up in our lands and oceans each year. Many of these changes have also enabled us to reduce packaging volumes, helping to reduce emissions from shipping.

We are continuing this initiative across our pre-existing portfolio whilst ensuring that all new Technetix products are introduced with packaging that is designed with sustainability in mind. This is enshrined in our packaging specifications and design process.

## Waste and recycling

At Technetix we ensure that all waste produced on our sites is collected and disposed of correctly and that all measures are taken to decrease the amount of landfill waste produced and increase the proportion of waste that is recycled.

We have introduced recycling processes across all sites and encourage employees to reduce, reuse or recycle. Through process improvement and automation we have reduced the paper use in our operations.

We offer take-back services for electronic and electrical equipment and seek to maximise longevity and minimise e-waste through modularity, repairs and upgrades. End-of-life products are disassembled and materials recovered, recycled or disposed of ethically. We recycle 100% of our electrical waste.

Old IT equipment is donated directly to charitable organisations, or offered for sale to employees with the proceeds donated to charity.

## Emissions

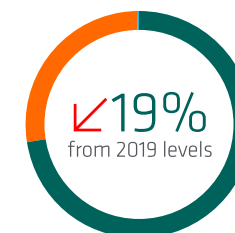
Over the past few years, we have taken steps to reduce the carbon footprint of our operations including:

- Increasing the percentage of our energy which comes from renewable sources
- Reducing energy consumption by switching to LED lighting
- Fitting sensors to automatically switch off lights when rooms are not in use
- Upgrading heating and cooling systems
- Encouraging employees to be energy conscious
- IT infrastructure development
- Policies to support remote working and virtual meetings
- Promoting more sustainable modes of transport including car sharing and cycling
- Offering employee cycle to work and e-bike schemes
- Reducing the number of company cars

We closely monitor the fuel and energy consumption of our operations to calculate scope 1 & 2 emissions. Due to the measures above we saw a decrease of 31% versus 2019 (pre-COVID) levels and 14% versus 2021. Further emissions information can be found in Section 8. The Data.

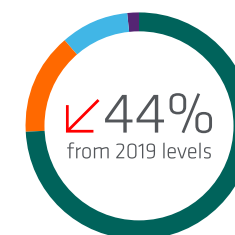
In 2023 we will be focusing on scope 3 data collection, continuing our energy reduction initiatives and setting emissions reduction and carbon neutral targets.

## 2022 energy consumption (MWh)



Grid electricity (non-renewable)	314.7
Grid renewable energy	117.6
On-site renewable energy	0.7
<b>Total energy consumption</b>	<b>433.0</b>

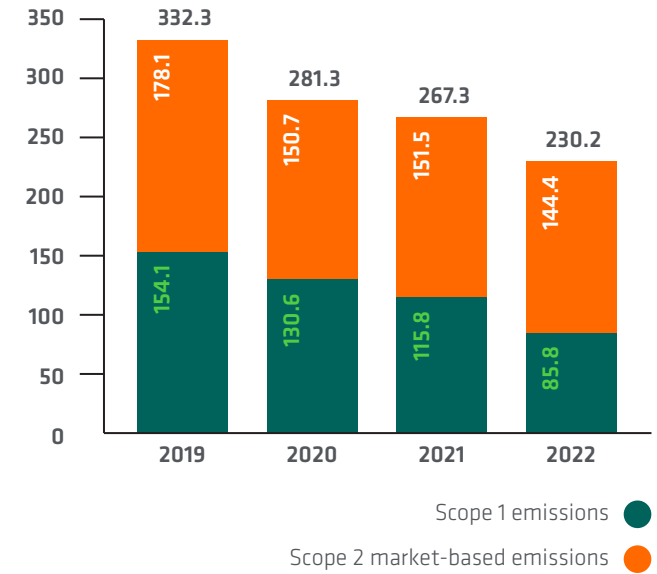
## 2022 fuel consumption (MWh)



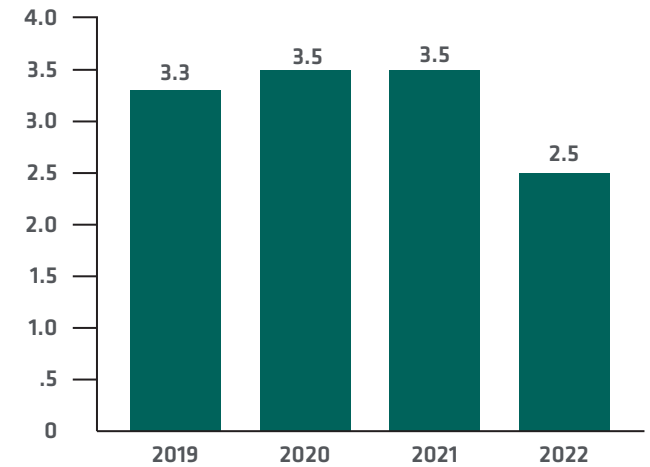
Natural gas	323.0
Diesel	63.0
Petrol	42.5
LPG	6.1
Red Diesel	-
<b>Total fuel consumption</b>	<b>434.6</b>



### Scope 1 & 2 GHG emissions (metric tonnes CO<sub>2</sub>e)



### Market-based carbon intensity (metric tonnes CO<sub>2</sub>e per £M)





## ISO 14001 supply chain

The Technetix Environmental Management system is certified to the ISO 14001 standard.

We expect our supply partners to also be proactive in reducing the environmental impact of their business, as documented in the Technetix Supplier Code of Conduct. This includes adhering to all applicable environmental regulations, minimising single-use plastics in packaging and being certified to ISO 14001:2015 or if they do not hold this certification, adhering to the principles of ISO 14001:2015 as a minimum.



## Product sustainability

At Technetix, sustainability considerations in product design include:

- Components and materials selection to meet regulatory and legal requirements
- Environmental and health impacts of manufacturing processes
- Use of recycled materials
- Product performance and energy consumption
- Product safety
- Reduction in packaging and shipping volume
- Elimination of single-use plastics
- Design for longevity, upgrade and repair
- End of life recycling and disposal

This is in addition to helping our customers to become more efficient and reduce their wider environmental impacts.

For more information please refer to the product and solutions section.

## Continual improvement

We encourage our employees and partners to suggest improvements that will reduce our environmental impacts and recognise that small improvements can add up to a big change.

In 2021 we started an environmental awareness campaign including business-wide training on our environmental objectives and regular updates in our Technetix Times internal newsletter. Our objectives are also made available on our website.

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## 5. People and communities

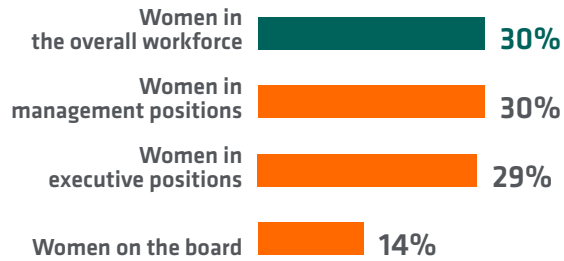
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At Technetix we aim to offer our staff a positive and healthy working environment in which all employees are treated with respect and given the opportunity to develop. The well-being of our employees is a priority and we provide training, support and opportunities for social dialogue.

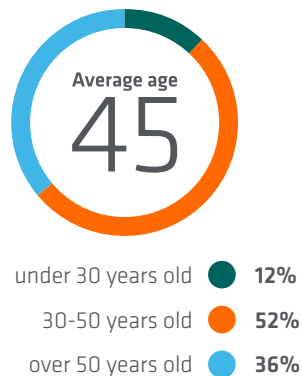
Technetix requires that its supply partners meet international health, safety and labour standards.

We are also committed to having a positive effect on the communities in which we operate and support local charities.

## Gender diversity (2022)



## Age diversity (2022)



## Equality, diversity and inclusion

Technetix is committed to providing equal opportunities in employment. All employment decisions are based on merit and taken without reference to irrelevant or discriminatory criteria.

We recognise that all employees should be treated with respect and dignity and that a working environment should be provided which is free of any form of harassment, bullying and unlawful intrusion into the private affairs of fellow employees.

Every employee is required to assist the company with meeting its commitment to provide equal opportunities in employment and avoid unlawful discrimination as documented in our Equality and Diversity policy. In 2022 the gender balance in our management and executive teams reflected that of the overall workforce, 30%.

## Development and engagement

At Technetix our aim is to ensure our employees achieve their full potential. Staff development is supported by an annual Personal Development Conversation (PDC) process, focusing on behaviours and skills development needs.

Introduced in 2017, PDC is now a key process which supports training and personal development across Technetix via an open 'coaching' style conversation. Training is focused on the individual and is both role and development based. All are supported with in-house or external training as required.

We recently started recording completed employee training hours with the aim of monitoring our progress in employee development. Across 2022 we recorded an average of 14.8 hours of training per employee and aim to increase this in future.

Technetix is committed to promoting the best possible engagement at all levels of the organisation, ensuring all employees are as involved as possible with the direct workplace and the wider Technetix business and culture. Social engagement platforms at Technetix include 'town halls', works council meetings, site committees, the Technetix Times internal newsletter and lunch and learn sessions. The company also completes an opinion survey every 2-3 years to gauge employee views and identify areas for improvement.





## Health, safety and wellbeing

**Technetix strives for zero harm to employees during their normal working operations. All locations are risk assessed and employees are trained in health, safety and mental health.**

Technetix has a low health and safety risk profile and this is reflected in our minimal incident rates. Nevertheless we encourage all colleagues to report incidents and 'near miss' events to help us to continually improve our health and safety systems.

As well as fully trained first aid and emergency response teams, we have invested in mental health training and have several qualified mental health first aiders to support our employees.

Workforce health and safety must also be a priority for supply partners in every part of their business. As a minimum, all relevant health and safety laws and regulations must be met and each supply partner must take proactive steps to prevent accidents in the workplace. Employees should be able to work in a safe and healthy environment, free from physical threats.

## COVID

**During the COVID pandemic the majority of staff switched to working remotely, in many cases for the first time.**

We initiated weekly social calls, regular 'check-ins' with individuals and increased group communications from the Executive team. During this period, we did not furlough any staff or reduce staff numbers.

Throughout 2021 to 2022 we maintained measures to keep our workers safe from COVID-19 including regular risk assessment and policy updates, clear communications, cleaning and social distancing protocol and free PPE and test kits.

Since the lifting of COVID restrictions we have maintained more flexible working practices across the business.

## Labour rights

**Technetix does not tolerate slavery, human trafficking or any other violation of human rights in any part of its business or its supply chain.**

Supply partners are prohibited from using any form of forced, bonded, compulsory labour, child labour, slavery or human trafficking as documented in our Modern Slavery statement and Supplier Code of Conduct.

We train all our employees on Modern Slavery and how to identify and prevent exploitation in the supply chain.

Regular site visits to supply partner locations by operational staff and executives allow working conditions and ethical standards to be assessed, including speaking directly with supply partner employees on the factory floor or relevant worksite.

## Community support

**Technetix offices around the world play an active role in their communities by supporting local charities. As well as running activities to raise funds, employees can take paid time off to support local charities.**

Chestnut Tree House is the children's hospice for East Sussex, West Sussex, Brighton and Hove and South East Hampshire, caring for 300 children and young adults from birth to 19 years of age, both at the hospice and in families' own homes.

Technetix began supporting Chestnut Tree House in 2010 in a variety of ways such as volunteering at the hospice, bake sales and taking on challenges. In 2022, Technetix raised an additional £14,830, totalling over £160,000 of support for the charity to date, including paying for over 20 days of care.

In previous years staff were given time off to volunteer at the hospice but unfortunately this was not possible during the COVID pandemic. We hope to be return to this in the future.

In 2022, Technetix increased its efforts and also provided support to those affected by the Ukraine conflict, ranging from charitable donations to direct support for those fleeing the conflict.

## Community investment

### Annual community investment



### Community investment total (since 2008)





**Chestnut  
Tree House**

{ Children's  
Hospice Care }



The children and their families would like to say a huge thank you, Technetix, for your ongoing support. From seeing first hand the big hug that surrounds our families from the moment they walk through the doors or being out in the community, being supported at home through respite or activities, partnerships with businesses, really does go a long way. Without the support from people like you, we wouldn't be able to provide the care and support each of the children really need. The families are with us on their difficult journey for an average of five years, so having long term partnerships is incredible, as it enables us to really plan how we can improve our services to support the ever-growing highly complex needs of the children.

We really believe in bringing life to shortened lives, from activities for the children to making those long-term memories that last forever. Next year we will be celebrating our 21st Birthday, what a milestone to achieve and to have the memories of what we have accomplished over the years, in partnership with people like you, will last a lifetime.

Thank you again from everyone at Chestnut Tree House. You really do make hospice care possible.



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## 6. Responsible business

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Technetix and its employees are committed to maintaining the highest standards of ethics, integrity and accountability and our supply partners are expected to maintain the same high levels of conduct. At Technetix we are committed to working with business partners whose standards are consistent with our own and who respect our principles.

Business obligations, risks and opportunities, including sustainability issues, are assessed at least annually by the Board and Executive Team and actions are agreed to mitigate potential risks.

## Code of Conduct

**Technetix requires the highest possible standards of professional and ethical conduct from all its employees and expects them to conduct themselves in a reasonable and responsible manner when undertaking their role, including involvement in professional and social activities undertaken during the course of company business.**

The Technetix Code of Conduct sets out the basic ethical standards that are required across the business. In addition to this Technetix maintains the following policies:

- Anti-Bribery Policy
- Information Security Policy
- Bullying & Harassment Policy
- Corporate Social Responsibility Policy
- Environment Policy
- Equality & Diversity Policy
- Supplier Code of Conduct
- Whistleblowing Policy

## Responsible sourcing

**The Technetix Supplier Code of Conduct sets out the minimum social, environmental and ethical standards we expect our suppliers to meet.**

- Each supply partner must commit to run its business ethically, in accordance with the UN Guiding Principles on Business and Human Rights
- Technetix expects all our suppliers to uphold fundamental labour rights. Supply partners are required to meet standards such as the ILO International Labour Standard and to also ensure that they are cascaded down their own supply chains
- We expect our supply partners to be proactive in reducing the environmental impact of their businesses. We ask that they are either certified to ISO 14001:2015 or that the principles of ISO 14001:2015 are followed as a minimum
- The health and safety of its workforce must be a priority for a supply partner in every part of its business
- Our supply partners are required to maintain a conflict minerals process to ensure any gold, tin, tungsten, tantalum and cobalt in their products are from smelters certified as conflict-free
- All products supplied to Technetix must comply with the legal and regulatory requirements in the countries in which the products will be used including EU RoHS, WEEE, REACH and packaging regulations

This code is shared with all suppliers and forms part of our supplier terms and contracts. Employees and supply partners must immediately notify Technetix of any suspected or actual breaches of the Technetix Supplier Code of Conduct.

If a supplier is found in breach of this code, depending on the severity of the failures, Technetix will either terminate its agreement with that partner or, will work with that them to establish compliance.

## Conflict minerals

**Conflict minerals are minerals that have been mined through conditions of armed conflict and human rights violations. In accordance with US legislation (Dodd-Frank Act) and OECD guidance, Technetix considers conflict minerals to be gold, tin, tungsten, tantalum and cobalt that have been sourced from conflict affected areas of the eastern Democratic Republic of Congo.**

We require our suppliers to maintain processes which minimise the possibility that products supplied to Technetix contain conflict minerals. Where products manufactured for or supplied to Technetix contain gold, tin, tungsten, tantalum or cobalt, the supply partner must be able to demonstrate the steps it has taken to establish the source of those materials and to ensure that they have not originated from conflict areas. This is documented in our conflict minerals policy.

## Vendor assessment and approval

**All potential supply partners must be approved before being added to our list of approved vendors. Information is collected on manufacturing, logistics, quality and sustainability and then assessed versus our criteria.**

Suppliers may also be required to undergo a factory assessment, based on risk level, before approval. Only once approved, will a supplier be added to the Technetix purchasing database.

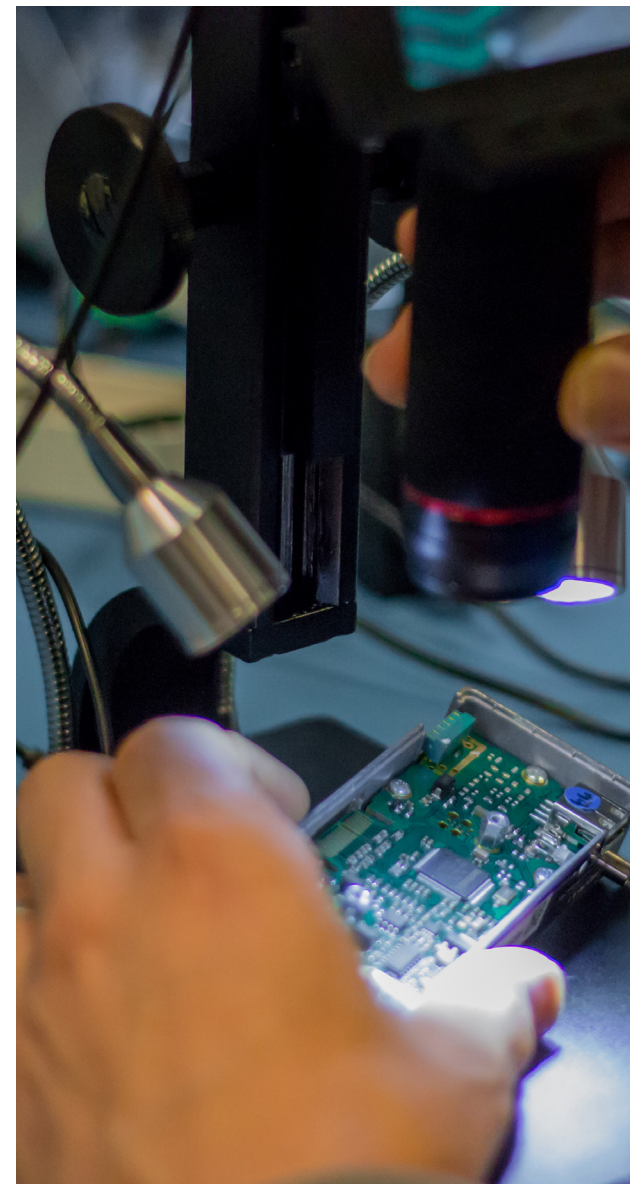
Performance is regularly reviewed and suppliers will be periodically requested to provide documentation and evidence to demonstrate compliance with our code of conduct and other EU and international directives. To support this, we have implemented a programme to gather evidence of supplier performance and compliance. We aim to expand this programme in 2023.

## Product safety and compliance

**We are committed to mitigating any potential negative health and safety impacts of our products on customers and we ensure our products comply with all relevant environmental, health and safety regulations.**

All our products must comply with EU RoHS, WEEE, REACH and packaging regulations as a minimum, even though this is not required in all markets. We continuously monitor updates and additions to these regulations. Technetix products also meet CE marking, UKCA marking and US and Canadian UL standards as required.

Technetix operates a strict product approval process for validating the first production batch and approving goods for mass production. Engineering changes and product deviations are tightly controlled. Our quality teams make sure our products are continuously checked and verified for conformance to legal and regulatory requirements as well as the product's published specifications. Regular factory reviews and assessments ensure we also drive safety, quality and compliance within the wider supply chain.





“ Information security is and will always be Technetix’ top priority. The successful outcome of the ISO 27001 audit is a reflection of our commitment to conforming with the highest standards of information security to protect and manage our customers information. ”

**Geert van Gesink,**  
**Group IT Director, Technetix Group**

## Privacy and data protection

**Technetix is committed to protecting all private, confidential and commercially sensitive and customer specific information. We have introduced policies, procedures, controls and training to support this.**

At the beginning of 2022 our Information Security Management System was certified to the latest ISO 27001 standard. ISO 27001 is the globally recognised standard for the purpose of ensuring an organisation makes all information assets extremely secure.



## Awareness and reporting

**We are committed to raising awareness of any negative impacts of our business and introducing methods to reduce them.**

All employees are asked to complete mandatory interactive training modules covering a variety of key responsible business topics including anti-bribery, whistleblowing, modern slavery, data protection and cyber security. Updates are provided via refresher training, policy communication and our internal newsletter.

Technetix takes very seriously any form of malpractice or any suspected misconduct or illegal activity and has therefore introduced a Whistleblowing Policy to enable all levels of the organisation to raise genuine concerns in good faith at an early stage and without fear of reprisals.



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## 7. Products and solutions

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Broadband networks require considerable energy and equipment to operate and with increasing data traffic their share of global emissions is projected to increase. Efficiency, upgradability and longevity are key to minimising the environmental impacts of operators.

With our products we aim to help increase capacity whilst reducing the energy and cost per bit, whether that is through maximising existing infrastructure, or creating the efficient networks of the future.

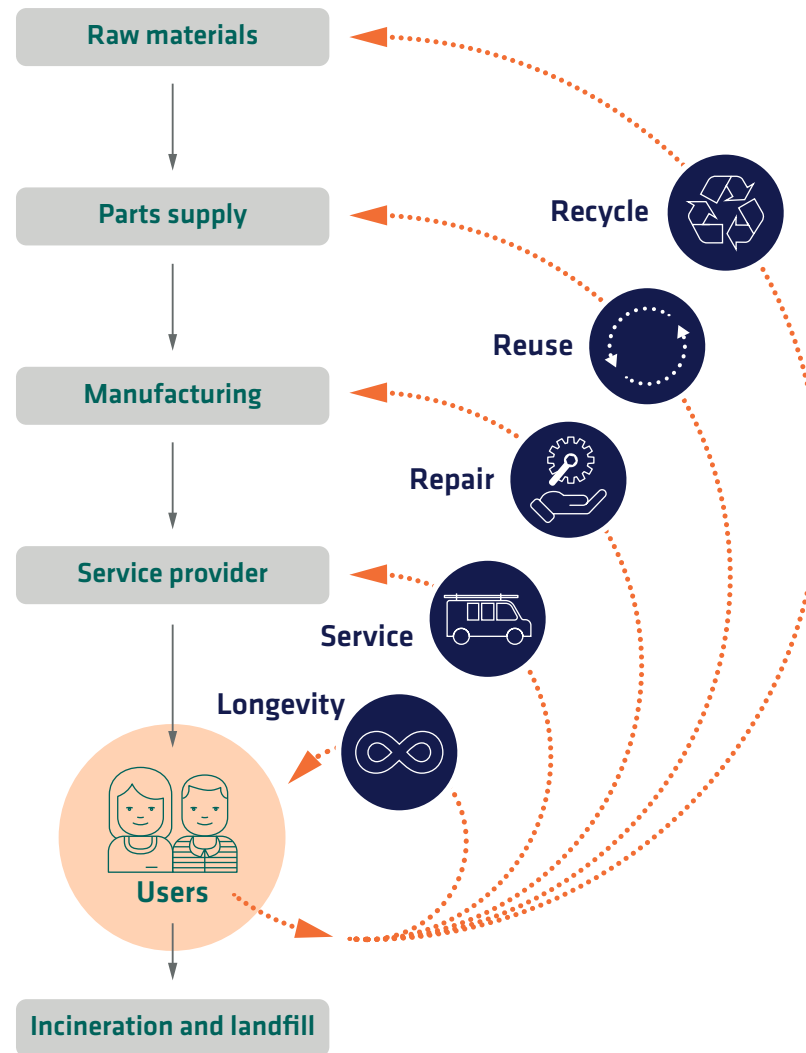
## Circularity, repair and upgrade

We are constantly looking for ways to extend the useful life of our products and customer networks. Technetix solutions can extend the capacity of existing broadband networks, keeping equipment in use for as long as possible.

Modular designs mean networks can be upgraded while consuming fewer resources and materials, creating less waste and reducing disruptions. Materials remain in circulation for longer, whilst also making major savings.

Technetix also offers repair and upgrade services for a range of our own products at our dedicated repair centre. Repair and upgrade of equipment has several benefits:

- Reduced environmental impact through reuse instead disposal
- Lower total cost of ownership (TCO) due to the extended life of network products
- Reduced capital expenditure through repair and upgrade rather than renewal
- Improved network performance



## We need to move from linear to circular models



### Design for longevity

Durability, backward compatibility and upgrades to keep product in use.



### Design for service

Move from product to service and leasing. Value is kept within the system.



### Design for repair

Extend lifespan through repair and maintenance.



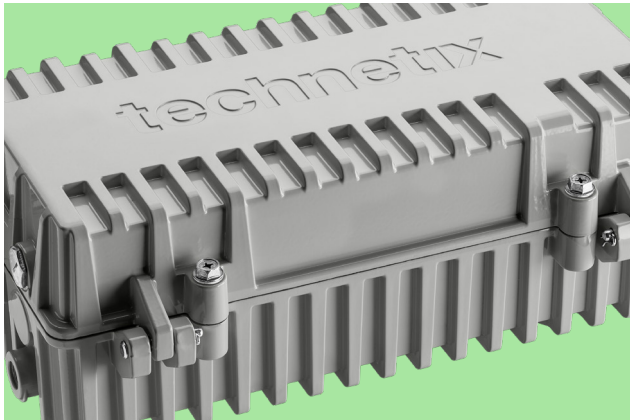
### Design for reuse and parts harvesting

Enable and incentivise return and reuse of products and parts.



### Design for material recovery

Enable effective disassembly and recycling.



## DBx - digital broadband

The Technetix DBx platform is a compact modular smart access platform supporting amplifier, node and Remote PHY/MAC-PHY.

- Its modularity means that the platform can be field upgraded throughout its lifecycle
- Highly efficient and reliable power supplies reduce power consumption
- Our modules have a software configurable low power mode, saving up to 20% power during the night
- CPD Safe™ technology reduces reports faults and truck rolls, upgrade productivity is doubled
- Remote monitoring saves site visits by engineers and again potential truck rolls and associated emissions
- Fully electronic smart control and setup which eliminates plugin SKUs by 80% and reduces waste.

The DBx platform grows with your needs so there is less waste, lower emissions and unmatched TCO.



## DNA-1800

The award-winning DNA-1800 direction neutral amplifier is an amplifier without diplex filters which, unlike any amplifier that came before it, takes advantage of the entire frequency range. The frequency split is so flexible it can adapt in real time, balancing upstream and downstream traffic.

- The use of flexi-split technology means no upgrades will be required for future split changes therefore no truck rolls
- Uses 30% less power compared with traditional networks
- Operating at lower power means lower temperature, longer lifespan, lower operating costs.



## XGT - Technetix gigabit tap

The Technetix XGT range includes a new 1.8 GHz modular multitap designed to extend your outdoor plant to 10G now and to be ready for 25G in the future.

Our modular approach means less waste, easier maintenance, and a lower TCO compared with conventional taps. Faceplates and drop connections to the tap do not need to be replaced during maintenance and upgrades, so there is less waste of materials and less inventory required.



## Virtual Segmentation

**Virtual Segmentation™ enables operators to overlay additional bandwidth of up to 10 Gbps symmetrical point to point Ethernet over existing coax infrastructure.**

Applications such as R-PHY/R-MACPHY, mobile backhaul, symmetrical/business services, Smart City applications and high-speed Wi-Fi services are supported by Virtual Segmentation. Essentially, any scenario that requires high bandwidth at low latency in a network can be deployed with a reduction in capital expenditure while reducing deployment time from months to days. The system works on an existing coax network and does not interfere with existing services.

Virtual Segmentation extends the useful life of existing coax cable infrastructure, offering a fiber like performance without the need for costly and environmentally impacting physical network rebuilds including trenching, laying of ducts and scrapping of retired parts.

## Fiber access solutions PON

**Technetix PON OLTs provide market leading passive optical network systems for all fiber access networks. Passive optical networks are inherently lower power consumption than competing technology alternatives.**

Fiber access networks with fiber runs of 20km or more can be installed without the need for signal regeneration or amplification. This saves on power consumption and the need for copper conductors to feed power to intermediary parts.

The remote OLT (rOLT) has been designed to serve rural communities and small villages. require little maintenance, fanless and low power consumption, needs minimal real estate and can be easily deployed and redeployed as service demand grows. The highly modular rOLT scales from 1 to 4 XGS-PON ports allowing the system to be optimised to meet demand without unnecessary power consumption.

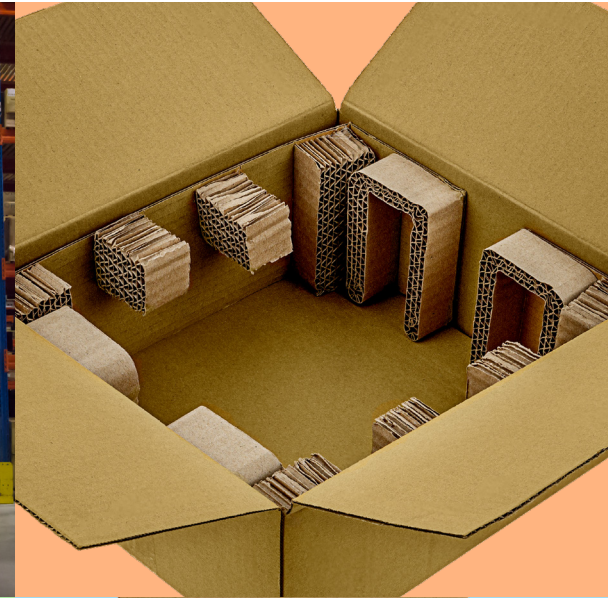
For more information on our products and solutions please go to [www.technetix.com](http://www.technetix.com)



## Packaging

We aim to deliver our products in packaging that protects the product, is safe, easy to handle and as sustainable as possible. The following is built into our general packaging specification and design process:

- Suitability for recycling, incineration or composting via an established system
- Optimal use of materials, e.g. minimal volume and weight, re-usability and recoverability
- Avoidance of single-use plastics (SUP)
- Proper labelling which contains appropriate information for safe use, handling, regulatory information etc and includes material identification symbols for recycling
- Be designed in line with best practice e.g. choice of the latest technologies in inks, coatings and adhesives that allows ease of recycling and minimises environmental impact
- Not contain heavy metals or other noxious substances as defined in Annex VI to the CLP regulation
- Compliance with packaging (essential requirements) regulations



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## 8. The data

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This annual report provides an overview of our sustainability performance. The data covers the period from 1st January to 31st December 2022 (unless otherwise stated) for the Technetix Group.\*

\* Site data covers all Technetix locations within our operational control, i.e. across the United Kingdom, the Netherlands, the United States, Spain, Germany and Ireland. Any changes to scope are included within six months and data re-baselined where appropriate using a full year approach. Data has been prepared with reference to GRI standards where appropriate.

## Environmental

Fuel Consumption (MWh)	% change	2022	2021	2020	2019
Natural gas		323.0	442.1	489.1	544.8
Diesel		63.0	51.5	65.2	74.1
Petrol		42.5	93.4	101.4	142.4
LPG		6.1	5.4	4.1	10.1
Red diesel		-	-	3.1	1.4
<b>Total fuel consumption</b>	<b>-44%</b>	<b>434.6</b>	<b>592.4</b>	<b>662.9</b>	<b>772.8</b>

Energy Consumption (MWh)	% change	2022	2021	2020	2019
Grid electricity (non-renewable)		314.7	341.3	363.3	384.9
Grid renewable energy		117.6	165.0	118.0	152.0
On-site renewable energy		0.7	0.7	0.7	0.7
<b>Total energy consumption</b>	<b>-19%</b>	<b>433.0</b>	<b>507.0</b>	<b>482.0</b>	<b>537.5</b>
<b>Renewable energy (% of total)</b>		<b>27%</b>	<b>33%</b>	<b>25%</b>	<b>28%</b>

GHG Emissions (metric tonnes CO <sub>2</sub> e) GRI 305-1/2	% change	2022	2021	2020	2019
Scope 1 emissions		85.8	115.8	130.6	154.1
Scope 2 market-based emissions		144.4	151.5	150.7	178.1
Scope 2 location-based emissions		153.5	167.4	166.5	210.2
<b>Scope 1 &amp; 2 emissions (market-based)</b>	<b>-31%</b>	<b>230.2</b>	<b>267.3</b>	<b>281.3</b>	<b>332.3</b>
<b>Scope 1 &amp; 2 emissions (location-based)</b>		<b>239.3</b>	<b>283.2</b>	<b>297.1</b>	<b>364.4</b>



## Environmental

Site emissions (metric tonnes CO <sub>2</sub> e) - Scope 1 & 2 market-based	2022	2021	2020	2019
Netherlands	127.3	144.5	140.2	171.0
USA	72.1	83.7	104.8	118.1
Spain	9.9	13.4	13.5	18.5
Germany	9.4	10.5	8.9	9.9
Ireland	9.3	12.4	10.7	8.3
UK	2.1	3.0	3.1	6.4

Environmental initiatives	Target	2022	2021	2020	2019
Single-use plastics removed p.a. (metric tonnes)	10	9.9	7.4	4.1	-
Employees trained in environmental awareness	80%	82%	80%	-	-
ISO 14001 certified supply base (% of spend)		72%	71%	65%	NA

Water (m <sup>3</sup> )	2022	2021	2020	2019
Water withdrawal	1,331	NA	NA	NA
Pollutants emitted to water	-	NA	NA	NA

Intensity metrics GRI 305-4	% change	2022	2021	2020	2019
Total revenue (£ million)		91.4	77.0	81.5	100.5
Total headcount (FTE)		144	144	150	163
Market-based scope 1 & 2 carbon intensity (metric tonnes per £ million)	-24%	2.5	3.5	3.4	3.3
Market-based scope 1 & 2 carbon intensity (metric tonnes per FTE)		1.6	1.9	1.9	2.0
Water intensity (m <sup>3</sup> per £ million)		15	NA	NA	NA
Water intensity (m <sup>3</sup> per FTE)		9	NA	NA	NA

## People and communities

Equality, diversity and inclusion (GRI 405-1)	Target	2022	2021	2020	2019
Male employees		70%	67%	69%	72%
Women in management positions		30%	35%	32%	NA
Women in executive positions		29%	33%	30%	NA
Women on the Board		14%	14%	14%	NA
<b>Women in overall workforce</b>		<b>30%</b>	<b>33%</b>	<b>31%</b>	<b>28%</b>
under 30 years old		12%	7%	9%	11%
30-50 years old		52%	56%	53%	59%
over 50 years old		36%	37%	38%	30%
Average age		45	45	51	49
Employees trained in diversity and inclusion	80%	76%	72%	55%	NA

Engagement and development (GRI 404-1/3)	Target	2022	2021	2020	2019
Employee receiving performance reviews	100%	98%	97%	99%	NA
Average hours of training per employee		14.8	2.2	2.8	NA
Employee turnover (voluntary)	<3%	6%	8%	10%	8%
Employees covered by collective agreements		38%	40%	38%	35%

Employee survey	2022	2019
Employee satisfaction survey	71%	69%

## People and communities

Health, safety and wellbeing (GRI 403-9)	Target	2022	2021	2020	2019
Employees covered by company funded healthcare		40%	39%	42%	49%
Lost time injury frequency rate	0	0	0	0	NA
Lost time injury severity rate	0	0	0	0	NA
Near miss rate		0.79	1.58	0.76	NA
Employees trained in workplace healthy and safety	80%	85%	84%	72%	NA
Employees trained in incident reporting	80%	87%	87%	73%	NA
Employees trained in mental health	80%	81%	81%	56%	NA
Mental health first aiders		10%	11%	13%	NA

Community support	2022	2021	2020	2019
Annual community investment	£24,639	£15,710	£16,001	£14,700
Community investment total (since 2008)	£204,595	£179,956	£164,246	£148,245

## Responsible business

<b>Ethics</b>	<b>Target</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Reported breaches of code of conduct		0	1	0	0
Whistleblowing reports		0	0	0	0
Employees trained in anti-bribery	80%	75%	70%	59%	-
Employees trained in whistleblowing	80%	82%	82%	54%	-

<b>Privacy and data protection</b>	<b>Target</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Employees trained in cyber security	80%	75%	70%	60%	-
Employees trained in data protection	80%	73%	67%	53%	-

<b>Responsible supply chain</b>	<b>Target</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Percentage of suppliers signed up to code of conduct		100%	100%	100%	NA
Reported breaches of the supplier code of conduct		0	0	0	NA
Employees trained in modern slavery	80%	79%	70%	56%	-
Purchasing team trained in modern slavery	100%	100%	100%	100%	-

# technetix

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