Responsible Business

Report FY24

Westcon **Comstor** | Responsible Business

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About this report

Welcome to our FY24 Responsible Business Report!

We publish our Responsible Business Report annually as part of our commitment to improve transparency and accountability for our impacts across three pillars of Responsible Business: People, Planet & Communities. This report was published on 29th October 2024 and covers the entirety of our global operations during fiscal year 2024, which represents the period 1st of March 2023 – 29th February 2024.

It follows our FY23 Responsible Business Report, published on 26th October 2023, which represents the period 1st March 2022 – 28th February 2023.

One of the major changes in this year's report is the decision to align our reporting to Global Reporting Initiative's (GRI) standards. Our goal is to achieve full alignment for our FY25 Responsible Business Report.

Please note that information reported here may differ from previous reports due to reasons including, but not limited to: historical corrections and updates, methodology changes and updated emission factor sources.

This report has not been externally assured, however, we are making preparations to assure future reports by FY26.We welcome the opportunity to engage with interested parties around our Responsible Business program and the contents of this report.

Please direct all enquiries to
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External frameworks and standards

Westcon-Comstor is committed to aligning with a number of sustainability best practice frameworks and standards to help guide our policies, practices, and reporting driving continuous improvement within our Responsible Business program.

United Nations Global Compact – We've incorporated The Ten Principles of the UN Global Compact within our Business Code of Conduct. They remain at the foundation of our Responsible Business strategy. Our parent company, Datatec, is a member and Westcon-Comstor actively contributes to the annual Communication on Progress.

Science-Based Targets initiative (SBTi) – Our climate change targets have been developed in line with SBTi's Corporate Net Zero Standard and validated by SBTi to ensure they meet the emissions reduction rate required by climate science.

Ecovadis – We subscribe to the Ecovadis sustainability ratings platform to regularly assess our performance across Responsible Business and are committed to driving a year-on-year scoring improvement within the platform.

Carbon Disclosure Project (CDP) – We have contributed to our parent company, Datatec's CDP climate change disclosure since 2016. In FY25 we will make our first disclosure as Westcon-Comstor.

Taskforce on Climate-related Financial Disclosures (TCFD) – We completed our first TCFD aligned disclosure in FY24 which is filed alongside our strategic report. Westcon-Comstor's disclosure was incorporated into the Datatec Group report.

Message from David Grant, CEO at Westcon-Comstor

> The IT channel ecosystem is at a pivotal juncture where the convergence of technological advancement and Responsible Business practices is not just desirable but essential.

As we present Westcon-Comstor's Responsible Report for 2024, our commitment to sustainable and ethical business practices stands at the forefront of our strategic vision and how we deliver Partner Success.

Standing at the core of the ecosystem, we recognise our responsibility to manage the economic, environmental, and social impacts of our actions. Our strategy focuses on being a Responsible Business to ensure success - bridging gaps between partners and vendors to achieve shared sustainability goals.

Our Responsible Business approach is built on three pillars: People, Planet, and Communities, all reinforced by strong Governance. For the People pillar, we've appointed Erna de Ruijter-Quist as our Chief People Officer (CPO) to lead a comprehensive strategy focused on inclusivity and strengthening connections among colleagues across regions.

Our Planet pillar highlights our dedication to tackling climate change, which affects all aspects of our business and society. By appointing Kevin Brzezinski as our first Chief Sustainability Officer (CSO), we are driving initiatives to reduce our carbon footprint and promote environmental sustainability by collaborating with vendors and partners.

In terms of Communities, we strive to create value for the communities in which we operate. To strengthen connections between our colleagues and our local communities, we are piloting a social connection platform, OnHand, in some of our EMEA countries, giving our employees direct access to local volunteering opportunities.

Looking back, I'm proud that Westcon-Comstor became one of the first in our industry to have the Science-Based Targets initiative (SBTi) validate our climate goals, including our goal to reach net zero by 2050.

David Grant
Chief Executive Officer at Westcon-Comstor

We also received the Best ESG Project/Initiative of the Year award at the 2023 CRN Awards, a testament to the strong foundation of our Responsible Business program.

Looking ahead, our strategic priorities include the rollout of our recently refreshed corporate health and safety policy to better protect the health and well-being of our greatest asset – our staff. We are also preparing for alignment with the European Union's Corporate Sustainability Reporting Directive to enhance our reporting capability and allow our partners to provide valuable feedback on our Responsible Business strategy. We will also continue investing in our supply chain sustainability program to drive meaningful change within our supply chain.

Together, we can build a resilient future for our industry and the world at large.

Responsible Business highlights and recognitions

Recognition

- Attainment of Silver medals within the Ecovadis platform for our ANZ and Asia business, putting us amongst the top 15% of companies assessed in the platform
- Won "Best ESG Project/Initiative of the Year" at the 2023 CRN Awards

People

- Appointment of our first Chief People Officer (CPO)
- Increased training budgets globally by 13%, with approximately US$1 million invested in staff training programmes.
- Launched a Global awareness calendar providing information about international events and activities related to Diversity & Inclusion in support of our ONE Westcon-Comstor strategy.

Planet

- Appointment of our first Chief Sustainability Officer (CSO)
- Validation of climate change targets by the Science-Based Targets initiative (SBTi) - ahead of our competitors.
- 100% renewable electricity powering our UK operations (79% in FY23)

Communities

- Improved responsible supply chain management by launching our supplier self-assessment questionnaire to improve visibility on ESG risks and opportunities
- Continued investment in youth upskilling initiatives, including internships and experience building activities, that have propelled several participants into full-time roles.

Governance

- Updated our Business Code of Conduct to highlight our commitment to the guiding principles of the UN Global Compact
- Deployed enhanced anti-bribery, and, corruption and cybersecurity training across our business to strengthen our control measures linked to these risks

About Westcon-Comstor

Westcon-Comstor at a glance

$5.1Bn
In gross sales

50
Countries where we
have a physical presence

20
Logistics and staging
facilities globally

12,000+
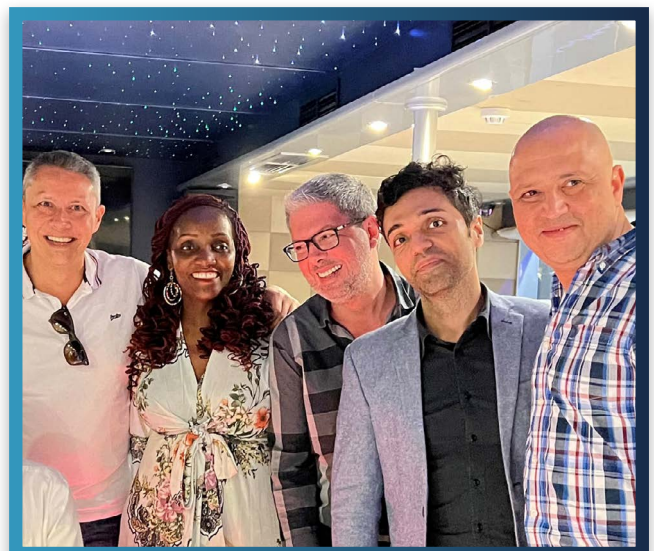Partners around
the globe

3600+
Employees

35+
Years in distribution

Who we are

Westcon International Limited, hereafter known as Westcon-Comstor is a global technology provider and specialist distributor. Positioned at the heart of the IT channel ecosystem, we connect partners with the world's leading cybersecurity, networking, data centre, and cloud infrastructure vendors. We combine our industry insight, technical know-how, and decades of distribution experience to deliver value and accelerate our vendors' and partners' success.

Westcon-Comstor is part of the Datatec Group, a global ICT solutions and services group headquartered in South Africa and listed on the Johannesburg Stock Exchange.

What we do

Partner Success. It's what we do.

We're driven by a deep-rooted commitment to Partner Success, which is centred around creating and delivering value to our channel partners and their customers.

It's the trusted partnerships, culture, expertise, and mindset of our people.

It's also the new, transformative approach, digital tools, and data-driven processes that we use to drive sustainable Partner Success and end-customer business outcomes.

Driving Partner Success through two lines of business

Westcon delivers a portfolio of world-leading cybersecurity, networking, and data centre and cloud infrastructure vendors to give businesses the advanced solutions they need to thrive in the digital world.

Comstor is our Cisco-dedicated business, delivering a complete portfolio of programmes, products, and promotions to ensure partners maximise every opportunity.

Redefining value-add

Highly specialised vendor portfolio

Comprehensive and trusted services

Global footprint

Data-driven culture

Unique go-to-market programmes

Responsible Business

Our partnerships

Our extensive and diverse partner community

Computacenter

alfanar

SABIO

INFOTECH SOLUTIONS

CANCOM

HELP AG
an e& enterprise company

IKUSI velatia

kordia

accenture

Deloitte.

FUJITSU

Honeywell

NTT

Dial a Nerd
SIMPLIFYING TECHNOLOGY

Insight

JB HI-FI

SOLUTEL

orange

Singtel

Telefónica

verizon✓

MSPs and MSSPs

Corporate and enterprise VARs

System Integrators and Consultants

SMB-focused and online specialists

Global Service Providers and Tier 1/ Tier 2 Service Providers

Westcon Comstor

Westcon Comstor

Strategic vendors

aws
cisco
BROADCOM
CHECK POINT
CROWDSTRIKE
Extreme networks
f5
JUNIPER NETWORKS
paloalto NETWORKS
zscaler

Key vendors

AVAYA
BeyondTrust
cradlepoint PART OF ERICSSON
HPE aruba networking
infoblox
Microsoft
NetApp
NETSCOUT
NOKIA
okta
PURESTORAGE
ribbon
RUCKUS COMMSCOPE
splunk>
tenable
TREND MICRO
VECTRA
vmware

Emerging vendors

Examples

audiocodes
CERTES NETWORKS
ciena
Pulse Secure Acquired by Ivanti
SKYBOX SECURITY

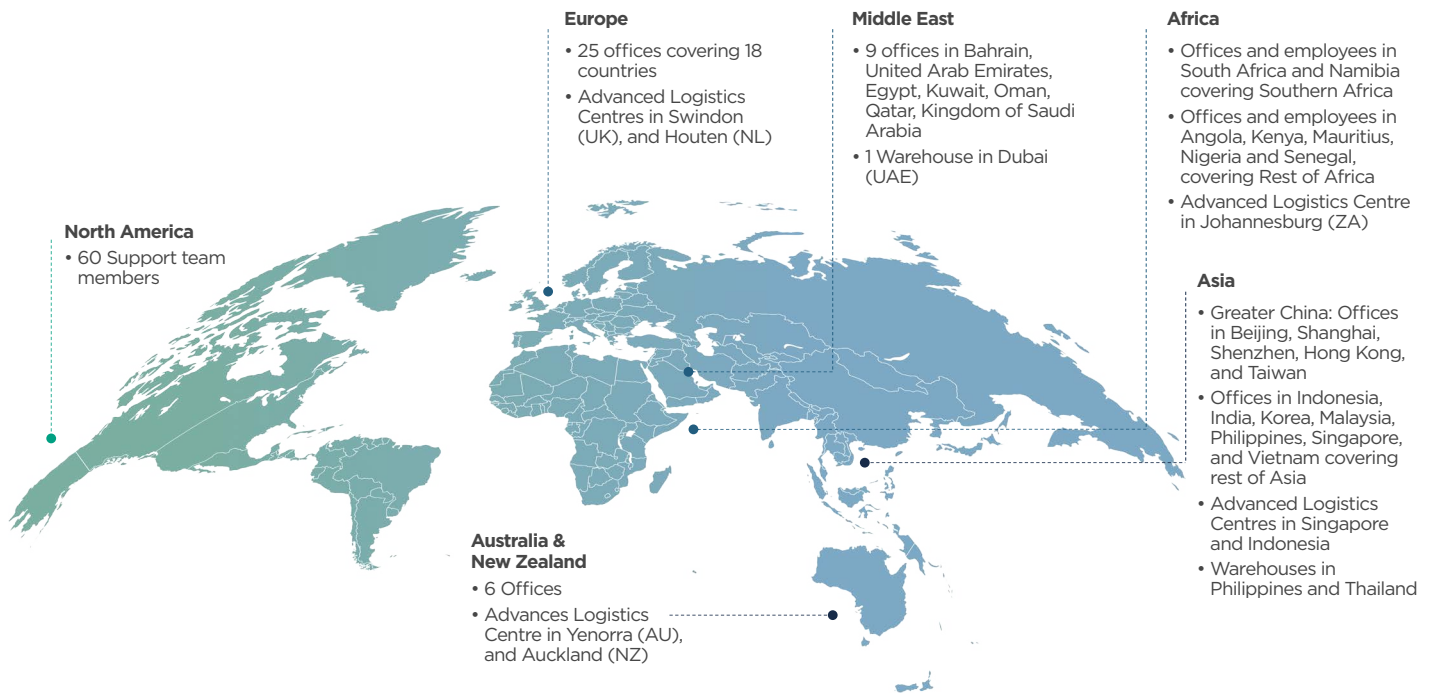## Our global vendor portfolio

Westcon-Comstor operates globally through it's subisidiaries Westcon Group European Operations Limited ("WGEO"), Westcon Group Pty. Limited, Westcon Group Pte. Limited, and WG Services. Our headquarters are in Tarrytown, New York.

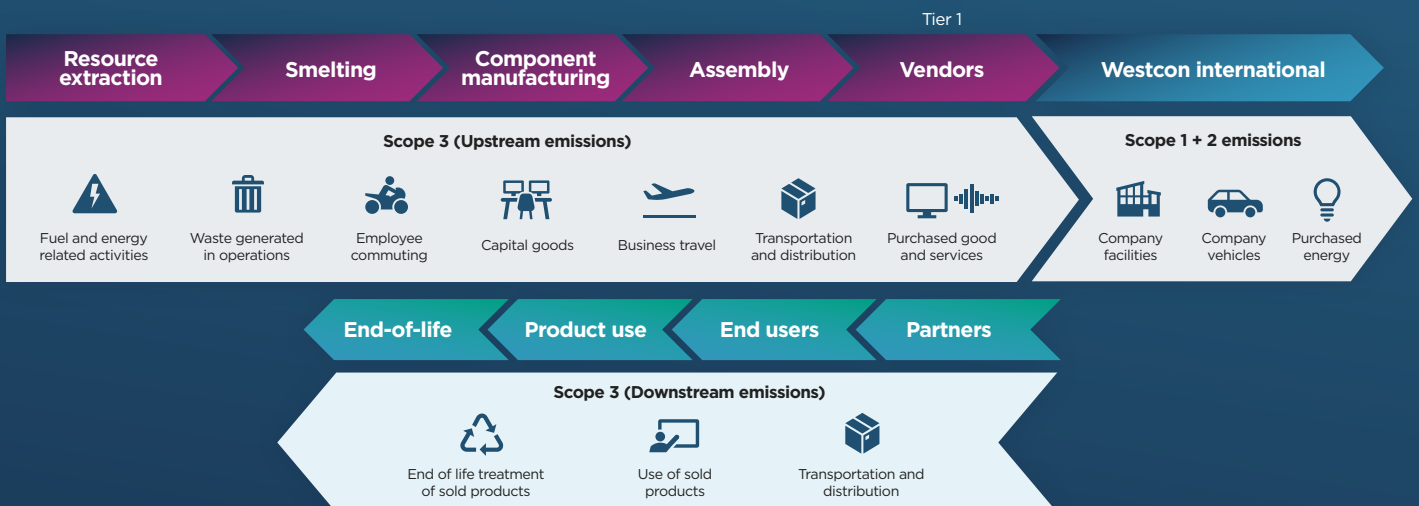This report contains information on all entities. A full list of these can be found in the annex.

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Westcon International
Limited (UK)
        │
Westcon International
Group Holdings
Limited (UK)
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WG Services (USA)	Westcon Group European Operations Limited (UK)	Westcon Group Pty. Limited (Australia)	Westcon Group Pte Limited (Singapore)
• North America	• UK & I • Europe • Middle East • Africa	• Australia • New Zealand	• Asia

Our global reach

Supporting our partners across the globe

Europe
- 25 offices covering 18 countries
- Advanced Logistics Centres in Swindon (UK), and Houten (NL)

Middle East
- 9 offices in Bahrain, United Arab Emirates, Egypt, Kuwait, Oman, Qatar, Kingdom of Saudi Arabia
- 1 Warehouse in Dubai (UAE)

Africa
- Offices and employees in South Africa and Namibia covering Southern Africa
- Offices and employees in Angola, Kenya, Mauritius, Nigeria and Senegal, covering Rest of Africa
- Advanced Logistics Centre in Johannesburg (ZA)

North America
- 60 Support team members

Asia
- Greater China: Offices in Beijing, Shanghai, Shenzhen, Hong Kong, and Taiwan
- Offices in Indonesia, India, Korea, Malaysia, Philippines, Singapore, and Vietnam covering rest of Asia
- Advanced Logistics Centres in Singapore and Indonesia
- Warehouses in Philippines and Thailand

Australia & New Zealand
- 6 Offices
- Advances Logistics Centre in Yenorra (AU), and Auckland (NZ)

*8 operational sites: United Kingdom, Netherlands, South Africa, Australia, New Zealand, Singapore, and Indonesia. Headquarters in Tarrytown, United States of America.

**An operational site is a location where company's core activities are conducted, including warehouses and headquarters. For Westcon-Comstor that includes only our own warehouses, excluding 3PL (third-party logistics) spaces.

Value chain ESG impacts

Tier 1

Resource extraction	Smelting	Component manufacturing	Assembly	Vendors	Westcon international

Scope 3 (Upstream emissions)

Fuel and energy related activities	Waste generated in operations	Employee commuting	Capital goods	Business travel	Transportation and distribution	Purchased good and services

Scope 1 + 2 emissions

Company facilities	Company vehicles	Purchased energy

End-of-life	Product use	End users	Partners

Scope 3 (Downstream emissions)

End of life treatment of sold products	Use of sold products	Transportation and distribution

Company strategy

Westcon-Comstor has developed our strategy according to our core values, enabling our partners and improving their business potential performance. Westcon-Comstor's strategic framework aims to create value for all stakeholders via five strategic foundations that defines priorities, namely: exemplary financial performance, robust data capabilities, exceptional partner experience, talented people, and commitment to Responsible Business.

Goals and strategic foundation FY24 - FY27

Goals

GM-to-EBITDA ratio Conversion **35%**

Recurring Revenues **>65%** of Gross Sales

90% of Transactions "Digitally enabled"

$6bn Revenues

Strategic foundations

Solutions Portfolio

Sustainable Excellence

Digital & Data Leadership

Stakeholder net promoter score

Sales & Growth Driven

Partner Success. It's what we do.

Responsible Business

Westcon-Comstor enables vendors of high-tech enterprise solutions to increase their channel and market penetration by supporting and developing an extensive channel of IT systems integrators, service providers, and resellers.

Core activities	What makes us different?	How we create value?	Financial Performance
• Technology distribution • Channel enablement • Marketing, data, and analytics for demand generation • Digital distribution marketplace • Advanced technical and channel services • Financing and capital into the channel • Training and development	• International presence – physical presence in 50 countries, supported by skilled employees • Strong relationships with industry-leading vendors • Extensive network of global service providers, systems integrators and enterprise resellers • Global digital marketplace and systems capabilities for device, subscription, recurring offers, and cloud solutions • Wealth of industry insight, technical expertise and decades of distribution experience	• Extensive operations in over 50 physical countries worldwide • Strong foundation vendor relationships with over 35 years of distribution success as a strategic partner to the world's leading IT brands • Talented and skilled employees who are dedicated to delivering outstanding performance and delivering customer satisfaction	The year ending 29 February 2024 (FY24) saw Westcon-Comstor maintain its growth trajectory with another excellent set of results, advancing our vision of being the leading data-driven technology provider and specialist distributor of cybersecurity, networking solutions and services globally. More details can be found within our **FY24 earnings report**

Our company values

Our values shape our business, guide our decisions at every level, and define how we work every day.
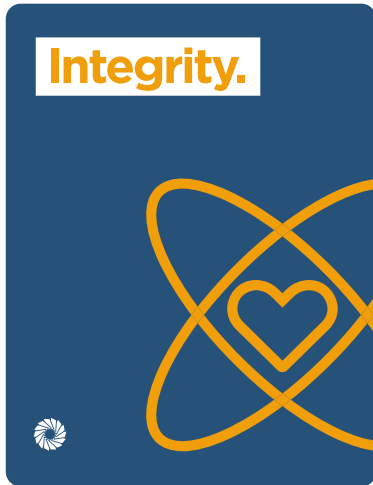
Integrity.

Integrity
We do business with honesty, fairness, and high ethical standards.

Innovation.

Innovation
We embrace change and creativity to deliver the right results.

Excellence.

Excellence
We always aim to exceed expectations and be the best.

Partnership.

Partnership
We put our partners at the centre of everything we do.

Inclusion.

Inclusion
We love initiative and invest in our people and partners.

Sustainability strategy

Responsible Business at Westcon-Comstor

Being a Responsible Business remains a strategic priority for Westcon-Comstor, forming the foundation of our company strategy.

Through wise and well-informed choices, strong values, and smart innovations, we can contribute to a brighter future for our business and those around it.

Being a Responsible Business matters for several reasons. Firstly, our partners need us to align to their own targets and standards. By building that trust, we can improve our own profitability and overall success.

But most importantly, being a Responsible Business is the right thing to do. It helps us drive the many key priorities that we have across the business – such as diversity and inclusion or sustainability – to create a better world.

Our Responsible Business strategy revolves around three pillars: People, Planet, and Communities. As a data-driven organisation, we use our insights in these pillars to take actions for tangible results.

This ensures we treat Responsible Business as more than a concept – it's a compass that guides us to keep making positive change.

People

Our focus

- **Embracing diversity and fostering inclusion** - We have a strong focus on DEI, ensuring our employees can feel valued, empowered to succeed, and a sense of belonging.

- **Promoting our people's health and wellbeing** - Our wellbeing vision is centered around our people's physical, mental and emotional, community, social, and financial wellbeing.

- **Developing our people to achieve their best** - We provide a supportive and inclusive environment that encourages career development and continuous learning.

Planet

Our focus

- **Tackling climate change** – We recognize climate change as one of the principal risks affecting our planet and broader society in the 21st century. As a Responsible Business, we have an obligation to cut emissions within our own operations and the value chain to minimize the impacts of climate change.

- **Promoting a sustainable supply chain** – We play a key role in connecting partners and vendors within our ecosystem and this represents an opportunity to amplify change across the supply chain through mutual collaboration and engagement.

- **Promoting environmentally responsible technology solutions** – The re-purposing of existing network equipment remains one of the key sustainability challenges within our industry, with levels of electronic waste increasing exponentially. We develop bespoke solutions to help our partners extend the life of their equipment where possible and ensure that any equipment which genuinely has reached end of life is recycled in an environmentally friendly manner.

Communities

Our focus

- **Creating opportunities and inspiring the next generation** - Through worldwide partnerships and initiatives, we're helping people reach their full potential and seize career opportunities around the globe. We also offer bursaries and learnerships to create pathways for the young and disadvantaged.

- **Supporting communities in need** - By giving back and supporting charitable initiatives, we've been able to foster lasting change. These initiatives not only raise essential funds for important causes but also encourage collaboration among our employees.

- **Fostering communities in our partner ecosystem** - We mobilize our partner ecosystem to drive collaboration and mutual success through enjoyable activities and events.

Our certifications

As part of our efforts to align with best practice and drive continuous improvement in our Responsible Business program, Westcon-Comstor maintains several certifications across our business including:

- Annual regional Ecovadis assessments covering our global operations.
  - Bronze medal for our EMEA operations
  - Silver medals for our ANZ and Asia operations
- Contributing to our parent company, Datatec's, annual CDP Climate Change disclosure.
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 27001 Information Security Management System
- ISO 28000 Supply Chain Security Management System

In FY25, we will continue to invest in our certifications with plans to:

- Transition to a single global Ecovadis assessment to reflect the centralised nature of our Responsible Business program, continuing to drive an annual score improvement
- Disclose to CDP as Westcon-Comstor at a divisional level
- Implement the ISO 45001 Occupational Health & Safety Management System within our European Logistics Centres

Our materiality approach

Westcon-Comstor is committed to operating sustainably and responsibly. In FY23, together with our parent company Datatec and its other subsidiaries, we conducted our first Group level materiality assessment to identify the most important environmental, social, and governance (ESG) issues to our stakeholders.

The assessment involved engaging with key stakeholders, including employees, customers, suppliers, shareholders, lenders, and industry experts.

We gathered their perspectives on the most critical ESG issues facing the Group through surveys, workshops and interviews. We analysed our business operations, identifying potential ESG impacts, risks, and opportunities across our value chain, as well as conducting benchmarking and analysis on industry trends.

The output of this assessment provided us with a shortlist of priority topics that can drive impacts on, and risks and opportunities for, the business. This shortlist gave us confidence in our strategy and helped prioritise the topics covered within this report. However, as we enter the next phase of our Responsible Business journey, we recognise the importance of conducting a materiality assessment for Westcon-Comstor on a divisional basis and this is planned to take place in FY25.

Being a Responsible Business is at the top of our agenda.
Our purpose is to provide a sustainable future for our business and the world around us.

People	Planet	Communities	Governance
Material topics			
• Diversity, equity, and inclusion • Employee health, safety, and wellness • Employee training and development	• GHG emissions and energy management • Climate change (physical + transition risks) • Waste management and recycling	• Responsible supply chain practices and management • Community support initiatives	• Corporate governance • Board composition • Ethics and integrity • Compliance and risk management • Systems protection and cybersecurity • Data privacy

Stakeholder Engagement GRI 2-29

Westcon-Comstor recognises the importance of engaging with a broad range of stakeholders to inform our materiality approach and ultimately ensure our Responsible Business strategy is meeting the needs and expectations of our interested parties. The stakeholder groups and engagement strategies were agreed upon at the Group level, after extensive consultation with the divisional Responsible Business teams. The process, alongside the outcome of the stakeholder mapping exercise are below:

1 Develop stakeholder engagement guidance

2 Understand and identify priority stakeholders, and map likely issues/concerns of stakeholders

3 Conduct stakeholder engagement event

4 Process feedback and prioritize issues

5 Develop responses to priority stakeholder issues

6 Escalate priority issues to division/group following reporting requirements in stakeholder

7 Respond to stakeholders and provide regular updates

Stakeholder group	Interests and influence	Level of influence	Level of interest	Engagement strategy
Employees	**Interests:** • Their job security • Working conditions • Fair remuneration and benefits • Ongoing training and personal and career development • Diversity and inclusion • Information security **Influence:** • Employee morale • Reputational risks (for discrimination and unfair treatment of employees, safety standards)	High	High	Managed extensively. Employee satisfaction surveys.
Customers	**Interests:** • Stock availability and supply chain management • Innovative products and services • Consumer Protection Act and POPIA compliance • Product quality and meet their needs and expectations • Environmental impacts and "green products" • Effectiveness of processing and transacting systems **Influence:** • Impact on profitability • Reputational risks	High	High	Managed extensively. Interviews with key customers.
Vendors	**Interests:** • Quality of products and pricing • Innovation and early adaptation to emerging trends • Supply chain management • Good relationship **Influence:** • Their attitude and action can affect share price • Affect financing	High	High	Managed extensively. Interviews with key vendors.
Shareholders (of our parent company)	**Interests:** • Ability of the company to pay dividends • Return on their investments • Business sustainability • Share price • Sound ESG practices **Influence:** • Products pricing • Availability of products / inputs (global shortages in semiconductor will affect our profitability)	High	High	Manage Extensively Indirect engagement by reviewing feedback from the shareholders meetings and parent company strategy.
Government and regulators	**Interests:** • Compliance with legislation and regulations, including the JSE Listings Requirements and POPIA • Government revenue - Tax payments • Empowerment and transformation, including B-BBEE status and employment equity	High	Medium	Manage Extensively Indirect engagement through review of public sources.
Financial institutions and providers of finance	**Interests:** • Debt to equity ratio • Compliance with debt covenants and agreements • Business sustainability • Servicing of their debt instruments **Influence:** • Affect financing availability	Medium	Medium	Satisfy and address concerns
Media	**Interests:** • Interim and annual results • Environmental, social, and governance initiatives • Business sustainability **Influence:** • Reputational risks • License to operate	Low	Low	Monitor

People

The journey so far

At Westcon-Comstor, our people are our greatest asset and the driving force behind our success. Their passion and expertise are crucial in powering Partner Success and fulfilling our commercial and responsible commitments. Empowered by our values and vision, our employees are catalysts for creating a kinder, more sustainable world.

Our People approach prioritises the development and support of our people, recognising that a thriving workforce is built on empowerment and well-being. We are dedicated to providing the resources, support, and environment our teams need to excel. This commitment cultivates a culture where productivity and job satisfaction go hand-in-hand.

For our People, we are committed to:

- Driving the ONE Westcon-Comstor programme, which champions diversity, equity, and inclusion (DE&I) across our global operations. By fostering an environment where our employees of every background, race, creed, and orientation feel respected and valued, we pave the way for innovation and sustainable growth

- Enhancing inclusive culture through strategic initiatives, such as a global DE&I learning curriculum and trusted data collection for informed action planning

- Prioritising employee health, safety, and wellness through comprehensive management systems and training programs, ensuring a safe and supportive work environment

- Creating a dynamic workplace where every employee can reach their full potential, driving success for both our partners and the world

By focusing on these critical areas, we aim to create a supportive and dynamic workplace where every employee can achieve their full potential. When people feel their best, they do their best.

FY24 Highlights

- Our training budgets have been increased globally by 13%, prioritising key skills and the expansion of our digital learning platform. Close to US$1 million was invested in training programmes during FY24.

- We continue to embrace virtual training to deliver effective development of key topics to all functions.

- ESG training has been rolled out to all employees, with Unconscious Bias and Cybersecurity forming part of the onboarding curriculum.

- We have launched a Global Awareness calendar, providing information about international events and activities related to Diversity & Inclusion, including details about the many religious festivals that are observed across the world. The calendar supports our ONE Westcon-Comstor strategy in enabling all colleagues to learn more about each other's backgrounds and cultures and promoting an inclusive environment for all.

- Pride season has been embraced and guidance has been provided on how to be an LGBTQ+ ally at work.

- Our cultural diversity has been celebrated through multiple events and activities across our global footprint, including a celebrity guest speaker in the UK, and office celebrations with traditional food and dress.

- We've launched a Global Cookbook providing a platform for employees to share their stories, connecting with one another, and celebrating the unique cultural heritage that each of us brings to the table.

Employee engagement

We actively encourage and empower our employees to voice their thoughts and contribute to the growth and development of our organization. Gaining insights into how our people experience life at our company also allows us to make more informed decisions, find creative solutions to challenges, and enhance our people's journeys with us.

One way to do this is through our Employee Survey, designed to help us get a better understanding of morale, satisfaction, and engagement.

In FY24, our strategy has continued to be informed by the results from our previous employee engagement survey (rolled out in FY22).

80%
Global response rate

FY21: 82%

96%
Of our colleagues are familiar with our campany values

FY21: 97%

91%
Would advise a friend to apply for a job at Westcon-Comstor

FY21: 89%

EMPLOYEE SATISFACTION	FY22	FY21
Satisfaction survey participation rate	**89%**	**86%**
% of our employees feel comfortable with the pace of change at Westcon-Comstor	89%	89%
Are familiar with our company values	96%	97%
Believe we demonstrate our company values	91%	89%
Feel Westcon-Comstor offers them opportunities to reach their full potential	83%	80%
Have clear visibility of their career path	78%	72%
Feel their current role fulfils their expectations	86%	78%
Would advise a friend to apply for a job at Westcon-Comstor	91%	89%
Agree they can talk about their background and cultural experiences	87%	85%

In FY25, we plan to combine Global Diversity Survey and the Employee Survey into one survey, and will refer to it as our Employee Engagement Survey.

This new survey is being developed internally and will be sent digitally to all colleagues, ensuring anonymous and confidential responses.

Collective bargaining GRI 2-30

540 (15.04%) of our employees are covered by collective bargaining agreements. They represent a part of our employees from Spain and Norway and all our employees from France and Italy. The employment conditions and terms of employment for the rest of our global workforce are designed to comply with local legislation.

Diversity, equity, and inclusion GRI 2-7, 3-3

Westcon-Comstor's culture is built on a foundation of inclusion. The ONE Westcon programme raises awareness internally and supports in areas relating to diversity, equity, and inclusion. It enables our people to celebrate their diversity globally and ensures our employees feel included and respected regardless of their gender, race, religion, sexual orientation, physical conditions, cultural background, or country of origin.

As a global business, we believe that through providing an inclusive environment, our employees will be motivated to make outstanding contributions and that the best environment comes from a workforce that reflects the world around us.

Different ideas and perspectives help the business division innovate, learn, thrive, and grow in a sustainable way. That is why the executive team and entire organization is fully committed to creating a diverse and inclusive workplace.

Westcon-Comstor's leadership charter demonstrates individual commitment at the top of the business to diversity and inclusion and sets the standards and expectations to be followed throughout all levels of the divisions.

One

Open network for employees

We have a commitment to:

- Drive the ONE Westcon-Comstor agenda and strategic priorities.

- Promote an inclusive workplace where all employees have equal access and opportunity to achieve their potential.

- Promote industry-leading initiatives focused on increased representation of diverse groups at all role levels.

- Ensure all managers and leaders our business undertake appropriate training in relation to diversity, equity, and inclusion.

- Hold relevant business leaders and functions accountable for taking appropriate action where feedback and improvements are identified.

- Celebrate and share success stories for the benefit of employees and the wider cause within the industry.

Looking ahead to FY25, we have a number of initiatives planned that will help strengthen our inclusive culture and the wellbeing of our employees.

These include:

- Delivering a global DE&I learning curriculum in FY25, to drive awareness and inspire individual action.

- Building an environment of trust in our employees to obtain and produce a wider range of DE&I data which will support enhanced insight driven action planning and an ability to track and report on progress.

- Strengthen the way in which we ask our employees for feedback through a more comprehensive Employee Engagement Survey which inspires action.

- Continued engagement with and invigoration of our Employee Resource Groups and other forums to widen our reach for and impact on inclusion, equity, health and wellbeing, carers, workplace and sustainability.

- Expanding our Employee Assistance Programme offering to support our colleagues' health and wellbeing across all countries in which we employ people.

Employee health, safety and wellness

Employee wellbeing is a priority, encompassing physical, mental, emotional, community, social, and financial wellbeing. Westcon-Comstor is committed to a wellbeing vision, that will enable the division to support its employees' health and talent outcomes in order to maintain long-term performance and achieve its strategic business objectives.

Mental health awareness is a year-round focus with regular communications and events. Employee engagement is a key focus, and an annual employee survey is conducted to get a better understanding of employee morale, satisfaction, and engagement.

Open and honest feedback is encouraged, which is fundamental to shaping Westcon-Comstor's development. Survey responses have been instrumental in setting direction for future key focus areas and ultimately making Westcon-Comstor more successful and an even better place to work.

The health and wellbeing employee resource group encourages a habitual, well-balanced lifestyle and provides support to employees. Members can share experiences and thoughts on mental health and wellbeing. Some offices have opened "calm rooms", which provide a calming, stress-free space for staff to meditate, look after their mental health, and relax. These rooms are equipped with various calming features, such as sound machines, fleece blankets, and seasonal adjustment disorder lamps.

Significant investments towards employee assistance programmes have been made in some of our locations. One example is provision of 24/7 telephone counselling, 365 days a year to employees and their households.

Health & Safety policy

In preparation for our ISO45001 certification in the UK and Netherlands logistics facilities, we are expanding our existing ISO management system to cover health and safety of our colleagues from the two locations.

Scope covered by the ISO health and safety management system: distribution of information technologies, including the provision of product staging, bespoke configuration, customer stock holding, and reverse logistics. Once accreditation has been achieved, there will be regular surveillance audits, both external and internal, to ensure the system is operating as expected.

The system has been developed with the help of an external consultant and internal health and safety experts.

There are quarterly health and safety forums and management review meetings, that cover various topics, including reviewing the effectiveness of the health and safety arrangements through monitoring health and safety performance indicators. Said indicators include: statutory compliance, audits, training and certification incidents, nonconformities, correction action, and continual improvement plans.

Health & Safety processes GRI 403-3

All of our colleagues have access to a ticketing system that allows them to report hazards and incidents. These tickets are rerouted to the local management and / or Health and Safety teams for resolution.

Regular workplace inspections are carried out using checklists. Staff carrying out these tasks are either managers, members of the emergency response teams for that location or facilities staff who are familiar with that location. Results from these processes are discussed during periodic operational review meetings as well as a quarterly health and safety forums. Staff across all locations and functions have been provided with instructions on how to use the ticketing systems and receive regular reminders via internal newsletters.

Work-related incidents are captured through the available tools. More serious incidents use separate templates to complete the investigation. The Incident Investigation Form template is used to collect all relevant information, identify the root cause, and drive corrective actions. The Accident Investigation Checklist template is used to ensure all elements of the investigation have been completed.

Westcon-Comstor's Compliance and Ethics Hotline can be used to report any business concerns, including concerns about their health and wellbeing. The reports are anonymous and no colleagues will suffer any retaliation, directly or indirectly, for reporting their concerns.

Health & Safety training GRI 403-5

Health and safety training is delivered via a variety of methods including: web-based content, in house training by certified members of staff, and via external third parties.

Training needs are assed based on the type of work carried out at each site level. Emergency response teams (fire marshals and first aid designated person) receive certified training from third party suppliers.

Our web-based training covers the major risk areas - slips, trips and falls, office safety, ergonomics in the workplace, manual handling, fire safety and prevention, safe work habits, and behaviours and basic first aid.

It is available in several languages and is delivered at a frequency dictated by regional legislation. This is a mandatory recurring training and content is reviewed yearly. It is provided during working hours, free of charge.

The completion percentages are reported on, and managers are encouraged to ensure their staff complete their assigned courses.

Employee training and development

Westcon-Comstor's strategy clearly articulates that the core strength of its division is its people. Attracting, developing, and retaining the best employees across its international business will enable Westcon-Comstor to deliver its business priorities and goals.

After the effects of the global pandemic, Westcon-Comstor is committed to establishing and maintaining a hybrid working environment with remote/home working flexibility as a part of its talent attraction and retention approach.

Westcon-Comstor launched a new Learning and Development Policy in the latter part of FY23, which has been incorporated into its Learning and Development Strategy in FY24.

Through equitable access to skills and development training, it is supporting and growing its pool of experts and empowering people to reach their potential. This is executed through ongoing training opportunities, leadership, and development training, diversity, equity, and inclusion training, and promoting employee health and wellbeing.

During the year training budgets were increased globally to support continued investment in leadership and development training. As a people-oriented business, this training helps managers lead and support teams across the globe. By leveraging technology, and providing comprehensive guidance and support, numerous training programmes have been delivered from onboarding to leadership, cybersecurity to environmental social governance.

Early Careers

Westcon-Comstor's global "Level Up" programme is designed to attract interns, graduates and apprentices to enhance their ability to follow their chosen career path in the future. Apprenticeships are offered in the UK, Germany, France, Spain, the Netherlands, the Middle East, South Africa, Singapore, China, Taiwan, Thailand, and North America

- The apprenticeship scheme in the UK continues to be a success, with apprentices working in our Finance team.

- The intern program in Spain for FY24 resulted in success as two out of the four interns on the Iberia program were hired into roles in the Support Services Team.

- A group of eighteen interns were welcomed as part of the Telefonica initiative. In collaboration with the Tomillo Foundation, this initiative arose with the objective of integrating students in internships to help the interns put into practice what they learned in their studies in a dynamic and real environment. Five out of the eighteen students have been hired into roles. They have continued to work with us with the same enthusiasm as day one. We are incredibly happy to have them on the team.

- Several new interns commenced their internships at various other locations in Europe, with two more interns being hired in North America.

- Westcon-Comstor New Zealand continues its engagement with talent partner, TupuToa, focusing on increasing the number of Māori and Pacific leadership within New Zealand. A number of interns have been taken on in the last twelve months from TupuToa.

Eleven learners in South Africa have accepted permanent roles with either Westcon-Comstor SA or its supplier and enterprise development partners.

Key KPI GRI 404-1, 404-3	FY24
Average hours of training received per full time employee (# hours)GRI 404-1	9.06

EMPLOYEES RECIEVING REGULAR PERFORMANCE AND CAREER REVIEWS GRI 404-3

All people managers are expected to undertake yearly performance and development reviews with all colleagues.

Planet

40
Electric vehicles
within our fleet

42%
2260 mwh using renewable
energy sources

-3%
Scope 1 and 2 market-based
emissions cut since base year

Westcon-Comstor's Planet strategy plays a crucial role in how we deliver Partner Success. Our partners rely on us to operate responsibly, remain compliant with national and international regulations, and collaborate with upstream value chain partners to drive sustainable innovation in the upstream value chain.

Similarly, our employees want to be part of a company that genuinely makes a difference. This extends to their wellbeing, as a healthier planet means cleaner air, safer communities, and better lives for our people and their families.

Westcon-Comstor continues to invest in improving its ESG performance and assessing new ways to take meaningful action to reduce our environmental footprint in line with our environmental policy and science-based targets.

We are committed to:

- Reducing our value chain carbon footprint through energy efficiency, fleet optimisation, and use of renewable energies, and engagement with external parties
- Protecting the company's ongoing ability to meet contracted environmental targets and commitments
- Achieving net-zero GHG emissions across the value chain by 2050
- Meeting or exceeding applicable environmental legislation, regulatory, contractual, and other relevant requirements
- Conserving natural resources and minimising waste by reusing and recycling materials, purchasing recycled materials, and supporting water stewardship across our operations
- Communicating and engaging with partners to reduce the environmental impacts from the use of, and end of life of, products, by promoting a circular economy
- Striving for continual improvement of our environmental management to enhance environmental performance

One of the ways we operationalise our commitment to environmental stewardship is by pursuing and maintaining ISO 14001 certifications at our logistics facilities to formalise and certify our environmental management systems.

In FY24, we certified three additional sites in Australia, Singapore, and New Zealand under this standard, bringing the total to 63% coverage.

Progress towards FY24 goals

FY24 goal	FY24 delivery	Status
Establish formal governance structures to ensure that sustainability is embedded within the broader Westcon-Comstor strategy	An ESG steering committee has been established, composed of senior leaders from diverse business functions. This group meets bi-annually to discuss sustainability topics and consider their impact on broader company strategy.	**Achieved**
Focus on improving data quality across environmental metrics, driven by increased collaboration with vendors	Our processes for collecting and validating environmental data have improved significantly Year-over-Year within our operations. We have also seen some notable improvements in supply chain data, but this will be a continued focus in FY25.	**Partially achieved**
Implement Responsible Business policies linked to travel and electric vehicles	We are evaluating our approach to both business travel and company-leased vehicles and expect changes in both areas in FY25 which will support our sustainability goals.	**In progress**
Increase procurement of renewable energy in Europe through tariff switches	88% of our electricity consumption in Europe (including UK) is from renewable sources, an increase of 10% since FY23.	**Achieved**
Further develop Responsible Business KPIs and internal targets	We have set a target to reach 100% renewable electricity powering our global operations by 2030. This complements our existing climate change targets. We are working to develop regional targets to drive progress towards our longer-term goals.	**Partially achieved**
Establish a baseline for the waste its business generates	We have improved visibility of waste within our logistics distribution centres globally based on reports provided by our waste service providers. Office waste is not considered to be material in volume and is being estimated currently	**Achieved**
Launch EMEA sustainability ERG	The Sustainability Employee Resource Group has been launched and meets fortnightly with an objective of driving grass-roots initiatives.	**Achieved**
Obtain certification for ISO 9001 (Quality) and ISO 14001 (Environmental) in Australia, New Zealand and Singapore logistics centres	We extended the coverage of our ISO 14001 (environment) and ISO 9001 (quality) certifications to our logistics centres in Australia, New Zealand and Singapore. 63% of operational sites* are now covered by these certifications.	**Achieved**
Conduct qualitative climate-scenario analysis linked to annual carbon footprint calculation through CDP submission	We have conducted climate-scenario analysis to identify both physical and transition risks to the Westcon-Comstor business, across a range of plausible climate futures.	**Achieved**
Obtain validation of decarbonisation targets by SBTi	Our climate change targets were validated by the SBTi in December 2023.	**Achieved**
Perform system needs assessment to help plan for future tooling in two key areas: **a. Tracking progress against climate change targets** **b. Supporting engagement and collecting data from supply chain**	We onboarded and deployed a third-party supplier assessment platform to drive engagement and identify risks and opportunities linked to sustainability across our key vendors. An ESG Reporting and Disclosure Manager role has been appointed to lead work to develop and optimise tooling in this space.	**In progress**

*Operational sites for Westcon-Comstor ("wholesaler") are defined by Ecovadis as being all warehouses and distribution centres, R&D centres, headquarters, and retail outlets. This does not include third-party logistics (3PL) providers. There are no R&D centres or retail outlets within Westcon-Comstor's portfolio.

Message from Kevin Brzezinski, Chief Sustainability Officer

> As we present Westcon-Comstor's Responsible Report for 2024, I'm proud to share our journey towards sustainability – a journey marked by significant milestones, steadfast commitments, and ongoing challenges.

The creation of the Chief Sustainability Officer (CSO) role and my appointment to this position demonstrate Westcon-Comstor's commitment to environmental stewardship at the highest organisational level. My primary responsibilities are clear – reduce greenhouse gas emissions, promote renewable energy, and collaborate with our technology vendors and partners to foster a more sustainable IT channel. We are determined to lead by example and minimise our carbon footprint across all operations and our supply chain.

In the broader industry context, we recognise the environmental benefits of shifting to recurring revenue models and X-as-a-service (XaaS) solutions over traditional hardware approaches. We also recognise the opportunities for efficiency brought by Generative AI, but its significant energy and water use demands careful adoption. Transparency and comparability in product impact calculations are critical to driving sustainability and accountability across our industry but remain a challenge for vendors.

Westcon-Comstor's journey towards sustainability is marked by both progress and challenges. Earlier this year, we became one of the first IT distributors to have our net-zero target by 2050 validated by the Science Based Targets initiative (SBTi). This endorsement is a significant achievement, validating the robustness of our targets that are in line with the demands of climate science.

We've made significant strides in transitioning to renewable electricity, particularly in Europe. In FY24, we achieved a 12.5% reduction in Scope 2 emissions compared to FY23, and we now source 42% of our electricity globally from renewable sources. Notably, we have reached 100% renewable electricity for our UK operations, setting a precedent for our global targets.

I would also like to highlight the significant progress we made with our environmental management systems with the expansion of our ISO14001 certification to our logistics operations in Australia, New Zealand, and Singapore. In addition to this, our EMEA EcoVadis assessment saw a 9-point year-on-year improvement, demonstrating our ongoing commitment to sustainability.

Kevin Brzezinski
Chief Sustainability Officer,
Westcon-Comstor

We also completed a climate scenario analysis project, in line with the TCFD recommendations, to assess the risks and opportunities climate change poses to our business. This comprehensive analysis involved extensive engagement across our company, identifying the most significant climate risks and opportunities under various scenarios and time horizons. Following the output, we plan to financially quantify any potential substantive impacts of these risks and opportunities in FY25.

While these achievements mark significant progress, we acknowledge the areas where improvement is needed. Our Scope 1 emissions have risen, primarily due to company-leased vehicles and natural gas usage. Addressing this challenge is one of our priorities for FY25, and we are committed to developing a robust strategy to achieve the necessary reductions.

As we move forward, our focus remains on translating our ambitious sustainability targets into tangible actions. We are dedicated to accelerating progress in emission reductions, both within our business and throughout our supply chain.

I'm personally committed to leading this change, knowing that together, we can create a sustainable future for generations to come.

Environmental priorities and planned initiatives for FY25

- Accelerate our renewable energy transition outside of Europe
- Conduct inaugural EcoVadis assessment at the Westcon-Comstor level
- Complete a double materiality assessment in line with the requirements of the Corporate Sustainability Reporting Directive
- Development of in-house ESG data management tooling to drive improvements and efficiencies and prepare for external audit
- Focus on continuing to improve our methodology and the robustness of our Scope 3 (supply chain) emissions calculations
- Respond to CDP at the Westcon-Comstor level
- Development of a partner emissions reporting capability

- Agree regional environmental targets to drive progress and support broader accountability across the business
- Integration of Supplier Code of Conduct, Environmental addendum within vendor onboarding processes
- Expand the scope of our supply chain engagement programme to incorporate fast-growing vendors and other strategic suppliers
- Improve the sustainability credentials of the packaging used within our logistics distribution centres
- Improve our partner enablement offerings linked to sustainability to help them achieve their own goals

Climate Change

In FY24, Westcon-Comstor appointed a Chief Sustainability Officer (CSO), responsible for the company's efforts to minimise its carbon footprint and environmental impact in line with its goal of being net-zero by 2050.

Westcon-Comstor's most significant environmental impact is the release of Greenhouse Gases (GHGs) from its value chain. During FY24, Westcon-Comstor's climate change targets were validated by the SBTi giving us confidence that our commitments are robust, credible and in line with the pace of change demanded by climate science.

* Net-zero is defined as a 90% reduction in emissions and offsetting residual emissions (<10%).
** From a FY22 base year.
*** by spending covering purchased goods and services.

We have four validated targets, as follows:

Reach **net-zero*** GHG emissions across Scope 1, 2 and 3 by 2050**.

A **50%** reduction in absolute Scope 1 and 2 emissions by 2030**.

A **25%** reduction in absolute Scope 3 emissions by 2030**.

80% of its suppliers*** having science-based emissions reduction targets by 2025*

Our absolute reduction targets will be achieved by moving our purchased electricity to renewable sources, including some on-site generation, and reducing the volume of fuels burned in our facilities and within our company vehicles. In line with the SBTi's Corporate Net-Zero Standard, Westcon-Comstor will not be using carbon offsets to meet its targets. Data availability within the supply chain continues to be an industry-wide challenge, but we are working alongside our key vendors to improve consistency and transparency.

The goal is to work towards being able to accurately quantify and track reductions in the most material areas of our carbon footprint.

In FY24 we set an additional target: to have 100% renewable electricity powering our global operations by 2030. This target complements our existing reduction targets and supports our overarching objective to achieve net-zero by 2050. In FY24, 42% of purchased electricity was from renewable sources.

Progress against our GHG emission reduction targets GRI 305-1.2, 305-1, 305-2, 305-3, 305-4, 305-5

	GHG EMISSION REDUCTIONS TO DATE			
	FY221	**FY232**	**FY24**	**SBTi target and target year (FY30)**
Reduction of Scope 1 and +2 emissions (%), market-based	100%	-1%	-3%	-50%
Reduction of Scope 1+ and 2 emissions (%), location-based	100%	-1%	2%	n/a
Reduction of Scope 3 emissions (reduction %)	100%	4%	4%	-25%

1 For details on the base year and gases included in the calculation, see the annex.
2 Absolute values can be found in the annex.

In FY24 we continued to make modest progress towards our Scope 1 and 2 target, achieving a 3% reduction since our FY22 base year. Our Scope 2 (market-based) emissions have decreased 20% since FY22, however our Scope 1 emissions have increased 44% due to improvements in data collection, increased business activity, and the ongoing loadshedding in South Africa. Further details are provided below. Despite these challenges, we are confident that we will successfully achieve our target by FY30.

Reliance on a spend-based methodology for calculating some Scope 3 categories means that we have recorded an increase in line with business growth. In the Scope 3 section below, we outline some of our initiatives for turning this around.
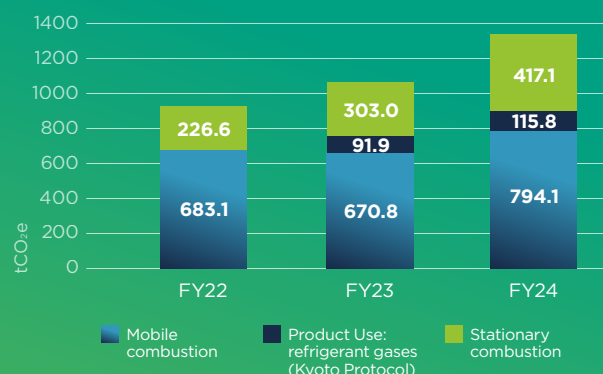
Scope 1 emissions GRI 305-1

In FY24, Scope 1 emissions were 1,307 tCO₂e (FY23: 1,066 tCO₂e).

Westcon-Comstor's primary Scope 1 emissions sources are fuel used for the company fleet (60%), natural gas (21%), and diesel for backup generators (11%).

Our logistics facility in Midrand, South Africa has been increasingly affected by loadshedding activity in the country. Consequently, the volume of diesel consumed onsite for energy generation has increased year-on-year, correlating with an increase in emissions from stationary combustion. Plans are in place for FY25 to downsize this logistics facility and prioritize on-site renewable electricity generation potential.

Total Scope 1 emissions

	FY22	FY23	FY24
Stationary combustion	226.6	303.0	417.1
Product Use: refrigerant gases (Kyoto Protocol)		91.9	115.8
Mobile combustion	683.1	670.8	794.1

■ Mobile combustion ■ Product Use: refrigerant gases (Kyoto Protocol) ■ Stationary combustion

1 In line with the GHG Protocol Corporate Standard, Westcon-Comstor defines Scope 1 as direct GHG emissions from activities and processes that Westcon-Comstor directly manages, for example, company fleet vehicles, diesel generators, natural gas boilers etc. Scope 1 emissions are categorised as stationary, mobile, or fugitive (refrigerant gases).

Emissions from company vehicle usage has also increased year-on-year because of increased business activity, and improved data collection*. A review of the company fleet is underway and a strategy for reducing vehicle emissions will be established in FY25. Most of the fleet operates out of Germany, Netherlands, and Belgium, where vehicle electrification technology is rapidly advancing, and so we expect this will help reduce our use of fossil fuels for vehicular transport in these regions.

In FY24, several HVAC systems underwent maintenance checks, and some inefficiencies were identified. All issues were resolved, and we expect to see a reduction in fugitive emissions in FY25 as a result.

* Emissions associated with charging of electric vehicles is captured under Scope 2 using national grid-based emissions factors.

Scope 2 emissions _{GRI 305-2}

Our FY24, Scope 2 location-based emissions were 2,475 tCO₂e and our market-based emissions were 1,944 tCO₂e, reflecting the increase in renewable electricity purchased in the financial year.

In FY24, renewable electricity accounted for 88% of purchased electricity in Europe & the UK with the UK purchasing 100% of its electricity needs from renewable sources for the first time. Elsewhere, the consumption of renewable electricity was modest, however, in FY25 all our sites in Australia and New Zealand will be powered by 100% renewable electricity.

Scope 2 emissions account for 60% of total Scope 1 and 2 emissions and therefore reducing these emissions will be critical to achieve our target. We are currently developing a renewable electricity procurement plan, focussed on finding suitable options in markets where renewable tariffs are less readily available.

Increased loadshedding activity in South Africa during FY23 and FY24 has driven a significant decline in Scope 2 emissions, however the subsequent reliance on diesel generators has offset this reduction due to the increase in associated Scope 1 emissions. The planned downsizing of our South African logistics facility in FY25 will result in a significant reduction in overall Scope 1 and 2 emissions.

During FY24, several energy efficiency projects were also undertaken. An upgrade to energy efficient LED lighting has recently been completed at our Swindon logistics facility in the UK, which is expected to reduce consumption by circa 25,000kWh annually.

A similar project was recently completed at our office in Moenchengladbach, Germany.

Achieving our renewable electricity of 100% purchased electricity from renewable sources by 2030 will be a critical factor in successfully achieving our Scope 1 and 2 target. Additionally, real estate consolidation is expected to play a significant role in reducing electricity consumption in FY25.

Scope 2 (market-based) emissions
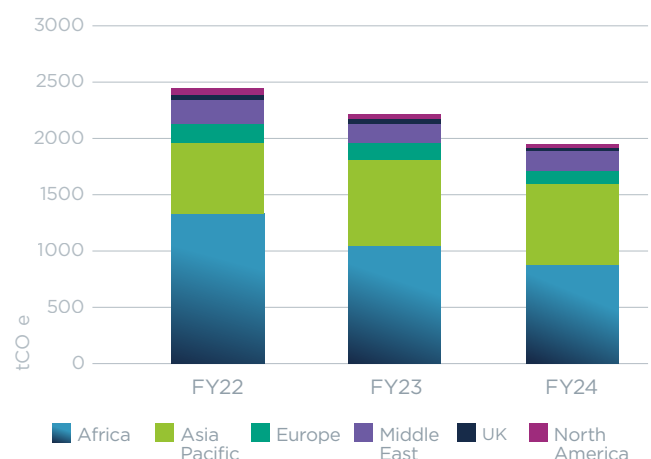
1 Scope 2 covers indirect GHG emissions from the generation of electricity, heat, or steam that Westcon-Comstor purchases from external sources for consumption at Westcon-Comstor-managed locations. Electricity consumed for charging electric vehicles is also included.

2 Westcon-Comstor's Scope 1 and 2 science-based target uses the market-based methodology and therefore the Scope 2 data presented here is also reflective of this method. Scope 2 location-based emissions can be found in the appendix.

Scope 3 emissions ^{GRI 305-3}

In FY22, a Scope 3 screening assessment was completed to identify which, out of the fifteen categories outlined in the GHG Protocol, are relevant to Westcon-Comstor. This assessment found ten of the categories to be applicable to our company and report against all of them.

In FY24, total Scope 3 emissions were 722,564 tCO₂e; 77% of which was from Category 1 (Purchased Goods and Services) and 13% was from Category 11 (Use of sold products).

Through our supplier-engagement program we were able to obtain some product-carbon footprint data for the first time. However, further work is required to expand the coverage and integrity of this data.

Scope 3 emissions
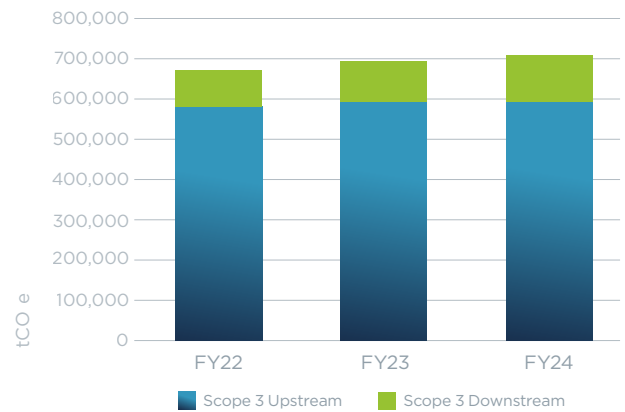
1 Upstream emissions sources relevant to Westcon-Comstor: Purchased Goods and Services, Capital Goods, Fuel-and energy related activities, Upstream transportation and distribution, operational waste, business travel, and employee commuting.

2 Downstream emissions sources relevant to Westcon-Comstor: Downstream transportation and distribution, use of sold products, end-of-life treatment of sold products.

For a breakdown of Scope 3 emissions by category, and an overview of each methodology, please see the annex.

FY25 Scope 3 initiatives

- Introduce responsible travel criteria into our business travel policy, including prioritising rail travel over short-haul flights, and utilising available technologies to reduce the number of trips taken

- Expand the number of vendors within our supplier-engagement program

- Review use of sold products calculation

- Engage with our carriers to improve consistency and comparability of emissions reporting to facilitate consolidation

- Consider the impact of methodology changes on our base year and recalculate if required

We've hit our target of having **80%** of suppliers by spend committed to SBTs.

Our management of climate-related risk

In FY24, Westcon-Comstor contracted a third-party consultant to conduct a qualitative climate scenario analysis on 27 of Westcon-Comstor's strategic locations in line with the recommendations of the Taskforce for Climate-related Financial Disclosures (TCFD).

The objectives of the analysis were to:

- Understand Westcon-Comstor's exposure to climate-related risks and opportunities over short, medium, and long-term time horizons and different climate scenarios

- Prioritise management of the current and future business from climate-related risks and opportunities perspective, thereby improving strategic decision-making and long-term sustainability of the Company.

- Prioritise risks and opportunities for future quantitative financial analysis

The analysis assessed potential physical and transition risks under the following scenarios:

Scenario description	Transition scenarios	Physical Scenarios
Low emissions	**Below 2°C** Under this scenario, there is a gradual increase in the stringency of climate policies. It is assumed that countries who have a net-zero target reach them partially (80% of the target), which would result in a 66% chance of limiting global warning to below 2°C.	**SSP1-2.6** This is a low emissions scenario, whereby the end of the century, global warming is limited to below 2°C of warming by 2100. This scenario is aligned to the commitments under the Paris Agreement (1.5°C increase).
High emissions	**Current Policies** This scenario assumes that only existing and currently implemented policies are preserved and carried forward over time. Under this scenario it is expected that physical climate change risks are high.	**SSP5-8.5** This high emission scenario follows a "business as usual" trajectory, assuming no additional climate policy and seeing CO2 emissions triple by 2100. This would result in a global warming temperature up to 4.4°C by the end of the century.

Time horizons		
	2030, 2040, 2050	Baseline (present day), 2030, 2050

Risks & opportunities assessed		
Risks	Supplier dependence	Extreme heat
	Emerging regulation on carbon pricing	Extreme cold
	Energy pricing	River and coastal flooding
	Emerging GHG and climate-related regulations	Extreme rainfall flooding
	Stakeholder concerns	Tropical cyclones
		Water stress and drought
Opportunities	Move to more energy efficient buildings	n/a
	Diversification of suppliers	
	Circular products and services	
	Electrification of vehicles	

Results

Physical

- At the aggregated level, Westcon-Comstor was found to have a low overall exposure to physical climate change.
- Under baseline conditions, risks such as extreme heat, extreme cold, and water drought present low risks to the business. By 2050, such exposure increases, particularly to extreme heat.
- Trends at individual assets vary for each climate hazard, time horizon, and scenario, with several assets showing higher levels of risks even where overall risk for a hazard is low. Further assessment is required to understand if any individual site risks pose a substantive risk to the company.

Transition

- Our analysis shows that we will experience a balanced exposure to climate-related transition risks and opportunities under future scenarios. A move to more efficient buildings and diversification of suppliers may present the highest opportunities, while supplier dependence (e.g. the risk of input materials not being available due to high demand for transition metals), increasing operating costs due to the fluctuating energy prices and emerging GHG and climate regulations potentially presenting the highest risks.
- A move to more efficient buildings is an opportunity that is currently being evaluated and planned for by the relevant department by assessing current locations of operations and determining whether there are more efficient alternative sites that could be used to reduce energy costs.
- Diversification of suppliers presents a higher opportunity by 2040 and may allow the Group to relinquish reliance on too few suppliers. This could also increase the chance to collaborate with suppliers to reduce emissions across the supply chain with lower emission alternative input materials, products, and services.
- By 2050, emerging GHG and climate related regulations may also bring high risk, largely due to more stringent climate-related legislation and mandatory disclosures likely to characterize a low-carbon scenario.

This analysis was conducted in conjunction with Logicalis and Datatec. A full TCFD report, including the methods and assumptions of this analysis can be found here.

In FY25, we intend to complete a quantitative assessment of the identified risks and opportunities. The results from this activity will be used to identify appropriate key performance indicators and targets.

Energy Management GRI 302-1

Westcon-Comstor uses energy within its offices and logistics centres, and to power its fleet of company vehicles. In our offices and logistics centres, electricity is consumed for lighting, climate control, and to power our equipment. Occasionally, this is supplemented with diesel in onsite generators. Natural gas is the primary fuel used for heating, and our company fleet is comprised of both ICE vehicles and EVs.

Westcon-Comstor does not own any of its facilities, and therefore we must work closely with landlords to identify opportunities for renewable electricity and energy efficiency improvements. In FY24, several energy efficiency improvement projects were completed across our operations, including the installation of LED lighting in Germany, changes to 100% renewable tariffs in the UK and Australia, and the installation of EV chargers at several of our offices.

To accelerate progress towards our Scope 2 emissions target, we have set a target of procuring 100% renewable electricity by 2030. Under the market-based methodology, this will allow us to report zero emissions for electricity from renewable sources. Additionally, in FY25, regional energy targets will be developed to ensure we are reducing our energy consumption.

Solar panels are planned for installation at our UK and Australian warehouses in FY25 and, Australia and New Zealand will move to 100% renewable electricity. An assessment of available renewable electricity sources across all markets will also be undertaken.

Waste Management and Recycling

GRI 306-3, 306-4, 306-5

In FY24, Westcon-Comstor set the goal of determining a baseline for waste generated from its direct operations against which future waste-related targets can be set. Waste data is very challenging to collect from our offices as waste collection and disposal is often managed by the landlord on behalf of all tenants.

In FY24, we focussed on collecting actual waste data for the first time. We prioritised our logistics centres as these locations are assumed to generate most operational waste. In FY24, the total waste generated was 270 metric tonnes and 65% was sent for recycling.

Recycling bins are available within our logistics centres for carboard and plastic. These materials are separated and bailed before being sent for recycling. Employees complete waste management training which covers the principles of reuse, reduce, recycle, and sets out Westcon-Comstor's processes for disposing of waste responsibly.

More details on specific waste streams and routes of disposal can be found in the annex.

Key KPI	Waste generated	Waste diverted from disposal	Waste directed to disposal
Total waste generated (metric tons) 1	270.34	175.31 (65%)	95.03 (35%)

1 In FY24, data was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY24 boundary.

How we're supporting the circular economy

As a technology distributor, the hardware products we sell and distribute, contribute to global e-waste.

To reduce the number of products going to waste and prolong the lifespan of equipment, we work alongside our vendors and partners, to deliver several bespoke 'reverse logistics' programmes. For example:

• When customer-owned networking equipment has reached the end of its useful life in the field, we facilitate the return of the equipment to our facilities. Here, we assess, clean, re-box, and make it available for re-use in another setting. By extending the life of this equipment, we not only reduce the demand for new equipment but also provide significant cost savings for our partners

> **Westcon-Comstor complies with all applicable WEEE, packaging, and batteries legislation within the markets we operate.**

• We offer 'blended' solutions, which combine new equipment with approved vendor remanufactured equipment. This remanufactured equipment matches the quality and functionality of new equipment, helping us reduce the environmental impacts associated with manufacturing new devices.

• When equipment has genuinely reached the end of its life, we pass it to authorised IT recyclers for maximum resource recovery and environmentally-friendly handling of residual waste. In FY24, we disposed of an estimated 16,500kg of electrical equipment.

Waste electrical and electronic equipment (kg)		FY24	FY23	FY22
Total WEEE	Total WEEE placed on the market 1	1,591,213	1,390,822	1,307,483
	Total number of units repatriated for re-use 2	47,945	97,845	135,993

1 Data is for calendar years from 1st January – 31st December.

2 In FY24, the number of units repatriated for re-use was lower than in previous years. This was due to the culmination of a long-term project. In future years, we expect to see this number increase as we seek opportunities to scale up these services.

Water use and Management ^{GRI 3-3, 303-5}

As a distributor of electronic goods, and other professional services, our direct operations are not water intensive. Water within our operations is used for drinking, sanitation, and landscaping only. Therefore, our overall water use is relatively low and closely linked to the number of employees on-site.

Currently, it is only possible to measure water withdrawal. However, we expect our consumption of water to be nominal, as water is consumed for drinking only. For the purposes of our CDP disclosure, we estimated consumption to be 10%

of total withdrawals. Therefore, in FY24, we estimate that 2.21 megalitres of water was consumed.

The climate scenario analysis revealed several locations that could experience water stress in the medium and long-term. However, we have not yet completed an assessment with water-specific tools, such as the World Resources Institute (WRI) Aqueduct Water Risk Atlas.

Water withdrawal (in megalitres) GRI 303-3		FY24	FY23	FY22
Water withdrawal	Total (third-party water) 1	22.10	16.54	22.11
	Total (from areas with water stress)	Not yet assessed	Not yet assessed	Not yet assessed

1 Water data is collected monthly (where available). All of Westcon-Comstor's facilities are leased and in either single or multiple-occupancy buildings. Therefore, availability of data varies depending on the specific agreement. Where Westcon-Comstor does not manage the water-meter, we are reliant on landlords to provide data. If data is unavailable, it is estimated from monthly cost. Where water costs are incorporated into rent, and consumption values are unavailable, water data is excluded.

Communities

Westcon-Comstor's distribution philosophy is deeply rooted in community-driven values and genuine care for those around us. Since our inception, we've been dedicated to not only supporting our partners but also solving problems with innovative solutions. Our industry insights, technical expertise, and extensive distribution experience serve as catalysts for the success of our vendors and partners.

We believe that the health and growth of our communities are essential to achieving lasting social and economic sustainability. Their well-being creates an environment where both our business and the world can flourish. By connecting our partner ecosystem, we drive community growth and promote social well-being through impactful philanthropic efforts and the creation of employment opportunities.

For our Communities, we are committed to:

- Aligning community initiatives with corporate responsibility goals, emphasising sustainability, education, and inclusivity
- Improving responsible supply chain management by engaging with suppliers to reduce negative impacts by performing thorough assessments for ethical compliance
- Empowering disadvantaged groups through education and tech training, and supporting local charities and environmental causes
- Providing educational bursaries and healthcare support, and contributing to environmental conservation across regions
- Fostering change and strengthening community bonds through meaningful societal contributions

As we continue to grow and evolve, we remain steadfast in our mission to be a Responsible Business that actively contributes to a better world through strategic partnerships and community-focused initiatives.

Responsible Supply Chain Practices and Management GRI 3-3

Westcon-Comstor is committed to ensuring there are no environmental or human rights abuses occurring in our supply chains or in any part of our business. Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships. This commitment is underpinned by our parent company, Datatec's, membership of the UN Global Compact and the incorporation of its ten principals within the Group's policies. This includes supporting and respecting the protection of internationally proclaimed human rights and making sure there is no complicity in human rights abuses.

We consider that the risk of human rights abuses occurring in our first-tier supply chain is low because most of our major vendors are large, market-leading organisations. However, we recognise that there is a relatively high risk of impacts occurring past tier 1, given the convoluted nature of information technology equipment supply chains and the geographies involved.

These risks are mitigated through a variety of supply chain management measures outlined below.

From an environmental perspective, we estimate that 90% of Scope 3 GHG emissions within our footprint are linked to the manufacture and use of products we are purchasing from our vendors. Therefore, our suppliers play a critical role in making our net-zero goal a reality.

Westcon-Comstor has committed to two near-term, company-wide SBTs in relation to our Scope 3 emission as follows:

- Westcon-Comstor commits that 80% of suppliers by spend covering purchased goods and services will have science-based targets by FY2025
- Westcon-Comstor also commits to a 25% reduction in absolute Scope 3 emissions by FY2030 from a FY2022 base year

Supply Chain Management Measures

As part of our commitment to a sustainable supply chain, and to reduce the risk of negative environmental and social impacts, we have several Company-wide measures in place to ensure that we are conducting business in an ethical and transparent manner:

- We have a Code of Conduct which requires ethical dealing with suppliers and customers and adherence to our Anti-slavery Policy, as well as a zero-tolerance approach to slavery, child labour and human trafficking;

- All prospective stock vendors and non-stock vendors undergo an onboarding process to ensure that they are operating legally and ethically – this includes adherence to our Code of Conduct which has been updated to include additional provisions linked to the environment, labour, and human rights;

- We have developed an "Environmental addendum" to our Business Code of Conduct which outlines our expectations of suppliers around climate change, waste, and circularity;

- As part of our contracts for stocking vendors, we require adherence to the Responsible Business Alliance (RBA) Code of Conduct and include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children;

- We also require sub-contractors to comply with our Code of Conduct;

- We require stocking vendors to disclose whether there are any Conflict Minerals in products we source from them;

- We conduct annual online training and certification for employees to ensure awareness and adherence to our Code of Conduct;

- The Group has a whistle-blowing hotline which allows violations of our policies, including our Code of Conduct to be reported;

- We utilise the EcoVadis sustainability ratings platform to provide an independent view on our performance in relation to "Sustainable Procurement" and drive continuous improvement in our policies, actions, and reporting of results;

- We have appointed an ESG team to oversee a range of sustainability issues, including environmental and social impacts within our supply chain;

- Our Responsible Business program is run in co-ordination with our parent company to ensure a consistent approach. The Audit, Risk, and Compliance Committee provide Group level oversight for environmental, labour, and human rights risks and impacts.

Percentage of stocking vendors (by spend) that have gone through a CSR assessment	
Percentage of suppliers	FY24
Total	57%

Supplier Engagement GRI 3-3

In FY24, we designed and deployed a detailed sustainability questionnaire via a third party cloud-based platform, with the intention of surveying our largest vendors across a number of key environmental and social topics, as outlined below. The principal objective was to improve our understanding of risks and opportunities linked to sustainability within our value chain.

Supply Chain Mapping - Understand the structure and geographical spread of our core vendor base, with a view to gaining insight into key entities and flows within our upstream supply network.

Environmental Governance and Reporting - Information on the governance structures, policies, and reporting practices our suppliers have in place with regards to climate change and environmental issues.

Environmental Data and Targets - any targets and commitments that our suppliers have made with a particular focus on climate change.

Labour and Human Rights Governance - Governance structures, policies, and reporting practices our vendors have in place with regards to labour and human rights issues within their own operations and direct suppliers.

Internal Human Resources - Internal working conditions and career management activities within our suppliers.

Health & Safety - Occupational health and safety policy and practices within our suppliers.

Internal Human Rights - Internal human rights activities within our suppliers, such as harassment and discrimination, modern slavery, freedom of association etc.

External Due Diligence – The level of due diligence conducted by our vendors in recognition that actual and potential adverse social and environmental impacts are likely to be larger upstream in the supply chain.

Extended Producer Responsibility – Covering compliance related requirements linked to WEEE, packaging and batteries.

Conflict Minerals – Information relating to 3TG* mineral content within our vendors hardware products.

*3TG defined as tin, tungsten, tantalum, and gold

Each response was scored against defined criteria which allowed us to systemically analyse the results within the platform, benchmark our vendors' performance, as well as highlight any areas considered to be particularly high risk for immediate attention.

We then held follow up meetings with our vendors to share the results, provide feedback on both strengths and improvement areas, and obtain clarification on future plans to address any shortcomings.

Remediation

In the event that a breach of our Code of Conduct is suspected or discovered in any part of our supply chain, the relevant vendor manager and our ESG team will open discussions with the affected vendor so that a remediation plan can be created.

The Group has a whistle-blowing hotline which allows violations of our policies, including our Code of Conduct to be reported. Our hotline allows anonymous reporting and is regularly monitored by our parent company, Datatec with cases reviewed during the Audit, Risk and Compliance Committee meetings.

No colleague will suffer any retaliation by the Company due to a report being made.

Future Plans

A key outcome from FY24 was improving our understanding of the level of risk represented by our key vendors, to help us direct priority for on-going engagement and efforts to further improve transparency.

In FY25, we plan to expand the scope of our sustainability questionnaire by:

- Increasing the number of vendors we are assessing to cover a higher percentage of our total supplier spend.

- The creation of a second questionnaire to target strategic non-stocking suppliers and other suppliers deemed to be high risk driven by industry and geography.

We will continue to engage with existing vendor participants, wth plans to meet every six months to maintain a dialogue on matters arising from the previous assessment. All participants will be requested to undergo a survey re-assessment on an annual basis to allow us to monitor progress and assess changes to the risk landscape over time.

Conflict Minerals

Westcon-Comstor is committed to responsible minerals sourcing and expect our suppliers to support us with our goal of achieving a conflict-free supply chain, which supports the efforts of human rights organizations to end violence and atrocities in Central Africa (the Democratic Republic of Congo (DRC) and nine adjoining countries: Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda).

Our goal is to work collaboratively with our suppliers throughout the supply chain to source minerals consistent with our values around human rights, business ethics, labour, health and safety practices, and environmental responsibility.

Therefore, Westcon-Comstor requires our suppliers to comply with all applicable requirements regarding tin, tungsten, tantalum, and gold contained within their products and to cooperate with Westcon-Comstor to ensure that we can meet our own legal obligations. At this time, Westcon-Comstor has not published a due diligence report on conflict minerals.

Specifically, suppliers are requested to:

- Respond to our enquiries related to conflict minerals within the products supplied to us

- To ascertain if there is any tin, tungsten, tantalum and gold (Conflict Minerals) contained in their products being supplied to us and sourced from the Democratic Republic of Congo (or an adjoining country) or used in their production process

- Provide information on their Conflict Minerals arrangements regarding their direct suppliers

- Provide a copy of their Conflict Minerals sourcing policy

- Confirm their conflict minerals disclosure with the US Securities & Exchange Commission

Percentage of hardware suppliers (by spend) for which information regarding conflict minerals is available		
Year	FY24	FY23
% of suppliers	41%	42%

Community Support Initiatives _{GRI 3-3}

We continue to adhere to our CSR policy to be a responsible business that meets the highest standards of ethics and professionalism. We are committed to working and partnering with organizations that align with our CSR philosophy on sustainability, e-waste, technology, and education. Westcon-Comstor is committed to follow the principles of United Nations Global Compact, through our parent Group Datatec's membership, and will readily act to promote its identity as a socially aware and responsible business.

Our Education in the Community portfolio consists of three programmes, each of which align to our core business and anticipated business needs, the community and social challenges that we've highlighted as being of concern in each of the regions we operate in.

The Education in the Community Programmes include:

- Driving STEM: Supporting education in STEM to empower disadvantaged communities.

- Diversity in technology: Facilitating interventions to increase the number of women and minority groups in the technology industry.

- Skills for technology: Retaining staff through education, providing current and relevant training, and attracting new talent to support them within the technology industry.

FY24 highlights and achievements:

- We met our goal to execute educational onboarding events.

- We routinely invest in youth upskilling initiatives, including internships and experience building activities, that have propelled several participants into full-time roles.

- We've incorporated diversity awareness days within our FY24 global calendar.

Creating opportunities and inspiring the next generation

Partnerships and initiatives
Throughout worldwide partnerships and initiatives, we're helping people reach their full potential and seize career opportunities around the globe. We also offer bursaries and learnerships to create pathways for the young and disadvantaged.

UK	Our Bracknell office partners with Bracknell BID to provide employment opportunities in the local area and to participate in local community support events, including charity collections and recruitment events.
Middle East	We continued to support the Government of Saudi Arabia to achieve its goals of hiring Saudi nationals. Ongoing initiatives include: • Saudi women in technology: We focus on hiring Saudi women and providing them with development opportunities for future leadership and other key roles. Currently we have three female Saudi national employees. • Saudi nationals with special needs: Referred to as people of determination. We support the Saudi community by hiring people of determination and giving them an opportunity to have great careers. • Saudi young talent: We aim to attract young Saudi talent who are fresh from college or have less than 2 years of experience. We mentor and prepare these young talents for future roles • Student interns are periodically employed during periods when they are not in school. This offers an excellent opportunity for young people to familiarize themselves with the corporate world, experience different approaches to work and corporate culture. In July 2023 we welcomed a high school student for an unpaid work placement. The student spent 3 weeks in Finance learning about Finance operations.

South Africa

Westcon-Comstor continues to support the JB Marks Education Trust Fund by providing bursaries to study Information Technology at tertiary level for the dependants of the National Union of Mineworkers members. Its disabled learnership programme also continued, providing learnership to four disabled individuals run by Action for The Blind.

This included accommodation, sourcing and assessment, and a stipend. It also offered a schooling assistance programme to support employees' children through bursaries that will fund primary and secondary education. Further information on these initiatives and others:

- Bursaries have been provided for three African Females to study Information Technology as part of Afrika Tikkun.
- Level 4 Technical Support NQF (National Qualifications Framework) with a specialisation in Cyber Security Learnership invests in the upskilling of previously disadvantaged youths. In February 2023, fifteen candidates were welcomed on a 12-month Learnership program. Eleven Learners completed their learnership program and they all secured permanent employment with Fonopolee, an external organisation in February 2024
- Targeting recent graduates from disadvantaged backgrounds, with less than 2 years of work experience, a 12 month apprenticeship programme was offered to four apprentices who joined Westcon-Comstor in April 2023
- **Rest of Africa:** Various social responsibilities initiatives have been supported during FY24, focusing on youth and disability:
  - A one-week work experience offered students a theoretical overview of each of our departments, and they had the opportunity to learn about day-to-day activities by joining employees in sales meetings, interviews, and more.
  - In partnership with the local Kenyan government, in support of the high rate of youth unemployment, Westcon-Comstor has sponsored an intern for three months. The intern was empowered with technical and soft skills and received career mentoring from one of our employees.

Philanthropic initiatives

By giving back and supporting charitable initiatives, we've been able to foster lasting change. These initiatives not only raise essential funds for important causes, but also encourage collaboration among our employees. This brings them closer to their communities and embodies the spirit of Responsible Business in action.

North America

Westcon International continues to support the community by donating to local charitable non-organizations such as Toys for Tots and Meals on Wheels.

Europe

Across our European operations, we have focused on a blend of health & wellbeing, environmental and societal initiatives:

UK

- Money was raised for MacMillan Cancer research as part of the 'MacMillan Coffee Morning'
- During December, fundraising activities took place for two charities – a Christmas Jumper Day with donations to Save the Children, and a 'Giving Tree' for Sebastian's Action Trust.

Iberia

- 193 disadvantaged children have been supported through the recycling of plastic caps in supporting the SEUR Foundation, a not-for-profit foundation. Their main objective is to help the most disadvantaged children, provide support to their families without resources and people with disabilities or serious illnesses and helping victims of natural disaster, in emergency situations or humanitarian crises. This has so far exceeded €1,300,000. Westcon-Comstor delivered over 82,500 recycled caps (165kg), the equivalent to €33,000 and the CO2 equivalent absorbed by a forest in 1 year of 41 trees.

- Donated 110 oak trees following the IT Security Fair in Nov 2023
- Also, €1.500 were donated towards a charity bike ride for various Children's charities, and two of our staff have participated in a 110km event.

Middle East

- Employees volunteered to provide meals to the less fortunate during Ramadan' Iftar, and distributed meals at a women's labour camp in Dubai.
- Employees contributed approx. $2000 towards purchasing hygiene packs which were distributed to 150 female janitors at a Dubai women's labour camp.
- Toys have been donated and delivered by volunteer employees to Al Jalilah Children's Specialty Hospital in the spirit of Christmas and year end. Al Jalila Children's hospital is the first dedicated children's hospital in the United Arab Emirates (UAE).
- Our employees in Dubai joined other UAE residents for a charity walk in Dubai in February 2024 to support those affected by diabetes.

South Africa

- The Westcon-Comstor team had the honour of visiting the Africa Tikkun youth Centre in South Africa on Mandela day to make food for the underprivileged children and spread some love and joy.
- Our employees from the Johannesburg office hosted a Festive Season Celebration at the Tembisa Society for the Care and Welfare of the Aged. Unforgettable moments included a special choir performance by Westcon-Comstor employees as well as the residents. Personalised gifts donated by employees and cards created by Westcon-Comstor employees' children were given to all 115 residents.

Rest of Africa

- Rising Above the Storm (RAS), a global non-profit organisation providing aid in Rwanda, dedicated to advocating for at-risk and vulnerable youth. They were awarded $12,000. The contribution covered the cost of education for two gifted children including the payment of school fees, the provision of basic materials, and accommodation. The funds were also used to provide young mothers with access to occupational training and seed money to start their own business, enabling them to build financial independence and support their entrepreneurial dreams.
- Employees from our operation in Kenya supported the less fortunate and held a donation drive to help mothers and children at T21. T21 is a Families Support Organization whose mission is to advocate, educate, and create awareness with regards to Down Syndrome, to empower people living with Down Syndrome, and to support their families and friends. Baby diapers, children's clothes, toys, and dry foods were amongst the goods donated.

Asia Pacific

New Zealand:

- Employees raised funds to support Breast Cancer awareness as well as Daffodil day, a yearly morning tea to raise funds for the cancer council.
- Westcon-Comstor New Zealand continues to be a corporate partner to the Starship Foundation, supporting the Starship Children's Hospital. For a second year in a row, employees donated Christmas gifts to children spending their Christmas at the children's hospital.
- Some of the volunteer hours Westcon-Comstor NZ makes available to its employees were spent on Christmas box packing. Employees volunteered their time to support the packing of 27,000 food boxes ahead of Christmas.

Australia:

- Australia's Biggest Morning Tea. This community event raises vital funds to make a big difference for those impacted by cancer.
- Participating for another year in STEPtember to help raise funds for cerebral palsy research. This year several teams joined in, raising over AU$2000.
- Funds were also raised for Movember, to help raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide.

The Central region

Rest of Asia

- In Singapore, continuing the success of previous years, Westcon-Comstor organised another "Walk for Charity" with an outstanding turnout. An impressive total distance was covered of 1,250.5 KM, raising $12,405. Adding to this achievement, individual pledged donations contributed $1,910, resulting in a combined fundraising total of $14,315 for Rainbow Centre's Building Good Lives Campaign. This amount qualified for a dollar-for-dollar matching grant from the Tote Board, doubling our impact to a grand total of $28,630. One hundred and thirty-seven people joined the event, walking along either the Southern Ridges or Rail Corridor, demonstrating our continued commitment to helping important causes and making our community better.

Philippines:

- Joined the Relief Goods Repacking Drive organized by DSWD, packaging essential supplies for distribution to those in need. In addition, our team extended support to the Barangay Magtangol Balik Eskwela Outreach Program with eight members.

- Dedicated their efforts to the Anawim Lay Missions Foundation, Inc., aiming to improve the lives of those in need.

- Visited the Home for the Aged, dedicating their time and compassion to bringing joy and support to elderly residents.

Indonesia:

- Our team, showed their kindness in action, joining the "Service in Mankind" campaign, to help others in need. During another event, a large group of eighty six team members donated blood together with the Indonesia Red Cross, saving lives and promoting health.

- Our Vietnam employees participated in the Colour Run for Operation Smile in Ho Chi Minh, spreading joy. A few other five employees joined Move for Hope in Hanoi, boosting health and hope in our community.

- In Hong Kong, our employees along with eight family members volunteered to clean up and organize second hand donation materials.

- Employees in China in Shanghai, a number of employees spent time chatting and playing games with intellectually disabled children, bringing joy to their day. Others climbed a mountain in Shenzhen to pick up garbage and protect the environment. Lastly in Beijing, our employees helped cleaned up garbage in Beiwu Village, keeping the surroundings clean and beautiful.

Governance

The journey so far

Westcon-Comstor is committed to upholding accountability, fairness, and transparency through effective corporate governance. Being a trusted partner means demonstrating our dedication to operating legally, ethically, and sustainably while aligning with industry standards.

Our governance model prioritises transparency, accountability, and integrity, reinforcing our commitment to Responsible Business. This approach meets stakeholder expectations and strengthens our operational framework, ensuring that we remain a reliable and principled leader in the industry.

For our Governance, we are committed to:

- Focusing on clear roles and responsibilities, fostering robust discussions for continuous performance enhancement

- Emphasising diversity and inclusivity in our Executive Leadership Team (ELT) composition for comprehensive decision making

- Upholding the highest standards of ethics and integrity, guided by a Code of Conduct mandating expected behaviour and conduct in the workplace and adherence to Westcon-Comstor's policies.

- Ensuring compliance and risk management with regular audits to adapt to evolving regulations and identify risks

- Prioritising systems protection and cybersecurity with robust policies and training to ensure data privacy and security

- Ensuring governance is robust and meets stakeholder expectations by having the General Counsel and Compliance Officer review and participate in ESG initiatives

- Taking strategic actions and continuous monitoring to address reputational concerns

We are proud to stand as a trusted leader through our commitment to accountability, fairness, and transparency. We will continue our dedication to ESG-aligned incentives, compliance, and cybersecurity to ensure robust governance and we maintain our promise of sustainable growth and Responsible Business practices.

We undergo regular internal audits covering various areas from Datatec's audit plan, including both environmental, social, governance (ESG) and non-ESG aspects.

We also take part in Datatec's bi-yearly risk forums and Audit Risk Compliance Committee (ARCC), which addresses current and emerging risks.

In FY24, we have appointed our first Chief People Officer (CPO) and Chief Sustainability Officer (CSO) with the intention of reinforcing our commitment and formalising responsibilities in relation to People, Planet, and our Communities.

Our Governance Structure

Westcon-Comstor has its own General Counsel and Compliance Officer who provide oversight of the Governance pillar. Our CSO holds general responsibility internally for the ESG function. Ultimately we're overseen by Datatec's board of directors, including its dedicated risk and audit functions, as well as their General Counsel and Responsible Business team. These help to ensure our compliance with applicable laws, as well as the expectations of our stakeholders.
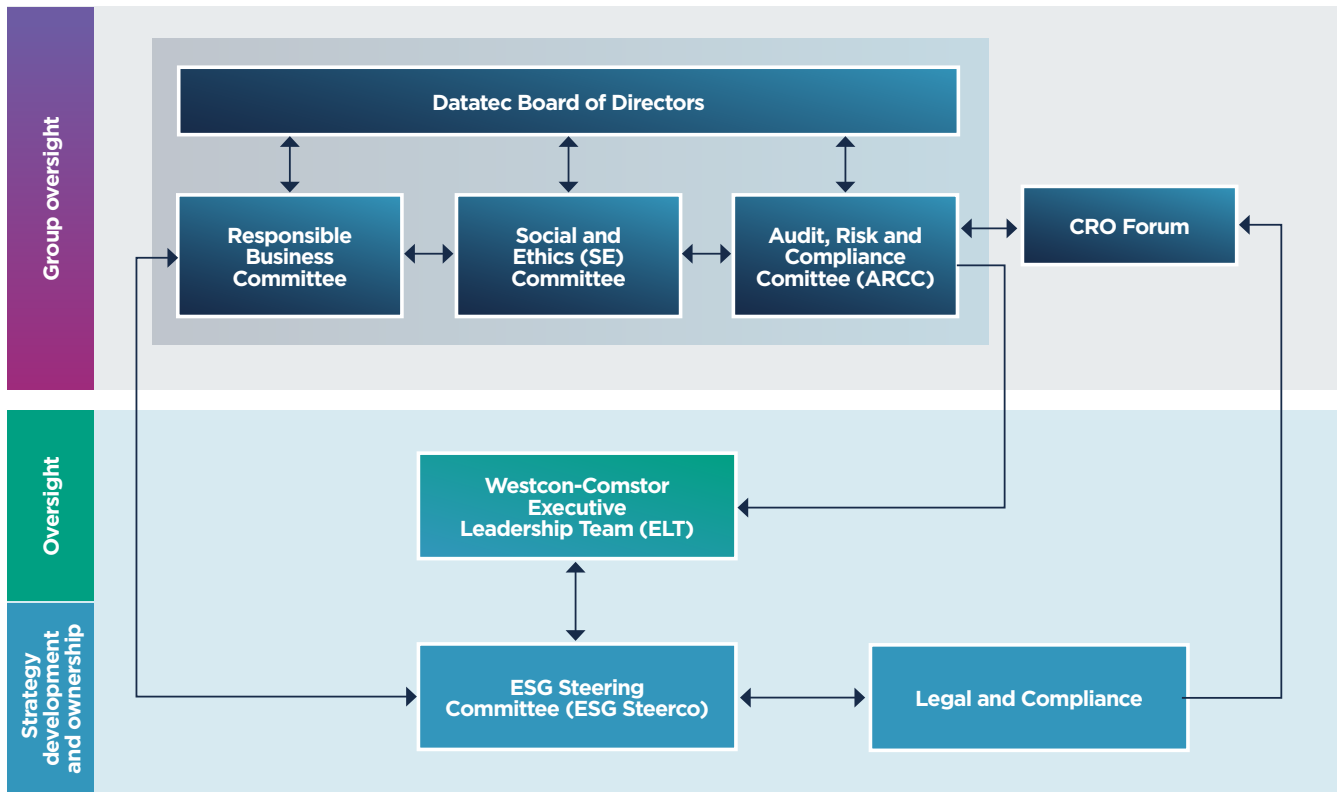
Board of Directors

Datatec's board of Directors (separate to Westcon-Comstor's own) hold ultimate responsibility for sustainability across the Datatec group, including Westcon-Comstor, ensuring that sustainability-related risks are taken into account.

Responsible Business Committee

Datatec's Responsible Business Committee oversees the group's sustainability performance and ensures all parts of the Datatec Group are aligned and driving a single Responsible Business agenda.

Social and Ethics Committee

Datatec's Social and Ethics Committee monitors the group's compliance with applicable laws and best practices, as well as Datatec's Code of Conduct. It guides our approach to climate change and target setting, whilst overseeing adherence to social initiatives such as Broad-Based Black Economic Empowerment in South Africa.

Group-wide risk forums

Datatec holds quarterly risk forums for risk, compliance, legal, and sustainability leaders across the group to discuss current and emerging risks across a range of areas including environment, sustainability, and climate. The main forum is held by the Audit, Risk and Compliance Committee (ARCC).

Westcon-Comstor Executive Leadership Team (ELT)

Our ELT team represent the highest governance body. They are responsible for Westcon-Comstor's Responsible Business programme, providing strategic guidance and promoting sustainable growth across all aspects of our operations.

They ensure climate-related risks are dealt with as part of the group's strategic goals, as well as overseeing our net zero strategy, reviewing climate key performance indicators and approving targets, policies and external disclosures.

All our reporting is reviewed and approved by the ELT team prior to publication. Drafts of the respective reports are created by relevant colleagues.

Once they are finalized, the reports are sent to the relevant executive who will then review and provide feedback. Feedback is incorporated and complete documents published.

As ultimate owners of risks incurred and impacts we have on environment, economy, and people, the ELT members are also responsible for overseeing any due diligence we conduct. Results of these processes we conduct are incorporated in the Risk Registers as they arise and reported part of the ARCC and CRO forums. Opportunities and potential positive impacts are also reviewed internally and incorporated in our strategy where they are aligned to long-term goals and company values.

Westcon-Comstor's ESG Steering Committee (ESG Steerco)

ESG Steerco operates on behalf of the group's ELT to realise Westcon-Comstor's ESG objectives. It reviews the group's progress towards ESG targets, suggests initiatives and strategies, and addresses potential barriers to ESG goals.

The Committee also collaborates with the ARCC to manage high-level ESG concerns, ensuring the integration of climate-related risks into strategic and financial planning (the ARCC reunited with a bi-yearly frequency). Crucially, it ensures the ELT is well-informed and about ESG-related risks and opportunities, enabling them to articulate them to stakeholders.

Legal and Compliance

Westcon-Comstor's legal and compliance teams work closely with the group's ESG team to oversee the implementation of ESG initiatives and ensure appropriate governance is in place.

Legal and compliance also provides guidance on ESG-related regulations and requirements, as well as reviewing and providing input into internal policies and processes.

Westcon-Comstor is committed to maintaining the highest standards of ethics and business conduct. Our Code of Conduct (Code) defines the standards of behaviour expected from colleagues in both internal and external interactions. Although we operate in various geographical areas, our values and the Code have universal application. Topics covered include:

- Dignity at work
- Equal opportunities
- Conflicts of interest
- Insider information
- Fair compensation
- Bribery and corruption
- Accurate accounting
- Modern slavery and child labour
- Interactions with public officials
- Confidentiality and record-keeping
- Using intellectual property
- Trade compliance
- Reporting concerns

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- **Antibribery and Money Laundering Policy**
- **Policy on Giving and Receiving Gifts, Hospitality & Entertainment**
- **Third-Party "Offshore" Payments Policy**

Ethics and integrity GRI 205-1.2.5, 205-2, 205-3, 3-3

Westcon-Comstor is committed to the highest standards of moral and ethical behaviour. This principle is not something we take lightly, because it forms the foundation of trust on which all our business activities take place. It is essential to one of our company's greatest assets – our reputation. Acting with integrity is something we have as the foundation in our day-to-day activities. Integrity towards our customers and partners, the communities in which we operate, and toward our colleagues is fundamental to the success of our company.

Controls and compliance measures
We have a series of controls and measures in place to ensure compliance with applicable laws and ethical standards:

- Operating group accountancy standards to ensure accurate financial reporting
- Using 'Matrix of Authorities' specifying the correct approval levels for decisions, as well as the giving and receiving of gifts, hospitality and entertainment. Robust anti-fraud controls including two-step authorisation, restricted payment templates, restricted access to systems, and technical measures to prevent access by unauthorised third parties

- Separation of functions
- Periodical awareness campaigns on compliance and ethics topics
- Operating a third-party "offshore" payments policy to prevent involvement with money laundering and criminal activity
- Registers of sales incentives given to partners
- Register for charitable donations
- Sales and marketing incentive processes
- Screening all transactions against embargoed destinations, sanctioned users, and export licence requirements – this is particularly important given that most of products we sell are export-controlled
- Business expenditure reviews
- Aside from rare exceptions, we don't typically allow the use of sales intermediaries or giving of gifts, hospitality, or entertainment to public officials

Knowing the organizations we do business with

We take time to ensure alignment of organisations we do business with to our own standards and expectations. This include:

- Putting all vendors, nonstock suppliers, and partners through an onboarding process where they are required to confirm compliance with our key policies (including our Code of Conduct) and provide answers to red flag compliance questions aimed at identifying corruption or unethical behaviour

- All vendors, nonstock suppliers, and partners are screened against 100+ sanction lists when they are onboarded and periodically re-screened during the lifecycle of the contracts we have with them
- Obtaining business intelligence reports on new partners
- Ensuring new partners take our antibribery course

Effective governance requires making sure everyone receives training appropriate to their roles. This helps everyone work together and be better-informed on their role in ensuring the company's policies are followed.

FY24			
Number + Percentage by Region	APAC	EMEA	AMER
Total number of employees receiving communication on Westcon-Comstor's anti-corruption policies	100%	100%	100%
Governance Body Members	100%	100%	100%
Employees	100%	100%	100%
Total number of employees recieveing anti-corruption training	78.28%	81.90%	98.33%

All colleagues (including members of the Executive Leadership Team), other than short-term contractors are enrolled onto our Anti-bribery, Ethics & Code of Conduct training each year. This course has an interactive set of Q&As which reinforce the details of our policies and covers a variety of topics including:

- Bribery
- Gifts, hospitality, and entertainment
- Use of marketing development funds
- Sales incentive programmes
- Conflict of interest
- Use of sales intermediaries
- Offshore payments
- Charitable donations
- Incident reporting

Confirmed incidences of corruption GRI 205-3 c. & d.

In FY24, we didn't have any incidents in which business partners contracts were terminated or not renewed due to incidents of corruption. Also, no public cases regarding corruption were brought against Westcon-Comstor.

Compliance and risk management

Westcon-Comstor has a risk management system in which risks are identified and managed on an ongoing basis. A risk register is maintained by the Group's compliance officer and monitored on a regular basis with those charged with governance.

Executives are ultimately risk owners and are accountable for identifying, managing, and monitoring climate-related risks and opportunities within the framework and risk appetite. Key risks are reported to the Risk officer at least quarterly. The Chief Executive Officer (CEO), CSO and entire Executive Leadership Team (ELT) are accountable for the Company's actions and commitments to embed climate change into our risk management and business strategy.

We are driven by a commitment to act responsibly, to minimise the impact of commercial activities on the environment. For this reason, we encourage every operation across the globe to pursue initiatives with the goal of improving the quality of life in local communities.

The leadership team believes that responsible business practices significantly benefit the environment, help accelerate new business, drive-cost effectiveness, and enhance loyalty. It understands its role as a responsible global corporate citizen and regularly works alongside employees, suppliers, customers, the public, and the environmental agencies to incorporate these efforts into its overall business strategy.

We aim to comply with environmental legislation across every region. We work to foster an environmentally-conscious culture by providing employees with appropriate information and support to ensure work is done with consideration of the environment. Our teams focus on implementing processes that assess and improve good environmental practices and encourage both internal and external communications related to performance of these practices.

Systems protection, cybersecurity and data privacy

Westcon-Comstor takes the protection of customer data very seriously. We are committed to protecting the confidentiality, integrity, and availability of our customer's information. We understand the obligations we have towards our partners along with today's regulatory requirements and are well prepared to meet them.

Westcon-Comstor addresses our cybersecurity obligations by protecting and managing customer information in a secure and consistent manner. To accomplish this, Westcon-Comstor employs a comprehensive information security program that involves people, process, and technology.

Data privacy: People and processes and information security oversight

We address our data privacy obligations through a programme involving people, processes and technology. The group's Compliance Officer ensures we maintain compliance with applicable data privacy laws. We also have a dedicated team of information security professionals who ensure appropriate are in place to safeguard data in the group's possession.

Physical security

We control, monitor and restrict access to physical areas where process end-user data. Additionally, all data centres we use adhere to ISO 27001 standards.

Sites covered by ISO 27001 – US WG Services, Bracknell (UK), Swindon (UK), and Houten (NL).

Cybersecurity

We deploy next-generation firewall technology, as well as an intrusion detection and prevention systems that generates and respond to alerts that could indicate a compromise of our network. We apply security-by-design principles through the software development lifecycle, track vulnerabilities, and run internal and external network scans continuously. We also retain a qualified third-party to conduct penetration testing on annual basis.

Subcontractors

We conduct appropriate due diligence prior to engaging IT contractors (i.e. third-party agencies and external developers) to assess their security capabilities. As part of the process, confirmation of adherence to our key information security policies and standards is required. We also engage external agencies to conduct background checks on external personnel.

Risk management

We conduct annual information security risk assessments in compliance with ISO 270001 standards. Our risk management programme consists of third-party assessments and monitoring, alignment with industry standards, identifying, tracking, and remediating risks.

Business continuity and disaster recovery

Westcon-Comstor implements and maintains an IT business continuity management program that addresses the needs of the business including business impact analysis and disaster recovery planning. Plans are reviewed annually to ensure they continue meet the needs of the business.

Ransomware

Our comprehensive ransomware attack strategy is designed to identify, contain, analyse, remedy, and recover. We use CyberVault for fully encrypted near real-time backups of mission-critical data.

Annex

People

New employee hires and employee turnover GRI 401-1

	FY24	
	Total	**Rate**
TOTAL NEW HIRES	**621**	**100%**
By Age		
18-24 years old	86	13.85%
25-34 years old	294	47.34%
35-44 years old	152	24.48%
45-54 years old	74	11.92%
55-64 years old	14	2.25%
65+ years old	1	0.16%
Other (unknown)	-	-
By Gender		
Male	406	65.38%
Female	215	34.62%
By Region	621	100%
APAC	273	43.96%
EMEA	343	55.23%
AMER	5	0.81%

TOTAL EMPLOYEE TURNOVER	**640**	**17.8%**
By Age		
18-24 years old	51	7,96%
25-34 years old	237	37%
35-44 years old	180	28.13%
45-54 years old	92	14.38%
55-64 years old	30	4.69%
65+ years old	4	0.63%
By Gender		
Male	407	63.59%
Female	233	36.4%
By Region		
APAC	257	19.3%
EMEA	378	16.7%
NA	5	9.3%

Total number of employees and a breakdown by gender and region GRI 2-7a

Reporting Period	FY24	FY23	FY22
	Total	Total	Total
TOTAL EMPLOYEES	**3590**	**3463**	**3373**
By Gender			
Male	2126	2036	1997
Female	1464	1427	1376
By Region			
APAC	1303	1234	1120
EMEA	2227	2172	2193
NA	60	57	61

Note: The data represents a snapshot of the headcount as of 29th February 2024.

Total number of permanent, temporary, non-guaranteed hours, full-time and part-time employees, and a breakdown by gender and region GRI 2-7b

Reporting Period	FY24	FY23	FY22
	Total	Total	Total
PERMANENT EMPLOYEES	3458	3372	3138
By Gender			
Male	2048	1978	1845
Female	1410	1394	1293
By Region			
APAC	1303	1213	1120
EMEA	2227	2102	2192
AMER	60	57	61
TEMPORARY EMPLOYEES	64	46	55
By Gender			
Male	44	36	31
Female	20	10	24
By Region			
APAC	26	14	6
EMEA	38	32	48
AMER	-	-	3
NON-GUARANTEED HOURS EMPLOYEES	68	45	180
By Gender			
Male	34	22	121
Female	34	23	59
By Region			
APAC	14	7	25
EMEA	54	38	153
AMER	-	-	2
FULL-TIME EMPLOYEES	3369	3293	3062
By Gender			
Male	2304	1964	1826
Female	1335	1329	1236
By Region			
APAC	1256	1205	1082
EMEA	2053	2031	1922
AMER	60	57	58
PART-TIME EMPLOYEES	89	79	76
By Gender			
Male	14	14	19
Female	75	65	57
By Region			
APAC	7	8	7
EMEA	82	71	69
AMER	-	-	-

Note:
- The data represents a snapshot of the headcount as of 29th February 2024.
- Employment type is determined by the employee contract type:
  - Temporary employees = interns
  - Non-guaranteed hours = contractors paid by Westcon-Comstor (internal)
  - Full-time employees = permanent full-time employees
  - Part-time employees = permanent part-time employees
  - Permanent employees = permanent full time employees + permanent part time employees

Percentage of individuals within the organization's governance bodies in each of the following diversity categories GRI 405-1 a.

Percentage of employees per employee category in each of the following diversity categories.

Employee Category	Employees
PERCENTAGE OF INDIVIDUALS WITHIN EACH DIVERSITY CATEGORY	
By Gender	
Male	59.07%
Female	40.93%
Other	-
By Age Group	
Under 30	19.4%
30-50	63.16%
Over 50	17.44%
Other Indicators of Diversity (e.g. minority or vulnerable group)	n/a

Accompanying notes and assumption on diversity data provided GRI 2-7 c-d
- For Westcon-Comstor the highest governance body is the Executive Leadership Team (ELT).
- Numbers represent snapshot of the headcount numbers at the end of the reporting period (FY24).
- New employees = employees where tenure < 1 year.
- We do not track and report other diversity metrics (e.g. minority or vulnerable group) other than age group and gender.
- Employee data is anonymised, therefore we cannot report the split into age groups of our governance body members.

Workers who are not employees GRI 2-8

Workers who are not employees	FY24
TOTAL	427

Accompanying notes and assumption on employee data provided GRI 2-8
Workers who are not employees for Westcon-Comstor represent colleagues employed by companies from which we have contracted different services or towards which we've outsourced different pieces of work. The majority of them support our IT department (76.26%) followed by the Services department (10.11%) and Sales (5.27%).
The number represent a snapshot of headcount at the end of the fiscal year.

Hours of training received by employees GRI 404-1, 404-3

Hours of training received	FY24
AVERAGE TRAINING HOURS RECEIVED GRI 404-1	9.06

Accompanying notes and assumption on employee data provided GRI 404-1, 404-3
- Average training hours received by our employees cannot be split by employee category or gender as data is not available. We are working towards expanding our data capabilities in the next years and include this.

Hours of worked	FY24
Hours worked by Westcon-Comstor employees	140,227.00

Accompanying notes:
We have used the hours from the employment contracts where exact numbers are not available.

Key KPI	FY24
% of workforce receiving training on information security	90.68%

Key KPI		FY24
% of employees covered by collective bargaining agreements	**Total**	15.04% (540)

Key KPI	FY24
% of the workforce receiving training on diversity, discrimination and/or harassment	9.64%

Key KPI	FY24
% of workforce that received training on environmental issues	
EMEA & NA	86%
APAC	84%

Responsible Business performance data

Greenhouse gas emissions data GRI 305-1, 305-2, 305-3, 305-4

Greenhouse gas emissions data (tonnes of CO e) 1 2		FY24	FY23 5	FY22 6
GROSS GREENHOUSE GAS EMISSIONS (tCO e), location-based Scope 2 methodology 3		726,346	698,231	673,572
GROSS GREENHOUSE GAS EMISSIONS (tCO e), market-based Scope 2 methodology 4		725,815	697,711	673,205
Scope 1 (tCO e) GRI 305-1a	Mobile combustion	789	671	683
	Refrigerant gases	107	92	0
	Stationary combustion	411	303	227
	Scope 1 total	**1,307**	**1,066**	**910**
	Scope 1 emissions intensity ratio tCO e /FTE 7	0.37	0.30	0.27
Scope 2 (tCO e) GRI 305-2a	Heat and steam	0	0	0
	Purchased electricity	2,461	2,732	2,798
	Purchased Electricity Vehicles	14	9	0
	Scope 2 total (market-based)	**1,944**	**2,221**	**2,431**
	Scope 2 total (location-based)	**2,475**	**2,741**	**2,798**
	Scope 2 emissions intensity ratio tCO e /FTE (location-based) 7	0.70	0.78	0.83
	Scope 2 emissions intensity ratio tCO e /FTE (market-based) 7	0.55	0.63	0.72
Scope 1 and & 2 total (location-based)		**3,782**	**3,807**	**3,708**
Scope 1 and 2 total (market based)		**3,2510**	**3,287**	**3,341**
Scope 3 (mtCO2e) GRI 305-3a	Upstream emissions 9	598,107	597,764	592,039
	Downstream emissions 10	124,457	96,660	77,825
	Other indirect (Scope 3) GHG emissions categories GRI 305-3d	Not relevant	Not relevant	Not relevant
	Scope 3 total	**722,564**	**694,424**	**669,864**
	Scope 3 emissions intensity ratio (tCO e / mil $USD net revenue) 8	196	203	232

1 Westcon-Comstor uses an operational control approach to consolidation when gathering environmental data for use in its carbon footprint calculation. This means that we collect data from all facilities where we have operational control (i.e., hold the operating license).

2 All the major GHGs covered by the Kyoto Protocol are included within this metric: carbon dioxide (CO), methane (CH), nitrous oxide (N O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF), and Nitrogen trifluoride (NF). These are converted into CO equivalent (CO e) based on their global warming potential. CO e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. Biogenic emissions are not applicable.

3 The location-based method reflects the average emissions intensity of national grids on which energy consumption occurs, using mostly grid-average emission factor data.

4 We calculate our market-based Scope 2 emissions according to the market-based emission factor hierarchy described in WRI's GHG Protocol Scope 2 Guidance. In the market-based method, we apply a zero-emission factor to renewable energy.

5 Prior year figures reported here may differ from previous reports due to several reasons: historical corrections and updates, methodology changes, updated emission factor sources.

6 FY22 was selected as the base year for our SBT's and emissions reporting as it was the first year where a full Scope 1, 2 & 3 inventory was available.

7 The FTE metrics for the reporting years are an average of the total FTE's per month. For FY24, this period covers 1st March 2023 - 29th February 2024.

8 Revenue metric using annual net revenue for the financial year. Net revenue is in million USD $.

9 Upstream emissions sources relevant to Westcon-Comstor: Purchased Goods and Services, Capital Goods, Fuel-and energy related activities, Upstream transportation and distribution, operational waste, business travel, and employee commuting.

10 Downstream emissions sources relevant to Westcon-Comstor: Downstream transportation and distribution, use of sold products, end-of-life treatment of sold products.

Scope 1 Emissions by country and region (tCO$_2$e)

Region	Country	FY24	FY234	FY22
	Kenya	82	96	3
	Morocco	2	2	
	Nigeria	14	12	16
	South Africa	164	104	118
Africa total		**263**	**214**	**137**
Asia Pacific	Australia	5		
	Indonesia	7	8	9
	New Zealand	0	0	1
Asia Pacific total		**12**	**9**	**10**
Europe	Austria	12	9	23
	Belgium	141	77	92
	Czech Republic	5	4	6
	Denmark			1
	Finland			0
	France	88	78	66
	Germany	216	186	168
	Italy	85	94	73
	Netherlands	297	218	99
	Poland	11	9	-
	Portugal	43	42	49
	Spain			26
	Sweden	18	49	48
Europe total		**915**	**766**	**651**
	UAE	6	6	19
Middle East total		**6**	**6**	**19**
North America	USA	8		1
North America total		**8**		**1**
United Kingdom	United Kingdom	103	72	91
United Kingdom total		**103**	**72**	**91**

Scope 2 Emissions by country and region (tCO₂e)

Region	Country	FY24	FY23	FY22
Africa	Angola	0.1	0.4	0.0
	Kenya	9.7	8.7	2.8
	Mauritius	13.7	12.5	12.5
	Morocco	7.3	5.5	2.2
	Namibia	6.4	6.2	0.6
	Nigeria	8.5	5.4	2.6
	Senegal	0.1	1.7	3.9
	South Africa	822.3	975.3	1,325.9
Africa total		**868.1**	**1,015.6**	**1,350.4**
Asia Pacific	Australia	136.2	198.3	235.3
	China	78.1	63.6	51.7
	Hong Kong	25.8	23.6	41.7
	India	5.3	1.1	11.6
	Indonesia	125.2	133.7	83.5
	Korea	0.7	0.6	16.8
	Malaysia	25.1	21.5	20.0
	New Zealand	30.0	10.5	-
	Philippines	96.6	134.1	44.7
	Singapore	139.9	138.0	52.1
	Taiwan	64.6	44.8	47.1
	Thailand	18.6	16.1	18.2
	Vietnam	8.4	8.3	4.3
Asia Pacific total		**754.4**	**794.2**	**626.9**
Europe	Austria	1.1	-	4.4
	Belgium	12.4	18.4	25.0
	Czech Republic	3.2	2.8	3.0
	Denmark	-	2.4	0.2
	Finland	-	-	0.0
	France	-	7.7	10.1
	Germany	14.6	40.5	40.2
	Italy	9.5	10.1	10.4
	Netherlands	44.4	-	-
	Norway	-	-	-
	Poland	-	-	0.3
	Portugal	8.2	5.1	3.9
	Spain	-	25.5	73.4
	Sweden	-	-	-
	Switzerland	0.1	0.0	0.0
Europe total		**93.6**	**112.7**	**171.0**
Middle East	Bahrain	1.2	0.2	1.9
	Egypt	2.0	0.3	0.3
	Kuwait	3.0	0.5	0.8
	Oman	0.9	0.1	0.1
	Qatar	1.5	0.2	1.1
	Saudi Arabia	71.2	64.0	8.1
	UAE	100.8	139.4	191.0
Middle East total		**180.5**	**204.7**	**203.3**
North America	USA	35.1	37.0	44.0
North America total		**35.1**	**37.0**	**44.0**
United Kingdom	United Kingdom	12.2	56.5	35.7
United Kingdom total		**12.2**	**56.5**	**35.7**

Scope 3 Emissions (tCO₂e) GRI 305-3

Scope 3 Emissions Category	Category description	FY24	FY234	FY22
Category 1	Purchased goods and services	559,833	573,817	571,281
Category 2	Capital goods	2,852	3,000	2,400
Category 3	Fuel-and energy related activities	1,425	1,193	794
Category 4	Upstream transportation and distribution	26,844	10,380	9,500
Category 5	Waste generated in operations	53	1,260	1,250
Category 6	Business travel	4,805	1,754	514
Category 7	Employee commuting	2,296	6,360	6,300
Category 8	Upstream leased assets	Not relevant	Not relevant	Not relevant
Category 9	Downstream transportation and distribution	1,399	519	475
Category 10	Processing of sold products	Not relevant	Not relevant	Not relevant
Category 11	Use of sold products (hardware)	90,512	49,841	35,000
Category 12	End of life treatment of sold products	32,546	46,300	42,350
Category 13	Downstream leased assets	Not relevant	Not relevant	Not relevant
Category 14	Franchises	Not relevant	Not relevant	Not relevant
Category 15	Investments	Not relevant	Not relevant	Not relevant

1 All the major GHGs covered by the Kyoto Protocol are included within this metric: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and Nitrogen trifluoride (NF₃). These are converted into CO2 equivalent (CO₂e) based on their global warming potential. CO₂e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. Biogenic emissions are not applicable.

Scope 3 Emissions inventory details GRI 305-3

Scope 3 Emissions Category	Category description	Methodology	Emissions factors used
Category 1	Purchased goods and services	The calculations for the Purchased goods and services category are based on the Hybrid method, which combines supplier-specific product-carbon footprint data for hardware along with secondary Spend-based data to fill gaps. A spend-based approach is applied to intangible goods such as software and Cloud.	Supplier-specific factors Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 2	Capital goods	The calculations are based on Capex expenditure during the period, inclusive of annual capital expenditures on purchased goods and services from leased assets as defined by IFRS16.	Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 3	Fuel-and energy related activities	WTT, T&D, WTT (T&D) emissions were calculated for relevant activities using emission factors sourced from DEFRA, except in a small number of cases where more accurate sources were available.	UK Government GHG Conversion Factors for Company Reporting (2017)1
Category 4	Upstream transportation and distribution	Actual emissions linked to freight activities were used in cases where carriers supplied the well-to-wheel emission figures in their reports. In cases where distance and weight metrics were provided, a distance-based methodology was used. In cases where only financial metrics were available, an average spend-based factor incorporating air transport, rail transport and road transport was applied. Sea transport was omitted due to immateriality in Westcon-Comstor's context.	Supplier-specific factors UK Government GHG Conversion Factors for Company Reporting (2023) Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 5	Waste generated in operations	Waste generated in Westcon-Comstor's operations is calculated using actual data. Weight of waste by type and method of disposal was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY24 boundary	UK Government GHG Conversion Factors for Company Reporting (2023)
Category 6	Business travel	Actual emissions linked to business travel activities were used in cases where travel agents supplied the emission figures in their reports. In cases where activity data was available, fuel and hotel emission factors were applied. Where only financial metrics were available, a spend-based methodology was applied.	Supplier-specific UK Government GHG Conversion Factors for Company Reporting (2023) Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 7	Employee commuting	An internal survey was conducted to understand commuting practices across the business. Only employees on office-based contracts were included in the survey and the assumption was that two trips were made per day per employee. Emissions were calculated from distance travelled per employee by vehicle type.	UK Government GHG Conversion Factors for Company Reporting (2023)
Category 8	Upstream leased assets	Not relevant	Not relevant
Category 9	Downstream transportation and distribution	Emissions linked to drop shipments (direct delivery of goods from vendors to customers) were calculated using an emission factor that takes the average between EPA spend on air transport, rail transport, and road transport. Sea transport was omitted due to immateriality in Westcon-Comstor's context.	Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 10	Processing of sold products	Not relevant	Not relevant
Category 11	Use of sold products (hardware)	Actual use phase emissions linked to hardware products were used in cases where vendors supplied their product carbon footprint data. In cases where vendors provided electricity consumption for hardware products, emissions were calculated as follows: Watts divided by 1000 to get to kWhs, multiplied by total hours (Years x 365 x hours/day), multiplied by number of products, and then multiplied by a global grid emission factor. Use phase emissions linked to the count of hardware products sold were calculated using a unit-based emission factor developed by GCX: Average kWh consumption of a unit of IT equipment per year (48.58 kWh), over an estimated 4-year useful life.	International Energy Agency (2017)
Category 12	End of life treatment of sold products	Actual end-of-life emissions linked to hardware products were used in cases where vendors supplied product carbon footprint data. End-of-life emissions linked to Cost of Goods Sold financial data were calculated using a custom spend-based factor to account for the end-of-life phase only.	Climatiq (2023): EPA Supply Chain Factors Dataset v1.2.
Category 13	Downstream leased assets	Not relevant	Not relevant
Category 14	Franchises	Not relevant	Not relevant
Category 15	Investments	Not relevant	Not relevant

1 Historical emissions factors were applied to FY24 data as the UK Government no longer publishes these emissions factors. In FY25, alternative sources will be explored.

Energy consumption GRI 302-1a-e

Energy consumption 1	FY24	FY23	FY22
Fuel consumption – Renewable sources, in Megajoules (MJ) (% of total)	0 (0%)	0 (0%)	0 (0%)
Fuel consumption – Non-renewable sources, in Megajoules (MJ)	17,320,913	13,709,229	13,495,088
Diesel (MJ)	7,241,443	6,644,022	7,299,653
Petrol (MJ)	5,238,840	3,226,090	2,624,257
LPG (MJ)	32,429	32,865	32,732
Natural gas (MJ)	4,799,319	3,802,716	3,538,328
Lubricants (MJ)	8,882	3,535	0
District heating (MJ) 2	0	0	118
Total energy consumption (MJ)	17,320,913	13,709,229	13,495,088
Electricity consumption – Renewable sources, in MWh (% of total)	2,266 (42%)	1,773 (33%)	1820 (34%)
Electricity consumption – Non-renewable sources, MWh 3	3,148	3,570	3,569
Total electricity consumption (MWh)	5,415	5,343	5,388

1 Fuel activity data is collected monthly using whichever units are available (e.g., kWh, litres, kg). Energy consumption is calculated by converting activity data into megajoules using the UK Government GHG Conversion Factors for Company Reporting.

2 District cooling and steam consumption are not applicable.

3 Where consumption data (kWh) us unavailable for electric vehicles within our fleet, data is instead reported for distance travelled. Currently, we are unable to convert this data into Megajoules and is therefore not included within the reported data. This data is included within our carbon footprint and emissions data.

Waste composition in FY24 (metric tons) GRI 306-3

Waste composition		Waste generated	Waste diverted from disposal 3	Waste directed to disposal 4
Waste generated 1				
Waste composition	Total	270.34	175.31	95.03
	Hazardous waste 2	0	0	0
	Non-hazardous waste	270.34	175.31	95.03

1 In FY24, data was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY24 boundary.

2 In FY24, no waste generated by Westcon-Comstor facilities possessed the characteristics of hazardous wastes contained in Annex III of the Basel Convention

3 The majority (65%) of waste generated by Westcon-Comstor facilities in FY24 was diverted from disposal and sent for recycling

4 General commercial waste was sent to landfill. This accounted for 35% of total waste generated in FY24.

Waste diverted from disposal and directed to disposal in FY24 (metric tons) GRI 306-4, 306-5

		Onsite	Offsite 1	Total
Waste diverted from disposal GRI 306-4				
Hazardous waste	Total	0	0	0
	Preparation for reuse	0	0	0
	Recycling	0	0	0
	Other recovery operations	0	0	0
Non-hazardous waste	Total 2	0	175.31	175.31
	Preparation for reuse	0	0	0
	Recycling	0	159.66	159.66
	Other recovery operation 3	0	15.65	15.65
Waste prevented			0	
Waste directed to disposal GRI 306-5				
Hazardous	Total	0	0	0
	Incineration (with energy recovery)	0	0	0
	Incineration (without energy recovery)	0	0	0
	Landfilling	0	0	0
	Other disposal operations	0	0	0
Hazardous waste	Total	0	95.03	95.03
	Incineration (with energy recovery)	0	0	0
	Incineration (without energy recovery)	0	0	0
	Landfilling4	0	95.03	95.03
	Other disposal operations	0	0	0

1 All waste generated at Westcon-Comstor facilities is collected by a third-party waste provider who removed waste for offsite processing.

2 The majority (65%) of waste generated by Westcon-Comstor facilities in FY24 was diverted from disposal and sent for recycling. The type of recycling operations untaken is not known. Waste types recycled include batteries, electronic waste, glass, metal, paper and board, plastics and wood.

3 Some organic garden waste is generated and sent for composting

4 General commercial waste was sent to landfill. This accounted for 35% of total waste generated in FY24.

GRI Content Index

This Responsible Business Report is prepared with reference to the GRI Standards. In this GRI Index, we disclose the economic, environmental, and social sustainability topics that are material to Westcon-Comstor. No sector guidelines apply.

General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Westcon-Comstor
	2-2 Entities included in the organization's sustainability reporting	About Westcon-Comstor
	2-3 Reporting period, frequency and contact point	About this report
	2-4 Restatement of information	About this report
	2-5 External assurance	About this report
	2-6 Activities and workers	About Westcon-Comstor
	2-7 Employees	People; Annex
	2-8 Workers who are not employees	People; Annex
	2-9 Governance structure and composition	Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflicts of interest	Governance
	2-16 Communication of critical concerns	Governance
	2-17 Collective knowledge of the highest governance body	Governance
	2-22 Statement on sustainable development strategy	Message from David Grant, CEO at Westcon-Comstor
	2-29 [Optional] Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	People; Annex
GRI 3 Material Topics	3-1 Process to determine material topics	People; Planet; Communities; Governance
	3-2 List of material topics	People; Planet; Communities; Governance
	3-3 Management of material topics	People; Planet; Communities; Governance
GRI 201 Economic Performance	201-1 Direct economic values generated: revenues	About Westcon-Comstor
GRI 205 Anti-corruption	205-1.2.5. At which stage the training on anti-corruption for governance body members, employees, business partners and other persons that have been identified as having a high risk of incidents of corruption is provided.	Governance
	205-2 Communication and training about anti-corruption policies and procedures	Governance
	205-3 Confirmed incidents of corruption and actions taken	Governance
GRI 302 Energy	302-1 Energy consumption within the organization	Planet; Annex
GRI 303 Water and Effluents	303-5 Water Consumption	Planet
GRI 305 Emissions	305-1.2 Topic management disclosures	Planet
	305-1 Direct (Scope 1) GHG emissions	Planet; Annex
	305-2 Energy indirect (Scope 2) GHG emissions	Planet; Annex
	305-3 Other indirect (Scope 3) GHG emissions	Planet; Annex
	305-4 GHG emissions intensity	Planet; Annex
	305-5 Reduction of GHG emissions	Planet; Annex
GRI 306 Waste	306-3 Waste generated	Planet; Annex
	306-4 Waste diverted from disposal	Planet; Annex
	306-5 Waste directed to disposal	Planet; Annex
GRI 401 Employment	401-1 New employee hires and employee turnover	People; Annex
GRI 403 Occupational health and safety	403-1 Occupational health and safety management system	People
	403-2 Hazard identification, risk assessment and incident investigation	People
	403-3 Occupational health services	People
	403-4 Worker participation, consultation, and communication on occupational health and safety	People
	403-5 Worker training and occupational health and safety	People
	403-7 Workers covered by an occupational health and safety management system	People
GRI 404 Training and education	404-1 Average hours of training per year per employee	People; Annex
	404-2 Programs for upgrading employee skills and transition assistance programs	People
	404-3 Percentage of employees receiving regular performance and career development reviews	People; Annex
GRI 405 Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	People; Annex

Entities included in the organization's sustainability reporting

Country of registration	Company name
Angola	Westcon Africa Angola Limited
Australia	Westcon Group Pty. Limited
Austria	Westcon Group Austria GmbH
Bahrain	Westcon Middle East Bahrain WLL
Belgium	WGEO Limited Belgium Branch
Canada*	Canada WGIT Services Inc.
China	Westcon Solutions (Shanghai) Ltd Westcon Solutions Beijing Westcon Solutions Shanghai Westcon Solutions Shenzhen
Czech Republic	WGEO Limited Czech Branch
Denmark	Westcon Denmark ApS
Egypt	Westcon Egypt LLC Westcon Group Egypt LLC
Finland*	WGEO Limited Sweden Branch
France	WGEO Limited France Branch
Germany	Westcon Group Germany GmbH
Greece*	WGEO Limited Greek representative office
Hong Kong	Westcon Solutions (HK) Limited
Italy	Westcon Group Italia S.R.L.
Ireland*	WGEO Limited Ireland Branch
India	WestconComstor International (India) Private Limited
Indonesia	PT Westcon International Indonesia PT. Westcon Solutions
Japan*	Westcon Group Pte. Ltd (Japan Branch)
Kenya	Westcon Africa (Kenya)
Korea	Westcon Group Pte. Ltd (Korea Branch)
Kuwait	Westcon Kuwait Company For Communications, Equipment, Accessories and Spare Parts WLL
Malaysia	Westcon Solutions (M) Sdn. Bhd.
Mauritius	Westcon Africa (Mauritius) Limited
Morocco	Westcon Africa (Morocco) SARL
Namibia	Westcon Namibia Distribution (Pty) Ltd
Netherlands	WGEO Limited Netherlands Branch Westcon Group Netherlands BV
New Zealand	Westcon Group NZ Limited

Country of registration	Company name
Nigeria	Westcon Africa Distribution (Nigeria) Limited
Norway	WGEO Limited Norway representative office Westcon Group Norway AS
Oman	Westcon LLC
Philippines	Westcon Group Pte. Ltd (Philippines Branch) Westcon Solutions Philippines, Inc.
Poland	Westcon Group Poland Sp Z.O.O.
Portugal	Westcon Portugal Sociedade Unipessoal Limitada
Qatar	Westcon Doha LLC
Kingdom of Saudi Arabia	Westcon Comstor Trading LLC Westcon Saudi Company LLC
Singapore	Westcon Group Pte. Limited Westcon Solutions Pte. Limited Westcon Solutions IMH Pte. Limited
South Africa	Westcon Emerging Markets Group (Pty) Ltd Westcon Group Shared Services (Pty) Ltd Westcon Southern Africa Holdings (Pty) Ltd WestconGroup SA (Pty) Ltd
Spain	WGEO Limited Spain Branch
Sweden	WGEO Limited, Sweden Branch
Switzerland	WGEO Switzerland GmbH
Taiwan	Westcon Solutions Taiwan
Tanzania*	Westcon Africa (Tanzania) Limited
Thailand	Westcon Group (Thailand) Co. Limited
United Arab Emirates	Westcon Middle East Equipments Trading LLC Westcon Middle East FZE Westcon Africa FZCO
United Kingdom	Westcon International Limited Westcon International Group Holdings Limited Westcon Group European Operations Limited WGEO Westcon Group Africa Operations Limited Westcon Group Middle East Holdings Limited
US	WG Services Inc. Global Deployment Solutions LLC.
Uganda*	Westcon Africa (Uganda) Limited
Vietnam	Westcon Group (Vietnam) Co. Limited
Zambia*	Westcon Africa Zambia Ltd

*No physical presence in country.

Contact us

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