

REYNDERS

label printing



SUSTAINABILITY REPORTING 2024

FOR THE YEARS 2021, 2022 & 2023

In Accordance With The Dutch-language "Guidelines for Sustainability Reporting" of the GRI version 3.0

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1. Strategy & Analysis :

1.1 Statement of The Top Decision Maker of the organization over the relevance of sustainable development for the organization and it's Strategy.



CORPORATE SOCIAL RESPONSIBILITY - POLICY

REYNDERS label printing is an internationally operating group of seven printers of self-adhesive labels and related packaging products. As a family business it wants to be an autonomous, economically strong and financially healthy company.

As a transparent, communicative organizations we want to be a thrustworthy partner that properly cares for its customers, its suppliers and its cooperators. Quality, safety and respect for health and environment are an essential part of the global company policy. The driving force of our company lies in the continuous improvement of the following pillars:

ETHICS

We shall employ fair busines practices where all corruption, child employment, extortion, bribery and embezzlement is excluded and act in compliance with all applicable laws.

We will invite our suppliers to subscribe and respect our CSR policy and insist on their entire cooperation to support us to realize this policy. Each supplier will be evaluated on its efforts and actions to contribute in sustainable behaviour.

PEOPLE

We want our cooperators to be competent and motivated and we want them to enjoy their job. Therefore we offer training to bring and to keep their knowledge and know-how to the highest possible standards. Around that we supply the necessary tools to work in a safe and healthy environment. We will respect all current and future legislation and social engagements. Recruitment and evaluation happen without distinctions of age, race, nature, origin or religion. All sites will at least respect all articles of the Universal Declaration of Human Rights.

We expect that all rules regarding safety, hygiene and environmental issues are respected, both by our own employees as well as by contractors working in our sites.

As owners of an economically healthy business, the Reynders family wants to contribute explicitly to the social well-being of the vicinity of its establishments.

PLANET

Respect for the environment means that we strive to minimize the impact of our activities in keeping a healthy balance between energy, ecology and economy.

We realize these goals by:

- minimally fulfilling all current legislation and rules
- rationally using water, energy and materials
- restricting the use of dangerous goods and handling them safely where needed
- correctly sorting, discarding and possibly recycling our waste

Our continuous process of improvement is steered by the actual ISO 14001:2015 management system.

PROFIT

Efficiency and cost consciousness are our instruments to assure the profitability and the continuity of our operations. We want to distinguish ourselves through an economically, socially and ecologically sound cooperation with our customers. To obtain a maximum "lean process flow", we will undertake all conceivable actions to realize an integrated partnership with our customers.

All activities within REYNDERS label printing will be undertaken in good conscience.

The management

Marc Reynders

Jacques Reynders

Paul Reynders

The site managers

A collection of seven handwritten signatures in blue ink, arranged in a loose cluster. The signatures are stylized and vary in length and complexity, representing the site managers.

2. Organizational Profile

2.1 Name of The organization:

REYNDERS label printing

2.2 Main characteristics , products and services.

REYNDERS label printing produced specific packaging materials :

- Self-adhesive stickers on rolls and paper.
- complexe label construction (booklets, duo labels, ...)
- customized label-solutions .
- shrink sleeves.
- flexible packaging (sachets, stick packs...)

REYNDERS label printing presents itself as aiming to ensure that the products and services provided, fully meet the expectations of its customers. The information and technical specifications we receive from them are the main input for our order documents. We set our best technology and hi-tech printing machines & controlling machines to guarantee our production that allows safe, ecological and energy-efficient operations.

The production cycle includes three phases which are always present in every branch of our establishments.

Pre-press: all activities start with receiving the artwork and finishes with delivering of a set of printing plates or screen-printing templates (for traditional printing) or a digital file (for digital printing).

Press:

all activities in which one or more print substrate, inks, varnishes and foils are joined together on the printing press to produce a printed/stamped semi-finished product.

Post-press: all activities that further finish the intermediate product to the desired and packaged final result, includes strict quality control by the means of control camera.

All activities of the production cycle are supported by several processes:

- Administration & customer service department.
- Sales & sales support
- Marketing departement.
- IT-programma's (our own RAS-system)
- Purchase department.
- Maintenance.
- Materials distribution management.
- Management Systems.
- Health-Safety-Environment and Quality.
- Personnel Management and training.

2.3 Operational structure of the organization including divisions, operating companies, subsidiaries and joint ventures..

REYNDERS label printing delivers its finished product to several economic sectors and as a group has opted for the creation of “Centers of Excellence”. At present, the group comprises seven independent sites:

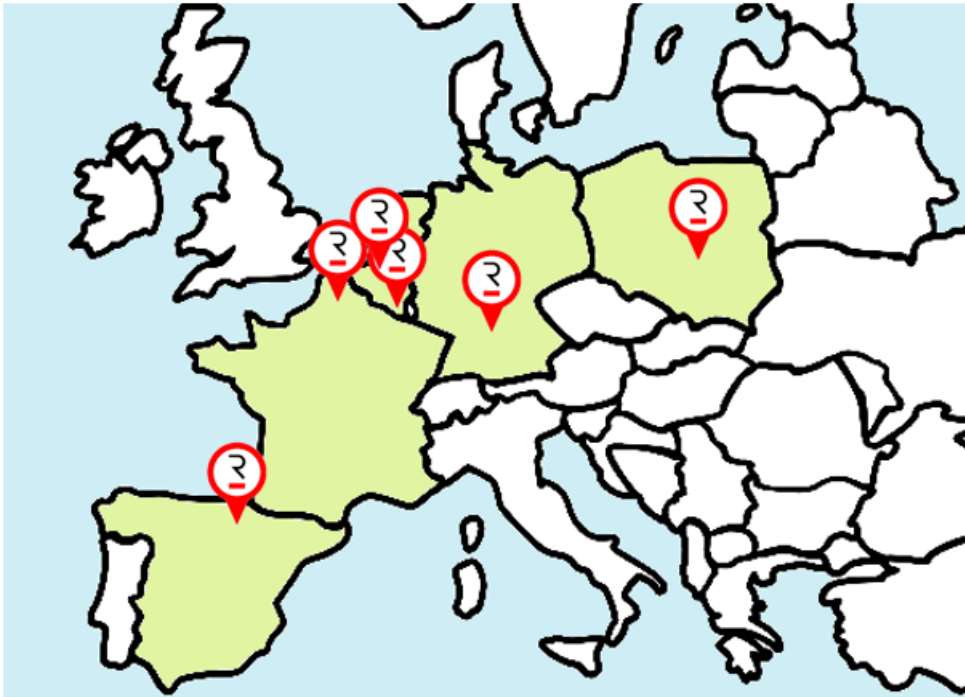
- Reynders Etiketten (Boechout-B)
- Reynders Pharmaceutical Labels (Boechout-B)
- Reynders Etiquettes Cosmétiques (Libramont-Chevigny-B)
- Reynders Etiketten Polska (Tuszyn-PL)
- Reynders Etiquettes France (Avelin-F)
- REYNDERS label printing India (Chopanki-IN)
- Grupo Albeniz (Pamplona-SP)
- Reynders Etiketten Deutschland (Wolfschlugen-D)

2.4 Location of The Headquarter of the organization

The addresses of all branches are as follows:

- | | |
|---|---|
| <ul style="list-style-type: none"> - Reynders Etiketten nv
Nijverheidsstraat 3, 5 en 11
2530 Boechout (Belgium)
T +32 3 455 70 71 | <ul style="list-style-type: none"> - Reynders Etiquettes France sa
68 rue de Lille - BP 99
59710 Avelin (France)
T +33 3 20 62 01 22 |
| <ul style="list-style-type: none"> - Reynders Pharmaceutical Labels nv
Nijverheidsstraat 15
2530 Boechout (Belgium)
T +32 3 454 24 28 | <ul style="list-style-type: none"> - REYNDERS label printing India Pvt Ltd
Plot n° F-686, Chopanki Industrial Area
Chopanki (Bhiwadi) 301019, Rajasthan
(India)
T +91 149 330 5400 |
| <ul style="list-style-type: none"> - Reynders Etiquettes Cosmétiques sa
rue Tibêteme 135
6800 Libramont-Chevigny (Belgium)
T +32 61 23 27 28 | <ul style="list-style-type: none"> - Grupo Albeniz sa
Pol. Ind. Comarca 2, calle A n° 31
31191 Barbatáin-Galar (Spain)
T +34 948 187 282 |
| <ul style="list-style-type: none"> - Reynders Etiketten Polska sp. z o.o.
Ul. Trybunalska 36
95-080 Kruszów (Poland)
T +48 42 212 12 01 | <ul style="list-style-type: none"> - Reynders Etiketten Deutschland GMBH
a Nürtinger Str. 62
72649 Wolfschlugen (Germany)
T +49 (0) 7022 950 0 |

2.5 The number of countries in which the organization operates and names of countries with either large-scale operations or with specific relevance to the sustainability issues addressed in the report.

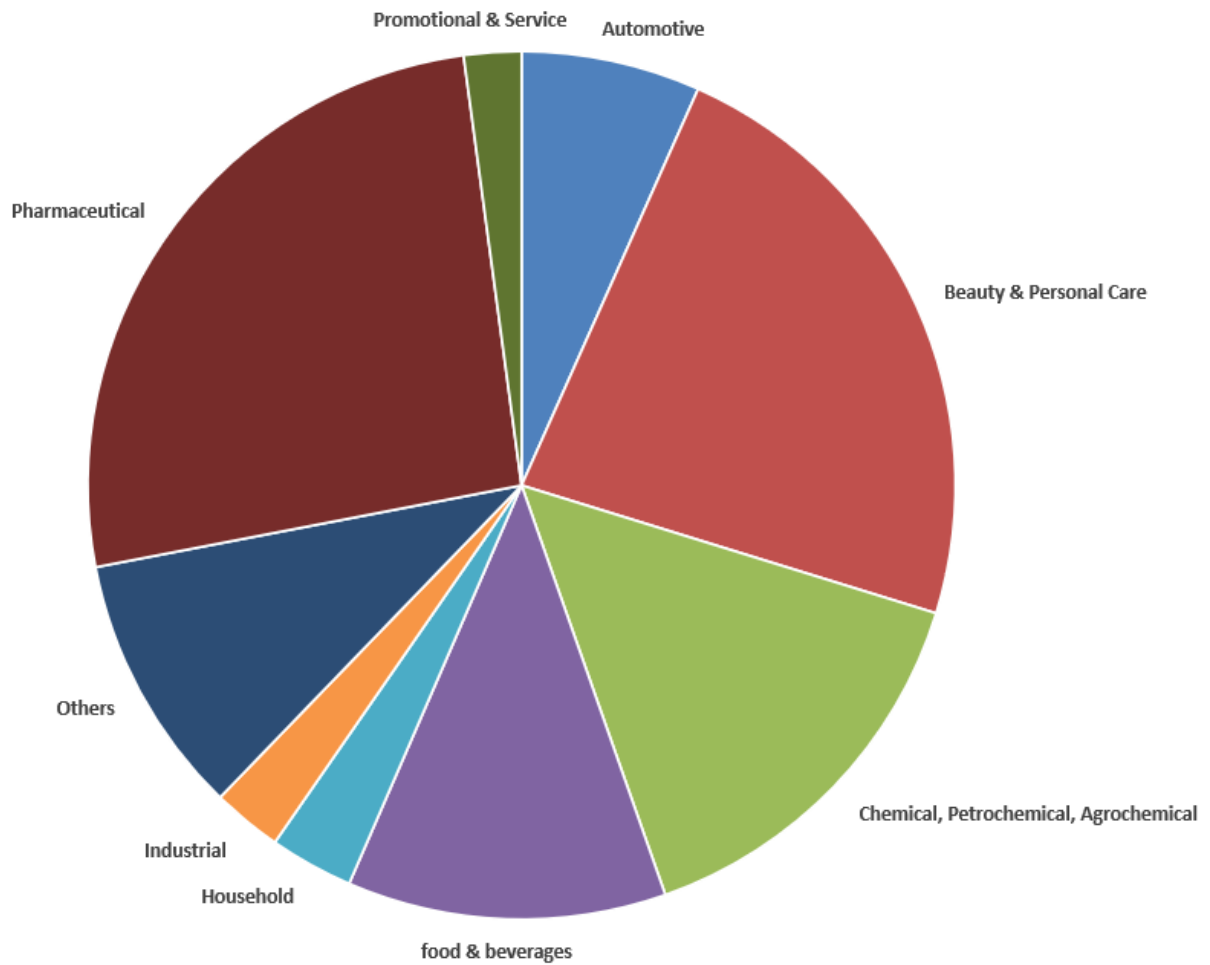


REYNDERS label printing currently has active production in six different countries on two different continents: Belgium, France, Germany, Poland, Spain and India. In Europe, there are further commercial activities with its own staff in the Netherlands and Germany.

2.6 Ownership structure and legal form.

All eight companies of the company are independent organizations and wholly owned by the Reynders family. The legal form of the three branches in Belgium is "limited liability company". The French branch is "Société par Actions Simplifiée Unipersonnelle (sasu)." The Polish branch is "spółka z ograniczoną odpowiedzialnością (sp z o.o.)." The Indian branch is "private limited (pvt.ltd)." The German branch is "Gesellschaft mit beschränkter Haftung (GmbH)". Finally, Grupo Albeniz is "Sociedad Anónima (sa)".

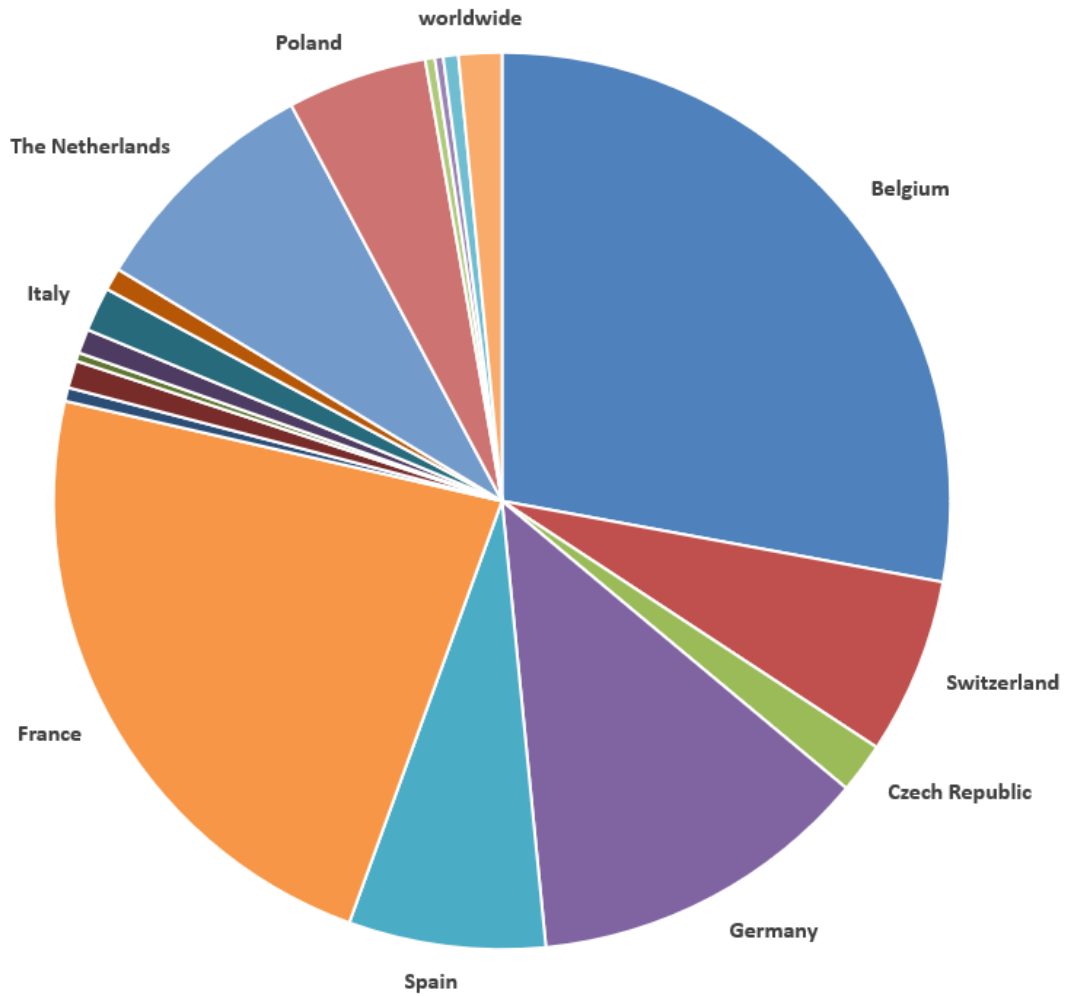
2.6 Markets served (geographic distribution, sectors served and types of customers/beneficiaries).



The five main sectors we operate are **pharmaceuticals** (incl. hospitals, labs and parapharmacy), **cosmetics** (a.k.a. health & beauty), **food and beverage**, **chemicals** (incl. agrochemicals and petrochemicals) and **automotive** (incl. tires and batteries).

These five represent approximately 85% of Group sales during the reporting years. The remaining 15% is generated among others in household, services, transport & logistics.

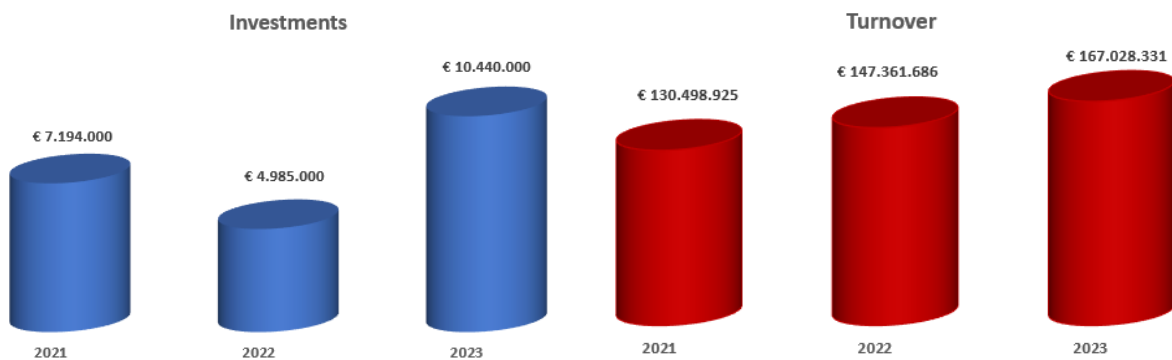
We supply our products in most of Western and Central Europe; the Indian branch works exclusively for the local market.



2.8 Size of the reporting organization

The group had a total of 726 employees on 31.12.2023

The group's total sales increased from €130 million to €167 million in the period covered by the report.



During the same period, more than 20 million euro was invested in machinery, tooling, and new buildings.

Total production capacity in 2023 was about 85 million m² of adhesive materials and 9 million m² of sleeve materials.

2.9 Significant changes during the reporting period in terms of size, structure or ownership.

Please look at the history overview on the next pages.

1991

The establishment of "Reynders Pharmaceutical Labels nv" was a rather daring step at that time. Instead of continuing to think generally, the Reynders brothers had chosen for a new company that would work exclusively for one sector: the pharmaceutical industry with its far-reaching **GMP rules**. Those rules became the guiding principle for the working methods within the company from day one.

**1995**

The tandem "Reynders Etiketten" and "Reynders Pharmaceutical Labels" set themselves the goal of offering their customers more than the standard on the market in all respects. The main point of the charter was "perfect quality and completely satisfied customers". It was therefore no real surprise that both companies were the first label printers in Belgium to obtain the **ISO 9002** certificate, the equivalent what now is ISO 9001.

1996

Completely unexpectedly, an opportunity presents itself when a printer went bankrupt. Against all advice, the brothers submit a business plan for the rescue and survival of a company that for years had made an excellent profile in the cosmetics industry.

Three months later, "Eti-Plus sa" in Libramont-Chevigny joined the two

Boechout companies and then a thorough restructuring followed to restore the company's place as a preferred supplier of cosmetics. The approach bore fruit in less than a year later, this company also obtained **ISO 9002** certification.

**1997**

After major expansion works, the company's area of "Reynders Etiketten" doubled, mainly in favor of the production and storage space. Intensive investments are made to keep the machinery up-to-date.

And... one is not averse to explore new techniques: Reynders installs Xeikon its first digital printing press.

2001

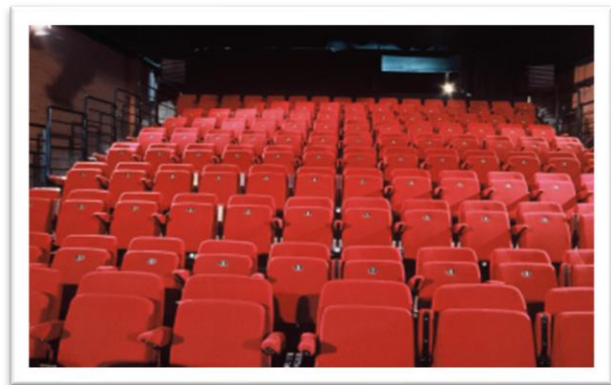
Reynders goes East... Prompted by a number of customers, Reynders is looking for opportunities outside Belgium. The choice falls on Pabianice, a small town near Lodz, in the center of Poland where we will start "Reynders Etiketten Polska" in rather rudimentary conditions. It will be a good lesson for the future.

**2002**

The purchase of an additional site on the Boechout industrial park made it possible to turn a long-standing idea into reality. In the spring of 2003 "Reynders Security & Specialty" will open, a new building where somewhat special labels, innovative label constructions and tailor-made security applications will be produced on purpose-built machines and with separately trained personnel.

**2002**

The Reynders family decides to purchase a neglected industrial building in the center of Boechout and - in consultation with the Boechout municipality - transforms it into a socio-cultural meeting place for the community. It includes a 200-seat theater, a trendy cafe for after-dinner conversations and a restaurant.

**2003**

The purchasing of the fourth building on the Boechout industrial estate created space for storage of incoming and finished goods: "Reynders Logistics".

Since 2005, a part of this building has housed a daycare center. Two childminders take care of the preschool care of 12 toddlers in "De Kleine Prins", something that moms and dads who work at Reynders gratefully profit from.



2004

With the acquisition of a company in Avelin, near Lille (Rijsel), Reynders is taking another step outside Belgium.

The company which from now on will be called "Reynders Etiquettes France" is a former "Avery Dennison" establishment. It specializes in the production of non-standard self-adhesive labels on sheets to be used on printers and copiers in hospitals, labs and logistics companies.

**2006**

The past two years have been spent intensively on expanding Reynders Pharmaceutical Labels. Completely built according to the most modern principles and almost four times as big in surface area, the company is fully prepared for the most challenging jobs in pharmaceutical applications. The former Flemish Minister-President Kris Peeters performed the official opening of the building.

**2007**

After an exploratory presence at a label fair in New Delhi, we modestly started a joint venture with a local printer in India. After a little more than a year, we decided to continue on our own and since 2008 **REYNDERS label printing India** operates from its own branch in Chopanki, in Rajasthan.

**2008**

A large part of the Reynders Logistics buildings is being redesigned to keep up with the rapid evolution of digital printing.

2009

In 2009 **Reynders Etiketten Polska** moved to a completely newly built company a few kilometers away in Tuszyn (Kruszow), on the new highway that will in a few years connect northern and southern Poland.

**2012**

Reynders Etiquettes Cosmetiques started a major reorganization. Initially, the adjacent building was purchased to house a large part of the warehouse. The space freed up was subsequently used to expand the print works and control department.

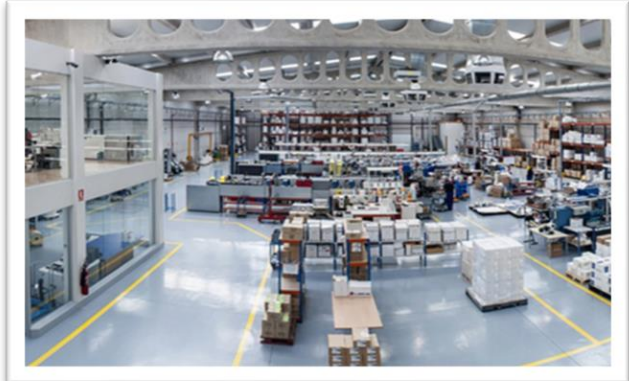
At the same time, the administrative area and prepress are also completely renovated.

**2013**

Plans to expand "Security & Specialty" took a concrete shape. In consultation with the architects and the construction company and plan was developed to integrate the existing building into a new building. Work started at the end of November 2013 and the new building was officially inaugurated at the end of March 2014.

**2018**

Reynders acquired the Spanish company Albeniz. Grupo Albeniz is mainly present in the "automotive" market, with a strong specialism in "tire labeling".



2019 / 2020

Plans for new expansion works are on the table. The first to start are those for Reynders Etiquettes France, where a new production hall is being built to give the company the extra space needed for the new machines.

In addition, the building will also receive an external refresh, in line with the other companies.



2022

Reynders acquired the German company Schäfer-etiketten. Schäfer-etiketten has a strong base in the German market and provides geographical complementarity with the other sites.



2021 / 2023

At Reynders Pharmaceutical Labels expansion began in 2021 to be finished in 2023. production and final control are being given additional space.

The warehouse has moved to a new building in which an underground parking has been installed.



2.10 Awards given during the reporting period.



2021 REYNDERS label printing becomes at FINAT (the European association for the self-adhesive label industry), category A15: "sets of labels."

2023 REYNDERS second place as Family Business Award of Excellence 2023 in Belgium.



3. THE PROFILE OF THE REPORT

3.1 The period of the report

The data in this report are the figures for the past three years (2021, 2022 and 2023). These data are given by the production site involved.

3.2 The Most recent report

During the period mentioned above, an annual update (excl. 2023) was made of our CSR report which is also published on our website. The most recent version is the one dated 01.09.2022 (<https://www.reynders.com/en/downloads>)

3.3 Reporting cycle

This "Sustainability Report" is published annually and contains both qualitative and quantitative information required by the indicators. The purpose of this report is to inform all stakeholders about relevant economic, social and environmental issues related to REYNDERS label printing activities.

3.4 Contacts for questions regarding the report or its contents.

After submission and approval of this report by the Board of Directors, it will be freely available on the website <https://www.reynders.com/en/downloads>.

For questions and additional information, please contact Johan Lievens, QESH Manager (jls@reynders.com) or Stijn Sabo, Site manager RPL (sso@reynders.com).

3.5 Process for determining the content of the report, including:

In joint consultation with the organization's management, a "long list" was prepared of topics and related indicators that are relevant and therefore would be suitable for processing the report.

As suggested in the "Directions for determining the content of the report," we used the principles of; "materiality," "involvement of all stakeholders," the "sustainability context."

This "long list" was then presented to a number of stakeholders with the task of checking the relevance of the topics listed against the GRI guidelines and any applicable sector-specific guidelines. Those surveyed were also free to suggest topics other than those on the list.

This process finally led to a "short list" of topics that the majority of stakeholders rated as relevant. A scoring system of 1 to 10 was applied (we believe that no topic can be assigned relevance "0!").

As a final rule, all topics that achieve a weighted score of at least "5" are included in this report. The result of this content determination state is not fixed and may differ from the current one in future reports. Such differences will of course be clearly indicated, as further stipulated in Section 3.11.

The last years, the reporting always uses the same topics and the above mentioned way of working has not been repeated.

3.6 Boundaries of the report (e.g., countries, divisions, subsidiaries, joint ventures, leased facilities, suppliers).

The scope of this report includes all Group companies, in particular

- Reynders Etiketten (Boechout-B)
- Reynders Pharmaceutical Labels (Boechout-B)
- Reynders Etiquettes Cosmétiques (Libramont-Chevigny-B)
- Reynders Etiketten Polska (Tuszyn-PL)
- Reynders Etiquettes France (Avelin-F)
- Reynders Label Printing India (Chopanki-IN)
- Grupo Albeniz (Pamplona-E)
- Reynders Etiketten Deutschland (Wolfschlugen-D)

When information concerns the entire group, "REYNDERS label printing" is used.

3.7 eventual specific limitations on the scope or delineation of the report

There are no specific limitations or delineations.

3.8 Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations or other entities that significantly affect comparability between different reporting periods or reporting organizations.

During the period covered by this report, no joint ventures were initiated, no subsidiaries created, no facilities leased and no activities outsourced that would potentially significantly affect comparability between different reporting periods.

3.9 Data measurement techniques and bases of calculation, including assumptions used for estimates and techniques applied to the compilation of indicators and other information in the report.

To the best of our knowledge, all data measurement techniques and calculation bases used are in accordance with the GRI indicator protocols.

The data is based on invoices, records of meters,...

If for a specific year no correct data is available (anymore), this is stated.

3.10 Explanation of the impact of any restatements of previously provided information (e.g., mergers or acquisitions, change of reference year or reporting period, and changes related to the nature of operations or measurement methods).

The information provided in previous reports may differ slightly from the figures in this report because of adjusted or updated measurement methods. Also the German site is now included in the reporting.

3.11 Significant changes from previous reporting periods with respect to scope, delineation or measurement methods applied for the report.

The German site has been added to the scope vs the previous report.

There are no significant changes to report with respect to previous reporting periods in terms of delineation or measurement methods applied.

GRI-TABEL OF CONTENTS

3.12 Table showing where in the report the standard components of the information provision can be found.

The table indexing the components of this report can be found on the last Pages, along with a reference table between the GRI indicators and the ten principles of the UN Global Compact.

ASSURANCE

3.13 Policy and current practice regarding engagement of external assurance of the report.

We make every effort to obtain as much external assurance as possible regarding this report.

For the **economic aspects**, we refer, among other things, to the reports of the various financial audits carried out by qualified auditors from Ernst & Young during the period in question.

For the **environmental aspects**, we refer to the results of our efforts as published on the CDP website (www.cdp.net) and to the reports of the audits within the framework of "ISO14001:2015", which the qualified external auditors. 4 sites are ISO14001 certified. The latest versions of the certificates are for everybody to download from our website: <https://www.reynders.com/en/downloads>

For the **safety aspects**, we refer, among others, to the reports of the audits in the framework of "ISO 45001:2018", which were used by the qualified auditors of "Vinçotte" as a basis for the certificate No. 16-OHMS-314b and to the information found on the website of Sedex Global (www.sedex.org).

For combined **social and safety aspects**, in January 2023 a SMETA and TfS external audit have been performed at the headquarters in Boechout, Belgium.

For the aspects related to production responsibility we refer to, among others to:

- the reports of the various audits within the framework of "ISO 9001:2015"
- the reports of the various audits in the context of "BRCgs" as published by
- the reports of the various audits in the framework of "FSC - Chain of Custody"

	ISO 9001	ISO 14001	ISO 45001	BRCgs/loP	ISO 14064 GHG verification	IATF 16949	GMP	FSC
Reynders Etiketten	✓	✓		✓	✓			✓
Reynders Pharmaceutical labels	✓	✓	✓		✓		✓	
Reynders Cosmétiques	✓	✓			✓			✓
Reynders Etiquettes France	✓			✓	✓			
Reynders Etiketten Polska	✓			✓	✓			✓
Reynders Label Printing India	✓	✓			✓		✓	
Grupo Albeniz	✓	✓			✓	✓		
Reynders Etiketten Deutschland	✓				✓		✓	

4.ADMINSTRATION, COMMITMENTS AND INVOLVEMENT

MANAGEMENT STRUCTURE

4.1 The organization's administration structure, including committees that fall under the highest governing body and are responsible for specific tasks, such as setting strategy or overseeing the organization.

The "Board of Directors" consists of 5 appointed members. They determine the medium-term strategic objectives of the organization, the social direction of the organization and its objectives regarding "corporate governance" initiatives.

The five members are appointed for a period of 2 years. Their mandate runs until the day of the approval of the financial results of the last year of their mandate. The appointment of members is published - as required by Belgian law - in the annexes to the Belgian Official Gazette:

(<http://www.ejustice.just.fgov.be/cgi/welcome.pl>)

The "**Board of Directors**" consists of five members, two independents and two owners. They set the long-term strategic objectives, applying the "Best Practices" principle from various other sectors with regard to social, environmental and safety initiatives.

The "**Group Management Team**" consists of the site managers, two family members and group directors for sales, operations and finance. The team is responsible for immediate economic performance with a focus on group-level operational matters. The team is also responsible for setting short-term strategy.

The "**Local Management Team**" consists - depending on the site - of site manager, sales manager, operations group manager, HR group manager and finance group manager.

The "**Safety Committee**" consists - for each site - of three members: the site manager, group operations manager and safety coordinator.

The "**Environmental Committee**" consists - for each site - of three members: the site manager, group operations manager and environmental manager. An environmental audit is conducted periodically by an external audit firm and its report is submitted to the Chairman of the Board of Directors.

The "**Audit Committee**" is an external audit firm charged with and responsible for the statutory audit. The report of this audit is submitted to the shareholders' meeting and to the Board of Directors."

4.2 Indicate whether the Chair of the highest governing body is also a managerial position (and, if so, his/her position within the framework of the organization and the reasons for this situation).

The chairman of the highest governing body is no longer an executive within the organization. The underlying reason is the family nature of the organization.

4.3 For organizations with a unitary board structure: the number of independent and/or non-executive members of the highest governance body is included.

The Board of Directors includes 2 independent members and 2 non-executive members.

4.4 Mechanisms that allow shareholders and employees to make recommendations to or co-determine the highest governance body.

Since some of the members of the Board of Directors are also shareholders, they have a direct influence on determining the company's strategy;

All employees are invited annually by the site manager or a member of the board to a review of the past year in which various aspects are explained: turnover, investments, human resources, quality, environment, sustainability and social commitment.

Similar information is also communicated daily via the information screens and employees are actively asked for their input. The customary channels for employees to inform or advise the highest governing body are through the site manager, HR manager or through the safety manager, depending on the nature of the information or advice. However, the relatively flat hierarchical structure and the daily presence of the local management team on the shop floor gives most employees the opportunity to communicate with members of the highest governing body even without formalized mechanisms.

4.5 A link between compensation for members of the highest governance body, senior managers and executives (including departure arrangements) and the organization's performance (including social and environmental performance).

Certain members of the Board of Directors have results-based compensation, as do certain executives whose limited portion of their compensation is based on the achievement of specific, predetermined mutually agreed-upon results.

4.6 Processes by which the highest governance body ensures that conflicts of interest are avoided.

All employees sign a contract that includes a confidentiality clause. This obligation covers both the organization's own processes and information provided by clients. At all levels, emphasis is placed on independence, integrity, impartiality and transparency in dealing and negotiating with both internal and external parties.

4.7 Process for determining the qualifications and expertise of members of the highest governance body for guiding the organization's strategy on economic, environmental and social issues.

There are no formal processes established for testing qualifications and expertise of members of the highest governing body.

4.8 Internally developed statements of mission or principles, codes of conduct and principles relevant to economic, environmental and social performance, indicating the extent of their implementation.

In line with our Mission Statement, the focus is on ensuring profitable growth of the organization in a socially and environmentally considered context. Profitable growth is pursued through continuous investment in new technology with the lowest possible footprint and through the internal optimization of our printing processes, our logistics solutions and thorough administrative simplification.

Implemented initiatives include among other things

- The creation of a self-designed and maintained order processing platform that is used in all the organization's sites and that further guides us on the path of "paperless office"
- Investing in systems with low energy consumption: LED lighting in the production halls, UV drying with reduced energy consumption, replacement of old heating systems and installation of a heat exchanger.
- The pioneering position held by the organization in the search for adequate solutions to enable recycling of various (waste) products.

4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental related and social performance, including relevant risks and opportunities and adherence to or conformity with internationally agreed standards, codes of conduct and principles.

The Board of Directors meets quarterly and at these meetings all economic, social and environmental performance are discussed. The starting point for the assessment is the monthly reports on economic, social and environmental performance submitted to the Board by the responsible managers.

If the Board of Directors deems it appropriate, Group management is invited to this meeting to provide clarification or additional information.

4.10 Processes for evaluating the highest governing body's own performance, particularly regarding economic, environmental, and social performance.

Given the high involvement of the members of the Board of Directors in the day-to-day operation of the organization, no formal procedure has been established to evaluate the performance of the Board of Directors. Overall operating results are an adequate indicator in themselves.

COMMITMENTS RELATED TO EXTERNAL INITIATIVES

4.11 Explanation of the application of the precautionary principle by the reporting organization.

Attention to and introduction of up-to-date technologies have a positive influence on the way employees perceive and deal with the environment and safety. When new machines or products are introduced to the workplace there are specific procedures for analyzing and identifying potential risks.

Periodically, the safety coordinator organizes short but focused audits to ensure that procedures are being followed correctly. This also puts him in charge of quickly planning improvements or adjustments where needed. All employees also have a duty to report dangerous situations immediately. These reports follow a communicated and known procedure via the direct supervisors and the person responsible for safety.

In cooperation with a specialized external organization, KPIs related to emissions are reported annually and a plan is drawn up that aims to improve current results each year.

4.12 Externally developed economic, environmental and social charters, principles or other initiatives to which the organization endorses.

In the context of continuous improvement and for the purpose of quality and safety assurance for both our customers, our products and our employees, the organization has made a voluntary commitment to comply with the standards of the management systems listed below:

4.13 Membership in associations (such as industry associations) and/or (inter)national interest groups whose organization:

- holds positions on governing bodies;
- contributes to projects or is a member of committees;
- makes substantial financial contributions in addition to fixed membership fees;
- regards membership as strategic.

The "**BVI - Belgian Packaging Institute**" promotes the rational usage of packaging and is at the service of the authorities and the industry on a legislative, informative and educational level. Their laboratory with official **ISO 17025** accreditation performs tests according to standardized methods and procedures, both on materials and packaging used in various sectors.



REYNDERS label printing regularly cooperates with the BVI on educational matters and makes its knowledge and expertise available in the context of training and courses organized by the BVI in which specific aspects of (the use of) self-adhesive labels are dealt with.

The "**UNFEA - Union Nationale des Fabricants d'Etiquettes Adhésives**" is a French professional organization serving manufacturers of self-adhesive labels and their suppliers.



Reynders Etiquettes France is a member of UNFEA and the managing director is an active board member.

The "**ECPA - European Co-Packers Association**" represents the professional contract packaging industry in Europe and aims to provide sound information to brand owners, manufacturers and retailers looking for packaging partners.



REYNDERS label printing is an associate member of ECPA and participates in various ECPA initiatives.

The "**FINAT - Fédération Internationale des fabricants et transformateurs d'Adhésifs et Thermocollants**" is the worldwide organization for manufacturers of self-adhesive labels and related products and services, founded in Paris in 1958.



1958.

Reynders Etiketten has been a member of FINAT for over 30 years and is actively involved in the "FINAT Label Printer Forum (LPF)", an open platform where printers of all countries meet to discuss and establish reference points on such diverse topics as lean management, follow-up, training, waste management, etc...

As the closest, most influential and professional network of entrepreneurs and the representative organization of enterprises in Flanders, "**VOKA - Vlaams Netwerk van Ondernemingen**" wants to create an optimal framework for successful entrepreneurship and thus contribute fundamentally to the prosperity and well-being of its region.



Our involvement in VOKA is mainly expressed in in-depth consultations with fellow entrepreneurs on various topics such as "labor market", "energy & environment", "financing & taxation" and "space & mobility". The platform provided allows us to exchange and test our experiences. It is also an ideal opportunity to gain a better understanding of specific issues through so-called thematic networks.

The "**FEBELGRA - Belgian Federation for the Printing Industry**" is a national organization for and by employers in the printing industry. The febelgra staff is responsible for providing direct service to the companies and implementing the decisions of the board of directors. Reynders Etiketten is a member of Febelgra.



is a member of Febelgra.

"AIPIA - Active and Intelligent Packaging Industry Association" aims to promote commercial applications of Active & Intelligent Packaging. AIPIA strongly believes that the implementation of new technology in packaging occupies a key position for greater growth, better security and increased efficiency. In addition, these solutions help in the fight against waste through controls on the end-user level.



REYNDERS label printing has been active for nearly two decades in tag integration and the development of reliable TTI (time-temperature indicators). The need to timely and accurately estimate the freshness or activity level of a product is of great importance to various industries we supply. Membership in AIPIA enables us to closely monitor the market and check our own developments against the needs of the market.

The Digital Watermarks Initiative HolyGrail 2.0 – facilitated by AIM, the European Brands



Association, as the next iteration of the initial HolyGrail project under the Ellen MacArthur Foundation (2016-2019) – is a pilot project with the objective to prove the viability of digital watermarking technologies for accurate sorting and consequently higher-quality recycling, as well as the business case at large scale.

STAKEHOLDER CONSULTATION

The following components relate to the organization's general stakeholder engagement activities during the reporting period. This information is not limited to stakeholder engagement for the purpose of preparing the sustainability report.

4.14 List of stakeholder groups engaged by the organization.

The stakeholders involved in this report included:

- the workers
- the government
- the local residents
- the customers
- the suppliers and possible subcontractors

4.15 Basis for identification and selection of stakeholders to be involved.

For the identification and selection of stakeholders to be involved in the consultation process, we have opted, on the one hand, for those groups which, through their legislative or executive function, have a direct impact on our activities and, on the other hand, for those groups which, through our activities, are directly or indirectly confronted with changing and evolving factors that (may) affect their environment.

The first group includes, among others;

- the authorities and decision-makers at municipal, regional and federal level who, by issuing laws and decrees and imposing regulations, directly influence our activities
- the suppliers of consumables (inks, varnishes, paper, film, etc.) who, through the variation in their offer, influence our activities
- the suppliers of printing presses (traditional and digital) who, through their own evolution, help determine the way we can conduct our business
- the suppliers of services and energy which have a major impact on our activities

The second group includes

- the employees who, through appropriate internal channels, have the possibility of entering into consultation with their own organization.
- the customers who, through their available channels, have the possibility to enter into consultation with the organization and express their wishes regarding the way in which we carry out our activities
- the people living in the vicinity of our companies who, through the channels available to them, have the opportunity to consult with the organization and express their wishes regarding the way in which we carry out our activities.

4.16 Approach to stakeholder engagement, including its frequency by type and group of stakeholders.

The pivotal figure for stakeholder communications is the prevention advisor.

The prevention advisor receives, documents and responds to all communications with internal and external parties regarding safety and well-being.

He is expected to act when certain actions or decisions are identified that (could) pose risks to the safety and well-being of employees, visitors or local residents.

Therefore, all employees must also include the prevention advisor when communicating on topics of safety and well-being with external stakeholders.

The organizations which are listed in 4.13 provide various opportunities for dialogue with the stakeholders listed in 4.15 in the first group. Consequently, consultation at that level is mainly done by members of management with the function of COO, human resources manager, site/production manager, purchase manager, QA manager or R&D manager, among others.

The frequencies of these consultations are determined by the organizations themselves and the results of the consultations are reflected in the decisions and (adapted) policies of the concerned organization. The prevention advisor is briefed on the content and decisions of these consultations.

The consultation and communication with stakeholders from the second group mentioned under 4.15 is internally driven and is recorded in a controlled document "Internal Communication".

This contains for each part: the name of the meeting, the expected participants, the coordinator and the frequency of the meeting, ranging from "daily" to "annually."

The most recent version contains 19 different consultation moments, the most important of which are the daily "morning briefing", the fortnightly "QA meeting", the monthly "production meeting" and the quarterly "technical meeting" with all production managers of the European

Reynders _ Label Printing

Inteme communicatie		AGENDAPUNTEN o.a.:	Innovatieringen, oporders, claims HR, kwaliteits, I
meeting	aanwezigen		
OCHTENDBRIEFING	officemanager, alle lokale productie managers en werkzamen Jana Marmans, Patrick Postors, Leo De Smet, André Vandepitte, Toon Michiels, Erik Verjick of Ludo Valgaeren, Jof Moouwa, Marc Reynders (optioneel) (betreft alleen de lokale order(s))		
PRODUCTIE meeting Reynders	productie manager, alle productie managers en de productie manager van de site Jana Marmans, Leo De Smet, Jof Moouwa, Ludo Valgaeren, Chris De Boeken, Joris Van de Vijver, Bert Van Hede, Jim Bies, Sebastian Sanders, Wille Willems, Rudy Augustijnen		
ADMINISTRATIE meeting	productie manager, alle productie managers Patrick Postors, beschikbaar voor marketing, kwaliteits, HR, innovatie		
IT meeting	productie manager, alle productie managers Kraaijff Van den Broeck, Wim Van der Stoep, Kraaijff Dierckx, Mark Janssen Kraaijff Van den Broeck, Mark Janssen		
TECHNISCHE meeting (voortgezet door globale sales meeting)	productie manager, alle productie managers Jana Marmans, Jof Moouwa, Leo De Smet, Wouter Borghmans, Laurent Phérand, Dominique Orselli, Wouter Sonny		
GLOBAL SALES meeting	productie manager, alle productie managers J. Jacques Reynders, Marc Reynders, Jana Marmans, Laurence Malovic, Lindsay Mondy, Jan De Palmans, Michel Van de Paris, Mark Raats, Bert Raemdonck, Laurent Phérand, Philippe Bourde N.L. Marlijn Mondy P. Christophe Bouchard, Ameluzac Pén, Franca Madic, Didier Gies P. Wouter Sonny, Jozsef Szilovics, Aron Zsolt marketing: Luc De Dierckx, Valonijn Van Roy optioneel: Koen Calzou, Jof Moouwa, Leo De Smet, André Vandepitte, Toon Michiels, Patrick Postors, Ludo Valgaeren, Jhan Uivoren, Jim Bies, Sebastian Reynders, Wim Van der Stoep		
OPERATIONELE VERKOOP meeting	productie manager, alle productie managers N.L. Marlijn Mondy, D. Philippe Bourde		
VERKOOP meeting - evaluatie cijfers	productie manager, alle productie managers N.L. Marlijn Mondy, D. Philippe Bourde		
HACC / SRC meeting	Jhan Uivoren, Jana Marmans, Patrick Postors, Leo De Smet, André Vandepitte, Ludo Valgaeren, Mark Raats, Rudy Augustijnen, Wouter Borghmans, Geert Heesters		
QA meeting	Jhan Uivoren, Jana Marmans, Leo De Smet, Ludo Valgaeren, Patrick Postors, André Vandepitte		
NEUWISZIGHEID via Whatsapp	opgeleid door Valonijn Van Roy / laatste week van maand voor de afgeleverde Marc Reynders en Mark Raats en Franca verdeelden naar SRC, R&D, HR, I&D - Reynders Dina-Panda		
REYNERS ETIQUETTES FRANCE	Marc Reynders, Christophe Bouchard, Jana Marmans, Kraaijff Van den Broeck		
REYNERS ETIQUETTES COSMETIQUES	Marc Reynders, Laurent Phérand, Jana Marmans, Kraaijff Van den Broeck		
OPERATIONELE werkmaking	Jana Marmans, Kraaijff Van den Broeck, Leo De Smet, Ludo Valgaeren, André Vandepitte, Toon Michiels, Marc Reynders (optioneel) Patrick Postors, Mark Janssen, Geert Heesters, Jhan Uivoren		
MANAGEMENT meeting	Jana Marmans, Kraaijff Van den Broeck, Geert Heesters, Marc Reynders		
SITE MANAGEMENT meeting	Marc Reynders, Jana Marmans, Christophe Bouchard, Laurent Phérand, Mark Raats, Wouter Sonny, Kraaijff Van den Broeck - locatie: alle waarden		
DIRECTIE meeting	Paul Reynders, Jacques Reynders, Marc Reynders, Jana Marmans, Mark Raats, Kraaijff Van den Broeck		
informele lunch meeting	Paul Reynders, Jacques Reynders, Marc Reynders, Jana Marmans, Mark Raats, Kraaijff Van den Broeck		
INPOSSIBLES personal	alle afdelingen Reynders etiketten		




sites.

The customers have a contact person in their personal tandem "salesman/customer service" who assists them daily and is their sounding board towards the internal departments.

Local residents are personally informed of situations or activities that (may) affect the normal course of business, such as long-term works or works that could cause additional nuisance during specific time periods.

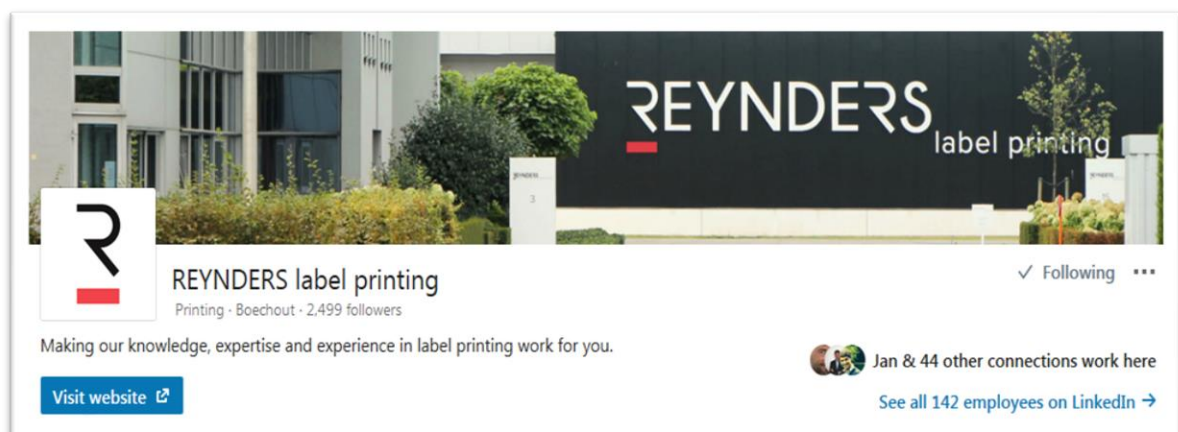
For all those interested, information is available on the blog of our website

www.reynders.com/nl/blog-events:

		
<p>labels news</p>	<p>labels sleeves</p>	<p>homepage news</p>
<p>04/12/2023</p> <p>Sustainability is in the process, not just in the materials</p> <p>Producing labels as efficiently as possible combined with care for the environment and its employees, that is sustainability for Reynders label printing.</p>	<p>16/10/2023</p> <p>We have a winner !</p> <p>Great news from Amsterdam! At the AWA Sleeve Label Conference 2023, Rogier Rubens and Sebastiaan Reynders were honoured to receive the AWA Award for Best TD Shrink Sleeve.</p>	<p>26/07/2023</p> <p>"Sustainability is in the process, not just in the materials"</p> <p>For Reynders, sustainability means above all producing labels as efficiently as possible in combination with care for the environment and people. It does this through its own ERP system. "Sustainable labelling is not only about the material," says sales director Marco Van Hooff of REYNDERS label printing.</p>

We promote our corporate website as an efficient communication platform where both internal and external stakeholders can go with questions and comments and for downloading all relevant and up-to-date documents.

<https://be.linkedin.com/company/reynders-label-printing>



REYNDERS label printing
Printing · Boechout · 2,499 followers

Making our knowledge, expertise and experience in label printing work for you.

Visit website

Jan & 44 other connections work here
See all 142 employees on LinkedIn

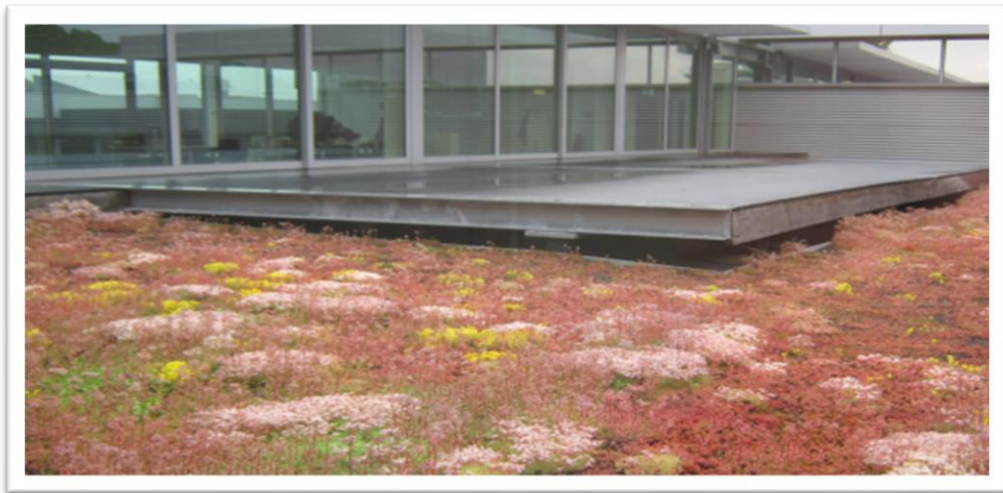
For the composition of this report, inputs from all of the above channels were used, admittedly filtered in some cases to meet the requirements of this report.

Finally, we would like to mention that transparency - which is also reflected in the architecture of our buildings - is consistently extended to the accessibility of and communication with management. Anyone wishing to explain their opinions or ideas can easily make an appointment to do so; in all our branches.

4.17 The main topics and issues raised through stakeholder engagement and how the organization has responded to them, including during its reporting

During the period under review, various questions were raised and ideas suggested around sustainability and around ergonomics. Many of these have been answered and also worked out concretely in various projects:

- The installation of a heat recuperation system that not only saves on gas consumption, but also makes it easier to keep the perceived temperature in the production area at a pleasant level.
- The installation of the "green roof" for the collection of rainwater that is now used in the sanitary installations of the new administrative building.



- The "perforated" ceilings in the administration which significantly dampened the noise level.
- The use of LED lighting in the newly built production hall saves on electricity and creates a comfortable lighting environment.
- Investments and improvements to generators and compressors that caused sporadic noise pollution for some local residents.

- Clear agreements and suggestions for the waste collection and disposal which helped to reduce costs and created a more pleasant working environment.



- The complete conversion to "low migration" inks for all food-related labels
- The introduction of "slots" for all transports which drastically reduced noise and odor pollution for adjacent neighbors.
- The Active promotion of sustainable alternatives including FSC materials, paper-replacement and recycled/recyclable materials.
- The installation of over solar panels on the roofs of several of the Reynders Sites.

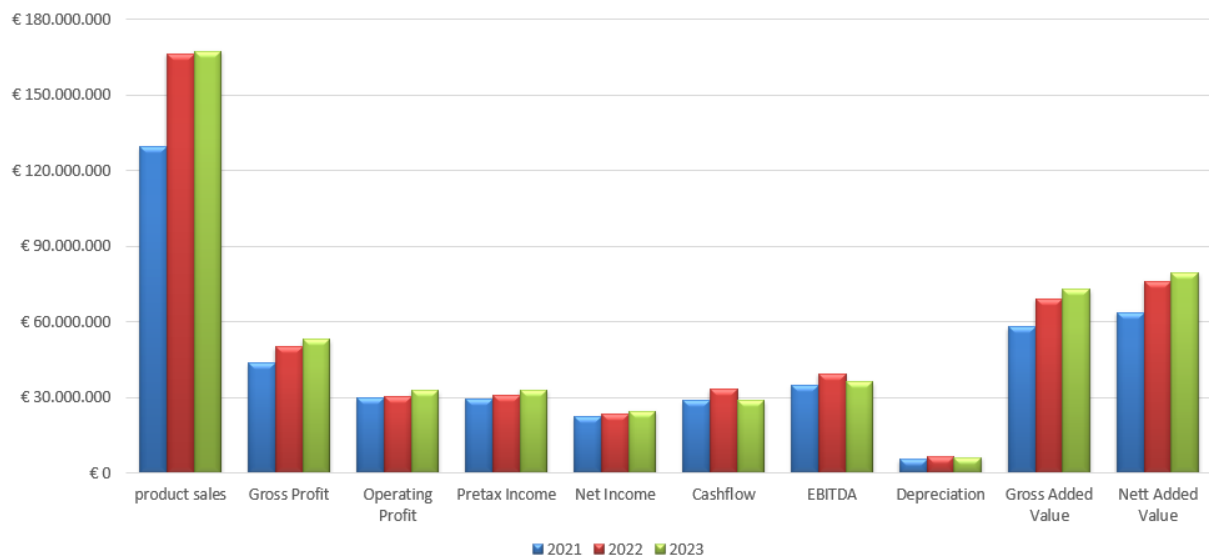


5. MANAGEMENT AND PERFORMANCE INDICATORS

5.1 ECONOMIC PERFORMANCE INDICATORS

ASPECT: ECONOMIC PERFORMANCE

EC1 Direct economic values which are generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.



EC2 Financial implications and other risks and opportunities for the organization's operations due to climate change.

The organization conducted a thorough analysis to assess all possible changes for risks as well for opportunities that may be resulted from climate change.

In the process, three categories were identified:

- Implications due to changing regulations and legislation (e.g. new regulations related to fuel and energy)
- Implications due to changing physical climate parameters (e.g. extended periods of bad weather that may hamper transportation)
- Implications due to other, climate-related developments (e.g. customer uncertainty and their difficulty in making longer-term purchase forecasts)

To estimate these implications as accurately as possible, we use a "Risks and Opportunities" grid that includes the parameters listed below:

- The change
- The description of the risk/opportunity of this change
- The potential impact on the operations of the organization.
- A determination of the time frame in which this change will/can occur
- The description of the change whether it will have a direct or indirect impact .
- Estimation of the likelihood that this change will occur
- Estimation of the magnitude of the impact
- Estimation of the financial implications
- A description of the actions already taken or to be taken by Management to absorb or correct the impact and adjust the Organization's activities.
- An overview of expenses already incurred and an estimate of expenses yet to be incurred to cope with this change.

The grid is an important document for Management Policy and is therefore analyzed and updated periodically. For all foreseen changes mapped for a time span of 0 to 5 years in the future, Management has already taken the necessary actions.

EC3 The Coverage of liabilities related to the organization's established benefit plan.

REYNDERS label printing provides each employee with a group insurance plan according to the sectoral provisions.

EC4 Significant financial support from a government.

The organization has not received any significant support from any government. Not even under Covid-19.

ASPECT: MARKET PRESENCE

EC5 Spread in the ratio of standard starting salary to local minimum wage at key business locations.

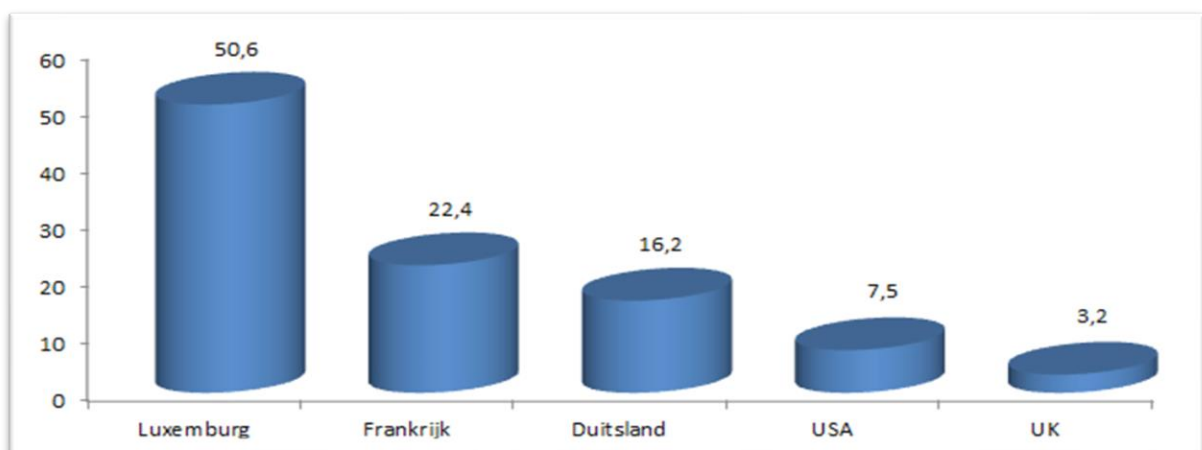
For salaries, we base ourselves on the legal provisions and evaluate salaries every 6 or 12 months taking into account internal and external benchmarking.

EC6 Policy, methods and proportion of expenses regarding locally based suppliers at key business locations.

The machines and basic materials used by Reynders for the production of labels and shrink sleeves - self-adhesive papers and films, inks, foils, etc. - combined with the conditions imposed on us by our customers - GMP for pharmaceuticals and BRC for the food industry, among others - make it imperative to orient ourselves internationally in order to meet the expectations set.

Substrates are produced almost exclusively by multinational paper and film manufacturers. Although they do not produce materials locally, we prefer to purchase these goods as much as possible from regional locations. On the one hand, this is to keep our goods as close to our needs as possible; the supply in many cases is made within 2 to 3 days of order date. On the other hand, this ensures that we can minimize transports from suppliers to REYNDERS label printing.

However, at the end of 2021 there was a "landslide" in the supply of raw materials that also had a very negative impact in 2022 on the delivery times that suddenly shifted from days to months.



Origin of materials (YTD 2019).

Regarding services and consumables, local suppliers who are capable of delivering the desired quality are always specifically sought. For example, although inks are supplied by multinational players, more than 90% are purchased from subsidiaries in the Netherlands and Belgium. Our cardboard packaging boxes are also purchased from very close surroundings.

Our **CSR** includes a number of examples where not only local suppliers were chosen, but also initiatives with an extra social dimension: companies that provide employment and integration of e.g. disabled people, psychiatric patients or refugees.

All supporting materials and goods (renovations / telephony / electricity / machine maintenance / office materials / sandwiches / coffee / ...) are purchased locally.

EC7 Procedures for local recruitment and proportion of senior management drawn from the local community at key business locations.

We try to find candidates from the neighborhood when recruiting by working with local partners and making the advertisements visible in local newspapers.

ASPECT: INDIRECT ECONOMIC IMPACTS

EC8 Development and impact of investments in infrastructure and services provided primarily for public benefit through commitments of a commercial nature, or in kind or pro bono.

REYNDERS label printing and its employees are committed in various community initiatives and that in all branches. In the first place, there is the permanent support pledged to some very specific projects.

In India this is the financial support of "**Bhagiya**," a local initiative of Shilpa Sonal that starts up "basement schools" in various places; classrooms in the - vacant - basements of apartment buildings for the most underprivileged children who otherwise have to follow their parents to work.

Reynders is paying the rent of two such schools and the salary of two full-time teachers in each.

In Boechout, there is the long-running project of "**Boechout forwards**" on the site "California," the old soup factory that was converted into a theater/meeting hall and where, in cooperation with the Municipality of Boechout and private initiators, a thriving cultural center has been developed in recent years.

In addition, the "Play Forest" planted in 2009 is quietly developing and very regularly hosts youth movements and socio-cultural organizations. Moreover, in 2015, at the edge of the forest, the 17th century Courtois Chapel was restored.

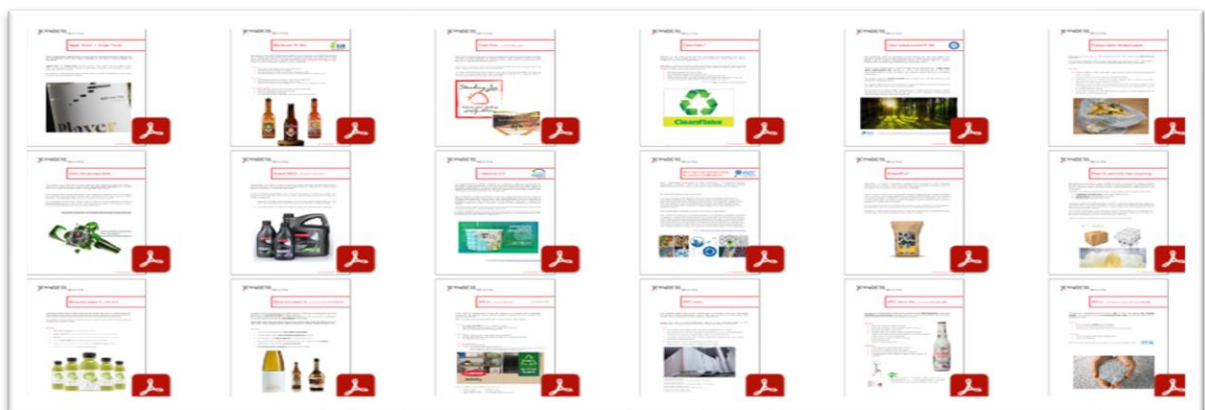
EC9 Understanding and describing the most significant indirect economic impacts, including their magnitude.

As the main indirect economic impact, we exclusively monitor raw materials and raw material scarcity. Through our suppliers and specialized media, we try to form an accurate picture of the markets in which our basic raw materials originate.

Thanks to this foresight, we were able to anticipate very quickly and guarantee deliveries to all our customers during the raw material crisis of 2021 - 2022.

We actively contribute to saving resources by using thinner materials, recyclable materials or materials from alternative sources wherever possible.

We actively promote these materials to our customers through our **Triple R** program, among others.



5.2 ENVIRONMENTAL PERFORMANCE INDICATORS

ASPECT: MATERIALS

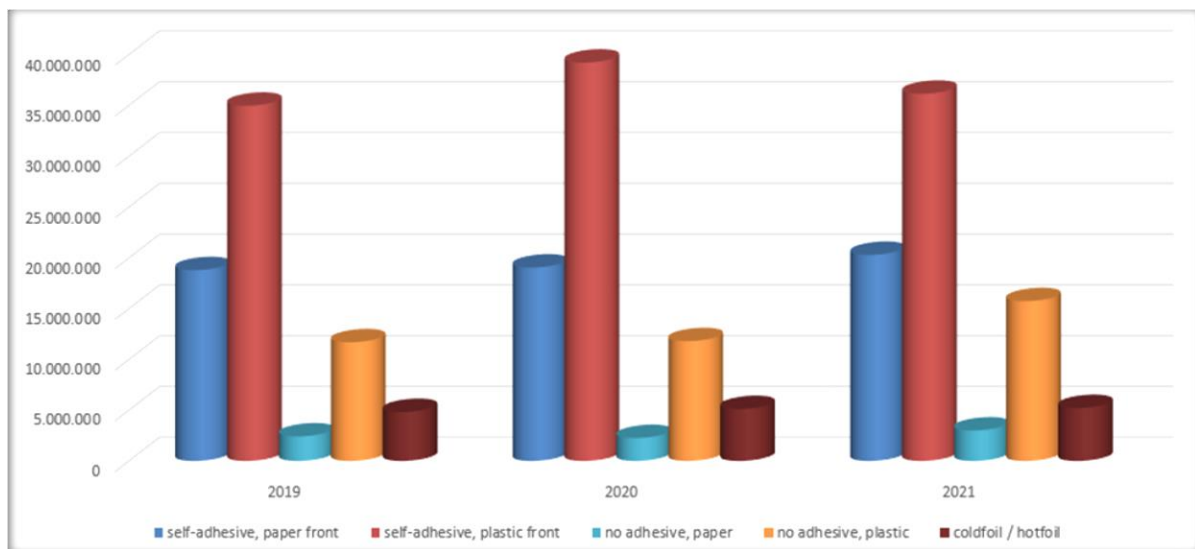
EN1 Total amount of materials used by weight or volume.

We respond as rapidly as possible to the needs created by our sales orders.

This enables us to limit inventories as much as possible.

We had to abandon this strategy in 2021-2022 (temporarily) as much more stock was built.

This was done to bridge the much longer delivery times, successfully.



Number of m² of materials purchased by type (for the total organization, but excluding India, Spain and Germany)

EN2 Percentage of materials used that consist of waste from external sources

Our food and pharmaceutical customers require that we work with virgin materials to avoid any risk of contamination.

Our substrate suppliers work with 100% virgin material / fibers, with the exception of specific materials, which are explicitly mentioned on the technical data sheets.

In recent years, our suppliers have focused heavily on thinning materials while maintaining quality, both in terms of fronting and backing. We actively encourage our customers to effectively make the switch from e.g.:

Front PP 50 μ instead of 60 μ

PE 85 μ instead of 100 μ

Backing paper 60 instead of 70 / 80 g/m²

PET 23 instead of 30 / 36 μ

Besides a positive effect on the environment (less material to produce, less energy and water consumption during production), these materials generate less waste for us and for the customer.

In 2015 we started working with our main suppliers to see if we can reduce the number of deliveries to from 5x to 4x per week to reduce the number of transports. In addition, a test is underway to group our orders more so that the average amount of material per pallet increases and less air will be transported .

REYNDERS label printing is strongly committed to recycling, specifically through our "Triple R" program (see also EC9).

Years ago, we invested in the separate collection of "pure" liners. In this way, every year since 2012, we have been taking more than 50 tons of paper out of the waste circuit and into recycling or give it a second life. In 2023 this even went up to more than 100 ton and we expect this to go to 200 ton in 2024.

Our cardboard packaging (boxes / pallet boxes) consists of 100% recycled material. We always work with EURO pallets, which are exchanged with our suppliers / customers. As a result, these are reused in a sustainable way.

The use of (letter) paper is reduced as much as possible, by communicating electronically. Orders to our main suppliers / from various customers are sent via EDI. Order confirmations, shipping lists, invoices are also sent partly via EDI, partly via e-mail.

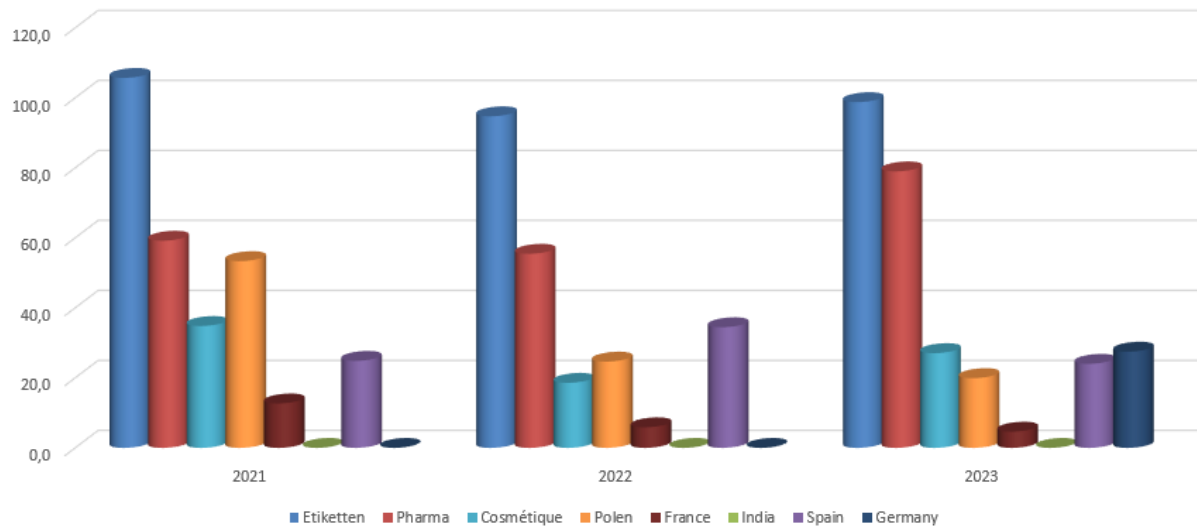
A project has started in 2023 to digitally record the process checks with the goal to work more paperless in production.

All our other efforts in this regard are described in our CSR policy: version 2021: <https://www.reynders.com/uploads/original/downloads/20210917.134114.61447edaa0835.pdf>

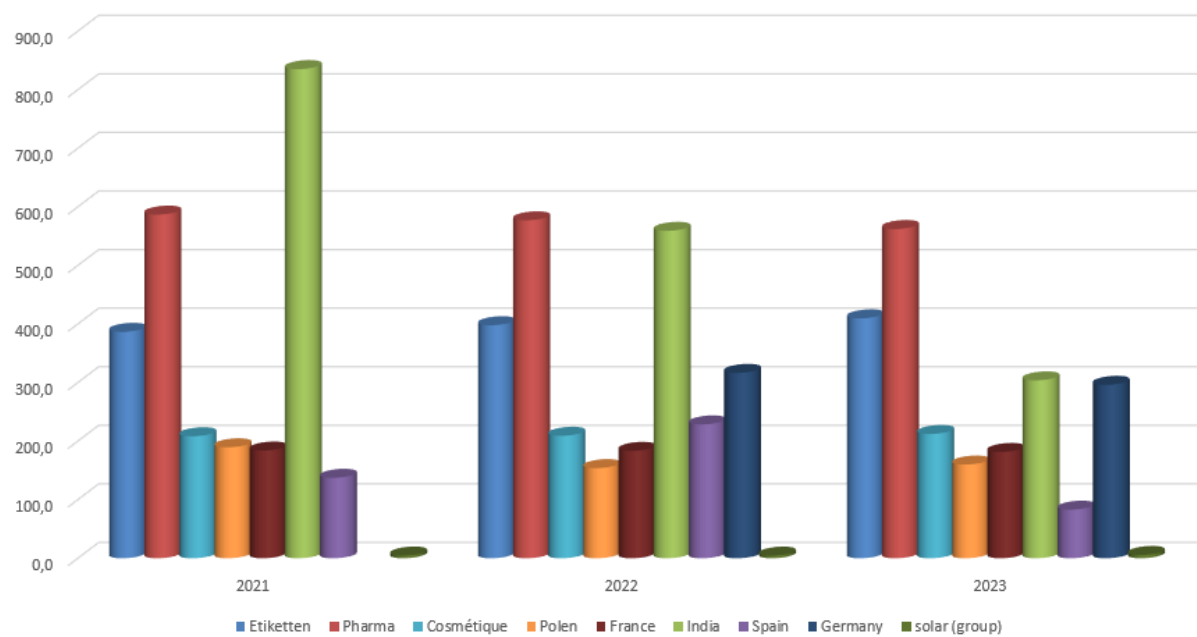
ASPECT: ENERGY

EN3 Direct energy consumption by primary energy source.

The graph below shows the values for gas consumption, expressed in kWh per 1,000 m² of billed material.

**EN4 Indirect energy consumption by primary source.**

The graphs below show the real measured values for electricity consumption, expressed in kWh per 1000 m² of billed material.



EN5 Energy saved through conservation and efficiency enhancement..

Below we list some of the most recent initiatives that contribute to reduced energy consumption. These are voluntary initiatives which are not imposed by any laws or regulations.

In 2021, an old gas boiler was replaced with a more energy-efficient model. Traditional TL-lamps have further been replaced with LED.

In 2022 replacement of an old heat installation at the site in Libramont.

In a traditional printing press there is a drying unit after each color which is very energy consuming. In a digital press, the drying is done in one place. The drying is also done with UV LED lamps which use less energy. Also the newest flexo printing machine in Poland is equipped with LED lamps.

In 2023 extra installation of solar panels at the sites in Spain and Poland. Extra roof insulation has been installed at the Etiketten en Pharma site in Boechout. In the German site, the building was renewed and one of the old gasoil heat installations has been replaced by a new gas fueled one.

EN6 Initiatives in favor of energy efficient or renewable energy based products and services, as well as reductions in energy requirements as a result of these initiatives.

For customers who want to get on board, we offer labels on a **PET backing** that is considerably thinner than paper backing. The first advantage is that more labels fit on a roll (up to 5%, depending on the roll diameter), which gives the customer the advantage of more efficient production due to less downtime for roll changes.

A second advantage is that PET backing can be recycled very easily into **rPET**. The calculations, based on 11,000,000 and 15,000,000 meters of this material respectively, give us a reduced consumption of 7,722 and 10,500 kWh.

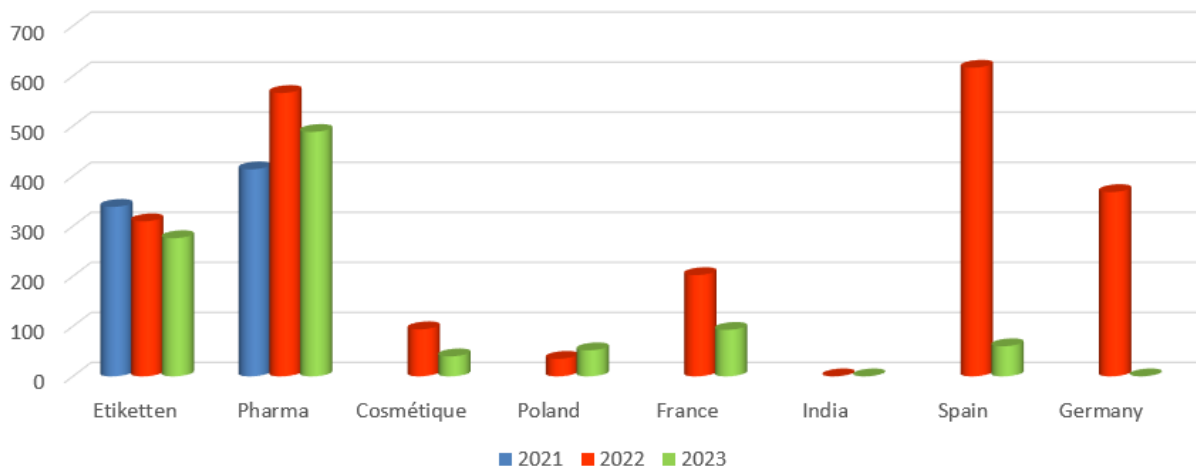
We offer our customers the option of opting for certified **compostable labels** (either industrial; or home composting). This way, part of the waste can be diverted to a composting process instead of incineration. The difference between burning or composting 1 ton of waste paper is estimated at 1.134 tCO₂e. To be honest, we have to add that, in our opinion, due to various factors, too few customers still use this type of label material. The quantity consumed over the reporting period is negligible.

EN7 Initiatives to reduce indirect energy consumption and reductions already achieved.

This is not currently being monitored and therefore no concrete figures are available for the current reporting period.

ASPECT: WATER**EN8 Total water withdrawal by source.**

The graphs below show the actual measured values for water consumption expressed in L per 1,000 m² of billed material. For Germany the water usage was not known at the moment of the release of this report.

**EN9 Water sources for which water withdrawal has significant impacts.**

To the extent possible, closed-circuit or rainwater recovery is used for water. None of the sites engage in any form of water abstraction that could significantly impact (natural) water sources.

EN10 Percentage and total volume of recycled and reused water.

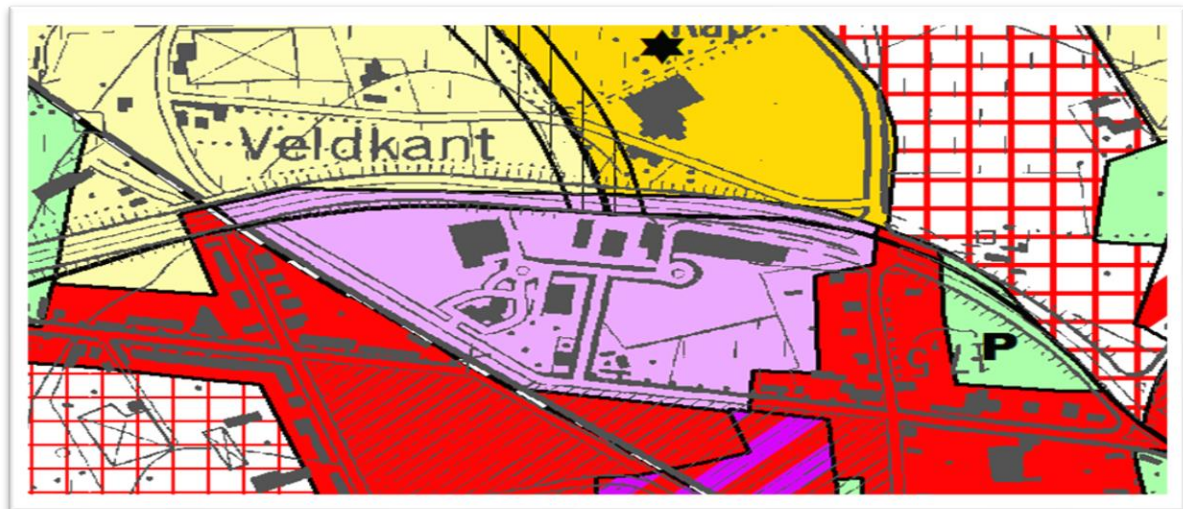
The installation of the rainwater recovery plant dates from early 2014. Now 10 year later, most of the sites have been rainwater collection systems, so water can be used e.g. for the toilets.



ASPECT: BIODIVERSITY**EN11 Location and area of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.**

All of the organization's sites are located in "1100" areas which is defined in the Regional Plan as "zones for artisanal businesses and SMEs."

They are nowhere adjacent to areas "0701" or "0901": "natural areas" or "scenic valuable agricultural areas."



Legende		
 0100	 0105	 0901
woongebieden	woonuitbreidingsgebieden	landschappelijk waardevolle agrarische gebieden
 0400	 1100	 1200
recreatiegebieden	ambachtelijke bedrijven en kmos	ontginningsgebieden
 1112	 0700	 1280
gebied voor kleine niet-hinderlijke bedrijven en kantoren	groengebieden	reservegebieden voor ontginning
 0900	 0401	 0402
agrarische gebieden	gebieden voor dagrecreatie	gebieden voor verblijfrecreatie
 0102	 0701	 0800
woongebieden met landelijk karakter	natuurgebieden	bosgebieden
 1500		
bestaande autosnelwegen		

EN12 Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.

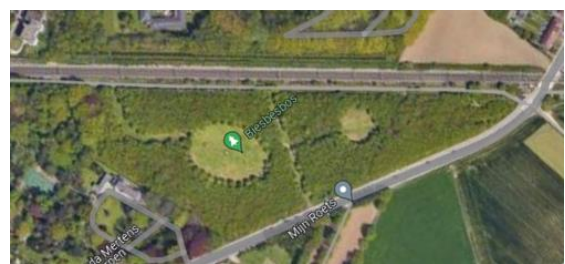
As the site description under EN11 shows, this indicator is not applicable to the organization's activities. Nevertheless, biodiversity protection is taken into consideration and included in the relevant topics and supported in various initiatives of the organization.

In 2012 it was decided to switch to **FSC materials** by default for the entire organization and this decision was reinforced by obtaining **FSC-COC certification** in the same year. In 2015 the scope was enlarged with the Polish site and in 2023 the site in Libramont was included in the scope.



An **"insect hotel"** was set up on the Reynders Etiketten site with the assistance of "Natuurpunt". On a large board with pictures, passers-by can find more explanations and are encouraged to start such - small-scale - projects themselves.

A private initiative of Mr. Jacques Reynders is located further down the municipality. There,



a 4.1-hectare **"play and recreation forest"** was created in 2009, which is gradually maturing and open to all local associations and organizations.

A total of 5378 trees and 2985 shrubs were planted here. Besides lime trees around the protected and recently restored Courtois Chapel and beeches for the larger structures, mainly sessile and pedunculate oaks were planted. The shrubs were chosen for their

attractiveness to birds and insects: currant trees, hawthorn, black elder, guelder rose, field maple, hornbeam and hazel.

To draw attention to the need for nature conservation and to encourage personal initiatives, various activities are regularly organized or sponsored.

The annual "**Nature Run**" through the nearby "Forest of Moretus" is one of the most popular and well-attended activities, but Reynders' own "**Family Day**" in the same woods was also very well attended by employees and their families.



EN13 Protected or restored habitats.

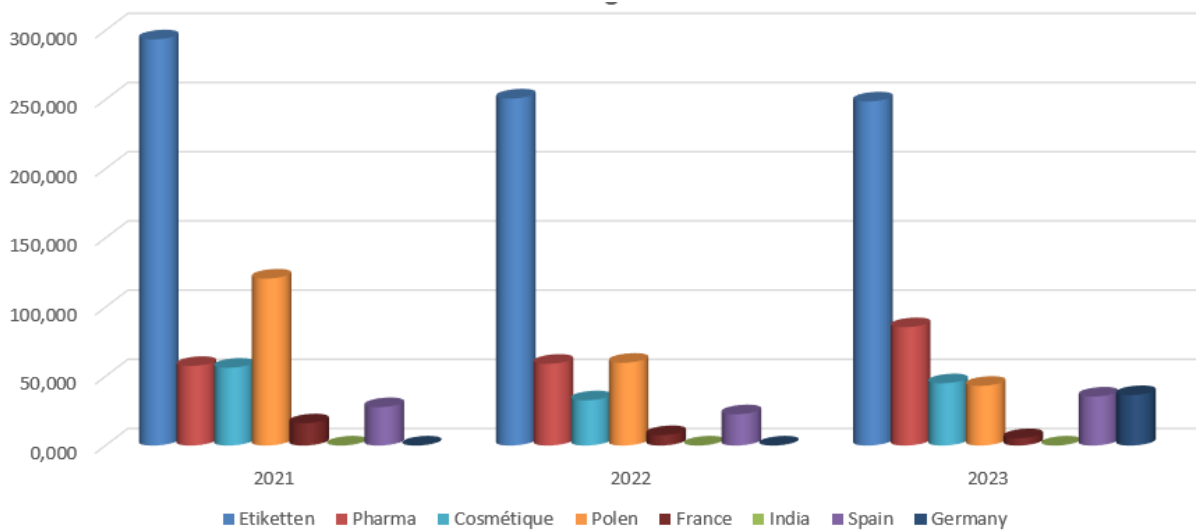
As reported under EN11, the organization does not practice activities in or near vulnerable habitats. Therefore, except for the conservation actions mentioned under EN12, no specific interventions for habitat protection or restoration are planned.

EN14 Strategies, current actions and future plans for managing biodiversity impacts.

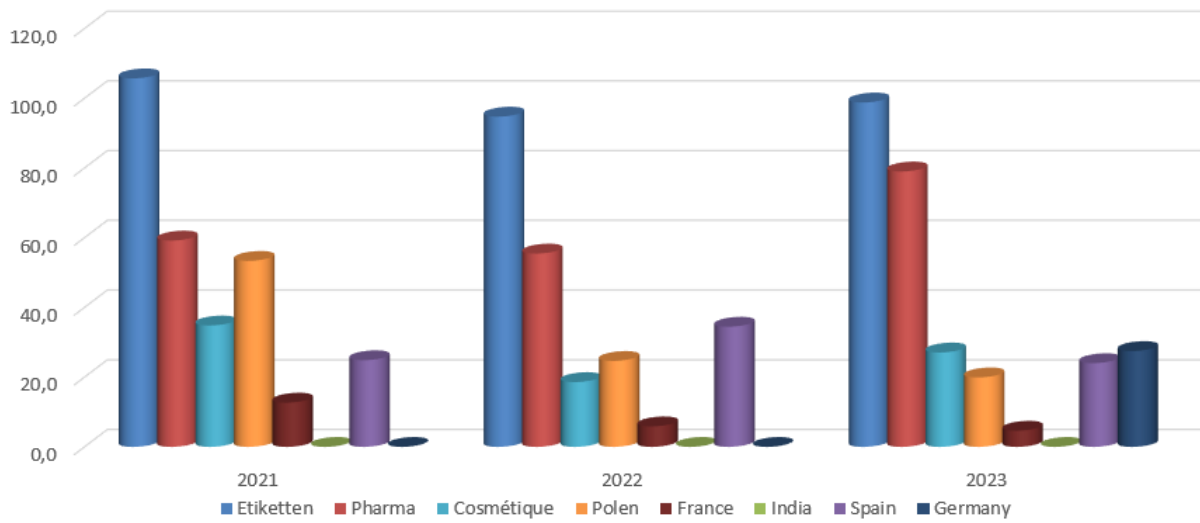
The organization is fully aware of what impact an improperly planned expansion or implantation could have on biodiversity. It has therefore committed itself to having all possible new initiatives substantiated by a well-founded **EIR** (environmental impact report).

EN15 Number of IUCN Red List species and national conservation list species with habitats in areas within the influence of operations, classified by level of extinction risk.

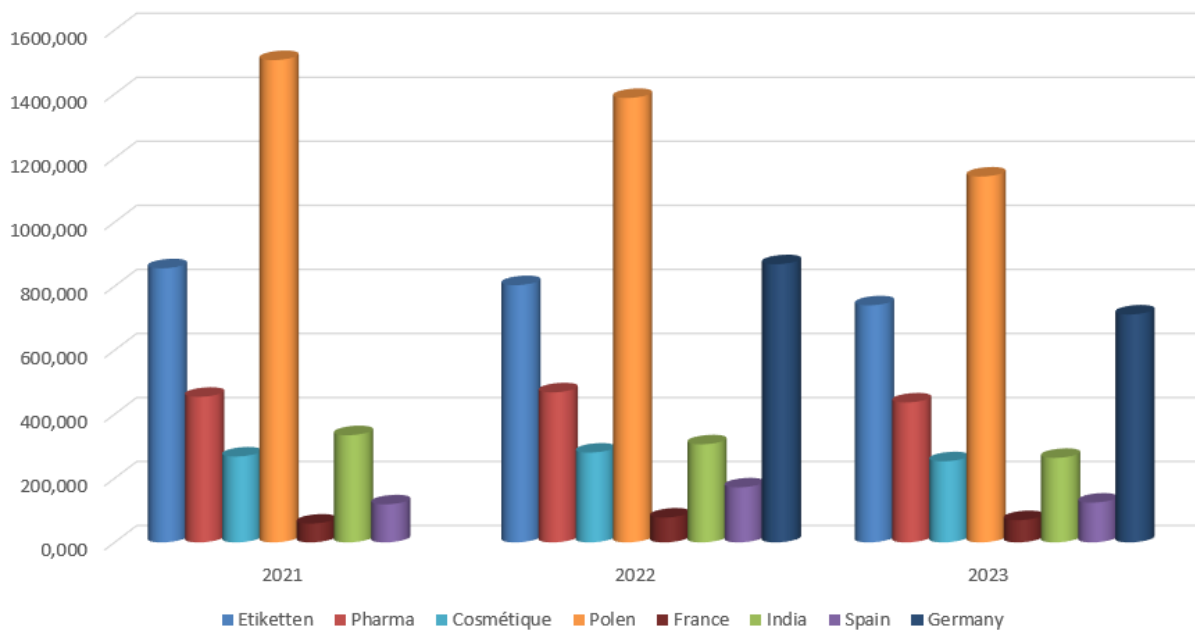
None of the organization's sites are located in or near habitats containing species on the IUCN Red List or on any national conservation list.

ASPECT: AIR EMISSIONS, WASTEWATER AND WASTE MATERIALS**EN16 Total direct and indirect greenhouse gas emissions by weight.**

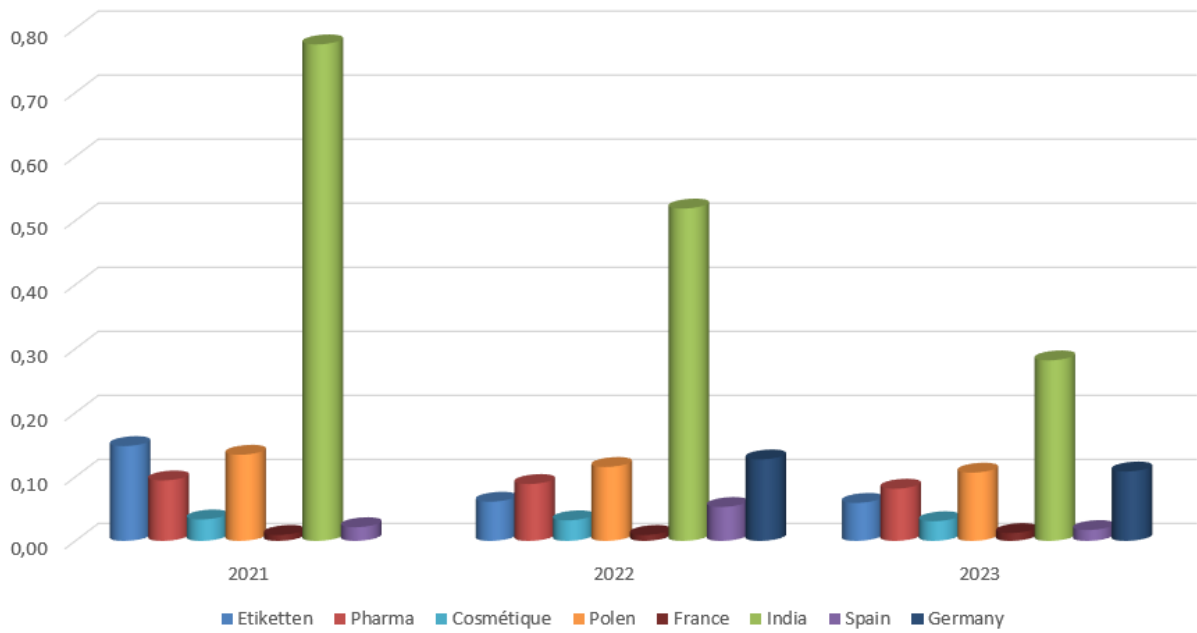
Tons of CO2 (e) emissions from gas, per site and in absolute figures.



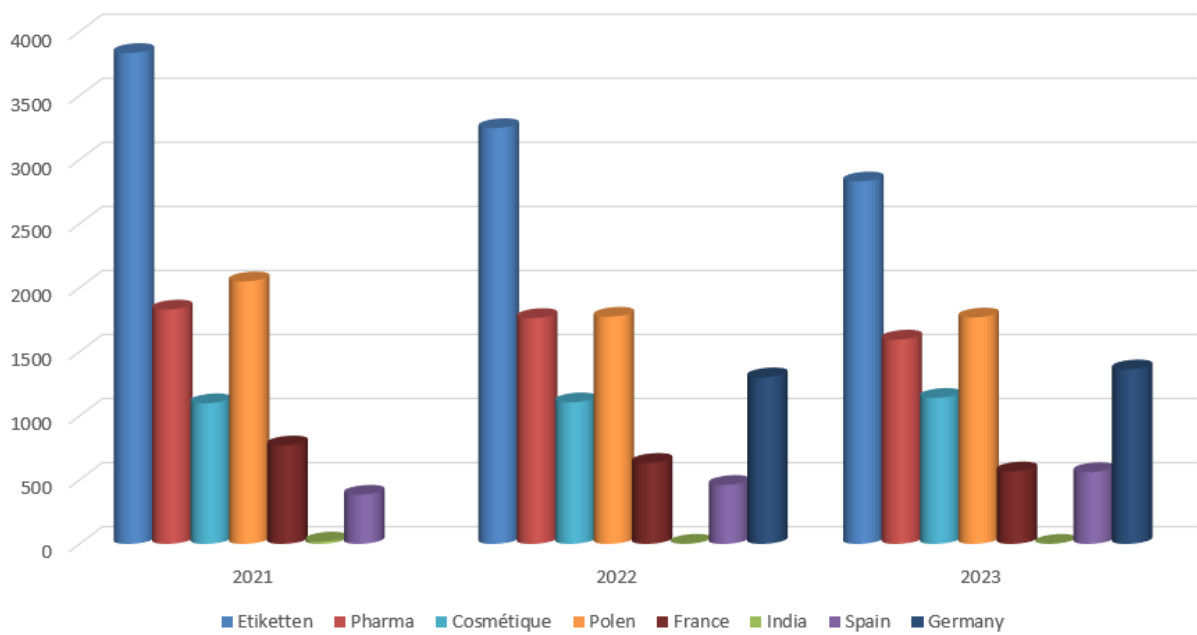
Tons of CO₂(e) emissions from gas, per site and per 1000 m² of material delivered.



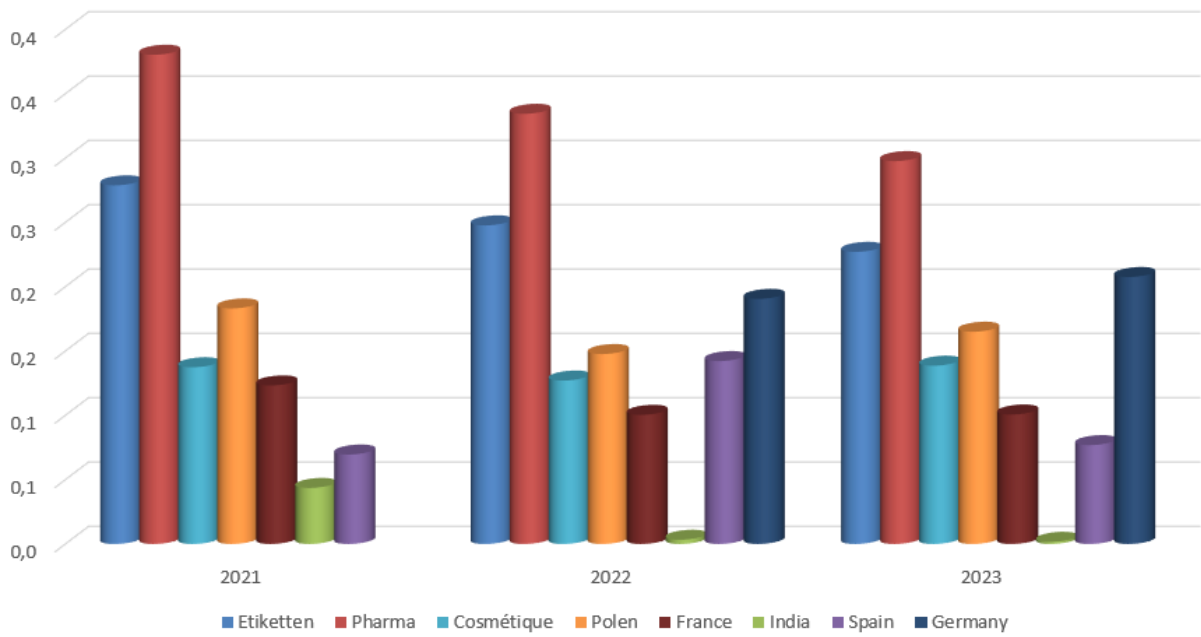
Tons of CO₂(e) location based emissions from electricity, per site and in absolute figures.



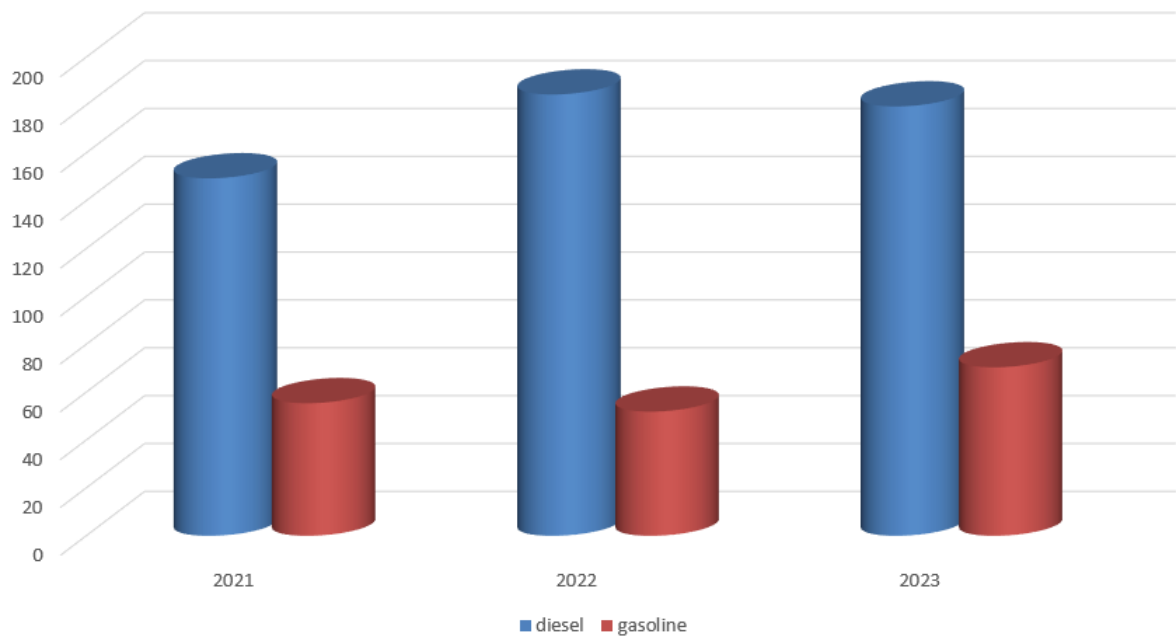
Tons of CO₂(e) location based emissions from electricity, per site and per 1000m² of material sold.



Tons of CO₂(e) emissions of processing high-calorific waste, per site and in absolute figures.



Tons of CO₂ (e) emissions of processing high-calorific waste, per site and per 1000m² of material sold.



Tons CO₂ (e) emissions from derived from fossil fuel, according to company and in absolute figures.

Conversion factors					
	Criterion		2021	2022	2023
Gas	Conversion from "MWh" to "kg CO ₂ ".		201,98	201,98	201,98
Electricity	Conversion from "MWh" to "kg CO ₂ ". The location based conversion factors are different per country as the ways the electricity is being generated differs.	Belgium	161	154	145
		Poland	709,8	750	666
		France	51,1	67	68
		India	928,1	928,1	928,1
		Spain	156,4	232	205
		Germany		402	366
Caloric waste	Conversion of caloric waste to "ton CO ₂ (e)". Within the organisation "caloric waste" is being calculated based on the mix (%) of paper and plastic bases material sold. As a simplification, for the calculation we assume all plastic material is PE	papier	1,65	1,65	1,65
		PE	3,14	3,14	3,14
Fuel	Conversion of Liters or kg fuel to "kg CO ₂ (e)".	Diesel	2,47	2,47	2,47
		gasoline	2,14	2,14	2,14
		propane		2,99	2,99

The following documents were used to calculate the quantities:
for gas, electricity and fuel: the purchase invoices for the period in question
for caloric waste: the invoices for the disposed quantities

EN17 Other relevant indirect greenhouse gas emissions by weight.

As from work year 2023 also a theoretical amount of 10% loss of the used cooling agents are being taken into account:

	Cooling agent	conversion factor t CO ₂ e/kg cooling agent	ton CO ₂ (e) emitted
2023			
Etiketten	R-410A	1,725	18,8491
	R-407C	1,526	11,9165
	R-407F	1,363	0,98818
	R-134A	1,3	22,23
	freon R22	1,81	0,3077
Pharma	R-407C	1,526	10,682
Cosmétique	R-410A	1,725	1,39553
Polen	R-407C	1,526	10,5294
	R-410A	1,725	4,5885
France	R-410A	1,725	2,76
India	R32	0,65	0,065
	R410	1,833	2,3829
	R22	1,81	6,878
Spain	R-410A	1,725	12,4373
Germany	R134A	1,43	28,743

EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.

Also see EN5

EN19 Emissions of ozone-depleting substances by weight.

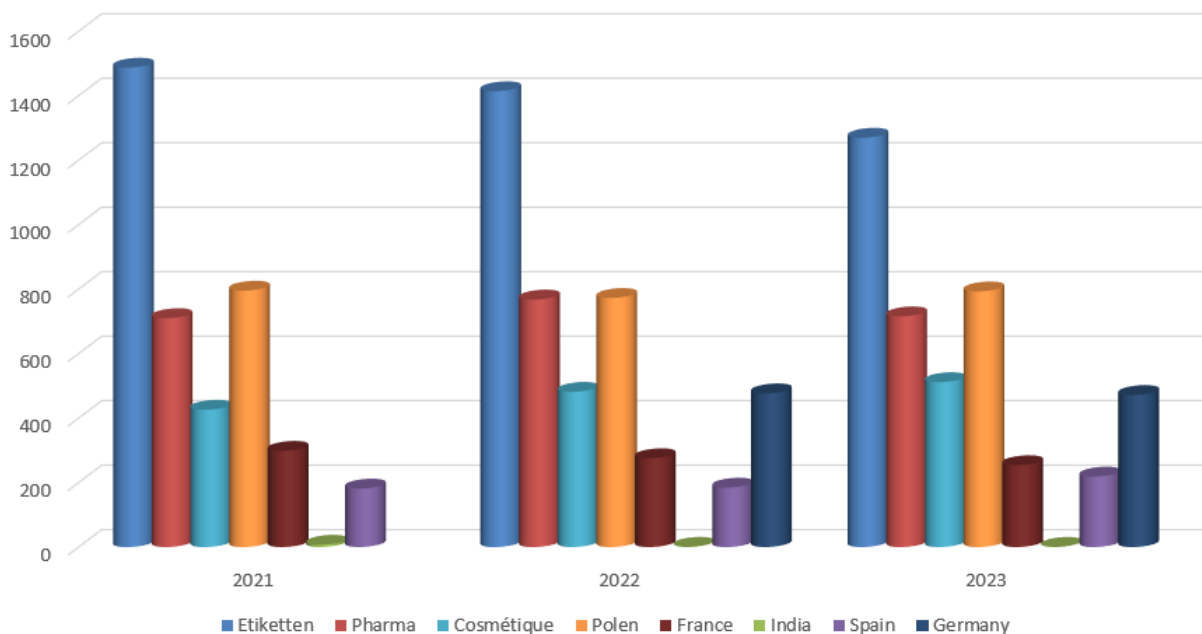
The organization's activities do not intentionally cause emissions of ozone-depleting substances such as chlorine and bromine-containing compounds: CFC, HCFC, halons, methyl bromide (CH₃Br) or carbon tetrachloride (CCl₄). The past years already most of the present "Freon" cooling agents have been replaced, however still some "Freon" substances are present. We take a theoretical loss of these products into account (see EN17).

EN20 NO, SO and other significant air emissions by type and weight.

The organization's activities do not cause emissions of NO, SO or other compounds for which explicit monitoring rules are established.

EN21 Total water discharge by quality and destination.

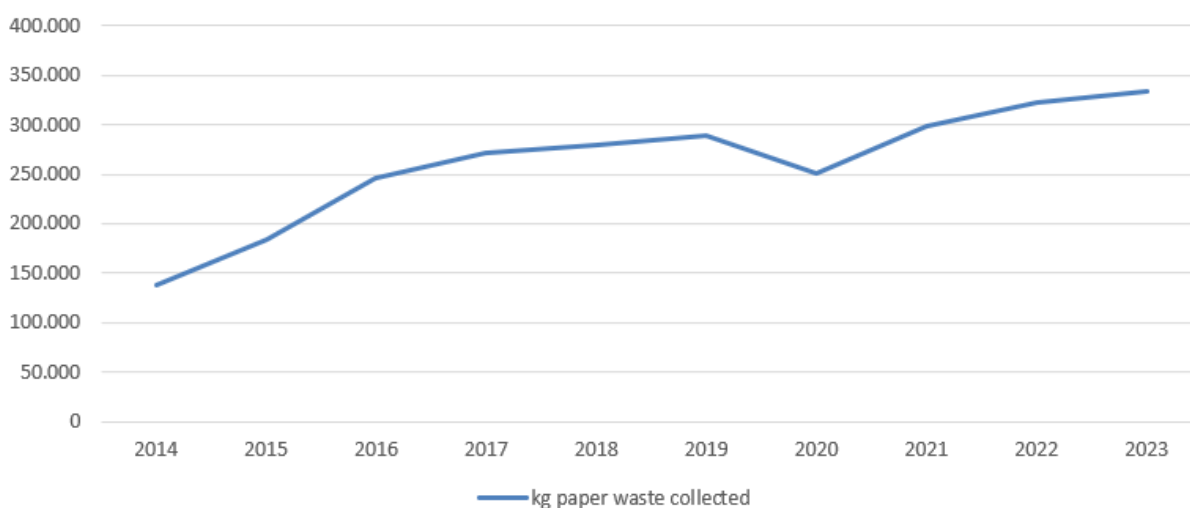
All water discharged by the organization's various sites falls under the classification "domestic wastewater" and thus enters the normal circuit of sewage and treatment plants.

EN22 Total weight of waste by type and disposal method.**Figures in tons per site calorific waste**

The high calorific material is transported to a specialized center where it is additionally sorted and then incinerated with energy recovery.

The paper waste is not in all sites separately selected and collected. Only at the Boechout sites, the separate flow of paper waste is being weighed. The (siliconized) backing paper goes to a specialized center for recycling in the cardboard industry or gets a second life as packaging material.

Evolution of (siliconized) paper and cardboard separate collection for all sites in Boechout:



EN23 Total number and volume of significant discharges.

There were no significant discharges during the reporting period in question.

EN24 Weight of transported, imported, exported or treated waste classified as hazardous under Annex I, II, III and VIII of the Basel Convention and the percentage of waste shipped internationally.

No waste was transported, imported, exported or treated as hazardous under Annex I, II, III and VIII of the Basel Convention during the reporting period in question. Thus, no such waste was transported internationally either.

EN25 Designation, size, conservation status and biodiversity value of the waterbodies and related habitats who had noticed a significant impact by the water discharge from the reporting organization.

There were no waters or related habitats significantly impacted by our organization's water discharge or runoff during the relevant reporting period.

ASPECT: PRODUCTS AND SERVICES

EN26 Initiatives to compensate for the environmental impact of products and services and the extent of such compensation.

An essential difference between **self-adhesive** labels and so-called "**wet-glue**" labels is the presence of a siliconized backing or backing paper. Until recently, it was impossible to recycle this backing (or have it recycled) because of the presence of the silicone.

Twelve years ago, Reynders Etiketten already invested in the separate collection of "**pure liner**" and committed to taking this fraction out of the waste stream of "caloric recovery" in order to (have it) recycled.

As of 2013, a feasible solution is finally available whereby "pure liner" in medium-sized fractions can be added to the production flow for recycled cardboard.

As from 2022 – with the info from our German site- the siliconized backing goes to a company that reworks the material and gives it an alternative use (second life).

EN27 Percentage of sold products whose packaging was collected according to category.

The primary packaging of self-adhesive labels (**PE bag + cardboard box**) has a protective role, not only during transport to the end user, but also afterwards in the stocking phase at that end user's premises. For this reason, there is no organized collection.

Our customers obviously have their own systems where the plastic bag and the cardboard box are collected separately and offered for recycling through the calibrated channels.

ASPECT: COMPLIANCE**EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.**

Neither in the period covered by the report; nor in previous years has any of the organization's sites been fined or sanctioned for violations of applicable environmental laws or regulations.

ASPECT: TRANSPORTATION**EN29 Significant environmental impact of transporting products and other goods and materials used in the organization's operations and transporting staff members.**

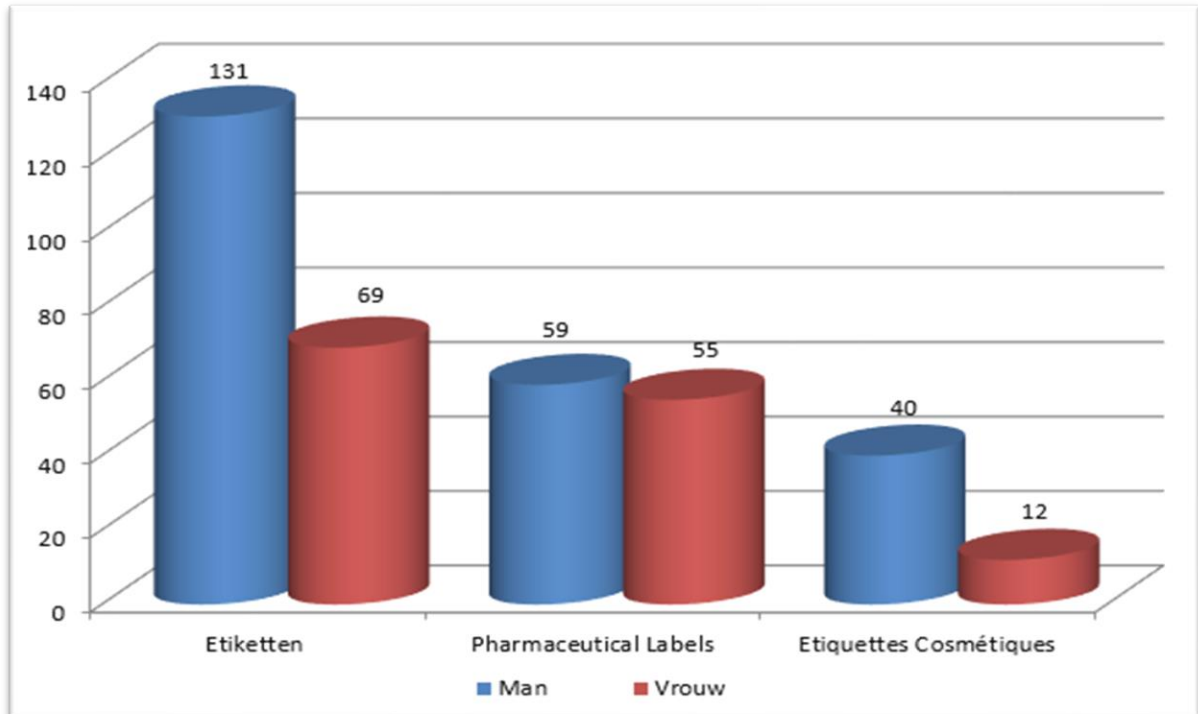
Many packages, boxes and pallets are shipped. For the local market, this is done as much as possible through combined direct transports. For further destinations we rely on specialized firms that deliver goods in groupage with others; these are courier companies such as TNT and UPS.

ASPECT: GENERAL***EN30 Total environmental protection expenditures and investments by type.***

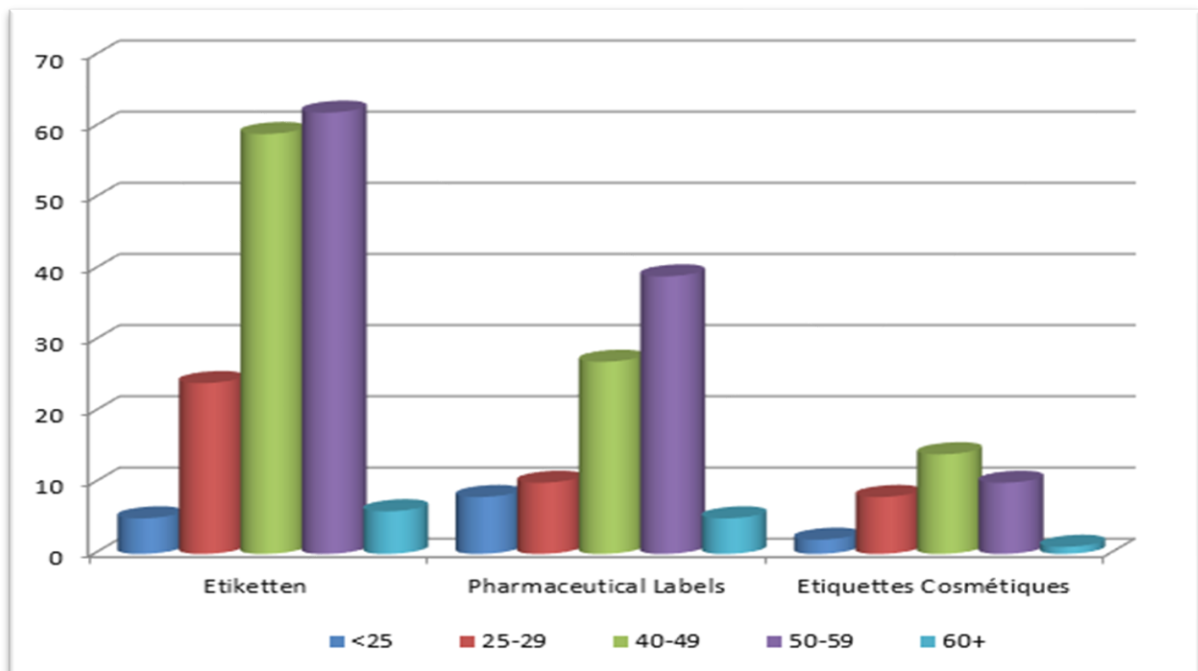
Exact figures of expenditures and investments are not available for the reporting period in question. By the next report we hope to close this gap. To illustrate the extent of the investments, here is a list - still incomplete - of initiatives taken:

Further **LEDification**, **rainwater collection** at new parts of the buildings, **extra insulation** on roofs, **awareness-raising** about reduced water usage throughout the entire Group; several rooms equipped with motion detectors to control the lighting; purchase of **100% electric company cars**; . . .

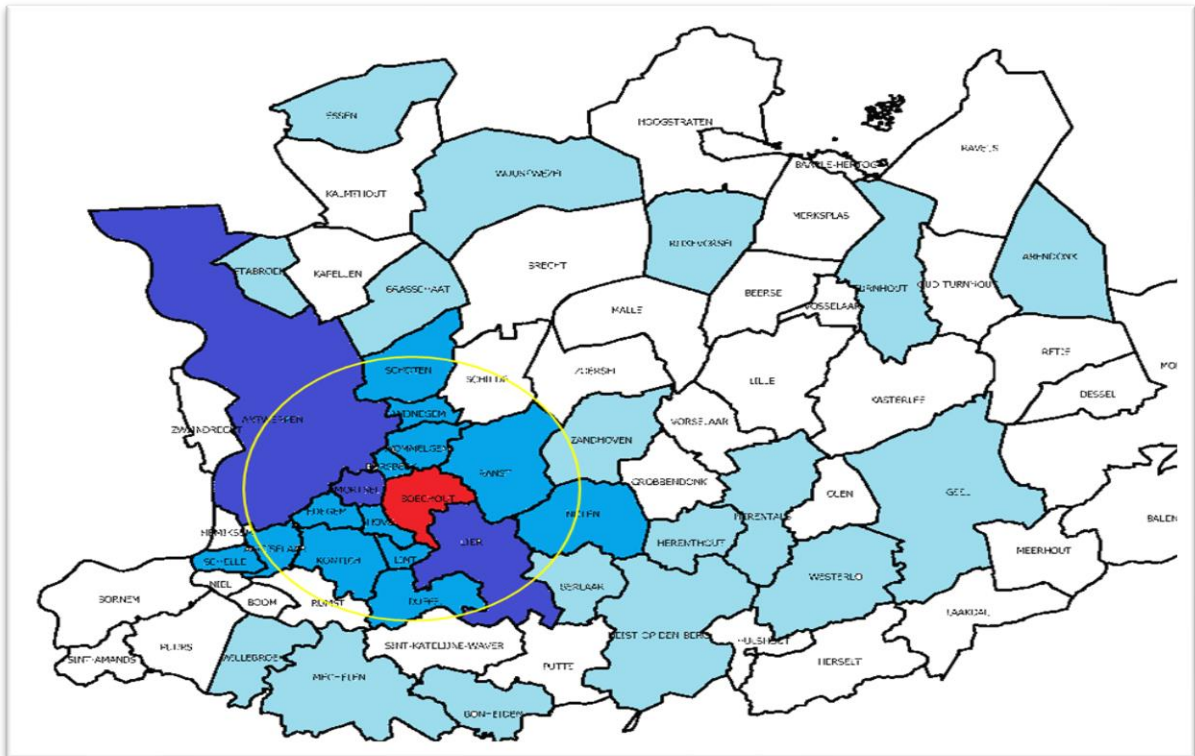
5.3 WORKING CONDITIONS & INDICATORS OF FULL EMPLOYMENT ASPECT: EMPLOYMENT



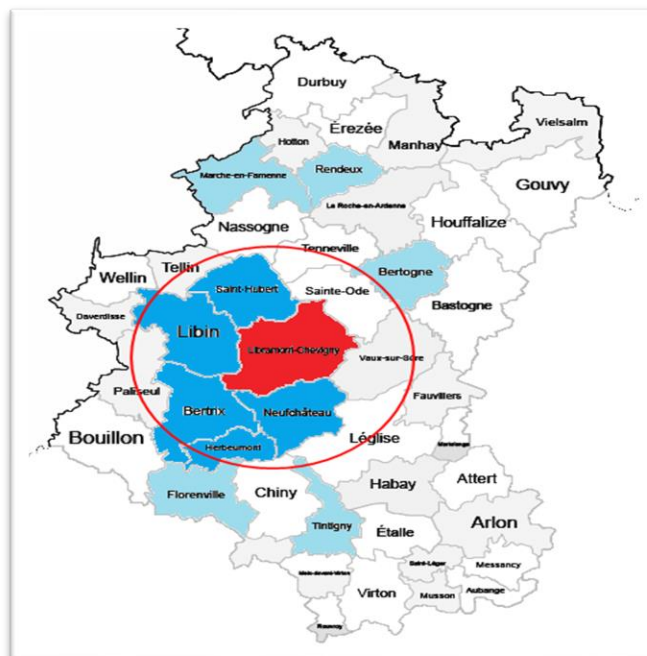
LA1 Total workforce by employment type, employment contract and region.
Gender distribution female/male



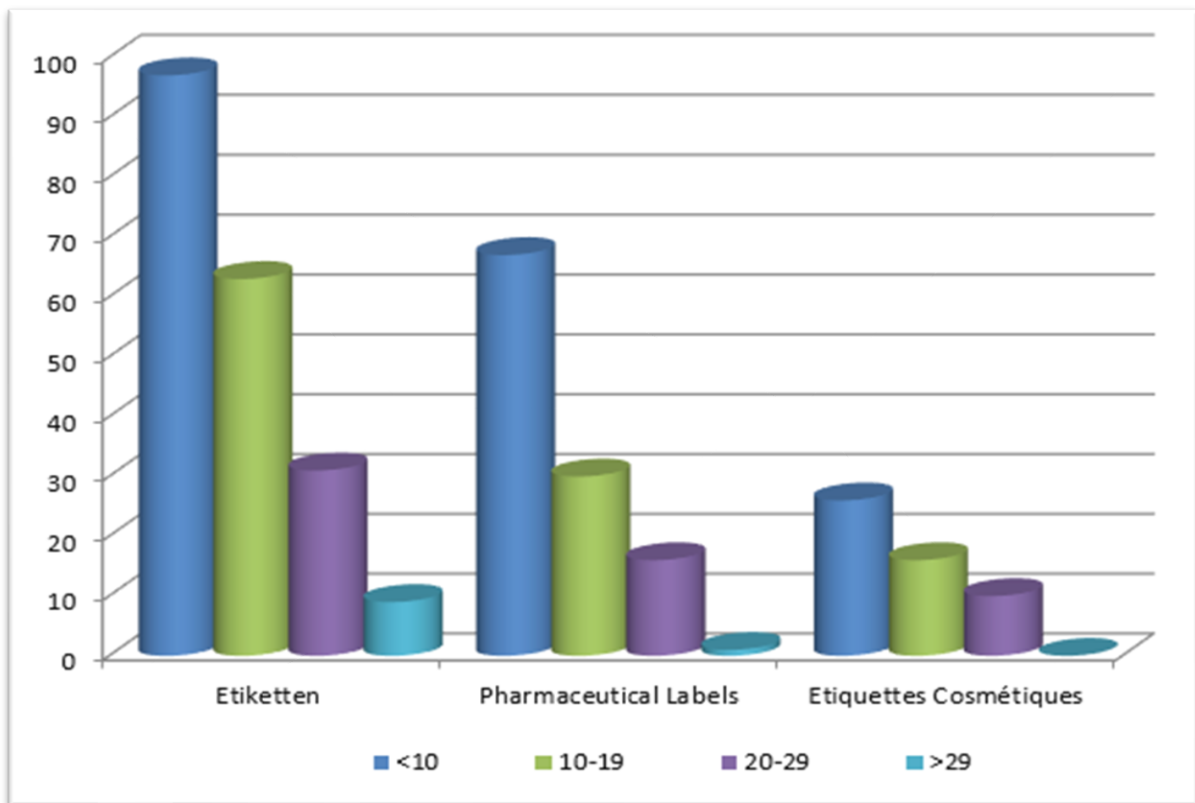
Distribution according to age (males and females)



About 75% of Reynders Labels and Reynders Pharmaceutical Labels employees live within a 10-15 km radius of the Boechout offices.



About 90% of Reynders Etiquettes Cosmétiques employees live within a 10-15 km radius of the Libramont site.



Experienced employees; chart number of employees by years of service.

In the near future, the same data will be corrected for the other sites.

LA2 Benefits provided to full-time employees that are not available to part-time employees, by major activity.

We try to accommodate requests for parental leave and time credit, taking into account the legal provisions and organizational possibilities.

ASPECT: EMPLOYER-EMPLOYEE RELATIONSHIP

LA3 Percentage of employees covered by collective bargaining agreement.

We follow the collective bargaining agreement and guidelines of the joint committee to which we belong. This applies to all employees.

LA4 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.

We follow legal minimum notice periods. We always try to maintain open communication and consider alternatives before terminating.

ASPECT: HEALTH AND SAFETY

LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

At some sites we have a formal employee representation and various initiatives are taken to give participation to employees in the area of safety and health. We have a prevention advisor who is present on the floor almost every day. An annual briefing is given to staff where questions about safety and health can be asked. Through posters, employees are informed and mobilized.

Each employee is affiliated with the external service for protection and prevention at work. Production employees are invited annually for a medical check-up. Frequent contact with the occupational physician regarding risks, hazards, general complaints.

LA6 Injury, occupational disease, lost days and absenteeism rates and number of work-related fatalities by region.

Both HR and the prevention advisor are involved in each work-related accident. The prevention advisor reports figures around work-related accidents and absenteeism annually.

LA7 Education, training, counseling, prevention and risk management programs for the benefit of staff members, their families or local residents regarding serious illnesses.

More than 10 employees (managers + operators) have been trained to administer first aid to colleagues and they also attend mandatory refresher courses annually to maintain their certification.

Employees are informed and mobilized via information from the prevention advisor (presentations/posters/letters) regarding occupational health and safety. New employees are introduced to the hazards, risks and protective equipment available at work. This information is also posted in the workplace and appears on the information screens installed in each company.

LA8 Agreements on health and safety topics established in formal agreements with unions.

Formal union representation is present. There is a consultation regularly between the union delegation and management where health and safety issues can also be discussed.

ASPECT: TRAINING AND EDUCATION

LA9 Average hours of training per year per employee by employee category

We provide training and in Belgium from 2024 on this is fixed at at least 5 days per person. In cooperation with sector partners, we try to offer training that is customized and on the job as much as possible.

LA10 Programs for skills management and lifelong learning that ensure the continued employability of employees and assist them in completing their careers.

As from 2024 on the directors team has set as goal that all employees should have an evolution interview. This was already present in some sites, but not all. We try to create open communication between employees and managers so that new opportunities of development can be discussed, both horizontally and vertically. For vacancies, both internal and external candidates are considered.

LA11 Percentage of employees receiving regular performance and career development reviews.

See answer in LA10.

ASPECT: DIVERSITY AND OPPORTUNITIES

LA12 Composition of governance bodies and breakdown of employees per category according to gender, age group, membership of a particular social minority, and other indicators of diversity.

As defined by law, we do not discriminate between men and women In the labor regulations, one article is specifically dedicated to non-discrimination.

To give an idea in the Boechout sites of the ± 350 employees, the employees come from more than 20 different countries of origin.

LA13 Ratio of basic salary of men to women by employee category.

As defined by law, we do not discriminate between men and women. Regarding salaries, we take into account the legal provisions and internal and external comparisons.

5.4 HUMAN RIGHTS PERFORMANCE INDICATORS

ASPECT: INVESTMENT AND PROCUREMENT POLICIES

HR1 Percentage and total number of significant investment agreements that include clauses on human rights or that have undergone human rights screening.

In the reporting period under review, there were no significant investment agreements that included clauses on human rights or had human rights compliance tested.

HR2 Percentage of significant suppliers and contractors that have undergone human rights screening and actions taken

We consider it our responsibility to prohibit any form of harassment or discrimination and exploitation through child labor. We conduct our operations in a socially responsible manner, which means complying with the laws of the countries in which we operate and - in line with the legitimate role of business - supporting fundamental human rights.

As part of our commitment to sustainable development, we pay close attention to health, safety and environmental issues. See also our Code of Conduct, which sets out the standards, values and rules of conduct with which all employees and suppliers must comply.

In our 'supplier agreement', it is expressly agreed that the supplier agrees and confirms that no child labor or corruption is used.

HR3 Total number of hours of staff training on policies and procedures on aspects of human rights relevant to operations, including the percentage of staff who attended the training.

Each new employee receives a welcome brochure that is gone through with HR during the first week of employment. The Quality and Environmental Policy Statement clearly states that we do not discriminate on the basis of age, gender, orientation, origin or religion.

ASPECT: PROHIBITION OF DISCRIMINATION

HR4 Total number of cases of discrimination and actions taken.

We have no experience with discrimination cases in our organization. Referring to HR3 This does not mean that there might be that some employees feel or experience some discomfort in their work relationship.

If an employee has an issue with another employee within the company, there is the possibility to discuss the issue (and find a solution) in confidence with a confidant within the company.

ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

HR5 Activities that have been identified as having the potential for significant risk to the right to exercise freedom of association and collective bargaining, as well as measures taken to support these rights.

No such activities have been identified.

ASPECT: CHILD LABOR

HR6 Activities identified as having significant risk of instances of child labor, as well as measures taken to eliminate child labor.

No such activities have been identified. Child labor is not permitted and all legal provisions apply.

ASPECT: FORCED and COMPULSORY WORK

HR7 Activities identified as having a significant risk of incidences of forced or compulsory labor, as well as the measures taken to eliminate forced or compulsory labor.

No such activities have been identified. Forced or compulsory labor is not permitted and all legal provisions apply

ASPECT: SECURITY POLICY

HR8 Percentage of security personnel who have received training in the organization's policies or procedures regarding aspects of human rights relevant to operations.

Each new employee receives a welcome brochure that is walked through with HR during the first week of employment. The Quality and Environmental Policy Statement clearly states that we do not discriminate on the basis of age, gender, orientation, origin or religion.

ASPECT: RIGHTS OF INDIVIDUALS

HR9 Total number of cases of violations of indigenous peoples' rights and actions taken.

No such violations were identified.

5.5 SOCIAL PERFORMANCE INDICATORS

ASPECT: COMMUNITY

SO1 Nature, scope and effectiveness of all programs and methods that determine and manage the impacts of operations on communities, including establishment, operations and exits.

During the period covered by the report, no new branch opened. We did however have acquired end of 2022 a printing company in Germany. The nature of the activities of the various branches did not change, and there were no closures or departures.

ASPECT: CORRUPTION

SO2 Percentage of and total number of business units analyzed for corruption-related risks.

None

SO3 Percentage of personnel who have received training in organization's anti-corruption policies and procedures.

None

SO4 Actions taken in response to incidents of corruption.

There were no cases or suspicions of corruption during the period covered by the report. Therefore, there was no need to take action.

ASPECT: PUBLIC POLICY

SO5 Views on public policy and participation in its development, as well as lobbying.

The organization does not participate in public policy and does not engage in lobbying or related activities.

SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.

The organization has made no contributions, in any form, to political parties, politicians or public institutions.

ASPECT: ANTI-COMPETITIVE BEHAVIOR***SO7 Total number of lawsuits for anti-competitive behavior, anti-trust, and monopolistic practices, as well as the results of these lawsuits***

The organization is not involved in any ongoing lawsuits - either present or past - for anti-competitive behavior, anti-trust, and monopolistic practices,

ASPECT: COMPLIANCE**SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.**

The organization has not been fined for non-compliance with laws and regulations.

5.6 PRODUCT-RESPONSIBILITY PERFORMANCE INDICATORS**ASPECT: CONSUMER HEALTH AND SAFETY****PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of major product and service categories subject to such procedures.**

REYNDERS label printing considers that the products and services provided do not pose any risk to consumer health and safety.

In those specific cases where it is clear that the packaging materials we produce may come into direct or indirect contact with foodstuffs without a functional barrier and intended for human consumption, we make every effort to use only components - primarily adhesives, inks and varnishes - that have been tested and approved for such contact by recognized and independent organizations.

As part of the BRC certification, an HACCP analysis is carried out periodically in which the potential impact is analyzed and evaluated. The results of these analyses are used for continuous adjustment of our processes.

PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifetime, by type of outcome.

During the period under review, there were no cases of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifetime.

ASPECT: LABELING OF PRODUCTS AND SERVICES

PR3 Type of product and service information required by procedures and percentage of major products and services subject to such information requirements.

The packaging products we dispense are not subject to labeling requirements.

Nevertheless, we provide all products delivered with clear, legible information that enables our customers to comply with their own procedures in this regard. This includes information for "tracking & tracing" and correct identification of the product within the framework of "mix-up prevention", among other things.

PR4 Total number of cases of non-compliance with regulations and voluntary codes concerning information on and labeling of products and services, by type of result.

In the period under review, there were no cases of non-compliance with regulations and voluntary codes concerning information on and labeling of products and services.

PR5 Policy on customer satisfaction, including results of customer satisfaction surveys

Customer satisfaction is inscribed in the Group's charter and it is one of the key parameters in the annual management review.

In various ways, all levels of the organization are made aware of the wishes and needs of our customers and of our continuous efforts to bring and keep this satisfaction as high as possible (see "Communication channels")

The people and departments in direct contact with customers have been trained to periodically ask direct or indirectly for the customers' satisfaction. Channels are in place to share this information with stakeholders.

In addition, we have developed measurement tools that - independent of customer feedback or satisfaction surveys - give us a good idea in real time of those parameters that we recognize can play a decisive role. This allows us to proactively react and anticipate if any of the parameters are not evolving as expected.

ASPECT: MARKETING COMMUNICATIONS

PR6 Programs for compliance with laws, standards and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.

REYNDERS label printing has neither endorsed any standards nor imposed itself any voluntary codes regarding any form of marketing communications.

The reason is that we operate in a B2B relationship and therefore our products are never intended directly for sales to consumers.

In the reporting period there has been some communication on electronic platforms as Facebook and Linked-In on what Reynders is working on.

PR7 Total number of cases of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of result.

During the period under review, there were no cases of non-compliance with regulations and voluntary codes concerning marketing communications.

ASPECT: CUSTOMER PRIVACY

PR8 Total number of substantiated complaints about breaches of customer privacy and loss of customer data.

There were no complaints about breaches of customer privacy or loss of customer data during the period under review.

ASPECT: COMPLIANCE

PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the supply and use of products and services.

During the period under review, there were no fines received for instances of non-compliance with laws and regulations on the supply and use of products and services.

Detailed Content Index (in Dutch)

STRATEGIE & ANALYSE

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1.1	Een verklaring van de hoogste beslissingsbevoegde van de organisatie (bv. bestuursvoorzitter, directeur of gelijkwaardige leidinggevende functie) over de relevantie van duurzame ontwikkeling voor de organisatie en haar strategie.	3
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3.3	Rapportingscyclus	17
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3.10	Uitleg over de gevolgen van eventuele herformuleringen van eerder verstrekte informatie (bijvoorbeeld fusies of overnames, verandering van referentiejaar of verslaggevingsperiode en veranderingen met betrekking tot de aard van de activiteiten of de meetmethoden).	19
3.11	Significante veranderingen ten opzichte van vorige verslagperiodes ten aanzien van reikwijdte, afbakening of meetmethoden die voor het verslag zijn toegepast.	19
3.12	Tabel waarin staat waar in het verslag de standaardonderdelen van de informatie-voorziening te vinden zijn.	19
3.13	Beleid en huidige praktijk met betrekking tot het betrekken van externe assurance van het verslag.	19

BESTUUR, VERPLICHTINGEN EN BETROKKENHEID

GRI ref.	Beschrijving	Rapport
BESTUURSSTRUCTUUR		
4.1	De bestuursstructuur van de organisatie, met inbegrip van commissies die vallen onder het hoogste bestuurslichaam en verantwoordelijk zijn voor specifieke taken, zoals het bepalen van de strategie of het overzicht over de organisatie.	21
4.2	Geef aan of de voorzitter van het hoogste bestuurslichaam eveneens een leidinggevende functie heeft (en, zo ja, zijn/haar functie binnen het kader van de organisatie en de redenen voor deze situatie).	22
4.3	Voor organisaties met een eenvoudige bestuursstructuur: vermeld het aantal onafhankelijke en/of niet-leidinggevende leden van het hoogste bestuurslichaam.	22
4.4	Mechanismen die aandeelhouders en medewerkers de gelegenheid geven om aanbevelingen te doen aan of medezeggenschap uit te oefenen op het hoogste bestuurslichaam.	22
4.5	Een koppeling tussen vergoedingen voor leden van het hoogste bestuurslichaam, top-managers en leidinggevenden (met inbegrip van vertrekregelingen) en de prestaties van de organisatie (met inbegrip van sociale en milieugerelateerde prestaties).	22
4.6	Processen waarmee het hoogste bestuurslichaam waarborgt dat strijdige belangen worden vermeden.	23
4.7	Proces voor het bepalen van de kwalificaties en expertise van de leden van het hoogste bestuurslichaam voor het sturen van de strategie van de organisatie aangaande economische, milieugerelateerde en sociale onderwerpen.	23
4.8	Intern ontwikkelde missie- of beginselverklaringen, gedragscodes en uitgangspunten die van belang zijn voor de economische, milieugerelateerde en sociale prestaties, met vermelding van de mate van invoering ervan.	23
4.9	Procedures van het hoogste bestuurslichaam voor het overzien van de inventarisatie en het beheer door de organisatie van economische, milieugerelateerde en sociale prestaties, met inbegrip van relevante risico's en mogelijkheden en naleving van of conformiteit met internationaal overeengekomen standaarden, gedragscodes en principes.	23
4.10	Processen voor het evalueren van de eigen prestaties van het hoogste bestuurslichaam, in het bijzonder betreffende economische, milieugerelateerde en sociale prestaties.	24
VERPLICHTINGEN I.V.M. EXTERNE INITIATIEVEN		
4.11	Toelichting over de toepassing van het voorzorgsprincipe door de verslaggevende organisatie.	24
4.12	Extern ontwikkelde economische, milieugerelateerde en sociale handvesten, principes of andere initiatieven die de organisatie onderschrijft.	24
4.13	Lidmaatschap van verenigingen (zoals brancheverenigingen) en/of (inter)nationale belangenorganisaties waarvan de organisatie: functies heeft in bestuurslichamen; bijdraagt aan projecten of lid is van commissies; substantiële financiële bijdragen levert naast vaste lidmaatschapsgelden; lidmaatschap als strategisch beschouwt.	25
OVERLEG MET BELANGHEBBENDEN		
4.14	Lijst van groepen belanghebbenden die de organisatie heeft betrokken.	28
4.15	Basis voor inventarisatie en selectie van belanghebbenden die moeten worden betrokken.	28
4.16	Benadering van het betrekken van belanghebbenden, waaronder de frequentie ervan per type en groep belanghebbenden.	29
4.17	De voornaamste onderwerpen en vraagstukken die naar voren zijn gekomen door de betrokkenheid van belanghebbenden en hoe de organisatie hierop heeft gereageerd, onder meer via haar verslaggeving	31

ECONOMISCHE ASPECTEN

ECONOMISCHE PRESTATIE-INDICATOREN

GRI ref.	Beschrijving	Rapport
ASPECT: ECONOMISCHE PRESTATIES		
EC1	Directe economische waarden die zijn gegenereerd en gedistribueerd, waaronder inkomsten, operationele kosten, personeels-vergoedingen, donaties en overige maatschappelijke investeringen, ingehouden winst en be-talingen aan kapitaalverstrekkers en overheden.	33
EC2	Financiële implicaties en andere risico's en mogelijkheden voor de activiteiten van de organisatie als gevolg van klimaatverandering.	33
EC3	Dekking van de verplichtingen in verband met het vastgestelde uitkeringsplan van de organisatie.	34
EC4	Significante financiële steun van een overheid.	34
ASPECT: MARKTAANWEZIGHEID		
EC5	<i>Spreiding in de verhouding tussen het standaard aanvangssalaris en het lokale minimumloon op belangrijke bedrijfslocaties.</i>	35
EC6	Beleid, methoden en deel van uitgaven betreffende lokaal gevestigde leveranciers op belangrijke bedrijfslocaties.	35
EC7	Procedures voor lokale personeelswerving en aandeel van het topkader dat afkomstig is uit de lokale gemeenschap op belangrijke bedrijfs-locaties.	36
ASPECT: INDIRECTE ECONOMISCHE EFFECTEN		
EC8	Ontwikkeling en gevolgen van investeringen in infrastructuur en diensten die voornamelijk ten behoeve van het algemeen nut worden geboden door middel van verplichtingen van commerciële aard, dan wel in natura of pro bono.	36
EC9	<i>Inzicht in en beschrijving van significante indirecte economische gevolgen, waaronder de omvang ervan.</i>	37

MILIEUASPECTEN

MILIEUPRESTATIE-INDICATOREN

GRI ref.	Beschrijving	Rapport
ASPECT: MATERIALEN		

EN1	Totale hoeveelheid gebruikte materialen naar gewicht of volume.	38
EN2	Percentage van de gebruikte materialen dat bestaat uit afval uit externe bronnen	40
ASPECT: ENERGIE		
EN3	Direct energieverbruik door primaire energiebron.	41
EN4	Indirect energieverbruik door primairebron.	44
EN5	Energie die bespaard is door besparingen en efficiëntieverbeteringen.	46
EN6	Initiatieven ten behoeve van energie-efficiënte of op duurzame energie gebaseerde producten en diensten, evenals verlagingen van de energie-eisen als resultaat van deze initiatieven.	47
EN7	Initiatieven ter verlaging van het indirecte energieverbruik en reeds gerealiseerde verlaging	47
ASPECT: WATER		
EN8	Totale wateronttrekking per bron.	48
EN9	Waterbronnen waarvoor water-onttrekking significante gevolgen heeft.	49
EN10	Percentage en totaal volume van gerecycled en hergebruikt water.	50
ASPECT: BIODIVERSITEIT		
EN11	Locatie en oppervlakte van land dat eigendom is, gehuurd wordt, beheerd wordt in of grenst aan beschermde gebieden en gebieden met een hoge biodiversiteitswaarde buiten beschermde gebieden.	50
EN12	Beschrijving van significante gevolgen van activiteiten, producten en diensten op de biodiversiteit in beschermde gebieden en gebieden met een hoge biodiversiteitswaarde buiten beschermde gebieden.	51
EN13	Beschermde of herstelde habitats.	52
EN14	Strategiën, huidige maatregelen en toekomstige plannen voor het beheersen van de gevolgen van de biodiversiteit.	53
EN15	Aantal op de rode lijst van de IUCN vermelde soorten en soorten op nationale beschermingslijsten met habitats in gebieden binnen de invloedssfeer van bedrijfsactiviteiten, ingedeeld naar hoogte van het risico van uitsterven.	53
ASPECT: LUCHTEMISSIES, AFVALWATER EN AFVALSTOFFEN		
EN16	Totale directe en indirecte emissie van broeikasgassen naar gewicht.	53
EN17	Andere relevante indirecte emissie van broeikasgassen naar gewicht.	56
EN18	Initiatieven ter verlaging van de emissie van broeikasgassen en gerealiseerde verlagingen	56
EN19	Emissie van ozonafbrekende stoffen naar gewicht.	56
EN20	NO, SO en andere significante luchtmissies naar type en gewicht.	57
EN21	Totale waterafvoer naar kwaliteit en bestemming	57
EN22	Totaalgewicht afval naar type en verwijderings-methode	57
EN23	Totaal aantal en volume van significante lozingen.	60
EN24	Gewicht van getransporteerd, geïmporteerd, geëxporteerd of verwerkt afval dat als gevaarlijk geldt op grond van bijlage I, II, III en VIII van de Conventie van Bazel en het percentage afval dat internationaal is getransporteerd.	60
EN25	Benaming, grootte, beschermingsstatus en biodiversiteitswaarde van wateren en gerelateerde habitats die significante gevolgen ondervinden van de waterafvoer en -afvloeiing van de verslag-gevende organisatie	61
ASPECT: PRODUCTEN EN DIENSTEN		
EN26	Initiatieven ter compensatie van de milieugevolgen van producten en diensten en de omvang van deze compensatie.	61
EN27	Percentage producten dat is verkocht en waarvan de verpakking is ingezameld, naar categorie.	62
ASPECT: NALEVING		
EN28	Monetaire waarde van significante boetes en totaal aantal niet-monetaire sancties wegens het niet naleven van milieuwet- en - regelgeving.	62
ASPECT: TRANSPORT		
EN29	Significante milieugevolgen van het transport van producten en andere goederen en materialen die worden gebruikt voor de activiteiten van de organisatie en het vervoer van personeelsleden.	62
ASPECT: ALGEMEEN		
EN30	Totale uitgaven aan en investeringen in milieubescherming naar type.	62

SOCIALE ASPECTEN**ARBEIDSMSTANDIGHEDEN & INDICATOREN VOOR VOLWAARDIG WERK**

GRI ref.	Beschrijving	Rapport
ASPECT: WERKGELEGENHEID		
LA1	Totale personeelsbestand naar type werk, arbeidsovereenkomst en regio.	64
LA2	Totaal aantal en snelheid van personeels-verloop per leeftijdsgroep, geslacht en regio.	66
LA3	Uitkeringen aan voltijdmedewerkers die niet beschikbaar zijn voor deeltijdmedewerkers, per grootschalige activiteit.	66
ASPECT: VERHOUDING TUSSEN WERKGEVER EN WERKNEMER		
LA4	Percentage medewerkers dat onder een collectieve arbeidsovereenkomst valt.	66
LA5	Minimale opzegtermijn(en) in verband met operationele veranderingen, inclusief of dit wordt gespecificeerd in collectieve overeenkomsten.	66
ASPECT: GEZONDHEID EN VEILIGHEID		
LA6	Percentage van het totale personeelsbestand dat is vertegenwoordigd in formele gezamenlijke arbo-commissies van werkgevers en werknemers die bijdragen aan de controle op en advies over arbo-programma's	67
LA7	Letsel-, beroepsziekte-, uitvaldagen- en verzuimcijfers en het aantal werkgerelateerde sterfgevallen per regio.	67
LA8	Opleidings-, trainings-, advies-, preventie- en risicobeheersingsprogramma's ten behoeve van personeelsleden, hun families of omwonenden in verband met ernstige ziekten.	67
LA9	Afspraken over arbo-onderwerpen vastgelegd in formele overeenkomsten met vakbonden.	67
ASPECT: OPLEIDING EN ONDERWIJS		
LA10	Gemiddeld aantal uren dat een werknemer per jaar besteedt aan opleidingen, onderverdeeld naar werknemerscategorie	68
LA11	Programma's voor competentie management en levenslang leren die de blijvende inzet-baarheid van medewerkers garanderen en hen helpen bij het afronden van hun loopbaan.	68
LA12	Percentage medewerkers dat regelmatig wordt ingelicht omtrent prestatie- en loopbaanontwikkeling.	68
ASPECT: DIVERSITEIT EN KANSEN		
LA13	Samenstelling van bestuurslichamen en onderverdeling van medewerkers per categorie, naar geslacht, leeftijdsgroep, het behoren tot een bepaalde maatschappelijke minderheid en andere indicatoren van diversiteit.	68
LA14	Verhouding tussen basissalarissen van mannen en vrouwen per medewerkerscategorie.	68

MENSENRECHTEN**PRESTATIE-INDICATOREN VOOR MENSEN-RECHTEN**

GRI ref.	Beschrijving	Rapport
ASPECT: INVESTERINGS- EN INKOOPBELEID		
HR1	Percentage van en totaal aantal aanmerkelijke investeringsovereenkomsten waarin clausules over mensenrechten zijn opgenomen of waarvan de naleving van de mensenrechten is getoetst.	69
HR2	Percentage belangrijke leveranciers en aan-nemers die getoetst zijn op naleving van de mensenrechten en op getroffen maatregelen	69
HR3	Totaal aantal uren personeelstraining over beleid en procedures betreffende aspecten van mensenrechten die relevant zijn voor de activiteiten, met inbegrip van het percentage van het personeel dat de trainingen gevolgd heeft.	69
ASPECT: VERBOD OP DISCRIMINATE		
HR4	Totaal aantal gevallen van discriminatie en de getroffen maatregelen.	
ASPECT: VRIJHEID VAN VERENIGING EN COLLECTIEVE ARBEIDSONDERHANDELINGEN		
HR5	Activiteiten waarvan is vastgesteld dat daarbij een aanzienlijk risico zou kunnen gelden voor het recht op de uitoefening van de vrijheid van vereniging en collectieve arbeids-onderhandelingen, alsmede de maatregelen die zijn getroffen ter ondersteuning van deze rechten.	70
ASPECT: KINDERARBEID		
HR6	Activiteiten waarvan is vastgesteld dat er een aanzienlijk risico is van gevallen van kinder-arbeid, alsmede de maatregelen die zijn getroffen gericht op de uitbanning van kinderarbeid.	70
ASPECT: GEDWONGEN EN VERPLICHT ARBEID		
HR7	Activiteiten waarvan is vastgesteld dat er een aanzienlijk risico is van gevallen van gedwongen of verplichte arbeid, alsmede de maatregelen die zijn getroffen gericht op de uitbanning van gedwongen of verplichte arbeid.	70
ASPECT: VEILIGHEIDSBELEID		
HR8	HR8 Percentage van het beveiligingspersoneel dat training heeft gevolgd in het beleid of de procedures van de organisatie betreffende aspecten van de mensenrechten die relevant zijn voor de activiteiten.	70
ASPECT: RECHTEN van de INHEEMSE BEVOLKING		
HR9	Totaal aantal gevallen van overtreding van de rechten van de inheemse bevolking, alsmede de getroffen maatregelen.	70

MAATSCHAPPIJ

MAATSCHAPPELIJKE PRESTATIE-INDICATOREN

GRI ref.	Beschrijving	Rapport
	ASPECT: GEMEENSCHAP	
S01	Aard, reikwijdte en effectiviteit van alle programma's en methoden die de effecten van de activiteiten op gemeenschappen bepalen en beheren, waaronder vestiging, activiteiten en vertrek.	71
	ASPECT: CORRUPTIE	
S02	Percentage van en totaal aantal bedrijfseenheden geanalyseerd op corruptiegerelateerde risico's.	71
S03	Percentage van het personeel dat training in anticorruptiebeleid en -procedures van de organisatie heeft gevolgd.	71
S04	Maatregelen die zijn getroffen naar aanleiding van gevallen van corruptie	71
	ASPECT: PUBLIEK BELEID	
S05	Standpunten betreffende publiek beleid en deelname aan de ontwikkeling ervan, evenals lobbyen.	71
S06	Totale waarde van financiële en in-natura-bijdragen aan politieke partijen, politici en gerelateerde instellingen per land.	71
	ASPECT: CONCURRENTIEBELEMMEREND GEDRAG	
S07	Totaal aantal rechtszaken vanwege concurrentiebelemmerend gedrag, anti-kartel-, en monopolistische praktijken, alsmede de resultaten van deze rechtszaken	72
	ASPECT: NALEVING	
S08	Monetaire waarde van significante boetes en totaal aantal niet-monetaire sancties wegens het niet naleven van wet- en -regelgeving.	72

PRODUCTIEVERANTWOORDELIJKHEID

PRESTATIE-INDICATOREN VOOR PRODUCT-VERANTWOORDELIJKHEID

GRI ref.	Beschrijving	Rapport
	ASPECT: GEZONDHEID EN VEILIGHEID VAN DE CONSUMENT	
PR1	Levensduurstadia waarin de gevolgen van producten en diensten voor gezondheid en veiligheid worden beoordeeld met het oog op verbetering en het percentage van belangrijke product- en dienstencategorieën die aan dergelijke procedures onderhevig zijn.	73
PR2	Totaal aantal gevallen van niet-naleving van regelgeving en vrijwillige codes betreffende gevolgen voor gezondheid en veiligheid van producten en diensten gedurende de levensduur, naar type resultaat.	73
	ASPECT: ETIKETTERING VAN PRODUCTEN EN DIENSTEN	
PR3	Type informatie over producten en diensten dat verplicht wordt gesteld door procedures en het percentage van belangrijke producten en diensten die onderhevig zijn aan dergelijke informatie-eisen.	73
PR4	Totaal aantal gevallen van niet-naleving van regelgeving en vrijwillige codes betreffende informatie over en etikettering van producten en diensten, naar type resultaat.	74
PR5	Beleid ten aanzien van klanttevredenheid, met inbegrip van resultaten van onderzoeken naar de klanttevredenheid	74
	ASPECT: MARKETINGCOMMUNICATIE	
PR6	Programma's voor de naleving van wetten, standaarden en vrijwillige codes met betrekking tot marketingcommunicatie, waaronder reclame, promotie en sponsoring.	74
PR7	Totaal aantal gevallen van niet-naleving van regelgeving en vrijwillige codes betreffende marketingcommunicatie, waaronder reclame, promotie en sponsoring, naar type resultaat.	74
	ASPECT: PRIVACY VAN KLANTEN	
PR8	Totaal aantal gegronde klachten over inbreuken op de privacy van klanten en het kwijtraken van klantgegevens.	75
	ASPECT: NALEVING	
PR9	Monetaire waarde van significante boetes wegens het niet-naleven van wet- en regelgeving betreffende de levering en het gebruik van producten en diensten.	75