

2022 VANDEPUTTE SUSTAINABILITY REPORT

SUSTAINABLE SAFETY



Sustainably protecting
1 million people at work

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*From doing something right
for society to genuinely
making a difference*

SUSTAINABLE SAFETY

This is our third sustainability report. The report provides an overview of our company's sustainability-related performance and actions in 2020-2021.

We also take a look ahead by unveiling to you our new Sustainable Safety strategy.

In 2016, we launched a CSR (Corporate Social Responsibility) working group. The working group focused on a number of schemes aimed at rendering sustainability visible within our organisation. They listed what we were already doing and set up schemes which all employees were invited to get involved with: by giving up some of their private time to work as a volunteer, collecting bottle tops and clothes, helping to run our on-site beehive, etc. 2022 has seen us expand this concept, which we refer to as **Sustainable Safety**.

If we want to do our bit as a company and work towards driving down our footprint, we need to go about it a different way. As far as our own organisation is concerned, this means taking a good look at our own fleet management, incoming transport and the flow of goods coming in from the Far East. We are also keen to instil a sense of sustainable safety in our customers, by guiding and coaching them in their efforts to make their health & safety policy more sustainable. A choice that is right for one company does not necessarily make it right for another company. The added value we bring to the table in this respect lies in the objective perspective through which we approach matters.

With over 30 years in the business, I have never experienced a more unpredictable time than the one we are currently experiencing. We are looking at a variety of different challenges which all need to be tackled at the same time: supply chain problems, raw material shortages, a paucity of logistical employees, of transport services, which all come at a time of soaring inflation and a somewhat spluttering economy.

Which is why it is so important to properly reflect on the impact we have as a business. Sustainable Safety sees us assume a pioneering role within our chain in terms of sustainable entrepreneurship.

Dirk Vandeputte
Vandeputte CEO

VISION AND MISSION

Our mission is to protect over 1 million people at work. Every single day. So they may safely return to their family in good health. That is our dream, for our employees and for our customers' employees.

Since 2016, sustainability - in every sense of the word - has been expressly incorporated as part of our business strategy under the header of **Sustainable Safety**. Vandeputte firmly believes it is not only capable of changing the world in a positive sense but that it is its duty to do so. Which is why we set out to be the company that, now and in times to come, makes sustainable choices that deliver a positive impact for its stakeholders: customers, (future) employees and suppliers. Vandeputte is also looking to have a permanent impact on society in an economic, social and ecological sense.

Good Governance

Vandeputte is committed to inclusive, participatory and representative decision-making and striking the right balance between men and women in executive and managerial posts. **In 2021, 32% of the management team were women.**

Alongside the management team and the Board of Directors, Vandeputte has an advisory body, made up of 8 employees. Based on their expertise and ambitions, they help lend shape to Vandeputte's strategy. They are trusted to put together the annual business plans and to present these to management. This means the numbers need to add up, but also that they help to ensure that we put the relevant steps in place each year in order to achieve our strategic goals.

Management

Dirk Vandeputte - *CEO*

Bart Roscam - *CFO*

Matty Zadnikar - *Director Services*

Peggy Daneels - *Director ICT, Supply Chain, HR*

Philippe Halsberghe - *Director Sales & Marketing*

Board of Directors

Dirk Vandeputte - *Vandeputte*

Stefan Vandeputte - *Vandeputte*

Bart Roscam - *Vandeputte*

Eddy Verbrugge - *SDM Valorum*

Hil Foon Wong - *Incendin Group*

Leon Klapwijk - *Elkayer Ltd*

Patrick Andersen - *Delaware*

WHO ARE VANDEPUTTE?



1

**PROTECTING
MILLION PEOPLE**
EVERY SINGLE DAY

FAMILY BUSINESS
SINCE 1947



**OPERATING IN
4 COUNTRIES**

BELGIUM, THE NETHERLANDS,
LUXEMBOURG, FRANCE

>20,000 ITEMS
(PPE, PROTECTIVE CLOTHING, ETC.)



CERTIFICATIONS

ISO9001, ISO14001,
ISO45001, ECOVADIS SILVER



VALUES

WITH VISION,
VIGILANCE AND
VALOUR



256
STAFF

+74 UP FROM 2015
8 % BLUE-COLLAR WORKERS
92 % WHITE-COLLAR
WORKERS



TURNOVER

98,272K €

+ € 20,237 K AGAINST 2015

EBIT € 7,105 K

+ € 5,656 K AGAINST 2015





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SUSTAINABLE SAFETY

SUSTAINABILITY STRATEGY 2025



From the selection of our suppliers to our service delivery to our customers, every activity inevitably has an impact on the environment and the society we operate in.

Since 2022, we have a new strategy in place based on 4 umbrella cornerstones and 10 commitments.

We endeavour to create a bigger impact with the same resources and input. Which is why we are shifting the focus away from schemes that offer limited added value towards schemes that deliver a big impact, such as making our range of products more sustainable. We are also committed to actively communicating about our sustainability policy to all stakeholders: employees, customers, suppliers and public authorities. And we will be measuring, monitoring and redressing our goals through clearly defined KPIs.

AGAINST 2025



SUSTAINABLE AMBASSADOR

- 01** all employees will be Sustainable Safety experts and ambassadors.
-  **75 % of staff are familiar with the substance of the 4 cornerstones of Sustainable Safety and actively draw on them in their contacts with stakeholders.**
- 02** we are a top employer that is a master at organisational excellence.
-  **85 % of employees take part in the welfare survey.**



FAIR CHAIN

- 03** we offer a comprehensive range of sustainable products and services.
-  **70 % of total turnover is derived from sustainable products.**
- 04** we are active chain directors when it comes to launching circular schemes.
- 05** together with our suppliers we put in place proper working conditions within the chain.
-  **Ecovadis Gold Label**



GREEN DISTRIBUTION

- 06** we reduce CO2 emissions and energy consumption compared to 2021
-  **- 40 % own cars**
- 15 % sea freight
- 07** we have less organic waste and more separate collection for recycling at our sites.
-  **25 % of the waste flows are sustainable**
- 08** we use fewer materials and more sustainable packaging.
-  **30 % of turnover derives from items with sustainable packaging**



SOCIETY-WE

- 09** we contribute to sustainable development at global and local level.
- 10** we are the go-to partner in Europe in the area of sustainable health & safety and welfare culture.

SDGs

The **17 SDGs** (Sustainable Development Goals) were established in 2015 by the United Nations to tackle the main societal challenges by 2030. These sustainable global goals are intended to inspire countries to take action in areas that are of crucial importance for humankind and the planet:

- to tackle climate change
- to work towards an inclusive society
- to strengthen circular business practices

Our focus goes out to 4 SDGs where we have the biggest impact as experts, distributors and trendsetters of industrial health & safety solutions and people's welfare at work.





Vandeputte is a company that is constantly expanding and that delivers a positive contribution to economic growth and the prosperity of households.

Vandeputte has a clear and unambiguous policy in place on worker rights and strives to promote health & safety and welfare at work. Both for our own employees and those of our suppliers and customers.



Vandeputte is constantly working to make our range of products and services more sustainable and we promote a sustainable health & safety and welfare culture among our customers.

Through partnerships in the areas of recycling and reuse, we work to strengthen the circular economy.



At Vandeputte, reducing our CO₂ emissions, energy consumption and waste in our own operations is a top priority to counteract global warming.



By organising various solidarity schemes, we work to set up sustainable partnerships with organisations and producers from the South. These collaborative efforts contribute to the sustainable development of the local community.







SUSTAINABLE AMBASSADOR

01

COMMITMENT

Our employees are Sustainable Safety experts and ambassadors

All Vandeputte employees are Sustainable Safety experts and ambassadors who help customers make sustainable choices.



By 2025, 75% of employees will have an in-depth understanding of the substance of the 4 cornerstones of Sustainable Safety and actively draw on them in their contacts with stakeholders.





“There is no mistaking the rising demand from customers for sustainable products, especially in public procurement contracts and calls for tenders. I recently received a call for a tender from a car business that required us to serve proof of the policies we have in place in connection with modern-day slavery and worker rights.”

Gitte Gielis, *Vandeputte Account Manager*

Our employees make a difference. As experts, they have the knowledge to skilfully assist customers in making sustainable choices. To this end, we are working to broaden our range of sustainable products and making it more accessible. And we are also integrating our Sustainable Safety policy in the training of our sales staff, our employer branding and in our recruitment policy.

SCHEMES FOR CUSTOMERS

- **Website**
We keep our customers informed through our website on the development and selection of our sustainable products and services and objectively explain why a particular product is given a sustainability label.
- **Susta chats**
A couple of times a year, we organise webinars for our customers to inform them of the sustainability and end-of-life applications of our products. This is how we counteract greenwashing. In 2021, we already published three webinars on the sustainability of clothes, hard hats and shoes.
- **Sustainability immersion experience**
From 2022, our intention is to stage a sustainability immersion experience for our main customers by calling round to various partners who are part of the circular chain (products, raw materials, clothes, sorters, recycling, etc.).

SCHEMES FOR STAFF

To remain the leading experts and the go-to partner in the area of Sustainable Safety, we invest in the training of our employees. For instance, we involve all employees in our sustainability narrative so they keep up to date with the latest trends and regulations in the area of circular textiles and sustainable protective equipment.

In addition, we set up concrete schemes to integrate Sustainable Safety in Vandeputte’s various departments, namely:

- **In-house communications**
Sustainable Safety is a set component of our in-house communications and is also included on our on-site screens, and in our web page and intranet.
- **Employer Branding**
Sustainable Safety is an active component of our employer branding, recruitment policy and employee development efforts. For instance, the sustainability strategy is included in the induction guide for new employees.
- **Measuring**
In 2022, we are set to stage a digital survey on the knowledge, desirability and expectations regarding sustainability at Vandeputte among all employees.

02 COMMITMENT

Top employer that is a master at organisational excellence



By 2025, 85% of our employees will be taking part in our biannual welfare survey.



“Involving staff in building your strategy sparks a chain reaction with your business. People feel more involved. There is nothing better than working at a company and knowing that the things you’re working on are part of a bigger whole.”

Dirk Vandeputte, CEO Vandeputte

Vandeputte is keen to provide its employees with a working environment where they can be who they want to be and can become who they want to become. This is also supported by the way in which we cooperate and reach decisions. From warehouse attendants to sales reps, it is important that everybody is able to thrive in their work and is able to take the relevant training courses to do so. All year round, all employees have access to the Goodhabitz learning platform.

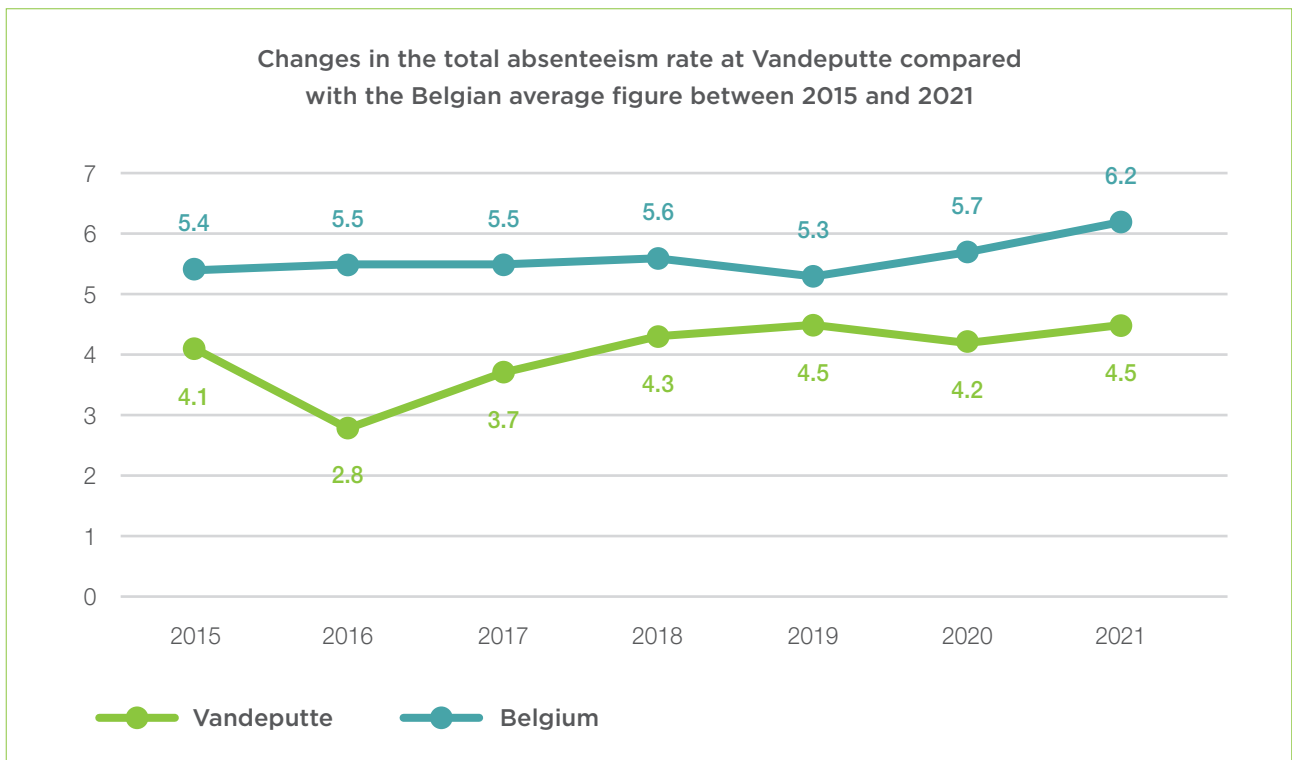
The annual training budget is € 75,000. Which represents an average of 28 hours' training per employee.

At Vandeputte, an inclusive HR policy means that all schemes are aimed at enabling employees to feel good about themselves and consequently to perform

their job well. Which is why we gauge welfare at work every two years and endeavour to drive down absenteeism.

The welfare survey shows that all employees that filled in the questionnaire scored at least 75 % for the so-called energy sources such as work, organisation and growth. In terms of people management, we are pursuing our catch-up drive, which also sees us score 75 %. We also notch up good results when it comes to appreciation, support and mental well-being. We are capable and have every intention of doing better still in terms of employee feedback and stepping up employee involvement.

The related schemes include workshops and learning paths to raise employee awareness of mental capital, attention management, digital balance, the importance of boundaries, working on trust, etc.









FAIR CHAIN

03 COMMITMENT

Sustainable products and services

Vandeputte is intent on running its business in a way that is respectful of human and environmental health. Through sustainable and principled partnerships with our customers and suppliers, we work to build a fair chain. We offer a sustainable range of health & safety products and services, we are an active chain director in respect of circular schemes and we expect our suppliers to work on their corporate social responsibility.



By 2025, 70% of total turnover will derive from sustainable products.



The biggest positive impact on the environment is achieved by making our range of products and services more sustainable. **Which is why we have set ourselves the target of ensuring that sustainable products make up 70% of total turnover (= based on raw material and end-of-life application) in 2025.**

But what exactly is a sustainable product? Based on the ambition map of Vlaanderen Circulair (*Circular Flanders*), we have devised a "Product Assessment Tool" to gauge the sustainability of products. This tool enables us to screen and rate products based on three criteria:

1. Which raw material is it made from?
2. How is it packed?
3. Is it reusable and/or recyclable?

This tool provides us with a practical summary of each product to implement further optimisations in making the range more sustainable.

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“No product can be 100 percent sustainable. There is not a single PPE (piece of personal protective equipment) for which an end-of-life solution currently exists where the final outcome is a new PPE. Which is why the most sustainable PPE is one that will last a long time.”

Rebecca Delanghe,

Clothes project manager and Circular Economy specialist

PRODUCT ASSESSMENT TOOL

When can a product be said to be sustainable?



CLASS 1: RAW MATERIAL

1. Deliberately chosen to last for a long time, e.g. aramid, Gore-Tex, leather, reusable versus disposable, washable PPEs, etc.
2. Made only from renewable or recycled raw materials, e.g. cotton / Lyocell / rPES / wool, etc.
3. Made from class 2 mixed fibres combined with non-renewable raw materials (e.g. modacrylic/cotton)



CLASS 2: PACKAGING

1. Deliberate choice to use less packaging materials
2. Packaging from recycled and/or sustainably produced materials
3. Packaging from recyclable materials



CLASS 3: END OF LIFE

1. May be turned into the same type of product
2. Is easily dismantled on a large scale and prepared for further processing as feedstock (hard hats, the right model of clothes made from the right materials)
3. Materials are traceable and, in an ideal world, can be used again at some point

Within each class (raw material / packaging / end of life), in all cases an item that is rated 1 is considered to be more sustainable than items from classes 2 and 3.

04

COMMITMENT

Partners in circular safety

45% of all textile waste (consumer fashion) currently ends up in the clothing or textile container. However, workwear and protective clothing are required to meet strict safety criteria, often carry company logos and are sometimes heavily polluted with substances that may or may not be hazardous. All of which makes it very difficult to reuse them.

Europe wants to make the textile industry fully circular by 2050. This means that Belgium and our neighbouring countries will be facing targets in terms of the minimum amount of recycled content these new textile products are required to contain and what is to happen to them once they have served their useful purpose.

EPR - Circletex

The EPR, Extended Producer Responsibility, is a legislative framework that requires textile producers and importers to assume responsibility for the collection, sorting, recycling, reuse and waste processing of products they market. This is intended to deliver a higher degree of reuse and high quality recycling, less pollution and less wastage.

Currently, an EPR is being prepared for the textile industry in the Netherlands. In Flanders a preliminary study has been launched to develop a similar EPR.

Which is why Vandeputte is joining the **Circletex** project. Circletex, which assembles all players operating in the industrial workwear, protective clothing and

flatwork chain, is exploring whether a system could be set up where the textiles collected can be repaired, repurposed or recycled. Several Flemish production companies, laundries and linen hire companies operate in this field. The traders and collectors need to join forces to chart the technical challenges end-of-life textiles pose and to find solutions for issues such as mixed fibres and contamination.

REUSE IN PRACTICE

Working with GAIA Circulair, we have used industrial workwear, safety shoes and protective equipment collected from customers' premises, using the *resource boxes*. By employing people who are struggling to gain access to the labour market, they are able to profitably sort and disassemble the collected objects and possibly turn them into new feedstock. Industrial workwear is made into products like bags or they are cut up to serve as feedstock for new yarn and fabrics. But the process is not that straightforward, which means the second-hand textiles are often processed into insulation materials for cars.

In 2021, we collected **1,631 kg of textiles and PPE** (personal protective equipment) **from 4 customers**.

We will continue to work with Gaia Circulair looking ahead to 2025. By acquainting customers with and getting them to use this service, we continue to serve our role as a facilitator.

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“Reuse or extending the service life of products is the best way to prevent raw materials from ending up in landfill far too soon. Distributors play an important part in this respect. I believe a company like Vandeputte also needs to facilitate. In doing so, together we are able to ship industrial workwear and fashion wear that is still in good condition to various buyers.”



Marcel Franssen, GAIA Circulair

These are the impact figures for 2021 for the returns of work shoes, industrial workwear and PPE via Vandeputte. The figures were determined by GAIA Circulair using the Ces Edupack principles and are based on the average composition of the returns. The figures are theoretical and reflect the potential impact if the products were to be reused as opposed to going to landfill or being incinerated.







05 COMMITMENT

Proper working conditions within the chain



By 2025, all suppliers will have been 100 % audited and the working conditions of their employees will be compliant with our code of conduct.
By 2025, we will have obtained the Ecovadis Gold Label



“In our supply chain, we actively set out to find suppliers who are making their processes more sustainable. The practical implementation of their own policies in the development of sustainable products, services, transport and EOL applications is central to all of this. This is and will be a must for companies to be able to work with Vandeputte in the future. When they do so, they are also complying with the demands voiced by our customers.”

Filip Jambon, Portfolio and purchase manager

We are committed to delivering on our responsibilities in the area of working conditions and sustainable business practices across the entire chain. Customers put their trust in us and we act accordingly.

Over the past two years, we have introduced our code of conduct and sustainable purchasing policy to our suppliers. The principles set out in this code of conduct see us define the goals and minimum expectations in respect of the following topics:

- Compliance with laws and regulations
- Observance of employees' human rights (no discrimination, child labour or forced labour/modern-day slavery)
- Health & safety and welfare of blue-collar workers
- Ecological impact of the production process
- Transparency about this code of conduct with our sub-contractors

Over the years ahead, we will put in place steps to ensure compliance with our code of conduct through audits, aimed at assessing our current suppliers and deciding on new suppliers. The audits will be conducted in one of two ways:

1. The suppliers have provided administrative proof that they comply (or fail to comply) with the criteria set out
2. Vandeputte carries out a physical on-site audit at the plant to check whether the requirements are duly met.

By 2025, we are also planning to integrate specific sustainability criteria based on our product assessment tool (see Commitment 3) in the way we select producers. Through in-house communications and training on the procurement policy regarding how the code of conduct is to be used, we want all suppliers to be wholly compliant with the norms by 2025.

Ecovadis - Label

EcoVadis' general rating (0-100) reflects the quality of the company's CSR management system in the context of these topics: Environment, Labour and Human rights, Ethics and Sustainable procurement. **In 2011, Vandeputte was rated 59/100, which got us a silver medal.** We scored very well in labour and human rights, but there is room for improvement in the area of sustainable procurement, which is exactly what we are doing through our purposive procurement policy and the implementation of our code of conduct.





GREEN DISTRIBUTION

06 COMMITMENT


Reducing CO2 emissions from 2021

We use energy, transport and packaging in our distribution processes. Compliance with the legal environmental requirements is just the jump off point for Vandeputte. We are committed to continuously improving our environmental performance by fostering environmental awareness among our employees and by driving down our energy consumption, CO2 emissions, the consumption of packaging materials and waste.



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“There is no time like the present to go for an electric company car. Alongside the increasing supply of cars, there are also more tax benefits for the employees in this regard. As for us as a company, a sustainable car fleet adds to our green public image on the road. As Vandeputte’s fleet innovator, I’m pulling out all the stops to switch our car fleet to electric.”

Xander De Herdt, Fleet innovator



To measure is to know. In 2015, we started monitoring the CO₂ footprint of our deliveries and our energy and gas consumption. In order to establish your total CO₂ footprint as a company, the first step is to determine the scope of your own responsibility. The Greenhouse Gas Protocol, the

world's most widely used protocol to determine greenhouse gas emissions, goes by 3 scopes. From 2022, we will be able to better monitor and assess our CO₂ emissions by way of this breakdown, whilst also using a new recording method for each scope.

SCOPE 1

Direct emissions

Direct emissions are emissions produced by our own organisation, such as emissions caused by our own gas consumption and our own car fleet.



By 2025, we will reduce
CO2 emissions from fuels powering
company cars by 40 %

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80 % of the newly purchased
passenger cars will be fully electric

•

50 % of the newly purchased light
goods vehicle will be fully electric

Own car fleet

In 2021, we conducted an impact analysis of our car fleet in Belgium and the Netherlands in terms of electrification and CO2 emissions. Based on this analysis, we set ourselves stringent targets to make our car fleet more sustainable. In pursuit of the target set out by the European Union to slash CO2 emissions by 30% by 2030, all countries are implementing an increasing series of measures. From 2022 for example, new cars will be coming under the WLTP norm (Worldwide Harmonised Light vehicle Test Procedure) instead of the NEDC norm (New European Driving Cycle).

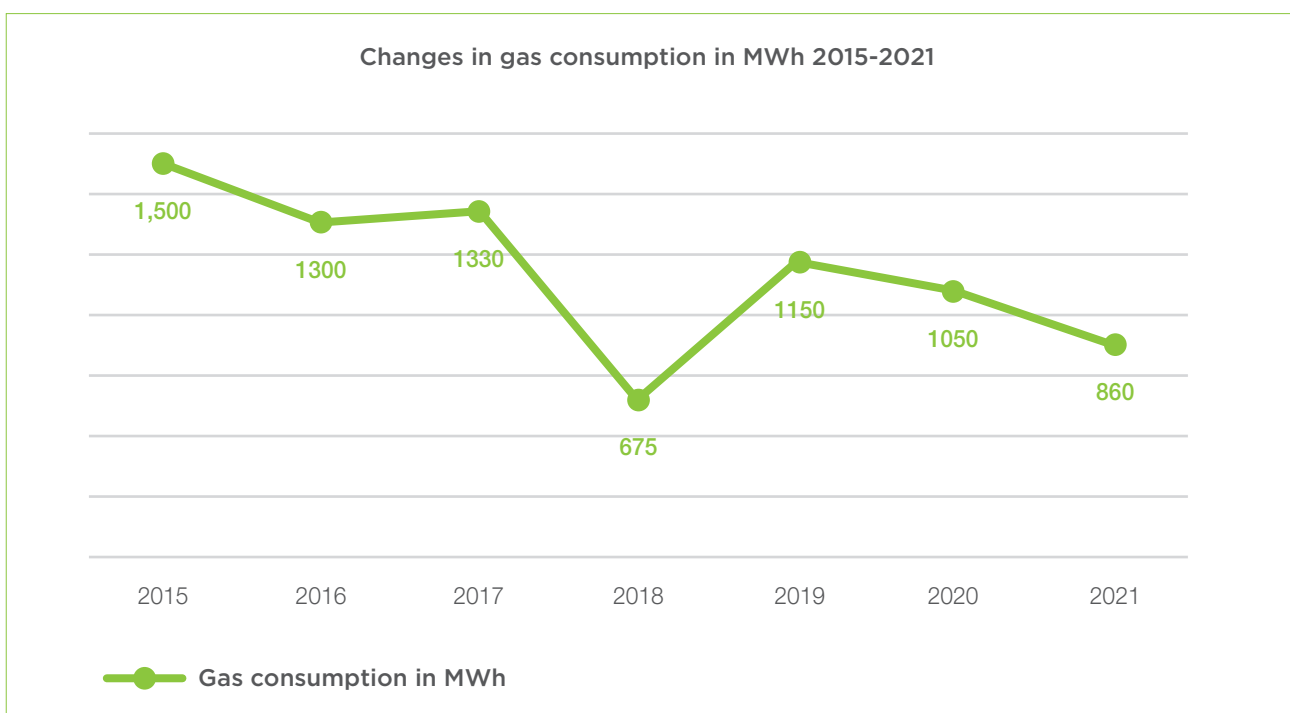
This means we will be focusing on the purchase of fully electric cars, as these emit 0g CO2, regardless of the WLTP or NEDC norms.

In 2021, 39% of newly purchased passenger cars were already fully electric.

In addition, in 2021 we invested in charging posts at all our sites, accounting for 653 charging sessions or a consumption of 11,843.23 kWh in electrical power. Own gas consumption

CO2 footprint company cars Belgium and the Netherlands 2021	
Average CO2 emissions per vehicle	128 g CO2
Total CO2 emissions for diesel and petrol-powered cars and electric	643,711 kg CO2
Total CO2 saved in consumption through charging	37,630 kg CO2

Own gas consumption







SCOPE 2

Indirect emissions

Indirect emissions are emissions caused by the generation of the electricity we consume.

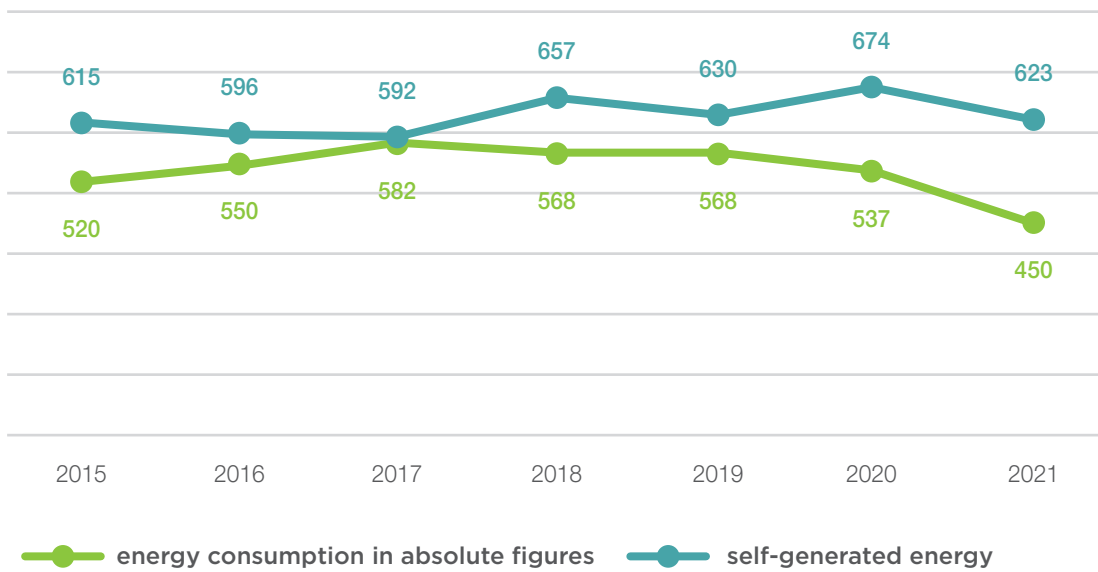


Energy consumption is being further optimised by 2025.

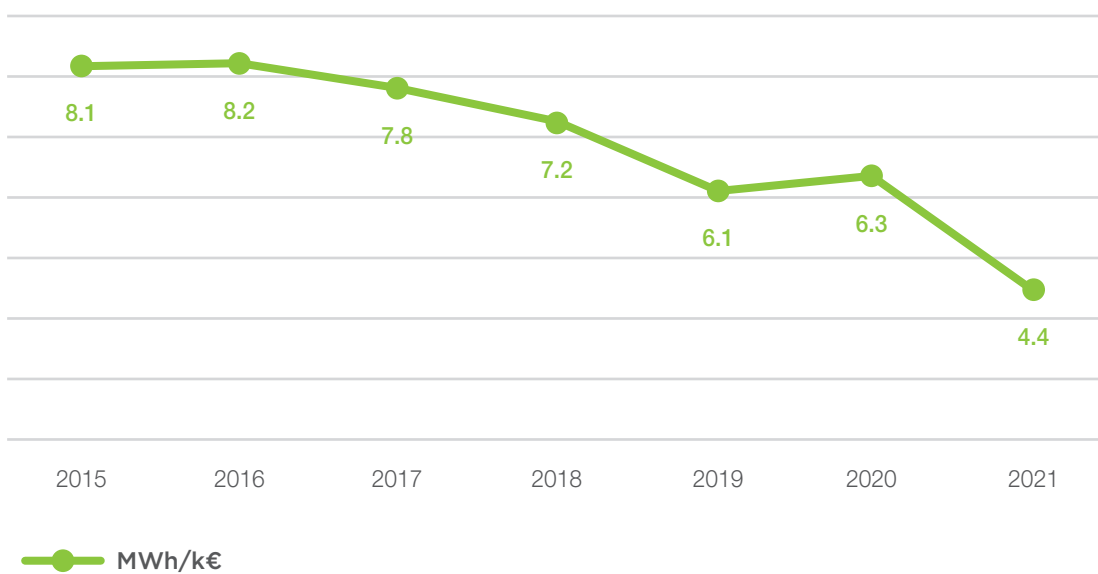
Vandeputte goes all out to make sure we use energy responsibly by investing in renewable energy by means of solar panels and by putting smart energy saving measures in place, such as motion sensors and LED lighting. So it comes as no surprise that Vandeputte's total energy consumption is continuing to fall. This is reflected both in our absolute consumption and in our consumption related to turnover.

On 1 April 2021, our office in the Netherlands moved into a new building. Just like our Puurs distribution centre, the new building is 100 % energy-neutral. The 70 solar panels on the roof provide the power required. And a heat pump ensures the premises are heated and cooled. As good as all lighting has been fitted with sensors. If there is no motion in any given room, the lights will not go on either. The taps in the lavatory rooms too are fitted with motion sensors to stop us from pointlessly wasting water.

Energy in MWh



Total energy consumption related to turnover



SCOPE 3

Other indirect emissions

These emissions are produced as part of the company's activities but largely derive from sources that are neither owned nor managed by the company. For example: the processing of waste, incoming and outbound deliveries transport, workplace travel.



By 2025, we will have optimised transport to customers (outbound) and have reduced CO2 emissions of sea freight by 15 % compared to 2021.

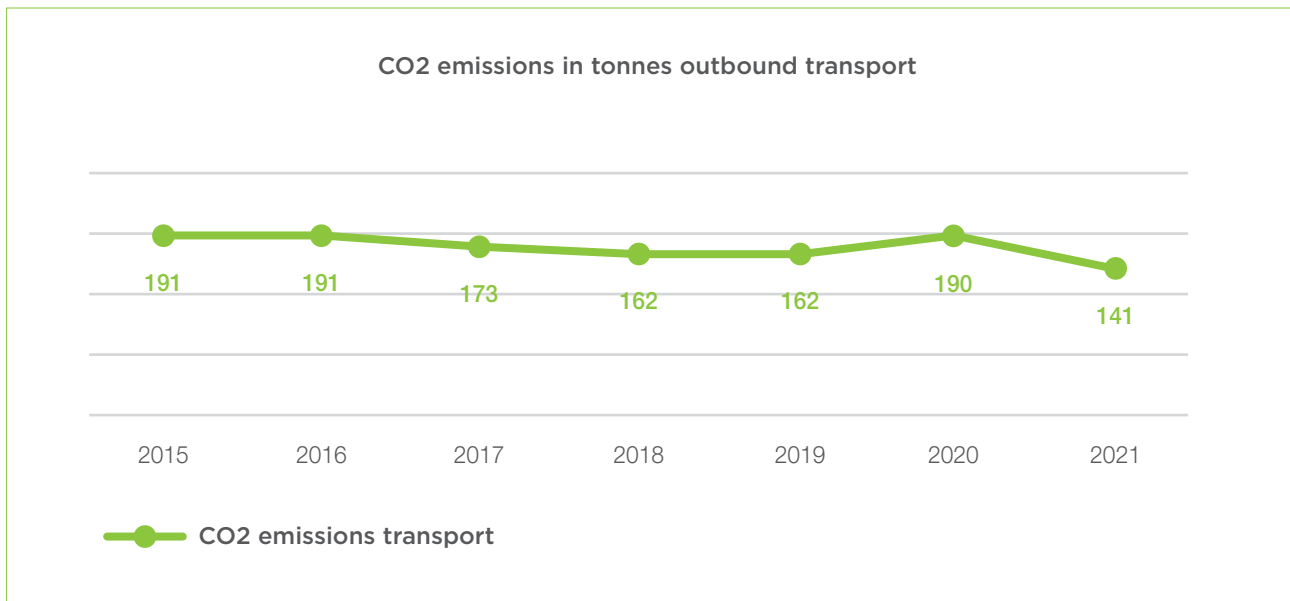
Outbound transport

Delivering the right orders on time is crucial in our customer service delivery. The transport of these deliveries to customers, so-called outbound transport, does have a significant impact on the environment. For haulage services, Vandeputte calls on the services of an outside haulage company, which means we are also indirectly responsible for the emissions of these transport operations.

We endeavour to minimise the impact by pooling orders and consignments, avoiding rush orders as widely as possible and by making efficient arrangements with our transport partner.

By reducing customers' rush orders, we are able to combine orders in larger packaging units. The more orders we are able to pool, the less often we need to hit the road and the less CO2 we emit. Which is why we want to continue to enthuse customers for our sustainable narrative by raising awareness among our account managers to go for the most sustainable delivery options.

We have worked out the CO2 emissions of our outbound transport over the 2015 to 2021 time frame. These are shown in the "CO2 emissions in tonnes" graph below. From 2022, however, we will be using the data supplied by our regular transport partner to calculate these figures. We are currently sitting down together to see how they, as hauliers, could measure and optimise the CO2 emissions. By 2025, we intend to have a commitment in place with our transport partner to define a measurable target to run down emissions.



Sea and air freight transport

For **incoming sea and air freight consignments** we work with various forwarders. We are aware that container ships are very polluting because of their heavy fuel oil. Which is why we are scouting, along with our partners, for the best measurement method to inventorise our impact.

The CO2 impact of the transport of 1 TEU (a small container) from Shanghai to Antwerp is around 1.08 tonnes on average. **In 2021, our partner directly imported some 170 containers for us, representing 185 tonnes in CO2 emissions.**

By 2025, we are planning to cut CO2 emissions by 15%. Whether or not this is feasible will obviously greatly depend on the efforts made by the shipping companies.

Workplace travel

The mobility plan which enables staff to lease a bicycle has reduced CO2 emissions on the road. Further to a mobiscan - performed in association with the province of Antwerp - we have introduced various measures to encourage our employees to turn to pedal power: leasing electric bikes, bike sheds, shower facilities, bicycle allowance, a welcome pack and a pair of waterproof cycling trousers. **In 2021, 5 employees signed up to our bike lease offer. In total, we now have 27 people coming into work by lease bike.**







07 COMMITMENT

Less organic waste and more separate collection for recycling at our sites.



By 2025, 25% of our waste flows will be green.



”
“The Puurs warehouse is as good as climate-neutral. It serves as an example to our other sites. Nonetheless, I firmly believe that in terms of making our facility management and waste policy more sustainable, there are still a few quick wins to be had. By using cleaning products that carry an eco label and by using less plastic void filler for shipping, for instance.”

Thierry Hermans, Logistics Manager

These are the materials we sort: paper, cardboard, wood, foil, wrapping tape, electrical appliances, chemicals, TL lights, toner cartridges, batteries, plastics metal and cartons (PMD), metals, green waste, bottle tops, mobile phones



We do a lot of sorting at Vandeputte. We have no fewer than 14 different waste flows. **In 2021, 8% of all waste was green waste.** This means that the materials used consist of recycled feedstock or sustainable raw materials. By 2025, our intention is to have made 25% of all waste flows sustainable.

The total amount of waste that is collected separately is rising year on year. In 2021, this accounted for 91% of all waste we sort. **The total weight of waste has gone down to 112 tonnes in spite of a substantial rise in turnover.** One possible explanation is the fact that, because of the corona crisis, more employees were working from home and that customers are looking to build a stock of things like masks for instance. This enabled us to ship out more bulk consignments (pallets) rather than putting together parcels ourselves.

	2015	2016	2017	2018	2019	2020	2021
Number of waste streams	12	13	14	14	14	14	14
Selective collection of waste	78%	84%	84%	86%	89%	89%	91%
Total weight of waste	118 tonnes	123 tonnes	135 tonnes	143 tonnes	145 tonnes	130 tonnes	112 tonnes

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“To be among the first to be notified of the latest sustainable developments in our line of business. That is why I am happy to be a part of the Sustainable Safety working group. In public procurement tenders too I've noticed that serving proof of your sustainable practices is becoming increasingly more important. This even goes as far as proving that your safety shoes are packed in recycled packaging materials.”



Jan Vanmechelen, Account manager

08**COMMITMENT**

Less packaging and more sustainable materials



By 2025, 30% of turnover will come from items with sustainable packaging.

There is not a single logistical process that can go without packaging. We are able to greatly diminish our environmental impact by purposively opting for environmentally friendly packaging units for our products and by making our own waste flows produced in the packaging process in our warehouse more sustainable.

Vandeputte is continuing its quest to find the right packaging. In the years to come, we will systematically replace our packaging materials with recycled and/or certified alternatives and, where possible, also reduce the amount of packaging used. After all, the sustainable solution for packaging units lies in their circularity. The way things stand, we are already largely using recycled cardboard, but a lot of gains remain to be made in our use of plastic void fillers. The same efforts in respect of the use of sustainable packaging materials will also be demanded from our suppliers.

Compliance with environmental and quality legislation

Safety and well-being is our core business; and it goes without saying that we are a role model and a leader in complying with the various guidelines in the areas of welfare, quality and the environment.

- ISO 9001 / quality management system / since 1996
- ISO 14001 / environmental management / since 2011
- OHSAS 18001 / health & safety management system / since 2011
- VCA / controlling health & safety on the shop floor / since 2016
- ISO 20400 / socially responsible procurement / since 2019
- ISO 45001 / labour-related health & safety / since 2020

PACKING LIST ENCLOSED

“PACKING LIST ENCLOSED” means 1.5 tonnes less plastic



Every delivery comes with a dispatch note. Up until recently, we would tack a plastic envelope containing the dispatch note onto the box. Since 2022, however, we have stopped tacking the dispatch note onto the box and we are now putting it inside the box. On the outside of the box, a red sticker is tacked either side with the words “PACKING LIST ENCLOSED”. A step that has quite a few benefits:

- Our colleagues working in logistics save time, which allows orders to be processed more quickly.
- We tack on not 1 but 2 stickers, which makes it easier for our customers to swiftly find the box with the documents.
- Replacing the plastic envelopes with stickers saves 200,000 plastic envelopes or 1.5 tonnes in plastic.







SOCIETY-WE

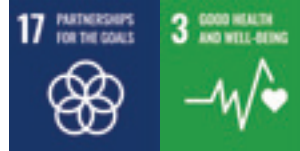
09

COMMITMENT

We contribute to sustainable development at global and local level.

Solidarity is hard-wired into Vandeputte's DNA. As a socially engaged family-owned business, we invite our employees to contribute to and invest in sustainable development at global and local level. Vandeputte assumes an active role in various collaborative affiliations and network organisations

**Society-we:
something we do together!**



Each year, we organise some 10 charity campaigns at the suggestion of our employees.

We collect plastic bottle tops and clothes and set up structural partnerships with local social organisations such as Wereld Missie Hulp (World Mission Aid not-for-profit organisation) and Opnieuw & Co (Again & Co. charity shop chain) or with social educational projects in the South such as Cunina.

During office hours, our employees can work as volunteers to help organise benefit events or help out at local social organisations.

FOR CHARITY 2021



200 KG
CLOTHES



160 KG
PLASTIC BOTTLE TOPS



116 KG
ELECTRICAL
APPLIANCES



9,380 €
TO 10 CHARITIES



Timmy Verbist, Marketing

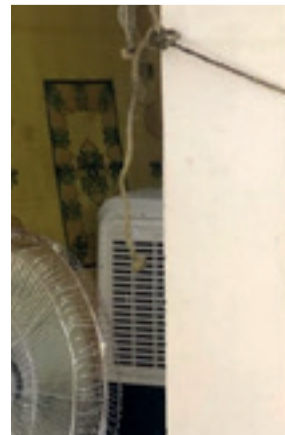
”

“I get a little emotional when I think of the kind-heartedness and drive among our volunteers. Vandeputte donated personal protective equipment and safety equipment to the volunteers who worked to make the homes of the victims of the flood disaster in Wallonia habitable again. I got stuck in myself and helped remove the plaster from the damaged walls. And the added bonus is that these solidarity schemes really bring a sense of cohesion and togetherness among colleagues, which only further entuses them for our sustainability narrative.”



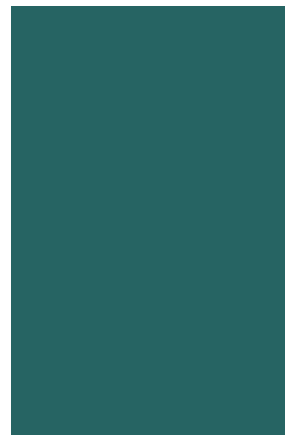
September 2020 and 2021

160 kilos of plastic bottle tops collected for Het Belgisch Centrum voor Geleidehonden vzw (Belgian Centre for Guide Dogs not-for-profit organisation)



October 2021

Vandeputte employees worked as volunteers in the small town of Trooz, badly affected by the floods. Vandeputte also donated PPE to a voluntary organisation that helped clear the rubble.

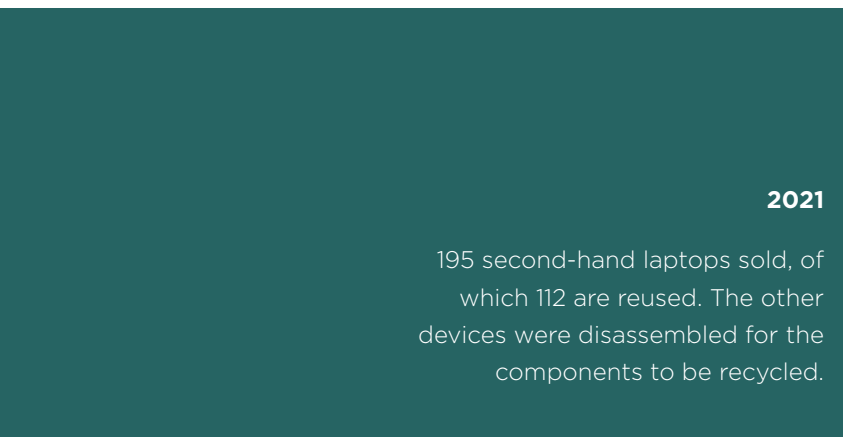




September 2020

Donation to our supplier BZN in Pakistan to help them deal with the corona situation.

- Support with the organisation of a vaccination camp.
- Purchase of food parcels in support of the local population who were unable to work full-time during the Covid crisis.



2021

195 second-hand laptops sold, of which 112 are reused. The other devices were disassembled for the components to be recycled.



May 2021

200 kilos of clothes collected for local Kringwinkel Opnieuw&Co (charity shop).





10 COMMITMENT

We are the go-to partner in Europe in the area of sustainable health & safety and welfare culture.

”

“The Safety Summit is THE health & safety trade fair of the year as far as I’m concerned. Both in terms of the offering for suppliers and the workshops that are laid on. The latter were very diverse and particularly relevant to the companies.”

EHS Co-ordinator at an industrial company

Vandeputte assumes an active role in various collaborative affiliations and network organisations

- Etion / Forum for socially engaged business practices / chair since 2017
- Ecovadis / Sustainability rating platform for global supply chains / since 2014
- Sedex / Sedex Information Exchange / since 2014
- Prebes / works towards welfare at work, sustainability and CSR / since 2003
- VMX / environmental professionals / since 2003

Our biannual Safety Summit seeks to raise safety awareness in society at large. The Safety Summit is neither a trade fair, a seminar, a workshop nor a networking event, but an experience aimed at immersing our suppliers and our customers in the latest trends in the areas of health & safety and welfare at work. In 2022, and amongst other things, we will be focusing on Sustainable Safety, presenting our cornerstones by way of a number of workshops and cases.



2021 RESULTS



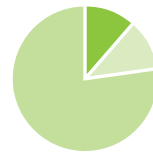
GREEN DISTRIBUTION



COMPANY CARS (PASSENGER CARS AND LIGHT GOODS VEHICLES)

Total CO2 emissions 643,711 kg CO2

 **TARGET 2025**
-40 % against 2021



- 11.5% petrol
- 11.5% electric
- 77% diesel

39 % of newly purchased "passenger cars" are electric

 **TARGET 2025**
80 % electric

0 % of newly purchased "light goods vehicles" are electric

 **TARGET 2025**
50 % electric

OUTBOUND TRANSPORT - CUSTOMER DELIVERIES

Measurement and target 2022-2025 in consideration of availability of figures from external package supplier (haulier)

ENERGY SAVINGS (ELECTRICITY)

-16 % against 2020
Self-generated energy from solar panels -7.5 % against 2020

 **TARGET 2025**
Further optimisation energy consumption

TRANSPORT SEA FREIGHT

On average 1.08 tonnes CO2 per TEU (small container)

Total emissions 180 tonnes CO2

 **TARGET 2025**
-15 % against 2021

WASTE

>14 waste flows VLAREM
8 % sustainable

 **TARGET 2025**
25 % = sustainable



FAIR CHAIN



CIRCULAR

1,631 kg collected
by Gaia Circulair

SUSTAINABLE PORTFOLIO AND PACKAGING

Portfolio target: 70 % of turnover = sustainable product*
Packaging target: 30 % turnover in items sold with a
sustainable packaging (*measurements started in 2022)

WORKING CONDITIONS WITHIN THE CHAIN

10/160 or 6.25 % of suppliers are compliant with our code of conduct

 **TARGET 2025 = 100 %**



SUSTAINABLE AMBASSADOR



INCLUSIVE

256 Staff
46 % women
32 % women in
management
35 % > aged 50 plus

TRAINING

6,400 training hours
= 25 hours / employee

HEALTH AND SAFETY AND WELFARE

2 occupational accidents
4.46 % absenteeism



SOCIETY-WE



Collected for charitable causes: **€ 9,380**

Report scope

The scope of this report is Vandeputte Safety International. The Group consists of 6 entities: Vandeputte Safety NV, Vandeputte Safety BV, Vandeputte SA, S4M NV, Dimex NV, Global Safety NV. The figures in the report relate to the sites in Belgium, the Netherlands and France.

Reported period

This is the third sustainability report. The report details the company's sustainability performance and schemes for the 2020-2021 time frame.

Frequency

Biannual update.
Published in 2018, 2020 and 2022

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WHAT DRIVES US?

The passion for welfare at work

WHAT ARE WE LOOKING TO ACHIEVE?

To protect each person against possible labour risks whilst simultaneously stepping up their workplace comfort

WHAT DO WE HAVE TO OFFER?

An innovative global concept consisting of personal protective equipment and services, devised with people and the organisation in mind

WHAT IS OUR POLICY BASED ON?

A sustainable and principled partnership with all our stakeholders, i.e. with our customers, suppliers and employees.

