

# Creating Space for a healthy planet

Journey from present reality to a positive future





# CREATING SPACE FOR A HEALTHY PLANET

Journey from present reality to a positive future

## OUR SUSTAINABILITY VISION

Space is a scarce asset and therefore we dedicate ourselves to produce and provide space saving storage solutions that have a positive contribution to our planet.

## OUR OFFERING

Our products have a significant contribution to our customers' sustainability goals by decreasing their physical footprint and increase the well-being and safety of staff.

## OUR ESG FRAMEWORK



## OUR COMMITMENT

To drive our progress we will periodically update our CSR policy to share updates and developments on our KPIs and new ambitions. We are fully committed to accelerate and raise the bar together with our customers and partners.

**On behalf of the Board of Directors:**

**Bart Sijben (COO)**

Perhaps the main global challenge today is how to keep the planet 'in shape' for future generations. Space is becoming a scarce asset due to the growth of our planet's population. The resources needed to support this growth are causing resource depletion and cause critical levels of toxic pollutants all around the planet. That leads us to the question: How can space saving storage solutions help to reduce this effect and create a cleaner planet, sustainable for the future?

At Bruynzeel Storage Systems, we care about the future. We want to contribute to a better world for a fast growing population where there is a growing need for efficient use of space and natural resources. Smart storage makes a difference, immediately and indefinitely. Not only by choosing the right materials and optimising production processes, but moreover by reducing the physical footprint of our customers. Space saving storage solutions ensure every m<sup>2</sup> is used meaningfully and with that creates space for future use.

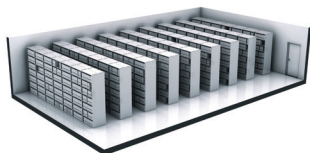
Space saving storage is not just about physically storing objects or documents, it is about protecting knowledge and information which is sealed within those treasures. Knowledge that can be unlocked to enhance the future. Unlocking information is only valuable if we are able to learn from it and use this to improve our decisions that affect our everyday life.

We aim to do the right things for our planet and its population and to have a positive impact on the lives of our employees, their families and the local community and we invite all of our stakeholders to join our journey to a better future. Each and every day onwards, because there is no time to waste!

The focus areas in this program are determined by a combination of an outside-in view on our own organisation and our supply chain as well as a stakeholder analysis. By combining these elements, we ensure to put our efforts in those areas where we need to make a difference with an impact that is substantial and measurable. No shortcuts, no easy way out, but short, medium and long term improvements that make the world a better, healthier place. This results in KPI's linked to our ESG framework, covering Environment, Social and Governance topics.

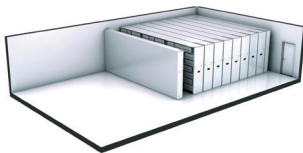
## Our offering

Traditionally, storage is kept in static equipment alongside aisles. These aisles are needed to access any of the items in storage. In practise, the majority of this aisle space is empty at any given time. A waste of space! The concept of space saving storage solutions is based on the principle of a “flexible aisle”. By making the storage equipment movable, an aisle can be created where needed, using the remaining space purely for storage. When applying our DoubleDecker solution, we literally take this principle to the next level by adding a second tier to the solution:



**Traditional storage**

> 50% of space not used for storage



**Compactus® storage**

Save 50% m2 space



**Compactus® Double Decker storage**

Save 75% m2 space

By applying Bruynzeel's space saving storage solutions, our customers achieve:

- Quadruple storage capacity or reduce up to 75% of the physical footprint needed for storage
- A reduction of the amount of building materials used up to 54%
- Savings up to 50% on energy costs to heat & cool their buildings
- Savings up to 90% on energy costs for lighting through efficient aisle lighting
- A reduction of the amount of security measures needed due to integrated access control functionality
- An increase in the wellbeing of staff due to innovative solutions with the highest level of safety included

This makes every space saving solution by Bruynzeel, by definition, a sustainable choice. Bruynzeel Storage Systems' strategic objective is however to be the world's most environment friendly provider of space saving storage solutions. To achieve that objective we are continuously working on reducing our own footprint and thus contributing to a sustainable planet.

## BUSINESS CASE

OLV Hospital in Aalst has experienced a period of rapid expansion over recent years and as a result faced a lack of storage space, especially for the storage of medical equipment.

### The solution

Through the installation of a mobile storage system, Bruynzeel was able to double the hospital's existing storage capacity. The storage system is designed with shelves and drawers and baskets for storing small objects, plus modular baskets, as standard. In addition, Bruynzeel created special custom-designed hanging frames in which the modular baskets with heavier goods can be placed. Ergonomics and safety were paramount for OLV and as a result the hospital chose an electronic mobile storage system.

"I was immediately convinced that we could increase our storage capacity dramatically thanks to this mobile shelving system."

*Peter Van Houdenhove – Head nurse in intensive care*

"The mobile shelving system meets the ergonomic and safety aspects which are important issues in our hospital."

*Jan De Veylder – Program Manager at the operating theatres*





## ENVIRONMENT

This is all about our responsibility in interacting with the planet to maintain natural resources and avoid jeopardising the ability for future generations to meet their needs by ensuring they have the natural resources to live an equal, if not better life as current generations.

Our ambition is to over exceed in relation to our proportional impact in creating a sustainable world for future generations. Our "Creating Space for a healthy planet" programme is based on the following journey:

### Material health

*Less plastic - better plastic - no plastic*

Our journey begins with converting the plastics we use for our current products to recyclable or bio-based plastics. The volume of functional plastics in our products is very limited (total weight < 0,5%) and has a durability of > 25 years. Based on these facts we will make a distinction between plastic used for packing and used for products.

#### Plastic for packing

- *Goal*  
Plastics used for packing will be replaced by recyclable or bio-based alternatives by 10% per year. This will result in converting 100% of all plastics used for packing by 2030.

#### *KPI*

Total weight in Kg per year of recyclable or bio-based plastics in relation to the total weight of plastics used for packing.

#### Plastic for functional products

New products will be developed according to eco-design principles which means:

- Composite parts consisting of different materials will be easily separable.
- Plastic blends will be avoided to a minimum.
- *Goal*  
80% of new functional plastics parts will be recyclable as circular ingredients by 2025.

#### *KPI*

Total weight in Kg per year of unblended and recyclable plastics in relation to the total weight of plastics used for functional parts.

*Increase the usage of green or hybrid steel in our products to 100% by 2040.*

Although steel is already sustainable material that is reusable forever, we will strive together with our partners in the steel industry to reduce their CO<sub>2</sub> emissions and our scope 3 emission by procuring green steel. The aim is to have a 100% carbon neutral steel available to the market by 2030. Until then we will use green steel, green steel that is certified and for which the CO<sub>2</sub> saving is accounted for by the sum of CO<sub>2</sub> savings made throughout the total production of steel by steel producers. This will result in our reduction in scope 3 emissions.

- *Goal*

Increase the usage of green steel in to our products to 100% by 2040.

*KPI*

Weight of green steel in relation to the total weight of steel used per year.

*Reduction of zinc / galvanic coatings for indoor applications by 2025.*

Besides the negative impact of the galvanisation process which uses a lot of toxic chemicals and pollutes large amounts of water, it also contaminates the soil with water that runs off zinc coated metal in its daily use affecting aquatic systems and biodiversity in ecosystems. Because of this negative impact on ecosystems and recyclability of galvanised steel, we have been reducing the use of galvanized steel over the last 20 years for indoor applications. By changing our production processes we are able to completely, to the level of 100%, cover our products with a powder coat finish as corrosion protection, even in all corners and cutouts of our steel products. This led to a "non-galvanised" steel usage of 92,8% in 2020.

- *Goal*

Replace zinc / galvanic coatings on steel for indoor applications by using sustainable alternatives that ensure corrosion protection during the lifecycle of our products. In 2025 at least 96% of our total steel consumption will be "non-galvanised" and environmentally friendly recyclable. Innovation in the steel industry is necessary to develop alternatives to reduce the last 4%. We will drive for innovation in the steel industry and commit ourselves to eliminate the use of zinc / galvanic coatings for indoor applications by 2030.

*KPI*

Percentage of the total weight in Kg per year of non-galvanised steel in relation to the amount of galvanised steel used for indoor applications.



**Material reutilisation**

Live long – Live again – Live forever

Reutilisation of materials as ingredients for new products or applications would put an end to the exploitation of our planets natural resources. The way towards that goal will require rethinking and redesigning of products and business models. Our strategy is based on 3 pillars:

2021 - LIVE LONG	2025 - LIVE AGAIN	2030 - LIVE FOREVER
Design products that are durable and qualitative to last a lifetime.  Embedded in design manual and principles in 2022	Reusable as a product by providing maintenance and refurbish "second chance" services.  Business model implemented by 2025.	Using materials as circular ingredients for a complete new life.  Goal is that 90% of our material volume can be reutilised by 2030.

Besides reducing our own footprint by offering "second chance" services we also help our customers to reduce theirs! Deciding to choose products with services that prolongs their lifetime or buying refurbished products, will decrease our customers footprint and will help them to "join the race" and achieve sustainability goals.

*Goal 2022*

Our product ensures by design and quality, complemented with our service programs, a functional lifecycle of at least 25 years.

*KPI*

Measured by new products that pass lifecycle testing representable for a functional lifetime expectancy of 25 years.

- *Goal 2025*  
Prolong the lifetime or provide a "new life" for outdated / used products by offering "second chance" services (maintenance, refurbishing, second-hand sales channel). In 2025 we plan to realise 5% of our total turnover in "second chance" services.

*KPI*

Turnover in "second chance" services in relation to our total turnover per year.

We will follow and keep track of the ingredients used within our products to ensure they keep value for the future. Knowing the whereabouts and characteristics of materials in products will give them value for future recovery, recycling or reuse.

- *Goal 2030*

90% of our materials can be reused as circular ingredients by 2030.

*KPI*

Percentage of materials that fulfil circularity requirements in relation to the total volume of materials.

## **Water stewardship**

Water = life: minimise & return

Similar to life we need water to run our business and to produce our products. In the course of the past we have always produced ecologically consciously by implementing latest technologies to prevent pollution or reduce the need of water in our processes. This resulted in a total water withdrawal of around 4000 m<sup>3</sup> per year with a water consumption of less than 0,2%. This is something we're very proud of and is way ahead of our industry standard. At this moment technology doesn't yet offer solutions to decrease the 0,2% water consumption. Because of this fact we start our journey in decreasing our water withdrawal. In the mean time we keep searching for technology that eliminates the water consumption in our production processes or is able to purify it for reuse or consumption. During this transition we take responsibility for our impact by compensating in the availability of clean water for those in need. This we will do by contributing to projects that provide sustainable solutions for the future.

- *Goal "Minimise"*

Reduce water withdrawal year by year from currently 0,35\* litre per Kg with 2-3% per Kg steel.

*KPI*

Yearly savings of water withdrawn from municipal, public or private water supplies in relation to kilograms steel produced.

- *Goal "Return"*

We will fund impactful water related initiatives to compensate for the water pollution for which we are responsible.

*KPI*

Yearly report of initiatives we supported and donated to.

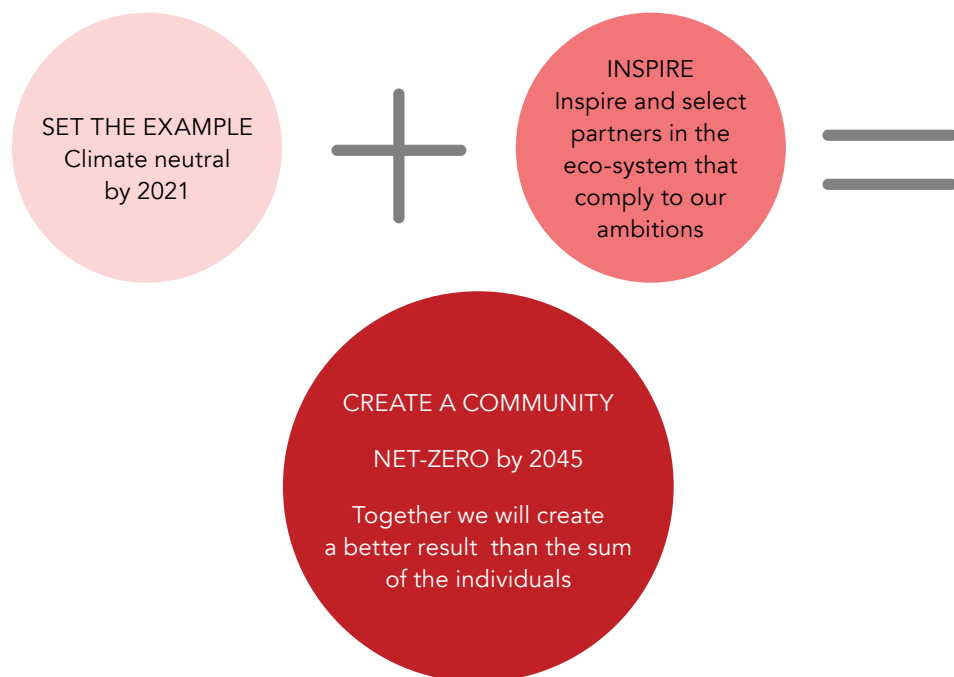


## OUR ROAD TO NET-ZERO:

### SET THE EXAMPLE – INSPIRE – CREATE A COMMUNITY

Reducing greenhouse gas emissions is a shared responsibility for each individual on this planet and we take our role very seriously at Bruynzeel. Not only to become an example for our industry, but also to inspire and challenge our stakeholders to join us in this journey. We understand our responsibility doesn't end with the emissions we are directly responsible for (scope 1 & 2), and therefore we already anticipate emission reductions of our value chain (scope 3).

Our ultimate goal is to build an ecosystem around us with partners that share the same dream. Together with them we strive to lead our industry in becoming Net Zero by 2045!



- We converted our own business operation to become climate-neutral in 2021 as a first step to lead the industry of space saving storage systems to a climate-neutral industry. With 'own operations' we mean what the greenhouse gas protocol refers to as our scope 1 and scope 2 emissions.

- Additionally we will initiate several energy reduction programmes and continuously monitor and manage our energy use to make sure we use less every year. By doing this, we act in accordance with the SME guidelines from the Science Based Targets.
- We will secure partnership agreements with our suppliers and integrate sustainability criteria as a basic requirement. The results of our suppliers sustainability programs will be evaluated in the yearly supplier performance reviews.

Our actions will have a direct impact and lead us from Climate-neutral in 2021 to our commitment in becoming Net-Zero in 2045. During this transition we will continuously monitor the market and innovations that enable possibilities that are currently not available or feasible.

- *Goal*  
Net-Zero by 2045

*KPI 1*

Own business operation climate-neutral in 2021 by converting current energy sources to green / renewable energy sources

*KPI 2*

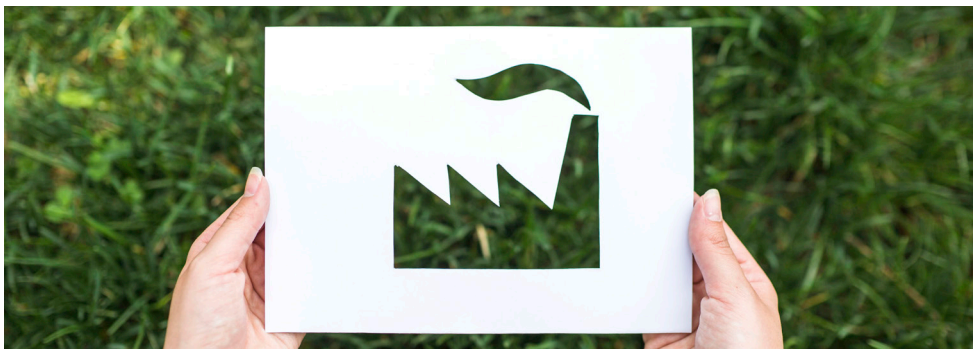
Execute baseline analysis for scope 3 emissions including reduction plan in 2022.

*KPI 3*

Total reduction of energy and gas usage (scope 1 and 2) of 2% per Kg steel per year.

*KPI 4*

Yearly performance review and reporting of our sustainability achievements in line with our commitment to becoming Net-Zero in 2045.



## **SOCIAL**

The social aspect addresses the relationships our company has and the reputation it fosters with people and institutions in the communities in which we do business. This includes labour relations, diversity and inclusion in the broader, diverse society in which we operate.

### **Social Capital**

Bruynzeel is located in a geographical area of villages and small cities. We recognise the impact of our organisation on the employment in the local society.

- *Goal*  
Support local employment by increasing local purchasing from 10% to 15% by 2025 and creating career opportunities.

#### *KPI 1*

% of total procurement spend local.

#### *KPI 2*

Percentage of employees receiving regular performance and career development reviews.

We challenge our sales offices to participate in local initiatives that create value by having programmes in place that support local people, training, apprenticeships, community schemes etc.

- *Goal*  
Active involvement of our sales offices in creating value for the local and regional community

#### *KPI 1*

Yearly reporting of local initiatives and programmes included in Bruynzeel Group SCR reporting.

Skilled technical labour is critical for success, not only for Bruynzeel but the region in which our production facility is located, SE-Netherlands. That is why we integrate education and examination of skilled labour in our process to promote the industry and craft to every person, independent of their prior experience or training.

- *Goal*  
Our aim is that by 2025, we educate and certify 5 persons per year.

#### *KPI*

Nr of people trained and certified per year.

## **Human Capital**

Equal opportunities is the basis for our employment policy.

- *Goal*  
We strive for a workforce aligned in age, gender and background with the regional labour force demography by 2030.

### *KPI 1*

Gender split within the Management Team

### *KPI 2*

Average age of employees

### *KPI 3*

Ratio of basic salary and remuneration (i.e. fixed and variable) of women to men

Sustainable employability of our staff and their opportunities to grow is actively supported by stimulating continuous learning.

- *Goal*  
Every employee to attend at least 20 hours of training yearly by 2023.

### *KPI*

% of employees reaching or exceeding training goal.

## **Health and Safety**

We are committed to meeting the highest health and safety standards – so that everyone can perform their job safely.

- *Goal*  
Report and reduce the number of near misses and aim for zero accidents.

### *KPI*

Number of near misses, improvement actions and number of accidents.



Conserving the past, enhancing the future. We take care of preservations of the stored content and the safety of the users of our products by providing them with the safest storage solutions.

- *Goal*  
Zero (0) incidents on non-compliance and damage per year.

*KPI 1*

Number of incidents of non-compliance concerning the health and safety impacts of products and services as well as corrective actions taken.

*KPI 2*

Number of incidents of damage caused to stored items due to circumstances that can be related to the technical specification of the product or services in relation to the expectations at moment of ordering.

*KPI 3*

Number of incidents of non-compliance with regulations and/or voluntary codes concerning information and labelling or marketing communications as well as corrective actions taken.

## **Human rights**

We support the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the Ethical Trading Initiative's Base Code.

- *Goal*  
100% of suppliers with human right clauses or passed human rights screening by 2023.

*KPI*

The number and percentage of significant investment agreements and contracts with suppliers/distributors that include human rights clauses or that underwent human rights screening.

- *Goal*  
100% of own employees training on human rights policies and procedures by 2022.

*KPI*

Percentage of all employees that have completed training on human rights policies and procedures.

## GOVERNANCE

Corporate governance is the internal system of practices, controls, and procedures our company adopts in order to govern ourselves, make effective decisions, comply with the law, and meet the needs of external stakeholders.

### Compliance

The Bruynzeel Code of Conduct sets out the standards that we expect from our employees and all our stakeholders.

- *Goal*  
By end of 2021, 100% of our business partners have signed our code of conduct.

#### KPI 1

Percentage of business partners that have signed the code of conduct.

#### KPI 2

Percentage of total suppliers audited on performance in non-financial criteria (and equivalent procurement volume %).

### Integrity

We perform our business honestly, openly and with integrity

- *Goal*  
Yearly publication of KPI dashboard as defined in sustainability policy

#### KPI

External ESG reporting in place every 12 months (YES/NO)

Bruynzeel Storage Systems strictly prohibits restrictive agreements or practices, such as price-fixing, restriction of the supply of goods or services, bid rigging, market sharing or abuse of a dominant position.

- *Goal*  
100% of governance bodies (Board of Directors and Management team) trained by Q1 -2021.

#### KPI

Percentage of governance bodies (Board of Directors and Management Team) that have completed anti-corruption training.

- *Goal*  
100% of employees trained by Q4-2021.

*KPI*

Percentage of employees that anti-corruption policies and procedures have been communicated to/that have completed training.

We comply with all applicable legislation, including, but not limited to, sanctions, embargoes and other laws, regulations and government measures that control the transfer or shipment of goods and payments.

- *Goal*  
zero fines and zero sanctions year-after-year for non-compliance.

*KPI*

Number of fines and non-monetary sanctions for non-compliance with social, economic, or environmental laws and/or regulations (including tax), as well as corrective actions taken.

We actively prevent fraud by having internal controls designed to detect, prevent and respond to fraud and money laundering.

- *Goal*  
Stimulate signalling any type of fraud by having an anonymous procedure in place accessible to everybody inside and outside the organisation.

*KPI*

Whistleblowing channel in place (yes/no).

We commit to our Modern Slavery & Human Trafficking statement and communicate this statement publicly on our websites in all countries.

- *Goal*  
Yearly review and updated Modern Slavery & Human Trafficking statement publication online.

*KPI*

Signed documents in place (yes/no).



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