



Our commitment to Sustainability

March 2025



Sustainability leads the way



Ivo Maltir
President

"Countries, Citizens & Companies have a shared responsibility towards Sustainability. **As a responsible Industrial player, we take our Corporate Social Responsibility seriously, guided by the Sustainable Development Goals (SDGs) from the United Nations.**

We strive to conduct **our business in an ethical, environmental, and humane manner.** We are now setting even more ambitious targets and taking actions accordingly.

Sustainability is now fully embedded in everything we do and guide every decision we make.

All SDGs goals are important to work on, and the climate change is a top priority, **engaging the world in a race to reduce global warming.**

Therefore, one of our major targets is to significantly **reduce our CO₂ emissions by 2030** (-46% on Scope 1 and 2, -28% on Scope 3)*.

Together with our customers, employees and suppliers, we will contribute to build a better industry.

Sustainability is at the core of our approach and influences our decisions at every level."

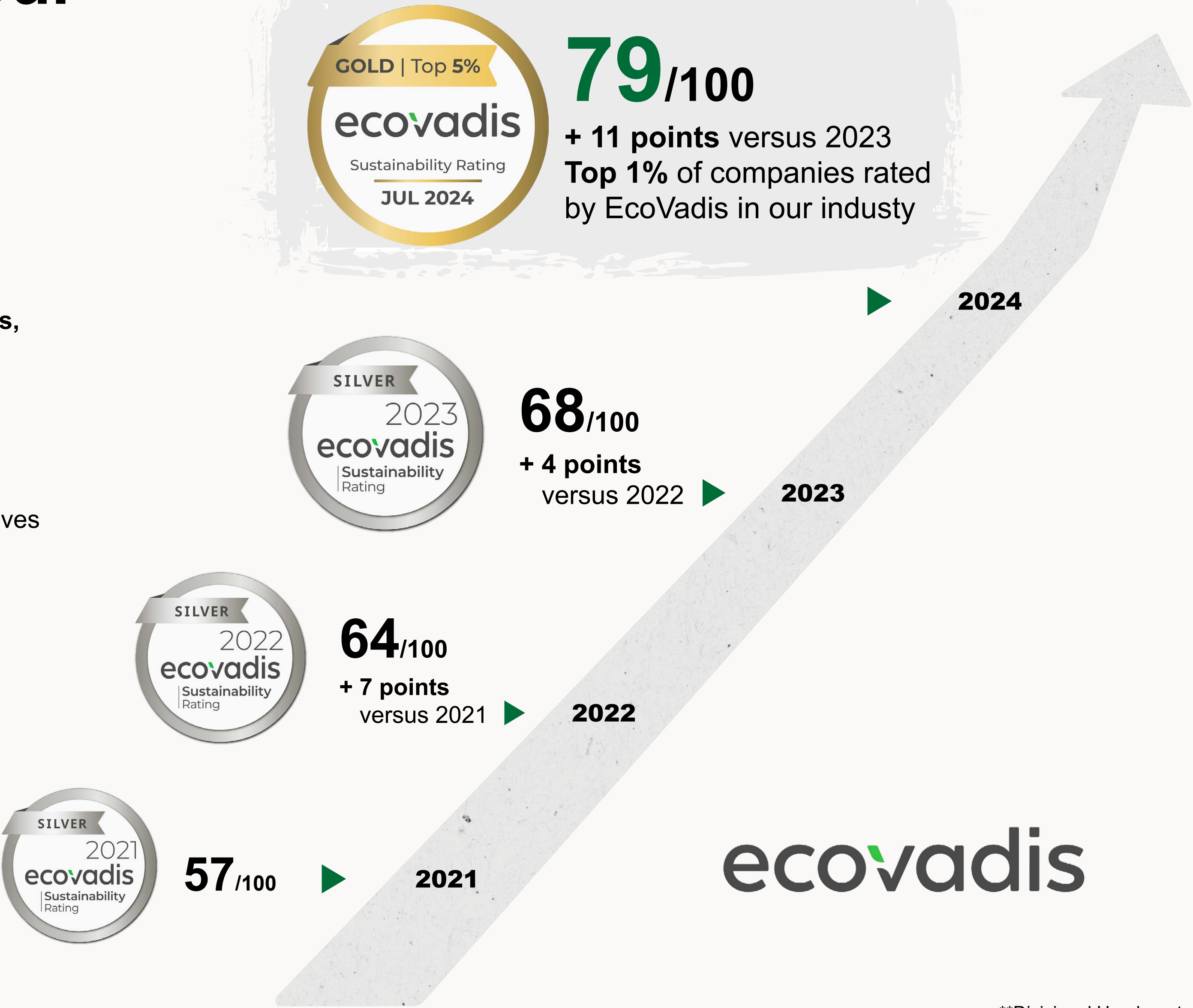
*Group targets.

Evaluation of our sustainability performance**

To evaluate our activities and demonstrate our commitment to sustainability, we rely on external Environmental, Social and Governance (ESG) assessment platforms, such as EcoVadis.

Those platforms evaluate our Corporate Social Responsibility at company level, enabling us to challenge our targets and the way we do things.

They are increasingly demanding, which drives us to seek for continuous improvement.



ecovadis

**Divisional Headquarter

Our sustainability journey

" In 2021, we created a dedicated **Steering Committee**, identifying ambitious targets and a roadmap, with a strong focus on environmental aspects.

We have made significant progress with concrete actions. Today, everyone in the organization is involved in our Sustainable journey."



Annabelle Bray
Sustainability Manager

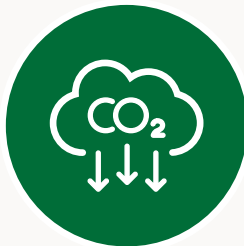


March
2020



- **First Product carbon footprint** done on some key CP Tools.

June
2021



- **Company Carbon Footprint calculated** (baseline 2019).
- **CO₂ reduction** targets defined on the 3 Scopes by 2030. Action plan defined and monitored on quarterly basis.
- **Product Carbon Footprint** became a mandatory deliverable in our Product Development Process.
- **Sustainability Steering Committee** & Specific Working Groups creation.

April
2022



- **Company Sustainability Manager** appointed.

November
2022



- **Climate Day:** 1/2 day dedicated to **raise awareness** to all employees worldwide.
- **Environmental Check List:** 7 environmental themes are now checked when designing new products.

January
2023



- **Climate Awareness Training** mandatory for all employees.

2024



- **CO₂ baseline recalculation.**
- Production site & headquarter **building improvements.**
- **Significant ESG** rating improvement (EcoVadis grade).
- 34% of our suppliers **evaluated on ESG performance by external platform** **.

**Divisional Headquarter

Our ambition for the future



TARGETS

2025



- **Circularity e-learning mandatory** for all our employees.
- 35% of our suppliers evaluated by EcoVadis on ESG performance**.

2030



- 2030 target on **CO₂ reduction** achieved.
- 2040 new **CO₂ reduction target** sets.
- **100% reused, recycled or recovered waste** from internal operations*.
- **Minimum of 30% women** in our workforce*.

2040



- 2040 **CO₂ reduction target** achieved.
- **Minimum of 40% women** in our workforce**.

*Group targets
**Divisional Headquarter





Sustainability 2024 major Achievements & 2025 Targets

Environment



2024: 92,8% of reused, recycled or recovered waste^{**}.
2025 target: 100%

-28%

CO₂ emissions
scope 3 by 2030^{*}.

-46%

CO₂ emissions
scope 1 & 2
by 2030^{*}.

100% of new or redesigned products benefit from a Product Carbon Footprint calculation.

People & Culture



26%
of women in
our workplace
in 2024^{**}.

By 2030,
our target is
to reach a
minimum of
30% women
in our
workforce^{*}.



Ethics & Transparency



100%
of our
employees
worldwide
have been
trained on
our **Code of
Conduct** and
have signed
a compliance
agreement
in 2024^{**}.

2024: 34% of
our suppliers have
been evaluated
by EcoVadis.
2025 target: 35%^{**}.

^{*}Group targets
^{**}Divisional Headquarter

Environment

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- 11 | Circularity
- 12 | Logistics
- 12 | Waste & Water



People & Culture

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- 15 | Well-being



Ethics & transparency

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Environment

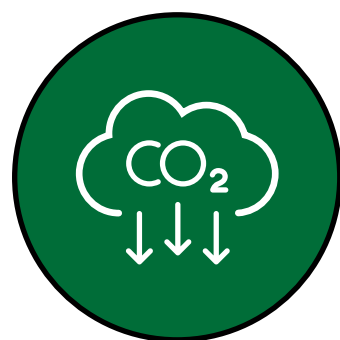
CO₂ reduction

Circularity

Logistics

Waste & Water





CO₂ reduction

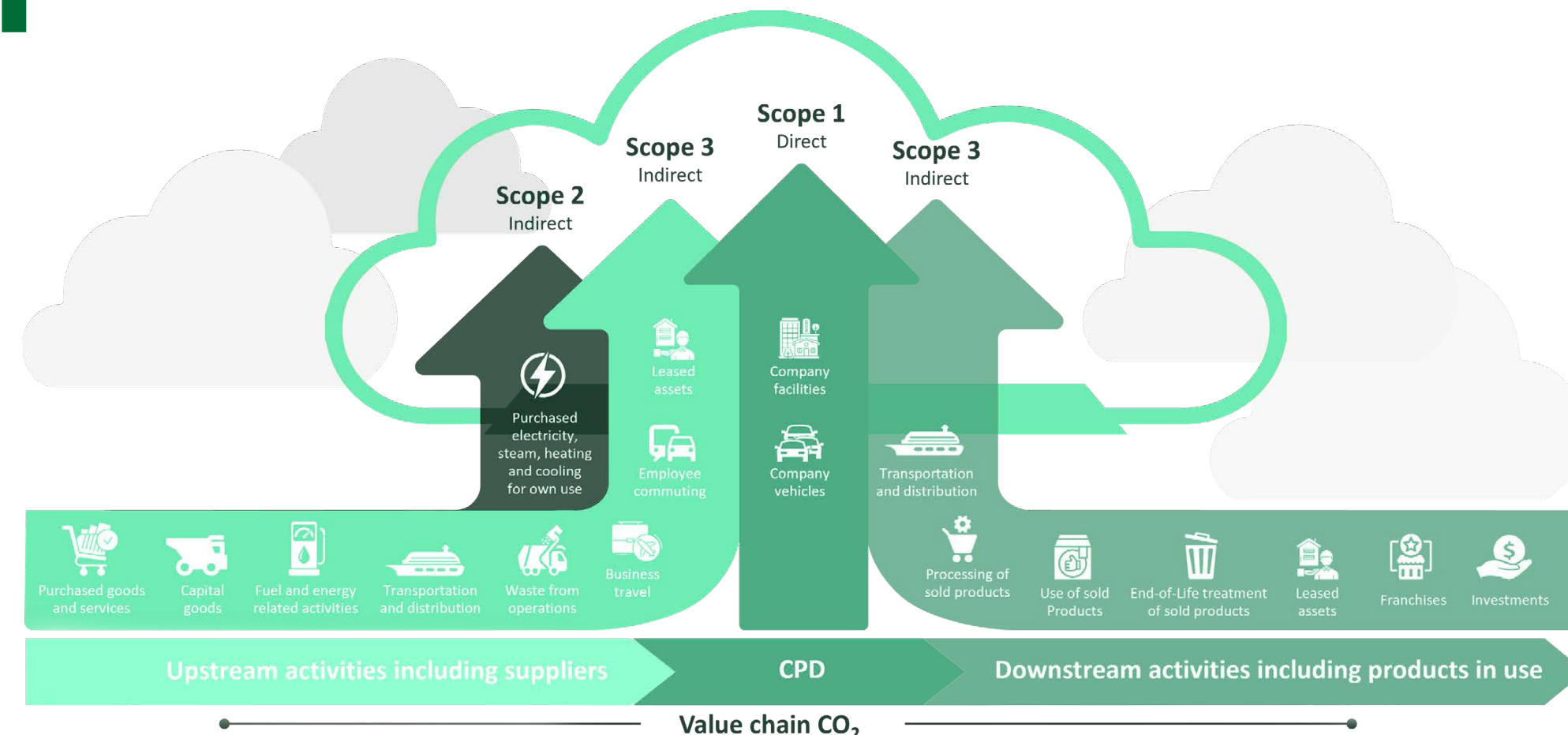
Targets Scope 1 & 2*

-46%
by 2030



We take our environmental responsibility seriously.

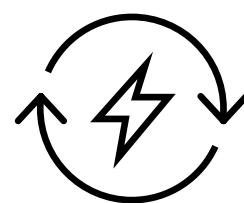
In 2021, we realized our company carbon footprint and have set ambitious CO₂ reduction targets by 2030 (baseline 2019).



Our sites are operating with a focus on reducing their carbon footprint**.

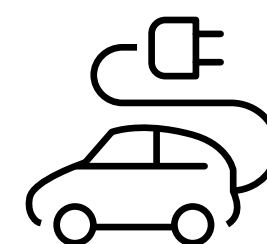
100%

of our facilities use renewable electricity.



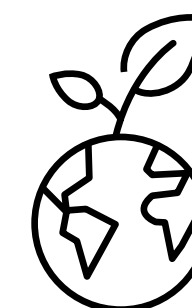
+10%

is the target of increasing non fossil vehicle in our car fleet each year.



100%

of our sites use biomass instead of gas.



16,8 tonnes

of CO₂ saved since January 2023 as a result of France soft mobility policy.


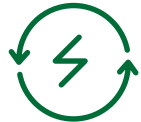



*Group targets
**Divisional Headquarter



Most of our CO₂ emissions comes from **Scope 3 Downstream**, when our products are **in-use phase**.

The 3 major levers our R&D teams are **working on** to reach our targets are:

- 
Electric-powered products
- 
Energy-efficient products during usage
- 
Customer usage optimization

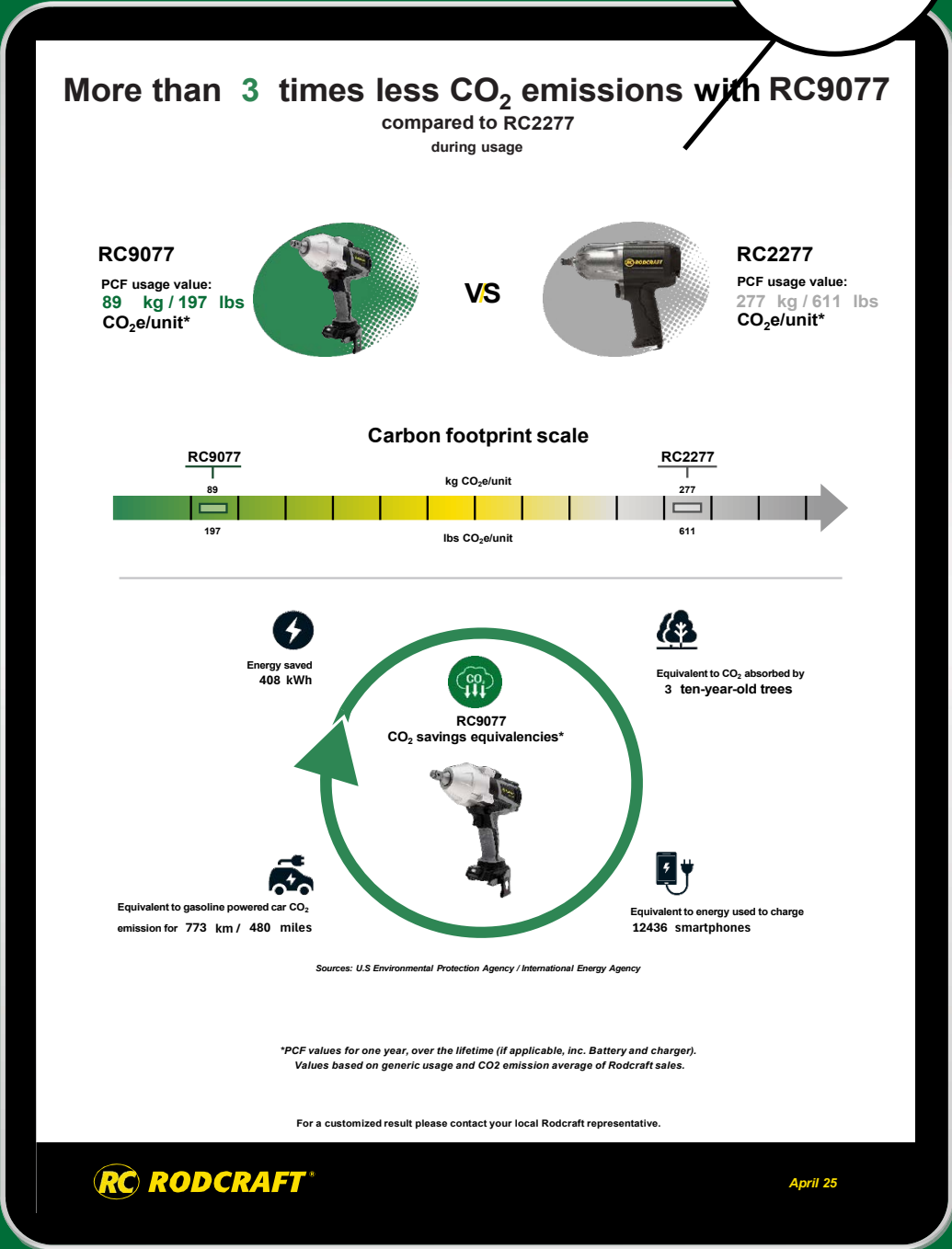
Since January 2021, the CO₂ impact of any new product is measured through a **Product Carbon Footprint (PCF)** based on ISO 14067:2018 standard.

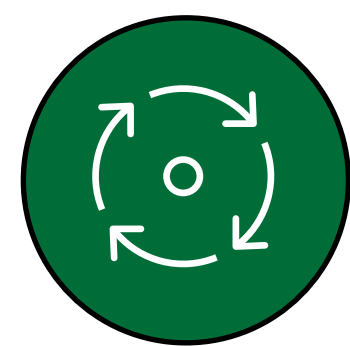
This measure enables us to improve tool efficiency along with product development process and provide product recommendations to our customers.

We support our **customers to reduce their own carbon dioxide emissions** by developing efficient solutions.

Discover one of our **Product Environmental Card**

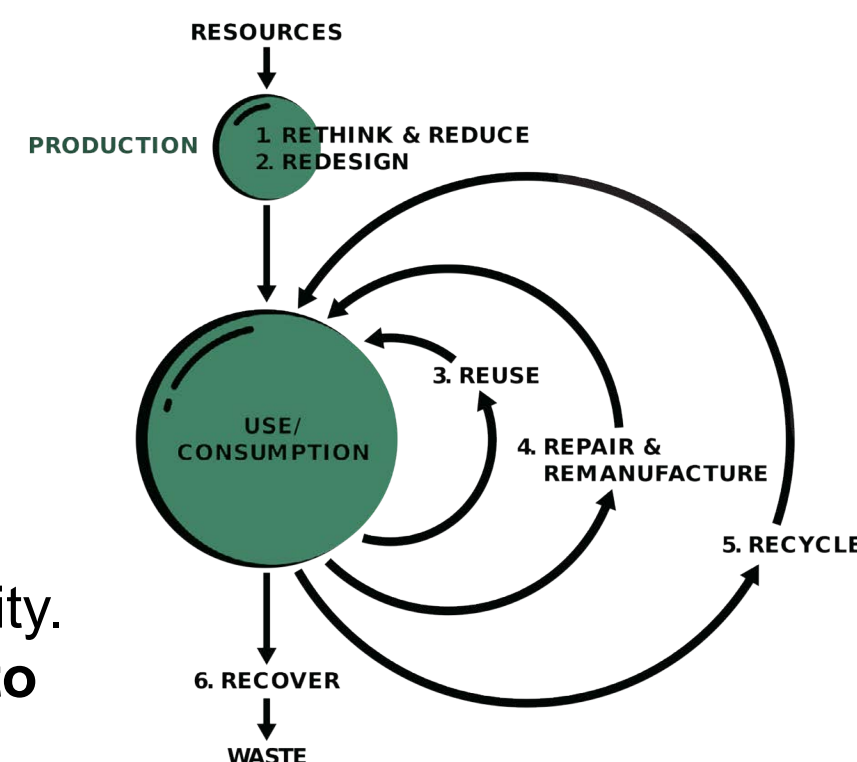
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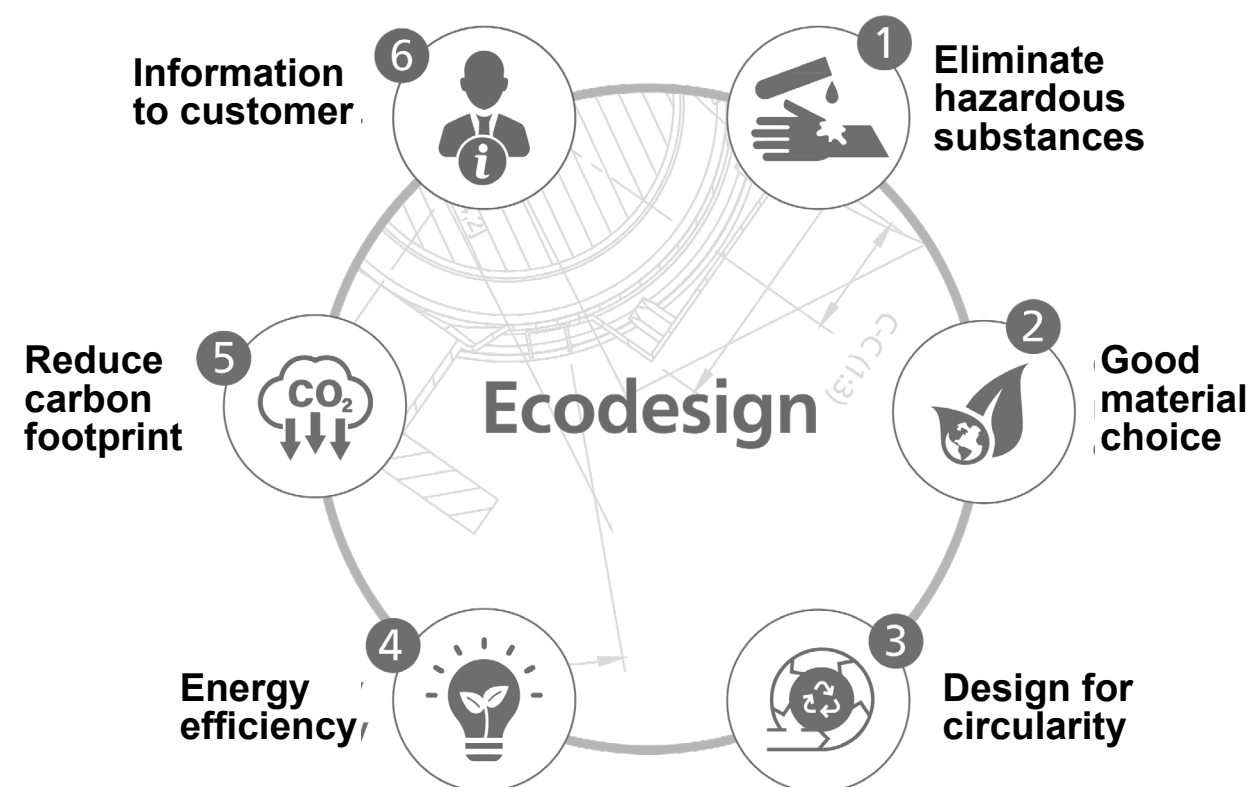
Circularity

Focusing on Circularity is also a way to support Sustainability. We are running several initiatives **enabling product offer to our customers while preserving resources.**



Rethink. Redesign.

In 2023, all engineers in our R&D team have been **trained on Eco-design**, and **Eco-design guidelines** have been launched.

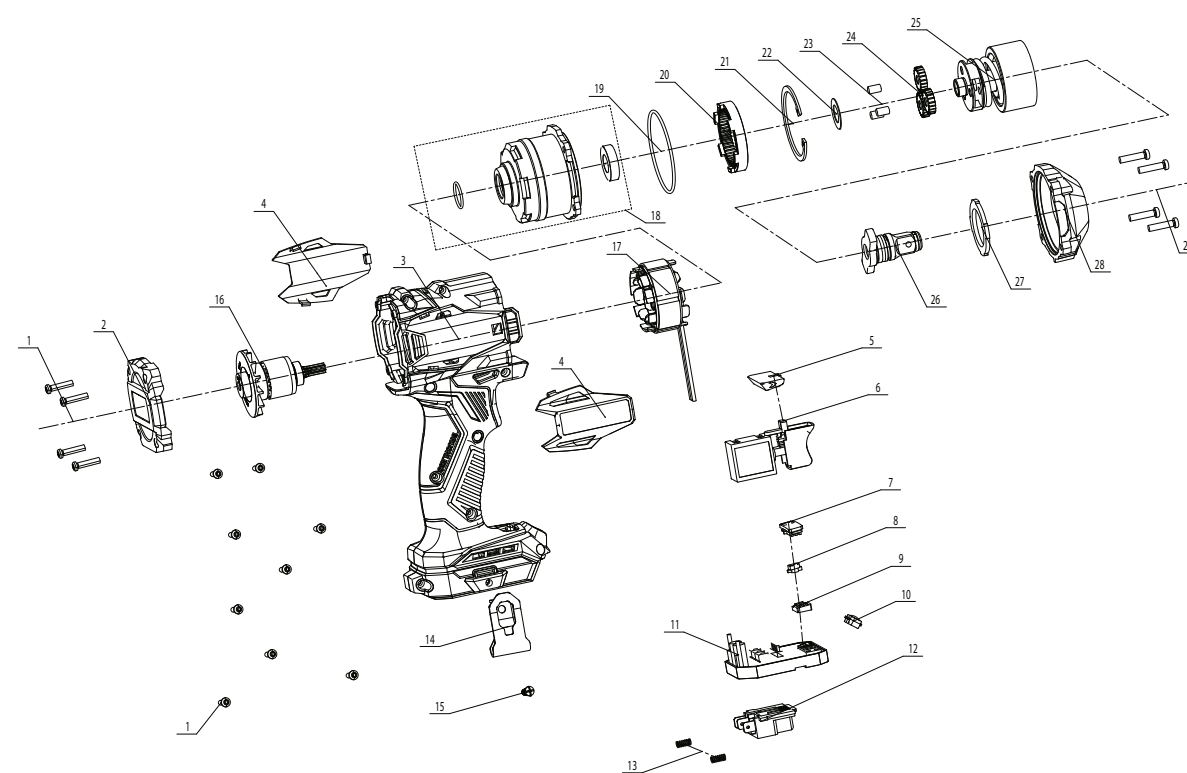


Additionally, the **Environmental Checklist** has been reviewed to challenge environmental impact and develop circularity along new product development.

Repair.

At Rodcraft, we make spare parts available for all our tools. Our customers can download exploded views on our website on product page; they know which parts to order to repair, and are thus able to prolong their tool's lifetime.

For the majority of our range, spare parts are available 3 years after the tool is out of production.



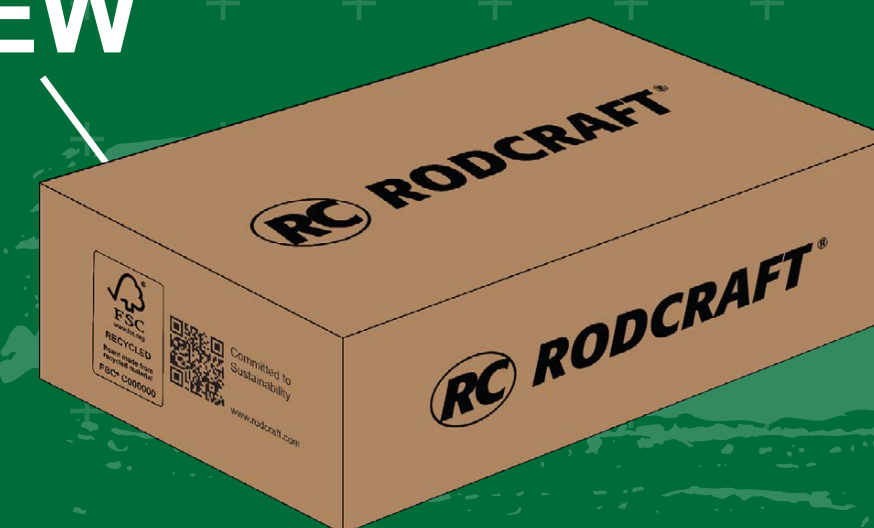
Packaging

In 2024, we challenged Rodcraft packaging. Most of our outer carton were made with the use of many colors and glossy finish.

We decided to use as of now **a minimalist approach using only black ink on raw cardboard.**

This packaging becomes the new packaging standard for all new tools. The 1st product to benefit from this new packaging has been the RC7009, since March 2023.

NEW*



OLD

*Non-contractual neither final visual.



Logistics

Limit our Footprint impact in Logistics

Our logistics platform in Belgium has been recognized as a **Sustainable Development Goals pioneer** in 2022 thanks to:

- **Energy consumption reduction: -50%** compared to 2019.
- **Packaging initiatives:** using recycled paper for box-filling and reusing incoming packing material.
- Plastic replaced by **recycled plastic or paper**.
- **Carton pallets used** instead of wooden pallets, mostly for air shipments.



Waste**

92,8%

of reused, recycled or recovered waste in 2024.

94% is our 2025 target.



Water**

6 733m³

of water consumed in 2024.

Our target is to reduce our water consumption every year of 10%.



In 2023, we had a renewal of our **ISO 14001:2015 standard**, for our Environmental Management System; this will be valid until December 2025**.



**Divisional Headquarter

People & Culture

Talents & Skills

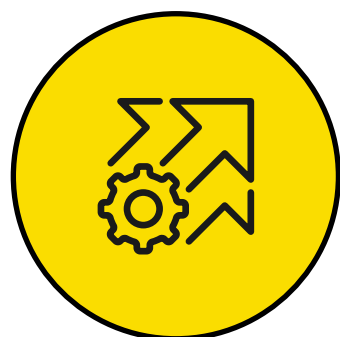
Diversity & Inclusion

Employee Engagement & Feedback

Safety

Well-being

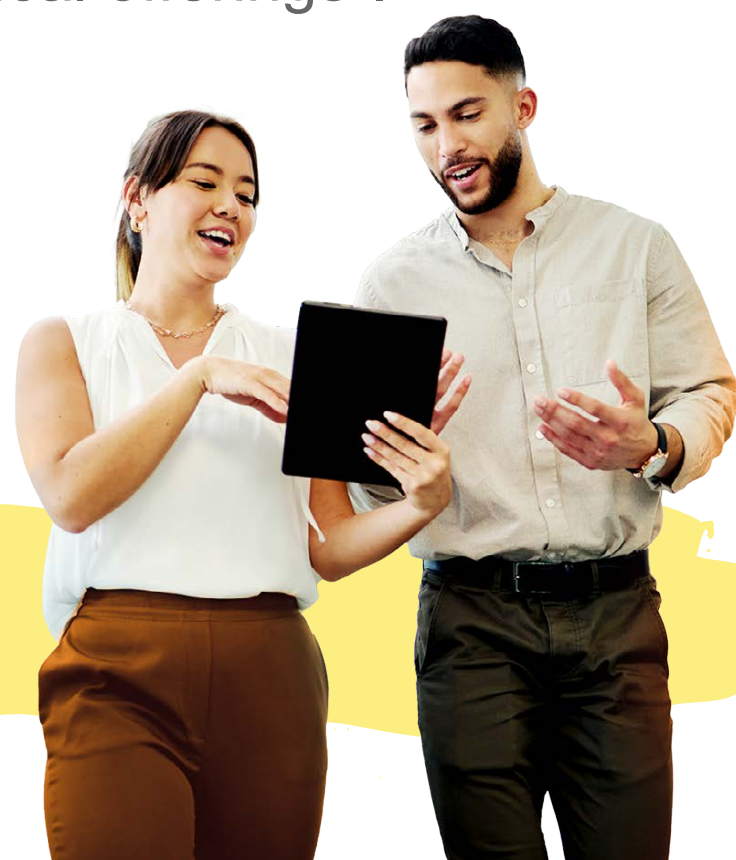




Talents & Skills

We promote **accelerated and self-driven learning** to ensure the right competence and mindset to drive transformation and enable growth.

“Continuously building knowledge and enabling employee growth through dedicated learning journeys is key to us remaining innovative in our approach. This is achieved through dedicated learning platforms, global specialist, leadership, business or expert development programmes and themed playlists in addition to extensive technical offerings”.



Diversity & Inclusion

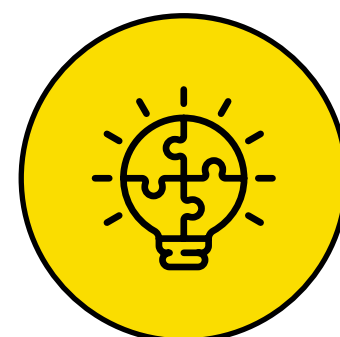
An inclusive culture is one of **the pillars which drives the success of our organization**.



“We are committed to fostering an attractive and inclusive environment throughout, through attracting and retaining a diverse talent pool, developing mentorship programs, raising awareness of unconscious biases, promoting mental and physical well-being and belonging”.



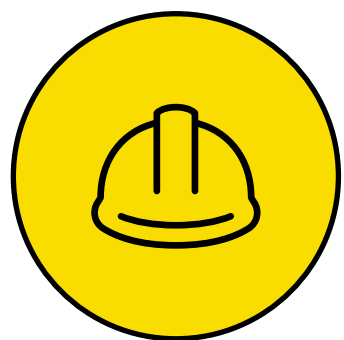
Julie Lambert-Scrivener
VP Human Resources



Employee Engagement & Feedback

On a regular basis, our employees are given the opportunity to take part in **our employee engagement survey**, internally called "Insight Survey".

This enables our organization to receive **valuable feedback and drive continuous improvement** through measuring employee satisfaction against a key indexes such as **Engagement, Culture, Diversity & Inclusion, Leadership, and Cultural Behaviours**.



Safety

We care about Safety. To ensure a safe workplace, all employees and newcomers need to complete our Safety, Health, Environment and Quality (SHEQ) training. To achieve our goals, we conduct a **mandatory SHEQ training for all newcomers** in our divisional headquarter.



“We are committed to preventing pollution, limiting our impact on our environment and providing a safe and healthy working place for all employees.

We integrate SHEQ aspects at all stages of management. Our vision is zero work-related accidents.”



Franck Guedeu
SHEQ Manager



Well-being

In our organization, we define well-being as being in a **sustainable state of feeling good and functioning well** in our lives and in our work. Achieving this requires a sense of well-being physically, mentally, socially, and with a sense of purpose.

Supporting well-being is critical to our organization's success. We are constantly striving to **create a culture** in which our employees are able to thrive and achieve their potential in a supportive, open and fair environment.

Our guiding framework will help us achieve our People & Culture Mission to be an attractive industrial company in our segments and target markets by **supporting our people to realize their potential, cope with the everyday stresses of life, and work productively.**



Ethics & transparency

Code of Conduct

Governance

ISO Certifications

Responsible Procurement

Trade Compliance





Code of Conduct

We firmly believe in upholding **high ethical standards** at every level of our organization.

We have made our **Code of Conduct** mandatory for **all employees and extend the participation to our suppliers and customers**.

By adhering to these principles, we promote a responsible and sustainable business environment.

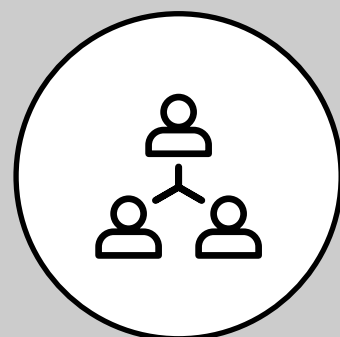
100%

of our employees signed the Code of Conduct in 2024**.

Target 2025*: 100%

*Group targets

**Divisional Headquarter



Governance

To act with transparency and full alignment towards our commitment to sustainability, we have established a dedicated governance structure, and created in 2021 a **Sustainability Steering Committee**.

Led by our Sustainability Manager and overseen by the President and Vice Presidents, this committee meets every 2 months and ensures that sustainability decisions are consistent and implemented.

These meetings serves as a platform for monitoring and making decisions pertaining to sustainable development initiatives. It also fosters contributions to our overall organizational performance in terms of sustainability.





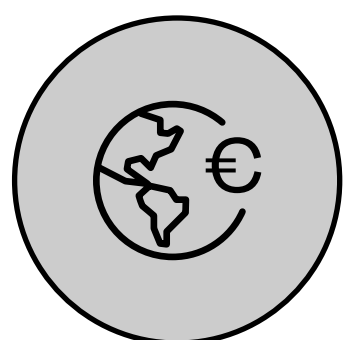
Responsible procurement

We expect our suppliers to have the same high ESG standards. In this context, we have implemented specific actions** **to support suppliers** in this engagement:

- In 2024, we signed a contract with **ecovadis** to evaluate our suppliers on their ESG performance. Currently, 34% have been evaluated and 2027 target is 75%.
- **Dedicated teams are focusing on increasing the use of recycled material** in our products in order to develop Circularity.



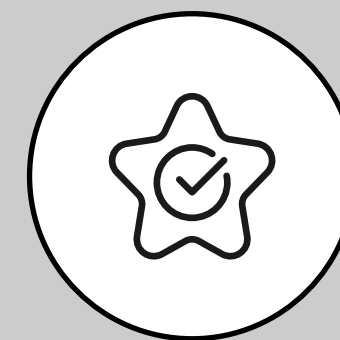
Olivier Dalicieux
VP Operations



Trade compliance

As a responsible partner we also take **international trade regulations** very seriously. We have therefore created a specific organization to verify and secure our compliance to international regulations on all trades with our business partners.

**Divisional Headquarter



Our triple ISO certification

Our Integrated Management System** conforms to three core ISO certifications:

ISO 9001:2015
Quality Management System standard.

ISO 45001:2018
Occupational Health and Safety Management System standard.

ISO 14001:2015
Environmental Management System standard.





Committed to sustainability



Contact us