



SUSTAINABILITY REPORT 2020-2022

This report is the first sustainability report of Desmedt Labels.

In this document, we will report on our sustainability strategy and the impact of our activities on people, society and planet during the period 1 January 2020 to 31 December 2022.

We plan to publish a comprehensive report every three years, and we will update our key objectives and KPIs annually.

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Foreword from our CEO

I begin this report by looking towards the future.

Desmedt is facing various challenges. Climate change is forcing us to reduce our carbon emissions. We are facing resource scarcity and rising commodity prices. Finding and retaining good staff is a tall order. And how do we best protect and utilise the vast amount of data we collect?

To meet all these challenges, we have developed a sustainability strategy, which we present in this report – our first sustainability report, and a milestone for our company. For Desmedt, sustainable entrepreneurship means looking far ahead and constantly questioning ourselves. If we want to remain profitable, not be driven out of the market and still be relevant tomorrow, there is only one possible approach: the sustainable approach.

It's simple: if we don't make sustainability a priority, we will ultimately have no reason to exist. So we mean business. Our ambition is not to do less badly year after year. No, we want to do it right. We want to create a positive impact. In this report, we set out concrete goals to protect our natural resources, create a motivating workplace and contribute to a prosperous future.

A lot has been happening on that front in recent years. Most noteworthy is the continuous improvement of our printing process. With the right innovations and investments, we will ensure that our printing process is and remains the most sustainable process. In 2021, we achieved the CO₂ NEUTRAL® logo, indicating that we have been making efforts since 2020 to actively measure our climate impact, then reduce it and offset what remains. We also received the FlexoTech Award for Environmentally Sustainable Company of the Year. In addition, in 2022, we began the sustainable renovation of our office building.

You will find a presentation of those efforts and results in this report, along with our plans for the future.

Henri Köhler



Highlights



Installation of the free-cooler

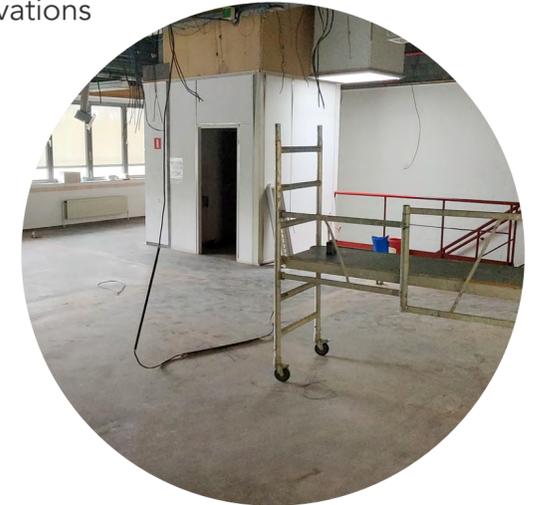
September



Acceptance of the FlexoTech Award 2021

October

Start of renovations



April

2020



Acceptance of the CO₂ NEUTRAL® logo

May

2021

February



Start of the Voka Charter Sustainable Entrepreneurship (VCDO) project

2022

Key figures 2022



Revenues

12.1
million euros

FINANCIAL



ACTIVITIES

1,603,322,799

Number of labels produced



EMPLOYEES

Number of employees

43 (of whom interims: 3)

Number of nationalities

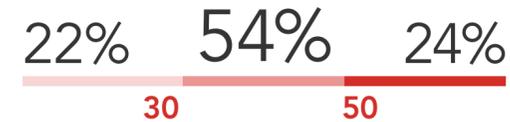
7

83%



17%

Age



Working hours spent on training/employee

80



ENVIRONMENT

Own CO₂ emissions
(Scope 1 + 2)

298.3
tonnes CO₂eq

Labels produced using
Ultra HD Flexo technology

75%

Power
consumption

1,247,503 kWh

Certificates

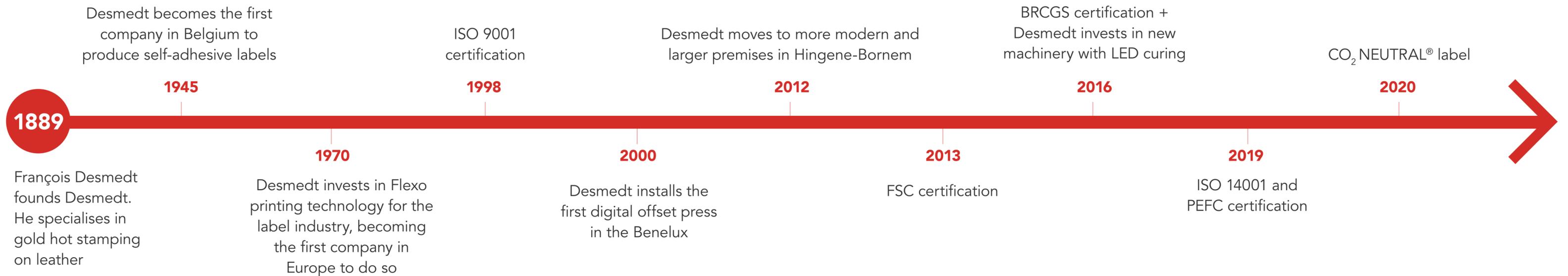


Our company

Since 1889 – for four consecutive generations – Desmedt has specialised in the production of self-adhesive labels, also known as our next-generation labels. Right from the founding of our company, the emphasis has been on continuous innovation and care for people and the environment.



A few milestones in the history of our company:





OUR MISSION, VISION AND VALUES

Mission

Better, faster and greener

Vision

We want to print the best labels for our customers and guarantee extremely short delivery times. However, sustainability always remains a top priority for us. Through the commitment of our employees, our investment in training and the continuous renewal of our machinery, we help our customers comply with increasingly stringent guidelines and packaging legislation.

Values

In everything we do, we are guided by our company's core values: integrity, dedication, respect for people and the environment, passion, eagerness to learn and creativity. They create the context in which we put the focus on our customer.

OUR PEOPLE

Our people are our company's true capital. In 2015, Desmedt had 30 employees. In recent years, the company has experienced steady growth. As of 2022, we now have 40 employees working for us: 16 white-collar workers and 24 blue-collar workers.

OUR VALUE CHAIN

To deliver a quality product, using the right raw materials is crucial. We work with carefully selected suppliers from Europe to supply our main raw materials: paper and ink.

With these raw materials, our labels are printed and produced according to a specific printing technique or a combination thereof: Flexo printing, screen printing, digital offset or cold foil.

To then get our finished labels to our customers, we work with external transport partners. They collect the pallets or boxes with labels and bring them to our customers.

The end users of our labels are all B2B players, mainly based in the Benelux. We primarily supply the food and household sector, as well as the personal care, automotive, pharmaceutical and chemical industries.

Our sustainability strategy

Sustainability has always received a great deal of attention within our company, but in 2022, the time was right to create greater cohesion between the various projects and initiatives. Therefore, we worked hard on a sustainability strategy, which we developed together with our stakeholders.

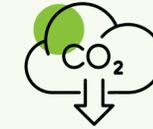
OUR NEW SUSTAINABILITY STRATEGY INCLUDES THE FOLLOWING GOALS:



PROTECT OUR NATURAL RESOURCES



Managing our resources



Reducing our emissions



Offering sustainable labels



CREATE A MOTIVATING WORKPLACE



Providing a safe and healthy work environment



Promoting diversity and inclusion



Offering meaningful work



Strengthening our communication



CONTRIBUTE TO A PROSPEROUS FUTURE



Stimulating economic prosperity



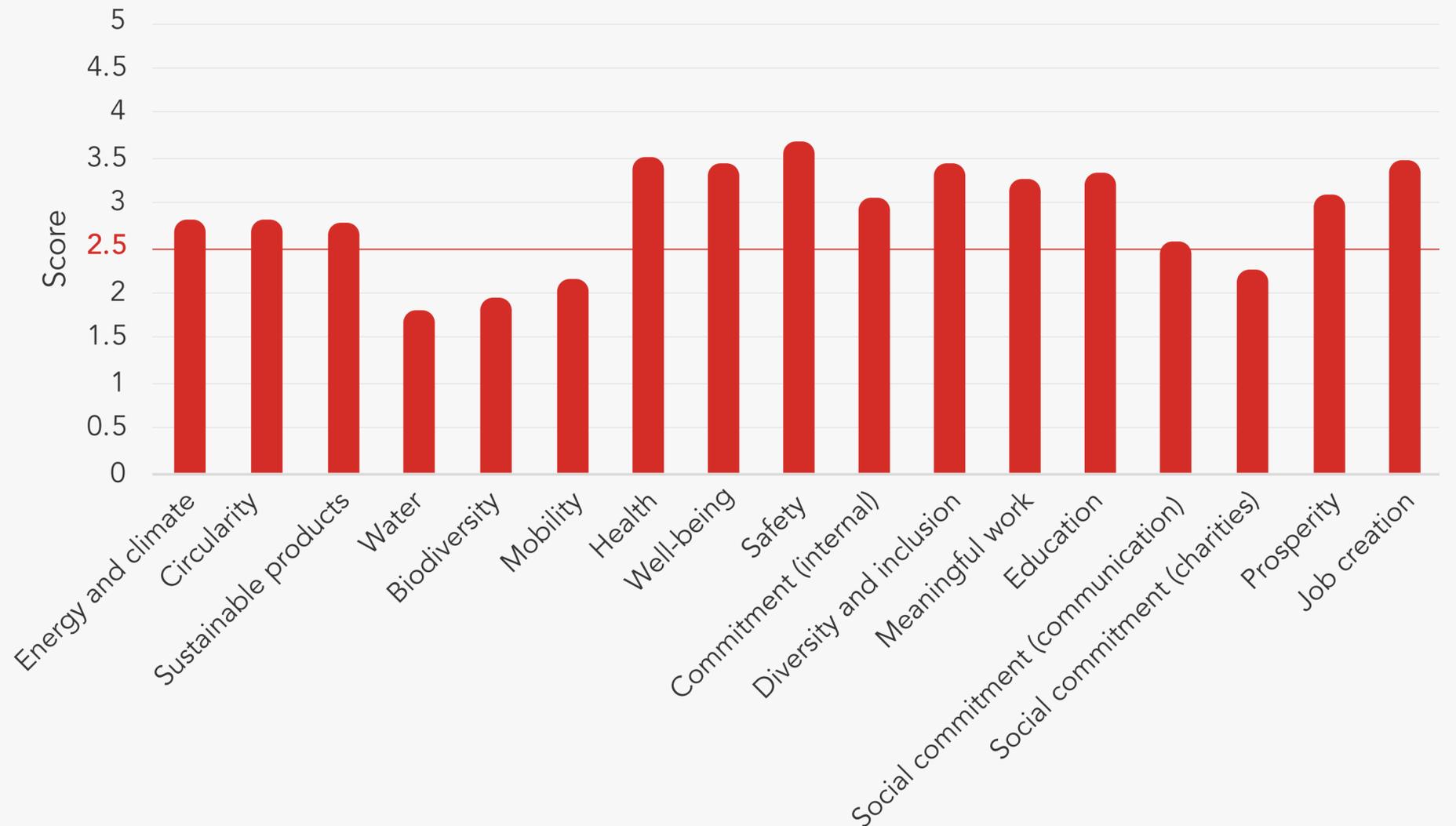
Creating long-term careers

WHAT TOPICS ARE MATERIAL TO DESMEDT?

Using a materiality analysis, we mapped out the topics most relevant to us. These topics reflect Desmedt's most relevant themes when it comes to people, the environment and prosperity. The material topics also immediately form the substantive spearheads of our sustainability strategy.

How did we go about this process? Supported by an external consultant, we went through a process with the Desmedt management team. Various workshops with management and a survey of stakeholders ultimately led to a list of material topics. That process involved several steps. The management team first identified numerous themes. We then asked employees and external stakeholders (customers, suppliers and financial partners) to give all those topics a score from 1 to 5. A score of 1 means that Desmedt has a very low impact on the relevant theme according to the respondent, while a score of 5 represents a very high impact. The weighted average of the combined scores was then determined. The result of that materiality analysis is presented in the figure on this page. In consultation with the management of Desmedt, the decision was made to set the limit for materiality at 2.5. This means that all topics for which the weighted average scores are 2.5 or more are included in the sustainability strategy.

DESMEDT MATERIALITY MATRIX



The materiality matrix as a result of our strategy exercise

THREE GOALS FOR A BETTER FUTURE

Our material topics form the basis of our sustainability strategy. They were clustered into environmental, social and economic pillars:

Protect our planet's natural resources

At Desmedt, we want to produce labels in the most sustainable way possible. By continuously improving our printing process, we work more efficiently. That enables us to consume less energy, emit less CO₂ and use raw materials more sparingly.

Create a motivating working environment for our people

A safe and motivating place where people can be themselves and give it their all. Where everyone is given equal opportunities to grow and develop both on and off the job. That type of positive workplace is what Desmedt wants to offer its employees.

Contribute to a prosperous future

We pursue economic growth and make our contribution to employment and prosperity. This must not be at the expense of people and planet. We look beyond short-term economic gains and seek long-term value for our shareholders, our customers, our employees and the environment. That is how we are building a better future together.

OUR CONTRIBUTION TO THE SDGs

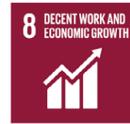
Our sustainability strategy is aligned with the United Nations' 17 Sustainable Development Goals (SDGs). We endorse all the SDGs, but pay particular attention to those on which our impact is greatest:



Every year, we offer our employees training courses that enable them to improve their job-related skills. We also organise a weekly meeting for people in the production department. This enables us to share our knowledge with each other (4.4).



Increasing our energy efficiency is an important part of improving our printing process. We try to increase our production without increasing our energy consumption or carbon emissions (7.3).



To sustain our annual economic growth (8.1), we are continuing to increase our productivity. We are reducing our consumption of resources and energy and investing in automation and innovation (8.2 and 8.4). We aim to provide meaningful and long-term careers for our employees (8.3) and are taking measures that improve both our gender ratio and inclusion (8.5). We strive to exceed mandatory safety standards and offer regular safety training to our employees (8.8).



By improving our printing process and using more recycled materials, we are contributing to a sustainable label industry (9.4). We aim to further strengthen our contribution by investing in innovation, including working with our supply chain partners (9.5).



We consciously choose responsible production and consumption practices: we limit our use of resources, choose alternative materials wherever possible and try to avoid waste as much as possible (12.2 and 12.5). By regularly publishing a sustainability report, we hope to inspire other companies to become more sustainable too (12.6).



We map our carbon footprint and formulate actions to reduce our emissions. We therefore choose the most energy-efficient processes and innovative alternatives with higher energy efficiency (13.2 and 13.3).



Protect our planet's natural resources

At Desmedt, we produce labels in the most sustainable way possible. By continuously improving our printing process, we work more efficiently. That enables us to consume less energy, emit less CO₂ and use raw materials more sparingly. Within this goal, we are committed to:

- Managing our resources
- Reducing our emissions
- Offering sustainable labels



Managing our resources



WHY DO WE CONSIDER THIS IMPORTANT?

Our society's current consumption pattern is depleting our planet's resources. To supply ourselves with all the raw materials we need, we all already use the equivalent of 1.8 planets. Unless we start consuming and producing in a different way, by 2050, we will need the equivalent of three planets. By using fewer raw materials and reusing or recycling discarded products, we reduce our ecological footprint.

Desmedt also makes use of resources. To produce labels, several raw materials are needed, the most important of which are ink and paper. Moreover, waste (mainly paper and cardboard and residual waste) is also generated during our production processes. We want to take our responsibility for that. The current scarcity of raw materials, rising prices and new European waste management directives mean that using raw materials wisely will become even more important for our company in the coming years.

HOW DO WE TACKLE THIS?

In the 1970s, we became the first printer in Europe to invest in Flexo printing technology. This technique uses printing plates composed of a flexible polymer. By continuously improving this printing process, we consume fewer raw materials and avoid as much waste as possible.

Good cooperation with our supply chain partners, the suppliers of raw materials, is also important. By sharing our knowledge of new trends and pooling our good examples of sustainable practices, we are taking further steps to produce our labels in an increasingly sustainable way.

OUR TARGETS AND KPIs

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By 2025, we will use 5% less paper per m² of label produced as compared to reference year 2020.



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By 2025, we will use 12% less ink per m² of label produced as compared to reference year 2020.



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By 2025, we will produce 5% less residual waste per m² of label produced as compared to reference year 2020.



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By 2025, we will produce 2% less hazardous waste per m² of label produced as compared to reference year 2020.





KPIs

	2020	2021	2022	Target 2025
% paper consumption per m² of label produced	reference year	+4%	+2%	-5%
% ink consumption per m² of label produced	reference year	-8%	-10%	-12%
% residual waste per m² of label produced	reference year	+4%	0%	-5%
% hazardous waste per m² of label produced	reference year	-11%	+13%	-2%

Paper consumption increased slightly in recent years. More paper was temporarily consumed during the training of new printers. In contrast, the amount of ink used to produce our labels fell by 8% in 2021 and by 10% in 2022. The amount of residual waste increased slightly in 2021, but again reached the reference year level in 2022. In 2021, we generated 11% less hazardous waste, but in 2022, the amount increased by 13% compared to the reference year. This is because since 2022, the rinse water is regarded as hazardous waste, which was previously not the case.





A SELECTION OF OUR ACTIONS

Improvement of the Flexo printing process

Since 1970, Desmedt has worked with the Flexo printing technique, a relief printing technique that uses flexible printing plates and fast curing liquid ink. This way, we produce our labels in an efficient and sustainable way. Moreover, we continuously improve our printing process. Our printing presses are now equipped in such a way that the **entire printing process can be done in one step**:

- By using a butt splicer, we can place new rolls of paper in the machine without it having to stop printing;
- With the inline die cutting unit, we can cut out the labels;
- With the central waste extraction system, matrix waste is automatically removed;
- By means of a turret rewinder, the desired quantity of labels is wound onto a roll, ready for shipment to the customer.

With our **optimised approach** (one piece flow), we avoid unnecessary machine stops. This makes the process more efficient and reduces the amount of raw materials and waste. After all, during each stop of the machine, you require a quantity of raw material to properly adjust the parameters. Because the entire process takes place in a single step, we can also produce exactly the quantity of labels our customer needs. Moreover, the various components of the Flexo printing technique have a long lifespan, making it a sustainable printing method, even in terms of maintenance.

Less waste and packaging

The waste we generate is processed by Renewi. Desmedt receives processing certificates from Renewi showing that the waste has been processed in a way that meets legal requirements.

To closely monitor the amount of waste we generate, we invested in a **new ERP system** specially developed for label printing companies. That system enables us to analyse and reduce our waste. Moreover, the system is linked to our KPIs, which enables us to measure our progress.

By utilising camera inspection between die cutting and rewinding of our labels, we avoid waste as much as possible. We take a picture of each label and compare it with the customer-approved PDF. By alerting the printer in case of a discrepancy, we avoid waste and ensure our quality.

In the field of **packaging**, as well, we have already taken steps in recent years to reduce our use of materials. For example, we save 1,200 kg of cardboard a year by using boxes with thinner walls. We also introduced the ecobox, a cardboard box as big as a pallet. This allows us to use one box instead of stacking several smaller boxes on a pallet, thus reducing the amount of packaging material we require. Furthermore, this way, more labels fit on a pallet. Finally, we switched to a wrapping film with higher stretch capacity, which means we need less film to pack the same quantity of labels.

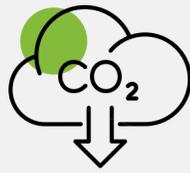


LED curing in cooperation with our partners

“Our new LED light sources consume much less energy”

To allow the ink on the labels to cure quickly, Desmedt recently switched from mercury vapour bulbs (the conventional UV light bulbs) to long-life UV LED systems. These give off much less heat, making them suitable for all types of materials. Because curing takes place at lower temperatures, the lamps also consume much less energy: barely half. Moreover, these lamps last a very long time and require very little maintenance.

For the conversion, Desmedt turned to US company Phoseon, which specialises in LED UV systems for industrial applications. “Desmedt was one of the first companies in Europe to start using LED UV systems in the Flexo printing process for the production of self-adhesive labels, making it a pioneer in Europe,” says **Herman Horters**, Business Development Manager at Phoseon. “We also worked with Desmedt’s ink and coating suppliers, because the formulation of the inks and coating needed to be changed. The result is a sustainable production process of which we are very proud. Desmedt has become an important reference point: with them, our customers can see the sustainable UV LED lamps at work in an industrial production environment.”



Reducing our emissions



WHY IS THIS IMPORTANT TO US?

Climate change is one of the greatest challenges of our time. If we want to slow or even stop global warming, we need to pull out all the stops. With the launch of the Green Deal, Europe has expressed its ambition to be climate-neutral by 2050. To achieve this, the entire European economy must drastically reduce its greenhouse gas emissions. Although Desmedt is an SME, we want to live up to our climate responsibilities.

By using less energy and reducing our carbon emissions, we are helping to achieve climate goals. The current high energy prices are an additional incentive for us to continue these efforts.

HOW DO WE TACKLE THIS?

In improving our printing process, reducing raw materials and energy losses is key. By choosing energy-efficient processes, we have already been able to significantly reduce our carbon footprint. After all, lower energy consumption also means lower carbon emissions.

We are doing everything possible to further improve our energy efficiency. For example, our machines use much less energy since we switched from traditional UV lamps to LED UV lamps for fast curing. With this new approach, we can also further scale up our production without needing more energy.

OUR TARGETS AND KPIs

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By 2030, we will reduce our CO₂ emissions by 42% as compared to the reference year 2020.



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By 2025, we will use 10% less energy than in the reference year 2020.





KPIs

	2020	2021	2022	Target 2025
CO₂ emissions Scope 1	95.81 tonnes CO ₂ eq	99.66 tonnes CO ₂ eq	97.45 tonnes CO ₂ eq	/
CO₂ emissions Scope 2	235.40 tonnes CO ₂ eq	208.54 tonnes CO ₂ eq	200.85 tonnes CO ₂ eq	/
Total own emissions (Scope 1 + 2)	331.21 tonnes CO ₂ eq	308.2 tonnes CO ₂ eq	298.3 tonnes CO ₂ eq	/
% reduction CO₂ emissions (Scope 1 + 2)	reference year	-7%	-10%	-42% (by 2030)
Emissions intensity	0.06 kg CO ₂ eq/euros revenue	0.06 kg CO ₂ eq/euros revenue	0.05 kg CO ₂ eq/euros revenue	/
Energy consumption	1,392,893 kWh	1,295,255 kWh	1,247,503 kWh	/
Energy intensity	0.952 kWh/1,000 labels	0.872 kWh/1,000 labels	0.778 kWh/1,000 labels	/
% energy savings	Reference year	7%	10%	10%



A SELECTION OF OUR ACTIONS

Energy studies and monitoring

In 2019, we had an energy study conducted for the first time. That study mapped our energy consumption in detail and revealed some notable areas for improvement. For example, we discovered that we could reduce the pressure of compressed air in our pipes by at least 1 bar without affecting the operation of our machines. This way, we save a lot of energy every year. We also failed to consider the fact that compressed air leaks waste a lot of energy. That is why we now have annual **leak detection** carried out. We also invested in a **free-cooling** system with frequency-controlled pumps. This type of system uses outside air to cool machines, and enables us to save more than 200 MWh annually.

Since 2020, we have been monitoring our energy consumption using an **energy monitoring tool**. By placing sensors on our power lines, we can monitor our consumption in detail and prevent standby consumption, among other things. The tool also helps us identify large-scale consumers, such as machines that are no longer working optimally. In one year, this has already enabled us to save more than 150 MWh.

In 2020, we also achieved the **CO₂ NEUTRAL®** label from CO2logic. This certification shows that we are making significant efforts to reduce our carbon emissions. [You can read more about this on p. 38.](#)

Sustainable mobility

We also started the **electrification** of our vehicle fleet. Six of our eleven vehicles are now hybrid or full electric, and more electric cars have been ordered. In addition, we recently started offering **lease bikes** through B2Bike. Five employees are already using the system and now regularly cycle to work. To further promote this, we are offering the highest possible bike allowance and provide new infrastructure for cyclists, such as showers and, in the near future, secure bike parking.

B2Bike lease system

“Cycling to work is wonderfully relaxing”

Rani Moons works as a flexo printer at Desmedt and was one of the first to apply for a leased bike. “Until recently, I didn’t have a bicycle, but now I’ve bought an electric one,” Rani says. “Weather permitting, I cycle to work as often as possible. The distance is about 10 kilometres, which is quite doable. I also use my bike to go to the supermarket, visit our home construction site or just to go for a ride.”

“I think the bicycle allowance is very important: it provides a nice extra if you cycle to work regularly. I also use less petrol, which is also a bonus these days. And not only that, cycling to work is just very relaxing: after one of my rides, my head is clear and I’m ready for another day at work.”





Offering sustainable labels



WHY IS THIS IMPORTANT TO US?

Consumers are becoming increasingly aware of the impact packaging has on our environment. Demand for more sustainable alternatives is increasing. Consequently, the range of sustainable packaging materials is also growing: carbon-neutral packaging, recycled materials, thinner packaging, washable or recyclable labels and so on. We want to respond to this by offering our customers more sustainable options.

Raw material scarcity and logistical problems have caused a paper shortage that has lasted for many months. At the same time, global demand for wood is increasing, particularly in the fast-growing construction sector, and some ink types are also becoming scarce. To secure our future as label producers, we need to look for alternative, more sustainable materials.

HOW DO WE TACKLE THIS?

We are focusing on that aspect where we have the highest impact: making our printing process more sustainable. By using less energy and raw materials, we can ensure a more sustainable end product. All the labels we make carry the CO₂ NEUTRAL[®] label, which means that we actively measure and reduce our climate impact, as well as offset our remaining emissions.

To meet our customers' demand for more sustainable labels, we are engaging with our suppliers and adjusting our product range. We also want to inspire and encourage our customers to choose more sustainable labels.

OUR TARGETS AND KPIs

TARGET 1

By 2030, 100% of our paper labels will be made from PEFC/FSC paper.



TARGET 2

By 2030, 80% of our labels (those that do not have a paper liner) will use recycled PET liner.



TARGET 3

By 2030, 80% of our labels will be sustainably produced using our Ultra HD Flexo technology.





KPIs

	2020	2021	2022	Target 2030
% paper labels made of PEFC/FSC paper	100%	100%	100%	100%
% recycled PET liner for labels that do not have a paper liner	4%	17%	14%	80%
% labels produced with Ultra HD Flexo technology*	76%	75%	75%	80%

*here we consider only our non-pharma labels.

100% of the paper labels produced by Desmedt have been printed on PEFC/FSC paper over the past three years. In 2022, 14% of our labels (those that do not have a paper liner) had a PET-recycled liner and 75% were produced using Ultra HD Flexo technology.

A SELECTION OF OUR ACTIONS

Ultra HD Flexo printing

To save ink, Desmedt uses pre-mixed inks as little as possible. In cooperation with our printing press supplier and our prepress supplier, we developed a system with **7 base colours**: cyan, magenta, yellow, key (black), orange, violet and green, or CMYKOVG. That approach has many advantages:

- The colours are highly accurate and more reproducible (one customer's order hardly differs from another).
- The colours never have to be changed in the machine, which means we create much less ink waste.
- Our ink consumption has dropped by 40 per cent, which makes us unique.
- Because we have far fewer premixed inks in stock, they also cannot go bad.

We are currently improving our approach even further to ensure that we are truly moving towards 100% Ultra HD Flexo printing.

Carbon footprint and CO₂ NEUTRAL® label

In 2021, we had our carbon footprint calculated by our partner CO2logic. Based on the results, we initiated new projects to further reduce our emissions. For example, we are **renovating** our offices and production hall to make them more energy-efficient and chose new, energy-saving air-conditioning units that use a refrigerant gas with a lower greenhouse gas effect than traditional refrigerant gas.

Partly as a result of these interventions, we achieved the **CO₂ NEUTRAL® label** from CO2logic. This certificate proves that we calculate and reduce our climate impact and offset our remaining emissions by investing in CO₂ reduction projects. In concrete terms, we do this by supporting farmers in Zambia with agricultural and forest protection projects.





Create a motivating working environment for our people

A safe and motivating place where people can be themselves and give it their all. Where everyone is offered equal opportunities to grow and develop, both on and off the job. That type of positive workplace is what Desmedt wants to offer its employees.

We therefore focus on the following topics:

- Providing a safe and healthy work environment
- Promoting diversity and inclusion
- Offering meaningful work
- Strengthening our communication



Providing a safe and healthy work environment



WHY IS THIS IMPORTANT TO US?

To us, a safe and healthy workplace is a basic requirement. Our employees must be able to do their work, including physically demanding tasks, safely and without health risks. At Desmedt, we also pay attention to the mental well-being of our employees. Recent developments such as resource scarcity, staff shortages, the COVID-19 pandemic and increased workload have made us even more aware of its importance.

HOW DO WE TACKLE THIS?

To promote the physical health of our employees, we design our workplaces ergonomically. Suggestions for improvements are always taken to heart, and we look for the best solution together. In terms of safety, we ensure that we always meet all legal safety standards, and raise the bar even higher wherever possible. We also offer our employees safety training to update them on the latest developments and good practices. Each year, we conduct a survey that gauges satisfaction with the measures taken on ergonomics, safety and well-being.

We have committed ourselves to ensuring good mental health by offering our employees long and sustainable careers with opportunities for self-development. We regularly gauge their well-being and needs in the workplace and respond to them as necessary. Employees can also always approach their manager for a discussion.

OUR TARGETS AND KPIs

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We offer our employees 4 safety training courses every year.



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By 2025, we want to raise the mental well-being score in our employee survey to 8.





KPIs

	2020	2021	2022	Target 2025
Number of safety training courses offered annually	1	2	4	4
Mental well-being score	N/A	6.9	7.5	8

In the past two years, we doubled the number of safety training courses we offered. In doing so, we immediately achieved our 2025 target in 2022. Since 2021, we have been gauging our employees' mental well-being in our employee survey. The score was 6.9 in 2021 and 7.5 in 2022.





A SELECTION OF OUR ACTIONS

Safety

We are currently further developing our **safety policy**, drawing on the ISO 45001 standard relating to health and safety. To achieve that standard, we want to seek input from people on the shop floor in the short term. Anyone who feels uncomfortable, or who wants to raise workplace risks or inappropriate behaviour, will soon be able to approach a confidential adviser. In addition, we already conduct internal audits, formulate actions and follow up important issues through management reviews.

A manufacturing process inevitably involves some risks. That is why we offer our employees internal and external **training courses**, for instance on first aid, fire intervention, working with hazardous products, using CO₂ extinguishers and so on. The actual training courses may vary from year to year, but we always offer about 4 courses a year.



Ergonomics

Desmedt has already invested a great deal in ergonomics in recent years. For example, our non-stop printing process enables us to avoid unnecessary physical tasks, because all the steps flow seamlessly from one to another. Various **ergonomic tools** are also available in our production department, such as high-lift pallet trucks, pallet stackers, metal ramps and small carts for moving rolls of paper.

New blue-collar staff can expect to receive a welcome brochure with information on **lifting and hoisting techniques**. We are also continuing to work on automating the printing process, enabling employees to focus on the substantive tasks and reducing the amount of physical labour they need to carry out. We also provide **sit-stand desks** for our white-collar staff when renovating our offices.

Satisfaction survey

To monitor the well-being of our employees, we survey them annually by means of a **satisfaction survey**. We draft the questions for that survey with the help of a specialised HR consultant. After a thorough analysis of the responses, we draw up an **action plan**. This is in response to key comments from our employees.

Following the survey results in 2021, we took/are taking the following **measures**, among others:

- We filled in missing technical resources in the production department.
- We offer a medical check-up.
- We worked out a clear wage plan for our blue-collar staff.
- In the short term, we will provide our people with new workwear made of organic cotton and recycled polyester.





Promoting diversity and inclusion



WHY IS THIS IMPORTANT TO US?

A diverse and inclusive workplace offers numerous benefits. For example, problems and challenges are approached from various points of view and innovative solutions or ideas emerge. An inclusive workplace is also crucial for attracting and retaining a diverse talent pool. Employees who find that their presence, ideas and contributions are appreciated are much more motivated to stay with their employer for a longer period of time.

In ideal circumstances, our company would reflect society. We therefore strive to create an inclusive working environment with people of various nationalities, ages, religions and so on. But for our vision of diversity and inclusion to permeate throughout the company, a good policy statement and indicators are not enough. We want all our employees to feel involved, no matter who they are or what position they fill. We strive to create a trusted environment in which our people can be themselves and have equal opportunities.

HOW DO WE TACKLE THIS?

We employ people of many nationalities and are committed to hiring more female employees. The latter is especially challenging in our production department, where predominantly men are employed and come to apply. Although we aim for greater representation of women, we always recruit the most suitable candidate, regardless of gender, origin, age or other factors. As part of our search for new talent, we try to appeal to the widest possible audience, which is more important than ever today due to the tight labour market.

With the results of our recent staff survey, we can further integrate diversity and inclusion into our business. It outlines an idea of where we are now – a baseline – and brings to light areas of concern.

OUR TARGETS AND KPIs

TARGET 1

By 2025, we want to achieve an employee survey inclusion score of 9.5.



TARGET 2

By 2025, we want the male-to-female ratio in our company to be at least 75/25.



TARGET 3

By 2025, we will employ staff of at least 5 nationalities.





KPIs

	2020	2021	2022	Target 2025
Inclusion score in employee survey	N/A	N/A	9.5	9.5
Male/female ratio of employees	82/18	73/27	83/17	75/25
Number of nationalities employed	7	6	7	5

Since 2022, inclusion has been included in our employee survey. The score in the first measurement was 9.5. The male/female ratio of our employees saw a positive evolution in 2021, with 73% men and 27% women. Due to a number of women leaving our company, the balance in 2022 shifted back towards the starting figures of 2020, with 83% men and 17% women.

A SELECTION OF OUR ACTIONS

1. Attractive working environment

Desmedt wants to provide its employees with a pleasant, safe and healthy workplace. Offering a wide range of ergonomic tools enables people to work in a back-friendly way (see also p. 22). By optimising our printing process, less and less heavy physical handling is required of our employees (see also p. 28).

In addition to those tangible interventions, we offer regular training (you can find more information on p. 32) and encourage our people to work together and protect each other. A close-knit community increases engagement within the company.

2. Fully-fledged facilities for men and women

An attractive working environment also includes sufficient facilities, both for men and women. In our new office buildings, we provide separate showers and changing rooms where our employees freshen up and change before and after their working hours.





Offering meaningful work



WHY IS THIS IMPORTANT TO US?

Offering meaningful jobs increases well-being in the workplace. Employees who feel that their contribution is important and that they are an indispensable part of a bigger picture are happier, more motivated and demonstrate greater commitment. In addition, a challenging and meaningful job ensures personal growth and further development of our people's skills.

HOW DO WE TACKLE THIS?

By focusing on automating the printing process, we avoid repetitive tasks as much as possible and can offer more meaningful jobs. This enables our employees to concentrate mainly on the actual printing work, which offers them greater satisfaction.

OUR TARGETS AND KPIs

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By 2025, we will spend 60% of our investment budget on automation to further reduce heavy physical work and repetitive tasks.





KPIs

	2020	2021	2022	Target 2025
% of the investment budget going towards automation	N/A	N/A	N/A	60%

As of 2023, we are monitoring the share of our investment budget going towards automation.

A SELECTION OF OUR ACTIONS

Further automation of work: AMR

Automating the printing process makes the process more efficient, uses less energy and raw materials and requires our employees to carry out fewer repetitive and/or physically demanding tasks.

In recent years, we have already been taking various measures to improve our printing process, such as installing a **built-in quick-change die-cutting unit** and investing in the **Ultra HD Flexo printing process** (you can read more about this on p. 20). In the future, we plan to focus even more on the use of **autonomous mobile robots (AMRs)**: intelligent mobile robots that can carry out logistics tasks, such as the supply and removal of goods to a production line. AMRs do not require defined paths or operators: they rely on sophisticated sensors, artificial intelligence (AI) and machine learning to 'read' their environment and determine the optimal path.

Autonomous mobile robots increase the capacity and productivity of workers. If adjustments are made in the production space, AMRs adapt easily. Moreover, they are designed to minimise human error and prevent damage to materials. Obstructions are quickly detected and safely evaded, keeping material flow on track.





Strengthening our communication

WHY IS THIS IMPORTANT TO US?

Employee engagement is a priority for us. By improving our internal communication, we work more efficiently while increasing engagement. The lockdowns during the COVID-19 pandemic were real eye-openers: the lack of contact made many people feel less engaged. Our most recent employee survey showed that we can inform our employees better about important changes and decisions. We want everyone to be part of our story so we can build a more sustainable business together.

In addition to our internal communication, we also want to strengthen our external communication channels. By informing and inspiring our stakeholders, we can create even more positive impact. This simultaneously gives us the opportunity to market Desmedt even more clearly as THE sustainable label manufacturer.

HOW DO WE TACKLE THIS?

We want to increase employee engagement by further developing our internal communication channels and organising regular information meetings. Our new communication approach also covers the various sustainability themes. We also organise an annual team-building activity for the entire company, which has a positive effect on professional relations.

We communicate transparently to our stakeholders and show them what steps we are taking in terms of sustainability. We believe it is important to not only say what we plan to do and are doing, but also to do what we say: we walk the talk. In this way, we maintain our positive image and show the outside world what makes us unique.

OUR TARGETS AND KPIs

TARGET 1

Twice a year, we organise a general meeting for the entire company. We also organise a production meeting once a week.



TARGET 2

By 2025, we want to raise the engagement score in our employee survey to 8.5.



TARGET 3

Each year, we organise a team-building event for the entire company.



TARGET 4

Every three years, we publish a comprehensive sustainability report. In this way, we will communicate our sustainability performance to the outside world. The report will also be used to evaluate our management approach. Each year, we also publish a summary report with the latest information.





KPIs

	2020	2021	2022	Target 2025
Number of general meetings per year	0	0	2	2
Number of production meetings per year	18	35	57	60
Engagement score in the employee survey	N/A	7.5	8.3	8.5
Annual team-building event	1	1	2	1
Three-yearly sustainability report	0	0	0	1
Annual data report	0	0	1	1

In 2022, we organised two general meetings for the entire company. The number of production meetings has seen a sharp rise in recent years, with as many as 57 meetings in 2022. As of 2021, we have also been polling for engagement in our employee survey. In 2022, that score was 8.3. We have also organised at least one team-building event a year for the past three years. In terms of reporting, we will publish an annual data report from 2023 and a sustainability report every three years.

A SELECTION OF OUR ACTIONS

Internal communication

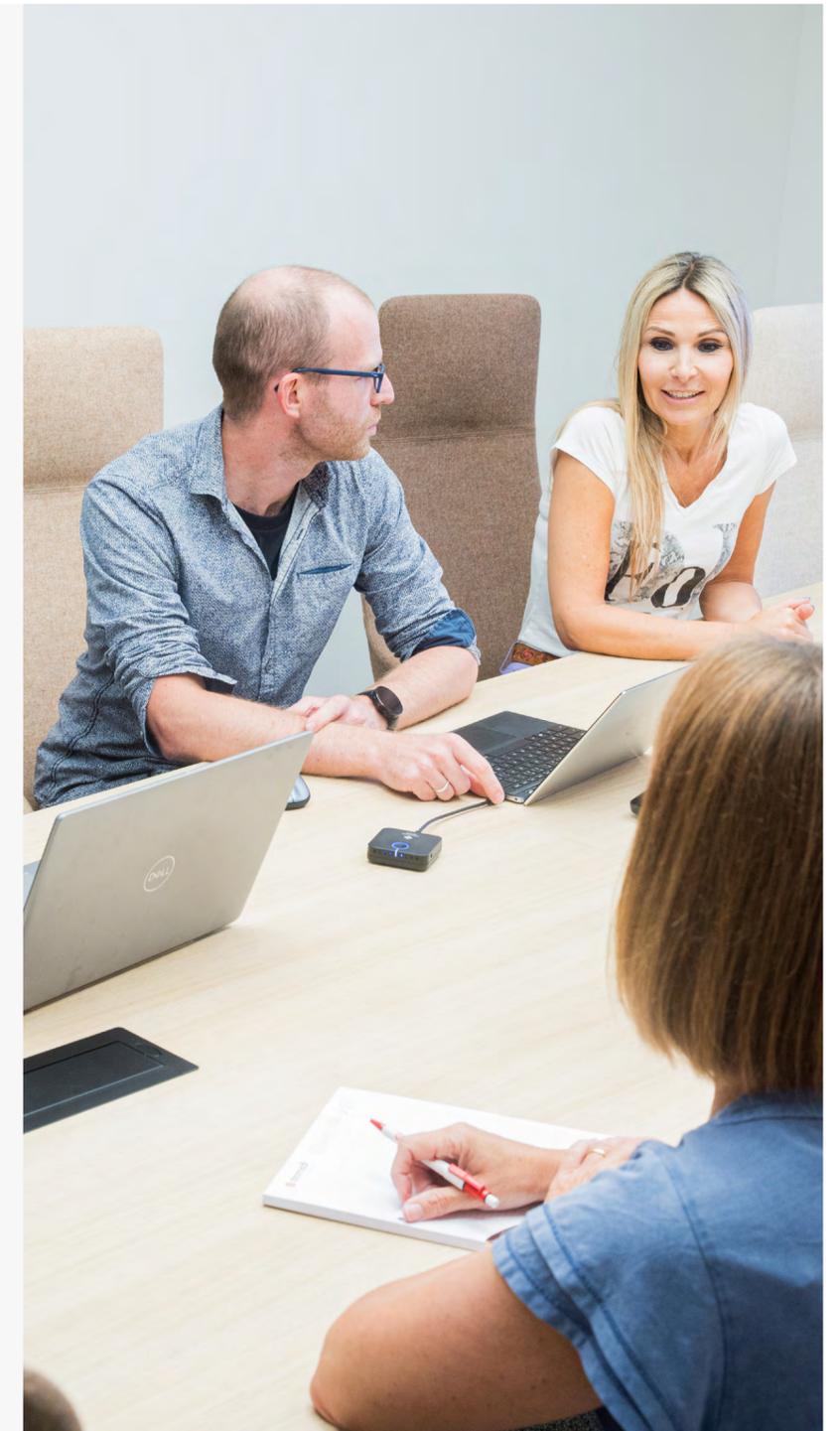
To improve our internal communication, we hold regular **production meetings** and **toolbox meetings**. At the weekly production meetings with our team leaders, we mainly discuss ongoing issues and any improvement proposals. Customer complaints can also be addressed during these production meetings.

Our additional toolbox meetings are meant to increase safety in the workplace. They usually consist of short presentations, intended to make everybody aware of various potential dangers and safety aspects.

We are also taking some **smaller measures** to improve internal communication. For example, we announce important topics on TV screens in the coffee area. In the future, employees who are troubled by something can go and talk to our confidential advisor. Moreover, we plan to organise a general meeting for all our employees twice a year, at which we will discuss important developments.

External communication

In 2023, we will publish our first **sustainability report**. With this report, we will provide insight into the ins and outs of Desmedt's corporate social responsibility. By being more open and clearly showing how we are making our business more sustainable, we are increasing engagement with employees, customers and suppliers. Moreover, it is a good way to distinguish ourselves as an organisation.





Contribute to a prosperous future

We pursue economic growth and make our contribution to employment and prosperity. This must not be at the expense of people and planet. We look beyond just short-term economic gains and constantly seek long-term value, for our shareholders, our customers, our employees and for the environment. That is how we are building a better future together. Our focus is on two domains:

- Stimulating economic prosperity
- Creating long-term careers



Stimulating economic prosperity



WHY IS THIS IMPORTANT TO US?

At Desmedt, we want to add value to the products we develop for our customers. We believe it is important to develop long-term solutions and not just settle for quick wins. This is what we believe sustainability is all about. Every step we take is part of our long-term vision of sustainability. At the same time, we recognise the need for us to maintain our annual growth and continue to invest in business development if we want to achieve our goals.

HOW DO WE TACKLE THIS?

Our economic growth must be sustainable and resilient. Each year, we invest part of our turnover in innovations to further improve our printing process and make it more sustainable. We also offer our employees various training courses, so that they continue to learn and are always up to date with the latest developments.

OUR TARGETS AND KPIs

TARGET 1	We maintain economic growth of 7% or more per year.	
TARGET 2	We invest at least 100% of our annual sales growth in innovation to make our processes more sustainable.	
TARGET 3	Every year, we invest approximately 2,000 working hours in employee training.	



KPIs

	2020	2021	2022	Target 2025
% annual growth	5.2%	8.5%	8.7%	7%
% annual sales growth invested in innovation	N/A	N/A	N/A	100%
Number of working hours invested in employee training	2,306	747	3,403	2,000

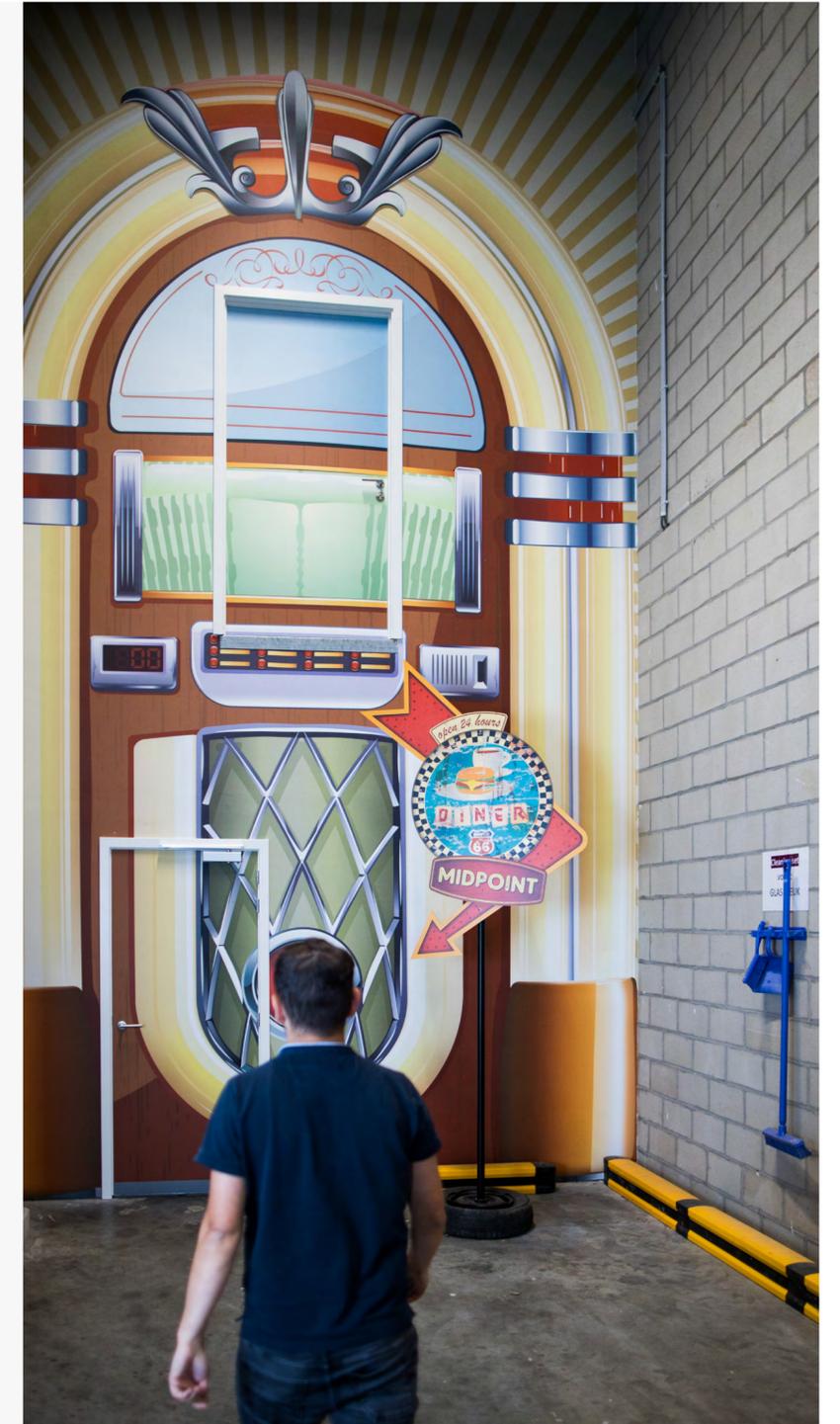
Starting in 2023, we will monitor the percentage of our revenue growth that we invest in innovation. In terms of training, the number of training hours was lower in 2021 than the previous year because fewer new employees started at the company. However, the number increased once again in 2022 to 3,207 working hours.

A SELECTION OF OUR ACTIONS

1. Office renovation

In 2021, we began the sustainable renovation of our office building. During that process, we took various measures to advance our company's sustainability performance:

- We chose to use sustainable materials, such as FSC wood and bamboo.
- We installed sensors that detect open windows and can automatically turn off air conditioning.
- We installed water-saving taps and showers.
- We installed toilets that flush using rainwater.
- We installed new highly insulating windows and doors.
- The fitted carpet in our offices is made of recycled materials.
- We installed a ventilation system with heat recovery.
- We switched to LED lighting with motion sensors.
- The air conditioning system now runs on R32 gas, which has a lower Global Warming Potential (GWP) and therefore contributes less to global warming. Moreover, R32 gas consists of only one component, making it easier to recycle.





Creating long-term careers



WHY IS THIS IMPORTANT TO US?

We want our employees to enjoy their work and build long-term careers with us. We strive to provide job security for our people. In addition, long-term employment contributes to the success of our company. This is even more important today than in the past, with the labour market making it difficult to attract and retain new talent.

HOW DO WE TACKLE THIS?

To ensure stable and long-term careers, we invest in the physical and mental health of our employees and focus on engendering a stimulating work environment. We regularly discuss this with our employees and make improvements where possible. Finally, we believe it is important to provide internal growth opportunities for our people, so that they find new challenges to continue developing within our company.

OUR TARGETS AND KPIs

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By 2025, 55% of our employees will have been with us for at least 5 years.

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By 2025, we will employ at least as many people as today.





KPIs

	2020	2021	2022	Target 2025
% employees with seniority of 5 years or more	53%	51%	53%	55%
Number of employees	38	37	40	40 or more

In recent years, the percentage of employees with a seniority of 5 years or more was always around 50%. Between 2020 and 2022, the number of people we employ increased slightly to 40.

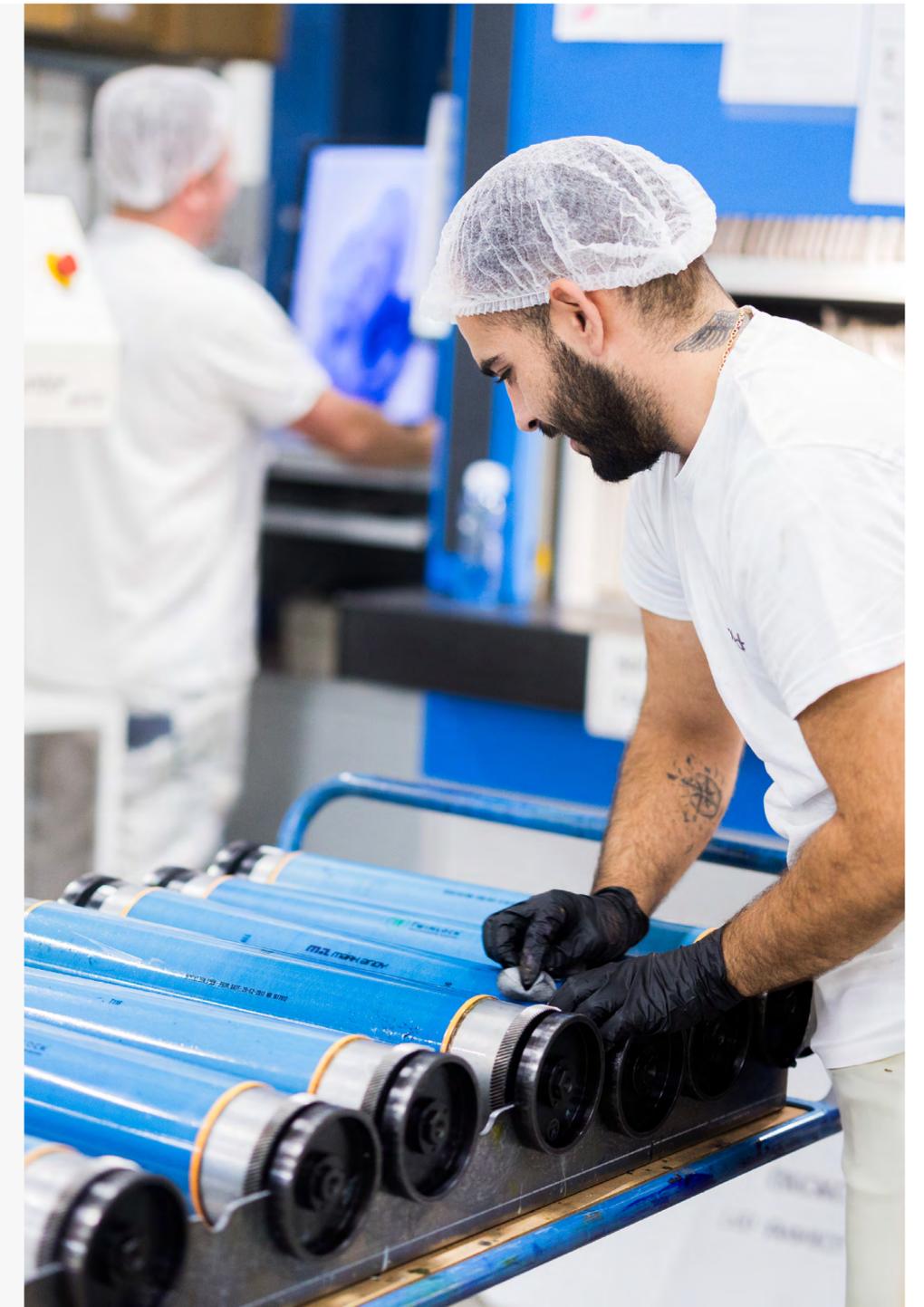
A SELECTION OF OUR ACTIONS

Night shift

Desmedt recently started offering night shifts for people who request it themselves. They then work from 22.00 to 6.00. There are indeed employees who like to work at night: the pay is good, and some people can more easily combine it with their family life. Still, we are cautious about this because not everyone's biorhythm can handle night shifts equally well. We therefore only offer this option to people who explicitly choose it themselves and we pay due attention to their health and well-being.

Performance reviews and development interviews

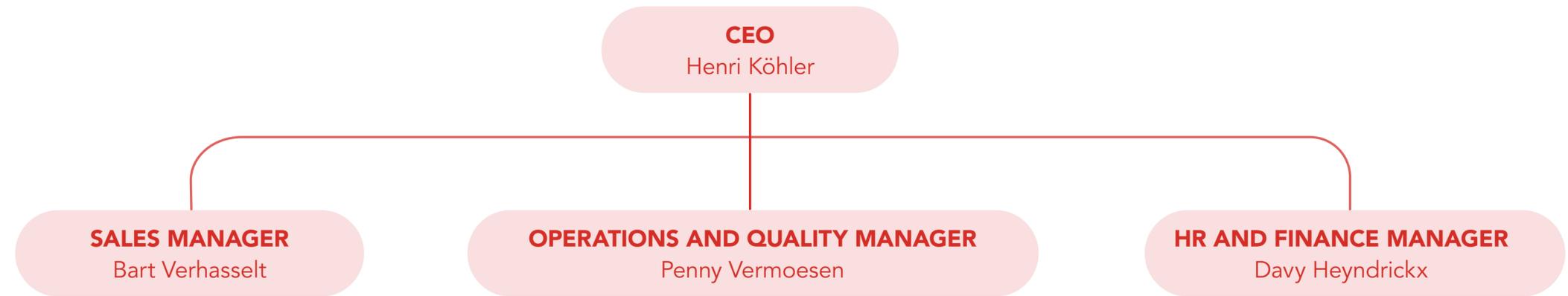
In the past, an annual performance review was held with each of our employees. Because we found that employees prefer to receive a faster response and feedback, we now insert development interviews on a more regular basis. These are intended to discuss specific situations and developments. At the same time, we are working towards greater wage transparency, with clear wage categories. These initiatives are part of the implementation of the ISO 45001 standard on occupational health and safety.



Our sustainability policy



OUR ORGANISATIONAL STRUCTURE



These department heads, together with the CEO, form the highest governing body.

Desmedt's management team is assembled with the help of an external selection agency. When selecting members, we look mainly at their relevant competences for our company, such as knowledge of the printing industry and its key impacts. We also consider diversity, but competence is by far the most important selection criterion.

Every March, the management team evaluates the overall operation of the company. During the management review, members review all aspects of our operation over the past year, such as quality, environmental impact, profits, investments and so on. They also go over all corrective and preventive actions (CAPAs) and examine what resources Desmedt must provide for the coming year.



THIS IS HOW WE ORGANISE OURSELVES WITH REGARD TO SUSTAINABILITY

In addition to financial issues, Desmedt's management team is also responsible for managing our impact on people and the environment. Employees who work with chemical products receive additional training and more information regarding various environmental topics. Together with the production department, we regularly repeat all energy-saving measures. In the future, we want to feed decisions from the management team back to our people faster and more efficiently. This will include a working group on health and safety, as part of the ISO 45001 standard.

Sustainable development has been a priority for Desmedt for years. That is why we attend training courses and information sessions at Voka on many different sustainable topics. We are also working on actions to achieve the Voka Charter for Sustainable Business [in Dutch: *Voka Charter Duurzaam Ondernemen, VCDO*]. We closely monitor all sustainable trends in the label sector and we ask our suppliers to inform us immediately of new developments concerning sustainability.

FOLLOW UP: KPI'S AND SUSTAINABILITY REPORTING

A (sustainability) policy is only useful if it is linked to concrete engagement. For that reason, we set key performance indicators (KPIs) for various goals that we use to analyse our company's performance. We then link concrete targets to those KPIs. We also appoint individuals to be responsible for monitoring and achieving those targets. These are primarily members of the management team, but they are free to delegate certain responsibilities.

To communicate our progress on sustainability internally and externally, we will publish a sustainability report every three years starting in 2023. Our CEO is the driving force behind that sustainability reporting. The various topics and KPIs are discussed during the monthly management meetings. We see sustainability reporting as a marathon, not a sprint. Every year, we take new steps to improve our reporting.

GOVERNANCE

Internal compliance management

Desmedt is committed to proper compliance with all laws and regulations. Exactly what legislation we follow is detailed in our compliance commitment. Various bodies check that we comply with the rules correctly. That happens specifically in the area of:

- environment: reviewed annually by external partner, Thimad;
- food safety: monitoring by Q-support;
- environmental permits (e.g., storage of paper or hazardous products): we monitor ourselves;
- occupational safety: monitoring by GECON.

Possible complaints are always dealt with through the calibrated procedures. We subject customer complaints to an in-depth root cause analysis. If necessary, we link preventive and/or corrective actions to this, such as issuing a credit note. Preventive actions are most important: we want to prevent the same complaint from recurring in the future. If a customer has a supplier-related complaint, for example, regarding paper quality, we will forward that complaint to the relevant supplier.

For **complaints or concerns from other stakeholders**, such as employees, suppliers or local residents, we have provided a separate channel in each case. Employees can always speak to their manager if they have a problem. In the future, we will also appoint a separate confidential advisor. Suppliers can discuss their recommendations and concerns with their contact person at Desmedt. For comments from local residents, citizens and other external parties, a contact form is available on our website. They are also welcome to call or email us at any time.

In addition to our complaints procedures, we also attach great importance to our **emergency procedures**. When an emergency occurs, such as glass breakage or someone spilling a hazardous product, our people know what procedure to initiate to avoid casualties.

Certificates

Thanks to our **ISO 9001 certificate**, we can assure our stakeholders that we devote attention to quality management, quality assurance and customer satisfaction. Within this framework, processes are continuously evaluated, adjusted and improved.

Furthermore, we are also **BRCGS-certified**. This demonstrates our compliance with standards on food packaging materials. Unannounced audits check whether we are taking the required measures, such as identifying potential risks for each process step and monitoring critical points in the production process. Good staff hygiene and the maintenance and condition of technical installations are also important concerns.

By being **ISO 14001 certified**, we structurally integrate attention to sustainability into our processes and daily operations. Indeed, this international standard lays down the requirements for an

environmental management system. ISO 14001 is based on a holistic view. This standard thus ensures that all sections of the organisation think and act in an environmentally conscious manner. With every decision, we analyse whether there is a more environmentally friendly alternative.

For our paper, we work with **FSC and PEFC certificates**. The internationally recognised FSC label guarantees responsible origin from sustainably managed forests and/or recycling. Wood or other forest products only receive an FSC label when the supply chain from forest to end product is also controlled in terms of traceability. The PEFC label stands for the Programme for the Endorsement of Forest Certification and is a globally recognised forest certification system. The label guarantees that wood and paper products come from sustainably managed forests that meet strict environmental, social and economic standards. The organisation promotes biodiversity conservation, respecting the rights of workers and indigenous peoples, and minimising environmental impacts.

Finally, the **CO₂ NEUTRAL® label** guarantees that we are making real climate efforts. Together with CO2logic, we mapped the emissions from our operations. That way, we know where we can reduce our emissions and commit to doing better year after year. We offset our remaining climate impact, also in cooperation with CO2logic.



Stakeholder engagement

We find it important to generate enthusiasm among and involve our stakeholders in our operations. To increase engagement, we communicate important decisions and changes to all stakeholders in a timely manner, especially if those decisions have an impact on them. We also take targeted initiatives:

- We survey our **customers** annually by means of a satisfaction survey.
- We invite our financial partners – the **banks** – for a visit every year when we publish our balance sheet.
- We discuss problems or prices with our **suppliers** at least once a year. In the context of concrete projects, this can be done much more often.
- Our **shareholders** are also updated annually of our key decisions and results.
- Finally, our **employees** are also invited for an individual interview every year. In addition, in the future, we will organise a general meeting twice a year to which all employees are welcome. During these meetings, we communicate important decisions, measures and changes in the direction of our company.

Memberships

As a sustainable and innovative label producer, Desmedt likes to be an active part of a broader picture. Among others, we are members of the the Flemish Chamber of Commerce (Voka), the European trade association of printers of self-adhesive labels (FINAT), the Flemish Innovation Centre for Graphic Communications (VIGC) and the Belgian Packaging Institute (BVI). In addition, our activities are subject to the Joint Committee for the Printing Industry (PC 130), and we are members of Febelgra, the Federation of the Belgian printing industry.

Policy statements

The policy statement for our own **employees** is recorded annually during the management review, along with the corresponding KPIs that are also added to the statement. All our employees can consult this statement.

For our suppliers, we are currently drafting a **Code of Conduct**. In the future, all suppliers with whom Desmedt collaborates will be required to sign that code.



KPI TABLE

Key Performance Indicator (KPI)	STATUS 2020	STATUS 2021	STATUS 2022	TARGET 2025	TARGET 2030
Managing our resources					
% paper consumption per m ² of label produced	reference year	+4%	+2%	-5%	
% ink consumption per m ² of label produced	reference year	-8%	-10%	-12%	
% residual waste per m ² of label produced	reference year	+4%	0%	-5%	
% hazardous waste per m ² of label produced	reference year	-11%	+13%	-2%	
Reducing our emissions					
% reduction CO ₂ emissions (Scope 1 + 2)	reference year	-7%	-10%		-42%
% energy savings	reference year	7%	10%	10%	
Offering sustainable labels					
% paper labels made of PEFC/FSC paper	100%	100%	100%		100%
% recycled PET liner for labels that do not have a paper liner	4%	17%	14%		80%
% labels produced with Ultra HD Flexo technology*	76%	75%	75%		80%
Providing a safe and healthy work environment					
number of safety training courses offered annually	1	2	4	4	
score for mental well-being in our employee survey	N/A	6.9	7.5	8	

*here we consider only our non-pharma labels.

Key Performance Indicator (KPI)	STATUS 2020	STATUS 2021	STATUS 2022	TARGET 2025	TARGET 2030
Promoting diversity and inclusion					
inclusion score in employee survey	N/A	N/A	9.5	9.5	
male/female ratio of employees	82/18	73/27	83/17	75/25	
number of nationalities employed	7	6	7	5	
Offering meaningful work					
% of the investment budget going towards automation	N/A	N/A	N/A	60%	
Strengthening our communication					
number of general meetings per year	0	0	2	2	
number of production meetings per year	18	35	57	60	
engagement score in the employee survey	N/A	7.5	8.3	8.5	
annual team-building event	1	1	2	1	
three-yearly sustainability report	0	0	0	1	
annual data report	0	0	1	1	
Stimulating economic prosperity					
% annual growth	5.2%	8.5%	8.7%	7%	
% annual sales growth invested in innovation	N/A	N/A	N/A	100%	
number of working hours invested in employee training	2,306	747	3,403	2,000	
Creating long-term careers					
% employees with seniority of 5 years or more	53%	51%	53%	55%	
number of employees	38	37	40	40 or more	

GRI TABLE

Statement of use

Desmedt has reported the information cited in this GRI content index for the period [1 January 2020 - 31 December 2022] with reference to the GRI Standards.

GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
The organisation and its reporting practices				
2-1	Organisational details		2	
2-2	Entities included in the organisation's sustainability reporting		2	
2-3	Reporting period, frequency and contact point		2	
Activities and employees				
2-6	Activities, value chain and other business relationships	Our value chain	8	
2-7	Employees	Our people	8	

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
Governance				
2-9	Governance structure and composition			
2-10	Nomination and selection of the highest governance body			
2-12	Role of the highest governance body in overseeing the management of impacts	Our organisational structure This is how we organise ourselves with regard to sustainability Governance	36-37	
2-13	Delegation of responsibility for managing impacts			
2-14	Role of the highest governance body in sustainability reporting			
2-17	Collective knowledge of the highest governance body			
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Foreword from our CEO	4	
2-23	Policy commitments			
2-24	Embedding policy commitments			
2-25	Processes to remediate negative impacts	Governance	37-39	
2-26	Mechanisms for seeking advice and raising concerns			
2-27	Compliance with laws and regulations			
2-28	Membership associations			
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Governance	37	
2-30	Collective bargaining agreements			100% of our employees are covered by the collective labour agreement of the graphics sector

GRI3: Material topics 2021

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
3-1	Process to determine material topics	What topics are material to Desmedt?	10	
3-2	List of material topics			
Protect our planet's natural resources				
Managing our resources				
3-3	Management of material topics	Managing our resources	13-15	
GRI 301: Materials 2016				
301-1	Materials used by weight or volume			Paper 2020: 1,166 tonnes 2021: 1,139 tonnes 2022: 1,147 tonnes
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	Managing our resources	13-15	
306-2	Management of significant waste-related impacts			

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
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306-3 Waste generated

Total quantity of waste (excluding PMD and paper/cardboard)

2020: 550 tonnes
 2021: 578.3 tonnes
 2022: 564.8 tonnes

PMD and paper/cardboard

2020: 334 m³
 2021: 235.9 m³
 2022: 268.2 m³

Paper/cardboard

2020: 323.9 m³
 2021: 234.3 m³
 2022: 267.7 m³

Residual waste

2020: 524.0 tonnes
 2021: 552.9 tonnes
 2022: 535.9 tonnes

Paint/adhesive/ink

2020: 12.9 tonnes
 2021: 10.3 tonnes
 2022: 11.6 tonnes

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
306-4	Waste diverted from disposal			Pmd recycled (R12) 2020: 9.69 m ³ 2021: 1.56 m ³ 2022: 0.48 m ³
306-5	Waste directed to disposal			Paper/cardboard recycled (R03, off site) 2020: 323.9 m ³ 2021: 234.3 m ³ 2022: 267.7 m ³
				Residual waste 2020: 524.0 tonnes partly recycled (R12, off site) and partly incinerated with energy recovery (off site) 2021: 552.9 tonnes partly recycled (R12, off site) and partly incinerated with energy recovery (off site) 2022: 535.9 tonnes partly recycled (R12, off site) and partly incinerated with energy recovery (off site)
				Paint/adhesive/ink 2020: 12.9 tonnes partly recycled (R01, off site) and partly incinerated with energy recovery (off site) 2021: 10.3 tonnes partly recycled (R01, off site) and partly incinerated with energy recovery (off site) 2022: 11.57 tonnes partly recycled (R01, off site) and partly incinerated with energy recovery (off site)

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
Reducing our emissions				
3-3	Management of material topics	Reducing our emissions	16-18	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions			
305-2	Energy indirect (Scope 2) GHG emissions	Reducing our emissions	16-18	
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			
GRI 302: Energy 2016				
302-1	Energy consumption within the organisation			
302-3	Energy intensity	Reducing our emissions	16-18	
302-4	Reduction of energy consumption			
Offering sustainable labels				
3-3	Management of material topics	Offering sustainable labels	19-20	

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
Create a motivating working environment for our people				
Providing a safe and healthy work environment				
3-3	Management of material topics	Providing a safe and healthy work environment	22-24	
GRI 403: Occupational health and safety 2018				
403-1	Occupational health and safety management system			
403-2	Hazard identification, risk assessment and incident investigation			
403-3	Occupational health services	Providing a safe and healthy work environment	22-24	
403-4	Worker participation, consultation and communication on occupational health and safety			
403-5	Worker training on occupational health and safety			
403-8	Workers covered by an occupational health and safety management system			

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
				Number of fatal accidents 2020: 0 2021: 0 2022: 0
				Number of accidents with permanent disability 2020: 0 2021: 0 2022: 0
403-9	Work-related injuries			Number of accidents with temporary incapacity 2020: 2 2021: 0 2022: 0
				Number of working hours actually worked 2020: 53 475.9 2021: 58 856.4 2022: 64.123.4

Promoting diversity and inclusion

3-3	Management of material topics	Promoting diversity and inclusion	25-26
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DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
GRI 405: Diversity and equal opportunities 2016				
405-1	Diversity of governance bodies and employees			Employees aged under 30 years 2020: 10 2021: 12 2022: 9 Employees aged between 30 and 50 years 2020: 19 2021: 17 2022: 22 Employees aged over 50 years 2020: 9 2021: 8 2022: 10
Offering meaningful work				
3-3	Management of material topics	Offering meaningful work	27-28	
Strengthening our communication				
3-3	Management of material topics	Strengthening our communication	29-30	

DISCLOSURE	DESCRIPTION	REFERENCE	PAGE	ADDITIONAL INFORMATION
Contribute to a prosperous future				
Stimulating economic prosperity				
3-3	Management of material topics	Stimulating economic prosperity	32-33	
GRI 404: Training and education 2016				
404-1	Average hours of training per year per employee	Key figures 2022	6	
404-3	Percentage of employees receiving regular performance and career development reviews			100%
Creating long-term careers				
3-3	Management of material topics	Creating long-term careers	34-35	
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover			<p>Number of new employees 2020: 6 (5 men, 1 woman) 2021: 7 (4 men, 3 women) 2022: 15 (12 men, 3 women)</p> <p>Number of employees who have left the organisation 2020: 7 (7 men, 0 women) 2021: 6 (6 men, 0 women) 2022: 12 (7 men, 5 women)</p>

