



bruynzeel storage systems

Corporate Social Responsibility

Policy



Philosophy

One can consider CSR to be a “main course” or a “side dish” representing whether CSR is an essential element of how we do business or something that we do along the side?

Although there isn't anything wrong with a high level of social responsibility in the form of a side dish, at Bruynzeel we consider CSR as one of the fundamentals of our business model.

This means that everything we do from now on we consider CSR as an essential “ingredient” to creating our main courses...



Ambition

Long term ambition entire portfolio

- Primary goal: Provide solutions according to a model of circular economy
- Secondary goal: Within this framework maximise the inclusive economy

By 2025 we want to work according to the model of circular economy. By the end of 2020 we will have determined a realistic ambition to have our solutions and processes complying to this.

Ambition

Our current CO2 footprint is 13.5 kton (4.2 kton by our operations and 9.3 kton by raw materials. By 2030 we want to operate CO2 neutral.

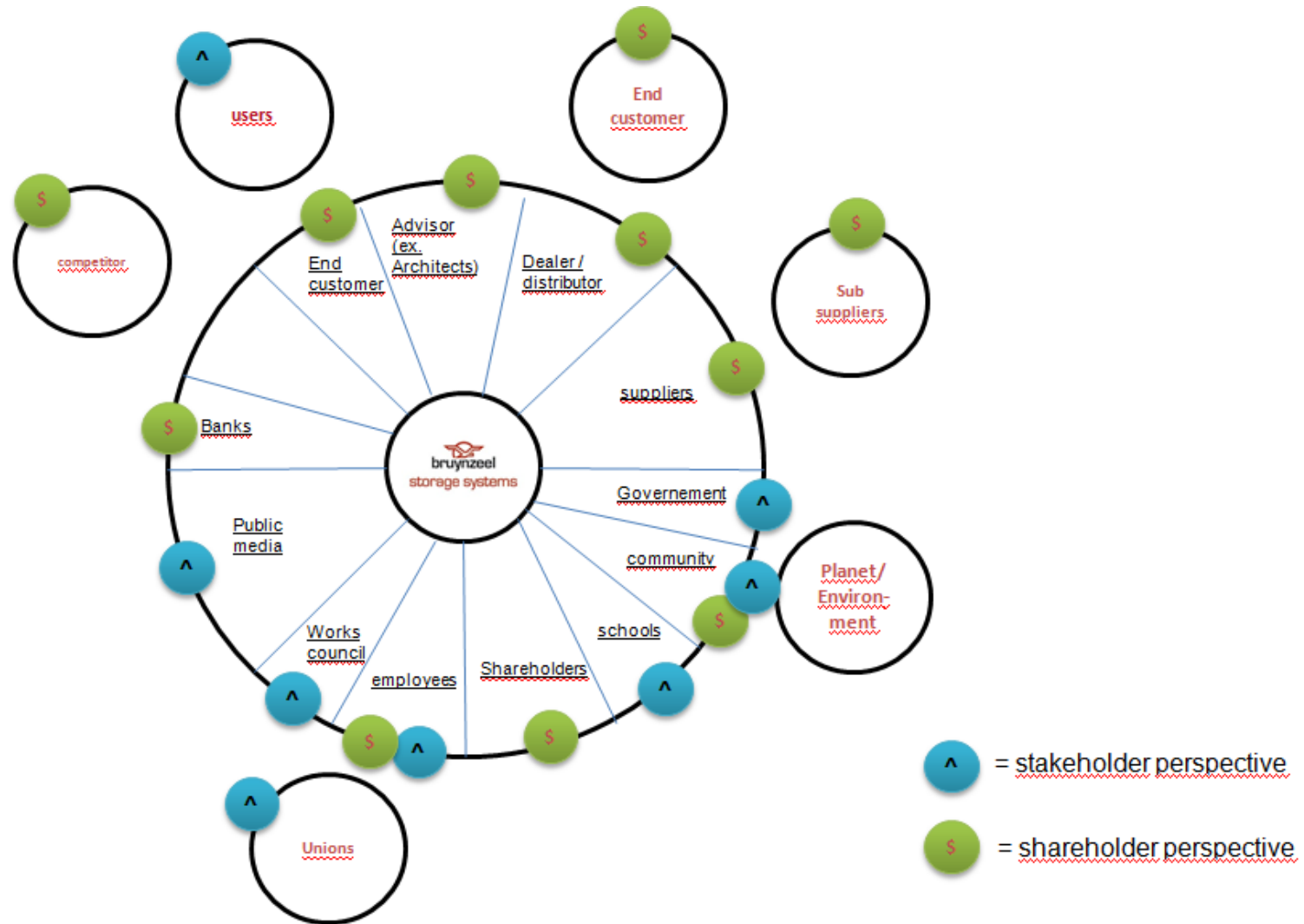
CSR will become an integral part of our business and value proposition. We are aiming for major leaps in the area of CSR. In order to realise this, we start small and grow big.

Bruynzeel will only pursue and communicate realistic ambitions and will not conduct any form of greenwashing!

Strategy

- Actively pursue and build partner networks to accelerate and shape the circular economy
- CSR process structured according to internationally accepted ISO 26000 as a basic framework(min. requirements)
- CO2 Footprint building blocks serve as priority list to reduce CO2 emission
- Ambition and strategy have been captured in a dedicated CSR company program
- CSR company program is supported by a working group and an international group of BSS employees that serve as a sounding board
- BSS will review impact on all relevant stakeholders during the fulfilment of its ambitions with the use of a stakeholder map.

Stakeholder map



CSR & HRM

CSR is an integral part of the HR policies resulting in:

1. Actively work on health, mindset and engagement (happy cows give better milk)
2. Offer training & education programs for free
 - supporting and connecting strategy
 - stimulating continues job- and personal development and
 - increasing value for 'life at and after Bruynzeel'
3. We are an equal opportunity company
4. Actively employ talent, currently out of job or disconnected to labor market
5. Actively support staff that need to leave, in finding employment

Design for Sustainability

Design for Sustainability = our capacity to endure

- With all new product developments perform life cycle assessment to fit circular economy ambition
- modular design to improve maintenance, disposal and re-, up- and downcycling

Sustainable partnerships

Examples

Procurement:

Start up of circular purchasing projects and/or inclusive economy. Start small projects and leverage to supplier base! (Philips lighting as a service is the first project)

In case of non-compliance to minimum requirements, BSS will actively engage with vendor to achieve compliance

Sales:

Our customers can enjoy their products longer by taking on a full service package along with products

Participating in circular economy projects at end customers like the Royal Dutch Library (Green deal)

Product stewardship and reporting

- 2014 measurements and analysis will be the reference point for further reporting
- When deploying a model of circular economy, BSS will automatically need to consider the principle of product stewardship.
- As from 2015 BSS will start CSR reporting. The Bruynzeel CSR infographic is our first reporting tool and is further extended into the future with a yearly CO2 monitor

Minimum requirements

Environment

- Targeting sound environmental practices, the following issues shall be promoted:
- Compliance with relevant local and international environmental conventions and legislation
- Energy efficiency and sound resource management and pollution prevention
- Monitoring of other material environmental issues

Minimum requirements

Social/Human rights

With reference to sound labor and human rights practices and business ethics, the following measures shall be encouraged:

- Safe and healthy working conditions
- Awareness and compliance with international conventions on human rights
- Avoidance of discrimination or harassment based on age, race, gender, religion, sexual orientation or disability
- Respecting the employee's right to freedom of association and collective bargaining in accordance with local labor laws
- We do not accept child labor or possible use of child labor. All measures to prevent child labor shall be implemented taking into account the best interest of the child
- Positive community relations and involvement

Minimum requirements

Governance

- High standards of business ethics
- Avoidance of corruption and compliance with applicable anti-bribery, anti-fraud and anti-money laundering, tax evasion laws and regulations
- Compliance with applicable antitrust and competition laws Policy

Bruynzeel Storage Systems – CSR policy

Approved by executive board September 2018