

Van de Velde

Environmental policy



This environmental policy was approved by the Board of Directors of Van de Velde NV on 27 August 2024.

To all stakeholders

This policy statement includes Van de Velde’s commitment to a **long-term sustainable business** and **continuous improvement** of the management of its environmental impact.

Within the framework of this policy (hereafter “**Policy**”) “**we**”, “**our**” or “**Van de Velde**” refers to Van de Velde NV with address Lageweg 4, 9260 Schellebelle, Belgium and all direct or indirect daughter entities.

To achieve a better environmental performance, Van de Velde commits to the principles as set out hereinafter.

The Management Team is responsible for the implementation of the Policy and provides the resources required to support the continuous improvement of the environmental performance.

Each year the principles of the Charter are discussed and assessed by the Management Team. If necessary, adjustments and improvements are made after approval of the Board of Directors.

Our sustainable efforts based on the principles as set out hereinafter are outlined in the Sustainability Report of Van de Velde, which can be consulted via www.vandavelde.eu (Investor relations – Investors – Company Results and Reports).

If you have questions or doubts, please contact the Sustainability Manager at Van de Velde via sustainability@vandavelde.eu.

We wish you the very best,

Karel Verlinde, CEO and Herman Van de Velde, chairman Board of Directors



Our principles

1. We strive to optimize the use of energy in our different facilities.
2. We invest in renewable energy sources, green energy contracts and electrification of our fleet.
3. We calculate and monitor our CO₂ emissions following the GHG protocol and implement projects that support reduction.
4. We implement new available technologies (operations, product development, facilities) that support a better environmental performance.
5. We monitor the generated waste streams and implement tools for better sorting and handling.
6. We strive to avoid or reduce waste streams in the different levels of the organization:
 - a. we study the potential to reduce waste in all our operations;
 - b. we promote awareness training and provide information to all employees on a regular basis.
7. We strive for a rational use of raw materials while investing in forecast systems and good purchase management.
8. We stimulate the adoption of more environmentally responsible materials in the product design.
9. We never compromise on the high quality and longevity of our products.
10. We develop and install new packaging (systems) with less negative environmental impact.
11. We operate in compliance with local, national, European and international legislation.

Report a suspicious situation

Report your concern over every violation or suspected violation of this Policy as soon as possible.



1. Report to the Sustainability Manager

A (suspected) violation of the Policy should be reported to our Sustainability Manager via sustainability@vandevelde.eu.

The Sustainability Manager will report this to the CEO of our company. The CEO then carefully checks if an investigation should be set up. Every investigation is done objectively and confidentially within a short timeframe after the report. If no investigation is set up, the person who reported the suspected violation will be informed, if possible with some extra information.

2. Report using the Whistleblowing channel

Alternatively, you can report using the procedure set out in the diagram “internal report” in the **Whistleblowing policy** of Van de Velde if you think or suspect that a conflict with the Policy has taken place, or can take place in the future.

Under the Whistleblowing policy of Van de Velde the report is treated confidentially and the whistleblower may enjoy a strong protection against possible retaliation. Furthermore the report can be done anonymously. In case of questions, you can contact whistleblowing@vandevelde.eu.



The [Whistleblowing policy](#) can be obtained from People, or on Conversation Room (Files – All – Legal Policies) and www.vandevelde.eu (Van de Velde – Whistleblowing).

3. Questions?

If you are unsure whether a particular act constitutes a violation of the Policy, or if you have any other questions, you can also discuss this with the Sustainability Manager at Van de Velde via sustainability@vandevelde.eu.

Protection against retaliation

Van de Velde aims to encourage openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken.



Individuals who are pressured by others to violate the Policy, or who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. Repercussions can include dismissal, disciplinary action, threats or other unfavorable treatment.

If you believe that you have suffered any such treatment, you can report this in accordance with the procedure set out in the diagram "Internal reporting" in the **Whistleblowing Policy** of Van de Velde. You can also invoke the protection measures included in the Whistleblowing Policy.

Van de Velde maintains an absolute **ban on retaliation** within the framework of the Policy.

Van de Velde is committed to ensuring you don't suffer any detrimental treatment as a result of:

- refusing to take part in violations of the Policy;
- reporting in good faith your suspicion that an actual or potential violation has taken place, or may take place in the future.