

Our sustainability strategy 2022-2025



About Reynaers Group

As we approach Reynaers Group's 60th anniversary in 2025, we are now looking ahead, strongly determined and highly aware of the urgency with which we need to act. We must think bigger, challenge ourselves even more and work together to take care of the planet we share.

Reynaers Group, active in more than 70 countries worldwide, has grown into an internationally oriented group of companies. Thanks to our subsidiaries, including Reynaers Aluminium and Forster, we are the leading specialist in the development, distribution and commercialisation of innovative and sustainable architectural applications in aluminium and steel.

Reynaers Group was founded in 1965. It currently employs more than 2,600 people and exports its products to more than 70 countries spread over five continents. In 2021, Reynaers Group booked a turnover of almost 640 million euros.

Driven by innovation and entrepreneurship, Reynaers Group builds long-term relationships with partners and clients to achieve mutual sustainable growth and improve the living and working environments of people, for now and generations to come.

"Together for better" is our motto and symbolises the core beliefs of this Belgium-based, family-owned company.



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Our commitment to sustainability

At Reynaers Group, we strive to improve the living and working environments of people, for today and generations to come. As CEO, I am joined by a team that is proud to lead our company into the future by staying true to this powerful mission. Our task is to lead with environmental consciousness while generating successes with our partners.



As we approach Reynaers Group's 60th anniversary in 2025, we are now looking ahead, strongly determined and highly aware of the urgency with which we need to think. We must think bigger, challenge ourselves even more and work together to take care of the planet we share. In line with this proactive stance, I am proud to present to you our first official sustainability strategy report.

Sustainable entrepreneurship has been at the core of our existence ever since the beginning of this family-owned company. For many of us, it is personal. It is embedded in our beliefs, values and culture. Every day, we help customers and stakeholders to implement solutions that preserve the environment or promote environmental repair while enhancing their life comfort. And every day, we take pride in applying the most ethical and sustainable practices for the operation of our business. From now on, we are taking it a step further by communicating more transparently about our commitment to contribute positively to climate and society through our sustainability programme: Reynaers Act.

In 2015, humanity made a bold statement about protecting the planet and ensuring healthy lives for all. Global leaders met in Paris to hash out a climate deal. The agreement: a call to action for governments, companies and citizens worldwide to avoid dangerous climate change by limiting global warming to well below 2°C. Within our sustainability programme, we are pursuing this bold ambition.

We realise that this commitment will come with challenges and will require transformational change. Achieving sustainability goals requires perseverance, investments, innovation, partnership, time and, yes, courage. Courage to admit that we are not there yet while underlining our confidence that we will get there.

The strategy behind Reynaers Act has already been translated into concrete actions, which we explain in detail in this report. At the base of this strategy are four focus areas: the buildings in which our products perform, our products, our company, and most importantly, our people. Initially, we will primarily focus on our aluminium activities, but from next year onwards, our efforts will also be structured at our steel production.

This strategy report is a milestone for our business as we commit to doing more for our planet. Like most things that are worthwhile, this will not be easy. It will require all of us to play a role. That is why we invite you to join us and act with Reynaers.



Dirk Bontridder
CEO Reynaers Group



Reynaers Group at a glance

1965

The first years

Establishment and first international ventures.

1992

Growth

Expansion throughout Europe.

2003

Globalisation

Globalisation and strong investment in sustainable growth and digitalisation.

2017

Diversification

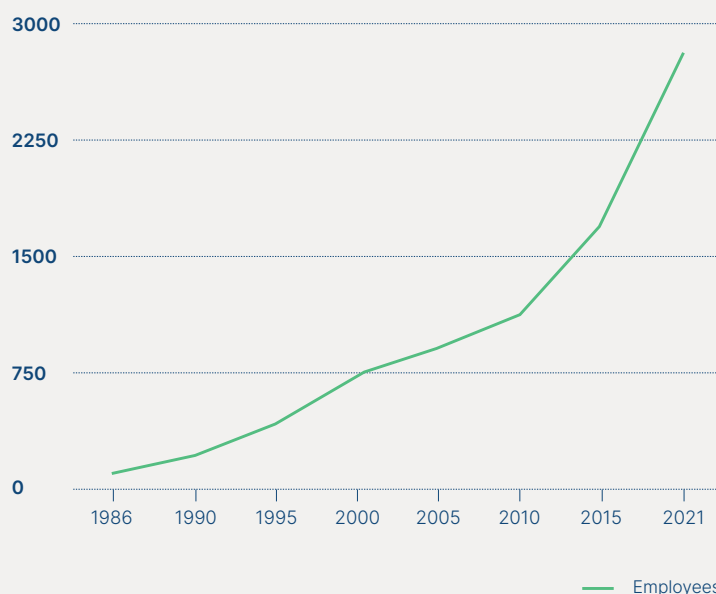
Expansion to steel production.

2022

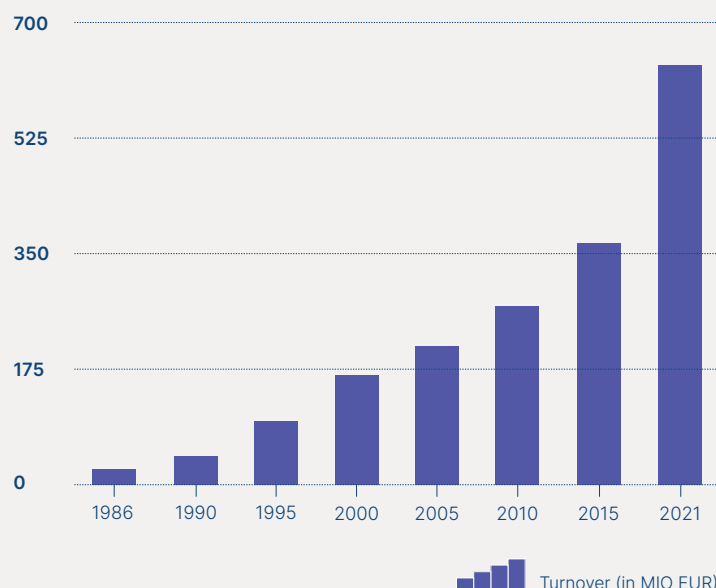
Sustainability

First official strategy report to fight climate change.

Employee numbers:



Turnover:



Global presence of the Reynaers Group:



40+
Countries



5000+
Partners



2650
Employees



638 m€
Turnover

5



Insulation sites

4



Surface
treatment sites

7



Production sites

7



Test centres

15



Logistics centres

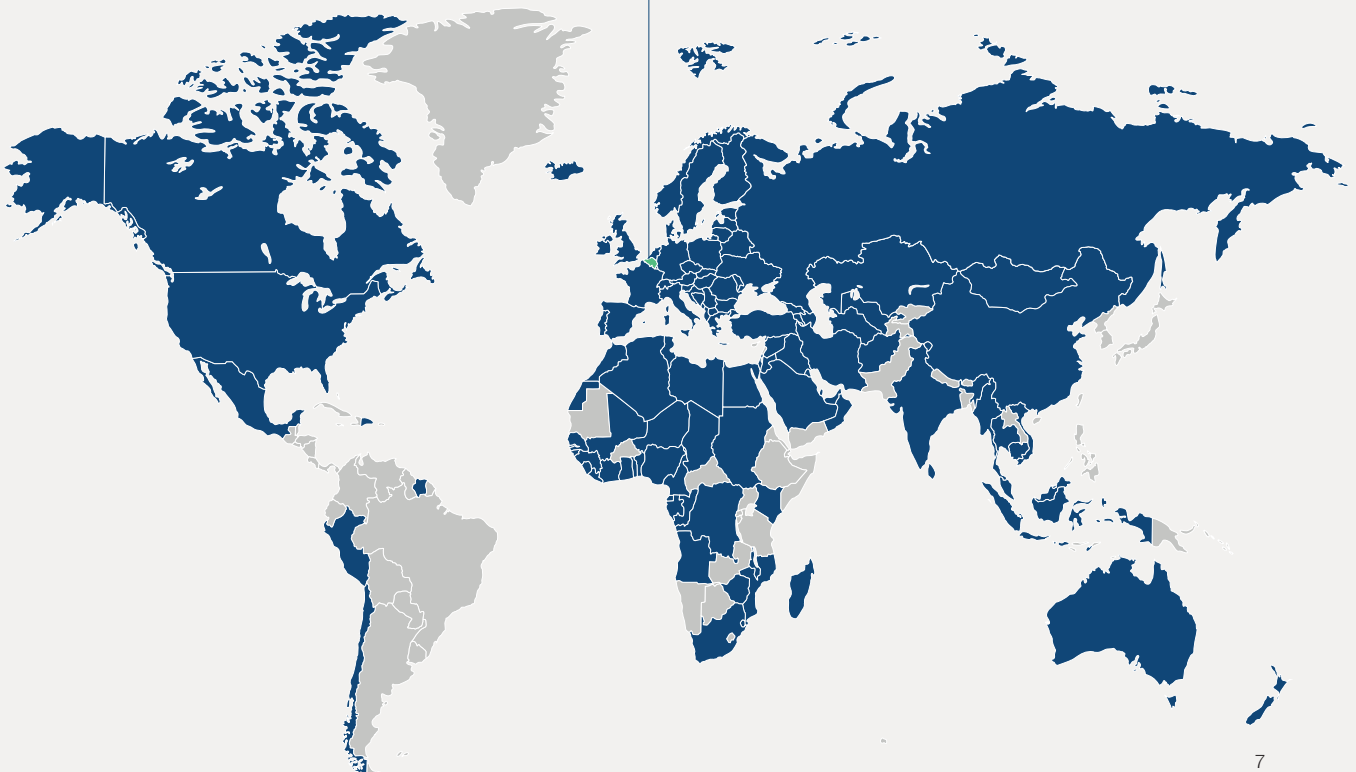
5



Training centres

Global presence with local expertise:

CAMPUS



Our mission and values

We are anchoring sustainable thinking in everything we do. As an established family-owned company, we focus on long-term growth. We understand that the success of our business depends heavily on the health of our planet. We are committing to our sustainability goals, not only because it is the best way to help our planet flourish, but because our unique position as a leading company allows us to set new, sustainable standards in our industry, for today and the future.



Our mission

Together we improve the living and working environment of people, now and for generations to come. We blend design, technology and digitalisation in innovative solutions that add value and inspire our partners to create sustainable buildings.

Our values



Daring _

We are innovative entrepreneurs

We challenge the status quo and push forward. We are creative and innovative, growing every day by listening and being open to feedback. We think proactively and continuously improve.



Caring _

We take responsibility

We care for our colleagues, partners, suppliers, society, and planet. We build on our mutual understanding, with every action based on respect. We have a responsibility for future generations.



Passionate _

We give the best of ourselves

We are full of energy, determined to be the best at what we do. We aim high and we always go the extra mile because what we do really matters. We inspire others with our enthusiasm.



United _

We feel like a real family

We are convinced that we achieve the best results when we join forces. We build lasting relationships and work as one team. Together we achieve our common goals and act with future generations in mind.



Our sustainability strategy

Do not say. *Just show.*
Do not promise. *Just prove.*
Do not talk. *Just act.*



Reynaers Act

At Reynaers Group, we firmly believe that the time of making promises is behind us. It is time to act. We group our sustainability actions under the title Reynaers Act.

It is based on **facts**.

It clears the path for us to make our **impact**.

It shows how we make a difference through the way we **act**.

Let us act together for a more sustainable world. **Together for better.**

With Reynaers Act, we guide you through the sustainability challenges we experience as a company. We share our ambitions with you. And above all, we present our science-based actions that make those ambitions a reality.

We are committed to becoming a trusted partner for everyone who wants to build sustainably. Our role is to educate and help building professionals in their ambition to act more sustainably, today and tomorrow. **For that, we are counting on you.**

The four pillars on which we act

How we are giving back



Buildings:

Let us contribute to more sustainable buildings

Buildings account for 35% of the energy used worldwide. To reach our climate goals, we need to reduce that energy use. Reynaers Group is improving the energy efficiency, comfort, safety and long-term durability of buildings by developing innovative products and services. We help customers choose sustainable and energy-efficient solutions for all their buildings projects.



Products:

Let us develop circular products

Material extraction, manufacturing of materials and products, construction and renovation are responsible for five to 12% of greenhouse gas emissions. By making better use of materials, we will limit up to 80% of those emissions. Circularity plays an important role in creating this material efficiency and minimising the environmental impact of the construction sector. That is why we are systematically extending the range of our circular products.



Company:

Let us reduce our ecological footprint

Industry in general has a big impact on climate change. Reynaers Group is no exception. We are reducing the ecological footprint of our operational processes and logistics to a minimum while expanding our existing efforts to reduce carbon emissions.



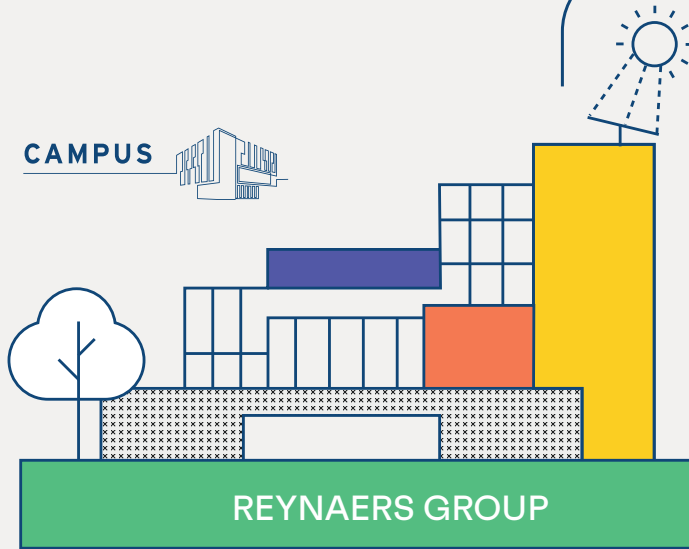
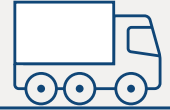
People:

Let us continue to be a caring company

We care for our people. We work and train hard to make safety second nature to all employees active at our motivating and attractive working environments. Moreover, we want to positively impact our community by supporting local initiatives that improve the working and living conditions of people.

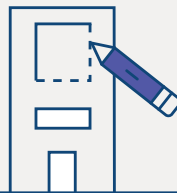


See our strategy at a glance



A CARING COMPANY

Safety, physical and mental well-being and lifelong learning are our top priorities for our staff. Philanthropy is our way of giving back to the world.



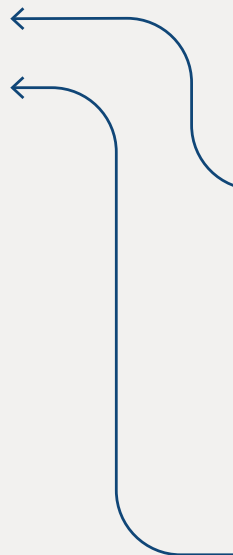
SUSTAINABLE PRODUCT DESIGN

We design products with the best environmental criteria, lowering their impact on our planet while constantly improving their recyclability.



FOCUS ON SUSTAINABLE OPERATIONS

We are acting already to reduce our direct CO₂ emissions by **46%** by 2030.





INSPIRING OUR BUSINESS PARTNERS

We support our construction community in the creation of sustainable, energy-efficient buildings with training and information.

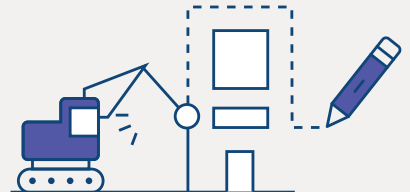


SUSTAINABLE BUILDINGS

We improve the energy efficiency, comfort, safety and long-term durability of buildings by guiding our business partners towards the right products for the right use.



We will provide product passports for our systems to ease traceability, maintenance and recyclability, including end-of-life data. This is one way we make it easier to recycle our product materials, such as aluminium and steel.



END-OF-LIFE OPTIMISATION THROUGH DESIGN



SOURCING LOW-CARBON ALUMINIUM AND STEEL



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We source low-carbon materials. With the right mix of primary low-carbon and recycled materials, we are set to relatively reduce our indirect emissions by **55%** by 2030.



The materiality assessment

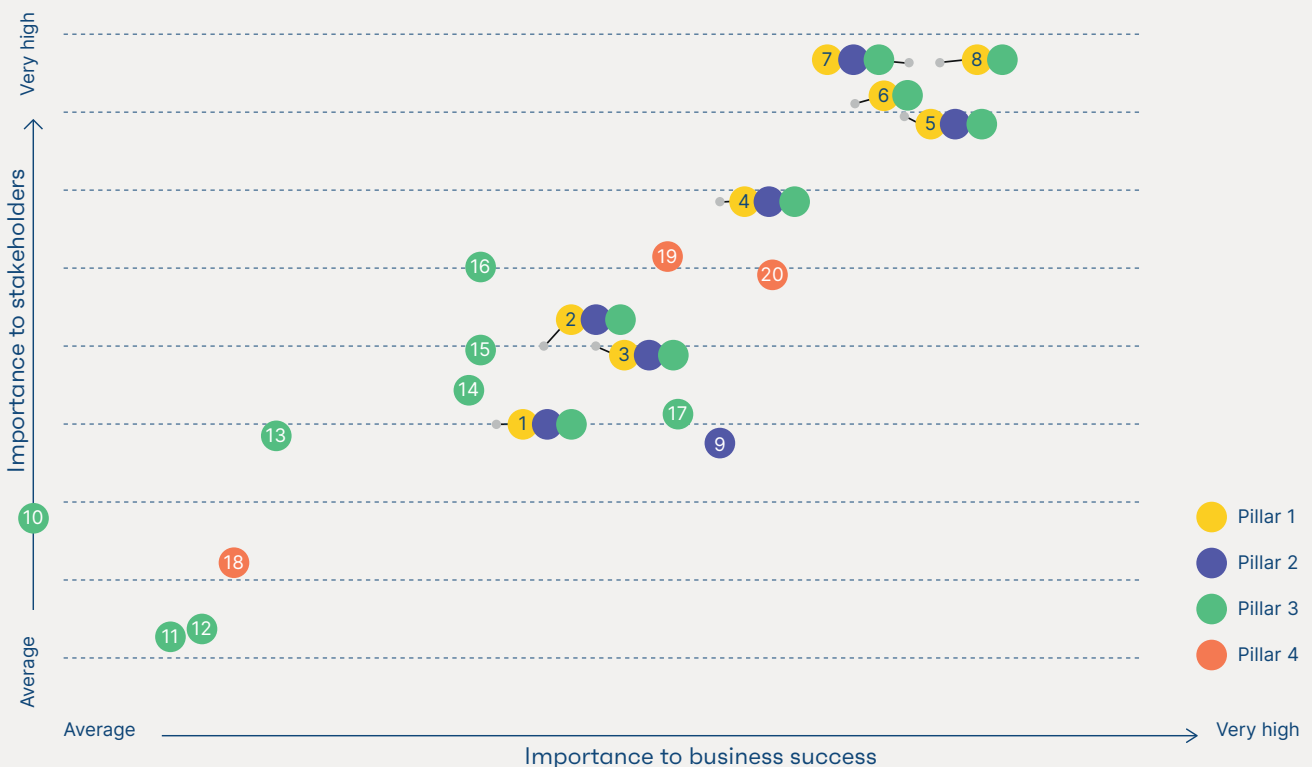
How we set our priorities and develop the right targets

A materiality assessment allows a company to identify and prioritise **environmental, social and governance issues** that affect both its business and its stakeholders. The analysis shapes a company’s sustainability strategy and helps it to report on its effectiveness.

This is the first time Reynaers Group has conducted a materiality assessment. The assessment helps us to **validate and sharpen our recently developed sustainability strategy**, develop targets more easily, define indicators, set priorities and improve the implementation of our strategy.

In anticipation of the Corporate Sustainability Reporting Directive (CSRD) compliancy report that Reynaers Group will be releasing by 2025, we created a matrix, based on the approach described in the Global Reporting Initiative 101 standard.

Moving forward, we will conduct regular materiality assessments to ensure that our strategy focuses on the right areas. It will enable us to keep track of the **ever-changing sustainability landscape** and to prioritise the issues that matter to our company and our stakeholders.



- | | | | |
|--------------------------------------|----------------------|-------------------|-------------------------------|
| 1 Resource efficiency | 6 Energy efficiency | 11 Air quality | 16 Water |
| 2 Eco Design | 7 Waste/Recycling | 12 Transportation | 17 Renewable energy |
| 3 Transparency | 8 Climate Change/GHG | 13 Biodiversity | 18 Diversity |
| 4 Sustainable materials | 9 Circular Economy | 14 Human Rights | 19 People (employers) |
| 5 Certifications, ratings and awards | 10 Forest management | 15 Supply chain | 20 Employee Health and Safety |



We are on the right track

The assessment shows a large overlap between our sustainability strategy and the priorities for our company and stakeholders. We are on the right track:

Buildings:

We combat **climate change** by **certifying** products, urging building professionals to use **sustainable materials** to make buildings more energy efficient. We provide the necessary information so the right sustainable building choices can be made.

Company:

We invest in sustainable and lean operations to reduce our **greenhouse gas** emissions, by being more **energy efficient** ourselves, using **water** and **renewable energy consciously** and improving the footprint of our **supply chain**.

Products:

We limit our **waste** production, facilitate **recycling** of our products, encourage reuse of materials through **certification**, consistently choosing **sustainable materials** because we believe in the value of a circular economy.

People:

We cannot forget employee health, safety and our commitment to our **people**. Promoting life-long learning helps to raise the employability of our employees.

We see many topics reflected in multiple pillars, meaning we will address multiple issues through focused actions.

The governance of our sustainability framework

The people who will keep us on track

Ambitious strategies need ambitious leaders. That is why we installed the Governance Sustainability Framework. **This dedicated cross-departmental project team**, backed by the sustainability management board, is our guiding light as we move forward.

Experts in their field, they **set the sustainability course** for the Reynaers Group worldwide. By providing innovative solutions and looking for ways to improve the way we work, they are taking our sustainability approach to the next level.





Radisson Collection Hotel

Architect:

John Fotiadis, Christina Gabas, Damien Figueras, Ingo Maurer, Tamara Kvesitadze, Xavier Fabre

Location:

Georgia, Tsinandali

Buildings

Let us contribute to
more sustainable
buildings



The facts

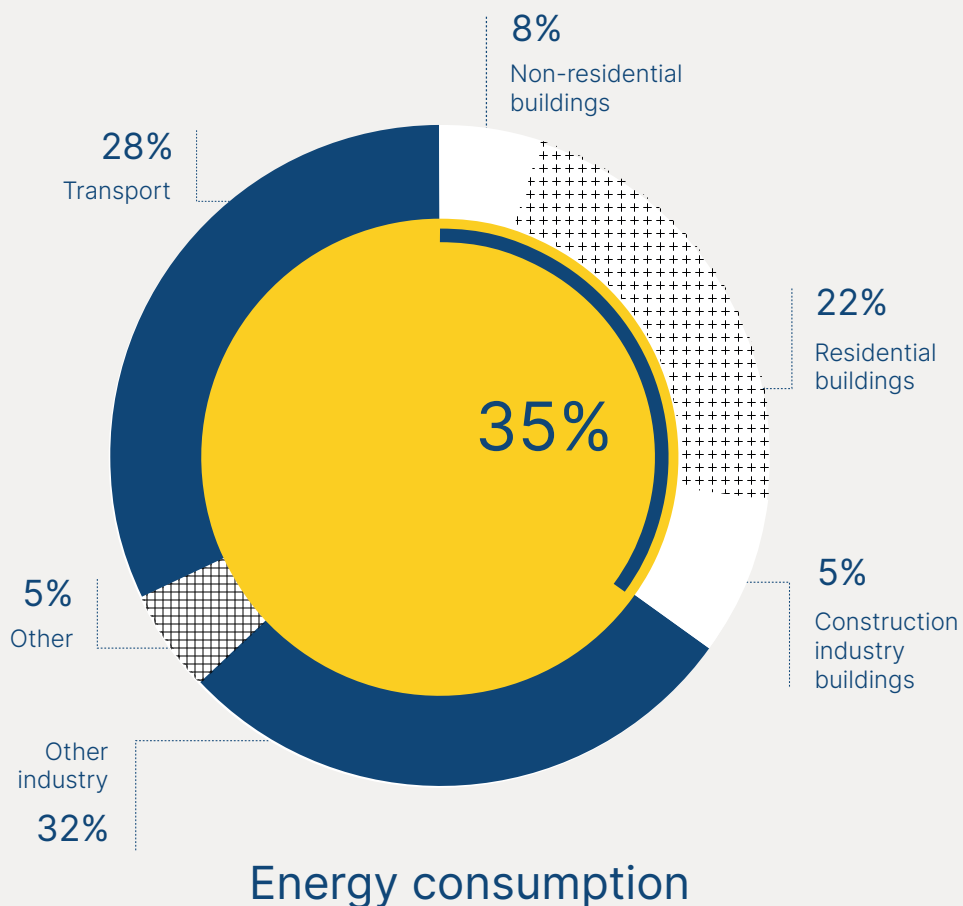
In 2019, buildings all over the world consumed 35% of our global energy consumption and 55% of our global electricity use.



Under the Paris Agreement, each country is asked to outline and communicate their climate actions, known as their Nationally Determined Contributions (NDC).

Of all the countries that submitted NDCs, a third do not cover buildings, and only a quarter of participating countries mention building energy efficiency.

We believe it is time to do better.



Our impact



Our contribution to more sustainable buildings starts with developing and certifying innovative products. Next, we provide our business partners with the information necessary to make sustainable choices. Finally, we educate our partners on a holistic sustainability approach.

It is clear that buildings use a lot of energy. They are accountable for 35% of the energy use globally. Reaching our climate goals means reducing that number significantly. The time has come to rethink how we can reduce the energy-use of buildings even more.

At Reynaers Group, we **develop and certify innovative products and services**. We go the extra mile to make sure our products have a positive impact on the energy efficiency, comfort, safety and long-term durability of buildings.

However, it does not stop there. Designing sustainable buildings requires knowledge. Architects and contractors need information on how to use sustainable products in their projects.

Unfortunately, that information is not always readily available or digitally accessible, making it difficult to calculate the environmental impact of a project.

And that is where we come in. Reynaers Group is dedicated to **helping architects and contractors make sustainable choices**, reducing the negative impact of buildings.

We support them by **providing clear information at the right time**. We guide them in their choices to achieve holistic sustainability.

Let us contribute to more sustainable buildings



Our actions



Act 1 Expanding certification on thermal performance

At Reynaers Aluminium, our main subsidiary, we have been improving the insulation levels of our products from the very beginning. That is how we went from 6.5W/m²K in 1965, to 4W/m²K for our first insulated system, reaching Uf-values of less than 0.8W/m²K today.

To demonstrate our ambition, we are constantly expanding the number of Passive House certified systems and other certifications such as Minergie within the Reynaers Aluminium range. These certifications **ease component selection in the design of energy-efficient buildings.**

These certifications ease component selection in the design of energy-efficient buildings.

We are focusing on certifying windows, doors, sliding doors and façades. However, we only obtain Passive House certification for systems where it offers **real added-value for our clients** without compromising other sustainability goals. For example, to make our sliding doors eligible for Passive House component certification, we would need to replace aluminium parts with plastic materials to a degree that is not compatible with our circularity objectives.





Certifications

Passive House certified systems

The Passive House Institute (PHI) tests and certifies products¹ with regard to their suitability for use in passive houses. After extensive testing, a product or building receives the Passive House certification if it meets the relevant requirements.

Reynaers Aluminium currently has two product categories with a Passive House certified system: the **MasterLine 10 window** and **MasterLine 8 panel** door. In Q1 2022, we reviewed our product range and certified a third system: our ConceptWall 50 façade system. In 2022, we aim to complete the certification process of the MasterLine 10 door.

Minergie certified systems

Minergie² is a registered quality label for new and renovated buildings with low energy consumption.

We currently have eight Minergie certified systems in three product categories. In 2022, we will evaluate our systems' eligibility for the revised Minergie rules and update them where necessary. We additionally aim to certify the MasterPatio system.



¹ <https://www.passivehouse.com/>

² <https://www.minergie.com/>

Act 2 Integrating sustainability data in our digital tools

The construction sector is undergoing a digital revolution. Take Building Information Modelling (BIM) for example: based on an intelligent model, the cloud-based BIM integrates multidisciplinary data into a digital representation. It visualises information of an asset across its lifecycle, from design to construction and operations.

Unfortunately, our BIM does not yet contain all relevant sustainability information. For example, the Environmental Product Declaration (EPD) or the carbon footprint data of products is still not available.

We want to change that. **Our business partners should have easy access to all the information they need to design a sustainable building.** How? By expanding BIM and introducing a Digital Passport, in which we add the necessary sustainability information. That way, valuable sustainability information and relevant product data will be readily available to architects, engineers and contractors alike.

Next steps? In 2022, we are consulting architects, engineers and contractors to check what sustainability information they lack in the current BIM and in which format they want to see that data. In 2023, we aim to have all relevant and up-to-date data available for all our products included in BIM.

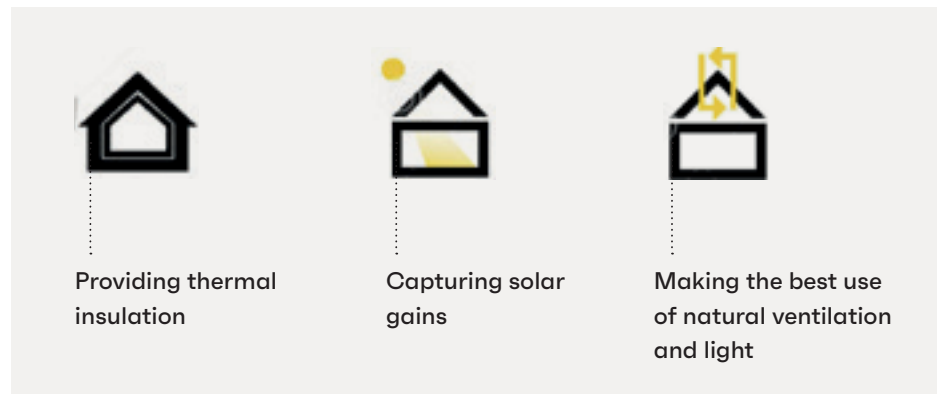
Let us contribute to more sustainable buildings



Act 3

Guiding our partners towards holistic sustainability

The product categories with the highest impact on energy efficiency are those linked to the building envelope: windows, doors, sliding doors, and façades. **That is why, for each of those products, we offer systems that increase a building's energy efficiency and comfort in three ways.**

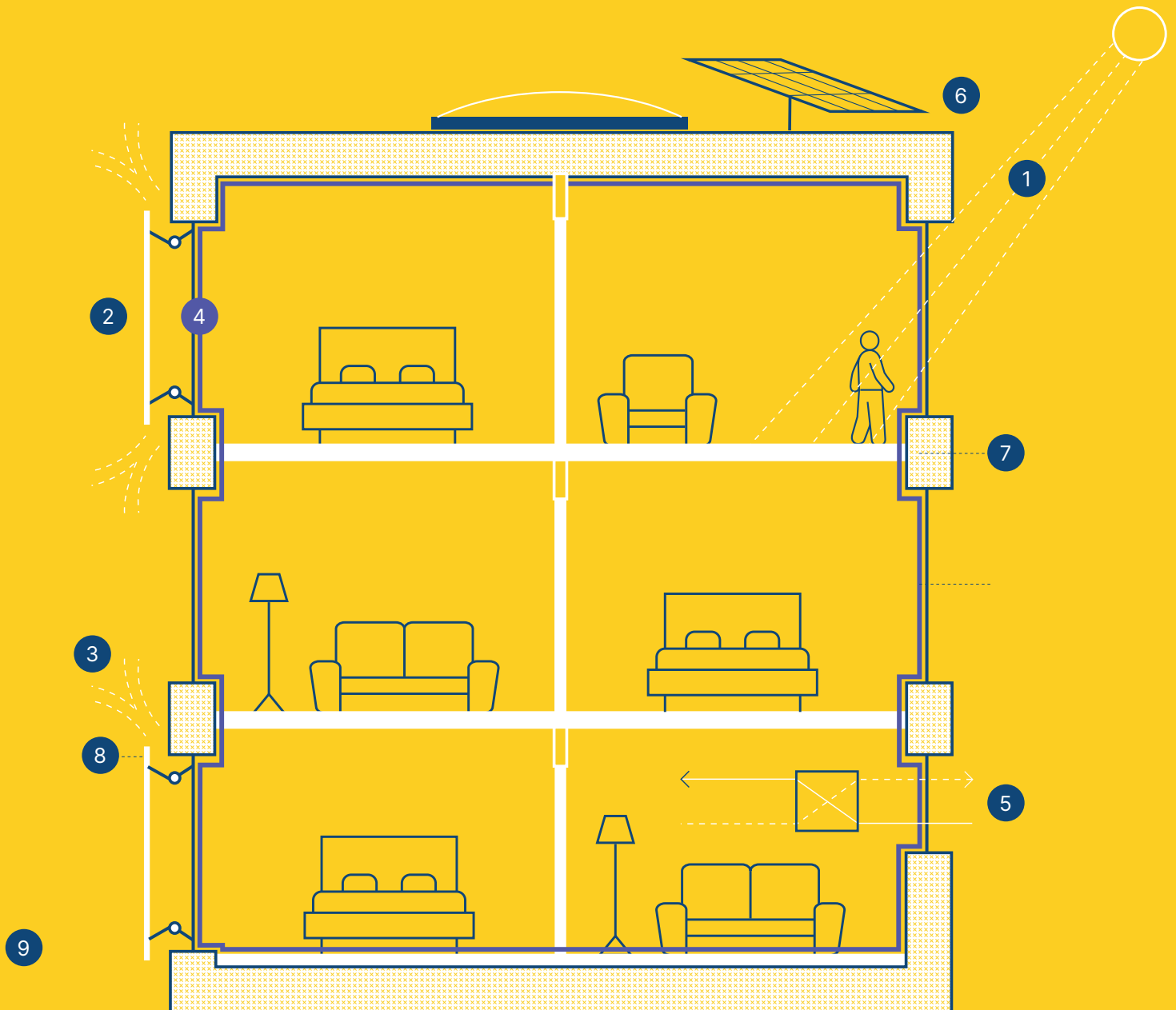


We train our partners how to use these products holistically when designing sustainable buildings.

In 2022, we are conducting **extensive customer surveys** in order to identify what information our stakeholders would expect to find in such a holistic sustainability approach. This might include parameters such as the local climate, orientation, or building type. That information will be used in simulations to quantify, calculate and demonstrate the impact of our products on the energy efficiency of a building.

In 2023, we will publish the outcome of this study and **train our employees** so that they can advise clients even better. One of the major topics that we want to advise our partners on, is how our products can contribute to achieving building certificates such as **BREEAM** and **LEED**. These are two labels that are part of the world's longest established methods of assessing, rating and certifying the sustainability of buildings.





1 Solar gains through orientation

2 High-performance windows

3 Natural ventilation

4 Air-tight enclosure

5 Balanced ventilation with heat recovery

6 Renewable energy

7 High insulation

8 Highly insulated window systems

9 Location



Reynaers Act

Jardins du Lou

Architect:

AIA

Location:

France, Lyon



Together for better:

How we make an **impact** together

“For our new project Jardins du Lou, we wanted to create large glass dimensions with integrated sunscreens, all while respecting our environmental goals and the employees’ well-being. In the end, we found our ideal partner and solution with Reynaers Aluminium bespoke curtain wall systems. Durable and easy to install, these profiles made construction much less complicated. I am very proud of this project and pleased with the collaboration.”

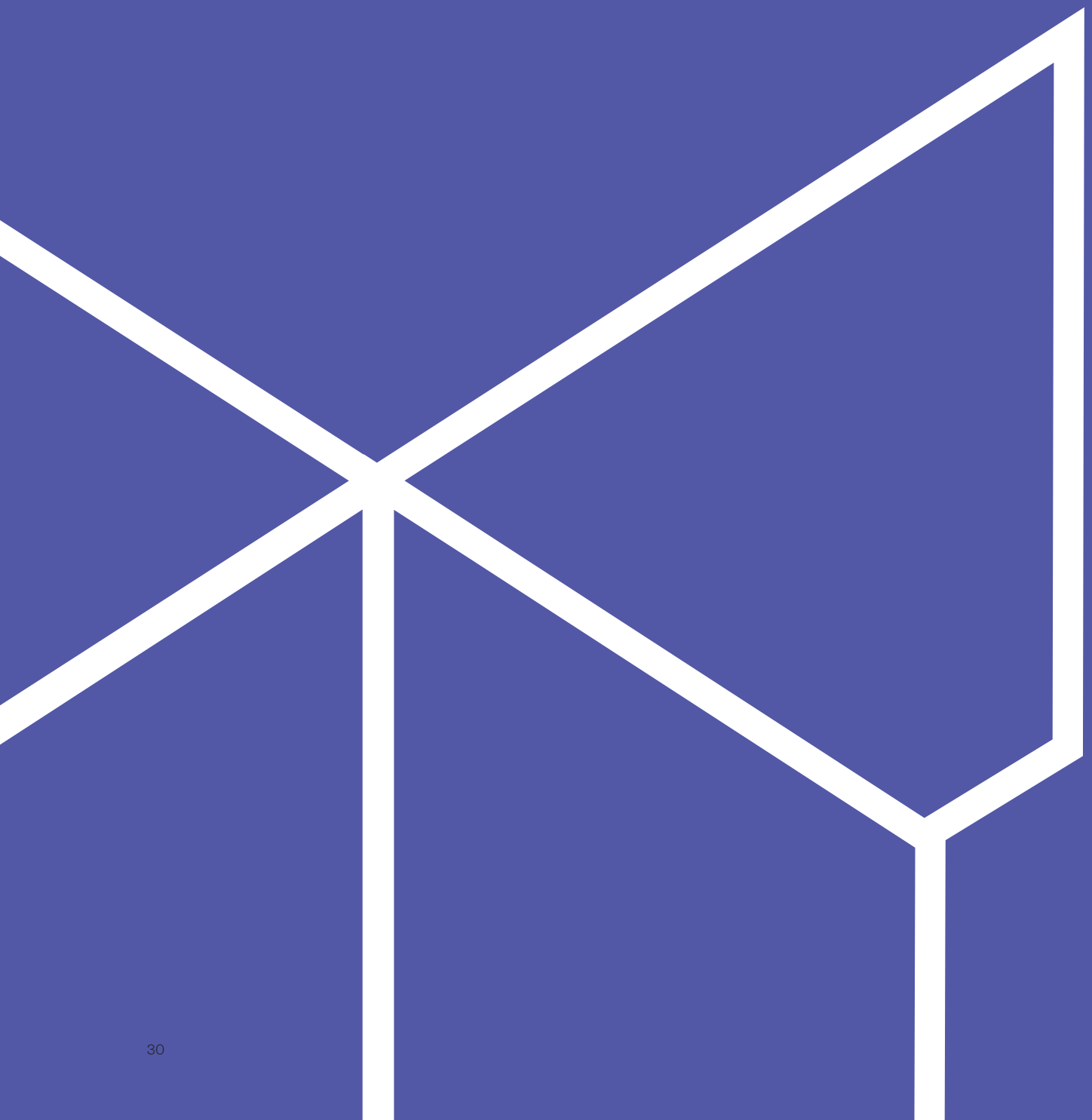


Philippe Tarkin

Construction manager AIA
France

Products

Let us develop circular products



The facts

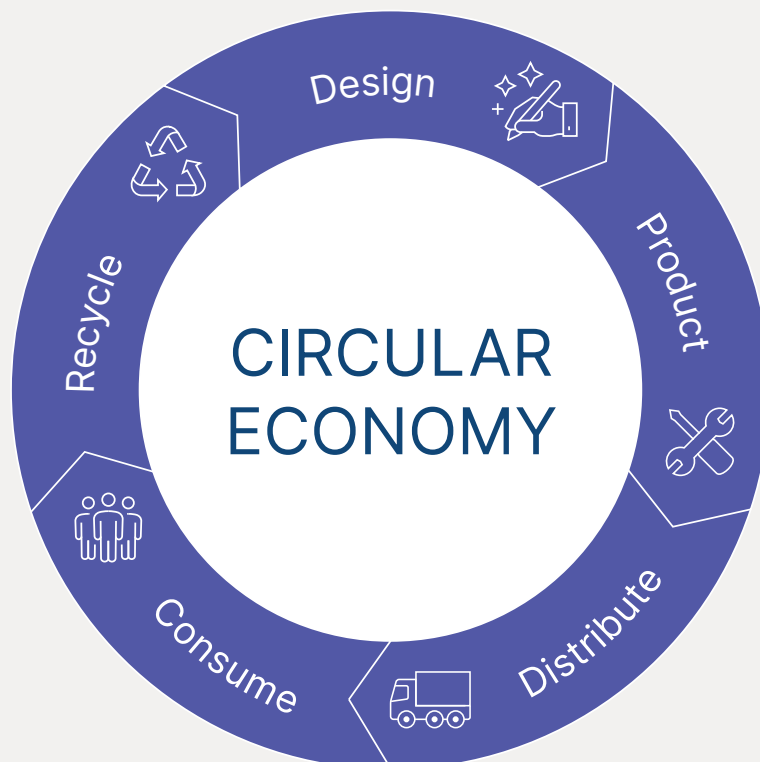
Construction materials account for 47% of the EUs overall consumption of materials by weight. Increasing the circularity of these products could significantly reduce environmental impact.



By 2050, the circular economy can reduce CO₂ emissions from four major construction materials (plastics, steel, aluminium and cement) by 40% globally, and by 56% in developed economies like the EU.

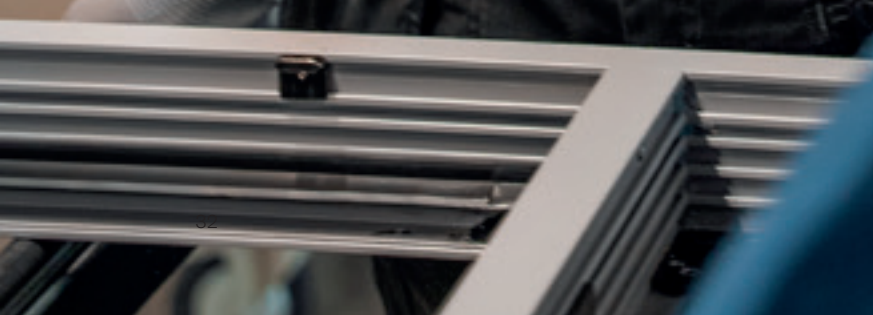
The most cost-effective strategy to reduce embodied emissions in the built environment is to increase building utilisation (share floor space) and reduce construction waste.

Costlier strategies include increasing aluminium collection rates, making material use more efficient, improving reuse of materials and reducing fabrication losses.





Reynuers Act





Our impact



Introducing new product passports will facilitate the recycling of the material in our products. On top of that, we will identify and avoid components that have a negative impact on the recycling process. That is how we aim to meet the highest standards of circularity.

By fully embracing a circular approach, we address multiple challenges at once. Considering that aluminium is one of the major building materials, it is clear that Reynaers Aluminium has an equally important role to play, from improving aluminium collection rates to increasing material efficiency.

We can make an impact early in the design stage of the circular cycle. When designing our products, we focus on **responsible material choices**, weighing criteria such as recycled content, recyclability and environmental impact. By further investing in our product design, we are improving recyclability even more.

To reflect these efforts, **we are having our products certified**. We systematically extend the range of innovative products designed and made according to the Cradle to Cradle Certified® principles.

That way, we push ourselves to maximise the circularity of our products, while helping our business partners to achieve their sustainability goals.

Information is key to make sustainable choices. That is why we will provide **product passports** for our systems. They make it easier to recycle the materials in our products. By enabling materials to be properly disposed of after use, we raise the availability of quality raw materials at the beginning of the cycle.

Finally, to improve the quality of that material, we identify and avoid components that have a negative impact on the recycling process. And that is how we close the loop.






In the meantime, we are sharpening our knowledge on disassembly, building connections, recyclability, etc. by **collaborating with expert organisations in the field**.

Our actions



Act 1 Cradle to Cradle® certification

The Cradle to Cradle® certificate is the global standard for products that are safe, circular and responsibly made. It assesses products on five criteria:

-  material health
-  product circularity
-  clean air and climate protection
-  water and soil stewardship
-  social fairness

Within the certification, there are four levels: Bronze, Silver, Gold and Platinum. To achieve a certain level, a product must meet the minimum standards for that level in all five categories.





Certifying our products assures our partners they are choosing circular products





Current certifications

Over the past three years, Reynaers Aluminium has certified nine systems to the Cradle to Cradle Bronze level, representing more than 40% of its annual product turnover. We now have products with this label in all categories: windows, doors, sliding doors and curtain walls¹.

SYSTEMS	current certification		planned certification	
	BRONZE	BRONZE	SILVER	
Windows 	MasterLine 8 SlimLine 38 ConceptSystem 77	MasterLine 10 ThermoSystem 68	MasterLine 8 MasterLine 10 SlimLine 38	
Doors 	MasterLine 8 SlimLine 38 ConceptSystem 77	MasterLine 10 ConceptDoor 68	MasterLine 10 SlimLine 38	
Sliding doors 	MasterPatio	HiFinity	MasterPatio	
Façade systems 	ConceptWall 50-HI ConceptWall 86	ConceptWall 50-SC ConceptWall 60-HI ConceptWall 60-SC ElementFaçade 7-GB	ConceptWall 50-HI ConceptWall 50-SC	

Planned certifications

We are, of course, far from done yet. In the coming years, we are expanding our Cradle to Cradle Certified range even further. For every new and targeted existing product, we will determine whether certification has an added value, depending on the product function, the expected turnover and market expectations.

Our ambition is to certify nine more systems to Bronze level by 2024, increasing the share of Cradle to Cradle certified products to 60% in the Reynaers Aluminium product turnover.

We are working to obtain Silver level certification for eight systems by 2024. The biggest challenge to achieve the Silver certificate is complying with strict material health requirements. CMR substances (Carcinogenic, Mutagenic and toxins to Reproductions) for example, are forbidden. We are arranging an audit of our current products to investigate the use of CMRs and to get the necessary information for the next steps to Silver level certification.

Additionally, we are incorporating the experience gained from certifying our existing products for circularity in the design of our new products.

¹ In 2021, the Cradle to Cradle Certification requirements were updated to v4.0. The systems we have previously certified meet the v3.1 standard.



Reynaers Act



archiproducts
DESIGN AWARDS
—
WINNER 2021

MasterPatio[®]

Circularity in action: the MasterPatio system

The MasterPatio system by Reynaers Aluminium is a good example of how we started integrating circularity in our innovation process: we used recycled polyamide instead of standard polyamide for the thermal breaks. As a benefit, we keep all the properties (mechanical characteristics and the material's long life cycle) and add the lower embodied carbon level, which in turn reduces the carbon footprint of our sliding door. As a recognition of our progress, the MasterPatio was awarded the 2021 Special Mention for Sustainability at the Archiproducts Design Awards.

MasterPatio was awarded the 2021 Special Mention for Sustainability at the Archiproducts Design Awards.



Act 2 Product (material) passports

To turn the current take-make-waste model into a circular one, **recovering and repairing products and materials is a crucial step**. To do this effectively, we need a proper understanding of the product we want to repair and the materials we want to recover.

We expect to deliver product passports for our Reynaers Aluminium systems by 2024. **The passports will hold all the necessary information on material composition, maintenance and disassembly**. Accessible anywhere, anytime, they provide valuable information for the design, demolition and recycling of a building, years after our products are installed. The passports ease traceability, maintenance and recyclability of our products and the materials in them.

We are integrating the product passport in our digital tools, such as BIM and the digital passport. That way, building owners will be able to access the product passport online, while relevant information can be added anytime.





Reynders Act





Act 3 Recyclability

Using recycled components lowers our environmental impact and preserves natural resources. However, having access to sufficient recycled aluminium is not that easy. Today, only 40% of the European total demand for aluminium scrap is covered¹.

To maximise the amount of available recycled material at the end of a building's lifetime, we have to optimise the end-of-life processes. Reynaers Group has started **identifying and avoiding components that have a negative impact on those processes**. This is a large step towards optimising the recycling process and the quality of the recycled content. Our actions and goals are based on insights gathered from the recycling companies we are consulting with.

Partnerships and collaborations on circularity and recyclability

To make sure that we continuously improve our actions and maximise our impact, we collaborate with organisations in the field.

Green Deal on Circular Construction

In 2019, we joined the Belgian Green Deal on Circular Construction², a learning network of 360 organisations committed to increasing the circularity of the construction sector. As part of this network, Reynaers Aluminium launched the pilot project 'Window of Circular Opportunity'³ in which we work with academic and industry partners to develop a guide with practical tools to help architects, fabricators and investors include our circular products in their green building projects.

Tracimat data-driven demolition and recycling

In 2021, we partnered with Tracimat, a non-profit construction and demolition waste management organisation established by the Flemish Construction Confederation. Their project, 'Data-driven demolition and recycling'⁴, aims to provide assurance about the quality of construction and demolition materials in order to increase recycling rates. It will identify possibilities for improving demolition inventories while allowing us to better identify where aluminium is lost in demolition and recycling processes.

1 www.european-aluminium.eu/media/2545/sample_vision-2050-low-carbon-strategy_20190401.pdf
2 [Green Deal on Circular Construction - Vlaanderen Circulair \(vlaanderen-circulair.be\)](https://www.vlaanderen-circulair.be/)
3 <https://windowsforcircularbuildings.com/en>
4 <https://vlaanderen-circulair.be/en/cases/detail/data-driven-demolition-and-recycling>



Together for better:

How we make an **impact** together

“With the defined global climate targets, building and manufacturing in a more sustainable way is vitally important. I believe we have the obligation to build a strong connection within the building community with a sustainable and circular mindset. Together with partners such as the Reynaers Group, we are leading the way towards a more sustainable world by strong innovation. Powerful partnerships such as these allow us to achieve our common goals: providing our clients with a more innovative and sustainable range of solutions, ultimately leaving the planet in a better shape for the next generation.”



Casper Veltkamp

General Manager Hermeta
The Netherlands



Little C

Architect:
CULD, Inbo

Location:
Rotterdam, Netherlands

Company

Let us reduce our ecological footprint



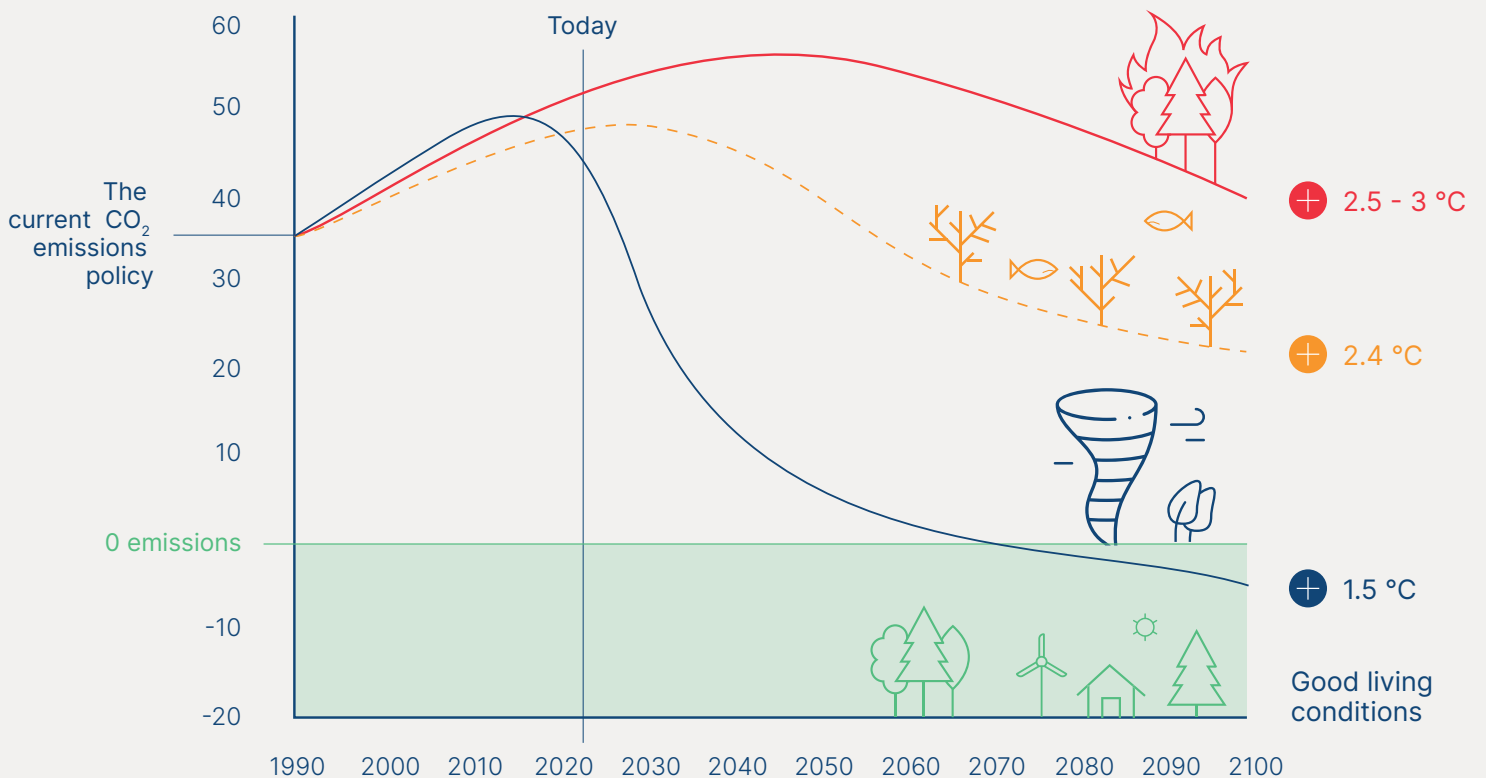
The facts

The alarm bells are deafening, the evidence is irrefutable: we are at code red for humanity.



Today's IPCC Working Group 1 report is a code red for humanity. Greenhouse gas emissions from fossil-fuel burning and deforestation are choking our planet and putting billions of people at immediate risk. Global warming is affecting every region on Earth, causing many irreversible changes.

It showcases the need for urgent climate action to maintain a habitable planet for humankind. To avoid the most significant effects of climate breakdown, we must halve greenhouse gas emissions before 2030, achieve net-zero emissions before 2050 and limit global temperature rise to 1.5°C. That is why all business leaders are invited to publicly commit their companies to a science-based net-zero and 1.5°C target, and join the Race to Zero.



- + Extreme drought and spontaneous fires
- + All coral dies
- + More extreme weather



Our impact



To reduce our ecological footprint, we are focusing on reducing carbon emissions from both our own operations (Scope 1 & 2) and those in our value chain (Scope 3). We monitor our environmental impact by installing and improving environmental management systems.

We calculated our carbon footprint of the previous year for the first time in 2020. In 2019, the activities of Reynaers Group generated a footprint of 280,000 tonnes of CO₂ (direct and indirect emissions). We believe we should do better. That is why we have taken a critical look at our business operations.

Together with thousands of other companies, we chose to use the Science Based Target method in our fight against global warming. This tool gives us guidance on how to measure our carbon footprint and decide on how to contribute to achieving the objectives of the Paris Climate Agreement.

After all, everything starts with ourselves. The shift of our electricity consumption to renewable energy, the way we design our company buildings, our vehicle fleet and our production processes. By making improvements in these areas, we expect to reduce our direct CO₂ emissions by 46% by 2030.

But the value chain is where we can make **an even bigger difference**. By paying attention to the materials we use in our production, switching to greener alternatives and holding our suppliers accountable, we are on our way to relatively reducing our indirect emissions by 55% between now and 2030.





About the Science Based Target initiative

The SBTi is a partnership founded by the UN and WWF, among others. It drives ambitious climate action in the private sector by enabling organisations to set **science-based emission reduction targets**. These targets provide a pathway for companies to reduce greenhouse gas emissions in order to meet the Paris Climate Agreement goals: limiting global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

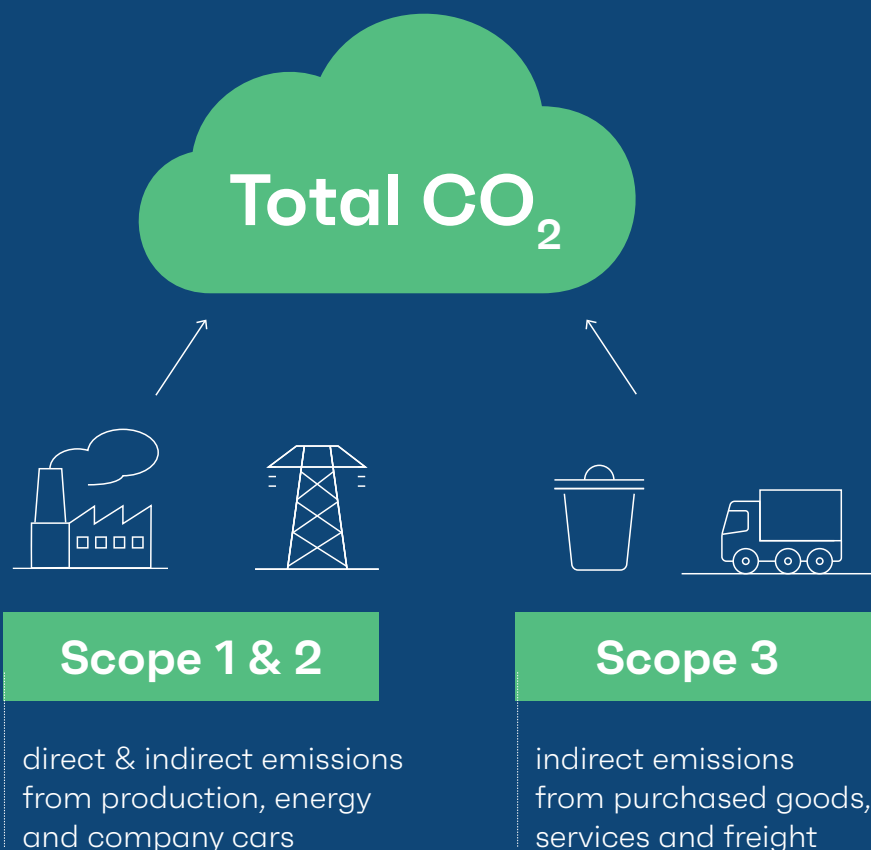
Emission reduction targets: three scopes

When setting targets, companies should not only focus on their own direct emissions, but on those arising in their supply chains as well. Emissions are divided into three scopes:

Scope 1: direct emissions from sources that are controlled or owned by an organisation (e.g. furnaces, company vehicles, etc.)

Scope 2: indirect emissions from using or buying electricity, heat or steam

Scope 3: indirect emissions from buying materials from suppliers, the use of a company's products by their customers, transport that is not controlled by the company, outsourced activities, waste disposal and more



Our actions



Act 1 Reduce CO₂ emissions in our operations (Scope 1 & 2)

To demonstrate our commitment to reduce our CO₂ emissions and step up our efforts, we joined the Belgian Alliance for Climate Action¹ and the Science Based Target initiative (SBTi²).



¹ <https://www.belgianallianceforclimateaction.org/>
² <https://sciencebasedtargets.org/>

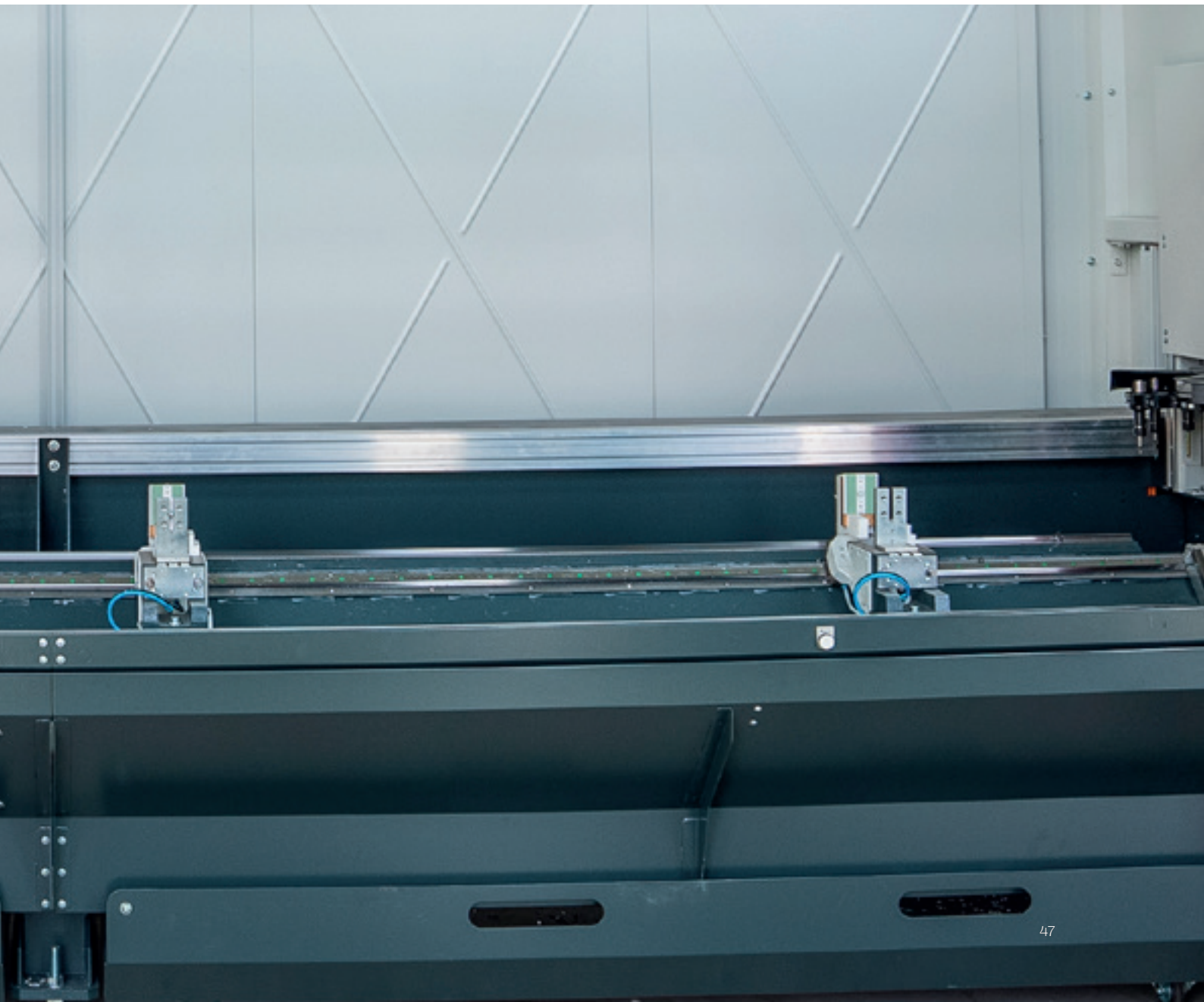


To join SBTi, we are committed to taking the following steps:

- **Develop:**
in 2021, we have set our emission reduction targets
- **Commit and submit:**
in 2022, we have submitted our intent to join SBTi and present our targets for official validation
- **Communicate and disclose:**
from 2022 onwards, we will inform our stakeholders about our targets and report annually on our progress

In line with these targets, we calculated our carbon footprint to set our baseline. Based on our first measurements for the year 2019, Reynaers Group activities in scope 1, 2 and 3 generate 280,000 tonnes of CO₂eq per year.

Our direct CO₂ emissions (Scope 1 & 2) represent 3.7% of our total carbon footprint. In order to reduce these emissions by 46% between now and 2030, we will take multiple actions.





1. Greener electricity use

To reduce our emissions from electricity use, we have installed solar panels on different production sites. We also benefit from green energy contracts. Furthermore, we are looking into various opportunities outside our Belgian operations to optimise our green efforts.



Take the Reynaers Campus for example, our corporate headquarters in Duffel (Belgium). We installed thousands of solar panels with a combined output of 50,000 kW/h on its roof. And when we need additional power, we only purchase green energy. As a result, the campus has been fully running on renewable energy since 2019. We will expand this initiative to other sites based on their emission reduction potential.



The next step is to install solar panels on our main distribution centres, with a specific focus on Eastern Europe where the grid mix is very coal-oriented (e.g. Poland).

2. Greener company cars

In 2019, our company cars emitted 1,618 tonnes of CO₂. To reduce these emissions, we are switching to hybrid cars. Our next step will be to progressively transition our fleet to fully electric cars by 2030.

3. Greener coating

One area where reducing emissions proves to be difficult is in our coating process. In order to reach the high temperatures needed for quality surface treatment, our production lines operate on natural gas. Switching to green energy sources is vital and we are currently investigating all commercially mature options available on the market.

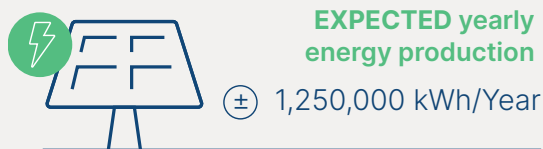
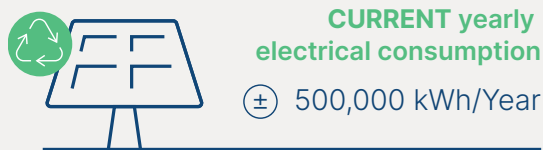




Case study: Emission reduction at our new Forster Campus

Currently we are building a new Forster Campus in Switzerland, an energy-neutral building equipped with all the latest sustainable technologies.

Solar panels



The output of the solar panels will be twice what we consume. This will lead to a saving of more than 202 tonnes of CO₂.

Heating and cooling

For the heating and cooling of the building, we will use district heating, derived from 100% green energy sources, such as:

- wood from process scrap
- excess heat from production
- water from the nearby Lake Constance
- local Swiss biogas for peak energy usage

General sustainability measures

The whole campus, which consists of three buildings (production, office and technology centre), will be built according to the LEED GOLD standard. Some examples of general sustainability measures are:

- the use of fully recyclable components and materials where applicable, such as steel, concrete and insulation;
- special attention to acoustics, air hygiene and lighting to create a healthy environment for the people within the buildings;
- the reuse of grey water for toilets and watering greenery;
- the energy-efficient control of all lights, from daytime dimming to automatic operation;
- our smart ventilation system that uses a mix of natural and artificial aspiration through active and passive cooling;
- the LEAN principles that are applied to all facilities and operational equipment;
- the installation of 8 EV charging stations, freely available for employees and guests;
- the provision of bicycle spaces and factory bicycles;
- a good connection to public transport, with a new bus stop built on the factory perimeter;
- compensational green areas on the campus (on the roof and retention ponds) to benefit the local flora and fauna.



Our commitment to Science Based Target initiative

Scope 1

Direct emissions from owned or controlled sources

0.8%



Scope 2

Indirect emissions from the generation of purchased energy

2.9%



Scope 3

Indirect emissions that occur in value chains, including emissions upstream and downstream

96.3%

280Kt CO₂ eq.



Scope 1 & 2

REDUCTION TARGET **-46%***

* absolute reduction

Scope 3

REDUCTION TARGET **-55%***

* relative reduction





Act 2

Reduce CO₂ emissions in our value chain (Scope 3)

Indirect emissions from a company's value chain, also known as scope 3 emissions, are **usually the largest contributor** to a company's carbon footprint. Reynaers Group is no exception. From the 280,000 tonnes of CO₂eq we emit yearly, scope 3 emissions represent 96.3%, by far the largest part of our total carbon footprint. Emissions from purchased materials, in particular aluminium and steel, represent 90% of these emissions. To reduce this number we are updating (parts of) our value chain.

1. Increasing recycled and low-carbon aluminium content

We will start by changing the type of aluminium we source. We are focusing on significantly increasing the amount of low-carbon primary aluminium and recycled aluminium in our products. Via this sourcing strategy, we aim to reduce our average ecological footprint.




In 2019, for each kilogram of sourced aluminium, we emitted 5.16 kg CO₂. In 2021, we lowered that number to 4.81 kg CO₂ by using more low-carbon primary aluminium. By 2030, we anticipate figures as low as 2.81 kg CO₂/kg.






3 https://www.european-aluminium.eu/media/2545/sample_vision-2050-low-carbon-strategy_20190401.pdf



Recycled aluminium

-  has a carbon footprint making up only 5% of that of standard carbon aluminium.
-  requires less energy to produce.
-  represents, based on current data¹, 41% of our content. We believe it is feasible to increase recycled content to 56% by 2030.

Low-carbon primary aluminium

-  has a carbon footprint that is only 50% of that of standard primary aluminium.
-  is made with renewable energy.
-  represents 24% of our content based on current data. We believe it is feasible to increase low-carbon primary aluminium content to 40% by 2030.

A major challenge we face is the limited availability of recycled aluminium, caused by the 50-year lifespan of aluminium in projects. With more buildings being constructed than demolished, the demand far exceeds the market availability¹. That is why our focus is on sourcing low-carbon primary aluminium and recycled aluminium.



2. Increasing recycled content in polyamide insulated profiles

We are also increasing our use of recycled content in polyamide insulated profiles to **38% of our product portfolio** by 2030. For instance, Reynaers Aluminium started using 100% recycled polyamide insulation strips in their MasterPatio system, which saves more than 10% CO₂ per m² on the sliding doors. We are now looking at how to expand the use of this material in other systems.

3. Switching to green steel

The third area of focus is the switch to green steel from our supplier ArcelorMittal. The company invests in decarbonisation technologies for an increasing number of their primary steelmaking operations.

The company applies the resulting CO₂ savings into green steel volumes and sells them to customers like Forster through independently verified green steel certificates. By buying green steel from ArcelorMittal, we expect a 30% CO₂ reduction in this field by 2030.

¹ https://www.european-aluminium.eu/media/2545/sample_vision-2050-low-carbon-strategy_20190401.pdf
² Code of Conduct | Reynaers Aluminium



4. Implementing our Supplier Code of Conduct



Finally, we expect all our suppliers and their subcontractors to fully respect and act according to our Supplier Code of Conduct². The commitment from our suppliers sets out our principles and expectations regarding matters such as **respecting natural resources and avoiding environmental risks**. For example, we ask our suppliers to regularly evaluate the use of hazardous substances and to replace them with non-hazardous (preferred) or less hazardous alternatives.

To ensure they comply with these requirements, we have made this Code of Conduct an integral part of our supplier manual, which is signed by all our suppliers at group level. Furthermore, we expect them to carry out self-assessments at our request and we regularly assess our suppliers' compliance with the Code as part of supplier quality audits and facility visits.

Act 3 Invest in environmental management systems

Several environmental management systems are improving our daily operations. They already helped us:

- sort and recover packaging materials to decrease our waste generation;
- collect rainwater for our toilets to minimise our water usage;
- stimulate reuse and recycling in our facilities;
- obtain the **ISO 14001 certification**, the internationally accepted standard for environmental management systems, in a growing number of our operations, including our largest centres in Belgium and Switzerland;
- obtain the **ISO 50001 certification**, the international standard for energy management systems, for our operations at the Reynaers Campus in Belgium. Key actions for this certification included installing solar panels and sensor-controlled LED lighting systems for reduced energy consumption. Additionally, an ambitious maintenance programme ensures the panels keep running efficiently and produce maximum energy output.





Together for better:

How we make an **impact** together

The commitment to tackling climate change is accelerating across all sectors of society, and we know that companies around the world are looking for radical ways to decarbonise their supply chains.

“At ArcelorMittal, we believe our steel solutions can make a huge contribution to further decarbonising our customers’ products. Not only in terms of product innovation – by developing steels that are stronger, more durable and overall better optimised to their specific purpose – but also in terms of reducing the carbon footprint of the steel-production process.

We have been working hard, together with our partners like Forster, to be at the forefront of our sector in the net-zero transition. Using a strongly collaborative approach, we are transforming the way steel is made and have developed the industry’s broadest and most flexible low-emission innovation portfolio.

That is why we recently launched XCarb®, a customer-focused programme designed to bring together all of ArcelorMittal’s reduced, low and zero-carbon products and steelmaking activities, as well as wider initiatives and green innovation projects, into a single effort focused on achieving demonstrable progress towards net-zero.”



Hugo Da Gama Campos,

Sustainable Development Manager
ArcelorMittal Europe

People

Let us be a
caring company



The facts

Sustainable human resources management focuses on three pillars: productivity, engagement and physical & mental health.



A company that sustainably manages its human resources, coaches its people through technological, demographic and social changes. It succeeds in connecting with its employees based on shared values and meaningful work with a mission. Taking care of the physical and mental health of its employees is one of its main missions.



Our impact



To show we care, we create a motivating and attractive working environment for all our employees. Supporting them in lifelong learning and personal growth is essential to us. We implement their ideas to do better and focus on making new colleagues feel equally welcome. Moreover, we give back to our community by supporting local charities.

Over the years, the Reynaers Group has seen tremendous growth. The numbers do not lie: we went from just about 100 employees in 1986 to over 2,650 in 2021, across more than 40 countries. And our global family only keeps growing.

Today, we face challenges that inspire us to constantly evaluate and improve our approach to human resources. We have been confronted with a war for talent, a war for hands, and a rapidly changing working environment.

To help our people grow, we need to create a safe space that feels like home. We want to provide a **motivating and attractive working environment** where lifelong learning and personal growth is encouraged every day.

Of course, we can always do better.

Consequently, we want to hear from our employees **how we can improve the way they work**, in order to do better together. Finally, not only do we want current employees to be happy and healthy, our new colleagues should feel equally welcome as well.

Let us be a company that shows it cares.



Our actions



Act 1 Lifelong learning and personal growth

In order to remain current with all changes and evolutions in the working environment, we need to train and reskill ourselves continuously. That is why we offer our employees tailor-made solutions to develop their skills and competences throughout their careers. With a broad offer of training programmes, we support our employees in strengthening their **lifelong employability**.

In our training centres across Reynaers Group, we organise **product-related training courses**. They **combine product presentations with hands-on exercises** and are open to relevant stakeholders, including employees, partners, fabricators and schools. For many of these training sessions, participants receive a certificate upon successful completion.

Over the last few years, we have gradually increased the number of Reynaers Aluminium training sessions in the training centre of Reynaers Campus. In 2021, we provided a total of 1,616 training days, up from 1,073 in 2014.

Partially influenced by Covid-19, we have been continuously increasing the number of **digital product assembly training programmes** as well. Accessible from Reynaers Aluminium's customer portal, the courses consists of instructional videos and live webinars.

Going forward, we want to streamline, strengthen and extend the reach of our training, learning and development range across all our operations worldwide. To do this more systematically, we are currently developing **Reynaers Academy**.

Reynaers Academy will provide a structure for all our training and personal development programmes for a variety of functional and technical needs, as well as for soft skills. We will start implementing it at our headquarters in Belgium and in the Netherlands in 2023. We aim to have rolled out the Academy globally by 2025.

In the context of **talent development**, we organise an international **mini-MBA** every two to three years, as a comprehensive mix of training and coaching programmes. In 2020, this programme was organised in collaboration with Solvay Business School.

At Reynaers Group, we want our employees to be able to evolve in their jobs, but also help them grow as people. We encourage and help our staff to be resilient in a rapidly changing world, with a strong focus on mental and physical well-being. For that, we are **standardising our HR processes** focused on the attraction and onboarding of employees, the personal development plus the performance and reward cycles. To realise the best employee life cycle, we are investing in the digitalisation of our HR efforts as well.



Act 2 Growing together at a great place to work

We attach great importance to hearing from our employees. **We want to know how we are doing and improve accordingly.** One of the formal ways to gauge employee engagement is our worldwide employee satisfaction survey, 'Together for the best', drafted in ten languages. We have conducted this survey every two years since 2012, evolving over time by integrating new and important themes as they arise. In the 2023 survey, for example, we are adding inclusion and the promotion of inclusion in all our activities.

Not only have employee response rates been consistently high over the years (with 88% in 2020), we are also **proud to see continued positive ratings** on our employee engagement. We express these ratings in the People Performance Index (PPI), which covers the following key engagement dimensions:



Trust



Connectedness



Pride



Challenge





After each survey we analyse the results and develop action plans that are adapted locally as needed. For instance, the 2020 survey had an 83% PPI score and based on the feedback we received, we identified general priority areas for concrete improvement actions. These actions include:

- making life easier for employees through the introduction of **digital tools and training** people on how to use them.
- recognising ideas and supporting **actions that lead to innovation** by promoting direct contact between management and team members.

Act 3 Safety at work

We work and train hard to make safety a second nature to everyone working at Reynaers Group. Communicating our safety performance transparently on all company levels, we want to make it clear that safety stays **the number-one priority**.



Safety champions

As part of our ISO 45001 efforts, we established a team of 'safety champions' to further improve employee safety. This working group consists of local safety experts who get together four times a year to discuss and initiate projects that improve safety in the working environment.



1. ISO 45001

We promote responsible practices to improve workplace safety in the 40+ countries where our employees work. These practices are strengthened by teams of experienced local safety experts.

In 2022, our operations at the Reynaers Campus in Belgium obtained the relatively new ISO 45001 standard certification, the most credible global standard for occupational health and safety (OH&S).

2. Safety dashboard

To ensure our approaches are adjusted where and when necessary, we closely monitor workplace safety data. In 2021, we went a step further and established a global safety dashboard including data from all our operations.

We register all types of incidents and analyse them for continuous safety improvement. Tracking data allows us to not only detect positive and negative trends but also to compare data between our sites. For example, we noticed a significant (29%) increase in accidents in 2021 compared to the year before, leading to 0.04 lost days per month per full-time employee on average. We also observed considerable differences when comparing workplace safety among our different sites.

Since 2020, two new KPIs were introduced:

- the number of accidents with at least one day of lost work;
- the total number of lost days due to accidents.

In the past, we only tracked safety data for our permanent employees. In the third quarter of 2022, we are stepping up our efforts to include temporary employees – a group that has grown considerably in recent years.

3. Further investment in safety management

To better support our local experts in addressing challenges and to exchange best safety practices across our operations, we are appointing a Group Health, Safety & Environment (HS&E) Manager in 2022. One of their first tasks will be to apply the same KPIs and evaluation approach in all our sites, while stimulating actions tailored to specific local needs.

Act 4 Reynaers for Community

We are a caring partner for all our employees and stakeholders. We want to positively impact society by supporting local and regional initiatives that improve the working and living conditions of people.

Since 2007, we have been supporting various social organisations. For instance, on our annual Community Day, Reynaers Group employees join local good causes to help them in their daily workings. In 2021, the Reynaers family initiated a broader philanthropic initiative called “Reynaers for Community”.

Reynaers for Community sponsors all kinds of organisations, either financially or through the expertise of Reynaers Group employees. We work together with various stakeholders to have a valuable impact on our direct and indirect communities, especially in the areas of employment, welfare, and the mental and physical health of people.

Giving back for a brighter future

At the end of 2021, Reynaers for Community reached out to charities all over Belgium that shape vulnerable individuals toward employment. We strongly believe that having a motivating job with a stable income is an assured way to protect people from poverty and related health problems.

46 nonprofit organisations applied. Four charities were ultimately selected and will receive financial support ranging from €10,000 to €40,000, which will help these organisations reach their goals more easily in 2022.



In 2022, we are supporting these four projects:

Filet Divers

Filet Divers is a connecting and empowering opportunity centre as well as a social grocery.

DUO for a JOB

DUO for a JOB puts unemployed young migrants in touch with local volunteers that share their professional experience to guide them towards a new job.

Rising You

Rising You is a welcoming professional rock climbing club. They invite amateur climbers to turn their hobby into their profession and help companies find driven and well-trained “height potentials”.

YouthStart

At YouthStart, young people get to know themselves better during a free eight-day training course. The aim of the course is to let participants discover which direction they want to take in life so they can choose the study or job that fits their needs best.



Together for better:

How we make an **impact** together

“The mini-MBA programme at Reynaers Group has been a great opportunity to exchange ideas with colleagues from different departments all over the world. The diversity in expertise and perspectives has led to various interesting insights. A proper balance between academic models and real-life examples enabled us to create solid, straightforward concepts very quickly.”



Nina Timmermans

Sales Manager Projects Reynaers Aluminium
Belux

Let us be a caring company





Our contribution to UN Sustainable Development Goals

Our sustainability strategy supports the implementation of the Sustainable Development Goals (SDGs) that were approved by the United Nations in September 2015. Although the SDGs are directed primarily at governments and countries, the achievement of these goals will depend greatly on businesses because of their innovative spirit and extensive ability to make investments. As such, we took the SDGs into account during the drafting of Reynaers Group’s Sustainability Strategy.



Let us contribute to more sustainable buildings

Expanding certification on thermal performance

SDG # 11

We are constantly expanding the number of Passive House certified systems and solutions carrying other ecological performance labels such as Minergie within our product range.

Integrating sustainability information in our digital tools

SDG # 11

Our up-to-date BIM models and new digital passport will offer valuable sustainability information and relevant product data, easily available to all our trusted partners.

Guiding partners towards a holistic sustainability approach

SDG # 11

We train our partners on how to use our products holistically to help them design sustainable buildings. Natural ventilation and light, thermal insulation and solar gains are of key importance.



Let us develop circular products

Cradle to Cradle® certification

SDG # 12

We offer Cradle to Cradle Certified® solutions in all product categories: windows, doors, sliding doors and curtain walls. In the coming years, we will expand and improve our C2C Certified range even more.

Product material passport

SDG # 12

By 2024, we will have developed detailed product passports that hold all the necessary information on material composition, maintenance, and disassembly of our systems.

Recyclability

SDG # 12 17

We are investing in our product designs to improve our systems' recyclability, all while partnering up with expert organisations in the field.



Let us reduce our ecological footprint

Reduce CO₂ emissions in our operations (Scope 1 & 2)

SDG # 13

We are committed to reduce our direct CO₂ emissions by 46% by 2030.

Reduce CO₂ emissions in our value chain (Scope 3)

SDG # 13

We are committed to relatively reduce our indirect CO₂ emissions by 55% by 2030.

Invest in environmental management systems

SDG # 13

We will keep investing in environmental management systems such as ISO 14001 and ISO 50001 to limit our energy consumption as much as possible.



Let us be a caring company

Lifelong learning and personal growth

SDG # 3 4

We want our employees to have every opportunity to develop and offer training for their jobs, as well as training in skills that help them grow as a person.

Growing together in a great place to work

SDG # 3 8

We care for our employees' well-being and use surveys to get to know their needs and act accordingly.

Safety at work

SDG # 3 8

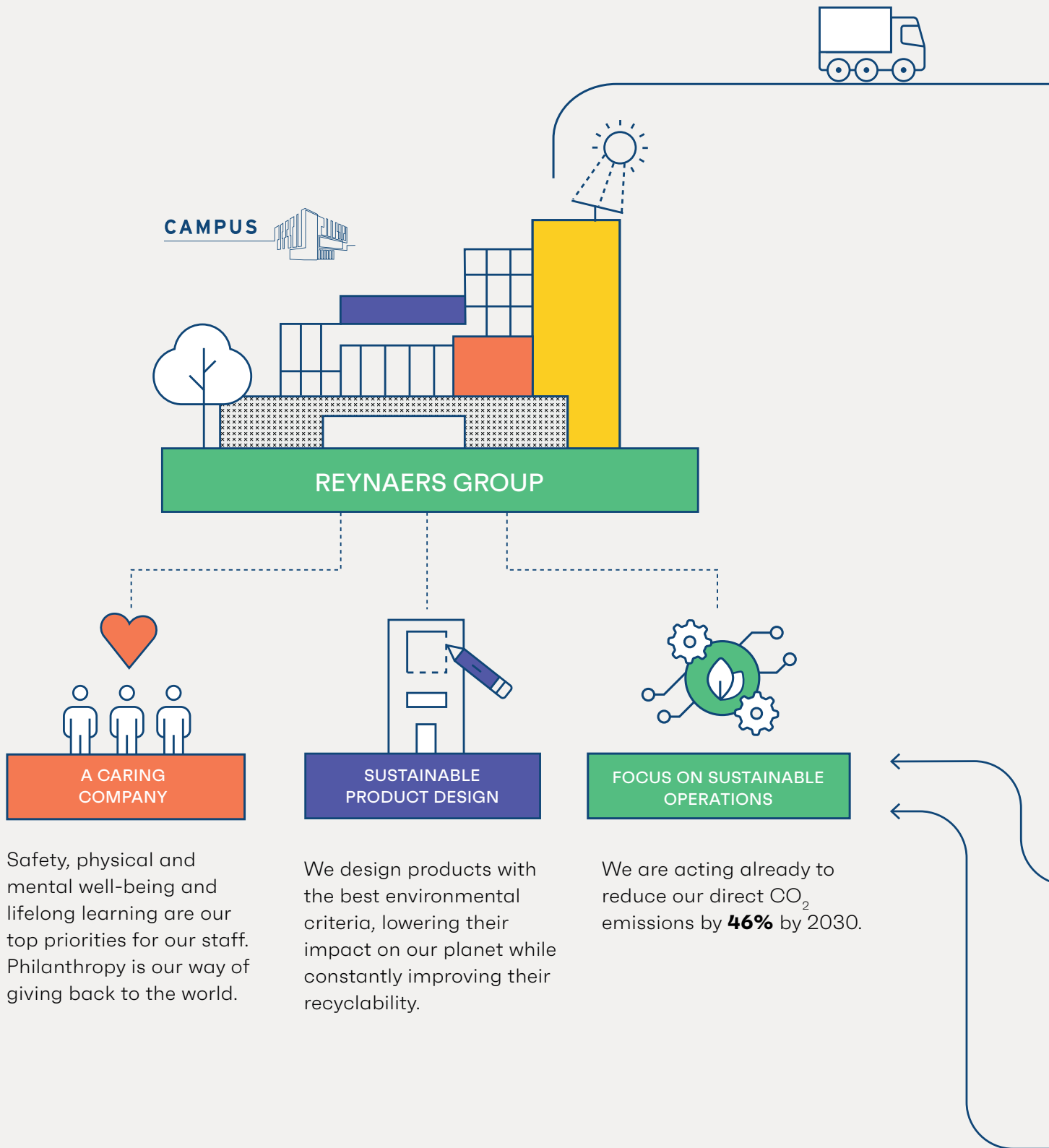
Safety stays our number one priority and is considered a top management responsibility.

Reynaers for Community

SDG # 1 3 8

We are a caring partner for our entire community and want to realise a positive impact on society every day.

Together for better





INSPIRING OUR BUSINESS PARTNERS

We support our construction community in the creation of sustainable, energy-efficient buildings with training and information.

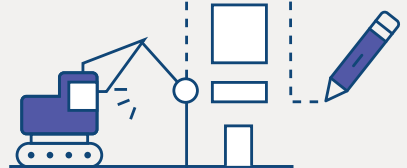


SUSTAINABLE BUILDINGS

We improve the energy efficiency, comfort, safety and long-term durability of buildings by guiding our business partners towards the right products for the right use.



We will provide product passports for our systems to ease traceability, maintenance and recyclability, including end-of-life data. This is one way we make it easier to recycle our product materials, such as aluminium and steel.



END-OF-LIFE OPTIMISATION THROUGH DESIGN



SOURCING LOW-CARBON ALUMINIUM AND STEEL



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We source low-carbon materials. With the right mix of primary low-carbon and recycled materials, we are set to relatively reduce our indirect emissions by **55%** by 2030.

