



ROBBERECHTS

Versie 5, 28/09/2026

## THE POLICY AT ROBBERECHTS

Robberechts develops and produces contemporary office furniture for project furnishers, dealers, companies, and public institutions in Western Europe.

As a family business, now led by the 5th generation, we place great importance on our social responsibility. People, environment, and society go hand in hand with quality and economic growth. Together, these form the foundation of the sustainable policy of Robberechts and Ervo Projects, hereafter referred to as Robberechts in this policy statement.

To emphasize the importance of sustainable business practices, we are a member of the UN Global Compact and endorse its 10 principles.

### HUMAN RIGHTS

Principles 1 and 2: We are committed to inclusion and non-discrimination, respect all religions, and contribute to gender equality, equal opportunities, and the protection of human rights.

### LABOUR

Principle 3: We uphold freedom of association and the right to collective bargaining.

Principles 4, 5 and 6: We reject all forms of forced labour, child labour, and discrimination in employment and occupation, contributing to fair working conditions and the reduction of inequalities.

### ENVIRONMENT

Principles 7, 8 and 9: By taking responsibility for the safety and health of our employees and by providing appropriate education and training, we promote a culture of environmental responsibility and support the development and dissemination of environmentally friendly technologies.

### ANTI-CORRUPTION

Principle 10: We combat corruption in all its forms by integrating ethics and integrity into our corporate culture and collaborating with stakeholders who share our values.

Our policy and its implementation are continuously developed and improved. To this end, we use management systems such as ISO 9001 and ISO 14001, respectively for quality and environment, in order to remain compliant with customer requirements. The same management structure is maintained for occupational safety, the well-being of our employees and the definition, implementation, monitoring and evaluation of all our sustainability efforts. The policy is evaluated and adjusted annually. Belgian and European legislation also provides a basis for the necessary adjustments to ensure and maintain compliance.

A policy is only efficient if it is supported by everyone within the company. Our employees are therefore involved, where possible and relevant, in defining our annual objectives. For each component, persons responsible have been appointed for the implementation of the policy and the execution of the





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objectives. The policy is publicly available on our website. A copy of the policy statement has been signed by all employees.

Our policy and objectives are assigned to a number of categories, which we explain in more detail below. A good relationship with all our stakeholders and sustainable partnerships are self-evident to us and form part of our DNA.

We commit ourselves to maintaining or achieving our objectives in the short or medium term and to making the necessary resources available for this purpose.

### HIGH-QUALITY, SAFE, SUSTAINABLE AND ERGONOMIC PRODUCTS

As a manufacturer of office furniture, we closely follow new trends and, through our R&D department, focus on the development of new products and technologies. The latest ranges of office furniture focus on ergonomics, which is reflected in sit-stand desks and comfortable, flexible workplaces that can be adapted to different users.

Our products carry the French ecolabel NF Environnement, which guarantees that they have less impact on the environment while still being equivalent to other products on the market.

We continue to innovate in comfortable, ergonomic, attractive, energy-efficient and safe products.

Our finished furniture is tested by the German certification body TÜV SÜD and the French FCBA.

The furniture complies with Belgian, Dutch and European standards:

- For our desks, these are:
  - DIN EN 527-1, DIN EN 527-2 and NPR 1813.
- For the cabinets and drawer units:
  - DIN EN 14073-2, DIN EN 14073-3 and DIN EN 14074. In time, DIN EN 14073-2 and DIN EN 14073-3 will be replaced by DIN EN 16121 and DIN EN 16122.

The sales director is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Continue to innovate and respond to trends, new standards and requirements.
- Increase the reparability of our office furniture to 95% by 2030 compared to 2020.
- Further improve the energy efficiency of our sit-stand desks by 10% by 2030 compared to 2020.
- Increase the recyclability of our office furniture to 90% by 2025 and to 100% by 2030 compared to 2020.
- Cooperate with suppliers that endorse ILO conventions.  
100% of suppliers outside Europe by 2030.





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- Complaints relating to the quality and safety of our products to remain below 2% of all delivered products on an annual basis.
- Continuous monitoring and improvement of our quality through conformity with ISO 9001.
- Inform consumers about the impact, composition and safe use of our products by means of an LCA, a material passport, assembly and disassembly instructions and a user manual.

### CARE FOR HUMAN CAPITAL

Our employees are important, and we therefore consider it self-evident to provide a safe working environment and to pay the necessary attention to the physical and psychosocial well-being of all employees. A dynamic risk management system forms the basis of our prevention policy and is supported by both the internal and external service for prevention and protection at work.

Since 2023, we have committed ourselves to paying at least the living wage, and this to 100% of our employees. A transparent wage policy has been drawn up under the name MINIMUM WAGE – LIVING WAGE – ROBBERECHTS WAGE.

Career planning and growth opportunities are part of our culture and offer opportunities to everyone who wants to further develop their abilities, both on a technical or task-related level and in terms of personal development.

Through appropriate education and training, we ensure that people can continue to develop and remain committed to a better-functioning company. We value the different educational levels of our employees and strive for a diverse and inclusive workplace.

Open dialogue and good cooperation with the trade union are essential. Trade union representatives know what is happening on the shop floor. As the voice of our employees and defenders of their interests, their role is crucial in maintaining an optimal relationship between employer and employee.

Not only our own employees are important; we also look after the employees of our stakeholders. Respecting human rights is an important part of this.

The person responsible for Finance & HR is responsible for the policy, the implementation and the execution of the established objectives. The HR manager, together with the prevention advisor, is responsible for monitoring legal and other relevant requirements relating to well-being and occupational safety.

Our commitment:

- Fair and equal pay for men and women, with less than 2% wage difference between equivalent positions/seniority.
- Safe working conditions; we strive for zero occupational accidents and, in any case, for fewer than the sector average, both in terms of number and in terms of severity and frequency rate.
- Necessary attention to health, physical and mental well-being, and reducing absenteeism to below 3% by 2028.



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- Periodic inspections of all work equipment in accordance with the legal framework.
- Installation of CPEs, Collective Protective Equipment, and provision of PPE, Personal Protective Equipment, to guarantee employee safety.
- Training offer for all employees, with an annual offer of 40 training hours per FTE from 2026.
- Creating a healthy and pleasant working environment with sufficient attention to work-life balance.
- Maintaining or increasing the offer for employees with a distance to the labour market.
- Right of association for all employees, monthly consultation with trade union representatives and the Committee for Prevention and Protection at Work.

**NATURAL RESOURCES – SUSTAINABLE PURCHASING**

We have four categories of raw materials: steel, wood, plastics and coating materials.

Steel has been produced for decades using a large amount of recycled material. We use steel with the highest possible degree of recycled raw materials without compromising quality.

Wood in particular deserves the necessary attention. For the production of our desktops, we choose wood from sustainably managed forests. Sustainable forest management means using forests in such a way that their biodiversity, productivity, regeneration capacity, vitality and potential are preserved now and in the future, so that forests can continue to fulfil ecological, economic and social functions and no damage is caused to ecosystems. The wood we use consists of 70% to 90% softwood and a maximum of 8% hardwood.

For our plastics, the preference is for recycled plastics wherever possible. Our own R&D department investigates various possibilities in terms of product use, quality and recyclability.

Across the entire chain, from purchasing through production to finishing, we strive for optimal use of materials. For the processing of steel and wooden panels, we have adequate optimization software so that a minimum amount of material is lost. In our paint lines, products are powder-coated using spraying robots. This process ensures perfect layer thickness, consistent finishing quality and optimal use of raw materials.

Sourcing new, sustainable raw materials is part of our strategic purchasing policy.

The director of production and purchasing is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Only use wood from sustainably managed forests with the PEFC label.  
100% of the wood used with PEFC label, PEFC | 07-31-295.
- Take responsibility in the chain by being PEFC certified ourselves.





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- Increase the recycling rate in the steel used by 10% by 2030 compared to 2020.
- Increase the use of recycled plastics by 10% by 2030 compared to 2020.

For packaging, we follow the PPWR (Packaging and Packaging Waste Regulation). As we are not packaging producers ourselves, we work with suppliers who comply with the regulations and can provide us with the necessary product data sheets and declarations of conformity. The regulation will gradually impose requirements on producers until 2038, and we are committed to monitoring compliance with our suppliers at each stage.

### CIRCULAR ECONOMY

Circular economy is inextricably linked to Robberechts' policy.

The 10 R principles of a circular economy — Reuse, Recycle, Repair, Rethink, Reduce, Repurpose, Refuse, Recover, Remanufacture and Refurbish — are part of our strategy and are taken into account in the development of new products. All our office furniture is designed to be demountable and repairable.

In addition to our efforts to use as many recycled materials as possible, we also focus strongly on reducing waste and optimizing our waste streams so that reuse and recycling are possible.

We work together with third parties for the collection of old furniture. They are specialists in the reuse and refurbishment of office furniture.

The director of production and purchasing is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Use of recycled material such as clothing in 95% of our panels by 2030 compared to 2020.
- At least 95% of waste streams are recycled; we aim to increase this percentage to 98% by 2030 compared to 2025.
- Use of particle board consisting of at least 79.1% recycled wood.
- 100% of particle board residues are taken back by the producer and reprocessed.
- Cooperation with partners to give office furniture a new purpose. 10% more reuse through partners by 2030 compared to 2020.
- Further reduce packaging by 5% per year.
- Only use packaging made from recycled material that is 100% recyclable.
- Each product has a material passport indicating the amount of recycled and recyclable materials.
- Recycling of powder residues, at least 98% by 2030.
- Optimization of waste streams according to the waste hierarchy, the Lansink ladder.
- All parts, including wear parts, remain available at the consumer's request for up to 10 years after production of the product range has been discontinued.





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## WATER, SOIL, AIR, LIGHT, NOISE

Our activities do not cause light, noise or odour nuisance and no significant air pollution.

At Robberechts, we apply various measures for water saving and environmental protection in our production. We collect rainwater in a 600 m<sup>3</sup> buffer basin and use it in our production process. Our environmental management system according to ISO 14001 focuses on good environmental performance, including water management. Monthly reports and analyses of gas, water, electricity and waste help us to use these resources consciously.

With our environmental management system, which complies with the ISO 14001 standard, we aim for good and demonstrable environmental performance for soil, water, air and noise. We systematically implement a range of environmental management techniques to contribute to optimal results for all parties involved.

The environmental coordinator is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Periodic evaluation of all environmental risk analyses.
- Reduce mains water in processes to 10% by 2030 and 0% by 2035 compared to 2020.
- Reduce mains water for sanitary facilities by 1% per year.
- Maintain comprehensive water accounting with embedded control mechanisms.
- Minimal discharge of wastewater that complies with the applicable discharge standards.
- Ultrasonic inspection to detect compressed-air leaks.
- Invest in new technologies to reduce environmental impact.
- Monitor any air pollution in the event of changes in legislation or in the production process, taking appropriate action where necessary.
- Limit the use of hazardous products to a minimum and, where possible, replace them with non-hazardous alternatives without jeopardizing the quality of our products. Reduce the use of hazardous products by 20% by 2030 compared to 2020.
- Increase water reuse by 5% by 2030 compared to 2020.





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## ENERGY AND CLIMATE

With a strong focus on sustainability, we strive to minimize our energy consumption. Our approach includes careful analysis of data, enabling us to make targeted investments that have maximum impact.

In recent years, we have already made strong efforts to reduce our energy consumption and our emissions. The basis for these investments and decisions is the annual Carbon Footprint, which is carried out by an external party.

Emissions have already been drastically reduced in recent years. In 2025, we measured a reduction of 59% compared to 2015, the year in which our first calculations were carried out.

As a result, our reduction opportunities are decreasing, which however by no means means that we will no longer make efforts.

The director of investments and engineering, together with the managing director, is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Use only 100% green electricity.
- Use only 100% green gas.
- Reduce relative gas and electricity consumption by 10% by 2035 compared to 2015.
- Remain fully CO<sub>2</sub> neutral for scope 1 and 2.
- At least meet the climate ambitions of the European Green Deal = 55% reduction of our emissions by 2030 compared to 1990.
- Climate-neutral by 2050.
- Electrification of the vehicle fleet, 75% by 2028, 100% by 2030.
- Reduce relative CO<sub>2</sub> emissions by 3% per year, with 2015 as the base year.
- Commitment to green transport through partners, with only 100% CO<sub>2</sub>-neutral transport targeted by 2030.
- Invest in charging infrastructure, increasing to 8 charging stations by 2030.
- Research into the possibilities of switching from gas to other renewable energy sources.





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### ETHICS

At Robberechts, we attach great importance to ethical business conduct and strive for a just, peaceful and inclusive society.

This means that there must be no conflicts of interest, fraud and money laundering are not tolerated, and price agreements with competitors are prohibited. Breaches of the ethical policy or the Robberechts Ethical Code are sanctioned. We endorse all seventeen Sustainable Development Goals of the United Nations and report annually on our efforts through a sustainability report, reporting to our stakeholders on the 5 Ps: People, Planet, Peace, Partnership and Prosperity.

We apply strict guidelines for collaborations and never do business with companies involved in child labour, modern slavery or human trafficking. These values are fundamental to our operations and reflect our commitment to promoting fair and humane working conditions worldwide. In return, we apply a correct payment policy according to the agreements made, through an automated accounting system.

Proper management of confidential and personal information, including intellectual property, is essential to the success of Robberechts, its customers and its dealers. We process, collect and secure confidential and personal information in accordance with European regulations. This includes implementing appropriate administrative, physical, technical and organizational measures.

The network and system administrator, together with the director of production and purchasing, is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- We act according to the 10 principles of the UN Global Compact, which are based on the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.
- We ask all our stakeholders to endorse the Robberechts Ethical Code. By 2030, we expect 100% of our customers and suppliers to sign the Robberechts Ethical Code.
- All our suppliers of raw materials and all significant suppliers of goods and services are subject to an extensive supplier questionnaire followed by a supplier assessment.
- A whistleblower procedure is active for our own employees and third parties. The target remains zero reports per year.
- Protection against cybercrime according to the best available methods. We strive for zero successful hacking, ransomware and malware attacks. Through training and awareness-raising, we aim to achieve a reduction of 75 successful phishing attempts by 2030 compared to 2020.
- We strive for a working environment where there is no place for racism, violence, discrimination, fraud or bullying. Our annual objective is zero reports relating to breaches of our ethical code.
- 100% of employees are familiar with the Robberechts Code of Ethics, which also includes rules on bribery, fraud and the acceptance of gifts.





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## OUR SOCIETY

As a company, we have a responsibility towards people, the environment and society, and we take that responsibility seriously. The basis for this has already been explained above. We are affiliated with various organizations in order to acquire knowledge and share experience, but also to represent the interests of the sector in the broadest sense.

The managing director is responsible for the policy, the implementation and the execution of the established objectives.

Our commitment:

- Consultation with all our stakeholders in order to achieve objectives individually or together. Personal consultation with at least 25 of the most important stakeholders on an annual basis.
- Continue to create local employment and economic growth, with at least 90% of our employees from the region.
- Cooperation with organizations that work to strengthen developing countries so that they can become self-sufficient and self-reliant.
- Share knowledge by offering internships, workplace learning and other initiatives, 3 initiatives per year.
- Continue to share and gather knowledge and experience through membership and active participation in various sector, network, knowledge and employer organizations, with at least 10 active participations per year.

28/09/2026, Olivier Robberechts (CEO)

