

Our path to continuity and well-being.

Van Hoescke - company profile - 2023

The image shows a close-up of the Van Hoescke logo mounted on a building's facade. The logo consists of the words "VAN HOESCKE" in a bold, white, sans-serif font, with the letters raised from a red, triangular-shaped background panel. The building's facade is made of light-colored, rectangular panels. The scene is set against a clear blue sky, with green foliage from trees visible in the foreground and background, partially obscuring the building and sky.

VAN HOESCKE



Van Hoecke was founded by Luc Van Hoecke because he was keen to satisfy the needs of his customers. With his own company, he could serve them better and faster. This philosophy lives on even today. Customer focus, speed and innovation are focal points in our organisation and provide the drivers behind our growth.

Business continuity across the generations is our absolute priority. For this reason, we wish to take care of those who are close to our family business. This can range from contributing to a healthy environment in Sint-Niklaas, supporting colleagues, helping customers to work more efficiently or ensuring a transparent policy for our partners.



Positive
basic attitude



Respectful
treatment



A planned
approach



Energetic
processes



Absolute
sincerity

Our values

HELLO WORLD!

Our sustainability strategy





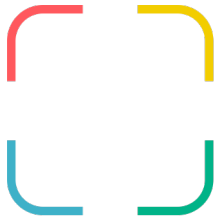
**HELLO
CUSTOMER**

**HELLO
PEOPLE**

**HELLO
WORLD**

**HELLO
PARTNER**

Summary of
our **stakeholders**



For us, responsible business means creating well-being for everybody. That means: for our customers, colleagues, the community and our partners. By entering into dialogue with these parties, we can understand what is important and how we can contribute to their well-being. Our Hello strategy brings all these pillars together and focuses on these four stakeholders.





Sustainable development goals (SDGs) as a guide

Customers, colleagues, partners and the community; we like to put them all first in everything we do as a company. We have been working on the initiative for a while, however, the sustainable business process from VOKA has given us an extra helping hand. Every year we prepare an action plan tailored to our company. These are then judged by an external jury. When successfully implemented, we will be recognised by the United Nations.

- › Voka Charter Sustainable Business is an official partner of [UNITAR](#) and [Cifal Flanders](#). Companies can work incrementally on sustainability to receive **internationally recognised certificates** from UNITAR.
- › Through step-by-step engagement, you can become an **SDG Pioneer**, **SDG Champion** or even an **SDG Ambassador**. Each certificate has certain requirements that must be met.

Summary of
our **CSR activities**





Our CSR activities



ENERGY

- › BEN buildings
- › 100% green energy
- › Green heat
- › *Green cooling*



PACKAGING

- › Efficient design
- › Reusable packaging
- › Sustainable packaging materials
- › *Cardboard pallets*



BIODIVERSITY

- › Green business site
- › Optimisation of rainwater use
- › Litter



WASTE REDUCTION

- › VLAREMA compliant
- › Wood waste becomes biomass
- › Recycling ICT material
- › *Recycling wood waste Unilin*



EMPLOYEES

- › Health and exercise at work
- › Autonomy and flexibility
- › Lifelong learning through Van Hoecke Academy
- › Ergonomics and safety on the work floor



TRANSPORT

- › Bicycle policy
- › *Electrification of vehicle fleet*
- › *Partners*



PRODUCT

- › Mass-customisation
- › Life Cycle Analysis
- › *Circular sheet material Circular Matters*
- › *Materials Passport*



MEASURING AND REPORTING

- › CO2-neutral
- › *Science-based targets*
- › *CSRD*



LEARNING NETWORK

- › *Knowledge centre Cocon - Sint-Niklaas*
- › *Flanders Circular*
- › CSR working group Bepasin

Achieved & implemented
In progress
Defined objective



ENERGY

- > **BEN buildings**

- > Our newest office buildings have deliberately been made **BEN buildings**. These are almost energy-neutral, so they consume virtually no energy for heating, cooling, ventilation and hot water. The necessary energy is also obtained from green energy sources.

In addition, in our other buildings, we have optimised cooling and heating methods to reduce energy dependence →



ENERGY

- > **100% green energy**

- > We are actively and increasingly promoting the use of **green energy**. We try to generate as much electricity as we can for ourselves but, for the electricity we do still take from the grid, we have entered into green power contracts. With the planned expansions, by the end of 2023 we will cover 3,310m² of our roofs with solar panels and generate 610,000kWh. This will allow us to supply 16% of our energy consumption ourselves. That corresponds to the annual consumption of 180 families.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



ENERGY

- > Green heat
- > Green cooling

- > For **heating and cooling**, our BEN buildings use green heat and cooling via a Geothermal installation.
- > In our production we have about 950 tons of residual streams with **wood waste and wood dust** every year. Every year we use 400 tons of wood waste and 150 tons of wood dust to heat our buildings. For this purpose, the wood is shredded and burned in the biomass boiler in an efficient and safe way. The addition of 4l AdBlue per hour allows us to keep this combustion as clean as possible.

Gas consumption used to be our biggest consumption item in the carbon footprint. Thanks to this way of working, we have reduced our gas consumption by 50% to an annual consumption of 470,349 kWh in 2022.

- > **Free cooling** provides natural ventilation of our warehouses during the summer months, where cool air is drawn in at night and warm air is removed.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



TRANSPORT

- > Bicycle policy
- > *Electrification of vehicle fleet*

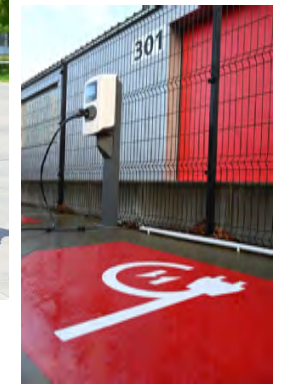
We focus on a more sustainable fleet of vehicles, thanks to substantial efforts in electrification. Using our cafeteria plan, we give our employees access to the best hybrid and electric vehicles.

Bicycle policy:

- > (Electric) bikes can be leased in the cafeteria plan
- > Initiatives such as bike-to-work day, bike caravan
- > 30% come to work by bicycle

Electrification of vehicle fleet

- > Currently running tests with an electric VITO, the roll-out of electrification of our passenger cars is underway
- > All rolling stock (warehouse and production) is electric
- > We continually invest in expanding our charging infrastructure:
 - > 11 charging stations 1 quick charger



Achieved & implemented
In progress
Defined objective

[Back to overview of CSR actions](#)



TRANSPORT

> *Partners*

- > We are aware of the impact of our transports. On average, 19 fully loaded trucks leave our premises every day; this equates to 4,368 trucks annually. We strive for a **future** where, in addition to passenger transport, the emission levels for the delivery of our goods are greatly reduced or preferably **zero-emission**.

We prefer collaborations with **local, long-term partners** and are in constant dialogue with them regarding their steps in electrifying their trucks or vans.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



PACKAGING

> Efficient design

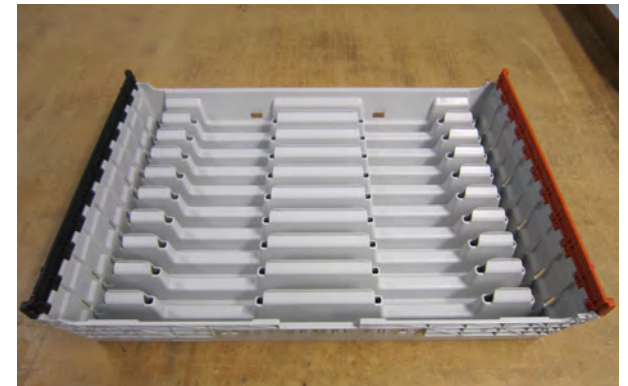
- > We reduce our packaging material as much as possible through **efficient design** but we also want to continue to guarantee the quality and safe delivery of our products.



PACKAGING

> Reusable packaging

- > For internal transport we use reusable packaging and, where possible, we also offer it to our customers.
 - > Blum ecopacks for runner systems
 - > Blum ecopacks for sides
- > In 2022, as many as 137,447 ecopacks went back and forth between us and our customers
 - > 28% of our runner systems purchased in ecopack
 - > 15% of our sides purchased in ecopack



Achieved & implemented

In progress

Defined objective

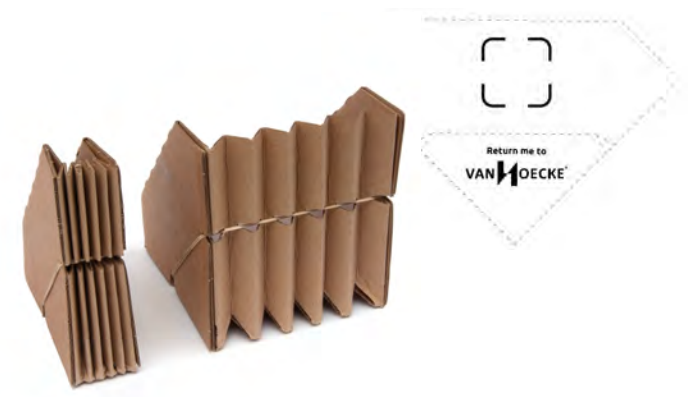
[Back to overview of CSR actions](#)



PACKAGING

> Sustainable packaging materials

- > We are conscious of the impact of the **packaging materials** we use. That is why we choose the easily **recyclable cardboard** that we purchase in Belgium to reduce transportation miles.
 - > Isomo has been replaced with cardboard spacers or protective corners
 - > Our wrapping film is low density polyethylene so we save about 4500 kg of plastic annually. This 20% savings brings our current plastic consumption to 15 824 kg.



PACKAGING

> Cardboard pallets

- > We are testing out new, sustainable alternatives. For example, we currently have a **pilot project** underway with one of our export customers where we deliver their goods on **cardboard pallets**. This can provide CO2 savings of around 50% compared to a single-use wooden pallet.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



PRODUCT

- > **Mass-customisation**

- > Our **product range** is curated carefully, with a focus on **top quality**. Mass Customization has allowed us to differentiate ourselves and set a new standard within the industry. Furthermore, this production method is at the heart of our CSR story. We produce only those pre-assembled drawers that have already been sold to our customers. As a result, we have **no stock of finished products** and we save a lot of materials and avoid unnecessary waste.



PRODUCT

- > **Circular sheet material Circular Matters**

- > For our **sheet material**, **tests** are underway with new, **alternative materials**.
 - > We are looking at recycled sheet options from our existing suppliers.
 - > In collaboration with Circular Matters, we are helping to support the development of bio-based boards made of residual streams such as coffee grounds, roadside grass and beer pulp. We will then look at how this material can be applied in the production of our drawer systems.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



PRODUCT

- > Life Cycle Analysis

- > We carried out a **life cycle analysis of TA'OR BOX** to see what impact (CO2 emissions, water consumption, land use) our product has throughout its life cycle. The results will be incorporated into the creation of an EPD.

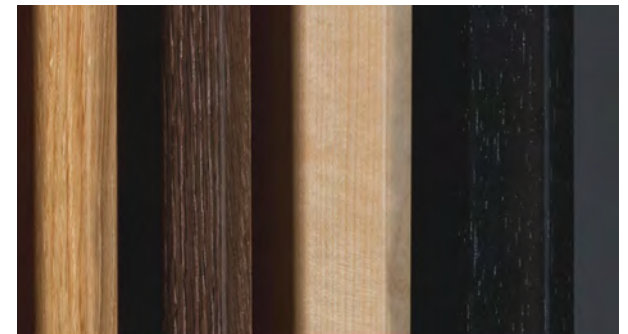
We also link in an action plan to make our product more sustainable, with the ambition of obtaining a certified carbon-neutral product.



PRODUCT

- > **Materials Passport**

- > We want to provide our products with a **materials passport** so that there is transparency about the materials used and recycling can be optimised at end-of-life. In 2024, we will begin the development for TA'OR BOX.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



BIODIVERSITY

- > Green business site

- > Where possible, we are committed to a **green business site**:
 - > 4,500 m² flower meadow
 - > Trees that must give way to expansion are not cut down but relocated
 - > Beehive on our site



BIODIVERSITY

- > Optimisation of rainwater use

- > We make optimal use of **rainwater**
 - > In new buildings and in Production, we use rainwater for flushing toilets
 - > Wadi water management: Rainwater on our site is collected and drained into a soft-soil zone where it is given time to infiltrate into the soil.



Achieved & implemented
In progress
Defined objective

[Back to overview of CSR actions](#)



BIODIVERSITY

> Litter

- > We set up a litter campaign which involved litter picking in our business park.

With about 35 colleagues, we picked up 50kg of litter during the lunch break. In addition, our colleague Kurt collects two bags of litter daily for his shift.

To expand this action, we want to look at organising it more than once and getting other businesses involved.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



MEASURING AND REPORTING

> CO2-neutral

- > Since 2015, we have been mapping our carbon footprint and setting our incremental reduction targets. The goal is to be climate neutral by 2050.
- > With our efforts, we have managed to reduce our carbon footprint by 30% since 2015 from **840 to 594 tons of CO2**. This saving is equivalent to the annual emissions of 123 gasoline cars.

We offset the CO2 we currently still emit from our operations by investing in the Ghana Cookstoves project. As a result, we have been able to call ourselves **carbon-neutral** for 3 years.



Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



EMPLOYEES

- > Work life balance

- > We pay a great deal of attention to the daily **balance** between **work and home**:
 - > Flexible working hours
 - > Working from home
 - > Relaxation opportunities during breaks



EMPLOYEES

- > Health and exercise at work

- > We organise and support different relaxing, **sporty and team-building activities**, such as:
 - > VH Cup
 - > Sports sessions
 - > Football competition



Achieved & implemented
In progress
Defined objective

[Back to overview of CSR actions](#)



EMPLOYEES

- > **Autonomy and flexibility are encouraged**



EMPLOYEES

- > **Lifelong learning through Van Hoecke Academy**

- > We are putting even more effort into **shared leadership**:
 - > Besides continuous training in products, processes and systems, we also use SPARK to maintain the soft skills of every employee. With this training and coaching project, our employees develop their communication skills and establish methods for offering feedback to one another.
 - > Work focuses on new forms of collaboration



- > With the **Van Hoecke Academy**, we are committed to lifelong learning, a personal path that starts during onboarding.

As such, we not only focus on the development of our own employees and clients but also have a strong focus on collaborations with secondary schools and higher education.

Achieved & implemented

In progress

Defined objective

[Back to overview of CSR actions](#)



WASTE REDUCTION

- > VLAREMA compliant

- > We are aware that **clean waste streams** are important for high-quality recycling and are therefore committed to raising awareness on a daily basis. In developing our waste policy, we make sure we sort everything according to **VLAREMA standards**.



WASTE REDUCTION

- > Wood waste becomes biomass

- > In our production we have about 950 tons of residual streams with **wood waste and wood dust** every year. Every year we use 400 tons of wood waste and 150 tons of wood dust to heat our buildings. For this purpose, the wood is shredded and burned in the **biomass boiler** in an efficient and safe way. The addition of 4l AdBlue per hour allows us to keep this combustion as clean as possible.



Achieved & implemented
In progress
Defined objective

With absorption cooling, the same process will soon be used to cool the halls in the summer too.

[Back to overview of CSR actions](#)



EMPLOYEES

> Ergonomics & safety

- > We invest intensively in pleasant and **ergonomic workstations** and offices, which stimulate discussion:
 - > Ergonomic workstations
 - > Sit/stand desks
 - > Plants
 - > Layout/furnishings that encourage informal moments of consultation



Achieved & implemented
In progress
Defined objective

[Back to overview of CSR actions](#)

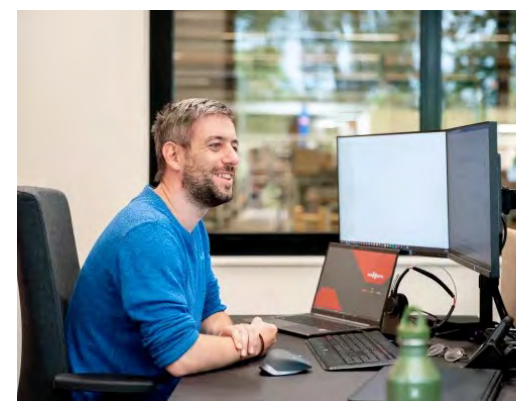


WASTE REDUCTION

> Recycling ICT material

- > We are aware of the impact of the use and **recycling** of our **ICT materials**. As a result, we optimise the life of our laptops and monitors internally as much as possible.

We also have a partnership with out-of-us. They collect ICT materials and provide optimal recycling or redistribution to underprivileged people. Moreover, they provide additional compensation by planting trees. In 2022, 104 kg of materials were thus recycled and 287 kg of materials reused. This amounts to a saving of 2,137 kg of CO2.



WASTE REDUCTION

> *Recycling wood waste Unilin*

- > Every year we have about 950 residual streams with wood waste and wood dust from our Production. Of this, 400 tons of wood waste and 150 tons of wood dust are used for heating. The other 400 tons are processed by a waste processor. Looking for ways to optimize our wood waste, we are partnering with Unilin to process our **sawing residues** in a circular way and optimize for high-quality recycling.



Achieved & implemented
In progress
Defined objective

[Back to overview of CSR actions](#)



PARTNERSHIPS

> *Embedded locally*

- > Van Hoecke wants to leave a **sustainable imprint** on Sint-Niklaas and the surrounding area, which is why we engage in various projects and organisations:
 - > We actively participate in shaping the circular hub Cocon.
 - > We work together with the local customisation company W-Technics on various assignments.
 - > We support the 'Hart Voor Waas' regional fund that, in turn, supports various charities.
 - > We will look for new partnerships through 'Bepasin', an organisation that connects businesses and entrepreneurs from the business parks in Sint-Niklaas.



Achieved & implemented

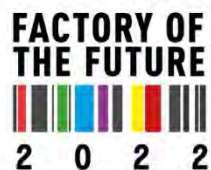
In progress

Defined objective

[Back to overview of CSR actions](#)



Proud winner of



- › Van Hoecke can call itself the first **carbon-neutral company** in Sint-Niklaas from 2020! Of course, it doesn't stop there; by 2024, we would like to reduce our own emissions by 60% compared to 2015.

- › We have now been crowned **Factory of the Future** three times. This award recognises the efforts we have made in the past to continue innovating with regard to processes, technology and people.

- › We also take responsibility for future generations and strive to make all our activities sustainable. We are thus **FSC®** (FSC C101763) and **PEFC™** (PEFC/07-31-266) certified. These international quality labels guarantee that the wood in our box systems comes from responsibly managed forests. Wherever possible, we use packaging that can be recuperated and, with Blum, we have a strong partner who has been working for decades to reduce the strain on the environment.



- › **SDG Pioneer certification** is recognised by the United Nations and rewards Van Hoecke for successfully taking action on the 17 Sustainable Development Goals (SDGs) for three years. This in the context of the Voka Charter for Sustainable Business.



- › As a member of BACA, **Belgian Alliance for Climate Action**, we are committed to setting Science-Based Targets to ensure that global warming is limited to 1.5°C.



- › Customers, employees, partners and society, we put say all first in everything we undertake as a company. Intuitively, we have been doing this for some time, but VOKA's sustainable entrepreneurship program helps us to do so. Every year we draw up an action plan tailored to our company. These are assessed by an external jury. When successfully implemented, we are recognized by the United Nations.



Blum CSR-actions

Our main supplier and partner Blum also undertakes various actions within the framework of Corporate Social Responsibility.



Blum
CSR actions



Blum CSR-actions



ENERGY

- › Reusing waste heat from processes
- › 100% Hydropower



PACKAGING

- › Efficient design
- › Reusable packaging - Ecopacks
- › FSC cardboard



BUILDINGS

- › High-rise building instead of low-rise building
- › High energy standard



PRODUCT

- › Long lifespan
- › Low-emission raw materials
- › Closed material circles e.g. steel
- › LCA
- › *Carbon free steel*



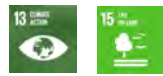
TRANSPORT

- › 32% of goods transportation by rail
- › Double load truck - 2 floors
- › Employee mobility policy
- › Internal transport between facilities with biogas



EMPLOYEES

- › Professional training
- › Internal training



BIODIVERSITY

- › Green roofing



MEASURING AND REPORTING

- › CO2-neutral
- › CSRD

Achieved & implemented
In progress
Defined objective

Sustainability Coordinator



Flore Callier

T +32 496 67 15 36

Flore.callier@vanhoecke.be

Belgium

Europark-Noord 9

B-9100 Sint-Niklaas

T +32 3 760 19 00

info@vanhoecke.be

The Netherlands

Schimminck 5

NL-5301-KR

Zaltbommel

T +31 418 569 060

info@vanhoecke.nl