

SUSTAINABILITY AT GRAFITYP

Word from our President & CEO

Houthalen, October 2020

Grafityp develops, produces and sells high-quality self-adhesive foil and films. We now have over 50 years experience of selling our products worldwide into various markets, this is still achieved with our core values of a family business, such as passion, know-how, flexibility and efficiency.

Together with our stakeholders, such as employees, customers and suppliers, we wish to continue to grow sustainably through the development of innovative products, our fundamental respect for people and the environment we all share. Because for Grafityp it is not only results that are important, but also the way we achieve them.

That is why we apply the highest standards in the fields of safety, environment and quality within our company. Grafityp, for example, has been ISO9001 and ISO14001 certified for many years already, but we aim to set the bar higher, much higher.

To this end, we have drawn up a sustainability policy in which the 17 'Sustainable Development Goals' (SDGs) of the United Nations are the starting point and compass. Even though Grafityp already contributes to certain aspects of all these 17 SDGs, we now focus on 10 SDGs in our policy, these are areas in which Grafityp can make a significant contribution.

In addition, our policy is based on three pillars that are harmoniously combined as follows:

1. **'People'**: our people are the beating heart of our company and without them we would not be where we are today. That is why we want to continue to take care of their wellbeing. But it's not only our people that are important, we also need to give strong consideration for our neighbours, suppliers and customers;
2. **'Planet'**: sustainable entrepreneurship is ensuring that your activities take place within the legal, ecological and socially responsible preconditions. We not only want to comply with all legal provisions, but also to excel in the areas that make a difference for us and our stakeholders.
3. **'Profit'**: sustainable entrepreneurship and profitability often go hand in hand. Innovation plays a crucial role within our sustainable growth. After all, innovation has been in the Grafityp DNA for more than 50 years, during our history we have received awards for our innovative products and as the most innovative company. With our many years of experience and our own dedicated R&D lab facility, we continue to strive to bring the latest innovations and most durable products to our customers. In this way we want to keep growing together.

We are very proud of our achievements over the years, however we also realize that sustainable entrepreneurship never ends. That is why we will continue to make a difference. Together with you we will continue to work on a sustainable Grafityp. Each and every day.

Herman Bosman
President of the Board

Patrick Nijs
CEO

Vision

"Grafityp develops and produces high-quality self-adhesive foils and films for sign making, digital printing and laminating and the automotive & decoration industries. These products are used and sold all over the world. We want to continue to grow sustainably together with our stakeholders, such as employees, customers and suppliers, by developing innovative products and with respect for people and the environment."

Grafityp Vision 2020

Sustainability strategy

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With this strategy, we have set ourselves ambitious goals for 2030, which are based on underlying action programs and are monitored with 'key performance indicators'. By periodically evaluating this policy and improving it where necessary, we are convinced that with this sustainability strategy Grafityp can make a significant contribution to the 17 'Sustainable Development Goals' of the United Nations.

<p>PEOPLE</p>	<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>5 GENDER EQUALITY</p> 	<p>10 REDUCED INEQUALITIES</p> 	
<p>PLANET</p>	<p>6 CLEAN WATER AND SANITATION</p> 	<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	
<p>PROFIT</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>17 PARTNERSHIPS FOR THE GOALS</p> 

Goals & actions

1. PEOPLE

Our people are the beating heart of our company and without them we would not be where we are today. That is why we want to continue to take care of their wellbeing.

However, it's not only our people that are important, we also need to give strong consideration for our neighbours, suppliers and customers.

Diversity & equal opportunities

- Grafityp strives for a diverse working environment in which everyone, regardless of age, gender, origin and orientation, is given equal opportunities. That is why we say 'NO' to racism and discrimination!
- In crucial positions within our company, such as shareholders, Board of Directors, Management Team,... men and women jointly determine the course of our company.
- We employ employees with different backgrounds, religions and about 10 nationalities within our Grafityp family.
- We only work with distributors worldwide who adhere to the same high standards and core values.

Healthy employees

- Within our Grafityp family we strive for healthy employees who feel good about themselves and their job. That is why the wellbeing of our employees is a top priority. We aim to prevent every work accident by means of risk analysis and preventive measures.
- We invest significantly in the improvement of our infrastructure, our work methods and our training in areas such as:
 - The renewal of our electricity, both low voltage and high voltage
 - Purchasing safer, environmentally friendly lifting and hoisting equipment
 - The installation of new, improved skylights in our production halls
 - The installation of new, better and energy-efficient LED lighting
 - The renewal and improvement of our fire detection
 - The renovation of our offices, with ergonomic work stations
 - The purchase of a potentially lifesaving AED
 - Setting up and promoting a bicycle lease formula for commuting
 - Organizing various internal and external training courses related to wellbeing
 - ...
- We organize a medical check-up for most of our employees and we provide a free flu vaccination every year. If employees are ill for a long time, we make every effort to improve their reintegration in the workplace. In the first place by maintaining regular contact with them and if necessary, by making other more suitable work available.

Attractive employer

- Our employees do not choose a job, but a career at Grafityp. That is why we offer our employees a competitive salary, supplemented with good fringe benefits and a pleasant working environment. Witness to this are the biennial meetings of the Grafityp family, which also include (former) employees and dealers. These events that can always count on a large attendance.
- Many employees enjoy the working environment of Grafityp, our history shows our average length of seniority is over 17 years, with 40% of employees working for Grafityp for over 20 years! In this area we are ranking considerably better than most, the average of seniority in Belgium is only around 10 years.

Being a sustainable partner

- Sustainable entrepreneurship goes further than our modus operandi. By listening to the needs of our customers and realizing new developments, we want to make the production and supply chain, of which we are part, more sustainable.
- In addition to our sustainable products, information and training, we also want to assist our customers in making good sustainable choices.
- We attach great importance to the needs of our customers and therefore invest as much as possible in personal contact. In the first instance this can be done by phone, but also by visiting them regularly, at our dealer meetings or at one of our exhibitions stands.
- We also want to provide our customers with maximum information, and that is why we focus on digitalization. We have developed a new website, adjusted our technical data sheets and are currently developing an app to propose the most suitable products.

2. PLANET

Sustainable entrepreneurship is ensuring that your activities take place within the legal, ecological and socially responsible preconditions.

We not only want to comply with all legal provisions, but also to excel in the areas that make a difference for us and our stakeholders.

Energy

- By 2030 we aim to reduce our primary energy consumption by 40% and to only use "green" energy. At the same time we want to reduce our overall CO₂ emissions by 40%.
- We want to achieve this by:
 - Installing 1236 solar panels, which together account for half of our electricity consumption, or enough to supply 150 families with electricity;
 - Reducing electricity consumption through the installation of skylights and new, energy-efficient LED lighting;
 - Further reducing energy consumption in our production by monitoring consumption, applying energy-saving measures and heat recovery where possible and feasible.

Mobility

- We encourage the maximum use of 'green' mobility by:
 - The installation of high-quality, efficient charging points for electric cars on our premises. Not only can our employees charge their vehicles here, but also our visitors can continue their journey with Grafityp green energy.
 - We only use electric lifting and hoisting equipment and systematically replace it with newer, better and more energy-efficient solutions.
 - Through our bicycle lease program we encourage our employees to come to work by bicycle as much as possible.
 - And from 2020 we will only purchase electric commercial vehicles.

Material management

- By thinking in a circular manner, we produce less waste and use fewer raw materials. In our factory we reuse and recycle various materials and consumables, such as casting paper and chemicals.
- That is also why we apply the Lansink ladder as much as possible to our waste: prevention, reuse, recycling, energy, incineration, landfill. For this purpose we made various investments and adjustments in our factory, continuously monitoring our raw material consumption and carrying out online quality checks to make adjustments where necessary
- We have an extensive, separate waste collection, so that we can apply the most sustainable processing method to each waste stream.
- Partly thanks to these measures, none of our waste stream is being processed without it first giving a useful application.

Water

- Grafityp deals with water management in a sustainable manner and does not discharge industrial wastewater. We recover and reuse rainwater at several sites around our production facility.

Supply chain

- We have also made various sustainable improvements in our supply chain:
 - All our packaging material is fully recyclable.
 - Grafityp has switched from white cardboard boxes to the classic, brown packaging, so that the cardboard no longer needs to be bleached. In addition, we only use FSC paper now for our new packaging.
 - We are doing tests currently to replace the plastic protective end caps of our roll with recycled plastic end caps.
 - To reduce the ecological footprint of the transport of our products, we ship simultaneously as much as possible. We also continue to assess any new sustainable transport options to get our materials to our customers.

3. PROFIT

Sustainable entrepreneurship and profitability often go hand in hand. Innovation plays a crucial role within our sustainable growth. After all, innovation has been in the Grafityp DNA for more than 50 years, during our history we have received awards for our innovative products and as the most innovative company. With our many years of experience and our own dedicated R&D lab facility, we continue to strive to bring the latest innovations and most durable products to our customers. In this way, we want to keep growing together.

Together with our customers and suppliers, we systematically improve our products and the way to apply our products as efficiently and sustainably as possible:

Grafityp Ecological Film

- Grafityp is a pioneer in the development, production and sales of PVC-free products. Our 'Grafityp Ecological Film' (GEF) for colours, laminates and digital print media offer a sustainable alternative to the more common PVC films.
- Some of the advantages of our GEF products are:
 - No plasticizers are used. This means that our GEF products are free of phthalates. Because some phthalates are toxic for reproduction, that means that they can have effects on development or reproduction, the European Union already puts forward a number of restrictions for the use of phthalates (e.g. forbidden in children's toys). Grafityp is offering a sustainable alternative.
 - Our GEF products are 100% chlorine free and can therefore be processed more environmentally friendly and efficiently.
 - Neither in our film, nor in the glue do we use any solvents.
 - The products come with a fire class 1 fire resistance, in accordance with BS476 – part 7.

Antimicrobial products

- The current Covid-19 crisis shows once again that good hygiene is indispensable. In numerous places where people gather, the chance of spreading bacteria and subsequent infection risk is very high. In order to limit this risk, we developed films for antimicrobial applications. These films can be applied on various surfaces, such as door handles, furniture, office desks,... and help to slow down the spread of bacteria.

Signage for safety, environment and economy

- Our products are applied in numerous locations and under different circumstances to inform, sensitize or warn people. They thus contribute to increased safety, durability and profitability.

Air escape

- It must be possible to apply our products safely, efficiently and qualitatively. We have taken several actions to this end:
 - We regularly provide trainings for our customers, to teach them how to apply our products in a sustainable way. In addition, we also provide various application videos on our social media.

- For the application of our products, we offer the right tools to our customers (e.g. squeegees with velcro strips).
- Air under a film is a nightmare for sign makers, which leads to loss of time and in some cases even to material failure. That is why we developed various products with *'air escape technology'*. Invisible, minuscule air channels in the adhesive layer allow the air to be pushed out and for air bubbles to be avoided.