

ESG Policy

The mission of Reddion Group is to aim to be the leading partner in delivering healthy, safe and energy-efficient ventilation solutions for the utility and industrial sectors, where air quality is decisive for people, process and building.

We attach great importance to a safe working environment in which people work together in a pleasant and respectful manner. We strive for a professional and reliable partnership with our suppliers, customers and other stakeholders. This creates ample room for entrepreneurship and innovation, stimulating both personal growth and the growth of Reddion Group as a whole.

We attach great importance to a sustainable society, both now and in the future. To give substance to this, we have the ambition to be a frontrunner in ESG within our sector and, over time, to remain at least on par with our peers.

Integrating our ESG strategy into our policy is of crucial importance in this respect. We strive for an integrated strategy in which both financial and non-financial business objectives are achieved. We are committed to an annual reduction of our CO2 emissions, and we actively engage with our suppliers, customers and other stakeholders to jointly give substance to this sustainability ambition.

Sustainability themes of Reddion Group

The greatest impact is made on the themes that are closest to the organization. For this reason, Reddion Group has identified its key themes on the basis of a double materiality analysis. Reddion Group will regularly reassess this analysis in response to changes in strategy and business model. The themes resulting from the analysis are:

- Climate change – reducing our carbon footprint and adapting to climate change
- Improving air quality – through our activities in installing air ventilation (systems)
- Circularity – recycling used materials, extending product lifetime and limiting waste streams
- Procurement with respect for people & environment – taking responsibility across our value chain
- Our own people – attracting and retaining employees through good terms of employment in an inclusive and safe environment
- Business conduct – a fair corporate culture, including protection for whistleblowers and paying a ‘fair share’ of taxes

Given the phased implementation of sustainability legislation in the coming years, our non-financial information flow will mature in stages. As this maturity develops, the policy will be given concrete substance, informed by the underlying data on Reddion Group's activities.

The specific building blocks supporting our ESG policy are structured as follows:

Good governance

The management of Reddion Group is committed to managing the organization responsibly and to taking the material ESG themes into account when making and implementing its decisions. Reddion Group acts within the applicable laws and regulations, including in the areas of safety, health, welfare and the environment.

Final responsibility for drawing up and implementing the ESG policy lies with the management of Reddion Group. The finance department is responsible for accurate, complete and timely (quarterly) reporting, tracking progress on the material themes. This further develops the integration with risk management, with an emphasis on limiting reporting risks relating to non-financial information. Finally, the reports produced are also shared with important stakeholders and shareholders of Reddion Group, so that decisions are consistently guided by the same information.

Human rights

Reddion Group distances itself from situations in which human rights are violated or in which abuse or unfair advantage is taken. Within our organization, we consider diversity, equality and inclusion important. We aim to offer all employees equal opportunities for their career, health and financial wellbeing.

As part of our procurement policy, we engage with our direct and indirect suppliers regarding the working conditions of people linked to our incoming material flows, as well as regarding the sustainable hiring of personnel supporting our activities within our own operations.

Environment

The policy of Reddion Group is aimed at carrying out our activities in such a way that the environment is optimally protected, and we commit to continuing our efforts in this respect.

Reddion Group focuses on the continuous improvement of energy efficiency and the reduction of CO2 emissions, thereby lowering the burden on the environment and helping to counter climate change.

Reducing our carbon footprint is a very important element within Reddion Group and extends to our partners throughout the value chain. We are committed to an annual reduction of our CO2 emissions, both within our own operations and, over time, within our value chain, by engaging with suppliers. Our sustainable procurement policy plays an important role in this respect, setting out guidelines for the CO2-effective purchasing of materials. In this way, we aim to create impact throughout the chain, so that our sector as a whole moves towards greater sustainability.

Reddion Group is a member of LUKA, the Dutch Association of Air Duct Manufacturers (Nederlandse Vereniging van Luchtkanalenfabrikanten). As a member, we endorse and comply with LUKA's environmental policy (Chapter 5, 'Milieubeleid', of the LUKA Quality Handbook), which forms an integral part of our own environmental policy. In line with LUKA's environmental policy, Reddion Group, together with the other members of the association, strives to:

- make responsible use of the raw materials and auxiliary materials required for our activities;
- choose, wherever possible, alternative materials or production methods with a lower environmental impact;
- limit CO2 emissions as much as possible in the business processes preceding the realization of our products and projects;
- reduce the energy consumption of the air transport system through continuous improvement of airtightness.

To give effective and purposeful execution to this environmental policy, LUKA and its members apply the following starting points, which Reddion Group also endorses:

- members support the environmental policy and are aware of their responsibility in achieving it;

- stimulating environmentally conscious thinking and acting among members;
- complying with applicable laws and regulations.

Through a proactive attitude towards environmental legislation and regulations, and the objectives set by LUKA itself, this process is further stimulated by LUKA's CMT (Commissie Milieu en Techniek / Environment and Technology Committee).

Working conditions

Reddion Group's policy aims to ensure that our activities are carried out in a way that fully safeguards the wellbeing, health, safety and engagement of our employees. We are committed to preventing accidents, injuries and occupational illnesses, as well as unsafe, unhealthy or otherwise harmful working conditions. We do this by providing appropriate work equipment and personal protective equipment, and by taking the necessary safety measures. The active participation, attitude and behavior of every employee are essential to achieving this.

Fair business practices

Reddion Group clearly upholds its core values – collaboration, entrepreneurship and professionalism – both internally and externally. We strive for fair competition, respecting our competitors and doing business honestly. Reddion Group assures its suppliers, competitors, customers and stakeholders that it deals with them with integrity.

In addition to the focus on safe working described above, we continuously work towards a safe reporting environment. Our ambition is to create a culture in which employees need not worry about reporting matters that (potentially) conflict with our core values. Furthermore, we encourage the identification and sharing of opportunities for improvement.

Users

Reddion Group is committed to caring for the users of our ventilation systems. We do this by offering high-quality ventilation solutions, skilled personnel and proper aftercare. Our ventilation solutions comply with all legally required standards, including providing clear information about their use and any potential hazards. In addition, Reddion Group handles complaints as quickly and correctly as possible, and respects the privacy of our users.

Social engagement

Social engagement means taking responsibility for the world around us – whether related to sustainability, social equality or local initiatives. Reddion Group is committed to this and supports the local community.

Building a more sustainable and inclusive society starts with small, conscious steps that together make a significant difference.

Monitoring progress

Although Reddion Group is not obliged to report in accordance with the CSRD guidelines, we use this as an opportunity to establish a mechanism for effectively monitoring our ESG ambitions. By following the structure of the legislation as closely as possible, we aim to steer effectively towards realizing our business objectives on the basis of the following points:

1. The ESG themes material to Reddion Group have been identified through a double materiality analysis.
2. Data is collected from within the organization as needed to report both quantitatively and qualitatively on our ESG objectives.
3. The ESG policy and the resulting action plans ensure that the objectives relating to the material themes can be achieved.
4. The effectiveness of the actions and measures taken is assessed by maintaining continuous dialogue with internal and external stakeholders. This provides input on opportunities and risks.

Reddion Group
General Manager

Mr. W. Bekendam

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