

# 2030 GOALS

## EOC GROUP ESG ASPIRATIONS



## OUR LOCATIONS

From those early days producing foam rubber for the mattress industry to our current position as a global player in the chemical industry with production facilities in **Europe** and **Asia**, our focus has remained unchanged.

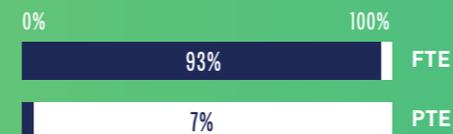


## OUR PEOPLE

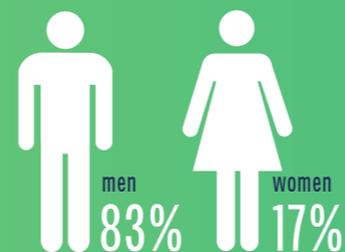
Number of total workforce in 2020

**689**

Ratio between full-time equivalent (FTE) and part-time equivalent (PTE) contracts in 2020



Ratio between men and women workforce in 2020



## OUR PRODUCT RANGES

Our products form the heart of **materials found in almost every home around the world**. From bathmats and shampoo to cereal boxes and home isolation, EOC Group is there for you.



Adhesives



Surfactants



Compounds



Emulsions



Latices



Polyurethanes



Thermoplastic  
Elastomers



Textile Chemicals

Megatrends are **areas of change that we have to take into account** when developing and executing our 2030 GOALS. Seen over a time horizon, some of the big trends we see unfolding before us are in fact quite slow-moving. These are megatrends - large-scale social, economic, political, environmental or technological changes that are slow to form but which, once they have taken root, **exercise a profound and lasting influence** on many if not most human activities, processes and perceptions.

## Megatrends are drivers of change to shape a sustainable future



### CIRCULAR ECONOMY

The global economy has gone circular, recycling all sorts of molecules into new raw materials.



### CLIMATE CHANGE

Climate change continues to transform our planet. Europe, with its Green Deal wants to achieve net-zero greenhouse gas emissions of at least 55% by 2030, compared to 1990 levels.



### PROTECTING THE SOCIETY

The world has set the protection of human health and the environment at the pinnacle of an uncompromising political agenda.



### DIGITALISATION

Digitalisation has completely changed the way we work, communicate, innovate, produce and consume.



### UN SDGS & EU GREEN DEAL

Both the core of global and European business models. Make the climate, energy, land use, transport and taxation policies fit for reducing net greenhouse gas emissions.

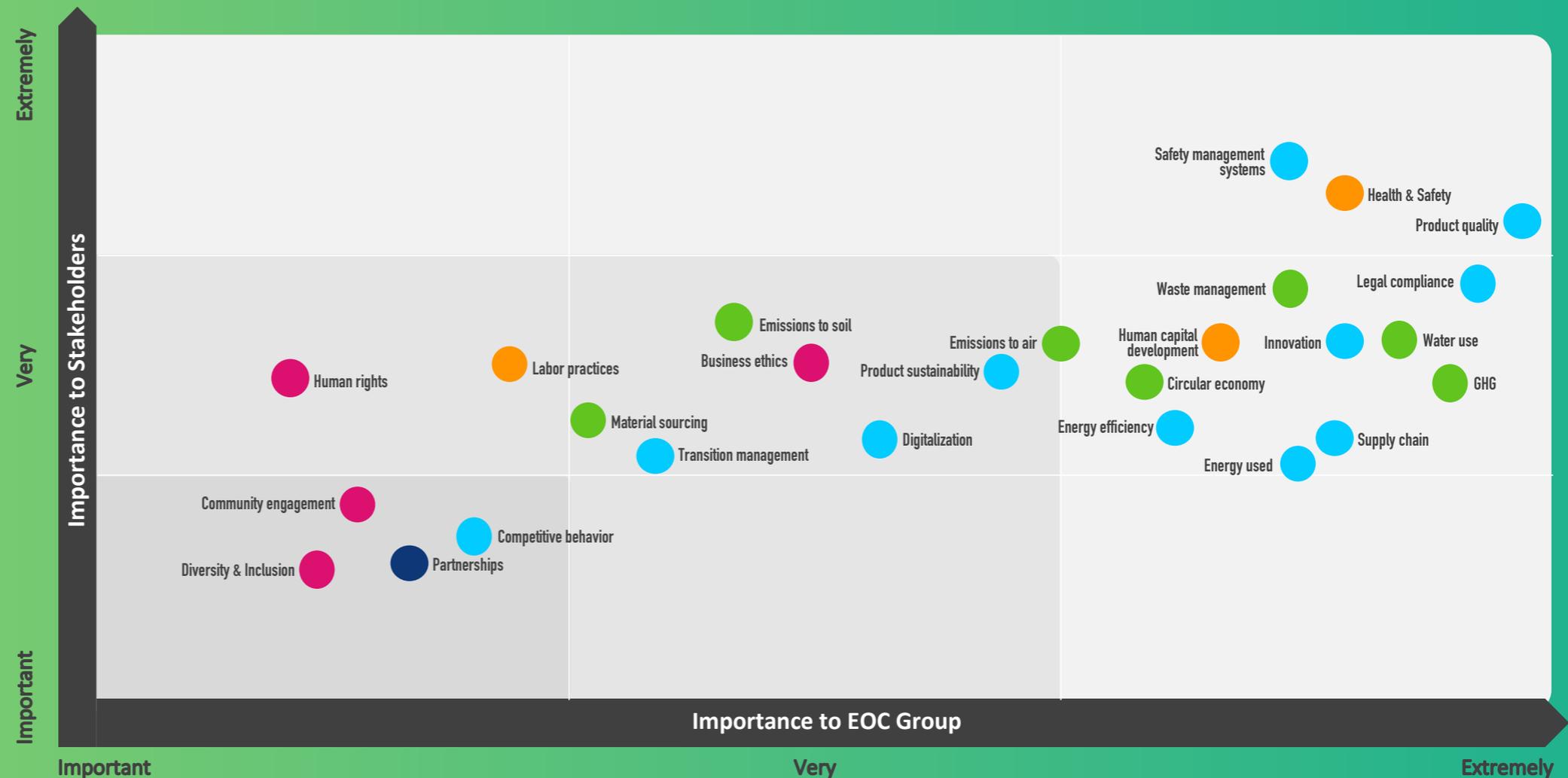


We conducted a full **materiality assessment** to guide us to update our **sustainability strategy** and set the **2030 GOALS**. Our materiality assessment identifies the environmental, social and governance (ESG) issues that have the most impact on our business and which our stakeholders care about the most. It is part of our **dialogue with stakeholders** and gives us valuable information to set priorities, generate positive impact on society, minimise risk, reduce costs and generate revenues.

# Identifying the ESG issues that matter

## OUR SUSTAINABILITY APPROACH

- 01 Identify our industry topics
- 02 Gather stakeholders input
- 03 Validate the survey
- 04 Create Materiality Matrix
- 05 Set ESG aspirations
- 06 Vision, strategy and commitments



Valuing our resources  
and developing  
our talents



## Social Progress

PEOPLE

Innovating sustainable products,  
profitable processes and  
responsible service



## Economic Development

PROSPERITY

Taking action for responsible  
procurement and assessing  
performance with transparency



## Empowering Society

PEACE

Building a sustainable  
partnership with our value chain  
and engaging with the community



## Collaborative Growth

PARTNERSHIP



Our **ESG ASPIRATIONS - 2030 GOALS** are aligned with the **European Green Deal** and the **17 UN Sustainable Development Goals (SDGs)**, which help us to set forth an ambitious plan for achieving sustainable economic, social and environmental development by 2030. We use the **5P Framework** to report on all the **materiality issues** which we implement according to the **Global Reporting Initiative (GRI)** guidelines.

## PLANET

### Environmental Responsibility

Committing to the Circular Economy and helping to protect our planet by focusing on:

Energy usage reduction



**-20% Energy**

Responsible water usage



**-30% Water**

Reduce, reuse and recycle



**-20% Waste**

Less GHG emissions



**-30% Emissions**



## ESG ASPIRATIONS - 2030 GOALS - Our way forward

We set 2020 as the benchmark, so we have a decade to measure **ambitious actions** and adapt in time to achieve our goals by 2030. Increasing our **value creation** and strengthening our **day-to-day performance** by 2030 is our driver. While supporting responsible resourcing, building stronger partnerships, and engaging with the community, we will enhance our global position in the industry.

### PEOPLE Social Progress

**IMPROVE**

- Health, well-being, and safety of all stakeholders
- Diversity and inclusion in the workplace
- Sustainability knowledge, actions / implementation across the business
- Zero accidents on the long-term

**INVEST**

- Safety campaigns
- Health and well-being coaching
- A culture of equality
- Career and skills development
- Global sustainability training

**MONITOR KPIs**

- Employee evaluation (including ESG)
- Health & Safety performance
- Performance training platform

Valuing our resources and developing our talents

### PROSPERITY Economic Development

**IMPROVE**

- New ways to create a sustainable competitive advantage
- Sales and profit
- Performance and cost optimisation
- Sustainability KPIs incorporation for all global business units to maintain its competitive edge

**INVEST**

- Performance management and systems
- R&D, Innovation, Circular Economy
- Digitalisation

**MONITOR KPIs**

- KPIs (eg. Quality Management, Operational Excellence, Efficiency, ...)
- Roadmaps

Innovating sustainable products, profitable processes and responsible service

### PEACE Empowering Society

**IMPROVE**

- Sustainable procurement and supplier engagement
- Supply chain risk management, transparency and traceability
- Promotion of responsible sourcing and collective action to increase sustainable production
- Grievance procedure

**INVEST**

- Performance ethic issues and grievance procedure
- Benchmarking tools to improving suppliers CSR practices (eg. EcoVadis)
- Sustainable purchasing policy
- Supplier Risk Assessments

**MONITOR**

- ESG performance in the Supply Chain
- Reporting on ethic issues
- Performance of EcoVadis scorecard

Taking action for responsible procurement and assessing performance with transparency

### PARTNERSHIP Collaborative Growth

**IMPROVE**

- Customer relationship to strive towards circular economy
- Engagement with key stakeholders to succeed the 2030 global sustainability ambitions and beyond
- Public image and relations to better the society as a whole (eg. social engagement projects)

**INVEST**

- Circular Economy projects
- Strategic partnerships - network building
- Community engagement projects
- Communication and dialogue

**MONITOR**

- Circular economy indicators
- Business sustainability rating
- Result of engagement in the community

Building a sustainable partnership with our value chain and engaging with the community

### Direct impact on UN SDGs



### Indirect impact on UN SDGs





## ESG ASPIRATIONS - 2030 GOALS - Our way forward

We set 2020 as the benchmark, so we have a decade to measure ambitious actions and adapt in time to achieve our goals by 2030. By making positive choices every day, we work towards **reducing our global footprint by 2030**. And acknowledging the European Green Deal and UN Sustainable Development Goals' most urgent mission to be climate neutral by 2050.

### PLANET Environmental Responsibility

#### Energy usage reduction

##### IMPROVE

- Energy efficiency
- Energy usage
- Renewable electricity use
- Steam generation and usage optimisation
- Heat energy recycling

##### INVEST

- Training
- Energy saving projects

##### MONITOR KPIs

- Energy consumption
- Electricity, gas and other energy carriers

  
**-20% Energy**

#### Responsible water usage

##### IMPROVE

- Water usage optimisation and water reuse
- Water stewardship
- Water pollution reduction
- Water discharge reduction
- Waste water management

##### INVEST

- Reuse (waste-) water streams
- Alternatives for ground water
- Evaporating wastewater flows
- Efficient water consumption training
- Waste water treatment optimisation
- Water treatment plant

##### MONITOR KPIs

- Water consumption
- Quantity of recycled (waste-) water streams

  
**-30% Water**

#### Reduce, reuse and recycle

##### IMPROVE

- Raw materials usage
- Material efficiency
- 100% recyclable packaging
- Total Waste Management (TWM)

##### INVEST

- Training
- Innovative contribution R&D
- Contribution to circular economy
- Zero landfill by 2030

##### MONITOR KPIs

- Life Cycle Assessment (LCA)
- Waste, including residual waste
- Coagulate and sieve residue
- Filtercake waste water treatment

  
**-20% Waste**

#### Less GHG emissions

##### IMPROVE

- Sustainable transport and logistics
- GHG emissions reduction during production
- GHG emissions reduction from transport
- Supply Chain optimisation
- Renewable electricity use
- On-site electricity generation

##### INVEST

- Green fleet management
- Carbon management
- Green energy
- Purchase renewable electricity production

##### MONITOR KPIs

- Fuel consumption
- Carbon footprint and emissions
- Supply Chain carriers

  
**-30% Emissions**

#### Direct impact on UN SDGs



#### Indirect impact on UN SDGs





We are actively supporting the achievement of the UN Sustainable Development Goals (SDGs), which are designed to stimulate collective global action in understanding the **challenges and opportunities** that need to be addressed in order to drive progress toward sustainable development. Our work contributes to nearly all of the SDGs. By following best practice, we **focus our efforts** on the SDGs where we believe we can have the **greatest impact** and which will represent a significant step forward by 2030.

# Our highest priority SDGs and impact opportunities are:



SDG 3: Good health and well-being

SDG 4: Quality education

SDG 6: Clean water and sanitation

SDG 7: Affordable and clean energy

SDG 8: Decent work and economic growth

SDG 9: Industry, innovation and infrastructure

SDG 12: Responsible consumption and production

SDG 13: Climate action

SDG 15: Life on land

Our **ESG ASPIRATIONS - 2030 GOALS** have been agreed following consultation with multiple functions and departments including Operations, Sales, HR, SH&E, R&D, Procurement, Finance and Legal & Compliance. The 2030 GOALS have been agreed by EOC Group's management.



# 2030 GOALS

We are committed to delivering high-quality products and services that live up to customers' expectations as well as complying with relevant **local, regional, national and international rules and regulations**. As part of our **compliance** with our quality, safety and environmental management systems, we implement KPIs, carry out audits and execute regular evaluations. Striving to go **beyond compliance**, is one of our **2030 GOALS**.

## Strengthening our value chain for sustainable partnerships

### We comply with:

	ASIA			EUROPE							
	China	Thailand	India	Belgium	Italy	Netherlands	Poland	Portugal	Spain	Turkey	UK
<b>MANAGEMENT SYSTEMS</b>											
<b>QUALITY (QMS)</b>											
ISO 9001	•	•	•	•	•	•	•	•	•	•	•
EFfCI GMP*	•			•							
<b>ENVIRONMENTAL (EMS)</b>											
ISO 14001	•	•		•							
<b>SAFETY</b>											
ISO 45001				•							
<b>SUPPLY CHAIN</b>											
RSPO				•	•						
<b>SUSTAINABLE RATING</b>											
ECOVADIS	•	•	•	•	•	•	•	•	•	•	•

\*Our Surfactants Divisions in China and Belgium (Evergem Plant) are EFfCI GMP compliant

### We align with:



We are a member of RSPO



License number 2-0349-12-100-00  
Check our progress at [www.rspo.org](http://www.rspo.org)

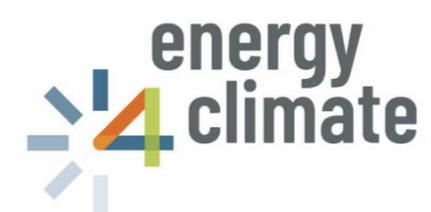


**Responsible Care**  
Good Chemistry at Work



**ecovadis**  
Business Sustainability Ratings

### We act in sustainable initiatives:



POWERED BY





UNITAR SDG PIONEER CERTIFICATE  
SUCCESSFUL COMPLETION FIRST PHASE  
SDG TRAINING & IMPLEMENTATION TRAJECTORY



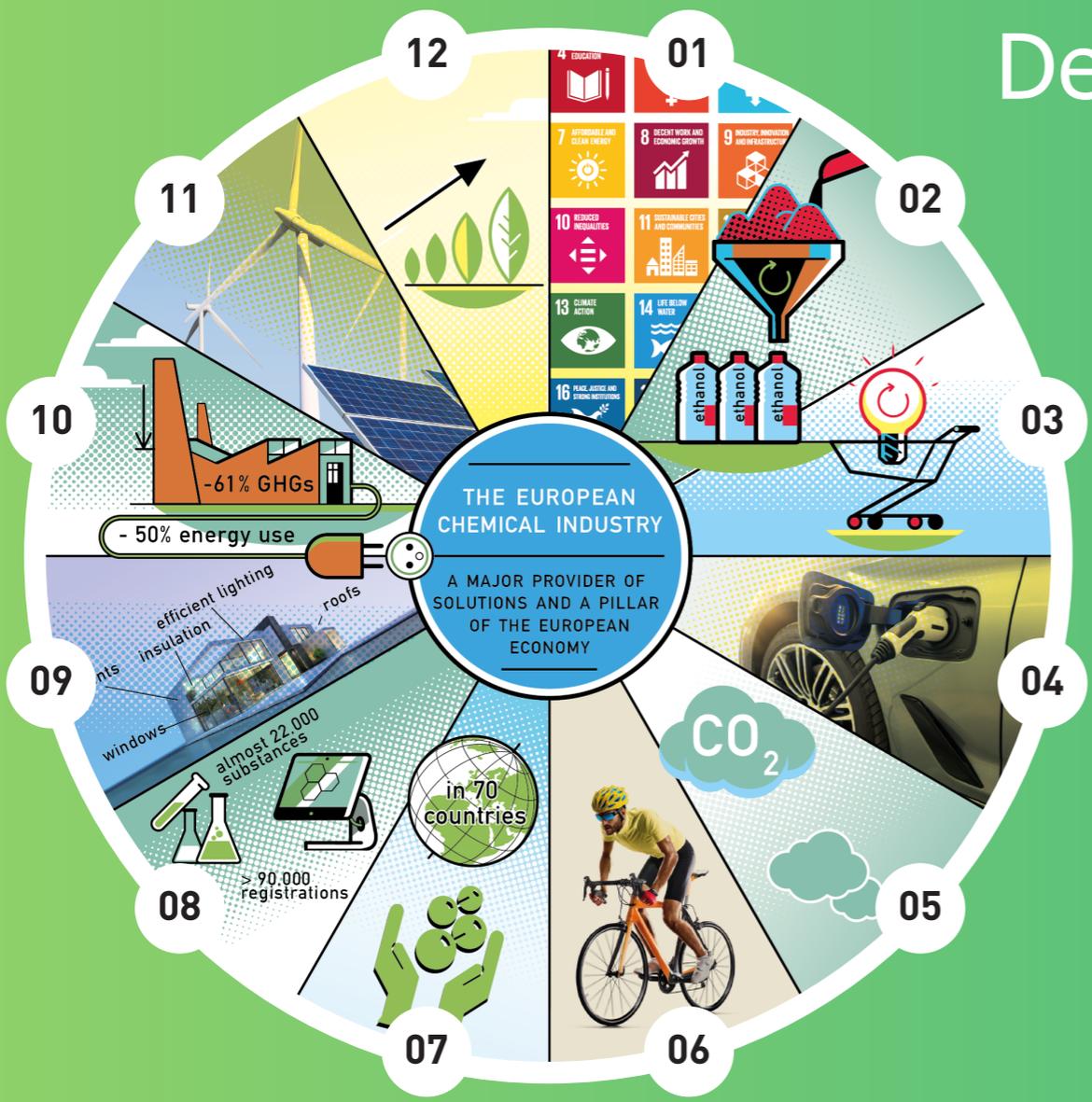


2021

Laureaat  
**Voka Charter  
Duurzaam  
Ondernemen**

By implementing our **ESG ASPIRATIONS - 2030 GOALS** we support the European Green Deal and Europe's ambition to become **climate neutral by 2050**. Reaching this goal will only be possible with the help of **climate-neutral and circular economy solutions**. As our world is facing huge challenges, and the recovery is a vital opportunity for Europe to invest in climate-neutral and circular solutions, we are committed to extend Europe's ambition and **act on EOC Group's global level**.

## Delivering the European Green Deal



**THE EUROPEAN CHEMICAL INDUSTRY**  
A MAJOR PROVIDER OF SOLUTIONS AND A PILLAR OF THE EUROPEAN ECONOMY

- 01 Contributing to all 17 UN SDGs ✓
- 02 Turning waste into valuable resources (Circular Economy) ✓
- 03 Helping design fully recyclable products that never go to waste (Circular Economy) ✓
- 04 Ensuring smart mobility of the future (Sustainable Transport) ✓
- 05 Capturing and covering CO<sub>2</sub> into a useful resource (Achieving Climate Neutrality) ✓
- 06 Ensuring health and well-being ✓
- 07 Implementing Responsible Care ✓
- 08 Making REACH work ✓
- 09 Powering the buildings revolution with smart materials and processes ✓
- 10 Reducing emissions ✓
- 11 Advancing wind and solar energy ✓
- 12 Enabling the bioeconomy ✓

**As part of the chemical industry, we can help Europe by:**

- ✓ Inventing innovative products and technologies
- ✓ Developing chemical recycling
- ✓ Collaborating with other industries (and customers)



We strive to be a sustainable business partner that provides relevant solutions, delivers enhanced value and is a trusted partner to all our stakeholders. We have established our **2030 GOALS** to ensure we stay on track to deliver our commitment. Our key suppliers are critical enablers in this journey. That's the reason why we have selected EcoVadis' collaborative platform as our preferred monitoring tool, as it is a global well-positioned platform, to support the efficient sharing of data across our industry.

# Fully integrated sustainable procurement by 2030



## EcoVadis scorecard

We are proud to have received the **Gold level of EcoVadis** since 2018, which is the result of our sustained efforts after our 2013 enrollment. This advanced score encourages us to our continuous improvement journey on all four performance ratings areas.

- ✓ ENVIRONMENT
- ✓ LABOR & HUMAN RIGHTS
- ✓ ETHICS
- ✓ SUSTAINABLE PROCUREMENT

### ALIGNMENT OF OUR KEY SUPPLIERS WITH ECOVADIS SCORECARD IS ESSENTIAL, BECAUSE WE:

- Strive to work only with ethically responsible partners and suppliers
- Strive to work towards achieving a 100% traceability to the mill
- Compare key suppliers EcoVadis' scorecards to benchmarks in their industry
- Gain insights related to the strengths and areas of improvement and transparency within our supply chain
- Monitor the performance of our key suppliers' sustainability performance and manage risks
- Promote transparency on sustainability practices with reliable ratings and global benchmarks
- Encourage the continuous improvement of sustainability practices across our network

## EcoVadis rating benefits us to improve, to drive and to deliver



### IMPROVES:

- Customer loyalty
- Employees relations
- Innovation
- Operational efficiency
- Risk management
- Sales & marketing
- Supplier relations
- Stakeholder engagement

### DRIVES:

- Greater profitability and further economic growth
- Higher corporate valuation
- Competitive advantage
- Lower cost of capital

### DELIVERS:

- Short- and long-term value
- Continuous improvement journey
- Improved engagement with all stakeholders and society

The Circular Economy aims to keep products, components and materials at their highest utility and value at all times, which incentivate our customers to contribute to a more sustainable approach to natural resources. We partner with them and produce essential products and solutions, throughout their global value chains. **R&D and innovation are becoming our key enabler of the transition to a Circular Economy.** Our progress on circularity starts within specific customer's or other stakeholders' request.

# Partnering to shift towards the Circular Economy

## Circular Economy: a perspective thought through to the very end of ideal

