

Environmental responsibility



Drachten, The Netherlands



New governance: establishment of an operational CSR (*Corporate Social Responsibility*) committee

Carbon footprint: the energy consumption of the Group's distribution centers accounts for 1.2% of the total emissions



Promotion of renewable energy / solar panels

- > 8,000 sqm commissioned between 2018 and 2022
- > 10,000 sqm planned in 2023

Recycling and circular economy

75% of Group's steel supplies come from recycled steels (manufacturing process with electricity)
 Systematic recovery and recycling of scrap metals and consumables

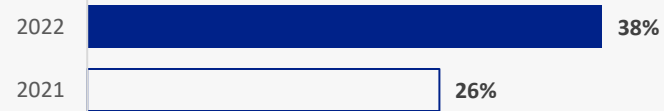


Drachten, The Netherlands



Skills development, training and internships:

% of employees who received training



Health and safety at work: deployment of a training policy and appropriate preventive measures

	2022
Frequency ¹	27.18
Severity rate ²	0.70

¹ number of accidents with stoppage per million hours worked

² number of days lost by temporary incapacity per thousand hours worked

Headcount:

2022	Male	Female
Support (IT, Administration)	48%	52%
Sales, Procurement	59%	41%
Warehousing and logistics	95%	5%

Respect for Human rights: periodically assessment of main metal suppliers

	2022
Adherence to the supplier code of conduct JM	92%

panel representing 75% of the Group's supplies