



Sustainability Report 2024

Loop Ready Packaging for Future Generations[®]

Our sustainability strategy

DW Reusables is committed to building a more sustainability business for the long term.

We have defined a set of 12 ambitious, long-term targets relating to each of our priority issues to guide us towards 2030.

Our sustainability efforts focus on three key areas:

Our Operations For Future Generations

- Climate change
- Carbon footprint
- Traceable and transparent supply chain management
- Recycling and waste management

Our Products Loop Ready Packaging

- Circular economy
- Sustainable product innovation
- Product safety and quality

Our People Tapping into the full potential of our people in dignity, equality and a healthy environment

- Health and safety
- Talent and development
- Ethics and transparency
- Diversity, equal opportunity and inclusion
- Charitable foundation and community engagement



About this publication

This publication outlines the DW Reusables sustainability strategy. It sets out our efforts aimed at meeting all our stakeholders needs – without compromising the ability of future generations to meet their own needs.

As a worldwide leader in reusable beverage packaging, we offer more sustainable solutions for the entire supply chain. We help our customers improve their sustainability targets by replacing single-use items with reusable options.

Our sustainability strategy was developed by carrying out a materiality assessment that included extensive stakeholder consultation and surveys among our customers and employees.

Our strategy is based on three pillars: [our Operations](#), [our Products](#) and [our People](#). Each pillar includes several material topics with corresponding targets that are fully aligned with our strategic plan.

This report refers 2024

Watch our sustainability video about how our products can help reduce waste and CO₂ emissions.

[WATCH NOW](#)

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A Pioneer in the Circular Economy



Governance

After completing our first materiality analysis, the focus over the past few months has been on defining how to manage each issue and carefully select KPIs, resulting in engagement and ambitious goals.



We are committed to driving our business responsibly and providing added environmental, social and economic value for our stakeholders.

Our sustainability performance is driven by the highest level of governance within our organization. Our CEO has successfully completed a course on “Leading the Way in Sustainability” and made the development and execution of our sustainability agenda a priority within our organization.

Climate change and our carbon footprint have been identified as our most important material issues. We have already made major investments in reducing our environmental impact (see page 25) and are committed to further aligning our operations with the 1.5° scenario set out in the Paris Climate Agreement.

Our vision is to be a leading supplier of loop ready packaging, providing sustainable and innovative solutions, which we aim to achieve by continuously innovating packaging for

a circular economy (p 45) and tapping into the full potential of our people by investing in talent and development.

As proposed under the CSRD (Corporate Sustainability Directive), human rights, climate change and the environment are considered in our decision-making process. Management remuneration policies are designed for ensuring long-term, sustainable value creation and preservation.

To reinforce our sustainability governance, we have several policies in place that are implemented and periodically updated by our Sustainability Committee members.

Group Sustainability Committee
Chief Executive Officer
Chief Finance Officer
Health, Safety and Environment Manager
Human Resources Director
Marketing, Communications & Sustainability Director
Merger and Acquisition Director
Operations Director
Sales Director
Vice President Sales

Sustainability Workgroup

To further roll out and to support sustainability goals and ambitions in the future, we set up a sustainability workgroup in 2023. The workgroup is coordinated by our CEO and sponsors for each pillar of our sustainability plan. The workgroup will help us to improve our CSR and ensure sustainability risks and opportunities are appropriately managed. During monthly meetings the team discusses ideas, follows up carefully selected KPIs based on our materiality matrix, and discusses how we can integrate sustainability into our investments.

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs”

Mrs Gro Harlem Brundtland,
DIRECTOR-GENERAL OF
THE WORLD HEALTH
ORGANIZATION 1987

Our Sustainability Strategy

- Materiality matrix
- Materiality issues
- Sustainable development goals



Materiality Matrix

Defining our priorities



*The direct impact of water on our business and the environment is low but we will pay attention to the topic in the coming years.

Our sustainability work only has meaning and impact if it addresses the issues that matter most. We defined our priorities through open conversations and engagement with our stakeholders. This ensures we are addressing the right issues. Our materiality analysis enables us to engage with our internal and external stakeholders on sustainability topics that are the most important to them. Via a structured comparison with our own corporate objectives, we were able to define a set of 11 issues with long-term targets towards 2030. This process allowed us to gain new insights and rigorously set KPI's corresponding with each materiality topic. We are focusing our sustainability work in three key areas: **Our Operations**, **Our Products** and **Our People**.

Material Issues

Our material issues are at the heart of business and our relationship with our stakeholders. Below we explain how we define our material issues, and why they are important.

Climate change

This topic concerns the greenhouse gas emissions associated with our production and the energy consumption of our products. Carbon emissions are significant environmental aspects that contribute to this global challenge, and we are committed to reach Europe's goal to become the first climate neutral continent in the world by 2050.

Circular economy

A circular economy aims to maintain the value of products, materials and resources for as long as possible by keeping them in a closed loop system. We are committed to meet the world's need for circular solutions, which is why we only design and produce products that are 100% reusable and 100% recyclable after their useful long lives.

Innovation of packaging for a circular economy

To prevent packaging waste, boost reuse and refill systems, we are constantly innovating to replace one-way packaging items by reusable options. By working closely together with our customers, we

are designing reusable alternatives that improve the entire supply chain and reduce tons of single-use packaging.

Health and safety

Health & safety means ensuring both physical and mental wellbeing of our employees. Keeping our employees, customers, and other visitors safe remains our number one priority. We are implementing a zero-accident culture and driving responsible safety behaviour among employees to ensure high health and safety management standards throughout all operations.

Traceable and transparent supply chain management

We understand the role we can play as a responsible company and ensure our supply chains are managed to the high standards that we and our customers expect. To us, traceability refers to understanding our suppliers and their supply chain and being transparent about being open about this information.

Recycling and waste management

As part of our zero negative impact strategy, our goal is to reduce the amount of production waste to zero. At DW Reusables we see waste as a resource. We take the products of our customers back after their useful long lives and turn them into new products, effectively decoupling from virgin material.

Product safety and quality

Our products play an important role in managing risks of our customers. Our packaging protects the products and reduces damage. To ensure our products can stay in supply chains as long as possible, we only deliver products of perfect quality which we demonstrate through our zero complaints strategy.

Talent and Development

One of our strategic goals is to realise the full potential of our people. We strive to develop both our people and their working environment, so that DW Reusables employees can maximally use their talents.

Ethics and Transparency

To us, transparency means being open and promoting a culture of direct feedback by sharing thoughts and ideas in an honest and respectful

way, as well as operating in such a way that others can see what actions are performed. As part of our company's framework, we have policies in place to ensure ethics and ethical behaviour.

Charitable Foundation and Community Engagement

We want to be a committed member of the local community, by providing financial and material support to charities and community initiatives. Sponsoring is based on structured decisions, as outlined by the UN including poverty reduction, climate change and protection of human rights.

Diversity, equal opportunity, and inclusion

As a global company we have a variety of cultures and values. Therefore, we want to provide an attractive workplace of mutual respect for diversity and raise awareness among all our employees. We aim to create a working environment where everybody feels comfortable and provide equal opportunities regardless race, sex, age or disability.

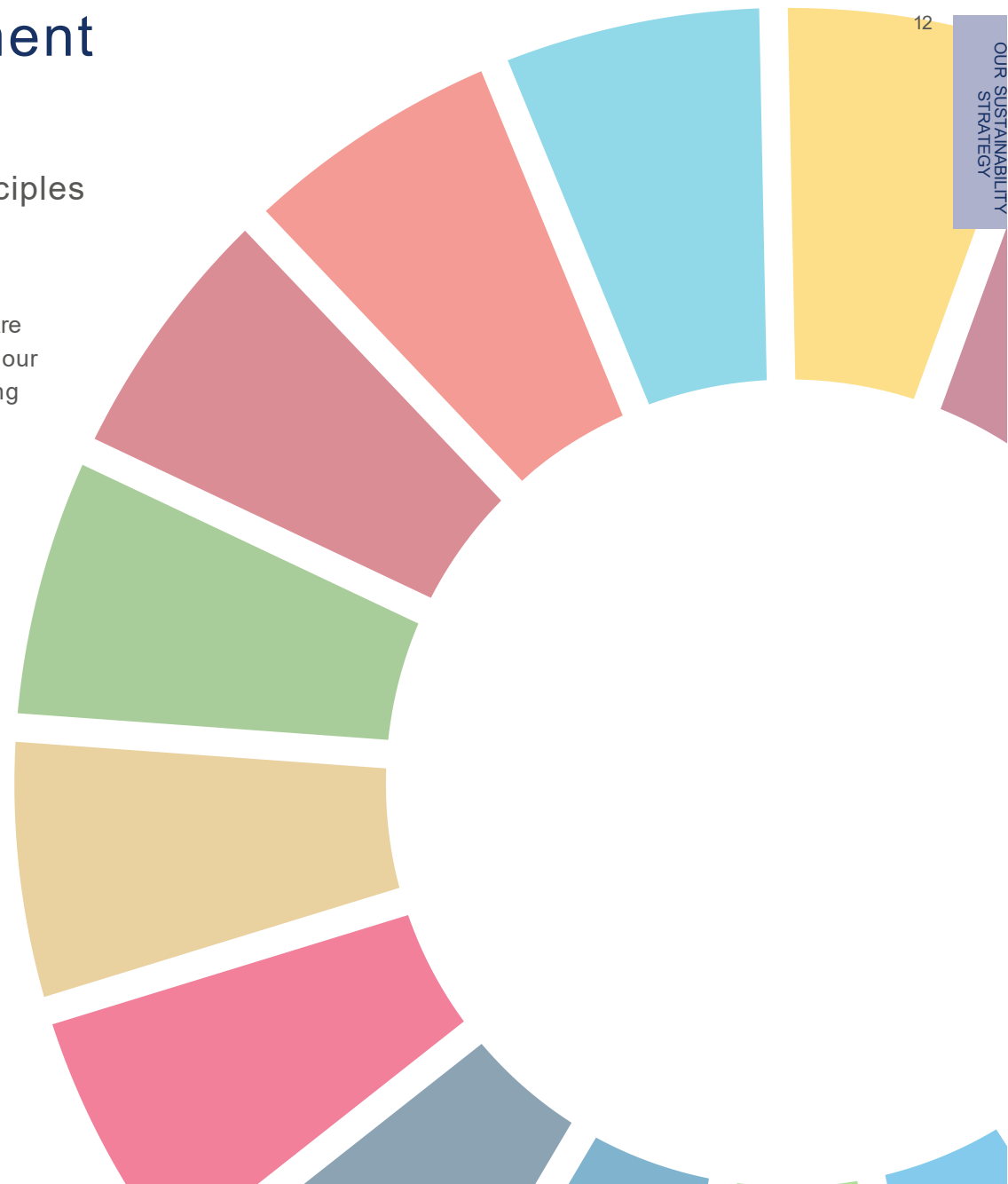
Sustainable Development Goals (SDGs)

Committed to the Ten Universal Principles of the UN Global Compact

In April 2023 DW Reusables participated in the Ten Universal Principles of the UN Global Compact. We are committed to the principles by making them part of our culture and day to day operations, and by undertaking different initiatives to promote them.

Committed to the United Nations Sustainable Development Goals

In 2023 DW Reusables mapped its business activities against the 17 Sustainable Development Goals (SDGs) issued by the United Nations and identified 8 topics that align with our business model in which we can make significant contributions. Carefully defining our company's materiality SDGs helped us to further define our sustainability strategy, so we can mitigate negative impacts and focus on areas where we deliver a positive contribution.



Our Sustainable Development Goals

SDG 3 - Ensure healthy lives and promote well-being for all at all ages

SDG 5 – Gender Equality

5.1 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

SDG 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

SDG 9 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

9.4 upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound

technologies and industrial processes

SDG 10 - Reduce inequality within and among countries.

10.2 empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

SDG 12 - Ensure sustainable consumption and production patterns.

12.2 achieve the sustainable management and efficient use of natural resources
12.5 substantially reduce waste generation through prevention, reduction, recycling and re-use

SDG 13 - Take urgent action to combat climate change and its impacts

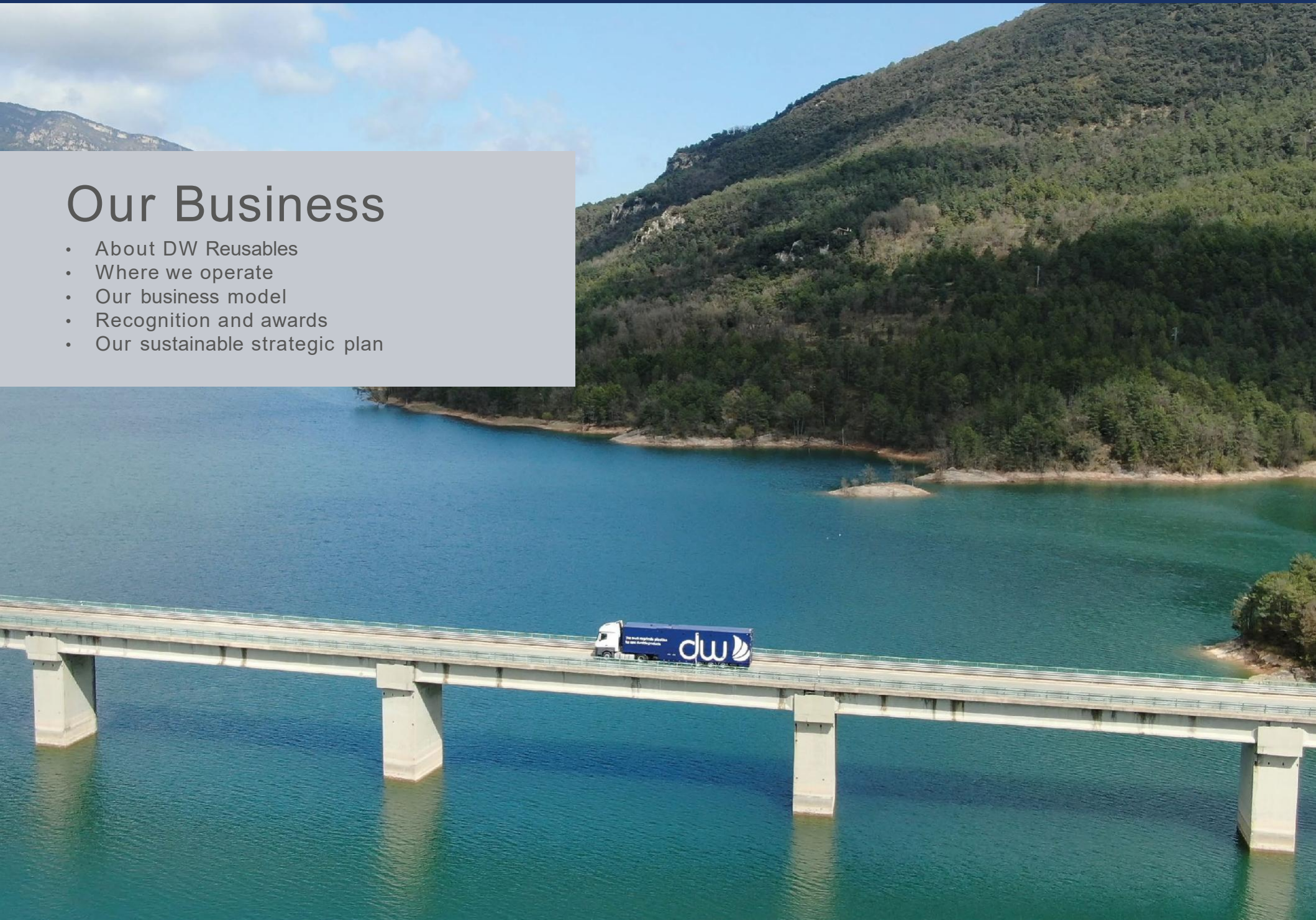
SDG 14 – Conserve and sustainably use the oceans, seas and marine resources for sustainable development

SDG 15 - Life on land - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Our Business

- About DW Reusables
- Where we operate
- Our business model
- Recognition and awards
- Our sustainable strategic plan

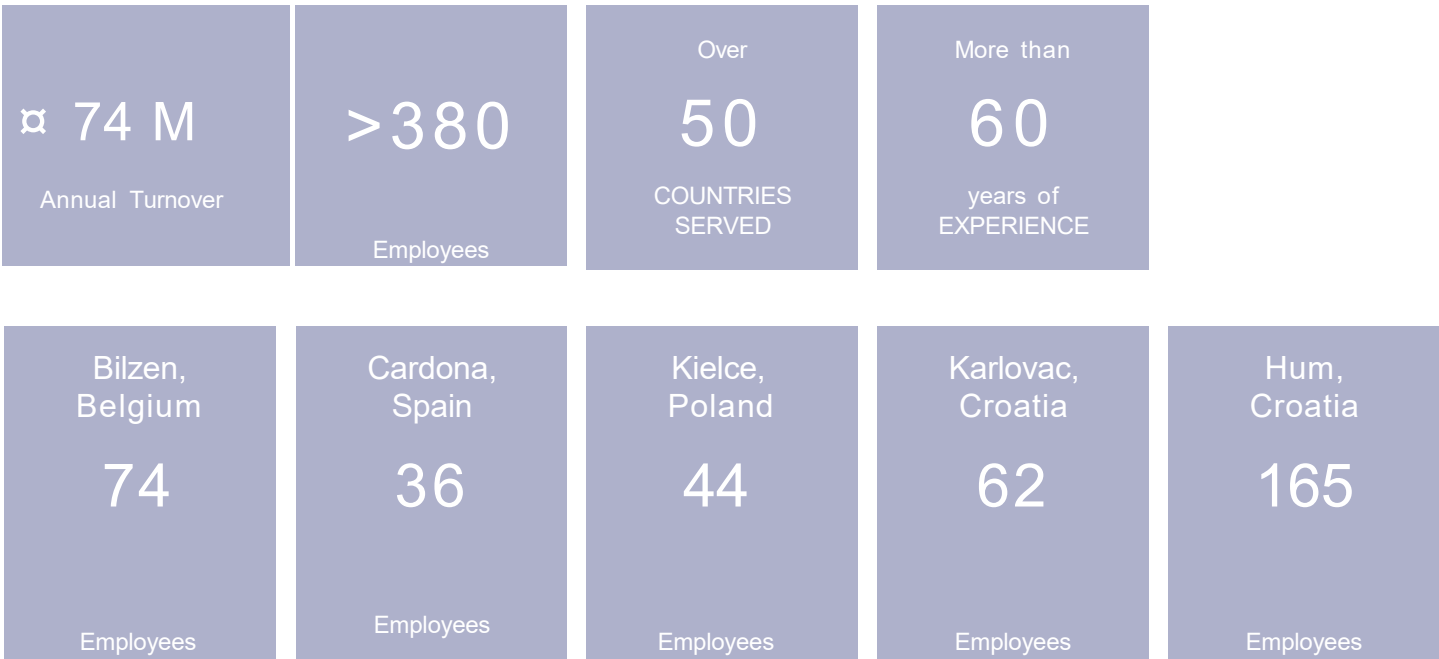


About DW Reusables

We are a leading supplier of standard and customer-specific injection molded packaging with an emphasis on leading design and the highest quality service in the geographies our customers need us most. Our product portfolio includes reusable beverage crates, pallets, trays & totes, specialty trays and bulk containers.

We are a specialist in the total product development process from technical and graphic design, 3D printing and quality testing to a high-quality finished product. As a pioneer in the circular economy, our ESG focus is at the core of our business. Our customers rely on us to provide them with integrated solutions by repeatedly re-using materials to turn old products into new ones.

We regrind our customers' products at all our facilities and have mobile regrinders on the road to regrind at our customer locations. We offer our customers sustainable reusable packaging that helps them achieve their own sustainability targets.





Our Mission

Our mission is to be a trusted and strategic partner for customers looking for solutions for reusing packaging at any point in the supply chain.

Our Vision

Our vision is to be a leading supplier of Loop Ready Packaging, providing sustainable and innovative solutions.

Our Values



Caring

We take care of the future through a sustainable approach to people, business and our environment.



Commitment

We always go the extra mile with passion for each other, our customers and our products.



Innovation

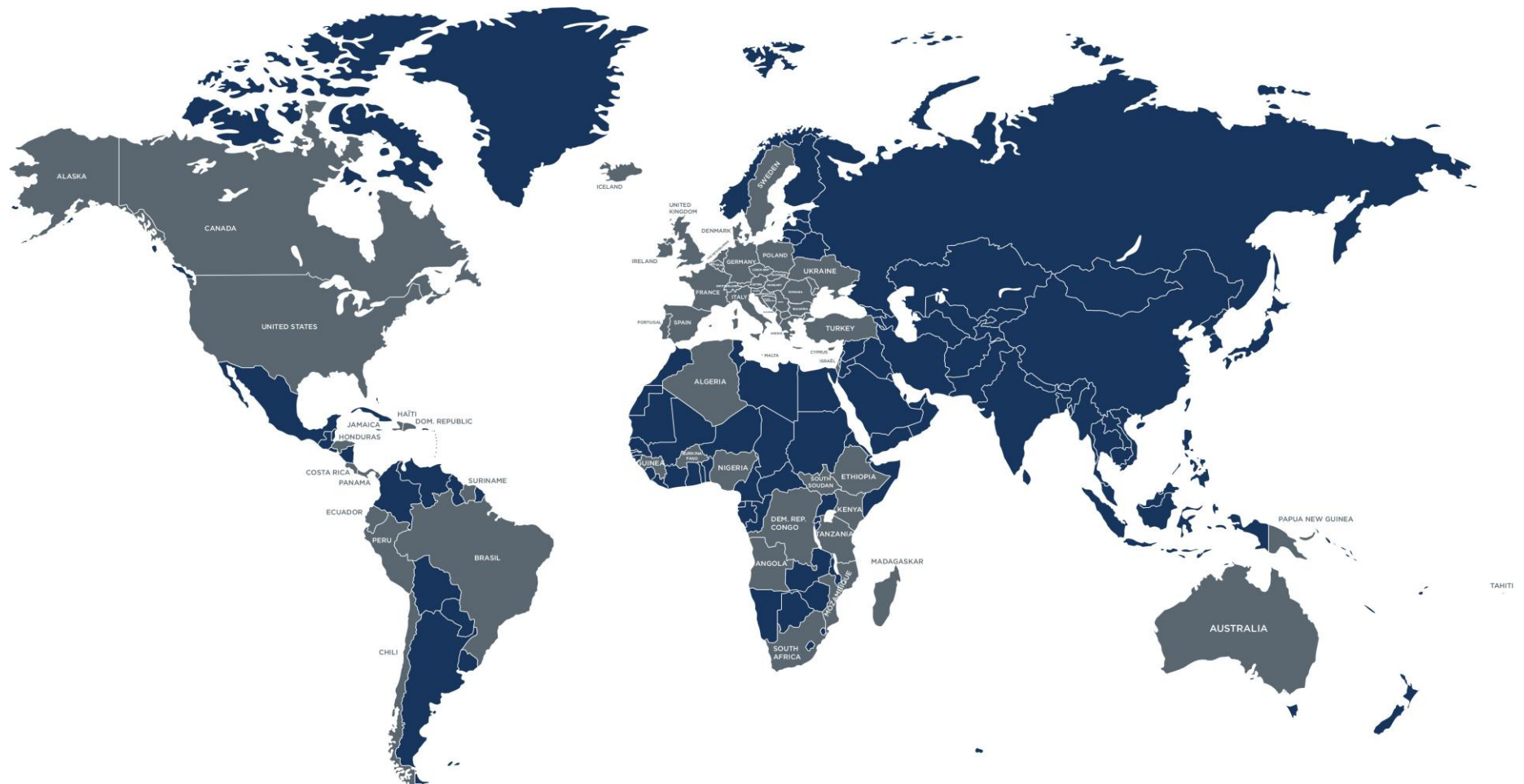
We challenge the status quo with an open mind so that innovation drives us forward.



One Team

Through ownership, integrity and trust we will work as one team to create success for all involved.

Where we operate



Our Business Model

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OUR BUSINESS



Loop ready packaging for future generations through a closed loop business model

Our business model is the oldest example of a fully closed loop system. After production, our bottle crates circulate between our customers and end consumers for decades. This first and last mile packaging solution cannot be found in any other business model. After their long useful lives, our products are reground into new products. This process can be repeated endlessly without the addition of virgin material, effectively decoupling from raw material consumption.

External recognition and awards

Performance in benchmarks



EcoVadis is an external platform that benchmarks organizations based on their policies, procedures and performance concerning environmental management, responsible supply chains, labor standards and fair business practices. We achieved a Bronze medal for 2024.



The UN Global Compact is a call to companies to align their strategies and operations with ten universal principles related to human rights, labor, environment and anti-corruption, and to take actions that advance societal goals and implementation of the SDGs. In April 2023, DW Reusables participated in the Ten Universal Principles of the UN Global Compact. We are committed to the principles by making them part of our culture and day-to-day operations, and by launching different initiatives to promote them.



The B Impact Assessment, used by over 50,000 businesses worldwide, helps companies assess their impact on various stakeholders, including their workers, community, customers and the environment. We completed the B Impact Assessment as a first step in our company's journey to becoming a Certified B Corporation. We have also set up the corresponding SDG Action Manager and appointed individuals with responsibility for each of the SDGs we prioritize in our efforts.



ClimateCamp is a collaborative sustainability platform to connect with your suppliers on emissions, targets and reduction projects. On the demand of our customers, DW Reusables joined the platform.



Energy4Climate is an initiative of essenscia to stimulate the chemical and life sciences industry to increase energy efficiency and reduce climate impact. DW Reusables participated energy4climate and implemented the advice of the experts.

Our Sustainable Strategic Plan: REACT NOW

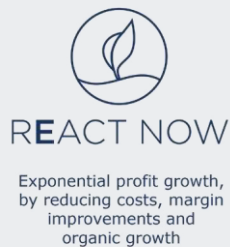
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- Ensuring the safety of all our employees
- Investing in training programs
- Creating an inclusive workplace where people are proud to work



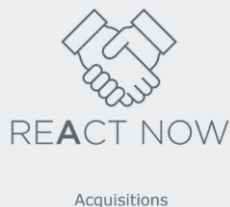
- Investing in technologies to improve our processes reducing our footprint.
- Factor climate change into every investment proposal



- Building resilient and sustainable business models.
- Increasing capacity to meet the demand of our customers for reusable packaging



- Continuously innovate to replace one-way packaging options by reusable alternatives.
- Organizing workshops with our clients to reduce the environmental impact of supply chains



- Strategically minimizing transport for our customers
- Build resilient infrastructure



- Integrating sustainability into every business decision
- Increasing self-generated solar energy for production
- Carbon offsetting
- Strive for the highest safety standards.



- Further improving our quality standards
- Delivering on all our commitments
- Driving Innovation
- Training and engaging all our employees



- Reduce all waste categories year on year.
- Continuously work with our customers towards a closed loop approach
- Keeping the regrind material of our customers in storage
- Continuous Improvement and lean



To meet our
customers'
growing demand
for reusable
packaging we
are expanding
our capacity
with sustainable
acquisitions

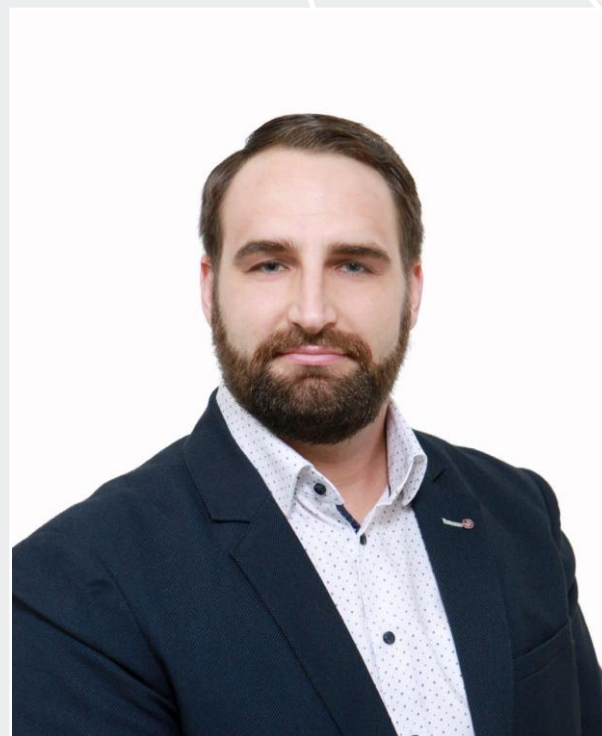




Managing acquisitions sustainably

“As we expand into new markets and continue to grow through acquisitions, health & safety and sustainability standards vary from those we have already implemented. This is both a challenge and an opportunity, as we work together with new colleagues to implement our high standards and ways of working, meeting our own internal requirements.”

Josip Blasković,
Sales Director



Our Operations



- Climate change
- Carbon footprint
- Traceable and transparent supply chain management
- Recycling and waste management

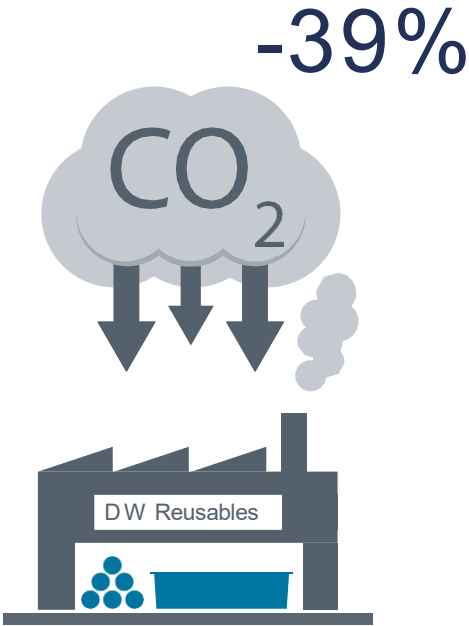


Climate Change

Reducing CO2 emissions is essential for slowing down global warming. DW Reusables wants to lead the way towards a low-carbon future and is committed to aligning our operations to the 1.5° scenario set out in the Paris Climate Agreement.

To deliver on this commitment, we plan to invest continually over the next seven years in our own operations. Investments will be made into the adoption of next generation engineering solutions, as well as self-generated renewable energy sources like solar energy. We already operate using 100% green energy at two out of five sites.

Our achievements	Our activities	Our 2030 objectives
• 100% of our electricity consumption already comes from renewable energy sources at 2 out of 5 sites • New cooling installations with free cooling results in one-third fewer CO2e • Offsetting our travel emissions • We promote the meeting platform Teams to reduce travel movements	• Installing self-generating solar panels in two sites • New company cars hybrid or full electric • Reducing travel movements by 30% (compared to baseline 2022)	• Scopes 1 and 2 emissions reduced by 90% (compared to 2018 baseline) • 100% of our electricity consumption from renewable sources • Increasing self-generating solar energy for production year by year (until full potential is reached) • Investing in the possibility to use biobased materials • Factor climate change into every investment proposal



Greenhouse Gas Emissions

Scope 1
Greenhouse Gas (GHG) emissions cover direct emissions caused by the use of fossil fuels within DW Reusables, plus fugitive emissions.

Scope 2
GHG emissions are indirect emissions from the purchase of electricity. We designate our scope 1 and scope 2 GHG emissions as operational GHG emissions.

Our operational GHG emission per ton produced decreased 39 % compared to 2018.

Offsetting our CO₂ emissions

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**84,55 TONNES CO₂
compensated**

The total CO₂ - emissions avoided or reduced thanks to our financial contribution in a global certified carbon reduction project



1437 trees saved

The number of trees that have been saved thanks to our support in the climate project.



162 ares protected

The area that, thanks to our CO₂ - compensation is managed according to sustainable agricultural practices.



Installed 17.76 cookstoves

The number of efficient cookstoves produced. Thanks to these cookstoves, less charcoal and/or wood is used to prepare daily meals. The co-benefits are multiple: the families are less exposed to smoke and thus suffer less respiratory problems; deforestation is reduced and it also supports local industry and job creation.



“Tackling climate change has never been more urgent. We are already producing using green energy sources and are investing in stabile energy sources. We need to look for carbon footprint reduction possibilities in every segment of our business in order to meet the goals of the Paris Climate Agreement.

Solar panels are a huge step forward towards achieving this ambitious goal.”

Palajsa Tomislav,
MAINTENANCE & TECHNICAL
DEVELOPMENT MANAGER



Recycling and Waste Management

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Our achievements	Our activities	Our 2030 objectives
• Operation Clean Sweep • Zero waste to landfill strategy • Ensuring that all our production facilities have implemented an appropriate waste management system	• Introduction of reusable cups and plates at all our facilities • Vacuum cleaning system to clean up spillage • Awareness campaigns for all employees to optimize recycling, prevent pellets spill, etc. through our various communication channels • Our target is to have zero pellet loss at all our manufacturing plants by 2025 • Continuing to support customers with their regrinding and zero waste to landfill targets • Strengthen employee awareness programs with measurable targets and regular follow-ups • Continued focus on reducing waste sent to landfill, improving waste separation, and enhancing sorting efficiency across all operations	• Zero waste to landfill at all our facilities • Continuing to work with customers to further improve their recycling and regrinding rates • Presenting solutions to customers toward a circular economy and turn old products into new products

Waste to landfill per country and site in kg

- Croatia, Karlovac – 440 kg
- Croatia, Hum – 17,540 kg
- Poland, Zagnansk – 2,311 kg
- Spain, Cardona – 15,540 kg
- Belgium, Bilzen – 0 kg

Production waste

Although the injection molding process generates a minimum of waste, we have taken a number of actions to further reduce waste and optimize our recycling processes. We follow the waste management hierarchy, prioritizing reuse over recycling. For our internal production processes, we use Six Sigma and LEAN tools to further reduce waste.



Our closed loop system

Our products can easily last 10 up to 15 years. Some of our bottle crates are almost 30 years on the market. When the products finally reach their end-of-life, they return to DW Reusables to be reground and turned into new products. This process can be repeated endlessly, effectively decoupling packaging from raw material consumption, and without the need of adding water or chemicals. DW Reusables has recycling facilities in every production facility and mobile regrinders on the road to grind at our customers. One full truck of reground material keeps 6,5 full trucks off the road.





1,000 Small Actions Campaign



We truly believe that many small actions can make a big impact. That's why we launched a call to action among our employees to come up with 1,000 small actions to reduce waste.

- Removed all garbage cans under desks and installed recycling areas instead, saving more than 30,000 single-use plastic bags on a yearly basis
- No single-use packaging such as sugar or milk for our employees and visitors
- Only reusable glass bottles and cups
- Recycled paper

A second life for our used maps



De 'Kringloopwinkel' is a Belgian organisation that collects used goods to sell them again, promoting a circular economy. During our annual clean-up day, the Kringloopwinkel collected more than 500 used maps to give them a second life.

Operation Clean Sweep

DW Reusables recognizes the importance of preventing the loss of resin pellets into the environment and signed the industry's pledge to implement the Operation Clean Sweep (OCS) program. OCS is a voluntary international program designed to prevent resin pellet, flake, and powder loss and help keeping this material out of the marine environment. This operation strives towards "Zero Pellet Loss", and it makes changes to a lot of actions like improving the worksite to prevent and address spills.

Why is OCS so important?

A delivery of 10 tons of material can contain 15 million pellets. A spill of only 0.01% results in over 1500 pellets on the floor. If these pellets are left unchecked, they can enter the water system and cause marine pollution.

In 2021 we signed the OCS pledge for all our plants and we rolled out:

- A guide to OCS implementation
- Training material for employees and suppliers
- Internal awareness via Bridget TV (our global internal television network) and intranet





Traceable and Transparent Supply Chain Management

At DW Reusables, being a strategic supplier to many of the world's most famous brands means that we also have to provide our customers with the highest level of assurance that their packaging is sustainable and ethically sourced.

To achieve this, relationships with our suppliers are essential. Mutual collaboration is a key element to creating a resilient supply chain that delivers value.

Our achievements	Our activities	Our 2030 objectives
• We work with globally recognized suppliers based in the EU	• Supplier meetings • Supplier assessments • Our dialog is based on the revised Global Supplier Standard (GSS), which in turn is based on the Ethical Trading Initiative (ETI) base code and includes specific reference to the Modern Slavery Policy • Selecting resource-efficient suppliers in order to cut greenhouse gas emissions by at least 55% by 2030	• Working exclusively with key suppliers with a climate target plan for becoming climate-neutral by 2050

We carry out continuous improvement processes and regularly check our processes through internal corporate and external audits. We also ask our customers to audit us frequently.

Our Products

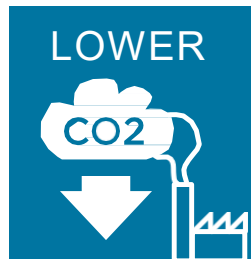
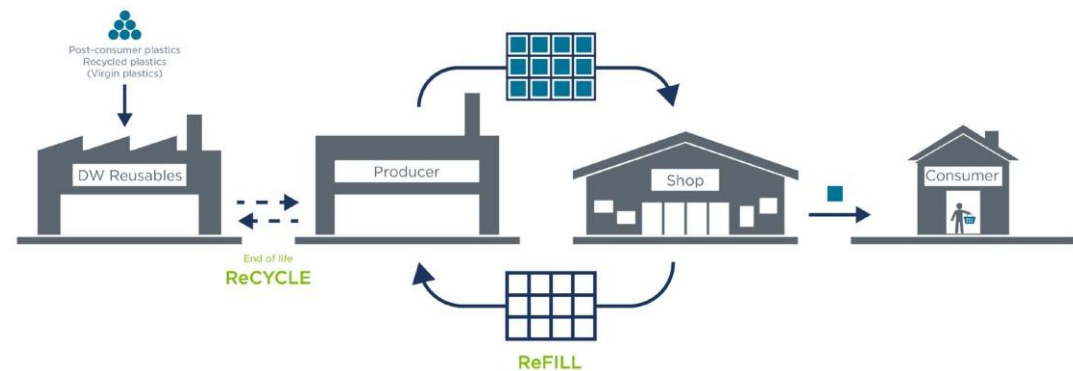
- Circular economy
- Sustainable product innovation
- Product safety and quality



A pioneer in a circular economy

Environmental impact reusable packaging

Our reusable bottle crates play an important role in reducing the environmental impact of supply chains, offering our customers a long, useful life of their packaging (measured in years) and a truly circular model.



Reusable packaging eliminates the need to recycle or remanufacture single use packaging, reducing CO2 (greenhouse gas) emissions by up to 60%.



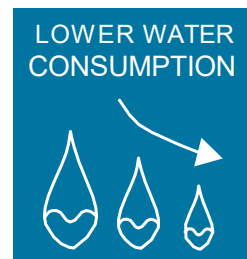
The long life of a single reusable packaging item eliminates hundreds of single-use packaging items from entering the landfill, reducing solid waste by up to 86%.



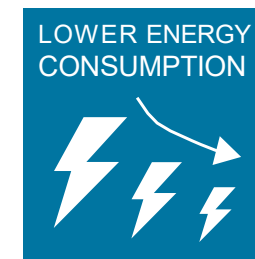
The superior product protection offered by reusable packaging results in lower product damage and waste - especially for perishables.



Reusable models are truly circular, recovering packaging at the end of its useful life so that materials can be recycled and used to produce new reusable packaging.



Single-use packaging systems use up to 80% more water during their lifecycle than reusable packaging, due to heavy water use during production, recycling, and disposal.



The energy used to manufacture reusable packaging items is up to 64% lower than is required to manufacture and recycle the single-use packaging items they replace.

A circular economy

Beverage crates are the first example of a truly circular economy. This is done by re-integrating the product at the end of its life as an input to produce new crates. By closing the loop, the need for virgin material declines. Made from PP or HDPE, our beverage crates last for decades. The crates circulate up to thirty years between the brewery, the retailer and the end-consumer. After their useful long lives, we turn the crates into new crates through our circular supply chain. This first and last mile long lasting solution cannot be found in any other type of packaging. DW Reusables is committed to only produce products that support a circular economy.

Our achievements	Our activities	Our 2030 objectives
- Continuously invest in recycling facilities in all our sites, as well as two mobile regrounding units - Signed the Flemish Green Deal Anders Verpakt - Extended production capacity through acquisitions	- New regrounding line in Hum - Extend production capacity with 10% - Extend worldwide network of subcontractors to meet the growing demand of reusable packaging - Complete overhaul of mobile regrinder - Trial test on reusable shelf ready six-packs	40% of all projects with reground material - Aim at minimum one project per year with PCR material - Continuously grow our network of partners in Europe that promote a circular economy - Engage proactively with industry bodies

Greenpeace: reusable is the only solution to reduce packaging waste



The environmental protection organization Greenpeace provided milk producer Berglandmilch with their know-how. They described reusable bottles when presenting the project, as the most environmentally friendly solution to reduce packaging waste for beverages. The joint message is that this conserves resources and protects the climate. Greenpeace sees reusable as the only solution to reduce packaging waste in beverages and to combat the plastic crisis.

CASE STUDY

Decathlon Basket

DW Reusables replaces iconic blue Decathlon basket with a sustainable model

As Decathlon steps up its sustainability efforts, the company recently decided to recycle its old shopping baskets. DW Reusables was chosen as a European supplier for producing the new baskets from reground PP pellets.



The Challenge

When Decathlon started looking for a basket supplier 15 years ago, they wanted a European manufacturer within easy reach. With several production plants strategically located in Europe, DW Reusables was chosen as their preferred partner for manufacturing the iconic blue basket for their European retailers. At that time, the blue basket was an essential tool that contributed to the in-store customer experience. After 10 years of intensive use, many baskets began to break due to rough handling by customers. Decathlon decided to collect the baskets and asked DW Reusables for help. In the briefing, two important criteria were presented: the new basket had to be cheaper and more sustainable, yet durable enough for daily use.



The Approach

To reduce costs and improve the rigidity specifications, DW Reusables' in-house design department simplified the basket model by redesigning the handles, clips, and other details. The optimized design would also make the baskets stronger, significantly reducing the number of damaged baskets. Additionally, by reusing the material of the old baskets, the price of the new baskets would be cheaper. Consequently, black was chosen for the new baskets, as this is the easiest color to use for recycled materials. An embossed eco label was added to underline the low ecological footprint of the basket.



The Result

The choices resulted in a win-win situation for Decathlon: a cheaper, more sustainable black basket. By following the principles of a circular economy and driven by design, the sustainable solution prevents waste from the very start. With the embossed eco label on the new basket, Decathlon underlines their positive commitment. The Decathlon logo applied with a simple screen print offers optimal brand visibility. Furthermore, by choosing a European supplier, Decathlon was able to limit transportation costs and reduce CO2 emissions. Made from PP, the durable material is easy to clean and 100% recyclable after its long useful life.



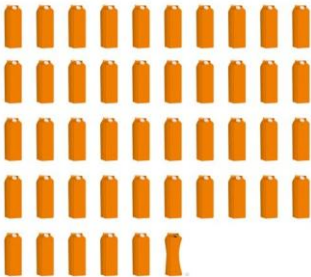
Between 2017 and 2024, DW Reusables put 55 million crates on the market. Based on 100 return trips, the crates replace **2.2 billion cartons** for sixpacks, and **132 billion one-way glass bottles**, saving more than **113 million kg CO₂e**



The calculated impact of avoided CO₂e is based on the difference in greenhouse gas emissions between crates for six reusable bottles compared to carton for beverages with six one-way bottles, over the lifecycle (manufacturing, use and disposal phase) as calculated by the Copernicus University for Sustainable Development in Utrecht.

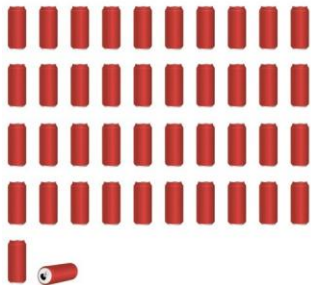
1 Refillable
Glass Bottle*

replaces 46 Beverage Cartons
*1 liter



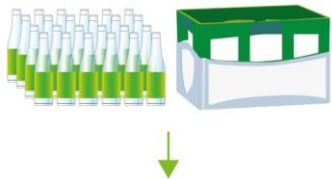
1 Refillable
Glass Bottle*

replaces 42 Beverage Cans
*0,5 liter

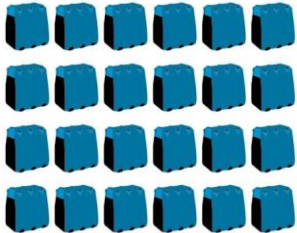


1 Crate with
loose Bottles

replaces 400 Virgin
Cardboard 6-Packs* and
2400 One-Way Bottles
*based on 100 return trips



1 Retourpack replaces
24 Virgin Cardboard 6-Packs*
and 144 One-Way Bottles
*based on 24 return trips



Source: Independent PwC Study

Post-consumer material

The Earth's resources are limited and if we want to take care of future generations, we must use these limited sources as efficiently as possible.

This is where DW Reusables' expertise can make a significant contribution, namely by using what we already struggle to get rid of to protect the planet.

After a few years of extensive research in our in-house innovation department, DW Reusables produced the world's first crate made from 100% post-consumer materials with the same rigidity specifications as crates made from virgin materials.

This technology is a huge step forward in the circular economy because we are not only using waste to make new durable packaging, but also returning the materials to a closed loop system by which the packaging is reground repeatedly after its long useful life.

The use of post-consumer materials helps our customers greatly improve their sustainability performance by reducing waste and CO2 emissions.



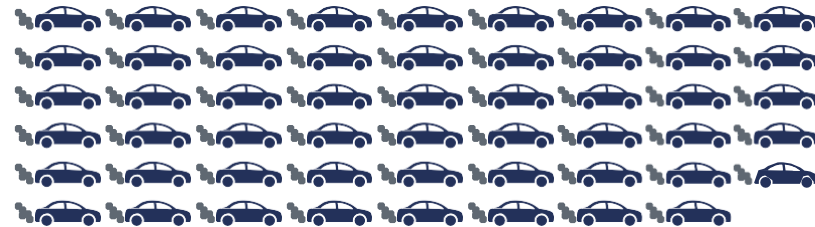
With one project of 140 000 warehouse trays made from post-consumer material:

We reduce
100,87 tons* of CO_{2e}

*Source: Fraunhofer UMSICHT

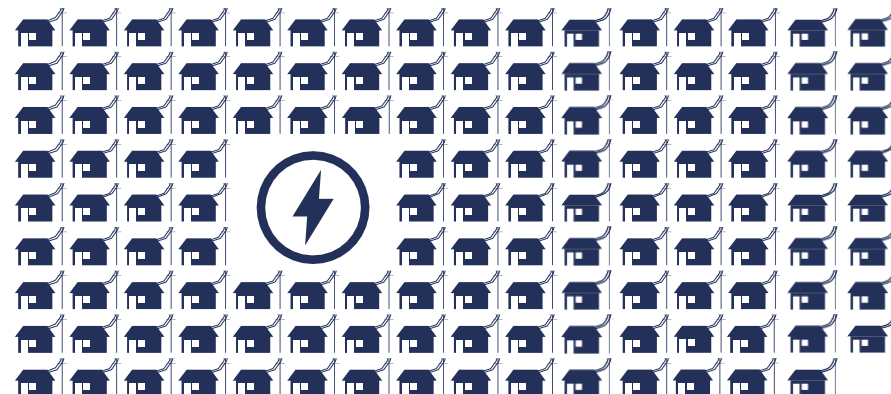
This corresponds to the average annual
CO2 emission of 53 cars!**

** Standard compact class vehicle, source: DAT- and EEA-2016



This corresponds to the annual electricity
consumption of 135 (3-person) households!***

*** Average value in kWh incl. electric water heating, source:
German Federal Ministry for the Environment, last revised 10/2012



We reduce
2 041 376 kWh
of primary energy

CASE STUDY

Crate from post consumer materials for Kornuit

Grolsch is an international brewery that prioritizes sustainability. To further expand its sustainable image, the brewery wanted a crate made from 100% post-consumer waste with a strong eco message for its premium pilsner Kornuit.



The Challenge

As an expert in the manufacturing of reusable beverage crates, DW Reusables has extensive experience with and knowledge of the production of crates made entirely from recycled materials. But manufacturing a crate from 100% consumer waste means taking the process a step further. Despite developments in the recycling field, it was challenging to produce a new strong and long-lasting product from this “plastic soup”. Reusable beverage crates are used intensively throughout the entire supply chain for decades and are also taken home by end consumers. This means that, like a crate made from virgin materials, a crate made from recycled materials must comply with all requirements stipulated in the technical specifications manual.



The Approach

DW Reusables has undergone major efforts to realize this project. Extensive testing was carried out with materials from different suppliers and the crate was subjected to a series of specific tests at the in-house beverage crates testing center. Since this was still uncharted territory for DW Reusables, the production process had to be adjusted several times to achieve the desired result.



The Result

In-store and online, consumers are looking increasingly for zero waste packaging options to reduce their environmental impact. By using a sustainable crate made from post-consumer materials, the brewery sends a clear message about its commitment to its shoppers. The crate that carries the message “This crate was made from waste that you and I produce every day” gets noticed by consumers and boosts the brand’s CSR.





“In recent years, many recycling initiatives were launched. However, the New Circular Economy Action Plan of the EU goes reduce, reuse, recycle, in that order. Our beverage crates can be used for decades, reducing tons of one-way packaging waste. After their useful long lives, they are fully recyclable.

For this reason, many of our customers are investing in reusable packaging and are switching back to reusable bottles and crates.”

Rudi Raskin,
VICE PRESIDENT SALES



Innovating for sustainability

We are committed to continuously innovating and working closely with our customers to turn their old products into new ones and replace one-way packaging by reusable items throughout the entire supply chain.

Our achievements	Our activities	Our 2030 objectives
- Investment in a mould for a shelf-ready reusable 6-pack and accompanying crate - Innovating of Loop Ready Packaging for food as first and last mile solutions - Innovating of shelf ready trays for producers and retail partners - On request workshops with customers to investigate possibilities to replace one-way packaging by reusable items in the entire supply chain - Signed the Flemish Green Deal Anders Verpakt	- Feasibility study Loop Ready Packaging - Every year 3 sustainable innovations for the beverage industry - Test market study	- Reusable Ecommerce solutions for products of our main customers - Pro-actively designing and 3D printing of prototypes to replace one-way packaging by reusable packaging options for our top customers

Sustainable (R)Ecommerce lids transform crates for the beverage industry as a solution for safe and hygienic home delivery of beverages



In response to the changes in consumer behaviour towards Ecommerce, DW Reusables has designed

a resealable, tamper evident lid that fits most beverage crates. The reusable lid instantly transforms standard injection moulded crates into reusable home-delivery or Ecommerce packaging. The lids, which are fully reusable and fully brandable thanks to large IML labels, are strong and durable, and ideal for the safe transportation of reusable bottles. They are easily stackable when not in use, using minimal warehouse space. For the return journey from the consumer the crates are easily resealed with a simple turn of the wrist. The lids have a lifespan measured in years and are fully recyclable after their useful long lives. This innovation is an ideal solution to adjust beverage crates as a reusable

Loop Ready Packaging™ (LRP's)

The next logical evolution in Shelf Ready Packaging (SRP's)

DW Reusables is innovating in a new line of reusable packaging options, known as Loop Ready Packaging™. LRP are reusable, prefilled packaging, as an alternative for one-way glass bottles wrapped in one-way plastic or cardboard.

The packaging is an alternative for jars of non-perishables, such as vegetables, baby food, sauces, yoghurt and many more products. With LRP, DW Reusables is responding to the EU's new circular action plan (CEAP), which is one of the main building blocks of the European Green Deal.

LRP are the next logical evolution from Retail Ready- and Shelf Ready Packaging, effectively making the transition from a linear economy or a recycling economy, to a circular economy. It is a tried and tested method used for beverage crates today, that exists for almost 60 years. Consumers pay a small deposit on the packaging when making their purchase. Once they have finished the items, they return the packaging and jars to the store for a refund of the deposit.

This process is already automated in many places with a machine that scans the packaging and contents and provides a coupon with a store credit for future purchases.

LRP are driving the sustainability agenda that promises to drastically reduce CO₂e emissions by eliminating plastic waste, and garages overflowing with cardboard to be recycled.



Retourpack, the reusable six-pack from DW Reusables, cuts CO2 emissions by almost two-thirds compared to conventional beverage packaging.

An LCA study performed by the Copernicus University for Sustainable Development in Utrecht shows that Retourpack generates around 46% less CO2 compared to aluminum cans with plastic wrap and 64% less CO2 compared to single-use glass with cardboard.

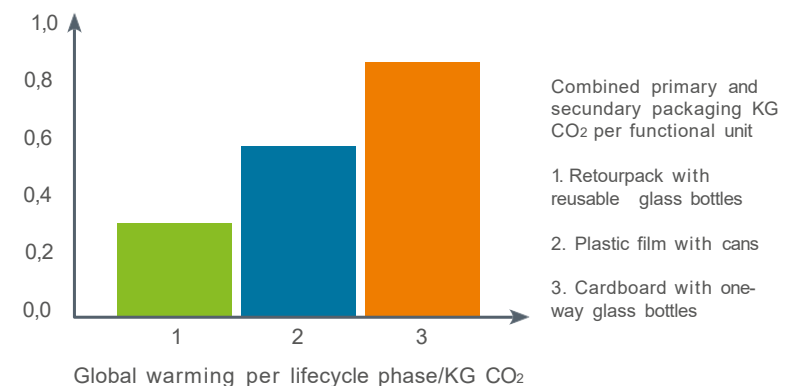
The Retourpack with reusable glass bottles generates significantly less CO2 than conventional packaging – 46% less CO2 than aluminum cans with plastic wrap and 64% less CO2 than single-use glass with cardboard. The Life Cycle Assessment also showed that it outperforms single-use packaging on sustainability criteria such as water use, landfill and energy use.

The results were measured per life cycle stage (manufacturing, use and disposal stage) per functional unit in accordance with ISO 14044 requirements. The selected functional unit was carrying, containing and protecting

“In addition to reducing emissions, the Retourpack can further incentivize consumers to return reusable glass bottles through deposit return schemes. These schemes are extremely important because they not only increase reuse, but reduce littering and improve recycling quality.”

Patricia Megale Coelho,
PACKAGING REUSE AND CIRCULAR
ECONOMY RESEARCHER

1.8 liters of beverage while maintaining the quality of the beverage. Combined with reusable glass bottles, they deliver a low-carbon, zero-waste option while maintaining affordability, improving convenience and closing the loop to ensure a circular life cycle. Retourpack is the perfect choice for breweries looking for a market-ready solution to reduce their environmental impact.



DW Reusables signed the Flemish 'Green Deal Anders Verpakt'

March 2022 DW Reusables our CEO signed the Flemish Green Deal 'Anders Verpakt'. This Green Deal wants to innovate and implement solutions to prevent packaging waste, with the goal of reducing one-way packaging items in Flanders with 300 million units on a yearly basis. All participants among which retailers and food producers, submitted a concrete trial project and engaged to further roll out the project after a positive testing period. DW engaged to perform a feasibility study of Loop Ready Packaging, with a concrete pilot project: 1 product, six months, 10 shops, 5000 shoppers, 10 000 packaging items.



Partnership with Made

DW Reusables called upon the design and innovation consultancy Made to investigate LRP™ between manufacturers, retail partners and packaging suppliers. Made facilitated a workshop together with all the relevant stakeholders to further investigate LRP™.

During the workshop possible bottlenecks to implement Loop Ready Packaging were mapped, together with participants from the entire supply chain: food producers, retailers, distributors, glass bottles, washing lines -and reverse vending machine suppliers as well as industry bodies including OVAM, the Flemish agency that is responsible for waste management, VLAIO, the Flemish agency for innovation and entrepreneurs, Flanders Food; the innovation platform for the food industry, and Comeos; the Belgian agency that trade and services. The workshop was a valuable exercise and a good starting point to roll out our pilot project.

Product Safety and Quality

As a global packaging supplier, we recognize the role our packaging can play in our customers' supply chains and corporate social responsibility efforts. Packaging helps reduce costs, increase efficiency and manage risks. We take pride in delivering products of perfect quality and continuously work towards zero complaints. The safety of our products also means that the materials used to make our products consist of single polymers and can be reground safely after their long useful lives without harming the environment. DW Reusables considers good

Our achievements	Our activities	Our 2030 objectives
• Zero complaints and On-Time, In-Full 100% (OTIF) as key performance indicators • Quality test centers at all our sites • Materials 100% compliant with legislation • Recycling procedures according to the highest quality standards	• Continuously encouraging all employees to speak up • Empowering employees to stop production if necessary • Organizing customer centricity workshops at all our sites • Monthly customer centricity award for employees who focus on quality for our customers	• Delivering product specifications certificates

We encourage our employees to speak up to ensure a perfect product



During the Hirschquelle Project, there was an issue with the proper transferring of the printing data from our customer's logo. One ear of the stag was missing, but this was so hard to see that not even the customer noticed it and gave approval to print. When we started the first serial printing, our printing technologist noticed that the embossing behind the printing didn't completely follow the shape of the printing. To be sure, he checked a picture of the logo online and detected the minor deviation. In the next printing run, the print was corrected and thanks to our employee's commitment, we avoided printing 250,000 crates with the wrong logo. Our employee was designated "Customer Centric Employee of the Month".

Creating
sustainable
value
delivering
perfect
quality
products





Our People



- Health and safety
- Talent and development
- Ethics and transparency
- Diversity, equal opportunity and inclusion
- Charitable foundation and community engagement



Operational Health and Safety

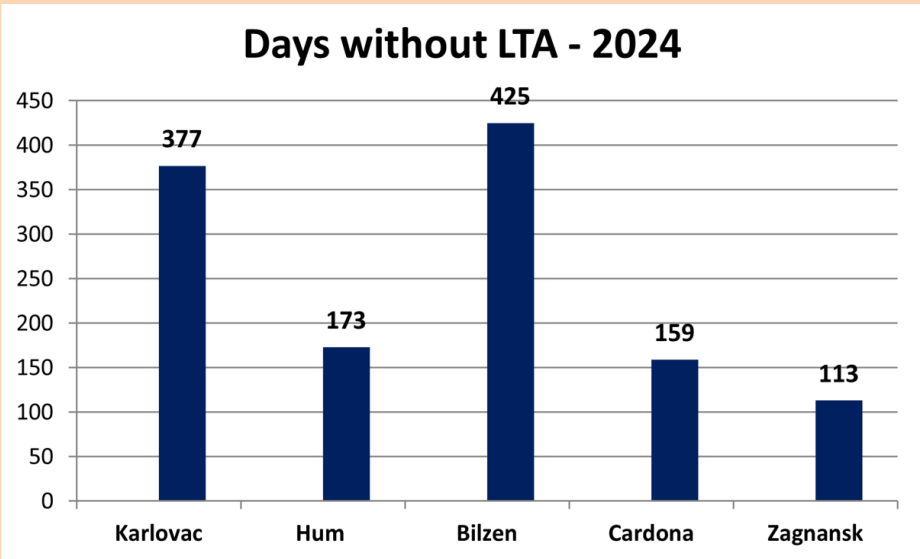
At DW Reusables, the safety of our people is our number one priority.

We set high standards and have clear KPIs for continuously improving our safety performance. We take great pride in our safety record and are pleased with the progress we have made in reducing our LTA frequency rate once again.

Our achievements	Our activities in 2024	Our 2030 objectives
• Health and Safety (H&S) policies and practices are in place for maintaining a safe working environment for our people • Importance of H&S is recognized and prioritized across all levels of management • H&S performance is tracked and benchmarked using international health and safety standards • A health and safety communication toolkit has been developed and rolled out • Investments have been made in safety equipment and machinery	• Strengthening of near-miss and observation reporting culture, with increased reporting rates and follow-up actions • Regular safety inspections and internal audits conducted across all facilities • Reduction in recordable incidents and injuries compared to 2023	• Continuing to embed health and safety culture in the business

Workplace Safety Performance: Days Without Lost Time Accidents (LTA)

Tracking days without Lost Time Accidents (LTA) allows us to measure the effectiveness of our safety practices across sites and reinforces our focus on protecting our people every day. This indicator provides a clear and consistent view of our operational safety performance, supporting continuous improvement and helping us identify areas where additional attention or preventive actions may be needed. Maintaining high standards in workplace safety remains a fundamental part of our commitment to responsible and sustainable operations.





Meet Zero Hero

He's the injection-molded front man for strengthening our zero negative impact targets and you'll find him everywhere, highlighting the on-site targets we face across the group.

Zero Hero has a friendly, playful nature. Always setting the right example, from health and safety to reducing CO₂ emissions and sorting waste, he is committed, caring and a genuine team player.

He shares his experiences so that his colleagues can follow his good example.

Ambitious and humorous, Zero Hero is always around to highlight our strong commitment to zero negative impact across the business.



First Aid training in Kielce



A first aid training, divided over two sessions, was organized at our plant in Poland. In total 34 colleagues, blue- and white-collar workers, participated these safety trainings. During these sessions employees learned how to provide first aid in case of injury and perform CPR. These workshops are organized based on local law requirements and differ from country to country.

Fire drill and evacuation in Hum



At our plant in Hum, we organised an evacuation and rescue exercise in the warehouse. fifteen employees participated together with associates from outside our company, such as the volunteer fire brigade. The objective of the exercise is to be able to do a coordination check and to prepare our employees for an evacuation. In addition, this exercise allows us to provide first aid and prevent the further spread of fire.



“Our first aid trainings give knowledge and confidence to effectively manage an emergency without fear or confusion. We are planning to organize the trainings on a regular base in all our plants to be the best prepared when needed.”

Mario Tomljanović,
OPERATIONS DIRECTOR



Talent and Development

One of our strategic goals is to tap into the full potential of our people. We strive to develop both our people and their working environment, so that DW Reusables employees are proud and able to give their best at work.

Our achievements	Our activities	Our 2030 objectives
• Performance management systems • Biannual employee surveys for monitoring employee engagement • Biannual performance connect times • Performance connect plan for managers • Leadership and development review on all levels	• All training materials are available on our intranet • Engaging our people in our business strategy • Rolling out survey outcome action plan • Further developing succession planning • 360° sessions • Developing in-house mentor and mentee program • People's corner page on our intranet for further engaging employees	• Continuing to build a culture that feels empowered and supported as we invest in continued career development

From onboarding new employees throughout the entire career path, our HR policy supports all phases of the employee lifecycle.

Customer centricity workshop and awards



Building a customer-centric culture is part of our strategic plan – but it's also a great excuse to recognise our employees who already give so much. Employees that step up to make a difference for our customer can get nominated, and on a monthly basis we award the customer-centric employee of the month. The stories are published on our intranet Bridget.

To further embed a customer-centric culture, we organised a first customer centricity event at our headquarters. A group of 50 blue and white colours were challenged to put themselves in our customers' shoes, joined breakout sessions about the topic and raised ideas to enhance our customer's experience. Many great ideas have been implemented. We plan to organise these events in all our plants in the next year.





Attracting talent

- Presence at job fairs
- Increased presence on digital and social platforms
- Visits from schools and universities and partnerships with schools



Training and development

- Local learning opportunities
- Safety training
- Code of conduct training
- Customer centricity training program
- In-house mentor and mentee program



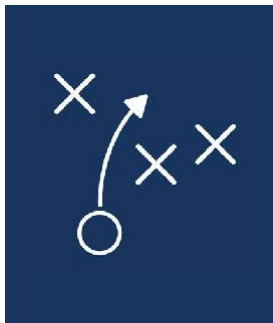
Onboarding

- Onboarding kit for all employees
- Custom employee onboarding program
- Safety training program
- All materials available on our HR portal



Performance management

- Bi-annual performance connect times
- Performance connect plan for managers
- Leadership and development review on all levels
- 360° session



Talent management

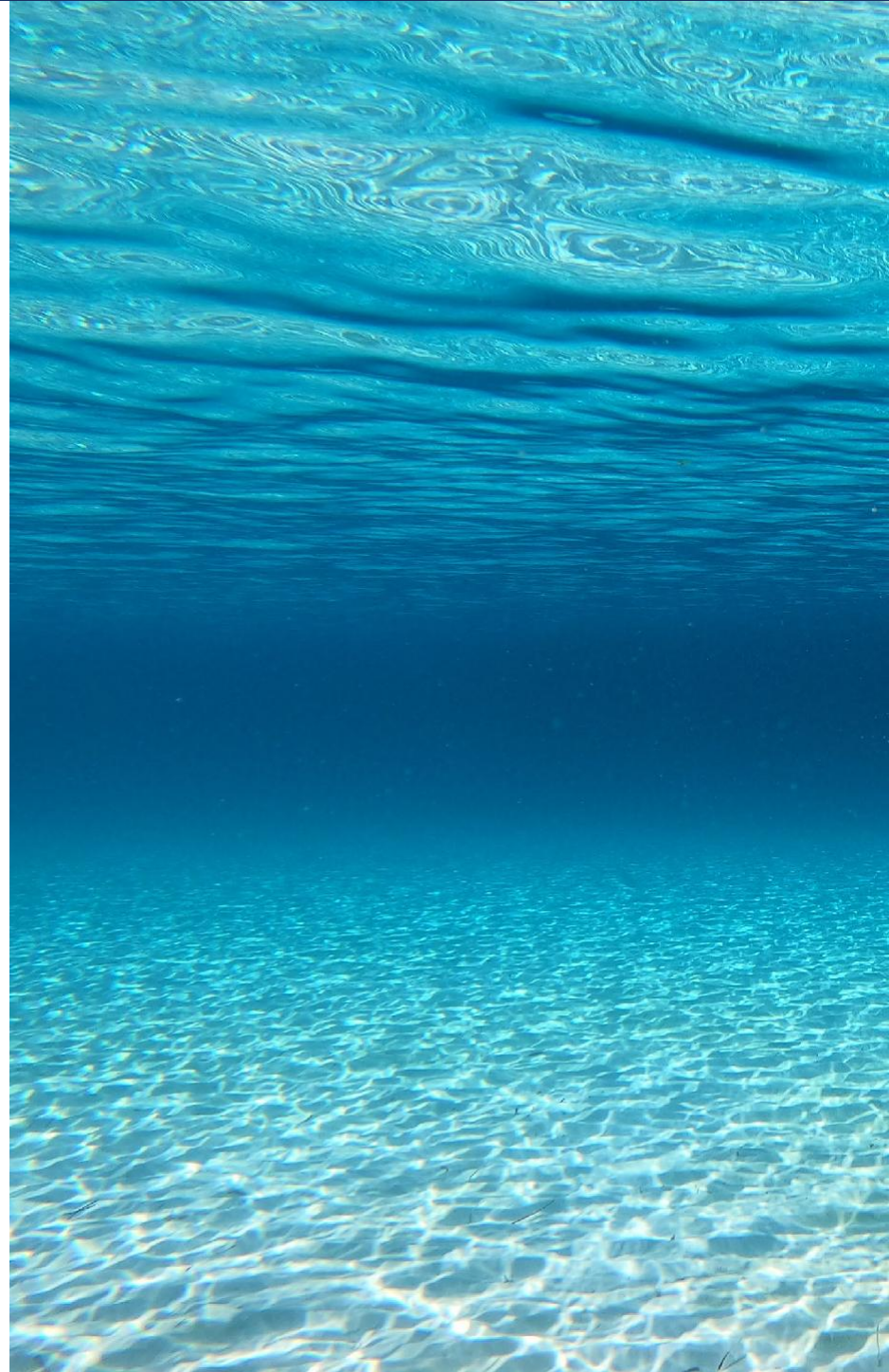
- Career path development
- Custom training plans
- Succession management for all employees in an executive position

Ethics and transparency

When it comes to ethics, there is only one word that fits DW Reusables: transparency. Transparency means being open and promoting a culture of direct feedback by sharing thoughts and ideas in an honest and respectful way. As a business and an employer, being transparent is part of our daily operations.

We are committed to maintaining the highest standards of ethical behavior and transparency. Our global policies and Code of Conduct contains ethical principles that address key risk areas, including anti-bribery and corruption, digital ethics, human rights and antidiscrimination.

Our achievements	Our activities	Our 2030 objectives
• Global company policies that promote ethical behavior • All policies and supporting material available on our intranet HR portal • Triennial dialogue sessions to request direct feedback • Promoting a culture of direct feedback	• Developing business ethics training program for managers • Making 100% of our employees aware of the anti-bribery and corruption policy at DW Reusables • Developing a Code of Conduct refresher course for all employees • 360° sessions • People's corner page on our intranet to further engage employees	• Further rollout and support of action plans to make integrity part of our modus operandi





DW way
Our corporate values are part of our DNA and help shape our behaviors and decisions.



Legal compliance
With all local as well as international laws and regulations



Employee handbook
Our employee handbook contains guidelines for what is expected of all employees



Policies

- Code of conduct
- Health and safety policy
- Modern slavery policy
- Quality policy
- Anti-bribery & anti-corruption policy
- Harassment policy
- Environmental policy

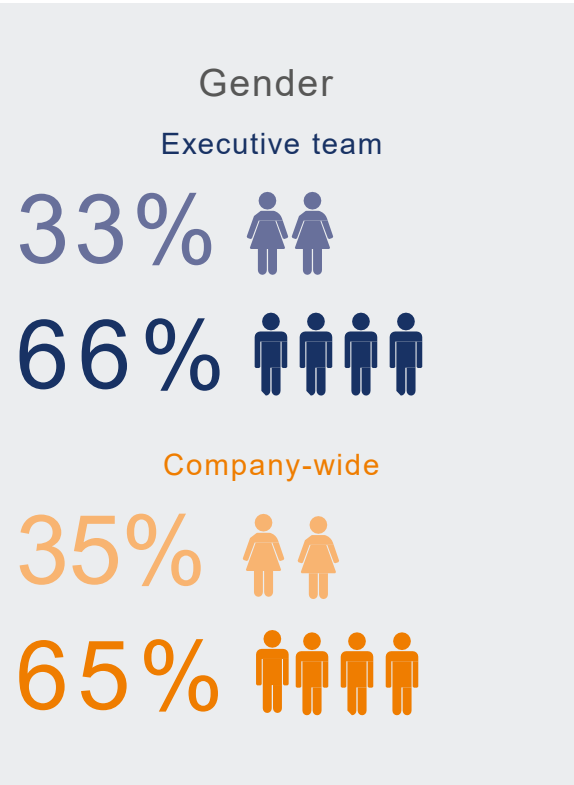


Employees' voices

- Dialog sessions
- Biannual anonymous surveys
- Ask the CEO
- Whistle blower

Diversity, Equal Opportunity and Inclusion

Our achievements	Our activities	Our 2030 objectives
• Platforms to seek feedback and input from our employees • Separate facilities for women in production areas	• Diversity and inclusion workshop for executives • Putting diversity & inclusion at the forefront of new hirings • Access to training and development for everyone • People's corner page on our intranet to create awareness and further engage employees	• Increasing gender and race diversity globally and in the executive team • Educational awareness training sessions to help employees understand the importance of diversity and inclusion in the workplace • Continuing to build a diverse and inclusive workforce culture that feels empowered and supported by our management team





"We are committed to driving a diverse and inclusive workforce by creating an environment of equality, empowerment and belonging."

Ivana Vidovic,
HR DIRECTOR



Charitable Donations and Community Engagement

Our achievements	Our activities	Our 2030 objectives
• Maintain positive relations and interaction with communities with regard to operations in order to acquire current and future talent • Sponsoring of local initiatives at the request of our employees	• Sponsoring of larger projects that support our SDGs, as outlined by the UN	• Continuous interaction with the communities where we operate to create a positive impact • Structured charitable donations that support our SDGs as outlined by the UN

Partner in EU-funded project to develop technical school

“KaRijERA i JA” and “STRuKA i TI” are EU-funded projects aimed at establishing regional competency centers in Karlovac County, focusing on electrotechnics and mechanical professions. The goal of the projects is to develop education in Karlovac while building a competency center for practical work. DW Reusables is participating as a mentor in different areas.

Partnership with sheltered workshop De Wroeter



DW Reusables and sheltered workshop De Wroeter have been working successfully together for almost four years. De Wroeter offers meaningful work for people who find it difficult or impossible to be part of the usual economic circuit. They assist us with transferring glass bottles from old crates to new ones. DW and De Wroeter were invited together to a Flemish event on Corporate Social Responsibility as an example of best practices, and to talk about the added value of our strong partnership.

Coloring for the environment

To teach future generations about the importance of environmental conservation and to demonstrate our commitment in a fun way, we organized a company-wide coloring contest for our employees' children with the theme "Taking good care of the environment". All submissions were rewarded with a sustainable coloring box.





With our sustainability strategy and our 2030 objectives set, we have a clear guide to focus on the key areas in our business where we can make the most significant impact.

Our sustainability workgroup held its first kick-off meeting in June, with the Leadership Sustainability Committee members and sponsors of each pillar. We are excited to start our journey for the next coming years.

Our products can make an enormous difference in the battle to reduce one-way packaging waste and CO2 emissions, and we are committed to working with our customers and industry organizations to innovate and expand our capacity to meet the growing demand for reusable packaging.

We hope you will join us in making a difference and stay tuned to hear about our progress.

List of definitions of DW Reusables' material topics

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On page 8 and 9 we explain in detail how we defined our material issues, and why they are important. Based on stakeholder input during the materiality assessment process, we defined a full list of bespoke definitions.

Topic	Definition applicable to DW Reusables
Climate change	Efforts to reduce greenhouse gas emissions from own business operations and energy use, and other value chain partners from upstream and downstream activities.
Circular economy	Efforts to eliminate waste at all stages of the product life cycle, contribute and participate in the development and promotion of recycled plastics and recover materials at the end of their useful life
Innovation of packaging for a circular economy	Embedding legislation and trends in product development and innovative business models with reusable and returnable features, including repairable and replaceable parts.
Health and safety	Ensuring safe and healthy working conditions for all employees by implementing policies and standards, and by providing training, education and guidance
Traceable and transparent supply chain	Working towards a sustainable supply chain by having a process in place to identify potential ESG risks along the supply chain, having a clear supplier code-of-conduct that specifies the environmental, social and governance performance and minimum standards required from suppliers and monitoring these standards
Recycling and waste management	Management of waste from own operations to reduce the environmental impact of our collective waste footprint, and reduce impact of packaging by recycling and regrinding management
Product safety and quality	Ensuring safety and quality of our products throughout the value chain, in compliance with all applicable laws, regulations and standards (e.g., ISO standards)
Talent and development	Management of risks related to scarcity of skilled labour through recruitment and retention and career development such as training programs and education
Ethics and transparency	Efforts to ensure ethics and ethical behaviour and transparent communications and integrated management of business processes
Charitable foundation and community engagement	Efforts to engage with local communities and donations as outlined by the UN, including poverty reduction, climate change and protection of human rights
Diversity, equal opportunity, and inclusion	Promoting and upholding diversity that offers equal opportunities to all and building a working environment where everybody is treated fair and with respect
Tax transparency	Ensuring full compliance with tax policies that are in place in all countries we operate in and continue to engage with stakeholders on tax matters to ensure current and future compliance with disclosure requirements on tax governance
Water use	Efforts to use water in a responsible way, meeting current, ecological, social, and economic needs without compromising the ability to meet those needs in the future. (Water scarcity)

Glossary

68

Circular economy	Reuse of materials in a closed loop system
CO ₂ e	Describes the global warming potential of all greenhouse gases, as created by the UN Intergovernmental Panel on Climate Change
tCO ₂ e	Tons of CO ₂ e
GHG	Greenhouse Gas
KPIs	Key Performance Indicators
LCA	Life Cycle Assessment. A method to calculate the environmental impact of a product over the entire life-cycle
LTA	Lost Time Accident
Materiality issues	Issues that could substantively affect an organization's ability to create value in the short, medium, and long term for its stakeholders, positively or negatively.
Scope 1 emissions	Emissions from stationary and mobile* combustion and fugitive emissions
Scope 2 emissions	Emissions from purchased electricity, heating and cooling
Scope 3 emissions	Emissions from upstream and downstream activities, including purchased goods and services, business travel, freight, waste, employee commuting, and the use of sold products
SDGs	Sustainable Development Goals
UN	United Nations

Together
we can
make a
difference



Contact

Questions or other feedback can be directed via: info@dwreusables.com

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