

DUCO's path towards
a **more sustainable
future...**



DUCO

Dear partner,

At DUCO, we understand that sustainability is not just a choice, but a **necessity**. In a world where the demand for responsible production and energy efficiency is increasing, we want to take responsibility.

But we cannot do that alone... We believe that working together is the key to achieving a better future for all of us. And so we would like to invite you to join us in taking the next steps in our 'journey'.

Michael Vanmaele
Sustainability coordinator



Interested in discussing
this in more detail with our
sustainability coordinator?



TOGETHER FOR
MORE
IMPACT?

Some of our sustainable investments...

Solar farm
of 1,600 kWp



100% gas-free
new-build offices



Roll-out of an **energy-monitoring project**, combined with the LED lighting of our production halls, the conversion of our compressor park and a strong commitment to charging infrastructure for our electric vehicle fleet

Intro of
smart paint
thickness control



Own **water**
treatment plant





DUCO'S PATH TO A MORE SUSTAINABLE FUTURE

DUCO is committed to several elements to shape its more sustainable future.

Thus, we committed ourselves to the VOKA 'Charter Sustainable Entrepreneurship', a programme to achieve tangible results with concrete actions -tested externally. Last year, our efforts were already awarded the laureate label!

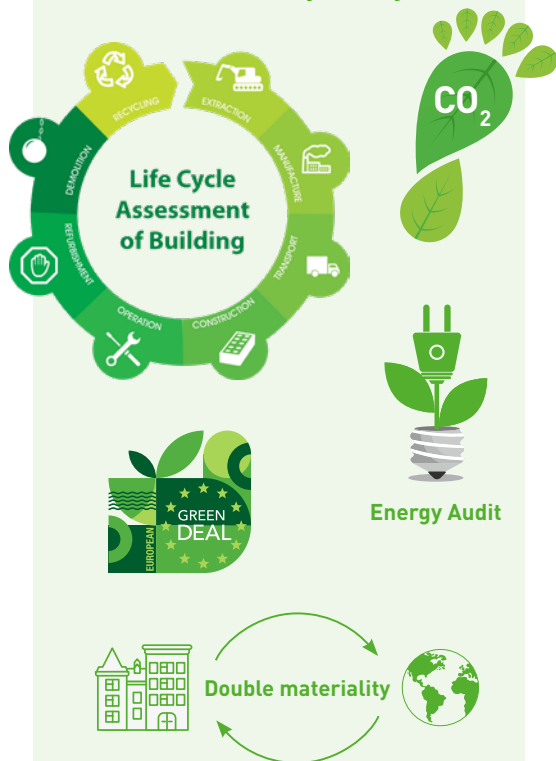
In addition, DUCO is contributing to achieving the European Green Deal dream with a proactive approach to regulation. Among other things, we are committed to managing our Carbon Footprint, preparing LCA product analyses, mapping our risks around double materiality, etc...

This approach underlines DUCO's commitment to a future where 'Natural Indoor Comfort' and sustainability can go hand in hand.

Charter for Sustainable Business



CSRD Compliance



Our **10 SUSTAINABLE** spearheads '24 - '27

Innovative products: climate- and customer-friendly

1

By 2030, we will design only sophisticated, new products of which at least 50% of the mass consists of recycled materials.

2

We will reduce our use of disposable packaging materials by 25% by the end of 2026 (vs ref year 2022).

Product design and lifecycle management

3

At least 90% of our new products can be reduced to separate material streams at end-of-life from 2025 onwards. This is to facilitate disassembly and recycling.



Sustainable procurement and investment

4

We will reduce our direct carbon footprint on scope 1 & 2 (= DUCO's direct emissions) by 40% by 2030 and 100% by 2045. This compared to the 2020 baseline.

5

By the end of 2025, we aim to get a grip on the sustainability of our supply chain by evaluating 75% of our key suppliers (by purchasing turnover) on their sustainability values and practices.

6

By the end of 2025, all our top-80 commodities will have been traced back to their origin.

'DuCommitments'

7

We put maximum effort into a contemporary, people-oriented HR policy and long-term commitment of our DUCO team.

8

We will improve our OTIF (deliveries 'On Time, In Full') by another 15% within three years.

9

Annually, we publish a summary of our sustainable actions, as part of our CSRD report.

10

Follow-up on 'sustainability' will be anchored on the agenda of our executive committee from 2025.

DUCO'S SUSTAINABLE DREAM...

DUCO aims to **lead** through **innovative product designs** that combine **sustainability** and **functionality**. We are actively taking measures to **reduce** our **environmental impact** and start **climate-neutral** production. Together with **partners** who share the same **values**, we strive for the most **sustainable supply chain possible**. Our **DUCO Team** is the **driving force** behind our success. We create a **safe and trusted environment** for our team, where **continuous improvement** and **innovation** are encouraged. In doing so, we act **authentically**: actions* speak louder than words!

*For DUCO, sustainable actions balance across the '5 Ps' (Planet, People, Prosperity, Partnerships and Peace). This framework provides guidance for DUCO to integrate sustainability with a focus on both social, environmental and economic aspects.



DUCO

We inspire at www.duco.eu