



**vertexco**  
chemicals & solutions

**2025**  
**Sustainability**  
**report**



# Table of contents

<b>01 Our business</b>	<b>5</b>
Interview with our CEO's.....	6
Vertexco .....	7
Our products.....	9
Our specialty.....	9
Our contribution to the SDGs.....	10
Our goals.....	11
<b>02 Climate action</b>	<b>13</b>
Lowering our GHG emissies.....	14
Additional own storage .....	17
Reuse of IBCs .....	17
Reuse of rinse water.....	17
Development of recyclable products.....	18
Bio-based raw materials and end products .....	19
<b>03 Industry, innovation &amp; infrastructure</b>	<b>21</b>
High quality, reliable & sustainable infrastructure.....	22
Investing in research & development .....	24
Optimisation of processes & infrastructure .....	25
<b>04 Affordable &amp; clean energy</b>	<b>27</b>
Improve energy efficiency.....	28
Production of clean energy .....	30
<b>05 Clean water &amp; sanitation</b>	<b>33</b>
Reduce the use of drinking water.....	34
Free drinking water.....	36
<b>06 Quality education</b>	<b>39</b>
Education for employees.....	40
Cooperation with schools.....	42
Community education .....	43
<b>07 Good health &amp; well-being</b>	<b>45</b>
Safety above all.....	46
Safe working environment.....	48
Health.....	50
Well-being .....	51
<b>08 No poverty</b>	<b>53</b>
Supported employment agencies.....	54
Kleurr child poverty fund .....	54



# our business

01



Stefaan Vercruyssen & Sofie Van der Looven – CEOs Vertexco



**What makes us unique?**

**We combine technical expertise with a people-oriented approach.** For every challenge, we collaborate closely with our clients to develop the right formulation - efficient, safe and future-oriented. Our products are used across the textile, plastics, wood and paper industries, always with a focus on quality, innovation and environmental responsibility.

**We are agile, thoughtful and highly responsive.** Thanks to our small-scale structure and strong R&D, we deliver solutions while driving sustainable progress. This is how we help build an industry that is smarter, cleaner and more resilient every day.

**Sustainability is in our company's DNA. We develop and produce custom chemical solutions with one clear goal: to improve processes while reducing environmental impact.**

**Thinking sustainably. Acting thoughtfully.**

**At Vertexco, we believe that truly sustainable business goes beyond complying with regulations or offsetting impacts. It is the way we think, work and grow. Every decision we make – about products, processes or people – we test against one question: does it help us move forward, both as a company and as a society?**

We have grown from a small Belgian family business to a flexible, international chemicals specialist. Not by wanting to be the biggest, but by staying true to what works: investing smartly, making the right choices, and always keeping the broader picture in mind. Customers, employees, society, planet... they are all part of our story.

Our difference is in the details. We do not distinguish between large and small customers. We provide customised solutions regardless of volume. We combine technical knowledge with service, flexibility and precision. What we make must be right. For the customer and for the environment. That's why we avoid toxic substances. That's why we're replacing heavy metals. And that's why we choose sustainable organic raw materials whenever possible. Could something be done better? Then we adjust it.

Digitalisation helped us work faster and more efficiently. Today our latest production lines operate fully automatically with further automation planned. All our systems are interconnected and almost paper-free. Nevertheless, despite these technological progresses, our people remain at the heart of our operations.

Working sustainably has always been an obvious choice for us. We also notice it internally. Everyone contributes, each in his or her own way. Where necessary, we provide targeted training courses, keep energy consumption low, and make optimal use of resources. At the same time, we offer a workplace where people feel comfortable and supported.

**'We have accomplished a lot in recent years, but we are far from finished.'**

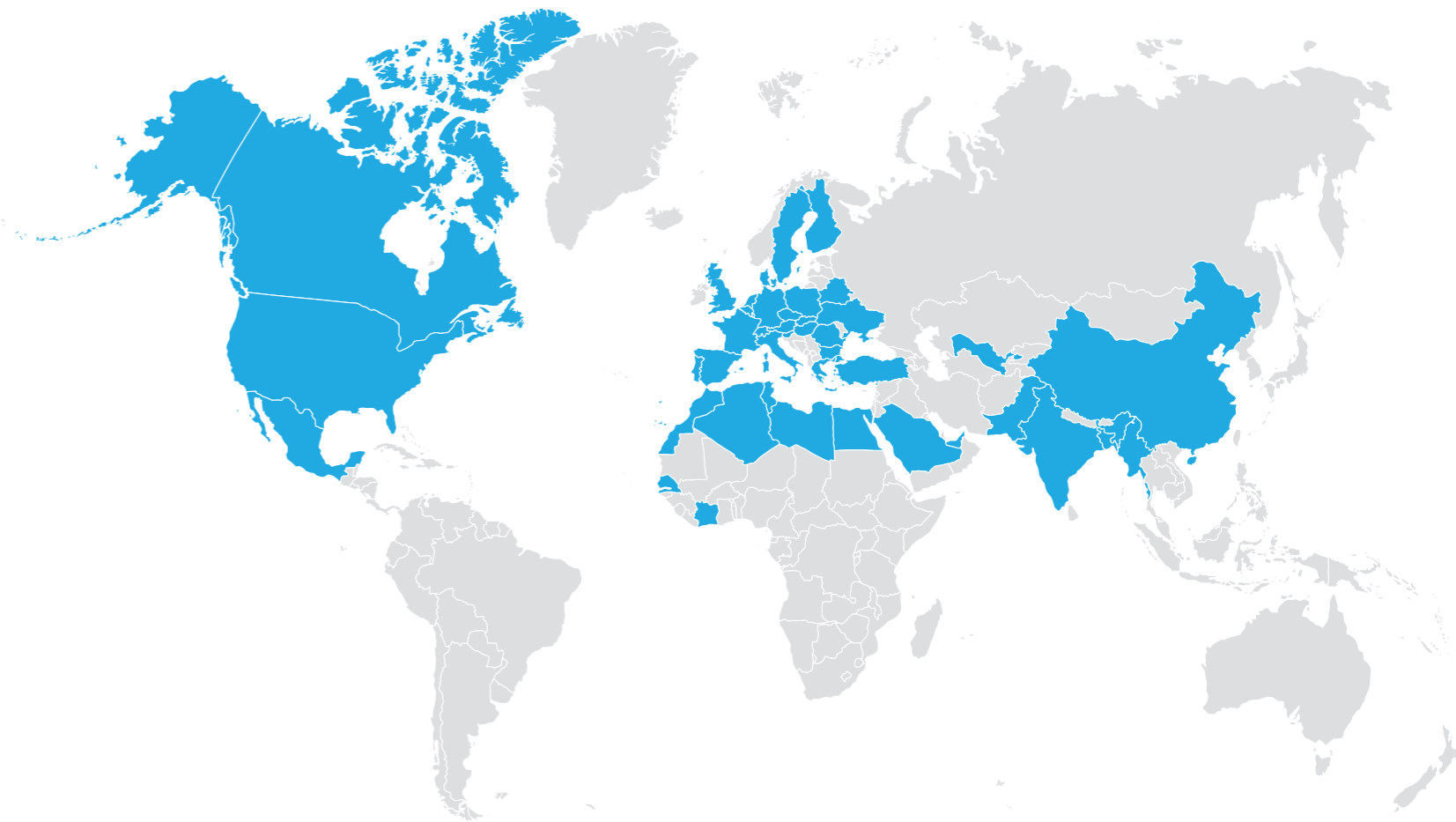
We have accomplished a lot in recent years, but we are far from finished. By 2030, we want to go even further in automation, waste reduction and sustainable mobility. We want to continue to sharpen our processes and make our products even more future-proof.

We are an SME, not a multinational company. But in terms of sustainability, we do want to set the bar just as high. Not to show off, but because it is necessary. And because we know it works.

This report gives you a glimpse behind the scenes. You will discover what drives us, what we are proud of and where we want to be even better. We want to show that sustainability is not an afterthought, but the foundation on which we continue to build. For our customers, for our people. For the world in which we do business.

Enjoy reading!

**Stefaan Vercruyssen & Sofie Van der Looven**  
CEOs Vertexco





Textile auxiliaries



Additives for plastics



Antistatic agents



## Our products

Vertexco's chemistry lies not only in our products, but also in our way of working. We develop smart chemical solutions that improve processes and make end products stronger, safer and more sustainable. This way we combine technical performance with attention to human and environmental impact.

Our formulations are used across a wide range of industries, including textiles, plastics, wood and paper.

- ✔ **Textile auxiliaries:** including products for pre-treatment, dyeing and finishing
- ✔ **Additives for plastics:** including stabilisers, viscosity modifiers, antistatic agents and flame retardants
- ✔ and many other **functional products**

### What makes us unique

**We do more than just produce.** We help optimize customer processes, provide tailored designs, and deliver solutions that truly make a difference. For us, customization is standard—always aligned with the customer's specific needs, both technically and sustainably.

Our R&D team maintains a strong practical focus, continuously improving existing formulations and developing new solutions to meet stricter regulations and sustainability goals. Smaller volumes are also no problem for us. We supply both ingredients and ready-to-use finished products. Where traditional products face increasing pressure from evolving legislations, we offer safer and more sustainable alternatives.



**Sustainability is a core value for Vertexco. We are not only reducing our own carbon footprint, but also helping our customers to meet their sustainability goals with chemical solutions that are smarter, safer and more environmentally friendly.**

From the outset, we have been actively committed to the United Nations Sustainable Development Goals (SDGs), which have also been monitored since 2020. These 17 goals represent a global call to eradicate poverty, protect the planet and create a better future for all.

While our activities interface with all of the SDGs, we have chosen seven priority goals where we can make the most impact today. These are not isolated ambitions, but guidelines that we translate into concrete action, investments and product development.

## Our goals

**Sustainable business calls for vision and action. At Vertexco, we don't just look at what could be better today, but more importantly, at where we want to go. We are setting clear goals first and then step by step building a future that is cleaner, more efficient and innovative.**

We are working to reduce emissions, use energy smarter, increase recycling and make products that contribute to circular economy. Not in words, but in numbers. Because progress requires measurement, adjustment, and perseverance.

The summary below outlines our main objectives, tracking progress from initial measurements to our 2030 targets.

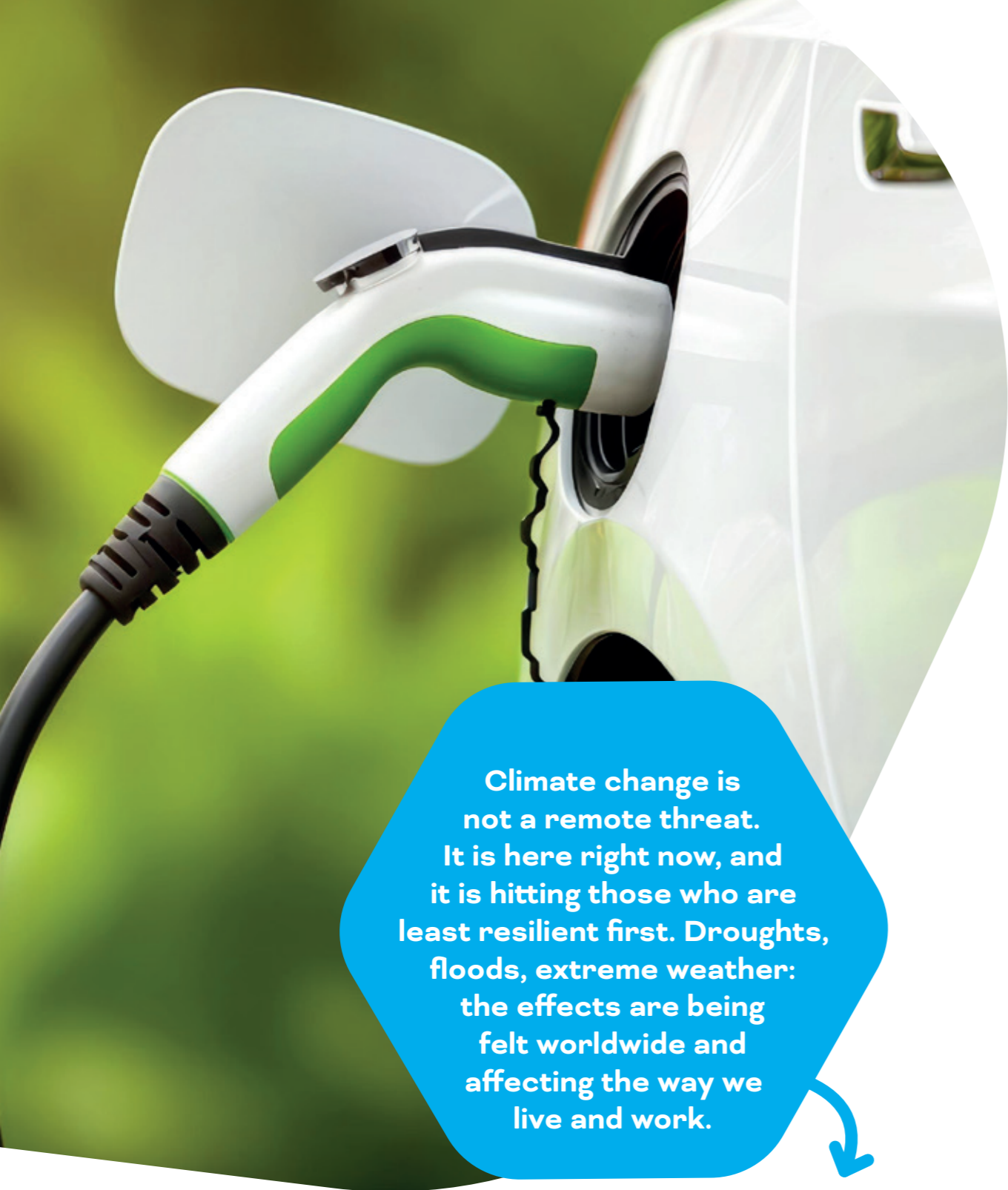


Theme	Target 2030	Result 2024
GHG emissions from own production (kgCO2e)	30% reduction by 2030 compared to 2021	-11%
Safety	Reduce work injuries to an absolute minimum (<5)	4
Responsible business conduct	100% suppliers aligned or partially aligned with our code of conduct	0%- in progress
R&D	> 10% of the FTE's active in R&D	12%
Governance	100% of all employees trained in Code of Conduct	0%- in progress
Governance	100% of all employees trained in HSEQ	100%
Absenteeism	Annual sick leave days <10%	8%
Well-being	Monitoring individual Bradford scores and initiate follow-up action for scores exceeding 50.	100%



# climate action

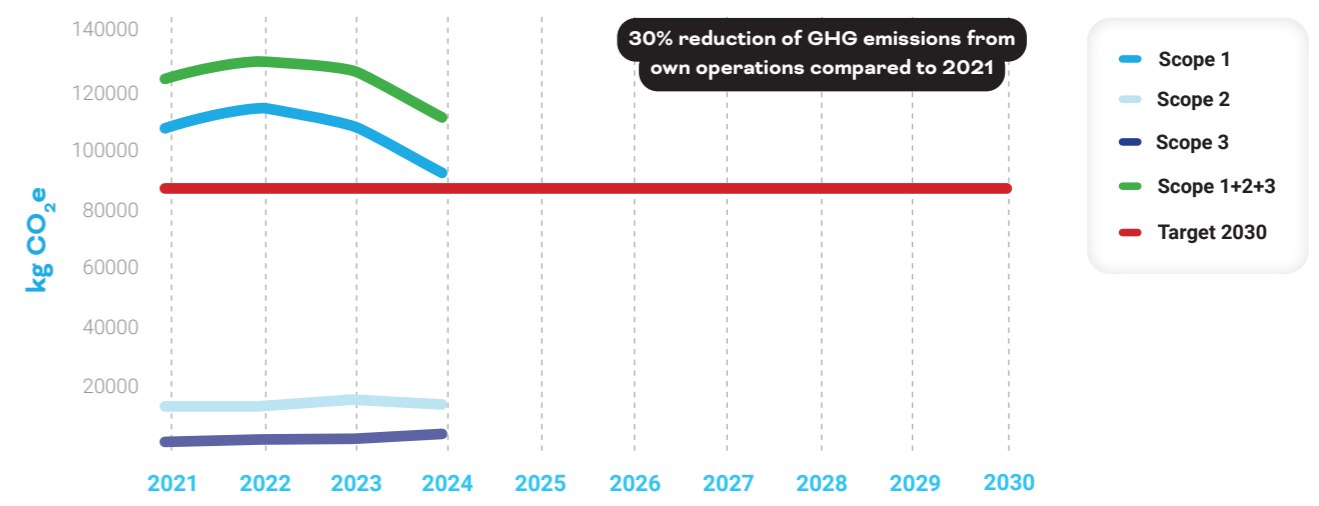
02



Climate change is not a remote threat. It is here right now, and it is hitting those who are least resilient first. Droughts, floods, extreme weather: the effects are being felt worldwide and affecting the way we live and work.

**We believe that every action counts. Even small measures can have a significant impact when applied at scale. That's why we take responsibility for our emissions and work deliberately to reduce our greenhouse gas output.**

We monitor our carbon emissions (scope 1, 2 and 3) annually and set clear reduction targets. Electrification of the vehicle fleet, our own renewable energy production and smart automation are not future plans, but ongoing projects. Our ambition is clear: by 2030, we want to reduce our own emissions by at least 30% compared to 2021 figures. And along the way, we systematically choose what is better for climate, people and our customers.



**This graph shows only emissions from sources owned or operated by Vertexco.**

- Scope 1:** direct emissions from combustion of fuels in boilers, furnaces, vehicles and leakage losses from refrigeration systems
- Scope 2:** indirect emissions from purchasing electricity
- Scope 3:** indirect emissions from employee business travel and commuting



## Reduced greenhouse gas emissions

**✓ -30% reduction in emissions by 2030**

We aim to **reduce** greenhouse gas emissions from our own operations and purchased energy **with 30% by 2030, compared to 2021 figures**. That goal is ambitious, but the first steps have already been taken: the switch to an electric vehicle fleet, in-house renewable energy production and smarter energy management in our buildings.

We track our emissions **annually**. Not just internally, but across the board, from transportation to energy consumption. Since 2023, we have also been mapping the Product Carbon Footprint of our products. By the end of 2024, more than half of our output has been vetted.

The biggest lever to achieve our goals lies in our own processes: less combustion, less grid-dependence and locally generated green energy.



## Fleet electrification

### ✔ All-electric delivery van

Electrification is a logical step for us toward less carbon emissions, reduced fossil fuels and greater energy efficiency. Since 2023 we have been systematically building up an all-electric fleet, for both passenger transport and internal goods transport.

Early 2025 we deployed our first all-electric van for deliveries within a 250-kilometer radius. Noiseless, emission-free and deployable immediately for quick deliveries in the region. We will continue to invest in electric transport in the coming years, in line with our climate goals for 2030.

## Automation of production and tank storage

By automating our production processes and storage tanks, we structurally reduce energy consumption in our operational buildings. This optimisation helps to further reduce our scope 2 emissions.

Automation also results in fewer potential mistakes, more efficient use of resources and a safer working environment. An investment in technology that pays off in terms of durability, safety and reliability.



## Own energy supply in our new building

Our new production and warehouse site can be considered positive-energy buildings powered by our own renewable energy facilities. Thanks to solar panels, batteries and a smart energy management system, we meet almost all our daily energy needs without relying on the traditional grid.

This investment makes us less dependent on the electricity grid and significantly reduces our scope 2 emissions. More details on the technical content can be found in the Affordable and Sustainable Energy section.



Vertexco HQ

## Additional own storage

### ✔ Less transport, less packaging material

To work more efficiently and further reduce our carbon footprint, we have invested heavily in additional storage capacity on our own site. About 1000 additional pallet spaces were added in 2024, in addition to larger bulk storage tanks to store an additional 1,000,000L in bulk.

Thanks to this expansion, we need to use external storage locations less frequently leading to fewer transport movements and emissions. Bulk goods also replace much smaller packages, significantly reducing waste volume.



## Reuse of IBCs

To reduce waste, we maximise the reuse of Inter-mediate Bulk Containers (IBCs) and drums. Where possible, used IBCs are returned, professionally cleaned, inspected and reused up to seven times for non-export purposes.

This approach reduces the introduction of virgin packaging materials, lowers carbon emissions through less production and transportation of packaging materials, and is consistent with our broader circular strategy. This approach resulted in an annual reduction of more than 300 tons of CO<sub>2</sub> emissions.

## Reuse of rinse water

Water is a valuable resource. Therefore, where technically feasible, rinse water from cleaning processes is reused. Smart production planning reduces the number of cleaning cycles and, consequently, the amount of rinsing water required. Where feasible, production is carried out directly into final packaging, eliminating the need for intermediate cleaning of mixing vessels.

Rinse water that remains in use is collected, analyzed, and reused in subsequent cleaning cycles whenever possible. This approach reduces overall water consumption and limits wastewater flows.

### Spotlight on products

## Artificial turf coating based on polyolefins

This innovative coating based on recyclable polyolefins was developed as a sustainable alternative to the latex traditionally used in artificial turf. In cooperation with a customer, our R&D department managed to overcome the technical challenge of hydrophobic properties.

### The result

A strong, water-resistant bond that allows recycling without sacrificing quality or comfort. This solution not only offers advantages for artificial grass, but also opens up prospects for other applications such as wall and floor coverings.

# Development of recyclable products

## Together towards circular end products

Our R&D department is fully committed to developing binding agents that enable the recycling of finished products. By creating coatings from the same materials as the end product—such as polyolefins, polyester, or polyamide—we allow customers to produce carpets, curtains or sunscreen fabrics which are fully recyclable. This approach eliminates the need for traditional, hard-to-recycle coatings such as SBR or EVA.

Our approach always starts at the customer's workplace allowing us to understand the entire process. Based on these insights, we develop solutions in our lab, followed by field testing and production trials. We combine this with the use of both recycled and bio-based raw materials, so that we not only contribute to better recycling, but also reduce the ecological footprint of the product.

Recycling tests on carpet and artificial turf, for example, demonstrates that our approach is effective. At the same time, we are actively exploring how we can develop certain raw materials internally at a competitive market price enabling us to support customers even more efficiently toward a circular future.

“

## Interview with Freek R&D manager takes the floor

As R&D Manager, Freek is constantly looking for ways to make products and processes more sustainable. Recyclability is an important aspect, but not the only one. “We always look for solutions that both work technically and are commercially viable.” He explains how that looks like in practice.

### In practical terms, what does recyclability mean in your development processes?

“There are two key aspects to this approach. On the one hand, we ensure that our customers' final products are recyclable, for example by focusing on mono-material solutions. On the other hand, we are increasingly incorporating recycled or bio-based raw materials into our own processes. These two aspects reinforce each other.”

### How do you start a recyclability project?

“We always visit the customer's workplace. By observing how they operate and which raw materials they use, we gain a clear understanding of their process. Based on these insights, our lab technicians start developing test formulations and present samples. Once the expectations are met, a first trial production is launched. After successful testing and approval we scale-up to full production.”

### What makes your approach different from traditional suppliers?

“We start from customer demand rather than a fixed product range. For us, sustainability is not a marketing layer but a deliberate development choice. We actively seek alternatives to traditional coatings such as SBR or EVA and explore new applications, including artificial turf and carpet, using polyolefins or polyester.”

# Bio-based raw materials & end products

## Sustainability from the start

Since our founding, bio-based raw materials have been an integral part of our product portfolio. We apply them not only in specific applications or smaller volumes, but also actively seek renewable alternatives for bulk products. This conscious choice is driven by a strong conviction: the future of chemical products lies in circular and sustainable systems.

The demand for bio-based solutions continues to grow year on year, a trend we also see among our customers. Our procurement team and R&D colleagues therefore

closely monitor the availability, price and technical properties of these raw materials. When a bio-based alternative meets the functional requirements as well as being economically feasible, we integrate it into our formulas.

In practice, this results in reduced dependence on fossil-based raw materials, a lower carbon footprint, and a meaningful contribution to the broader transformation of the chemical sector.





03

# industry, innovation & infrastructure

# High quality, reliable & sustainable infrastructure

A forward-looking organization is built from the inside out. That's why we ensure our infrastructure grows with our ambitions and continue to invest in technologies, workplaces, and processes designed for the next generation.

We do not see infrastructure as a cost, but as a lever for innovation, energy efficiency and workplace comfort. From internal logistics to sustainable building materials, every improvement strengthens our operations while reducing our carbon footprint.



## Ergonomic since 2024

### ✓ Ergonomic desks

New ergonomic workstations have been in use in our offices since 2024. The desks are equipped with height-adjustable workstations, **allowing employees to alternate between sitting and standing work**. This adjustment not only promotes physical well-being, but also boosts concentration and productivity. Prolonged sitting is actively discouraged, in line with health guidelines.



## Recyclable flooring

### ✓ 40% of floor areas

In our non-production areas, about 40% of the floors were renovated using sustainable, biologically based tiles which are **fully recyclable**. This choice contributes to a circular working environment and reduces the long-term environmental impact of our infrastructure. The tiles are not only durable in material, but also in use: easy-care, hard-wearing and designed to last.

## Charging points

### ✓ 1 charging point per 2 employees

The number of electric vehicle charging points on our site has **quadrupled** since 2023. Today, on average, one charging point is available for every two employees. Thanks to this expansion, we have made electric driving more accessible to both employees and visitors. Visitors can also use our quick charger. We encourage sustainable mobility and actively support the electrification of our fleet and that of others.



## Our weighbridge

### ✓ + 6,800 km saved

Since 2024, our **on-site weighbridge** has eliminated the need for trucks to detour to a public facility. In one year, this saved nearly 7,000 kilometres of freight travel, cutting emissions, reducing traffic, and improving logistics—benefiting both the environment and operations.



## Additional own storage

### ✓ Less transportation, less packaging

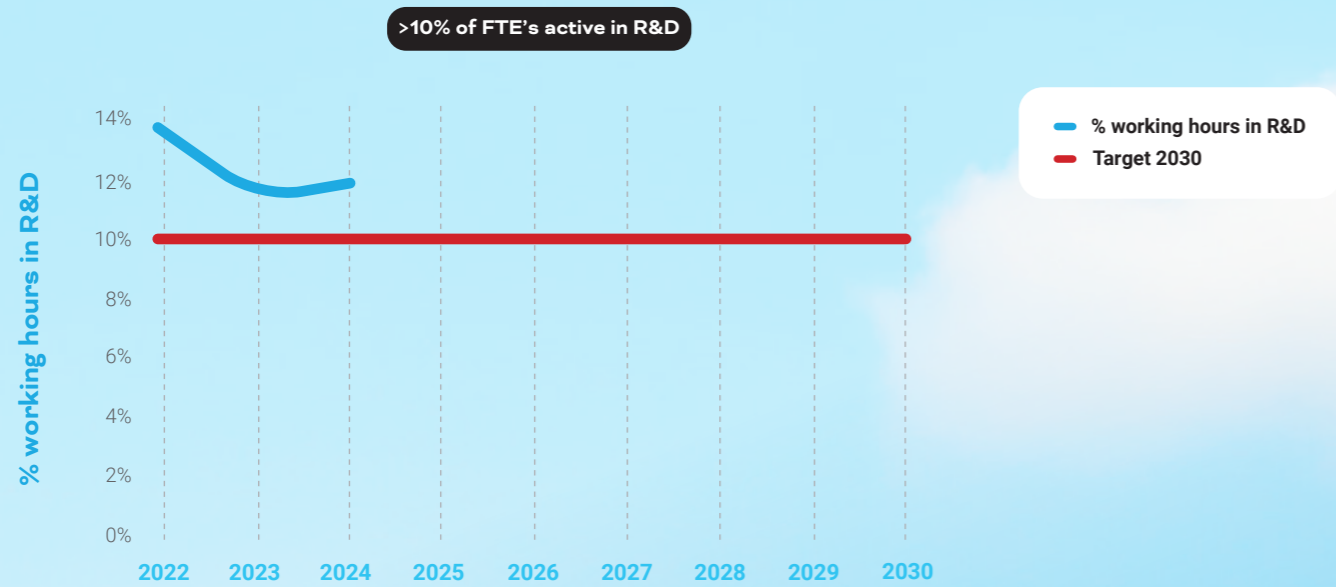
To reduce packaging waste and save transport miles, **additional bulk tanks** were installed (capacity 1000.000l) in 2023. Furthermore, another 1,000 pallet spaces were added to our warehouse in 2024 to reduce the need for external storage, improve efficiency, saving miles, emissions and time.



'For a chemicals company, I was impressed by how deliberately Vertexco approaches its environmental impact.'

'Even the smallest choices matter, at home and at work'

'Here, new ideas are listened to—and frequently adopted.'



## Investing in research & development



✔ At least 10% of all FTEs in R&D

**Our R&D department always has been the heart of our business.**

On an annual basis Vertexco treats more than 350 customer request involving R&D activities ranging from process optimization to entirely new formulations and service orders. Hence integrating sustainability into R&D is essential to meet sustainable development goals and for the well-being of current and future generations. R&D must ensure products are designed in the most sustainable and environmentally friendly way possible considering the entire product lifecycle. Vertexco always strives to have at least 10% of research and development workers per total FTE.

## Optimisation of processes & infrastructure

✔ Start-up anticipated in 2026

In 2026, we will introduce an automated refuelling fleet, making mixing-tank operations faster, safer, and more energy-efficient. The system will reduce energy use, minimize waste, ease the physical workload for employees, and significantly cut the risk of errors or accidents.

**Expected impact:**

- Less waste
- Lower energy consumption
- Fewer work accidents
- Better ergonomics



04

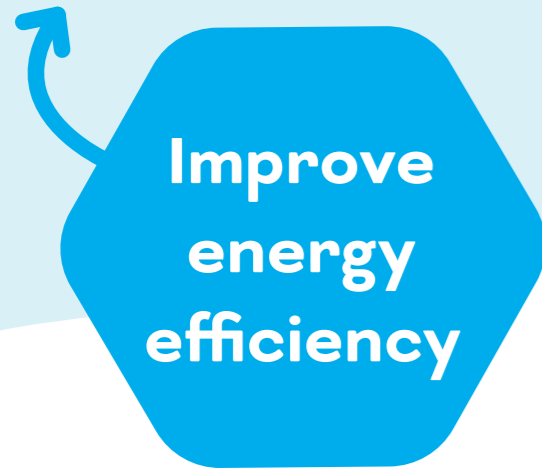
# affordable clean energy



# Affordable & sustainable energy

Energy is essential to nearly all Sustainable Development Goals. Without reliable, affordable and sustainable energy, progress in health, education, industry, or climate action is impossible. We fully recognise this. Consequently, reducing our scope 1 and 2 emissions is closely linked to increasing the share of renewable energy and using energy efficiently.

We make targeted investments in technologies that minimize energy waste and systems that help us continuously optimise production, storage and consumption. In this way, we reduce both our carbon footprint and our energy costs.

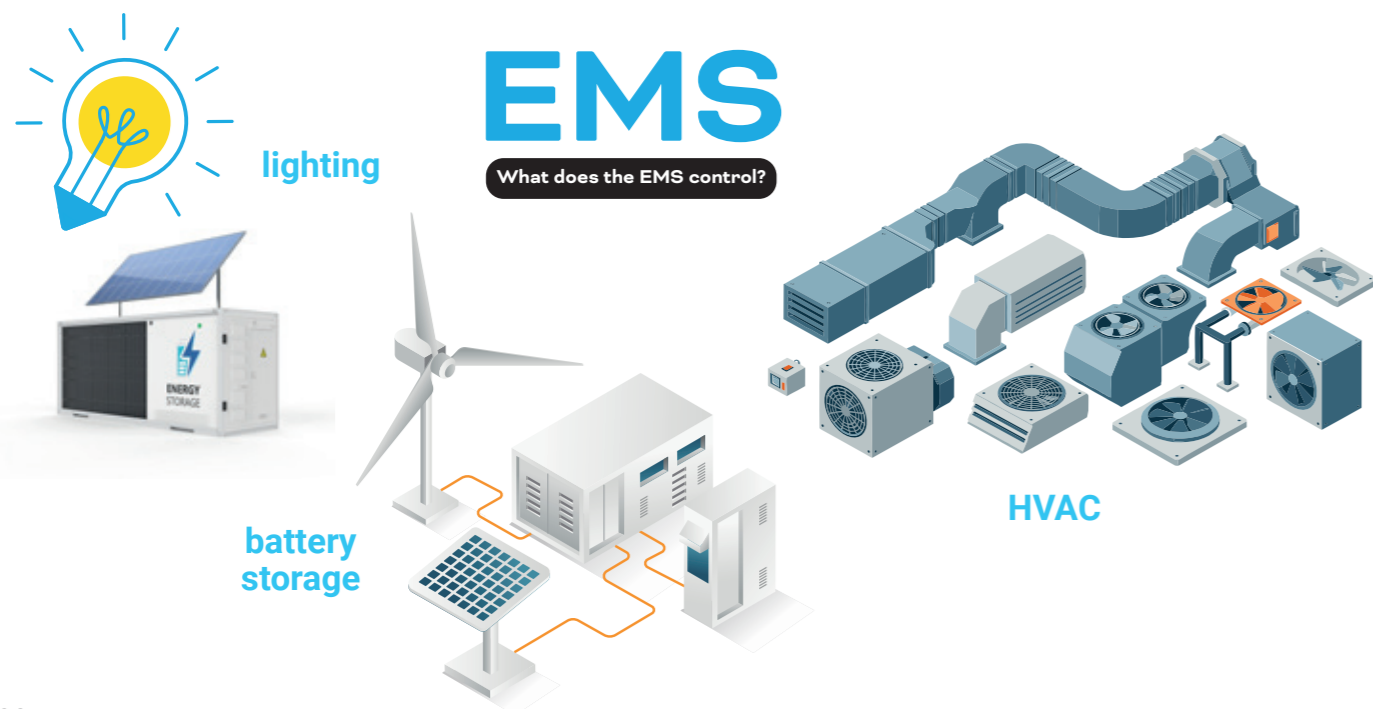


## Central energy management system

✔ Integrated system since 2024

To manage energy consumption efficiently, we have implemented a central energy management system (EMS). This advanced system uses sensors, software and smart algorithms to continuously monitor, control and optimise energy consumption in our buildings and installations.

The EMS automatically controls HVAC systems (heating, ventilation and cooling), lighting and battery systems for energy storage. This ensures that energy is used only when and where needed resulting in higher efficiency, reduced energy waste, lower operating costs and a structural reduction in our CO<sub>2</sub> emissions.



## Expansion of production facilities to Industrielaan 39

✔ Sustainable building, efficient production

A new, future-oriented building was opened in 2023. The new site not only offers more space and logistical efficiency, but was also designed with sustainability in mind. Improved insulation, efficient energy supply and optimised processes and infrastructure allow us to expand production while minimizing our environmental impact.



## Fleet electrification

✔ Step by step away from fossil mobility

In 2023, we launched the gradual electrification of the entire company fleet. All the new vehicles we purchase are electric and charging takes place on-site, using power from renewable sources. Our goal is to eliminate all fossil fuels from company mobility by 2030. This transition reduces Scope 1 emissions and makes sustainable mobility a reality.



## LED lighting

✔ Smart lighting cutting energy consumption by half

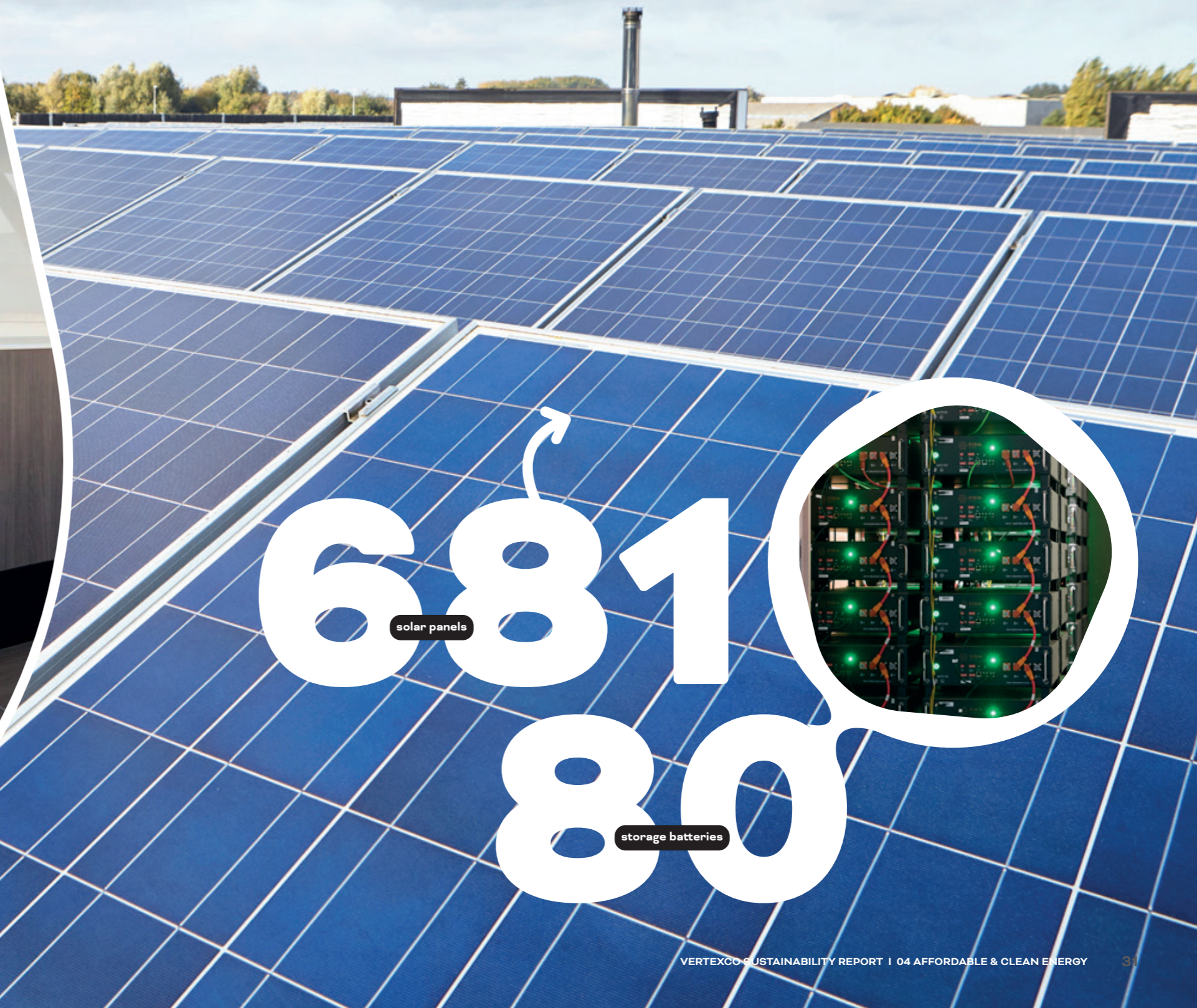
All conventional lighting systems in our production environment have been replaced with energy-efficient and sustainable LED solutions. This transition immediately reduced electricity consumption for lighting by ±50%. But we went further, the new lighting system was also integrated into a smart network with motion detection and daylight control, enhancing both energy efficiency and workplace comfort.



# Production of clean energy

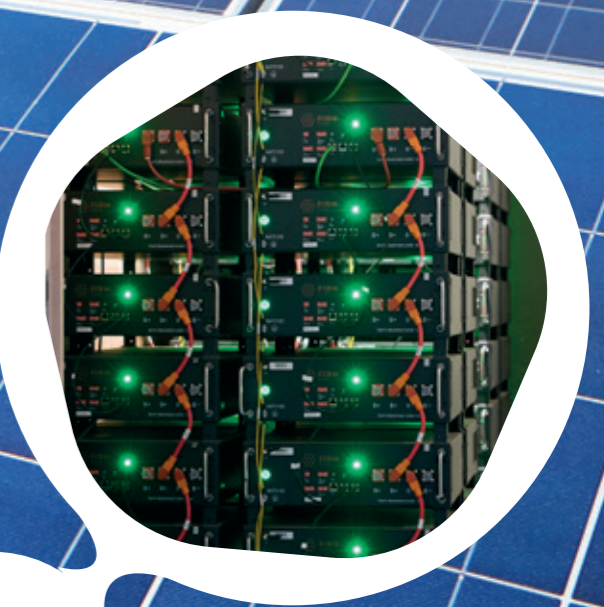
✔ 681 solar panels and 80 storage batteries

Since 2023, our new production facility has been equipped with 681 **solar panels** on a roof area of 1,331 m<sup>2</sup>, representing a capacity of 279 kWp. This corresponds to the annual consumption of about 70 families. To use the generated energy efficiently, 80 **batteries** with a total storage capacity of 410 kWh were installed. This investment represents a big step toward energy independence and the structural reduction of our scope 1 and 2 emissions. All this on top of the already existing infrastructures (> 90kWp).



681  
solar panels

80  
storage batteries






# clean water & sanitation

05

# Clean water & sanitation

**Access to safe and affordable drinking water is a basic human right.** Therefore, we recognise our responsibility to use water efficiently and responsibly in all our processes. By utilising rainwater and reusing rinse water, we are reducing our dependence on drinking water as well as our impact on the natural water cycle.

## Less drinking water use

 **We save at least 125 m<sup>3</sup> of drinking water annually**

### Smart use of water

We use rainwater for all non-critical cleaning processes within production. Whenever possible, rinse water is captured before disposal so it can be reused in subsequent cleaning cycles.



### Natural infiltration over runoff

Instead of directing excess rainwater into the sewer system, we allow controlled infiltration into the soil through an underground system. This reduces pressure on the sewage system and supports the natural replenishment of groundwater.





## Avoiding intermediate cleaning

### ✔ Dedicated mixing tubs reduce rinse cycles and water consumption

For certain product ranges, we deploy dedicated mixing tanks that are used exclusively for one type of formulation. This approach largely eliminates the need for intermediate cleaning between production cycles. This results in lower water consumption, reduced downtime and a more efficient production process with smaller environmental footprint.

## Minimize cleaning of mixing vessels

### ✔ Less cleaning thanks to direct filling

When the process allows, we produce directly in the final packaging. This eliminates the need for separate mixing vessels and their associated cleaning. This approach not only reduces water consumption but also lowers the risk of cross-contamination and accelerates the overall production process.



## Free drinking water

### ✔ Unlimited filtered tap water for employees and visitors

All our employees and visitors have unlimited access to pure tap water. This encourages healthy habits and avoids the need for bottled water. This simple initiative not only contributes to the well-being of everyone in the workplace, but also avoid packaging waste and transport-related emissions.

# quality education

06



# Quality education



**We believe that investing in knowledge and skills is a lever for sustainable progress.**

Quality education not only strengthens individuals' personal development and financial security, it also reduces social inequalities and stimulates economic growth. This is why we make a conscious effort to share expertise, both internally through ongoing training for our employees, and externally through collaborations with schools and educational institutions.

## Training for employees

Training for employees



### Continuous learning is the norm

**dozens of hours of training per year per employee**

From fire safety to technical expertise, our employees receive dozens of hours of training each year, tailored to their roles and career development paths. We offer a combination of mandatory safety training and personal development opportunities, both on-the-job and through external partners.

This not only keeps our teams up-to-date with the latest technologies and regulations, but also strengthens our people's commitment and pride in their work.



### Welcoming new employees

**Basis for sustainable cooperation**

A good first impression makes all the difference. At Vertexco, we make sure that new employees feel welcome from day one and settle in smoothly. Our onboarding process consists of a walk-in day with an experienced colleague in the workplace, supplemented by a practical welcome brochure that quickly introduces them to our organisation, values and safety guidelines.



## Cooperation with schools

### Internships

We regularly welcome students from higher and technical education for internships within our production, administration, R&D and quality departments. They participate fully in the team, giving the opportunity to learn and contribute.

This allows them to gain technical experience while also experiencing our corporate culture and commitment to sustainability.

### School visits

We regularly organise company visits for schools explaining our chemical processes, sustainable innovations, safety measures and the handling of hazardous materials. This approach brings theory to life and inspires young people to consider careers in chemistry.

### Educational projects with colleges and universities

Our company collaborates with local colleges and universities on educational projects on sustainability, process optimisation and chemical innovations. Along the way students engage in real-life cases, working closely with our experts, creating opportunities for mutual learning and generating fresh ideas that contribute to a more sustainable industry.

## Community education

### Rong Veau - Cambodia

For us, sustainability does not stop at the borders of our own organisation or country. At Vertexco, we strongly believe in the importance of equal educational opportunities worldwide. That is why we support the initiative of the Belgian organisation "Hope for the Children", which works to improve the lives of the inhabitants of Rong Veau, a small village in Cambodia.

Through this project, we contribute to broader community development, focusing on education, health and welfare. Thanks to this structural aid, children and young people in Rong Veau have the opportunity to learn, grow and help shape their own future. Our support reflects our belief that true sustainability includes social responsibility.



### Interview with Sofie Why Rong Veau?

When I first heard about the Hope for the Children project in Cambodia, I was immediately moved. Not only because the initiative was started by someone we know personally, but mostly because of the story behind the village of Rong Veau. What began as a small-scale study of educational achievement among young families grew into a movement that is changing lives.

What stays with me most is the moment when we visited the village itself. The remote location and difficult access immediately highlighted the daily challenges faced by this community.



And yet we were warmly welcomed, with open arms and sincere gratitude - a moment that touched me deeply.

Vertexco has chosen to support projects that make a real difference. Access to education for girls, something barely imaginable in Rong Veau before, is a catalyst for progress. Today we see young women graduating, returning to their communities and themselves contributing to the development of their villages.

This project demonstrates that sustainable change starts with giving opportunities to learn, grow, and eventually make a difference yourself. That's why we remain fully committed to Rong Veau.



07

# good health & well-being

## Training

We continually invest in training to ensure our staff can recognise risks and respond appropriately in critical situations. From the proper use of personal protective equipment to evacuation procedures and firefighting drills, everyone is trained to work safely.

## Incident reporting culture and follow-up

We encourage every employee to report any unsafe situations or near misses immediately. Each report is carefully investigated and, where necessary, results in corrective actions that help prevent recurrence and further strengthen safety.

## Prevention through automation and preparation

To minimise risk, we invest in the automation of our processes, reducing unnecessary physical handling and limiting direct contact with hazardous materials.

We also organise regular crisis drills in cooperation with external emergency services, such as the fire department. These preventive training sessions ensure that all employees remain alert and well prepared in the event of an emergency.

## Safety coach

Our safety efforts are supported by an external safety coach who challenges us through audits, training, and practical recommendations for improvement. This independent perspective keeps us alert, enabling continuous adjustments and the ongoing optimisation of our safety policy.

## Regular site inspections

Supervisors and management conduct frequent safety rounds. They verify that all processes comply with applicable safety standards, whether any risks have arisen and that employees are following procedures correctly. This helps to detect risks early and take targeted action.

# Safety above all

Working in the chemical industry involves risks, which is why safety is always our top priority. We take no chances when it comes to the health and well-being of our employees, visitors and partners. Safety measures are not just prescribed, but actively integrated into our daily operations.



# Safe working environment

For us, workplace safety applies not only to employees, but also to visitors, suppliers and partners. With a well-equipped and carefully organized working environment, we aim to avoid risks and work efficiently.

We continuously invest in measures that improve safety and encourage a culture of alertness and responsibility, both for oneself and for others



## Markings and collision protection

### Reduced risks in production and warehousing

Clear markings, clearly demarcated areas, and physical collision protection improve visibility and supervision while significantly reducing risks in production areas, warehouses, and parking facilities. In 2024, all safety markings were comprehensively renewed, including the installation of additional protective poles to safeguard vulnerable areas.

**The result:** fewer dangerous situations and smoother internal logistics.

## Personal protective equipment

### Well equipped is well protected

Safety starts with the right equipment. Appropriate personal protective equipment (PPE) is available throughout the company, ranging from safety shoes to hearing protection. Visitors also receive clear instructions upon arrival and are provided with the necessary PPE appropriate to the areas they are entering.



## External safety coach

### Fresh look at safety

We work with an external safety expert who critically reviews our policies, advises us and guides our employees when needed. This independent perspective helps us remain vigilant, identify risks early and take appropriate preventive actions. The safety coach also supports us with training, audits and incident analysis.

## Fire training

### Fast and Correct Emergency Response

To be prepared for emergencies, we regularly organize fire extinguisher training for our employees. During this session, they learn how to safely and effectively combat incipient fires using the correct techniques and equipment. This knowledge is not only mandatory but also essential for minimizing damage and reducing risk.



## First aid training

### Trained in first aid

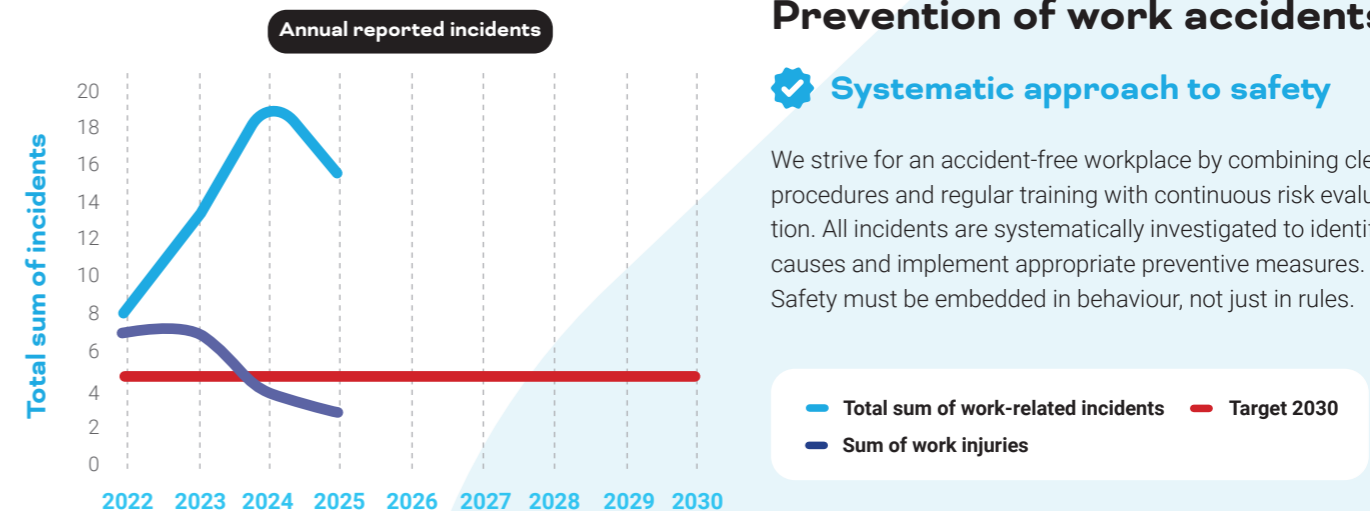
Accidents cannot always be predicted, but you can be prepared for them. We ensure that every shift includes employees trained in first aid. During first aid training, they learn how to respond quickly and effectively to injuries, fainting or other medical situations. This way, providing workplace assistance becomes standard practice.



## Prevention of work accidents

### Systematic approach to safety

We strive for an accident-free workplace by combining clear procedures and regular training with continuous risk evaluation. All incidents are systematically investigated to identify causes and implement appropriate preventive measures. Safety must be embedded in behaviour, not just in rules.



# Health



## Medical check-ups

We offer our employees regular medical check-ups performed by licensed professionals. This enables us to detect possible health problems early. Everything is done anonymously and confidentially, allowing employees to have their health monitored at their leisure and allowing for targeted action.



## Ergonomics

Our offices are equipped with adjustable sit-stand desks to break up prolonged sitting. Alternating between sitting and standing not only promotes physical health, but also increases the comfort, concentration and general well-being of our employees.



## Flu vaccine

To protect the health of our team, we offer free annual flu vaccinations in the workplace. This preventive measure helps reduce absenteeism, protect vulnerable colleagues, and promote overall well-being.



## Soup & free drinking water

We believe a healthy mind thrives in a healthy body. Every weekday, employees can enjoy free, nutritious soup and unlimited filtered water—encouraging balanced choices and supporting a healthy workplace.



## Mental health checks

We take mental health seriously. By regularly conducting confidential surveys on stress, job satisfaction, and work-life balance, we can provide targeted support and promote a resilient, mentally healthy workplace.



## Sports

We regularly organise sport or exercise activities for all our colleagues (e.g. padel). Participation is open to anyone who wishes to join. This is an approachable way to get to know each other better outside the workplace and enjoy the pleasures of sport together.



## Team building

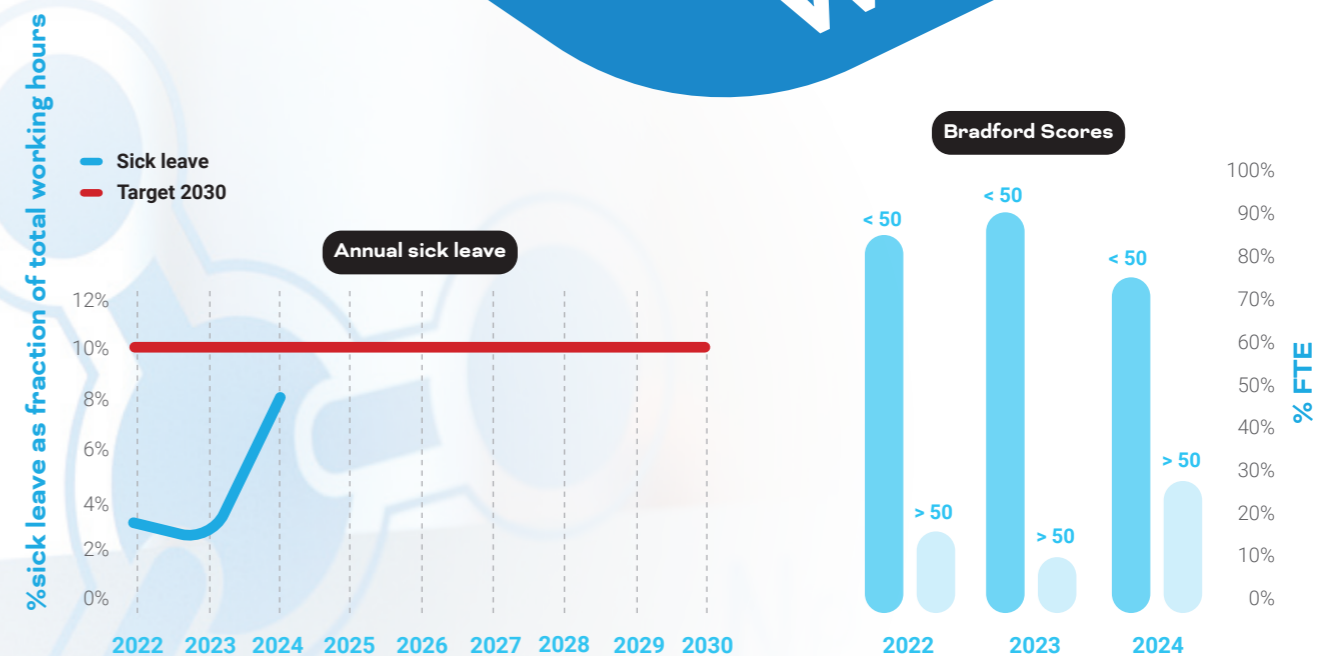
Team building activities are a regular feature in our company. They strengthen cooperation, build trust between colleagues and create a positive, open corporate culture. From sporting challenges to creative workshops ... we deliberately invest in strong teams, connectedness and job satisfaction.



## Group activities

We regularly organise informal group events such as drinks or cultural trips. These events offer employees a chance to relax, connect and get to know each other better.

# Well-being



We are committed to promoting a **positive corporate culture and employee engagement** by prioritizing health and well-being. By tracking **sick leave** and **Bradford scores**, we can identify workplace issues such as stress or health concerns, enabling us to improve work conditions and ensure long-term operational stability.



08

# no poverty

# No poverty

The economic impact from disasters continues to rise worldwide, affecting homes, schools, healthcare and food supplies. Vulnerable people are hit hardest, further increasing poverty and deepening inequality. We believe that poverty reduction goes hand in hand with disaster prevention and social protection. That's why we support projects that strengthen communities and build resilience locally and globally.

Through targeted partnerships, we invest in **sustainable solutions** including education, primary healthcare and food security.



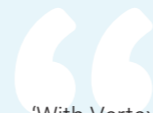
## Social enterprises

Collaboration with social enterprises allows us to provide a **valuable workplace** for people who face barriers to access the regular labour market. They **support activities** such as packaging samples, logistical tasks and simple assembly work. This collaboration promotes inclusion, increases diversity within our chain and contributes to a socially just society in which everyone has opportunities.

## Kleurrr child poverty fund

Kleurrr is an initiative of the service clubs Rotary, Kiwanis and Lions **dedicated to helping children** growing up in financially vulnerable families. With a daily contribution of €3, we help fund their programs, which provides hot meals, after-school tutoring, accessible parent support and more.

Thanks to this support, children have the opportunity to develop their talents in a safe and stimulating environment. Thus KLEURRR not only helps them to make progress at school, but also in life.



'With Vertexco's support, we can really make a difference in the lives of children growing up in poverty. Your contribution helps them to make progress in school, boosts their self-confidence and helps them just be kids again. We are extremely grateful that you help support our mission.'

**Koen Dekeyzer, founder of Kleurrr**



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#### Questions about this report

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