
CSR

ANNUAL

REPORT

2023

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A-INDUSTRIES
WORKWEAR & TEXTILES





INTRODUCTION

A-Industries has been committed to the delivery of high-end branded premiums and on custom products for more than two decades, through which we can stifle the narrative of both major and minor brands. As a supplier of usage- and consumption-related goods, we are aware of our responsibility in light of the current global crises.

On our planet, we face pressing ecological and societal issues like climate change, environmental impact, and growing inequality. We at A-Industries are aware of these

developments and take our roles seriously in attempting to bring them about positively.

This report provides insight into how our organisation deals with these developments and how we have a positive social impact. We are happy to share our insights, initiatives, and accomplishments in the areas of integrity, social responsibility, and environmental protection.



"A-INDUSTRIES MAKES A
SIGNIFICANT STEP TOWARDS A
LONG-LASTING FUTURE BY
SWITCHING TO ELECTRIC BUSINESS
VEHICLES BY 2025!"



BUILDING TOGETHER TOWARDS A SUSTAINABLE FUTURE!

A-Industries takes a proactive role in promoting sustainability and believes in a better future.

Our organisation has a strong commitment to sustainability, and we have assembled a Green Task Force team, made up of members from all divisions, to continuously assess our processes, materials, and operational concepts from a sustainable perspective.

This commitment to durability is seen in many facets of our business:

- In our product design,
- In our purchasing,
- In producing our products,
- In packaging and shipping,
- In the use of our office and warehouse,
- In the use of our fleet.

The Green Task Force team and our production partners are actively working to make our market more sustainable and develop it further. We take CSR into account in everything we design, purchase or produce (or have produced). Processes and working methods are anchored by our ISO 9001, ISO14001 and 26000 certifications.

Together, we build a lasting future in which we strive to have a positive influence on people and the environment.



FROM MANAGEMENT

At A-Industries, we do everything we can to run our company in a responsible and sustainable way. We have integrated the management of our CSR objectives into our strategy and operational behaviour, which is beneficial for all stakeholders, the environment and the community.

We have been developing and delivering innovative and sustainable branded products around the world that meet our customers' needs and add value to their brand for over 20 years.

By performing with complete transparency and in the most social

and sustainable way, we are able to make positive changes. We choose to do what's right for our entire supply chain by being selective and managing the chain well.

Our ethical values are brought together in the A-Industries Code of Conduct. This informs stakeholders about what we see as our ethical obligations with regard to environmental and social values. We expect our partners to adhere to these values.

By communicating transparently about our own goals and performance, we build trust and awareness and encourage social change.

We support all 17 United Nations Sustainable Development Goals (SDGs), however we will put our focus on the following five, due to their relevance for our business operations.



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION





Every year we set short, medium and long term CSR goals. We evaluate the results of these objectives and set them annually.

Be self-sufficient for almost half of our consumption. This goal was realized by means of more than 564 solar panels on the roof of our head office in Rotterdam. In addition, we have set targets for our products.

We want to achieve a plastic reduction within 1.5 years, where we strive for

25% less plastic in our products sold, in 2023. A-Industries also wants to make its contribution in the field of recycled materials. We have as objective for 2025 to make use of at least 50% recycled PET in circular items.

We recognize 5 important areas that contribute to corporate social responsibility: our customers, our people, our community, our suppliers and our environment.

Our customers

We are constantly working to offer our customers the best proposal that meets their needs, but with the lowest possible impact on the environment. By constantly reviewing our processes and product offerings with green and sustainable items, we deliver the best possible service within the applicable parameters.

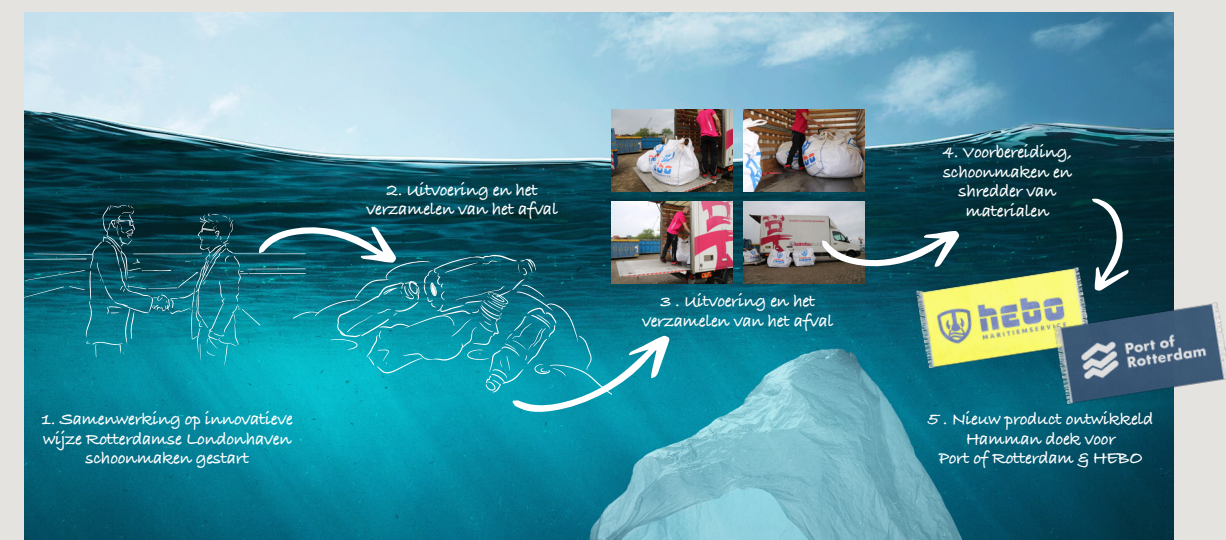
Our people

We ensure that our people experience us as an inspiring partner that binds and stimulates them to get the best out of themselves and their talent. That is why we continuously invest in knowledge development, personal growth and optimal employability. We

also give shape to this by offering a good working environment with standing and dynamic workplaces and varied and responsible lunches. We have a sports area and a large roof terrace for relaxation. Since mid-2018 we offer possibilities for flexible working. This contributes to a good work-life balance and less CO₂-emissions from commuting.

Our community

We are proud partners of Pink Ribbon, Prinses Máxima Centrum, Albeda, De Betrokken Spartaan and the CHIO among others. We also join forces with HEBO and the Rotterdam Harbour Authority; together we take care of the collection and reuse of port plastic.



OUR PLANET

We actively collaborate with school communities such as Albeda College and Zadkine, Rotterdam University of Applied Sciences and the Graphic Lyceum in Rotterdam. We offer internships in various fields and we share knowledge and skills with students, the employees of tomorrow. In addition, we create sustainable employment in the Rotterdam region for people with a distance to the labour market.

Our suppliers

Every year we test our suppliers using SEDEX. In 2021, 100% of our suppliers met this SEDEX standard (compared to 88% in 2015). This Supplier Ethical Data Exchange purchasing tool provides insight into data relating to working conditions, safety, the environment and ethics.

The application of these guidelines contributes to the elimination of abuses in the procurement chain and encourages suppliers to improve the conditions in their chain.

Our planet

What we buy, where we buy and how we pack and transport it has an impact on our ecological footprint and social aspects. Profitability is a prerequisite for this. From our head office in Rotterdam we contribute to circularity internationally, nationally and regionally. In accordance with our strategies, we carry out combined logistical transport movements. We do this as much as possible by means of electric transport.



For example, we have created and scaled up our electric vehicle fleet by 60% compared to 2018. For our regional customers we provide a combined daily ride. Our premises are almost 50% self-sufficient in energy through the solar panels on the entire surface of our roof.

We are building a strong and healthy future for everyone - and for our planet.



Overview Sustainable Development Goals

In 2015, all members of the United Nations agreed to the Agenda for Sustainable Development for 2030, an action plan for peace and prosperity for the people and the planet, now and in the future. At the heart of it are the 17 Sustainable Development Goals (SDGs), which recognize that ending poverty and other deprivation must go hand in hand with strategies that improve health and education, reduce inequality and stimulate economic growth, all while tackling climate change and working to preserve our oceans and forests.

A-Industries supports all 17 UN goals for sustainable development, but we prioritise the following 5 because of their relevance to our business.



3 GOOD HEALTH AND WELL-BEING



3. Health and Well-being

SDG objectives and indicators

3.9 By 2030, the number of deaths and illnesses caused by hazardous chemicals and air, water and soil pollution and contamination must be significantly reduced.

What we are doing:

- There are health and safety procedures for the staff of A-Industries
- We only select suppliers who comply with the health and safety guidelines for working with hazardous substances. Those guidelines are:
 - Employees are trained in the handling of dangerous goods. There are safety standards for the transport of dangerous goods
 - Measures have been taken to prevent the leakage or spillage of hazardous substances
 - There are rules for waste recycling and disposal
- Through testing procedures, we ensure that consumer health and safety is not harmed
- We work with internationally recognised organisations such as Intertek, UL and SGS
- We follow regulations such as REACH, RoHs



4 QUALITY EDUCATION



4. Good education

SDG objectives and indicators

4.4 By 2030, the number of young people and adults with relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship should be significantly increased.

What we are doing:

- Every year, we offer a number of traineeships for Rotterdam educational institutions at different locations in the city disciplines at MBO and HBO level
- We offer a sustainable workplace to people who are distanced from the labour market
- Employees follow courses to broaden and deepen their knowledge

7 AFFORDABLE AND CLEAN ENERGY



7. Affordable and sustainable energy

SDG objectives and indicators

7.2 Significantly increase the share of renewable energy in the overall energy mix by 2030.

What we are doing:

- Our buildings almost 75% self-sufficient in energy through the solar panels on the entire surface of our roofs
- Own fleet: 61% electric vehicles

In this way, we contribute to increasing the share of renewable energy in the energy mix. By using solar energy and using electric vehicles, we are reducing our dependence on traditional energy sources and reducing emissions of harmful substances.

8 DECENT WORK AND ECONOMIC GROWTH



8. Decent work and economic growth

SDG objectives and indicators

8.7 Take immediate and effective measures to eliminate forced labour, put an end to modern slavery and trafficking in human beings and secure the prohibition and abolition of the worst forms of child labour, including the recruitment and use of child soldiers, and an end to child labour in all its forms by 2025.

8.8 Protect labour rights and ensure safe and promote healthy working environments for all workers, including migrant workers, especially women migrants, and those in precarious working conditions.

What we are doing:

- We only select suppliers who have adopted different industry codes of conduct (Sedex, BSCI, BEPI, PPP)
- The A-Industries Code of Conduct has been signed by all stakeholders
- A-Industries has policies on labour practices and training of its staff
- Our main suppliers are required to have a Supplier Practices Policy on labour practices and reporting on this is required
- As a BSCI member, we are responsible for the regular audits of our suppliers

By taking these measures, we aim to contribute to the elimination of forced labour, modern slavery, child labour and other abuses in working conditions. We ensure that our suppliers and stakeholders adhere to ethical standards and codes of conduct, and we strive for safe and healthy working environments for all our employees and those working in our supply chain.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



12. Responsible consumption and production

SDG objectives and indicators

12.5 Significantly reduce waste generation by 2030 through prevention, reduction, recycling and reuse.

12.6 Encourage companies, in particular large and transnational companies, to adopt sustainable practices, and integrate sustainability information into their reporting cycle.

What we are doing:

- We monitor and improve waste management in all business activities
- We monitor suppliers' waste management performance
- We monitor the sustainability factor of the products we offer and sell
- 98% of the products we offer are sustainable



Performance and objectives	2022	2023 (target)
Environment & Climate We take action to be responsible with our environmental footprint and to provide our customers with high-quality products.		
Reducing electricity consumption compared to previous year	6%	-5%
% electric company cars	75%	80%
Material, chemicals and waste		
% of sustainable products offered	99%	99%
% of our electronic waste, responsibly processed by certified partners	100%	100%
% processed cardboard in cardboard shredder	100%	100%
Number of directly and indirectly purchased toxic substances	0	0
Number of incidents related to local pollution	0	0
User safety		
Number of products recalled after delivery	0	0
Supply chain		
% of suppliers complying with A-Industries's Code of Conduct	100%	100%
% of suppliers agreeing to A-Industries's supplier conditions	100%	100%
% of suppliers with SEDEX or BSCI certification	100%	100%
Reducing % water consumption on textile production	20%	20%
% sales employees who participate in Environmental training	100%	100%
People & Society		
Number of reports from whistleblower scheme	0	0
Number of reported incidents of discrimination and intimidation	0	0
Number of reported information security incidents	0	0
Number of health and safety incidents	0	0
Sales employees participating in Ethics training	100%	100%
Equal pay for men and women	100%	100%
% of employees participating in corporate events	92%	93%
Number of interns within A-Industries	16	16
Relationships		
Employees who take part in voluntary work within the organization	13	14
Number of charities to which Keirestu Europe contributes	13	14



AT A-INDUSTRIES WE ALWAYS STRIVE TO HAVE A POSITIVE IMPACT ON SOCIETY. WE ARE COMMITTED TO SUPPORTING CIVIL SOCIETY ORGANIZATIONS AND CHARITIES THAT MATTER TO US. WE CONTRIBUTE THROUGH FINANCIAL CONTRIBUTIONS, DONATING SURPLUS PRODUCTS AND OFFERING VOLUNTEER HOURS. BELOW ARE SOME EXAMPLES OF OUR CHARITABLE EFFORTS:

Pink Ribbon 

Pink Ribbon: As A-Industries we contribute to Pink Ribbon with our own charity branch (Keiretsu Charity Concepts). We use our knowledge and expertise This way we donate approximately € 300,000 (entirely altruistic) to breast cancer research in the Netherlands and Belgium to develop and produce annual merchandise items.

 **KWF**

KWF Kankerstichting: KWF Cancer Foundation is a foundation dedicated to fighting cancer through scientific research, education, patient support and fundraising. Together with KWF we have developed a children's cuddle toy with the name "Hug" which literally gives a hug to anyone in need.

 **Prinses Máxima Centrum**
kinderoncologie

Prinses Máxima Centrum: The Princess Máxima Centre concentrates all highly complex care and research in paediatric oncology. The mission is: cure every child with cancer, with optimal quality of life.


alzheimer nederland

Alzheimer Nederland: One in five people gets dementia. There is no medication available for this brain disease at the moment, which is why a lot of research is needed. Through more research Alzheimer's Netherlands wants to bring a better future and a better life with dementia closer.



United Nations Global Compact: As a supplier of consumer and consumer goods, we are aware that we have a responsibility to face today's global challenges. After all, our planet faces major ecological and social challenges and challenges. From climate change to high environmental pressure and increasing inequality. A-Industries chooses for tomorrow and believes in the future!



Stichting De Betrokken Spartaan: Foundation De Betrokken Spartaan is the social organisation of Sparta Rotterdam which is committed to improving society. Through this foundation, Keiretsu Europe ensures that people with a distance to be able to work in our warehouses, we offer safe learning environments with a view to the future.



Albeda: Albeda is an inter-confessional and intercultural training centre in Rotterdam and the surrounding area. Albeda builds an entrepreneurial vocational school in the city and the region, together with Keiretsu Europe.



Unicef: As A-Industries, we contribute to Unicef with our own charity branch (Keiretsu Charity Concepts). We use our knowledge and skills to make a valuable contribution every year.



CHIO Rotterdam: CHIO Rotterdam is the oldest top sports event in Rotterdam. and the only Dutch top five-star equestrian sports event. A-Industries is a proud sponsor of this historic event.



#TeamNXT: #TeamNXT is an accelerator consisting of a network of entrepreneurs, entrepreneurial people, business and government who play a connecting, accelerating and reinforcing role in realizing breakthrough projects in the area of the 10 transitional paths such as Energy, Circular, Raw Materials, Agriculture & Food, Water, Space, Social, Education and Care where digitalisation is essential for success.



