



Version dated 16/10/2024

BUZON

CSR Charter

The document enshrining our
sustainable development
commitment



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INTRODUCTION

At Buzon Pedestal International, we firmly believe that long-term economic success goes hand in hand with a commitment to sustainable development. For over 30 years, we have been manufacturing adjustable decking pedestals while factoring in the environmental, social and ethical impacts of our activities. This CSR Charter reflects our commitment to integrating sustainability into all our operations.

OUR COMMITMENT TO CSR AND ESG CRITERIA

At Buzon Pedestal International, we are mindful of the importance of our role in society and our attitude towards the environment. That is why we have taken the strategic decision to shore up our Corporate Social Responsibility (CSR) initiatives by integrating Environmental, Social and Governance (ESG) criteria into all our activities.

Our commitment to a sustainable future is reflected in a balanced approach that factors in economic, social and environmental imperatives. This CSR Charter aims to reinforce our position as a responsible player and contribute to sustainable progress.

A strategy based on 3 pillars

Our company's CSR charter is based on three essential pillars: responsible corporate governance, rigorous environmental management and a strong social commitment. These principles guide all our actions, and we have defined specific objectives for each of them.

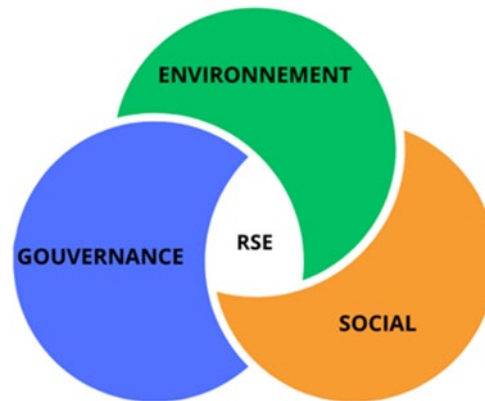


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Performance indicators and continuous improvement

Performance indicators are essential tools for assessing and improving our CSR initiatives. They enable us to accurately monitor our economic, social and environmental impact, and adapt our strategy accordingly.

By regularly measuring these results, we identify areas for improvement and develop effective strategies. In turn, these indicators become catalysts for achieving our CSR objectives and foster a culture of continuous improvement within the organisation.

OUR OBJECTIVES

1. Strengthening sustainable governance and consolidating operational structure

We aim to strengthen our sustainable governance by establishing ethical and transparent management practices. We set out to consolidate our operational structure to ensure rigorous management of our activities, while enhancing Buzon Pedestal International's reputation as a responsible player within its sector.

2. Reducing environmental impact and promoting green investment

Buzon Pedestal International undertakes to reduce its environmental footprint by adopting environmentally-friendly production and consumption practices, notably through the use of recyclable



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materials. We are also stepping up our investment in green initiatives, such as improving energy efficiency in our processes and promoting sustainable solutions for our customers.

3. **Improving internal communication, with a focus on employee well-being**

We undertake to improve internal communication, while placing the well-being of our employees at the heart of our strategy. Acutely aware that our human capital is essential to the success of our CSR objectives, we invest in continuous training and the creation of an inclusive and safe working environment,

These objectives are closely aligned with the **United Nations' Sustainable Development Goals (SDGs)**, reinforcing our contribution to the global challenges of sustainable development.

Double materiality analysis

The double materiality analysis performed at Buzon Pedestal International has enabled us to understand not only how Environmental, Social and Governance (ESG) criteria impact our business, but also how our actions impact our stakeholders and the environment. This approach has enabled us at Buzon Pedestal International to select the relevant themes that will allow us to adjust our strategies and strengthen our performance, thus ensuring continuous improvement in our CSR practices.

SUSTAINABILITY GOALS ASSOCIATED WITH BUZON PEDESTAL INTERNATIONAL

Through our CSR strategy, we make a direct contribution to improving our impact on the following SDGs:



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- **Goal 3** “*Good health and well-being*”: ensure healthy lives and promote well-being for all at all ages.
- **Goal 8** “*Decent work and economic growth*”: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- **Goal 9** “*Industry, innovation and infrastructure*”: build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
- **Goal 11** “*Sustainable cities and communities*”: make cities and human settlements inclusive, safe, resilient and sustainable.
- **Goal 12** “*Responsible consumption and production*”: ensure sustainable consumption and production patterns
- **Goal 13** “*Climate action*”: take urgent action to combat climate change and its impacts.

While focusing our initiatives on 6 priority SDGs, we remain fully committed to having a positive impact on all 17 SDGs, in a global and responsible approach, and in line with the 2030 Agenda.

OUR ENVIRONMENTAL INITIATIVES

At Buzon Pedestal International, we are determined to significantly reduce our environmental impact, both directly and indirectly, and to actively participate in SDGs 9, 11, 12 and 13.

To achieve these goals, we are taking concrete action:

1) Annual monitoring of our carbon footprint

Each year, we accurately measure our greenhouse gas emissions and identify actions to reduce them, the aim being to make constant progress from year to year. This process enables us to track the evolution of our carbon footprint and mitigate it effectively.

2) Raising staff awareness of eco-actions

We run awareness campaigns to encourage our staff to adopt eco-responsible practices, both at work and at home. Ultimately, we aim to



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embed a genuine culture of eco-responsibility within the company, encouraging the active participation of our team in our sustainable development initiatives.

3) Use of sustainable materials

Our pedestals are made of 100% recyclable polypropylene, in line with our Cradle to Cradle certification. This choice is part of a circular economy approach, guaranteeing that our products can be reused at the end of their service life, and that they contribute to a more sustainable production model.

4) Compliance with ISO 14001 certification

We have signed up to the ISO 14001 environmental management standard, which enables us to rigorously monitor our environmental performance and identify areas for continuous improvement. Thanks to this approach, we carry out a complete environmental compliance analysis to anticipate and reduce the risks associated with our operations.

5) Waste reduction and recovery

We are committed to minimising the waste generated by our industrial processes through optimum resource use. We also promote recycling and waste recovery strategies to reduce our ecological impact.

6) Measuring and reducing resource consumption

We conduct precise assessments of our energy and water consumption, and rapidly implement corrective actions to reduce it. This enables us to make savings while respecting the company's environmental undertakings.

These objectives illustrate our proactive approach to **reducing our environmental footprint** and reinforcing our commitment to sustainable development. By adopting a comprehensive, structured approach, we are making sustainability a performance driver and a fundamental pillar of our long-term strategy.

OUR SOCIAL INITIATIVES

At Buzon Pedestal International, we recognise that the overall performance of our company depends not only on our economic and



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environmental results, but also on the commitment and well-being of our employees. This commitment is essential to the long-term success of our company. This is why we are actively embracing ways of improving working conditions and nurturing a culture of dialogue and respect, in direct line with SDGs 3 and 8.

To achieve these goals, we are taking concrete action:

1) Respect for well-being and legal compliance

We undertake to respect the legal provisions relating to well-being at work, ensuring compliance with current legislation and standards. This includes implementing measures to ensure a safe, healthy and balanced working environment for all our employees.

2) Fair and non-discriminatory compensation

Our remuneration policy is based on the principle of equal pay and non-discrimination. We ensure that all our employees are remunerated fairly, taking into account their function and responsibilities, and without distinction as to gender, origin or other discriminatory criteria.

3) Establishment of a staff development plan

We work actively to establish a career development plan for each member of our team, taking into account their individual needs and aspirations. This plan aims to encourage career progression, the acquisition of new skills and to nurture staff loyalty. Through this approach, we support innovation, excellence and individual growth, all of which are essential to maintaining a fulfilling working environment.

4) Health, safety and well-being

The health, safety and well-being of our employees are fundamental priorities. We strive to maintain working conditions that meet the highest safety standards, in order to protect our employees and create an environment where everyone can thrive and achieve their full potential. We are also committed to promoting diversity and inclusion, ensuring a workplace where every individual is treated with fairness and respect.

5) Fostering relationships with local companies and supporting local communities

We encourage partnerships with local businesses in order to strengthen our positive impact on the local economic and social fabric. By integrating local suppliers and partners, we improve the resilience and sustainability of



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our supply chains while strengthening our ties with the community. We are committed to actively supporting local initiatives that contribute to the sustainable development of surrounding communities.

This commitment reinforces our social responsibility and enables us to play a role in social cohesion and the development of the area.

Our social commitment is part of a global approach that places people at the heart of our strategy. We believe that ongoing training, improved social dialogue and the promotion of well-being in the workplace are key elements in supporting the sustainable development of our company.

OUR ETHICS AND GOVERNANCE INITIATIVES

As part of our commitment to strengthening sustainable governance, we have defined priority actions to consolidate our operational structure and enhance our reputation in the sector.

To achieve these goals, we are taking concrete action:

1) **Legal and ethical compliance**

We ensure compliance with all applicable laws and regulations in the countries where we operate, while maintaining the highest ethical standards.

2) **Fight against corruption**

We have zero tolerance for corruption and unfair business practices. We also ask our partners to commit to a charter of good practice to guarantee ethical conduct in all our dealings.

3) **Data confidentiality**

Protecting the **personal data** of our customers, employees and partners is a priority for us. We comply strictly with current regulations to guarantee the **security of information**.

4) **Dialogue with stakeholders**

We encourage open and transparent dialogue with all our stakeholders, whether employees, customers, partners or suppliers. This dialogue enables us to better respond to their needs, while promoting an inclusive and sustainable approach. Each with its own adapted means of communication.



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5) **CSR communication and marketing strategy**

We are developing a clear internal and external communications policy, integrating a CSR-focused marketing strategy, with the aim of improving our image and strengthening the trust of our stakeholders.

6) **Monitoring ESG performance indicators**

To effectively monitor our progress, we have defined specific performance indicators. These indicators enable us to measure the impact of our actions and adjust our efforts for continuous improvement.

MONITORING & CONTINUOUS IMPROVEMENT

We are setting up performance indicators to monitor the progress of our CSR commitments, and are committed to regularly reassessing them to ensure continuous improvement.

This charter will be communicated to all our stakeholders. The Management Committee is responsible for reviewing it annually to log our progress and include new sustainability challenges.

CONCLUSION

At Buzon Pedestal International, we firmly believe that sustainability is the key to our long-term success. We remain committed to integrating the principles of sustainable development into every aspect of our business, and to making a positive contribution to society and the environment.



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