

An aerial photograph of a beach with waves crashing onto the shore. The water is a deep teal color, and the waves are white and frothy. The sand is a light beige color. The text is overlaid on the image.

# GRAPHIUS

SUSTAINABILITY REPORT

2020

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**Denis Geers**  
CEO of Graphius Group

Dear reader,

With this sustainability report, we provide an account of our operations and our sustained efforts to increase our positive impact on the environment and on people, and to reduce our negative impact.

As a leader in the graphics sector, we want to play and continue to play a pioneering role. We want to make the maximum possible contribution, within our means, to achieving the Sustainable Development Goals.

This sustainability report offers a look back at 2020.

The COVID-19 pandemic brought the world to a standstill in 2020. Like so many other companies, Graphius was greatly impacted by this crisis. For some months, we could only produce at a fraction of our capacity, because our customers were also affected. 2020 will be a new reference year and a zero point in our sustainability reporting, which will serve as a basis for subsequent reporting.

As a family-run SME, in addition to focusing on environmental aspects, we also want to put the people we work with and the local community in which we are embedded at the centre of our concerns. We will also follow through with this role abroad if that can make a difference.

We align our sustainability strategy with our overall business strategy. In our decision-making process, we integrate sustainability as an important factor.

We are convinced that, as a company, we can make a major contribution to achieving the Sustainable Development Goals. These Sustainable Development Goals are our guide. At a global level, they serve as the frame of reference for making the world a better place for all people and for the environment by 2030.

By writing transparently about what we do in this report and by doing what we write, we hope that this sustainability report can inform and, above all, inspire our stakeholders and you, the reader, to join us in this worldwide project.

Denis Geers

A handwritten signature in blue ink, consisting of a large, stylized 'D' and 'G' followed by a horizontal line.

“  
**We align our  
sustainability  
strategy with our  
overall business  
strategy.”**

**Denis Geers**



# INTERVIEW WITH DENIS GEERS THE CEO OF GRAPHIUS GROUP

Graphius Group has grown significantly in recent years and the organisation has evolved. Sustainability has been a common thread throughout that growth process. This has led to the development of our sustainability strategy. An interview with our CEO provides a clear insight into the management's commitment.

**Graphius Magazine:** "Why are we engaged in the topic of sustainability at Graphius?"

**Denis Geers:** "We are a new and developing generation within the company and we are personally convinced that a commitment to sustainability is important. Dumping waste material, for example, is really not possible in any company, in any sector. In the graphics sector, we are quite far ahead, compared to other sectors. Yet the sector's image is still poor. We must dare to do more with what is happening in the sector in terms of ecology. Together with the sectoral federation Febelgra, we are going to strongly push for this. We will launch a campaign to promote 'print & paper'. People should have an accurate image of things. It is also important for young people to know that communication via paper is more effective."

**Graphius Magazine:** "How important is sustainability to you personally?"

**Denis Geers:** "Personally, I think sustainability is very important. I have social and ecological objectives for the company, not just profitability objectives."

**Graphius Magazine:** "How important is sustainability to Graphius Group?"

**Denis Geers:** "Sustainability is very important to Graphius Group. If I were to give a score, it would be 9/10. The absolute focus is on the long-term viability of the business. Profitability is priority number one, but ecology is very much involved. The evolution of technology is also helping us to make our production process more sustainable."

**Graphius Magazine:** "What are some social and ecological achievements of Graphius Group that you are proud of?"

**Denis Geers:** "As far as the social aspects of sustainability are concerned, I am proud of our partnerships with sheltered workshops and prisons. We give opportunities to many people, including those without a diploma, people with a specific background, etc. We have an open culture and want to give everyone maximum opportunities, such as by offering training. Because it will continue to be increasingly difficult to find employees with training in the graphics sector, we will focus even more on on-the-job training."

Ecologically speaking, there are a number of things we are proud of. At Graphius Group, we are conscious of the fact that paper must be used sparingly. The separation of waste among the various waste streams is now ingrained in everyone, as is the conviction that waste should be recycled as much as possible. Most of our progress is thanks to technological

development, such as ink distribution via central drums; the transition to chemistry-free, water-based Computer to Plate systems; heat recuperation, which has a big impact on energy, etc."

**Graphius Magazine:** "Are there any pitfalls in that whole process of making Graphius Group more sustainable?"

**Denis Geers:** "There are some, yes. For the greening of operational activities, the refinement of waste streams, and so on, we always need external expertise and advice. We are specialists in our field, but not in those aspects. This makes everything much more expensive, in other words; the organisational costs go up."

**Graphius Magazine:** "Who are Graphius Group's key stakeholders?"

**Denis Geers:** "Our main stakeholders are our employees, our neighbours, our customers, our suppliers and our bankers. We will continue to consult with them in the future."

**Graphius Magazine:** "The sustainability strategy has just been developed. How do you know when it is successful?"

**Denis Geers:** "For me, the sustainability strategy is successful if we achieve our KPIs. Sustainability should be sort of self-propelled within our organisation, i.e. supported by everyone throughout the organisation."

**Graphius Magazine:** "That's what we're all aiming for!"

# GRAPHIUS GROUP PRESENTATION AND SUBSIDIARY COMPANIES

## GRAPHIUS GROUP

**Graphius Group is the overarching structure between Graphius Gent, Graphius Brussels, PPO Graphic, Etiglia, Belprinto and Drukkerij Lowyck.**

Graphius Group organises its production on four sites, is represented internationally and its core activities are based on printing and processing plano sheets of paper and board. Lowyck printing works, which only became part of Graphius Group in May 2021, is not included in the scope of this sustainability report 2020.

With its 470 employees, Graphius Group produces sustainable paper products such as books, catalogues, brochures, general premium printing, labels and folding boxes.

The origins of Graphius Group go back almost 100 years and the company still has the same founding family as the sole shareholder. As a family business, all investments are made with a long-term vision, so customers are doing business with a company that has a future.

Graphius constantly strives to create added value for its customers, its employees and the environment in which it operates. This is reflected in its daily operations, in which great attention is paid to the environment and innovation.

## GRAPHIUS GHENT

Graphius is an international player whose core business is printing, finishing and shipping magazines, books and catalogues.

With our machine park's hybrid composition, Graphius is well equipped for both small volumes of digital printing and larger volumes of offset-press production.

And with our completely in-house bookbinding and direct mail operations, Graphius is a strong partner with a focus on service, quality and short lead times.

## GRAPHIUS BRUSSELS

Graphius Brussels, with its central location near the European capital, is ideally situated to meet the service and turnaround requirements demanded by European institutions, communications agencies and multinational companies located in and around the capital.

The products Graphius Brussels produces range from small-to-large volumes of commercial printing to books.

## B BELPRINTO

As an online print shop, Belprinto is a leading producer of premium, eco-friendly print products.

The platform, which is mainly active in Belgium, the Netherlands and France, is carbon neutral in its production and offers more than a million product configurations, which is unique in the online graphic landscape.

With Belprinto, the quality and service that Graphius stands for are also offered via an online service.

## ETIGLIA

— BY GRAPHIUS

Etiglia is a producer of non-adhesive labels and folding-boxboard applications for the food and non-food market with production facilities in Brussels and Ostend.

Etiglia's main clients are food and beverage processing companies across Europe.

Etiglia also produces labels and packaging for the cosmetics, pharmaceutical and paint industries, and many other industrial clients looking for an efficient partner for their labels and packaging.

## PPO | GRAPHIUS

PPO is a producer of comic strips and larger volumes of books mainly for the Belgian and French markets. Well-known titles such as Lucky Luke and The Smurfs roll off the presses at PPO Graphic.

With its large-format printing presses, automated bookbinding and proximity to Paris, PPO is the partner of choice for French publishers of soft and hardcover books.



## WHAT DOES THE FUTURE HOLD?

Graphius Group has bought a stake in Antilope De Bie, Stockmans and Bema Graphics. This consolidation in the Antwerp region was part of a broader strategic plan. This is not currently within the scope of this sustainability report.

Graphius is closely following the market and analysing any possible opportunities to be able to consolidate the sustainable continuation and growth of its activities.

Graphius Group seeks to continue growing in a sustainable way. As such, we will return to the United Nations Sustainable Development Goals later in this sustainability report.



# OUR PRODUCTS AND SERVICES

Printing is an art. Our team of professionals handles every order we receive with great care. Everyone gets the same excellent service. Whether it is an art catalogue, a magazine produced using special techniques, company letterheads or the occasional private printing assignment, every order must meet the same high quality standards. Though we may gain the trust of our clients, we believe that we must earn it anew with every subsequent project. In short, we want to be a reliable, versatile and flexible partner for them.

Each client has a contact person who follows up on their order(s) from the first information request to the delivery. This employee also consults with colleagues and ensures that the printed matter is

produced according to the agreed quality requirements and is ready on time.

Due to our growth in recent years, we are able to offer our customers an extensive catalogue of products. Currently, 28% of our turnover comes from printing magazines and 39% from books and comics. Commercial printing, including Belprinto's online activities, now accounts for 21.5% of our revenue. Packaging (folding boxboard) accounts for 8.5% of sales and labels for 3%.

Our core business is the production of printed materials, but we also offer a wide range of services. In our Cross Media Studio, we assist customers in the creation and design of their print projects. We develop

customised order portals and tablet publications. We use our creativity and expertise to develop and implement marketing campaigns. Our in-house photogravure department specialises in digitising and correcting images, mainly for art books. An important pillar of the services we offer is distribution. We ensure that stock is optimally managed. The order picking and shipping takes place from our sites. We take care of direct mail campaigns and either film-wrap printed material or place it in envelopes. We cooperate with the national postal services for the optimal delivery of our customers' printed products.



# OUR MISSION, VISION, STRATEGY AND VALUES

## OUR MISSION

Graphius seeks to be a leading producer of printed matter specialising above all in books, catalogues, magazines and comics.

We make targeted investments in innovative applications so as to enable us to respond to the needs of our clients, now and in the future.

We are committed to continually increasing the sustainability of our printing processes and doing this in a respectful and fair way, with respect to people and the environment.

We seek to be a financially healthy family business with a sustainable future, for the benefit of our employees, suppliers and other stakeholders.

Graphius seeks to strengthen the positive impact its business activities have on people, society, the surrounding area and the environment and to reduce the negative impact on these. We seek to actively contribute to the realisation of the UN Sustainable Development Goals.

## OUR VISION

We constantly strive to create added value for our clients, our employees and the places where our operations are embedded. Graphius invests in the latest technologies and analyses the impact of these investments on the environment.

As a family business, all investments are made based on a long-term vision, keeping in mind a clear view of the future. Our

clients, employees and stakeholders can thus rest assured that they are working together with a company that has a future.

## OUR STRATEGY

Graphius is ambitious and wants to remain a leader in the graphics sector in Belgium and in Europe. We are a growing family SME that seeks to create added value for its stakeholders. We strive to be a leading player in our sector, but above all we hope to stand out for the ambition of our sustainability strategy.

The family shareholders of Graphius Group and the management committee, consisting of the managers of the various companies, maintain a long-term vision, which results in a well-balanced investment programme.

We are ambitious in continuously improving our operational efficiency. We measure and monitor the use and consumption of raw materials, energy and water on a daily basis and try to limit all forms of waste to what is strictly necessary.

For Graphius, it is important to be able to work with the best available environmentally-friendly tech, insofar as this is economically justifiable and does not have a negative impact on the company's financial health.

We place clear emphasis on the ecological aspects of our core business, but can only do what we do thanks to a strong team of employees. In order to give employees

even more opportunities for development, we are constantly investing in the further professionalisation of our staff policy and expanding our scope. We offer the healthiest working environment we can but acknowledge there are always opportunities for further optimisation in this respect. Based on our own initiatives or inspired by input from our team, we try to encourage our employees to adopt a healthy lifestyle.

Our strength and continued focus on sustainability help us in our aim to present society with a more positive image of the graphics industry, which still has a perception problem.

The group's expansion, with sites now in Ghent, Brussels, Antwerp and Paris, has made it possible to offer clients throughout Belgium and Europe quick, top-quality service.

## OUR VALUES

We feel engaged in and responsible for our daily activities. We treat people and the resources at our disposal with care.

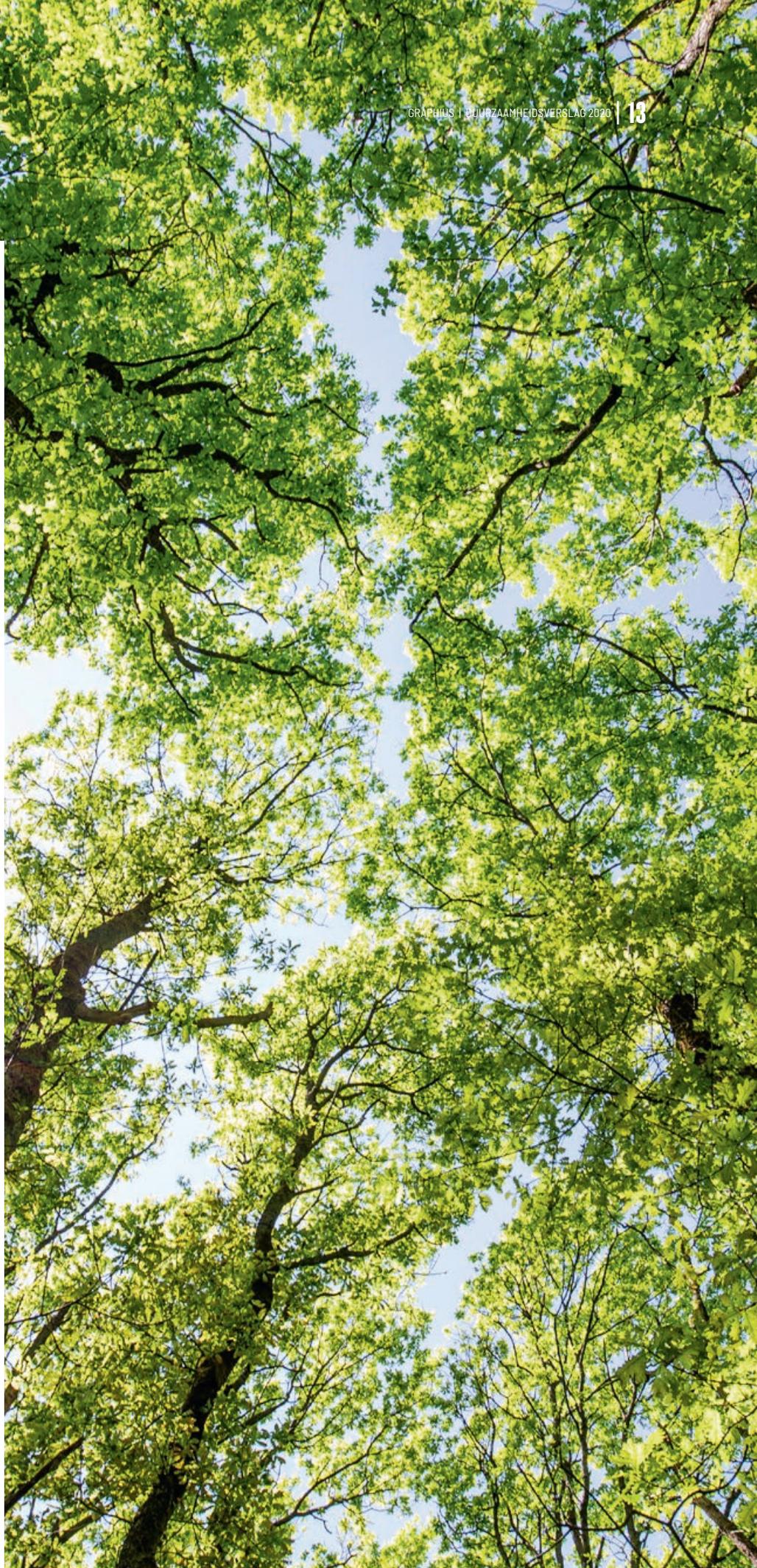
We must re-earn the trust of our stakeholders on a daily basis. We want to communicate transparently with our internal and external stakeholders about our approach.

Authenticity and transparency are crucial. That is why we stick to these principles:

- What we do and the way we do it is determined by a long-term vision.
- We seek to do business honestly, correctly and fairly.
- The acid test for anything we plan to do is to ask ourselves whether the proposed decision would be good for our employees, our clients and the surrounding area.
- We respect everyone.
- Society is a melting pot of people. At Graphius we create space for diversity and cultivate an awareness of this issue.
- Results are achieved as a team, not as individuals.

These six points serve as a mirror that we keep in view on a daily basis during our activities and in our collaborations.

“  
**Graphius  
invests in  
the latest  
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environment.”**





# OUR SUSTAINABILITY REPORT: METHODOLOGY AND REPORT PROFILE

## FREQUENCY OF REPORTING

We have already published sustainability reports in the past. Due to the enormous evolution that Graphius Group has undergone and the expansion that has been realised, it was decided to temporarily suspend the reports. There was no longer a benchmark for proper comparison, measurement, evaluation and target setting. It is important to note, however, that this has not prevented us from continuing our efforts in the field of sustainability with regard to people and the environment. We have continuously invested in the greening of the production process and in social aspects during the period in which we did not report.

## TRANSPARENCY

Annual reporting on sustainability at Graphius Group enables the company, the stakeholders and society to make comparisons between the different sustainability reports. 2020 will be a new reference point. We intend to switch back to the previously defined reporting cycle. By publishing sustainability reports, Graphius, as a strong player in the graphics sector, makes itself vulnerable to some extent, but we want to continue to set an example.

## SCOPE

We report on developments in our sustainable entrepreneurship with regard to the activities of Graphius Gent, Graphius Brussels, Etiglia, Belprinto and PPO in Paris.

Activities in the Antwerp and Ostend region fall outside the scope of this sustainability report.

The teams of Graphius Group produce printed materials that are delivered to customers in Belgium, the Netherlands, France, Germany, Great Britain and the United States.

The Graphius Group companies together achieved a consolidated turnover of EUR 57,711,896 in 2020. The corona crisis has also had a major impact on our group.

## METHODOLOGY

In our present report, we take the previous reporting according to the Global Reporting Initiative as a basis, but we link our reporting mainly to the Sustainable Development Goals and Sustainable Development Targets. We assume that the European standard with regard to sustainability reporting will soon come into effect. We have therefore made the pragmatic choice to balance our desire to report on the development of our sustainability with the workability and efficiency of releasing such a report.

In this sustainability report, we report on our social and ecological aspects for the period from 1/1/2020 to 31/12/2020. The processed data also cover this period.

The sustainability reports will not be externally verified for the time being. A number of aspects included in the ISO 9001, 14001 and ISO12647-2 certificates are properly monitored internally and externally, however. "External assurance" is a cost whose return on investment is, for the time being, too limited to be viable.

# THE SUSTAINABILITY STRATEGY OF GRAPHIUS



## THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals are seventeen goals to make the world a better place by 2030. These targets were set based on input from organisations and individuals across the globe. Together with 191 other countries, Belgium and France signed this '2030 Agenda for Sustainable Development', formally expressing their commitment to take the necessary actions to realise it.

The Sustainable Development Goals started in 2015 and run until 2030. They are a global compass for assessing challenges such as poverty, education and the climate crisis.

There are seventeen Sustainable Development Goals that cover 169 more specific targets.

A company can contribute to achieving the SDGs in various ways. In recent years, Graphius Group has invested heavily in sustainability, in terms of both its social and environmental aspects. Our ambition goes even further than that. That is why we recently developed a sustainability strategy, using the Sustainable Development Goals as a basis.

## RELEVANCE

A topic is deemed relevant if, in the management’s opinion, it has a significant impact on sustainability or if it influences stakeholders’ opinions and decisions.

Our stakeholders indicated during the stakeholder consultation a few years ago that reading a sustainability report is not easy. It is therefore an important objective for us to be able to provide them with a readable and clear sustainability report. They identified employees, paper and inks, energy and water as the most relevant sustainability topics for Graphius Group.

In addition to the relevant topics selected by the stakeholders, the management wanted to determine the most relevant sustainability objectives for Graphius Group.



A thorough exercise was made resulting in these SDGs and targets that are deemed relevant to Graphius Group:

Ensure good health and promote well-being for all ages

**3.9** by 2030 substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination



Ensure equal access to quality education and promote lifelong learning for all

**4.3** By 2030, ensure equal access for all women and men to affordable quality technical, vocational and tertiary education, including university

**4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

**4.5** By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations





Achieve gender equality and empower all women and girls.

**5.1** End all forms of discrimination against all women and girls everywhere.

**5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**5.a** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

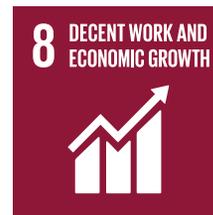
**5.c** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.



Ensure availability and sustainable management of water and sanitation for all.

**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

**6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

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

**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.





Ensure sustainable consumption and production patterns.

**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

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

**12.7** Promote public procurement practices that are sustainable, in accordance with national policies and priorities.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**15.2** By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.



Graphius Group aligns its sustainability strategy with its overall business strategy. Sustainability is thus not an ad hoc issue, but is integrated into the Group's strategy.

In our sustainability reports, we will report on how we can contribute to achieving the SDGs and how, in so doing, we can strengthen our positive impact and reduce our negative impact.



# GRAPHIUS AND ITS STAKEHOLDERS



## OUR STAKEHOLDERS AND HOW WE COMMUNICATE WITH THEM

As part of our sustainability reporting, we have assessed who our stakeholders are and how we communicate with them. We evaluate this each time we prepare our sustainability report.

The involvement and interest of our stakeholders in our approach has in the past led to interesting feedback on our sustainability reports. We are already looking forward to their reactions as such feedback can have an inspiring effect.

Since we have an international market and want to give all our stakeholders the opportunity to follow our evolution in sustainable business, our sustainability

report is published in three languages, namely Dutch, French and English, with a circulation of 7.200 copies. We distribute the sustainability report through various channels. We send it to a wide network together with our GRAPHIUS magazine. We also give it to people who visit Graphius, to those who are interested at trade fairs, to students who have to carry out assignments about sustainable business practices for school, etc.

Stakeholder	Communication
Employees	intranet, notice boards, screens in refectories, direct mailing, website, social media, sustainability report (annual), GRAPHIUS magazine (2x/year), stakeholder meeting, 'break & learn'-sessions, Graphius Academy
Clients	GRAPHIUS magazine (2x/year), website, social media, sustainability report (annually), visits to the company, trade fairs, stakeholder meetings, Graphius Academy
Suppliers	GRAPHIUS magazine (2x/year), website, social media, sustainability report (annually), trade fairs, stakeholder meetings
Competitors	exchange of experience through personal contacts and sectoral organisations, sustainability report (annually)
Shareholders	family meetings
Neighbourhood	GRAPHIUS magazine (2x/year), website, social media, occasional company visits, sustainability report (annually), stakeholder meeting
Society, schools	GRAPHIUS magazine (2x/year), website, social media, sustainability report (annually), occasional company visits

- **Generally**, we communicate with our (potential) stakeholders by posting information on the website and in the Graphius magazine, in our sustainability report and on social media.
- **Our internal staff and temporary employees** work together at the various sites to realise customer orders in Belgium and abroad. We also have specific communication channels for our internal stakeholders, through which we can reach them personally and/or in groups.
- Our **clients** are our partners. We have to re-earn their trust every day. Thanks to regular consultations and detailed follow-ups with our clients, they are for the most part very satisfied with the service and products they receive.
- We inform **society** at large through our general communication tools. For **schools and “the neighbourhood”** we go a step further. Occasionally, local residents can come and visit.

Graphius is open to requests from schools. Pupils and students can get to know an innovative SME in an exciting sector. With these visits, we are discrediting the negative perceptions that persist about the graphics sector. Our care for people, environment and materials are of great importance in this. School visits also open doors for us in the search for potential new employees. Given that the average age of employees in this sector is rapidly increasing, this is a very pressing issue. The corona pandemic has severely disrupted our operations in this regard as well. We face the future with hope and look forward to opening our doors again as usual.

## STAKEHOLDER CONSULTATION

No stakeholder consultation was organised in 2020. If we want to consult our stakeholders, we prefer to do this during a stakeholder meeting at Graphius. This gives

us the opportunity to also introduce them to the changes and innovations that have taken place.

We talk about ‘our’ stakeholders, but it is a diverse group of organisations and people who look at the same reality with different eyes.

Getting together around the table and doing this at one of our sites is therefore important. We continue to monitor the evolution of the corona crisis and plan to hold a stakeholder meeting in 2022.

## A BROADER VIEW

If you want to read more about the Sustainable Development Goals and start following them at your company, organisation, local government, etc., visit the United Nations website: [www.un.org/sustainabledevelopment/sustainable-development-goals/](http://www.un.org/sustainabledevelopment/sustainable-development-goals/)



# PEOPLE



Graphius takes a long-term view and has a balanced investment programme. We work with modern production equipment and the latest techniques, as long as they are economical. Yet it is only thanks to our employees that we can call Graphius a success story.

We work in a context where margins are low and expectations are high. Every day, we have to find a balance between the high pressure of time and on-time delivery versus (continuing) to offer top quality. As such, it is absolutely essential to work efficiently.

It is the cooperation of all employees together that results in the achievement of all goals. And yet this is the part which is so challenging to get right. Graphius Group continues to grow. The hundreds of people Graphius employs work together as colleagues. And whether they are employed as permanent staff, interns or temporary workers, one thing remains true: only if they work well together can we provide our customers with the quality they deserve.

The high production pressure in this industry is not highly conducive to promoting healthy social relationships between employees. It is very important that employees enjoy going to work – even if everyone has bad days – and are satisfied in their work and their function.

There is not much time for colleagues to have a chat while doing the tasks. Yet everyone knows that a good bond between colleagues is very important and valuable. Employees spend more time with colleagues during the working week than with family or friends.

Graphius is working on an increasingly better personnel policy with appropriate training, attention to welfare and health, feedback on work and performance, etc. We will return to this later in the report. For example, we also distribute fruit to the employees every week. We want to offer people from vulnerable backgrounds an opportunity for sustainable employment through on-the-job learning, and we collaborate with partners to this end.

Production is not the only area where we focus our attention, however. Where in the past team members took part in the '40 days without meat' campaign, tickets were raffled for sporting events such as football matches of KAA Gent or the Red Devils, etc., in 2020 this turned out to be impossible due to the corona crisis. When the situation surrounding the pandemic normalises, there will be oxygen and space again for such initiatives.

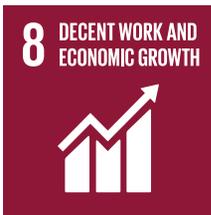
## OUR EMPLOYEES AND THEIR STATUS

Graphius Group is a leading player in the graphics sector. As of 31 December 2020, 387 people were on the Graphius Group

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We have to conclude that the trend of ageing of our team continues and that the team is ‘older’ than the industry average.”

payroll (Excluding Antilope De Bie which does not fall within the scope of this sustainability report). 75% had a blue-collar job and 25% were white-collar workers. One employee works for us on a self-employed basis.

We also attract additional employees through temporary employment. In addition to the total number of hours worked by our permanent employees, 1% of these hours are worked by temporary employees.



## LADIES AND GENTLEMEN

The majority of employees in the printing industry are men. In 2010, the ratio in Belgium was 75% men to 25% women. We requested information from Statbel about employment in the printing sector in Belgium. According to the most recent figures, NACE 18 - Printing and Printing Services employed 18,944 people in Belgium in 2020, of which 64% were men and 36% women. Source: Statbel (Algemene Directie Statistiek - Statistics Belgium), Enquête naar de arbeidskrachten (2020).

In 2020, the Graphius Group employed 29% women and 71% men.

Women and men in the Graphius Group are paid equally for the same work.

## THE AGE PYRAMID

Only 294 employees or 1.6% work in the age category up to 24 years. 11,999 people or 63.3% are employed in the age category 25 to 49. 6,651 of the employees or 35.1% are in the 50-75 age group. Source: Statbel (Algemene Directie Statistiek - Statistics Belgium), Enquête naar de arbeidskrachten (2020).

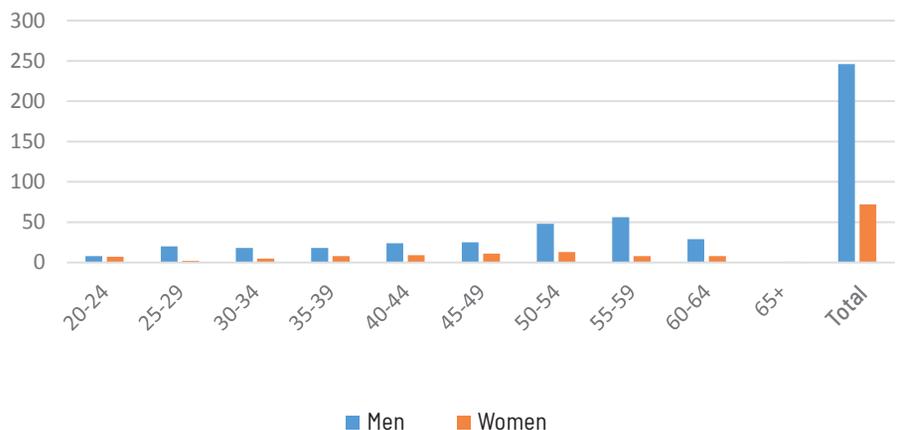
4% of Graphius Group employees are younger than 25 years old. 46% of employees are in the 25-49 age group. 50% of our employees are - following the Statbel categories - between 50 and 75 years old. As this is a very broad category, we would like to give more details here: 39% are between 50 and 60 years of age. 10% of the employees are older than 60 years. One person is 65+.

We have to conclude that the trend of ageing of our team continues and that the team is 'older' than the industry average. A side note here is that employees stay on board even as they get older. They are often very loyal team members.

The influx of young employees, under the age of 25, is very low. Several factors certainly play a role. The graphics sector really has an image problem. Young people do not recognise the sector as modern and innovative. Young people would be more interested in a job where they have to work on a computer, rather than learning a trade. The fact that we at Graphius Group work with high-tech production apparatus does not factor into their perception. They cannot easily imagine the situation here and often have no idea. Our baseline is "We make your print work", but young people who live and breathe the digital world may not even consider a job in the printing industry as an option. The Graphius Ghent site is located on the perimeter of the harbour area. This offers advantages, e.g. for logistics, but is a disadvantage when it comes to attracting employees. Candidates are more likely to consider and be convinced by job offers and proposals from multinationals operating in the port.

We need to pay attention to how those young potential candidates view our industry and the company.

Team composition 2020



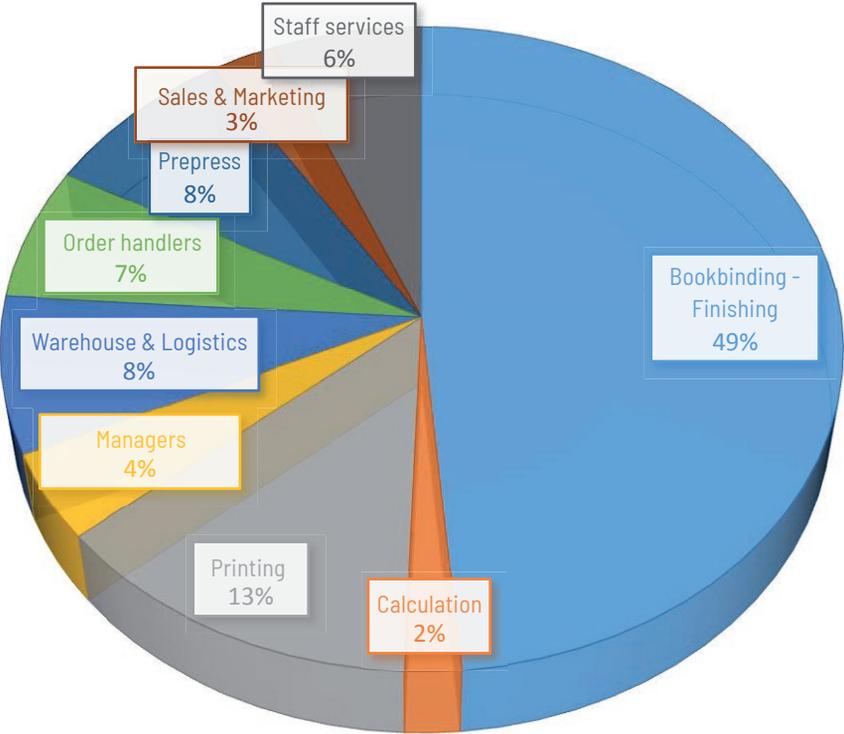


Graphius is the largest graphics group in Belgium and an important European player. We would therefore like to take up the challenge of discussing the company and the sector with young people. We want to give them answers to the questions and doubts they have. We are always open to

the possibility of offering apprenticeships and are happy to receive them for a visit in the context of assignments for school, as a potential job-student, etc. Instagram and Facebook are low-threshold channels that make it easier for us to reach young people.



Occupancy rate by department



## DIFFERENT PHASES, DIFFERENT DEPARTMENTS

From the initial idea to sending the printed matter to client, what we do entails a process of many intermediate steps. Before the boxes of beautiful books, glossy magazines, inviting posters, etc. are ready for dispatch and/or delivery, a lot has to be done and a lot of expertise has to be deployed in the various departments involved in the story.

We like to present this graphically, deeming this a suitable way to literally give a picture of our different departments.

**8** DECENT WORK AND ECONOMIC GROWTH



**4** QUALITY EDUCATION



**8** DECENT WORK AND ECONOMIC GROWTH



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**8** DECENT WORK AND ECONOMIC GROWTH



## WORKPLACE ACCIDENTS AND SICK DAYS

As an employer, it is important that we ensure that our employees can work in a safe workplace. Our employees also share with us the responsibility to work consciously and in accordance with the agreements and regulations, and thus to prevent accidents at work. In 2020, there were 12 workplace accidents, one of which was a serious accident, at PPO Graphic. We are striving to reduce this number.

In 2020, the number of sick hours of Graphius Group employees totalled 3,701.08. In 2019, the figure was 3,588.21. Here we can clearly see the impact of the Covid-19 pandemic.

## DIVERSITY POLICY

Sixteen nationalities are represented in the group of permanent employees of Graphius Group. There are also fellow workers of Belgian or French nationality who have other origins.

In the aftermath of the refugee crisis, we have also recruited refugees on the Belgian sites via IBO (individuele beroepsopleiding: individual occupational training). We think it is important to give people opportunities, even if this entails considerable challenges.

Two Graphius employees have a disability. One of them was recruited and has moved up through the collaboration with Ryhove.

We have integrated our vision on diversity into our job listings and the website and we encourage groups who might otherwise struggle to find employment to apply at Graphius.

We have included a video on our jobsite [www.graphius-jobs.com](http://www.graphius-jobs.com) to show who works at Graphius and how rich the diversity is here.

## TRAINING

Each new employee receives a 'Start-to-Graphius', an introduction to their new workplace with practical information, what the expectations and difficulties are, etc. We have also summarised the most important information in our welcome brochure. In 2020, we updated the welcome brochure to reflect our sustainability policy. We highlight sustainable business practices and explain the various certificates, especially ISO9001, ISO14001 and ISO12647-2.

Every year, new employees at Graphius start individual, professional, on-the-job training, the so-called IBO. IBO gives Graphius the opportunity to teach employees professional skills that they could not (or can no longer) learn at school. IBO can also compensate for a new employee's lack of know-how.

Graphius offers its employees the training they need to be able to perform their tasks well. In 2020, 462.40 hours of training were instructed by external parties. We at Graphius organised 8827.92 hours of internal training ourselves. That is a total of 9290.32 hours of training for our employees.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



## FEEDBACK ON PERFORMANCE AND FUTURE DEVELOPMENT OPPORTUNITIES

A selection of the training courses followed:

- In 2020, there was another coaching session on ergonomics in the workplace. Both blue- and white-collar workers were coached one-on-one and trained in how to work ergonomically.
- In 2020, we organised a 'break & learn' in collaboration with paper supplier Papyrus on the theme of paper types, with a particular focus on the various types of recycled paper.
- The training course "critical moments in paper transport" was given to the printers by the supplier Heidelberg. The runability of the paper through the printing presses should have a positive effect on the paper consumption of this machine.

Many compulsory training courses such as fire-fighting, first aid, driving proficiency certificates, etc. were postponed because of the corona crisis.

Graphius is FSC-certified. In order to correctly follow up on our purchases and sales of FSC paper, learning or refreshing this information is crucial.

In 2018, it was decided to change the staff evaluation cycle from annual to biannual. Evaluating all employees annually turned out to be a very demanding and time-consuming process for this fast-growing organisation. The blue-collar workers usually work in a two- or three-shift system. As such, it is particularly difficult to organise these interviews, especially if this is not to hamper production. It is neither wise nor cost-effective to shut down an entire production line because an assistant operator is having an evaluation interview. Some departments also consist of more than 30 people, who must be evaluated by a single team leader. This does not make the process any easier.

In 2020, because of the corona crisis, it was decided to postpone the review cycle and pick it up again once the measures were relaxed. After all, we do not have a realistic picture of the workers' performance as a

lot of people have been temporary for a long time.

In the meantime, it is being investigated whether there are other, more efficient systems for conducting an evaluation without putting too much of a strain on the organisation.

The production management does give regular informal feedback to the employees on aspects such as the (non-)observance of safety rules, preventive maintenance of their machines, etc. They also provide tips from which employees can learn and which they can use in the performance of their jobs. This informal feedback is not always documented.



## 4 QUALITY EDUCATION



## LEARNING ON THE JOB

At Graphius, learning on the job starts from two principles. The first principle is that people should be given the opportunity to become proficient. Graphius seeks to give people opportunities.

The other principle is that employees can only become experts in their field if, in addition to theoretical training, they also acquire more practical experience. This is not possible at school. Either due to a lack of time or the fact that the most modern techniques are not taught.

Every year, Graphius gives pupils and students the opportunity to come and do an apprenticeship and thus to become stronger in their (target) profession, but also to gain a more complete picture of daily professional reality. Offering opportunities to pupils, students and adults also offers Graphius opportunities since every trainee, potential employee, etc. also brings with them their own personal experiences, competences, etc. This sometimes leads to different and new insights.

A great advantage of the apprenticeships is we can get to know different aspects of our new employees. Although 2020 was an extraordinary year due to the pandemic, there were still ten apprentices who came to learn about the business and gain practical experience.

In addition to such apprenticeships, young people also have the opportunity to work student jobs for Graphius during the summer months. We advertise these vacancies via the Graphius intranet and give priority to the sons, daughters, sisters, brothers, etc. of Graphius employees. They already know Graphius and have some kind of connection with the company. We offer them a temporary job in an innovative SME.

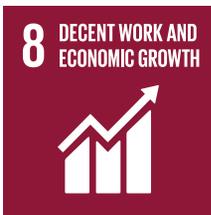
Since August 2019, we have been recognised in Flanders as a provider of so-called alternance training – dual learning and/or part-time learning and working – in print finishing, printing preparation and printing assistance.

To organise training for jobs such as 'print media operator for offset printing' or 'print finishing process operator', you need

high-performance infrastructure, which is not always available. In 2016, VDAB and Grafoc joined forces to create a new form of training called Bedrijfsleren: 'Business Learning'. Graphius got involved in this, training people in the workplace. The 'Business Learning' course was revised last year and given a new form: the duration was limited to one month, after which a five-month IBO course can be followed. The subsidy will cease to be offered, but there are no longer any limits on the number of IBO trajectories. There is no obligation to recruit trainees.

Both dual learning and IBO had a particularly low intake in 2020. This is solely due to the Covid-19 pandemic.

In 2020, 462.40 hours of training were given by external parties. We organised 8827.92 hours of in-house training.



## DOWN TO THE LAST DETAIL

Even with the latest techniques and high-tech production equipment, there is still a lot of manual work to be done at Graphius. From the application of bookmark ribbons to the compilation of calendars from printed sheets and the shrink-wrapping of counted stacks of paper... It all has to be done with the utmost care and precision.

Sometimes there are peak periods of production, which we must be able to deal with smoothly. We then reinforce the permanent Graphius team with temporary employees and/or involve Ryhove, a sheltered-employment company.



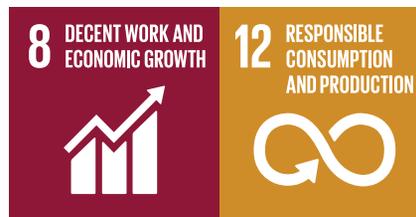
## GRAPHIUS IN/AND YOUR AREA

People from the area around Graphius Ghent have seen the company grow significantly in recent years. New printing companies in the group have also brought more employees to Graphius, as did suppliers, etc. Trucks come to make deliveries or pick up printed matter to deliver to customers... For a while, roadworks created a lot of inconvenience for local residents. Graphius Ghent can now be reached via Traktaatweg, which means that access is no longer via the village centre. As the site grows, we will continue to communicate with the neighbourhood.

During the stakeholder meeting, local residents were also present as representatives for their neighbourhood. We are keen to keep our finger on the pulse and adjust where necessary, even proactively as required.

# THE ENVIRONMENT

Society regards printing companies with suspicion and sometimes still has the wrong idea about how things operate within them. Graphius cannot produce printed material without paper, ink and the use of electricity. It is inseparable from our core business. However, we are conscious of our use of materials and try to avoid waste as much as possible. We monitor all this very closely, follow it up and make adjustments if necessary. We can take a leading role in this and we are happy to do so. We are evolving at a rapid pace, but we must continue to do so in a gradual and controlled manner.



We invest intensively in new technologies and in an environmentally friendly production process. Our high-tech production system allows us to produce more efficiently, with positive consequences for the environment and often also for people. This is the case, for example, with robotisation, which, in addition to profit, also generates gains in ergonomics for the operator. We have great ambitions with regard to sustainable business practices, but we must weigh these against the context in which we operate. Exceedingly tight margins limit our ability to experiment. Therefore, we choose to implement certain new technological applications as soon as they have proven their effectiveness in printing plants of at least a similar scale.



## ISO 9001 - ISO 14001 - ISO 12647

We have been working in compliance with ISO 14001 and ISO 9001 standards for several years. By means of an ISO 14001-compliant **environmental management system**, we map out the environmental risks of Graphius and strive to reduce them. We also link this to ISO 9001, the international standard for **quality management systems**. These standards are complementary, although the focus of ISO 9001 is on 'customer satisfaction'. All printing presses are controlled by the Heidelberg Quality Monitor reporting system, which rigorously follows the required ISO 12647 standard, detecting and adjusting for the slightest deviations in real time. ISO12647-2 specifies a number of process parameters and their values to be applied in the production of colour separations, printing moulds and print production for four-colour sheet-fed and web offset printing presses. The ISO12647-2 contributes to Sustainable Development Goal 12: Responsible consumption and production: ensure sustainable consumption and production patterns.



## SEEING THE WOOD FOR THE TREES

Paper is essential to our core business. By 2020, we will have purchased 18,361 tonnes of paper for Graphius Group from the various paper wholesalers or producers. 2020 was a year of crisis. The decrease in paper in 2020 is not representative of normal operations at Graphius. If the corona situation evolves favourably and production normalises, paper purchases will increase significantly in 2021.

Graphius Ghent and Brussels are FSC-certified. FSC, Forest Stewardship Council, is a label that refers to sustainably managed forests, which means environmentally friendly, socially responsible and economically viable forest management. The origin of FSC-certified paper is traceable. From tree to printed sheet ... That is a long road with many intermediate links: a chain, where each link of the chain has the FSC label. A final product with an FSC label is thus the result of a long process that started in an FSC-certified forest. There is an annual audit that examines whether we keep the paper in the right way, whether the administrative processing of the paper purchases proceeds correctly, whether our invoicing is in order, etc. A similar process occurs with PEFC, The Programme for the Endorsement of Forest Certification. PPO Graphic is PEFC-certified. Graphius Ghent and Graphius Brussels are not PEFC-certified. There is no explicit demand from Belgian customers for PEFC-certified paper.

These labels – FSC and PEFC – are often found on wooden garden fences, flower boxes, furniture, etc. that come from sustainably managed forests.

When we report on paper purchased by us and on sustainable paper in this sustainability report, we include the purchases of FSC-labelled paper for the Graphius Group and the PEFC-labelled share for PPO Graphic. For the collection and analysis of the data on paper purchases we relied on the data provided by the respective paper suppliers

Graphius purchased 18,361 tonnes of paper last year, of which 8,440 tonnes was FSC-certified paper. Purchases of paper with an FSC label account for 46% of total purchases. PPO Graphic purchased 931 tonnes of PEFC-certified paper or 5% of total paper purchased. The share of recycled paper for the whole group is just under 2%.

In order to be able to see the proverbial wood for the trees with regard to sustainability labels, we recommend consulting the website [www.labelinfo.be](http://www.labelinfo.be), an initiative of Netwerk Bewust Verbruiken vzw. They provide information about sustainability labels that may be relevant when buying clothes, cleaning products, booking holidays, etc., not to mention paper.



## INKS & CONSUMABLES

Graphius Group is an offset printing company and also offers digital printing. Our team goes through the orders received and decides whether these orders should be printed in offset or digital. For the digital printing, we do not work with ink, but with toners. After use, the toner cartridges are collected - as is the case for other forms of waste at Graphius Group - by a specialised collection company.

If we have the option, we work with vegetable-based inks, but usually we take our orders from the client and have no say in the design. Vegetable-oil-based ink alternatives are not available for all conventional inks. In 2020, we purchased 129.2 tonnes of quadri ink and 7 tonnes of PMS ink. This is not possible, for example, for metallic inks such as silver and gold or for fluorescent inks. We purchased 318 kg of metallic inks and 570 kg of fluorescent inks in 2020.

Our printing presses have a system that automatically measures the colours and the register and adjusts the colours where necessary, even while production is running. This has positive economic and ecological effects as we can thus reduce the number of inserts as well as the consumption of ink and auxiliary products. We distribute the ink on our sites via central drums. These installations allow for the automatic distribution of inks from containers to the printing press through pipes, which is a more efficient way of working than the traditional way (manual extraction from ink pots). This reduces ink consumption and ink waste.

We work in structural partnerships, which are focused on the continuity of products and our relationship with suppliers. Our different sites either work in the same way or are working towards this as an objective.



## ENERGY

The electricity used by Graphius was already partly generated with **photovoltaic panels**. At the end of 2019, Graphius invested in more than 3,350 solar panels, which were installed on the roofs of Graphius Ghent and Graphius Brussels before the end of that year. 2020 was the first full year in which, thanks to these solar panels, we supplied 20% of the total electricity needs of Graphius Ghent and Brussels in this way.

This investment of 900,000 euros is part of a further greening of the production process.

In purchasing our electricity, we opt for **green power**. For 2020, our energy consumption totalled 1,350,762 MWh on the sites of Graphius Gent, Graphius Brussels and PPO Graphic. Our energy consumption is closely monitored.

In 2020 we also purchased 10,000 litres of **furnace oil** for the site in Ghent. In Brussels, **gas** is used for the heating. We consumed 164.298 MWh.

Graphius has a complete **inventory of cooling and heating equipment** at its disposal and complies with the relevant legal provisions. In addition to the **centralisation of compressed air, vacuum and blower air** has also been centralised.

“  
**Thanks to these solar panels, we supplied 20% of the total electricity needs of Graphius Ghent and Brussels in this way.**”



## HVAC

HVAC stands for **Heating, Ventilation and Air Conditioning**. We invested in a new heat pump for the bindery in 2018. The investment in a new furnace oil boiler followed in 2019. In 2020, an investment was made in a new paper extraction system with return air over the filter box. This recovers 40,000 m<sup>3</sup>/h of conditioned air. The same is also planned for PPO Graphic in 2021.

In 2021, new HVAC technology from Daikin will be installed in the new building on the site in Ghent.

At PPO Graphic, an investment programme is being set up to future-proof the building.

## WATER

There is global concern surrounding water use. Global warming is a threat to many people. The scarcity of water and its connection to famine, flooding and its connection to new migration flows. Thousands upon thousands of people have no access to clean water, which puts their health and their future at risk.

Even if we are not able to solve these problems on our own, we can do something as a company. The conscious use of water is a very important factor in this.

Graphius monitors all purchases and consumption in detail. We make regular analysis and intervene when necessary.

On our sites, we collect rainwater for sanitary use. However, this water cannot be used in the printing process. In function of the printing process, we also purchase

tap water at the various sites. Offset printing is a process in which water and ink combine to create an image on paper. Liquid water enables the proper transfer of ink. Tap water is thus adapted for use in the printing process. On a printing press that is 100% operational for 8 hours of the day, today's modern technologies can limit water use to 10 litres a day. At a commercial printing house, water is also used in the preparation phase, namely to rinse offset plates. In 2020, we used 302,935 m<sup>2</sup> of sheets, which is comparable to 44 average football fields. In 2019, investments were made in a 'ZAC' plate processor, which is designed for use with Fujifilm's low-chemistry ('lo-chem') series of thermal CTP plates. Thanks to this investment, water consumption for plate development was significantly reduced.

The bill for water consumption had not yet been received at the time of the sustainability report's publication.





## IPA

Tap water is adapted for use in the printing process with the introduction of additives. One such additive is isopropyl alcohol or IPA. Isopropyl alcohol lowers the surface tension of the water. As a result, less water is needed and a more efficient ink-moisture balance can be achieved. IPA cleans, degreases and disinfects the pipes. In addition to its well-known advantages, isopropyl alcohol also has disadvantages, however. Due to the low flash point, there is a high risk of fire and explosion. Another known disadvantage is that employees who breathe in high concentrations of IPA may suffer health problems.

We always try to offer the healthiest possible working environment. Graphius has experience with alcohol-free printing as one of its printing presses was set up to be alcohol-free. We have the ambition to also print alcohol-free on the other printing presses, but at the moment this is not economically feasible. In a sector where margins have been under pressure for years, it is necessary to work as efficiently as possible and there is no room to lose production by experimenting. IPA-free printing requires a special approach and learning curve. We cannot take this risk at present. As such, Graphius opts for an IPA-reduced approach, adding an average of 5% isopropyl alcohol. In 2020, we purchased 26,250 litres of isopropyl alcohol for our sites in Ghent and Brussels.

## LOGISTICS & TRANSPORT

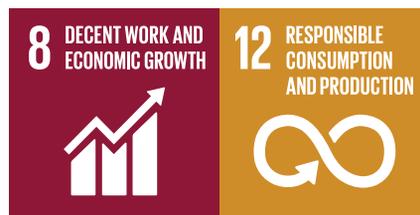
Employees of printing companies know what it is like to perform under time pressure. Increasingly better machines can work even faster ... Technically speaking, order processing times are getting shorter and shorter because of these developments. Printing companies invest in these high-performance machines, but the time savings are mainly for the benefit of clients. They know that everything can be done (more) quickly and so adjust their expectations accordingly.

In contrast to the speed of production, there is the challenge of transport and mobility.

Roadworks and traffic jams are real threats to the operational activity of a printing company. If production has proceeded smoothly and the printed matter was ready in time, it is unacceptable to then lose time on the road – due to delays with suppliers on their way to Graphius or delays of our own.

Thanks to our fully integrated printing operation, we now avoid a lot of the additional transport of printed materials to external partners for finished with special techniques.

Every day, we take on the challenge of honouring promises and delivering on time.



Graphius bundles pools transportation and utilises groupage. We deliver printed matter with our own trucks and vans, but also call on certain partners for delivery, e.g. Post.be, TNT and couriers. Graphius' trucks are equipped with Euro 5 or Euro 6 engines and have relatively low emissions. We have replaced our vans with new Mercedes Benz Sprinters with Euro 6 engines and in 2021 we expect the delivery of a new truck, a Volvo FM Euro 6 Step D.

The trucks and vans in the Graphius fleet have a track and trace system. This system records data on usage, time per trip, etc. This data is analysed and helps us to optimise our logistics. This has positive effects on our planning, budget and mobility.

Logistics is also a matter of receiving goods. On weekdays, our suppliers deliver our orders: from paper to consumables, from packaging materials to products for maintaining the printing equipment. Our employees compare the packing slips with the delivery notes and, at a later stage, with the invoices. We have worked out a system that allows us to monitor purchases and sales very accurately and carefully. We can take proactive action when something threatens to go wrong and learn a lot from it for future purchases.

## COMMUTING

A location that is good for transporting goods is not always good for employees. Graphius is easily accessible by car and has a car park. For employees who work shifts and want to come by public transport, it's not so straightforward. They find that public transport is not available when they have to leave in the morning or is no longer available when their working day is over.

For Graphius Group's people carriers and trucks, we purchased 62,984 litres of diesel and 16,815 litres of petrol.

There are already some hybrid cars in the fleet. We are gradually greening the car fleet, shifting from fossil fuel cars to hybrid cars, in order to make the step to electric vehicles in 2021.

In this sustainability report, we include the commuting of our permanent employees, but link this to the **Mobiscan** carried out for Graphius a few years ago. The firms Sweco and SmartTrips.be did this, commissioned by the Province of East Flanders. The Mobiscan is an analysis of the accessibility of a company and the mobility it generates, with a view to optimising it towards sustainable mobility. The mobility profile of Graphius showed us that Graphius had a significantly higher car use than the Ghent, Flemish and Federal average. An important remark was that public transport offered

almost no possibilities. In all distance categories of commuter traffic, the car was dominant and there was clearly a margin for growth for **cycling**.

An **accessibility profile** was drawn up for Graphius and we worked with that information in the following years.

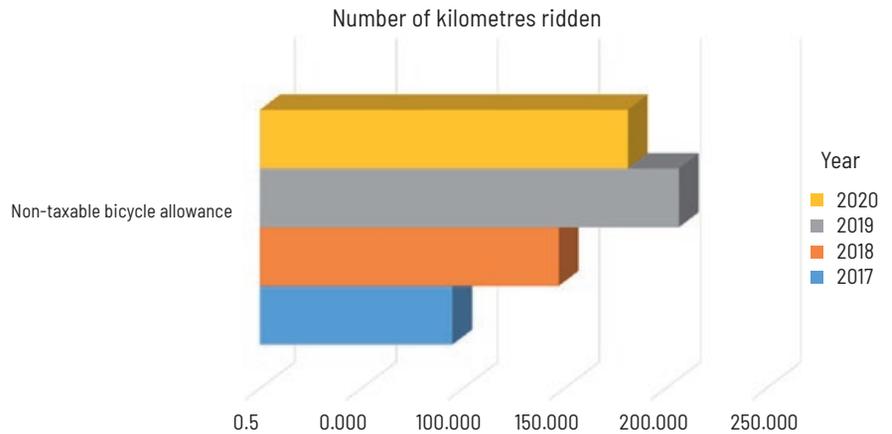
In 2018, Graphius gave the green light to start bicycle leasing. All workers could sign up: blue collar, white collar and management. Bicycle leasing is a powerful means of increasing employee satisfaction as well. Employees are less inconvenienced by traffic, they get some physical exercise and are able to disconnect while cycling. We are working with o2o Company Bike Lease for this. Through o2o's intuitive apps, we can efficiently manage the admin involved in this scheme.

We should have been able to observe a nice upward trend in this area, but the impact of the corona crisis is also noticeable here, in that the figures for 2020 give a somewhat distorted picture. In the second quarter, a number of employees were temporarily unemployed. In 2018, we counted 77 unique cyclists. For 2019, we counted 87 unique cyclists, only to revert back to the 2018 level again in 2020 due to the circumstances of the pandemic.

Our employees cycled 181,156 kilometres in 2020.

In the plans for our new development at the Graphius site in Ghent, the flow on the site has also been redesigned. There will be bicycle lanes and safe crossings.

We are also planning a bicycle storage area where the bicycles of our employees can be safely parked.



## CO<sub>2</sub> FOOTPRINT

We have calculated our carbon footprint. For Graphius Group, CO<sub>2</sub> emissions totalled 918,84 ton in 2020. Typically, 31 to 46 trees are needed to offset 1 tonne of CO<sub>2</sub>. In Europe, there are 300 to 500 trees per hectare.



## WASTE

In order to carry out our core business, we need raw materials, consumables, etc. A first reflex might be to avoid waste and to not purchase what is not needed. This would not be a good move, neither economically nor in terms of sustainability. We do buy very consciously, though. All waste is registered and sorted. Paper waste is collected to be made into paper again. Other waste materials are sorted and then selectively collected.

We currently have 18 waste streams at Graphius, which are further subdivided. On the positive side, we have established that 95% of our waste is recycled. The aluminium offset plates used in the printing process, for example, are collected by a specialised firm and can be given a new life after processing.

All waste streams are clearly assessed and monitored. Detailed data is available and can be discussed with colleagues on simple request.



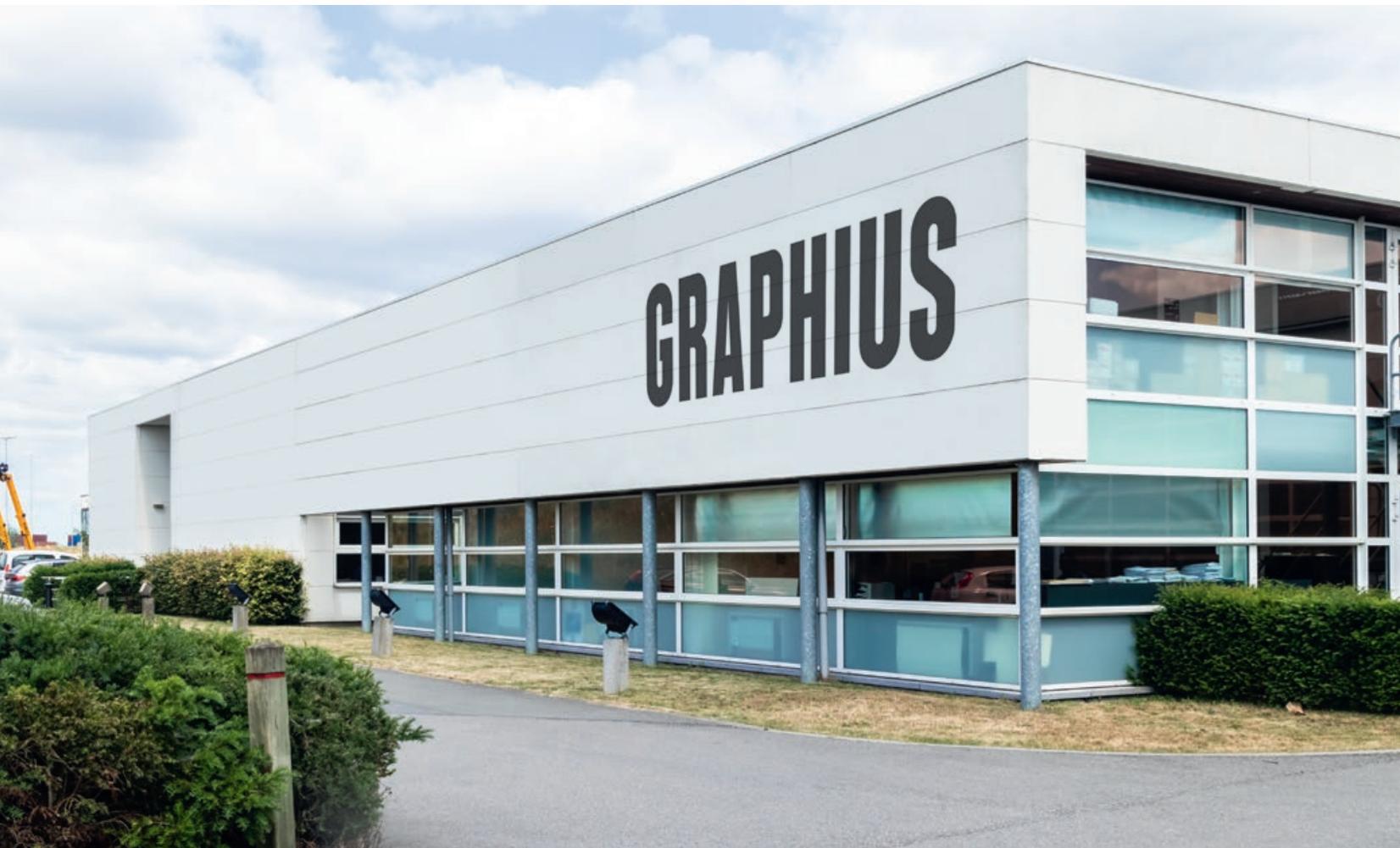
## CO<sub>2</sub>-NEUTRAL PRINTING

We have already mentioned in previous sustainability reports that Graphius would ideally like to work in a CO<sub>2</sub> neutral way. For Belprinto, this is effectively the case. However, it is not financially feasible to compensate the CO<sub>2</sub> emissions for the entire Graphius Group without passing on the cost to our clients. As an alternative, we have been offering them for years the option of offsetting the CO<sub>2</sub> emissions for their order(s). We state this on all our invoices. The target was to offset the CO<sub>2</sub> emissions of 1% of our orders by 2018. We found that CO<sub>2</sub>-neutral printing by 2020 is still not a priority for our customers. In the whole Graphius Group, CO<sub>2</sub> emissions were offset for only 8 orders. These eight orders together represented a turnover of EUR 200.



## BIOFILM

In the past, 'biofilm' seemed to be a good alternative for the traditional films in which we send mailings, pack magazines, etc. In France, the government places the so-called biofilm under the same umbrella as PE. From January 2022, it will be forbidden to use film packaging. This will also be the case in Belgium from 2023 onwards. Businesses in the sector are preparing to package and send mailings in paper wrapping.



# OUR ENVIRONMENTAL AND SOCIAL ACTION POINTS FOR 2021

PPO Graphic - HVAC - investment programme to future-proof the building

PPO Graphic - installation return-air paper extraction system

PPO Graphic - study for new heat pump in bindery

Graphius Ghent - new Daikin HVAC technology for new building

Graphius Group - new truck on order: Volvo FM Euro 6 Step D

Graphius Ghent - complete redesign of bicycle and pedestrian mobility on the site of new development

Graphius Ghent - new, larger and enclosed bicycle parking garage

Graphius Group - greening of vehicle fleet

Graphius Group - new campaign to promote cycling mobility, which increases employee well-being and is good for the environment

Graphius Group - considering a cafeteria plan for the white-collar worker group in the context of a life-phase-aware and personalised remuneration policy

Graphius Group - staff survey on these topics: health, psychosocial aspects, working conditions, illness and safety

Graphius Group - considering an evaluation system that is efficient and ensures continuity



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