



# BKB Precision Group Sustainability Report 2024

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**BKB**  
PRECISION



**ANKRO**  
KUNSTSTOF VERSPANING



**BLW**  
KUNSTSTOFFEN

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## | Introduction

# Foreword by the CEO



**Mannes Westhuis**  
CEO BKB Precision Group



**Jeroen Leeuwis**  
CFO BKB Precision Group

As we continue to face the evolving challenges of the 21st century, sustainability remains a key principle for businesses worldwide. I am proud to present BKB Precision Group's 2024 Sustainability Report, reaffirming our commitment to integrating environmental stewardship, social responsibility, and strong governance with sustainable economic growth.

As a small to medium-sized enterprise (SME), we remain focused on a practical, hands-on approach while continuing to push sustainability forward within our sector. This report offers an updated and transparent overview of the issues most relevant to us, highlighting our progress, current initiatives, and updated targets for 2025 and beyond.

Encouraging, our efforts are not only delivering positive impact in the areas of environment, social responsibility and governance, but are also reflected in our business performance. With a customer satisfaction score of 7.8, we are proud to see that our focus on responsible and sustainable practices contributes to strong client relationships and overall business success.

We acknowledge that our sustainability journey is ongoing. Over the past year, we've identified new opportunities for improvement and are committed to acting on them in the year ahead. We welcome your continued support and feedback as we work together toward a more sustainable, equitable future.

**Mannes Westhuis**  
CEO BKB Precision Group



## Our Organization

BKB Precision Group specializes in manufacturing precision plastic products for the high-mix, low-volume, and high complexity markets. BKB Precision has become one of the top specialized plastics machining companies in the Netherlands, serving demanding applications in industries such as semiconductor, medical, food, analytical, optical, and defense. Our services range from CNC machining (milling, turning/milling, and turning) to cleaning and assembly, allowing us to support demanding applications across these critical markets.

In 2022, ANKRO Kunststof Verspanning became part of the BKB Precision group, known for its expertise in manufacturing serial plastic components across various industries like food and analytical. In December 2023, we expanded our capabilities with the acquisition of BLW Kunststoffen. This addition not only increased our expertise in plastic machining but also reinforced our ability to serve the high-tech industry more effectively.

With the inclusion of BLW Kunststoffen, we're even better positioned to meet the diverse needs of our clients. We aim to continue growing and maintaining high standards in everything we do, ensuring we deliver top-notch precision in all our plastic parts. We strengthen this ambition by fostering innovation and integrating sustainability into every aspect of our business.





## | Introduction

# Sustainability at the BKB Precision Group

With its 2024 sustainability report, the BKB Precision Group progresses further in sustainability by adhering to the latest voluntary SME reporting criteria as part of the Corporate Sustainability Reporting Directive (CSRD).

For the 2023 sustainability report, we conducted a materiality assessment based on the Global Reporting Initiative (GRI) framework, enabling us to identify the environmental, social, and governance (ESG) topics most relevant to our business and stakeholders. These insights laid a solid foundation for our 2024 report, guiding our selection of data requirements. We utilized criteria from both the Basic and Comprehensive Modules of the SME standard of the CSRD to ensure thoroughness and accuracy.

For consistency and comparability, we have retained the structure of our previous report, providing updates on core themes while highlighting our progress, challenges, and ambitions for the future.

The BKB Precision Group has implemented numerous sustainability practices and set clear targets to foster our transition towards a responsible and future-proof business. We adhere to relevant sustainability certifications that reinforce our commitment to quality, environmental stewardship, and safety.

Our report outlines key initiatives such as the application of circular economy principles and measures aimed at reducing our carbon footprint. It also emphasizes our efforts in addressing social responsibilities—both internally and within the communities we interact with. Furthermore, it details our governance approach, including ethical business conduct, cyber security, responsible supply chain management, and internal and external policies. Internal policies are primarily shared with staff upon employment, while external policies are communicated to relevant partners, who sign these documents when applicable.

Throughout the report, we transparently present our progress, established targets, and future ambitions, concluding with a dedicated overview of upcoming initiatives.

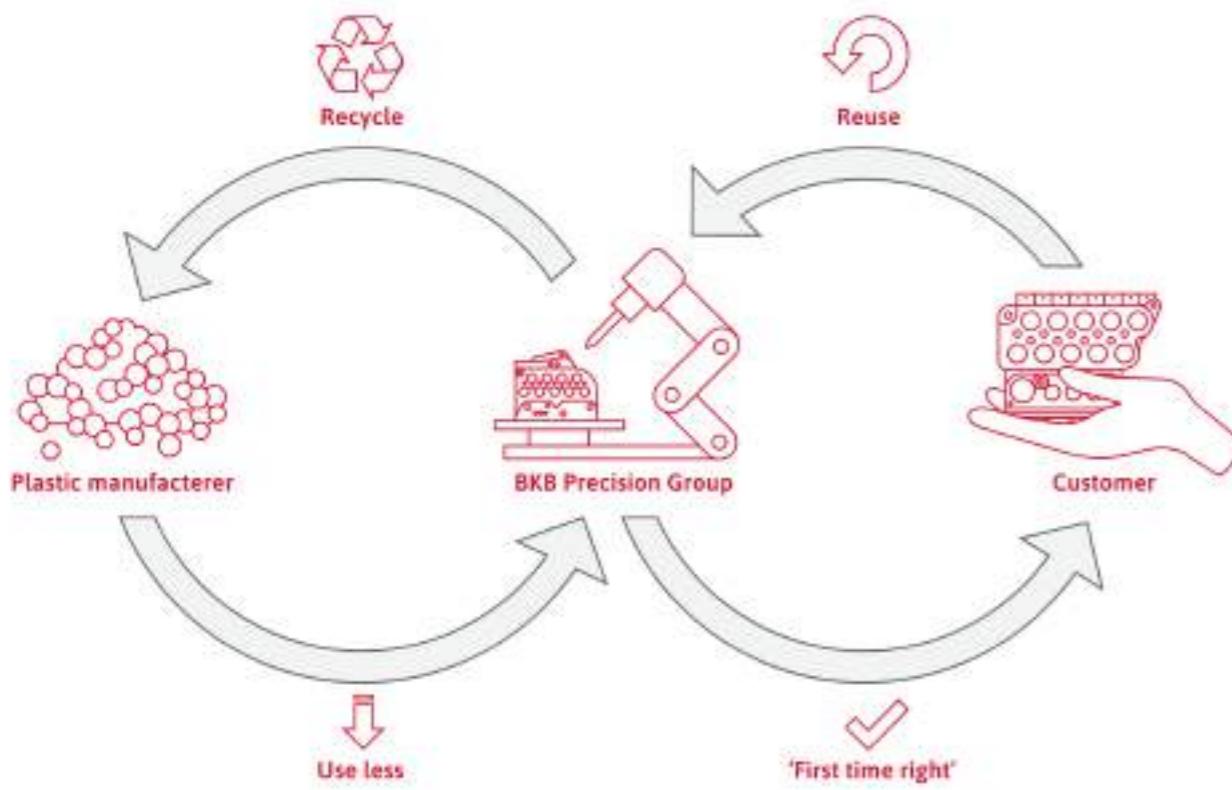


# Environment

## | Environment

# Circularity

As in our previous report, we've organized our circularity efforts around four focus areas: minimizing the use of raw materials (use less), producing right the first time to avoid waste (first time right), identifying possibilities to recover and repurpose plastic components (reuse), and strengthening our recycling processes (recycle).



## Use less

In 2024, we remain committed to reducing the amount of plastic we use across our operations. While this continues to be a priority, we observed a 4.6% increase in total material purchased compared to 2023, primarily driven by higher sales volumes across our subsidiaries.

We continue to explore effective ways to reduce material consumption while supporting business growth. One promising approach is tracking plastic usage relative to revenue. Using this relative metric, we observed a 6.1% decrease in purchased plastics relative to earnings when comparing 2024 to 2023. We intend to use this indicator to guide our efforts in the coming years without compromising growth ambitions.

	Amount KG purchased	KG plastic purchased revenue in euro
2023	214,828.00	0.0098
2024	224,770.69	0.0092
	4.6%	-6.1%

## First time right

At BKB Precision Group, we continue to embed quality into our daily operations through our internal approach known as 'Q in Process'. To strengthen this, we have set a target to implement DMS, a system to measure and monitor rejection data which can be analysed and used to improve. By reducing the need for rework and minimizing waste, 'Q in Process' has become a valuable driver of both efficiency and customer satisfaction.

## Reuse

Over the past year, BKB Precision Group has made significant efforts to convert products to reuse. This is a complex process, with challenges partly on the supplier's side, but primarily in setting up re-use at the customer end.

This requires establishing a return flow and defining the conditions under which reuse delivery can take place. Suppliers also need to be approved by the customer before they are allowed to deliver reuse components.

BKB Precision is currently permitted to deliver six components as reuse, covering approximately 3,500 units annually. These include both Peek and POM components. This results in a substantial CO2 reduction due to their relatively high annual volumes.

BKB Precision will continue in further development of the return flow system this year to ensure smooth and efficient internal processing..



# Circularity

## Recycle

In terms of recycling, we identify two flows. The first focuses on using recycled plastics in our products, while the second focuses on recycling our waste streams.

Starting with our products: in 2025, BKB Precision reorganized its structure and established a Technology Department dedicated to building capabilities and concentrating expertise in milling, assembly technologies, and polymer materials. This department also leads our push toward low-carbon alternatives, starting with recycled PEEK. Its first priority is to deepen our understanding of current material characteristics and their impact on production, then launch pilots and adapt processes to scale up the use of recycled plastics.

The low-carbon trajectory gained extra momentum when we participated in the external Circular Innovation Program, which brought industry partners together for a three-month sprint. During that program, we created a circularity roadmap and ran a pilot with Vink, successfully testing semiconductor components made with 25% recycled PEEK. The insights gained—on logistics, material behavior, and customer requirements—now serve as the springboard for the Technology Department's projects.

The program also broadened internal support by showing that circularity is not just a sustainability goal but a business imperative for the high-tech sector. Yet, we recognize that circular innovation doesn't stop at company boundaries. True reuse requires a chain-wide approach, where partners give each other the space to adapt and collaborate. That's why BKB Precision works closely with customers and suppliers to embed circularity together, because the most sustainable solutions arise when responsibility is shared across the value chain. BKB Precision will keep investing in solutions that unite reuse and economic value.

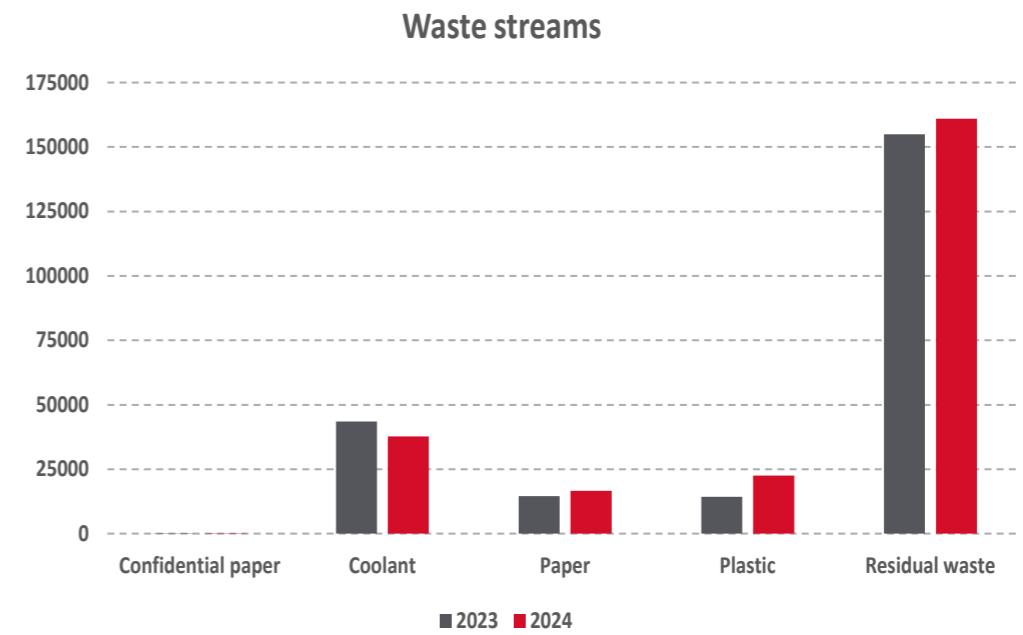
While we recognize that implementing low-carbon plastics will be challenging, we also observe that the industry is not always ready to fully embrace these circular solutions, as economic benefits often outweigh ecological considerations. We believe that reuse and economic value can strengthen each other over time if we innovate wisely. BKB Precision Group will continue to invest in making this a reality.

In terms of waste, we made in 2024 tangible progress in reducing our overall waste footprint to accelerate the transition to recycled plastics. Across the BKB Precision Group, we generated a total of 238 tons of waste - a 4.6% increase compared to 2023, which can be explained in line with the business growth.

A key success story this year has been the expansion of our collaboration with ReVink, our recycling partner. While we initiated this program at BKB Precision in 2023, we

successfully extended the programme to ANKRO and BLW Kunststoffen in 2024. As a result, the volume of recyclables collected at BLW increased significantly — from 3.6 tons in 2023 to 20.9 tons this year. This not only marks a major step forward in waste separation but also helps preserve the value of high-quality plastics through closed-loop recycling.

	2023	2024	% Delta	Recycled
Confidential paper	0.1	0.1	-28.6%	No
Coolant	43.6	37.7	-13.4%	Yes
Paper	14.6	16.6	13.5%	Yes
Plastic	14.3	22.3	55.9%	Yes
Residual waste	154.9	161.0	3.9%	No
Total amount	227.5	238.0	4.6%	



We will continue to build on this momentum, aiming to further expand the types of plastics we can recycle and improve data accuracy throughout our waste streams. In 2024 we saw a recycle percentage of 32.3 %. Our biggest opportunity lies within recycled plastics.

A large share of our plastics waste streams consists of shavings. And while focusing on the recycling programme with ReVink, we observed within our value chain that solid parts of plastics (residuals) are easier to recycle, while we haven't found a solution for shavings yet. As of 2024, we are working with regional peers in the "De Groote Oogst" programme at Ekkersrijt-Son to strengthen circularity. One of the challenges is to find solutions to the reuse of plastic shavings and to convert this waste stream into a valuable resource.

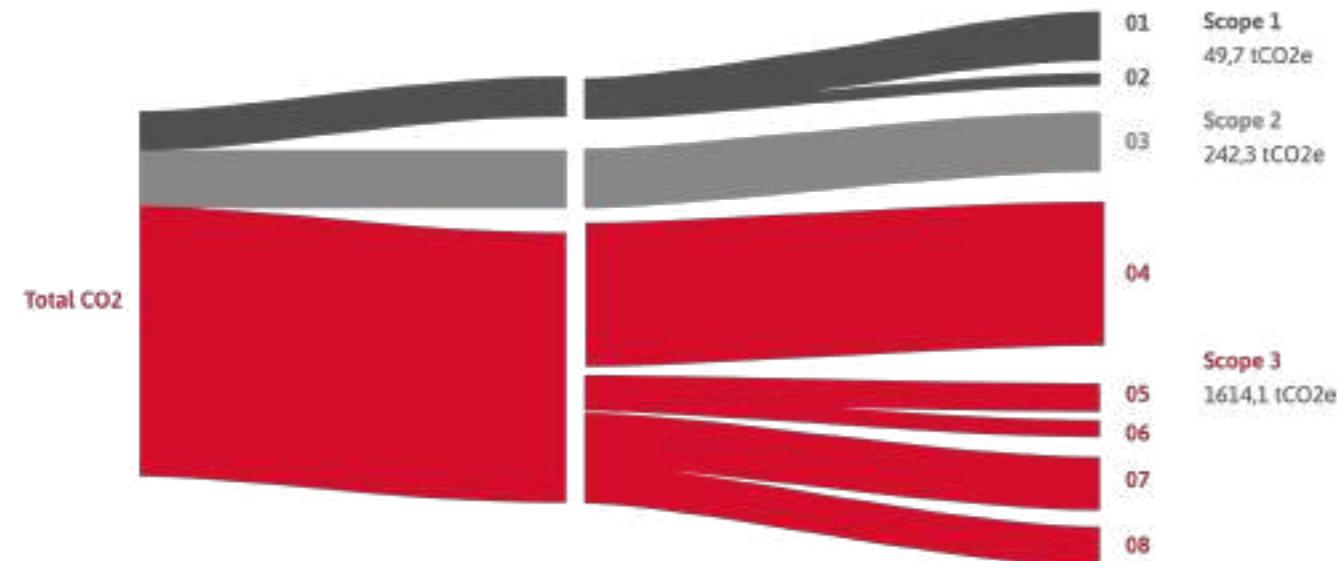
Although our share of recycled plastics saw a sharp increase over 2024, this needs to be higher to reach our target of 50% next year, and we will review in 2025 whether this can be achieved.

## Environment

# Climate change

As part of our long-term commitment to reducing environmental impact, we continued to build on the carbon footprint analysis initiated last year. In 2024, we once again calculated our greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol. The assessment includes Scope 1, 2, and 3 emissions, with the BKB Precision Group as the reporting entity.

This year, our total carbon footprint amounted to 1906.1 tCO2e, representing a 11% reduction compared to 2023. While this decrease is a promising step, the detailed breakdown reveals that progress varies significantly across categories.



We saw significant emission reduction in purchased electricity (-53%) due to the broader transition to renewable energy with ANKRO.

We report both location-based and market-based Scope 2 emissions in line with the Greenhouse Gas Protocol. Location-based emissions reflect the average grid mix, while market-based emissions represent the specific energy sources we purchase.

	Emissions in tCO2e (TTW)
Scope 2 Market-Based	242,3 tCO2e
Scope 2 Location-based	643,9 tCO2e

Also, we saw a further drop in purchased heat (-17%) driven by more efficient energy management. These improvements underline our ability to reduce direct emissions from our own operations (Scope 1 and 2).

If we take a closer look at the energy mix, we observe that 71% of the energy originates from renewable sources.

	Renewable energy in mWh	Non-renewable in mWh
Electricity	1,844.2	540,9
Natural gas (heating)		198.1
Total	1,844.2	739.0
2583, 2 Percentage	71,4%	28,6%

On the materials side, purchased plastics — our largest emissions source — rose modestly by 1.9%, in line with higher production volumes. We have mapped 89% of the emission factors for these materials, giving us insight into where reductions can be achieved.

At the same time, several other Scope 3 categories experienced increases. For instance, emissions from the delivery of plastics increased by over 60%. This is due to the fact that we now calculated all delivery of transport using spend-based conversion factors, as opposed to calculating a selection of our transporters with primary data. Business travel (+160%) also rose, due to more international flights. In terms of employee commuting (+2%) also rose, reflecting growing operational activity.

A notable rise in own transport emissions was observed as well, attributed to an increase in company vehicle use with BLW Kunststoffen — a category that will need further attention next year.

## Main opportunities to further reduce emissions

### Purchased plastics

As our core material, plastics continue to be our single largest emissions source. In 2024, emissions from purchased plastics slightly increased with 2%, reflecting growth in production. However, it also reinforces the importance of exploring alternative materials, increasing the use of recycled content, and designing for lower material intensity.

Our first step will be to gain a better understanding of how variations in the existing PEEK material affect our production process. It is important to realize that scope 3 emissions—particularly plastics—remains the most complex, as it requires close collaboration with suppliers, customers, and partners across the value chain.

### Further expanding our renewable energy purchasing

We see multiple opportunities to reduce emissions. A key priority is phasing out grey energy at BLW by switching to renewable alternatives. Additionally, two of our sites still rely on natural gas, and upcoming year we will explore opportunities to find low-carbon alternatives.

### Delivery of plastics

The sharp rise in emissions from our own transport and outsourced delivery of plastics shows that we must continue focusing on decarbonizing this category. We aim to collaborate with fewer delivery partners to increase our service levels, concentrate our sustainability efforts and combining transports as much as possible. While switching directly to electric vehicles or the transitional biofuels may be challenging, we remain in contact with our partners to evaluate when we can take meaningful action.

### Commuting of employees

Employee commuting remains one of our largest Scope 3 contributors. In 2024, emissions from commuting increased by 2%. In 2025, we are reevaluating our mobility plan and employee benefits to create more incentives for switching to sustainable alternatives, such as bicycles or electric vehicles. While we are committed to encouraging greener commuting, it remains challenging to motivate this shift, especially as regional grid congestion limits the availability of charging infrastructure. This not only affects employee options but also hinders broader sustainable growth.

## Our performance against targets set

In 2023, we set the goal of reducing our absolute emissions across Scope 1, 2, and 3 by 50% by 2030, using 2023 as the baseline. While this year's 11% reduction is a positive first step, we recognize that the path to net-zero will not be linear.

We also track our emissions intensity — the amount of CO2 emitted per euro of revenue. As we grow as a company, this indicator helps us assess whether we are decoupling carbon from business performance. In 2023, the emissions intensity was 0.098 kg CO2e per euro of revenue, and in 2024 it decreased with 20.4% to 0.078 kg CO2e per euro of revenue. In line with the Science Based Targets initiative (SBTi), our nominal revenue has been adjusted for inflation using the CBS price index of 2.7% to ensure accurate tracking of emissions intensity over time.

To stay on course, we will focus our efforts in the coming year on improving logistics data, reducing the carbon footprint of commuting, and exploring low-carbon alternatives for materials and transport. In addition, we aim to tighten our energy management plans and identify further electrification opportunities across the group.

**In 2024, we achieved a 20% reduction in emissions intensity - a clear step toward decoupling carbon from business performance.**



# Social

## Workforce characteristics

As of December 31, 2024, BKB Precision Group employed a total of 128 employees. The workforce consists of a mix of permanent, temporary, and flexible staff. There are 7 temporary workers actively supporting operations. Additionally, we had 3 interns whose placement periods ended at the beginning of 2025.

In 2024, BKB Precision Group recorded an overall turnover rate of 17%.

Gender distribution across the total workforce shows that 30% of employees identify as female. At the management level, the gender ratio is more balanced, with 20% female representation. The board, consisting of two positions, is currently all male.

The organization continues to grow in diversity, with 7 different nationalities represented in 2024, up from 5 in the previous year. This reflects BKB Precision Group's commitment to fostering an inclusive and multicultural work environment.

In 2024, BKB Precision Group reported a sick leave rate of 3.4%. This figure is notably lower than the national average within the industrial sector in the Netherlands, which stood at 6.4% in the fourth quarter of 2024 (Central Bureau of Statistics).

**128**  
Employees at BKB  
Precision Group

**7**  
Nationalities

**30.4%**  
Female

**3,4%**  
Sick leave

**17%**  
Turnover Rate

**7,6**  
Employee satisfaction  
Score

## Community involvement

BKB Precision Group has been connected to Mercy Ships for several years, an international organization providing medical care to the poorest in developing countries. We support Mercy Ships both financially and in governance, reaffirming our commitment to their mission. Mercy Ships operates two hospital ships – the Africa Mercy and the Global Mercy, the world's largest private floating hospital. Both ships are specially equipped to assist people in the poorest countries in Africa.

In 2024, BKB Precision Group partnered with the Heart Foundation's 'Hart voor de Zaak' initiative. As part of this collaboration, an Automated External Defibrillator (AED) was installed at ANKRO Kunststof Verspanning, and the team received comprehensive training in its use. With this addition, all locations within the BKB Precision Group are now equipped with an AED, ensuring we are prepared to respond effectively in the event of a cardiac emergency.

In 2025, we will further expand our involvement in this initiative with additional activities across the Group.



## Health & Safety

Within the Group, workplace safety is a top priority. Building on the initiatives introduced in 2023, we are taking further steps to enhance our Health, Safety, and Environment (HSE) framework, ensuring a proactive safety culture throughout the company.

In 2024, 25 work-related incidents have been recorded. Although an enhanced system will be introduced in February, we have already noted the categories of the incidents. Most incidents involved hazardous situations (e.g., slippery floors, tripping hazards). When injuries occurred, they primarily involved minor cuts caused by manual deburring. No fatalities due to work-related injuries or illnesses have occurred.

One of the main goals for this year is to strengthen the Health & Safety culture at BKB Precision. This includes fostering a proactive approach to safety, where employees take responsibility for their working environment. A key milestone in this effort is the formal implementation of the HSE policy. The policy has been created and is expected to be implemented in 2025. Once signed, it will provide clear guidelines to further embed health and safety measures across all operations.



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At BKB Precision, I've noticed a growing focus on Health & Safety. Safety is taken seriously, and we're making progress in identifying and reporting unsafe situations. While the overall commitment is broadly supported, I still see differences in awareness from one individual to another, and this will receive the necessary attention in 2025. HSE is embedded in our onboarding program, including a safety tour by the prevention officer

**Jip Hendrickx**

(QA/SHE Manager – BKB Precision)

To support the rollout, we develop implementation plans based on research in our safety culture and knowledge flows, ensuring the policy leads to real change. In addition, we follow up annually with a risk inventory and evaluation (RI&E) and a progress meeting (since 2025) to comply with our legal obligations.

Improving the registration and follow-up of incidents is another key focus. This year, the Deviation Management System (DMS) has been implemented, and employees have received training. In the coming months, additional efforts will be made to ensure that the system is actively used, allowing for better tracking, analysis, and resolution of safety incidents.

In addition to policy and system improvements, BKB Precision has taken steps to mitigate risks related to hazardous substances. A comprehensive overview of all hazardous substances has been completed, leading to concrete actions such as addressing specific risks in the production process. These measures aim to minimize exposure and create a safer working environment.

With an improved reporting system, a formalized HSE policy, and a cultural shift toward proactive safety awareness, BKB Precision is committed to creating an even more safer and healthier workplace for all employees.

## Attractive workplace

Within the BKB Precision Group, we focus on creating an attractive workplace through talent development, fair working conditions, and employee engagement.

In 2024, we boosted talent attraction by expanding our social-media presence and partnering with schools and universities. Our dedicated recruitment team enhanced our employer brand at career fairs, industry events, and student company visits. We completed three intern assignments during the year and plan to increase intern hiring in the year ahead.

Employee satisfaction remains a priority. Key insights from the 2024 survey have led to improved internal communication, quarterly breakout sessions, and daily departmental stand-ups. The next survey is planned for 2026. BKB Precision also continues its participation in the Brainport Industries Human Capital Platform, though defining measurable outcomes remains challenging.

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At ANKRO, I've been given the opportunity to further develop myself. I gained the basics of the profession during my education, but I've also learned a great deal from the knowledge and experience within the company. Through internal training and external courses, I've been able to deepen my technical expertise. Additionally, there's always room to pursue further training or development programs, which supports my personal growth.

**Stijn de Groot**

(Programmer / Team Lead Milling Department – ANKRO Kunststof Verspaning)



In terms of rewards, all employees receive at least the legal minimum wage. Although we are not affiliated with a collective labour agreement (CAO), we are partnering with the General Employers' Association Netherlands (AWVN) to develop a comprehensive package of primary and secondary employment conditions.

Training remained a focus, with an increase in individual learning opportunities, technical courses, and leadership development. Internal workshops, such as material recognition, continued, and structured onboarding remained unchanged. Updates to training programs are planned for 2025. We do not yet have a monitoring system in place to record the number of hours spent on training programs.

While no specific diversity initiatives were introduced in 2024, we remain committed to fostering an inclusive workplace. Through continuous learning, fair working conditions, and proactive talent attraction, the BKB Precision Group ensures a supportive and engaging environment for all employees.

engagement.



# Governance



## Ethical business conduct

Within the Group, we are committed to upholding the highest ethical standards in our business operations. Our Ethical Code of Conduct provides a guiding framework for all employees, ensuring integrity, transparency, and accountability. The document is available to employees through SharePoint. Updates are planned for implementation in the coming year to reinforce our commitment to ethical practices. Upcoming year we will review our monitoring mechanisms for ethical business conduct.

In 2024, BKB Precision Group reported no incidents of bribery or allegations related to human rights violations. This outcome reflects the organization's commitment to ethical business practices and adherence to international standards, such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. BKB Precision Group continues to uphold robust compliance frameworks to ensure transparency and accountability across its operations.

## Cyber security

We continue to prioritize cyber security to protect the intellectual property of our clients, suppliers, and ourselves, particularly in the high-tech industry. In 2024, BKB Precision Group reported no violations, reflecting our commitment to maintaining a secure and compliant environment.

Aligned with the European NIS 2 directive, we conducted a risk assessment with an external partner, resulting in an updated risk matrix for information security. Key action points from this assessment will be implemented in the coming months, supported by the appointment of a new IT system administrator in March 2025, who will focus on strengthening our cyber security measures.

Our collaboration with the Detection of SOC/SIEM system provider, through a Security Operation Center (SOC), continues to enhance our ability to monitor, analyze, and respond to security threats effectively.

As part of a cross-industry initiative and as an active member of the Cyber Resilience Center Brainport, we remain committed to collective efforts to improve cyber resilience. While achieving CYRA Basic level has been delayed due to ongoing preparations, it remains a key ambition for this year, alongside the creation of a comprehensive cyber security policy and further technical improvements.

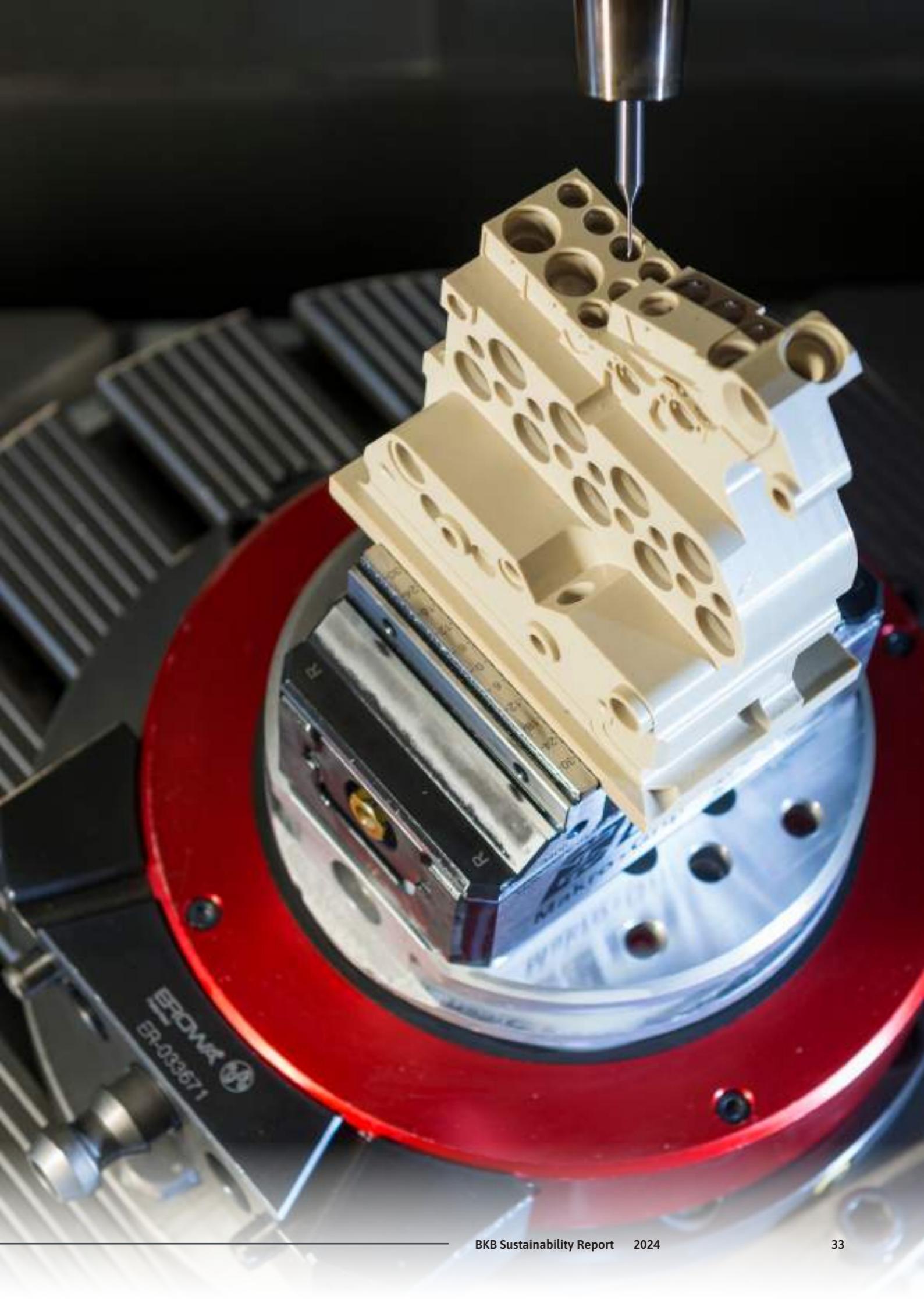
## Responsible Supply Chain

BKB Precision Group is committed to addressing the social and environmental impact of its activities and value chain. Our main suppliers, based in the Netherlands, operate in sectors such as plastics, metals, packaging and adhesives.

In 2024, we introduced a Supplier Code of Conduct to ensure compliance with our sustainability and ethical standards. The Code reflects BKB Precision Group's commitment to legal compliance, ethical business practices and environmental responsibility, as well as key principles from the UN Guiding Principles and OECD Social Guidelines. Key suppliers were informed personally, while others received the Code through a mailing. All new suppliers are required to formally agree to the Code of Conduct as a prerequisite for collaboration. In 2024, no violations of BKB Precision Group's Supplier Code of Conduct were reported within our value chain.

To ensure compliance with our Code of Conduct, we now conduct updated supplier audits aligned with the new standards. Several employees have completed training to perform these audits, enabling us to monitor suppliers more effectively. Visits conducted last year revealed no irregularities, and feedback remained positive, reflecting our shared commitment to responsible practices.

By embedding sustainability within our supply chain and promoting compliance with the Supplier Code of Conduct, the BKB Precision Group continues to lead by example in fostering ethical and sustainable practices throughout the industry.





# Appendices

## Appendices

# Overview of our actions

Domain	Section	Main actions in 2025
Environment	Circularity	Further investigate recycle opportunities, Project "De Grote Oogst"
	Climate Change	Monitor delivery of plastics, evaluate mobility plan, develop plastic roadmap, switch to renewable energy, explore the use of low-carbon gas
Social	Workforce	Continue diversity monitoring, update workforce metrics
	Health & Safety	Implement HSE policy, improve incident follow-up through DMS
	Attractive Workplace	Update training programs, develop primary and secondary employment conditions
	Community	Expand 'Hart voor de Zaak' activities group-wide
Governance	Ethics & Compliance	Finalize and implement Ethical Code update
	Cyber Security	Finalize cyber policy, achieve CYRA Level Basic, onboard IT system administrator
	Supply Chain	Monitor Supplier Code compliance through follow-up visits

## I Appendices

### Reference table

Requirement	Description	Section
B1-24(a)	Options selected: Basic or Comprehensive Module.	Sustainability at BKB
B1-24(c)	Prepared on individual or consolidated basis.	Sustainability at BKB
B1-24(d)	"List of subsidiaries including their registered addresses."	Sustainability at BKB
B1-25	Brief description of sustainability-related certifications or labels obtained.	Sustainability at BKB
B2-26(a)	Specific practices for transitioning towards sustainability.	Sustainability at BKB
B2-26(b)	"Policies on sustainability issues whether publicly available."	Sustainability at BKB
B2-26(c)	Future initiatives or forward-looking plans on sustainability issues.	Sustainability at BKB
B2-26(d)	Targets for monitoring policy implementation and progress.	Sustainability at BKB
B3-29	"Total energy consumption in MWh breakdown by renewable and non-renewable."	Climate Change
B3-30(a)	Scope 1 GHG emissions in tCO2eq.	Climate Change
B3-30(b)	Location-based Scope 2 GHG emissions in tCO2eq.	Climate Change
B3-31	GHG intensity: total GHG emissions divided by turnover.	Climate Change
B7-37	"Whether circular economy principles are applied and how."	Circularity
B7-38	"Total annual waste generated broken down by type; diverted for reuse/recycling."	Circularity
B8-39	"Number of employees by contract type, gender, and country"	Workforce characteristics
B8-40	Employee turnover rate for undertakings with 50+ employees.	Workforce characteristics
B9-41(a)	Number and rate of recordable work-related accidents.	Health & Safety
B9-41(b)	Number of fatalities from work-related injuries and illnesses.	Health & Safety

B10-42(a)	Whether employees receive at least minimum wage in the reporting country.	Attractive Workplace
B10-42(b)	Percentage gender pay gap.	Workforce characteristics
B10-42(c)	Percentage of employees covered by collective bargaining agreements.	Workforce characteristics
B10-42(d)	Average annual training hours per employee by gender.	Attractive workplace
B11-43	Number of convictions and total fines for corruption and bribery violations.	Business Code of Conduct
C1-47(a)	Description of significant groups of products and services.	Our organization
C1-47(b)	Description of significant market(s) operated in.	Our organization
C1-47(c)	Description of main business relationships.	Our organization
C1-47(d)	Key elements of the strategy affecting sustainability.	Sustainability at BKB Precision
C2-48	"Description of practices, policies, and initiatives related to sustainability."	Sustainability at BKB Precision
C3-54(a)	GHG reduction target year and target value.	Climate Change
C3-54(b)	Base year and base year value for targets.	Climate Change
C3-54(c)	Units used for targets.	Climate Change
C5-59	Female-to-male ratio at management level.	Our workforce
C6-61	Presence of a human rights policy or code of conduct for workforce.	Business Code of Conduct Responsible Supply Chain
C7-62(a)	Confirmed incidents related to child labor, forced labor, discrimination, etc.	Business Code of Conduct Responsible Supply Chain
C9-65	Gender diversity ratio in the governance body.	Our workforce

## I Appendices

### Contact information

For any questions or feedback regarding our sustainability report, please contact: [j.vermunt@bkbprecision.com](mailto:j.vermunt@bkbprecision.com).

