

N.V. - S.A.



**PROF. PRAXIS**

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## **SUSTAINABLE ENTREPRENEURSHIP AT PROF PRAXIS**

### *OUR VISION & ACHIEVEMENTS*

*“An overview of our ambitions, approach  
and steps we are already taking”*

**SILVER | Top 15%**

**ecovadis**

Sustainability Rating

**JUN 2025**

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# 1. Introduction

**What once began as a modest construction tool business in Pajottenland has since grown into a successful and reliable partner for professionals.**

But one thing has always remained the same: we want to offer honest, reliable products — and that includes working in a responsible manner.

**For us, that is the essence of sustainability:** taking responsibility and making choices with a long-term vision in mind.

Until now, our focus has mainly been on our own operations: using energy more efficiently, reducing waste and packaging more efficiently. But today, we want to broaden those efforts. We realise that true sustainability does not stop at the door of our warehouse.

**That is why we are now taking the next step.**

We want to purchase more consciously and look even more critically at the origin and composition of our products. We are actively looking for suppliers who share our values and are committed to long-term cooperation based on transparency and mutual trust.

At the same time, we also want to engage in more dialogue with our customers. What do they expect in terms of sustainability? What solutions can we develop together?

**We also continue to grow internally.**

We invest in a safe, respectful working environment where people can contribute ideas, develop themselves and be themselves.

In addition, we continue to critically examine our management style, with clear responsibilities, fair agreements and transparent communication — both towards employees and towards customers and suppliers.

We realise that we cannot change the world on our own as a company. But we do believe that every step counts. That is why we are committed to continuing to build a company where sustainability is not a separate pillar, but a natural part of how we work, collaborate and do business.

**We are not yet where we want to be, but we are taking concrete steps forward every day. And we are proud of that.**

## 2. Our topics

**For us, corporate social responsibility means that we as a company take responsibility for the (potential) impact we have on society.**

To understand exactly where that impact lies and which topics are priorities for us, we underwent an extensive process in 2024 in collaboration with an external sustainability consultant.

Based on sector studies, interviews with the broader management team and an interactive workshop, we identified our relevant impact areas. These were then ranked based on:

- the degree of actual or potential impact on people and the environment, and
- the future importance of these themes for our business operations.

**This resulted in the identification of four main topics (each with their own subtopics) that we want to actively focus on in the coming years:**

### **Empowered and safe staff**

- Supportive and pleasant workplace
- Training and career opportunities
- Health and safety at work

### **Ethical value chain**

- Ethical business practices
- Sustainable and transparent supplier management
- Respect for human rights in the chain

### **Sustainable material management**

- Encouraging circular solutions
- Thoughtful waste management

### **Climate-conscious entrepreneurship**

- Energy consumption and climate impact
- Transport and mobility



We are deliberately **not yet referring to a complete sustainability strategy**, as no formal objectives and timelines have been set at this stage.

**Our goal is to communicate clear, measurable ambitions and concrete deadlines soon**, so that we can transparently monitor and share our progress.

However, this does not detract from the fact that we are already working hard on each of these themes. Step by step, we are building an organisation that not only does business in a high-quality manner, but also with an eye for its role in a broader social context.









### 3. Empowered and safe staff

Our employees are the driving force behind our company. Their well-being, safety and growth opportunities are therefore not an afterthought, but an essential part of how we do business sustainably.

We want to offer a working environment in which people feel good, can develop and can do their job safely.

That is why we focus on three pillars:

- a pleasant and supportive workplace,
- opportunities for growth through training and guidance,
- and a strong focus on safety and health, every single day.

#### 3.1. Supportive and pleasant workspace

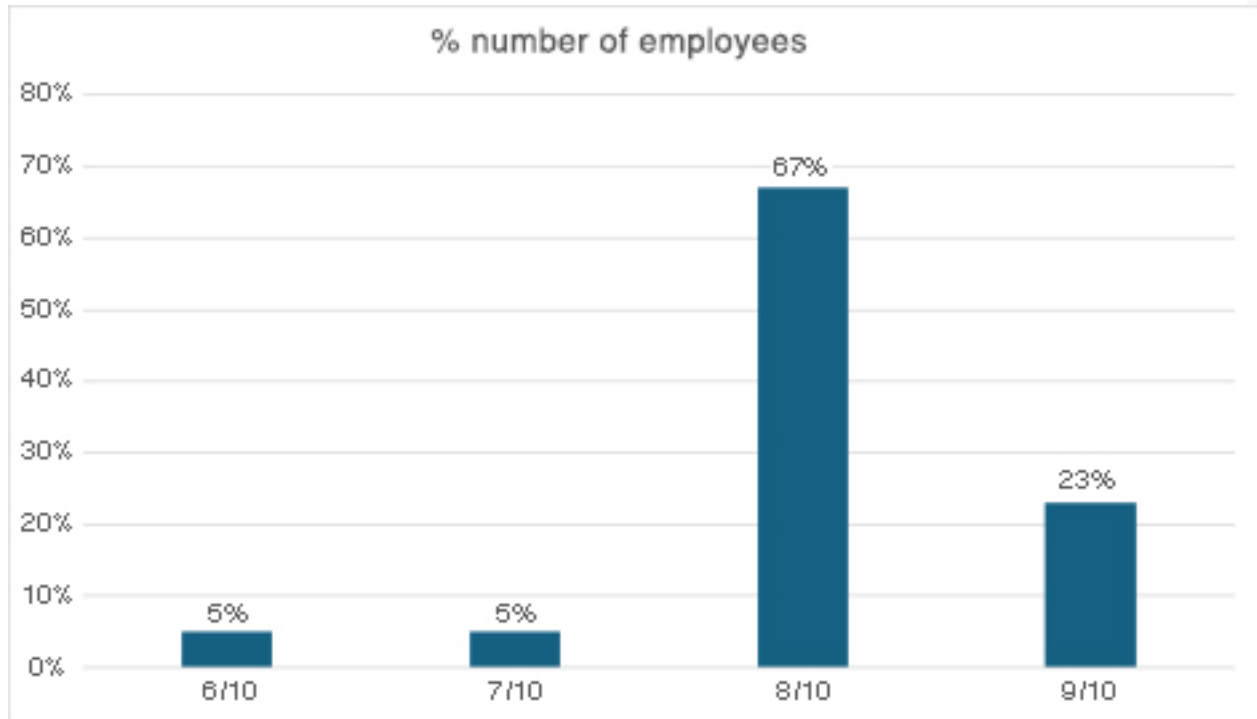
We want our employees to feel comfortable in our company and to be able to work in an environment that supports them. A pleasant workplace is essential for this.

However, due to our growth in recent years, our offices have become too cramped. That is why we are particularly pleased to be **opening our new company premises in 2024**. The design deliberately focuses on **comfort, light and space**: pleasant workplaces with plenty of natural daylight, sufficient meeting and relaxation areas, and smooth circulation.



Our growth also allows us to offer **more flexibility**, with a focus on a **better work-life balance**.

In 2024, we also surveyed **our employees' satisfaction** scores for the first time (currently limited to white-collar workers). A total of 18 employees completed this survey, with the following results:



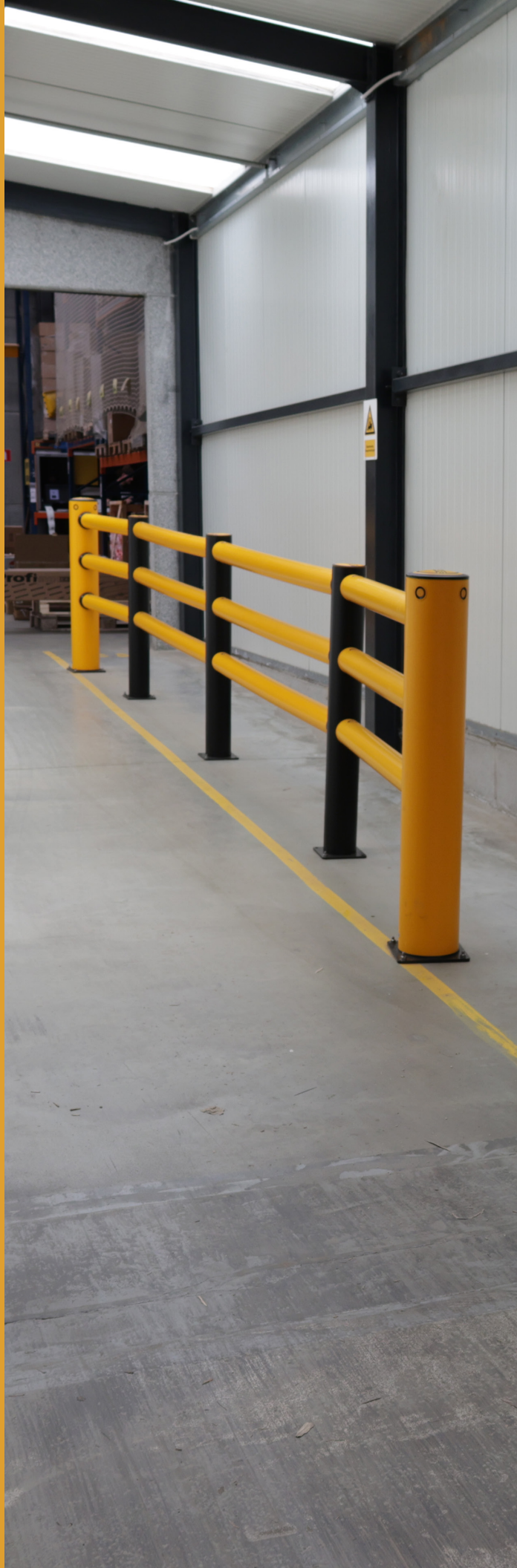
This resulted in an average satisfaction score of 8/10, a great result that we are proud of, and at the same time a valuable basis to continue building a working environment where people feel valued and supported.

### 3.2. Training and career opportunities

We want our employees to not only feel good, but also to **continue to grow** — both professionally and personally.

That is why we organise **annual performance reviews**, in which we engage in open dialogue about how we can work together to achieve everyone's professional and personal ambitions. Based on these conversations, we offer tailor-made **education and training programmes**.

In 2024, we recorded **more than 850 training hours**, covering various topics ranging from technical refresher courses to communication, safety, sustainability and leadership.



### 3.3. Safety and health

**The safety and health of our employees is and remains our top priority.**

We take targeted measures to avoid risks in the workplace. Examples include the clear separation between pedestrian zones and internal transport.

In addition, we are strongly committed to training and awareness-raising, so that employees learn to recognise risks and safe behaviour becomes second nature.

We are therefore proud to report that:

- in 2023, there was only one **occupational accident** resulting in temporary absence from work;
- in 2024, **no occupational accidents** resulting in temporary absence from work were recorded.

We will continue to invest in safety in the workplace, with the aim of matching our 2024 performance in the coming years.







## 4. Ethical value chain

Sustainable entrepreneurship does not stop at our own front door.

We also strive for honesty, transparency and responsibility in our cooperation with customers, suppliers and other partners. For us, an ethical value chain means:

**Ethical business practices**, with clear agreements on integrity, anti-corruption and respectful cooperation;

**Sustainable and transparent supplier management**, actively engaging with partners who share our values and want to collaborate in the long term;

**Respect for human rights in the chain**, with particular attention to working conditions in high-risk countries or vulnerable sectors.

### 4.1. Ethical business

**Ethical business practices begin with clear agreements on how we interact with each other — with our employees, customers, suppliers, and other partners.**

We aim to conduct business in a manner that is honest, ethical, and respectful, and we expect the same from our stakeholders.

That is why we have clear policies on, among other things:

- **anti-bribery and anti-corruption,**
- **protection of confidential and sensitive information,**
- **and general principles of integrity in our business relationships.**

These agreements apply not only to our own employees, but also to our suppliers. We believe it is important that they too are aware of and endorse our values and expectations.

To formally embed this, we drew up a new and more comprehensive **Supplier Code of Conduct** in 2024. This document clearly describes the minimum expectations in terms of human rights, working conditions, the environment, ethics and compliance with legislation.

The Code was distributed to our suppliers at the end of 2024 with a request to formally sign it.

By the end of 2024, we had already recorded the following figures in this regard:

- 99% (or 273) of our suppliers have received this Supplier Code of Conduct;
- 59% have since signed and returned it.

We continue to actively monitor and support our suppliers where necessary. In 2025, we will focus on further follow-up and dialogue, with the aim of achieving the most complete coverage possible by the end of 2025.

## 4.2. Sustainable and transparant supplier management

We want to work with suppliers who not only deliver high quality but also **guarantee sustainable and transparent cooperation**.

This means that we expect our partners to take responsibility for their own production processes, respect human rights, limit environmental impact and communicate openly about their supply chain.

Specifically, we want assurance that our suppliers comply with **relevant European and international regulations** that help prevent abuses in the chain — from illegal logging to child labour or unethical working conditions.

An important example of this is the **European Deforestation Regulation (EUDR)**. This new regulation aims to combat deforestation and forest degradation worldwide by subjecting trade in high-risk products such as timber to stricter conditions.

We are currently working hard to **implement this regulation within our supply chain**, which means we:

- check which of our products are subject to the EUDR;
- question suppliers about the origin, traceability and legality of raw materials;
- setting up due diligence systems to assess and mitigate risks;
- and, where necessary, requesting additional guarantees or considering alternatives.

**We believe not only in rules, but also in cooperation.** That is why we attach great importance to **clear communication about expectations** and to open dialogue with our suppliers.

During our purchasing discussions, we explicitly state which sustainability themes are important to us.

We will also incorporate sustainability criteria into our selection procedure, so that new suppliers take this into account from the outset and we achieve a supply chain that is not only efficient but also future proof.

### 4.3. Respect for human rights in the supply chain

Our **Supplier Code of Conduct** includes principles on respecting **human rights**, guaranteeing **fair working conditions**, and **prohibiting child labour, forced labour and discrimination**.

We expect all our suppliers to comply with these principles, regardless of the country in which they operate.

However, for suppliers based in countries where legislation or enforcement of working conditions and human rights is considered inadequate or risky, we want to take further steps.

Specifically, we are investigating to join the **BSCI initiative (Business Social Compliance Initiative)**.

BSCI provides a framework for improving social standards in international supply chains, focusing on issues such as:

- health and safety at work,
- reasonable working hours and remuneration,
- the right to freedom of association,
- and the prohibition of child and forced labour.

We would expect our suppliers to actively participate in BSCI or equivalent standards in the long term, as proof of their commitment.

In the first phase, having a recent BSCI audit with a minimum score of C would be a positive criterion in the assessment of new or existing suppliers.

In a subsequent phase, this would evolve into a minimum standard: only suppliers who can demonstrate through an objective audit that they comply with basic principles of labour rights will then be eligible to work with us.

In this way, we are building a **responsible supply chain** that not only takes price and quality into account, but also the conditions under which products are made. We want to draw a realistic but clear line in this regard, in dialogue with our suppliers.





## 5. Sustainable material management

The responsible use of materials is an important lever in our sustainability approach. We not only want to limit the use of primary raw materials but also prevent valuable materials from being lost in the waste stream.

That is why we are committed to:

- **Promoting circular solutions**, opting for reusable, recyclable or recycled materials wherever possible;
- **Thoughtful waste management**, with a focus on reducing packaging waste, correct sorting and maximum recycling.

### 5.1. Encouraging circular solutions

A sustainable society limits the consumption of primary raw materials and gives materials a second life for as long as possible through **circular solutions** (reuse, repair, recycling). In practice, however, we encounter two major obstacles:

#### **Complex product structure**

Many hand and construction tools consist of a mix of steel, plastics, wood and rubber. Separating these materials again often requires manual disassembly, which is rarely economically viable today.

#### **Limited influence as a (brand-specific) importer**

Prof Praxis does not manufacture its own products but purchases them from external manufacturers. As a result, we have less bargaining power to oblige them to use recycled raw materials or design for disassembly, especially in the case of global suppliers with large volumes and fierce price pressure.

To make progress, we focus on materials that naturally fit well into a circular chain — and where we can make a difference today:



### **Wood**

Renewable raw material in case of sustainable forest management

#### **Our actions :**

- Wood with certified origin (FSC®/PEFC™)
- Wood instead of plastics where feasible



### **Steel**

Worldwide > 90 % recycling rate

#### **Our actions :**

- Preference for steel components over plastics where feasible
- Encourage suppliers to use recycled steel



### **Plastics**

Difficult to mechanically recycle in tools

#### **Our actions :**

- Reduce use when it doesn't add functional value



In addition, we focus on the following aspects:

- **Dialogue** with suppliers (e.g. actively inquiring about possibilities for recycled or certified raw materials)
- Promoting concepts for **refurbishment and repair** (e.g. replaceable wooden handles)
- **Design choices** (e.g. screws instead of glue, to make repair and replacement easier)
- **Packaging** (we reduce primary plastic in packaging and switch to cardboard with a high recycled content)
- **Longer lifespan** (a product that lasts longer scores highest on raw material efficiency).

We cannot change the global raw materials system, but by **making choices that are already feasible today**, we are reducing our footprint and encouraging our suppliers to evolve in the same direction.

## 5.2. Thoughtful waste management

Prof Praxis' activities mainly generate packaging waste, which arises in two phases:

### **When unpacking purchased items**

Suppliers usually package products for transport safety and logistical handling.

### **When repackaging for further sale**

Products are provided with sales packaging, barcoding or bundling internally.

### *Cooperation with suppliers*

To avoid unnecessary packaging, we proactively make **agreements with suppliers**. Since purchased goods are unpacked at our premises anyway, additional marketing or retail packaging is unnecessary.

We **order in large volumes** as much as possible, with an **emphasis on bulk packaging that is purely functional**, i.e. aimed at preventing damage during transport and handling, but without unnecessary material.

By focusing on this:

- **we reduce the total volume of packaging,**
- **we lower our waste costs,**
- **and we facilitate sorting and recycling.**

### *Internal waste separation and recycling*

We strictly ensure that **all packaging waste** — cardboard, foil, polystyrene or wood — **is stored separately** and disposed of correctly via our certified waste processor.

In this way, we ensure:

- **high-quality recycling remains possible,**
- **legal obligations are complied with,**
- **and the environmental impact of our waste is kept to a minimum.**

### *Our own packaging policy*

We apply clear **sustainability principles** to our own packaging:

#### **Maximum use of recycled cardboard**

We consciously choose boxes with a high percentage of recycled fibres, preferably with FSC® or equivalent certification.

#### **Minimal use of plastic packaging**

We avoid plastic blister packs or unnecessary shrink wrap where this is not functionally necessary.

#### **Avoidance of composite packaging**

Packaging made from mixed materials (e.g. plastic + cardboard) is more difficult to recycle. We therefore opt for mono-materials to increase the recycling rate.

By consciously managing packaging and waste at every level, we strive for a **circular approach that not only manages waste, but above all prevents it.**







## 6. Climate-conscious entrepreneurship

The climate challenge also requires companies to adopt a well-considered and concrete approach. At Prof Praxis, we take responsibility for our own impact and are committed to reducing emissions and making conscious choices in energy and transport.

We focus on:

**Energy consumption and climate impact**, mapping our emissions, focusing on energy efficiency and using renewable energy as much as possible;

**Transport and mobility**, with actions to make goods flows more sustainable and encourage employees to commute in an environmentally friendly way.

### 6.1. Energy consumption and climate impact

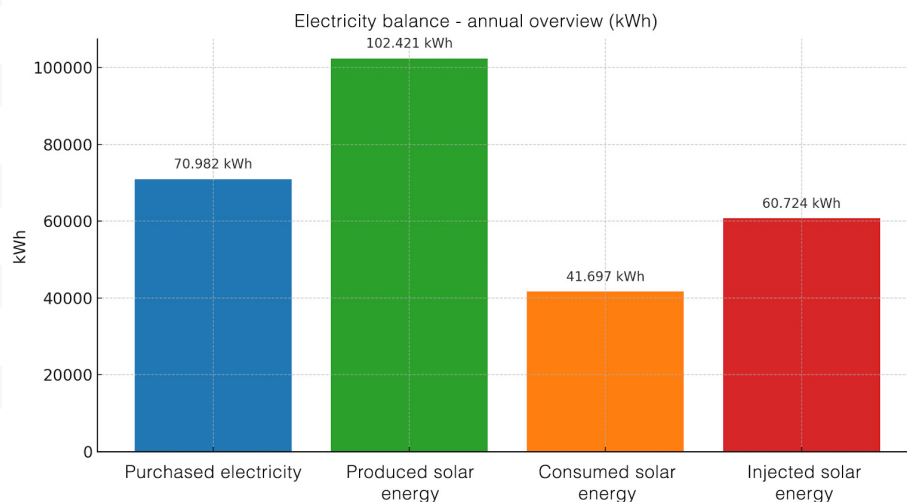
To contribute to limiting global warming, we are focusing on two clear areas:

1. **Reducing our energy consumption**, with a particular focus on more efficient processes and infrastructure.

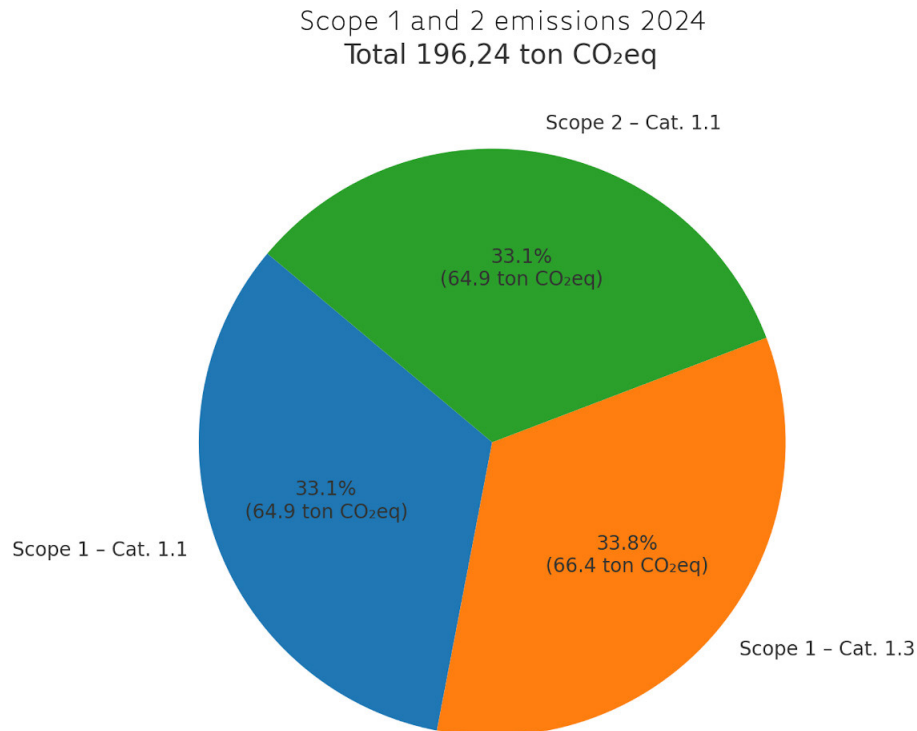
2. **Generating and using as much renewable energy as possible** on our own site.

In 2024, we generated a total of **102,421 kWh of electricity via our solar panels**. Approximately **40% of this was consumed internally**. The remaining **60% was fed into the grid**. It is noteworthy that this amount fed into the grid is equal to the amount of electricity we took from the grid, except for approximately 15%.

In other words, **we generated almost as much electricity on an annual basis as we consumed**, but consumption and generation were not synchronised in time, as is normally the case.



To better monitor our energy consumption and associated **CO<sub>2</sub> emissions (carbon footprint)**, we have quantified our **Scope 1 and Scope 2 emissions** for 2024 in accordance with the GHG Protocol. This is an important step towards formulating targeted reduction targets.



In 2025, we want to expand this analysis with selected categories of **Scope 3**, focusing on emissions that we can influence directly or indirectly:

- **Transport and distribution (upstream and downstream)** – Categories 3.4 and 3.9
- **Waste processing** – Category 3.5
- **Business travel** – Category 3.6
- **Commuting** – Category 3.7

## 6.2. Transport and mobility

The analysis of Scope 3 emissions will help us gain **a better understanding of our indirect climate impact**, particularly around logistics. We will use the initial insights to identify and prioritise improvement actions.

### *Upstream transport*

When transporting goods from our suppliers to our warehouses, we already ensure that **containers are filled to maximum capacity**. However, we have noticed that **inefficiencies sometimes arise** due to misunderstandings about the exact dimensions of products in bulk packaging, leading to unwanted empty space in containers.

We want to address this issue by:

- Improving the exchange of information with suppliers about product and packaging dimensions,
- And optimising loading planning based on this data.

In addition, we strive to **minimise the number of air freight shipments** by:

- Improved inventory management,
- And better planning based on expected delivery times and customer demand.

### *Downstream transport*

Here, our focus today is **on volume-flexible packaging**, so that as little “air” as possible is transported. This reduces the number of transport movements and lowers emissions per product delivered.

We are also investigating how we can **group shipments per customer**, so that we must deliver less often. In doing so, we strive to achieve a **balance between efficiency and service level**. This change also requires a **mental shift** on the part of our customers, who will be encouraged to bundle their orders more instead of placing them in a fragmented manner.



## *Employee mobility*

We are also taking steps towards more **sustainable mobility** in terms of commuting. A large proportion of our **employees live close to their workplace**, which makes it possible to travel to work in an environmentally friendly way.

We actively encourage and support the use of **bicycles** — electric or otherwise — as a means of transport.

To this end, we provide:

- sufficient and secure **bicycle parking facilities**,
- the possibility to **charge electric bicycles**,
- and tax support through the **bicycle allowance**.

In addition, our fleet includes a **growing number of electric vehicles**, mainly for employees with a company car. Charging infrastructure is provided on our site and will be further expanded as needed.

In the future, we want to further strengthen these efforts, including by:

- encouraging **carpooling** where possible,
- incorporating **sustainable mobility as a fixed component in our HR policy**,
- and **monitoring commuting emissions** as part of our Scope 3 analysis.

By investing in sustainable mobility, we are not only contributing to lower emissions, but also to the well-being of our employees.