



# SUSTAINABILITY REPORT

*2025-2026*

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### *Sustainable entrepreneurship: if not now, then when?*

*With respect for both people and the environment, Haelvoet has been creating innovative healthcare furniture for many years. It is our goal to produce circular products from sustainably sourced raw materials. All this is done with the lowest possible ecological footprint.*

*Our production chain is short, because we are a vertically integrated manufacturing company. We continuously optimise our production processes and analyse how we can produce as eco-efficiently as possible. The next step after the production is the after-care, which also plays a pivotal role in this approach.*

*Not only do we manufacture low-maintenance furniture with a long lifespan, but we also collect used furniture upon request. If a second life is possible, the products are cleaned, refurbished, and then donated to healthcare institutions abroad.*

*Company growth is important, but so is the development of our employees. We provide training and invest in ergonomic and healthy workplaces. After all, our team is our most valuable asset!*

*In this way, we maintain a balance between the 3 Ps: Product(ion), Planet & People. We are proud we had already implemented ecology in our company philosophy long before sustainability became a trendy buzzword. Various certifications, such as the UNITAR SDG certificate, prove that this is not an empty promise. We continue to challenge ourselves with annual goals, because the path towards a more sustainable world never ends.*

*In this 2025-2026 Sustainability Report, you will find out more about both our completed and newly planned initiatives.*

*Enjoy the read!*

*Vincent Haelvoet, CEO*



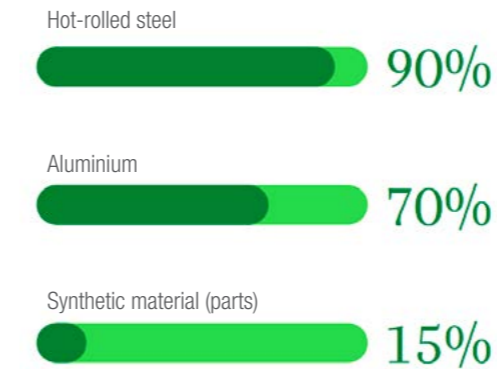
Vincent Haelvoet - CEO

## Product(ion)

*High-quality, modular and sustainable products*

### RECYCLED RAW MATERIALS

Haelvoet **recycles** materials and waste as much as possible. This process starts at the purchase of raw materials from our suppliers and ends with the finished product for the customer.



### MODULARITY AND QUALITY

Nowadays, Haelvoet only develops modular products. Thanks to this approach, parts can be replaced easily to increase the life span of the product. Moreover, this **modularity** makes sure that the product can evolve in line with the desires and needs of the user throughout the product's entire life span.

Our products require **little maintenance**, so that the sustainable furniture remains in good condition and can be cleaned easily. We also strive for excellent products with a **very long life span**. By doing so, we do our bit to limit the amount of **end-of-life products**. To show how strongly we believe in our excellent product quality, we offer a **15-year guarantee** against construction defects.

### EPOXY PROCESS

Chromium (CrVI) used to be one of the materials for hospital furniture. Chromium is very detrimental to people and the environment.

Haelvoet opted for an alternative, ecological production process to guarantee the quality of its parts. Chromium-plated parts now have made room for **stainless steel** and **epoxy-coated products**. Next to that, the epoxy coating process has been optimised. The lowered oven temperature and recuperation of the paint powder are the most important results of the reduced environmental impact during the epoxy coating process.



Epoxy-coated brake pedal

Among other things, Haelvoet invested in the following processes to reduce our impact on the environment:

1. The use of thermosetting powders "Low Bake" that require only a temperature of 160 °C to harden (originally 180 to 190°C).
2. Enlargement and additional insulation of the hot-air oven: the entire oven was enlarged and additionally insulated.

**Result:**  
50% less gas consumption

# Product(ion)

*Innovate, analyse, implement*

## CNC WOODWORKING MACHINES

Haelvoet has both a metal work department and a department for woodworking. Haelvoet has invested in CNC (computer numerical control) machines for wood and metal. The newest CNC machines are equipped with an ECO-energy management module, which reduces general energy consumption.



## CENTRAL VACUUM PUMPS

The various CNC woodworking machines are equipped with vacuum pumps. The parts that have to be processed are held in place by the suction of these pumps. Haelvoet has optimised this process by implementing a central **frequency-controlled vacuum compressor**. Advantage: **reduced energy consumption**.

## DETECTION OF COMPRESSED AIR LEAKS

Compressed air is generated by electric compressors. Each compressed air leak thus results in additional energy costs. This affects the environment as well. That is why Haelvoet has purchased a device to **detect compressed air leaks**. Every three months, one of our technicians checks the entire compressed air system to detect and close leaks.

Leaks cause a higher electricity consumption. Around 20 leaks are detected per measurement on average. These leaks account for almost 4% of the company's total electricity consumption. That's why it is important to tackle them.

The compressor's revolutions per minute (rpm) **adapts** itself to the need for energy. It turns faster when the demand is high, but slows down when less energy is needed. Thanks to this, energy consumption is reduced.

## HEAT PUMPS

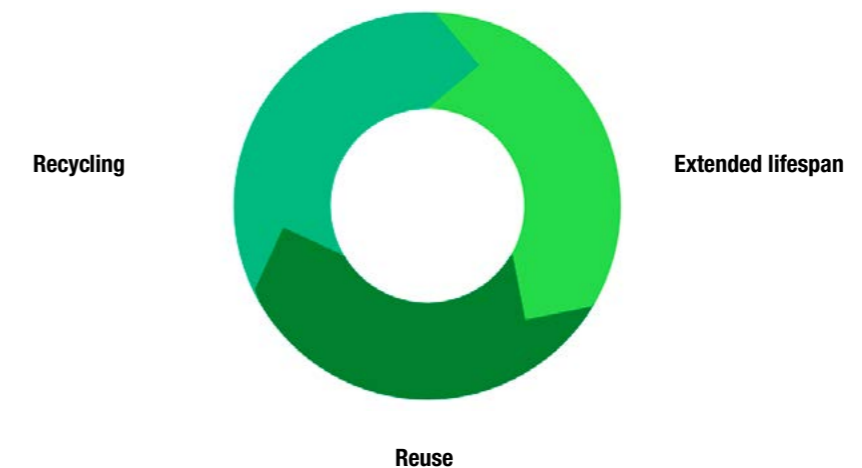
Long-term choices were made when our new offices were built. The building is heated through **sustainable geothermal technology: Borehole Thermal Energy Storage (BTES)**. The 24 boreholes and three heat pumps make a loop in a closed hydraulic circuit. In summer, this infrastructure cools the building and stores the heat in a BTES field.

# Planet

*Protecting the environment is protecting our future*

## CIRCULAR PRODUCT STRATEGY

Haelvoet's product strategy is circular. The products are designed to have a longer-than-average lifespan (**extended lifespan**). If a second life is possible, the products are cleaned, refurbished, and donated (**reuse**). Thanks to their modular design, our products can be easily dismantled and thus recycled (**recycling**).



## ECO-CONSCIOUS MANAGEMENT

Haelvoet strives for sustainable growth, in which social and ecological responsibility are **key elements**. Ethical entrepreneurship has been embedded in our corporate culture for many years, because people make products for people. Long before it became a trendy topic, environmental care was already a well-considered choice of our management team.

Our **PEFC and ISO 14001 environmental certificates**, maximum use of recyclable materials, modern eco-friendly production processes and ecological design philosophy are just a few of the many examples. After all, protecting the environment is protecting our future. This is a never-ending search for the right **balance between people, environment and entrepreneurship**. Production processes and transport are organised as efficiently as possible, whereas raw materials are used economically.

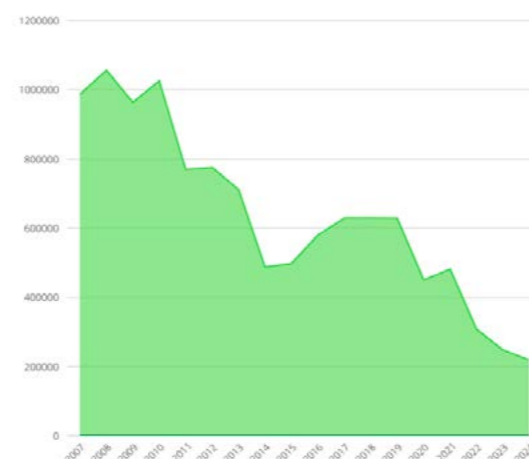
Haelvoet's ambition is to limit the environmental impact as much as possible, hereby taking into account a balance between ecology and economy. **CO2 emissions** during the production process are reduced to a minimum. Moreover, our production processes are re-evaluated regularly. Our production processes go hand in hand with an **efficient waste management** to limit production waste as much as possible. Nowadays, most of our waste already gets a second life in new products. In recent years, a number of objectives have been formulated and achieved to lower the energy consumption on our own production site. Our data of energy consumption prove that it pays off to invest in **technological and ecological innovations**.



## REDUCED GAS CONSUMPTION

Thanks to several investments, such as **better insulation** of our production and office buildings, and **machine optimisation**, our gas consumption (kWh) has been reduced throughout the last few years.

Evolution: - 55% gas consumption (2024 vs. 2021)



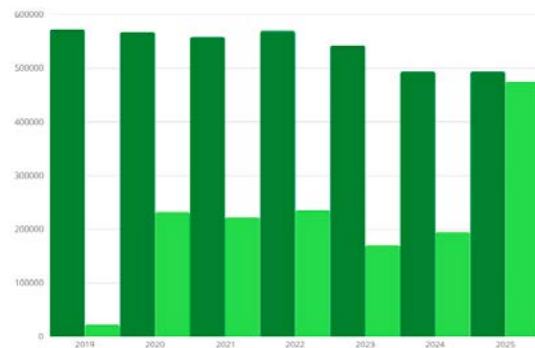
## SUSTAINABLE INITIATIVES

### Energy consumption and investments

#### OWN SOLAR PANELS

At the end of 2019, **740 solar panels** were installed on both the roofs of the office and dispatch building and the high-bay warehouse. These **305 Wp solar panels** provide a total capacity of 225 kWp. At the start of 2025, an **additional 664 solar panels** were installed on the roofs of the production hall, adding another **300 kWp** of capacity.

Haelvoet will generate **95%** of its annual electricity consumption through solar energy. This also includes the consumption of Haelvoet Projects.



Green energy injected compared to total electricity consumption

**Legend:**  
 dark green: purchased electricity  
 light green: own solar panels

#### OWN BATTERIES

Investments have also been made to install **860 kWh batteries**. Electricity is converted and stored in Battery Energy Storage Systems (BESS) for later use.

This battery system, controlled by a smart Energy Management System, helps to reduce peak consumption. Green energy is used at the right times.



#### ELECTRIC VEHICLE FLEET AND BICYCLES

Haelvoet's vehicle fleet is gradually transitioning to electric cars. These vehicles can be charged at Haelvoet's **own charging stations**. In addition, charging points for electric bicycles are also available.

Charging electric bicycles is free and is part of the company's initiative to encourage employees to cycle more often.



## SUSTAINABLE INITIATIVES

### Never stop optimising

#### MANAGING WASTE

Haelvoet continuously optimises its production processes. By doing so, our **waste stream** decreases annually.

##### Avoiding single-used plastics

Additional waste is avoided by using **sustainable packaging materials** and blankets when transporting finished products. In this way, the customer doesn't have to get rid of too much packaging material. Moreover, we can **reuse** the same customized blankets, packaging materials, and pallets to transport similar products. This is a huge step towards **reducing the amount of packaging waste**.

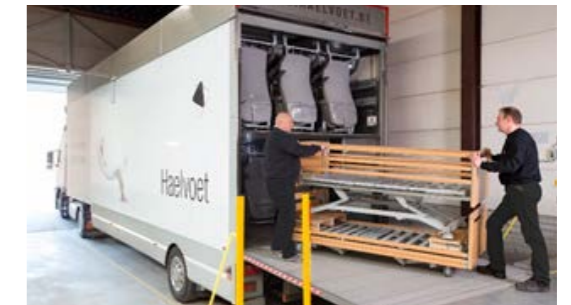
#### RECYCLING EPOXY

Residual powder of the epoxy-coating process is stored in separate big bags. These big bags are collected by a specialised firm and are **reused** as a raw material for industrial coatings and adhesive powder.

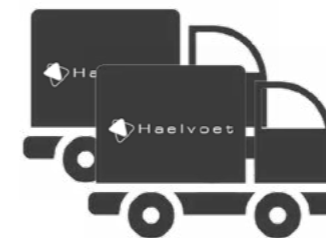


#### OPTIMISING TRANSPORT

Transport is crucial to bring goods to customers. We have developed a way to transport more goods with the same means of transport: **a lorry with a height-adjustable cargo space**.



To be more specific, the top cargo space is lowered, before the products are loaded. The roof of the lorry (meeting the CO2 emission standards) is lifted together with the top cargo space. In this way, a **second bottom cargo space** can be loaded. One lorry less on the road!



150 relax chairs instead of 75  
 66 hospital beds instead of 33  
 160 beside tables instead of 80



## SUSTAINABLE INITIATIVES

*Atmosphere, soil and water*

### REDUCING POLLUTION AND EMISSION

#### Atmosphere

Our gas consumption decreases every year, thanks to our sustainable efforts. Nonetheless, it remains important to get our heating, cooling and process plants checked regularly. Haelvoet meets **all applicable emission standards**, but we continue to look for further improvement.

Since 1 May 2025, Haelvoet has switched to **100% green energy**, resulting in an additional saving of **68.76 tonnes of CO2**.

#### CO2 emission

The company, Zero Emission Solutions has checked and scrutinized our CO2 emission. Haelvoet's CO2 emission is **322,84 tonnes**, which corresponds to the annual average CO2 absorption 32,28 hectares of wood or 13.451,65 trees.

Our efforts have resulted in **161,46 tonnes of less CO2 emission**. Thanks to these efforts, the total CO2 emission is nowadays **50% lower**.



### (RAIN)WATER STORAGE

Haelvoet invested in an **underground rainwater storage system** in 2014. The maximum capacity of this system is 500,000 litres, whereas a constant capacity of 270,000 litres is guaranteed. This rainwater is used for certain production processes and sanitary facilities. Thanks to these interventions and continuous monitoring, we systematically use less water from the mains water network.



Installation of a rainwater tank

*What if it rains a lot and the maximum capacity of the tank is reached?*

The underground tanks are equipped with an **overflow pipe**. In this way, floods are avoided during heavy rain.

## People

*Investing in our people is what matters*



### WE LOVE TO INVEST IN OUR STAFF

Our products wouldn't be developed, sold, produced or delivered without our staff. Investing in our people is what matters!

Haelvoet NV pays specific attention to the well-being of its **older employees (45+ years old) (50%)**. There is a shortage of skilled labourers, which means that keeping experienced people on board is crucial. That is why Haelvoet has invested in specific ergonomic measures to **enhance the well-being** of its older employees, particularly in the field of ergonomics on the shopfloor.

There is also a balance in the number of employees, namely **45 men** and **35 women** across functions.

Purchase of:

- ergonomic **anti-fatigue mats** for assembly workbenches
- **height-adjustable** workbenches
- **tilting system** for tables
- **inclination system** for tables
- a **return conveyor line** on the edge-banding machine in the woodwork department
- **lighter battery-driven tools** for the assembly department
- **mobile pallet jacks** that can lift pallets at an ergonomic height
- **scissor lift tables** for the woodwork department
- pallet trucks that automatically adjust their **height** to increase **ergonomics**
- an automatic **tilting system** to tilt upright beds

## TRAINING

Our staff get several training sessions. After all, one of our mottos is **“Learning never stops”**. Our production labourers, for example, have not only received theoretical explanation on how a fire extinguisher works, but **put the theory into practice** by extinguishing a fire under the supervision of a fireman.

We organise several in-house **training sessions**, such as sessions on manual lifting techniques and computer work. We also give our staff the opportunity to participate in external training. Hereunder you can find an overview of training sessions per year.

Employees are also encouraged to attend training courses with the help of a training budget. Moreover, they are encouraged to take training courses from MTech+.

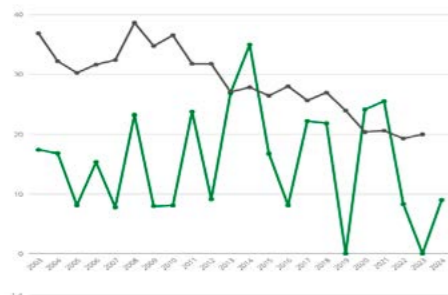


Firefighting training and exercise

## HEALTH AND SAFETY

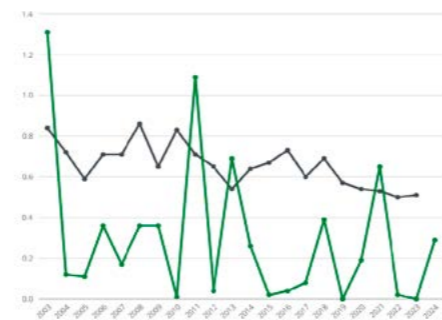
Haelvoet invests yearly in its staff’s health and safety. The diagrams below show how Haelvoet is well-positioned **under the sector average**, when it comes to both the frequency and severity rates of accidents on the shopfloor.

### Frequency



**Legend:**  
green: Haelvoet  
grey: sector average

### Severity rate



\*the sector average of 2025 was not known yet at the time of this publication (January 2024)

## REUSABLE BOTTLES

Sustainable actions often lead to structural changes. ‘No plastic in May’ is an initiative that encourages people annually to use less plastic. Plastic water bottles are no longer welcome at Haelvoet. We have installed a **water dispenser** that filters mains water and may be used by all employees.

**Glass bottles** are used in the office building. In the production halls, we have provided our workers with shockproof **aluminium bottles**. Small changes with a huge impact.

Keeping in mind that around 100 people work in our buildings daily, this initiative can save up to 26.000 plastic bottles a year. This is more than just a drop in the bucket when it comes to reducing the use of plastic.



## TEAM BUILDING & FITNESS

By turns, Haelvoet organises a cycling day one year and a guided walk the next. These are initiatives to motivate all employees to come to work by bike. Employees are given the option of leasing a (electric) bicycle. An extra reason to leave the car at home!

Haelvoet encourages healthy behaviour. Our office building also has a **fitness room**, where our staff can go to during breaks of after office hours.



Teambuilding combined with a clean-up action



# SUSTAINABLE INITIATIVES

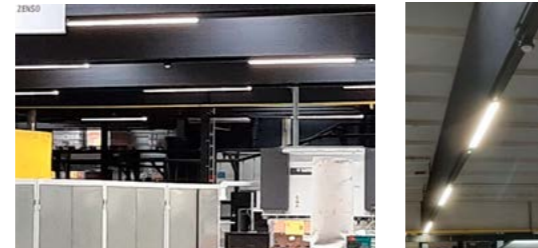
*Insulation and lightening*

## INSULATION

Haelvoet's production buildings are insulated up to **40%** more than the standard norm to prevent heat loss. The windows in the office and showroom buildings are fitted with extra-insulating glass.

## LIGHTENING

Relighting has been carried out in all production departments. The **LED lighting** is controlled via a DALI (Digital Addressable Lighting Interface) system. This means that the light fixtures are equipped with sensors that adjust the light intensity and automatically switch the lights on and off.



## LIGHTCATCHERS

Light catchers with an ingenious mirror technology make sure that there is sufficient daylight for our staff, which results in lower electricity consumption. Another positive consequence is that there are fewer temperature fluctuations, compared to skylights. Motion sensors take care of other lighting and measure the light intensity.



Roof insulation, lightcatchers and solar panels

# CERTIFICATES

*Pioneer in sustainable development*

## PEFC

PEFC (Programme for the Endorsement of Forest Certification Schemes) is a worldwide forest certification system which assures **sustainable-managed forests**. In concrete terms, PEFC promotes a forest management which is respectful of the environment, socially beneficial and economically viable.

The PEFC procedure guarantees that all wood or products are **purchased, used and sold in accordance with the PEFC guidelines**.

Haelvoet has used PEFC certified wood for many years. This sustainable purchasing policy is a well-considered management choice. Thanks to our PEFC certificate, the customer knows that buying a Haelvoet product is synonymous with **buying an honest product**.



## ISO 14001

The **ISO 14001 certificate** guarantees that our organisation applies an environmental management system. All our activities are managed, evaluated, improved and reported in a structured way and comply with environmental legislation.



## UNITAR

Haelvoet has also obtained the UNITAR certification after three years of commitment to achieving the **17 United Nations Sustainable Development Goals (SDGs)**, at Voka's Sustainable Business Charter.



# Our 17 achieved Sustainable Development Goals

## SDG 1: NO POVERTY

Since 2021, various donations of old furniture have been made to developing countries, as well as to countries nearby, such as Ukraine and Poland. Thanks to collaborations with NGOs and non-profit organisations, the furniture is shipped in containers to countries such as Benin, Cameroon, Namibia and Ghana.



## SDG 2: ZERO HUNGER

Our employees are made aware that corporate social responsibility can be found in small choices too — for example, by means of the message on the Oxfam 'Bite to Fight' chocolate bar wrapper.



## SDG 3: GOOD HEALTH AND WELL-BEING

In 2024, professional fitness sessions led by a certified personal trainer were started to promote the use of the gym and demonstrate how to use the equipment. As a result, more employees now use the gym during lunch breaks and after working hours.



## SDG 4: QUALITY EDUCATION

Every year, a class visits Haelvoet as part of the "Techniekacademie" (Technology Academy) to discover what production stands for on the shopfloor itself. At each point in the production line, the pupils receive a part of a tool that they assemble themselves at the end of the tour, under the guidance of our staff. The Rotary Club supports this initiative, which emphasises the importance of technical education and know-how.



## SDG 5: GENDER EQUALITY

Analyses have shown that there is no wage gap between men and women at Haelvoet. The wage policy is based on the applicable collective labour agreements: PC 209 (Joint committee for employees) and PC 111 (Joint committee for workers). By doing so, Haelvoet creates equal opportunities for all its staff members.



## SDG 6: CLEAN WATER AND SANITATION

Aqualex water dispensers are available on site to refill reusable bottles or canteens. The sanitary facilities are connected to a rainwater harvesting system. In addition, information screens display Water Challenge campaigns to encourage our staff to use water sparingly.



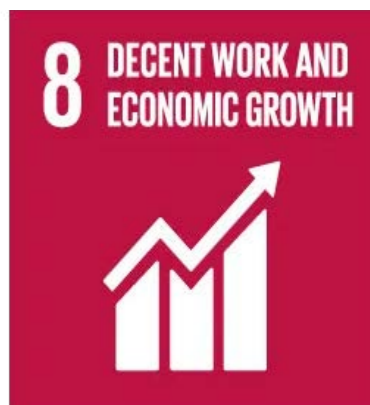
## SDG 7: AFFORDABLE AND CLEAN ENERGY

In 2025, additional solar panels were installed on the roofs of the production halls. With this investment, Haelvoet will generate up to 95% of its annual energy consumption from solar power.



## SDG 8: DECENT WORK AND ECONOMIC GROWTH

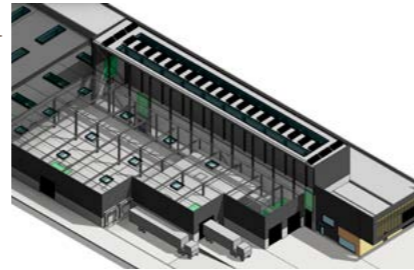
In the common room, information is displayed about training programmes organised by the metal sector. By doing so, Haelvoet motivates its staff to keep investing in professional growth.



# Our 17 achieved Sustainable Development Goals

## SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Analyses of the production chain have led to shorter processes in the assembly department, whereas processes in the metal department have been optimised. Assembly workflows have been analysed and optimised as well. The bed assembly is now done elsewhere, resulting in the improvement of internal logistics.



## SDG 10: REDUCED INEQUALITIES

A closer look at the workforce age has revealed that generational renewal of our human resources is needed to ensure continuity in the medium term. A balanced mix of young and old creates a team with shared know-how.



## SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Haelvoet promotes cycling to work by means of awareness campaigns and by offering (electric) bike leasing options. This encourages our staff to choose a bike instead of a car as a means of transport. Charging points for electric bikes are also available on-site.



## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Light catchers with innovative mirror technology ensure sufficient natural daylight for our staff, which results in reduced electricity consumption. An additional advantage is the minimal temperature fluctuation compared to traditional skylights. Motion sensors control the other lighting and can adjust the light intensity by measuring it.



## SDG 13: CLIMATE ACTION

The roofs of Haelvoet's production buildings are insulated significantly more than is standard required to prevent heat loss. The windows in the office and showroom buildings are also fitted with high-performance insulating glass.



## SDG 14&15: LIFE BELOW WATER AND ON LAND

Following the company's spring walk, a campaign was launched in collaboration with Mooimakers to make our staff more aware of littering and its impact on water. During the walk, our members of staff rolled up their sleeves and collected multiple bags of litter.



## SDG 16: PEACE AND JUSTICE

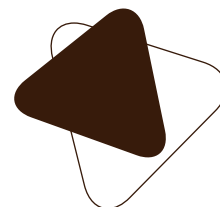
In addition to the slogans on workwear T-shirts, CEO Vincent Haelvoet gave a presentation to his entire staff about the company's mission, vision, and core values. Information boards in the production departments further display Haelvoet's mission, vision, and strategy.



## SDG 17: PARTNERSHIPS FOR THE GOALS

Being innovators, we continually analyse how we can meet our customers' evolving needs in the best possible way. Together with external partners, Haelvoet is working on a new generation of healthcare furniture that addresses future challenges. Together with 25-8, Haelvoet is developing smart beds. We also co-exhibit with partners such as TLV (France) and STM at international trade fairs.





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