

The ERIKS logo is positioned in the top right corner of the page. It consists of the word "ERIKS" in a bold, blue, sans-serif font. The background of the entire page features a photograph of a woman with blonde hair, wearing a blue top and a dark vest, holding a smartphone and a rolled-up document. She is standing in front of an industrial facility with large blue storage tanks and tall distillation columns. The image is overlaid with a dark blue diagonal shape in the top right and a yellow diagonal shape in the bottom left.

MAKING INDUSTRY

# FUTURE PROOF

POPULATION GROWTH, SCARCITY OF NATURAL RESOURCES, RAPID TECHNOLOGICAL DEVELOPMENT AND CLIMATE CHANGE ARE HAVING A PROFOUND IMPACT ON OUR SOCIETY. INDUSTRIES ARE INCREASINGLY FACING THE CHALLENGE OF DOING MORE WHILE USING LESS. AT ERIKS, WE WANT TO MAKE A POSITIVE CONTRIBUTION BY MAKING INDUSTRY MORE EFFICIENT AND SUSTAINABLE.

**IN OTHER WORDS:  
WE WANT TO MAKE INDUSTRY FUTURE PROOF.**

The logo for "PROJECT FUTURE PROOF" is located in the bottom left corner. It features a stylized graphic of three parallel diagonal lines to the left of the text "PROJECT FUTURE PROOF" in a bold, blue, sans-serif font.

# ABOUT ERIKS

**ERIKS OFFERS A WIDE RANGE OF MECHANICAL ENGINEERING COMPONENTS AND TECHNICAL SERVICES ACROSS ALL SECTIONS OF INDUSTRY.**

**Over the last eight decades, we have built up extensive knowledge in sealing & polymer, engineered plastics, flow control, industrial & hydraulic hoses, gaskets, power transmission and tools, maintenance & safety.**

We strive to reduce the cost of ownership, making businesses work better and more efficiently. Our customized products and services help businesses optimize their operation and produce more sustainably and efficiently.

## 2019 SUSTAINABILITY HIGHLIGHTS



### GOVERNANCE

- ▲ **2,665 EMPLOYEES** TRAINED IN ANTI-BRIBERY AND CORRUPTION/ GIFTS AND HOSPITALITY IN 2019 **EXCEEDING OUR TARGET BY 50%**
- ▲ **812 EMPLOYEES** TRAINED IN TRADE COMPLIANCE **EXCEEDING OUR TARGET BY 44%**
- ▲ **164,000** CUSTOMERS SCREENED



### PEOPLE

- ▼ **80%** DECREASE IN LOST TIME INCIDENTS SINCE 2016
- ▼ **1.2 LOST TIME INCIDENT RATE** (85% DECREASE SINCE 2016)
- ▼ **562 NEAR MISSES** REPORTED (25% REDUCTION SINCE 2018)
- ▲ **442 SAFETY VISITS** BY MANAGERS
- ▲ **35,722** TOTAL TRAINING HOURS



### PROSPERITY

- ▲ **ACHIEVING OVER €1.3 MILLION IN ENVIRONMENTAL SAVINGS** FOR OUR CUSTOMERS
- ▲ **€10.7 MILLION ENVIRONMENTAL SAVINGS** FOR CUSTOMERS SINCE 2016
- ▲ **SAVED A SINGLE CLIENT UP TO €80,000** ANNUALLY IN A SUSTAINABILITY RELATED INITIATIVE



### PLANET

- ▼ **12% REDUCTION** IN TOTAL INDIRECT ENERGY PURCHASED SINCE 2018
- ▼ **ZERO ENERGY** FROM COAL
- ▲ **35% INCREASE** IN DISTRICT HEATING SINCE 2018
- ▼ **4% DECREASE** IN TOTAL DIRECT EMISSIONS SINCE 2018
- ▼ **13% DECREASE** IN SCOPE 1 & 2 EMISSIONS FROM 2016 BASELINE YEAR
- ▶ **4 YEARS** ERIKS NETHERLANDS MAINTAINS CARBON NEUTRAL STATUS



# OUR SUSTAINABILITY STRATEGY

## THE OVERARCHING AIM OF OUR SUSTAINABILITY STRATEGY IS TO MAKE INDUSTRY FUTURE PROOF.

As we have come to the end of our 2020 target period, we have revised our strategy, using the agreed United Nation's Prosperity, Planet and People pillars and supporting goals to guide our approach and help us identify suitable targets.

**Working in Partnership on the United Nations Sustainable Development Goals**

## ERIKS STRATEGY

Supporting the 2030 Agenda for Sustainable Development

### United Nations Pillar



**PROSPERITY**



**PEOPLE**



**PLANET**



### ERIKS 2030 Themes

**HAVING A SAFE AND HEALTHY WORKING ENVIRONMENT**



**CREATE A FUTUREPROOF AND DIVERSE WORKFORCE**



**REDUCE OUR CARBON FOOTPRINT**



### ERIKS 2030 Goals

**ZERO LIFE CHANGING INJURIES**



**35% OF WOMEN IN SENIOR LEADERSHIP POSITIONS BY 2030**

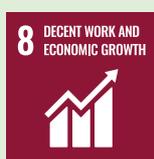


**REDUCE CARBON EMISSIONS BY 30% BY 2030**

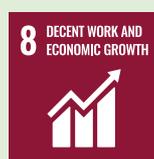


## WORKING TOWARDS...

### UN Goals & Targets



**TARGET 8.8**  
PROTECT LABOUR RIGHTS AND PROMOTE SAFE AND SECURE WORKING ENVIRONMENTS FOR ALL WORKERS



**TARGET 8.5**  
BY 2030, ACHIEVE FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL WOMEN AND MEN



**TARGET 13.2**  
INTEGRATE CLIMATE CHANGE MEASURES INTO NATIONAL POLICIES, STRATEGIES AND PLANNING



▶ **THEME**  
**HAVE A SAFE AND HEALTHY WORKING ENVIRONMENT**

▶ **GOAL**  
**Zero life changing injuries**

**We are on a journey to be a safer place to work. Our aim is zero accidents, and the statistics prove we are making good progress with an 89% decrease in Lost Time Incidents since 2016.**

With around 8,000 employees to inform and involve, effective safety education is a gradual process. In 2019, we saw an overall ongoing improvement building on our 2018 reductions.

Again, this is no reason to be complacent. Our 2030 goal will ensure we intensify our efforts, continue to improve safety training, and remember that making our business as safe as possible is a matter of personal responsibility for each and every one of us.

▶ **THEME**  
**CREATE A FUTUREPROOF AND DIVERSE WORKFORCE**

▶ **GOAL**  
**35% of women in senior leadership**

**Appreciating differences and creating a culture of inclusion is high on the agenda for ERIKS and is one of our three sustainability focus areas for the next decade.**

The first step towards achieving our goal has been to understand our current position and raise awareness of why diversity is important to our business. We believe that diverse and inclusive companies understand their customers better, perform better, make better decisions and are more creative and innovative.

To engage employees in this journey we identified lead contacts in each region to take part in a bottom-up 'Diversity and Inclusion Taskforce'. Each location has set local activities that are reported on at quarterly Taskforce meetings. In 2020, Ambassadors are working to develop an in-depth understanding of the challenges and opportunities for their particular location.

▶ **THEME**  
**REDUCE OUR CARBON FOOTPRINT**

▶ **GOAL**  
**Reduce carbon emissions by 30%**

**Working smarter and more efficiently means that we can do more with less in a world of constrained resources. The best example for our customers is through our own approach of reducing our footprint. Only by being fully committed to reducing our own emissions, can we expect our customers to take our support seriously when we help them to do the same.**

Energy consumption and emissions are an inevitable part of our business operations. We need to do all that is possible to reduce them either to zero, or as close to zero as practically possible. Our 2030 goal of 30% will require everyone at ERIKS to focus on reducing our energy consumption and emissions. Our Sustainability Champions are designated colleagues that are there to lead the way with initiatives and advice, as well as data collection and reporting to show the effectiveness of our efforts.

**FIND OUT MORE ON OUR DEDICATED SUSTAINABILITY WEBSITE AT...**

<https://sustainability.eriks.com>