drylock TECHNOLOGIES

be green, **leave** it on **the screen**

Sustainability progress report 2021-2022

PEOPLE & DEVELOPMENT

crueltyfree andvegan

SUSTAINABLE DEVELOPMENT GOALS

well-being
at work

Sustainability
in each step of
the life cycle analysis

about
us

Statement from our **CEO**

At Drylock Technologies, we act in ways to create a more sustainable and better shared future. To make a difference in people's lives, communities and our planet by doing business the right way.

Our vision is to continue being a market leader by offering top quality hygiene solutions for everyday life. This growth must be profitable and sustainable, while maximizing opportunities for future generations, looking ahead with vision and a strong belief.

OUR ENVIRONMENT

We are committed to protecting our environment and our planet. And for doing so, we aim to reduce our ecological footprint in everything we do. We put this commitment into practice by making Sustainability a driver of innovation. Based on a full life cycle analysis, we enhance 3 main principles in our sustainability approach: Develop, Protect & Drive.

OUR EMPLOYEES

We aim to attract a diverse and talented group of people who carry out the same values and goals. We commit to a long-term employment and offer our employees an open, challenging, inspiring and safe work environment.

OUR COMMUNITY

By implementing our Code of Conduct and Suppliers Code of Conduct, we actively accept our social responsibility. Through training and awareness creation, we guarantee ethical business practices throughout our entire organisation.

Bart
Van Malderen
CEO

About **drylock**

Drylock is a leading manufacturer of hygiene products in babycare, feminine care and adult care.

Our purpose is to provide and protect people and the environment through continuous innovation. We offer endless customization options to make sure our products are a perfect match for the market and its needs.

About **Drylock**

GREEN

- Fluffless & thin
- Plastic reduction
- The power of labels

CO2 neutral plants

Paper bags

Sustainable raw materials

MARKET SHARE

- Dominant position
- 3 product groups
- 85% of Private Label
- Excellent reputation

World wide footprint

€700m in 2021

reaching > 1 € bn in 2022

MANUFACTURING

IT systems

High tech

Free capacity

Logistic footprint

state-of-the-art-technology: equipment average age 4,5 years

FINANCIALS

Raw material impacts

Platform to build on

Solid financials

HUMAN RESOURCES

+3600 FTE

Lean & mean

60% 40%

Family company

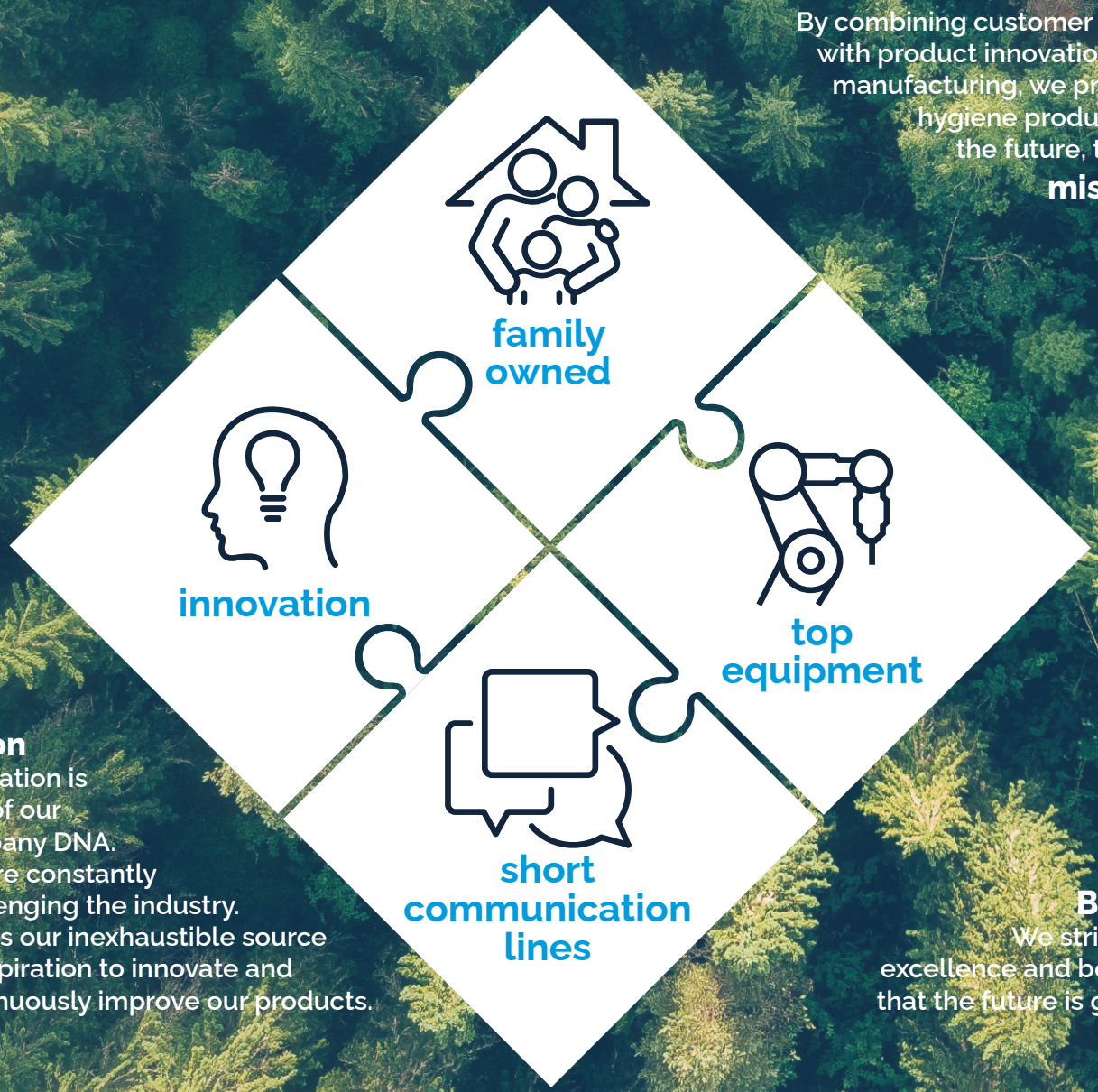
About **Drylock**

“always looking ahead with **vision** and a **strong belief**”

Bart Van Malderen
CEO Drylock Technologies

Founded in 2011, Drylock Technologies quickly gained a loyal customer base. When Drylock established its flagship greenfield production site in Hradek, Czech Republic, the focus for the company was on sustainability excellence from the start. Great emphasis was placed on resource-efficient production using modern equipment supported by a state-of-the-art laboratory. It was also important to implement leading industry practices to ensure traceability and transparency and go beyond compliance.

We apply these core principles to every new site that comes on board through acquisition, and every new plant we build, now and in the future.



By combining customer focus with product innovation and manufacturing, we provide hygiene products of the future, today.

mission

Vision
Innovation is part of our company DNA. We are constantly challenging the industry. That is our inexhaustible source of inspiration to innovate and continuously improve our products.

Belief
We strive for excellence and believe that the future is green.

Our **categories**

Innovation is part of our company DNA. We constantly challenge the industry while maintaining competitive prices thanks to our state-of-the-art manufacturing technology. In the diaper industry, Drylock initiated the latest major innovation: "Magical Tubes®" and "Flash Dry technology®", reducing the risk of leaks thanks to a homogenous fluid spreading.

baby care

Baby care is the largest part of our portfolio. Drylock manufactures baby diapers, pants, and changing mats for retailers and our own brands. As a result of our major innovations, we provide high quality products that absorb like no other, have no risk of leaking and are superbly comfortable to wear.

feminine care

Our portfolio features a complete range of femcare products, such as ultra-towels, classic towels, pantyliners, and tampons. We put a strong emphasis on comfort while also giving sustainability and the usage of natural raw materials great consideration.

adult care

Our adult care portfolio includes a wide range of products within the categories of diapers, pants, pads, and underpads. With our innovative technology, we continuously strive for providing our customers with reliable, comfortable, and discreet solutions.

Our **approach** to **sustainability**

For Drylock Technologies, sustainability is a **key component** of our corporate identity and it is **our commitment to positively contribute to the development of society and protect our planet**. This approach is embedded in our corporate principles and ethical culture, as well as our entire business model and operations.

Our operational decisions are made with the utmost regard for human and labour rights throughout the value chain and in compliance with **the highest environmental, health and safety standards**, while ensuring transparency and continuous dialogue with our stakeholders.

At Drylock, CSR-related topics are not the responsibility of a sole person or department but it is an **integral element of the performance management system of the company**.

Our CSR strategy has been developed in line with the United Nations 2030 Agenda for Sustainable Development and consist on three main pillars and ten material topics. Such strategy acts as common agenda for the entire company, as it is integrated across all levels. Additionally, It also serves as a direction for our interactions with other actors in our value chain.

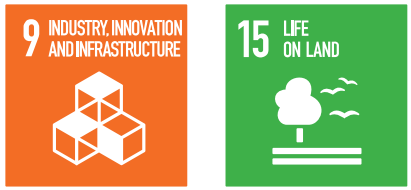
Key aspects for our sustainability vision

Develop

- Climate action
- Circular solutions
- Sustainable design

Drive

- Business ethics
- Community development
- Responsible supply chain



Protect

- well-being at work
- Health & Safety
- Diversity and respect
- Career development

1.1 Climate action

As a global-market player, Drylock is aware of its responsibility to take action against global warming. According to the latest IPCC assessment, climate change is here to stay and some of its consequences are already unavoidable.

As a front runner in this field, Drylock's strategy has focused on progressively reducing the carbon footprint associated with our production processes over the last years. A few years ago, we started the journey of calculating the carbon footprint of our products and validating the results in collaboration with experts in this field. Our aim was to achieve a complete overview of the carbon footprint associated to each stage of the life cycle assessment (LCA) of our products.

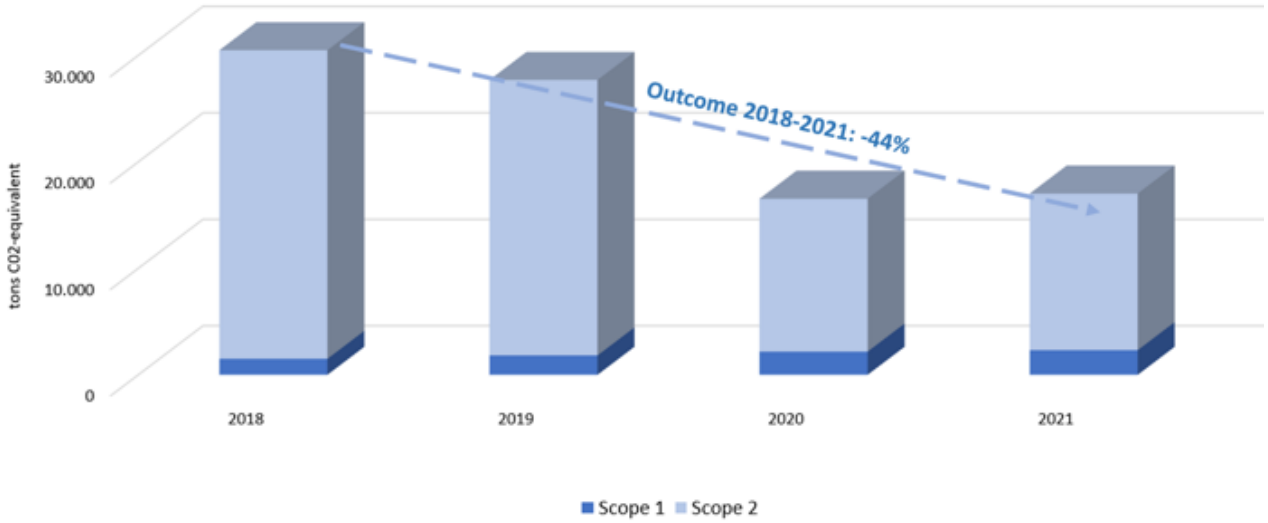
By doing this, we were able to develop a holistic approach aimed to reduce the emissions associated to each stage of the LCA. As a result of our sustainability actions, we have reduced our carbon emissions related to Scope 1 and 2 by 44% in comparison to 2018.

This strong reduction allowed Drylock to achieve the milestone of having all our eight production sites certified as carbon neutral factories in 2021 by offsetting our remaining emissions through high quality carbon offset projects. Today, Drylock is proud to have achieved the status of carbon neutral company on April 2022 by also including the additional emissions from all our sales offices, business travel, etc. By doing this, we are leading the way towards a green transition in the hygiene sector.

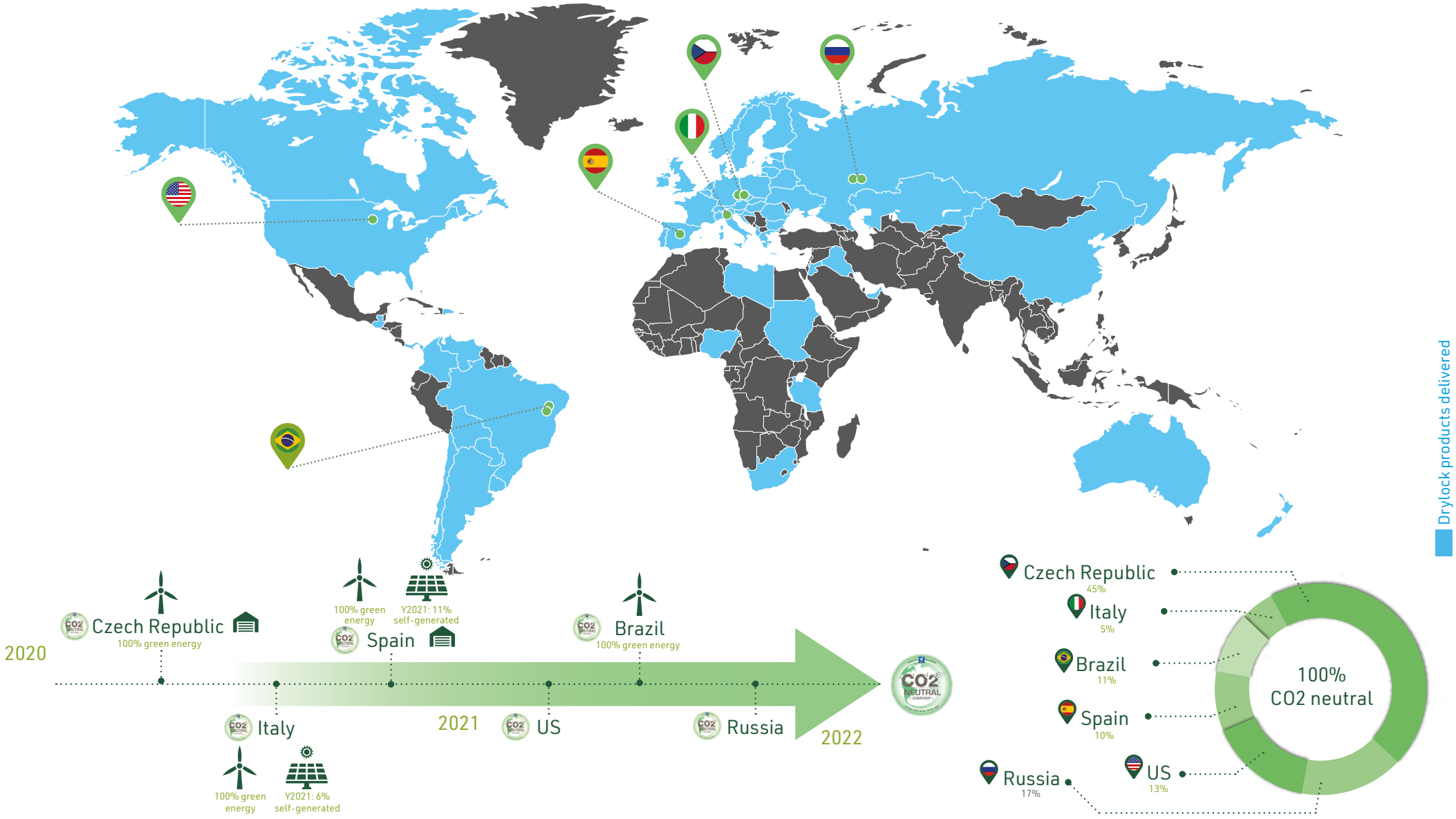
However, our commitment towards climate action continues and our objective is to keep reducing our emissions by following the Paris Agreement goals and aligning to the 1.5°C scenario. To this aim, our target is to reduce our Scope 1 and 2 carbon emissions by 65% by 2030 compared to a 2019 baseline.

As a manufacture of hygiene products, carbon emissions arising from our supply chain have a significant impact on our global footprint. For this reason, we have already started to work to reduce our Scope 3 emissions, working in the categories of product design, raw materials, packaging, logistics, etc. Our target is to reduce our relative carbon emissions associated with Scope 3 by 25% by 2030 compared to 2021 baseline.

All our plants became CO2 neutral in 2021!



CO_2 neutral company



OUR PROGRESS UNTIL TODAY

- In 2021, all our production plants achieved **carbon neutrality**.
- In 2022, Drylock achieved the status of **carbon neutral company**.
- **Scope 1 & 2** carbon emissions reduced by 39% compared with 2019.
- **100% green electricity** in Europe.
- Installation of **solar rooftops** at our European plants, capable of producing more than 10% and 6% of their electricity needs.
- Building a greener portfolio: Launch of carbon neutral products.

Solar rooftop from Segovia plant.

our priority principle: avoid, reduce & compensate

01

avoid emissions

- Energy efficiency improvements
- Sustainable design
- Suppliers engagement on climate action

02

reduce emissions

- Renewable energy
- Less CO2-intensive fuels
- Renewable raw materials
- Logistics optimization

03

offset what is left

- Use of verified carbon offset credits

OFFSETTING WHAT IS LEFT

Supporting green energy transition

Drylock supports the India Wind Energy Solution to offset our emissions from all our production plants in 2021.

This project builds wind turbines to provide the Indian power grid with clean, renewable energy and stimulate a low carbon economy transition

In 2021...

17.022 tonnes of CO2 avoided

13.426 MWh of electricity

14.017 Indian households with green energy

Carbon neutral products

Drylock offers its customers the possibility to have carbon neutral products. In 2021, Drylock became one of the first hygiene manufacturers to launch CO2-neutral products on the market.

1st

The emissions associated to a product are calculated by an external company following a cradle-to-grave approach according to BSI PAS 2060 specifications. Emissions are offset through high quality carbon offset projects.

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

13 CLIMATE ACTION

Verified Carbon Standard
A VERRA STANDARD

Renewable energy

19% 2019 → 70% 2021

Production volume being produced by renewable electricity

Decreasing our electricity needs

16,5 (2020) → -10% → 14,8 (2021)

Electricity (kWh) consumed per 1000 finished goods per year

Eco-design and innovation

2017 → -16% → 2021

% Decrease in grams of CO2-eq emitted per baby product manufactured in Europe (cradle-to-grave approach)

Efficient use of raw materials

Drylock operates a latest generation machine platform at its flagship Hradek production site in the Czech Republic. The production plant has a silver medal in the LEED certification. In addition, it is Oekotex Made in Green certified, which is awarded to environmentally friendly production sites.

LEED SILVER

OEKO-TEX®
INSPIRING CONFIDENCE
MADE IN GREEN

1.2. Circular Solutions

Sustainable design

We strongly believe that sustainability and innovation are inextricably linked, and so our strategy is to combine these two factors in creating hygiene products that protect both people and the environment.

Drylock has introduced different absorbent core technologies into the market following the principle of "less is more". These extensively tested technologies have been shown to result in lower leakage rates and therefore lower product consumption levels. These changes have also received a great deal of positive feedback from consumers due to the remarkable results achieved in terms of discretion, comfort and fit.

Additionally, lower leakage rates and therefore lower product consumption levels have been shown, demonstrating that less can be more.

Finally, such innovations in both baby diapers and adult pads have led to new levels of product compression within the consumer packaging, resulting in a decrease of trucks on the road and more efficient use of raw materials.

Our strategy

- Material optimization & reduction – less is more
- Smart innovation – inspired by nature
- Integration of new material into products: recycled materials, renewable or bio-based materials

Less is more

64.000 ton CO_2 saved through sustainable design*

14% decrease in materials consumption including a total of 6,620 tons of plastic material saved*

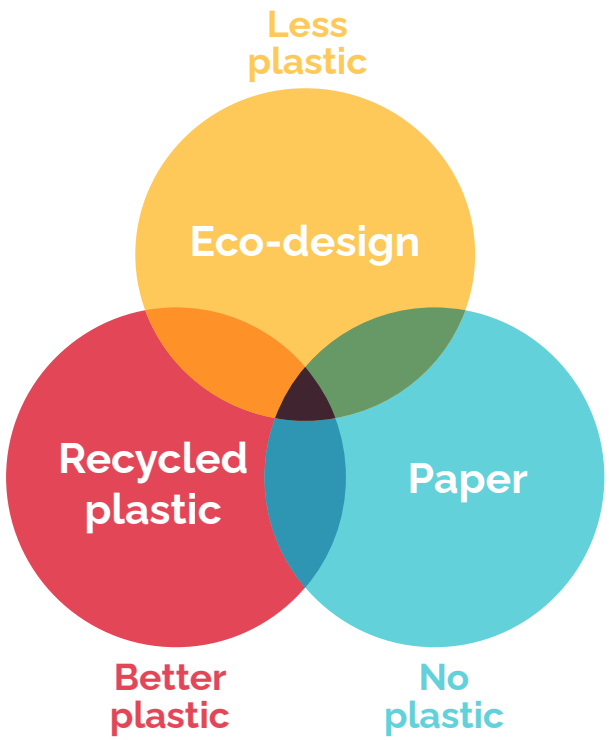
* Since 2017

Reduction of our plastic consumption

As part of our sustainability strategy, Drylock continues to **innovate** more circular solutions to reduce its plastic consumption and waste generation.

By end 2020, we became the first hygiene manufacture to launch **paper packaging** for baby diapers. Months later, paper packaging was also introduced in our healthcare category. In 2021, we launched our new packaging portfolio with the objective of reducing the amount of fossil-based plastic material and increasing the share of recycled content.

In addition to the nature of the material used to manufacture the packaging, attention is also paid to its manufacturing process to obtain a full picture (i.e. water reuse, renewable energy, etc.). From 2023, Drylock will stop offering primary packaging made of 100% virgin oil-based plastic in our European portfolio. In doing so, we aim to achieve an annual reduction in virgin plastic consumption of minimum **20%**.



By end 2022, all our virgin oil-based plastic packaging sold in Europe will have a minimum of 15% recycled

First in the market to offer paper bags in all categories: Baby, Fem care and Health care

Ocean bound plastic

Drylock offers its customers the possibility to tackle ocean plastic pollution by collaborating with the Plastic Bank.

Production waste

Drylock follows the EU waste management approach: **preventing** and **reducing** waste generation, and ensuring the recovery of the waste generated. To this aim, we are currently working on optimizing the separation and the collection of our waste to facilitate further valorization. In 2021, the share of waste subject to material or energy recovery accounted for 91%, which results in an increase of 3% in comparison to data from previous year. Our target is to achieve zero waste going to landfill by 2030.

In 2021, we launched a project targeted to close the loop of our plastic packaging scrap. This material is currently being reprocessed into high quality recycled material that is further integrated into our plastic bags. This way, we are contributing towards a more circular economy and reducing our carbon footprint.

2.PROTECT – our people

As an international employer with offices and production facilities in 10 countries, Drylock feels responsible for the well-being of our more than 3.600 employees, stakeholders, and the communities where it operates. As a family company, caring for People Well-being is deeply rooted in our corporate culture and it is acknowledged as top priority.

Drylock strongly supports, respects, and preserves internationally recognized human rights and does its outmost best to ensure that our employees have safe, healthy, and rewarding working conditions. During the COVID-19 crisis, Drylock was able to preserve these principles by bringing new working methods and protocols ensuring the safety and mental well-being of our employees. This period marked by the pandemic has inspired us to drive forward our CSR strategy and set ambitious commitments for the coming years. With our initiatives related to human rights principles, Drylock is **positively** contributing to the following Global Sustainable Development Goals from the United Nations:

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

OUR KEY AREAS OF ACTION

Health and Safety

- Regular housekeeping of all production plants to minimize the risk of health and safety hazards.
- Internal safety audits are performed according to a previously defined and approved plan on monthly-bases.
- Safety trainings provided for all employees working on plant on yearly-basis.
- Health committee designated per plant.

Diversity

- Raising employees' awareness of the risks of discrimination and harassment.

37% OF WOMEN IN THE GROUP
37% OF WOMEN MANAGERS
+30 NATIONALITIES

External assessment

Sedex® audits are conducted on a continuing basis at all Drylock sites — addressing labour standards, health and safety, environment, and business ethics.

Proud to be a Sedex Member

Well-being at work

- Short communication flows.
  Open dialogue and communication.
- Social benefits for all employees with unlimited contract.
- Implementation of anti-covid measures.

In our Brazilian plants, we have introduced the concept of "gym at work", which consist on the practice of stretching, carried out by workers collectively, in the workplace. The exercises are carefully selected and seek to compensate the parts of the body most used during work activities. These exercises last between 10 to 15 minutes every day and their physical and physiological benefits are enormous.

Well-being at work

Drylock became the winner of the Employer of the Region Award in the category of up to 5,000 employees in the Liberec region for 2nd year in a row.

The criteria for selection includes elements such as remuneration, investments in employee education, career growth opportunities as well as economic performance of the company relative to the number of employees.

We pride ourselves on fostering a family atmosphere in our company and an environment where people feel good.

Career development

Extensive skills training programs and awareness trainings on environmental, social, and governance (ESG) topics.

92%
OF EMPLOYEES TRAINED

66,894
HOURS OF TRAINING

3.1. Business ethics and-anticorruption

At Drylock, we all are responsible for understanding the important legal and ethical issues that affect our business and for acting with integrity at all times.

The way we comply with regulations has a huge impact, regardless of the exact nature of the rules. Getting it right can be a source of significant competitive advantage. Therefore Drylock puts a lot of work to ensure we excel at Ethics, Compliance and the regulations that are significant for our industry e.g. anti-corruption.

Our updated Compliance Code of Conduct was introduced in 2022 and reflects who we are as a company and as individuals. It is established in order to secure the human rights of all our employees according to the global human rights statements and standards. Our Code is built upon 5 pillars : "We have respect for People", "We maintain a fair and respectful environment", "We counter corruption", "We safeguard information" and "We communicate with care". By our Code, we provide our employees the resources and information they need to operate the business in a responsible way, showing respect in the workplace and act with integrity and to make sure we stay true to our vision and mission.

Our Code - which is applicable to all Drylock employees, third parties doing business on behalf of Drylock - is clearly documented and well-structured by covering the critical areas of the organisation, such as company core values, health & safety, well-being of our employees, human rights, environmental, legal obligations such as antitrust and competition law, anti-bribery and anti-corruption but also data protection and security. It is designed as a guide to help us to do the right thing. It establishes the importance of maintaining high professional standards and conducting business in line with applicable laws and regulations.

Drylock's reputation is also supported by our anti-corruption standards and approach, which means we act with integrity and make decisions on legitimate business considerations. This principle forms an essential part of our Code and is a binding agreement between the company and the employees that accept and sign it. For third parties, e.g. suppliers, Drylock is continuously working on effective policies and processes, such as a, Anti-Bribery and Corruption Policy and a Suppliers Code of Conduct.

At Drylock, we value each other just as we want to be valued ourselves. Being respectful means working with integrity, communicating honestly and motivating each other. As a result, our employees can be themselves and speak out. In the near future we will take more action on this part by ensuring our approach towards an incident reporting program.

3.2. Responsible Supply Chain

In 2021, we strengthened our proposition for a responsible supply chain by introducing our Supplier Code of Conduct. With this policy, we ensure that our suppliers meet strict environmental, social and governance requirements when conducting business.

In addition, we also created our Supplier Charter, with the goal of learning more about the sustainability vision of our suppliers. In this way, we can get to know the challenges and opportunities that our suppliers identify for a long-term green transition and how Drylock can cooperate in any of the aspects.

Due diligence process for raw materials

	Sustainable supply chain	Policies and statements	Management systems and certificates	Quality control
Non-renewable raw materials		• Declaration of conformity • Supplier code of conduct • PETA declaration	• ISO9001 • ISO14001 • ISO 13485 • BSCI • OHSAS 18001	• Toxicological testing • Dermatological testing • External certifications: Blue Angel, OEKO-TEX®, etc. • Documentation on material safety and quality
Renewable raw materials				
Fluff pulp	• FSC® • PEFC®			
Organic cotton	• GOTS • OCS			
Green SAP	REDcert			
Green PE	REDcert I'm Green			

European vegan portfolio

In 2021, all our European portfolio achieved the status of Vegan by complying with PETA requirements.

crueltyfree andvegan

Supporting local communities

In 2021, due to the eruption of the volcano on La Palma (Spain), thousands of people had to leave their homes in search of safer places. In solidarity with the people of La Palma, Drylock donated more than 24,000 hygiene products and 50,000 medical masks through the initiative "En la Palma de nuestra mano".

3.3. Community development

Drylock is dedicated to positively contribute to the communities where we operate by creating quality jobs and supporting local organization and initiatives. As a manufacturer of essential hygiene products, we are aware that our products are a basic need for society, which is why we allocate a significant budget for donations each year. During 2021, Drylock Technologies has donated more than one million products to vulnerable groups in society.

Collaborate to protect

As a measure to meet the urgent need for medical face mask during the COVID-19 crisis, Drylock Segovia launched a production line for disposable medical masks in May 2020. During 2021, Drylock Segovia has donated more than 500,000 medical masks to local communities and organizations in Segovia (Spain).

Drylock Segovia donates protective masks to the Red Cross.

OUR PRIORITY SUSTAINABLE DEVELOPMENT GOALS

Being Drylock

Our goal is to maintain our leading position in the sector by creating high quality hygiene products that live up to the expectation of consumers while protecting the environment.

Contributing to our Communities

Our long-term vision is to continue adding value to our communities by joining the global efforts towards limiting global warming to 1.5°C (Paris Agreement).

Maintaining integrity and running a compliant business

Our long-term vision is to maximise integrity and fairness in everything we do, striving to ensure that our business always continues to meet the highest professional, compliance and ethical standard.

SUSTAINABILITY TARGETS AND KEY PERFORMANCE INDICATORS (KPI'S)

PILLAR	SDG	THEME	KPI	UNIT	2020	2021	TARGET
ENVIRONMENT	13 CLIMATE ACTION 15 LIFE ON LAND	CLIMATE ACTION	Percentage reduction in relative CO_2eq emissions* (Scope 1 and 2 / 1000 finished goods)	%	41	48	Reduction of 65% CO_2eq by 2030*
			Percentage reduction in CO_2eq emissions* (Scope 1 and 2)	%	40	39	Reduction of 65% CO_2eq by 2030*
			Carbon neutrality	% production sites	62,5	100	To maintain the status of carbon neutral company
		BIODIVERSITY	Percentage of certified or controlled wood-based raw materials	%	100	100	Maintain the coverage of 100%
			Percentage of organic cotton used in our products	%	100	100	Maintain at least the coverage of 95%
SOLUTIONS	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	CIRCULARITY	Waste subject to material or energy recovery	%	88	91	Achieve 100% by 2030
			Share of primary packaging containing recycled raw materials**	%	-	48	Achieve & maintain at least the coverage of 50%
			Share of virgin oil-based plastic avoided on primary packaging**	%	-	11	Achieve & maintain a minimum annual reduction of 20%
		OPTIMIZING THE ENVIRON-MENTAL IMPACT OF OUR PROCESSES	Electricity intensity ratio	kwh/1000pcs	16,5	14,8	Biannual electricity saving of 1% until 2030
			Production volume being produced by renewable electricity	%	70	70	Achieve 100% by 2030
			Production volume being produced in ISO14001 certified plant	%	45	45	Achieve 60% by 2025

* Compared to 2019 base-year.
** European packaging.

PILLAR	SDG	THEME	KPI	UNIT	2020	2021	TARGET
SOCIAL	3 GOOD HEALTH AND WELL-BEING	HEALTH AND SAFETY	Lost time accident frequency rate*	Number	1,31	1,39	Annual decrease of 2%
		CAREER DEVELOPMENT	Percentage of employees trained	%	76	92	Maintain at least the coverage of 90%
HUMAN RIGHTS	11 SUSTAINABLE CITIES AND COMMUNITIES 17 PARTNERSHIPS FOR THE GOALS	SUSTAINABLE PROCUREMENT	Percentage of key suppliers who have signed our Supplier Code of Conduct	%	-	60	Achieve & maintain at least the coverage level of 95%
		BUSINESS ETHICS	Percentage of employees being trained in business ethics topics	%	91	92	Maintain at least the coverage of 90%

* Number of recordable work-related injury per 200.000 hours worked.

SUSTAINABILITY PERFORMANCE 2021

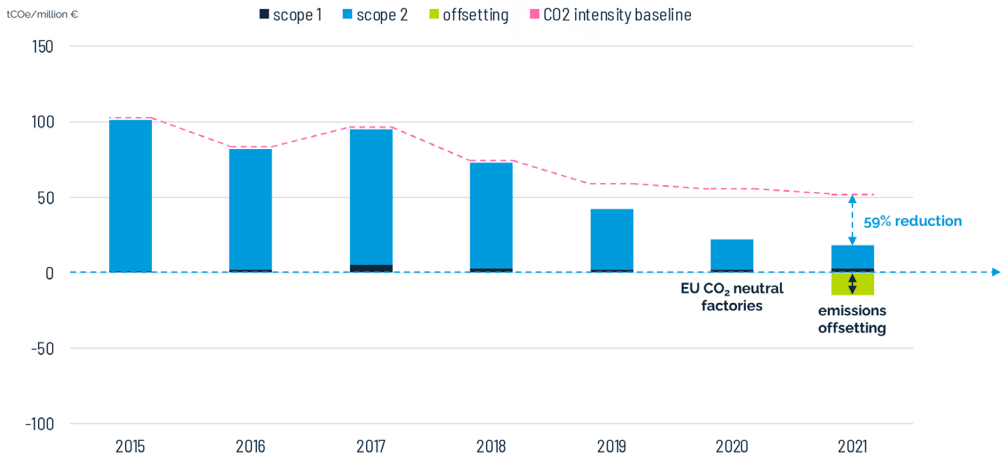
ENVIRONMENTAL DATA

CLIMATE DATA – CO2 emissions

GRI 305-1 Direct (Scope 1) GHG Emissions***
GRI 305-2 Energy indirect (Scope 2) GHG Emissions***

Carbon intensity ratio of scope 1 & 2 emissions (market-based)

	UNIT	2020	2021
Scope 1	$kgCO_2$/ 1000 finished goods	0.33	0.30
Scope 2	$kgCO_2$/ 1000 finished goods	2.19	1.91
Total Scope 1 & 2	$kgCO_2$/ 1000 finished goods	2.52	2.21



Scope 1 & 2 emissions market-based

	UNIT	2020	2021
Scope 1	Tons CO_2-equivalent	2,179	2,316*
Scope 2	Tons CO_2-equivalent	14,362	14,706*
Total Scope 1 & 2	Tons CO_2-equivalent	16,540	17,022*

* Driven by growth of Drylock

Scope 1 & 2 emissions location-based

	UNIT	2020	2021
Scope 1	Tons CO_2-equivalent	2,179**	2,316*
Scope 2	Tons CO_2-equivalent	37,380	39,434*
Total Scope 1 & 2	Tons CO_2-equivalent	39,549	41,750*

* Driven by growth of Drylock
** Company cars not included in calculation.

Emissions related to Scope 3

	UNIT	2020	2021
Business travel	Tons CO_2-equivalent	-	266

ENERGY CONSUMPTION

GRI 302-1 Energy consumption within the organization***

	UNIT	2020	2021
Electricity intensity ratio (kwh/1000 finished goods)	kWh	16,5	14,8
Electricity consumption	kWh	108.426.077	113.923.343
Natural gas	kWh	7.944.617	8.949.633
Car fuels (diesel/gasoline)	kWh	-	348.537
Fuel oil	kWh	1.009.072	1.112.233
LPG	kWh	1.022.176	754.528
Total energy consumption	kWh	118.401.942	125.088.274
Energy intensity ratio (kWh/1000 finished products)	kWh	18,1	16,3

Use and production of renewable electricity

	UNIT	2020	2021
Production volumes produced with renewable electricity	%	70	70
Percentage of renewable electricity used in all production facilities	%	70	68
Production plants with on-site renewable electricity generation	Number	1	2
Amount of green electricity generated on-site	kWh	335	1347

MATERIALS

GRI 301-1 Materials used by weight or volume***

Renewable raw materials

	UNIT	2021
Share of renewable raw materials in our products	%	27,6
Share of renewable raw materials in our primary packaging	%	18
Share of renewable raw materials in our secondary packaging	%	100

Sustainable procurement

	UNIT	2020	2021
Share of fluff coming from certified sources (FSC®/ PEFC™)	%	64,5	59
Share of fluff coming from controlled sources	%	35,5	41
Share of cotton from organic sources	%	100	100

Product quality and safety

	UNIT	2021
Share of products containing at least 1 eco-/health labels*	%	52

*Calculated based on European volumes. FSC®/ PEFC™ certifications not included on the calculations.

CIRCULAR SOLUTIONS

GRI 301-1 Materials used by weight or volume***
GRI 301-2 Recycled input materials used***

	UNIT	2021
Percentage of packaging that is reusable, recyclable or compostable*	%	100
Share of recycled raw materials in our products	%	0
Share of primary packaging containing recycled raw materials**	%	48
Share of virgin oil-based plastic avoided in primary packaging**	%	11,5
Share of recycled raw materials in our recycled primary packaging**	%	21,6
Share of renewable raw materials in our primary packaging	%	19
Share of secondary packaging containing recycled raw materials	%	70

* Packaging is recyclable using existing tehcnologies
** European data.

WASTE

GRI 306-2 Waste by type and disposal method***

Production volumes

	UNIT	2020	2021
Production volumes	Million pieces	6.802	7.955

Waste generation

	UNIT	2020	2021
Waste intensity ratio*	Ton/million finished goods	0,0022	0,0021

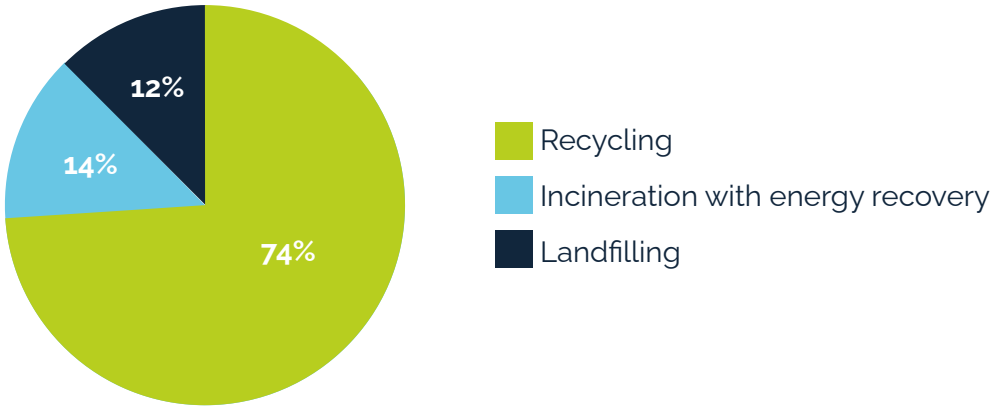
*Waste: hazardous and non-hazardous. All production plants included.

Total weight of non-hazardous and hazardous waste

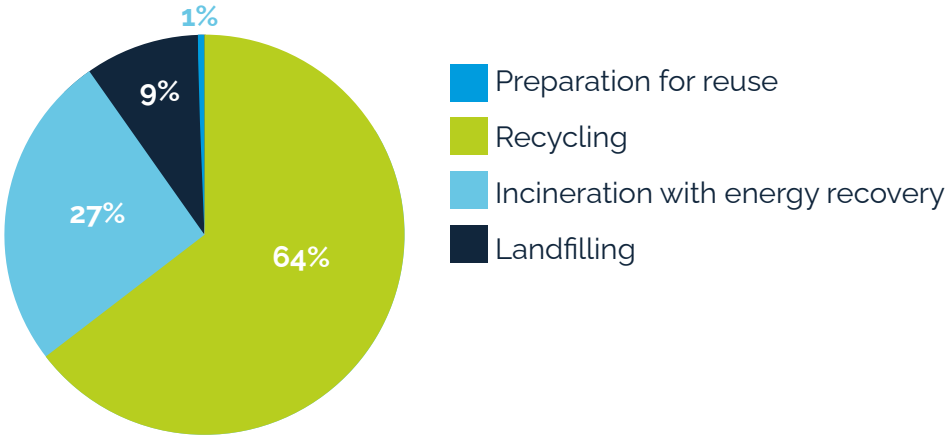
	Non-hazardous (ton)		Hazardous (ton)	
	2020	2021	2020	2021
Reuse	0	96	0	0
Recycling	10.887	10.660	2	10
Incineration for energy generation/recovery	1.953	4.341	79	87
Incineration without energy generation/recovery	-	-	-	-
Landfill	1.795	1.460	19	0
Total	**14.635**	**16.557**	**100**	**97**

Percentage of waste per disposal method

% of total waste production (2020)



% of total waste production (2021)



Composition of production waste

	UNIT	2020	2021
Paper and carboard – packaging	%	17	16
Plastic - packaging (film)	%	9	9
Production scrap	%	50	45
Solvent	%	<1	<1
Textiles	%	<1	<1
Used oil	%	<1	<1
WEEE	%	<1	<1
Wood	%	5	6
Metals	%	<1	<1
Other*	%	17	23

*Other: domestic waste, cleaning waste, residual waste, etc.

Water

	UNIT	2020	2021
Water intensity ratio	m^3/ 1000 finished goods	0,0105	0,0096
Amount of water consumed*	m^3	71.627	76.544

*Water is only used for cleaning and sanitary usages.

SOCIAL DATA

HUMAN RESOURCES

GRI 405 Diversity and Equal Opportunity***

Total employees (2021) 3485

Employees with unlimited duration contract (2021) 89%

Employees per category

	UNIT	2021
Blue collar	N° of employees	2537
White collar	N° of employees	948
Management	N° of employees	304

Employees by age group

	UNIT	2021
<30 years	%	32
30-50 years	%	52
>50 years	%	12

Employees by gender

	UNIT	2020	2021
Percentage of men in total employees	%	59	63
Percentage of women in total employees	%	41	37
Percentage of women working in management	%	36	37

Diversity

	UNIT	2021
Number of different nationalities	Number	31
Percentage of persons with disabilities	%	1,5

Employee turnover rate 31%

Absenteeism rate 15%

HEALTH AND SAFETY

GRI 403 Occupational Health and Safety***

	UNIT	2020	2021
Fatal accidents	Number	0	0

Occupational accidents

	UNIT	2020	2021
Frequency rate*	Ratio	1,3	1,4
Severity rate**	Ratio	29	61

* Number of recordable work-related injury per 200.000 hours worked.
** Number of total lost days compared with the total number of hours scheduled to be worked by the employees. Days mean scheduled work days, weekends, and holidays. The counting of lost days starts the day after the accident.

CAREER DEVELOPMENT

GRI 404 Training and Education***

	UNIT	2020	2021
Percentage of employees trained*	%	76	92
Total number of training hours	Number	63,630	66,894
Average number of training hours per employee	Number	20	19

* Number of employees having participated in at least one training course.

HUMAN RIGHTS

	UNIT	2020	2021
Employees who received an employment contract	%	100	100
Employees who are granted paid annual vacation	%	100	100
Percentage of production facilities included in Sedex Membership	%	100	100

SUSTAINABLE PROCUREMENT

GRI 414 Supplier Social Assessment***

	UNIT	2020	2021
New suppliers screened using environmental criteria	%	100	100
New suppliers screened using social criteria	%	100	100
Key suppliers who signed or are aligned with our Supplier Code of Conduct	%	-	60

*** Drylock is currently not working on a fully GRI integrated approach but is using the methodology as a guidance for this report

always
looking ahead
with **vision** and
a **strong belief**

Bart Van Malderen
CEO Drylock Technologies