BergHOFF®

Sustainability Strategy & Impact Report 2026.

From responsibility to impact.

Prepared in voluntary alignment with the EFRAG VSME Sustainability Reporting Standard (2026)



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KEY MESSAGE

2026 • Accelerating

From Responsibility to Impact.

BergHOFF Belgium reports voluntarily in alignment with the EFRAG VSME Sustainability Reporting Standard, ensuring transparency, consistency and future readiness towards CSRD requirements.

THIS REPORT SERVES AS BOTH:

- → Sustainability Report 2026
- → Strategic Roadmap 2026–2030
- → VSME-aligned ESG disclosure
- → EcoVadis Silver Substantiation
- → Marketing & brand asset
- → Inspiration for Customers and Partners



OUR APPROACH

3 PILLARS

Three Pillars, One Clear Direction.

For BergHOFF Belgium, sustainability is not a trend, but a structural commitment.
For years, we have been investing in measurable actions that reduce our impact on the environment, people, and society — not as an end in itself, but as a logical consequence of how we do business.
In 2026, we are taking the next step. While the past few years were dedicated to measuring, structuring, and validating, today we shift our focus to acceleration. This report demonstrates how we are further integrating sustainability into our products, processes, supply chain, and relationships with customers and partners.

DATA & TRANSPARENCY

Comprehensive CO_2 measurements in accordance with the GHG Protocol, down to product and invoice level. Transparent reporting aligned with VSME datapoints.

GOVERNANCE & ACCOUNTABILITY

Clear policy frameworks, internal monitoring, and embedding ESG topics at the board level.

ACTIVATION & COLLABORATION

Engaging customers, suppliers, and partners in sustainable choices and value chain impact.

This report serves as both a reflection and a compass. It shows where we stand today and how we will further scale our impact towards 2030.

From Foundation to Acceleration

2019 - 2025

FROM MEASURING → ACCELERATING

At BergHOFF Belgium, we have consciously invested in gaining insight over the past few years: measuring, analyzing, and structuring. Not to merely collect data, but to make better decisions. Today, we feel that this foundation is working. Sustainability is no longer confined to isolated projects; it is fully integrated into our way of working.

2026

A TURNING POINT

2026 marks a turning point. We choose not only to reduce our impact, but also to scale it — together with customers, partners, and employees. Transparency plays a key role in this. By making impact visible, we make change possible.

> Together, we are creating a world where cooking is not just enjoyable and rewarding, but also responsible and mindful.

Hilde Rutten
CEO, BergHOFF Belgium



GENERAL INFORMATION

B1 | BASIS FOR REPORTING

LEGAL FORM

BergHOFF Belgium is a private limited liability company (BV)

NACE code

46.496
Wholesale of household goods

1 LOCATION

De Weven 3,
3583 Paal-Beringen,
(Belgium)



Who we are

BergHOFF Belgium is engaged in the design, customization, and distribution of high-quality cookware for retail, B2B, and B2C.

Our activities

From Belgium, we serve customers across the Benelux, with a strong focus on long-term partnerships. We combine design, quality, and sustainability in every product.

Our markets

We operate across three core markets: retail (resale to B2C or B2B — physical and online), B2B (products used as incentives or loyalty rewards), and B2C (our own webshops and marketplaces).

Position within BergHOFF Worldwide

As part of BergHOFF Worldwide, we strive for circular innovation and minimal climate impact. Our products are designed using recycled materials and manufactured through energy-efficient processes.



Our stake-holders

We build sustainable relationships with everyone across our value chain.

Our customers

Retail partners, B2B clients, and B2C customers who prioritize quality and sustainability.

Our suppliers

BergHOFF Worldwide and strategic partners who share and execute our sustainability vision.

Our employees

Our team, working daily to drive innovation, quality, and customer relationships, with sustainability at its core.

Our society

Actively contributing to the community through nature restoration, the social economy, and knowledge sharing.











How we create value

Our value lies not only in our products, but in the entire package: design, material selection, lifespan, logistics, service, and relationships. Sustainability reinforces this value creation. By making conscious choices, we mitigate risks, increase transparency, and build trust throughout the chain.

PRODUCT DESIGN

Together with BergHOFF Worldwide, we develop innovative, energy-efficient products that embody both quality and sustainability. From the initial sketch to the final packaging.

MATERIAL SELECTION

By using recycled materials and PFAS-free coatings, we empower our customers to make conscious choices without compromising on aesthetics or functionality.

LONGEVITY & QUALITY

Every detail is carefully considered to minimize both our ecological footprint and our impact on people and the environment. We continue to innovate for a greener future.

B2B ECOSYSTEM

BergHOFF Belgium is not only aiming for long-term climate neutrality. We collaborate with like-minded partners to create a future where eco-friendly cookware and kitchenware are the norm.

CUSTOMER RELATIONSHIPS

Sustainability reinforces our value creation. By making conscious choices, we mitigate risks, increase transparency, and build trust throughout the chain.

LOGISTICS & SERVICE

From warehouse to delivery, we optimize every process. Efficient routing, smart packaging, and transparent communication make the difference.



Sustainability is at the core of everything we do

Hilde Rutten, CEO, BergHOFF Belgium.

A DESIGN PRINCIPLE

Sustainability as a natural outcome

Cooking connects us. Around the table, we share the moments that matter. That is why we design products that last, are safe to use, and fit seamlessly into contemporary kitchens and modern values.
For BergHOFF Belgium, sustainability is not a separate department. It is a design principle.
From raw material to packaging, from transport to usage, from employee to customer. Every detail counts.

Our sustainability practices & initiatives

CO_2 MEASUREMENT & REDUCTION

Annual GHG emissions measurements (Scope 1, 2, 3) in accordance with the Science Based Targets initiative (SBTi), featuring concrete reduction targets towards 2030.

CIRCULAR PRODUCTS

Developing products using recycled materials, PFAS-free coatings, and FSC-certified packaging.

PARTNERSHIPS & CERTIFICATIONS

Active collaboration with Go Forest, BACA, The Shift, and VCDO, alongside an EcoVadis Silver rating to drive continuous improvement.

TRANSPARENT REPORTING

Voluntary reporting in accordance with the VSME standard to support customers in meeting their CSRD obligations.

WELL-BEING & SAFETY

Investing in our employees through first aid training, prevention, education, and a strong focus on both physical and mental health.

GOVERNANCE & ETHICS

Code of Conduct, GDPR compliance, risk management, and external validation through an Advisory Board.

TRANSITION PLAN: "BERGHOFF BELGIUM IS DEVELOPING A STRUCTURED TRANSITION PLAN TOWARDS CLIMATE NEUTRALITY BY 2030, INCORPORATING INTERIM MILESTONES, INVESTMENTS IN RENEWABLE ENERGY, CIRCULAR ECONOMY INITIATIVES, AND SUPPLY CHAIN ENGAGEMENT.

THE PROOF IS IN OUR PRODUCTS



Recycled Aluminium

Made with RECYCLED Materials

Recycled aluminum as a foundation. Minimizing the use of virgin materials for a lower environmental impact, while maintaining identical quality.



PFAS-free

Zero PFAS. Zero worries.

100% PFAS-free cooking with our CeraGreen coatings. Safe for people and the environment.



FSC-certified packaging

What's on the outside matters too.

Fiber-based, FSC-certified, plastic-free. Fiber-based packaging that is 100% recyclable.



Reusable

Save 3,000 bottles per year.

One reusable BergHOFF water bottle replaces up to 3,000 single-use bottles per year.

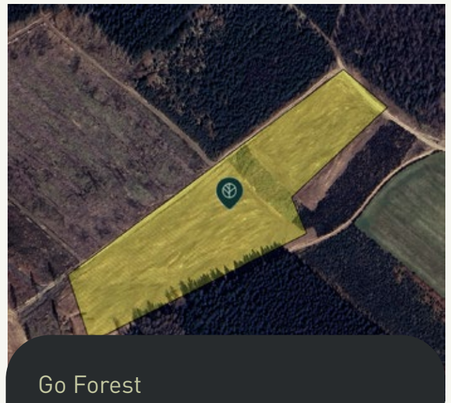


Packaging & shipping

Boxes made from 70% recycled material.

Airtape reducing waste by 30%. Bubble wrap containing 50% recycled content. A cardboard shredder to repurpose material as eco-friendly packaging filler.

THE PROOF IS IN OUR ACTIONS



Go Forest
936 trees planted.

Accounting for 163.80 tonnes of CO_2 offset. Gold Standard certified. Figures updated through January 2026. Discover more at: go-impact.be/en/partners/berghoff



Biodiversity
20,000 bees on our premises.

Bee colony and wildflower meadow on the BergHOFF Belgium site. Nature as our ally.



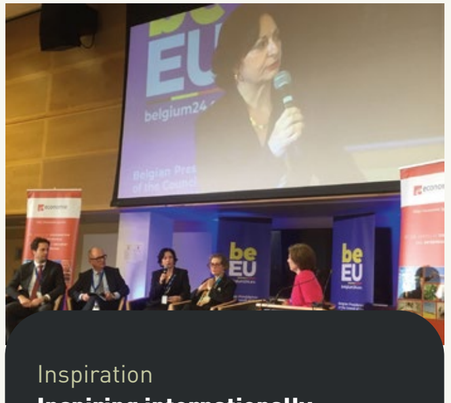
Climate driver
A climate driver in the sector

We create added value while reducing our ecological footprint. Within the framework of the Voka Charter for Sustainable Entrepreneurship (VCDO), we realize measurable sustainability actions every year.



Energy
100% LED + solar energy.

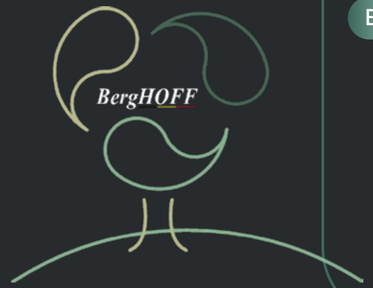
192 solar panels, full LED lighting, and electrification of our vehicle fleet with charging stations.



Inspiration
Inspiring internationally.

From the European Parliament to the OECD and EFRAG: BergHOFF shares its sustainability story on the highest stages to inspire SMEs worldwide.

From brand values to sustainable impact.



BRAND POSITIONING

The foundation of who we are

USP **UNIQUE** SELLING POINT

Belgian forward-thinking distributor of its own innovative kitchen & cookware.

VSP **VALUE** SELLING POINT

Let's build the sustainable kitchen world of tomorrow together.

ESP **EMOTIONAL** SELLING POINT

An inspiring and high-quality user experience.



ESG FRAMEWORK

Environmental · Social · Governance

E With respect for the planet, BergHOFF Belgium, as a distributor of sustainable branded & gift materials, strongly commits to climate neutrality.

S With respect for people, BergHOFF Belgium distributes cooking and kitchen products, enabling customers to build sustainability into their daily cooking and kitchen life.

G Through an ecologically, socially, and financially sound policy, BergHOFF Belgium builds relationships with valued partners and customers to create a sustainable kitchen and cooking world.

OUR PARTNERSHIPS

Stronger together for impact

- GO FOREST
- BACA
- VCDO
- SBTi
- THE SHIFT

Together with partners, we work on concrete ESG objectives and measurable impact.



Sustainability is in our DNA.

SUSTAINABILITY

IN EVERY STEP

At BergHOFF Belgium, we are working towards a sustainable future, not only by developing high-quality kitchen and cooking products, but by taking responsibility at every step of the chain.

Our goal? To inspire our customers to integrate sustainability into their daily lives through conscious choices in the kitchen.

TOGETHER FOR A SUSTAINABLE TOMORROW

SUSTAINABILITY

IN EVERY STEP

From design to usage, from packaging to recycling:
sustainability is embedded in every step of our products' life cycle.



FOR US, CIRCULAR ECONOMY MEANS THAT EVERY PRODUCT CAN HAVE MULTIPLE LIVES.
BY CONSCIOUSLY CHOOSING RE USABLE MATERIALS AND SMART DESIGN, WE CLOSE THE LOOP.

1. Design with focus on Sustainability

Every product is designed with sustainability as the starting point: timeless design, longevity, and reparability.

2. Sustainable Material Choices

We consciously choose recycled materials, PFAS-free coatings, and renewable raw materials.

3. Sustainable Packaging & Shipping

FSC-certified packaging, optimized logistics, and minimal CO_2 emissions in transport.

4. Sustainable Cooking

Our products help customers to cook more energy-efficiently and produce less waste.

5. End-of-Life Recycling

Products are designed to be fully recyclable at the end of their life cycle.

SUSTAINABILITY STARTS WITH DESIGN.

AWARDS AND RECOGNITION

OUR ORIGINAL COLLECTION DESIGNS HAVE EARNED US NUMEROUS AWARDS AND ACCOLADES.

Reddot Design Award (2016, 2017, 2018, 2021, 2022, 2023, 2024)
IF Design Award
Good Design Award
For more than 15 different products

SUSTAINABLE

OUR PRODUCTS ARE BUILT TO LAST A LIFETIME.

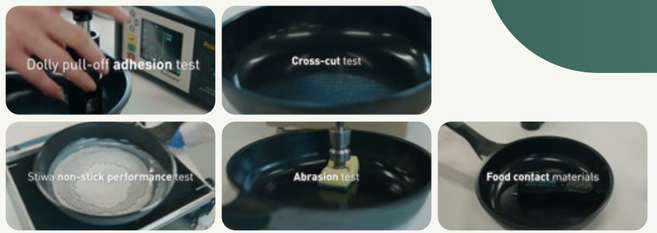
Our collections are designed with a focus on sustainability. From stainless steel materials to energy-efficient designs, every product is built for longevity. By selecting materials that withstand the test of time, we contribute to a greener future with less waste and a reduced environmental footprint.

EASE OF USE

DESIGNED FOR EVERY COOK.

Our cookware collections offer optimal ease of use, ranging from rapid heating times to even heat distribution. They are perfect for both the novice home cook and the experienced chef. Our products are crafted to make cooking simple and enjoyable, allowing you to enjoy every meal with peace of mind.

See our sustainability tests in action.





The Sustainable Path to BergHOFF 2030

The First Seeds

2004

Establishment of BergHOFF Belgium
a subsidiary of BergHOFF Worldwide in Heusden-Zolder

2008

Acquisition
Lease of office and warehouse facilities from BergHOFF Worldwide

2014

Relocation to Paal

2019

Participation in the Charter for Sustainable Entrepreneurship at the Limburg Chamber of Commerce

Launch of our 'On-the-Go' product line (developed in partnership with nutritionist Jolien Goodgut. This initiative aims to combat single-use plastics by offering durable lunchboxe), directly supporting our goal to reduce waste and promote a circular lifestyle

2020

Commissioning of a cardboard shredder to convert packaging waste into box filler

2021

Establishment of an Advisory Board

Establishing partnerships with educational institutions: Internships and dual learning programs

Carbon emissions established at 2,042 t CO_2e
(Measurement conducted by Carbon+Alt+Delete)
Scope 1: 35 t CO_2e
Scope 2: 5 t CO_2e
Scope 3: 2,002 t CO_2e

2022

- **Commissioning of an on-site cardboard shredder to convert packaging waste into protective box filler**
- **Initiation of a partnership with Frank Fol, United Nations Ambassador for Vegetables**
- **Our initial carbon footprint for 2021 was assessed by Carbon+Alt+Delete.**
- **Installation of 192 solar panels, providing a total capacity of 64.2 kWp**
- **Retrofitting of all facility lighting to LED technology**
- **Our inaugural sustainability strategy and reporting framework**
- **Carbon offsetting through our partnership with Go Forest**
- **Receipt of the UNITAR certificate from the United Nations**
- **Launch of our first collection of recycled cookware**
- **Phase-out of natural gas for heating purposes**

2023

- **Expansion of our warehousing capacity, leading to a reduction in transportation movements**
- **Refining our mission, vision, and strategic direction to prioritize sustainability**
- **Commencement of our participation in the VCDO program, aiming for SDG Champion status**
- **Production of educational video content promoting sustainable culinary practices**
- **Implementation of a new sustainable packaging strategy, prioritizing FSC-certified cardboard and minimizing plastic use**
- **Active membership in BACA and The Shift**
- **Assuming an ambassadorial role through our participation in the SME Bilbao initiative**
- **Collaborating with Odisee University of Applied Sciences on a sustainability-focused initiative**

2024

Independent verification of our carbon footprint by The Ecological Entrepreneur

Total CO_2 emissions in 2023 established at 2,441.01 t CO_2e
Scope 1: 11.29 t CO_2e
Scope 2: 0 t CO_2e
Scope 3: 2,429.72 t CO_2e

(note: Improved data collection and more accurate reporting of our supply chain emissions)

Integrating carbon footprint data into our ERP system to provide product-level emissions on invoices

App to inspire consumer behavior and collaboration with other brands Sursi

Circular shipping packaging RE-ZIP

Accelerating change

2025

(New CO_2 Metrics)

1,069.94 tonnes CO_2e in 2024
Scope 1: 21.12 t (2%)
Scope 2: 0 t (0%)
Scope 3: 1,048.82 t (98%)
Measurement by The Ecological Entrepreneur

- **First electric delivery van in our fleet**
- **SDG Champion 2025 — awarded by VCDO & VOKA**
- **Engraving as personalization — sustainable connection with the customer**

2026

Consolidation
- **Achieved the EcoVadis Silver Medal**
- **Monthly 'Forest Walks' with our team**
- **BergHOFF & Friends — professionalization of our networking event**

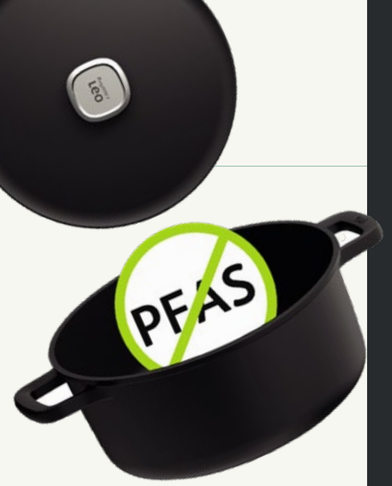
A sustainable future

BergHOFF 2030
Reducing CO_2 emissions by 55% by 2030

2030

Clear frameworks.

Sustainability requires direction. Without clear frameworks, ambition becomes non-committal and impact difficult to measure. That is why BergHOFF Belgium anchors its sustainability policy in internationally recognized frameworks and standards — not to satisfy a checklist, but to operate transparently, comparably, and with a future-oriented approach.



→ MEASURING IMPACT

Mapping our ecological and social impact in a structural and comparable way

→ MAINTAINING FOCUS

Focusing on what truly matters — from CO_2 reduction to fair workplaces

→ COMMUNICATING CLEARLY

Transparent reporting to customers, partners, banks, and employees

47,6%
CO_2-reduction
Scope 1, 2 & 3 since 2021

936
trees planted
Via Go Forest
163,80 tons of
CO_2 absorption

192
solar panels
64,200 Watt on our roof
in Heusden-Zolder

100%
PFAS-free
With CeraGreen coating

National & international frameworks.

BergHOFF Belgium works with internationally recognized frameworks that provide direction to our strategy, make our progress measurable, and provide external validation.

OUR SUSTAINABILITY PARTNERS

VOKA CHARTER

THE SHIFT

BACA

GO FOREST

ECOVADIS





NATIONAL & INTERNATIONAL FRAMEWORKS THAT PROVIDE DIRECTION.

SUSTAINABLE DEVELOPMENT GOALS

United Nations

BergHOFF Belgium actively contributes to several UN goals, with a clear focus on SDG 3 (good health — PFAS-free cooking), SDG 8 (decent work), SDG 12 (responsible consumption and production), and SDG 17 (partnerships). These SDGs form the substantive compass for our strategic choices.

SDG Champion via VCDO



ECOVADIS

ESG Benchmark & Rating

EcoVadis acts as an objective benchmark for our ESG policy. The assessment encourages continuous improvement and helps us compare our performance within our sector and value chain — from environment to ethics and sustainable procurement.

Rated - Top 15% worldwide

SCIENCE BASED TARGETS INITIATIVE

Science-based

Our climate ambitions are aligned with scientific insights. By aligning our targets with SBTi, we make it clear that our reduction targets are in line with the 1.5°C scenario: 55% CO_2 reduction by 2030, Net Zero by 2050.

Aligned — Near-term targets

VOKA SUSTAINABLE ENTREPRENEUR-SHIP CHARTER

UNITAR & SDG Champion

Through the VOKA program, we translated sustainability into concrete action plans with measurable results. Achieving the SDG Champion status confirms that our approach is structural, evidence-based, and externally validated — awarded with a UNITAR certificate from the United Nations.

SDG Champion — UNITAR certified



unitar
United Nations Institute for Training and Research
cifal Flanders
unitar
Flanders' Chamber of Commerce and Industry
SUSTAINABLE DEVELOPMENT GOALS

CERTIFICATE OF COMPLETION

BergHOFF Belgium

has successfully completed the second phase of the UNITAR | CIFAL Flanders PCA2030 Trajectory through the Voka Charter Sustainable Entrepreneurship (VCDO) and is therefore rewarded as

SDG CHAMPION 2025

issued on 23 October 2025, Brussels, Belgium - valid until 22 October 2028

Alex Mejía
HEAD, CIFAL GLOBAL NETWORK
DIRECTOR DIVISION FOR PEOPLE AND SOCIAL INCLUSION UNITAR

Peter Wollaert
UNITAR ASSOCIATED FELLOW
MANAGING DIRECTOR CIFAL FLANDERS

Rudy Provoost
PRESIDENT
VOKA

SUSTAINABILITY

INTERNATIONAL RECOGNITION

BergHOFF Belgium has achieved the **SDG Champion status**, the second level within the PCA2030 trajectory. This trajectory (2–3 years) confirms that sustainability is structurally anchored in our strategy and governance.

The Champion level builds on SDG Pioneer and focuses on six areas of work:
Learn – Organise – Formulate – Implement – Evaluate – Communicate

Specifically, we have:
- deepened our SDG strategy and aligned it with strong sustainability
- strengthened stakeholder analysis and dialogue
- integrated an updated action plan and code of ethics
- realized a transition-oriented pilot project
- embedded structural SDG reporting

Result:
UNITAR Certificate of Completion, valid for three years.

TRANSITION DEMANDS STRUCTURE STRUCTURE CREATES IMPACT

EXTERNAL VALIDATION

EcoVadis assesses more than 100,000 companies worldwide on their ESG performance.

BergHOFF Belgium ranks in the top 15% globally within its assessment category.

An independent confirmation that our sustainability strategy is structural, measurable, and internationally comparable.



TRANSPARENCY
THAT IS MEASURABLE

RECOGNIZED FRAMEWORKS

B2 | ALIGNED WITH EFRAG VSME

The VSME standard: our bridge to CSRD.

Although BergHOFF Belgium is not subject to CSRD requirements, we report voluntarily in line with the EFRAG VSME Sustainability Reporting Standard—the European standard for SMEs that want to report transparently and future-proof.

From voluntary reporting to value chain data

HOW OUR VSME DATA FLOWS INTO THE CSRD ECOSYSTEM

BERGHOFF BELGIUM — VSME → COMPATIBLE ESG DATA → CSRD-SUBJECT CLIENTS & BANKS



Focus through materiality

Sustainability means making choices. Not everything carries the same impact, nor the same relevance for our stakeholders. Focus through materiality, anchored in governance.

Our approach

BergHOFF Belgium periodically conducts a materiality assessment to focus on what truly matters. Stakeholders—customers, employees, suppliers, banks, and partners—are actively involved in this process.

Our methodology combines impact analysis (inside-out) with financial materiality (outside-in), in line with the principle of double materiality that is central to the CSRD and VSME standards.

The result: a clear focus on themes where our impact is greatest, our influence is real, and our stakeholders have expectations. This focus guides our strategic choices and KPIs towards 2030.

MATERIAL THEMES — PRIORITY

Climate & CO_2 reduction	HIGH
Product impact & circularity	HIGH
Ethical & transparent business practices	HIGH
Employee well-being & safety	HIGH
Supply chain responsibility	HIGH
Data & privacy	MEDIUM
Biodiversity & nature restoration	MEDIUM

Based on impact analysis (inside-out) and financial relevance (outside-in). Input from customers, employees, suppliers, banks, and partners.

B2 | MATERIALITY ANALYSIS

Materiality as a compass.

Through our materiality analysis, we determine which themes are most material for BergHOFF Belgium.

We combine:
- stakeholder interests (outside-in)
- impact on the environment and society (inside-out)

This is how we focus on what truly matters.

→ DETERMINING IMPACT

Over 100 stakeholders evaluated 22 ESG themes. This input was combined with an internal impact analysis.

→ SETTING PRIORITIES

The themes with the highest relevance and impact form our strategic focus.

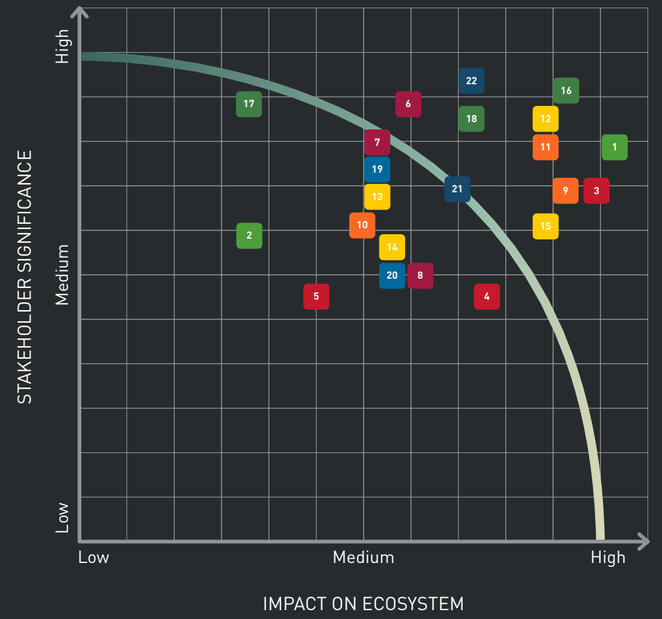
→ STEERING & REPORTING

The analysis translates into concrete KPIs, actions, and transparent reporting.

X-axis = Stakeholder interests

Y-axis = Impact on environment (ecological, social, economic)

SDG 3 | SDG 4 | SDG 8 | SDG 9 | SDG 12 | SDG 13 | SDG 16 | SDG 17



The materiality analysis was supported by a stakeholder survey conducted in collaboration with Hasselt University (Faculty of Business Economics).

ENVIRONMENT

Our climate impact extends beyond our own buildings. Therefore, BergHOFF Belgium measures the entire value chain — from production to delivery — and focuses on reduction, circular design, and nature restoration.



CLIMATE & CIRCULARITY

International & external frameworks

The biggest environmental impact of BergHOFF Belgium is not located within our own walls, but in our value chain. That is precisely why we choose maximum transparency and measurability.

WHY

MEASURING TO IMPROVE

Materials, production, transport, and usage — the value chain determines our climate impact. Without data, there is no direction. That is why we measure down to the product and invoice level.

WHAT WE DO

REDUCTION, NOT JUST OFFSETTING

Our climate strategy is rooted in reduction. Offsetting through certified projects is a temporary step — not a free pass. Reduction targets are aligned with the SBTi 1.5°C scenario.

IMPACT FOR CUSTOMERS

TRANSPARENCY AS A LEVER

CO_2-data per product and invoice enables customers to make conscious choices and supports their own CSRD reporting.

In 2024, we conducted another comprehensive CO_2 assessment according to the GHG Protocol, covering Scopes 1, 2, and 3. This measurement serves as the foundation for targeted reduction actions and strategic decisions.

Our reduction targets are aligned with SBTi principles and are periodically evaluated. The 1.5°C pathway is our compass: 55% reduction by 2030, Net Zero by 2050.

In addition to CO_2 reduction, we focus strongly on circularity: recycled materials, PFAS-free coatings, FSC-certified packaging, and design with a focus on longevity and recyclability.

Below: full data per VSME module (B3–B7)

VSME ENVIRONMENT MAPPING

- E1 Climate change
- E2 Energy consumption
- E3 Emissions
- E4 Circular Economy
- E5 Waste & materials

Four pillars of our CO_2 reduction

We have identified four key pillars to reduce our CO_2 emissions and contribute to a more sustainable future. These strategic initiatives focus on every step of our process—from design to compensation—to make a substantial impact.

Sustainable product design and materials

Recycled aluminium, PFAS-free ceramic coatings, and modular design for maximum longevity.

As of 2023, we use exclusively FSC-certified cardboard for our packaging and offer a 10-year warranty on our core products.

Green energy and energy efficiency

192 solar panels, 100% green electricity, LED lighting, and electric charging infrastructure.

Result: our Scope 2 emissions dropped from 40 tonnes (2021) to 0 tonnes—fully eliminated thanks to 100% green electricity and our own solar panels.

Reducing direct emissions

Fleet renewal, more efficient logistics, and reduction of operational emissions.

Our direct emissions (Scope 1+2) decreased from 40 tonnes (2021) to 21.12 tonnes (2024). Scope 2 was fully eliminated thanks to green electricity.

Target: 55% reduction in total CO_2 emissions by 2030, and Net Zero by 2050.

CO_2 compensation and nature restoration

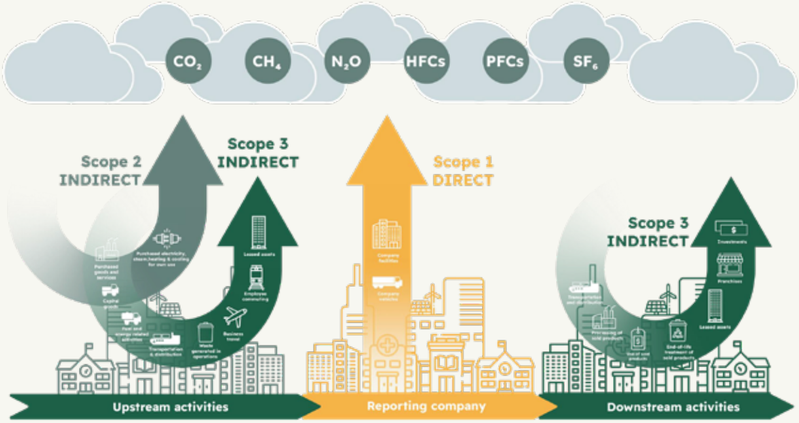
Collaboration with Go Forest for reforestation, a wildflower meadow, and a beehive on our own premises.

We have been partnering with Go Forest since 2022. To date, we have planted 936 trees, representing an expected sequestration of 163.80 metric tons of CO_2.

Striving for a minimal ecological footprint through CO_2 offsetting and sustainable supply chain collaboration.

CARBON FOOTPRINT EXPLAINED

At BergHOFF Belgium, we take sustainability seriously. We have mapped out our CO_2 emissions in order to take concrete steps towards a more sustainable future. In recent years, we have accurately measured our emissions and achieved significant improvements. Below is an overview of how our carbon footprint has developed between 2021 and 2024.



Copyright The Ecological Entrepreneur 2024

GREENHOUSE GAS PROTOCOL

What is the carbon footprint?

The carbon footprint is the total amount of carbon dioxide (CO_2) emitted by our activities, including the production, distribution, and use of our products. To accurately measure the impact, we have divided our emissions into three distinct

Scopes

→ **Scope 1:**
Direct emissions from sources that we own or control. This includes, for example, the emissions from our company vehicles.

→ **Scope 2:**
Indirect emissions from the electricity we purchase to power our activities.

→ **Scope 3:**
All other indirect emissions generated by our activities, such as emissions from purchased goods, product transport, and end-of-life treatment.

1 TON CO_2 E =

One tonne of CO_2 put into perspective, to make the impact of our reductions tangible.



8 months of electricity consumption (non-renewable) for an average household



Driving **6,000 km in a diesel car**



Melting approximately 3 m³ of polar ice



50 trees growing for one year



The consumption of **300 kg of standard office paper**



1,961 vegetarian meals

COPYRIGHT THE ECOLOGICAL ENTREPRENEUR 2024

Our Carbon Footprint: from 2021 to 2024

Measured in accordance with the GHG Protocol by Carbon+Alt+Delete (2021) and The Ecological Entrepreneur (2024). All values in tonnes of CO_2 equivalent.

2021

Scope 1 — Direct emissions	35 tonnes
Scope 2 — Electricity	5 tonnes
Scope 3 upstream	1.815 tonnes
Scope 3 downstream	187 tonnes
Total	**2,042 tonnes CO_2e**

39,7% S1 ↓ 100% S2 ↓ 47,6% S3

→

2024

Scope 1 — Direct emissions	21,12 tonnes
Scope 2 — Electricity	0 tonnes ✓
Scope 3 upstream	751,89 tonnes
Scope 3 downstream	296,93 tonnes
Total	**1,069.94 tonnes CO_2e**

Protection and sustainable use of natural resources

192 SOLAR PANELS

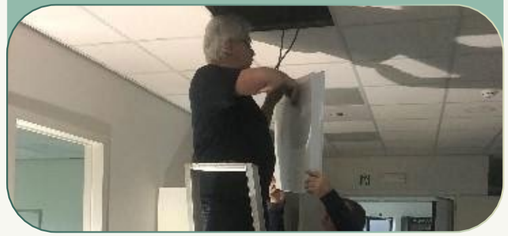
64,200 Watts of capacity on our roof in Paal-Beringen. Scope 2 = 0 tonnes CO_2e.



INSTALLATION OF SOLAR PANELS

100% LED LIGHTING

Replaced all office and warehouse lighting. Up to 90% less energy consumption than incandescent bulbs.



INSTALLATION OF LED LIGHTING

FLEET GREENING

Electrification of company cars + charging station. Scope 1 decreased from 35 to **21.12** tonnes CO_2e (**-39.7%**).



INSTALLATION OF CHARGING STATION

BergHOFF Belgium generates its own energy by installing solar panels, thereby reducing energy costs and shrinking our carbon footprint.

In time, the vehicle fleet will become fully electric, which is why a charging station has already been installed that can also be used by our guests. All lighting has been replaced with LED lighting.

Research shows that professional LED lighting ensures a more pleasant and healthier working environment in every workplace: there is less heat generation, no distracting shadows or flickering, screen use in the office is more comfortable, there is a daylight experience, and it leads to fewer headaches, reduced fatigue, and better concentration.

LED lighting consumes up to 90% less energy than incandescent bulbs and 50% less than energy-saving bulbs or fluorescent tubes. This results in significant cost savings. The use of LED lighting leads to a direct reduction in CO_2 emissions.

ROADMAP

FROM FOSSIL FUEL TO FULLY ELECTRIC BY 2030

STARTING POINT

2021

Carbon+Alt+Delete measurement

35 t

CO_2e Scope 1

CURRENT

TRANSITION

2024

Ecological Entrepreneur measurement

21,12 t

CO_2e Scope 1

↓39.7% reduction
t.o.v. 2021

TARGET

2030

Net Zero Scope 1

0 t

CO_2e Scope 1

100% electric



Pollution, Biodiversity & Water

From PFAS-free cooking to bee colonies — our environmental impact goes beyond CO_2 alone.

100% PFAS-FREE COOKWARE

While the EU is working through ECHA on a broad PFAS restriction — with final regulations expected in 2027–2028 — BergHOFF Belgium is already PFAS-free. Our CeraGreen coating contains no PFAS, no PTFE, and no Substances of Very High Concern (SVHC). We did not wait for legislation to do the right thing.





TREES PLANTED VIA GO FOREST

936 trees planted using diversified tree species, adapted to local conditions. Expected absorption of 163.80 tonnes of CO_2 over their lifespan. Local forestry projects in Belgium, monitored and validated via the Guarantree Label (verified by Vinçotte/KIWA).

GOFOREST
936
trees planted

GOFOREST
163.80
tonnes of CO_2 absorbed over their lifespan

Follow live impact



Diversified tree species, adapted to local conditions.



One tree in Belgium = 5.50 euros (Go Forest).



Each project traceable and validated via the Guarantree Label (Vinçotte/KIWA). Trackable via the Go Forest impact platform.



FLOWER MEADOW & BEE COLONY

On the premises of BergHOFF Belgium in Paal-Beringen: a wild flower meadow and beehives with around 20,000 bees that contribute to local biodiversity and pollination. Maintenance in collaboration with social enterprise Talea — combining inclusive employment and nature restoration.









WATER CONSUMPTION

As a distributor (non-manufacturer), the direct water consumption of BergHOFF Belgium is limited to office and sanitary use. There are no production processes with significant water consumption at our location. Water data from our production chain is currently being mapped out in collaboration with BergHOFF Worldwide. **Through our product range, such as reusable water bottles, we also encourage conscious water use among consumers.**





MADE WITH RECYCLED MATERIALS

From recycled aluminum and stainless steel to plastic-free packaging — circularity is interwoven into every product line.

ECO-CHIC COLLECTIONS

We are already well on our way, using RECYCLED materials that can be used again and again and again.



What are recycled products?
Our recycled plastic products contain at least 20% recycled content. For metal products, such as stainless steel and aluminum, that percentage is even higher – at least 90% recycled material.

What about quality?
Recycled materials offer the same quality and safety as virgin materials, in accordance with European standards.

Is recycled sustainable?
Recycling uses up to 95% less energy compared to the production of virgin materials. For plastic, recycling means a significant reduction in waste, the use of fossil resources, and a decrease in CO_2 emissions of up to 85%.

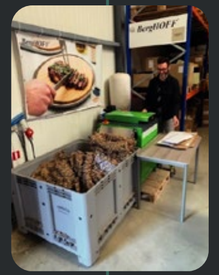
Are there cost benefits?
Although recycled materials are slightly more expensive, the cost differences are disappearing due to more efficient recycling processes.

In the press:
Our commitment to sustainable cooking and innovation does not go unnoticed.


Berghoff Belgium komt met duurzaam keukengerief

Op naar duurzame gastronomie: Berghoff Belgium komt met collectie duurzaam keukengerief

EXTERNAL VALIDATION





BOXES MADE OF **70%** RECYCLED MATERIAL



PACKAGING & SHIPPING

Airtape with 30% less waste during recycling

Bubble wrap, consisting of 50% recycled material

Applying sustainability to process optimization: shredders for cardboard padding & packing slips made from recyclable paper

REDUCING WASTE

Sorting waste takes little effort, but has a major impact on the environment.

We sort waste (plastic, paper & residual waste), used batteries, and ink cartridges.

By consistently sorting, the impact of waste is limited to just 1.75 tCO_2e, or ~0.2% of our total emissions (2024 CO_2 measurement).





As you can see, we are always striving to operate more sustainably. We keep returns to a minimum and outsource product transportation. Additionally, an extra in-house warehouse leads to fewer movements.

Emissions from customer transport amount to 65.66 tCO_2e, or 6% of our total CO_2 emissions (2024 CO_2 measurement).

Sustainably packaged, of course.

Our packaging strategy has been implemented at all levels: master cartons, inner boxes, product packaging, and internal packaging.











FIBER-BASED PRODUCT PACKAGING

All of our new product packaging is fiber-based, FSC-certified, and 100% recyclable. It can easily be recycled with regular paper waste.

Achieved Since 2022

REPLACING PLASTIC WITH FIBER-BASED ALTERNATIVES

Polybags and plastic bubble wrap have been replaced by tissue paper and fiber-based alternatives.
We use matte varnish instead of plastic lamination

Achieved Since 2022

MINERAL OIL-FREE INK

Since 2023, we have exclusively used mineral oil-free ink for all of our product packaging.

Achieved Since 2023

FURTHER OPTIMIZATION OF PACKAGING VOLUME

We continue to work on further reducing the total amount of packaging material per product, without compromising on protection.

Ongoing

RE-ZIP in numbers

- Up to 10 reuse cycles per packaging
- Up to 80% CO_2 savings from 5 cycles onwards
- 89% less water consumption
- 93% less wood consumption
- Over 70% reduction in packaging waste
- Cardboard is made from wood from sustainably managed forests (FSC)





RE-ZIP CIRCULAR PACKAGING

In collaboration with Rajapack: reusable e-commerce packaging. Customers return them via drop-off points and receive a voucher. Impact per reuse: 80% less CO_2, 89% less water consumption, 93% less wood consumption, 70%+ reduction in packaging waste.



HOW IT WORKS — SIMPLE FOR THE CUSTOMER ↓


1 Order online & choose RE-ZIP for free (for selected products)


2 Receive your order in a RE-ZIP box


3 Fold the box and cross out your address


4 Find a drop-off point near you


5 Scan the QR code at the drop-off point & return for free



6 Receive a 15% discount code in your RE-ZIP app











ON THE GO & REUSABLE PRODUCTS

Sustainability is not just about materials, but also about behavior. Our reusable water bottles replace up to 3,000 disposable bottles per year per user. Lunchboxes, cooking pots, and drink cups make it easy to avoid single-use plastics — at home, at school, and on the go. One choice, every single day.



SAVE UPTO **3000** SINGLE-USE /YEAR



MORE MEANING. LONGER LIFESPAN.

Personalization strengthens sustainable value

In our strategy towards 2030, we integrate personalization as part of circular value creation. Not every sustainable product is automatically used long-term — but a product with personal meaning is.





SOCIAL

BergHOFF Belgium invests in an inclusive workplace, employee well-being, and sustainable customer inspiration.





UNITY
in Diversity
Multicultural team

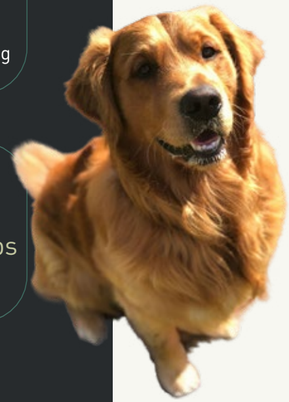
WELL-BEING
Work-life balance
Flexible working

EHBO
Prevention policy
Physical & mental well-being

DUAL
Learning & internships
Collaboration with schools

With respect for people

At BergHOFF Belgium, we are more than colleagues — we are partners in a shared mission. A close-knit group of people with a shared passion for quality, sustainability, and innovation.



Office dog

Diversity is our strength. The most beautiful ideas emerge when different perspectives come together.









DE STRAFSTE ONDERNEEMSTER

“Ik sta niet boven mijn team, maar ertussen”

Hilde Rutten, de oprichtster en CEO van Berghoff Belgium in Beringen, heeft al wat prijzen en awards in haar spreekwoordelijke zak staan. Maar toch is ze weer verrast door deze nominatie als straffste ondernemmster. Ze wordt dit keer mee op de rooster gelegd door de Wellense burgemeester Els Robeyns.









Growing together, enjoying together

Welcome to the BergHOFF family! We are a close-knit group of colleagues, but it actually feels like family. We work together on our mission to improve your kitchen experience time and time again. For us, it's not just about products, but about creating moments.

Our colleagues come from all corners and each have their own story. This gives us a fresh perspective and creates a colorful work environment where everyone feels at home. What unites us is a shared love for well-designed products and the drive to make a positive impact.

Our work culture? Serious when necessary, relaxed when possible. We love working hard and enjoy celebrating our successes, big or small. Whether it's launching a new product or organizing a fun lunch — for us, work goes hand in hand with fun.



PEOPLE AT THE HEART OF EVERYTHING WE DO



B8 | WORKFORCE CHARACTERISTICS

Team & diversity

A close-knit team with colleagues from diverse backgrounds — each with their own story, culture, and talent. From design to logistics, from marketing to customer service: everyone plays a crucial role in the BergHOFF story. Permanent and temporary contracts provide a dynamic mix.



B9 | HEALTH & SAFETY

Well-being & safety

Investing in employees through first-aid training, prevention policies, and attention to both physical and mental health. LED lighting to reduce headaches and improve concentration. Bicycle leasing plan via Cyclis. Sports team activities such as padel and spontaneous outings that boost team spirit.



B10 | TRAINING & DEVELOPMENT

Training & development

Structural collaborations with educational institutions: internships and dual learning offer young talents real workplace experience. Blikopener project with Odisee University of Applied Sciences focusing on sustainability. Continuous internal knowledge building regarding ESG, VSME reporting, and the circular economy.

Sustainable partnerships

We collaborate with chefs, social enterprises, and community partners who share our vision. Through inspiring content, local initiatives, and concrete projects, we maximize both our ecological and social impact. Together, we are building a sustainable cooking and kitchen world.





Chefs as ambassadors of sustainable cooking

Together with leading chefs, we bring sustainability right to the plate. Their expertise translates into seasonal recipes, practical cooking tips, and inspiring content that now supports more than 10,000+ families in healthier and more energy-efficient cooking.



Jolien Goodgut — Healthy lunchboxes

Health expert and orthomolecular therapist who inspires parents with nutritious meals for children. Creative lunchbox tips via social media — without adding to the plastic waste mountain. Building healthy habits together from an early age.



Talea — Social economy

Green space maintenance by people with a distance to the labor market. On the grounds of BergHOFF Belgium in Paal-Beringen: a wild flower meadow and beehives that contribute to local biodiversity. Inclusive employment and nature restoration, hand in hand.



Charities & community

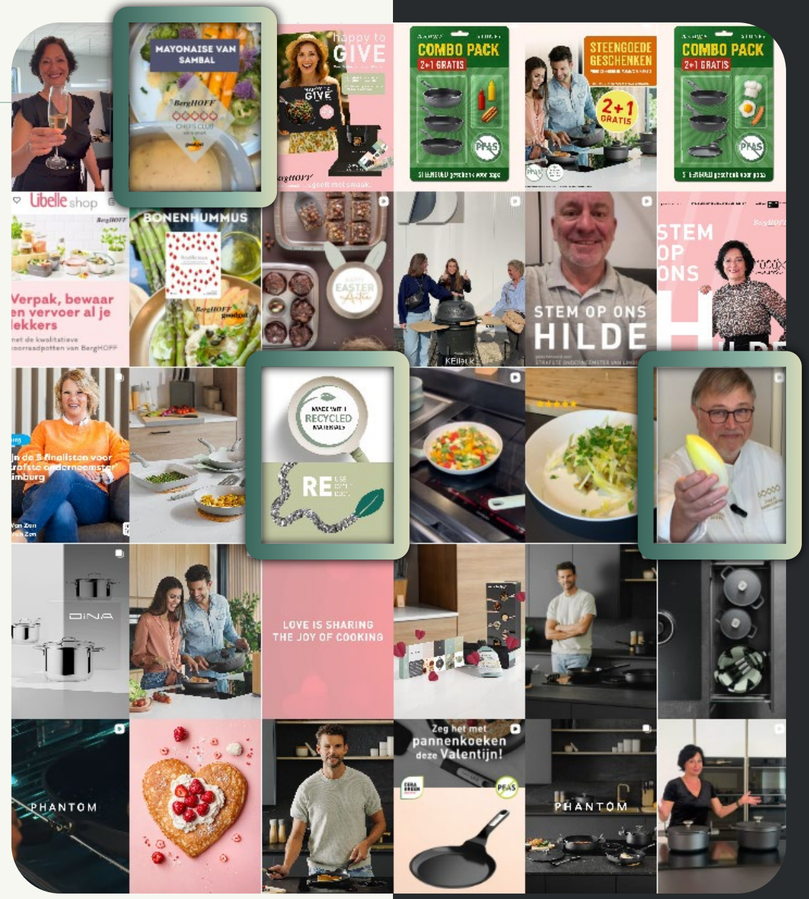
BergHOFF Belgium actively supports local and international communities. Kebene Children's Home, De Warmste Week, MS Liga Vlaanderen, and Saint Vincent de Paul — independent, structural support where it makes the greatest difference.

How we inspire families to practice energy-efficient cooking

We want to raise climate and planetary awareness not only within our company, but also among our end consumers. Through our webshop, social media, and partnerships, we reach a wide audience.

Anyone who discovers an ECO product on berghoff-belgium.be immediately receives sustainable cooking tips to go with it. This way, sustainability is already baked into the shopping experience.





10,000
families

~45,000
TCO_2E PER YEAR
cook annually using **our kitchen tools** with sustainable food products

~1,000
TCO_2E PER YEAR
annual **energy savings** through our cookware

Use-of-product (EAB): emissions resulting from energy consumption during cooking, e.g., an electric stove. Not considered part of BergHOFF's carbon footprint

GOVERNANCE

Sustainability means making choices. Not everything has the same impact, nor the same relevance to our stakeholders. That is why BergHOFF Belgium periodically conducts a materiality analysis involving both internal and external stakeholders.







Responsible Business

Responsible business practices require clear agreements, transparency, and consistent behavior. For BergHOFF Belgium, governance is the foundation upon which trust with customers, employees, and partners is built.

BergHOFF Belgium received no convictions or fines for corruption or bribery during the reporting period.



G1

TRUST AS A FOUNDATION

Responsible business practices require clear agreements, transparency, and consistent behavior. For BergHOFF Belgium, governance is the foundation upon which trust with customers, employees, and partners is built.

- TRANSPARENCY
- INTEGRITY
- COMPLIANCE

G1

ETHICAL BUSINESS PRACTICES

Our Code of Conduct forms the organization's moral compass. It describes the values and rules of conduct we expect from everyone who works for or with BergHOFF Belgium. Integrity, respect, honesty, and compliance with legislation are central to this. These principles apply not only internally, but also toward suppliers and partners in our value chain.

- CODE OF CONDUCT
- SUPPLIER DIALOGUE
- VALUE CHAIN

G1

RESPONSIBILITY IN THE CHAIN

Our impact extends beyond our own organization. Therefore, we expect suppliers and partners to endorse our values regarding human rights, working conditions, the environment, and ethics. Through dialogue, selection criteria, and monitoring, we build a resilient and responsible value chain. This is essential within both EcoVadis and VSME G1 (Business Conduct).

- HUMAN RIGHTS
- WORKING CONDITIONS
- ENVIRONMENT
- ETHICS

G2

RISK & DATA MANAGEMENT

In a digital context, careful handling of data is crucial. BergHOFF Belgium maintains a structured approach to data protection.

- RECORD OF PROCESSING ACTIVITIES
- DATA BREACH PROCEDURES
- PERIODIC AUDITS

This approach strengthens trust and reduces risks, in line with VSME G2 (Risk Management & Controls).

G3

TRANSPARENCY & REPORTING

Communicating transparently about what is going well and where improvement is needed is a conscious choice. We report clearly on our performance, use recognized standards, and have our policies assessed by external parties. In doing so, we build trust, strengthen our governance, and lay a solid foundation for sustainable growth — fully in line with VSME G3 (Transparency & Disclosure).

- ECOVADIS SILVER
- VCDO SDG CHAMPION
- ESG DISTRICT (DE TIJD)
- VSME FRAMEWORK

DOMINIQUE ROUX
PIET PAUWELS
KOEN VAN LISHOUT

We have established an Advisory Board that helps us map out the right course for the future. External expertise strengthens our strategic choices and ensures independent review.

STRATEGIC DIRECTION

Advising on long-term vision, sustainability strategy, and market positioning.

INDEPENDENT REVIEW

External perspective on governance, compliance, and reporting quality

NETWORK & EXPERTISE

Access to knowledge and networks in sustainability, ESG reporting, and regulations.

Recognitions on the road to sustainability.








2020



- Accreditation Certificate



- VOKA Charter for Sustainable Business

2021



- Accreditation Certificate



- Green Plume Award for Flower Meadow Planting



- VOKA Charter for Sustainable Business

2022



- Accreditation Certificate



- VOKA Charter for Sustainable Business



- Certificate of Completion

2023



- Accreditation Certificate

2024



- Accreditation Certificate



- Legal Entity Identifier Certificate



- VOKA Charter for Sustainable Business

2025



- Accreditation Certificate



- Publication ESG District (De Tijd)



- Certificate of Completion



- VOKA Charter for Sustainable Business

2026



- Accreditation Certificate



- EcoVadis Silver Rating - Top 15% worldwide



STRATEGY & ROADMAP

From 2026 to 2030

From measuring to managing. Our strategy translates ambition into concrete priorities, ownership, and measurable progress.

OUR STRATEGIC PILLARS

1	**CLIMATE & CARBON TRANSPARENCY**	Structurally reducing climate impact and maximizing transparency.
2	**CIRCULAR PRODUCTS & MATERIALS**	Maximum focus on lifespan, circularity, and material impact.
3	**PEOPLE, SAFETY & ENGAGEMENT**	A safe, stimulating work environment where employees actively contribute to sustainability.
4	**RESPONSIBLE GOVERNANCE & DATA INTEGRITY**	Embedding responsible business practices into policy, processes, and decision-making.
5	**CUSTOMER & PARTNER ACTIVATION**	Actively involving customers and partners in making sustainable choices.

E1 • E2 • E3

01

CLIMATE & CARBON TRANSPARENCY

Structurally reducing climate impact — both internally and towards customers

KEY ACTIONS

- Periodic updates of CO_2 measurements in accordance with the GHG Protocol,
- integration of CO_2 data into ERP, quoting, and invoicing processes,
- collaboration with suppliers on emission reduction,
- transparent compensation where reduction is not yet possible today.

KPI'S & TARGETS

- –55% scope 1 & 2 by 2030
- –2.5% annual reduction in scope 3
- ≥50% of products with validated CO_2 data by 2027
- ≥70% of scope 3 under a reduction program by 2026
- Net Zero 2050

E4 • E5

02

CIRCULAR PRODUCTS & MATERIALS

Maximum lifespan, circularity, and material impact

KEY ACTIONS

- evaluation and optimization of material choices per product line,
- expansion of FSC and fiber-based packaging,
- testing return programs in collaboration with partners,
- knowledge sharing on circular use and maintenance of products.

KPI'S & TARGETS

- >60% of the assortment contains recycled materials by 2027 (measured at SKU level; minimum 20% recycled content for plastics, >90% for metal where technically feasible)
- 100% FSC or sustainably certified fiber packaging by 2026 (excl. safety packaging where legally required; measured by packaging volume)
- Minimum of 1 circular pilot per year from 2025 onwards

S1 • S3

03

PEOPLE, SAFETY & ENGAGEMENT

Safe, stimulating work environment where employees actively contribute to sustainability

KEY ACTIONS

- annual renewal of first aid and safety training,
- internal communication and training on sustainability,
- development of a Sustainability Champions network,
- further promotion of sustainable mobility.

KPI'S & TARGETS

- Minimum of 1 person present with up-to-date safety training by 2026
- ⩾2 internal sustainability initiatives per year
- ⩾90% employee satisfaction by 2027

G1 • G3

04

RESPONSIBLE GOVERNANCE & DATA INTEGRITY

Embedding corporate social responsibility into policies, processes, and decision-making.

KEY ACTIONS

- periodic updates of the Code of Conduct and policy documents,
- monitoring and maintenance of GDPR and data registers,
- integration of sustainability criteria into supplier relationships,
- internal and external audits where relevant.

KPI'S & TARGETS

- 100% of employees informed annually about the Code of Conduct from 2025 onwards (including confirmation via signed statement or digital acknowledgement)
- 0 material governance or compliance incidents per year (incidents are recorded, investigated, and reported to management; annual evaluation)
- ⩾80% of strategic suppliers sign sustainability criteria by 2026 (including compliance regarding human rights, environmental impact, and business ethics)

05

CUSTOMER & PARTNER ACTIVATION

Actively engaging customers in sustainable choices

KEY ACTIONS

- further rollout of CO_2-information per product and invoice,
- clear communication regarding compensation options,
- joint sustainability initiatives with customers,
- integrating sustainability into sales and marketing narratives.

KPI'S & TARGETS

- >20% of B2B customers actively choose a sustainable option by 2027 (e.g., recycled collection, CO_2 offsetting, FSC packaging, RE-ZIP, or PFAS-free lines; measured by order volume)
- Minimum of 2 joint sustainability projects per year from 2025 onwards (e.g., loyalty campaigns with sustainable collections, circularity initiatives with retailers, CO_2 reporting for incentive projects)
- >85% customer satisfaction regarding transparency & sustainability by 2027 (measured via annual B2B and online customer surveys; focusing on CO_2 information, material origin, and certification)

MONITORING, EVALUATION, AND ADJUSTMENT

Moving forward together

Our strategy is not a static plan. Every year, we evaluate our progress based on KPIs, stakeholder feedback, and external developments. Where necessary, we adjust our course while maintaining our focus and ambition.

With this strategy, BergHOFF Belgium resolutely chooses a future where sustainability and entrepreneurship reinforce each other. Not through promises, but through consistent action, transparency, and collaboration.

This is our roadmap to 2030.

And we invite customers, employees, and partners to walk this path together with us.



2030

CUSTOMER & PARTNER ENGAGEMENT

SUSTAINABILITY AS A SHARED RESPONSIBILITY

Driving impact beyond our own organization — together with customers, retailers, and partners.

The impact of BergHOFF Belgium does not stop at our own organization. That is why we do not only organize sustainability internally, but also share it, explain it, and actively activate it. Real progress happens when companies collaborate and support customers in making conscious choices.

CO_2 PER PRODUCT & INVOICE

CO_2 impact per product, order, and invoice. Customers integrate data into their own CSRD reporting.

REDUCTION & COMPENSATION

Certified offsetting: traceable, officially certified. Never a substitute for reduction.

COMMERCIAL VALUE ADD

ESG information, documentation, credible narrative. EcoVadis support.

CO-CREATION WITH PARTNERS

Circular solutions, awareness, alignment of criteria. Scalable impact together.



DISPLAY



RESURRECT CERTIFICATE



ECO BOX



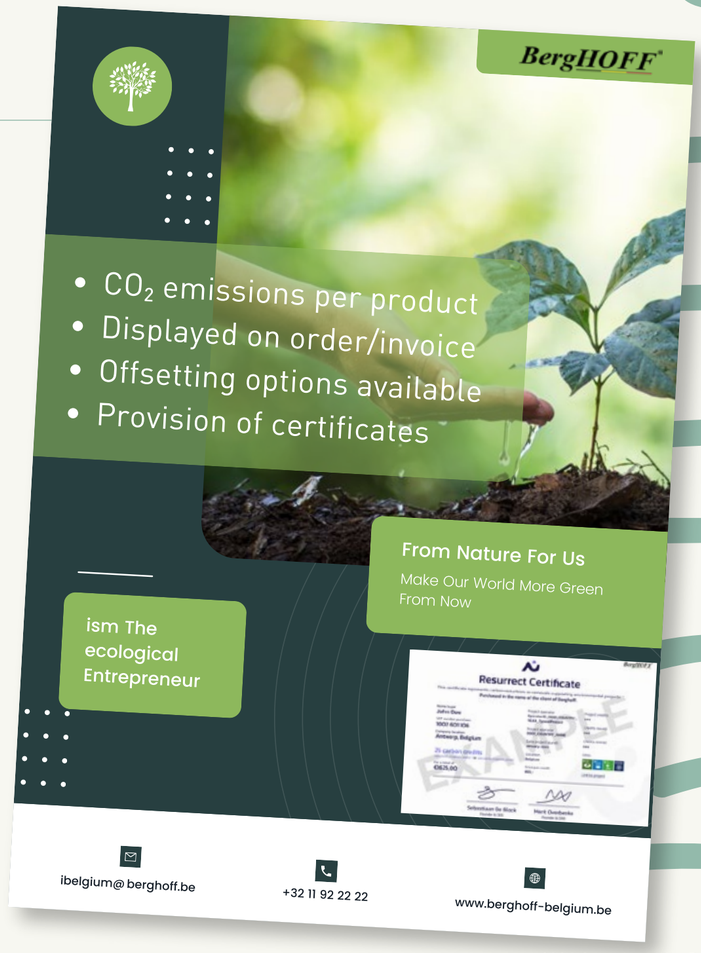
Transparency as a Catalyst

The most powerful instrument for changing behavior is transparency. By making impact visible, sustainability becomes tangible and open to discussion.

CO_2 information per product and per invoice
BergHOFF Belgium does not only communicate CO_2 impact at an organizational level, but also per product, per order, and per invoice. This enables customers to:

- make conscious product choices,
- better understand their own Scope 3 emissions,
- integrate sustainability data into their CSRD reporting.

From insight to choice: offsetting
Where reduction is not yet fully possible today, customers can choose certified carbon offsetting — fully traceable and backed by official certificates. For us, offsetting is never a substitute for reduction, but a transparent complement.



Added Value & Co-creation

Sustainability is an integral part of our value proposition. Our approach offers customers:

- Reliable ESG information and consistent documentation.
- A credible story for their own stakeholders.

Concrete support during audits and EcoVadis assessments.

Co-creation with partners

Through dialogue, pilots, and joint initiatives, we build scalable solutions together:

- Collaboration on circular product and packaging solutions.
- Joint actions for awareness and behavioral change.

Alignment of sustainability criteria within the supply chain.





COMMUNITY &

THOUGHT LEADERSHIP

At BergHOFF Belgium, sustainability does not stop with internal processes or product development. We actively participate in the broader conversation around ESG, the circular economy, and responsible entrepreneurship within our sector.

Through initiatives like **BergHOFF & Friends** — which originated during the pandemic and has grown into a powerful networking concept — we bring customers, partners, and experts together. Based on the principle that 'one person's prospect is another's customer,' we stimulate synergy, cross-pollination, and sustainable partnerships. Dialogue and knowledge sharing form the foundation for scalable impact across the supply chain.

In addition, our CEO represents BergHOFF Belgium in panels, podcasts, and industry initiatives focused on sustainable business practices. By actively contributing to public discussions, we not only strengthen our own expertise but also contribute to the further professionalization of ESG within our market.

This is how we work together towards a future where sustainability is not the exception, but the standard.



Panel Discussion Leading Ladies Connect – Beyond Growth
ITZU Talent Recruitment



SME Assembly 2023
Exchanging ideas on sustainable BILBAO

TOGETHER WE ACCELERATE IMPACT

Together towards 2030

Sustainability requires clear and honest communication. We consciously choose accessible language, concrete examples, and visual support for data. Transparency also means having the courage to show where we still have steps to take.

In addition to commercial relationships, we also engage in broader social initiatives. Through collaborations with social and sustainable projects, we connect business activity with positive impact.

- → Even greater transparency in the product chain and reporting.
- → Closer collaboration with customers on shared objectives.
- → Further integration of sustainability into commercial and strategic choices.

We do not see our customers and partners as an end point, but as allies in a shared ambition: doing business with respect for people, the environment, and the future.

— BERGHOFF BELGIUM — CUSTOMER & PARTNER ENGAGEMENT

ALIGNMENT WITH THE VSME STANDARD

VSME Disclosure Index

Full cross-referencing between VSME data points and report locations. Built for auditors, banks, and CSRD clients.

BASIC MODULE - DATA POINTS

B1–B11 **BASIC MODULE**
Company info, policies & strategy

E1–E5 **ENVIRONMENTAL**
Energy, pollution, biodiversity, water, resources

G1–G3 **GOVERNANCE**
Workforce, health, training, business ethics

E1–E5 **ENVIRONMENTAL**

S1–S3 **SOCIAL**

G1–G3 **GOVERNANCE**

VSME	THEME	REFERENCE	SUBSTANTIATION
BASIC MODULE — GENERAL			
B1	Basis for reporting	p. 6–12	Activities, markets, value creation
B2	Policies & initiatives	p. 13–25	DNA, frameworks, materiality, roadmap
ENVIRONMENT — DATA POINTS (B3–B7) & POLICIES, ACTIONS, TARGETS (E1–E5)			
B3	Energy consumption & greenhouse gas emissions	p. 27–33	carbon footprint 2021–2024, Scope 1+2+3
E1	Climate change – policies, actions, targets	p. 27–33, 58	Solar panels, LED, gas phase-out, SBTi targets
E2	Scope 1 & CO_2 – details	p. 29–31	21.12 t (S1) + 0 t (S2) – 2024
E3	Scope 3 CO_2 – details	p. 29–31	±1,049 t – transport, production, packaging
B4	Pollution of air, water and soil	p. 34	PFAS-free cookware, shredder
E4	Pollution – policies, actions, targets	p. 34	PFAS-free, packaging reduction
B5	Biodiversity	p. 35–36	Go Forest, flower meadow, bee colony
E5	Biodiversity – policies, actions, targets	p. 35–36	936 trees, 163.81 t CO_2 absorption
B6	Water consumption and discharges	p. 37	Office & warehouse water consumption
B7	Resource use, circular economy	p. 38–43	Recycled materials, FSC packaging
	Resource use & circularity – policies, actions, targets	p. 38–43, 59	RE-ZIP, 60% recycled target 2027, reusable
SOCIAL — DATA POINTS (B8–B11) & POLICIES, ACTIONS, TARGETS (S1–S3)			
B8	Workforce – characteristics & working conditions	p. 45–48	Team, diversity, contract types
B9	Health & safety	p. 48	First aid, LED, bicycle plan, prevention
B10	Remuneration, collective bargaining, training	p. 48–50	Training, internships, dual learning
B11	Convictions & fines (corruption/bribery)	p. 52	No convictions or fines
S1	Own workforce – policies, actions, targets	p. 45–50, 60	Well-being, working conditions, training
S2	Workers in the value chain – policies, actions, targets	p. 49–50	Partnerships, supplier policy
S3	Affected communities – policies, actions, targets	p. 35–36, 49	Go Forest, local impact, collaborations
GOVERNANCE — POLICIES, ACTIONS & TARGETS (G1–G3)			
G1	Governance & ethics	p. 52–54	Code of Conduct, anti-corruption, Advisory Board
G2	Risk & data management	p. 53, 69–70	CO_2 measurement methodology, external validation, EcoVadis
G3	Transparency & reporting	p. 55, 69–70	VSME disclosure, methodology, annual evaluation

This index is reviewed annually. Customers can reuse ESG information for CSRD reporting, EcoVadis assessments, and supplier audits.

METHODOLOGY

VOLUNTARY, YET CONSCIOUS

BergHOFF Belgium periodically conducts a materiality assessment to focus on what truly matters. Stakeholders — customers, employees, suppliers, banks, and partners — are actively involved in this process. Our methodology combines impact materiality (inside-out) with financial materiality (outside-in), in line with the double materiality principle central to the CSRD and VSME standards. The assessment is further supported by an independent stakeholder survey conducted in collaboration with an academic partner, and validated by the executive management and Advisory Board.

Voluntary, yet conscious

BergHOFF Belgium is not legally subject to the CSRD, but consciously chooses to report voluntarily and transparently in line with the VSME. This choice allows customers and financial institutions to reuse information directly, and demonstrates how our approach aligns with CSRD expectations — without unnecessary complexity. As a result, our reporting serves not only as an internal compass, but also as a practical tool for B2B partners who are themselves subject to the CSRD.

TOGETHER, ALL THEMES FORM THE BASIS FOR OUR STRATEGY 2026–2030 — WITH CONCRETE PILLARS, KPIS, AND OWNERSHIP FOR EACH PRIORITY.

From focus to action

These material themes form the common thread throughout this report:

→ 1. Environment
Climate, circularity, and biodiversity

→ 2. Social
Well-being and safety

→ 3. Governance
Ethics, data, and supply chain responsibility

→ 4. Strategy 2026–2030
All themes combined

A MILESTONE

Looking ahead...

This report does not mark an end point, but a milestone. It brings together what BergHOFF Belgium has built up over recent years: insight, structure, data, and engagement. With a clear strategy for 2026–2030, we resolutely choose progress. Our ambition: to minimize impact where possible, communicate transparently where necessary, and collaborate where it makes the greatest difference.

Today, our activities connect with all 17 Sustainable Development Goals. Not every goal is addressed with the same intensity — but they all form part of a single, integrated sustainability strategy. Through our SDG impact matrix, we systematically map this connection and continue to deepen our efforts, focusing clear priorities where our impact is greatest.

SDG-IMPACTMATRIX



BergHOFF Belgium has been participating in the Voka Charter for Sustainable Entrepreneurship (VCDO) since 2019.

Charter Duurzaam Ondernemen

With thanks to...

We thank all employees, partners, and stakeholders who help make this journey possible. Their dedication and commitment are the driving force behind our sustainable progress.



BergHOFF Belgium
Designing impact. Cooking with purpose.

De Weven 3, 3583 Paal-Beringen — +32 11 92 22 22 — belgium@berghoff.be — www.berghoff-belgium.be

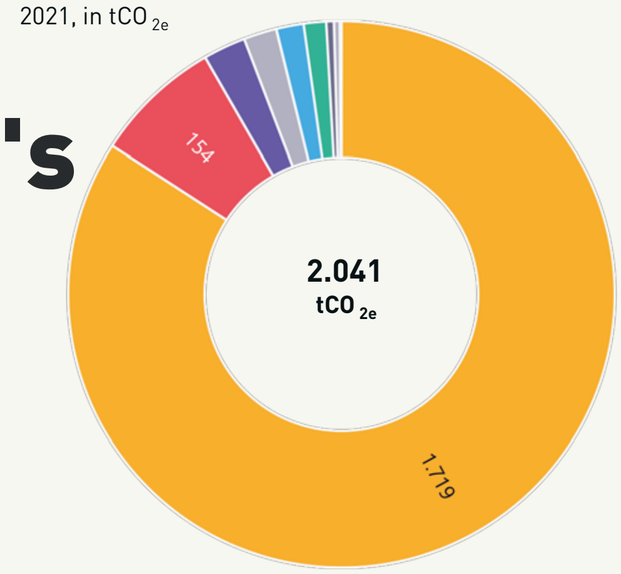
Appendix 1

BergHOFF Belgium.
Designing impact.
Cooking with purpose.



Measuring BergHOFF Belgium's carbon footprint Carbon+Alt+Delete 2021

Footprint | BergHOFF's carbon footprint is 2,041 tCO_2e across the entire value chain (scope 1, 2 & 3)



Purchased goods
- +/- 1,719 tCO_2e
- Purchase of goods (primarily metal)

End-of-life
- +/ - 154 tCO 2e
- End-of-life treatment (primarily plastic)

Customer transport
- +/ - 51 tCO 2e
- Embedded emissions of buildings, machinery, and vehicles

Company level
- 40 tCO 2e
- See previous slide

Downstream transport
- 33 tCO 2e
- Transportation of goods to customers

Capital goods
- +/ - 27 tCO 2e
- Embedded emissions of buildings, machinery, and vehicles

Other
- Energy supply (9 tCO_2e)
- Employee commuting (7 tCO_2e)
- Waste (1 tCO_2e)
- Upstream transport (1 tCO_2e)

Measuring BergHOFF Belgium's carbon footprint

The Ecological Entrepeneur 2023

CO_2 emissions per category

	BergHoff	
	t CO_2 e	% share
Scope 1	11,29	0,46%
Mobile combustion	11,29	0,46%
Scope 2	0,00	0,00%
Purchased electricity	0,00	0,00%
Scope 3 - Upstream	2.304,94	94,43%
Purchased Goods and Services	2.277,02	93,28%
Capital goods	11,38	0,47%
Energy supplies	0,00	0,00%
Upstream transport	0,82	0,03%
Waste	3,31	0,14%
Commuting	12,40	0,51%
Scope 3 - Downstream	124,78	5,11%
Downstream transport	1,83	0,07%
Use of product	0,00	0,00%
Processing of products	0,06	0,00%
End -of -life of product	122,89	5,03%
Total	**2.441,01**	**100%**

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Measuring BergHOFF Belgium's carbon footprint

The Ecological Entrepeneur 2024

	BergHoff	
	t CO_2e	% share
Scope 1	21,12	1,97%
Mobile combustion	21,12	1,97%
Scope 2	0,00	0,00%
Purchased electricity	0,00	0,00%
Scope 3 - Upstream	751,89	70,27%
Purchased Goods and Services	735,64	68,76%
Capital goods	4,37	0,41%
Energy supplies	5,32	0,50%
Waste	1,75	0,16%
Business travel	0,44	0,04%
Commuting	4,00	0,37%
Upstream transport	0,37	0,03%
Scope 3 - Downstream	296,93	27,75%
Downstream transport	65,66	6,14%
Processing of products	0,09	0,01%
End -of -life of product	231,17	21,61%
Total	**1.069,94**	**100%**

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Appendix 2

BergHOFF Belgium.
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TÜV Rheinland (China) Ltd.
Room 301, 3F and Room 1203, 12F, Building 4, No.15, Ronghua South Road, Beijing Economic-Technological Development Area, Beijing 100176, P. R. China

Scope Certificate

Scope Certificate No. TRC GRS 220150

TÜV Rheinland (China) Ltd.
certifies that

Yangjiang Riyao Plastic Products Co., Ltd

License Number 2491562
1st Floor, Building 4, Block A8-1, Yinling Science and Technology Industrial Park, Jiangcheng District, Yangjiang City, Guangdong Province, China

has been audited and found to be in conformity with the

Global Recycled Standard 4.0 (GRS 4.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Hard goods (PC0022)

Process categories carried out under responsibility of the above-mentioned organization for the certified products cover:

Manufacturing (PR0016), Molding (PR0018), Packing (PR0020), Warehousing, distribution (PR0031), Trading (PR0030)
*The processes marked with an asterisk may be carried out by subcontractors.

This certificate is valid until: 2024-03-09
Audit criteria: Global Recycled Standard V4.0 ; Content Claim Standard V3.1 ; Textile Exchange Standards Claims Policy V1.2

Certification Body Licensed by: Textile Exchange; Licensing Code: CB-TRC
Certification Body Accredited by: IOAS; Accreditation Number: 146
Inspection Body: TÜV Rheinland (China) Ltd.
Auditor(s): Zaki Cai

This scope certificate provides no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them. The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed. To authenticate this certificate, please visit www.TextileExchange.org/CertSlusies.

Place and Date of Issue	Certification Body	Standard
Beijing, 2023-03-10 Last Updated: 2023-03-10	TÜVRheinland® Precisely Right.	Global Recycled Standard



ESTS

Extensive Standard Technical Services Co., Ltd.
Unit 2214, 22/F, Mira Place Tower A, 132 Nathan Road, Tsim Sha Tsui, Kowloon, Hong Kong
www.estsglobal.com

SCOPE CERTIFICATE

Scope Certificate Number EST-220822-GRS-2207
Extensive Standard Technical Services Co., Ltd. (ESTS)
declares that

Hangzhou Freetron Industrial Co., Ltd.

License Number: 220822
No.1117, Chunjiang East Road, Tongjun Street, Tonglu County, Hangzhou City 311500, Zhejiang Province, China
has been inspected and assessed according to the

Global Recycled Standard (Version 4.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Other [Kitchen utensils] (PC0038)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Molding (PR0018); Manufacturing (PR0016); Packing (PR0020); Warehousing (PR0031); Trading (PR0030)

*The processes marked with an asterisk may be carried out by subcontractors.

This Certificate is valid until: 2023-07-19

Place and Date of Issue	Certification Body	Standard
Hong Kong, 2022-07-20 Last Updated: 2022-10-05		Global Recycled Standard

Rainfall Wu
Managing Director of ESTS

Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-EST
Certification Body Accredited by: IOAS; Accreditation Number: 132
Inspection Body: Extensive Standard Technical Services Co., Ltd.(ESTS)

The scope certificate does not provide no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

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License No. 220822

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SGS-CSTC Standards Technical Services Co., Ltd.
16/F Century Yuhui Mansion, No.73 Fucheng Road, Haidian District, Beijing, 100142, China
www.sgsgroup.com.cn

Scope Certificate

Scope Certificate Number: SGC-GRC01759-GRS-2023-05
SGS-CSTC Standards Technical Services Co., Ltd.
certifies that

HANGZHOU FREETRON INDUSTRIAL CO., LTD.
License Number GRC01759
No. 1117 Chunjiang East Road, Economy Development Area of Tonglu County
Hangzhou City, 311501
Zhejiang Province, China

has been audited and found to be in conformity with the

Global Recycled Standard (GRS)
- Version 4.0 -

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s).

Other [Kitchen utensils] (PC0038)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Manufacturing (PR0016), Molding(PR0018), Packing(PR0020)

This certificate is valid until: 2024-06-02
Audit criteria: Global Recycled Standard V4.0, Content Claim Standard 3.1, Textile Exchange Standards Claims Policy

Place and Date of Issue	Stamp of Certification Body	Standard
Shanghai, 2023-06-05 Last Updated: 2023-06-05	SGS	Global Recycled Standard

Aurora Guan

Certification Body Licensed by: Textile Exchange; Licensing Code: CB-SGC
Certification Body Accredited by: IOAS; Accreditation Number: 141
Inspection Body: SGS-CSTC Standards Technical Services Co., Ltd.
Auditor(s): GRO-AUDITOR-087

This scope certificate provides no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.



SGS-CSTC Standards Technical Services Co., Ltd.
16/F Century Yuhui Mansion, No.73 Fucheng Road, Haidian District, Beijing, 100142, China
www.sgsgroup.com.cn

Scope Certificate

Scope Certificate Number: SGC-GRC00896-RCS-2023-1

SGS-CSTC Standards Technical Services Co., Ltd.
certifies that

GUANGDONG FREELY HOVER KITCHEN & TABLE WARES CO., LTD.
License Number GRC00896

West side of West 2nd Ring Road, Xincheng Industrial Zone, Xinxing County, Guangdong Province, China
has been audited and found to be in conformity with the

Recycled Claim Standard (RCS)
- Version 2.0 -

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Hard goods (PC0022)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Manufacturing (PR0016), Packing (PR0020), Warehousing, distribution (PR0031), Trading (PR0030)

This certificate is valid until: 2024-01-09
Audit criteria: Recycled Claim Standard V 2.0, Content Claim Standard 3.1, Textile Exchange Standards Claims Policy

Place and Date of Issue
Shanghai, 2023-01-10

Aurora Guan

Stamp of Certification Body

Standard

Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-SGC
Certification Body Accredited by: IOAS ; Accreditation Number: 141
Inspection Body: SGS-CSTC Standards Technical Services (Shanghai) Co., Ltd.
Auditor(s): GRC-AUDITOR-010

This scope certificate provides no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

RCS V2.0
License No. GRC00896

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Scan QR code to verify the certificate.
Page 1 of 3



SGS-CSTC Standards Technical Services Co., Ltd.
16/F Century Yuhui Mansion, No.73 Fucheng Road, Haidian District, Beijing, 100142, China
www.sgsgroup.com.cn

Scope Certificate

Scope Certificate Number: SGC-GRC01416-RCS-2023-4

SGS-CSTC Standards Technical Services Co., Ltd.
certifies that

Zhejiang Shuaishuai TECHNOLOGIES Co., Ltd.
浙江帅帅电器科技有限公司
License Number GRC01416
Industrial Park, Wanquan Town, Pingyang County, Zhejiang Province, China
has been audited and found to be in conformity with the

Recycled Claim Standard (RCS)
- Version 2.0 -

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Hard goods(PC0022)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Molding (PR0018), Printing (PR0023), Manufacturing (PR0016), Packing (PR0020)

*The processes marked with an asterisk may be carried out by subcontractors.

This certificate is valid until: 2024-05-03
Audit criteria: Recycled Claim Standard V 2.0, Content Claim Standard 3.1, Textile Exchange Standards Claims Policy

Place and Date of Issue
Shanghai, 2023-05-04

Aurora Guan

Stamp of Certification Body

Standard

Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-SGC
Certification Body Accredited by: IOAS ; Accreditation Number: 141
Inspection Body: SGS-CSTC Standards Technical Services (Shanghai) Co., Ltd.
Auditor(s): GRC-AUDITOR-009

This scope certificate provides no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

RCS V2.0
License No. GRC01416

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Scan QR code to verify the certificate.
Page 1 of 3



intertek
Total Quality. Assured.
Intertek Testing Services NA, Inc.
900 Chelmsford Street
Lowell MA 01851

Scope Certificate

Scope Certificate Number ITS-TN8112-RCS-00096901

Intertek
certifies that

Ningbo Beefit Kitchenware Co., Ltd.
License Number TN8112
Lijia Village, Zhangqi Town, Cixi City,
Ningbo City, 315313
Zhejiang Province, China

has been audited and found to be in conformity with the

RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Hard goods (PC0022)
Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Molding (PR0018); Manufacturing (PR0016); Printing (PR0023); Warehousing (PR0031)
*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2023-11-24
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2022-11-25
Last Updated: 2022-12-27

intertek

Calin Moldovean
President, Business Assurance

Certification Body Licensed by: Textile Exchange; Licensing Code: CB-ITS
Certification Body Accredited by: ANAB; Accreditation Number: 0304
Inspection Body: Intertek Testing Services Ltd., Shanghai
Auditor(s): N/A

This scope certificate provides no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

This electronically issued document is the valid original version
License No. TN8112

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intertek
Total Quality. Assured.
Intertek Testing Services NA, Inc.
900 Chelmsford Street
Lowell MA 01851

Scope Certificate

Scope Certificate Number ITS-N27197-RCS-00098300

Intertek
certifies that

NINGBO WANSHENG IMPORT & EXPORT CO., LTD.
License Number N27197
BLOCK A, DUOYUAN CHUANGYE BUILDING, No. 188, DONGHANMEN SOUTH ROAD,
YUYAO CITY,315400,
ZHEJIANG PROVINCE, P.R. CHINA.

has been audited and found to be in conformity with the

RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Hard goods (PC0022)
Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Manufacturing (PR0016); Molding (PR0018); Warehousing (PR0031); Trading (PR0030)
*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2023-11-29
Audit criteria:

Place and Date of Issue
Lowell, MA, USA, 2022-11-30
Last Updated: 2022-11-30

intertek

Calin Moldovean
President, Business Assurance

Certification Body Licensed by: Textile Exchange; Licensing Code: CB-ITS
Certification Body Accredited by: ANAB; Accreditation Number: 0304
Inspection Body: Intertek Testing Services Ltd., Shanghai
Auditor(s): N/A

This scope certificate provides no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

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The full certificates are always available upon request. Please feel free to contact us at belgium@berghoff.be

Appendix 3

BergHOFF Belgium.
Designing impact.
Cooking with purpose.

Code of Conduct



Code of Conduct

Ons keurmerk voor ethisch en verantwoord zaken doen

Ons bedrijf is ervan overtuigd dat wij niet alleen aan de verwachtingen van onze klanten en consumenten moeten voldoen, maar dat we deze verwachtingen moeten overtreffen. Daarom hebben we richtlijnen geadopteerd die de veiligheid, kwaliteit en integriteit van onze producten en bedrijfsprocessen waarborgen en hebben we ons gecommitteerd de rechten van individuen en milieu te respecteren. We hebben ons ten doel gesteld alle (lokale) wet- en regelgeving na te leven en uitsluitend zaken te doen op een ethisch verantwoorde en professionele manier.

Wet & regelgeving

Wij verplichten ons te voldoen aan alle (lokale en nationale) wet- en regelgeving die van toepassing is op onze industrie, met name ten aanzien van productveiligheid en milieu. Wij zullen voldoen aan alle vrijwillige normen die onze industrie hanteert voor producten en bedrijfsprocessen.

Geen kinderarbeid

Wij tolereren geen kinderarbeid. Wij zullen voldoen aan alle bepalingen die gesteld zijn op het gebied van minimale leeftijd.

Geen dwangarbeid

Wij tolereren geen enkele vorm van dwangarbeid, welke gepaard gaat met fysiek en/of mentaal misbruik of enige andere vorm van fysieke en/of mentale straffen.

Werkplaats omstandigheden

Wij zullen zorgdragen voor een veilige en gezonde werkomgeving. Wij zullen ons houden aan alle geldende (lokale) wet- en regelgeving op het gebied van gezondheid en veiligheid op de werkvloer.

Vrijheid van vereniging

Wij erkennen en respecteren de vrijheid van onze werknemers om zich te verenigen en aan te sluiten bij een vakbond. Indien werknemers worden vertegenwoordigd door een, voor lokale wetgeving, erkende organisatie respecteren wij hun vrijheid collectief te onderhandelen.

Geen exploitatie, discriminatie en/of intimidatie

Onder geen beding tolereren wij de exploitatie van (kwetsbare) individuen of groepen, enige vorm van discriminatie en/of intimidatie.

Werkuren

Wij streven ernaar te voldoen aan alle geldende wet- en regelgeving op het gebied van salarisring, werkuren, aannamebeleid, secundaire arbeidsvoorwaarden en overwerk.

Algemeen

Bij afwezigheid van een eenduidige lokale wet- en regelgeving met betrekking tot productveiligheid, milieu of arbeids- en werkomstandigheden, dient er gehandeld te worden naar de geest van deze bepalingen.

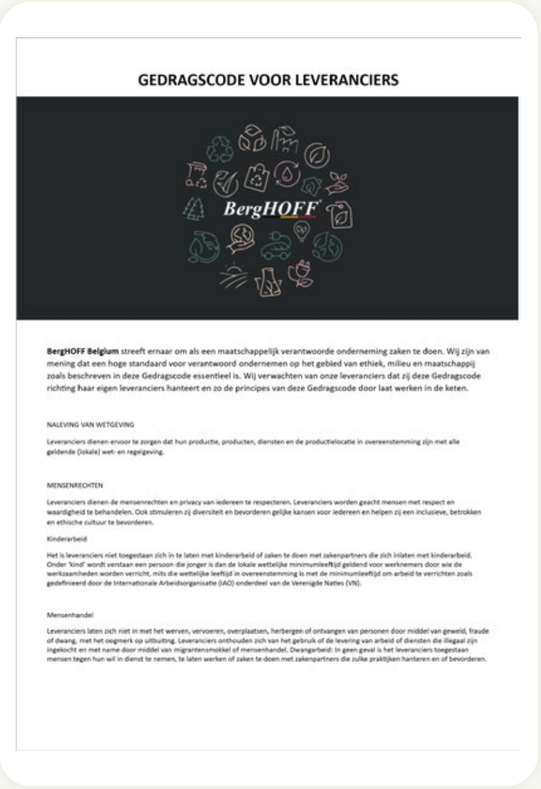
Onderaannemers en toeleveranciers

De Code of Conduct maakt integraal onderdeel uit van onze dagelijkse bedrijfsprocessen en wij zullen al het noodzakelijke inrichten om deze beleidsdoelstellingen te behalen. Wij zullen enkel zaken doen met partners die gelijkgestemd zijn en ons keurmerk voor ethisch, professioneel en verantwoord zaken doen respecteren. Alle partners, dienen te voldoen aan alle geldende wet- en regelgeving en zullen wij op de hoogte brengen van onze gedragscode. Wij verwachten van onze zakenpartners dat zij hun bedrijfsprocessen dermate inrichten, dat wij ons beleid kunnen nakeven.

Naam Hilde K Hon Bedrijfsnaam BergHOFF Belgium

Functie CEO Datum 01/11/2022

Supplier Code of Conduct



GEDRAGSCODE VOOR LEVERANCIERS

BergHOFF

BergHOFF Belgium streeft ernaar om als een maatschappelijk verantwoorde onderneming zaken te doen. Wij zijn van mening dat een hoge standaard voor verantwoord ondernemen op het gebied van ethiek, milieu en maatschappij zoals beschreven in deze Gedragscode essentieel is. Wij verwachten van onze leveranciers dat zij deze Gedragscode richting haar eigen leveranciers hanteert en zo de principes van deze Gedragscode door laat werken in de keten.

NALEVING VAN WETGEVING

Leveranciers dienen ervoor te zorgen dat hun productie, producten, diensten en de productielocatie in overeenstemming zijn met alle geldende (lokale) wet- en regelgeving.

MENSENRECHTEN

Leveranciers dienen de mensenrechten en privacy van iedereen te respecteren. Leveranciers worden geacht mensen met respect en waardigheid te behandelen. Ook stimuleren zij diversiteit en bevorderen gelijke kansen voor iedereen en helpen zij een inclusieve, betrokken en ethische cultuur te bevorderen.

Kinderarbeid

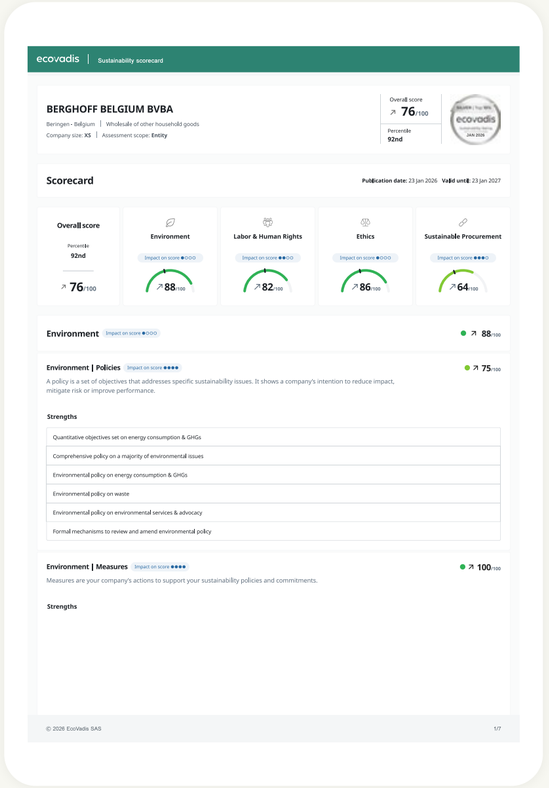
Het is leveranciers niet toegestaan zich in te laten met kinderarbeid of zaken te doen met zakenpartners die zich inlaten met kinderarbeid. Onder 'kind' wordt verstaan een persoon die jonger is dan de lokale wettelijke minimumleeftijd geldend voor werknemers door wie de werkzaamheden worden verricht, mits die wettelijke leeftijd in overeenstemming is met de minimumleeftijd om arbeid te verrichten zoals gedefinieerd door de Internationale Arbeidsorganisatie (IAO) onderdeel van de Verenigde Naties (VN).

Mensenhandel

Leveranciers laten zich niet in met het werven, vervoeren, overplaatsen, herbergen of ontvangen van personen door middel van geweld, fraude of dwang, met het oogmerk op uitbuiting. Leveranciers onthouden zich van het gebruik of de levering van arbeid of diensten die illegaal zijn ingekocht en met name door middel van migrantensmokkel of mensenhandel. Dwangarbeid: In geen geval is het leveranciers toegestaan mensen tegen hun wil in dienst te nemen, te laten werken of zaken te doen met zakenpartners die zulke praktijken hanteren en of bevorderen.

Appendix 4

BergHOFF Belgium.
Designing impact.
Cooking with purpose.


ecovadis | Sustainability scorecard

BERGHOFF BELGIUM BVBA

Beringen - Belgium | Wholesale of other household goods
Company size: XS | Assessment scope: Entity

Overall score 76/100
Percentile 92nd
Silver | Top 10%
ecovadis Sustainability Rating JAN 2026

Scorecard

Publication date: 23 Jan 2026 Valid until: 23 Jan 2027

Overall score	Environment	Labor & Human Rights	Ethics	Sustainable Procurement
Percentile 92nd	Impact on score ●○○○	Impact on score ●●○○	Impact on score ●○○○	Impact on score ●●●○
76/100	88/100	82/100	86/100	64/100

Environment Impact on score ●○○○ — 88/100

Environment | Policies Impact on score ●●●● — 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

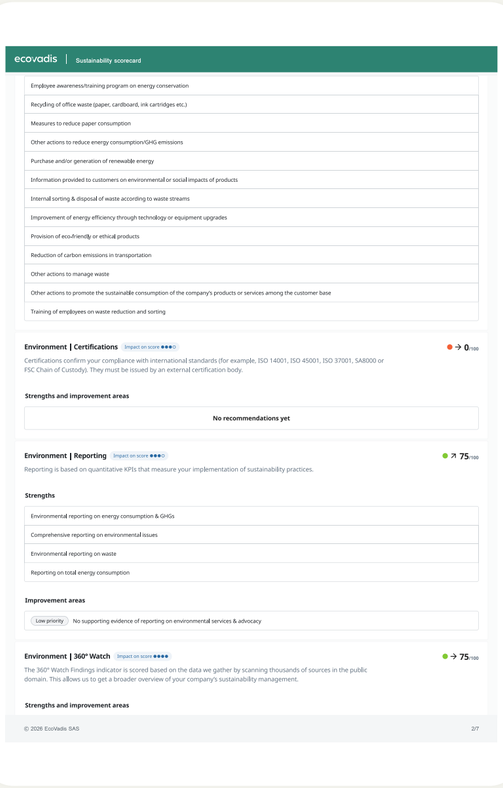
- Quantitative objectives set on energy consumption & GHGs
- Comprehensive policy on a majority of environmental issues
- Environmental policy on energy consumption & GHGs
- Environmental policy on waste
- Environmental policy on environmental services & advocacy
- Formal mechanisms to review and amend environmental policy

Environment | Measures Impact on score ●●●● — 100/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

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- Employee awareness/training program on energy conservation
- Recycling of office waste (paper, cardboard, ink cartridges etc.)
- Measures to reduce paper consumption
- Other actions to reduce energy consumption/GHG emissions
- Purchase and/or generation of renewable energy
- Information provided to customers on environmental or social impacts of products
- Internal sorting & disposal of waste according to waste streams
- Improvement of energy efficiency through technology or equipment upgrades
- Provision of eco-friendly or ethical products
- Reduction of carbon emissions in transportation
- Other actions to manage waste
- Other actions to promote the sustainable consumption of the company's products or services among the customer base
- Training of employees on waste reduction and sorting

Environment | Certifications Impact on score ●●●○ — 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Environment | Reporting Impact on score ●●●○ — 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

- Environmental reporting on energy consumption & GHGs
- Comprehensive reporting on environmental issues
- Environmental reporting on waste
- Reporting on total energy consumption

Improvement areas

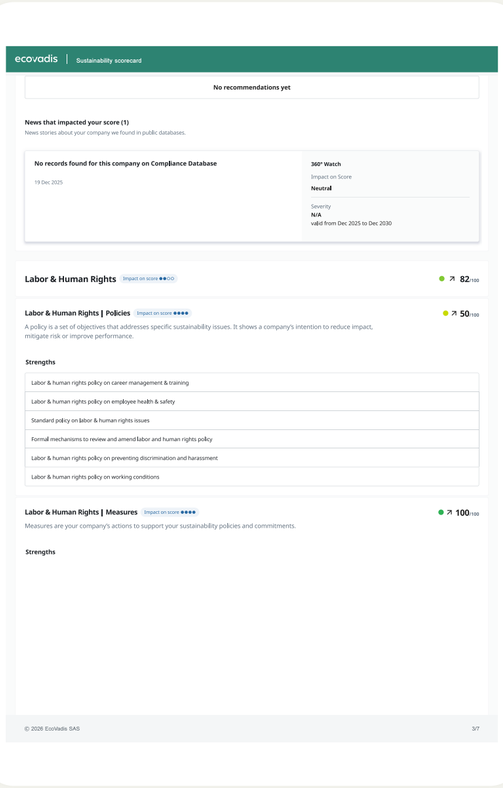
Low priority — No supporting evidence of reporting on environmental services & advocacy

Environment | 360° Watch Impact on score ●●●● — 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

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No recommendations yet

News that impacted your score (1)

News stories about your company we found in public databases.

No records found for this company on Compliance Database

19 Dec 2025

360° Watch
Impact on Score
Neutral

Severity
N/A
valid from Dec 2025 to Dec 2030

Labor & Human Rights Impact on score ●●○○ — 82/100

Labor & Human Rights | Policies Impact on score ●●●● — 50/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

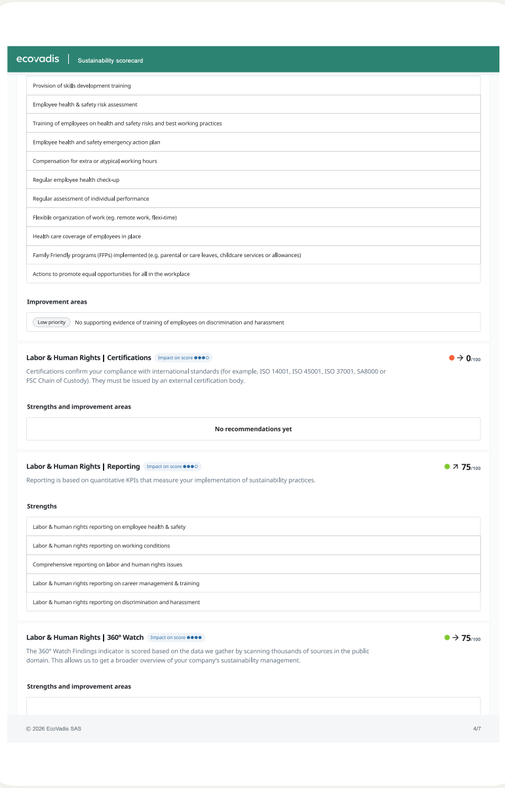
- Labor & human rights policy on career management & training
- Labor & human rights policy on employee health & safety
- Standard policy on labor & human rights issues
- Formal mechanisms to review and amend labor and human rights policy
- Labor & human rights policy on preventing discrimination and harassment
- Labor & human rights policy on working conditions

Labor & Human Rights | Measures Impact on score ●●●● — 100/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

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- Provision of skills development training
- Employee health & safety risk assessment
- Training of employees on health and safety risks and best working practices
- Employee health and safety emergency action plan
- Compensation for extra or atypical working hours
- Regular employee health check-up
- Regular assessment of individual performance
- Flexible organization of work (eg. remote work, flexi-time)
- Health care coverage of employees in place
- Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
- Actions to promote equal opportunities for all in the workplace

Improvement areas

Low priority — No supporting evidence of training of employees on discrimination and harassment

Labor & Human Rights | Certifications Impact on score ●●●○ — 0/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Labor & Human Rights | Reporting Impact on score ●●●○ — 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

- Labor & human rights reporting on employee health & safety
- Labor & human rights reporting on working conditions
- Comprehensive reporting on labor and human rights issues
- Labor & human rights reporting on career management & training
- Labor & human rights reporting on discrimination and harassment

Labor & Human Rights | 360° Watch Impact on score ●●●● — 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

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The full EcoVadis scorecard is always available upon request. Please feel free to contact us at belgium@berghoff.be