

# RESPONSIBLE BUSINESS STATEMENT

Beaulieu  
International  
Group



## Our Purpose and Mission

Our purpose at Beaulieu International Group (B.I.G.) of 'Shaping sustainable living, together' is to develop and co-create flooring and material solutions in an innovative, entrepreneurial and sustainable way to enhance the quality of life and work for every generation, while taking responsibility for our people, the environment and the society in which we operate.

At B.I.G, we believe that everyone can contribute to a better life and a better world. We believe it is essential to work together in a respectful way, with an open mind, thereby creating a safe and healthy environment for each other in which everyone can reach their full potential.

## Sustainability

We are determined to play our part in shaping the world in which we all live in order to "Shape sustainable living, together" and in supporting the implementation and achievement of the UN's Sustainable Development Goals.

By 2030, we aim to reduce our environmental footprint to zero, while taking care of our people and those around us and doing business in a transparent, ethical way.

As part of Route 2030, B.I.G. is committed to:

- Taking responsibility for the environmental impact generated during our operations, by mitigating the direct effects of our operations on the environment, while reducing use of precious resources, such as energy and water;
- Providing opportunities for our employees to develop and grow in a safe, healthy and inclusive environment, and having a positive impact on the communities around us;
- Working towards a circular economy with the whole supply chain in mind;
- Taking action for the climate by bringing our greenhouse gas emissions balance to zero, for our own operations (Scope 1 & 2) but also considering the entire value chain (Scope 3);
- Acting ethically and responsibly, providing a moral compass to guide everyone in the same direction, while carrying out our sustainability efforts with transparency and openness.

We are also encouraging and supporting our business partners in taking action for the climate and embracing a more circular economy, in alignment with our *Route 2030* aims.

## Human Rights

We affirm our commitment to respect human rights as defined in [the International Bill of Human Rights](#), [the International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#) and the other relevant international Treaties and Standards. We adhere to the UN Guiding Principles on Business and Human Rights and [the ten principles of the United Nations Global Compact](#).

Where national law and these international human rights differ, we follow and encourage the higher standard; where they are in conflict, we encourage respect for internationally recognized human rights to the greatest extent possible.

We conduct our business in a manner that respects the rights and dignity of all people, in compliance with all legal requirements.

We support the elimination of all forms of forced labor, the effective abolition of child labor and the elimination of discrimination based on race, national origin, religion, gender, age, sexual orientation, disability, or any other characteristic protected by the relevant laws.

We do not tolerate any form of harassment. We combat any abuse, including sexual and psychological harassment, mental and physical coercion and any verbally inappropriate behavior.

We are committed to providing a safe and healthy working environment, fair remuneration, adequate healthcare assistance, working hours that comply with the relevant laws and ensuring workers' welfare in line with international standards.

Beyond compliance with local labor laws, we have the same respect for the basic values and principles of freedom of association in all the countries in which we operate. We also respect our employees' freedom to negotiate and to bargain collectively.

We expect our employees and all our business partners to respect human rights, fully adhering to the content of this statement as well as to our other policies and complying with our Code of Conduct.

Within the fields of our business activity, risks to the integrity of human rights occurs particularly in upstream supply chains. We have therefore developed a Third-party Risk Management program, which means that we can perform a comprehensive assessment and risk analysis within our supply chain and take measures to reduce any risk.

We are particularly vigilant in detecting any abuse that could violate human rights. Our employees are encouraged to contact [our Human Rights Officer](#) or follow our Whistle-blower Procedure to alert us to any potential concerns or violations that they may encounter. We will take any steps required to assess and rectify the situation, as necessary.

## **Safety, Health and Environment (SHE)**

We are proud that we - together as ONE B.I.G. - are able to create a framework in which everyone feels trusted to care for each other's safety. The way we make SHE risks transparent and resolve them sets the standard for our industry.

We challenge our employees to feel empowered (and to take responsibility) to start initiatives that have a visibly positive impact on the environment, health and safety.

We are committed to the protection of the environment and pollution prevention.

By 2025, we want to make a major change throughout the B.I.G. group, creating a safer, healthier and more environmentally-friendly working environment and reducing our ecological impact significantly, by focusing on:

- Improving our leadership and maintaining a culture where everybody recognizes Safety, Health and the Environment as their own responsibility and acts upon it;
- Implementing the systems and SHE Tools that support us in being legally compliant, making our SHE performance visible, helping us stay aware and keeping us moving forward;
- Setting SHE standards; being the minimum SHE requirements for tools, equipment and organization that are to be respected across all sites.

We are convinced that all injuries and occupational illnesses can be avoided and prevented. Therefore, it is our shared daily concern to preserve safe infrastructure and working equipment and to honor all procedures that have been set up.

## **Quality**

We strive to meet and exceed our customers' expectations with high-quality products and services.

To achieve this, we:

- Listen to our stakeholders in order to meet the relevant regulatory requirements and exceed customer requirements and satisfaction;
- Maintain and improve our internal business processes;
- Evaluate the adequacy of resources for fully implementing the management system;
- Continually improve the quality management system and meet challenging quality objectives;
- Strive for zero defects and no waste by constantly looking for opportunities to apply our approach of continuous improvement for delivering competitive advantage.

## Legal and client compliance

We consider all sustainability, safety, health and quality-related matters to be an integral part of our daily management and strategic business plan. We strive to align our procedures and processes with all statutory and regulatory requirements, taking all stakeholders into account. We continuously work to identify any potential risks and to meet or exceed all legal requirements.

## Assessment and continuous improvement

We embrace continuous improvement, taking the context of the organization and the objectives into account and involving the entire B.I.G. community and any third party.

We self-evaluate our performance, through periodic internal audits, assessments, and management reviews. By continuously measuring and analyzing our practices, processes and products, we are able to identify opportunities for improvement.

To reach our goals, we put in place improvement plans, supported by KPIs, enabling us to evaluate and quantify our performance.

Our performance is reported to the B.I.G. Executive Committee, the Divisional Management Teams, the Site Management Teams and to all the employees concerned.

## Our commitment

We affirm to all our stakeholders that we will implement those strategies that allow us to build a successful business, with respect for the environment, society and all the people with whom we work. We strive for commitment, participation and the consultation of every employee and their representatives across our entire value chain. Therefore, the management is responsible for educating, training and motivating employees to understand and comply with our Policy Statement. We urge our employees to be vigilant about safe, lean and efficient working methods, risk control and prevention. To promote awareness, we offer training courses for our employees. We ensure our commitments are implemented in full by providing adequate resources.

The ExCom committee



Pol Deturck  
CEO



Wim Coppens  
VP Flooring Solutions



Pieter Lelieur  
CHRO



Bo Oxfeldt  
VP Engineered Solutions  
& Polymers



Pieter-Jan Sonck  
CFO



Danny Van D'Huynslager  
CTO