



Sustainability Report 2020



Sustainability is a pre-condition to be successful on the long term while being an ecologically and socially responsible leader in the glass fibre market.

Statement from CEO

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“3B has decided to join the Business Ambition for 1.5°C initiative and we are currently defining the Science Based Targets that will guide our actions for the next few years. This gives us extra motivation to achieve even more ambitious targets.”

During this year of 2020, the world has been rocked by the coronavirus pandemic and the crisis that resulted from it. At the time of writing this report, the situation has improved but COVID continues to be part of our lives. As a company, 3B took strong actions very quickly to protect the health of its workers and their families. We were able to manage the situation and prevent any significant contamination at our various sites in Belgium, India and Norway. The company's business was of course affected by the global economic situation, which led us to adapt our organisation and also to curtail production for some time.

This has not been without consequences for our projects, but sustainability has remained a priority. So, during the year 2020, we have more than ever maintained our commitment to the United Nations Global Compact (UNGC). We have continued to focus on the most relevant, actionable and meaningful SDGs, so as to put our efforts where we can have the biggest impact with sound Environment, Social and Governance (ESG) practices.

In 2020 our keywords have been CO₂ reduction, renewables and circular economy. Our teams have put a clear framework in place to meet the long-term challenges of carbon neutrality, 100% renewables and zero waste to landfill.

Therefore, I am also very proud to announce that 3B has decided to join the Business Ambition for 1.5°C initiative and we are currently defining the science-based targets that will guide our actions for the next few years. This commitment gives us extra motivation to achieve even more ambitious targets.

We have also taken important steps, moving from a waste management approach towards the concept of circular economy. Significant progress has been made in 2020. Circular economy is now a cornerstone of our corporate and sustainability strategy. Most environmental aspects of our sustainability programme correlate with the circular economy framework and the promotion of sustainable consumption (SDG12): reduction of waste, upcycling of waste, reduction of energy consumption and improvement of energy efficiency, improvement of chemical efficiency and reduced chemical consumption, industrial symbiosis which will be crucial in the sustainability transition, reduction of water use and improved recycling rate, ...

These different actions, objectives and initiatives within 3B are of course designed to make a significant contribution to the industrial value chains to which we belong. We are actively working with our customers and suppliers to make this sustainability a reality and we are proud to offer solutions to make this happen.

This year again I look back on our projects and progress with pride. The changes that are coming are very exciting. I am looking forward to the many new developments ahead.

Sincerely yours,

**Marc Hubert,
CEO**



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Innovation and entrepreneurial spirit in essence

3B-the fibreglass company is a leading developer and supplier of glass fibre products and technologies for the reinforcement of composite materials. Our products are designed and optimized to serve the automotive industry, the wind industry and to be incorporated in performance composites. We operate 3 state-of-the art manufacturing facilities located in Birkeland (Norway), Battice (Belgium), and Goa (India). Our dedicated R&D Centre, Customer Service Centre and Corporate headquarters are located in Belgium.

Unique knowhow and assets to support our customers

1,000 people work at 3B. Every day we deliver innovative, value creating solutions to our customers around the world. 3B is a human-scale company: through genuine proximity we develop strong partnerships with our customers and offer our people the opportunity to learn and grow within the company. Thanks to a rich heritage in fibreglass development and production that goes back more than 50 years, we can boast of an excellent knowhow and innovation capacity, that we place at the service of our customers' growth and development.

Sustainability, a pre-condition of success

3B operates in an industry that is at the forefront of the sustainability challenges. Among our key customers are some of the world leaders that set the pace for CO2 emission reduction and green energy. By supporting them and by developing a responsible company strategy, we take an active part in the global sustainability endeavour. 3B is a member of the United Nations Global Compact (UNGC) since 2015.



“We are a transparent and accountable company, integrating ethics and social responsibility in the company and reporting to the UN Global Compact.”

3.1 Stakeholder engagement & materiality analysis

Context, Policy and Goals

The importance of a proper materiality analysis and stakeholder engagement can’t be sufficiently emphasised. It ensures that the right focus is given to strategic topics. In a survey realised by AccountAbility¹, 61% of companies surveyed stated that stakeholder engagement and materiality are “very important” to risk management and reputation management.

According to the GRI Foundation principles (GRI-101 and GRI-102) a materiality analysis is performed based on stakeholder inclusiveness and the sustainability context.

The relevant sustainability context for 3B comprises the following elements:

- United Nations (UN) Sustainable Development Goals (SDG)
- UN Global Compact initiative and its 10 principles²
- Life Cycle Assessment (LCA) of Continuous Filamentous Glass Fibre (CFGF) realised by Glass Fibre Europe³
- EU Green Deal

SUSTAINABLE DEVELOPMENT GOALS



¹ AccountAbility, BT Group Plc and LRQA, 2006.

² UNGC principles: see page 8. Source: <https://www.unglobalcompact.org/what-is-gc/mission/principles>

³ Glass Fibre Europe: LCA analysis (<https://www.glassfibreeurope.eu/sustainability/life-cycle-inventory-impact-assessment/>)

The Ten Principles of the United Nations Global Compact

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

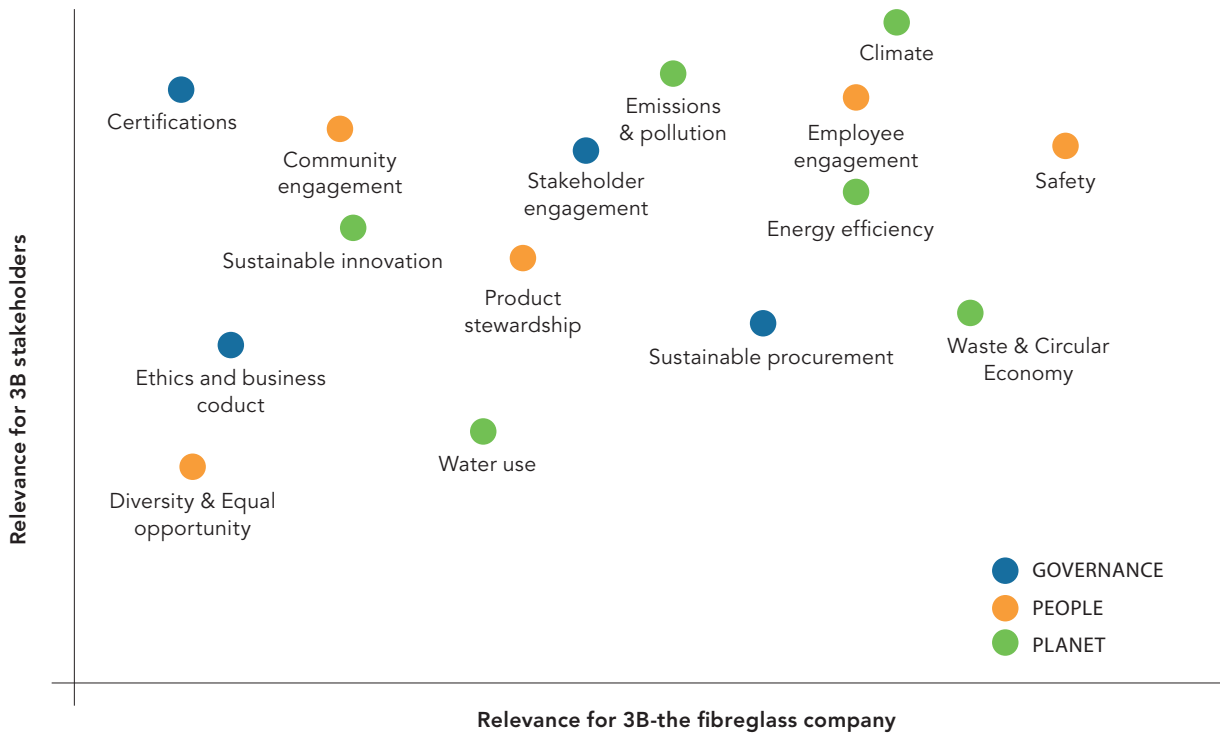
Implementation

Markets evolve and value drivers shift. Things that definitely did not count yesterday may make or break an organisation today; while what might be important today may turn out to be irrelevant tomorrow. Therefore 3B aims to review its materiality analysis regularly to ensure that the sustainability strategy is in line with stakeholder expectations.

3B's materiality analysis is thus updated every year based on several stakeholder discussion platforms:

- employee engagement survey and performance reviews,
- materiality analysis workshops,
- customer requests and customer sustainability priorities,
- trade associations,
- UNGC and UN SDGs,
- exchanges with local communities,
- supplier discussions, negotiations and evaluations.

The updated Materiality Matrix for 3B is given below.



Note that all items mentioned in the Materiality analysis are important for 3B. Items appearing lower in the diagram are equally important, but are considered less strategic as the identified gaps and criticality in the specific context are lower.

Performance measurements - Objectives

Our objectives related to stakeholder engagement are:

- promote internal understanding of the link between sustainable development issues and business strategy;
- improve the materiality analysis by increasing stakeholder involvement and ensuring that stakeholder feedback is properly integrated;
- drive the sustainability challenge up in the mind of all in the organisation through regular discussions, publication of articles, information sharing...

3.2 Ethics and business conduct

Context, Policy and Goals

At 3B, we consider our people to be the source of our success. We promote a safe workplace, where passion, entrepreneurial and team spirit, trust, respect and integrity are shared amongst all.



Our corporate values are a critical part of who we are as a Company. They are our fundamental beliefs. They guide our actions. They influence the way we work and the way we engage with our customers.

Strength

As the strength of our products reinforces composites applications, the strength of our people makes 3B-the fibreglass company a solid partner thanks to both competence and integrity. We offer dynamic strength to identify potential, leverage opportunities and act with flexibility in a solution-oriented manner.

Reliability

We are fully committed and dedicated to our customers. They can count on us and on our products. With efficiency and discipline, we give our best to deliver consistent top-quality products and services, and meet customer demands. We do what we say. We fulfil expectations and keep promises.

Proximity

With the objective to best meet and exceed our customers' needs, we maintain close relationships with them and build real long-term partnerships. We listen carefully to our partners and endeavour to understand their needs. This human proximity is completed with a geographical proximity with our European customers. And, as our customers expand globally, 3B has developed its international presence to support them with the same service level around the globe. Such a comprehensive proximity allows us to develop value added solutions beyond the product itself and to react quickly to changing needs and challenges.

3B is committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of business ethics and ethical conduct, in full respect of people's right to privacy. The way we engage in business relationships must also reflect our core values presented above.

Integrity comes from action, not words. Unyielding personal integrity is the foundation of corporate integrity. 3B aims to create an environment that allows individuals to excel, be creative, take initiatives, seek new ways to solve problems, generate opportunities, be accountable for their actions and be recognised for their contribution and teamwork.

3B's commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, management and employees. It is critical to the success of the company. These standards for business conduct provide that senior management and employees will uphold ethical and legal standards vigorously as the company pursues its financial goals, and that honesty and integrity will not be compromised anywhere at any time. Consistent with these principles, the company's board adopts this code of conduct as a guide to the high ethical and legal standards expected of the senior management. These standards are not voluntary but mandatory.

To support this commitment, 3B has a Business Code of Conduct in place.

This Code of Conduct reflects the business practices and principles of behaviour expected from each 3B staff member. The Board of Directors is responsible for setting the standards of conduct contained in the Code and for updating these standards as appropriate to reflect legal, regulatory and societal developments. The Code is intended to provide guidance and help in recognising and dealing with ethical issues and to foster a culture of honesty and accountability. Every employee must read and understand this Code as well as its application to the performance of his or her duties, functions and responsibilities.

Implementation

At 3B a demanding Code of Conduct is the common foundation of people's practices. This reference document has evolved over time to always reflect current practices and issues. An explicit reference to the Code of Conduct is included in each new employee's employment contract. When joining the company, employees thus commit to the Code.

For those already employed, the Code is circulated and discussed when significant amendments are made. We have also put a routine in place, so that all our staff is invited to review the document every 3 years. This process ensures that all have an up-to-date and in-depth knowledge of its principles.

The last major update of the Code introduced the principles of the General Data Protection Regulation (GDPR), applying to all 3B staff members in all 3B locations. This dimension was also integrated in the 3B Supplier Code of Conduct, so that we can support a wider compliance with the principles of the GDPR as well. This formal expression is supported by an action plan to ensure compliance and help our staff to integrate the appropriate working habits when dealing with personal data.

3B's Business code of conduct is thus a living document that develops over time and takes new practices and tools into account and addresses the sensitivities of all stakeholders. As a matter of fact, the 2019 version of the Code clarifies the accepted use of digital communication tools within the company, as well as the expectations of the company vis-à-vis its staff members when it comes to access to data. In 2020 no addition was made to the Code.

Performance measurements - Objectives

3B will continue improving awareness of the Code of Conduct and its principles through regular communications.

Adherence rate

2018	2019	2020
76%	86%	90%



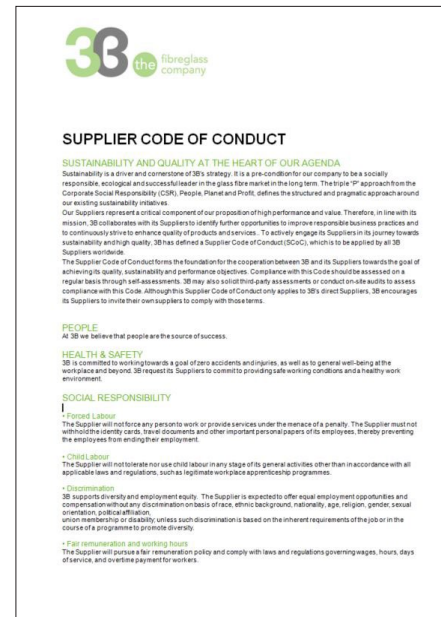
3.3 Sustainable procurement

Context, Policy and Goals

Our suppliers represent a critical component of our proposition of high performance and value. Therefore, in line with its mission, 3B collaborates with its suppliers to identify further opportunities to improve responsible business practices. To actively engage its suppliers in the journey towards sustainability, 3B has developed a Supplier Code of Conduct, which is to be applied by all 3B suppliers worldwide. The Supplier Code of Conduct forms the foundation for the cooperation between 3B and its suppliers in order to achieve its quality, sustainability and performance objectives.

Our Supplier Code of Conduct is available from our website⁴.

We have also developed a structured monitoring of our suppliers' activities.



Implementation

Sustainability and social responsibility are important elements in our supplier selection process (supplier pre-qualification and evaluation forms, supplier audit questionnaire).

Supplier performance on the supplier CSR survey is reflected in the overall yearly supplier evaluation performance and allows us to track suppliers that need to be followed up more closely to improve their CSR performance.

As part of our carbon neutrality programme initiated in 2020, we plan to work hand in hand with our mineral raw material suppliers to track and reduce their carbon footprint which constitutes an important part of our carbon footprint.

Performance measurements - Objectives

Results of the survey are given below. Suppliers with poor CSR performance are contacted for improvement request. Suppliers that did not respond to the survey will see an impact in their supplier evaluation from 3B. Our team will ensure a closer monitoring for them.

Among 3B's motivations in conducting such an in-depth survey and related actions is our aim to improve visibility of the carbon footprint of our suppliers and encourage them to reduce it.

A detailed supplier Corporate Social Responsibility (CSR) survey was realised in 2019. The survey covered topics about labour and human rights, environment, sustainable procurement, business ethics. The results of the survey provided us a good landscape of the CSR maturity of the different suppliers.

Results of the survey are given below. Suppliers with poor CSR performance are contacted for improvement request. Suppliers that did not respond to the survey will see an impact in their supplier evaluation from 3B. Our team will ensure a closer monitoring for them. Among 3B's motivations in conducting such an in-depth survey and related actions is our aim to improve visibility of the carbon footprint of our suppliers and encourage them to reduce it.

⁴ https://www.3b-fibreglass.com/sites/default/files/documents-files/180910_3b_supplier_code_of_conduct_website.pdf

Sustainable procurement	2016	2019
Signature of Code of Conduct or compliance with its principles	31%	78%
CSR survey response rate	-	
- Battice		38%
- Birkeland		39%
- Goa		17%
OHSAS 18001 - ISO 45001 certification of suppliers	-	17.5%
ISO 14001 certification of suppliers	-	32%
Suppliers having specific programmes to reduce energy consumption and GHG emissions	-	31.5%
% of suppliers providing carbon footprint	-	24%

3.4 Certifications

Context, Policy and Goals

Through external certifications we want to assure our customers that our products, systems and organisation are safe, reliable and respect the environment.

Implementation

All our plants are certified ISO 9001, ISO 14001 and ISO 45001.

The CSR performance of our plants is evaluated regularly through the EcoVadis platform. The EcoVadis methodology covers 21 criteria across four themes of environment, fair labour practices, ethics/fair business practices and supply chain. The methodology is built on international CSR standards including the Global Reporting Initiative, the United Nations Global Compact and the ISO 26000. Our plant in Battice (Belgium) has been assessed regularly and has recently obtained a score of 70 (Gold category) - see table below.

In addition, our plant in Goa (India) achieved a score of 81.52% during a 5S Surveillance audit from Quality Circle forum of India.



Performance measurements - Objectives

CSR Performance - EcoVadis assessment of our plants (Battice, Birkeland, Goa)

Plant	2013	2016	2018	2019	2020
Battice plant	52	67	68	70	
Goa plant			57		
Birkeland plant	-	-	-	-	Assessment performed ⁵

⁵ Note that our Birkeland plant has been assessed by the EcoVadis platform for the first time early 2021. Results are not yet available. EcoVadis platform is experiencing serious delays due to the COVID crisis.



4.1 Health and Safety

Context, Policy and Goals

Our objective regarding health and safety is very clear:



Health and Safety principles are promoted, recognising that all accidents are preventable, that safety is the responsibility of everyone and that working safely is a condition for employment at 3B.



At 3B we make sure the health and safety of our people is at the very heart of our priorities. This principle is mainly translated in actions every day, at all sites, emphasising our commitment to safety.

Our Occupational Health and Safety Policy offers a synthetic view of our approach and provides a reference framework for each 3B staff member. Local charters focus on site specificities. In 2020 the global charter was reviewed and completed by a reference guide of Safe Work Practices, which are valid for all sites and positions. The guide brings together the operating experience from all our colleagues and highlights long-standing, proven practices. This is a living document by design, so as to incorporate learnings over time.

We have seen it over the last years: safety requires a constant and strong focus from all within the company. But this is only possible if we have clear guidelines, alignment on standards to be followed and if we are able to support each other by learning from the colleagues we are working with every day as well as from what happens at other sites.



The image shows the cover of the Occupational Health & Safety Policy document. At the top, there is a photograph of a woman with long blonde hair holding a green apple in front of her face. Below the photo is a green horizontal bar with the title "Occupational Health & Safety Policy" in white text. Underneath the bar, the text reads: "3B's Occupational Health & Safety (OH&S) vision is to strive for **Zero Accident** by implementing **safety excellence** and **involving every stakeholder**: our employees, suppliers, visitors, ...". The main body of the document contains the following text: "We will achieve this thanks to the **individual commitment** of each **3B employee** to:" followed by a bulleted list of commitments: "• always think **safety first**, focus on the activity and related risks (STOP-THINK-ACT). **All accidents are preventable**;" "• address safety issues with colleagues immediately, apply shared vigilance principles and report potential risks. **Safety is the responsibility of everyone**;" "• abide by health and safety rules, ensure they are followed at 3B and at customer premises. **Safety is a condition for employment**." Below this, it states "3B is committed to:" followed by another bulleted list: "• provide **safe and healthy working conditions** for the prevention of work-related injury and ill health;" "• **ensure** that each person is **competent** to perform his/her work safely, supported by appropriate training and regular monitoring;" "• **perform regular risk analyses**, adequately followed by preventive and protective measures with consultation and active participation of workers in order to eliminate hazards and reduce OH&S risks;" "• **select suppliers** based on their safety performance and strict compliance to safety rules, working safely being a pre-condition for partnership;" "• **continuously improve** the OH&S Management System;" "• **comply** with all applicable legal and other requirements." At the bottom left is the 3B logo with the text "the fibreglass company". At the bottom right is a signature and the text "For more information: www.3b-fibreglass.com".

The OH&S policy is a short and very specific document, that explains clearly what is expected from everyone within the company. The document provides 2 perspectives, which are identified in its very structure:

The commitment of each staff member as an individual:

- Put safety first with stop-think-act approach to each situation
- Be vigilant for oneself and for colleagues
- Apply rules in all circumstances

The commitment of the company as an organisation:

- Provide ad hoc working conditions
- Organise ad hoc training
- Perform risk analyses
- Conduct supplier evaluation
- Engage in continuous improvement
- Ensure legal and technical compliance

The **Safe work practices guide** translates the principles from the policy into common practices. Having the same activities, we are facing the same challenges, we have the same guidelines. Relying on a set of common rules, we capitalise on shared knowledge and boost internal collaboration. Each 3B staff member must know, understand and apply the Safe work practices. Each 3B site then provides more detail in their specific implementation in the local context.



The Safe work practices guide is a living document reflecting 3B's preventive actions and covering risks encountered at 3B. It tackles 12 transversal themes and provides practical rules for each:

- | | |
|------------------------------|---|
| #1 General safety principles | #7 Work on powered systems |
| #2 Contact with glass | #8 Confined spaces |
| #3 Traffic | #9 Body mechanics & ergonomics |
| #4 Slips, trips & falls | #10 Work at height |
| #5 Risk-based thinking | #11 Simultaneous operations & co-activities |
| #6 Protective equipment | #12 Change management |

The global OH&S policy and the Safe work practices provide **a shared framework for all 3B people**. They are key elements for further building our safety culture. Moreover, these standards are directly reflected in our relationships with our customers and suppliers.

Implementation

Awareness-raising, training, coaching and communication actions are carried out every day. Each month we communicate OH&S results to all 3B staff members and comment specific incidents, challenges or achievements.

Every year safety programmes are organised in all 3B plants to increase safety awareness and reinforce safety engagement throughout the company, based on shared objectives and principles. In 2020, we had to adapt our approach due to the COVID circumstances and were not able to organise the usual gatherings, collaborative workshops and activities.

Nevertheless, in our plant in Goa, several activities could take place before the height of the crisis.

Safety initiatives at our plant in Goa (India)

In February, our **Individual safety initiative** awareness Campaign was organised in the form of an internal fair: following a call for H&S projects, staff members anyone in the company could proposed individual initiatives in order to further promote safety, with a specific personal involvement. More than 10 initiatives were selected, ranging from sports like yoga for better ergonomics at work and walks to activities to optimise LOTO practices within the plant through to information and awareness-raising targeting external parties, taking their mother tongue into account. More than 200 participants including employees as well as contract workers participated in this two days' awareness programme, getting information about available activities and resgistering to those that they wished. During the fair a 'Spot the hazard' competition was also conducted with great success.



In Goa we were also able to organise the yearly Safety week celebrations were organised early March as usual, which was just before the pandemic started to have a major impact in the country.

The theme for the 2020 edition was '**Enhance Safety and Health Performance by Using Advanced Technologies**'. The programme focussed on occupational health, crisis preparedness and safety in the traffic (defensive driving). Specific workshops and awareness sessions were dedicated to LOTO implementation. Among community activities, our plant's experts went and share best practices with villagers, school teachers and students in the Covale community: dos and don'ts during LPG handling or leakage. They also explained basic principles and benefits of 5S at home.



At other sites, online resources were used to a certain extent but the teams put most of their efforts into the field work, to keep the level of attention to health and safety at its maximum while ensuring strict compliance with the prevention measures. The mobilisation and excellent collaboration of everyone not only made it possible to achieve very good safety results for the year 2020 (see below), but also to put in place **effective and creative solutions against COVID contamination** and turned them into **opportunities for durable safety improvement**.

Here is a relevant example: keeping the prescribed social distance from each other is not possible 100% of the time, especially when the work area is confined and 2 people need to do different jobs in the same place. We needed an enhanced protection for our colleagues. Initially, we developed and 3D-printed face shields internally. Then we decided to replace them with a high- quality face shield that could also sustain and protect against falling glass and the sizing fumes. In this case, anti-COVID items also made it possible to improve the level of protection for our operators.

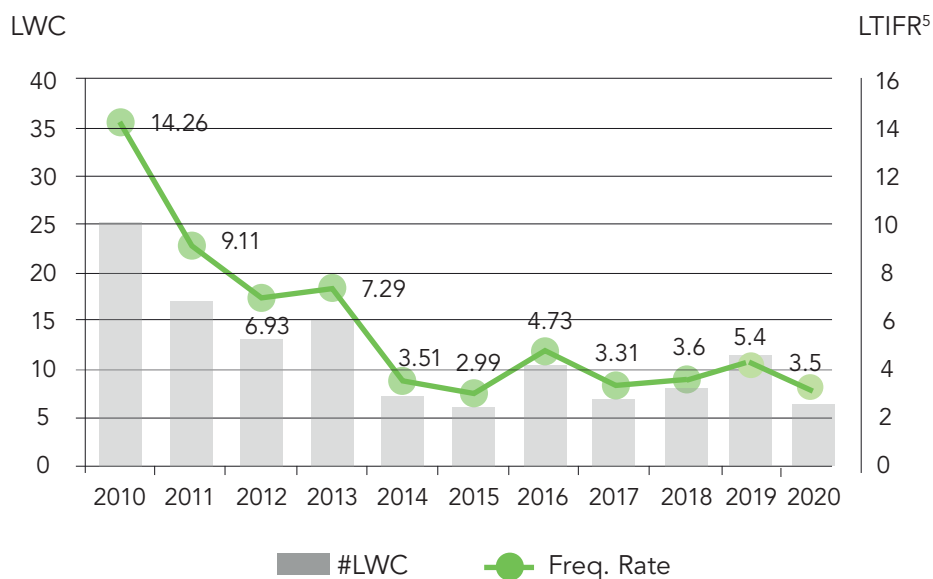


Performance measurements - Objectives

We strongly believe in a safe work environment and we need to relentlessly focus with 100% concentration on the task.

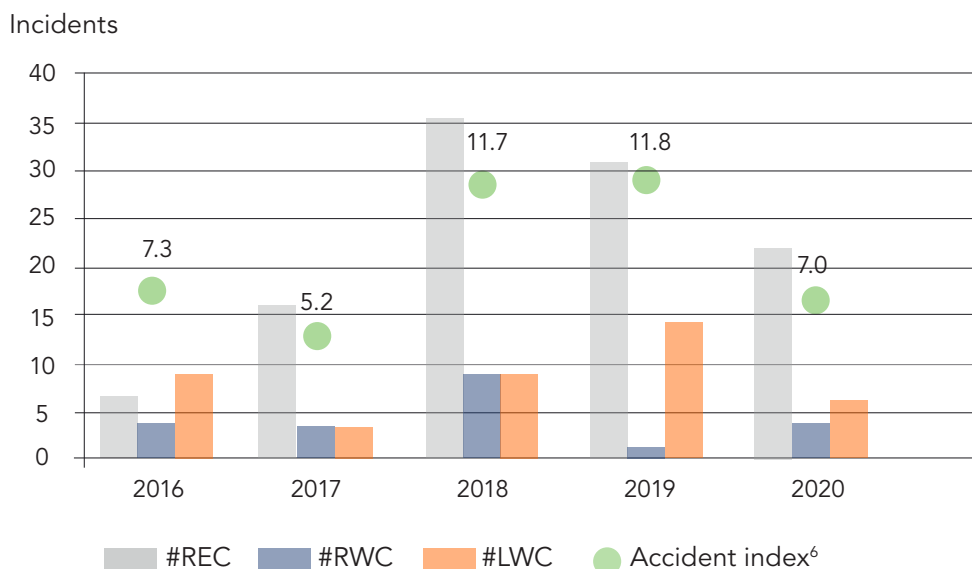
However, safety results had been plateauing and even slightly deteriorating the last years. In 2020 there was thus a very high focus on safety at all 3B sites, resulting in a good safety performance.

Evolution LWC and LTFR



In order to reflect the importance of all severe injuries, we are using a compounded indicator (Accident Index) including all accidents with injuries requiring medical treatment (Recordable injuries - REC).

Evolution Accident Index



⁵ LTIFR = Lost Time Injury Frequency Rate = #LWC*1000000/Manhours worked. TRIFR = (REC + RWC + LWC) * 200000/Manhours worked

⁶ Accident index = 60%*Lost Workday Case (LWC) + 30%*Restricted Work Case (RWC) + 10%* RECordable injury (REC)

3B Safety indicators	2015	2016	2017	2018	2019	2020
Accident index	9.2	10.7	8.8	11.7	11.8	7.0
Engagement survey - % of our people that believe all necessary measures are undertaken to ensure their safety	82%	82%	87%	82%	94%	-
Lost Workday Cases (LWC)	6	11	7	9	14	6
Lost Time Injury Frequency (LTIFR) ⁵	-	4.73	3.31	3.6	5.4	3.5
Total Recordable Injury Frequency Rate (TRIFR) ⁶	-	1.9	2.3	4.8	4.0	3.7



Every year⁷, the company conducts an engagement survey: people are asked if they believe that all necessary measures are undertaken to ensure their safety. Actions are organised considering the comments from those who answered “No” to this question. These actions come in addition to the ongoing initiatives to reinforce our safety culture everywhere within the company.

This result represents a marked improvement over the previous year (+12%), indicating that our people clearly perceive a positive change.

⁶ TRR = (REC + RWC + LWC) * 200000/Manhours worked

⁷ This result is given for the year 2019. In 2020 we did not proceed with our Engagement survey, due to the COVID situation.

4.2 Community engagement

Context, Policy and Goals

Our plants are important economic players in the regions where they operate. Strong links exist with the local population and authorities. In Battice (Belgium) the plant began operations in 1966, more than 50 years ago. The Birkeland plant started in 1971 and that of Goa in 1996. Throughout these years, the plants have developed and hundreds of people have been working there. 3B therefore believes that the company has a strong responsibility towards local communities. The company's approach focuses on safety and health issues as these are areas where we believe our experience and contribution are most relevant and legitimate.

Implementation

At all 3B sites, relationships with the community have been patiently built over the years, both to inform people about our activities, environmental footprint, projects, and to share our expertise and carry out preventive activities on safety and health related topics.

This year, the COVID pandemic forced us to drastically reduce our traditional community activities. Still, in March, the team of our Goa plant went out in the community to celebrate India's 49th Safety week. Expertise sharing around LPG handling and 5S was organised (see 4.1 Health and Safety).

On the other hand, in each country, we have used our expertise to fight COVID contamination and provided some support to local communities (mask and oxygen donation to hospitals, partnerships with local stores for basic shopping, ...). Through the intense awareness-raising and education activities we carried out with our staff, we also reached their families and had an impact on the wider community.

We can also mention that plant staff in Goa celebrated 2020 World Environment Day with the traditional tree planting ceremony. Indeed, the ceremony took place amidst the pandemic, abiding by the necessary precautions (social distancing, nose mask). The theme for 2020 World Environment Day was " Biodiversity". To celebrate this day, our colleagues in Goa decided to plant mango trees. With this plantation, we added 18 mango trees and making a tally of 70 trees. Total number of all types of trees in the plantation area is now 375 numbers.



Performance measurements - Objectives

3B will continue its involvement and engagement towards the communities around the plants.

4.3 Product stewardship

Context, Policy and Goals

For 3B stewardship means:

- having the responsibility to make health, safety and environmental protection an integral part of all daily work;
- ensuring that adequate EH&S information is available to assess the health and safety hazards of each product for its intended uses;
- having a product stewardship policy based on risk prioritisation;
- ensuring that product stewardship is engaged in product/process design and improvement processes;
- ensuring that customers receive appropriate product stewardship information.

Implementation

The following product stewardship strategy is in place:

- appointment of a dedicated regulatory and product steward;
- development of a regulatory policy defining the rules that we want to follow when we develop a new product and/or when regulation changes modify the safety aspect of our current product portfolio;
- continuous and proactive monitoring of the regulatory status of all our sizing ingredients and substitution project launch when appropriate;
- clear and complete regulatory support provided to our customers as well as Sales & Marketing team concerning chemical risks related to our products;
- implementation of a regulatory management system (Safety Datasheet management, regulatory watch and reviews, ...);
- in-depth chemical risk and industrial hygiene review for all sizings (for lab development and industrial purposes);
- active partnership with Business, Sales & Marketing, Supply Chain and R&D teams to ensure global regulatory compliance for all products (REACH, food contact, water contact);
- advice to R&D and Business teams on regulatory requirements and regulatory impact during New Product Development Processes;
- monitoring, interpretation and communication of regulatory issues that will impact products and business strategies;
- development and maintenance of effective relationships with various regulatory authorities and certification institutes (CARSO, K&H, ...);
- management of ongoing regulatory compliance (REACH, FDA, ...);
- active participation in trade association and industry specific meetings and programmes;
- monitoring and management of emerging issues in the areas of product stewardship, quality, and chemical regulation.

Performance measurements - Objectives

Our product stewardship objectives are:

- ensuring that all harmful chemicals are identified and phasing out action plans are defined;
- ensuring proper follow-up of potentially harmful chemicals;
- phasing out of harmful substances in all our production sites;
- following up on suppliers' contractual obligation to communicate any change and modification in hazards mentioned in safety datasheets;
- ensuring that no safety datasheet is older than 3 years.



4.4 Employee engagement

“Our people are the source of our success”

Context, Policy and Goals

At 3B, we consider the engagement of our staff to be a key factor for success and sustainability. It is regularly measured, but more importantly, our human resources policy aims to provide everyone with the best possible conditions to function harmoniously on a daily basis and to develop. In our view, it is essential for our staff members to:

- know what is expected from them at work and are being provided regular feedback on their performance and contribution,
- have the information they need to do their job and receive the right level of training,
- understand the company strategy and can develop within it.



Implementation

In order to support a strong and sustainable company culture as well as engagement, 3B launched a behavioural programme in 2015. Our Successful Behaviours programme promotes 9 critical behaviours that are part of our DNA to build a better and sustainable future for our company. The focus has been put on 4 key topics: Build trust, Deliver results, Stimulate innovation and Give recognition.

The Successful Behaviours programme is applied at corporate level, and all employees are involved. The 9 behaviours are now part of our performance management system, as they are useful guides in daily work life as well as in performance reviews. Newcomers are exposed to Successful Behaviours during their induction programme and concrete examples are provided in order help them relate the successful behaviours to daily activities at work.

On the other hand, every year in October, we run a survey to assess the level of engagement of our teams as well as their perception on various topics such as:

- the general feeling of employees vis-à-vis the company,
- the effectiveness of the communication within the company,
- their sense of belonging and what impacts it,
- the level of understanding of the vision, strategy and main objectives of the company,
- the commitment to our values.

Based on the outcome of the yearly survey, plans are established to continuously improve.

Performance measurements - Objectives

In 2020 the measurement of the level of engagement of our staff according to our usual scheme (Engagement survey for all staff members, analysis and action plan on a yearly basis) was suspended due to the COVID-19 pandemic, the practical difficulties caused by the sanitary measures and the need to focus on individuals. During the year, we ensured that we provided the best possible support to staff by organising information and awareness-raising regarding the pandemic, helping everyone to decipher the measures prescribed by the various national authorities, and proposing support actions for the families. Local management was particularly crucial during that period. We have favoured and strengthened our local and more personal approach to our staff, with more interpersonal contacts in the workplace to check on the health of our colleagues, to assess their stress level and propose listening and adaptations whenever necessary. We paid particular attention to maintaining a good working and relational quality between the people present on site and those working remotely. Of course, all the 3B staff support and guidance programmes remained valid in 2020. Therefore, there are no formal results from the measurement of staff engagement for the year 2020. However, we have seen a high level of motivation to support the collective effort, to observe the rules and to seek solutions. We plan to carry out the engagement survey in 2021.

Engagement survey	2016	2017	2018	2019	2020
The understanding of the vision, the strategy and the main objectives	4.01/5	3.91/5	3.94/5	4.08/5	-
The way our values are experienced within the company	3.80/5	3.72/5	3.79/5	3.92/5	-
The effectiveness of our communication	3.49/5	3.42/5	3.42/5	3.55/5	-
The overall satisfaction level vis-à-vis 3B as an employer	7.4/10	7.2/10	7.13/10	7.49/10	-



4.5 Diversity and equal opportunity



Context, Policy and Goals

As an international company, we see every day that the teams that bring together people of different profiles, origins or ages are dynamic and innovative. Indeed, each individual brings his/her own experience, his/her own perception and enriches the work of all. Between the different locations of the company, temporary exchanges are frequent and particularly appreciated, both professionally and humanely. Several employees also have the opportunity to go and work in another entity in the longer term, with active support from the company.

3B sees diversity as an advantage and a benefit.

Implementation

At 3B we aim to have a corporate culture where gender and diversity are compatible with the prevailing model.

We are committed to diversity and equal opportunities and believe that improvement starts with monitoring this diversity and addressing eventual gaps in corporate culture and mindset.

At 3B, understanding and working with people from varied origins is part of this culture.

Performance measurements - Objectives

Diversity facts and figures at 3B are given in the table below.

3B diversity indicators	2016	2017	2018	2019	2020
Number of nationalities	25	25	25	25	25
Engagement survey: "I recognize that the company respects diversity".	3.93/5	3.84/5	3.92/5	4.11/5	-
% of women	14.8%	14.8%	10%	18%	18%
% of women in management teams	10%	10%	12%	12%	13%





**“ 3B is the eco-responsible
glass producer ”**

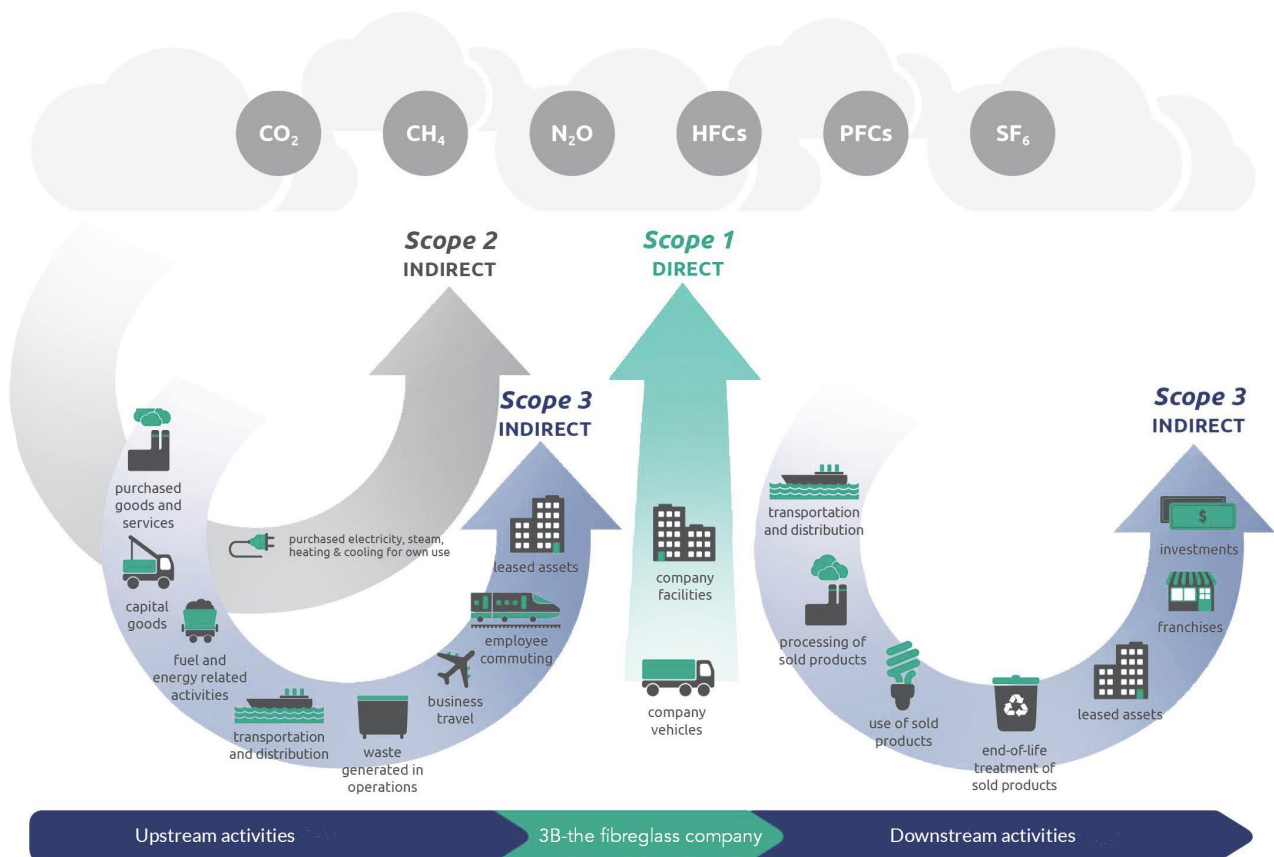
5.1 Climate

Context, Policy and Goals

CO₂ emissions are the major environmental impact of glass fibre manufacturing due to the glass melting process which requires a lot of energy.

As per the Green House Gas (GHG) protocol⁸ GHG emissions can be divided in 3 scopes:

- Scope 1: Direct emissions corresponding to emissions related to fossil fuel consumption and decarbonation of raw material
- Scope 2: Indirect emissions related to purchased electricity
- Scope 3: Indirect emissions related to purchased goods, transport, services



⁸<http://ghgprotocol.org>

The major hot spots related to GHG emissions for Continuous Filament Glass Fibre (CFGF) are:

- fossil fuel combustion and production,
- decarbonation of mineral raw materials (on-site during melting and upstream in the value chain),
- use of electricity.

These hot spots constitute almost 80% of the carbon footprint⁹.

Other elements of our carbon footprint are:

- transport of raw materials,
- downstream transport,
- mobility.

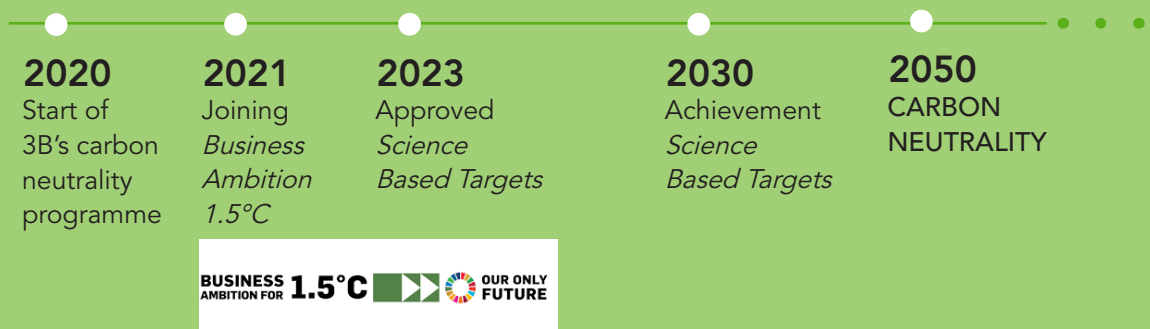
Implementation, Performance measurements and Objectives

In 2020 3B has launched a company-wide CO₂ carbon neutrality programme and initiated the following activities:

- creation of a cross-departmental CO₂ reduction team;
- joining CO₂ value Europe to build knowledge around Carbon Capture Utilisation & Storage (CCUS) and drive industrial symbiosis in order to optimise energy systems integration and promote circular economy;
- preparing to join Business Ambition for 1.5°C and setting Science Based Targets;
- participation in multiple conferences to build knowledge about decarbonisation or defossilisation for energy-intensive industries;
- participation in workshops with other European glass fibre producers to join forces for the development of specific breakthrough technologies;
- definition of the main pillars of the CO₂ reduction strategy.



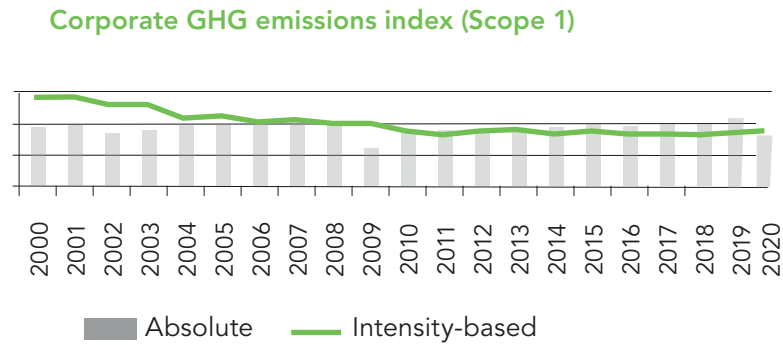
- • • Capitalising on our strong sustainability approach, 3B launches a company-wide initiative to deliver on its ambition to further significantly reduce its carbon footprint in the future.



⁹ Cradle-to_gate: Glass Fibre Europe: LCA analysis (<https://www.glassfibreeurope.eu/sustainability/life-cycle-inventory-impact-assessment/>)

Direct CO₂ emissions – GHG protocol Scope 1

Major efforts have been made over the last decades to implement state-of-the-art melting technologies which have resulted in a decrease of direct CO₂ emissions of 36% in 2020 vs 2000.



Driven by our commitment to join the Business Ambition for 1.5°C, 3B will set ambitious 2030 reduction targets for Scope 1 and 2 by 2023 at the latest.

3B is currently actively studying a whole range of breakthrough technologies in order to be able to achieve considerable Scope 1 CO₂ reduction by 2030 and achieve carbon neutrality by 2050.



Indirect CO₂ emissions (electricity) – GHG protocol Scope 2

We strongly believe that switching to greener electricity is the right move to do, not only because it is a key step towards the company’s carbon neutrality, but also because we think it is our responsibility towards a cleaner environment.

Reducing CO₂ emissions related to the electricity we consume is a tree-track journey:

- I. The first step is to improve our energy efficiency and reduce electricity consumption;
- II. Next step is to generate renewable electricity on-site;
- III. Last step is to source renewable electricity off-site preferably through additional PPA or through the purchase of Guarantees of Origin.

The quantity of renewable electricity use at each 3B site is dependent on its local integration and specific grid.

In Norway, 98% of the produced electricity is of renewable origin. However, according to the Norwegian Water Resources and Energy Directorate (NVE), in 2019 82% of the electricity was purchased in Norway without Guarantee of Origin (GOs)¹⁰. This results in a much higher market-based emission factor compared to the location-based emission factor¹¹, as for our Birkeland site the market-based emission factor is calculated according to the residual European mix¹².

In order to drive the market towards green electricity and to demonstrate 3B’s commitment towards a greener planet, 3B has decided to purchase GO for the consumption of the Birkeland plant. In that way the market-based emissions correspond to the location-based emissions and no double counting of green electricity occurs.

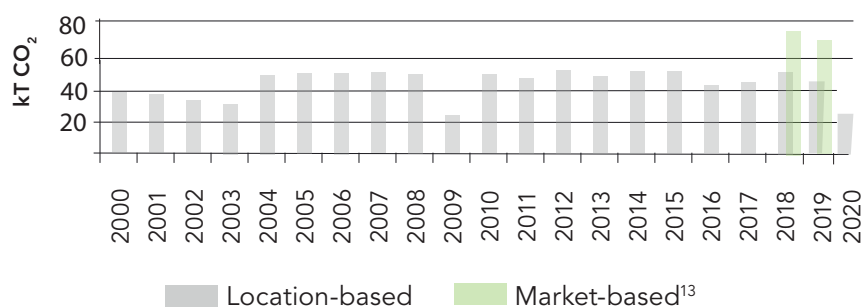
Our Norwegian plant is also a member of the Birkenes Wind Cluster and Wind Innovation Centre, which is supporting the development of a local 85 MW wind farm.

In Belgium, various projects were launched in 2020, in order to diversify our energy sources and to increase the renewable energy portion for electricity. The projects that are being considered are:

- the installation of photovoltaic panels on our buildings, parking lots and adjacent fields,
- the installation of a wind mill close to our Battice plant,
- the installation of co-generation units,
- relighting of the plant.

As part of 3B’s strategy towards carbon neutrality, 3B commits to 100% renewables by 2050 with an interim objective of 60% by 2030.

Corporate GHG emissions index (Scope 2)



¹⁰ <https://www.nve.no/energy-supply/electricity-disclosure/?ref=mainmenu>

¹¹ https://ghgprotocol.org/scope_2_guidance

¹² <https://www.aib-net.org>

¹³ Market-based emissions for Birkeland not available at the time of writing.

Indirect CO₂ emissions – GHG protocol Scope 3

Scope 3 emissions account for approximately 47 % of the carbon footprint of our products¹⁴.

Important contributors are:

- production of raw materials (batch raw materials, chemicals, fuels, ...),
- transport of raw materials,
- downstream transport.

3B aims to intensify collaboration with suppliers and logistics partners to improve the visibility and accuracy of the carbon footprint of the purchased products and further decrease its CO₂ footprint.

3B also strives to reduce the logistics footprint by:

- permanent search for technologies and solutions for new sustainable logistics alternatives around our plants,
- footprint optimisation of road logistics (screening of suppliers based on sustainability criteria, green vehicles, ...)
- optimisation of packaging solutions (bulk, higher loading, ...)
- optimisation of logistics options (rail, water, heavy liner).

As part of our company policy, we monitor sustainability indicators related to our mobility (travel and company car fleet). These are given below.

In the future we plan to limit the CO₂ emissions of new cars to 113 g CO₂/km, which will enable us to gradually reduce the average CO₂ emissions of our whole fleet.

In 2020, we reduced our total travel volume significantly (mainly due to travel restrictions during the COVID crisis) following our CO₂ travel reduction policy initiated in 2019.

3B mobility indicators	2016	2017	2018	2019	2020
Travel carbon footprint (ton CO ₂)	331	206	260	113	14
Car fleet average CO ₂ emissions	119	120	120	114	113

¹⁴CO₂ mapping Battice plant



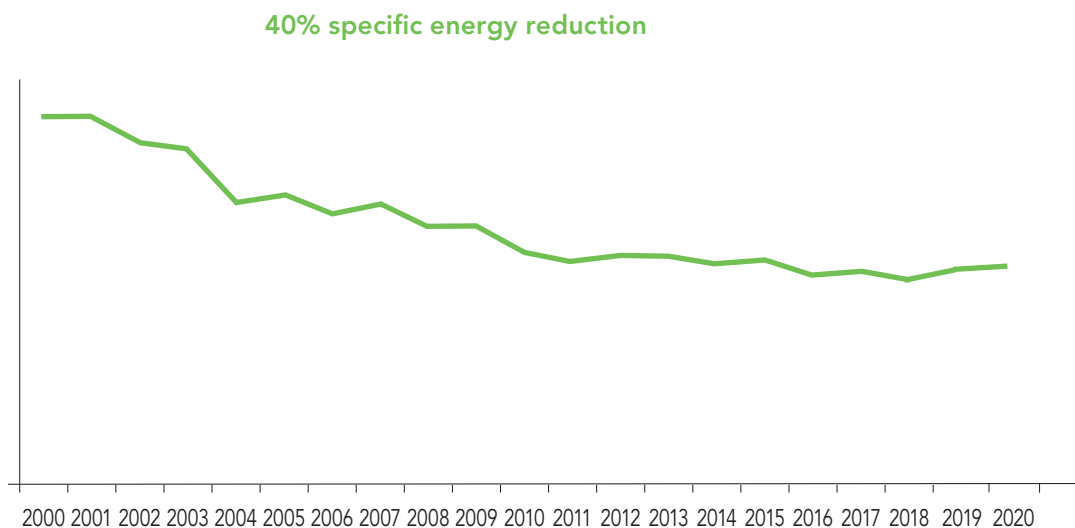
5.2 Energy efficiency

Context, Policy and Goals

Energy efficiency is critical for environmental as well as financial sustainability of glass fibre producers.

Implementation, Performance measurements and Objectives

All plants have been implementing energy management system principles and Goa plant is certified ISO 50001. Great energy intensity reductions have been achieved over the last decade. 40% reduction in 2020 compared to 2000.



These improvements were achieved thanks to various ongoing projects:

- improvement of the visualisation of energy losses and mapping of energy flows,
- introduction of new measurement equipment and tools supporting a fact-based analysis related to energy usage,
- creation of an energy team in our plant in Birkeland, responsible for the systematic follow-up of the energy usage and the identification of the most efficient energy reduction projects,
- reduction of power consumption in oxygen plant (plant in Goa)
- introduction of innovative melting technologies (Best Available Techniques)
- reduction of consumption in lighting
- reduction in cooling towers, HVAC, compressors, ...

We aim to further reduce our energy consumption by:

- further engaging productivity initiatives,
- making a step change with furnace rebuilds,
- improving monitoring of energy losses and implementing energy consumption reduction programmes,
- implementing energy management systems.

5.3 Waste and Circular Economy

Context, Policy and Goals

3B Circular Economy Framework



The most 'efficient' way of doing circular economy is to avoid using or generating any excess material (waste, by-products, ...), energy or water. This is why resource efficiency (energy efficiency, chemical efficiency, water use efficiency...) and productivity are always a top priority at all times (cf. waste hierarchy REDUCE).

As per the waste hierarchy pyramid, when the production of waste is unavoidable, recycling should be considered in the first place in order to reduce our environmental footprint related to raw material consumption and reduce our glass waste. 3B has put a lot of focus on suppressing landfilled glass waste with the objective of reaching ZERO glass landfill.



In Goa, 100% of the glass waste is upcycled in other industries and in Battice and Birkeland several projects are going on (see Implementation and performance measurement – objectives below).

Also internal recycling is being considered. As a matter of fact internal recycling of glass fiber has been performed in the past in our Birkeland plant. However, this has been interrupted due to the current impact on productivity.

Indeed, the recycling of glass waste in Continuous Filament Glass Fibre (CFGF) furnaces is very challenging due to the specificities of the process. The very small diameter of the filaments requires raw material of high purity in order to avoid breakages in the filaments, which in turn decrease productivity and generate waste. This is especially the case in our Battice plant, where products with a very small diameter are manufactured.

" Worldwide consumption and production, a driving force of the global economy, rely on the use of the natural environment and resources in a model that continues to lead to destructive impacts on the planet. [...] The global material footprint rose, from 73.2 billion metric tons in 2010 to 85.9 billion metric tons in 2017, a 17.4 per cent increase since 2010 and a 66.5 per cent increase from 2000. The world's reliance on natural resources continued to accelerate in the past two decades.»¹⁵

¹⁵ <https://sdgs.un.org/goals/goal12>

Looking **upstream of our value chain** in order to **reduce our material footprint** (SDG 12), 3B also plans to investigate the use of pre-post-consumer mineral waste and external glass waste to replace virgin raw materials. Note that, as mentioned earlier, using recycled materials in our furnaces is a major challenge as this can potentially cause a decrease in productivity and the generation of additional waste, which we want to avoid by all means.

Looking at our **whole value chain**, 3B remains attentive to the possibility of recycling in to our furnaces glass fibre reinforced composite (GRC) materials pre- or post-consumer. Ideally the GRC would be co-processed similarly to the co-processing of GRC in the cement kilns which has proved to be highly cost effective.

«Co-processing is the simultaneous use of composite regrind as raw material and as a source of energy in manufacturing, to replace natural mineral resources (material recycling) and fossil fuels such as coal, petroleum and gas (energy recovery). Waste is then used in an operation combining two waste management recovery options at the same time. The energy content of the waste is recovered as thermal energy, thus substituting fuels, while the mineral fraction of the waste can be integrated (hence recycled) in the matrix of the product or material produced, e.g. cement clinker, steel or aluminium.»¹⁶

Downstream of our value chain, 3B is also eager to participate in joint projects to re-use GRC downstream of our value chain by sharing knowledge and expertise related to the behaviour of glass fibres and the search for the optimal application or use.

¹⁶ https://eucia.eu/userfiles/files/20130207_eucia_brochure_recycling.pdf

Implementation, Performance measurements - Objectives

Glass fibre by-products used to be landfilled in the past and still constitute a major environmental impact for our plants.

In order to find a sustainable alternative to landfill, 3B has launched a "Zero Glass to Landfill" project in 2017 in order to upcycle its by-products. Value creation through waste recycling and upcycling is the main objective of our "Zero Glass to Landfill" project.

Great efforts have been made earlier in Battice to reduce the amount of glass waste going to landfill. In 2018, these efforts resulted in a reduction of 80% (vs 2016). The last years we struggle to maintain economically sound upcycling solutions. Considering the upcycling costs, it is often more expensive for our off-takers to use secondary materials than using virgin raw materials.

In order to continuously drive down the waste to landfill globally and reduce the material footprint, we cannot emphasise enough that the shift from a supply-driven market to a customer-driven (upcycling) market is crucial as well as the integration of a lifecycle and holistic approach in product and process design¹⁷ (see Industrial symbiosis box). In Goa "Zero-Glass-to-Landfill" has already been achieved since many years thanks to the existence of a market for by-products.

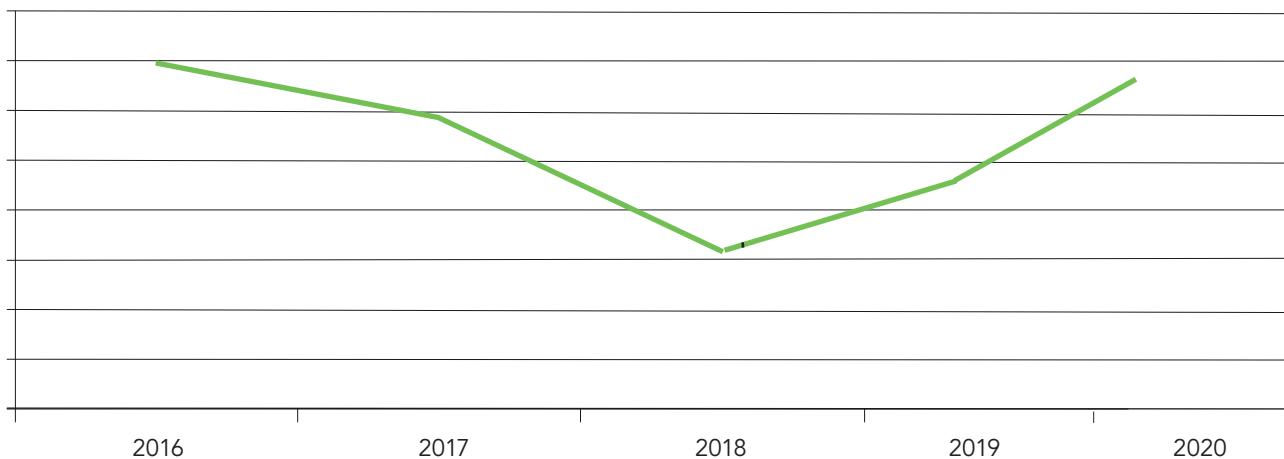
At 3B, we relentlessly continue our efforts to find stable upcycling channels for the future.



¹⁷ Klaus H. Sommer, Study and portfolio review of the projects on industrial symbiosis in DG Research and Innovation: Findings and recommendations, March 2020 (https://op.europa.eu/en/publication-detail/-_publication/f26df11-6288-11ea-b735-01aa75ed71a1)

In the future we also aim to further enforce the waste hierarchy principles (reduce, reuse, recycle, recover, dispose) in the culture of 3B.

Glass Waste to Landfill Index



ULTIMATE OBJECTIVE =



ZERO GLASS TO LANDFILL

Industrial symbiosis



«Industrial symbiosis is the use by one company or sector of underutilised resources broadly defined (including waste, by-products, residues, energy, water, logistics, capacity, expertise, equipment and materials) from another, with the result of keeping resources in productive use for longer.»¹⁸

Within the realm of circular economy, industrial symbiosis is one approach¹⁹.

Industrial symbiosis is the process by which waste or by-products of an industry or industrial process become the raw materials for another. Application of this concept allows materials to be used in a more sustainable way and contributes to the creation of a circular economy.

The transition to such an economy is the goal of the European Commission's Circular Economy Action Plan as it will result in the increase of Europe's economic competitiveness, sustainability, resource efficiency and resource security²⁰. It will also contribute to the reduction of greenhouse gas (GHG) emissions. Industrial symbiosis creates an interconnected network which strives to mimic the functioning of ecological systems, within which energy and materials cycles continually without producing waste. This process serves to reduce the environmental footprint of the industries involved. Virgin raw materials are required to a lesser degree, and the need for landfill waste disposal is reduced. It also allows value to be created from materials that would otherwise be discarded and so the materials remain economically valuable for longer than in traditional industrial systems.

¹⁸ European Committee for Standardisation and European Committee for Electrotechnical Standardisation, 'Industrial Symbiosis: Core elements and implementation approaches', workshop agreement, 2018, p. 5 (<ftp://ftp.cencenelec.eu/EN/ResearchInnovation/CWA/CWA17354.pdf>).

¹⁹ Hierarchy of terms: Industrial ecology (study of material and energy flows) > Resource conservation (reducing the need for the resources so they will last longer) > Circular economy (economic system for minimising waste and making the most of resources) > Industrial symbiosis (a subset of industrial ecology) > Resource efficiency (efficient use of resources so that they are not wasted) > Recycling (process of converting waste materials into new materials or objects)

²⁰ https://ec.europa.eu/environment/europeangreencapital/wp-content/uploads/2018/05/Industrial_Symbiosis.pdf

5.4 Water use

Context, Policy and Goals

Due to climate change, water scarcity becomes more and more prevalent for our sites.

Water scarcity occurs where there are insufficient water resources to satisfy long-term average requirements. It refers to long-term water imbalances, combining low water availability with a level of water demand exceeding the supply capacity of the natural system. In the future it is likely that predicted climate change will exacerbate this situation. A combination of less precipitation and higher temperatures will further reduce the amount of water available and economic impacts highly affect several sectors. Low water availability and droughts have severe consequences on most sectors, particularly agriculture, forestry, energy, and drinking water providers²¹.

Belgium is the third most water-stressed country among the nine European countries that can be considered water-stressed²².

India is also considered to be a country with very high water stress, mainly due to the lack of access to safe water.



²¹ <https://www.eea.europa.eu/themes/water/featured-articles/water-scarcity>

²² <https://www.eea.europa.eu/themes/water/featured-articles/water-scarcity>

Implementation and Performance measurements

62% of the used municipal water is recycled in Battice and Goa (cfr. GRI 303-3). Both plants are permanently striving to optimise their waste water treatment plant in order to improve the recycling rate and decrease the municipal water use.

In Birkeland a high quantity of water is withdrawn from groundwater for cooling purposes. The outgoing hot water is delivered to the municipality afterwards for district heating.

3B water use indicators	2019	2020
Volume of water withdrawn - Municipality (m ³) - GRI 303-1	607,843	403,692
Volume of water withdrawn - Groundwater (m ³) - GRI 303-1	2,190,000	2,102,400
Volume of water recycled (m ³) ²³ - GRI 303-3	40%	62%
Specific water use (m ³ /ton product)	4.7	4.6

Objectives

Our objectives relating to water use for the coming years are:

- improvement of the performance of our waste water treatment plants (WWTP) and increase of the recycling rate in all plants,
- improvement of people awareness on water scarcity and water use reduction through information and communication.

²³ Municipal water only. Withdrawn groundwater is used for cooling purposes and hot water is provided to the municipality afterwards.

5.5 Sustainable innovation

Context, Policy and Goals

3B works towards improving the performance of its products by creating sustainable added value and by supporting them in their growth strategies.

Most of the projects that 3B is supporting fit in one of the following 3 categories : Productivity, New Product for Automotive and Wind and Product Stewardship.

Productivity: innovation projects that improve productivity have an important impact on the sustainability performance by using less resources (raw materials, energy, water) and reducing the amount of air-water emissions and waste to produce the same quantity of finished good.

New Product for Automotive and Wind: Glass fibre products are key contributors for the components in the automotive and Wind market. The need for environment sustainability is calling for lighter vehicle, electrical vehicle, more efficient wind blades, recycling... This means that the whole supply chain always needs to target leading-edge innovation programmes.

Product stewardship: Driven by our product stewardship policy and international regulatory standards (REACH, ...), we proactively seek to replace substances that are potentially harmful for customer health, employee health and safety and/or environment.



Implementation

Sustainability is integrated in the programme for new solution development at 3B.

Sustainability performances of new solutions are evaluated against three dimensions:

People

We evaluate the impact of the project on the health and safety of the people. The impacts could be internal when we consider our workers, or external if we consider our customers' workers, and it could also integrate the impact on final consumers.

Planet

We consider the impact of the project on the Planet on a broad sense, focusing on both resource consumption and emissions, internally or externally, from our customers down to the end users. "Emissions" includes air-water emissions and waste; "Consumption" refers to resource efficiency of water, energy and all raw materials.

Profit

In order to be sustainable, we need to develop innovative solutions that bring value not only for our company but also for our customers.

Those three dimensions are rated according objective criteria. A Sustainability Matrix can then be drawn as shown below. Each project is illustrated by a bubble and position into the matrix. The size of each bubble is related to the financial impact it should have on 3B.

A project is considered to contribute positively to our sustainability objectives when it is positioned in the top right triangle of the matrix.

Performance measurements - Objectives

The Sustainability Matrix is an element of the Business Cases that are built, discussed, approved and followed at the 3B Value Added Committee. The threshold that has been defined distinguishes projects having positive impact on the sustainability criteria (People and Planet).

In 2020, looking at our top key projects, 92% of the projects were above the threshold.

Sustainable Innovation metric	2016	2017	2018	2019	2020
% of projects above threshold	71%	75%	100%	93%	92%

3B strives to always have 100% projects above threshold (having positive impact on the People and Planet sustainability criteria).





5.6 Emissions and pollution

Context, Policy and Goals

3B commits to apply the precautionary principle²⁴ and systematically perform environmental impact assessments. Where there are threats of serious or irreversible damage, lack of full scientific certainty will not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

3B is supporting scientific research, including independent and public research, on related issues, and works with the national and international institutions concerned.

3B is joining industry-wide collaborative efforts (Glass Fibre Europe, Glass Alliance Europe, ...) to share knowledge and deal with the issue of precaution, in particular in regard to production processes and products around which high levels of uncertainty, potential harm and sensitivity exist.

Implementation, Performance measurements and Objectives

3B is applying the Best Available Technologies (BAT) as per the Industrial Emission Directive²⁵ and always strives to minimise its emissions.

In line with the GRI standards and with the transparency reporting principles, air emissions of the major pollutants are given below.

In 2020, emissions to water and air were lower than the previous years, mainly because of lower production due to curtailment (COVID crisis).

Air emissions (GRI 305-7)	2015	2016	2017	2018	2019	2020
NOx emissions (kg) ²⁶	146,451	198,676	182,001	220,127	224,789	146,854
Particulate Matter emissions (kg)	13,295	11,503	13,434	15,342	13,803	9,300

Water discharge quality (GRI 306-1)	2018	2019	2020
Chemical Oxygen Demand (kg)	65,367	48,168	33,758

All plants are ISO14001 certified and in line with these requirements.

- Risks and opportunities are determined related to stakeholders' expectations.
- Action plans are established to achieve pre-determined environmental goals.
- Environmental impact assessments are regularly reviewed.
- Monitoring of potential environmental non-conformities and implementation of corrective and preventive actions.
- Continuous improvement of the environmental management systems is carried out.

²⁴ The precautionary approach, principle 7 of the United Nations Global Compact initiative, is based on Principle 15 of the 1992 Rio Declaration

²⁵ <http://ec.europa.eu/environment/industry/stationary/ied/legislation>

²⁶ Goa plant not included (not measured)

We further aim at:

- improving the data collection and consolidation of air and water emissions;
- improving (internal) communication on environmental requirements and performance;
- ensuring environmental emissions and pollution are always considered priorities during decision-making processes and change management.

2020 was a very special and challenging year for our industry because of the COVID crisis. 3B has weathered this global storm. The rapid implementation of effective measures was decisive, as was the strong support of everyone. Here and now, we simply want to thank our colleagues, customers, suppliers, partners, local authorities and all those who showed resilience, who chose to trust, who stood firm while the crisis lasted...

Thanks to all of you, we have been able to work and continue to move forward on the path of sustainable development.

Thank you!

Marc HUBERT,

CEO





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