

Losberger De Boer

United Nations Global Compact

Communication on Progress 2022



1. Statement of continued support by the Chief Executive Officer

Friday, December 23rd, 2022

To our stakeholders,

I am pleased to confirm that Losberger De Boer reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In our first annual Communication on Progress, we describe the actions we are taking and planning on taking to improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We commit to sharing this information with our stakeholders.

Yours sincerely,

Arnout de Hair

CEO of Losberger De Boer

2. Description of practical actions the company has taken or plans to take to implement the Ten Principles in the areas of Human rights, Labour, Environment and Anti-corruption.

Introduction

For Losberger De Boer, sustainability extends to all aspects of doing business. It is about how we build a sustainable healthy company where employees feel at home and can develop. About how we, together with our customers and supply chain partners, can realise solutions that contribute to their business success, and about how we focus on the best way to take care of our planet's scarce resources, and take responsibility both for us and for future generations.

UN Sustainable Development Goals

That is why Losberger De Boer is actively working on the implementation of its CSR policy. We want to use a targeted approach to continuously improve the impact of our activities on people, the environment and society. After many years of developing activities in the field of CSR, we have now linked these activities to the framework of the UN Sustainable Development Goals (SDGs). We have selected 5 SDGs and have embedded these core goals in our business operations, without losing sight of the other twelve SDGs. Our focus is on the following five SDGs:

- SDG 3 Good Health and Well-being
- SDG 8 Decent work and Economic growth
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate action
- SDG 17 Partnerships for the goals

Framework for progress

This makes them more concrete and measurable and provides us with a great framework to communicate our progress internally and externally. It also encourages us to develop partnerships with like-minded parties in our value chain in order to achieve the greatest impact together. We believe that you have to look beyond the borders of your own organisation in order to achieve maximum results. Therefore, we work as closely as possible together with partners who share our vision and ambitions. In this way, we continue to build on our company-wide programme for a safe and healthy working place, ensure continuous improvement of our ecological footprint and contribute to sustainable and inclusive economic growth.

a. Human rights

Code of Conduct

Integrity is one of our leading principles to carry out our work in a professional way. We are proud of our long-term and sustainable relationships with a large number of stakeholders within and outside our company. To safeguard these relationships Losberger De Boer has laid down its principles in a Code of Conduct, and has distributed it in the relevant languages to the employees, so that it is clear to everyone in the organisation which principles underpin how to carry out their work. They all

contribute, not only to making Losberger De Boer commercially successful, but also to making it a company that always operates in line with its socially responsible commitments.

Prohibition of discrimination in our Code of Conduct

All staff members have the right to be treated in a fair, polite and respectful manner by superiors and colleagues. No one should be discriminated against their gender, race, ethnic origin, religion, ideology, disability, age, sexual orientation or on the basis of other personal characteristics. We are all obliged to respect the personal dignity, values and environment of other staff members.

Harassment, verbal or physical, and any form of unwanted body contact are forbidden. Should an employee find himself/ herself in a situation where he/she is being discriminated against/harassed or if he/she becomes aware of such a situation, he/she can at any time turn to their direct manager, the relevant person in charge of compliance or to the works council.

Communication and training

It is not enough to simply lay down the principles of ethical business conduct. That is why we have been devoting attention to communication and training on our vision and the way we want to operate. We implement this in various ways in order to keep our principles alive and to embed them as deeply as possible in the organisation. 'Doing good business' is a topic that recurs in every Management Board meeting. The subject is also on the agenda of meetings with the management of the various business units in which we involve external specialists for a critical look from outside to inside.

Integrity as a top priority

Ethical business is not something you can achieve by writing a handbook. By including integrity in the core objectives of our CSR policy, we demonstrate that it is a top priority for Losberger De Boer. Transparency in our vision and actions is key, which is why we monitor and report on our progress. Losberger De Boer will continue to repeat and deepen this programme in the coming years, so that we can keep it alive for every employee in our organisation and live our values.

b. Labour

Social responsibility in our Code of Conduct

Human rights and the foundations of social standards are important principles for humans to co-exist harmoniously. We follow these principles without limitation. Working conditions in all areas must be such that these rights and standards are constantly guaranteed.

In this respect the prohibition of child and forced labour, as well as the granting of appropriate wages for working hours that comply with the respective legal regulations and industry standards, are of paramount importance.

Sustainable employability

To this day, producing and building temporary accommodations is still largely manual work, and there is no doubt that this can lead to physical complaints in the long term. At the same time – given

the increase in the average age of staff at our company – we are going to be feeling the effects of an ageing population in years to come.

So, we are doing everything we can to keep our people sustainably employed and healthy. This is reflected primarily in the development (by our own R&D department) of ever-lighter materials, which reduce the physical strain of work in the field. We also offer those members of the operational staff who are getting on in terms of age the opportunity to move on to a less stressful desk job, for instance in the R&D department, the CAD-CAM drawing room or as part of the Technical Support Team.

Health and well-being

In addition, we offer our employees the opportunity to undergo a periodic medical examination every two years. This examination specifically involves examining their physical and mental well-being. We also offer regular workshops on healthy and safe working practices. In any event, operational staff have to be certified as far as safety is concerned.

The average sickness absence rate at Losberger De Boer has fluctuated at around 1% for years, with an occasional outlier due to long-term absence.

We have been paying extra attention to the mental well-being of our employees during the corona crisis. Our recent employee satisfaction survey highlighted clear communications – regarding projects and about the current state of affairs in the company – as a key concern for 2022 and beyond, with a view to maintaining the bond that our staff have with the organisation. This is particularly the case now that we have started working from home more frequently.

Personal development

Retaining staff and keeping them sustainably employed in the long term is also linked to development opportunities. That is why we offer our staff the opportunity to take online courses via an online learning platform and/or to take training courses as part of their personal development.

Local organisations, local people

For an internationally operating organisation, one of the major challenges lies in dealing with the great diversity of regulations, people, cultures and working conditions in the various countries in the best possible way. For Losberger De Boer, respecting human rights, guaranteeing good working conditions and contributing to society are of great importance. That is why we build up local organisations with local people in the regions in which we are active.

Safety first

Safeguarding the safety and health of our staff is an important cornerstone of our organisation. We work in several ways to achieve the highest possible level of health, safety and environment (HSE) for our employees.

Uniform policies

There are strict laws and regulations regarding safety at a European level. That said, national authorities often interpret the legislation slightly differently. Moreover, in the United Kingdom, the rules are often even stricter, with more emphasis on administrative recording than European Union Member States.

One of the recommendations of the EcoVadis certification platform to Losberger De Boer is to build on the current high level of safety, and make the HSE policy more uniform across the group. In 2021, we integrated the HSE policy for Belgium and the Netherlands, so that we could achieve more uniformity in terms of policy as well as implementation. In both countries, Losberger De Boer is SCC** certified (two stars, for main contractors who carry out complex, high-risk work).

Our aim for the foreseeable future is to create an internationally available internal database, with clear work instructions for all countries. We also record project reports and evaluations via a digital platform. In this way, all documents are accessible to everyone, so we can learn even more from each other and keep each other focused.

Main risks and number of accidents at work

The key risks to which our operational staff are exposed include collision, falling and tripping hazards and physical overloading. The number of work-related accidents at Losberger De Boer has been low in recent years; since 2016 there have only been two work-related accidents.

For each project, we draw up a hazard identification and risk assessment, which we then lay down in an HSE plan and/or in a safety instructions for the employees involved.

The main indicator used is the so-called injury frequency rate (IF), i.e. the number of accidents at work divided by the number of working hours. We also use reports of near accidents and observations of the routine workplace inspections to tighten up our safety policy on an ongoing basis.

Toolbox meetings

Generally speaking, we regularly hold so-called toolbox meetings (45 in 2021), in which we discuss specific subjects such as working at height, carrying out last minute risk analyses (LMRAs) and the correct use of personal protective equipment (PPE).

Members of staff are expected to attend at least ten of these toolbox meetings each year. We also ask our employees to put forward areas for improvement in the field of safety. Staff members who comply with this can count on a bonus.

Ergonomics

To prevent physical overloading, we invest in ergonomics. We do so by using ever-lighter materials and handy tools and by investing in personal protective equipment that is as comfortable as possible, such as hearing protection gear.

Measuring Employee satisfaction

To ensure our employees enjoy working at Losberger De Boer, we hold an annual employee satisfaction survey which all employees are actively encouraged to participate in. The past years we have seen a marked rise in participation and a steady increase in overall satisfaction, reaching 69% and 7,9 respectively in 2022.

c. Environment

Key environmental goals

Losberger De Boer has committed itself to reaching the following goals in the following years:

- a. 2023: Paperless office
- b. 2024: No single use plastics in Operations
- c. 2025: All lease cars electric
- d. 2030: Carbon neutral Losberger De Boer

Environmental protection in our Code of Conduct

The prevention and restriction of risks to people and nature is an important element in responsible behaviour. This applies to all areas in our company and in particular to production. When weighing production costs and safety, the decision taken should always be in favour of safety.

The observation of all safety precautions, irrespective of whether they have been stipulated by the law, issued by the competent authorities or are part of company guidelines is essential. Everyone is jointly responsible for safety in his/her working environment.

Environmentally-friendly behaviour for us is not just a corporate obligation but also an important prerequisite in order to be able to preserve natural resources and thereby our operating efficiency and competitiveness in the long term. Our approach to the environment is to minimise the use of resources and any negative impacts on our environment. Observation of the environment protection guidelines applicable in each case is considered to be the minimum standard.

Sustainable product development

It is self-evident that R&D plays an important role in the development of new, sustainable materials and solutions. The general trend in this respect is towards modular, stronger and lighter structures that are easy to transport and handle, and that are well insulated from a thermal as well as an acoustic point of view.

Lightweight, sustainable floorboards

A prime example of a recent innovation is the new floorboards that Losberger De Boer introduced in 2021. Whereas traditionally floors consisted of wooden boards on top of aluminium profiles, we developed a new type of floor based on composite with a glass-fibre reinforced top layer. This choice of material has several advantages. For instance, the material is much lighter, which makes it easier to handle from an ergonomics point of view and reduces carbon emission during transport by up to 25%. In addition, the service life is expected to be significantly longer.

Sustainable shell

Losberger De Boer is also constantly looking for ways to make the insulating 'shell' around accommodation more sustainable. Traditionally, single-use sandwich panels (consisting of aluminium, foam and aluminium) have been used for insulation. However, the sandwich panels that we designed recently can be used more than once in our rental fleet; they are easier to stack and so they are less prone to damage. Thanks to the built-in interruption of the thermal bridge, these new wall panels also have significantly higher insulation values, which improves user comfort as well as the climate.

Sustainability in the chain

In Europe, Losberger De Boer currently works with over 100 suppliers for the different (raw) materials like aluminium, wood, synthetics, steel, PVC and other materials used for the production of tent structures. Around 40 per cent of these suppliers have preferred supplier status.

Supplier sourcing and the Code of Conduct

Sustainability is an increasingly important factor in the selection of new suppliers. New and existing suppliers have undergone an extensive audit based on the certifications and standards for sustainability and safety within the industry in question. All these rules and regulations are brought together in our own Code of Conduct (CoC) for a sustainable supply chain. We use this Code of Conduct as a yardstick to assess new suppliers who are then compelled to meet our standards. How sustainable and safe are their working practices? We also put the emphasis on social responsibility in the CoC. We expect our suppliers to provide good working conditions and to pay their employees a fair wage. From 2022 onwards, all contracted suppliers are given a CoC as an integral part of the contract. In future, only new and one-off suppliers who comply with this code will be eligible for a partnership. This is how we are working step by step to make our supplier base more sustainable; sustainability is becoming a must-have instead of a nice-to-have.

Sustainable alternatives

Our end customers are also demanding sustainable solutions for their projects, for instance when it comes to energy, lighting and signage/branding (road signage and advertising). We help end customers to make informed choices for the most sustainable solutions based on a regularly updated supplier matrix.

Take generators as an example: traditionally they run on diesel, but customers can now choose a ten times cleaner alternative: biodiesel. Or air conditioning facilities controlled completely by electricity. And when it comes to signage/branding, customers can choose a supplier who provides 100 per cent sustainable materials such as film, stickers and banners.

Recycling

Losberger De Boer also regularly works directly with existing raw material suppliers to develop sustainable solutions. For instance, our largest aluminium supplier recycles about 85 per cent of the aluminium we use. And our PVC roofs produced in-house are also recycled by a partner company.

In addition, our clothing line for staff is fully circular: 'worn-out' clothing is collected and recycled by our work clothing supplier.

Green transport and logistics

Finally, as far as transport is concerned, we are moving towards working with logistics organisations who fully compensate for their emissions and run their fleets on a carbon neutral basis. For transportation on the construction sites, we also work more and more with a supplier who supplies equipment, such as forklifts, aerial platforms and telehandlers, that is driven by electricity for 100 per cent.

Goals and ambitions

In line with the activities set out above, we will activate a first comprehensive CoC preferred-supplier matrix for sustainable procurement in Q1 2023 for our Rental Projects division. All signed CoCs are archived in VendorLink, our supplier management platform.

We also intend to develop a tool that will substantiate sustainable choices for our customers via our supplier library. We periodically highlight these choices in a special procurement magazine.

In terms of facilities, our aim is to phase out engines that run on fossil fuels. We are also focusing on circular waste processing in offices and workplaces, and on creating paperless offices.

d. Anti-corruption

The reputation of the Losberger De Boer Group is of the greatest importance to us and it should be retained and protected. We need to remain vigilant that the business decisions we make are based on the merits of the products and services we offer and are in line with our core values: Creative, Involved and Professional.

The combination of entrepreneurial activity and ethical principles is of fundamental importance and key to lasting corporate success. We are subject to various local as well as international legislative regulations, of which the requirements are becoming more and more demanding due to the international nature of our business operations. Integrity is one of our leading principles to carry out our work in a professional way. We are proud on our long-term and sustainable relationships with a large number of stakeholders within and outside our company. To safeguard these relationships it is important that everyone within Losberger De Boer respects the principles set out in our Code of Conduct in carrying out their work.

Losberger De Boer's Code of Conduct serves both new and existing Losberger De Boer employees as a helpful set of principles and guidelines that we can refer to at times where there is some doubt as to how an issue is to be addressed.

A clear commitment to legislation and laws, as part of our self-awareness, is a characteristic feature of all the staff members of Losberger De Boer all over the world, crossing the borders of countries and cultures. They all contribute, not only to making Losberger De Boer commercially successful, but also to making it a company that always operates in line with its social responsible obligations.

Losberger De Boer follows the principle of strict legality for all actions, measures, contracts and other procedures of Losberger De Boer. This is also expected of the group's business partners. The staff members of Losberger De Boer are made aware that any violations of the law will have legal consequences both for an individual staff member and also there might be consequences for the Losberger De Boer group as a whole. All staff members therefore shall observe the corresponding valid legal provisions and internal guidelines. Punishable violations of the law should be avoided by all means. The observation of the valid legal regulation takes precedence over any differing instruction issued by a superior.

In collaboration with organisations such as Law Pilots, we organise specific periodic training courses for managers and employees on subjects such as compliance, anti-corruption and the prevention of money laundering. Specific attention is also given to our Purchasing and Sales departments.

All Losberger De Boer employees are committed to the Code of Conduct to ensure that the business principles are embedded in the organisation as deeply as possible.

3. Measurement of outcomes.

ISO 14001

In 2010, the first business units that are now part of the Losberger De Boer group achieved ISO 14001 certification, and they have maintained that certification since. Through ISO 14001, we keep a check on our environmental management system processes and work on getting better every time.



Ecovadis Rating

We want to become a leader in our industry and are dedicated to continuously improve our performance. In 2021, we took an important step in improving our CSR performance. In addition to the various improvement programmes running across the organisation, we have joined EcoVadis. This independent, international platform evaluates companies based on four areas of their CSR policies: environmental impact, working conditions, fair trade practices, and sustainable purchasing policies. Our objective is to measure the quality of our CSR management system through our policies, actions and results. This will help us to improve our business performance and go beyond strict legal requirements, while complying with legal requirements.

The Rental Projects Division is the first division of Losberger De Boer that was assessed by EcoVadis. The other divisions of the Group aim to join the programme in 2023.

For the Rental Projects division, the following Ecovadis score was achieved in 2022.

DE BOER STRUCTURES HOLDING BV (GROUP)

Alkmaar - Netherlands | Renting and leasing of other machinery, equipment and tangible goods

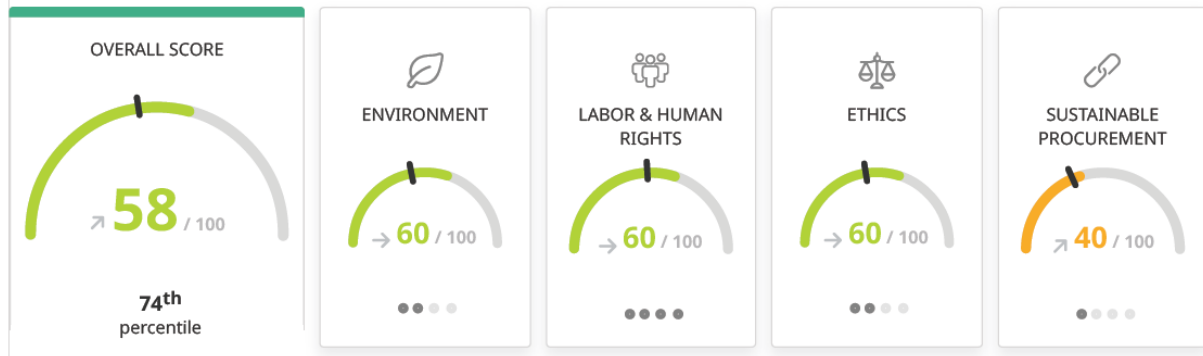


74th
percentile

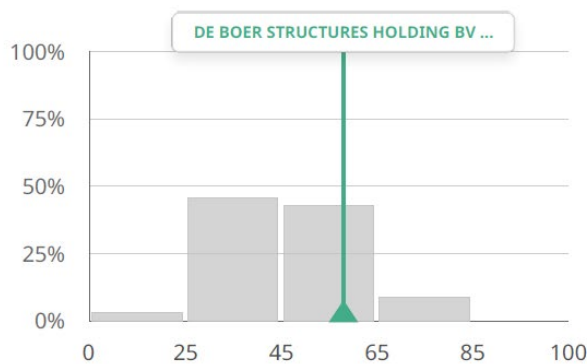
Publication date: 28 Nov 2022

Insufficient Partial Good Advanced Outstanding

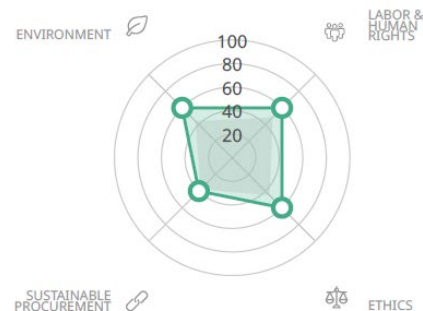
— Average industry score



Overall score distribution



Theme score comparison



● All companies rated by EcoVadis in this industry

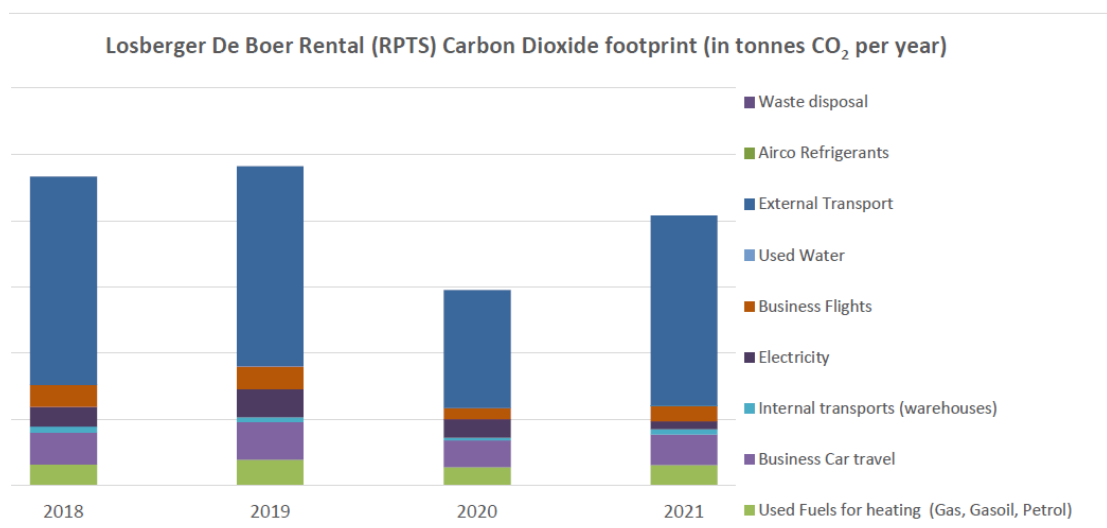
○ DE BOER STRUCTURES HOLDING BV (GROUP) score

● All companies rated by EcoVadis in this industry

Carbon footprint

To be able to reach a carbon neutral Losberger De Boer in 2030, we need to know the current footprint so we can take measures. The CO₂ output of the Rental Projects Division is being measured already, and the other division are making plans to be able to measure their CO₂ output.

For the Rental Projects Division, the CO₂ output is measured in Scope 1 (Emissions due to direct use of sources), scope 2 (emissions due to indirect use of sources) and scope 3 (emissions due to external sourcing).



Declaration:

No correction is made for organizational growth/ decline

All CO₂ emission factors, used for calculation, are based on the Defra / RVO / recognized co₂ parameters

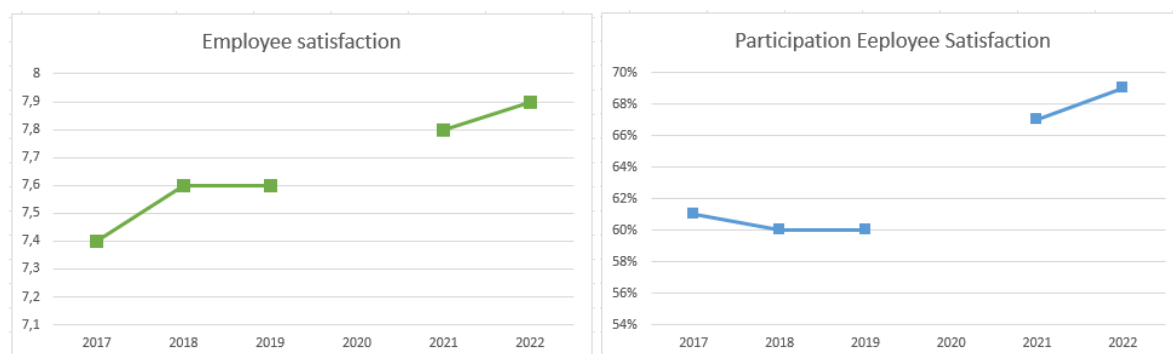
Some emissions were estimated, related to other years, in case when we did not receive complete information

Figures showing from 2018: In 2018 figures were combined between De Boer and Losberger

Figures in 2020 show decrease, but this is mainly caused by Covid-19

Employee satisfaction

Across the entire Losberger De Boer group of companies, we measure our employee satisfaction on an annual basis to ensure the labour conditions are in order and can be improved where needed. Over the past years, we have been able to slowly improve the overall satisfaction, as well as participation. In 2020, due to corona, the survey was postponed.



Customer satisfaction

Our customers demand products and services that are ever more sustainable, and for Losberger De Boer, our drive is to ensure that our customers achieve their goals.

Losberger De Boer's ambition is to achieve the highest level of customer satisfaction as the basis for our work as an involved, creative and professional partner. By proactively sharing ideas, working transparently and always keeping our promises, we have become a reliable partner for many customers, some of whom we have been working with for decades.

Our belief in building sustainable relationships with customers, employees and suppliers is ingrained in the Losberger De Boer DNA. Losberger De Boer was formed when the two companies Losberger (founded in 1919) and De Boer (founded in 1924) came together in 2017. Losberger and De Boer both have their roots in family businesses. We are convinced that cooperation across generations, with all parties in the chain, has laid a sound foundation for truly sustainable business practices – with a good balance between financial gain, shared growth and corporate responsibility.

The method we use to measure the appreciation of Losberger De Boer by our clients is the net promoter score (NPS). We have used this metric since 2009. Our overall NPS rating for 2021 was +77 (2020: +74 and 2019: +56). This represents a significant rise; never before have we attained such a high NPS rating. The average rating of 9.2 (2020: 9.1 and 2019: 8.7) was also unprecedented, and underscores how highly our customers rate us structurally.



We are Losberger De Boer,

Committed to your success