



SUSTAINABILITY REPORT

2021-2022

In and around the Bekina NV sites, we work on **biodiversity**. Throughout the report, we introduce you to the variety of flowers in our Bekina flower meadows that provide a colourful, natural and healthy environment for people, animals and the planet.



Cichorium intybus
Chicory



Matricaria chamomile



Achillea millefolium
Milfoil



Ranunculus arvensis
Corn Buttercup



Papaver somniferum
Common poppy



Hypericum perforatum
St. John's wort



Centaurea cyanus
cornflower



Linum usitatissimum
Flax



Antirrhinum majus
Dragon Plant





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Papaver somniferum
Common poppy

“ a challenging segment with an immense opportunity to make a difference



Thomas Vanderbeke

Within our family company, sustainability is in our blood.

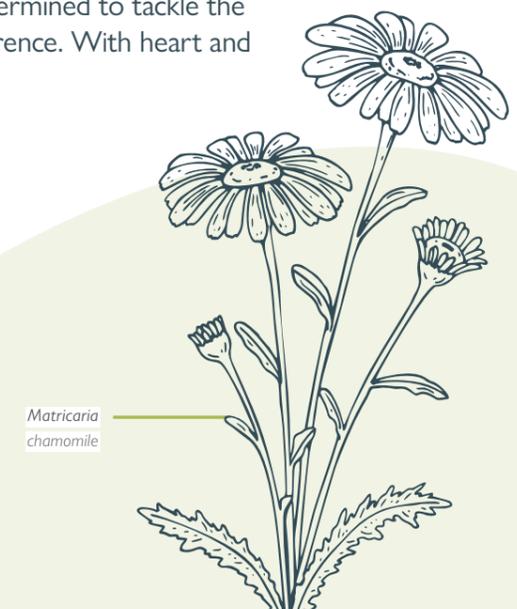
We dedicate our craftsmanship to create added value from generation to generation. And with every decision, we always consider the long-term impact. Because our investments today feed the future of the next generation. Which is why we always opt resolutely in favour of sustainable solutions. It is our intrinsic driving force, and a defining trait of “the Bekies”, our family nickname.

As long as I can remember, I’ve been actively involved with the world around me. As a child during the 80s, I remember being struck by the cover of a magazine depicting the earth inside a glasshouse. Back then, global warming was still a theory that was called into question by many people. Many years later, the urgency for us to take our responsibility at a global level has only increased. Which is why I see it as my personal quest to maximise my positive impact.

As the 3rd generation at the helm of our family company, I want to make a positive contribution towards a better world. Polymers are food for thought... but also and above all, for action! Our business is at the centre of a challenging segment with an immense opportunity to make a difference for people and the planet. At Bekina, we capitalise on those opportunities by dedicating ourselves to innovation and superior quality. And by applying our craftsmanship to create sustainable partnerships worldwide.

Over the years, our family has been joined by passionate employees, customers and suppliers who consciously strive for sustainable solutions. Together, we are determined to tackle the challenge head on in order to make a difference. With heart and soul, and with a touch of eccentricity.
“The Bekie way”

Thomas Vanderbeke
3rd generation & CEO Bekina





Papaver somniferum
Common poppy



Achillea millefolium
Milfoil

With heart and soul



Our own breed of **craftmanship** from generation to generation

The Bekina story begins with the production of handmade rubber boots in the 1960s. Since then, we've evolved into worldwide suppliers of polyurethane boots and bespoke polymer solutions. Each generation of the Vanderbeke family has stood for a unique breed of entrepreneurship defined by both innovation and craftsmanship.



Cobbler, (don't) keep to your last

As the son of a shoemaker, Denis Vanderbeke was quick to learn the tricks of the trade. But his keen business sense led him away from following in his father's footsteps. Every village already had its shoemaker. Denis, however, saw his opportunity in supplying materials to those very shoemakers. And during his travels, he became acquainted with the growing business for rubber boots and decided to make his own. He founded Bekina in 1962 and achieved great success in Belgium and the Netherlands with his handmade rubber boots.



Automatisation and innovation

Denis' son Georges joined the family company in 1970. Under the motto "to stand still is to go backwards", Georges capitalised on the opportunities of an evolving market. By investing in automation, both the revenue and market reach of the company's boots grew considerably. In addition, Georges also explored new applications of rubber in other segments. His innovations led to the establishment of the subsidiary Bekina Indurub.



Pioneers in polyurethane

The Vanderbekes' renowned craftsmanship is characterised by a relentless drive for improvement. When Georges learned about polyurethane (PU) at an international trade fair, nothing could hold him back. A new era had begun and in 1991, the first PU boots rolled off the production line at Bekina. Bekina's boots had suddenly become a lot lighter, extremely comfortable, better insulated and longer lasting. One small step for man, one giant leap for Bekina.



Process optimisation and sustainability

In the meantime, Thomas Vanderbeke now represents the 3rd generation. Process optimisation and sustainability are spearheading his efforts to bolster the family business for the next generation. With a constant view of the world and the future, Thomas is committed to making a big difference in even the smallest details. Innovation and quality remain central to his leadership, with a constant and pervasive attention for sustainable enterprise.



Sustainable enterprise

Bekina became the reference for high-quality polymers by deepening and expanding its expertise into other sectors. Alongside Bekina Boots and Bekina Indurub, the family company also founded Bekina Compounds and BeSealed. From state-of-the-art boots and crucial components for such things as mattress supports and ladders to innovative sealants for tunnels, Bekina set its sights on developing the highest-quality and longest-lasting solutions.



BEKINA

For many years Bekina has been a well-known name within the world of professional boots, but where does the name come from? The Vanderbeke family, which has been leading Bekina for 60 years, is better known as the Beki's in the surrounding area of its production location, Kluisbergen. As a proud founder, Denis once said just imitate Beki (in dutch: "Doe maar Beki na"). Very quickly it was incorporated and the brand name Bekina was officially used for the then rubber boots that Denis launched at the time.



Centaurea cyanus
cornflower

Bekina has been the reference in polymers

processing for 60 years.

Its craftsmanship is driven by innovation

and the highest standards of quality.



Centaurea cyanus
Cornflower



Through **Bekina Boots**, the family company continues to safeguard its reputation for the safest and most comfortable boots for professional use in the agriculture, construction, food, fishing and leisure industries. In doing so, Bekina supports people all over the world, literally and figuratively, to excel in their chosen activity.

Bekina Solutions offers polymer solutions in every shape and colour for the most diverse applications. As such, Bekina Solutions groups together 3 main subsidiaries:



Bekina Compounds delivers finished blends and master batches based on natural and synthetic rubber and other polymers for applications in pharmaceuticals, heavy industry, construction and oil and gas.



Bekina Indurub comprises the custom injection moulding of polymers and vulcanised rubber for various applications in construction, food, cosmetics, furniture manufacturing and other areas. It also manufactures key components in slatted bed frames and ladders.



BeSealed supplies swellable sealants for concrete. Among others, this extremely efficient application is used to tunnels and cellars.

The Bekina family currently counts 110 employees and more than 400 sustainable partnerships across 80 countries. With an annual revenue of around 38 million euros, Bekina is very much a world player in its field.



+110
employees



500+
raw materials



2600+
products



400+
clients



80
Countries



Hypericum perforatum
St. John's wort.

Polymers:
Food for thought...
and action!



Art created by Eddy Vaneeckhout
Bekina Employer

Our vision on a sustainable enterprise

As a world player in polymers, we have a big responsibility to people and the planet. We operate in a challenging segment. But that also means we have an opportunity to make an even bigger difference. Over the years, sustainable decision-making has become second nature to us, from how we use our raw materials to the energy consumption of our processes. Always with respect for our human capital and our environment.

Bekina's ambition is to grow and flourish through its commitment to innovative and sustainable policies in all areas of the company. Which is why the company aims to strike a healthy balance between social, ecological and economic objectives. Because by making sustainable choices, Bekina ensures that its craftsmanship will continue to serve the world of tomorrow.

Our values

B **BETROUWBAAR**

E **ENGAGEMENT**

K **KLEURRIJK**

I **INNOVATIEF**

Betrouwbaar | Trustworthy

Authenticity is central to our family company. We do business with our feet – or should we say boots – firmly planted on the ground and in the dirt. Our employees and partners can count on our integrity. And in all our dealings, we are dedicated to building long-term relationships.

Sustainable partnerships are founded on trust. Our partners can therefore count on our high standards and their strict application. Which in turn lead to the best possible concepts, products and solutions. We never settle for less.

Engagement | Engagement

Leadership only comes from daring to take risks and to learn from one's mistakes. At Bekina, we therefore uphold a thoroughly pragmatic approach. And we stimulate it amongst every member of our family company.

Kleurrijk | Colourful

We love color, but color in the broadest sense of the word. Color can be found in just about all of our products, in our flower meadows that brightens up environments, next to the visual aspect it is also applied within our teams by applying the insights model. And most of all, color also stands for diversity. Everyone is welcome at Bekina: young, old, from any background, with different skills and insights.

Innovatief | Innovative

Our product leadership is built on an insatiable desire for innovation. We are driven at every step by the needs of our partners and strive to develop innovative solutions that make a difference. As a consequence, sustainable enterprise for us means unbridled investment in innovation that makes good on our pioneering approach every day.

As a production company, our ultimate goal is to create added value. Not only for our partners, but for our entire planet and the people who depend on it. With every decision, our gaze is firmly cast on a future in which our impact is climate neutral.



Sustainable policy in all its forms

Sustainable products



Being a product leader for us means offering innovative, high-quality products with a long lifespan. In this sense, our goal is circularity and a supply chain that is as short as possible. With Bekina Boots, we help people all over the world to bring their own craftsmanship to work both safely and comfortably. Bekina Solutions, in turn, aims at sustainable solutions in which circularity plays an important role.

Sustainable processes



Our business processes are continuously adjusted to ensure a balance with our natural environment. We apply the utmost care in our use of raw materials, our consumption of energy and our dealings with our own people and with society at large. And we call on the support of specialists to sharpen our objectives and processes as much as possible. That is how we challenge ourselves to excel and make a clear and positive impact on the world around us.

Sustainable markets



As a global player in polymers, we are fully aware of the immense difference we can make in our choice of markets. That is why we resolutely opt in favour of markets that are open to innovative and circular solutions. Our partnerships are fed by a shared passion for sustainable growth.



Never solo, always together

The Bekina family includes 110 employees and over 400 partnerships worldwide. And our partnership with Voka is a product of our desire to put in place a high-impact, efficient and relevant sustainability policy.

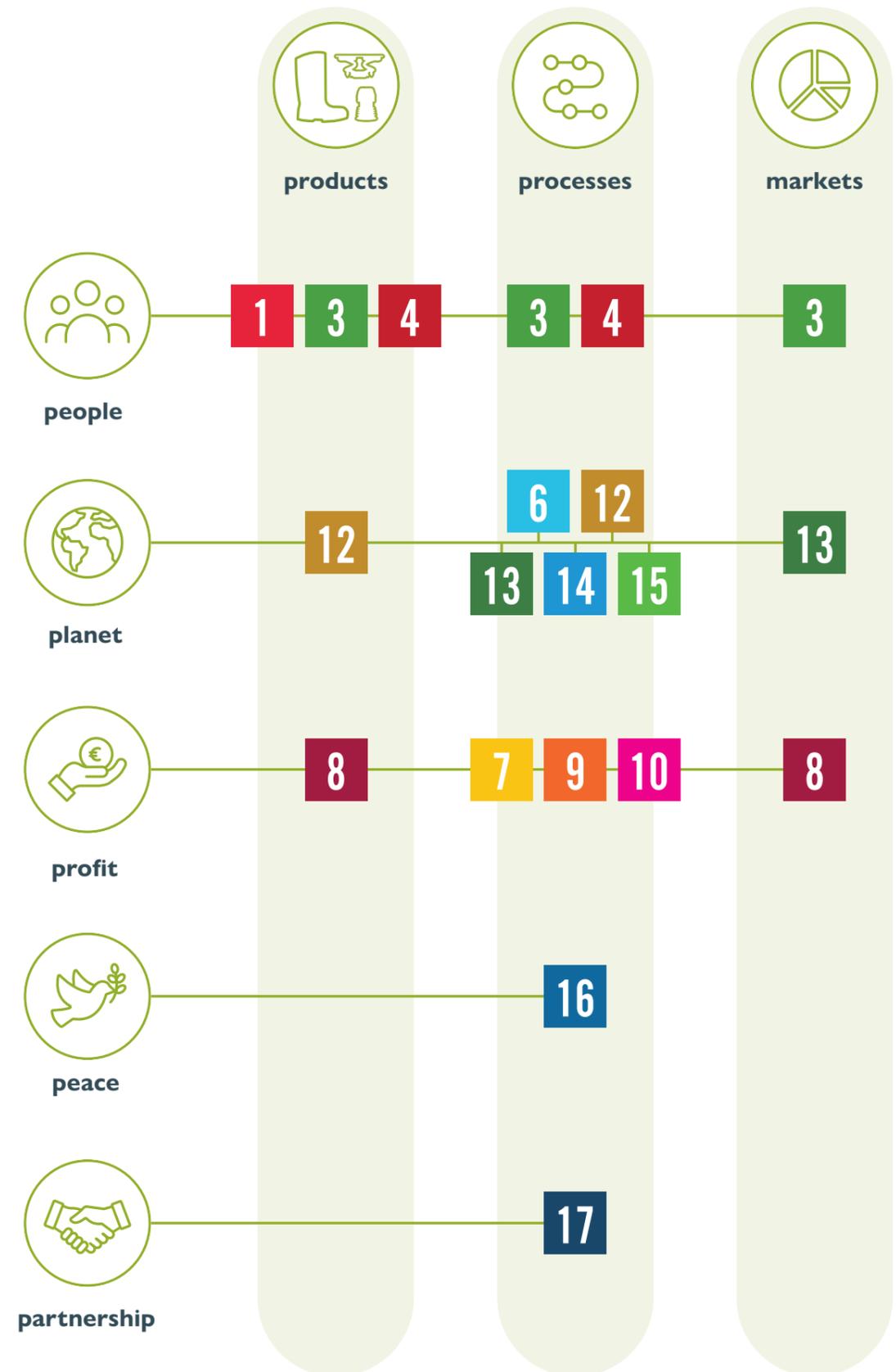
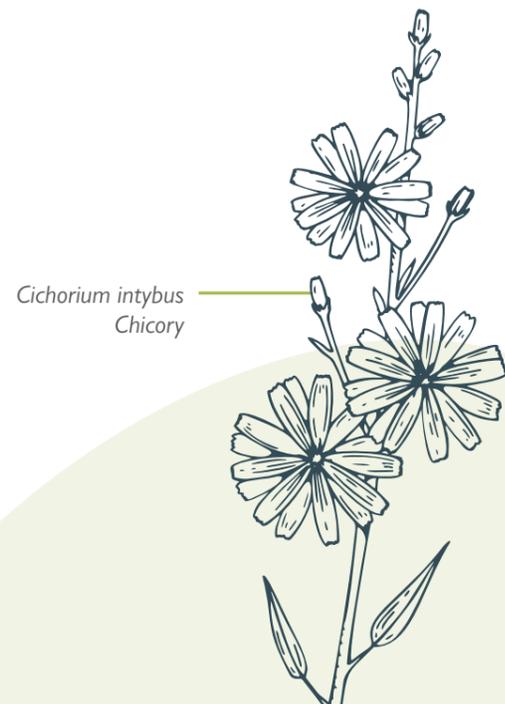
As the largest network of entrepreneurs in Belgium, Voka helps businesses grow and flourish together and the wellbeing of everyone. They support them in anchoring sustainability in their DNA and in achieving clear sustainability objectives. The Voka Sustainable Enterprise Charter (VCDO) is a fully customised action plan which Voka develops together with each member company. In each case, it is based on the 17 sustainable development goals (SDGs) identified by the United Nations, which have been signed by no fewer than 194 countries.

Every year, Bekina expands its sustainability action plan in consultation with Voka with concrete objectives for the coming year and an evaluation of the previous year's performance. The action plan is the compass which guides us every day to make a difference together with our employees and partners.



Sustainable milestones 2021

SDG's to which our sustainable initiatives have made a positive contribution in each area of our operations





Healthy fresh air

Our extremely comfortable boots stimulate people to enjoy comfort at the outdoors and the fresh air. Without cold or wet feet, but pleasant, lightweight boots delivering outstanding comfort thanks to a perfect fit and ergonomic sole.



Boots for a good cause

Bekina is committed to various charities. Bekina donates boots to natural disasters and floods, conflict zones and students to universities.



Comfort for our employees

We are committed to providing an ergonomic work environment and each new construction project is designed with respect for the natural surrounds. In addition, teleworking forms a structural part of our family company's operations. Since even before the pandemic, every employee at Bekina has had the opportunity to work one day per week from home. To safeguard a healthy work-life balance.



Healthy employees

We inspire our employees at every opportunity to adopt a healthy lifestyle. Our cyclobility plan, for instance, guarantees access for our people to discounted bicycle leasing. We also provide fruit at work and regular opportunities for sport and medical check-ups. Fresh air is also essential to a healthy lifestyle. Which is why we have created meeting and dining facilities in the green zone surrounding our building.



Personal growth

A company can only flourish when its people have the chance to do the same. Which is why we invest continuously in career paths that offer growth for each and every employee based on a clear performance cycle and dedicated training. That is how we ensure that everyone can realise their full potential.



Charging stations for visitors

We love to welcome visitors to our facilities. Because personal contacts are essential to forming long-term, sustainable partnerships. And for an efficient visit and safe return trip, we provide free charging stations for all our visitors.





Carefree comfort

Our boots are extremely comfortable, not only due to their meticulously tailored fit and orthopaedic soles but also thanks to high levels of insulation and safety. By choosing polyurethane as the base material of our boots, we ensure that they last four times as long as standard PVC boots. Which ensures a longer lifecycle for carefree comfort and convenience. And you're spared the inconvenience of worn-out boots for longer, along with the search for new ones.

The safe choice

Bekina stands for quality in every detail. Accordingly, BeSealed is our answer to the need for high-quality sealants to prevent inundation in areas such as cellars and tunnels. Bekina Indurub's polymer solutions also guarantee extra safety. For example, by preventing your ladder from slipping thanks to an anti-slip support. Bekina Boots are also subjected to independent tests to guarantee superior safety. Our boots satisfy strict international safety standards and offer protection from impact, compression, penetration and chemical spills as well as providing superior grip.

Road safe loading zone

As a family company, we aim to make a positive contribution to quality of life in the areas we are active in. Over the years, many families have settled in the areas that border our company buildings. We therefore remain committed to a number of initiatives that guarantee a safe and pleasant environment for local residents.





Our dream of green raw materials

We continuously challenge our biggest suppliers. By stimulating their own commitment to sustainability and by maintaining pressure in favour of more sustainable raw materials. Our dream? A fully circular supply chain.



Long lifecycle

Thanks to the use of polyurethane, our boots last considerably longer than others on the market. Compared to the lifespan of PVC boots, a pair of Bekina boots will typically last up to 4 times longer. Which not only gives our consumers extra peace of mind but also reduces waste by one third!





Certified ambition

The ISO14001 certificate signifies that a company has an effective environmental management system in place. The certificate is not only generally compulsory, but for us is also confirmation of our ambitious Bekina Standard. The strict norm is reflected in our rigorous environmental system. And we achieved the ISO certification on the strength of the consolidated efforts of all our employees and partners. It offers enormous encouragement to our chosen sustainability policy and motivates us to set the bar even higher than prescribed by current regulations. Because we are determined to prove our product leadership each and every day.



From reducing to total recycling

At Bekina we coordinate no fewer than 17 different waste flows! From tensioning straps to the tubes inside shrink-wrap film, everything is meticulously sorted at Bekina.

When leaving our site, waste containers are also sealed to ensure nothing escapes our attention. And our subsidiary Bekina Indurub goes even further: polymer waste or surplus is no longer removed and incinerated but the majority is recycled in collaboration with an external partner.



Clear wastewater

Thanks to the installation of two separate drainage systems, we now separate stormwater from wastewater. All based on a thorough analysis of all water flows.



Operations clean sweep

This global stewardship programme has been in existence for 25 years. It was founded on the ambition to prevent polymer pellets, flakes or powders from getting into the natural environment. As a polymers producer, we are fully committed to meeting the strict environmental, safety and quality standards as defined within the programme. We are meticulous in ensuring that all measures are taken to prevent the spread of polymer particles.



A lively green zone

We care deeply about the surrounds in which we operate. Which is why we have set up numerous initiatives in order to make a positive impact on our neighbouring community and environment. Wildflower meadows and beehives around our company buildings stimulate biodiversity. Trees provide natural air conditioning while providing refuge for up to 17 different species of birds. The green zone around our buildings is not only an ode to nature. Our employees also flourish in this stimulating environment. However, we do not restrict ourselves to our own premises. The Vanderbeke family also supports a number of ecological projects in the wider neighbourhood around Bekina. Our founder Denis started this tradition by planting poplar trees and over several generations, the family has provided around 350 valuable oak trees along the main road to the village.



From detection to perfection

As a tech pioneer, Bekina installs RFID tags in all its boots. Which ensures that every boot is fully traceable. This enables Bekina to optimise the performance of its products and pave the way for recycling.





products

profit



Sustainable niche products

Together with our subsidiaries, Bekina has developed a number of high-quality niche products that are distributed in over 60 different countries. In each case, our proven product leadership guarantees a long lifespan for these products. Which in turn ensures that our partners can enjoy the benefits of our products and solutions for longer.



processes

profit



100% green energy

At Bekina, we adhere to a zero-waste policy when it comes to energy. We convert energy produced by our processes into heating. Insulated hot water tanks store excess energy which can be used later. Every machine and zone are closely monitored to ensure the most efficient energy consumption. And to keep unwanted heat out, we have installed extra solar panels and white roofing to insulate our roof.



Smart waste reduction

One of the spearheads of our sustainability initiatives at Bekina is our commitment to reducing waste. Thanks to the vigilance of all our people, we have succeeded in drastically reducing the volume of waste. And much of the waste that is produced is recycled in collaboration with Be Polymers. Reducing and recycling have a dual benefit: our processes have become a great deal more sustainable, and we have considerably cut the cost of waste management.



Worthy causes

Within our family company, we take care of each other and for our society. Bekina is committed to supporting a number of charities and worthy causes. We donate boots to the homeless via the organisation Given and to universities in the US. We also support Bolster, a care home for people with special needs and we sponsor CliniClowns via Buy4Life.





processes

peace



markets

profit

Collegiality

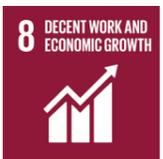
Our employees, together, make the difference for our family company. We stimulate good relations at work by celebrating both large and small occasions throughout the year: a delicious breakfast together, a summer BBQ, St Nicholas, anniversaries, ...

Because all work and no play doesn't work at all.



Sustainable offer

Products of outstanding quality last longer. Which adds up to a lower total cost over the long term. A pair of Bekina boots, for example, typically lasts 4 times longer than boots made from PVC. Our quality advantage therefore translates into tangible savings for our consumers. The same goes for our entire product range, from the boots produced by Bekina Boots to the solutions provided by Bekina Indurub, Bekina Compounds and BeSealed.





processes

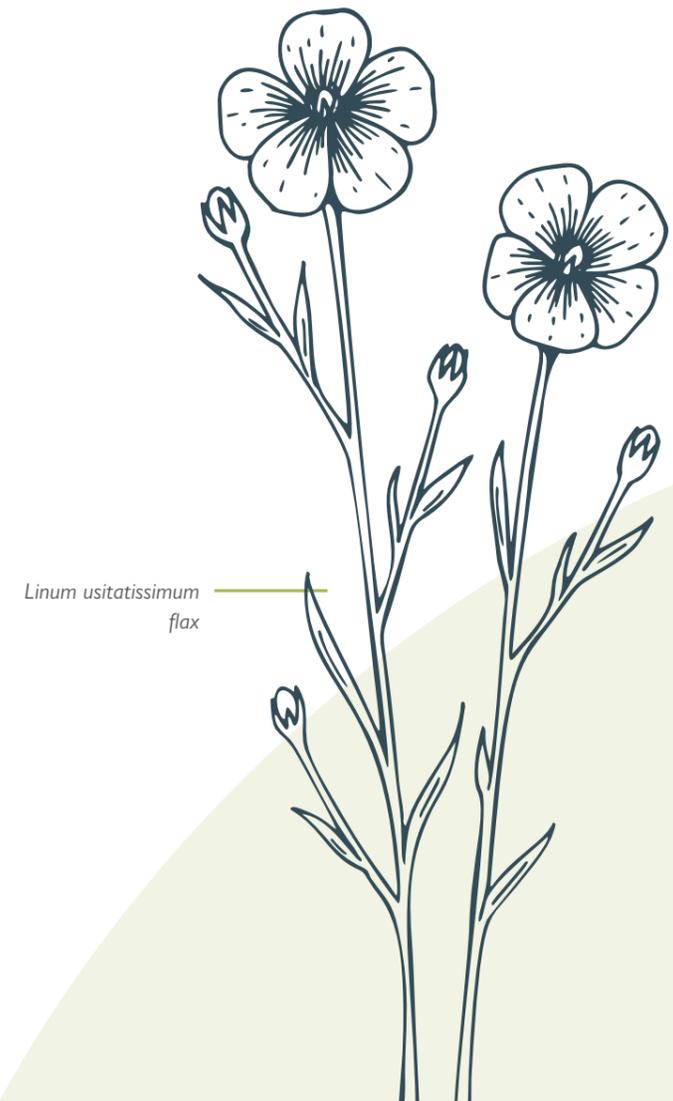
partnership

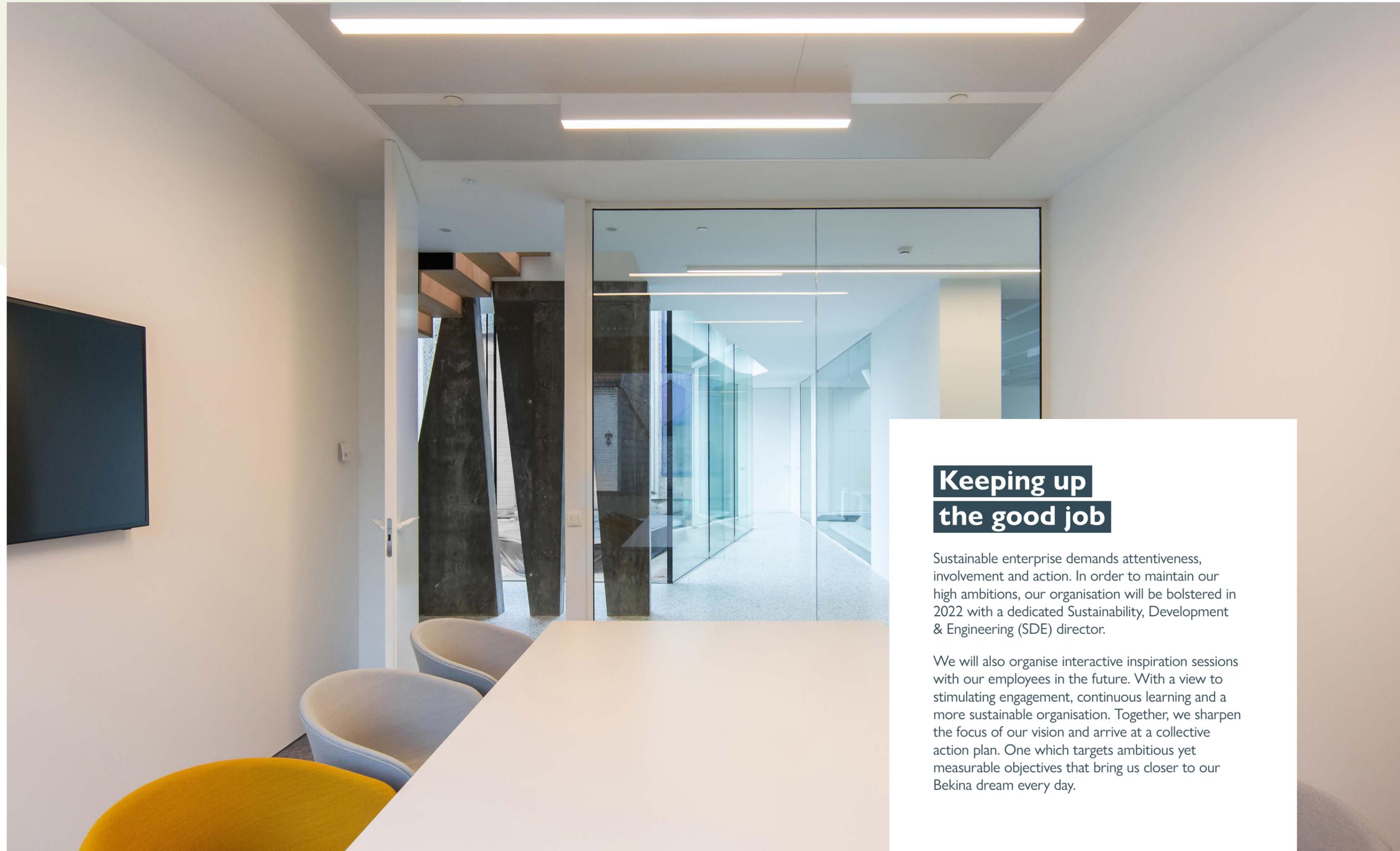


Sustainable collaboration with suppliers

We regularly discuss our sustainability ambitions with our suppliers and investigate together with them where we can optimise our consumption, for example, of raw materials, packaging materials and transport. This collaborative approach also helps build long-term and mutually beneficial partnerships through a shared commitment to make a positive impact on people and the planet.

17 PARTNERSHIPS
FOR THE GOALS





Keeping up the good job

Sustainable enterprise demands attentiveness, involvement and action. In order to maintain our high ambitions, our organisation will be bolstered in 2022 with a dedicated Sustainability, Development & Engineering (SDE) director.

We will also organise interactive inspiration sessions with our employees in the future. With a view to stimulating engagement, continuous learning and a more sustainable organisation. Together, we sharpen the focus of our vision and arrive at a collective action plan. One which targets ambitious yet measurable objectives that bring us closer to our Bekina dream every day.



The Bekina Standard

As a family company, we are adamant about taking the enormous responsibility we have with regards to the world in which we do business. We do this by applying our craftsmanship to produce innovative and high-quality products as sustainably as possible. Authenticity and integrity are central to this commitment. We apply the utmost integrity in our relationships with employees and partners. They offer both an invaluable reflection and the motivation to do better and better and in so doing, grow sustainably together.

We are already taking significant steps towards a more sustainable future, by looking ahead and dreaming big. We do this with our feet firmly planted on the ground and with our gaze resolutely trained on the horizon.

The Bekina Standard is alive, everywhere you look.

Antirrhinum majus
Dragon Plant



Join us in our sustainable journey

*Biodiversity in this landscape,
the backyard of our factory
is supported by Bekina.*



*Bekina nv
Berchemstraat 124
9690 Kluisbergen (BE)
www.bekina-boots.com*