

# SUSTAINABILITY REPORT

2024



**HANNECARD**  
YOUR ROLLER EXPERT

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Sustainability is central to Hannecard's operations, guiding our approach to procurement, production, and distribution as we work to minimize our ecological footprint.

To make a tangible impact on the environment, we pursue decisive steps to drastically reduce energy consumption and embrace renewable energy sources. In our operations, we have set the standard for efficiency and sustainability by using an advanced asset management system, lean work methods and streamlining our workflows.

Since 2016, we have been relentlessly innovating to ensure all our elastomers are MOCA-free and fully compliant with the latest European regulations. Our commitment doesn't stop there, we are constantly refining our elastomers to enhance their durability, translating into superior performance, reduced energy consumption, and less waste. Every effort is a step toward a more sustainable future, both for our business and the planet.

# ABOUT

Founded in 1929, Hannecard is a leading global provider of roller coverings and surface treatments, serving manufacturing industries like metal, paper, packaging, printing, textiles, and plastics. With 25 production plants and 10 joint ventures worldwide. Hannecard has a global reach, but maintains a local presence to reduce transportation and meet client demands. Our 5,000+ active customers benefit from our customized solutions, including high-performance coatings that enhance the efficiency and durability of industrial equipment.

Hannecard's commitment to innovation and sustainability drives its success. The company leverages state-of-the-art technology, such as IoT-integrated solutions and advanced production techniques, ensuring operational excellence and eco-friendly practices. Investments in R&D positions Hannecard as the market leader in Europe, driving revenue growth with an expected turnover of €90 million by 2025.

We are constantly seeking to enhance our market presence by fostering strategic partnerships, prioritizing product development, and ensuring customer satisfaction. This approach enables us to strengthen our competitive edge while pursuing both vertical and horizontal growth in key regions such as Europe and North America.

**900**

employees

**16**

countries

**80**

MIO  
turnover

**25**

production  
plants

# VALUE PROPOSITION

Hannecard enhances industrial performance by providing high-quality roller coverings and surface treatments that boost machinery durability, efficiency, and lifespan. Serving industries such as paper, printing, steel, textiles, and packaging, we focus on measurable improvements like increased productivity, reduced maintenance costs, and extended equipment life.

Our mission is rooted in reliability, innovation, and sustainability, offering tailored solutions and expert support to optimize clients' processes. By combining local presence with global expertise, we build long-term partnerships based on trust, adaptability, and excellence. Beyond products, we provide consulting services, custom engineering, and after-sales support, ensuring every client's unique challenges are met. Together, we drive success across industries while contributing to sustainable growth for businesses and communities worldwide.





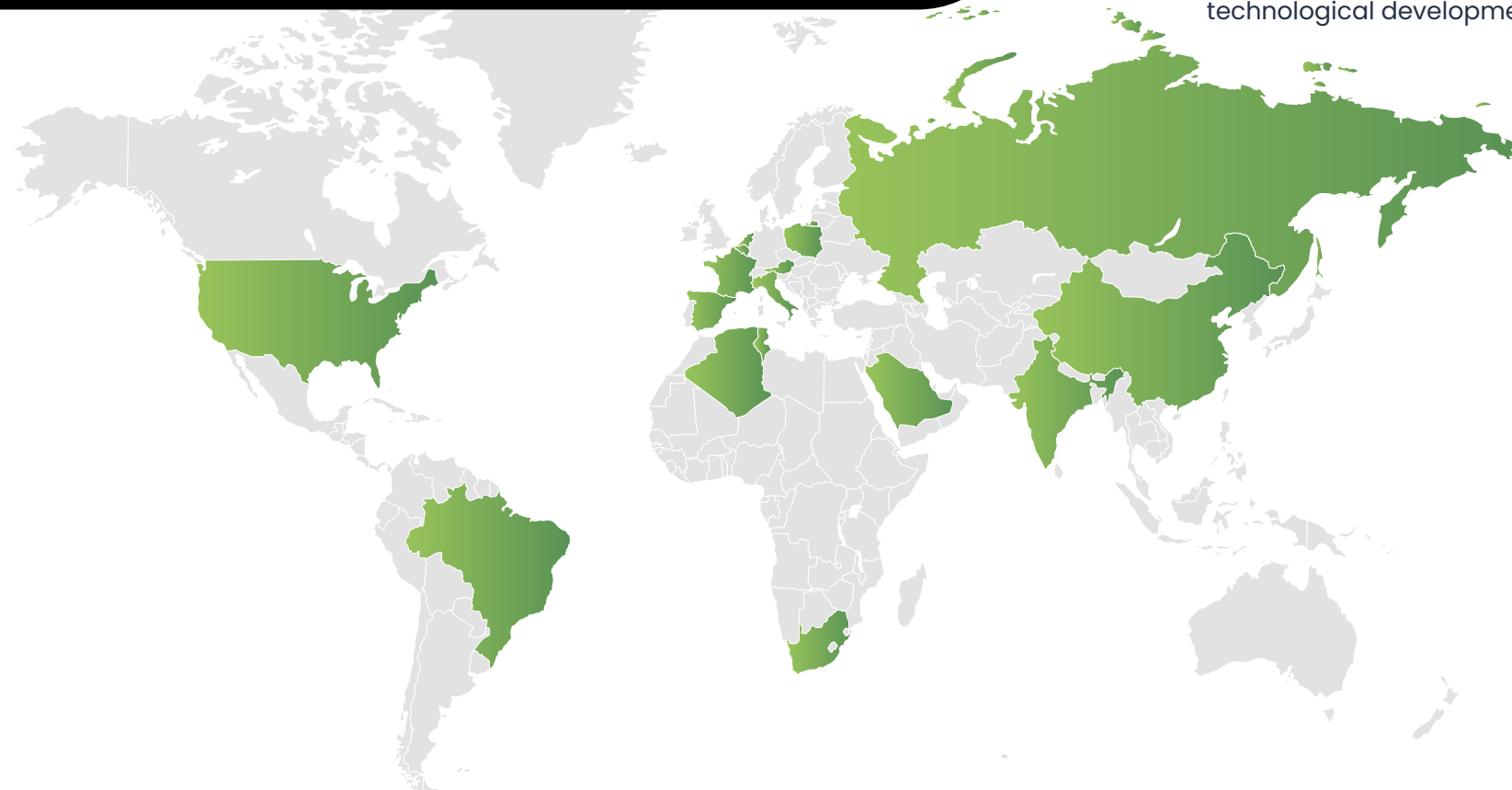
# FOCUS

At Hannecard, sustainability is integral to our approach.

Instead of replacing industrial rollers, we repair and refurbish them, **extending their lifecycle** and **minimizing waste**. This not only helps customers reduce costs but also supports a more resource efficient way of operating.

Our growth strategy prioritizes innovation and operational excellence. Through acquisitions, like our recent one in the Netherlands, we incorporate best practices and expand sustainable solutions, including restoring roller cores. By revitalizing these cores at a cost comparable to new ones, we actively **reduce waste** and **support the circular economy**.

While sustainability efforts vary by region, we remain committed to embedding responsible practices across our operations. By focusing on maintenance and refurbishment, alongside targeted R&D, we enable customers to enhance efficiency while reducing their environmental footprint. Hannecard strives to lead by example, balancing progress with sustainability in a measurable and practical way worldwide.



# MAIN PRODUCTS & SERVICES



## Roller and Wheel Covering

Hannecard provides a wide range of roller coverings, including rubber, polyurethane, composite, and spray coatings. We continually develop new materials to improve the lifespan and performance of these coverings, ensuring they meet the demands of various industrial applications.



## Precision Roller Grinding

Precise grinding ensures a smooth roller surface, which is crucial for efficient operations and high-quality end products. Additional services like profiling, drilling, and grooving are also available.



## Roller Cores

We manufacture roller cores in materials such as steel, stainless steel, aluminium, and composite, suitable for applications across industries. These cores are available in lengths up to 12 meters and weights up to 32 tons, with custom design options to meet specific needs.



## Roller Maintenance and Repairs

To extend the life and optimize the performance of rollers, Hannecard offers a range of maintenance and repair services. These combine practical experience with the latest technological developments.



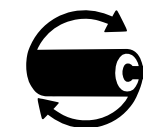
## Thermal Spraying

Thermal spraying restores and protects equipment, parts, and rollers from wear caused by abrasion, corrosion, and erosion. This process applies a coating by projecting fine particles at high velocity, extending the life of worn components.



## Welding

We provide specialized welding services, including Plasma Transferred Arc (PTA) and Metal Inert Gas (MIG) welding, for applications requiring precision and durability across industries such as aerospace, marine, and manufacturing.



## RAAS (Roller Management)

Hannecard offers a digital platform for managing roller information. Customers can access documents like technical data sheets, inspection reports, and drawings, streamlining roller management processes.

# VARIA

## Stakeholders

Understanding who our stakeholders are and what they need is essential for defining effective sustainability actions. By identifying their priorities, we can focus on initiatives that address real concerns, such as reducing environmental impacts or meeting community expectations. Engaging with stakeholders ensures our efforts are practical, aligned with business goals, and supported by those they impact. This approach helps us make informed decisions and drive measurable, meaningful results.

Hannecard continues to build and maintain partnerships with its stakeholders:

**Customers:** Each customer segment has specialized needs, such as precision, durability, customization, and compliance with industry-specific standards, which Hannecard can address through its advanced and customized coating solutions.

- Industrial manufacturers: Key industries include paper, printing, steel, textile, plastic, board packaging, metal packaging.
- Engineering companies: Design and integrate rollers in machinery and production lines.
- Equipment maintenance and repair companies: Specialize in roller refurbishment and surface treatment.
- OEMs: Require consistent, high-quality rollers for their machinery.

**Raw material suppliers** to ensure the consistent, high-quality inputs needed for manufacturing roller coverings.

**Employees** driving the realization and output of our services, they are indispensable to our industry.

**Capital providers** fueling our growth and enabling strategic investments that drive our industry forward.

**Technology providers** for research and development of new surface treatments, rubber and polyurethane coatings and advanced roller monitoring systems.

**Joint-ventures & licensees** 11 partners worldwide including China, Spain, Saudi Arabia, Brasil, Italy, Turkey, China, Algeria and Tunisia

Worldwide network of **distributors & Agents:** 31 agents & distributors across all continents.

**Local community** allowing our presence and providing future talent.

## Code of conduct

In line with our commitment to sustainability, we uphold a **Code of Conduct** that reflects our values and expectations. We require all participants in our supply chain to act in accordance with this Code, ensuring that ethical and sustainable practices are maintained at every level of operation. By setting these standards, we reinforce trust and accountability among our stakeholders, contributing to a more responsible and sustainable value chain.

## Certifications

Certifications are key to our commitment to sustainability, excellence, and accountability. They ensure we meet rigorous regulatory requirements while enhancing transparency and strengthen our operational framework.

Current certifications and audits:

- ISO 9001 – Quality Management System
- ISO 45001 – Occupational Health & Safety
- Environmental License
- REACH Compliance
- External Financial Audit Report
- Works Council Audit Report

We are continuously exploring opportunities to expand our certifications as part of our drive for innovation and continuous improvement. You can read further updates on these initiatives later in this report.

Acknowledgements we aim to strive for in the future:

- VCDO Charter
- Ecovadis Label
- ISO 14001



# SUSTAINABILITY

Sustainability is a fundamental pillar of Hannecard’s mission to drive excellence while protecting the planet and its people. Embedding Environmental, Social, and Governance (ESG) principles into our strategy is an essential driver of innovation, resilience, and long-term success.

Clear actions and measurable goals are vital to addressing the environmental challenges of our time, enhancing social well-being, and ensuring ethical governance practices. By prioritizing ESG, Hannecard actively reduces its ecological footprint, fosters a safe and inclusive workplace, and strengthens trust through transparency and accountability.

## Strategy

We are establishing a sustainability framework at the holding level, starting with our Belgian subsidiary in 2023 as a model for the entire group. This will expand to our largest French site and beyond, building a sustainability culture that fosters resilience and value for all stakeholders.



### ENVIRONMENT

We monitor CO2 emissions and optimize energy use, focusing on waste management and minimizing hazardous materials to reduce pollution.

### SOCIAL

With over 40% of turnover invested in wages, we prioritize the well-being, growth, and safety of our employees while positively impacting local communities.

### GOVERNANCE

Strong governance underpins our commitment to ethics, transparency, and international standards, fostering trust and long-term value.



# E

# ENVIRONMENT

We're committed to sustainability by reducing our environmental footprint and driving positive change.



We achieve affordable and clean energy through integrating renewable energy sources into our operations, improving energy efficiency, and fostering innovative solutions that contribute to a sustainable and accessible energy future for all.



By optimizing material use, minimizing waste, and exploring reuse, we're cutting resource consumption and supporting a circular economy.



In 2024, we started tracking GHG emissions, integrating data to guide initiatives like solar panel installations (-100 tons CO<sub>2</sub>/ year) and fleet electrification.

Our sustainability initiatives include expanding solar panel capacity, reducing CO<sub>2</sub> emissions annually while enhancing energy independence. We are also transitioning to a greener fleet by replacing vehicles thoughtfully. Reactivating the Lean Energy Project further supports energy efficiency through awareness campaigns and a Sustainability Academy.

Efforts to reduce raw material consumption, optimize stock management, and explore material reuse align with our circular economy goals. Enhanced waste management, supported by partnerships with **Vanheede Environmental Group**, ensures effective recycling and waste reduction. Our collaboration with Vanheede marks a significant step forward in sustainability practices, aligning with the principles of the 'ladder of Lansink.' By utilizing our waste for the production of pallets, which are then used in incineration processes within the manufacturing sector (e.g., metal industry), our waste gains a second life. Instead of being treated as residual waste, as is common in many processing facilities, Vanheede elevates our waste to a higher purpose, generating energy to support other production facilities. This initiative not only enhances our environmental footprint but also contributes positively to the broader ecosystem of sustainable practices.

In 2024, Hannecard began calculating greenhouse gas (GHG) emissions as part of our commitment to sustainability. Understanding our carbon footprint is essential for meaningful change. Through participation in the VOKA Atelier Carbon Footprint workshop, we developed tools for precise assessments. Enhancements to our ERP system now enable regular tracking of energy consumption, and we are implementing CO<sub>2</sub> coefficients at the product level to prepare for future Scope 3 calculations. These measures will integrate into a Business Intelligence (BI) tool for continuous monitoring of Scope 1, 2, and eventually Scope 3 emissions.

These actions establish Hannecard as a forward-thinking organization advancing sustainability and innovation responsibly.

10 400 m<sup>2</sup>  
water

1 450 mWh  
electricity

952 mWh  
gas

93 000 L  
fuel

we are committed to fostering a culture of collaboration, safety, and innovation that values our employees, supports our communities, and aligns with the needs and aspirations of all our stakeholder.



We prioritize regular health assessments and safety training to ensure a secure and thriving environment.



With our training programs we foster professional growth, leadership, and skills development. By supporting local education initiatives and disadvantaged students through Fondslisa, we prepare future talent for the workforce.



Integrity and accountability guide our actions. A whistleblower system launching in 2025 will protect our people against malpractice, while collaboration with work councils and unions promotes fairness.

A robust HR policy ensures consistency and supports employees in thriving professionally and personally. By formalizing recruitment, onboarding, and development processes, we aim to attract and retain top talent while fostering a culture of growth and collaboration. Training programs tailored to business needs and employee aspirations, combined with clear performance management, provide opportunities for continuous learning and recognition of achievements.

Safety and well-being are integral to our workplace, emphasizing physical and psychological security alongside inclusivity and fairness. Structured initiatives address unconscious bias, promote equal opportunities, and empower employees to share ideas and concerns openly, fostering a collaborative culture. Transparency and accountability are reinforced with a whistleblower system launching in 2025, providing a confidential platform for raising concerns while safeguarding integrity and trust. Beyond the workplace, our commitment extends to community engagement, supporting local associations, youth programs, and educational initiatives. These efforts promote social equity, inspire future talent, and strengthen the communities we serve.

Through these comprehensive measures, we align business success with sustainability and inclusivity, ensuring that every stakeholder employees, communities, and partners benefits from a shared commitment to innovation, responsibility, and long-term value creation.

**11**  
accidents

**4.74%**  
absenteïsme

**133 000**  
working  
hours

**1 400**  
training  
hours



# G

# OVERNANCE

Excellence in governance, combined with a long-standing sustainability mindset, drives us to ethical practices, transparency, and a formalized strategy that balances profitability with environmental and social impact.



Effective corporate governance and risk management strengthen economic stability, reduce reliance on external sources, and free up budget resources that can be redirected toward investing in green energy initiatives.



Our R&D investments (4-5% of revenue) deliver cutting-edge solutions like paperless asset management and nip monitoring, enhancing industrial efficiency and sustainability.



Supplier scoring, ethical sourcing, and transparent reporting reduce environmental impact and foster responsible supply chain practices.



We collaborate with stakeholders, pursue certifications like EcoVadis and ISO 14001, and engage in training to drive shared progress and accountability. efficiency and sustainability. sustainable and accessible energy future for all.

## Financial Integrity and Risk Management

Our organization prioritizes financial integrity and sustainable operations through robust internal controls, risk management, and board oversight. A dual-layer system, combining internal monitoring and external accountant audits, ensures compliance with anti money laundering legislation and strengthens accountability. Risk management processes identify, assess, and mitigate threats, embedding resilience into decision-making and aligning business strategy with long-term objectives.

## Materiality Matrix

To align with stakeholder expectations, we are developing a materiality matrix that identifies and prioritizes issues of environmental, social, and economic importance. This ensures our sustainability strategy is relevant and impactful. Stakeholder training in late 2025 will enhance understanding and integration of stakeholder needs, fostering transparency and trust.

## Supplier Scoring and Code of Conduct

A new Supplier Code of Conduct and evaluation system are being introduced to assess supply chain sustainability practices. This initiative ensures suppliers align with our values, reduces risks of unethical practices, and strengthens partnerships for sustainable growth.

## Sustainability Ecosystem

We aim to creating a centralized sustainability ecosystem, unifying data and documentation across departments. This will lead to the development of an ESG dashboard, visualizing KPIs for real-time tracking of environmental, social, and governance performance, fostering informed decisions.

## Certifications

To formalize our commitment to sustainability, we are pursuing certifications such as Ecovadis, ISO 14001, and VOKA laureaat. These labels provide benchmarks to track progress and communicate achievements, reinforcing our standing as a responsible and forward-thinking organization.

## Research and Development (R&D)

We dedicate 4-5% of annual revenue to R&D to drive innovation and sustainability. Projects like Countroll integrate advanced features, such as sensors, QR codes, and precision monitoring tools, to optimize roller performance, extend lifespans, and reduce waste. This blend of technology and sustainability supports efficient operations while minimizing environmental impact.

## Cybersecurity

Through the Phished Academy and compliance with the NIS2 Directive, we enhance cybersecurity awareness and align with EU standards, safeguarding operations and client trust.





*“By considering  
our impact  
at every turn  
we keep the world rolling*

Setting clear, measurable goals helps us stay focused and make a real impact with our sustainability efforts. By defining specific objectives, we align our actions with our vision, turning ideas into real progress. This way, we can track how we're doing, improve where needed, and celebrate our wins along the way.

- We aim to reduce our GHG emission by 25% by 2030
- 2% less waste every year and conduct effective lean energy, safety and environment audit.
- We are planning on replacing 100% of our toxic RM by 2050
- We will establish a well documented HR policy and whistleblowing procedures by 2025
- A CSRD or VSME compliant report by 2028

Furthermore, we are also preparing for extra certifications in 2025 and selecting suppliers based on their Hannecard sustainability score.

We believe sustainability is not just a journey but a promise. It is our commitment to act with purpose, to align every choice with a vision of lasting impact. By weaving intention into action and grounding ambition in measurable outcomes, we strive to create a legacy that transcends profits. Together, we are shaping a future that not only endures but inspires, leaving behind a world better than we found it.





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