

2025

Environmental, social and governance (ESG) report

RĒVORGROUP

Contents

Introduction

Foreword by the CEO	4
About Revor Group	5
Company History	6
Norms and values	7
Facts and figures	8
Ecovadis	9
Double materiality assessment	10
Our collections	11
Our services	15
Distributors	16
Partnerships	19
Valuable sdg's for Revor Group	21

Environmental..... 23

Product development	25
Circular mattress	25
Neonest	29
Signatur	33
Tuur®	36
Infrastructure	38
Busy bees	38
Consumption and emissions	39
Waste management	42
Requirements in our partners	46

Social 48

HR policy	50
Social commitment	58
Rights and responsibilities	60

Governance 63

Corporate structure	64
The owners	65
The management	66
Organigram	67
Corporate governance	68
Ethics & Risk management	68
Data protection	69

Appendix 70

Foreword by the CEO

Dear reader,

As CEO of Revor Group, a leading family-owned company in the sleep industry, I am pleased to introduce this Environmental, Social and Governance (ESG) report to you. Our commitment in these three crucial aspects reflects our dedication to sustainability, responsibility and ethical business practices.

At the core of Revor Group is the well-being of our employees and customers. We build lasting relationships by focusing on fair labour practices, providing a safe and healthy working environment for all our employees, and developing products that contribute to the well-being of our customers. Our team, which comprises more than 200 people, is at the heart of our success. We invest in their development and safeguard their rights and dignity in every step of the process.

Environmental awareness is the second pillar of our business philosophy. We strive to minimise our ecological footprint by choosing sustainable materials and optimising our production processes. Our 100% natural and circular bed concept

CIRCULAR is a statement of our commitment to a greener future. We are proud that, partly by choosing local production, we contribute to reducing transport emissions and supporting short-chain economies.

Transparency and integrity form the basis of our business operations. We maintain high ethical standards in all our business activities and decision-making processes. The commitment of our management ensures that every decision is made with the long-term success of both the company and our customers in mind.

This ESG report reflects our ongoing efforts to be a responsible, trustworthy and caring company. We continue to strive for excellence, not only in the quality of our products, but also in how we assume our business, social, and environmental responsibilities as a company. We hope this report provides a clear picture of Revor Group's commitment to a more sustainable world.

Kind regards,
Jan Maes
CEO Revor Group NV

***"Revor is derived from Rêves
D'or: Golden Dreams."***



About Revor Group

About us



>50 Years of experience



BELGIUM
Family owned
Company



export 25 countries
worldwide



>40 000 000
turnover



>200
Employees



>50 000 m²
Kuurne belgium
factory - Head office - showroom



>25 000 m²
Hungary
factory

Revor Group is a Belgian manufacturer of **mattresses and boxspring beds**. With several leading brands, we offer an extensive and diverse range.

Located in a new **'state-of-the-art'** industrial building in Kuurne, built with efficiency and sustainability in mind, we can produce something for everyone.

Our mission is to be a leading player in the bed and furniture industry, while being committed to **sustainability, ethical business practices** and developing our **human capital**.

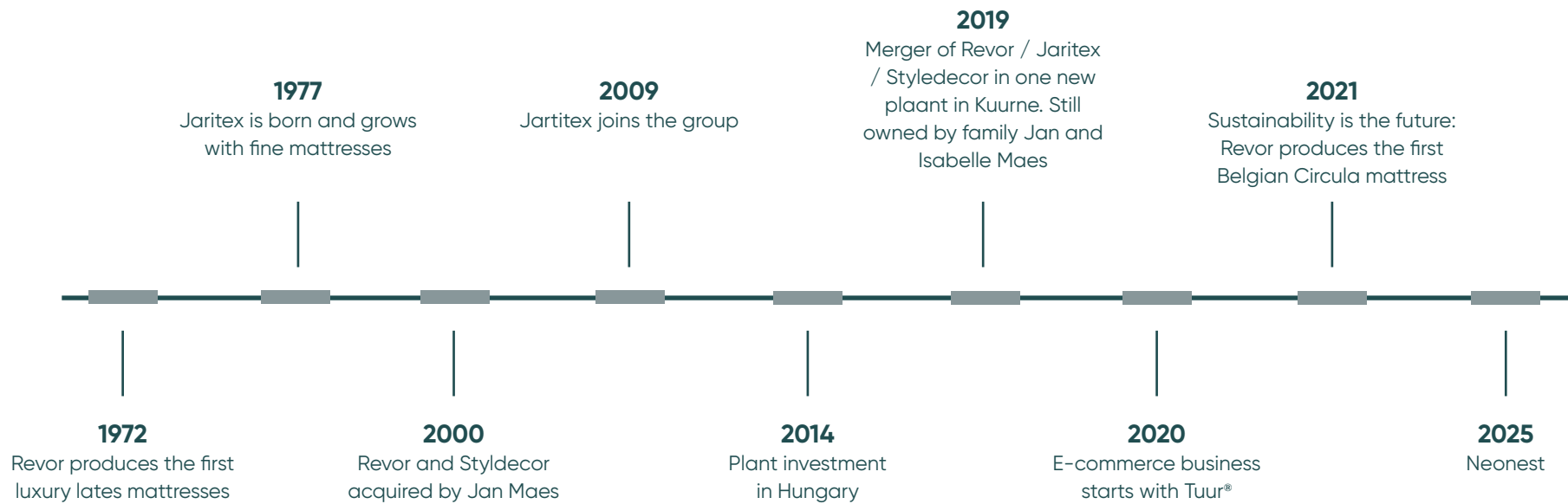
Revor Group reports for the 2024 financial year in accordance with the basic module of the VSME reporting framework.

In August 2024, Revor Group was awarded a bronze Ecovadis medal, underlining its efforts in the field of sustainability and corporate social responsibility. The company is currently preparing its resubmission for a new assessment.



About Revor Group

Company history



About Revor Group

Norms and values

1

Sustainability

We believe it is our responsibility to run our business in a sustainable manner, taking into account the impact of our activities on the environment and society. We aim to minimise our environmental footprint by using sustainable materials, reducing our waste and promoting energy efficiency.

2

Ethical entrepreneurship

Corporate ethics is a fundamental aspect of our business. We have a strict code of conduct that promotes ethical behaviour and we support human and labour rights. We are committed to maintaining high standards of integrity in all aspects of our business and promoting fair and transparent business practices.

3

Investing in human capital

We pride ourselves on developing our human capital through education and training. We believe that our employees are our company's most important asset and we invest in their personal and professional development. We strive to create a culture of diversity and inclusion where every employee is valued and respected.

About Revor Group

Facts and figures



Ecovadis

At Revor Group, we are delighted to announce that we reached an important milestone in 2024. Our efforts to make our business operations more sustainable have resulted in an EcoVadis score of 61. This achievement earned us a bronze medal, and we are proud of this accomplishment. EcoVadis is a globally recognized assessment platform that evaluates companies on their performance in the areas of environment, social responsibility, ethics, and sustainable procurement.

Over the past months, we have taken significant steps to reach this goal. Our teams have been working on improving processes, training employees, and collaborating with partners to ensure that sustainability is embedded at every level of our organization. The bronze medal is a recognition of the efforts of all our employees, partners, and stakeholders who have contributed to our sustainability objectives.

Our commitment to sustainability is an ongoing journey, and this is only the beginning. We remain dedicated to continuous improvement and will continue to expand our sustainability initiatives to make a positive impact. Our ambition is to further improve our EcoVadis score by launching new initiatives and optimizing processes even more.



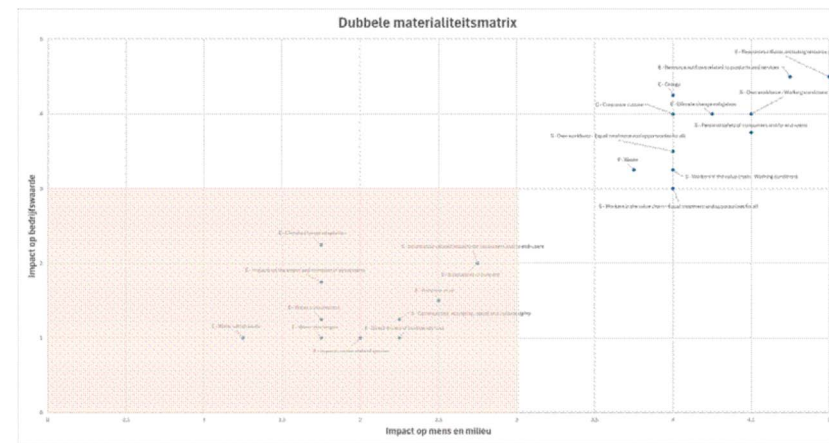
Double materiality assessment

To further strengthen our sustainability strategy and identify the most relevant sustainability topics for our organization, we conducted a double materiality assessment. This process enabled us to more accurately evaluate our impact on the environment and society, and to identify the topics that are most relevant for both our company and our stakeholders.

A double materiality assessment is an approach that examines both the impact of our activities on society and the environment (inside-out perspective) and the impact of sustainability issues on our business operations and financial performance (outside-in perspective). Through this comprehensive analysis, we gained valuable insights into the areas where we can make the greatest difference and the topics that are of strategic importance to us.

Based on the European Sustainability Reporting Standards (ESRS) topics, we identified several areas of importance for Revor Group. Some of the key themes emerging from our analysis include: Climate Change, Energy, Resources, Working Conditions, Safety, and Corporate Culture.

The insights obtained from the double materiality assessment will form the foundation for our future sustainability strategy and initiatives. By focusing on these priority topics, we can take targeted actions. At Revor Group, we believe that our continued focus on these key sustainability themes will enable us to make a lasting positive impact on both society and the environment.



Our collections

Jaritex



The timeless Jaritex collection offers a wide range of beds and mattresses for the lower and middle segments of the market.

Jaritex's basic models are specially designed to provide essential comfort and support at an affordable price. However, this does not mean compromising on quality. Jaritex uses high-quality materials and modern technologies to produce mattresses and boxspring beds that are durable and reliable.



Our collections

Revor

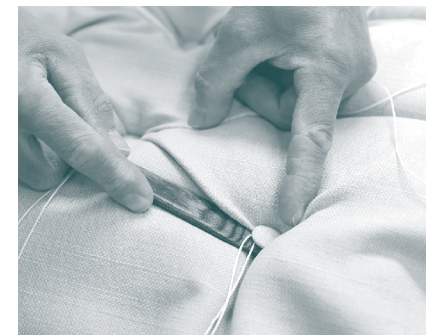


Revor Bedding stands for Belgian quality and affordable sleeping comfort. With beautiful concepts, innovative products and a wide range, consumers can choose from a versatile collection.

The combination of craftsmanship and attention to detail is a typical aspect of Revor Bedding. The brand applies strict quality controls to ensure that every bed and mattress meets the highest standards. The use of durable materials and innovative technologies results in products that are not only comfortable, but also provide long-term support.

Our collections

Styldecor



Styldecor is our luxury brand of Belgian handmade beds and mattresses. The high-quality materials and craftsmanship ensure an unparalleled sleeping experience.

Craftsmanship is the beating heart of Styldecor. The brand's talented artisans combine traditional techniques with contemporary designs to produce boxspring beds and mattresses of exceptional quality. Each piece is handcrafted, with an emphasis on precision, craftsmanship and the use of high-quality materials. The result is a collection of beds and mattresses that are not only beautiful to look at, but also durable and functional.

Our collections

Contract by Revor Group



COMFORT HOTEL COLLECTION

Comfort and ergonomics go hand in hand. The boxspring bed with bonnell spring core is finished in high-quality furniture fabric or leatherlook, with a choice of colours. The upholstery fabrics are anti-allergic and fire-retardant, in accordance with European standards.

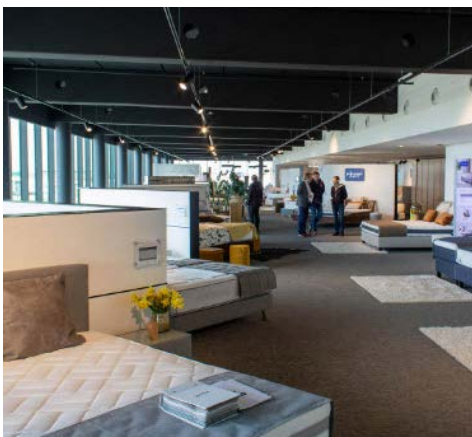
PREMIUM HOTEL COLLECTION

The Premium mattresses and boxspring beds are equipped with an anti-slip mirror and are available in higher comfort levels. The extremely careful finish with double stitching and a very extensive choice of fabric colours ensure that all items from our Premium range meet the wishes of the most demanding customers.

ROYAL HOTEL COLLECTION

The Royal Collection is the most luxurious of our hotel ranges. The rounded corners and piping make this boxspring bed a luxurious eye-catcher in the room. The Royal mattresses offer increased, ergonomic support and have a luxurious finish. This collection is the perfect choice for those who want only the best for their guests.

Our services



RETAIL COLLECTION

Revor Group is a leading player in the retail market and is represented by a wide network of distributors and partners who are passionate about our high-quality products. Thanks to its strong brand reputation and innovative product development, Revor Group remains at the forefront of the industry and has built a loyal customer portfolio.



CONTRACT COLLECTION

At Contract by Revor Group, we are proud to work with a wide range of renowned partners in the hospitality industry. From cosy and charming B&Bs to leading luxury resorts and prestigious 5-star hotels, we ensure that our customers enjoy the ultimate sleeping experience.



CARE COLLECTION

Revor Group's Care collection ensures optimal and restful nights in the care sector: hostels, care homes, hospitals, boarding schools and other public institutions where hygiene and well-being are important. Choosing our Care collection is choosing comfort and protection.

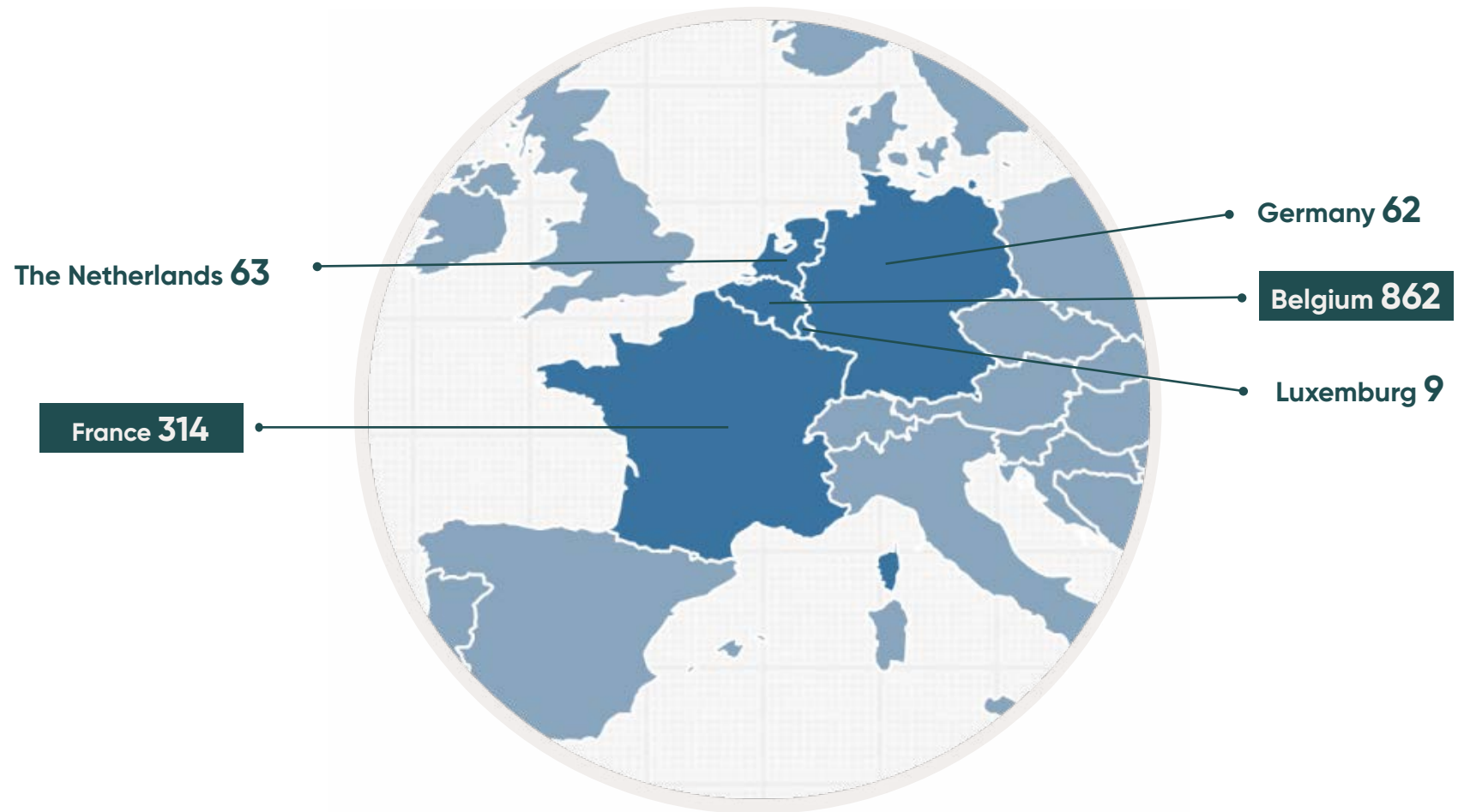


OTHER SERVICES

Revor Group offers a wide range of services to meet customers' diverse needs. In addition to a number of extensive private label collections, we also leverage the online market with our very own Tuur® brand. We also facilitate dropshipment, allowing our partners to benefit from direct delivery to end customers without the hassle of inventory management.

Distributors

Belgium & neighbouring countries



Distributors

Europe

	Belgium
	Germany
	France
	Greece
	Hungary
	Iceland
	Croatia
	Luxembourg
	The Netherlands
	Norway
	Austria
	Romania
	Spain
	Switzerland

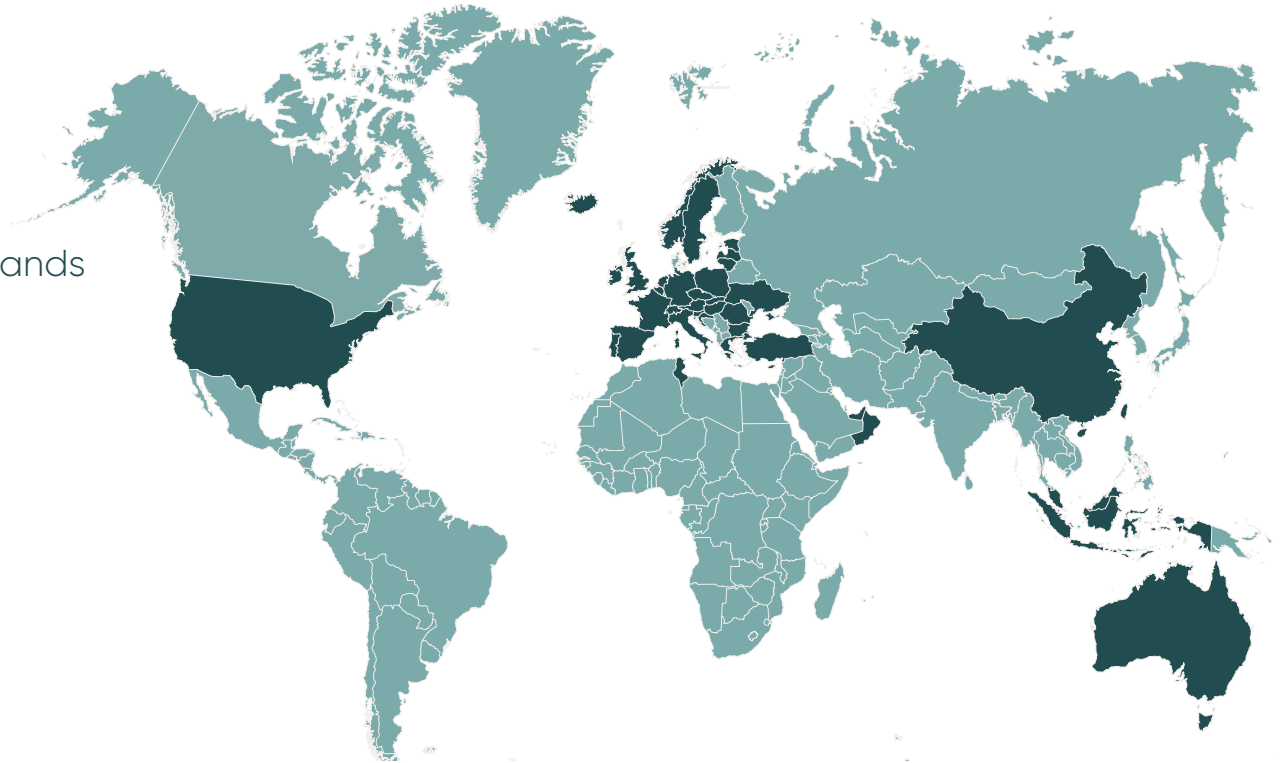


Distributors

Worldwide

-  Arab Emirates
-  Aruba
-  Australia
-  Canada
-  Curaçao
-  Guadeloupe
-  Indonesia
-  Japan
-  Martinique
-  Mayotte
-  Oman
-  Réunion
-  Russia
-  Saudi Arabia
-  Senegal
-  Singapore
-  Tunisia
-  Turkey
-  United Kingdom
-  United States
-  South Korea

-  Belgium
-  Germany
-  France
-  Greece
-  Hungary
-  Iceland
-  Croatia
-  Luxembourg
-  The Netherlands
-  Norway
-  Austria
-  Romania
-  Spain
-  Switzerland



Partnerships

Some of our hotel partners

RĒVORGROUP

bed partners



Partnerships

The importance of associations



De Slaapraad is a non-profit organisation that focuses on the importance of good sleep. It campaigns on the importance for consumers to replace their mattress every 10 years.



Voka provides an optimal framework for free and successful entrepreneurship and growth and believes that entrepreneurship advances the whole of society. With its baseline 'Doing business together, growing together', Voka indicates that the pursuit of healthy and shared growth is one hundred per cent enrolled in their operation.



Fedustria's mission is to assist companies in the textile, wood and furniture industries with their successful development by safeguarding and strengthening their competitiveness.



EBIA, the European Bedding Industries' Association, represents the interests of European mattress manufacturers and suppliers. Because a mattress is in prolonged and intimate contact with the user, all inherent aspects relating to environment, health and safety are of utmost importance to our industry.

Valuable SDGs for Revor Group

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

7 AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all.

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Valuable SDGs for Revor Group

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Ensure sustainable consumption and production patterns.

13 CLIMATE
ACTION



Take urgent action to combat climate change and its impacts.

ENVIRONMENTAL

Product development	23
<i>Circular Mattress</i>	23
<i>Neonest</i>	27
<i>Signatur</i>	31
<i>Tuur</i>	34
Infrastructure	36
<i>Busy bees</i>	36
<i>Consumption and emissions</i>	37
<i>Waste management</i>	40
Requirements in our partners	44



Environment

Revor Group strongly believes in sustainability because it is at the heart of our long-term success. By adhering to sustainable practices, we build on:

1. Positive Reputation and Trust: Sustainability strengthens our image and creates trust with customers and partners. It shows that we are not just pursuing profit but are committed to the well-being of society.

2. Cost Saving and Efficiency: Sustainable business processes and energy-efficiency lead to long-term cost savings. By making smart use of resources, we improve our financial stability and can invest in growth and innovation.

3. Future Resilience and Innovation: Sustainability stimulates innovation. It forces us to find creative solutions to environmental issues and societal needs. By leading in sustainable technologies and practices, we prepare our company for the challenges of the future.

With every step we take towards sustainability, we not only create a more resilient company but also contribute to a better world. Our commitment to sustainability reflects not only our values, but also our commitment to the well-being of our planet.



Product development

Circular mattress

1.100.000
mattresses make up

22.000 tonnes of waste
equivalent to

600 football fields
full of old mattresses



Every year in Belgium, **1 million mattresses end up in bulky waste for incineration.** Traditional mattresses cannot be recycled because they consist of several parts that cannot be separated. The vast majority of these mattresses contain foam, latex or other materials that are difficult or impossible to recycle and emit toxic substances when burned.

At Revor, we set to work to **break this environmentally damaging process** and thus do our bit **for a better future.** The result is our Circular mattress. This innovative and highly sustainable mattress can be **completely dismantled and recycled after its lifetime**, with all raw materials being reused to make a new mattress.

By choosing the circular mattress, you help build our **sustainable story** and a **brighter future.**

“

The shift to circular is necessary
if we want to ensure a bright
future for our children.

Jan Maes – CEO

Product development

Circular mattress

The entire mattress consists of only **two raw materials: metal and polyester**. We chose these materials because of their good recycling properties. Moreover, all raw materials were thoroughly tested for toxicity to meet our strict requirements. To separate these 2 raw materials after use, we use Niaga® adhesive instead of glue. This material is applied hot and during curing it binds the different layers together. **At the end of its service life, the mattress can be reheated to separate the layers again.**

Good for neck, back and planet.

The **CIRCULAR ORIGINAL** and **CIRCULAR SOFTTECH** mattresses are the real deal: 100% circular, no waste. Some customers are not yet ready to go all the way. To gently guide them towards circularity, sustainability and environmental awareness, Revor Group developed the **CIRCULAR LATEX** and **CIRCULAR VISCO** mattresses, which are 80% circular. The choice of natural latex contributes extensively to the sustainability of the Circular Latex version.



Product development

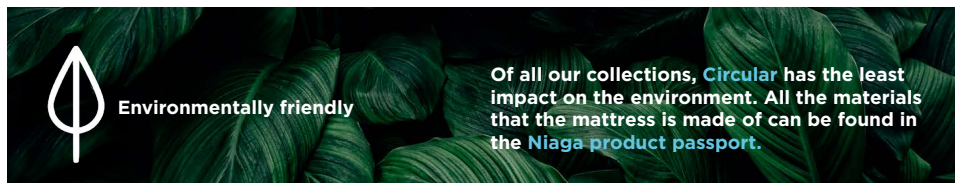
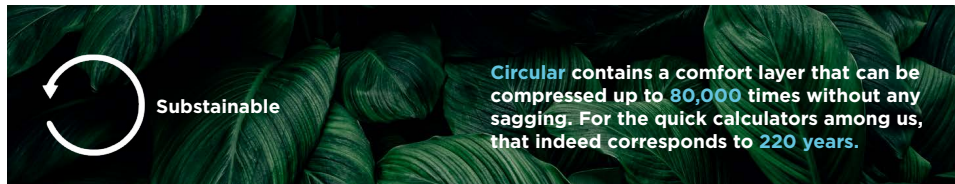
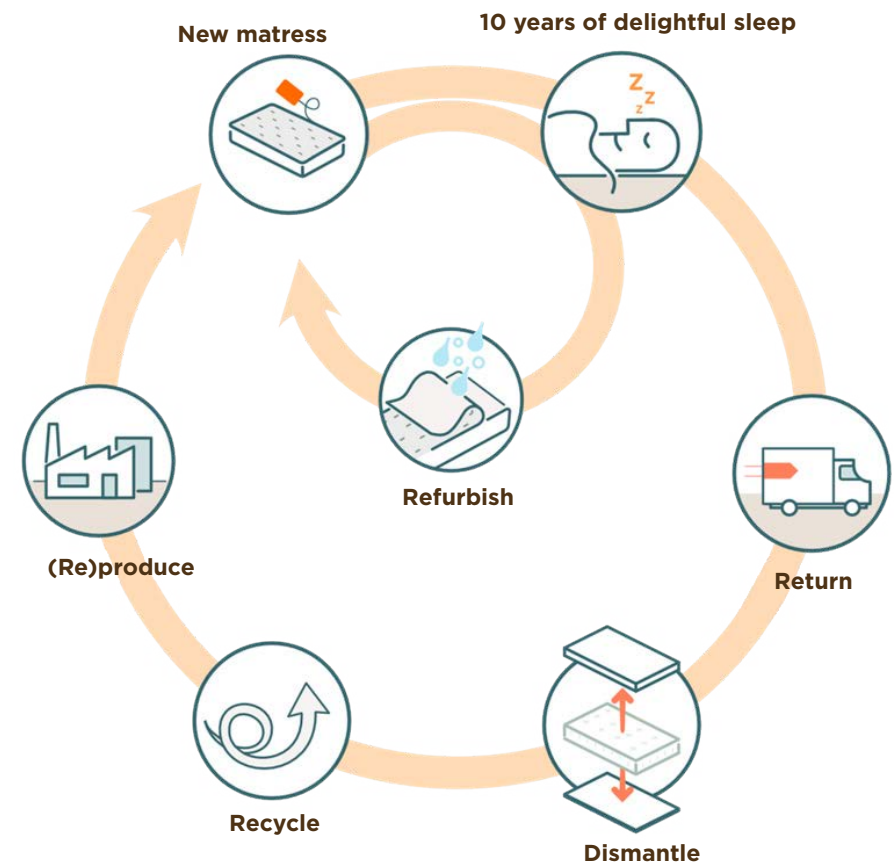
Circular mattress

Recycling the Circular mattress after its lifetime

The mattress is provided with a **scannable Niaga® tag**. Scanning this tag will take you to a **webpage** where you can see **how to return the mattress for recycling after its lifetime**. In this way, we will not only succeed in bringing a recyclable mattress to the market, but also actually recycling it.

Mattress take-back and recycling will evolve significantly over the next five years. By the time the first mattresses will return, the recycling

process will be optimized. The information accompanying the tag will be updated accordingly so it will always be clear how to have a mattress collected and recycled.



Product development

Circular mattress



The Circular Mattresses are made of polyester and steel, both clean and recyclable materials. The different parts are connected with the **click-unclick Niaga® polyester-based adhesive**.

Each Niaga®-tagged product has a **unique product passport**. It shows exactly what it is made of and how it can be handed in for recycling. Thus, the Niaga® tag enables the collective effort needed for us to recover our materials at the end of each product's life cycle, converting waste streams into material streams.

Of course, it is not possible to recycle a product if it has never been returned. That's why you can **scan the Niaga® tag**. This helps us to recycle the products and preserve our materials for future

generations. Together with Niaga®, we contribute to a waste-free world.

"The Niaga® tag really helps us differentiate our circular mattress from the rest. It makes it clear that the mattress is made from **valuable materials** and that we want it back for reuse once it is done serving our customers."

Product development

Neonest

Future proof

The furniture industry has a waste problem. Virgin raw materials are stretched thin, deforestation continues at alarming rates, and furniture ends up in landfills far too often and quickly. Most products are made from a mix of materials, glued or stapled together and can't be recycled, let alone reused. It's a linear system in a world that desperately needs circular solutions. Neonest changes that. Made entirely from post-consumer waste, our mono-material frame is modular, durable, lightweight, fully recyclable, and designed for easy assembly and disassembly. No virgin raw materials, no nonsense, just smart, circular design built to last.

The company

Neonest is part of the Revor Group, a leading Belgian manufacturer of beds and mattresses. It was developed by a passionate team of people with decades of hands-on experience in the bedding and furniture industry. From fabrics and foams to complete beds and sofas, we've seen the challenges up close. We know the limits of traditional materials, the waste built into outdated systems, and the urgent need for smarter solutions.

That's why we created Neonest. Over two years of focused development, we reimagined the bed base from the ground up, considering every detail of design, production, use, and reuse. The result is a modular, fully circular solution produced in Belgium to the highest quality standards. Neonest is more than a product. It's the future of sustainable furniture, built by people who know the industry and believe it's time for real change.

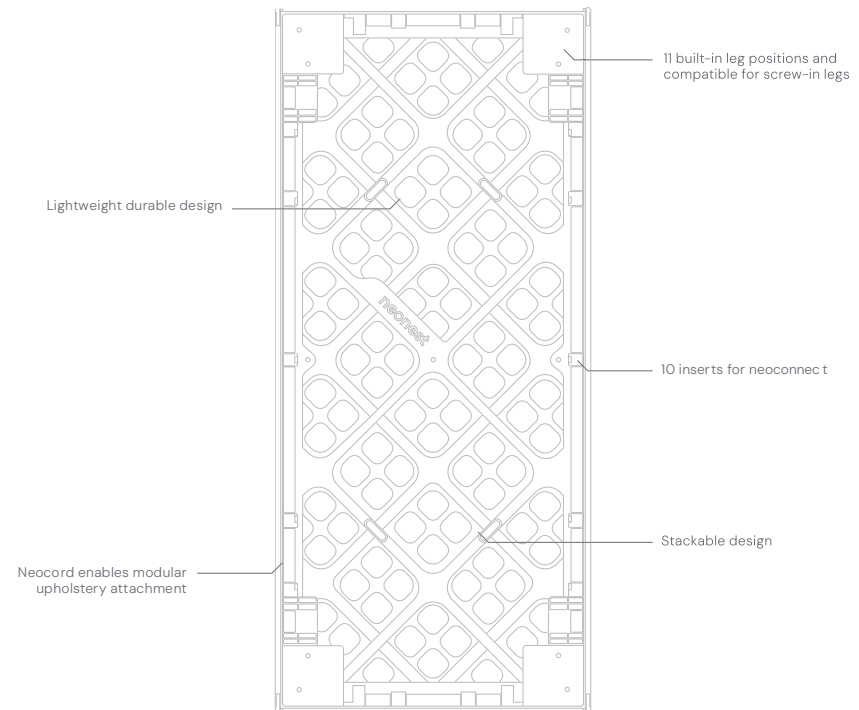
The future won't wait

neonest



Product development

Neonest



Ingenious design

Neonest is the result of thoughtful innovation, with every detail designed for functionality, durability and simplicity. The smart, modular construction provides unparalleled flexibility and efficiency – from integrated leg positions to a stackable design that simplifies storage

and transportation. The lightweight yet sturdy frame is an ideal solution without compromising sturdiness or stability. This is not just another product – it is an intelligent structure that redefines furniture technology.

Product development

Neonest

Why Neonest

Neonest is more than just a product — it's a new standard for sustainable furniture. Built from 100% post-consumer plastic waste, our system is fully recyclable, completely modular, and proudly made in Belgium. No virgin materials, no deforestation, no glue or staples — just clever engineering designed to close the loop. It's a smart answer to real-world challenges in production, logistics, and end-of-life reuse. With tool-free assembly, high durability, and effortless adaptability, Neonest helps manufacturers, retailers, and designers move toward a circular future.

Circular Design

Made from 100% post-consumer plastic. No virgin materials, no deforestation. Mono-material construction means it's fully recyclable and built for circularity.

ESG Compliance

Skip the EUDR, EUTR, and FSC paperwork. Neonest simplifies ESG compliance and cuts down on admin.

Modular and Versatile

Tool-free, lightweight, and easy to assemble or disassemble. Stackable and space-saving — ideal for storage and transport.

Durability and Quality

Stronger than wood, resistant to mold, and hypoallergenic. Proudly made in Belgium to the highest quality standards.

Cost-Effective

Competitively priced with a buy-back option at end of life. Unlock long-term value by reusing materials in a closed loop.

The future proof-solution

10 million hectares of trees are cut each year.

That's 15 billion trees. We've already lost one-third of the world's forests. The furniture industry is the third-largest consumer of wood globally, much of it ending up in landfills or incinerated after just a few years of use.

90% of furniture is not recycled.

Most furniture is made from mixed materials, glued and stapled together. This makes recycling hard or even impossible. It's time for a smarter solution, one that is designed for disassembly, reuse, and a circular future.

100% circular.

Neonest is made entirely from post-consumer plastic waste. It's a closed-loop system. We use waste to produce valuable and essential products and it's fully recyclable at end of life. You can make a new Neonest out of an old Neonest.

Product development

Neonest

Whether you're upgrading a classic frame, furnishing a hotel room, or seeking smart, sustainable solutions – Neonest adapts to every setting. Its modular system lets you create exactly what you need: a slatted base, a fully freestanding bed, a modern

boxspring, or a headboard. Designed to be recyclable, easy to assemble, and endlessly flexible, Neonest invites you to mix, match, and reinvent – without limits. It's circular furniture, built around your vision.



Slatted Base

Lightweight yet incredibly strong, Neonest fits perfectly into any existing bedframe. The open structure is breathable, anti-allergenic, and mold-resistant. Built for comfort and durability that lasts.



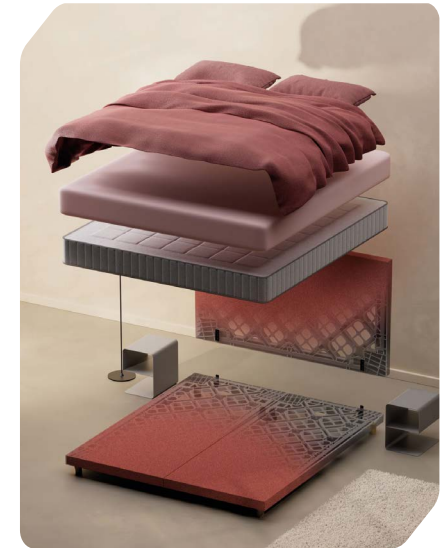
Stand-Alone Bed

Thanks to 11 integrated leg positions and compatibility with various leg types, Neonest transforms into a fully functional, freestanding bed. Neocord allows for seamless, easy upholstery. Neoconnect lets you join two frames into one, keeping it modular and tool free.



Boxspring Base

Foam and spring systems mount easily onto the Neonest frame, delivering premium comfort with none of the complexity. Designed for easy disassembly and full recyclability, this is boxspring construction reimagined for the circular economy.



Headboard

Flip it upright and Neonest becomes a sleek, structural headboard. With a smart slide-in connection, it attaches effortlessly to your frame or boxspring. No tools, no fuss.

Product development

Signatur



100% natural materials

SIGNATUR is an exceptional collection with ergonomic and comfortable mattresses, handmade, from nothing but natural materials: wood, organic wool, organic cotton, hemp, natural latex, horsehair and Belgian linen and jute. Each of them used because of their typical qualities.

As a result, SIGNATUR respects not only the perfect sleep for consumers, but also that of future generations!

Masters of linen.

A SIGNATUR bed is upholstered with linen from the Belgian Master of Linen certified 'Nelen & Delbeke'. Whether you choose a linen or jute upholstery, both are 100% natural, biodegradable, anti-allergic and exceptionally strong.



Product development

Signatur

Linen

Linen is a textile fibre that is traditionally extracted from flax. Linen is luxurious and comfortable and is extremely strong and durable. More so: linen becomes softer, more supple and stronger the more it is used. In addition, linen is extremely absorbent and breathable. Linen can absorb 20% of its own weight in moisture before it starts feeling damp.

Bio cotton

Cotton, naturally soft and airy, ensures optimal ventilation inside your mattress. The fibre easily absorbs moisture and keeps it at the surface. The airy character of organic cotton also gives it a wonderfully soft touch. Cotton is also strong and durable, giving you peace of mind for years to come.

Jute

Jute is a long, soft, shiny, vegetable bast fibre which is spun into a strong textile fibre. Jute has a very low ecological footprint, is highly sustainable, 100% biodegradable and 100% compostable. Jute is extremely strong and durable and is the second most widely used natural fibre.

Hemp

Hemp, processed as a fibre for textiles and sleep comfort has an excellent breathability and prevents condensation. In addition, hemp is naturally resistant against insects, mould and bacteria.

Natural latex

Natural latex, derived from the juices of rubber trees, is also known as 'natural rubber'. However, it is more elastic and feels fresher to the touch. The unique properties of natural latex are undoubtedly its (permanent) resilience and suppleness, with a high elasticity and flexibility. This makes it the ideal support while sleeping. Moreover, latex, being a natural product, has antibacterial and fungicidal effect.

Taillok

The open structure of the innovative Taillok material, made out of horsehair, guarantees maximum ventilation and therefore a healthy dry microclimate. The high point elasticity of this material also contributes to the ergonomics of the mattress.

Wood

Wood has several properties that originate in the plant itself. Wood is durable, strong and hard, but also possesses the property to adapt to pressure. This makes wood an ideal support in beds. In addition, wood is naturally resistant against fungi and bacteria. A timber frame is the perfect basis for a solid bed.

Product development

Signatur

Masters of linen

The guarantee for a 100% Belgian, linen product. Masters of Linen stands for extremely high-quality linen, manufactured in a sustainable way.



LGA

The LGA quality certificate guarantees lasting elasticity and mechanical performance of the SIGNATUR natural latex mattress core.



Eurolatex

The eurolatex label guarantees that the latex is manufactured in Europe without hazardous substances and according to the strictest European standards.



Oeko-tex 100

The Oeko-tex 100 label guarantees that the final product contains no harmful substances.



De Slaapraad

SIGNATUR and Revor Group are recognised by De Slaapraad. The label is only awarded to Belgian manufacturers who choose fair materials and sustainable production.



Product development

Tuur®



Tuur® - Part of Revor Group

As a proud branch of the Belgian family-owned Revor Group, our brand Tuur® can draw on half a century of experience in creating natural sleep comfort. Ever since its establishment in 1971, natural latex has played an important role in the product range of Revor Group and our 100% natural latex mattresses are one of our company's flagship products.

Quality and honesty first

Our commitment to an honest product is evident in every fibre of our mattresses. With no middlemen, we deliver directly to the customer, so quality and affordability go hand in hand.

A Tradition of Sustainability

Our Belgian roots keep us connected to nature. Our production processes reflect this connection with a deep commitment to sustainability.

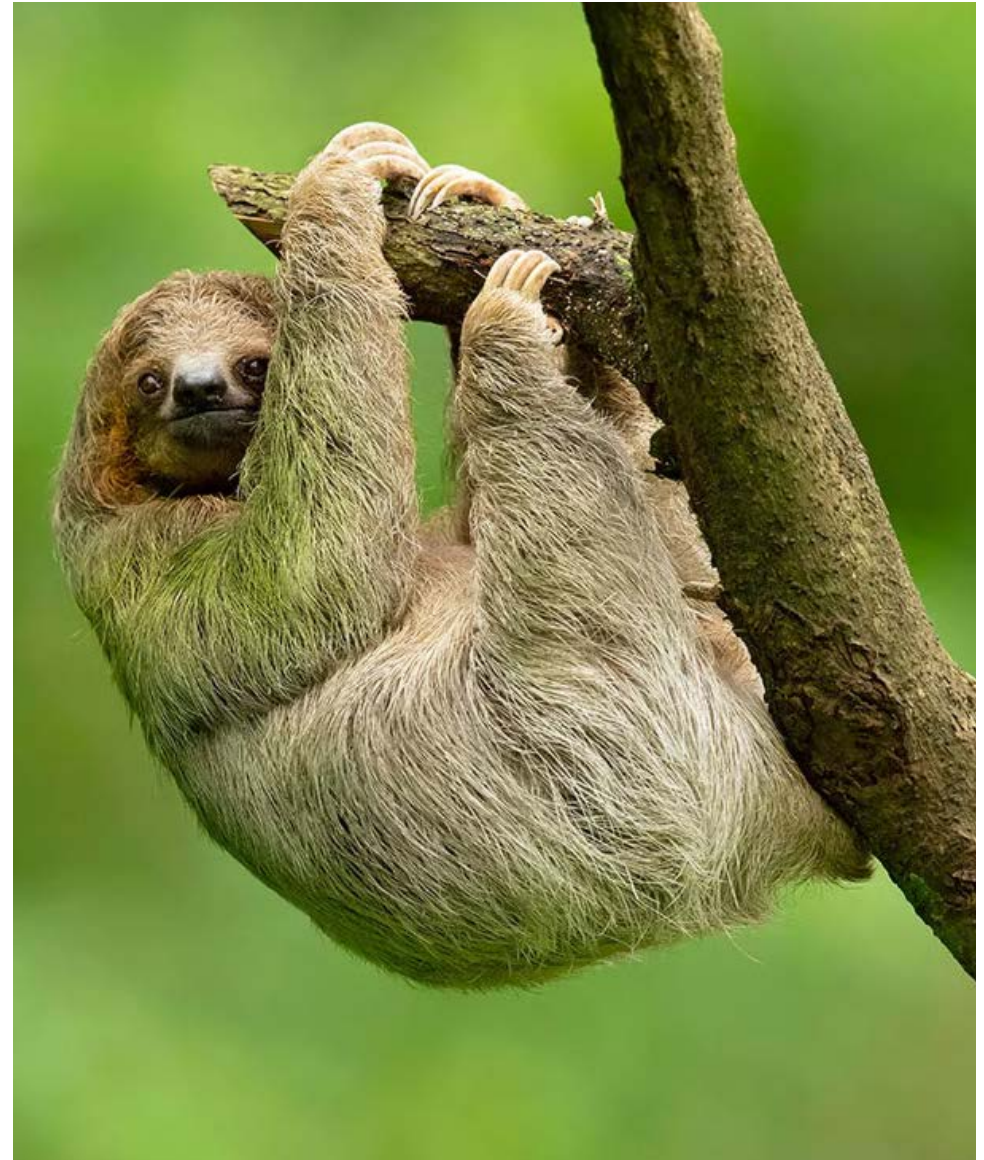
Product development

Tuur®

As a member of the 1% for the Planet movement, we donate **1% of our sales** from Tuur® to **Wilderness International**, an organisation dedicated to preserving unique wildlife for future generations. Specifically, our donations are used to conserve sloth habitat in Peru.

By purchasing territory in the Peruvian Amazon rainforest, Wilderness International ensures that these areas are not cut down for agriculture or any other purpose.

Currently, the area we protect with Tuur® is about **2,624m²**.



Infrastructure

Busy bees



In 2020, we decided as a company to adopt some bees. Today, our **rooftop bee hotel** already counts **30,000** guests.

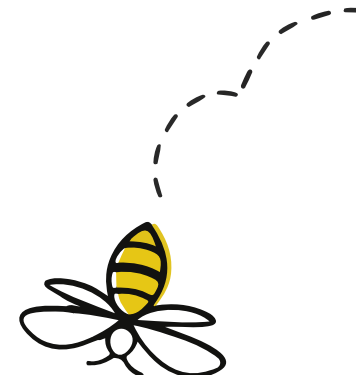
Bees provide cross-pollination of flowers and plants/food crops within a radius of several kilometres. So by having bees on our roof, we boost **cross-pollination** in our immediate vicinity.

In this way, we do our bit for a sustainable and ecological society and invest in a **local and green economy**.



We cooperate with BEEING, who maintain our beehives.

And of course we also get delicious honey from them, which we then give to customers, partners or suppliers as promotional gifts, putting our sustainable efforts in the spotlight.



Infrastructure

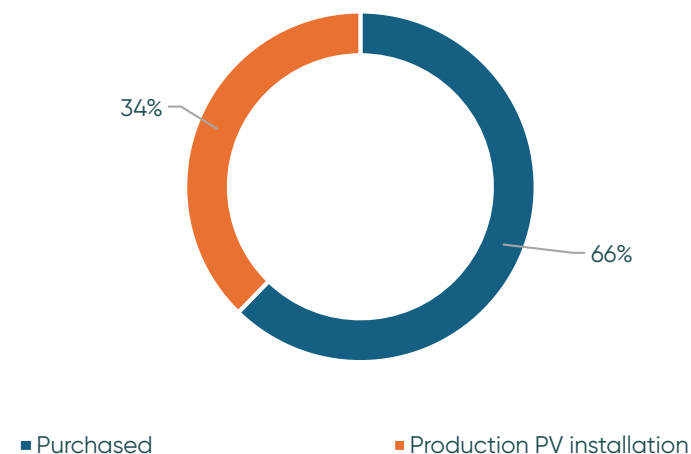
Energy use

At Revor Group, we are actively committed to **a more sustainable world**. Using **solar panels** and actively reducing our gas consumption are integral parts of our commitment to environmental awareness and energy efficiency. By embracing solar energy, we not only reduce our long-term operational costs, but also significantly reduce our CO2 emissions. This contributes to global efforts to combat climate change.

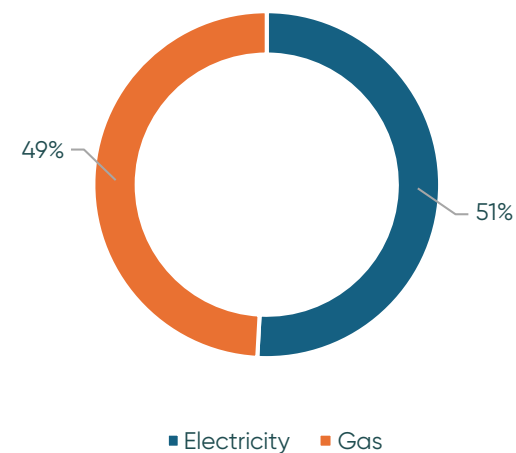
However, our choice of solar panels goes beyond financial and environmental benefits. It is a statement of **our values as a company**. We believe companies play **a crucial role** in creating a more sustainable future, which is why we are taking proactive steps to adopt greener practices. By investing in **solar energy**, we not only demonstrate our commitment to reducing our **environmental impact**, but also inspire others to consider similar measures.

Moreover, using solar panels allows us to support **technological innovation**. We are always looking for new ways to improve our processes and become more efficient, and solar energy offers **a sustainable and smart solution**. It is therefore our goal to ensure that we produce even more of our own renewable energy and use it more efficiently to minimise our footprint.

Electricity 2024



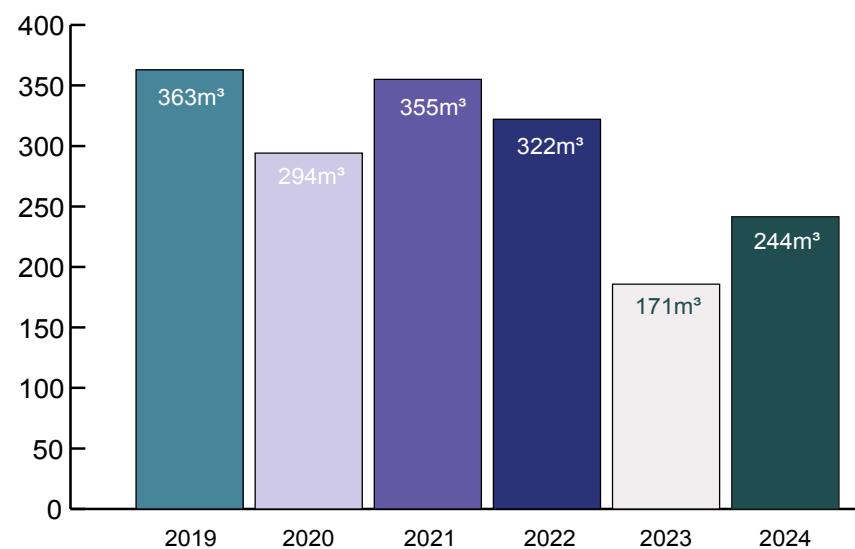
Energy use 2024



Infrastructure

Water consumption

There is actually **little to no** water consumption. The only water we use is for **sanitary facilities and kitchens**. Beyond that, there is no water usage, and therefore no consumption. Nevertheless, we do encourage our employees to be mindful of water use. Naturally, we want to avoid any waste of water. Even the smallest amounts, we try to limit.



Infrastructure

Carbon footprint

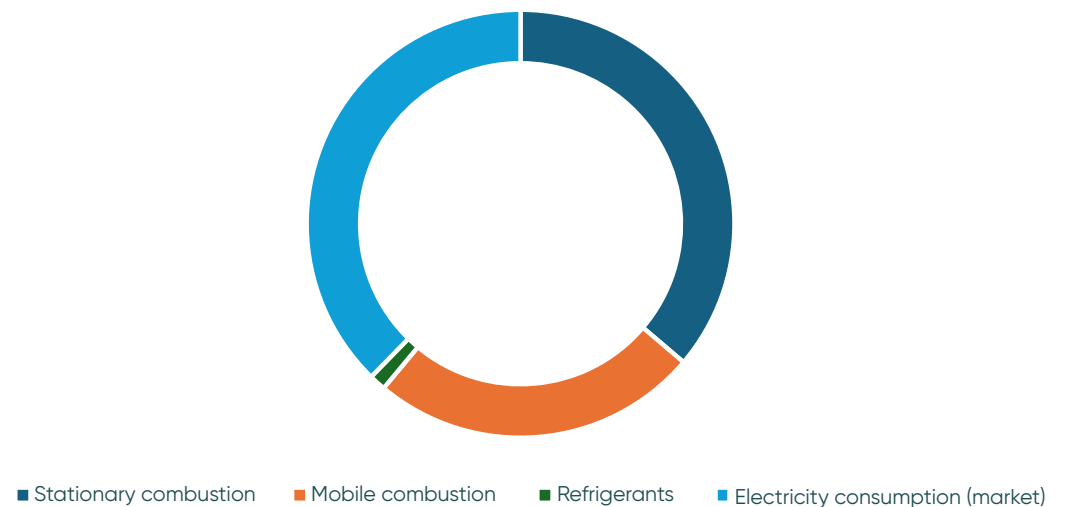
Revor Group has taken the initiative to calculate the **scope 1 and scope 2** of their carbon footprint for the year 2023, for the HQ in Kuurne. We are taking this important step to ensure transparency and sustainability within our operations. Our ambition is to start calculating scope 3 emissions in the future as well, so that we get a complete picture of our ecological impact throughout the value chain.

Most of Revor's emissions come from energy consumption. We are currently negotiating **a green electricity contract**, which will have an immediate and significant impact on the carbon footprint upon entry.

To ensure accurate and up-to-date monitoring of our emissions, the carbon footprint will be recalculated on a frequent basis. This allows us to closely monitor the evolution of our emissions and check whether our actions are actually contributing to a reduction of our carbon footprint. We believe this approach is essential for achieving our **sustainability goals** and minimising our carbon footprint.

Through these measures, Revor Group demonstrates its commitment to sustainable development, and we hope to set an example for the industry.

Total carbon footprint 2024



Infrastructure

Project Waste Management

Over the years, it became clear to us that we wanted to focus on sustainability. As a company, it is extremely important to work in a more sustainable way. This is how the **Waste Management Project** was born.

Since 2020, we started mapping our waste streams. We noticed that these figures were considered to be on the high side. This was something we wanted to avoid, so we launched a plan to reduce our waste streams.

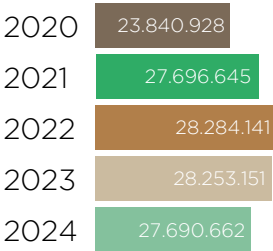
Today, the numbers are showing a downward trend. It remains our priority to continue this decline, or at the very least to keep the figures stable. On the following pages, we will go into more detail about the different waste streams and the measures we have taken to achieve these **impressive results**.



Infrastructure

Project Waste Management

Revenue (in Euros)



To put everything fully into perspective, we also need to look at revenue. If revenue increases, it is likely that more materials are purchased, which in turn can lead to more waste. This is, of course, a theoretical assumption. That is why we also include revenue figures.

All percentages are based on the year 2024, compared with 2020, which we consider our baseline year.

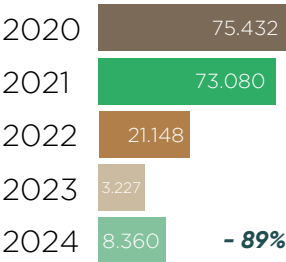
* The figures for 2023 are up to and including September, and then projected to provide a full 12-month result. The official figures may therefore differ from this outcome. Nevertheless, it already offers a clear outlook on the results we are achieving this year.

At the time, we worked with a supplier from Lithuania. Today, we collaborate with Recubela, who take over our broken pallets and repair them so that we can reuse them. As a result, the amount of wood waste is significantly reduced, and our footprint becomes even smaller. To calculate the actual annual CO₂ savings, they are currently developing a certificate together with PEFC. Several studies are ongoing for this purpose.

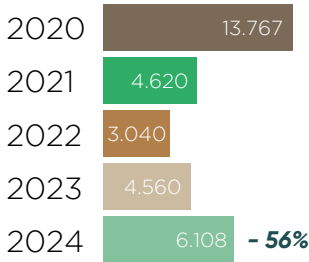
In 2020, there was a considerable amount of iron waste due to our new building. In the meantime, iron waste has become minimal. This figure is not expected to increase or decrease significantly.

We divide textiles into two streams. White textiles are compressed, allowing us to save on transport—up to six times less. In addition, stricter controls on the work floor ensure that textiles are not discarded unnecessarily. Instead, we repurpose them for smaller sizes, giving the material a second life. Colored fabrics from boxsprings are collected and processed into felt, which we use as a pressure distributor in our boxsprings.

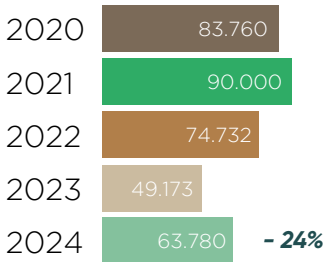
Wood (in Kg)



Iron (in Kg)

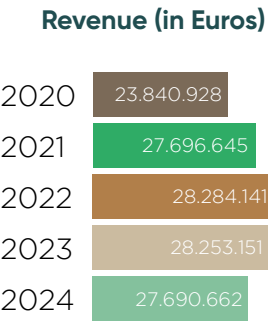


Textiles (in Kg)



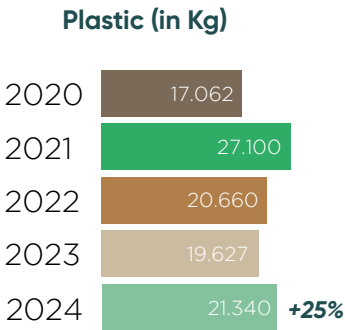
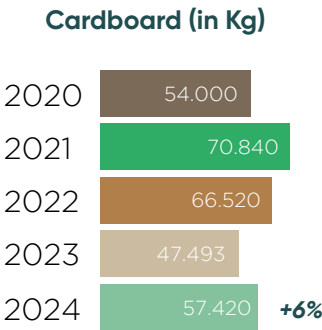
Infrastructure

Project Waste Management



Cardboard is also compressed, which reduces the frequency of transport. The cardboard boxes are reused and can even be taken home by employees. In addition, we have implemented a "return system" for the tubes used in textiles. In this way, we further reduce cardboard waste.

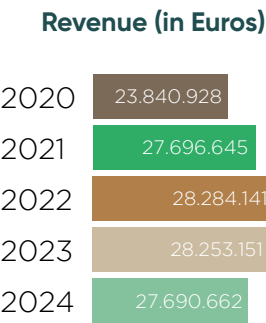
Reducing plastic is an area where we need to place even greater focus. This is the only part of our Waste Management Project that has not shown a decline. Compared to 2020, revenue has increased by 18.51%. Therefore, we do not interpret the 15.03% increase as negative, but rather as a result of higher volumes. Nevertheless, our goal remains to reduce this figure.



* The figures for 2023 are up to and including September, and then projected to provide a full 12-month result. The official figures may therefore differ from this outcome. Nevertheless, it already offers a clear outlook on the results we are achieving this year.

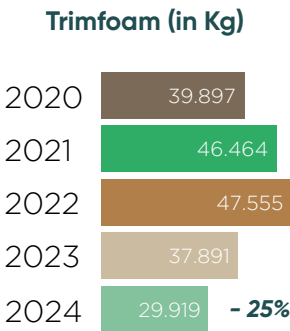
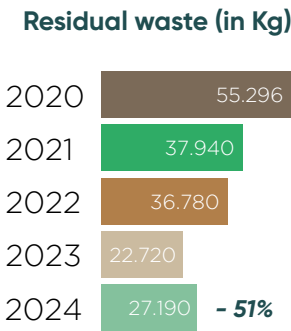
Infrastructure

Project Waste Management



By placing different waste bins on the work floor, we ensure that residual waste is properly sorted. Thanks to this effective sorting, our residual waste is high-calorific. This means it can be used to generate electricity and similar forms of energy.

With Trimfoam, we try to cut it into smaller pieces in order to partly replenish our stock and reduce waste. Unfortunately, this is very difficult to achieve with Trimfoam, which is why there has not been a significant decrease. We are doing our utmost to look for additional solutions, but so far we have not yet found one.



* The figures for 2023 are up to and including September, and then projected to provide a full 12-month result. The official figures may therefore differ from this outcome. Nevertheless, it already offers a clear outlook on the results we are achieving this year.

Partner requirements

Supplier selection

For Revor Group, it is not only important to work sustainably ourselves, but also to collaborate closely with suppliers who share the same commitment to sustainability. In this way, we can reduce the environmental impact of our entire supply chain.

It is therefore our responsibility to carefully select the right suppliers. In doing so, we take into account several key aspects: the environmentally responsible management of their activities, as well as the ethical standards of the company. These are essential elements of sustainable business practices and values to which we attach great importance.

Objective 1: Each year, at least 80% of our suppliers must sign the Compliance and Business Integrity Statement.

OEKO-TEX is the health label for textiles and says something about the safety of the fabrics used. If a textile article carries the OEKO-TEX STANDARD 100 label, you can be sure that every part of this article has been tested for harmful substances and that the article is harmless to human health.

FSC and PEFC International are officially government-approved labels for wood. They ensure that our world's forests can be preserved through responsible forest management, meaning that plant and animal habitats are protected and the rights of local people are respected. By choosing wood with an FSC or PEFC label, you contribute directly to the protection of our global forests and a healthy living environment.

We only work with suppliers who can present the above-mentioned certificates.

Objective 2: 100% of textile and wood suppliers must hold an OEKO-TEX and FSC / PEFC International certificate, respectively.



Partner requirements

Supplier selection

Since 2023, we have been working on developing a supplier charter that includes a wide range of requirements. The intention is for suppliers to complete this as transparently as possible. In this way, we aim to ensure that our suppliers adopt more sustainable practices, while also helping us assess whether potential new suppliers are a good match for us. This charter will not only apply to new suppliers, but also to our existing partners. For them, it can serve as a trigger to further improve their own sustainability performance.

We are aware that the supplier requirements are not yet fully finalized. Our objective is therefore to introduce this charter in 2025. With these new conditions, we want to make our supply chain significantly more sustainable. Over time, it will continue to evolve and improve through experience and close collaboration with our suppliers, ensuring the most effective implementation.

At Revor Group, we believe that the strength of our organization is not only defined by the performance of our employees and internal policies, but also by the way the employees of our suppliers, partners, and stakeholders are treated. For this reason, we place great importance on environmental measures, fair working conditions, safe workplaces, and respect for human rights at every stage of our value chain. We work closely with our partners to ensure that our joint efforts lead to positive change and sustainable practices.

At Revor, we strive to set an example in the industry by fostering a culture of respect, equality, and engagement, not only within our own organization but across our entire value chain.

Objective 1: By the end of 2025, 80% of contacted suppliers must have completed and returned the supplier questionnaire.

RĒVORGROUP

CHARTER

A) Indicate where your raw materials come from?	YES	NO
Europe		
US		
China		
others		

B) How do you reduce water and power consumption during manufacture of your product?

C) Where do you produce? Indicate different laces if necessary.
A
B
C
D
...

D) Is fabric used to build up your product from...	YES	NO
Natural materials		
Recyclabele materials		
Others		

Details :

Social

HR policy	23
Social commitmentt	56
Rights and responsibilities	58



Environment

Within Revor Group, we strongly believe in creating value beyond mere financial results. We understand that the success of a company is not only determined by turnover and profit, but also by the positive impact we have on our employees, customers and suppliers.

We are committed to deeply **engaging our employees**, promoting diversity and inclusion within our organisation, ensuring fair working conditions in our supply chain, and supporting the **local communities** in which we operate. These efforts not only reflect our **ethical values**, but also form the basis of a sustainable business model that thrives in a world that increasingly values transparency.

By **transparently reporting** on our social initiatives, we contribute to a more sustainable and just world, where companies play an active role in shaping a better future for all.



HR policy

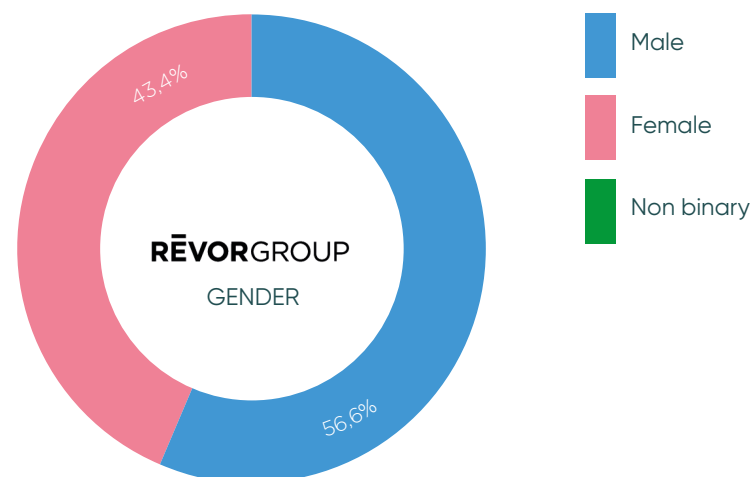
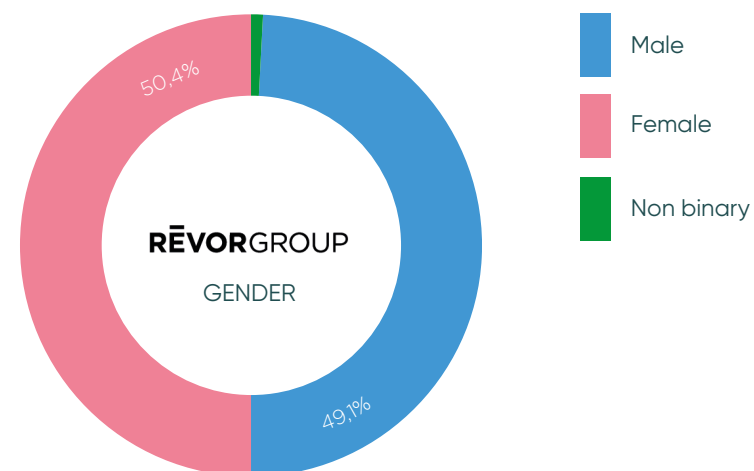
Equality

We believe that equality is one of the building blocks of a strong and prosperous society. We are committed to creating a working environment where every employee is **respected, valued** and **encouraged** to reach his or her full potential, regardless of background, gender, race, religion, sexual orientation or identity.

Equality is at the **core of our corporate values**. We strive for fair opportunities for all, from recruitment and selection to career development and rewards. Our commitment to equality means that we actively work to create an **inclusive culture** where everyone feels welcome and respected.

Objective 1: Year after year, 40–60% of the workforce must be female.

Objective 2: Year after year, 40–60% of the management team must be female.



HR policy

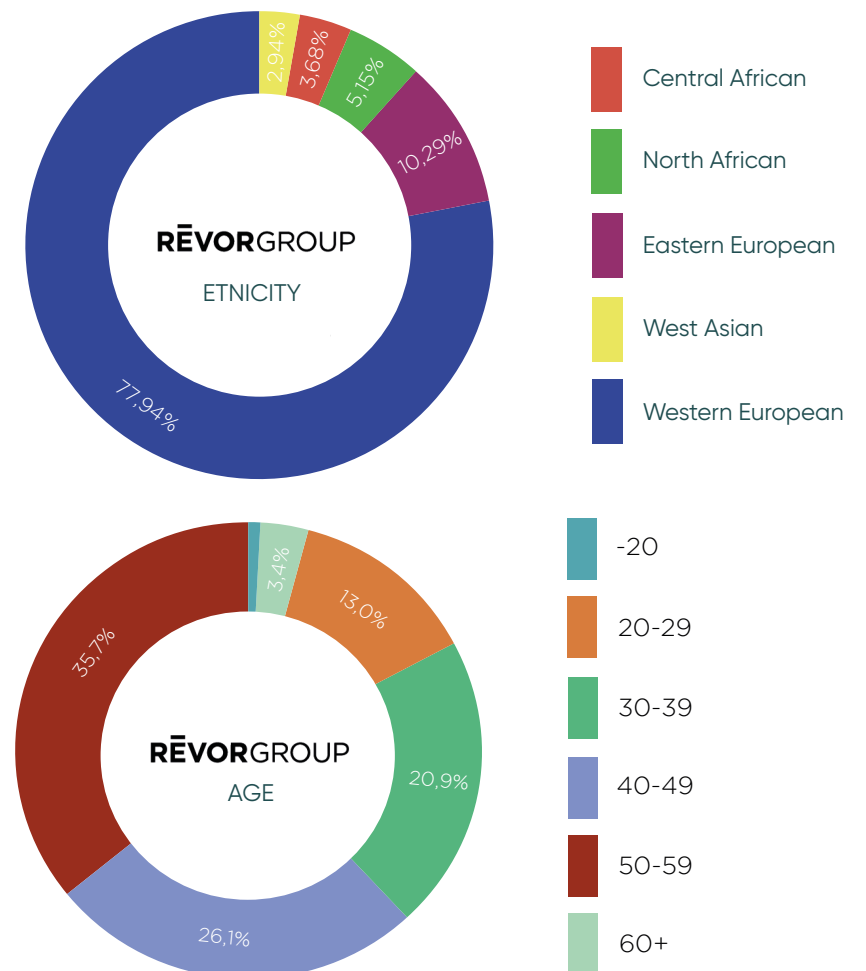
Diversity and inclusion

For Revor Group, diversity is not merely a goal but also a means to **encourage creativity**, the engine of innovation to learn to appreciate different perspectives and foster a culture of respect and understanding. We strive to attract and retain a diverse group of people because we believe **our differences make us stronger** and help us make better decisions.

Inclusion is the glue that holds our diverse community together. We strive to provide a working environment where all employees **feel valued** for their unique contributions and where their voices are heard. We encourage **open communication**. By promoting inclusion, we not only build a positive work environment, but also **sustainable relationships** with our customers and partners.

We believe that diversity, equality and inclusion are **essential to our long-term success**.

Objective 1: By 2030, employee turnover among workers over the age of 50 must be below 30%.



HR policy

Revorians

Our human resources policy is central to our commitment to success and corporate responsibility. It not only is the basis for an ethical workplace, but also contributes significantly to the success of our company and our contribution to society as a whole.

A sustainable human resources policy ensures stability and continuity. By investing in the development and well-being of our employees, we reduce staff turnover & absenteeism and retain valuable knowledge and experience within our organisation.

We offer our employees opportunities for personal and professional growth. By investing in education, training and career development, we ensure that our employees can improve their skills and adapt to changing market conditions. This leads not only to satisfied employees, but also to higher productivity and efficiency, which is essential for our business success.

A sustainable human resources policy strengthens our corporate reputation. Satisfied and engaged employees contribute positively to our image in society and convey our corporate values.



HR policy

Human capital

We support our employees in their **personal growth**. We offer everyone the opportunity to receive training that fits their job or helps them further support their job responsibilities.

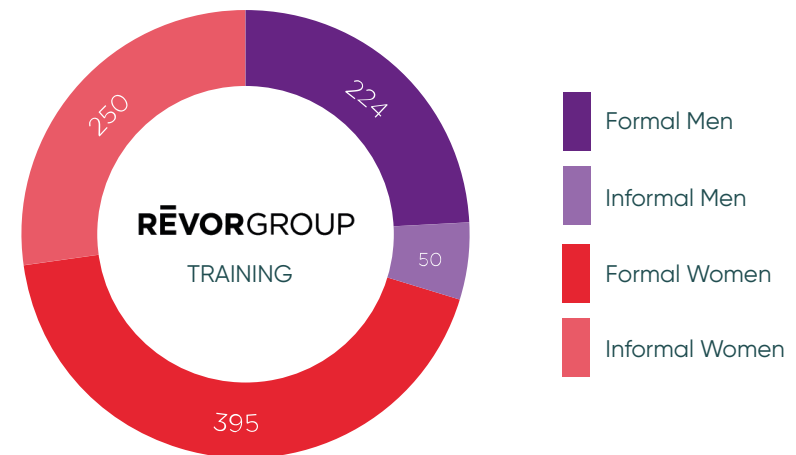
In 2022, all employees together received **919 hours of training**.

Training employees not only contributes to the success and growth of the organisation, but it also makes employees more **satisfied** and more **committed**.

As a family business, we therefore consider it very important that all employees feel good and that the working atmosphere feels very family-like.

Objective 1: By 2027, 90% of employees must participate in at least 3 training days per calendar year.

Objective 2: By the end of 2025, 90% of new employees must complete the onboarding training within the first 2 months of employment.



A total of **919 hours** of training took place in 2022.

We distinguish training into 2 categories. Formal and less formal. Formal is by a lecturer or speaker developing courses or internships. Less formal is, for example, on-the-job training or coaching, mostly by co-workers.

Examples of trainings this year: SBM First Aid refresher training, Safety Awareness, Copywriter, AX training, etc.

HR policy

Talent management

Because we believe that our employees should have every opportunity to develop themselves, we are introducing Learned in 2024.

Learned is a platform that supports us in conducting modern growth conversations where not only performance is important, but where employee well-being is central.

As a result, we also ensure **better employee follow-up**. In this conversation they also get the chance to go over all kinds of things about their job and the company. This way we also learn more about how the employee actually feels.

If in line with their job responsibilities, all employees can take training courses, **encouraging their personal growth** and ensuring they can boost their careers.



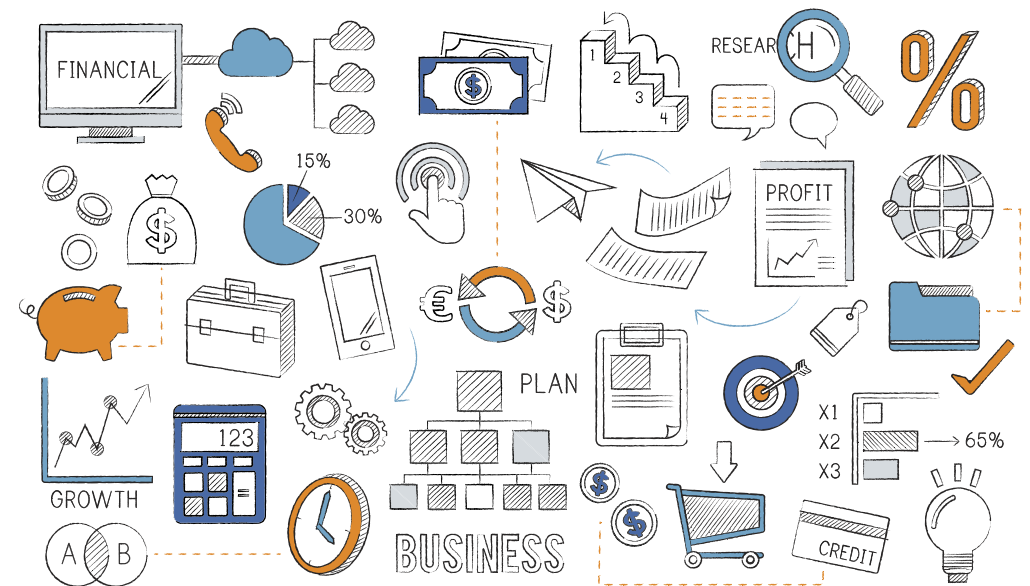
HR policy

Our "Cafeteria Plan"

We believe it is very important to offer a **wage package** that matches the current and future needs of our employees.

A cafeteria plan allows the employee to put together part of the wage package themselves, by exchanging a chunk of the salary for benefits that are attractive to the employee and **enhance net purchasing power**.

Participation in the cafeteria plan is voluntary. Using a specific tool (My Choice tool from Partena) the employee can make simulations that consult the impact on the gross and net salary in order to make a final choice.



HR policy

The Party Committee



Under the slogan **'By and for colleagues'**, some employees have taken the initiative to set up a 'Party Committee' for the blue & white collar workers and organise activities every 2-3 months.

Early this year, they organised a laser shoot. A brewery visit and a cocktail party have also been on the menu.

At the end of the year, the party committee organises a Christmas quiz for all staff.

HR policy

Social dialogue

Social dialogue is the foundation of our company and is essential for a **healthy working environment and thriving cooperation**. For us, social dialogue means more than just talking; it is a powerful tool for building understanding, solving problems and achieving common goals.

Open and honest communication between employers and employees cannot only avoid disputes but also improve working conditions. It allows working together on working conditions that are fair and equitable, so that all employees feel appreciated for their efforts.

Moreover, social dialogue is a source of **innovation and growth**. By thinking together about challenges and opportunities, we can find creative solutions that not only improve our efficiency but also strengthen our position in the market. It fosters a culture of continuous learning and improvement, giving everyone the space to contribute to the success of our company.



Social commitment

Sheltered workshops

To make the wooden frames for our boxspring beds, we work with three sheltered workshops. Revor Group values **social commitment**. That is why we made the choice to work with Zonnehoeve, Interwest and Buseloc.



ZONNEHOEVE

Zonnehoeve Production is a sheltered workshop we work with for woodworking. In their wood department, they use wood that is PEFC certified. It was clear pretty quickly that choosing Zonnehoeve was a good choice. As an organisation, they consider it extremely important to pay attention to corporate sustainability.

INTERWEST

Interwest is the second sheltered workshop we work with for woodworking. Both bespoke companies make and provide the wood we use in our box springs. It is also a partner we enjoy working with. It is quite clear to us that both companies have a lot of positive standards and values, which we also respect.

BUSELOC

As an industrial supplier, Buseloc is mainly active in the manufacturing of mattress covers, box spring covers, incontinence covers, pillow covers, etc. Through strong technical innovation and the manufacturing expertise of their employees and supervisors, they deliver customised and high-quality products.

Social commitment

Charities

We not only value the people within our company, but also consider our role in society. This is why we choose to support some charities and make regular donations, such as:

Doctors Without Borders

Médecins Sans Frontières is an international non-governmental aid organisation that operates in around 80 countries worldwide.

G-football Marke

G-soccer Marke aims to let children with disabilities shine.

De Kouter Kids

De Kouter Kids aims to provide support in the broadest sense of the word to children covered by the Youth Protection Act or the special youth assistance decrees and, more generally, to minors in need and/or in need of help and assistance.

We hope that through our donations a difference can be made and we can inspire others to do the same.



Rights and responsibilities

Safety

At Revor Group, the physical and mental safety and well-being of our employees is always paramount. We believe that a safe working environment is not only an ethical responsibility, but also essential to the success of our business.

Human Capital: Our employees are the heart of our company. Their health and well-being are invaluable. Ensuring their safety helps us to maintain and grow our human capital.

Productivity: A safe working environment creates a sense of trust and security among our employees. This confidence translates into increased productivity, as employees can concentrate on their tasks without worrying about their safety.

Innovation and Creativity: A mentally “safe” work environment encourages employees to feel free to propose new ideas and come up with innovative solutions. It fosters a culture of creativity and collaboration, which in turn contributes to the growth of our company.

Legal Obligations: Our production warehouses and offices comply with all legal requirements. Meeting these obligations is not only necessary to avoid fines and legal problems, but it also shows that we take our responsibilities seriously

We have **whistle-blowing policy** that allows employees to report alleged violations of laws and regulations, violations of policies or ethical issues within our organisation. We assure all employees of protection against reprisals or negative consequences as a result of

making such a report. Every report is seriously investigated and appropriate action is taken to address any irregularities..

To ensure workers’ safety, we keep track of safety reports in order to optimise working conditions, thus preventing potential accidents.



To ensure workers’ safety, we keep track of safety reports in order to optimise working conditions, thus preventing potential accidents.

ACCIDENTS AT WORK

	2021	2022	2023	2024	Totaal
Number of declarations	3	7	2	6	12
Number of accidents with workleave	2	6	1	5	9
Number of lost workdays	113	115	74	142	302

Rights and responsibilities

Labour & Human rights

LABOUR RIGHTS

Labour rights are the backbone of our company and contribute to a mentally healthy, safe and productive working environment. Through a General Collective Labour Agreement and Labour Rules, we clarify the rules and standards for our employees. We also use a Third Party Work Agreement when we cooperate with third parties.

HUMAN RIGHTS

Respecting these fundamental rights is not only a moral duty but also essential for our company. Respecting human rights demonstrates our ethical principles and integrity as a company. It demonstrates our determination to act fairly, respectfully and equitably and helps us minimise legal and operational risks. In a globalised world, where we work with diverse partners and suppliers around the world, respecting human rights is essential for building strong and sustainable business relationships. Respecting human rights is not only a responsibility but also an investment in our common future. Together, we contribute to a world where everyone is treated with dignity and respect.



Rights and responsibilities

Child labour, forced labour and human trafficking

THOROUGH MONITORING

Human rights are the backbone of every company: in our daily tasks, according to our commitment, the nature and context of our activities, the extent of potential human rights problems and the impact these problems may have (severity and degree of likelihood).

We also impose the same requirements on our customers and suppliers. When entering into a commitment with a new supplier, our human rights expectations are always discussed in detail. The supplier is also required to commit to this by signing our Supplier Code of Conduct. If we identify a breach of standards, Revor Group will negotiate an appropriate improvement plan. However, if Revor Group continues to identify violations, the contract will be terminated.

NO CHILD LABOUR

We do not directly or indirectly impose child labour. We also expect our suppliers to always adhere to the minimum legal age imposed in each country where they are located.





GOVERNANCE

Corporate governance	63
<i>The owners</i>	63
<i>The management</i>	64
<i>Organigram</i>	65
Corporate governance	66
<i>Ethics & Risk management</i>	66
<i>Dataprotection</i>	67



Corporate governance

At Revor Group, we recognise the crucial role of good corporate governance in shaping our success and ensuring sustainable growth. Here are some of the reasons why governance matters to us:

Our pillars: We believe in open communication and transparency. We ensure there is a clear understanding of our decision-making and operational processes.

Accountability: Our leadership team is ready to be accountable for their decisions and actions, which helps build trust and credibility.

Protection of Interests: Our policy avoids conflicts of interest and ensures fair treatment of all.

Risk Management: In a constantly changing world, sound policies help us identify, assess and effectively manage risks.

Sustainability: We think about the future. We focus not only on financial sustainability, but also on promoting socially and environmentally responsible actions.

Laws and regulations: We strive to comply with all applicable laws and regulations. Corporate governance is designed to ensure that we operate in an ethical and lawful manner.

Reputation: A positive reputation is a valuable asset. Our strong governance foundation helps build and maintain a positive reputation, which is crucial for attracting investors, customers and talent.

At Revor Group, we understand that good corporate governance is essential in allowing us to thrive and of primary importance for our business to prosper in the long run.

Corporate structure

The owners

Jan Maes and Isabelle Malysse hold 100% of the shares.

Since 2000, Revor Group has been owned by Jan Maes and Isabelle Malysse. This started with Revor and Styldecor.

In 2009, Jaritex was acquired. Adding Jaritex to the group strengthened the company's market position and product offering. That acquisition allowed Jaritex to continue to excel in providing quality mattresses and meeting customers' diverse needs.



Jan Maes



Isabelle Malysse

Corporate structure

The management



CCO
Jan Maes



COO
Gunther Hombecq



Sales
Isabelle Malysse



CS & HR
Angelique Deconinck



Finance
Davy Baert



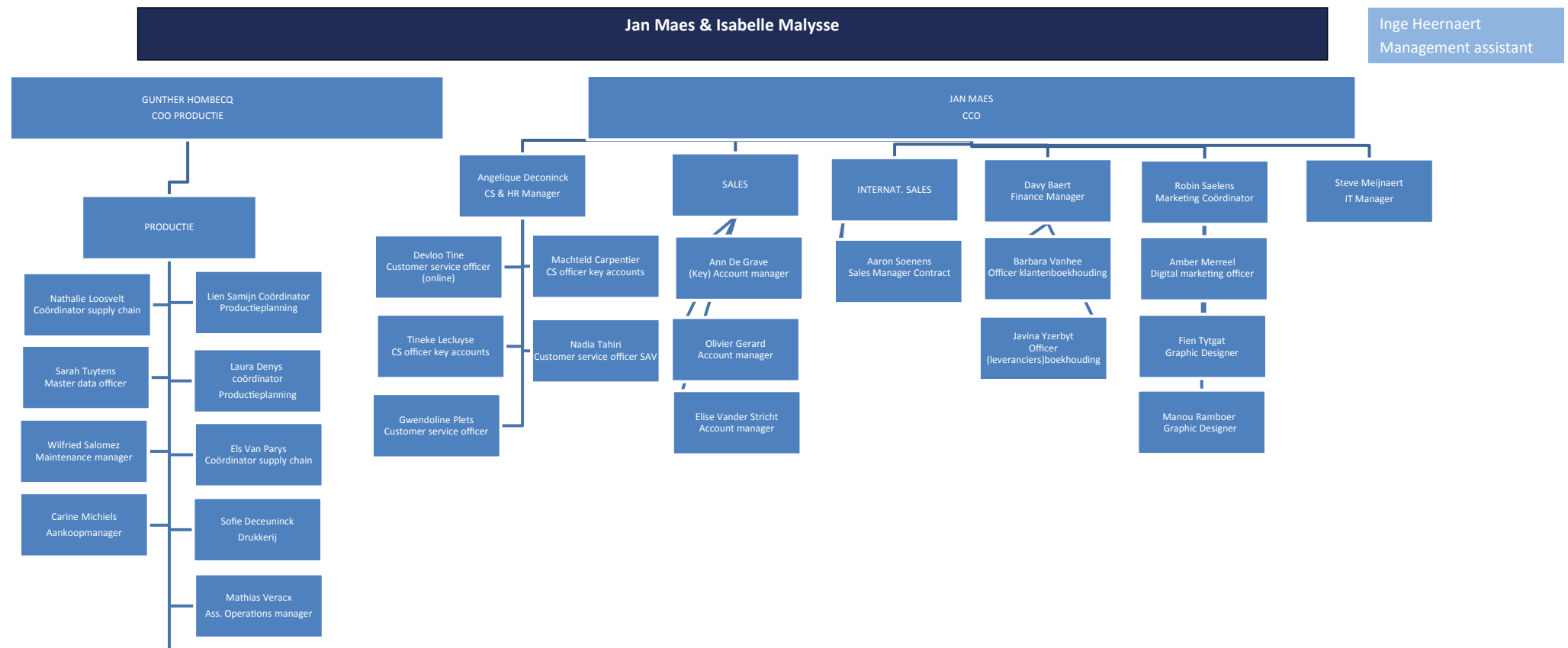
Marketing
Robin Saelens



IT
Steve Meijnaert

Corporate structure

Organigram



Corporate governance

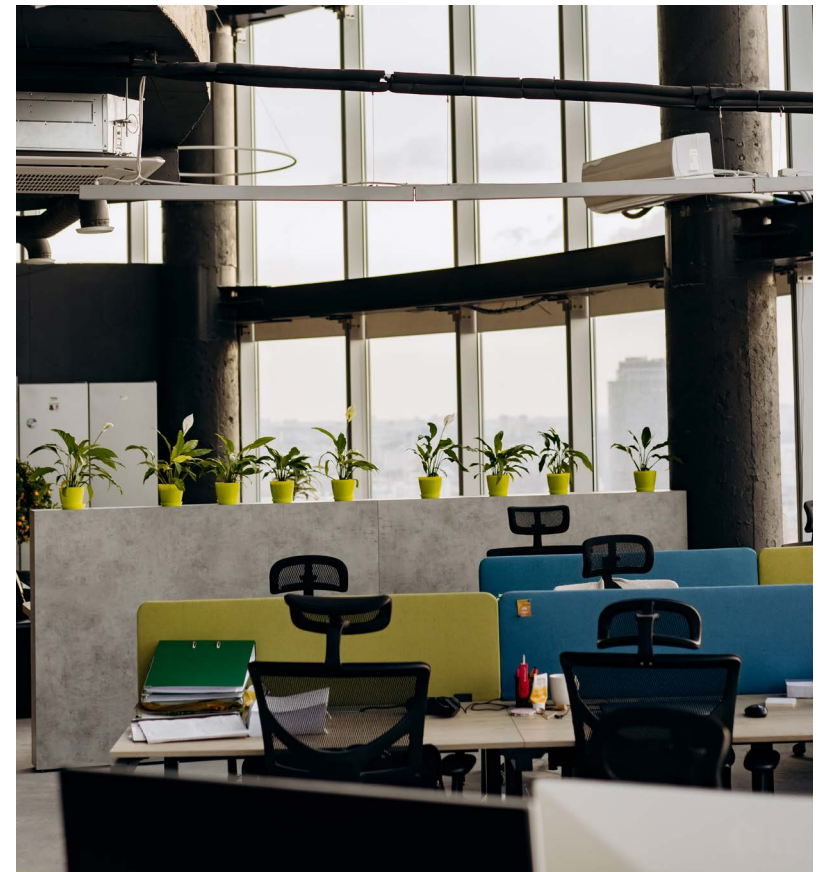
Ethics & Risk management

We do not see ethics and risk management as mandatory boxes to tick, but rather as indispensable pillars that are the basis for sustainability and trust.

We strongly believe in the idea that a company is not only responsible for providing products and services, but also for ensuring ethical standards in all our business practices. This means not only complying with legal requirements, but also striving for higher standards of integrity, transparency and honesty. Building long-term relationships with our customers and partners is based on mutual respect and trust.

In addition, we understand that risk is inherent in any business. Our commitment to risk management is not a reactive measure, but a proactive approach to identify and manage potential challenges. By constantly evaluating, anticipating and innovating, we strive to ensure not only our own stability, but also that of the wider community in which we operate.

Objective 1: The number of serious ethics issues (fraud and corruption) related to our own workforce and that of our suppliers must remain at 0 year after year.



Corporate governance

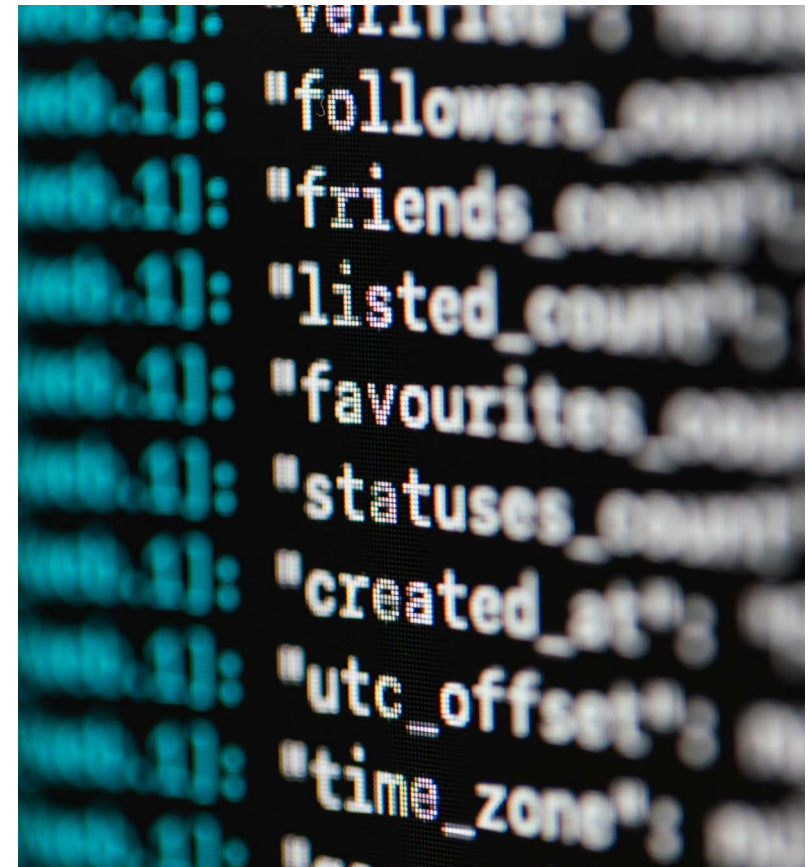
Data protection

We attach great importance to **data protection and privacy**. We are committed to protecting the personal data of our customers, employees and partners, and we employ strict security measures to ensure their confidentiality.

We also make employees aware of the dangers that can lurk online. We enhance security by using an **MFA - Authenticator**. This has to be used both internally and externally. A new firewall is also in place to further optimise security.

In 2024, employees underwent mandatory training for End Users. The aim was to make everyone aware of the potential dangers and how to act to keep all data safe.

Objective 1: Starting in 2025, all internal employees must complete end-user data security training.





APPENDIX

Sustainable development goals



GRI-table

Statement of use	Revor Group NV has reported the information cited in this GRI content index for the period 01/01/2023 - 31/12/2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	5
	2-6 Activities, value chain and other business relationships	9, 10, 11, 12, 13, 17, 18
	2-7 Employees	5,8, 44, 45
	2-9 Governance structure and composition	59, 60
	2-10 Nomination and selection of the highest governance body	59, 60
	2-11 Chair of the highest governance body	59
	2-12 Role of the highest governance body in overseeing the management of impacts	59, 60
	2-13 Delegation of responsibility for managing impacts	60
	2-16 Communication of critical concerns	62
	2-22 Statement on sustainable development strategy	4, 7
	2-23 Policy commitments	55, 56
	2-24 Embedding policy commitments	55, 56
	2-25 Processes to remediate negative impacts	55, 56
	2-26 Mechanisms for seeking advice and raising concerns	54
	2-27 Compliance with laws and regulations	55, 56
	2-28 Membership associations	18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	40

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	54
	205-2 Communication and training about anti-corruption policies and procedures	54
	205-3 Confirmed incidents of corruption and actions taken	54
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	54
GRI 301: Materials 2016	301-1 Materials used by weight or volume	37, 38, 39
	301-2 Recycled input materials used	37, 38, 39
	301-3 Reclaimed products and their packaging materials	37, 38, 39
GRI 302: Energy 2016	302-1 Energy consumption within the organization	33
	302-3 Energy intensity	33
	302-4 Reduction of energy consumption	33
	302-5 Reductions in energy requirements of products and services	33
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	34
	303-2 Management of water discharge-related impacts	34
	303-3 Water withdrawal	34
	303-4 Water discharge	34
	303-5 Water consumption	34
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	31
	304-2 Significant impacts of activities, products and services on biodiversity	32
	304-3 Habitats protected or restored	31
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	31

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	35
	305-2 Energy indirect (Scope 2) GHG emissions	35
	305-3 Other indirect (Scope 3) GHG emissions	35
	305-4 GHG emissions intensity	35
	305-5 Reduction of GHG emissions	35
	305-6 Emissions of ozone-depleting substances (ODS)	35
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	37, 38, 39
	306-2 Management of significant waste-related impacts	37, 38, 39
	306-3 Waste generated	37, 38, 39
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	40, 41
	308-2 Negative environmental impacts in the supply chain and actions taken	40, 41
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47, 48, 49
GRI 402: Labor/Management Relations 2016	403-1 Occupational health and safety management system	54
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	54
	403-3 Occupational health services	54
	403-5 Worker training on occupational health and safety	47
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54
	403-8 Workers covered by an occupational health and safety management system	54
	403-9 Work-related injuries	45
	403-10 Work-related ill health	54
	404-1 Average hours of training per year per employee	47

GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	47, 48
	404-3 Percentage of employees receiving regular performance and career development reviews	47, 48
	405-1 Diversity of governance bodies and employees	44, 45
	406-1 Incidents of discrimination and corrective actions taken	54
GRI 406: Non-discrimination 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	56
GRI 407: Freedom of Association and Collective Bargaining 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56
GRI 408: Child Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56
GRI 411: Rights of Indigenous Peoples 2016	413-1 Operations with local community engagement, impact assessments, and development programs	52, 53
GRI 413: Local Communities 2016	414-1 New suppliers that were screened using social criteria	52
GRI 416: Customer Health and Safety 2016	417-1 Requirements for product and service information and labeling	40
	417-2 Incidents of non-compliance concerning product and service information and labeling	40
GRI 417: Marketing and Labeling 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	63
GRI 418: Customer Privacy 2016		

VSME table (Basis module)

Nace code: 31.03 - Manufacturing of mattresses

Code	Description	Pages
B1	Basis	5, 8-10
B2	Sustainable measures, policies, future initiatives and targets	24-62, 68-69
B3	Energy consumption + carbon footprint	39-41
B4	Emissions of pollutants	nvt
B5	Biodiversity impacts	nvt
B6	Water abstraction	40
B7	Circular economy	25-32
B8	Employees – general	49-56, 61-62
B9	Employees – health and safety	60
B10	Compensation, collective bargaining and training	57
B11	Convictions and fines for corruption and bribery	68

Stay up to date with Revor Group?

Follow us on Linkedin: Revor Group

RĒVORGROUP

www.revor.be
www.jaritex.be
www.styldecor.be

www.revorgroup.com