



# IMPACT REPORT **KROMMENHOEK** 2024

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# Management Statement



The Netherlands and Europe are committed to a green transition, which includes an energy transition. We see the practical implications of this on the job every day. A good example are the wind turbines that are being built off our coastline. These wind turbines must first be produced, after which they are transported by barge from onshore to offshore. Copper energy cables are then laid on the seabed. Transformers are built. Aluminium high-voltage cables are used on land to transport electricity.

Chances are that the metal used in these metal products has already been given a second or perhaps even a third life in the cycle of metal recycling, because metal can be melted down and reused at the end of its life cycle. At Krommenhoek Metals, we make every effort to ensure that metal is used as efficiently as possible. We first look at reuse and then at recycling.

**“Our goal:  
49% reduction in own  
emissions in 2030  
compared to 2019.”**

At Krommenhoek Metals, we also take steps every year. In 2024, we completed the electrification of our fleet. Our new mobile cranes (which replaced older cranes) are more energy-efficient. We also map our CO<sub>2</sub> emissions more accurately and take concrete measures to reduce them, both within our company and across the entire chain. Our goal: 49% reduction of own emissions by 2030 compared with 2019.

For the second time, we laid down our plans and actions in our sustainability strategy. This consists of three core pillars:

- **Climate transition and circularity**
- **Towards a fair and safe chain**
- **An ironclad work environment**

Every day, we contribute to making the Netherlands a fully circular economy. We do this with our strategy and with our action-oriented team, of whom we are very proud. No bullshit, just recycling

**Lützen Brink,  
CEO Krommenhoek Metals**

# Sustainable recycling

## OUR SUSTAINABILITY STRATEGY

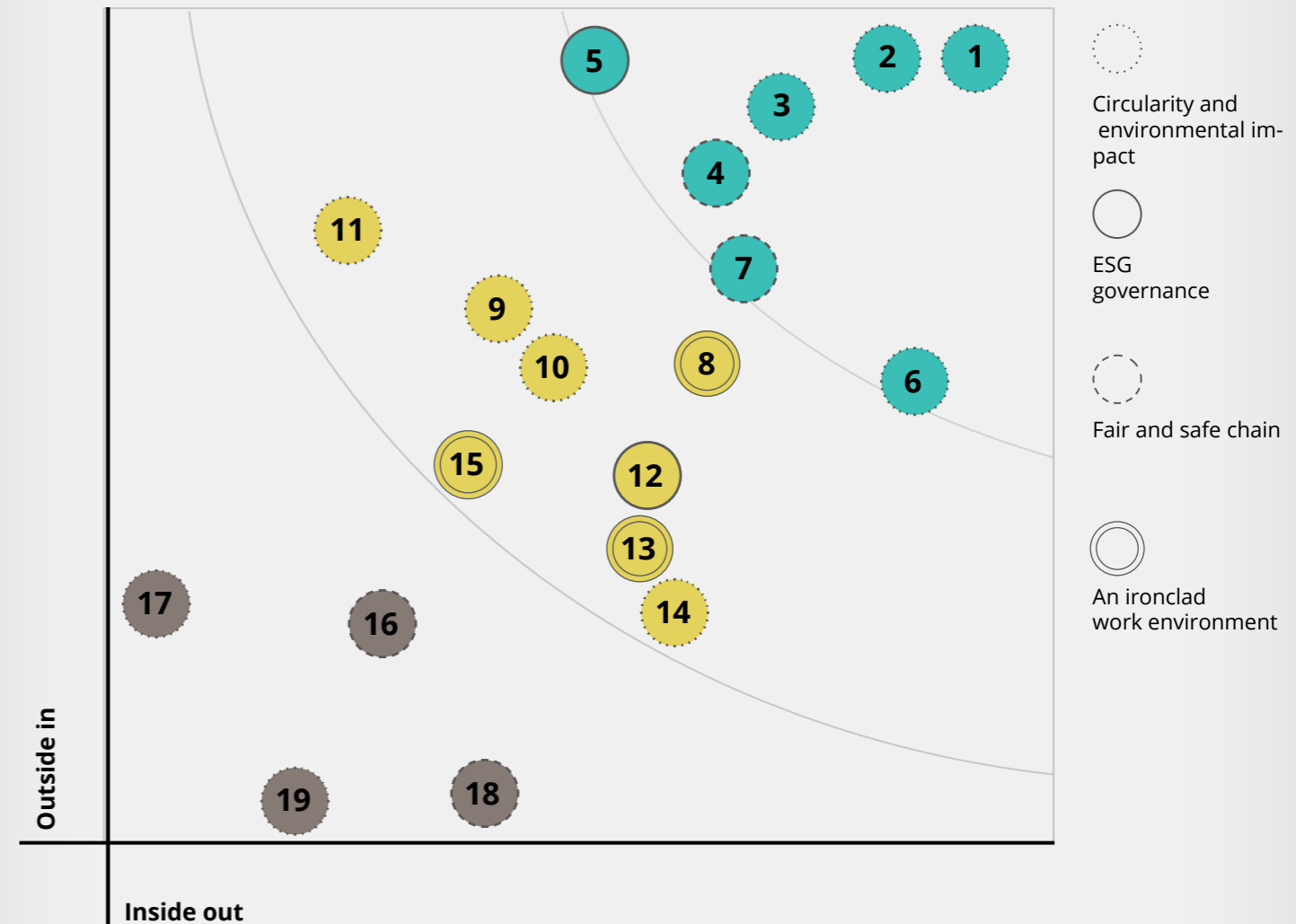
We believe in reporting on our impact as we feel that this may inspire and incite others to take action. Following the publication of our 2023 impact report, ABN Amro invited us to share our experience. We also find that it inspires us to step up our own efforts. Our sustainability strategy is a detailed description of our ambitions and goals within our core pillars for sustainability: ***circularity and environmental impact, a fair and safe chain, ESG governance and an ironclad work environment.***



**OUR INDUSTRY:** The metal industry is among the world's most polluting industries. Producing metals from raw materials and minerals requires lots of energy, accounting for significant (CO2) emissions. Mining and the production of primary metals have the greatest climate footprint, mainly because of the energy-intensive and polluting processes. Producing primary metals requires around 10 times more energy than producing secondary metals from scrap, for example. In addition, working in mines comes with a whole host of social risks, including for workers' health and welfare. At Krommenhoek Metals, we focus on securing old metals, using them as secondary raw materials for the production of new metals.



**OUR ROLE:** The metal sector comes with inherent risks, so it is all the more important that valuable materials, once extracted, remain within the chain as much as possible. Reuse and recycling of scrap and other metal residues play an important part in this. By recycling metals, we can continue to meet demand without having to extract new raw materials time and again, with all the consequences that this entails, including high-risk mining operations and the energy-intensive production of primary materials. Recycling is a good, first step in the right direction but we like to go one step further. We make every effort to ensure our processes are as environmentally friendly and socially responsible as possible. Our ambition is a real win-win situation, for us, our industry and the planet.



- | High Impact   | Medium Impact  | Low Impact   |
|---|--|--|
| 1. Incoming material flows and raw materials use (including purchasing) | 8. Working conditions within the organisation            | 16. Corruption and bribery                                   |
| 2. Combat climate change  | 9. Energy consumption                                    | 17. Impact on ecosystems                                     |
| 3. Outgoing material flows (including sales and processing)             | 10. Soil contamination                                   | 18. Equal treatment and opportunities across the value chain |
| 4. Working conditions across the chain                                  | 11. Climate adaptation                                   | 19. Substances of concern (SoCs)                             |
| 5. Relationship with suppliers and customers                            | 12. Company culture                                      |  |
|   | 13. Equal treatment and opportunities within the company |  |
|   | 14. Water pollution                                      |  |
|   | 15. Rights of workers within the company                 |  |

## Our vision of sustainability

As an international player in the metals trade and recycling, Krommenhoek plays an important role in the circular economy. One of our most important ambitions is thus to increase this contribution. This starts with the basics: ensuring a transparent, fair and safe chain. That way, we gain a better insight into where most materials streams are processed and the impact of this processing.

Based on these insights, we take steps towards making our industry more sustainable. Not just within our own operations, but also with partners across the entire chain. We help reduce emissions in our industry by capitalising on circular opportunities and making improvements. Step by step.

### Risk analysis

Our sustainability approach starts from a risk analysis. We investigated which sustainability topics are relevant for external stakeholders (suppliers, customers and partners) and our own workforce.

We combined these insights in an impact matrix. This tool helps us determine on which topics we can have the most impact. The matrix combines internal and external expectations, highlighting which topics are most relevant for our organisation, products and market positioning. We start from two perspectives:

#### INSIDE OUT PERSPECTIVE

the impact of Krommenhoek Metals on people and the environment

#### OUTSIDE IN PERSPECTIVE

how and whether sustainability-related developments and events create (new) risks and opportunities for Krommenhoek Metals

Our impact matrix combines internal expectations and goals relating to sustainability with external expectations and risks within the (global) chain and industry. This matrix is the cornerstone of our sustainability strategy.



## Our pillars

We identified overlapping themes in our impact matrix, which we then summarised in four impact programmes, taking action and reporting on our endeavours to reduce our impact. By focusing on these four pillars, we work directly towards achieving our mission:



“Krommenhoek Metals contributes to a fair, safe, and circular industry, capitalising on and optimising circular opportunities. Together with our partners, we minimise industry emissions.”

### THE PILLARS:



Climate transition  
and circularity



Towards a fair  
and safe chain



ESG  
governance



An ironclad work  
environment

This year, we added a fourth pillar, i.e., ESG governance. In recent years, it became clear that this was necessary. We have plenty of ambition in this field and have already taken several actions relating to sustainability across all our pillars, including with regard to the importance of our company culture or our cooperation with our suppliers. But we missed a clear, overarching structure. Better ESG governance provides exactly that: a robust framework which we can use to better organise, monitor and safeguard our efforts. That way, we make our sustainability ambitions more concrete and effective.



# Climate transition & circularity

Krommenhoek Metals is all about circularity. Our company is rooted in a purpose: to retain metals and valuable resources in the chain for as long as possible. Our business revolves around recycling, making it naturally circular. Resources are valuable to us: financial value, but especially societal value. We feel that circularity is completely normal, a point we are keen to promote. Our collection point in Rotterdam is an excellent example of this. We believe it is very important that the site is clean, tidy and attractive, as part of image building. This is not just relevant for the image of Krommenhoek Metals, but for the image of metal recycling in general.

## GOALS

- ➔ **7.5% REDUCTION OF OUR SCOPE 1 EMISSIONS IN 2025 COMPARED WITH 2024**
- ➔ **7.5% REDUCTION OF OUR SCOPE 1 EMISSIONS IN 2026 COMPARED WITH 2025**
- ➔ **5% REDUCTION OF OUR SCOPE 1 EMISSIONS IN 2027 COMPARED WITH 2026**



Energy and CO2 management is part of my job. We are continually looking for more efficient solutions, by monitoring this on a monthly basis and intelligently combining this with our daily operations. One way we are doing this at the moment is by reorganising the site. That way, we make progress in terms of not just our processes, but with CO2 reduction as well. For the coming year, we are also looking at how we can further reduce emissions of our rolling stock, e.g., by using more sustainable diesel substitutes.



## Things we are proud of

At Krommenhoek Metals, we grab circular opportunities with both hands. We ensure that scrap metal is not wasted but re-enters the chain as a high-grade raw material. Together with our partners, we are working on reducing CO<sub>2</sub> emissions and energy consumption within our own operations and across the entire chain. Our goal is a more sustainable metal industry.

We are proud to have reduced our emissions in the past year. This reduction is mainly due to a reduction of our Scope 1 emissions. We do not have Scope 2 emissions because we solely purchase green electricity.

### SCOPE 1, 2 AND 3 ARE CATEGORIES OF CO<sub>2</sub> EMISSIONS:

#### Scope 1

refers to direct emissions within our own organisation, such as emissions from gas heating or own vehicles, such as cranes.

#### Scope 2

refers to indirect emissions from the use of purchased energy, such as electricity.

#### Scope 3

encompasses all other indirect emissions across the chain, e.g., production of raw materials, transportation by suppliers, or the use of our products by customers.



Change in CO <sub>2</sub> emissions per ton produced					
Year	CO <sub>2</sub> emissions (tons/yr)	Sales (tons)	Emission intensity	+/- vs last year	+/- vs baseline
2019	552.99	54,458	0.010154	-	-
2020	711.88	66,833	0.010652	4.90%	4.90%
2021	724.18	52,402	0.013820	29.74%	36.10%
2022	770.16	53,610	0.014366	3.95%	41.47%
2023	849.96	57,787	0.014708	2.38%	44.85%
2024	54,458	53,162	0.014365	-2.34%	41.46%

**CO<sub>2</sub> emissions**

Although we reduced our Scope 1 emissions, our Scope 3 emissions increased slightly in 2024, a growth that can be attributed to more long-distance travel and the fact that we record those flights better now. Currently, we only record emissions from these flights as part of our Scope 3 emissions. We do not yet have sufficient insight into the other components of our Scope 3 emissions. Our intention is definitely to gain a better understanding of these emissions. We will be working on this in the coming years.

**Diesel**

Currently, the use of diesel continues to be unavoidable in crucial parts of our business operations. Because the technology is not sufficiently advanced yet, we are currently unable to make good use of energy-friendly alternatives such as electric cranes or trucks at a reasonable price point.

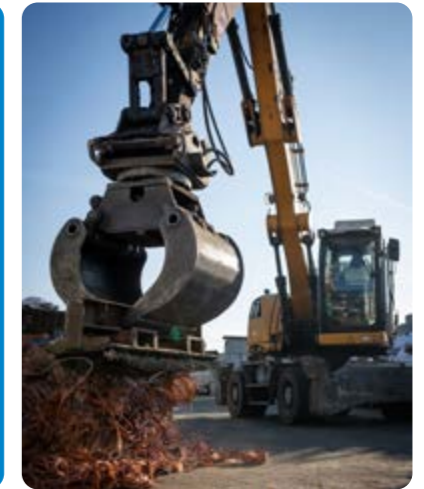
We conducted a test, acquiring electric buses for the collection of relatively small quantities from companies, but this proved unsuccessful. In practice, the range of these buses was too small, meaning we often were unable to use them for deliveries. We therefore opted to shift our focus to reducing diesel consumption. We have made two significant advances:

We have used machinery on our site more efficiently. A smarter layout of our site has ensured that cranes travel shorter distances. More conscious operation of equipment has also led to efficiency gains. The result? A substantial reduction of our diesel consumption from 849.96 tons/yr in 2023 to 742.69 tons/year.

This year, we began investigating admixture of HVO (Hydrotreated Vegetable Oil) into diesel. With this blend, we can cut down our diesel consumption, significantly reducing its impact in the process.

**Diesel alternatives:**

HVO is a sustainable diesel substitute made from renewable raw materials, such as vegetable oils or waste fats. It can be mixed with traditional diesel to reduce CO<sub>2</sub> emissions. Various blends are possible, ranging from HVO10 (10% HVO admixture) to HVO100 (100% HVO, i.e., no diesel). However, we have found that HVO100 does not offer sufficient benefits in terms of emissions, compared to a diesel/HVO blend. We are thus still looking for the right combo of HVO and diesel.



**CO<sub>2</sub> Performance Ladder**

In recent years, we have worked hard to achieve CO<sub>2</sub> performance level 3. To move up one level, we have started work this year on gaining a better insight into our Scope 3 emissions. To date, we only had insight into our emissions from flights. This is set to change.

**CO<sub>2</sub> Performance Ladder**

A CO<sub>2</sub> performance level indicates the progress an organisation has made in reducing its CO<sub>2</sub> emissions:

**NIVEAU 1**

CO<sub>2</sub> emissions mapped as a whole.

**NIVEAU 2**

CO<sub>2</sub> emissions quantified over a calendar year.

**NIVEAU 3**

CO<sub>2</sub> emissions reported in accordance with the requirements of ISO 14064-1 and the Greenhouse Gas Protocol.

**NIVEAU 4**

In addition to level 3 activities, CO<sub>2</sub> emissions across the chain are also mapped.

**NIVEAU 5**

In addition to level 4 activities, CO<sub>2</sub> emissions are quantified over a calendar year.

## EMISSIONS ACROSS OUR VALUE CHAIN

### Supplier data

We want to gain a better insight into our own electricity and gas consumption, using smart meters. This year, we have started to request this data from our suppliers. This enables us to monitor our consumption more accurately on a monthly basis, in addition to facilitating better dashboarding. As such, we can now take targeted steps towards a higher level on the CO<sub>2</sub> performance ladder.

### Metal Recycling Federation

A few years ago, we concluded a partnership with the Dutch Metal Recycling Federation (MRF), the trade federation of the metal recycling industry. We currently use a tool that calculates how much CO<sub>2</sub> emissions you could save by using scrap metal instead of virgin ore. This benefits both us and our customers, as this provides an insight into our Scope 3 emissions and environmental gains. This tool is currently being tested (in a controlled environment). We expect to launch it by mid-2025.

### Electrification of the site/vehicle fleet

In 2024, the last lease contract for a diesel car expired, meaning all our staff transport is now fully electric. As in 2023, we continued to purchase 100% green electricity from Vattenfall, meaning our emissions from electricity were almost zero again in 2024.

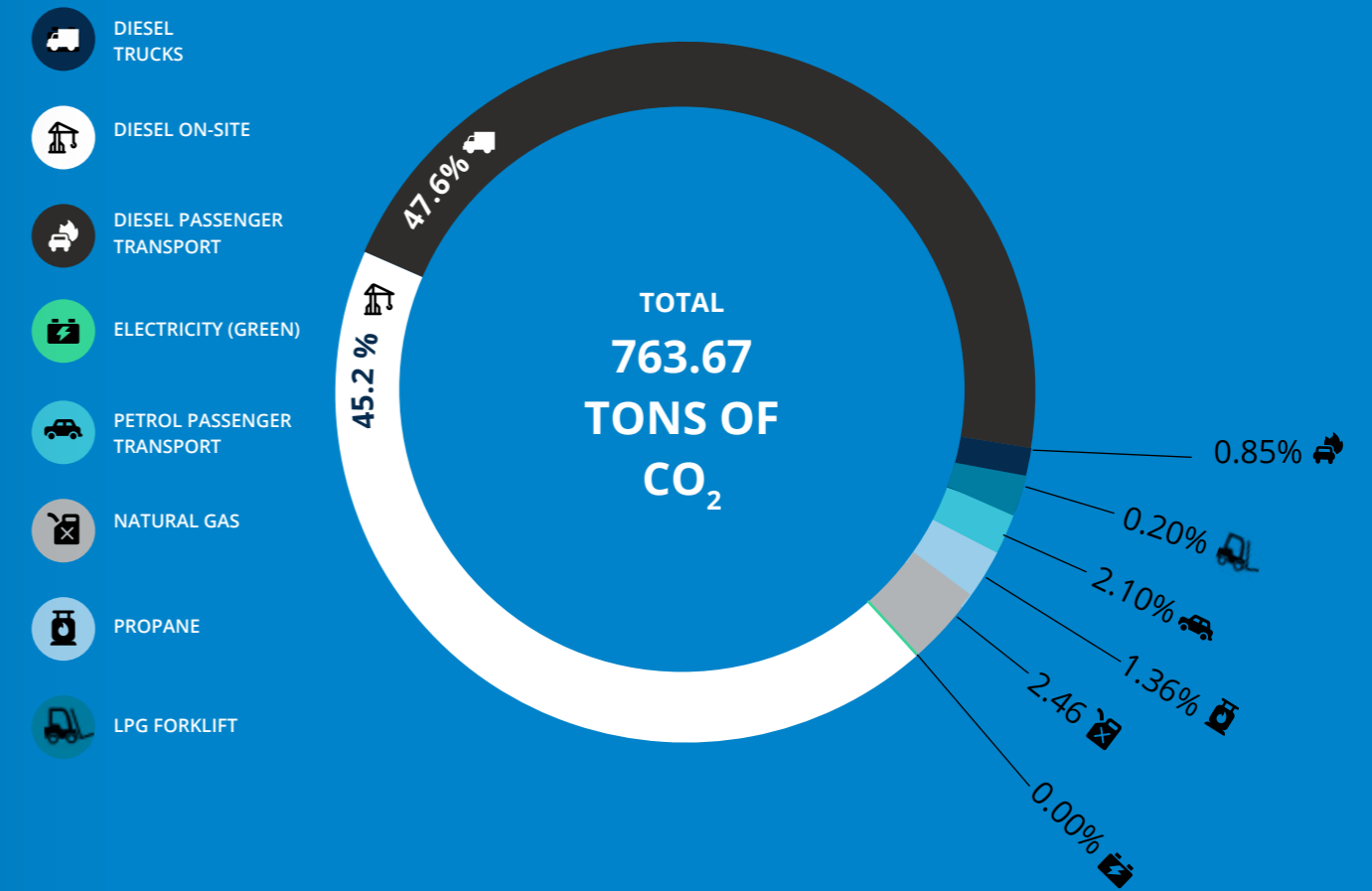
#### Certifications

ISO 14001, ISO 9001, CO<sub>2</sub> Performance Ladder level 3, WEEELABEX, VCA\*\*

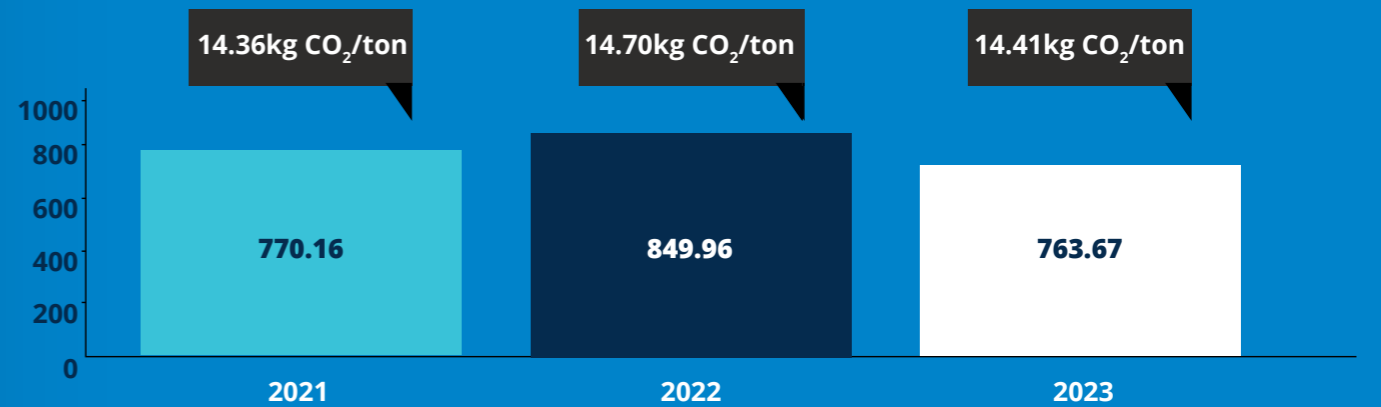


## SCOPE 1, SCOPE 2 AND SCOPE 3 EMISSIONS

### CO<sub>2</sub> total 2023 (in tons)



### CO<sub>2</sub> total in tons



Following own recalculations and global changes in emission factors, corrections were applied for 2021 and 2022.

## The journey towards our goals

In recent years, our organisation has posted significant growth. As a result, our previously formulated goals in terms of reducing emissions proved not feasible. We have therefore adjusted them for 2025, in line with our size, enabling us to continue to become more sustainable in proportion to our growth. This does not mean that we will be scaling back our efforts. On the contrary! In the coming years, we will continue to reduce our CO<sub>2</sub> emissions, both in our own operations (Scope 1) and across the chain (Scope 3).



### Scope 1: own activities

In the next few years, we will take concrete steps to gradually reduce our Scope 1 emissions.

#### 2025

For 2025, we have set ourselves a goal of a 7.5% reduce of our absolute Scope 1 emissions compared to 2024. We want to achieve this with these three actions:

1. In 2025, we will be making further optimisations on-site, after the successful measures in 2024, which led to a significant reduction of our diesel consumption.
2. Employees follow regular training about the CO<sub>2</sub> impact of their work, so that everyone knows how they too can make a contribution.
3. At the end of 2025, we will be switching to a diesel/HVO (HVO 10) blend to further reduce our emissions from fuel consumption.

#### 2026

In 2026, we want to reduce our Scope 1 emissions by 7.5% compared to 2025. We will achieve this through three actions:

1. We will evaluate our use of HVO 10 and whether this has a sufficient effect.
2. We will complete the renovation of the site and the tool shed.
3. We will embed our reduction targets in our management systems for a continuing focus on CO<sub>2</sub> reduction.

#### 2027

In 2027, we want to achieve a 5% reduction in Scope 1 emissions compared to 2026. Because we have already made significant strides, the focus is now on two things:

1. We are investigating further options for
2. We are investigating which additional measures, such as an electric crane or other engines, facilitate further reductions.

The ISO management systems are international standards that help companies improve their processes and meet specific requirements:



Quality management system (ISO 9001): improvement of the quality of products and services.



Environment management system (ISO 14001): improvement of environmental performance and reduction of environmental impact.

### Scope 2 emissions: own operations

We purchase 100% green electricity through Vattenfall, meaning our Scope 2 emissions is almost zero. In 2026, we want to further reduce our energy consumption with four actions: installation of solar panels in the most suitable locations/ positions, installation of smart meters to monitor consumption, and development of a dashboard that links energy consumption to tonnage. We also want to replace all old luminaires at our Westland location with more energy-efficient lighting.



### Scope 3 emissions: across the chain

Currently, we only have an idea of the Scope 3 emissions generated by our flights. That is why we are working on getting a better overall idea of this in the next three years.

#### 2025

In 2025, we will launch a system that enables customers to review their Scope 3 emissions reduction. The underlying data has been reviewed and validated by CE Delft. We will integrate this calculation tool into our own system and issue unofficial CO<sub>2</sub> certificates to companies that buy recycled metals from us.

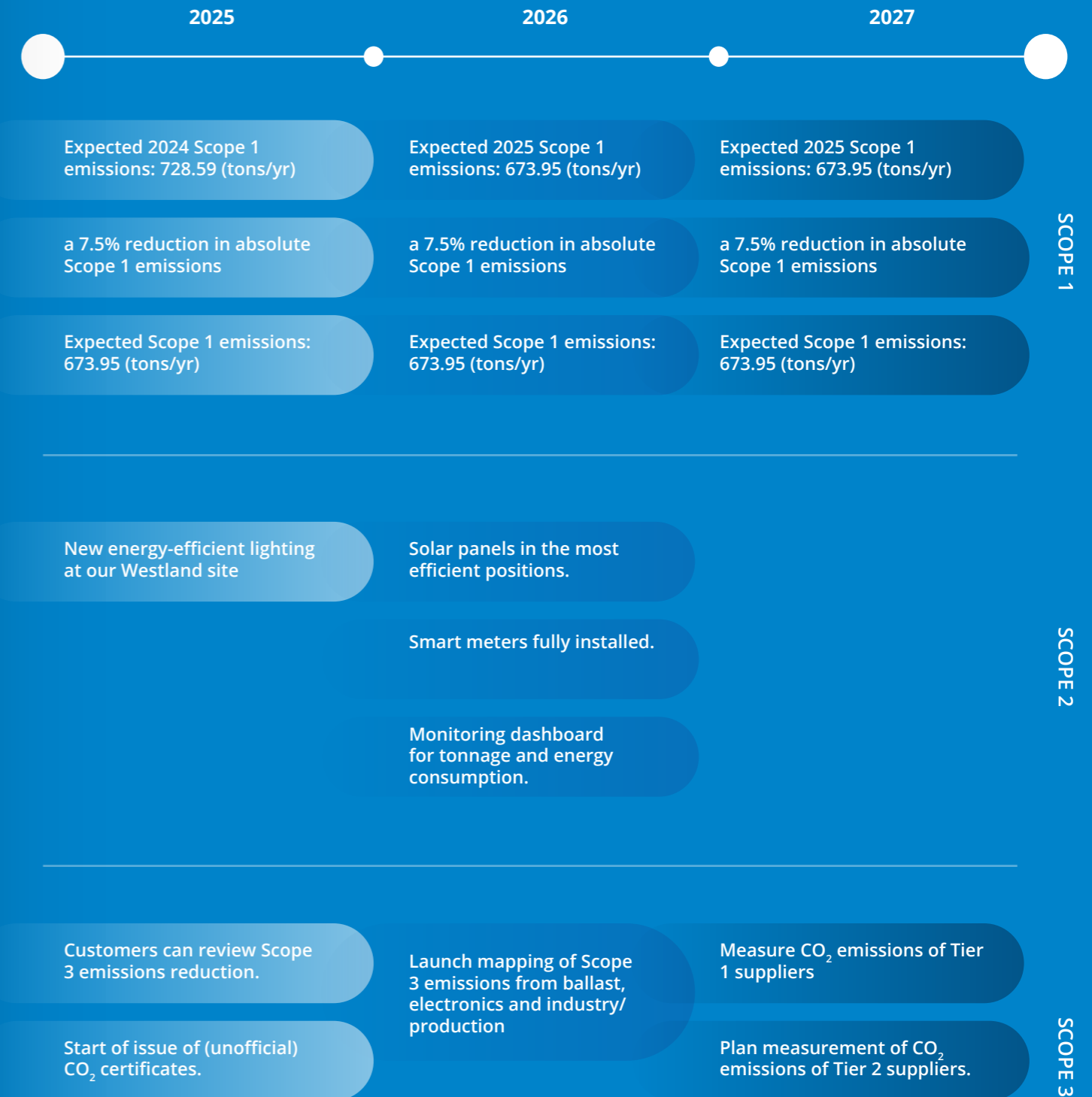
#### 2026

In 2026, we will map the CO<sub>2</sub> emissions of a number of our suppliers, starting with ballast, electronics and industrial waste streams. These product groups form a smaller part of the quantities we collect, making it easier to map these emissions more accurately.

#### 2027

In 2027, we want to know the Scope 1 emissions generated by our Tier 1 suppliers and develop a plan to gain a better insight into the emissions of our Tier 2 suppliers.

## Goals





## Towards a fair and safe chain

At Krommenhoek Metals, we are serious about taking our responsibility. We apply global CSR guidelines (Corporate Social Responsibility) and work to ensure fair working conditions, respect for human rights, and promoting sustainability across our entire chain, from our suppliers to our end customers. We ensure our processes are transparent and want everyone across the chain to feel safe and responsible. TO this end, we have set targets to improve working conditions and take responsibility for the impact our choices have around the world.

### GOALS



**IN 2027, 95% OF OUR TIER 1 SUPPLIERS WILL HAVE SIGNED OUR CODE OF CONDUCT**



**IN 2027, WE WILL IMPLEMENT SUPPLY CHAIN IMPROVEMENTS WITH (AT LEAST) 3 PARTNERS**



**IN 2027, 100% OF RELEVANT STAFF WILL HAVE FOLLOWED SOCIAL COMPLIANCE TRAINING**

## Things we are proud of

### Ensure fair, good and safe working conditions

We are gradually working on increasing social compliance across our chain. Social compliance means that we establish fair, good and safe working conditions across the entire chain. This is an important aspect of global Corporate Social Responsibility (CSR), in which we strive for respect for human rights, health, safety and transparency in our international cooperation.

In order to achieve this, collaboration is needed. This is a time-consuming process, as it means engaging in a dialogue with our partners. In addition to this, we continue to strengthen the integration of our global CSR ambitions within our team.

### The chain in India

The Dutch Metal Covenant established joint agreements within the industry to tackle such issues as climate change and human rights

violations. Its discontinuation in 2024 is a setback for the joint approach to such issues as child labour, forced labour, and discrimination. But at Krommenhoek Metals, we have elected not to brush aside these important topics. On the contrary even, our approach is more proactive and concrete than ever.

We successfully submitted a project proposal to the Netherlands Enterprise Agency (Rijksdienst voor Ondernemend Nederland, RVO) to combat child labour. As a result, we were able to launch a collaboration with two partners in 2025. We collaborated with Rainbow Collection, the impact agency that assists us with our sustainability efforts. The duration of the project was one year. It was not an easy journey by any means, but it provided lots of valuable insights into the complexities of building a fair and safe chain. There are no quick fixes. This requires perseverance, building trust, striking the right tone, and robust stakeholder management.



### What we learned

- Working with Tier 2 suppliers (our suppliers' suppliers) in the metal chain in India, adds complexity. There are several interests at play, such as local employment, economic dependencies, and at times limited transparency due to concerns about reputation or competitors. We have therefore opted to start with our Tier 1 suppliers (our direct suppliers) with whom we have a direct business relationship and on whom we can exert more influence. This is our starting point for gradually building more insight into the chain as a whole.
- Certifications such as BSCI do not always offer enough certainty. Some locations do not provide a comprehensive and clear picture of working conditions further downstream in the chain. Outsourcing has made this even more complicated: metals sometimes travel across several continents before arriving at our supplier in India. This makes it difficult to achieve full chain transparency. Krommenhoek is tackling this by organising annual discussions with suppliers and focusing on building a robust relationship with suppliers in order to discuss specific topics relating to corporate social responsibility in the global supply chain.

### Employment for ex-prisoners

We are actively committed to helping people with a distance to the labour market. We start every day with coffee from Heilige Boontjes, an organisation that assists ex-prisoners with their reintegration by involving in the roasting and selling of coffee. We have also partnered with CurrentWerkt, a temp agency that assists ex-prisoners with their return to work.

#### CurrentWerkt: learning to work again at Krommenhoek Metals

At Krommenhoek Metals, we assist ex-prisoners with their return to work and the job market, in a partnership with CurrentWerkt. This temp agency, which was established by Hilal Makhoukhi, who spent 2.5 years in prison himself, offers participants an opportunity to take apart electronic devices in a workshop, where they benefit from support and training. After 3 to 6 months in a structured environment, they move on to an employer and regular work. At Krommenhoek Metals, this approach has ensured that 80% of these ex-prisoners stayed with the same employer for more than one year.



## The journey towards our goals

2025

**In 2025, the focus will be on gaining an even better insight into the social challenges across our chain.**

We want to grow awareness of corporate social responsibility within the global supply chain within our company even more. Our commitment to a fair and safe chain should not be the responsibility of a few people; instead it should be understood and supported by the entire team. Everyone at Krommenhoek Metals needs to understand what our global CSR policy entails, why it is so important, and why we conduct surveys about certain things. In 2025, we will be organising training for our employees to increase this awareness.

**In 2026, we will implement a compliance policy to monitor working conditions at our largest customers.**

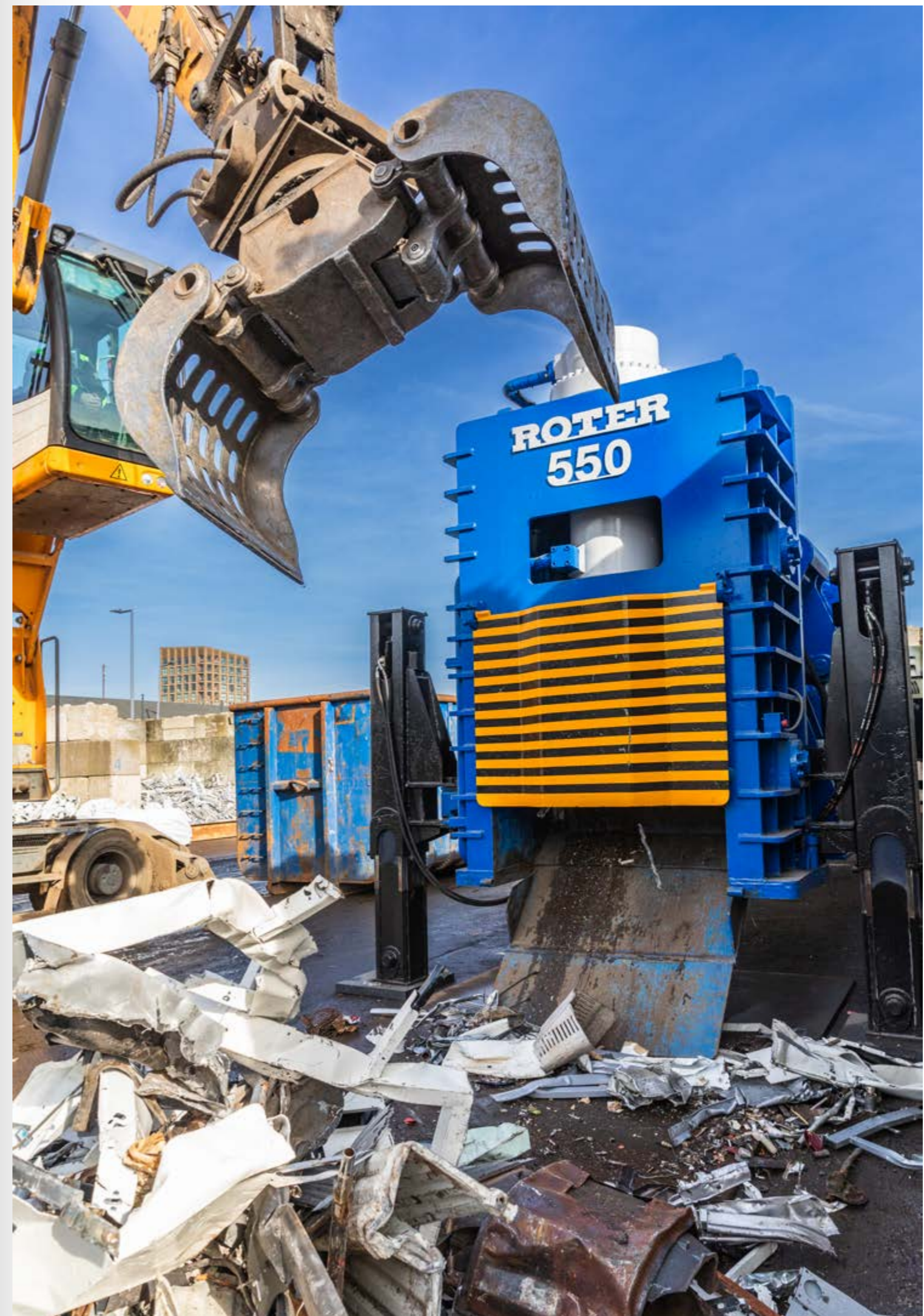
2026

Our focus will be on the partners who account for 50% of our turnover. Our ambition is to foster more transparency. By gaining insights into the chain, we can establish targeted projects and effectively improve working conditions at partners in high-risk countries.

2027

**In 2027, we want 95% of our Tier 1 suppliers to have signed our Code of Conduct.**

We will also work on improving our chain with (at least) three of our partners. All the relevant personnel will follow social compliance training.





## An ironclad work environment

Our people are our most important asset. We value a pleasant working environment, equal opportunities, and openness. This year, we conducted more conversations about personal growth, well-being and how we work together. To give new talent a more personal take on our company culture, we launched [werkenbijkrommenhoek.nl](https://werkenbijkrommenhoek.nl).

Here our people do the talking, explaining what we stand for: at Krommenhoek Metals, we keep our promises. We are cut from the same metal. No bullshit, just recycling.



### GOALS



**OUR EMPLOYEE TURNOVER RATE CONTINUES TO BE LESS THAN 15%.**



**EVERY YEAR, AT LEAST 75% OF OUR WORKFORCE FOLLOW TRAINING (PROGRAMMES).**



**ABSENTEEISM FROM WORK STANDS AT LESS THAN 5%**



**EVERY YEAR, ALL EMPLOYEES HAVE CONVERSATIONS ABOUT WORKPLACE VITALITY (100% EVERY YEAR)**

## Things we are proud of

### Employee satisfaction

This year too, our focus was on employee satisfaction. We took a critical look at our approach to achieving an absenteeism rate that was under 5%. And we succeeded in our endeavour, reducing it to 4.8%. To get a better idea of what it's really like working at Krommenhoek Metals, we have asked some of our colleagues to share their experiences. That way, future employees get an honest take on our company culture and how we engage with each other.

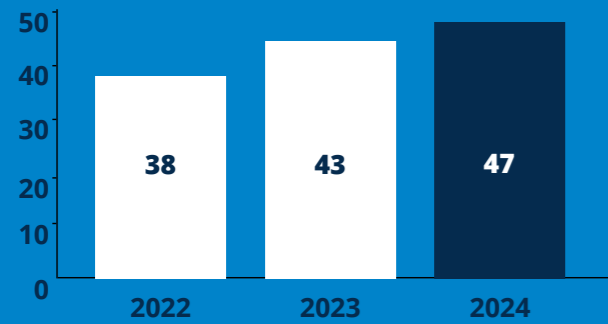
### Inclusive workplace

At Krommenhoek Metals, we want to create an inclusive workplace. We want everyone to feel welcome, regardless of their background. That is why we focus on actively asking people about their personal needs, such as regarding religious holidays. At the same time, we know there is room for improvement. We still have a lot of work to do to ensure that everyone feels truly welcome and supported.

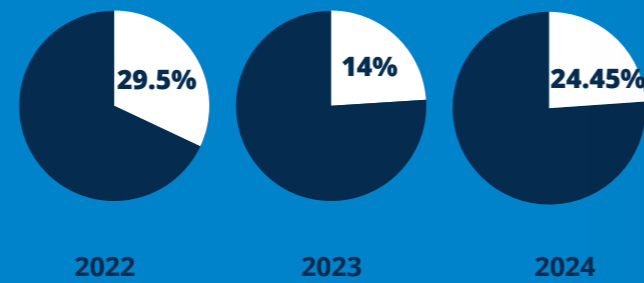


# AN IRONCLAD WORK ENVIRONMENT

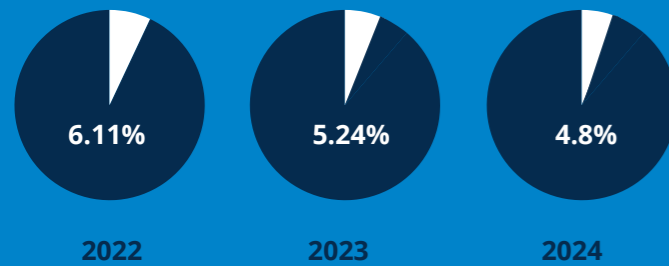
## Employees (FTE)



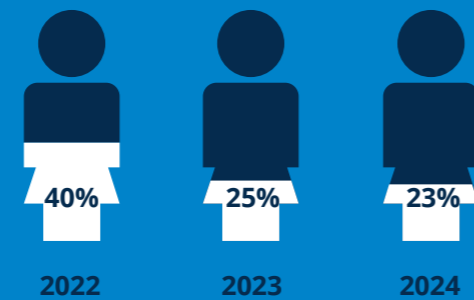
## Employee outflow



## Absenteeism rate



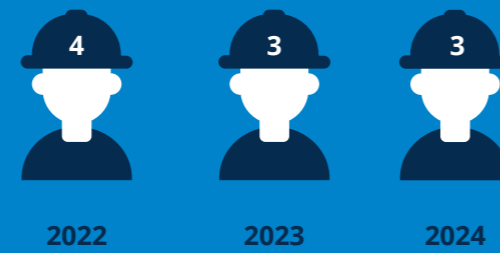
## M/F diversity\*



## Training



## Employees who receive Wajong benefit



\* These figures apply to the head office of Krommenhoek Metals  
 \*\* Total number of hours of training: BHV/ERO, HR training, toolbox meetings, H&S training, safety instructions, online modules  
 \*\*\* From 2024, the onboarding of new employees will also be included in hours of training

## Werkenbijkrommenhoek.nl

In May 2024, we launched [werkenbijkrommenhoek.nl](https://werkenbijkrommenhoek.nl): a website we use to show who we are and how we work. We want to tell people more about our DNA and our workplace, using portraits and stories to give an idea of our team's diversity. Our ambition in recruitment is to continue to attract people from different backgrounds, with different perspectives. We also developed posters that visualise what working at Krommenhoek Metals entails. We used these posters across all our sites, as well as for external communication. We put these up in gyms and bars, for example. That way, job applications as well as customers and private individuals who hand in metals for recycling get a better idea of who we are and what we stand for.

## Levelling up your career

Marco works in production at Krommenhoek Metals. He spent some years working as a truck driver and was asked whether he would be interested in working in operations. He was thus given the opportunity to advance his career within the company, where he developed his skills further. This is possible at Krommenhoek, where everything revolves around team work, meaning that everyone helps one another and is given the space to develop further.



"You can join the company, learn a lot, and keep advancing your career. Really develop your skills. I don't think there's anyone here who has only ever worked the same job."



### Vitality

At Krommenhoek Metals, employee well-being is not a nice to have; it's part of being a good employer. This year, we looked at ways of encouraging a healthier lifestyle among our employees. We find it important that our colleagues stay active, both on the job and outside work.

#### Encouraging exercise

We encourage exercise in several ways. Our walking club has become a regular fixture during breaks, giving colleagues an opportunity to chat and get some fresh air. In the summer of 2024, many of our colleagues followed padel classes, with some colleagues continuing to play together. Since 2017, we have been offering gym memberships to our employees, so everyone can exercise at their own convenience. Employees can also lease a bicycle through Lease a Bike.

### Mental health

Health encompasses more than just physical well-being. That is we also offered additional mental health support this year, including external coaching. Our colleagues also had easy access to the external confidential counsellor.

### Cycling for Sophia

We have nothing but admiration for the work of the Erasmus MC Sophia Children's Hospital. Our employees also want to do good outside of work, which is why 16 of our colleagues participated in 'Fietsen voor Sophia', a sponsored bike ride to raise funds for the hospital, which is the only place in the Netherlands where life-saving heart transplants for children are performed. We are proud of their commitment and involvement. As a result, we were able to contribute 3,000 euro towards the acquisition of a protein analyser, which will enable even better treatment of immune diseases in children.



## The journey towards our goals

At Krommenhoek Metals, we focus on sustainable employability by encouraging the personal and professional development of our people. We believe that supporting our employees in their growth contributes to their well-being and their and our long-term success.

### Employee satisfaction and development

Our ambition is to have a turnover rate of under 15%. In 2025, we also want at least 75% of our employees to follow some form of training (programme). We will switch to an e-learning environment, starting with modules that focus on vitality and quality assurance.

### Vitality and safety

In 2025, we continue to actively focus on the well-being of our colleagues, with the ambition to keep our absenteeism rate at under 5%. We want everyone to have an annual conversation about vitality and we encourage hybrid working as part of a healthy work-life balance. To guarantee health & safety, we are working on a strong BHV/ER (Bedrijfshulpverlening/Emergency Response) organisation and fostering active engagement among our employees. In practice, this means revised toolboxes, training, and more active inclusion of health & safety in our onboarding. In 2025, we will investigate whether working with a well-being budget contributes to increasing employees' energy and job satisfaction.

# KROMMENHOEK METALS SINDS 1925

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