

THE CROWN
FOR YOUR
KITCHEN

**REGINOX**

CSR ANNUAL REPORT 2024



AT REGINOX, WE BELIEVE
THAT BUSINESS SUCCESS
AND A POSITIVE IMPACT ON
SOCIETY GO HAND IN HAND.

**Sustainability is an
ongoing process that
requires us to keep
performing better**

We are delighted to present to you the Reginox Corporate Social Responsibility (CSR) annual report 2024. This report contains more than just facts and figures. It gives you a clear picture of who we are, what we stand for and how we take our responsibility in the areas of sustainability and community involvement.

Sustainability and community involvement are embedded in Reginox's DNA. We believe that business success and responsibility for people and the environment are inextricably linked. That is why we are constantly working on innovative solutions to reduce our ecological footprint, help our employees grow and strengthen our contribution to society.

This annual report shows you the steps we have taken in 2024. Read how we have made our production methods more sustainable, how we have promoted the development and welfare of our employees and in what ways we have increased our community involvement. Because for us, CSR is not a one-time effort, but a continuous process of improvement and looking ahead.

We'd like to thank you – our employees, partners, customers and all those involved – for your contribution to our CSR objectives. Together we are building a future that is not only successful, but also sustainable and socially responsible.

Managementteam Reginox

Quality and
innovation in sinks
and worktops

REGINOX

Since 1976, Rijssen-based Reginox has stood for quality in stainless steel sinks and worktops for kitchens. We design, develop and produce sinks and worktops in-house in a wide range of styles and designs. In addition, we supply matching taps and accessories. Our innovative range focuses on the domestic and international kitchen and project market. Based on our experience, we know what consumers want and what our customers expect.

The Reginox head office is located in Rijssen, in the East of the Netherlands. This is where all our stainless steel sinks and countertops are designed and produced. Reginox knows the value of design and how to create the most beautiful stainless steel designs.

THE CROWN
FOR YOUR
KITCHEN





MISSION AND VISION

THE CROWN FOR YOUR KITCHEN

Reginox manufactures and supplies high-quality sinks, taps, worktops and related items for both the domestic and international market. Our customers must be able to rely on us at all times. We are aware of this and, therefore, aim for 100% reliability in all our processes, all our deliveries and all our agreements. We take responsibility for people, the environment and society and actively develop and maintain good relationships with all stakeholders. Thanks to this progressive approach, we are the Crown for your kitchen!



MEMBER OF TER STEEGE GROEP

Reginox is part of Ter Steege Groep. Since its establishment in 1911 as a construction company, Ter Steege Groep has grown into a group of independently operating companies, subdivided into the following divisions: Real Estate Construction, Commerce, and Industry. Within Ter Steege Groep, Reginox belongs to the Industry division.

Reginox's CSR policy comprises two parts. First the general principles have been determined at the Ter Steege Groep level. This policy forms the basis for formulating specific goals at operating company level and for the implementation of the CSR policy.

CSR policy Ter Steege Groep

Society of today and tomorrow demands corporate social responsibility. Ter Steege Groep has been aware of the impact of all its activities on society for more than 100 years.

Ter Steege Groep aims to fulfill its role in society in a conscious and structural manner and to contribute to making its operations and products more sustainable. In doing so, Ter Steege Groep goes beyond what is required by law. The daily focus on people, the environment and results is anchored in its DNA: the Foundation of Ter Steege Groep.

The vision is set out in the Corporate Social Responsibility policy and constitutes the guiding principle for the various operating companies of Ter Steege Groep. The motto of Maatschapwĳ [SocietyWe], reflects our strong commitment to society.

DAILY FOCUS
ON PEOPLE,
THE ENVIRONMENT
AND RESULTS

Core themes for CSR policy Ter Steege Groep

The CSR policy is summarised in seven core themes:

1. Corporate governance
2. Good employment practices
3. Human rights
4. Fair business
5. Consumer issues
6. Circular economy & climate change
7. Community engagement

From this, specific targets have been defined for three focal points, which are monitored and published annually.

The three focal points are:

- Community engagement
- Sustainability
- A pleasant work environment



REGINOX CSR POLICY

We consider CSR an ongoing process, where we pay attention to sustainability, assume our social responsibility and ensure that our employees can work in pleasant conditions. As a manufacturing company, Reginox pays special attention to the responsible production of sinks and worktops. The main raw material is stainless steel. Approximately 90% of this material consists of recycled steel and is used for the production of sinks and worktops. 98% of the steel left over from production is recycled back into society thanks to efficient collection and recycling systems. For our worktops we only use FSC-certified wood.

To further reduce our CO₂ footprint, the transparency of our business processes needs to be improved as well. To achieve this, we will have our environmental management system certified in accordance with the ISO 14001 environmental standard.

In addition an orientation will be held in close cooperation with Ter Steege Groep, to prepare us for the future ESG reporting obligation. An important part of this is mapping the CO₂ footprint of our products.



In 2024 we will have installed

5.000

LARGE SOLAR PANELS

generate 2.6 GWh of electrical power



Facts!

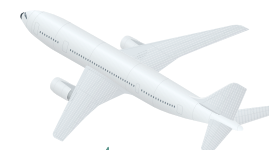


2.400
CUSTOMERS

CONGLETON

RIJSSEN

SALES OFFICES
LOCATED IN RIJSSEN,
CONGLETON & SINGAPORE



SINGAPORE



REGINOX IS ACTIVE
IN MORE THAN

80 *countries*

SINCE

1976

WE PRODUCE SOME

500.000

SINKS PER YEAR

90%

RECYCLED
STEEL

REGINOX IS
PART OF THE
TER STEEGE GROEP
SINCE 1976



27.000 M² + 2.500 M²

PRODUCTION HALL

LOCATION WORKTOPS





By offering a company run,
Reginox promotes
mutual team building

COMMUNITY ENGAGEMENT

Ter Steege on the move

To keep staff fit, the vitality programme 'Ter Steege In Beweging' was set up. Various activities are organised throughout the year for employees to take part in. These activities stem from our fit circle. This fit circle consists of: nutrition, exercise, a healthy workplace, your mental health, and reducing smoking and alcohol. Consider sports activities, clinics, knowledge cafés, a sit/stand desk, safe working environment, training sessions and courses related to the themes from the fit circle. Once every five years, a big one-day festival is organised for colleagues to participate in a variety range of sports.

Rijsserbergloop Run

Reginox has been a sponsor of the Rijsserbergloop Run in Rijssen for many years. Since 2008, this annual running event has also included the company run, of which Reginox is the main sponsor and namesake. As such, Reginox offers other companies and institutions the opportunity to present themselves in an original and sporty way. A fit employee is less likely to call in sick and tends to be more motivated at work. The Reginox Company Run also promotes team building and offers a great opportunity to network with (employees of) other organisations.

Society

Reginox supports various charities. A small selection of (regional) charities:

- De Sterkerij
- Local sport clubs
- Local reintegration company

REMO

Motivated and skilled employees are essential for the survival of an organisation. REMO was founded in collaboration with several other large companies in Rijssen. This is a training centre for various technical courses. Affiliated companies supervise the student in the workplace and ensure that the student is given every opportunity to complete the training successfully. Reginox has been one of the participating companies from the very beginning.

Supplier selection

We critically examine our suppliers in terms of compliance with environmental regulations and CSR policies. To this end, we have drawn up a Code of Conduct / RoHS directive through which we inform each supplier about our practices. We ask the supplier to also work or to start working in the same way. Through this, we consider the environment and CSR when selecting suppliers.



Cooperation De Sterkerij

De Sterkerij is a work-study company that helps people with disabilities, advance in the labour market. They do this by offering suitable work, each at their own level. With the right guidance, people come into their own at De Sterkerij. Reginox frequently engages De Sterkerij and this collaboration continues to grow.

People who are at a disadvantage on the labour market

In collaboration with various organisations, such as the reintegration agency React Twente, we employ several people who face challenges in the labour market. They perform simple tasks for us, such as assembling and sealing disposal kits and folding packaging material we use for our products. This way, we help them gain access to the labour market while fostering greater diversity in our workplace.

SUSTAINABILITY

Plastic

As from 2025, single-use plastic cups and single-use cardboard cups with a plastic coating will be banned. This reduction measure aims to create a cleaner environment and a better circular economy. At Reginox, we have been using earthenware crockery in the office for years. We will also move away from disposable cups on the production floor.

Recycle

Reginox opts for corporate social responsibility (CSR) and a responsible way of producing.

- > Our stainless steel consists of **90% recycled steel**
- > Approximately **98% returns to society** through collection and recycling
- > As of 2011, all wood comes from responsibly managed forests
- > Cardboard packaging materials for our products consist of **80% recycled materials**
- > Over the next three years, Reginox aims to use **15% less gas and electricity**
- > **95%** of all paper waste will be recycled into new cardboard or paper

90%
RECYCLED
STEEL

98%
RETURNS
TO SOCIETY

Sustainable packaging

Reginox is conducting research into making its packaging more sustainable, both in terms of material selection and palletisation and standardisation.

Refurbished sink

We carried out a study into the steps needed to refurbish used sinks for reuse. The next step is to find partners for the purpose of retrieving used sinks.

Clevero Collaboration

Clevero is a circular hardware store. They market discontinued Reginox products.

All wood comes from
responsibly managed forests



Reginox is part of a regional E-Hub

E-Hub

Reginox is part of a regional E-Hub. These are companies that share energy: participating companies combine generation, storage and smart use of the electricity grid. This E-Hub was established in 2024 and will be expanded in 2025.

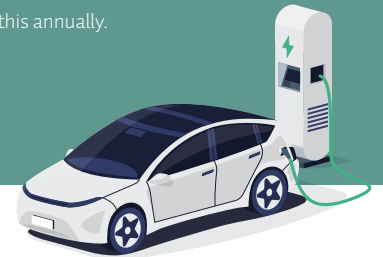
Residual waste reduction and waste sorting

In collaboration with our waste processor RENEWI, we collect and sort all our waste. What is recyclable is recycled and residual waste is disposed of and incinerated. Every year, we receive a comprehensive report with all data, costs, savings and CO₂ emissions.



FSC Certificate

Reginox is FSC-certified, which means that we conduct responsible forest management, thus ensuring that CO₂ storage and biodiversity are maintained. We are audited for this annually.



Electric charging stations

Reducing CO₂ emissions holds a prominent place in our CSR policy. As a result, some time ago we decided to make our fleet more sustainable by promoting electric driving and phasing out diesel cars. Hybrid or fully electric cars already make up half of our fleet. To support this, we have significantly expanded our charging facilities and now have six charging

stations at our premises at the Noordermorsingel location. This allows us to provide visitors at Reginox with a full battery so that they can continue their journey CO₂-emission-free.



50%
HYBRID AND FULLY ELECTRIC CARS

Working digitally

Working digitally wherever possible is good for the environment by using less paper, folders, toners and printers. Invoices are delivered digitally and processed in the system. Orders from large customers are received digitally and are forwarded immediately to the production machines.

We also reduce CO₂ emissions through working-from-home options and online meetings and gatherings.

Logistics

In 2023, we switched to a Warehouse Management System to optimise the logistics chain.

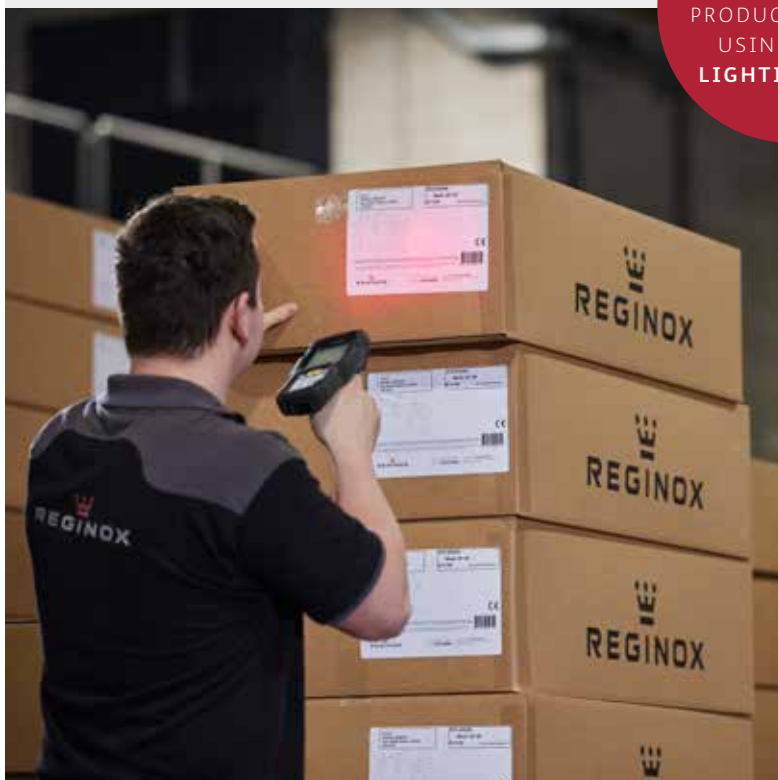
We set up a WMS system in our warehouse to optimise routes.

Lighting

Thanks to special lighting, controlled by sensors, the offices and the entire production are using a LED lighting plan.



THE OFFICES
AND THE ENTIRE
PRODUCTION ARE
USING A **LED**
LIGHTING PLAN





Knowledge Management

Knowledge management is a key pillar within Reginox. Much of our specialised expertise resides in the minds of our colleagues. To secure this knowledge for the future, we document it in dedicated knowledge files. These files play a vital role in training new employees and also contribute to the ongoing standardisation of our working methods.

Solar panels

In order to be fully self-sufficient in our power supply, we looked into the possibilities of installing solar panels. In 2023 a study was conducted into a self-supporting roof structure. Placing this on the roof of our factory will allow us to install over 5,000 large solar panels from early 2024. These will generate no less than 2.6 GWh of electrical power.

Researching Generated Solar Energy

To optimize the use of the solar energy generated, we are investigating whether a charging plaza for electric cars and trucks would be a good idea. Research is also being conducted into how we can store energy for later use.

WE ARE
INVESTIGATING
THE OPTIONS FOR
IMPROVING THE INDOOR
CLIMATE IN THE
PRODUCTION HALLS

Reduce electricity, water and gas

Reginox has been actively reducing the use of electricity, water and gas for years. We do this, for instance, by reusing the cooling water of various machines in our production, purchasing energy-efficient machines, driving electric cars, installing LED lighting, purchasing energyefficient boilers, and centrally and digitally controlling the heating in our production halls.

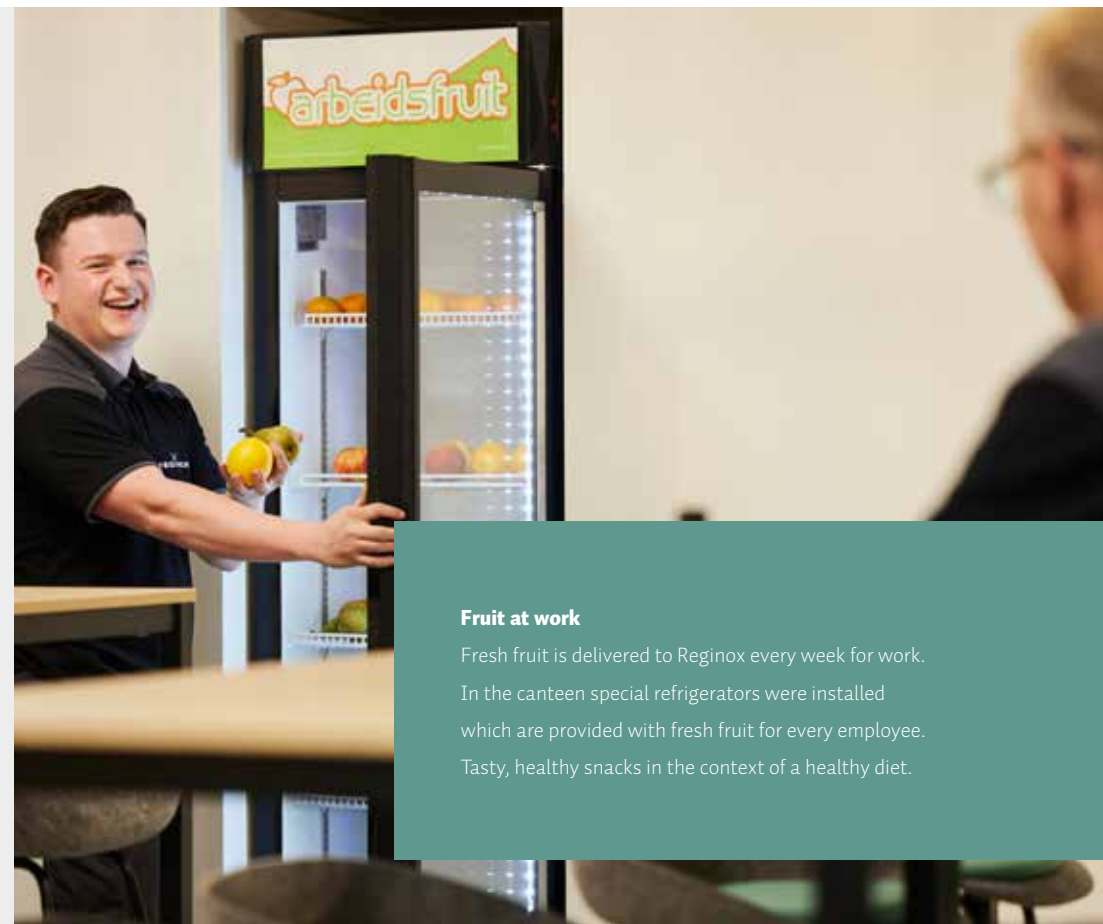
Research into infra-red to make production process more sustainable

Our washing lines are major consumers of energy. We are currently investigating which alternative heating and drying methods can be used to make this process more sustainable.

PLEASANT WORK

100+ fit-campaign

Each year, every Reginox employee is offered €100 to buy a sports item, from hiking boots to bicycle bags or sports watches. This is part of our campaign to motivate employees to exercise more and live a healthy and/or healthier life. Of the €100, the employee receives €95 and €5 is spent on charity. Once every five years, a number of charities are selected, which can be proposed by our employees. These charities are then allocated a good amount of money.



Fruit at work

Fresh fruit is delivered to Reginox every week for work. In the canteen special refrigerators were installed which are provided with fresh fruit for every employee. Tasty, healthy snacks in the context of a healthy diet.

PDR

Every Reginox employee has talents and qualities. Through Personal Development Reginox (PDR), Reginox aims to connect its talented employees and allow them to thrive. With this, we aim to realise that we employ employees who fit within Reginox's strategy and culture and who derive satisfaction from their work and continue to develop themselves.

REGINOX PDR HAS THREE PILLARS:

1. DEVELOPMENT

Training sessions and/or workshops for all colleagues on a group or individual basis.



2. KICKSTART

For (recent) graduates, Ambition and development plan with a TMA analysis, courses and training.



3. TRAINEESHIP

Talents employed by Reginox, Personal development plan with TMA analysis, POP, external coaching, courses and training.



Advice and guidance from physiotherapist in production

We are working with a physiotherapist to improve the long-term employability of our colleagues. This process began with the physiotherapist analysing the workstations and activities that involve increased strain on the musculoskeletal system. All production staff then attended a workshop on how to move around healthily in the workplace. The physiotherapist has, on several occasions, provided employees with specific advice at their workstations about their posture and the way they perform their tasks. The physiotherapist also held in-house physiotherapy consultations. This has created greater awareness about consulting a physiotherapist in case of existing or new physical complaints and has prevented premature drop-out.

Sustainable employability

Sustainable employability is an important topic within Reginox. Because we want every employee to retire fit, employees can take advantage of the 100+ fit campaign we mentioned before. In addition, sports training is provided twice a week after working hours. Various sports events are sponsored by Reginox / Ter Steege and employees can participate in these events free of charge. Examples include the Rijnsserberg Loop or the Triathlon. We also provide regular check-ups focusing on the fitness of body and mind.

Lease a bike

Cycling is good for your health, good for the environment and good for your wallet. Reginox is affiliated with Lease a bike, allowing employees to use a new bike for commuting purposes (if necessary) more economically. Through a gross-net benefit, an employee saves on the purchase of a new bike.

Works Council

The Reginox Works Council (OR) represents the interests of the workforce. The OR is allowed to contribute ideas on commercial and social issues. The OR can influence the company's management by giving advice or consent. This council, therefore, contributes to the proper operation of the company. The Works Council meets monthly and five times a year it has a meeting with the Board of Reginox.

Confidential advisor

An internal and an external confidential advisor have been appointed at Reginox. They listen when needed, and assist in finding solutions to problems regarding undesirable behaviour in any way. The confidant is there to help someone, who is experiencing problems such as unwanted behaviour like bullying, (sexual) harassment, aggression, violence and discrimination. Obviously, these conversations are handled with discretion and respect for confidentiality and privacy.



The **100+ fit campaign** exists because we want every employee to be and stay as fit as possible



REGINOX CODE

Our activities have an impact on many: customers, employees, shareholders and suppliers. Success can only be achieved if we act with integrity in line with our values, whilst balancing the interests of all stakeholders.

Our mission, vision and objectives have been translated into the Reginox code.

Reginox delivers the Crown on every Kitchen with high-quality products. We achieve this by being progressive, reliable and responsible in manufacturing our products, as well as in our service to customers, colleagues, stakeholders and other involved parties.



RELIABLE

We say what we do and do what we say.
That makes us a reliable partner.

RESPONSIBLE

We feel responsible for our own work, colleagues, the products we make, our environment, positive results, the powers we have and a positive end result.



PROGRESSIVE

With a view to progress, we aim to improve constantly.
We want to be the best in everything we do.



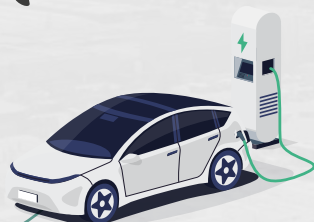
The Crown
for your
Kitchen with
**high-quality
products**

Facts!

CO₂ FOOTPRINT 2022



28
Tons CO₂
|
BUSINESS
TRAVEL



290
Tons CO₂
|
COMMUTING



1.271
Tons CO₂
|
PURCHASED
ELECTRICITY

470
Tons CO₂

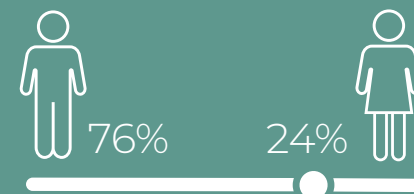
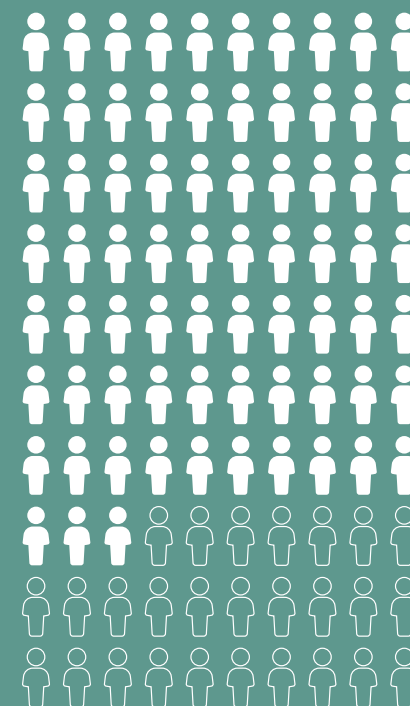
WASTE OF OWN
OPERATION



AVERAGE
AGE
49,3
years

114
employees

NUMBER OF FULL-TIME
EMPLOYEES 73 %



TURNOVER OF
MORE THAN

28 million



Safety is of
paramount importance
to us

Defibrillator

There is an AED in every Reginox branch. An Automatic External Defibrillator (AED) is a portable device that can restore the heart rhythm in case of cardiac arrest. It does this by delivering an electric shock.

RI&E (Risk Inventory & Evaluation)

Reginox commissioned a complete RI&E of both the Reggesingel and the Noordermorssingel location. The RI&E comes with a plan of action, which includes annual checks to ensure that the resulting action points are carried out. Moreover, all production equipment has its own RI&E and a machine safety sheet that forms part of the documentation accompanying the machine. This document describes, among other things, how the machine works, any hazardous operations and actions required in case of an emergency.

Safety

Safety is of paramount importance to us; every employee is provided with PPE (Personal Protective Equipment). For example, gloves, hearing protection and safety shoes. All machines are protected in accordance with the Dutch Working Conditions Act (ARBO) and have an RI&E. Several people (18) are members of the first aid/emergency response team and attend various courses every year; we also have two prevention officers. All handling of hazardous substances is recorded in our management system.

MEMBERS OF THE
FIRSTAID / EMERGENCY
RESPONSE TEAM:

18



CRM

To further expand digitalisation, a CRM system was implemented in 2023. This is to identify, manage and further digitise customer relationship processes, but also to ensure the privacy of customer data. In the future, we want to be able to send clients even better targeted marketing messages.

Brochures

More and more brochures and leaflets are being produced in digital format instead of inprint. Much of Reginox's communication with its customers takes place by email, telephone and social media. For the printed leaflets and brochures we choose the right partner and print on paper carrying the FSC hallmark.



Accident monitor

An accident monitor is designed to record accidents and near-accidents. At Reginox, an accident is recorded as such if a doctor's or hospital visit is required. Specifically for this purpose, we have set up a KPI with a maximum of five accidents per year. Our aim is not to exceed this number by providing all employees with their own PPE, by performing checks, emphasising safety in production and having an internal first aid/emergency response team available.

Saving on machines

Laser cutting machine: this machine is used to cut some outer dimensions of products to size or to cut out a product. This is a fibre laser machine fitted with the latest technology. It is many times faster than the old machine and consumes significantly less power.

Edge bander: this machine gives the sawn panels at Reginox worktops an ABS layer, so that the sawn side is covered in the same colour as the panel. This is a machine with a return action. The panel returns if more than one side needs to be layered. In addition, this machine can handle many different panel widths.

Cobots

As part of our automation program, we will be installing cobots on our sink production line. The difference with an industrial robot is that a cobot works together with people. In 2025, we plan to install six cobots in our production facility.

Reginox invests in machines that are more **energy-efficient** and enhance productivity



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WWW.REGINOX.COM