



B&S

Reach with Impact

Sustainability Strategy 2030

Our commitment to a sustainable future

Over 150 years of operations, B&S has built an unmatched reach. Our entrepreneurial mindset has enabled us to expand into new product ranges, new channels, new horizons, and new ways of being there for businesses and consumers. We strive for continued growth, and this is only possible if we act as a responsible and positive force.

Today, the global community is increasingly aware of pressing challenges such as climate change, resource scarcity, and the importance of attracting and retaining talent. As a global company, with employees, partners and customers far and wide, we are aware that the decisions we make have an impact on businesses and communities in every corner of the world.

Sustainable decision-making is therefore not only the right way to conduct our business; it is vital to safeguarding the world for future generations and to ensuring resilient, long-term business growth.

At B&S, we believe this responsibility fits naturally with the way we operate: autonomous and accountable. We give our teams the autonomy to act close to their markets, customers and partners, while expecting clear ownership, disciplined execution and accountability for the impact of their decisions. Sustainability is part of that responsibility. It must be embedded in the choices we make every day, from how we manage resources and partnerships to how we optimise our operations and value chain.

Our Sustainability Strategy 2030: Reach with Impact gives direction to that ambition. It translates our responsibility into clear commitments and action plans, helping us make more conscious decisions across our business and contribute to a more sustainable value chain. As we continue to carry out

our mission - making consumer goods available to everyone, anywhere - this roadmap will guide the steps we take in the coming years.

B&S has already made important progress. Examples of implemented sustainable practices entail implementation of a waste recycling programme, increasing the use of renewable electricity, optimising parts of our freight journey, and ensuring our private label suppliers are audited against third party social compliance schemes. These are meaningful steps, but we also recognise that there is still a lot of work to be done.

To make this happen, every employee and partner of B&S has a role to play. We must accelerate our efforts, take real action and implement this approach wherever we can in our business activities and operations. Above all, we must make resource-conscious decisions that create a positive impact on society and the environment for years to come.

As CFO, I see sustainability as an integral part of responsible business performance. It requires reliable data, clear priorities and sound decision-making. It also requires us to connect our sustainability ambitions to the way we manage risks, allocate resources and create long-term value.

Our operations continue to cross borders, and it is crucial that our positive impact develops at the same pace. On behalf of the entire B&S team, thank you for investing your time and interest in this important strategy. We hope you will join us on this journey.

Mark Gils
Chief Financial Officer



The challenges we face

To grow our company in a sustainable manner, we analysed the impacts of our business activities on the economy, the environment, and society. We also asked our stakeholders what topics they value most and identified three major global challenges being climate change, depletion of planet earth's natural resources, and the war for talent.

Our Sustainability Strategy 2030 is our shared vision for addressing today's most pressing challenges. Our Reach with Impact ambitions and targets will enable us to contribute to a stronger and healthier future for our planet and communities around the world whilst ensuring business continuity and profitability.



Climate change

Climate change is one of the biggest challenges we face today. Its impacts are visible around the world. The global temperature increase is leading to rising sea levels and warming of oceans, threatening coastal communities and ecosystems. Severe weather, such as intense storms and persistent droughts, threaten crop production, fresh water supplies, and wildlife. Climate change is also impacting human health. Diseases are spreading more rapidly, and air quality and water supplies are deteriorating. Together, impacts of climate change are affecting the liveability of our planet, disproportionately hurting vulnerable communities. To avert the most damaging impacts, it is important to limit the global temperature rise to 1.5 degrees Celsius. As climate change is driven by greenhouse gas emissions, it will require a major shift in how businesses operate around the world.



Depletion of planet earth's resources

By 2050, the world will be consuming resources as if there were three planets. Global consumption of materials such as biomass, fossil fuels, metals and minerals is expected to double in the next forty years, while annual waste generation is projected to increase by 70% by 2050. This linear take, make, use, waste process is not sustainable. In the long term, we will run out of natural resources. And in the short term, resource extraction and processing are contributing to half of global greenhouse gas emissions and more than 90% of biodiversity loss and water stress. That is why we must move towards a circular economy. By not taking more than what our earth can replenish. And by reusing, repurposing, and recycling products as much as possible.



War for talent

Companies thrive when their employees thrive. In today's labour market, it is increasingly difficult to recruit new employees and retain talent. The number of jobs is outstripping the number of people available to fill those vacancies, and candidates are holding companies to a higher standard. In addition to good pay and benefits, people want a sense of purpose and belonging. They also demand safe working conditions, a healthy work-life balance and opportunities for personal and professional development.



Addressing major challenges with clear opportunities

B&S excels at connecting supply and demand. In the process, we are involved in sourcing products, storing goods in our warehouses, and distributing orders across borders into the hands of consumers.

As a global player, the decisions we make impact businesses and communities in every corner of the world. That comes with great responsibility, but also with many opportunities:

- Optimising a good's journey by efficiently connecting different markets
- Matching supply with demand carefully, preventing perfectly good consumer products from going to waste
- Providing communities in remote, hard-to-reach areas access to the products they need through our strong distribution network
- Making sustainable products available and affordable to everyone, anywhere
- Establishing a diverse and committed workforce strengthens our business and leads to better results.

Analysing our business practices, identifying opportunities for improvement, and making sustainable changes is a major task in which collaboration is key. It requires us to actively engage with our business partners, both up and downstream of our value chain. It requires the expertise and commitment of each employee. And it also requires a shared vision with realistic objectives, and clear and measurable targets.

That is why we have developed our Sustainability Strategy 2030.

Because together, we make our Reach have a meaningful Impact.



Our strategy

Building a company for future generations

To tackle the challenges at hand, sustainability must be integrated into our business strategy. The sustainability strategy builds upon the business priorities as defined in our 2021 – 2023 strategy. They have been adjusted slightly to reflect upon the global challenges at hand and stakeholder inputs received:

- Sustainable value chain: enjoying our products today whilst safeguarding tomorrow's planet
- Empowered people: being a valued employer for personal growth
- Commercial excellence: being a trusted business partner

Each priority consists out of various topics for which we established clear commitments, targets and a plan of action.

Furthermore, our commitments are linked to the United Nations Sustainable Development Goals (SDGs). These goals provide a blueprint for businesses around the world to achieve a more sustainable world. Like our commitments, these interlinked global goals are intended to be achieved by 2030.



Reach with Impact

Our strategic priorities



Making premium consumer goods available to everyone, anywhere



Sustainable value chain

Creating a sustainable value chain involves making all activities through which we deliver value to our customers more sustainable. This requires changes to our own operations, increased awareness amongst employees and collaboration with our partners throughout the value chain.

Our ambitions for 2030

- Decrease the environmental footprint of our own operations
- Create business opportunities for a sustainable and future-proof value chain
- Maintaining high ethical standards with all our stakeholders

The applicable SDGs



Enjoying our products today, whilst safeguarding tomorrow's planet



Our commitments

1 Take climate action

We will become climate neutral by reaching net zero CO₂ emissions of our own operations by 2030.

We will achieve this by implementing energy-efficient ways of working and using renewable energy sources for our own operations, predominantly focussing on scope 1 and 2 CO₂ emissions.

Our plan of action

Reduce energy consumption

We reduce our energy consumption by implementing energy-saving measures such as the use of LED lighting and motion sensors, temperature control systems, improvements to the insulation of our buildings, and reducing travel miles.

Use renewable energy

We maximise the use of renewable energy sources by purchasing and generating solar power, using heat recovery systems, transitioning to natural refrigerants, opting for sustainable aviation fuel, and using electric vehicles.

Be climate proof

We add more greenery to our premises and compensate remaining, unavoidable CO₂ emissions through our eco-restoration and reforestation fund.

Sub targets

100% renewable energy

100% natural refrigerants

100% electric lease





2 Offer sustainable distribution solutions

We will reduce our CO₂ emissions from the transport of consumer goods in line with science-based targets.

We will achieve this by collaborating with our business partners along the value chain to make our operations more efficient and to transport goods in a more environmentally friendly manner.



Our plan of action

Reduce fuel consumption

We improve efficiency by combining product shipments, using less carbon-intensive modes of transports such as barge transport when possible, and carefully select our hub locations.

Use renewable fuels

We collaborate with partners along the value chain to promote and invest in the use of electric vehicles and other alternative fuel options, such as biofuels and hydrogen.

Be climate proof

We commit to setting science-based targets for our scope 3 emissions, specifically for reducing our carbon footprint in logistics.



3 Be resource conscious

We will send zero waste to landfill by 2030 and contribute to a circular economy.

We will achieve this by preventing (packaging) waste, optimising recycling efforts and by using sustainable materials for packaging, buildings and retail shops.

Our plan of action

Reduce resources

We use fewer resources by not overdesigning our specialty brands¹ packaging and reducing packaging used in logistics. We optimise our forecasting processes to prevent waste from being generated. In addition, we design our shop materials and furniture with longevity and circularity in mind.

Maximise recycling

We use recyclable materials in our specialty brands and logistics packaging and see waste as a valuable resource rather than a cost; we segregate our waste optimally and enhance its revenue streams.

Use sustainable materials

We maximise the use of renewable and recycled content and select materials from sources with the lowest environmental impact.

Sub targets

80% of our waste is being recycled

50% less food and medical waste

20% less packaging materials for specialty brands & logistics

95% recyclable packaging materials for specialty brands & logistics



¹ Hereafter: specialty brands include private labels and licensed brands.



4 Offer sustainable products

We will make sustainable consumer goods available to everyone, anywhere; 2,000 of the products we sell are considered to be 'a more sustainable choice' by 2030.

We will achieve this by investing in responsible sourcing practices and offering sustainable brands and products.

Our plan of action

Responsible sourcing practices in our supply chain

We require our specialty brand suppliers to sign our Supplier Code of Conduct and to have a recognised sustainability management system in place. Further, regular suppliers from medium and high-risk countries must also sign our Supplier Code of Conduct.

To optimise our progress towards responsible sourcing practices, we will collaborate closely with our key strategic suppliers to identify and implement more sustainable practices.

Offer and promote sustainable choices

We offer sustainable and affordable brands and products across our focus groups of beauty, liquors, personal care, food, health, and consumer electronics. We actively engage with our customers to promote more sustainable choices.

Sub targets

Sourcing

100%

of specialty brand suppliers signed our Supplier Code of Conduct

100%

of specialty brand suppliers have an externally recognised sustainability management system

100%

of suppliers from medium and high-risk countries signed our Supplier Code of Conduct

Products

100%

RSPO palm oil¹ in our specialty brands

100%

recycled and/or FSC/PEFC² paper and cardboard in our specialty brands

¹ Roundtable on Sustainable Palm Oil

² Forest Stewardship Council and Programme for Endorsement of Forest Certification





Being a valued
employer
for personal growth



Empowered people

Companies thrive when its employees thrive. This requires a working environment in which people feel a sense of belonging and purpose and that offers opportunities to achieve one's personal goals. We focus on nurturing talent to become inspirational leaders of the future and attracting digital savvy talents that enable us to be a high-tech business partner and employer.

Our ambitions for 2030

- Provide an entrepreneurial, safe, and inclusive environment
- Attract, retain, and develop a workforce with the capabilities to support our growth strategy
- Proactively give back to the community

The applicable SDGs





Our commitments

1 Safeguard employee health, safety, and wellbeing

We will promote and protect the mental and physical well-being of employees.

We will achieve this by encouraging safe behaviours, implementing additional health and safety measures, and helping employees make informed decisions to achieve and maintain a healthy lifestyle.

2 Develop our people and talent

We will make learning available to everyone.

We will attract and retain talented employees to develop a workforce that matches our growth strategy. We will achieve this by offering professional and personal development opportunities.

Our plan of action

Fit for work

We promote the vitality of our employees and give them tools for having a healthy lifestyle.

Safe working conditions

We ensure and encourage safe working conditions and a healthy work-life balance.

Satisfied and engaged

We stimulate connection with the company to retain staff and increase business growth.

Our plan of action

Welcome at B&S!

We give new employees a warm welcome and introduce them to our company, culture, norms, values, and way of working.

Promote learning

We ensure necessary learning is available to all employees across all B&S locations.

Targets

- Absenteeism rate in line with or lower than market average
- Zero accidents

Personal development

We offer tailor-made professional and personal development tracks for starters, professionals and management.



3 Be diverse and inclusive

We will cultivate an inclusive work environment that fosters and is respectful of different ideas, perspectives, and beliefs. We believe that every B&S employee deserves to feel welcome, valued and safe.

We will achieve this by ensuring equal opportunities and fair treatment for all employees in order to attract people from the broadest talent pool.

Our plan of action

Recruitment

We provide equal opportunities and pay from the start.

Work environment

We cultivate a work environment in which an employee's identity in no way influences their career path and opportunities. Employees feel safe to voice any concerns.

Awareness and communication

We remove bias and believe people excel and stay when they feel a sense of belonging.

Target 2030

40% females in senior management





4 Engage with our community

We will support and contribute to the communities we operate in.

We achieve this by seeking and promoting volunteer opportunities, making donations to (local) organisations, and initiating social impact projects.

Our plan of action

Donations

We provide in-kind and monetary donations to those in need by collaborating with various NGO's.

Volunteering

We stimulate our employees to participate in volunteering projects, as a team or as an individual.

Social impact projects

We work together with our suppliers in developing countries to ensure safe working conditions and safeguarding the environment.

Targets

5

NGO collaborations per year

8

hours annual volunteering budget per employee

3

social impact projects per year





Being a trusted
business partner



Commercial excellence

We leverage our Digital First approach and strong global network to connect supply with demand in the consumer goods industry. We operate in the B2B, B2R, and B2C markets in six focus areas: liquors, beauty, personal care, food, health, and consumer electronics. As a one-stop partner, we provide brand development, marketing, digital commerce, distribution, and logistics solutions proven to help brands increase their market share and enter new markets. All powered by our industry expertise and digitised supply chain set-up.

Our ambitions for 2030

- Create long term value for our stakeholders by pursuing sustainable and profitable growth
- Build and expanding unique positions in diversified markets and expand our role in the value chain
- Be a responsible, well-respected and reliable organisation

The applicable SDGs





Our commitments

1 Business growth & profitability

We will further expand our business through investing in organic growth and acquisitions whilst remaining long-term profitable.

4 Innovative value adding services

We will promote innovative and digital technologies to enable efficient ways of working and to create new ways of conducting business such as digital commerce, marketing, and brand development.

6 Security & data privacy

We will set up and adhere to the right policies and control framework to keep business, customers, and employees' data safe as well as to ensure restricted access to our sites.

2 Long-term business relations

We will uphold a good reputation with business partners and focus on adding value to our partners' businesses to support their growth and our own.

5 Customs compliance

We will ensure compliance with all relevant rules and regulations to uphold our relationship and status with authorities, suppliers, and customers.

7 Product quality & safety

We will ensure high-quality products and prevent health risks arising from sale, use, consumption, handling, preparation, and storage throughout the value chain.

3 Governance & accountability

We will implement policies and practices to ensure accountability, compliance with reporting requirements and robust risk management execution to meet stakeholders' expectations.

Our strategy & commitments in motion

We are already taking action to build a more sustainable future and contribute to the well-being of the communities in which we operate. Join us and follow our progress at www.bs-group-sa.com/about-us/sustainability/

Principles and policies

B&S has various sets of policies in place governing the performance of its entities and ensuring implementation of action plans throughout our company. More information can be found in the following publications:



Climate action



Be resource conscious



Responsible products and responsible sourcing



Empowered people



Code of Business Ethics



Supplier Code of Conduct

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