

# GRI Table 2019 BRB

## GRI 102: General Disclosures

General Disclosures		
GRI 102	General Disclosures 2019	
1	Organizational profile	
102-1	Name of the organization	BRB International BV
102-2	Activities, brands, products, and services	BRB International BV provides technological solutions with silicones, lubricating oil additives and chemicals.
102-3	Location of headquarters	Ittervoort. A small part of production takes place here as well and there is limited storage capacity. The company has four more locations in Ittervoort: R&D, production (mixing chemistry of silicones), and two warehouses.
102-4	Locations of operations	There is another production location in: Malaysia (where silicones are produced since spring 2017). In addition, there are sales locations in: Singapore, Hong Kong, China, Poland (with a warehouse), Turkey (with little production and a warehouse), USA (with a warehouse), Brazil and South Africa. There are joint ventures of the company in: Malaysia, Singapore and Germany.
102-5	Ownership and legal form	Ltd. Since 2016, the majority of the shares have been owned by Bencis Buyout Fund IV, a fund managed by Bencis Capital Partners.
102-6	Markets served	Worldwide to approximately 85 countries.
102-7	Scale of the organization	145 employees
102-8	Information on employees and other workers	See CSR report, chapter 'People'.
102-9	Supply chain	The basic raw materials are mined. The basic raw material of lubricant additives and chemicals is oil. BRB purchases raw materials for its own production in The Netherlands and Malaysia. A part of their activities consists of trade of products they purchase. The plan is to increase the share of production.

102-10	Significant changes to the organization and its supply chain	Since 2016, the shares have been owned by Bencis Buyout Fund IV. New production location (silicones) in Malaysia.
102-11	Precautionary principle or approach	REACH.
102-12	External initiatives	ISO 9001, ISO 14001.
102-13	Membership of associations	IVI (Association of companies in Ittervoort). SEDEX & ECOVADIS.
<b>2</b>	<b>Strategy</b>	
102-14	Statement from senior decision-maker	See CSR report, chapter 'CSR policy'.
<b>3</b>	<b>Ethics and integrity</b>	
102-16	Values, principles, standards, and norms of behaviour	Ethical chapter of the global policy.
102-17	Mechanisms for reporting problems in unethical/unlawful behaviour and advice in organizational integrity	If there are any questions regarding the application of business ethics, every employee can turn to his immediate supervisor or - in the case of questions of a confidential nature - their P&O manager (confidential adviser). A whistleblowing policy has been included in the global policy.
<b>4</b>	<b>Governance</b>	
102-18	Governance structure	COO is responsible for CSR. Local plant managers are responsible locally. Global QESH Manager and HR Manager report directly to COO.
<b>5</b>	<b>Stakeholder Engagement</b>	
102-40	List of stakeholder groups	Is available. Most important stakeholders are: shareholder (Bencis), the board, employees, customers, suppliers, insurance companies and the bank.
102-41	Collective bargaining agreements	Not affiliated with collective bargaining agreement. There is an employee manual and employment conditions, for global and local organization.
102-42	Identifying and selecting stakeholders	Stakeholder analysis conducted by Management on the basis of relevance and influence.
102-43	Approach to stakeholder engagement	An employee engagement survey last conducted in 2016. In 2018 a employee satisfaction survey was held. A customer satisfaction survey was held in 2018. Suppliers are engaged through signing the code of conduct, a CSR supplier manual and via a supplier assessment.

102-44	Key topics and concerns raised	Safety and health of employees. Safe products. Minimizing the environmental impact.
<b>6</b>	<b>Reporting practice</b>	
102-45	Entities included in the consolidated financial statements	BRB International BV
102-46	Defining report content and topic Boundaries	Reporting on BRB International in the Netherlands.
102-47	List of material topics	Is available.
102-48	Restatements of information	Does not apply.
102-49	Changes in reporting	Second reporting.
102-50	Reporting period	2019
102-51	Date of most recent report	July 2020
102-52	Reporting cycle	Annually.
102-53	Contact point for questions regarding the report	Hugon Philippens, Global QESH Manager.
102-54	Claims of reporting in accordance with the GRI Standards	None.
102-55	GRI content index	None.
102-56	External assurance	None.

## GRI 103: Management Approach

General Disclosures		
<b>GRI 103</b>	<b>Management Approach</b>	
<b>1</b>	<b>General requirements in reporting the management approach</b>	
103-1	Explanation of the material topic and its boundaries	Determined in CSR Policy and CSR team session.
103-2	The management approach and its components	See CSR report, chapter 'CSR policy'.
103-3	Evaluation of the management approach	In Executive Meeting and CSR team discussions. At least annually.

## GRI 200: Economic Standards

General Disclosures		
<b>GRI 200</b>	<b>Economic Standards</b>	
<b>201</b>	<b>Economic Performance</b>	
201-1	Direct economic value generated and distributed	Has been published in the BRB International financial annual report.
201-2	Financial implications and other risks and opportunities due to climate change	Raw materials include petroleum. The company anticipates this by developing a number of alternatives based on vegetable raw materials, but this market is still small (<1% of sales). In addition, customers are partly the automotive industry and use of current cars have effects on climate change. Developments will take place here.
201-3	Defined benefit plan obligations and other retirement plans	Central pension provision, health insurance, ANW gap, WIA, widows and orphans.
201-4	Financial assistance received from government	€ 211.749,-.
<b>202</b>	<b>Market Presence</b>	
202-1	The ratio of the standard entry level wage to the local minimum wage, by gender	Lowest paid salary male: 121% van minimumloon Lowest paid salary female: 123% van minimumloon
202-2	Proportion of senior management hired from the local community	In The Netherlands, one member of the three-headed board is a local (<17 km).
<b>203</b>	<b>Indirect Economic Impacts</b>	
203-1	Infrastructure investments and services supported	In the Netherlands: stimulating local community life (including football, tennis), several initiatives. Employee initiatives are prioritized
203-2	Significant indirect economic impacts	Employment is offered to residents of the region. BRB also offers space to four employees of the local social workplace and has room for interns.

<b>204</b>	<b>Procurement practices</b>	
204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation	No policy on local purchasing. The social workplace provides landscape maintenance. Facility matters are purchased locally as much as possible.
<b>205</b>	<b>Anti-Corruption</b>	
205-1	Operations assessed for risks related to corruption	All activities.
205-2	Communication and training about anti-corruption policies and procedures	The Global Policy, articles 6.1 and 6.4 explain which conditions apply to engaging in commercial relationships and providing commercial assignments that promote transparency and fair business and prevent corruption.
205-3	Confirmed incidents of corruption and actions taken	None.
<b>206</b>	<b>Anti-competitive behaviour</b>	
206-1	Legal cases for anti-competitive behaviour, anti-trust and monopolistic practices	None.

## GRI 300: Environmental Standards

GRI 300: Environmental Standards		
General Disclosures		
GRI 300	Environmental Standards	
<b>301</b>	<b>Materials</b>	
301-1	Materials used by weight or volume	Purchase numbers per product transparent.
301-2	Percentage of materials used that consists of waste from external sources	Packaging material reused: 45% of pieces IBC's. 86% of (kg) boxes, 76% of (kg) pallets. Supplier pallets 100% reuse.
301-3	Percentage of sold products whose packaging materials have been reclaimed, by category	None.
<b>302</b>	<b>Energy</b>	
302-1	Energy consumption within the organization (scope 1 & 2)	<p>Scope 1</p> <p>Gas consumption 141.204,00 m3</p> <p>Fuel consumption diesel 3.506,00 liters</p> <p>Fuel consumption patrol 22.329,00 liters</p> <p>Scope 2</p> <p>Electricity consumption (green) 476.816,00 kWh</p> <p>Air travel - number of kilometers not available, only arie emissions calculated, see CSR report</p>
302-2	Energy consumption outside of the organization (scope 3)	Unknown.
302-3	Energy intensity	The emissions are compared to the production.
302-4	Reduction of energy consumption	See CSR annual report 2019, Planet, section 'CO2 Footprint'.
302-5	Reductions in energy requirements of products and services	Does not apply.
<b>303</b>	<b>Water</b>	
303-1	Water withdrawal by source	9537 m3.
303-2	Water sources significantly affected by withdrawal of water	None. It is all tap water.
303-3	Percentage of water recycled and reused	None.

304	Biodiversity	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Business area, not adjacent to a nature reserve.
304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Biodiversity, like the other CSR aspects, has not yet been investigated in the chain yet.
304-3	Habitats protected or restored	None.
304-4	Number of IUCN Red List species and national conservation list species with habitats in areas under the influence of operations, by level of extinction risk	Not for the activities in the Netherlands.
305	Emissions	
305-1	Direct (Scope 1) GHG emissions, by weight	338,5 ton CO2
305-2	Energy indirect (Scope 2) GHG emissions, by weight	744 ton CO2
305-3	Other indirect (Scope 3) GHG emissions, by weight	Not yet investigated.
305-4	GHG emissions intensity	The emissions are not linked to one reference number.
305-5	Reduction of GHG emissions	See 302-4.
305-6	Emissions of ozone-depleting substances (ODS), by weight	No other substantial emissions.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions, by type and weight	None. No VOC either.
306	Effluents and waste	
306-1	Water discharge by quality and destination	273 m3.
306-2	Total weight of waste by type and disposal method	See CSR report, chapter 'Planet'.
306-3	Total number and volume of significant spills	14 reports.

306-4	Weight of transported, imported, exported or treated waste deemed hazardous	5.140.322 kg.
306-5	Title, size, protection status and biodiversity value of waters and related habitats significantly affected by water discharge and run-off	None.
<b>307</b>	<b>Environmental Compliance</b>	
307-1	Non-compliance with environmental laws and regulations	None.
<b>308</b>	<b>Supplier Environmental Assessment</b>	
308-1	Percentage of new suppliers/parts of the chain assessed against environmental criteria	Supplier assessment conducted for 15 existing suppliers. No new suppliers were assessed.
308-2	Significant current and potential negative lifecycle environmental impacts, and measures taken	Does not apply.

## GRI 400: Social Standards

General Disclosures		
<b>GRI 400</b>	<b>Social Standards</b>	
<b>401</b>	<b>Employment</b>	
401-1	New employee hires and employee turnover	See CSR report, chapter 'People'.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equal, in proportion to hours worked.
401-3	Parental leave	Ten people took parental leave, three men and seven women
<b>402</b>	<b>Labour/Management relations</b>	
402-1	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	According to laws and regulations.



<b>403</b>	<b>Occupational Health and Safety</b>	
403-1	Workers representation in formal joint management-worker health and safety committees	There is a QESH Manager, who is also a prevention officer. At the production units the company managers are responsible for health and safety. In addition there are (legally required) ER officers. There is no health and safety committee. In 2018 in Netherlands: 25 ER officers (including 4 QESH officers). There is no OR installed, the need for an OR has been identified in a questionnaire among employees.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	Absenteeism 5,60%. 459 reports (incl. unsafe conditions and unsafe behavior). No fatalities. One first aid.
403-3	Workers with high incidence or high risk of diseases related to their occupation	27%. All workers in warehouse/production site.
403-4	Health and safety topics covered in formal agreements	In company procedures and work instructions.
<b>404</b>	<b>Training and education</b>	
404-1	Average annual number of hours of training per employee by category of employee	Training hours are not registered, so it cannot be calculated per employee.
404-2	Competence management and lifelong learning programmes that ensure the continued employability of employees and help them to complete their careers.	HR and local MT discuss competence development (competency matrix) and supervise management (MD trajectory).
404-3	Percentage of employees receiving regular performance and career development reviews	100%.
<b>405</b>	<b>Diversity and equal opportunity</b>	
405-1	Diversity of governance bodies and employees	Senior management: 3 people (2 males / 1 female), other management 25 (14 male, 11 female). People with different ethnic backgrounds work at BRB, but this is not registered separately. There are 4 people with distance to the labor market employed. There is no diversity policy. See also CSR report, chapter 'people'
405-2	Ratio of basic salary and remuneration of women to men	
<b>406</b>	<b>Non-discrimination</b>	
406-1	Incidents of discrimination and corrective actions taken	None.

<b>407</b>	<b>Freedom of association and collective bargaining</b>	
407-1	Activities which have been identified as posing a significant risk to the right to freedom of association and collective bargaining and the measures taken to support these rights	A number of employees are members of a trade union, but the estimate is that they are few.
<b>408</b>	<b>Child Labour</b>	
408-1	Activities identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	No assessment has been carried out regarding possible CSR risks in the chain.
<b>409</b>	<b>Forced or compulsory labour</b>	
409-1	Activities identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	No assessment has been carried out regarding possible CSR risks in the chain.
<b>410</b>	<b>Security practices</b>	
410-1	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Security for the locations is outsourced to an external company. It is unknown whether they have received training on human rights.
<b>411</b>	<b>Rights of indigenous people</b>	
411-1	Total number of incidents of violations of rights of indigenous people and actions taken	No assessment has been carried out regarding possible CSR risks in the chain.
<b>412</b>	<b>Human Rights Assessment</b>	
412-1	Total number and percentage of activities subject to human rights screening and impact assessment	None.
412-2	Total number of hours of staff training on policies and procedures concerning aspects of human rights relevant to operations	None.

412-3	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	None.
<b>413</b>	<b>Community</b>	
413-1	Nature, scope and effectiveness of any programmes and practices that assess and manage the impact of operations on communities, including settlement, operations and exits	None. BRB is located on a business park and there are no direct effects on the community. Indirect effects are there for those from the community who work for BRB.
413-2	Activities with significant actual or potential negative impacts on local communities	The company is located on a business park and there is no nuisance caused by noise and traffic. If an incident of discharge of the product were to take place in the sewer, without this going through water treatment, this would have a negative effect on the regional sewage treatment plant. Some of the raw materials and products are dangerous: highly flammable, toxic, corrosive, carcinogenic and resistant to (waste) water. Safety measures are in place to prevent this.
<b>414</b>	<b>Chain assessment on Human Rights and Community (Social Criteria)</b>	
414-1	Percentage of new suppliers/ parts of the chain assessed against human rights and community criteria	No assessment has been carried out regarding possible CSR risks in the chain.
414-2	Significant actual and potential negative consequences in the human rights and community chain, and measures taken	No assessment has been carried out regarding possible CSR risks in the chain.
<b>415</b>	<b>Public Policy</b>	
415-1	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	None.
<b>416</b>	<b>Health and Safety of Consumers</b>	
416-1	Percentage of significant product and service categories assessed for health and safety improvements	100%; Regulatory department assesses all substances and ensures compliance with all legislation and that the correct information is made available regarding production, transport and customer (via automated system).

416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	None.
<b>417</b>	<b>Marketing and Labelling</b>	
417-1	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	Chemicals are labeled according to the requirements (REACH, ADR, GHS). About 30 % of the products are categorized 'dangerous'.
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	None.
417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	None.
<b>418</b>	<b>Customer Privacy</b>	
418-1	Total number of substantiated complaints about breaches of customer privacy and loss of customer data	None.
<b>419</b>	<b>Socio-economic Compliance</b>	
419-1	Monetary value of significant fines for non-compliance with laws and regulations regarding the provision and use of products and services	None.