



HANKAMP GEARS

Al meer dan 100 jaar in beweging

SUSTAINABILITY

2025

Introduction

Companies that invest in sustainability today are anticipating the challenges of the future. Due to climate change and the scarcity of natural resources, business models reliant on polluting practices are becoming increasingly vulnerable. Sustainable innovations make companies more resilient and better prepared for future market conditions.

Businesses play a crucial role in addressing global issues such as climate change, environmental pollution, and social inequality. By embracing sustainability, companies can contribute to a healthier environment and a fairer society, aligning with their social responsibility.

Sustainable business practices ensure that companies minimize their ecological footprint. This is essential in combating climate change, deforestation, biodiversity loss, and pollution. Companies that adopt environmentally friendly practices, such as reducing energy consumption, recycling materials, and using renewable energy sources, help preserve natural resources for future generations.

Sustainable business focuses on the long term. Companies that operate sustainably invest in the future by ensuring that their business model is not dependent on depletable resources or polluting technologies. This makes them more resilient and better able to withstand market fluctuations or regulatory changes.

Sustainable business aligns with global goals, such as the United Nations' Sustainable Development Goals (SDGs). By prioritizing sustainability, companies can help address global challenges like poverty, inequality, and environmental issues, becoming part of a broader global movement towards a more sustainable future.

In summary, sustainable business practices are important because they help companies act responsibly towards both the environment and society, while also offering opportunities for innovation, growth, and economic profitability. It contributes to a sustainable future, benefiting both society and businesses.

Strategies and Initiatives

Sustainability has become an essential component of entrepreneurial activity. Implementing sustainability practices in our company can encompass a range of strategies across various aspects of our operations.

Here are five steps Hankamp Gears took to work on sustainability.

1. **Conduct a sustainability assessment:** We started by evaluating our company's current practices and their environmental impact. We identified areas where improvements can be made and set goals for sustainability.
2. **Reducing energy consumption:** Implement energy-saving measures such as using energy-efficient appliances and LED lighting, optimizing heating and cooling systems by re-using heat in the winter from the machinery and investing in green energy sources like wind and solar power.
3. **Minimize waste:** Reduce, re-use and recycle wherever possible. Encourage employees to use digital documents instead of printing, provide recycling bins throughout the workplace and explore ways to minimize packaging waste.
4. **Invest in employee education and engagement:** We provide training and resources to educate employees about sustainability. We want to create a culture of sustainability where employees feel empowered to contribute ideas.
5. **Set sustainability goals and track progress:** We establish measurable targets for reducing carbon emissions, energy consumption and waste generation. We regularly monitor and

report on our progress towards these goals to hold Hankamp Gears accountable and identify areas for improvement.

Strategies and Initiatives

To achieve sustainability goals, Hankamp Gears must implement well-defined strategies and initiatives that address environmental, social, and economic challenges. Below are some key approaches that businesses can adopt:

1. **Reducing Carbon Footprint**

A significant part of a Hankamp Gears' sustainability strategy is to lower its carbon emissions. This can be achieved by optimizing energy efficiency, using renewable energy sources, and transitioning to low-emission transportation and production methods. Initiatives such as carbon offset programs and participating in carbon trading markets can further reduce the company's impact on the environment.

2. **Circular Economy Practices**

Transitioning from a linear "take-make-dispose" model to a circular economy is crucial for sustainability. Hankamp Gears need to investigate if can implement initiatives that focus on reusing, recycling, and repurposing materials. This involves designing products for longer life cycles, reducing waste, and using recycled or biodegradable materials in production.

3. **Sustainable Supply Chain Management**

A sustainable business must ensure that its supply chain adheres to environmental and ethical standards. This includes selecting suppliers who prioritize sustainability, enforcing strict environmental policies, and ensuring fair labor practices. By sourcing raw materials responsibly and minimizing transportation emissions, we can reduce our overall environmental impact.

4. **Employee Engagement and Sustainability Culture**

Encouraging our employees to embrace sustainability is crucial for achieving company-wide goals. Initiatives can include sustainability training, employee-led green projects, and internal programs to promote energy conservation and waste reduction. By creating a culture of sustainability, companies can engage their workforce in contributing to long-term objectives.

5. **Transparency and Reporting**

Transparent sustainability reporting is essential for building trust with stakeholders. Companies should regularly publish reports on their environmental performance, including carbon emissions, energy usage, and waste reduction. Adopting recognized frameworks, such as the Global Reporting Initiative (GRI) or the Carbon Disclosure Project (CDP), helps ensure that sustainability progress is measured accurately and communicated effectively.

By incorporating these strategies and initiatives, Hankamp Gears can drive meaningful progress toward sustainability while enhancing their competitiveness and resilience in a rapidly changing market.

During the past years we have been replacing our old machinery with new machinery. This has numerous benefits across various dimensions:

1. **Higher speed and throughput:** New machinery often operates faster, increasing the production rate and overall output.



Advanced technology: Modern machines are equipped with the latest technology, which can streamline processes and reduce cycle times.

2. **Better accuracy:** Newer machines typically provide more precise control and higher accuracy in production, leading to improved product quality.

Consistent output: Reduced variability in processes ensures consistent product standards.

3. **Reliability:** New machinery is less prone to breakdowns and malfunctions, leading to fewer interruptions in production.

Maintenance costs: New equipment generally requires less frequent and less costly maintenance.

4. **Lower energy consumption:** Modern machines are designed to be more energy-efficient, which can lead to significant less energy consumption.

Reduced emissions: Newer machinery often complies with stricter environmental regulations, producing fewer emissions and reducing the environmental impact.

5. **Enhanced safety features:** New machinery is built with updated safety features, which can help prevent workplace accidents and injuries.

6. **Flexibility:** Modern machinery is often more versatile and can be easily adapted to different tasks or updated with new software.

Overall, while the initial investment in new machinery can be significant, the long-term benefits often justify the expense, leading to improved operational efficiency and reduced costs.

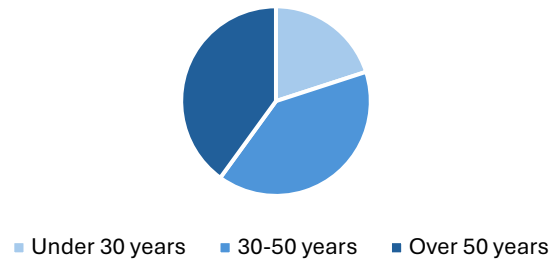
Creating a healthy working environment for our employees involves addressing physical, mental and social well-being.

Here are 6 of our strategies for a healthy workplace. By implementing these strategies we can create a workplace environment that promotes the health, happiness and productivity of our employees:

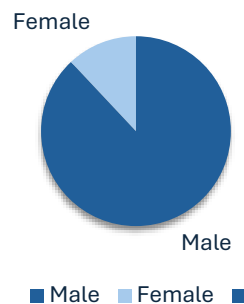
1. **Promote work-life balance:** We encourage reasonable working hours and discourage overtime work unless absolutely necessary. Our working days are from Monday to Friday.
2. **Provide opportunities for physical activity:** We encourage regular breaks and we provide facilities for physical activity in our gym at Hankamp Rehab. Hankamp also promotes activities like walking meetings or walking during lunchbreak to incorporate movement into the workday.
3. **Offer healthy food options:** At Hankamp Gears we ensure that healthy food choices are available in the workplace cafeteria. We provide free fruits and vegetables to all our employees.
4. **Support mental health and wellbeing:** In our company we promote open communication and reduce the stigma around mental health issues in the workplace.
5. **Create a positive work environment:** We foster a culture of respect, collaboration and appreciation within the organization. We recognize and reward employees for their contributions and achievements. We encourage open communication, feedback and constructive criticism.
6. **Provide ergonomic workstations:** We ensure that workstations are ergonomically designed to minimize the risk of injuries and discomfort. We provide adjustable desks, chairs and other equipment to support good posture and reduce physical strain. Hankamp has participated with EU project Sophia <https://project-sophia.eu/> to investigate what could help on ergonomic workplace within the shopfloor. Investigation were executed within the field of Human-Cobot interface but also within the field of exoskeletons assisting lifting.

Numbers and facts

Demographic Structure



Gender of our employees*



* Note: this is only based on Hankamp Gears staff force, together with the Hankamp Rehab workforce (with a 50/50 % share between male and female) the number will look a bit different as above described in favor of the number of females.

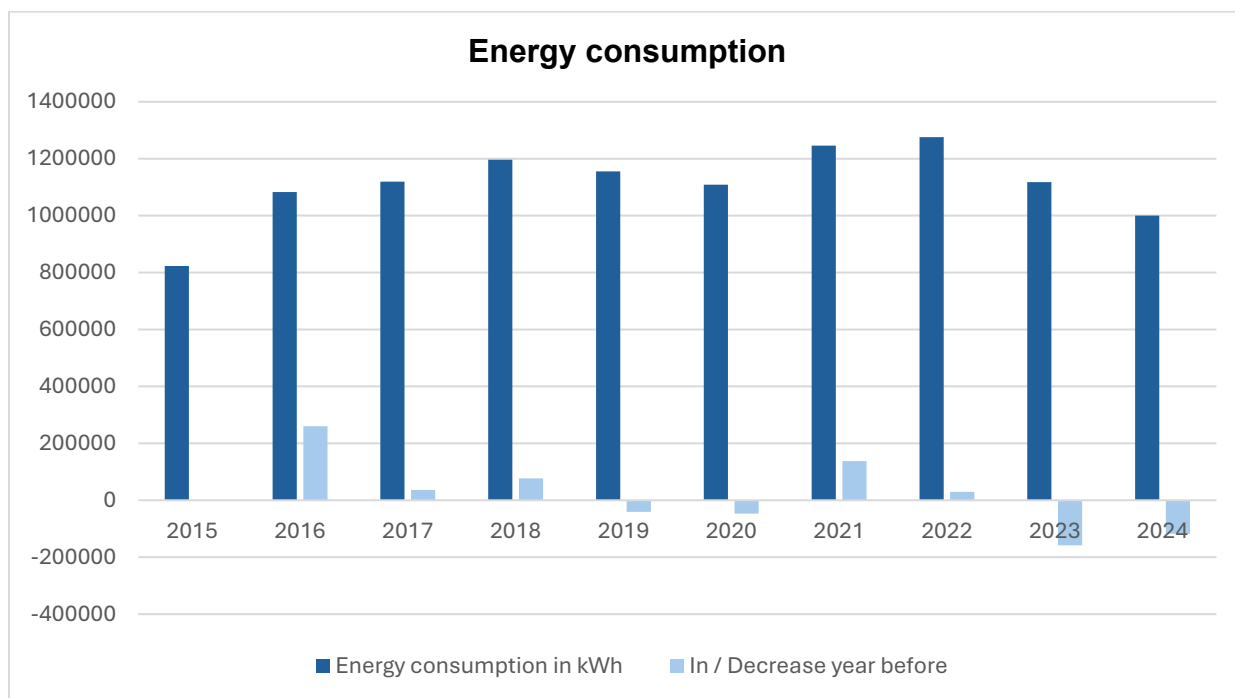
We are proud to be an organization that welcomes and values people of all nationalities, religions and backgrounds. Our commitment to inclusivity is reflected in our core values of respect, equality and fairness, which guide everything we do.

We recognize that a diverse team brings a wealth of perspectives and ideas, driving innovation and enhancing our ability to serve our global clientele. At Hankamp Gears, we strive to create a workplace where everyone feels valued and empowered to contribute their best.

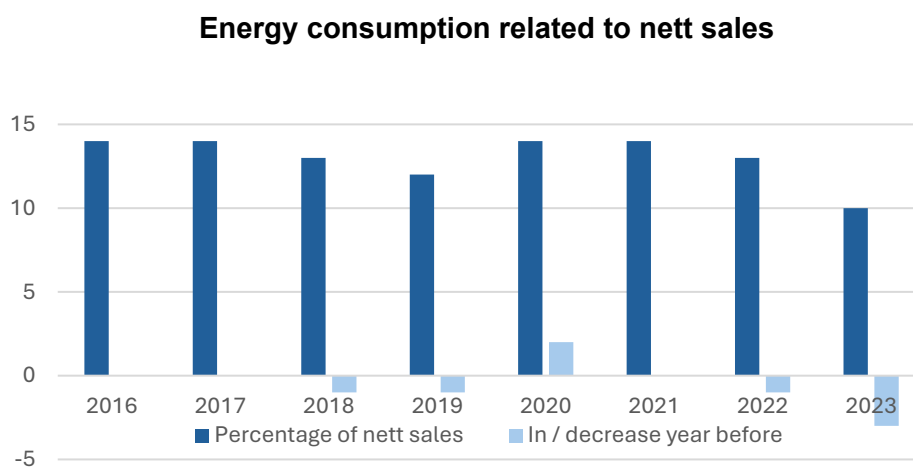
We are dedicated to ensuring a respectful and supportive environment for all employees. We comply with all relevant laws and uphold the highest ethical standards to prevent discrimination and promote equality.

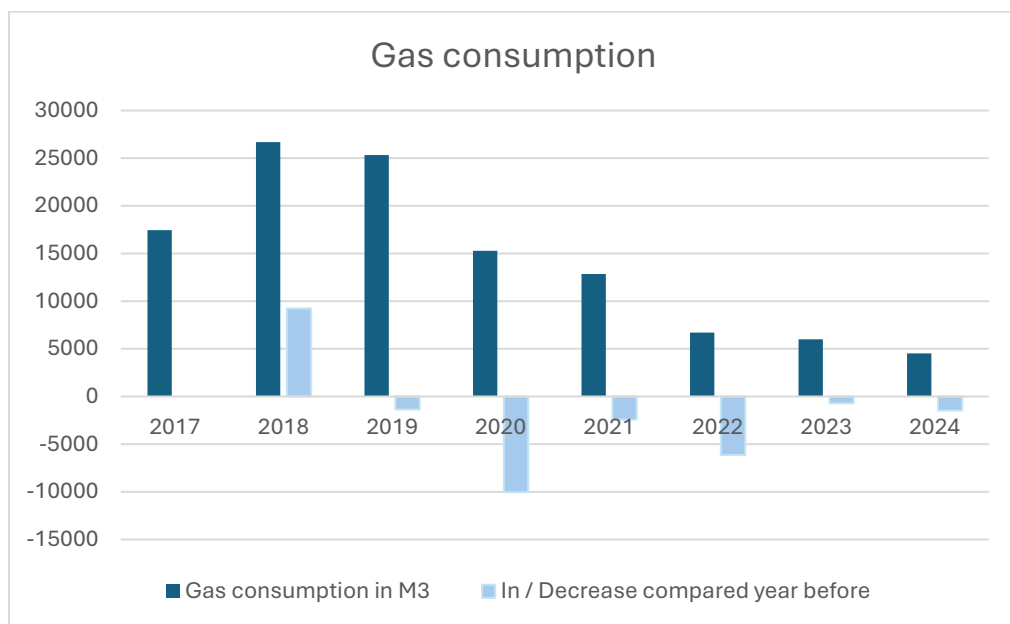
We invite feedback and dialogue from our team members and stakeholders to continuously improve our inclusivity efforts. Together, we can create a culture where every individual, regardless of their nationality or religion, can thrive and succeed.

At the moment we have employees from 6 different nationalities in our company; Dutch, several European countries, Syria and Iraq.



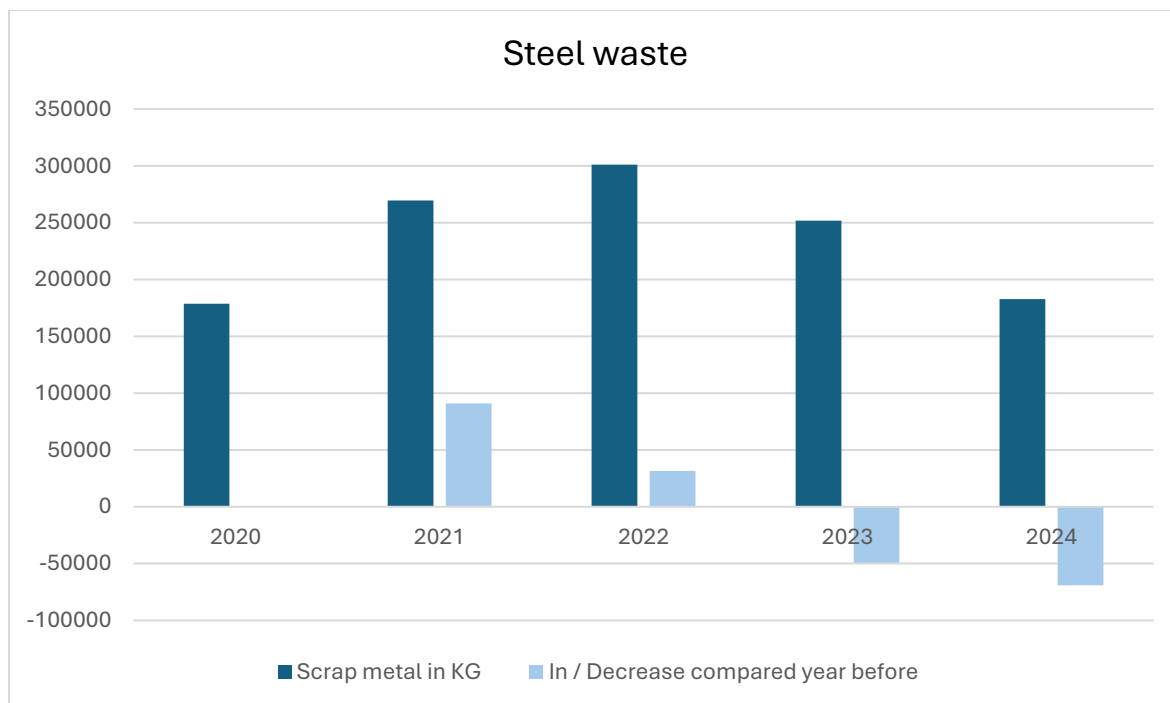
The figure above is a representation of the total consumption of electricity. The percentage of the energy consumption related to the net sales are indicated as below. Conclusion is that the amount of energy consumption related to the net sales and staff employed has reduced over the last few years.



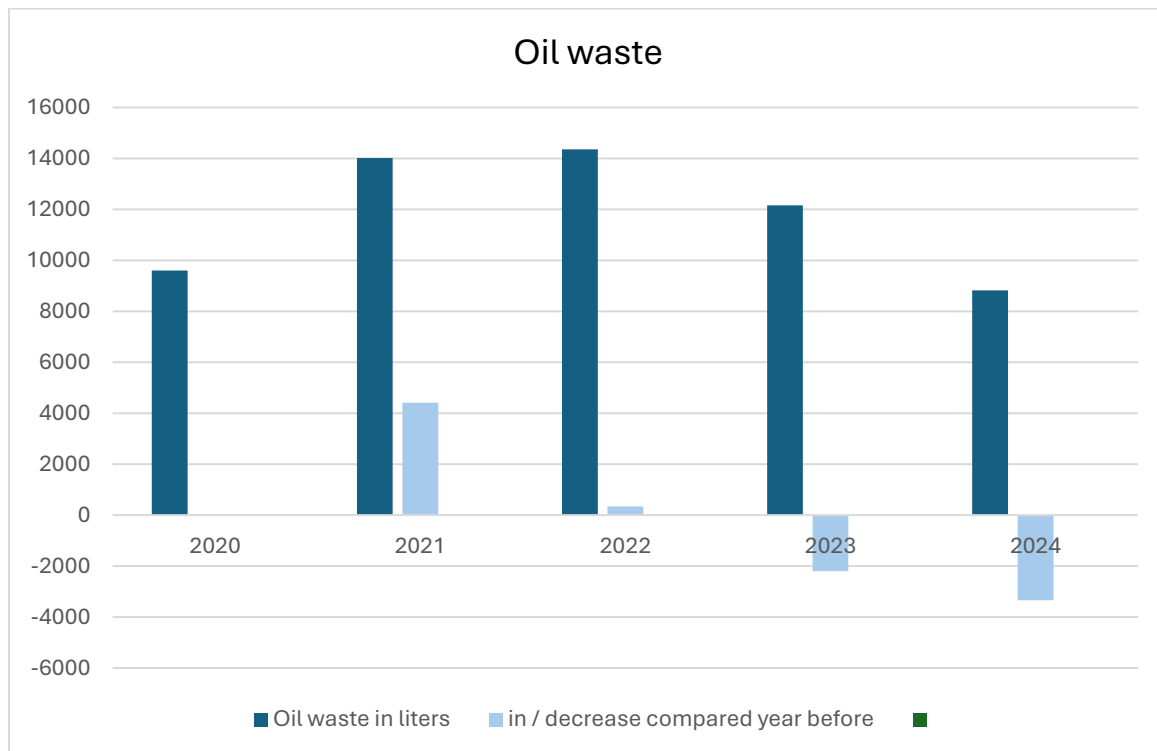


The steep gas consumption reduction is caused by installing a system to re-use the heat of machinery cooling equipment and air compressors within the shopfloor. With this the use of our heating system is hardly in use anymore, even in the winter.

Steel waste (chips from machining)



Oil waste (from the turning and milling machines)



In the past few years we made some improvements to our company that will benefit the environment, the electricity consumption and even gas consumption.

1. **Floor surface:** We made all the floor surface oil and liquid retaining so that any oils and cooling liquids will not pollute the environment.
2. **Cooling installation:** We installed a cooling installation in our Crown Gear hall for a better working climate and lower energy consumption.
3. **Protecting the soil from getting contaminated:** We made a roof over the scrap metals so the rust will not contaminate the soil when it rains.
4. **Company cars:** Currently, most of the company cars are either electric or hybrid and the focus is on implementing this with any new company car.
5. **Green energy:** We have a 100 % Green renewable electricity contract.



Future Actions

Future actions and activities:

1. **Recycling metal chips, oils and coolants:** We are investigating how to separate the oil and cooling water from the metal chips of the turning and milling process. One of the options is an installation which breaks, crushes, cleans, and separates and filters the residue. The chips are crushed into very small particles through rotational movements. These particles are then fed into a horizontal centrifuge, which separates the particles from oil, water, and other residues down to a maximum of 3µ.



The metal ends up in containers and is then remelted by our suppliers into new bar or tube material, which we then process into final products. The oil is automatically separated from the water, purified and can be re-used in our machines.

2. **Recycling cardboard:** Currently we have around 1000kg per year of cardboard packaging materials which we do not re-use. With a cardboard shredder, we can recycle cardboard waste into sustainable packaging material. These packaging machines pay for themselves. We save on new packaging material and on our waste disposal costs. Cardboard shredders perforate old cardboard boxes or other cardboard waste into flexible mats, strips or shreds. This cushioning and protective packaging material is a perfect alternative to bubble wrap, packaging film, packing peanuts, or other types of filler and packaging materials.