

# DO WHAT MATTERS, TOGETHER

DEKKERS



## ANNUAL SUSTAINABILITY REPORT 2024

We are now four years into developing and executing our Do What Matters, Together ambitions.

These principles remain deeply embedded in our business strategy and everyday decisions. With pride, we present our 2024 sustainability update. We believe in demonstrating impact through action and transparency, ensuring sustainability is a true commitment.

In 2024, Dekkers maintained strong momentum in sustainable transformation.

Our workforce continued to grow and evolve, with a maturing team and expanded sustainability knowledge. We further strengthened our environmental programs by increasing traceability in our product materials, reducing residual waste, and deepening our analysis of carbon emissions across our entire value chain.

Among key milestones, we achieved ISO 14001 certification and integrated Product Carbon Footprint (PCF) assessments across all product lines. All products are now sold in eco-friendly packaging, and the first LEDNeon products have been realized from 100% post-consumer recycled materials. We also took steps to align all key suppliers with Sedex standards, living wage requirements, and due diligence checks.

Employee well-being and diversity remained central to our social sustainability approach. Our average employee age grew alongside deeper professionalization, absenteeism rates decreased, and 100% of our management team received Diversity, Inclusion & Equity (DI&E) training.

As we look toward 2025, we are focused on accelerating progress in circular design, waste separation, digital end-of-life product guidance, and emissions reduction. Collaboration remains our foundation and we firmly believe that shared responsibility is key to shaping a more sustainable future.



**Rob Dekkers**  
CEO

# DO WHAT MATTERS, TOGETHER

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## Environmental Key figures

2023 - 2024



100%

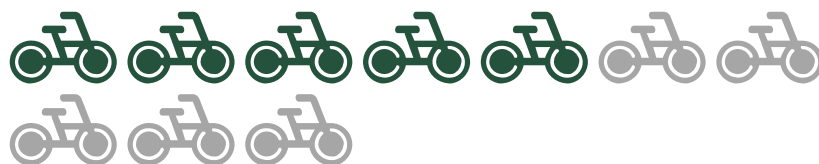
Products sold with Eco- friendly packaging!

Paper & cardboard waste



1131 KG (2024)  
920 KG (2023)

## Staff Transportation



50%

Emission free commute

Bike - Public transport & EV's

## Dekkers HQ

We've expanded our office space by 15% and boosted our workforce, with the clear objective of minimizing energy usage.



Self-generated solar and Dutch Windenergy

124,221 KWH (2024)

127,584 KWH (2023)



Gas usage

7.071 m3 in 2024  
9.000 m3 in 2023



Residual waste

2590kg in 2024  
2880kg in 2023

## Emission reduction

Target



42%

Reached



67%

in scope 1 and 2 since 2023

100%

Recycled LEDNeon made of traceable post-consumer plastics without any glue



Since 2024, all products undergo Product Carbon Footprint assessments.



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## SUMMARY

In 2024, Dekkers advanced its sustainability journey by strengthening internal practices and enhancing social impact. We maintained our commitment to environmental stewardship through key initiatives, such as ISO 14001 certification, gender balance improvements, and deepened supply chain responsibility. Our collaboration with stakeholders across the value chain continues to drive meaningful change.

## SOCIAL IMPACT

2023-2024



All key suppliers have signed the Code of Conduct and confirm to Sedex pillar 6.

- 100% of management team trained in DI&E"
- Living wage assessments for all key suppliers

0

Whistleblower reports  
Corruption reports

1

Accident report

## EMPLOYEES

27

Employees



27 in 2023

33

Average age



30 in 2023



2.6%

Absenteeism

4.2% in 2023



60

Training hours

160 in 2023

## Gender balance



63 - 37% in 2024

70 - 30% in 2023



1

Office dog

## LOOKING AHEAD

2025

- Emission reduction: Scope 1 boiler replacement plan & Scope 3 product lifecycle assessments
- 100% FSC-certified paper/cardboard use from June 2025
- Sustainable LEDNeon innovations with lower emissions
- Average employee age continues to align with team maturity
- Gender balance target: 65/35
- Internal sustainability knowledge sharing & accessibility
- Dekkers HQ to be Climate Neutral by end of 2025
- 100% digital end-of-life instructions for products
- Expanded office waste sorting (glass, plastic)
- Annual sustainability audits for all strategic suppliers

## CONTACT?



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