

Sustainability report 2025



A family legacy of responsibility

**BRAVILOR
BONAMAT**

FOREWORD



Dirk de Leijer
CEO

As a family business, we have always believed that success is measured not only by what we achieve today, but by the value we create for future generations. This long-term perspective continues to guide every decision we make, from the products we design and manufacture to the way we support our employees, customers, and communities.

At Bravilor Bonamat, we believe that quality and sustainability go hand in hand.

Last year, we published our first Sustainability Report. It marked an important milestone in our journey and gave us a clearer understanding of both our impact and our opportunities. More importantly, it reinforced something we have always believed: sustainability is not a separate initiative. It is part of how we do business.

Throughout 2025, we continued to turn ambition into action. We expanded our understanding of product impact through Life Cycle Assessments, further integrated circular thinking into product development, increased the use of renewable energy, and continued investing in solutions that help extend product lifecycles.



We also strengthened our focus on waste reduction, resource efficiency, and responsible operations across our international organization.

What makes me especially proud is that many of these improvements are driven by the people within our company. Every day, colleagues across our factories and offices look for smarter ways to work, reduce waste, support customers, and create lasting value. Sustainability is not owned by one department; it is embedded in the mindset of our people.

At Bravilor Bonamat, we believe that quality and sustainability go

hand in hand. A durable machine that performs reliably for many years is not only better for our customers, it is also better for the environment. The same principle applies throughout our business: by focusing on long-term value rather than short-term gains, we create solutions that benefit both people and planet.

While we are proud of the progress we have made, we also recognize that there is still much work ahead. The challenges facing our world require continuous improvement, collaboration, and innovation. We do not claim to have all the answers, but we remain committed to learning, improving, and taking responsibility

for the impact we have. On behalf of the entire Bravilor Bonamat family, I would like to thank our employees, customers, suppliers, and partners for joining us on this journey. Together, we continue to build a company that is fit not only for the next generation, but for generations to come.

Dirk de Leijer
CEO, Bravilor Bonamat



FAMILY LEGACY

A family legacy of responsibility

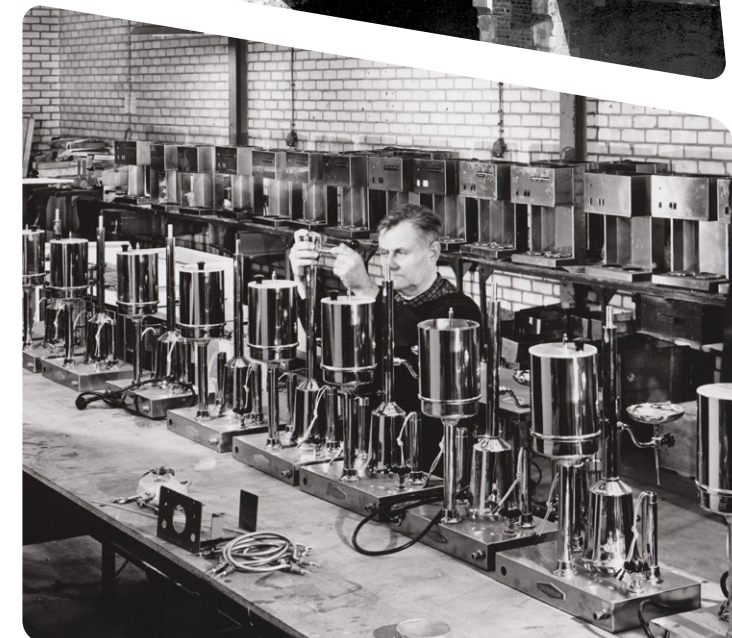
As the fourth generation continuing the Bravilor Bonamat legacy, we are proud to carry forward a heritage built on entrepreneurship, craftsmanship, and responsibility.

What began as a small family business has grown into an international company, yet the heart of Bravilor Bonamat has remained the same. We believe in people, in quality, and in creating value that lasts.

For us, family is not only part of our history. It is part of how we look at the future. It reminds us to think beyond today, to care for what has been built before us, and to make choices that the next generations can build on. Ultimately, it is about contributing to a future where both people and planet can flourish.

Our ambition is to continue growing with care, integrity, and a long-term perspective. Not only to preserve what has been built, but to keep creating meaningful value for generations to come.

For us, continuing this legacy is not only about preserving the past, it is about shaping the future.



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STRATEGY & AMBITION

Our vision on sustainability

We believe every cup of coffee should carry a promise of excellence and care, for the people who enjoy it and for the planet that makes it possible.

Our core values are the heart of this promise: quality that lasts, togetherness that unites us, dedication that keeps us moving, and innovation that helps us imagine new possibilities.

Our ambition is to ensure that future generations inherit a world that is healthy, resilient, and thriving. Rooted in our family heritage, we are guided by a long-term perspective that looks beyond immediate gains and focuses on enduring impact. We recognise that manufacturing, whether with virgin or recycled materials, will always leave an environmental footprint. Rather than view

this as a constraint, we regard it as a call to action. This recognition strengthens our determination to continuously minimise our impact, to refine and innovate our processes, and to steward resources responsibly, all while upholding the quality and reliability that define our company.

As part of this commitment, we aim to cut our CO₂ emissions by half by 2030 and to reach full carbon neutrality by 2050.

For us, sustainability is not a fixed destination, but an ongoing journey of awareness, innovation, and improvement. By producing responsibly and respecting both people and planet, we aim to help build a future where everyone can flourish.



Acknowledging our impact drives us to reduce it daily, by improving processes, using resources wisely, and upholding quality.

BRAVILOR BONAMAT



GLOBAL SDG GOALS

Sustainable development goals

Through our activities, we contribute to the United Nations’ Sustainable Development Goals (SDGs). These 17 goals serve as a blueprint for achieving a better and more sustainable future for everyone. They address critical global challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice.

At Bravilor Bonamat, we support all 17 SDGs. However, the following goals align most closely with our sustainability strategy and guide our efforts toward meaningful impact.

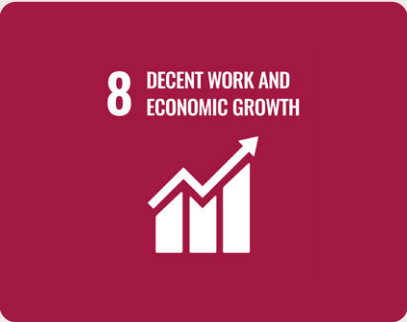
OUR CORE SDG COMMITMENTS



Ensure availability and sustainable management of water and sanitation for all.



Ensure access to affordable, reliable, sustainable and modern energy for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.

OUR IMPACT

2025 in figures

At Bravilor Bonamat, sustainability isn't a checkbox, it's a continuous journey. In 2025, we made meaningful strides toward reducing our environmental footprint and creating long-lasting, responsible products.

From increasing the use of recycled materials to optimizing energy efficiency and cutting down on waste, these numbers reflect our ongoing commitment to a more sustainable future. Every step counts and together they lead to lasting impact.



1.136

EV charging sessions facilitated by on-site charging stations in Heerhugowaard



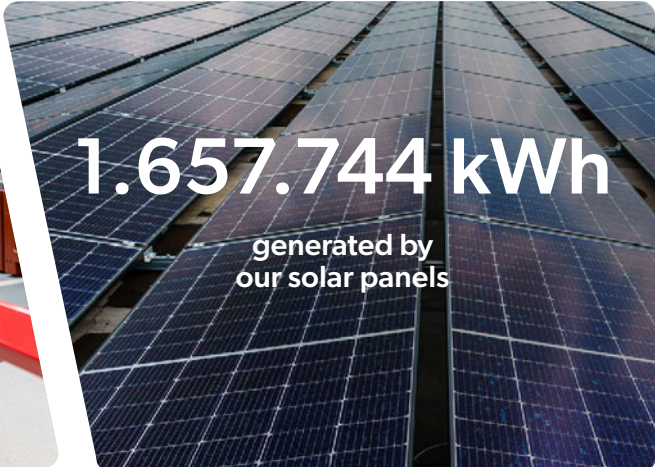
3% CO₂ reduction

of stationary scope 1 & 2 emissions at group level compared to 2024



12.000

plastic packaging bags saved by reusing packaging materials between our factories



1.657.744 kWh

generated by our solar panels



40%

of our sales offices are located in carbon-neutral buildings



81.178

machines sold



96%

of our waste was recycled



74%

of electricity consumption came from a renewable source at group level



Norway

CIRCULAR TRANSITION

Navigating a changing landscape

The global manufacturing sector is undergoing a profound transformation driven by tightening climate regulations, acute resource scarcity, and a rapid transition toward a circular economy.

Navigating this changing landscape requires deliberate, intentional change. At Bravilor Bonamat, we are actively responding by focusing on comprehensive lifetime support, sustainable logistics, and circular end-of-life

management. By proactively aligning our historic engineering excellence with forward-thinking sustainable practices, we turn evolving environmental demands into shared, long-term value. Not only for our customers and commercial partners, but for the global ecosystem as a whole.

***Navigating this
changing landscape
requires deliberate,
intentional change.***

INTERVIEW



Stefan Sjodin
Managing Director

As Managing Director of our sales office in Norway, Stefan believes that sustainability and customer value go hand in hand. By focusing on durable products, refurbishment, efficient service and long-term partnerships, he helps customers reduce waste, improve efficiency and get more value from their equipment over time. He shares how practical choices, from extending product lifecycles to optimizing service operations, create benefits for both customers and the environment.

It is a clear win-win situation for both the environment and the customer's financial performance.

As Managing Director for Norway, how do you see your branch's local choices contributing to Bravilor Bonamat's worldwide footprint?

In Norway, we see sustainability as something that must be translated into daily operational choices. Every decision we make locally, from reducing transport movements and refurbishing machines to focusing on long-term customer partnerships, contributes to Bravilor Bonamat's broader worldwide ambition of reducing environmental impact. By extending product lifecycles and operating efficiently, we help prove that sustainability is not only a corporate strategy, but something that creates measurable values at every level of our business.

How can a repairable machine help customers demonstrate their commitment to sustainability?

Customers today want to work with brands that demonstrate responsibility,



not only through words but through actions. A highly repairable Bravilor machine reflects a philosophy of durability, responsibility, and long-term thinking. For many customers, that sends a strong message internally as well. To employees, guests, and partners that they value quality and sustainability over short-term consumption.

Why is durability such an important part of sustainability?

True sustainability begins with building products that last. In a market where many products are designed for short replacement cycles, choosing high-grade materials such as stainless steel and engineering machines for long operational life is one of the most responsible choices a manufacturer can make. A durable machine reduces waste, minimizes resource consumption, lowers transport needs, and significantly decreases the environmental impact over its total lifecycle.



How does a focus on longevity influence your relationships with customers?

When longevity becomes a core value instead of simply meeting regulations, the customer relationship changes completely. We are no longer just supplying equipment, we become long-term partners supporting the customer's business over many years. That creates trust, loyalty, and stability because customers know they are investing in solutions that are designed to perform reliably far into the future.

How do you help customers evaluate the long-term value of a Bravilor machine?

Procurement teams are increasingly looking beyond initial purchase price and focusing on total cost of ownership. We help customers understand that a durable Bravilor machine reduces downtime, service interruptions, replacement costs, and unnecessary waste over time. A slightly higher initial



investment often results in significantly lower operational costs and a smaller environmental footprint throughout the machine's lifecycle, making it both an economically and environmentally responsible decision.

You actively offer machine refurbishment. How can shifting the focus from 'buying new' to 'retaining peak performance' create value for customers and the environment?

Refurbishment is a very strong example of practical sustainability. Instead of replacing equipment that still has strong technical potential, we restore machines to peak performance and extend their lifecycle significantly, proving that quality engineering doesn't need to be replaced to stay premium. This reduces waste, lowers material consumption, and provides customers with a highly reliable solution at a lower investment level. It is a clear win-win situation for both the environment and the customer's financial performance.



INTERVIEW

Can you share a story or a moment where a client realized that choosing circularity actually enhanced their own business and sustainability goals?

One example was a customer who initially viewed refurbished equipment as a compromise. After seeing the quality of the refurbishment process and experiencing the reliability of the machine in daily operation, they realized that circularity actually strengthened their own sustainability profile without sacrificing performance or customer experience. That created a stronger partnership because they saw sustainability as a practical business advantage rather than simply a reporting objective.

How does your approach to installation and maintenance support sustainability and customer satisfaction?

By focusing on detailed pre-installations and proactive maintenance planning, we significantly reduce unnecessary service visits and transport movements. This lowers emissions while also improving the customer experience.

Customers benefit from smoother installations, fewer disruptions, faster response times, and more predictable operations. Sustainability and operational efficiency often go hand in hand when processes are designed intelligently.

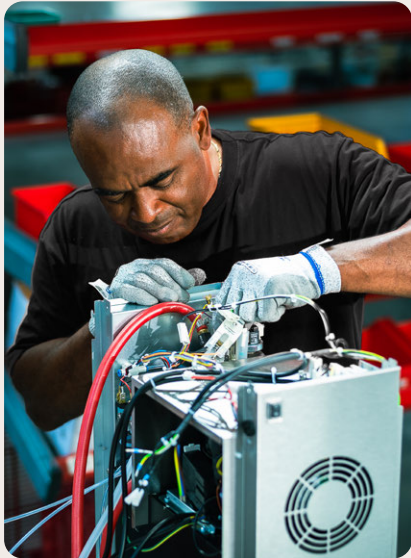
Your facility operates fully on renewable energy. What value does this bring to your business and stakeholders?

Operating our facility on renewable energy reflects the long-term mindset we want to represent as a company. Beyond reducing emissions, it creates pride internally within the team and strengthens confidence among customers and partners visiting our operation. It demonstrates that sustainability is integrated into how we operate every day, not only into what we communicate externally.

What do you see as the greatest opportunity for Bravilor to keep delivering shared value to both our planet and our customers?

The greatest opportunity moving forward is continuing to combine

sustainability with long-term customer value. Customers increasingly want partners who can help them reduce waste, improve efficiency, and operate more responsibly without compromising quality or reliability. By continuing to focus on durable products, refurbishment, efficient service operations, and circular business models, Bravilor Bonamat is in a strong position to create lasting value for both customers and the environment.



GOVERNANCE & STANDARDS

Compliance & certifications

Since 2010, we have been ISO 14001 certified as part of our continuous improvement journey. We also participate in the EcoVadis assessment, which awarded us a Silver Medal in 2025.

These certifications are more than recognition. They guide us, encourage us to look for new opportunities, and help us share our progress with full transparency.

In addition, our dedicated Quality team works closely with colleagues across the business to ensure compliance with applicable product safety, quality, and legal requirements in the countries where we operate and sell our products.

Our commitment to sustainability stems from intrinsic motivation, not obligation. We choose these paths because we believe in doing the right thing for our people, our customers, and the planet.

Our commitment to sustainability stems from intrinsic motivation, not obligation.



VALUE PROPOSITION

Redefining value

Today's commercial landscape is no longer driven solely by the lowest upfront purchase price; instead, it is increasingly defined by resource scarcity, strict climate targets, and a growing consumer demand for authentic environmental stewardship.

For Bravilor Bonamat, navigating this changing landscape does not require us to reinvent our identity. Rather, it validates our historic, uncompromising dedication to premium craftsmanship. In a market historically

accustomed to disposable goods, our focus on high-grade materials like stainless steel positions us as a resilient anchor for clients seeking long-term stability and genuine carbon reduction.

By utilizing clear life-cycle costing models, we demonstrate that investing in a highly repairable, durable Bravilor machine is both an environmental triumph and an economic shield against the hidden costs of frequent replacements, operational downtime, and premature recycling. We are proving to the market that sustainability and business growth are not competing priorities, but rather deeply interconnected drivers of future value.

Innovation centre



Exhibition stands

Trade shows are an important way for us to connect with customers, partners and the wider industry. At the same time, we recognise that exhibitions can have a significant environmental impact through the transportation of goods, materials and people. That is why we are committed to making our exhibition presence as sustainable as possible.

Together with our exhibition partner Buck Design, we develop exhibition stands that are designed with circularity in mind. By using carefully selected reusable and recyclable materials, we ensure that the vast majority of our stand components remain in circulation after an event. Today, 96% of the materials used in our exhibition stands are reused, recycled or repurposed in new stand designs or other production processes.

Exhibition stand design 3D render



Exhibition Milan

PARTNERSHIP BUCKDESIGN

Ambition without compromise



At Buckdesign, we always seek out partners who match our sharp ambition: to be the absolute pioneers of sustainability within our respective industries. When we teamed up with Bravilor Bonamat, we found that exact shared vision. For us, helping a frontrunner means pushing boundaries and daring to make bold design choices. While Bravilor Bonamat sets the industry benchmark with energy-efficient, recyclable coffee machinery, our mission at Buckdesign is to translate that exact corporate responsibility to the exhibition floor. This collaboration proves that a high-impact, premium brand presentation and a minimal climate footprint go hand in hand perfectly.

Beau te Buck, Buckdesign

98% recyclable

Virtually every material we utilized across the stand can be fully recycled or repurposed.

Waste reduction

By applying our smart, modular construction methods, we minimized operational installation waste to an absolute limit.

Resource preservation

We ensured that all materials retained their value, returning them directly into the biological or technical cycle immediately after the event.



BRAVILOR BONAMAT

Product & design

Innovation centre - Heerhugowaard



At Bravilor,
sustainability
begins with design.

Every choice we make, from materials to modular construction, is guided by durability, efficiency and circular thinking. By creating machines that are built to last, easy to repair and ready to be recycled, we reduce our footprint while delivering the quality and reliability our customers count on.

Product & design

At Bravilor Bonamat, sustainability starts with every idea we put on paper. We design our machines with a focus on durability, energy efficiency, circularity, and material responsibility, because we want them to serve people for many years while caring for the planet.

This way, every product is built to last while leaving as little footprint as possible throughout its journey.



Stainless steel

Stainless steel is highly recyclable and extremely durable, making it a cornerstone of our machine construction. On average, more than **88% of the stainless steel we use comes from recycled sources**, giving used materials a second life (batch composition may vary).



In-house injection moulding

By producing high-quality plastic components in-house, we maintain strict control over materials, processes, and quality. This means **durable parts, less waste, and fewer transport movements** along the way.



High material recyclability

Our machines are designed for end-of-life recovery, with up to **95% of materials ready for a new purpose** (based on the Bolero 43 model).



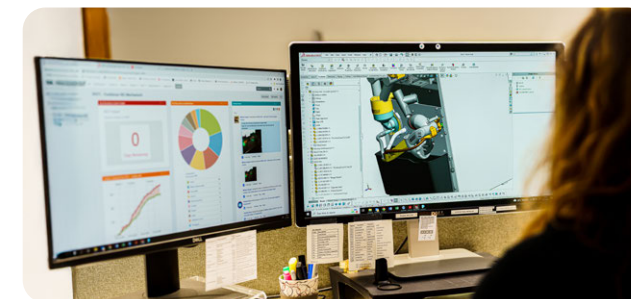
European sourcing

We prioritize **local sourcing to reduce transport emissions**. More than 85% of the components in the Bolero 43 are produced in Europe, supporting nearby suppliers and keeping our chain short and strong.

Circular design principles

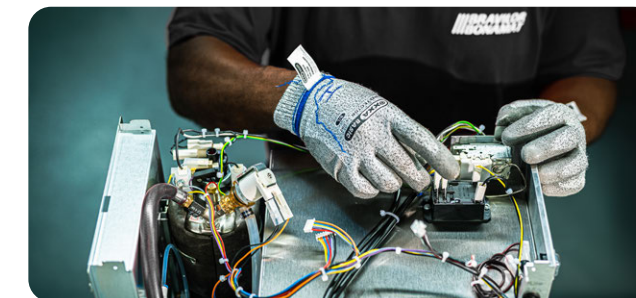
Circularity is at the core of our design philosophy. From the earliest concept stages, our engineers work to ensure that products are:

Modular in design



Modular in design, making it possible to replace critical components individually instead of entire systems.

Easy to repair



Easy to repair and refurbish, so they serve our customers longer and reduce unnecessary waste.

Built with recyclability



Built with recyclability in mind, so materials can be separated and given new life when the time comes.

Durability & lifespan

Our machines are carefully engineered to deliver long-term reliability, reducing the need for frequent replacements.

By building to last, we use fewer raw materials, less energy, and fewer resources, while giving our customers the peace of mind that comes with dependable quality.

We believe durability is one of the most effective sustainability strategies.



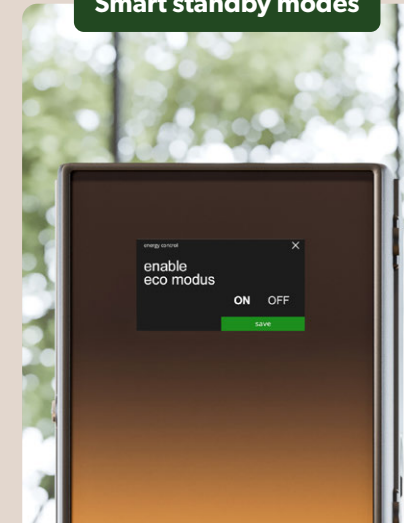
Energy optimization is always front of mind when we design.

Insulated boilers



Our coffee machine boilers are insulated with high-quality HDP material, helping to keep the warmth inside and avoid unnecessary reheating cycles.

Smart standby modes



Machines feature intelligent standby settings that automatically keep energy use as low as possible whenever the machine is not in use.

Continuous improvement



We are committed to ongoing innovation so every new generation of products becomes even more energy-efficient than the last.

INTERVIEW



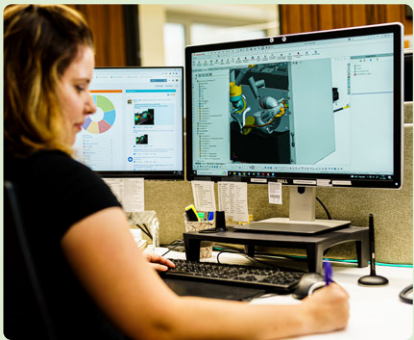
As an Engineer at Bravilor Bonamat, Melissa helps shape the sustainability of our products from the inside out. From exploring recycled materials and circular design principles to developing Life Cycle Assessments, she looks for practical ways to reduce environmental impact without compromising on quality or performance. She shares how curiosity, continuous improvement, and data-driven insights are helping drive more sustainable choices throughout product development.

What first sparked your interest in sustainability as an engineer?

Melissa: “There wasn’t one specific moment that sparked my interest in sustainability. Instead, it grew over time through different projects and experiences that showed me how much opportunity there still is to make a positive impact. Participating in a Circular Business Design course, working with suppliers on recycled plastics, and developing Life Cycle Assessments gave me new insights into the environmental impact of the choices we make as engineers. The more I learned, the more I realised that sustainability is about continuously improving and making better choices. That is what motivates me: finding practical ways to make a difference, both within Bravilor Bonamat and beyond.

How are sustainability considerations influencing product development today?

We are looking at how products are assembled. By designing components that are easier to mount and dismount, we can support maintenance, repair and refurbishment more efficiently. This helps extend the lifespan of our machines and supports a more circular approach. When it comes to materials, we are taking



a more critical look at choices that were made in the past. Sometimes materials were selected because they felt like the safest option. Today, we ask whether that material is really necessary or whether a simpler, more recyclable alternative could do the job just as well.

You have a strong focus on materials and looking for better alternatives, why is that so important?

We live in a world where many synthetic materials are produced through chemical processes based on petroleum or other fossil fuels. These processes can have a significant environmental impact, so it is important to handle them responsibly. By focusing more on the circular economy, we can reduce the need for fossil-based raw materials, which in turn helps lower CO₂ emissions. We also look at using cleaner materials, without unnecessary additives such as glass fibres or colourants, because these are often easier to recycle at the end of their life.

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these are often easier to recycle at the end of their life.

The perception of recycled plastics still varies, how do you ensure new materials meet Bravilor’s quality standards?

The world of recycled materials has changed significantly in recent years, and today very high-quality options are available. We are actively sourcing and testing recycled materials with strong mechanical properties, comparing them directly to virgin materials through a range of tests, including fire, creep, dishwasher, acid and drop tests. The results have been very encouraging. The recycled materials we are currently testing perform comparably to virgin materials and, in some cases, even better. At Bravilor, every material must meet the same quality and reliability standards, regardless of its origin. Customers should have complete confidence in the quality and reliability of the final product. This approach allows us to make more sustainable choices without compromising on performance.

Change isn’t always easy, how did you manage to get the support needed to proceed exploring and integrating recycled content into new product development?

It is important that our internal teams first gain confidence in new materials. We do this by gradually introducing recycled



INTERVIEW

materials into components that experience limited mechanical stress and are not visible from the outside of the machine. This allows people to become familiar with the material and see that the quality remains consistent. At the same time, we still have a long way to go. This is just one material group, and there are many more opportunities to explore in the future.

You started with developing Life Cycle Assessments, what value does a LCA bring to product development?

A Life Cycle Assessment requires a lot of effort, but it provides insights that you would otherwise never obtain. One of the biggest benefits is that it gives a clear picture of where emissions occur within a product. That allows us to focus on the areas where improvements will have the greatest impact.

The first Life Cycle Assessment we carried out was based on aggregated data. While it provided a CO₂ value, we could not see what was actually causing those emissions. We later invested a lot of time in building an assessment based on the actual component list of each machine. This approach allows us to identify exactly which components contribute most to emissions and where we should focus our efforts. Industry averages can provide an indication, but they often include broad

assumptions and safety margins. By using our own data, we gain a much clearer understanding of the real impact of our products.

What were some of the biggest challenges in building our Life Cycle Assessment framework?

Conducting a full Life Cycle Assessment requires an enormous investment of time and meticulous data tracking. It is a very intensive process and by trial and error we have overcome a lot of issues. The first challenge was finding the right software to process the data in a way that suited our organisation. That may sound straightforward, but it was only the beginning.

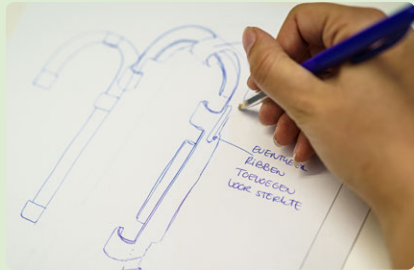
To calculate a product's environmental footprint, we needed to connect large amounts of machine data from our ERP system to emissions data. Not everything could be automated, so there was a lot of trial and error involved. Finding the right information, understanding how different data points relate to one another, and making sure everything was linked correctly often felt like solving a puzzle. The emissions database brought its own challenges. Not every material or process is readily available, which means you sometimes need to search for the closest comparable option or add information manually.

Another challenge is that there is still limited legislation and standardisation in this area. As a result, there is not always a clear roadmap to follow, and organisations are often learning as they go.

It has taken a significant amount of work, but every step has helped us build a stronger foundation. The more complete our database becomes, the easier it is to perform future assessments and identify opportunities for improvement.

Looking ahead, what sustainability opportunity are you most excited about?

Personally, I am very curious about the future potential of recycled materials and where we can apply them within our machines. The results we have seen so far are promising, and I believe there is still significant room for improvement. In my opinion, this is one of the areas where we can make a meaningful step forward in the coming years and further increase the use of recycled materials throughout our products.



LCA

Life Cycle Assessment

Gaining a thorough understanding of our products' environmental footprint is essential to achieving meaningful sustainability progress.

We cannot reduce what we do not measure. That is why Bravilor Bonamat is actively conducting Life Cycle Assessments (LCAs). By analysing a product's impact from raw material extraction through to its end-of-life phase, LCAs provide the data-driven insights needed to make informed decisions in design, sourcing and manufacturing. This approach helps ensure that our sustainability efforts are grounded in facts rather than assumptions.

While the value of an LCA is clear, gathering the required data remains a significant challenge. A single commercial-grade Bravilor Bonamat machine can consist of more than 300 individual components, each with its own materials, suppliers and production processes. Building a complete picture therefore requires increasing transparency throughout the value chain and close collaboration with suppliers.

By 2030, we aim to have full lifecycle insights across our product portfolio, enabling us to make even more targeted improvements in design, sourcing and manufacturing, and continue reducing our environmental impact step by step.

Lifecycle assessment Bolero family

This overview presents the carbon footprints of our instant machine range. The results are based on a cradle-to-gate assessment, covering the entire production phase from raw material extraction through to the point at which the finished product leaves our factory.

These Life Cycle Assessments (LCAs) were conducted using the EcolInvent database and are based on the best available information regarding materials, component weights, production locations and manufacturing processes. As LCA databases continue to evolve and new supplier-specific data becomes available, results may be refined over time to reflect the most accurate and up-to-date information. The assessments were performed using the EF 3.1 method. The Life Cycle Assessments were carried out in accordance with ISO 14040, ISO 14044 and ISO 14067.



CO₂ footprint Bolero family



Materials & recyclability

Understanding what a machine is made of is an important part of designing for responsible end-of-life management.

This breakdown of the Bolero 43 shows the materials that make up the machine and illustrates how much of each material can be recycled once it reaches the end of its service life. These insights inform our design choices for future developments and help us work steadily toward full circularity.

A machine’s future begins with the choices we make in its materials.



Bolero 43

Type of material	Material	Percentage of machine	Recyclable	Recyclability specification	Recyclability factor	% of machine is recyclable
Metal	Brass	0,53%	Yes	Widely Recycled	100%	0,53%
	Copper	0,14%	Yes	Widely Recycled	100%	0,14%
	Stainless steel	28,43%	Yes	Widely Recycled	100%	28,43%
	Stainless steel galvanised	0,50%	Yes	Widely Recycled	100%	0,50%
	Sendzimir	4,59%	Yes	Widely Recycled	100%	4,59%
	Steel (SAE1070)	0,02%	Yes	Widely Recycled	100%	0,02%
Plastic	ABS (Acrylonitrile Butadiene Styrene)	7,75%	Yes	Widely Recycled	100%	7,75%
	ABS chrome plated	0,01%	No	Not recyclable	0%	0,00%
	PEX (Polyethylene Cross-linked)	0,31%	No	Not recyclable	0%	0,00%
	HDP-VL (Polyethylene, High-density)	1,23%	Yes	Widely Recycled	100%	1,23%
	LDPE (Polyethylene, Low-density)	0,01%	Yes	Widely Recycled	100%	0,01%
	HDPE (Polyethylene, High-density)	0,04%	Yes	Widely Recycled	100%	0,04%
	PP (Polypropylene)	1,15%	Yes	Widely Recycled	100%	1,15%
	Mylar (Polyester, BoPET)	0,01%	Yes	Specialized recycling possible	100%	0,01%
	PA (Polyamide)	0,51%	Yes	Specialized recycling possible	100%	0,51%
	PA-6 (Polyamide 6)	0,01%	Yes	Specialized recycling possible	100%	0,01%
	PA-66 (Polyamide 66)	0,19%	Yes	Specialized recycling possible	100%	0,19%
	PA-757 (Polyamide 757)	0,38%	Yes	Specialized recycling possible	100%	0,38%
	PPA (Polyphthalamide, High-performance polyamide)	0,76%	Yes	Specialized recycling possible	100%	0,76%
	PC (Polycarbonate)	0,14%	Yes	Specialized recycling possible	100%	0,14%
	PC-ABS (Blend PC + ABS)	5,13%	Yes	Specialized recycling possible	100%	5,13%
	PCTG (Glycol-modified polyester)	5,23%	Yes	Specialized recycling possible	100%	5,23%
	PMMA (Polymethyl Methacrylate, Acrylic)	1,73%	Yes	Specialized recycling possible	100%	1,73%
	POM (Polyoxymethylene, Acetal)	5,89%	Yes	Specialized recycling possible	100%	5,89%
	PPE (Polyphenylene Ether)	0,42%	Yes	Specialized recycling possible	100%	0,42%
	PVC (Polyvinyl Chloride)	0,00%	Yes	Specialized recycling possible	100%	0,00%
	TPE (Thermoplastic Elastomer)	1,21%	Yes	Specialized recycling possible	100%	1,21%
	TPU (Thermoplastic Polyurethane)	0,15%	Yes	Specialized recycling possible	100%	0,15%
Synthetic rubber	EPDM	0,01%	No	Not recyclable	0%	0,00%
	VMQ	2,12%	No	Not recyclable	0%	0,00%
Paper/cardboard	Cardboard	20,86%	Yes	Widely Recycled	100%	20,86%
	Paper	1,14%	Yes	Widely Recycled	100%	1,14%
Electronic components	Cable assembly	2,29%	Yes	Specialized recycling possible	70%	1,61%
	Electromechanical assembly	4,91%	Yes	Specialized recycling possible	90%	4,42%
	Electronical assembly	2,19%	Yes	Specialized recycling possible	50%	1,10%
Others	PET-VOID label	0,0005%	No	Not recyclable	0%	0,00%
Total		100,00%				95,29%

Product packaging

Packaging is an essential part of our product experience: it ensures that our carefully assembled machines are delivered to customers safely and in perfect condition.

That's why we deliberately choose high-quality materials that not only protect our machines, but are also fully recyclable and have a low environmental footprint. Our cardboard packaging is 100% recyclable and made of more than 90% recycled content, helping us reduce the demand for new raw materials.

Because we ship our machines in large quantities, it is essential to keep them packaged efficiently and securely. With a state-of-the-art packaging machine, we have streamlined the process and reduced secondary packaging materials per pallet by 75%. This investment helps us minimize waste while improving operational efficiency. By making packaging smarter, we protect our machines, our customers, and the environment at the same time.



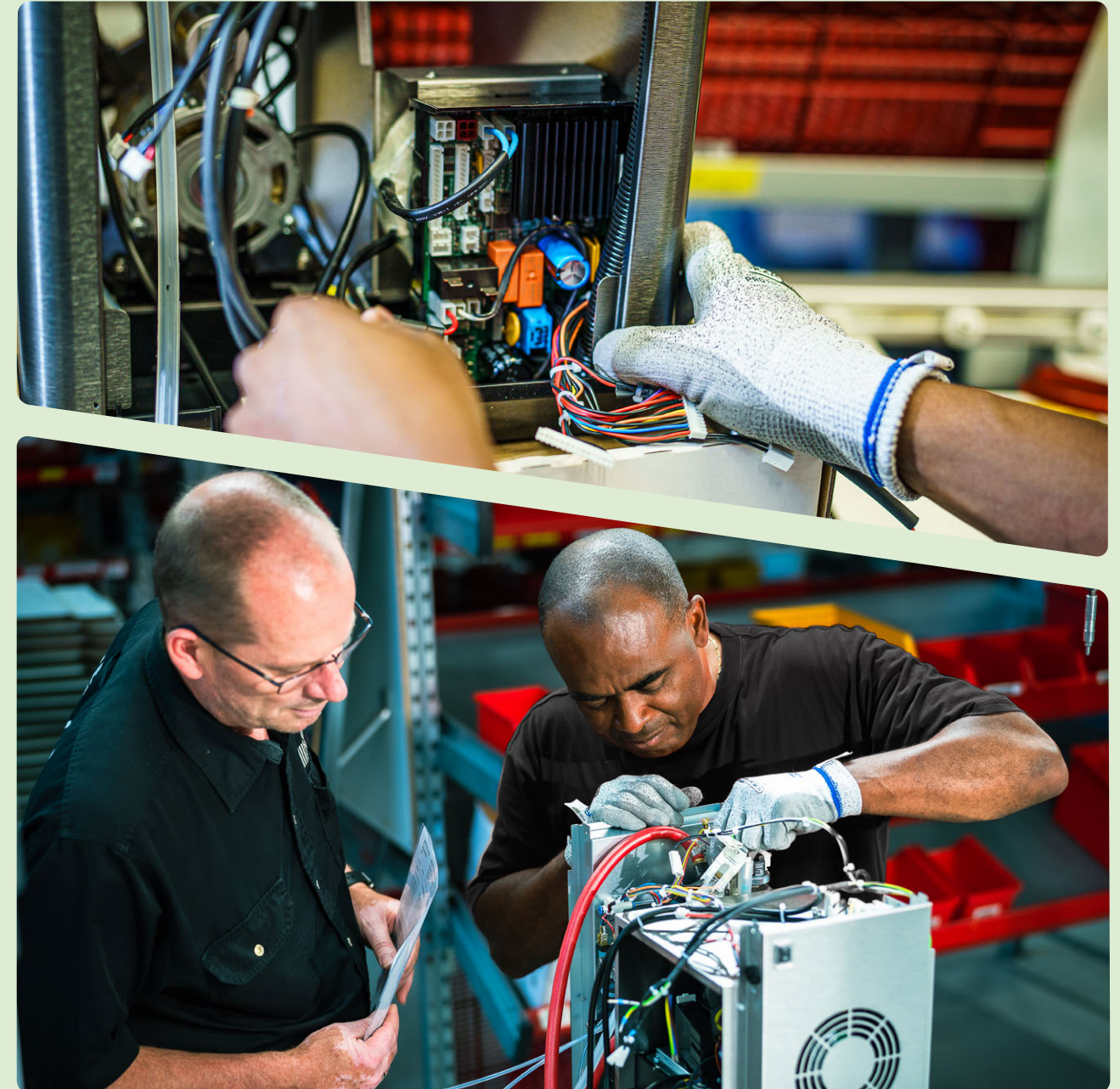
Our cardboard packaging is 100% recyclable and consists of more than 90% recycled content.

Circularity & refurbishment

Our approach is built on repairability over replaceability. We believe in machines that can be repaired, upgraded, and reused, extending their value while reducing their impact.

Refurbishment is a core pillar of our circular design roadmap. Thanks to our uncompromising quality standards, the heavy-duty exterior materials of our coffee machines routinely outlive their initial deployment. Through our dedicated refurbishment program, we carefully disassemble these robust exteriors and completely replace all critical internal wear-and-tear components, ensuring the machine operates flawlessly and performs exactly like new.

This process maximizes resource efficiency where it matters most. By preserving the premium raw materials already embedded in our machines, we achieve significant waste reduction and drastically cut the demand for new natural resources. Ultimately, refurbishing a Bravilor Bonamat machine can save up to 80% of production-related carbon emissions compared to manufacturing a new one, combining maximum longevity with minimal environmental impact.practice.



A man with a beard and short hair, wearing a black polo shirt with 'BRAVILOR BONAMAT' on it, is working in a factory. He is holding a long metal rod over a workbench. The background shows industrial equipment and blue shelving units. A large green semi-transparent circle is overlaid on the left side of the image.

BRAVILOR BONAMAT

Production & craftsmanship

Metal shop - Heerhugowaard



Where every detail matters.

In our own production facilities, innovation, quality and sustainability go hand in hand. By keeping manufacturing close to home, we maintain full control over materials, processes and working conditions. This allows us to improve step by step, reduce our impact and deliver machines that reflect true craftsmanship and care.

PRODUCTION IMPACT

Manufacturing

At Bravilor Bonamat, production is more than just assembling coffee machines: it is the place where innovation, quality, and sustainability come together in everything we do.

By designing and manufacturing our products in Europe, we retain full control over quality standards, ethical production, and environmental impact. With our own facilities for plastic injection moulding, assembly, and metalworking, we can improve step by step and quickly put sustainable innovations into practice.

*By producing in Europe,
we ensure quality, ethics,
and sustainability in every
machine.*



INTERVIEW



Jarosław Karolczuk
Managing Director

As Managing Director of our production facility in Poland, Jarosław plays a key role in strengthening Bravilor Bonamat's manufacturing capabilities while driving continuous improvement across operations. From energy efficiency and waste reduction to circular material flows and production optimization, he believes sustainability is achieved through practical actions and long-term thinking. He shares how collaboration, innovation and a strong team culture help create a more efficient, resilient and sustainable production environment.

Energy systems vary across Europe. How is the team in Poland building a more resilient energy supply?

"Poland's energy transition is progressing, but the grid still relies heavily on coal and faces capacity challenges. That is why energy resilience is about more than sustainability alone. In 2023, we invested in a 250 kW solar installation, which now covers a significant share of our production energy needs. For the remaining demand, we carefully selected an energy partner that balances reliability, cost and sustainability. Together, these steps help us reduce our dependence on the grid while building a more resilient operation.

What are some of the most impactful ways your team has reduced waste in daily operations?

Waste reduction is part of our continuous improvement mindset. One example is updating our production planning calculations, which helped reduce scrap related to production start-ups by around 30%. We have also started reusing materials such as PCTG, ABS and PP during machine cleaning and changeovers. In addition, new equipment investments help lower both waste and energy consumption. For example, new vacuum dryers use around 90% less

energy, while modern temperature control units can reduce pump energy use by up to 85%.

We have created a circular material flow between our factories. What made that possible?

The key has been communication and understanding each other's needs. Close cooperation between production, logistics and planning teams, combined with clear procedures for material handling and segregation, has allowed us to create a smooth and reliable process across both locations.

What are the benefits of keeping injection moulding in-house?

Producing components in-house gives us greater control over material use, quality and waste reduction. We can closely monitor processes, respond quickly to deviations and continuously improve efficiency. It also allows us to introduce improvements directly on the production floor, whether that involves reducing scrap, optimizing material use or implementing recycling and reuse initiatives.

How do you keep transport and logistics as efficient as possible?

Efficiency starts with planning.

By aligning production schedules across locations, we can consolidate shipments, reduce partial loads and improve vehicle utilisation. Close cooperation between production, warehousing and logistics teams also helps us respond quickly to changes in demand while avoiding unnecessary stock and transport movements.

Looking back, what makes you most proud?

Without question, the team. Every day they show flexibility, ownership and a willingness to solve problems together. Creating an environment built on trust, knowledge sharing and continuous improvement has been one of the most rewarding parts of my role. I am also proud of the production transfers and ramp-ups we have successfully completed. These projects require strong teamwork and careful planning, and they have strengthened our manufacturing capabilities significantly. Working on our own coffee machine products makes it especially rewarding. It allows us to contribute to the entire process, from development to production, and see the direct impact of our work on product quality and customer satisfaction.



Looking ahead, where do you see the biggest opportunity for the Poland facility?

The biggest opportunity lies in continuing to grow our manufacturing capabilities while supporting innovation across the business. Our experience with production transfers has created a strong foundation for future growth, while our in-house expertise in engineering, injection moulding and manufacturing helps us bring new products to market efficiently. At the same time, there is still significant potential in further improving energy efficiency, material use, automation and logistics. By continuing to build on our culture of collaboration and continuous improvement, we can create even greater value in the years ahead.

Waste management

At Bravilor Bonamat, we see proper waste management as a vital pillar of the circular economy. We are dedicated to minimizing waste at every stage of production through strict sorting, reduction, and recycling protocols. By keeping valuable materials out of landfills and optimizing resource efficiency, we translate our respect for the planet into tangible, everyday action.

This commitment is supported by our close partnerships with local waste processors, such as GP Groot and Overdie. Situated less than 15km away, this close proximity substantially reduces our transport-related emissions, while allowing us to leverage their advanced recycling technologies to maximize our circular impact.

Co ₂ emissions from waste processing at factory level	2024	2025
Scope 3.5 emissions in tons of CO ₂	292,3	339,1



Closing the loop



GP Groot

By reusing what we already have, we avoid waste and keep resources in the loop.

96%
of total factory waste was recycled in 2025.

“ In 2025, 2140 pallets across our two factories were reused, saving 9,8 tons of CO₂



Recycled plastic

Resource recovery

Our commitment to circularity drives us to maximize recycling efficiency across all our facilities. We actively segregate our waste streams into specialized collection categories, including cardboard, plastics, metals, and electronics, ensuring each material can be optimally processed.

This disciplined sorting protocol allows us to divert the vast majority of our operational byproduct away from landfills. As a direct result of these efforts, we achieved a landmark 96% recycling rate waste in 2025.

Local recycling

To further lower our logistics footprint, we recently partnered with a family-owned metal recycler situated less than 9 kilometers away. By intentionally keeping our recycling network close to home, we effectively minimize transport distances and associated carbon emissions while supporting the regional circular economy.



Overdie recycling

PARTNERSHIP OVERDIE

As a regional family-owned business, we believe in the value of long-term partnerships built on mutual trust, quality, and shared values. These same principles form the foundation of our collaboration with Bravilor Bonamat, where sustainability, close cooperation, and craftsmanship are central.

Drawing on our expertise in metal recycling, we collect and process the ferrous and non-ferrous metals generated through Bravilor’s operations. By recycling these materials in a responsible and high-quality manner, valuable raw materials are retained for reuse within the circular economy. Through advanced sorting and recycling technologies, we ensure that virtually all collected metals can be reintroduced as raw materials for new production processes.

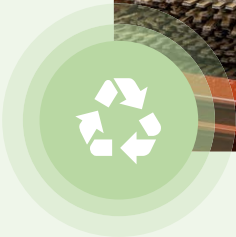
Together, we help reduce the demand for virgin raw materials while contributing to lower CO₂ emissions and a more efficient use of natural resources. For us, this partnership demonstrates how regional companies can strengthen one another. By combining knowledge, craftsmanship, and mutual trust, we work together to close material loops and achieve tangible sustainability goals.

Overdie recycling

Reusing materials

While recycling produces significantly lower emissions than incineration, reusing materials is even more sustainable. We see used materials not as waste, but as valuable resources.

That’s why we have implemented several initiatives to reuse materials and create a more circular flow. For example, we collect packaging materials from our suppliers and reuse them for shipments between our locations. By doing this, we saved 12.000 plastic bags this year that were previously used for intercompany shipments, but are now replaced by reused ex-supplier packaging. We also shred and repurpose our own cardboard packaging as filler material for transport. And every pallet that arrives at our facilities is reused. In 2025, 2140 pallets across our two factories were reused, saving 9,8 tons of CO₂.



Water consumption

We recognize water as a scarce resource and are committed to optimizing water usage in all our facilities.

Water management

With water scarcity becoming a global concern, we aim to minimize consumption wherever possible. Our production process itself requires very limited amounts of water, but extensive testing in our machine development processes does. That’s why we continually look for ways to optimize these tests and reduce water usage. We have also introduced water-saving fixtures, treatment systems that allow reuse, and low-flow toilets at our Heerhugowaard site.

Water consumption Bravilor group	2024	2025
Water usage (group level) in m³	3.122	3.187

These results show that even small improvements add up, proving that our efforts in saving and reusing water really make a difference.



Water & air pollution

At our core, we believe that safeguarding natural resources is a fundamental responsibility. We are committed to minimizing our environmental footprint, ensuring that our daily operations do not contribute to the degradation of surrounding ecosystems.

Due to the clean nature of our assembly and engineering methods, our facilities generate minimal direct water and atmospheric pollution.

Water stewardship

We do not discharge pollutants into the water system during our operations. Our water consumption is strictly limited to standard municipal and sanitary uses, as well as routine machine testing, avoiding the use of harmful chemicals.

Air emissions

Our direct manufacturing processes run entirely on electricity, preventing the release of toxic chemical emissions into the atmosphere. Our direct atmospheric footprint is limited to building heating and transportation.

Value chain commitment

While the air and water pollution in our direct operations is low, we recognize that water and air pollution can occur deeper within our value chain, particularly during raw material extraction, component processing, and extended logistics.

Access to clean air and water is a fundamental right, yet it remains vulnerable in many parts of the world. Because we deeply value these vital resources, we are actively committed to collaborating with suppliers who share this perspective. We prioritize partners who recognize the importance of environmental preservation and demonstrate a commitment to preventing pollution within their own upstream operations.



Energy use

We continue to take clear steps toward a cleaner energy future. By expanding solar generation and increasing the share of renewable electricity, we are steadily reducing our dependence on fossil sources and strengthening our energy resilience.

Renewable energy and solar parks

In 2023, we took a significant step toward energy independence by commissioning our own on-site solar parks.

- | Heerhugowaard, NL: **3.550 solar panels**
- | Białystok, PL: **528 solar panels**
- | Geerts (sister company): **1.050 solar panels**

Together, these panels generated over 1.4 million kWh of clean energy in 2024

We strongly believe in the green transition, which is why we are committed to fully switching to renewable energy. The installation of our solar panels is an important milestone on this journey.

By 2030 our goal is to run entirely on renewable electricity across the Bravilor group.

These numbers show how we are moving in the right direction year after year. Using more renewable energy, generating more of our own, and steadily reducing our dependency on fossil sources.

“We are steadily closing in on our goal to run entirely on renewable electricity by 2030.”

Energy consumption Bravilor group	2024	2025
Total electricity consumption	2.560.544	2.542.230
Total renewable electricity consumption	1.836.614	1.878.831
% Renewable electricity consumption	72%	74%



Local energy sourcing

Last year, we also launched a program to locally trade and source green energy. That means the surplus solar energy we generate is shared with nearby businesses, while we in turn purchase renewable power from regional producers. This approach shortens supply chains, increases transparency, and gives us the certainty of knowing exactly where our energy comes from.

Electric fleet & charging infrastructure

Cycling is deeply embedded in Dutch culture, and this mindset inspires us to promote low-impact mobility solutions. At our factory in Heerhugowaard, employees use electric cargo bikes for local transport, and we have invested in two fully electric company vans powered directly by our own solar energy.

Additionally, our Heerhugowaard facility is equipped with 16 charging stations, making it easy for employees and visitors to choose electric vehicles and recharge them with renewable energy produced on site.



Reducing energy consumption

Switching to greener energy sources alone is not enough; reducing overall energy consumption is equally essential.

Over the past year, we launched several initiatives to optimize energy efficiency:

Metal shop optimization:

Reduced machine energy consumption by through smarter standby settings and frequency controls.

LED lighting:

Installed energy-efficient lighting, saving electricity annually.

Electric tools:

Replaced six of our most-used pneumatic tools with energy-saving electric alternatives.

Smart heating:

Implemented weather-dependent heating control, reducing energy.

Heat recovery:

Reuse of waste heat has achieved savings in heated spaces.

In the years ahead, we will continue insulating our facilities and introducing new heating solutions, helping us move faster toward our ambition of fully carbon-neutral operations.

ENVIRONMENTAL IMPACT

CO₂ emissions

Scope 1 emissions in tons of CO₂

Stationary emissions production sites
Stationary emissions sales offices
Mobile emissions
Total Bravilor Group

2024	2025
293,6	313,2
112,9	124,7
18,3	18,4
424,7	456,4

Scope 2 emissions in tons of CO₂

Purchased electricity production sites
Purchased electricity sales offices
Total Bravilor Group

2024	2025
336,5	275,7
51,5	54,0
388,0	329,7

We track our CO₂ emissions annually for Scope 1 and Scope 2 and are working hard to map out all Scope 3 emissions as well.

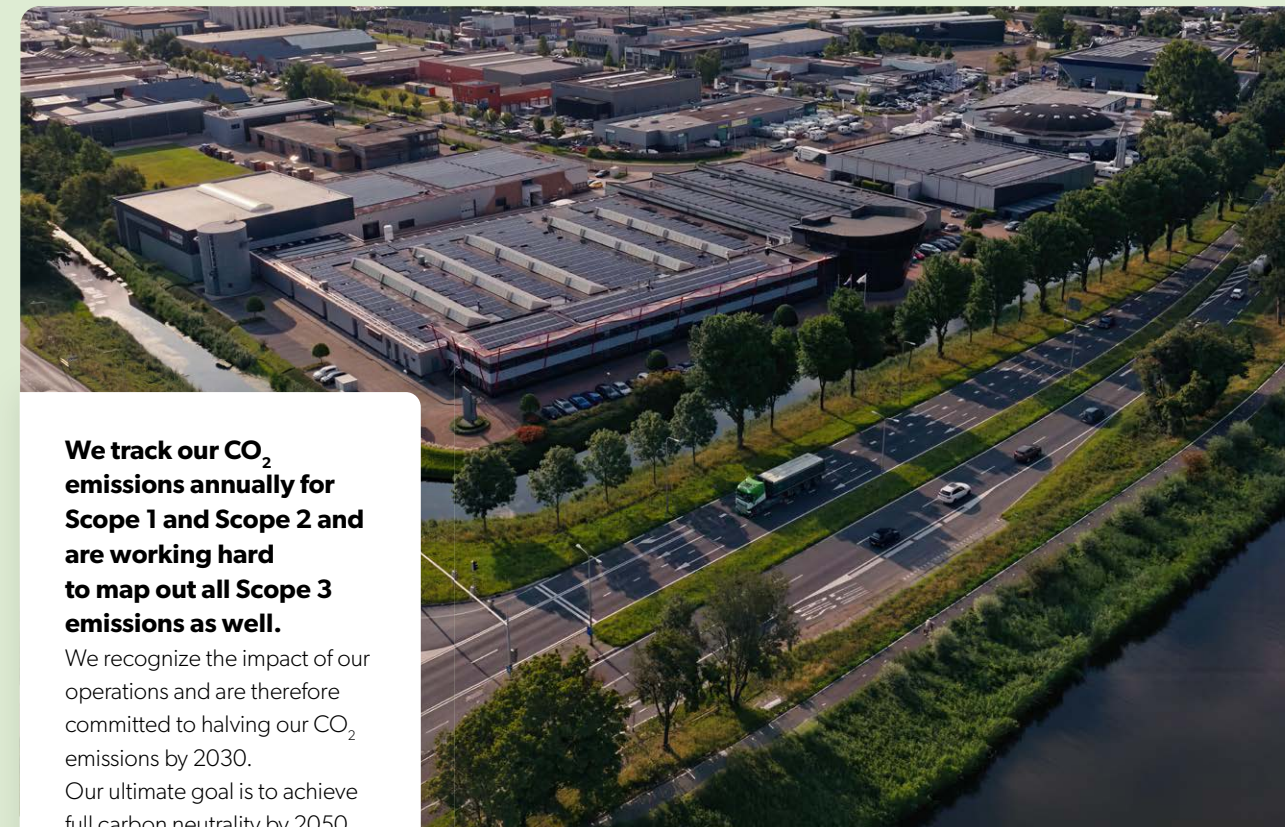
We recognize the impact of our operations and are therefore committed to halving our CO₂ emissions by 2030.

Our ultimate goal is to achieve full carbon neutrality by 2050.

CO₂ emission factors in kg

Gas consumption (per m ³)
Coal consumption (per kwh)
Non-renewable electricity (per kwh)
Renewable electricity (per kwh)

2024	2025
1,779	1,779
0,330	0,330
0,536	0,497
0	0





BRAVILOR BONAMAT

Supply chain & logistics



A SUSTAINABLE VALUE CHAIN

From responsible sourcing to smarter delivery.

Building a more sustainable business requires us to look beyond our own operations and consider the entire journey of our products, from raw material sourcing to final delivery.

Together with our suppliers and logistics partners, we work to reduce environmental impact, improve transparency across the value chain, and continuously identify opportunities for improvement.

By making responsible sourcing decisions, strengthening long-term partnerships, and optimizing our transport networks, we aim to create a resilient supply chain that delivers value for our customers while respecting people and the planet. In this way, sustainability becomes part of every step in our value chain.

Bravilor Bonamat in the value chain

Understanding our role in the value chain allows us to identify key activities, stakeholders, and suppliers. By evaluating social and environmental criteria, we can amplify our positive impact across the entire chain.



INTERVIEW



Tom Oude Lansink
Procurement Manager

As Procurement Manager, Tom believes that sustainable sourcing starts with long-term thinking. Every day, he balances quality, availability, cost and sustainability while working closely with suppliers to make better choices throughout the value chain. He shares how transparency, partnership and continuous improvement are helping Bravilor Bonamat build a more sustainable supply chain, one step at a time.

What role does your procurement department play in the sustainability journey of Bravilor?

Tom: Procurement plays an important role in Bravilor's sustainability journey, because we decide where and from whom we source our materials and components. R&D defines the specifications and technical requirements, but within those boundaries, we can select suppliers who share our sustainability ambitions and can help us improve the impact of our products. At the same time, sustainability is always part of a broader decision. We also have to consider reliability, lead times, material availability and price. We are willing to invest in more sustainable materials and components, but these choices need to be supported across the value chain. In the end, real impact can only be achieved when suppliers, Bravilor and customers move in the same direction.

How does Bravilor's family-business mindset influence your approach to sourcing?

Being a family business gives us the freedom to look beyond short-term financial considerations and take a longer-term view. Price will always be important, but it is not the only factor that influences our decisions. When evaluating suppliers, we also look at questions such as: Are they local? How do they perform on sustainability? Can we make a product more sustainable with a

relatively small investment? And are there opportunities to work together and help suppliers make more sustainable choices? That long-term perspective allows us to make decisions that create value beyond immediate cost savings. In some cases, a more sustainable option may require additional effort or investment upfront, but it can lead to lower environmental impact, stronger partnerships, and better outcomes in the long run.

Gathering environmental data across a supply chain is highly complex. How do you work with suppliers to gain better insight into environmental impacts further up the value chain?

Scope 3 emissions are one of the biggest sustainability challenges for companies today, because they require transparency across the entire value chain. In an ideal world, we would have full visibility into our supply chain, but the reality is that we are not there yet.

As part of our Life Cycle Assessment work, we have experienced this challenge firsthand. In some cases, suppliers can readily provide the information we need. In other cases, the data simply does not exist yet. While that can be frustrating, it also highlights where there is still work to be done. We see that this is particularly challenging for smaller

suppliers. Unlike larger organisations that are often required to report sustainability data, smaller companies do not always have the systems, resources or expertise needed for extensive data collection and reporting. Where possible, we are willing to support and guide them in this process.

How does the limited data availability from suppliers affect your LCA process?

We have noticed that, in the area of Life Cycle Assessments, we are slightly ahead of parts of our supply chain. It will take time and patience before all suppliers are at the same stage. Limited regulation, different reporting standards and regional differences do not make this easier. Although supplier-specific data is still limited, we decided not to wait. Instead, we started building our Life Cycle Assessments using the Ecochain database. By combining information such as material type, weight, production location and other component properties, we can already create activity-based LCA reports and gain valuable insights into our products. As more supplier-specific data becomes available, we can continuously improve these assessments and make them even more accurate. This allows us to start learning and making improvements today, while continuing to work towards greater transparency in the future.



Recognizing that the heaviest environmental footprint often occurs during raw material extraction, how do you collaborate with suppliers to minimize pollution and emissions at extraction sites?

A large share of environmental impact occurs during raw material extraction. While we have limited direct influence over extraction sites, we believe one of the most effective ways to reduce that impact is by increasing the use of recycled materials.

These materials have already been extracted once and can often be reused multiple times without compromising quality. By keeping valuable materials in circulation for longer, we reduce the demand for virgin raw materials and help lower the environmental impact associated with extraction. A good example is the stainless steel we use. We work with a supplier whose stainless steel contains, on average, 88% recycled content. Stainless steel is particularly well suited for circular use because it can be recycled repeatedly without losing its quality or performance. We are also exploring opportunities to increase the use of recycled plastics. This is more challenging than steel, as the availability and quality of recycled plastics can be less consistent, and supply chains are often less predictable. Nevertheless, we see significant potential and continue to test these materials to better understand where they can be applied in our products without compromising quality or reliability.

How do our sourcing choices help promote responsible working conditions throughout the supply chain?

Human rights are non-negotiable for us. We have zero tolerance for human rights abuses such as forced labour, child labour, discrimination, or unsafe working conditions. We believe everyone involved

in our value chain should be treated with dignity, respect, and fairness. For our direct tier-one suppliers, we help safeguard these standards through supplier assessments and audits conducted jointly by our Procurement and Quality Assurance teams. Human rights, working conditions, and broader ESG topics are also included in our supplier performance evaluations and ongoing supplier reviews. At the same time, we recognise that we do not yet have full visibility into the deepest layers of our supply chain. This remains one of the biggest challenges, not only for us but for many companies. That is why strong collaboration and transparency are so important. We encourage our suppliers to engage with their own suppliers and to apply similar standards and assessments throughout the value chain.

Phasing out single-use plastics and transitioning to circular packaging requires close collaboration. What does it take to co-innovate with suppliers to make logistics more circular?

Making packaging more sustainable is a continuous process of testing, learning and improving together with suppliers. Not every solution is immediately available or feasible, so finding the right approach often takes time and experimentation. One example is our work with local

suppliers to introduce reusable crates that circulate between their facilities and ours. By replacing single-use packaging with reusable transport solutions, we reduce packaging waste while strengthening our partnerships. This kind of collaboration has also helped us almost completely replace EPS with cardboard packaging and reduce plastic packaging on our spare parts line by around 90%. These may seem like small steps individually, but together they help move us towards a more circular way of working.

Which opportunities do you foresee in the coming years in sustainable procurement?

Over the past few years, we have focused heavily on improving the areas where we have the most control and visibility. We have made good progress there, but some of the biggest opportunities now lie further upstream in the value chain. The next step is turning the insights we are gathering today into meaningful improvements together with our suppliers. Better transparency, more supplier-specific data, and stronger collaboration across the value chain will help us make more informed decisions and further reduce our environmental impact. We do not have all the answers yet, but we believe that every step towards greater transparency helps create new opportunities for improvement.



Supply chain responsibility

Sustainability extends beyond our own operations. Achieving meaningful and lasting impact requires collaboration across the entire value chain.

While we cannot directly control every step, from raw material sourcing to end-of-life recycling, we embrace our responsibility by actively engaging with partners to encourage and support sustainable practices. We actively seek to work with suppliers and partners who share our sustainability vision. Transparency, trust, and open communication are at the heart of these relationships. By sharing knowledge and working side by side with stakeholders, we drive innovation, exchange best practices, and build sustainable growth together.

At Bravilor Bonamat, ethical responsibility and the protection of human rights are fundamental values that guide every aspect of our business.

BRAVILOR BONAMAT



Ethics and human rights

At Bravilor Bonamat, ethical responsibility and the protection of human rights are fundamental values that guide every aspect of our business.

We hold ourselves and our partners to the highest global standards, enforcing a strict Supplier Code of Conduct that guarantees fair wages, safe working conditions, and an absolute zero-tolerance policy for child or forced labor. To ensure these principles are actively lived rather than just written on paper, we conduct rigorous supplier audits across our value chain. We believe that a sustainable product can never be built on unfair practices. Consequently, we refuse to collaborate with any company that violates human rights or compromises the dignity of workers.

Smart logistics

We prioritize sourcing components from within Europe whenever possible, keeping supply chains short and avoiding unnecessary CO₂ emissions. By working closely with our suppliers, we ensure that transport routes are as efficient as possible.

To further reduce the carbon footprint of logistics, we carefully manage truck load optimization, making sure that deliveries to our sales offices and warehouses are always packed to the fullest. This way, we avoid half-empty shipments and limit the environmental impact of transport while maintaining an efficient flow of goods.



Wrapping machine

“Our new wrapping machine uses 75% less plastic per pallet.”

Secondary packaging reduction

Optimized packaging technologies have reduced secondary plastic packaging, used to ensure our pallet arrive at our customers in perfect condition, by 75%. By rethinking and redefining packaging methods we continue to phasing out single-use materials one step at the time.

Packaging in supply chain

Reducing waste often starts with rethinking everyday processes and finding smarter ways to work together.

In close collaboration with our local partners, we designed an innovative system to phase out single-use packaging without compromising the safety and condition of our incoming components.

Together, we established a circular workflow utilizing reusable transit boxes that travel seamlessly back and forth between our facilities. Having successfully proven this model with our closest suppliers, we are now actively expanding this reusable system further across our global supply chain to deepen our commitment to circularity.



We're reducing packaging waste by replacing single-use materials with reusable crates and boxes shared between our suppliers.

BRAVILOR BONAMAT

BRAVILOR BONAMAT

People & culture



Our people are at the heart of Bravilor.

As a family-owned company, we foster a culture of togetherness, care and trust. By supporting growth, well-being and equal opportunities, we create a workplace where everyone feels valued and proud to contribute.

Employee well-being

Our people are the foundation of our organization. We strive to create a workplace where everyone feels valued, safe, and motivated to come to work each day.

A healthy work-life balance is a priority for us, which is why we regularly organize sports and social activities outside of work to strengthen team connections and promote overall well-being. We are proud to be recognized as a Great Place to Work, reflecting the culture of trust, respect, and care that defines our company.

Safe & Fair working conditions

The health and safety of our employees is of utmost importance, not only for those working within our own organization, but also for the employees throughout our supply chain.

We operate in line with ISO 45001 standards to ensure safe and fair working conditions at every level. A dedicated occupational health and safety team oversees compliance, identifies potential risks, and implements improvements to maintain a safe and healthy work environment for all.

Ergonomic lifting aid



Safety requirements



Canteen



Safety earplugs



We strive to create a workplace where everyone feels valued, safe, and motivated to come to work each day.

During our break



WORKPLACE

Training & personal growth

Training & personal growth

We believe our employees are our most valuable asset. That is why we support their personal and professional growth with opportunities for learning and career development. Annual development reviews and open dialogue sessions with managers allow employees to reflect on their progress, discuss ambitions, and identify ways to grow their skills and expertise. By investing in people, we strengthen our long-term success, retain talent, and create space for innovation.

Workplace culture & pride

One of our core values is togetherness. As a family-owned company, we nurture a culture based on connection, trust, and collaboration. This family-oriented spirit is what makes our workplace unique and inspires employees to take pride in both their work and the products and services we deliver.

Inclusion & equal opportunity

We are committed to building a diverse and inclusive workplace where everyone has equal opportunities to thrive. We invest in programs that inspire young people to explore technology and discover future career paths. In addition, we actively support individuals with a distance to the labor market by offering opportunities to learn, grow, and contribute.

We nurture a culture based on connection, trust, and collaboration.



By opening doors for all, we create a workplace where everyone feels welcome and valued.

BRAVILOR BONAMAT



NEXT GENERATION

Investing in future talent

At Bravilor Bonamat, we believe in the importance of sharing knowledge and helping develop the next generation of professionals. That is why we actively collaborate with educational institutions to introduce students to our company and the opportunities we offer through internships, apprenticeships and future careers.

Each year, we provide internship opportunities across a wide range of departments, including Procurement, HR, Production Engineering and R&D, for both vocational (MBO) and higher professional education (HBO) students. We also support technical apprentices through Tetrix, where practical experience and skills development are central. In this way, we invest in the technical professionals of the future.

We maintain a close partnership with Inholland University of Applied Sciences, where we give annual presentations to students, particularly those studying Mechanical Engineering. These sessions provide insight into Bravilor Bonamat and the diverse internship and career opportunities within our organisation.

We also participate in internship and career fairs organised by Talland College for technical education programmes. Through these events, we connect with students from different backgrounds and help them explore future career paths. In addition, we regularly welcome students for company visits and guided tours and occasionally offer short introductory internships, allowing young people to gain their first experience of the business environment.

By working closely with educational institutions, we hope to inspire more young people to pursue careers in technology while helping them discover the opportunities our industry has to offer.

BRAVILOR IN MOTION

Moving together, growing together

At Bravilor Bonamat, we believe that physical well-being and workplace happiness go hand-in-hand.

To foster a healthy, vibrant, and connected team culture, we actively organize and participate in a variety of athletic events, including corporate running races, football and volleyball tournaments, padel clinics, and team hikes. By moving together outside of office hours, we naturally strengthen our internal collaboration and team spirit. This commitment to healthy motion extends to the daily commute as well; we proudly support and incentivize our employees to cycle to work, promoting both individual vitality and a lower carbon footprint.



SHARED VALUE

Driving change

At Bravilor Bonamat, we understand that sustainability is a shared responsibility. By driving change through strong partnerships and high standards, we aim to transform not just how we do business, but how business is done. Together, we can create a future where innovation and sustainability go hand in hand.

Collaborating for impact

Forging partnerships extends beyond our supply chain. We actively seek collaboration with organizations, industry peers, and experts to share knowledge and accelerate innovation. By pooling resources and insights, we can tackle global challenges with smarter, faster solutions.

Driving a culture of excellence

One of our core values is togetherness. As a family-owned company, we nurture a culture based on connection, trust, and collaboration. This family-oriented spirit is what makes our workplace unique and inspires employees to take pride in both their work and the products and services we deliver.



bravilor.com

Bravilor Bonamat BV
Pascalstraat 20
1704 RD Heerhugowaard
The Netherlands

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