



Sustainability Report 2022

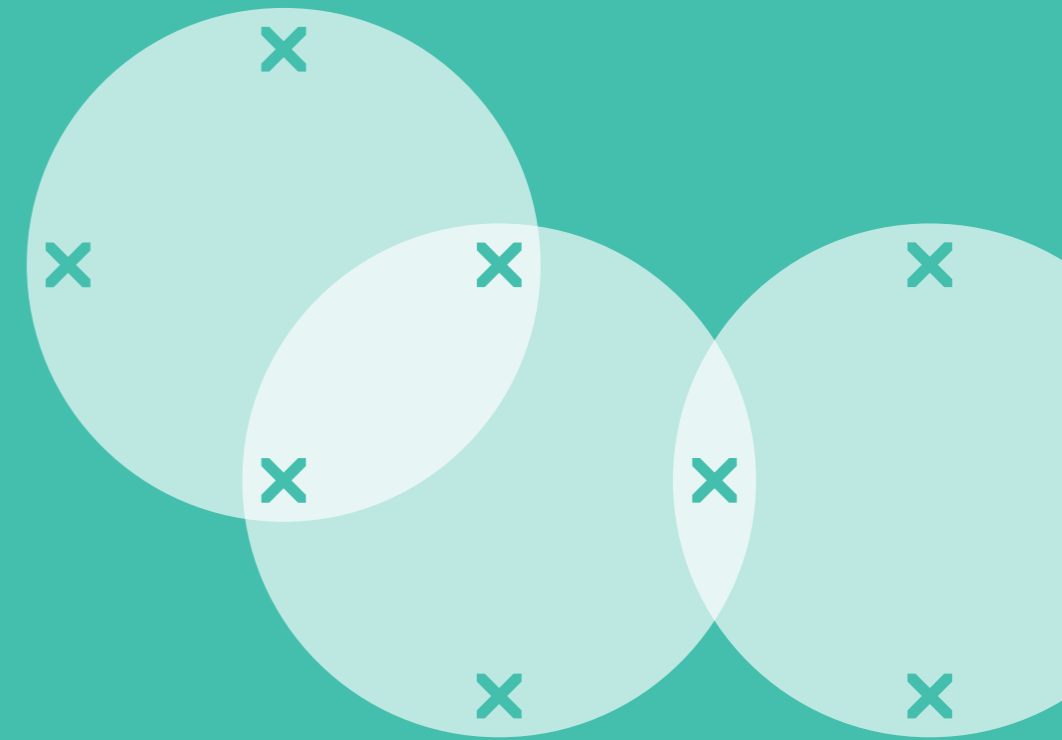
Ensuring our promises are more
than just words.

dataflex

feeling at work

"Being a B Corp is not just about certification, it's about using business as a force for good."

- Anthea Kelsick and Gabriel Brodbar, co-CEOs of B Lab.



Preface

We are proud to present Dataflex's Sustainability Report for 2022, highlighting our ongoing commitment to sustainable practices and our achievements over the past year. One of our biggest achievements was our successful B Corp certification in December 2022, of which we are immensely proud.

As a certified B Corp, we hold ourselves accountable not only to our stakeholders but also our planet and society. Our B Corp certification reflects our dedication to meeting the highest standards of environmental and social responsibility while ensuring business success. We understand that the success of our business is intertwined with the wellbeing of the planet, and are committed to operating in a manner that is both ethical and sustainable.

In this report, we will share our progress towards achieving our sustainability goals, including our efforts to reduce our carbon footprint and initiatives to support our local communities. We believe that transparency and accountability are essential to achieving our sustainability goals, and are excited to share our progress with you in this report.

Roderik Mos
Owner and Managing Director.



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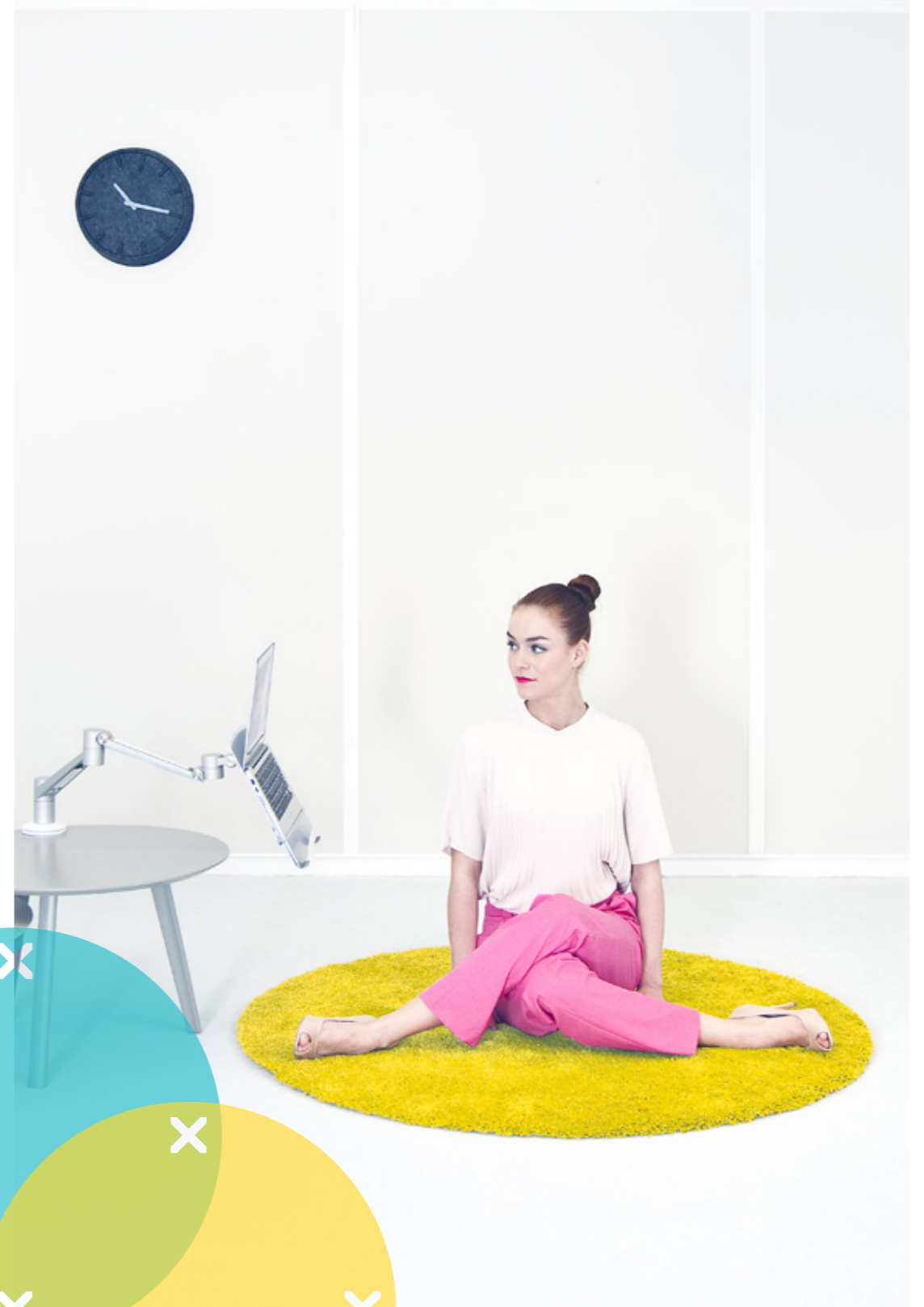
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Looking back

Reflections on our goals and achievements

Our main goal for 2022 was to become a certified B Corp. During our Dataflex Christmas party at the end of December we received the amazing news of our successful certification.

As part of our work to become a certified B Corp, we had to undergo the B Impact Assessment (BIA). The BIA is an excellent tool for assessing your current efforts and

gave us great guidance on how to improve our performance in the five impact areas: Environment, Workers, Governance, Customers and Community. This holistic approach ensures that companies are not just focusing on one aspect of sustainability, but considering the impact of their operations on all stakeholders.

Here, we present some of results we have achieved in each impact area.



Governance

In order to make the beneficial ownership of our company more transparent, we added a page to our website with our organogram and information on the ownership of our company. This can be found, for example, by typing 'governance' into the search field on our website. www.dataflex-int.com/en/governance

Additionally, the social and environmental performance of the company was considered during management reviews, and broken down to the level of the performance review of each worker. Which brings us to the next impact area.



Workers

As mentioned above, all workers have a social and environmental engagement component in their annual performance review, motivating everyone to do their bit in their daily work to go beyond business-as-usual. Every worker receives a score on their social and environmental performance which has an impact on their end-of-year bonus.

Additionally, we had the goal to switch from a manager-to-worker feedback structure to a 360-degree feedback setup. This allows for more diversified feedback from more than just the worker's direct manager. A test run for the 360-degree feedback was prepared in Q4 2022 and performed in Q1 2023. The pilot proved very successful and this new process will be expanded across the entire company in 2023.

Finally, a further objective was to expand non-career-specific life skills training. In 2022, employees participated in an 8-week fitness and health challenge. This gave people an insight into healthy exercise routines that improved their overall physical and emotional wellbeing. More information can be found in the Health, Wellness and Happiness Team section.

Last year we kicked off our volunteering program. This enables our employees to spend a full workday volunteering for a good cause. This was spent volunteering at the local Rusthuizengroep Laurens elderly home and St. Jozef primary school. In addition to the volunteering program, the entire company participates every year in World Cleanup Day.



Community

Another goal was to create new jobs and employ people from the local community. This year, we had Merel with us in Marketing for 5 months. In addition to creating new jobs and internships, we also partnered with local educational institutions such as HMC Rotterdam to support school projects and share our experience.

We also set ourselves the goal of supporting more charitable causes with in-kind donations. Unfortunately, after a good year of donations in 2021, we couldn't find any new initiatives to support in 2022. This will be a focus again in 2023. You can read more about this in the Donated Products section.



Environment

In Q2 2022 we launched our Circularity Program, through which we take back used products, repair and refurbish them, and bring them back on the market for a second life. Last year we took back and refurbished 1327 monitor arms.

Work has also continued on our circular product series, using a 100% bio-based, recyclable and even CO₂-negative material. We are working with an external partner to develop our first 100% circular laptop stand. The business case is being developed and we hope to launch the product at the end of 2023.

Another goal was to have the Dataflex HQ certified to meet the requirements of an accredited green building program. We have not yet gone for certification, but we have started a complete renovation process to make our HQ even more sustainable. At the end of 2022, we started adding extra insulation, changing all the windows to super energy-efficient triple HR+++ glazing and re-isolating and preparing our roofs for the installation of 300 solar panels making our HQ self-sustainable and disconnected from fossil fuels completely.



Customers

We have set ourselves the goal of improving the feedback channel from our customers to get information about the positive health outcomes from using our products. As we operate B2B, it is more difficult to get in touch with our end customers for this feedback. However, at Orgatec we had our own design lab, which was a great meeting place for dealers and customers to provide their feedback. Our product designer invited customers and dealers in to test new products and gain more insights into their wishes and requirements for our products in general. These conversations have been very enlightening for us and the findings are being taken into account as we adapt existing products and develop new ones.

Getting a good formal program in place to monitor customer outcomes and satisfaction is something we need to look at further.



Top: We are now a certified B Corp!
Bottom: We had a sustainable stand at Orgatec 2022, using modular stand components, recycled materials and real plants.

Top: We took back and refurbished 1327 monitor arms.
Bottom: We remain carbon neutral.

Top: Breaking our record (again!), we collected 65kg of waste during World Cleanup Day.
Bottom: We participated at the health challenge Challengeze, through which we donated €2500 to the Ukraine.

Highlights 2022

Time to look back at some of our highlights from 2022!

2014

- The first electric vehicle and charging station at HQ are purchased.
- We switch to green-only power!

2015

- LED lighting and hyper-efficient air conditioning at the offices.

2017

- Switch to natural gas.
- Performed Life Cycle Assessments.

2016

- Ban all Styrofoam from Dataflex packaging.

- Ecosheets are published on the product pages.
- First Sustainability Report.

2018

2019

- Collaboration to establish the industry's first Product Category Rules for ergonomic accessories.
- First company in our industry to publish Environmental Product Declarations (EPDs).
- First carbon-neutral company in the office interior sector.

2020

- Launch our 100% recycled PP cable guide series.
- First products packed in tissue paper, reducing plastic in packaging to an absolute minimum.
- Our Viewlite toolbars become our first in-themselves carbon-neutral products.

2021

- Calculation of the Material Circularity Indicator for an initial 15 products.
- LED-lighting in our warehouse.
- Launch of the Dataflex volunteering program.

2022

- Launch of the Circularity Program.
- Refurbishment of 1327 pre-used monitor arms.
- Start renovation project to make our HQ even more sustainable, including placing 300 solar panels on warehouse.
- B Corp certification!

Dataflex timeline



Products



Measuring the impact of our products

To manage and reduce our impact on the environment, we need to know where we have an impact. To measure the impact of our products, we carry out Life Cycle Assessments (LCAs) and publish the results in the form of Ecosheets and Environmental Product Declarations (EPDs). We do this for every new product we add to our portfolio.

Materials used

At Dataflex, we take pride in using high-quality materials in our products. We believe that by creating durable and long-lasting products, we can reduce waste and minimize our impact on the environment. Our products are built to last, which means that our customers can use them for many years without the need for replacement.

We use materials such as aluminium and steel, which are not only durable but also come from recycled sources. By using recycled materials, we reduce our reliance on virgin resources and minimize our carbon footprint. Additionally, both aluminium and steel are highly recyclable, which means that they can be reused and repurposed at the end of their life cycle.

By using high-quality and sustainable materials, we are able to create products that not only meet our customers' needs but also contribute to a more sustainable future.



Packaging

We have been using recycled paper as filling material since 2015, and packaging our products in recycled cardboard for as long as we can remember. Since the end of 2020, we have started to move away from plastic bags, protecting our products from scratches with tissue paper instead. This type of packaging can be found on all newer products, including the Viewprime, Viewlite, newer cable guides and now the Viewgo (Pro).

We plan to extend this type of packaging to all our product ranges. However, we need to ensure our products are not damaged in transit and arrive at our customers in pristine condition, as the environmental impact of returning a damaged product would far outweigh the relatively small benefits of plastic-free packaging.



Circularity Program

To further reduce the impact of our products, we have established the Circularity Program. Dataflex offers free repairs for its products even after the warranty has expired, ensuring customers get the most out of their investment and maximizing the lifespan of our products. Some reviews on this can be found on our Trustpilot page.

<https://www.trustpilot.com/review/dataflex-int.com>

Because our products are made from high-quality, recycled and recyclable materials such as steel and aluminum, they are built to last. However, when customers want to return their products to us because they no longer have a use for them, they can do so through our Circularity Program. We then repair or refurbish the product or, if some parts are too damaged to salvage, take care of the proper recycling of the product/parts.

Since the inception of the program, we have refurbished 1327 monitor arms... and counting!

Interested? Contact us for more information at circularityprogram@dataflex-int.com.



Second-chance products

Products returned to us are repaired or refurbished and offered as our 'second-chance' stock. With only minor scratches, they are offered at a discount to our customers. Current stock of Second-Chance products can be requested from our sales team.

Donated products

Since 2020, we have been making in-kind donations and giving away our products to support charitable causes. This is our way of giving back to society and ensuring these organisations benefit from the ergonomic health benefits when working at a computer.

If you are you a non-profit organisation and would be interested in joining the program, please contact us at info@dataflex-int.com



Company Impact



We are working continuously on decreasing the negative impact we have on the environment. For that, we are looking not only at our own direct impact (scope 1 and 2), but also at the indirect impact throughout our entire supply chain (scope 3).

From making our company facilities even more energy-efficient and minimizing business travel to launching new, more sustainable products and rethinking our packaging design. We look at our impact from a life-cycle perspective and are taking important steps to decrease our impact.

As well as decreasing our negative environmental impact, we are also working on increasing our positive impact on the environment and society, through initiatives like the Dataflex volunteering program, donating products, and projects organized by our Health, Wellness and Happiness (HWH) team.

Decreasing our impact

Gas, water and electricity

Gas

We are thrilled to announce a significant decrease in our gas usage, which continues to have the highest impact at our headquarters. In 2022, we were able to achieve a reduction of 37%, lowering our consumption from 11551m³ to 7303m³. This remarkable achievement can be attributed to the warmer winter weather and the start of renovation work at our HQ, which includes additional insulation and new windows that reduce heat loss.

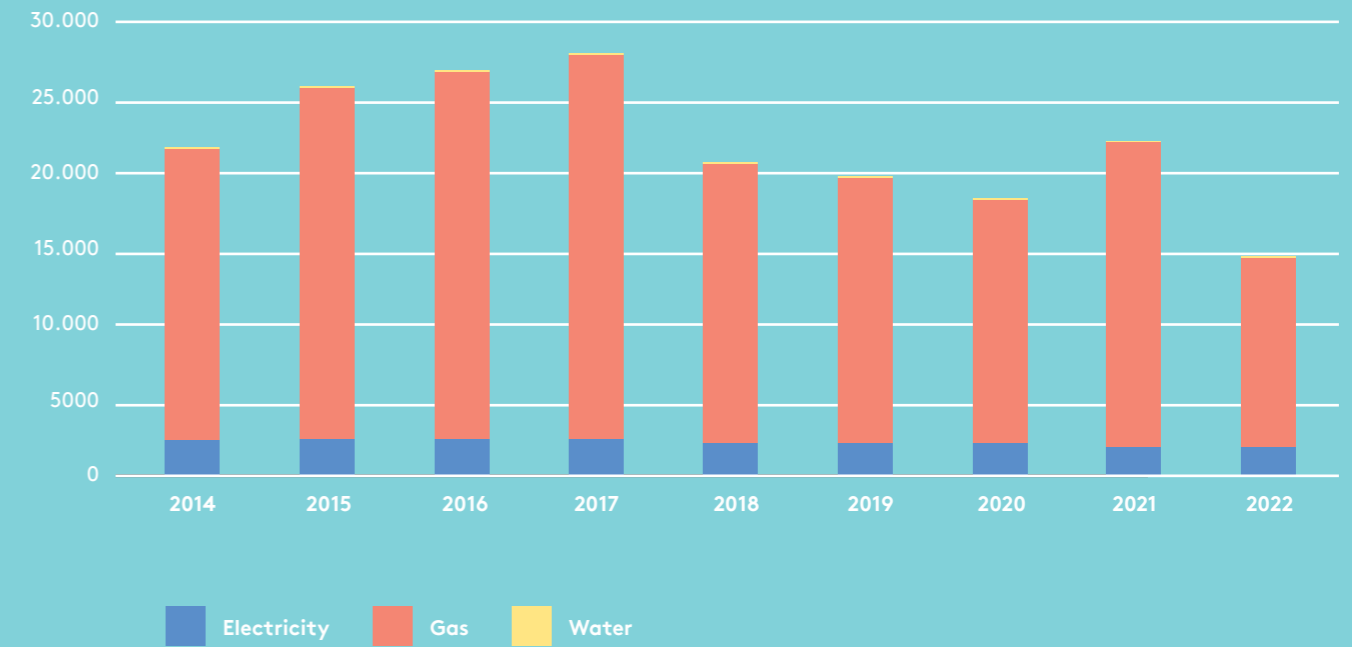
Water

The impact of water consumption remained negligible in 2022, with a minimal increase of just 1m³ on 2021. Our water consumption in 2020 was 207m³, which we reduced to 141m³ in 2022. This reduction can largely be attributed to the increasing trend of remote work, resulting in less usage of dishwashers and toilets. We have, however, installed new water-saving toilets and faucets everywhere, which should lead to savings even as more and more employees return to working in the office more frequently.

Electricity

We are pleased to report that our electricity usage has further decreased. In comparison to 2021, we have saved an additional 13%. This can be attributed to our switch to LED lighting in Q2 2021, a significant saving that confirms the positive impact of this investment.

Impact Dataflex in CO2 eq. on an annual basis (kg)



Business travel

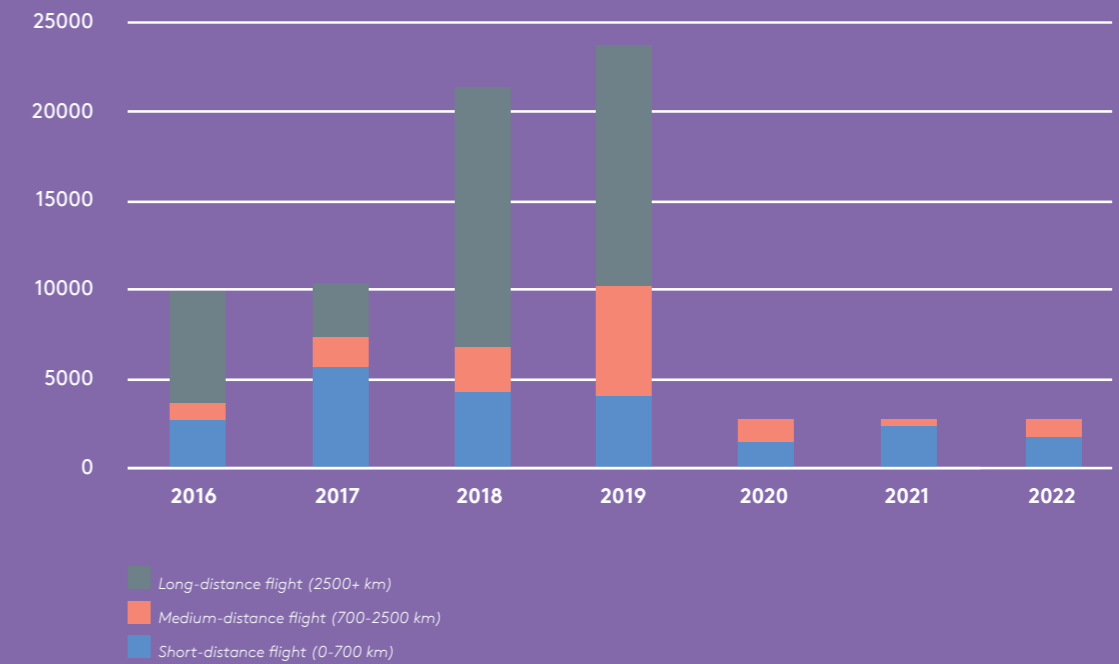
In 2022, we continued to make efforts to reduce the impact of our business travel. We achieved a 26% reduction in the environmental impact of short-distance flights by encouraging our employees to use trains or electric cars for travel. It is worth noting that short-distance flights have a higher environmental impact than middle- or long-distance flights.

With borders opening again after the COVID-19 pandemic, we were able to reach out to our business partners who are located further away. Consequently, there was a significant increase of 54% in flights in the 700-2500km range. Despite this increase, in 2022 the total impact of all flights taken decreased by 1%.

Flight distance and impact per category (km)

	<700		700-2500		>2500		All flights	
	Distance (km)	Impact (kg. CO ₂ eq.)	Distance (km)	Impact (kg. CO ₂ eq.)	Distance (km)	Impact (kg. CO ₂ eq.)	Distance (km)	Impact (kg. CO ₂ eq.)
2016	16748	2828	8202	903	56450	6218	81400	9949
2017	33404	5641	16372	1803	26520	2921	76296	10365
2018	25089	4237	21063	2320	135420	14916	181572	21473
2019	24888	4203	54899	6047	121707	13406	201494	23656
2020	8932	1508	10780	1187	0	0	19712	2696
2021	14066	2369	3502	384	0	0	17568	2753
2022	10363	1750	8887	979	0	0	19250	2729

Impact caused by businessflights Dataflex (kg. CO₂ eq.)



Health, Wellness and Happiness Team

We established the Health, Wellness and Happiness (HWH) team in 2019. The members change every year, but the goal stays the same: the HWH team launches various social and environmental initiatives throughout the company designed to have a positive impact on our local communities and employees.

Here are some of the initiatives from 2022:

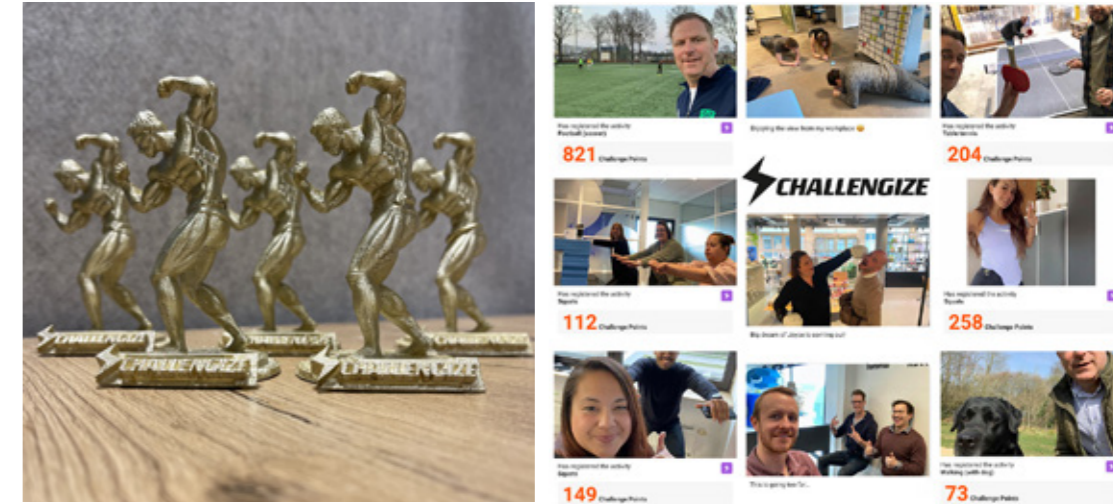
To kick off the new year in a healthy way, we encouraged colleagues to join the Dry January challenge. We found that both physical and mental health improved during Dry January. It also improved sleep, increased self-awareness and helped reduce alcohol consumption after the challenge ended.

To get even healthier, almost the entire company joined the 8-week-long health and fitness challenge provided by Challengezize. In just 8 weeks, we walked 7,165 km and spent 2,037 hours working out. The results from the Challengezize health report showed that we had increased our physical activity by 11.9% and decreased our stress levels by 22.6%, which resulted in better sleep and an overall well-being increase of 12%. With every workout we did, we collected charity points which ended up producing a total of €2,500 that we donated to UNHCR, the UN Refugee Agency to help families in Ukraine.

We also joined the 'Warme truiendag' ('Warm Sweater Day'), which takes place each year on the second Friday in February in the Netherlands, Belgium and other parts of the world. On the day, we turned down the thermostats by two degrees and wore a warm sweater instead. This reduced our carbon footprint, saved energy and encouraged each of us to be more mindful of our energy consumption. As a follow-up, we purchased recycled fleece jackets for our employees to encourage everyone to continue to be mindful when using heating of their carbon footprint.

For the fourth year in a row, we joined the World Cleanup Day. World Cleanup Day is an annual event that takes place in September, where individuals and organizations come together to clean up waste from streets, parks, beaches and other public spaces. With our team, we collected 65kg of waste in the area around our HQ in Krimpen aan den IJssel.

The 'happiness' part of the Health, Wellness and Happiness Team is also very important, and we did not skimp on organizing company outings, Christmas parties and company drinks to create fun ways to come together as a team to celebrate small and big successes, and create cohesion.



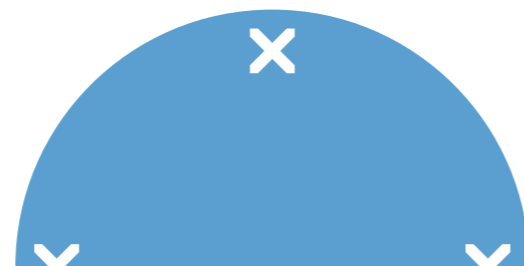
Our health and fitness challenge by Challengezize not only decreased our stress levels by 22.6%, but also produced €2,500 donating to help families in Ukraine.



'Warme truiendag' - Instead of turning up the thermostats, we wore a warm sweater!



Another new record! 65kg of waste was collected on the World Cleanup Day.





Dataflex as an employer

At Dataflex, we strive to create an environment where our employees can find professional, social, physical and financial wellbeing.

From supporting our employees' professional development, through initiatives such as ergonomics training, to promoting staff health with programs like the Challenge 8-week fitness challenge, we really prioritize the mental and physical health of our people.

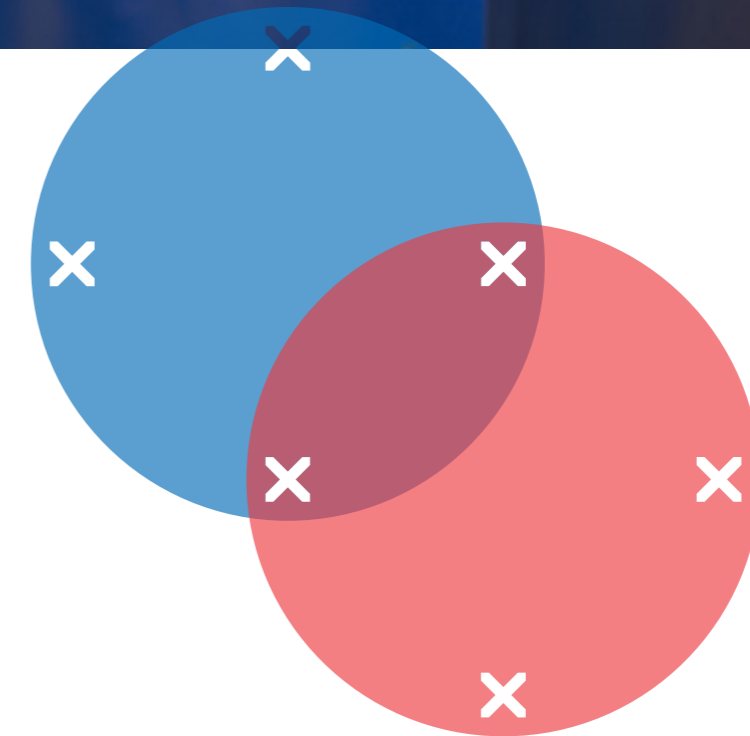
The entire team regularly participates in team-building events, such as company outings, Christmas parties, Friday drinks and community service projects like our annual participation in World Cleanup Day.

Our staff also receive paid time off to engage in volunteer work for causes they are passionate about, creating benefits not only for our workers but also our local community.

Last year, we began reviewing the HR cycle to enhance employee personal development. This initiative will continue into the current year with a greater emphasis on empowering employees to take ownership of their own growth.

Through the implementation of the 'Learning at Work' program, employees will have even more opportunities to develop their skills, both within and outside the company. We believe this focus on personal development will lead to higher levels of employee satisfaction. In Q4 2022, we conducted a successful pilot test of the 360-degree feedback process, which was then refined and expanded across the entire company in Q1 2023.

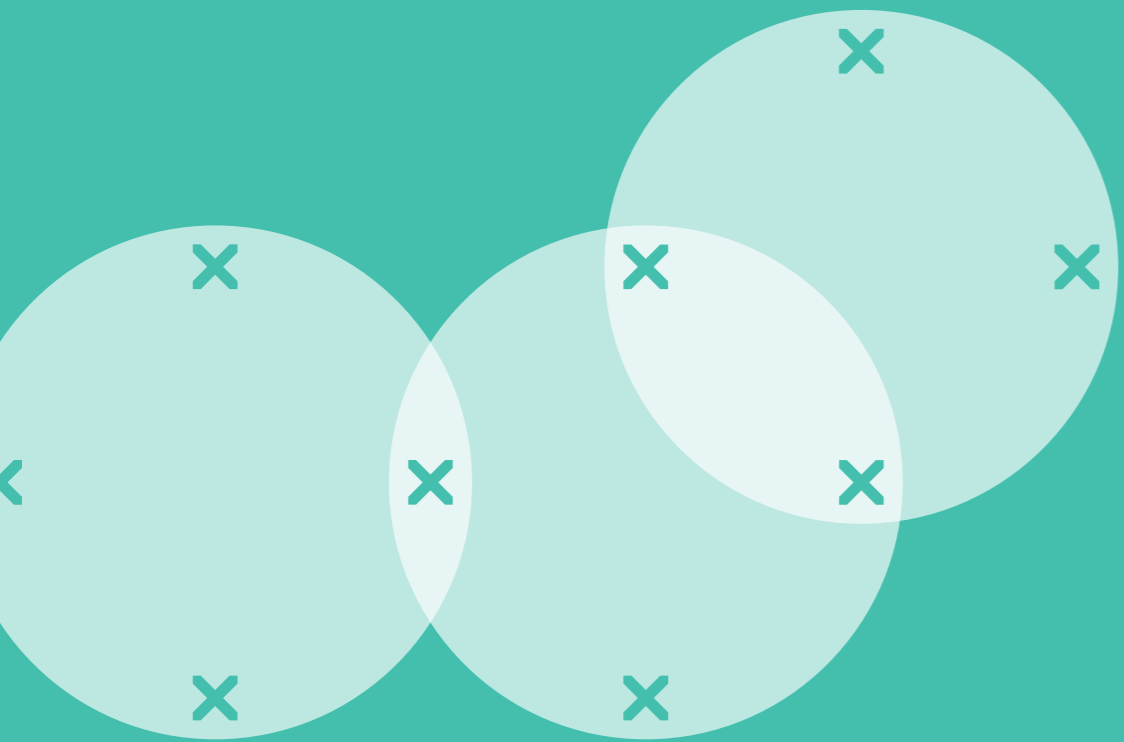
We understand the importance of work-life balance and strive to offer flexible work arrangements that suit the needs of our employees. One of the ways we achieve this is by providing more flex-time options, such as allowing people to start and leave earlier. Our employees really appreciate this flexibility, as it allows them to better balance their work and personal commitments. As part of this approach, we have decided to stop using a traditional clock system, instead trusting our employees to manage their time effectively, and complete their work on time and to the best of their ability. This has created a more relaxed and productive working environment, which contributes to the overall success of our company.



It's like finding a \$20 bill in your pocket. Returning to Dataflex after a year and a half away feels like reuniting with a long-lost buddy! It's reassuring to see that the company's dedication to environmental responsibility and collaborative work culture is still going strong. Not only are we committed to designing high-quality products, but we're also taking responsibility for our ecological footprint, which is super rewarding to work for.



– Boris, Product Development Manager, back after a break working for Dataflex for 4 ½ years in total.



For me, no day has ever been the same at Dataflex. I'm proud of all the things we've achieved together in recent years. I like the fact that we're always looking for ways to improve internally and externally; that we try to create the most functional but also most beautiful design for product developments; and, most importantly, the great atmosphere between colleagues. All this means that I still enjoy going to work every day!



– Rosanne, Manager Finance & HR, working for Dataflex for 6 ½ years.

Soon after I started at Dataflex, almost 5 years ago now, I remember thinking, "Aha, so this is what a real family business feels like!" I will honestly admit that I have some difficulty with the term, but in this case, and after my experiences within Dataflex, I now use it with pride! The way Dataflex is at every level concerned with sustainability, and the development and well-being of its employees made me realise that I would like to be much more involved in this, too. Not only at work, but also in my private life. The perfect proof that work and private life can influence each other in a positive way.



– Charles, Marketing Manager, working for Dataflex for 5 years.

Communication and Collaborations

Communication

To keep our stakeholders informed and involved in our sustainability efforts, we utilize various communication channels and forms, including:

Sustainability Stories

In 2020, we launched a series of articles on our website called Sustainability Stories. Our aim is to provide relevant definitions and updates on our company's efforts in sustainability matters. Editions cover topics such as Life Cycle Assessments, Ecosheets, Environmental Product Declarations, Circular Economy, Material Circularity Indicator and packaging.

Sustainability Report

In 2018, we published the first of these Sustainability Reports, which has become one of the most effective ways to communicate our achievements, goals and projects related to sustainability on an annual basis. The report also helps us maintain transparency on our journey to reducing our environmental impact and achieving genuine sustainability.

Collaborations

Trees for All

Since 2020, we have been collaborating with Trees for All to compensate our environmental impact. After calculating our total impact (scope 1-3), with Trees for All's help we then compensate our CO₂ emissions. In 2020, we were the first company in our sector to become carbon-neutral. While this was a significant milestone, it is not our ultimate goal. We recognize that we must strive for carbon neutrality in all of our operations. In the meantime, we are committed to continuing to compensate for our impact. We compensated 1728 M/tonnes of CO₂ in 2019, 1266 M/tonnes in 2020, 1446 M/tonnes in 2021 and 1718 M/tonnes for the year 2022.

www.treesforall.nl

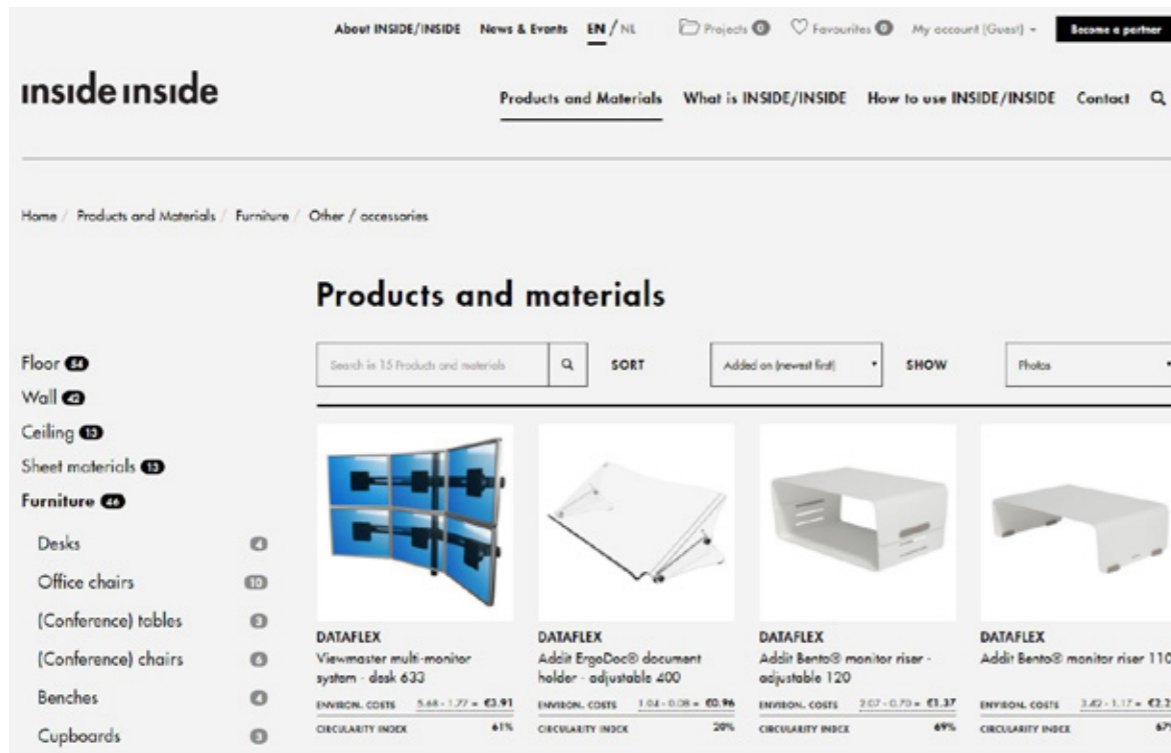


inside inside

Inside/Inside

In 2019 we became a member of Inside/Inside, an independent website for comparing sustainable interiors. Through this platform, visitors can easily compare the environmental and health impact of products from various brands and producers, and create their own sustainable office interior. Check out their website and start planning your interior sustainably.

www.insideinside.nl



DuOn

Since Q4 2021, we are a partner of Dutch website Duurzaam Ondernemen (DuOn, Sustainable Business Practices). The website connects passionate, sustainable and socially-responsible partner companies. DuOn is a knowledge hub providing the latest news in sustainability, related events and job openings. Being a part of this platform enables us to share our latest sustainability accomplishments and initiatives with a wider audience.



www.duurzaam-ondernemen.nl



B Corp Community

B Corp certification not only provides us with a stamp of approval for our commitment to sustainability, but also offers us access to a community of like-minded businesses. Through this community, B Corps can share best practices and learn from one another to further promote sustainability practices and raise awareness about their importance.



In early 2023, we had the opportunity to attend the New B Gathering in Amsterdam, where we met other B Corps, exchanged experiences and gained valuable insights. We believe we will continue to benefit from being part of this community in the months and years ahead.

Next steps

Achieving B Corp certification is a significant accomplishment, but it's just the beginning of our sustainability journey. It's a mindset that requires ongoing efforts towards improving our impact on the environment, society and our stakeholders. The BIA is a valuable tool that provides us with a roadmap on how to continuously improve in each impact area.

Goals for 2023-2025



Governance

Improve systems for feedback, engagement and follow-up for our stakeholder groups.

Start measuring our social impact.

Train new employees, and regularly instruct existing staff, on ethical decision-making practices and environmental issues relevant to Dataflex.



Workers

Introduce 360-degree feedback and 'Learning at Work' program for all employees.

Offer preventive medical examination to all employees.

Further expand our annual non-career-specific life skills training courses.



Community

Increase our positive impact on our local community by internally promoting our volunteering program to reach more charitable causes.

Get in-kind donation program back up to speed to support charitable causes.

Introduce social audits at the production facilities of all major suppliers.

Measure and increase levels of diversity in the company.

In line with business development goals, work on creating new jobs and employing staff from our local community.

Use third-party risk or impact assessment tools to evaluate our suppliers.

Increase the amount of recycled material in our products.

Continue to work with our suppliers to find more environmentally-friendly production methods.

Introduce circular product series.

Get the Dataflex HQ certified to meet the requirements of an accredited green building program.

Increase the number of environmentally-certified products with an EPD from 15 products to 30 products.

Attain 100% full electric car fleet. Currently at 92% (one plug in hybrid).

Specify targets for customer / client satisfaction.

Start measuring the positive product impact on our users.

Start ergonomic training program to help educate customers and end-users in the benefits good ergonomics can bring to your health, inside and outside of the office.



Environment



Customers

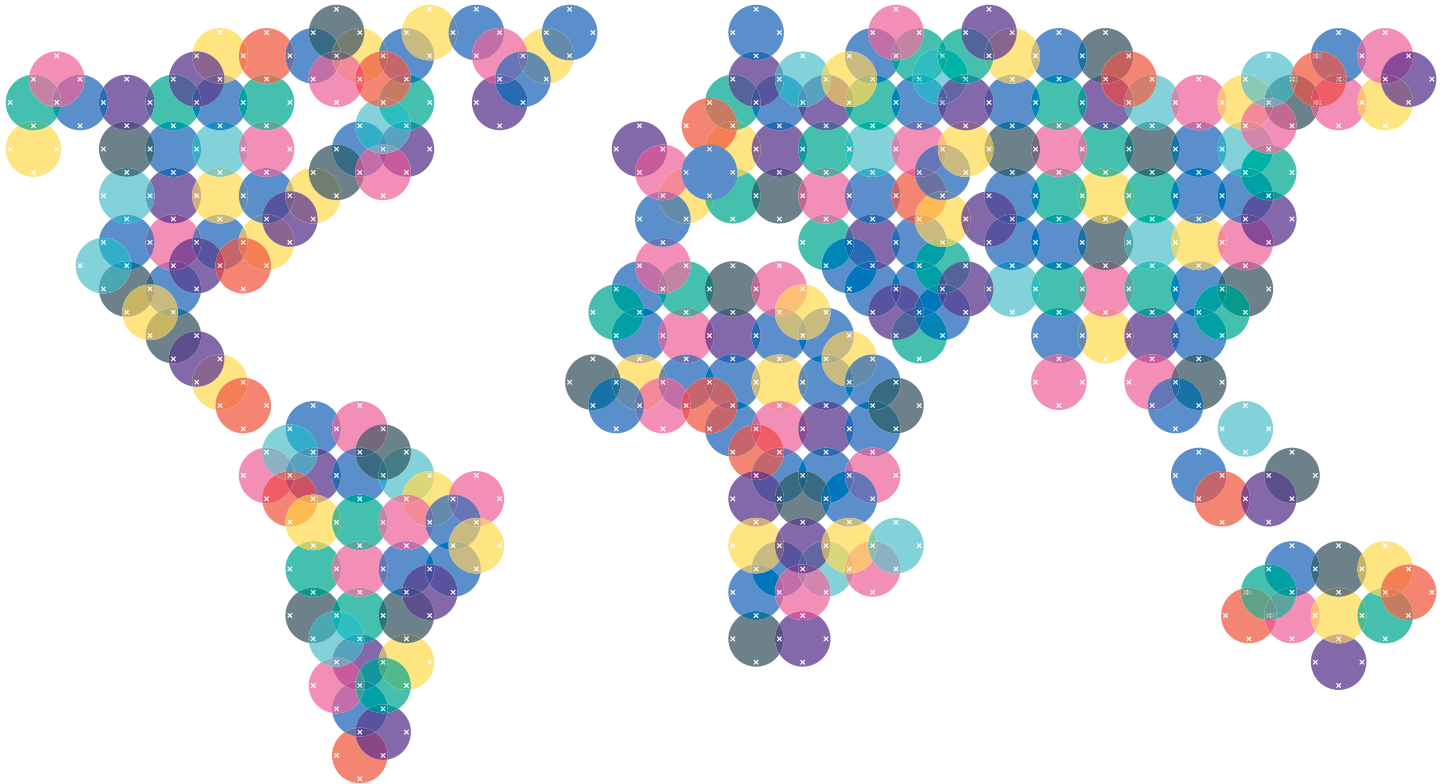
Conclusion

We are proud of our sustainability achievements and remain committed to continuous improvement. We understand that sustainability is not only about reducing our impact on the planet, but also about creating a better future for generations to come. By working together and using business as a force for good, we can achieve this goal.

Our biggest achievement thus far has been becoming a certified B Corp in 2022, which has allowed us to join a community of like-minded businesses dedicated to sustainable practices. The certification is a testament to our ongoing commitment to sustainability, and we will continue to use the BIA as our roadmap as we strive for further improvement in every impact area. We remain dedicated to promoting sustainability in all aspects of our business operations, and look forward to continuing our journey towards a sustainable and just future for all.



We are international



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