

# RAVO SUSTAINABILITY REPORT 2023-2024



# INTRODUCTION



RAVO celebrated its 60 years anniversary in 2024 and we are entering our next phase of development with this very first Sustainability Report.

Why is this report important to us? For over 60 years, RAVO has been at the forefront of building reliable and innovative street sweepers that help keep cities and municipalities clean. Throughout our journey, we have focused on responsibility—not only in the products we create but also in how we engage with our customers, communities, employees, and the environment.

That is also reflected in our brand purpose that was developed together with the employees of our company:

**“We improve daily lives by helping provide cleaner, safer spaces, so people feel good about where they live, work and play.”**

Now, this inaugural Sustainability Report marks an important milestone as we outline our efforts, achievements, and future goals – big and small – in order to improve across all aspects of our business. From reducing our environmental footprint to fostering a culture of inclusivity and engagement, we are dedicated to making meaningful progress for the benefit of all our stakeholders.

With this report, we are recognizing: RAVO’s responsibility goes beyond the streets we help to keep clean. And we will continue our journey, step by step.

We hope you are enjoying reading our first Sustainability Report and we cannot wait to share our progress in the next edition.



**Patrick Westenhoff**

Managing Director



**Lou Korf**

Director



**Hans Schaap**

Director



**RAVO**  
FAYAT GROUP

100% ELECTRIC  
100% PERFORMANCE  
0% EMISSIONS

RAVO  
R5E



**RAVO**  
FAYAT GROUP

**RAVO** 60 Jaar  
FAYAT GROUP 1964 - 2024

**RAVO**  
FAYAT GROUP

100% ELECTRIC  
100% PERFORMANCE  
0% EMISSIONS

**RAVO**  
FAYAT GROUP

RAVO.FAYAT.COM

# RAVO 60 Years



## » RAVO Family Open Day

Our RAVO Family Open Day provided employees' families with an inside look into RAVO's operations, offering tours of our facilities, interactive activities, and a closer view of our innovative products. It was a day of **engagement** and **pride**, bringing together the extended RAVO family to celebrate our **work and shared values**.



## » RAVO's 60th Anniversary Party

In celebration of **RAVO's 60th anniversary**, we hosted a memorable event for our dedicated employees.

This milestone was a testament to the **hard work, innovation, and commitment** that have driven RAVO's success over the years. The event was filled with activities, recognition of long-term service, and gratitude for the team that makes our journey possible.

## » Signing of the United Nations Global Compact

By publicly signing the UN Global Compact, we are committing to align our strategies and operations with **universal principles** on **human rights, labor, environment** and **anti-corruption**, and take actions that **advance societal goals**.



# 2023-2024 | LOOKING BACK

Our actions to advance in the key areas: Governance, Sustainable Procurement, Environment and Labor, Health & Safety

## » Policies, Procedures & Protocols



We have updated and defined our **Core Policies** to reflect our commitment to Corporate Social Responsibility (CSR) and continuous improvement in key areas such as **Quality, Environment, Health & Safety, Sustainable Procurement, and Social & Human Rights.**

To support these efforts, we've implemented KPIs to monitor progress and drive ongoing improvements.

We are proud that RAVO has been rated **SILVER** by **EcoVadis**, the world's most trusted business sustainability ratings organization.

Each year, we will undergo a new assessment demonstrating our ongoing commitment to sustainability and continuous improvement.



We conduct multiple **Emergency Response Exercises** at all locations every year, with some exercises held in collaboration with the fire department.

We have implemented a **Digital Solution for Emergency Alerts**, allowing for quick and easy access to emergency response teams and enabling effective collaboration among responders.



We have fully digitalized and enhanced our organizational **Staff Handbook**, ensuring accessibility and alignment with our core values.

This update streamlines internal communication, promotes transparency, and strengthens compliance with developing best practices.



## » Factory

We've integrated the assembly of our electric machines into our main production line, **enhancing flexibility, optimizing internal space** and **reducing unnecessary movements**.



## » Service

We continue to reduce travel movements, time and CO2 emissions of our Service Teams. We achieve this by electrifying our **Service Vehicle Fleet** – by now, 50% of the vehicles are electric.

Additionally, we are using more and more **Remote Diagnostics** and **Real Time Data** from our machines to reduce travel and strengthen our **“First-Time Fix”** approach.

These initiatives and technologies contribute to lower CO2 emissions from travelling while enhancing the quality and speed of our services increasing the satisfaction of our customers and own employees.

## » Recycling and Waste Reductions



In our factory and or service working places **waste is fully separated**.

Carton and paper are either reused or recycled to minimize environmental impact.

## » Product Innovation

**As the first company in its segment, RAVO has introduced a Full-Electric Machine already in 2020.**

By now, hundreds of these machines are keeping cities and municipalities clean in Europe and North America significantly reducing CO2 emissions. But we have not stopped there and have consistently introduced new features, like the EcoMode, to further **reduce energy consumption and increase autonomy**.



## » Training & Development

We have successfully completed the **Leadership Development Program** for our first group of 30 first-line managers, empowering them with the skills to drive continuous improvement and leadership excellence across the organization.

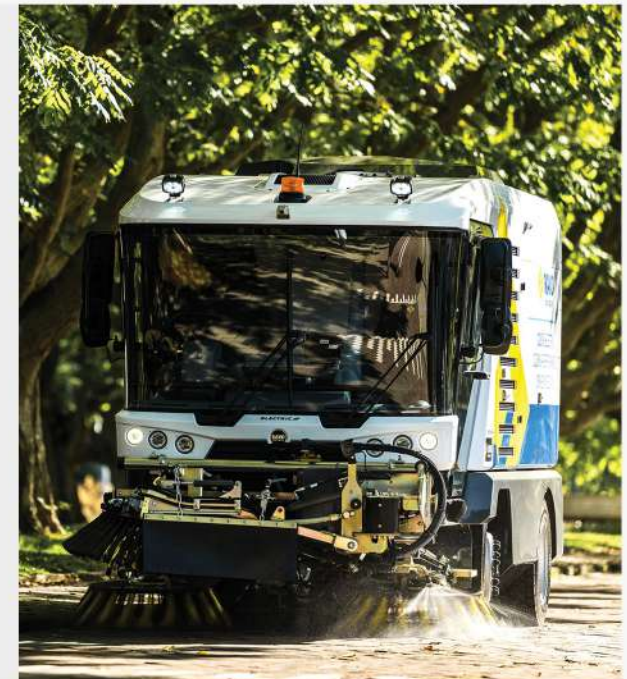
We have continually expanded and enhanced the **RAVO Academy**, our dedicated training center for dealers, end customers and employees. Our expert trainers utilize state-of-the-art facilities to deliver comprehensive online, classroom, and workshop sessions focused on three core pillars: safety, technical and sales training. These trainings programs significantly contribute to gain knowledge to operate our equipment **safely and efficiently, reducing emissions and waste while optimizing performance.**

## » Health and Safety



We have digitized our **Health & Safety Reporting & Management**, encouraging better registration, ownership and rectification. We've significantly increased participation in safety toolboxes across the organization.

We conducted comprehensive **Sound and Air Quality measurements** in our production areas to ensure optimal working conditions for our employees. In addition, we are transitioning from air-powered tools to lighter, more ergonomic electric tools that produce **less noise and consume less energy.**





**RAVO**  
FAYAT GROUP

RAVO.FAYAT.COM

ELECTRIC  
**RAVO**  
FAYAT GROUP

# »» LOOKING FORWARD

Our actions to advance in the key areas: Governance, Sustainable Procurement, Environment and Labor, Health & Safety

## »» Optimizing the Impact of our Products

We will continue to strive to increase the market penetration rate of **Electric Machines** by making them more efficient, digital, connected and affordable.

We will introduce new features for our machines in the upcoming **Model Year Changes** that will further reduce their energy and water consumption and improve the ergonomics for the users.

We will also finish the **Analysis of the Carbon Footprint** of our electric RAVO R5e products. This will help us to optimize our product design with the aim of further reducing the carbon footprint of current and future products.



## »» Our Wider Community

We will extend our contribution (currently wood pallets and tombola prizes) to the JOL Bergerhof, a **Community Initiative** where children in the age group 5-12 years build huts, fostering creativity and teamwork during their summer vacations.

The project is designed to be accessible to everyone, with options for free participation for low-income families. The initiative is run by volunteers, including one of our colleagues.



We are contributing to make the industrial park RAVO is located in the **Greenest and Most Attractive Industrial Park** in North Holland by 2031.

Together with the Hortus (botanic garden located in the business park) and the business park association, we are developing a biodiversity plan, aiming for energy neutrality while creating a connected and engaged community.

## » Sustainable Procurement

We are committed to **Responsible Sourcing**, minimizing environmental impact, and integrating ethical practices throughout our supply chain. We will continue to prioritize partnerships with environmentally sustainable suppliers, reducing waste, promoting recycling, and improving energy efficiency.

We want to contribute to improve and ensure **Fair Working Conditions**, respect human rights, and foster diversity, equality, and inclusion. **We aim to evaluate 80% of our suppliers on these criteria by 2026**, enhance transparency and comply with all relevant regulations.

## » Reshaping our Local Organizational Footprint

We are streamlining operations by **Integrating our Locations** in The Netherlands while increasing the output in the next three years.

This project will minimize logistics, energy use, and emissions. At the same time, this leaner setup will enhance collaboration and reduce travel.



# 2023-2024 | KEY PERFORMANCE INDICATORS



We are committed to reducing our Scope 1, 2 and 3 emissions by **30% by September 2030**.



We will continue to ensure that **100%** of our electricity comes from **renewable sources**.



We are committed to **evaluating suppliers** who represent 80% of our purchasing volume on CSR criteria by 2026.



As part of our commitment to achieve zero accidents, we aim to **reduce the number of accidents** resulting in absenteeism to less than 1 accident per 100 employees per year by end of 2025



We will reduce water consumption in our manufacturing operations by **25%**, through the introduction of new leak testing processes by **the end of 2026**.



By the end of **2025**, we aim to separate at least **75% of reusable wood** from our total wood waste. Additionally, we strive to increase the recovery rate of our waste related to our **suppliers' packaging** to **90%** by 2030.



100% of staff involved in purchasing activities will be trained in sustainable procurement principles **by the end of 2024**.



Our Senior Management Team is **29% female**.

\* Scope 1: emissions that an organization creates from sources it owns or controls directly, e.g. in the own manufacturing process or in own offices.

Scope 2: emissions that an organization creates indirectly or off-site, e.g. through the purchase of electricity, steam, heat, or cooling

Scope 3: also known as lifecycle emissions, that are created across the value chain, both upstream (e.g. at suppliers) and downstream (e.g. emissions created during the use of the product during its lifetime)

		KPI	unit	OCT 21 - SEP 22	OCT 22 - SEP 23	OCT 23 - SEP 24
Governance		Signatory of the United Nations Global Compact		n/a	n/a	Yes
		Ecovadis Medal		n/a	n/a	Silver
		Ecovadis percentile		n/a	n/a	73rd
		Number of meetings with the Works Council	u	14	14	14
		Member of the collective labor agreement		Yes	Yes	Yes
		Rate of employees trained in cybersecurity	%	n/a	n/a	60%
Sustainable Procurement		Rate of suppliers signing the Code of Conduct	%	n/a	n/a	n/a
		Suppliers with contracts that include CSR requirements	%	n/a	n/a	n/a
		Purchasing staff trained in CSR practices	%	0%	0%	100%
Environment		Scope 1 emissions	(tCO2eq)	n/a	456	n/a
		Scope 2 emissions	(tCO2eq)	n/a	170	n/a
		Scope 3 emissions	(tCO2eq)	n/a	136.622	n/a
		Energy consumption per unit	kWh	2.041	1.801	1.942
		Renewable electricity	%	100%	100%	100%
		Water consumption per unit	m3	2,3	2,13	n/a
		Waste recycled	%	48%	83%	69%
		Hazardous waste	kg	6.399	4.664	2.431
		Environmental accidents	u	0	2	3

		KPI	unit	OCT 21 - SEP 22	OCT 22 - SEP 23	OCT 23 - SEP 24
Labor, Health & Safety		Number of employees	u	265	272	270
		Employees aged under 25	%	6%	7%	3%
		Number of apprentices		5	6	8
		Employees turnover	%	10%	10%	9%
		Women in the board (Management Team)	%	29%	29%	29%
		Performance reviews with permanent employees	%	37%	38%	40%
		Employee satisfaction rate	%	n/a	n/a	n/a
		Average number of hours of training followed during the year by the employee	h	17,2	20,4	17,3
		Safety awareness sessions	u	n/a	10	47
		Safety exercises	u	5	7	4
		Internal security audits	u	n/a	n/a	19
		Absenteeism	%	7,3%	8,2%	7,7%
		Accidents (with absenteeism) per 100 employees	u	n/a	1,2%	0,8%
		Days lost to work-related injuries, fatalities and ill health	u	9	11	9
	Harassment procedures opened	u	0	0	0	

# RAVO and FAYAT Group Initiatives

FAYAT, the leading independent French construction group and global leader in road machinery, established its own foundation in 2021, the Clément Fayat Foundation.

Recognized as a public utility, the Foundation also has the status of a shareholder. This **stable, sustainable, and public-interest-oriented** form of shareholding also guarantees the independence and sustainability of the Group.

The Clément Fayat Foundation supports philanthropic projects in three societal areas:

- **Health:** Combating neurodegenerative diseases and participating in medical research.
- **Education and training:** Training in the construction and public works sector.
- **Heritage:** Rehabilitation and renovation of historical monuments.

The financial results of RAVO, like those of the other companies of the FAYAT Group, are used to finance the projects and activities of the Clément Fayat Foundation.



Clément Fayat  
Founder

## Three values

The Foundation was created in line with the three values that have always driven the Fayat Group:

- **Autonomy** in the long term thanks to the Clément Fayat Foundation's irrevocable and progressive ownership of a part of the group's capital transferred by donation.
- **Commitment** by the family and the contribution of employees to the Foundation's resources to ensure its financial independence, which is essential in achieving its missions.
- **Audacity** to innovate by creating a shareholder Foundation, the fifth in France, perpetuating the independence of the family group, and thus ensuring the continuity of the founders' action.



Faced with climate change and intensifying environmental issues, no compromise is possible: With the **Group-Wide Initiative FAYAT NOW**, the Fayat Group is acting accordingly to reduce its greenhouse gas emissions and those of its stakeholders. The Group is harnessing the skills of all its divisions to develop its decarbonization strategy

Fayat is developing its strategy, focusing on 3 key pillars, reducing its greenhouse gas emissions and contributing to a decarbonized economy.



TAKING ACTION



MEASURING AND MANAGING



RAISING AWARENESS, and BUILDING SUPPORT

Our decarbonisation is closely linked to that of our stakeholders. By working together on our value chain, we will reduce our emissions and support your decarbonization plans.





**RAVO B.V.**  
Otterkoog 1  
1822 BW Alkmaar, The Netherlands  
Tel: +31 (0) 72 567 3232 Email: info@ravo.fayat.com  
Website: ravo.fayat.com

**CARING FOR A CLEAN FUTURE**