



RAVO
FAYAT GROUP

CORPORATE SOCIAL RESPONSIBILITY REPORT 2025



INTRODUCTION

At RAVO, we believe that Corporate Social Responsibility (CSR) is not just a commitment—it is a cornerstone of sustainable business success.

In December 2023, we began a journey to have our CSR efforts independently assessed. By May 2024, we were proud to receive our first EcoVadis Silver Medal with a score of 59/100 — an important achievement in the year we celebrated our 60th anniversary and a milestone that validated both our intentions and the work we had already done. Our second assessment took place in December 2024, where we improved our score to 70/100 and retained our Silver Medal status. Since then, we have built on that foundation. Over the past year, we have deepened our engagement with sustainability, expanded our initiatives, and strengthened our internal practices. This is the second edition of our Corporate Social Responsibility Report, guided by our brand purpose:

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

Our 2025 Corporate Social Responsibility Report reflects on the progress we have made—both big and small—the lessons we have learned, and the goals we have set for the future. It outlines the steps we have taken to embed sustainability, environmental stewardship, and safe, high-quality working practices into every aspect of our operations.

At RAVO, we understand that the needs of our people, our communities, and our planet are constantly evolving—and we are ready to respond. Our journey continues, and we are proud to share it with you.



Patrick Westenhoff

Managing Director



Lou Korf

Director



Hans Schaap

Director





OUR RAVO CULTURE

The foundation of all our work is our corporate values, which remain essential for the development of our Corporate Social Responsibility initiatives.

**WELCOMING AND INCLUSIVE - SOLUTIONS ORIENTED -
RESULTS DRIVEN - SOCIALLY RESPONSIBLE**



» RAVO HISTORY

Founded in 1964 in Alkmaar, the Netherlands, RAVO began with a clear mission: to create efficient, reliable street sweeping solutions for cleaner and safer cities. From the very first compact sweeper, RAVO set the standard for innovation in urban cleaning technology. Over the past 60 years, RAVO has grown into a global leader in street sweeping, known for quality engineering, durability, and customer-focused service.

Our machines have evolved from mechanical sweepers to advanced, environmentally conscious solutions that meet the demands of modern cities. A major milestone was the introduction of the RAVO 5 Series, which became the benchmark for performance and versatility. Today, we continue to innovate with zero-emission electric sweepers, reducing noise and carbon footprint while maintaining the power and reliability our customers expect.

Celebrating six decades of excellence, RAVO remains committed to sustainability, innovation, and partnerships. Our history is built on trust and progress, and our future is focused on creating cleaner, greener cities.

Leave Nothing Behind.



1964

Creation of RAVO



2003

Introduction of the 5 Series



2009

RAVO joined the Fayat Group



2019

RAVO eSeries - the first 100% electric maxi-compact sweeper introduced in the market.



2024

RAVO celebrates its 60th birthday.



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.



» CSR VISION

RAVO and our sister companies in the Fayat Cleantech Business Division believe that Corporate Social Responsibility is a core component of a thriving business.

We strive to create a safe and healthy working environment for all our employees, going beyond our legal obligations. We promote career development and fair opportunities for everyone. Social dialogue and respect for human rights are fundamental to our corporate culture.

Our CSR mission is to prosper while protecting our planet for future generations. We reduce our ecological footprint through responsible energy and water use, biodiversity conservation, and minimizing air and environmental pollution. We promote sustainable practices in our production processes and product life cycles, encouraging our customers to make environmentally friendly choices.

We adopt a responsible sourcing policy and ensure fair working conditions in our supply chain. We are committed to upholding the highest ethical standards in all our business activities, fostering transparency, integrity, and accountability in our interactions with employees, customers, suppliers, and other stakeholders. We reject all forms of child labor and forced labor, and we respect international labor standards. Diversity, equity, and inclusion are core values we actively support, ensuring everyone feels respected and valued.

» Certifications and Awards

RAVO BV is certified to ISO 9001, ISO 14001, and ISO 45001 standards.

All three certificates are valid and available.

Ecovadis Score Improvement

Our Ecovadis rating increased to 70/100, placing us in the 90th percentile globally.

This achievement reflects our strong commitment to sustainability and responsible business practices.



DOUBLE MATERIALITY ANALYSIS

Recent regulatory changes have removed the formal requirement for RAVO to conduct a double materiality analysis (DMA). Nevertheless, we continue to use the DMA we have already performed as a guiding framework for our sustainability strategy and decision-making.

At the same time, we recognize the importance of aligning with the double materiality analysis of our parent company, Fayat.

This alignment ensures consistency across the group and strengthens our contribution to shared sustainability objectives.

We also take guidance from the United Nations' 17 Sustainable Development Goals (SDGs). At the end of this report, you will find a Cross-Reference Table: CSRD Material Topics × UN SDG Topics, which provides a concise overview of how our activities relate to both the 17 Goals and our double materiality topics.

This approach enhances transparency and comparability, creating clear stakeholder value by showing how our actions contribute to global priorities and regulatory expectations.



THE 17 GOALS | Sustainable Development

» Governance

Strong governance underpins our sustainability strategy, ensuring transparency, accountability, and ethical decision-making through clear roles at all levels. Our governance framework embeds sustainability into corporate strategy with dedicated committees and regular reporting to senior management, enabling us to track progress, mitigate risks, and align with international standards across environmental, social, and ethical dimensions.

OUR CSR POLICIES

Our policies establish the standards that guide our conduct as a business, ensuring transparency and consistency for all stakeholders. They clearly define what others can expect from us – and what we expect in return – fostering mutual understanding and accountability.



ENVIRONMENTAL POLICY

Our mission is to thrive while protecting our planet for future generations. We are committed to conducting our operations responsibly on an environmental level by reducing our carbon footprint, minimising energy consumption, and promoting sustainable practices within our company.



SOCIAL & HUMAN RIGHTS POLICY

Social & Human Rights underpin our business values, and we strongly believe in social dialogue, career development and continuous learning for all. Our ethos is to respect the human rights of our staff, workers and stakeholders, ensuring we have robust, open and transparent policies and procedures, fairness and equality for all and an environment where everyone is respected, valued and developed.



HEALTH & SAFETY POLICY

We are committed to creating and maintaining a safe and healthy working environment for all our employees, beyond our legal obligations. Workplace health and safety are fundamental values that guide our daily actions.



SUSTAINABLE PROCUREMENT POLICY

We are committed to adopting a responsible procurement policy that incorporates sustainable practices to minimise the environmental impact of our activities. Aware of our responsibility to the environment, we seek to integrate ethical and sustainable practices throughout our supply chain.



» OUR ENVIRONMENTAL ACTIONS

» Waste

Our Parts department supplies customers with spare parts and maintenance materials. We have recently made important sustainability improvements.

We replaced heavy wooden crates with lighter pallets and recyclable cardboard boxes, **saving 24,000 kg of wood annually**.

Foam packaging was eliminated, **avoiding 240 liters of chemicals** and using **recycled paper** instead. This change also **removed isocyanates**, substances classified as highly hazardous.

Bubble wrap was replaced with shredded cardboard from internal waste streams, reusing 100 m³ of cardboard and reducing plastic waste.



» Biodiversity



Fostering Biodiversity Around Our Facilities

At RAVO, sustainability is about reducing emissions and fostering ecosystems. Our surveys at Otterkoog and Hazenkoog found **149 plant species**—equivalent to a 1 km² Dutch area—many vital for local insects.

In partnership with Hortus, we conducted species counts and sowed native plants in May to create Habitats and ecological corridors, boosting biodiversity and supporting a healthier environment alongside our electric equipment and social initiatives.



At our new location for the RAVO - SCARAB Academy and staff departments, we have also improved office waste separation by installing Bonton recycling stations.

» Energy Transition Roadmap

We commissioned an advisory report to guide our long-term energy transition. This report serves as the foundation for making optimal investments aimed at further reducing the CO₂ emissions of our buildings and operational processes.



» Environmental Impact of Product Use

Environmental Impact During Use

RAVO sweepers are designed to minimize environmental impact while delivering high-performance cleaning that prevents pollutants—such as microplastics, heavy metals, and oils—from entering waterways.

Key Features That Reduce Impact:

- **Low-Emission Engines** Euro 6 / Stage V engines with advanced after-treatment (DPF, SCR) drastically cut NOx and particulate emissions.
- **Fine Dust Control** The Hygion electrostatic filter system captures over 80% of PM10 and 75% of PM2.5, improving urban air quality.
- **Fuel Efficiency** EcoMode and smart hydraulics lower engine RPM during low-demand operations, reducing fuel use by up to 50%. Short suction tubes and high compaction rates further optimize energy consumption.
- **Water-Saving Systems** Adjustable spray bars and recycling systems reduce water usage for dust suppression.
- **Noise Reduction** Engine insulation and optimized fan design make sweepers suitable for residential and night-time use.
- **Durable, Circular Design** Stainless steel hoppers and robust brush systems extend machine life. Machines can be refurbished for second-life use.





» RAVO Data Solutions

Our data initiatives drive environmental impact by optimizing equipment usage and reducing energy and water waste in Electric and Diesel fleets through smart alerts. We're integrating telematics with tailored training to support operators and mechanics.

Additionally, our Total Cost of Ownership tool accelerates fleet electrification by providing dealers with clear, long-term economic and environmental insights, shifting focus beyond upfront costs.

» Energy, Greenhouse Gas Emissions and Air Pollution

We are modernizing our building portfolio to improve efficiency and collaboration while reducing CO₂ footprint. Central to this is renovating our largest site with sustainability experts to ensure top energy and environmental standards.

Last year, we acquired a neighboring building housing staff and the RAVO - SCARAB Academy, prioritizing sustainability and energy efficiency through measures that minimize environmental impact and embrace circular construction.

- **Circular Materials:** Wherever possible, existing materials were reused, including wooden interior frames, office doors, wooden beams, and a steel staircase.
- **High-Efficiency Heating:** Installation of new high-performance boilers to reduce energy consumption.
- **Advanced Ventilation:** A new ventilation system with heat recovery (LBK) ensures optimal air quality while conserving energy.
- **Energy-Efficient Climate Control:** Modern inverter air conditioning units, individually adjustable per office space, provide efficient heating and cooling.
- **LED Lighting Upgrade:** Next-generation LED panels have been installed throughout the building to reduce electricity usage.
- **Improved Insulation:** New ceiling tiles with a lower thermal transmission value contribute to better energy retention.

These improvements reflect our commitment to reducing our carbon footprint and creating a sustainable working environment for our employees.



» Electric Sweepers – Added Benefits

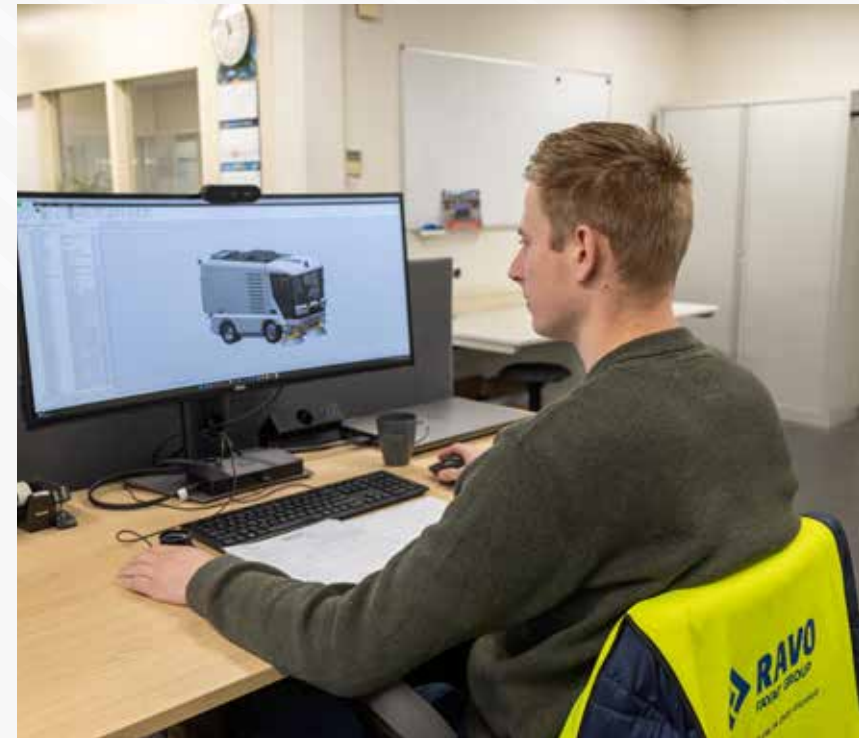
Building on these achievements, our electric sweepers eliminate tailpipe emissions entirely, reducing CO₂ and NO_x to zero during operation. They also:

- Operate quietly, minimizing noise pollution.
- Use **hydropneumatic brush pressure control** for consistent pressure, reducing unnecessary wear.
- Run on **LFP batteries**, which are safe, longer-lasting, cobalt-free.

» Design & Production Improvements

Recent measures to further reduce environmental impact include:

- Closer sourcing & fewer suppliers: Less transport and handling.
- Material choices: Stainless steel replaces painted parts.
- Surface treatment: Switch from yellow passivation to Geocoat.
- Cabin coating: From KTL baths to powder coating with reusable powder.
- Sealants: Less harmful formulations for side panels.
- Corrosion protection: Zinc anodes extend chassis life.
- Battery care: Drip charger for BEV models prolongs 12V battery life.
- Diesel upgrade: New and more efficient Stage V engine for North American markets.
- EV drivetrain: Easier servicing and improved sealing.
- Cooling efficiency: Reversible fan reduces diesel energy use.
- Hydraulic oil: Improves pump efficiency by up to 3.4%.



» Ethical Actions

We follow the Fayat Group Code of Conduct and have developed our own ethical policy based on it.

» Environmental Impact at End of Product Life

The best, most sustainable sweeper operates efficiently, reliably, and safely over the long term. RAVO's robust sweepers have logged over 50,000 hours and continue to perform daily. When retirement is due, we offer innovative, sustainable disposal solutions.

End-of-Life Approach

- **High Recyclability:** RAVO sweepers use durable materials—stainless steel, aluminum, steel—making them nearly 100% recyclable.
- **Second-Life Use:** Machines are refurbished, repurposed, or exported, extending lifespan and minimizing waste.
- **Circular Economy Principles:** Components like hoppers, suction tubes, and brush systems are designed for longevity, reuse, or recycling.



Design Choices Supporting End-of-Life Sustainability

- **Modular Construction:** Enables easy dismantling for recycling or refurbishment.
- **Surface Treatments:** Geocoat and powder coating reduce hazardous waste and facilitate recycling.
- **Corrosion Protection:** Zinc anodes extend chassis life, delaying disposal.



Environmental Impact

By refurbishing the streetsweeper and recycling materials, reductions are achieved in:

- **CO₂ emissions** associated with manufacturing new machines.
- **Waste generation** from scrapped equipment.
- **Resource depletion**, thanks to the reuse of metals and components.



» Consumer Health and Safety

Safety and Sustainability Hand in Hand

Our machines – from sweepers to other cleaning and maintenance equipment – are designed with respect for people and the environment.

- **Public Safety:** All machines are equipped with standard and optional safety features.
- **Low Emissions and Noise Reduction:** Electric drives and quiet operating modes reduce noise pollution and contribute to a safe, livable environment.
- **Ergonomics and Control:** Advanced software prevents unexpected movements and ensures stable operation.
- **Standards and Compliance:** We comply with international safety standards and environmental requirements.

Through this approach, we combine operational safety, sustainability, and social responsibility – a core value in our business operations.



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100% ELECTRIC
100% PERFORMANCE
0% EMISSIONS

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» OUR SOCIAL AND HUMAN RIGHTS ACTIONS

» Working Conditions

In 2025, RAVO's employee satisfaction survey achieved a 67% response rate, with overall scores surpassing industry averages. Employees feel satisfied, engaged, and proud. While strengths are evident, the survey identified areas for improvement.

RAVO is committed to acting on these insights and communicates ongoing initiatives for continuous enhancement.



» Community Engagement

Supporting local small businesses through our end-of-year Christmas market.



» Local Community

Proud sponsor of **Hortus Alkmaar!**
By sponsoring the Hortus, we help preserve a beautiful space where nature and people come together.

» Social – Community Engagement & Inclusion

At Otterkoog and Hazenkoog, we've added collection points for deposit bottles and cans, with proceeds donated to **Stichting Lunchmaatjes**, which fights lunch poverty in Dutch primary schools. **Their mission:** No child should go hungry in the classroom.

What they do:

- Provide healthy, balanced lunches to children who would otherwise have no lunch or an unhealthy one.
- Collaborate with schools, volunteers, and individuals with a distance to the labor market to prepare and serve these meals.



We donate approx. **8 m³ of wood annually** to local community projects such as **JOL Bergerhof** and **Timmerdorp Alkmaar**, supporting reuse and social initiatives.



OUR HEALTH AND SAFETY ACTIONS

» Health and Safety

During the past fiscal year, we had three lost-time accidents among 250 employees (1.2 per 100), slightly above our target of 1 but below the Dutch industry average of 1.7 (CBS, 2022).

We improve through insights from Risk Assessments, safety rounds, and employee reports. Additionally, six colleagues were trained by PoliTalent as safe hoisting trainers to boost lifting **safety**.



We replace tools with **low-noise**, less physically demanding alternatives and tighten nuts and bolts more quickly and accurately.

We replaced many hazardous cleaning agents with **eco-friendly** alternatives, reducing chemical hazards and creating a safer, **healthier**, and more **sustainable** work environment.



» TRAINING & DEVELOPMENT

As the demands on modern street-cleaning operations increase, the need for well-trained operators, skilled dealer mechanics, and knowledgeable sales representatives becomes more essential.

The new RAVO-SCARAB Academy training program reflects our ongoing commitment to **quality, innovation**, and building long-term **partnerships** with our dealers and customers. We are confident that it will serve as a foundation for continued success.



»» OUR SUSTAINABLE PROCUREMENT ACTIONS

»» Responsible Purchasing Actions



Aligned with our Responsible Procurement Policy, we have taken steps to embed sustainability throughout our supply chain. Our goal is to evaluate suppliers representing 80% of our procurement volume on environmental and social criteria by 2026.

These audits not only look at quality but also focus on compliance with **environmental standards**, **ethical labor practices**, and respect for **human rights**, reinforcing our commitment to responsible business practices.



»» Local Sourcing and Circular Ambitions

Our procurement strategy supports reducing our environmental footprint. In 2025, 93% of our components (by value) were sourced from within the EU, surpassing our target of 90%. This approach reduces transport distances and supports regional economies. At the same time, we are working to increase the share of **recycled materials** in our products, aiming for 10% of our machines to include recycled components by 2030.

»» Awareness and Training as a Foundation

Sustainable procurement starts with knowledge. In 2024, we launched a training program for our purchasing staff, achieving 100% training completion that year. These sessions raise awareness of environmental criteria, social responsibility, and ethical standards, ensuring **sustainability** becomes an integral part of every purchasing decision.

» OUR SHARED COMMITMENT | THE FAYAT GROUP

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. It is an innovative organization that reflects the donors' desire, who are members of the Fayat family, to ensure the longevity of the Foundation's actions. 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.



The Foundation is driven by the three values at the core of 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.

» KPIs and DETAILED INFORMATION

2024-2025 | KEY PERFORMANCE INDICATORS

Theme	KPI Description	GRI	Unit	FY 2022	FY 2023	FY 2024	FY 2025	Target (if applicable)
Context	Turnover	GRI 201-1 (2016)	EURm	101	122	119	128	Context Metrics
Environmental	Energy consumption kWh per produced unit	GRI 302-3 (2016)	kWh	1.196	1.170	1.252	n/a	-20% by 2030 (baseline FY2023)
Environmental	Number of biodiversity projects	GRI 304 (2016)	u	n/a	n/a	n/a	2	4
Environmental	Number of habitats created	GRI 304-3 (2016)	u	n/a	n/a	n/a	2	4
Environmental	Number of plant species present at the location.	GRI 304-3 (2016)	u	n/a	n/a	n/a	149	
Environmental	Number of significant non-compliance cases	GRI 2-27 (2021)	.	0	0	0	0	0
Environmental	Percentage of supplier packaging recovered for reuse	GRI 306-4 (2020)	%	0%	0%	17%	17%	20% by 2027
Environmental	Recycled waste (%)	GRI 306-4 (2020)	%	24%	24%	28%	26%	30% by 2027 (baseline FY 2023)
Environmental	Reduction of consumption of dangerous substances.	GRI 301-01 (2021)	%	n/a	n/a	n/a	19,90%	10% by 2026 (baseline FY 2025)
Environmental	Renewable electricity	GRI 302-1 (2016)	%	100%	100%	100%	100%	100%
Environmental	Scope 1 emissions	GRI 305-1 (2016)	(tCO2eq)	459	456	476	n/a	-30% by 2030 (baseline FY 2022)
Environmental	Scope 2 emissions	GRI 305-2 (2016)	(tCO2eq)	163	170	172	n/a	-30% by 2030 (baseline FY 2022)
Environmental	Scope 3 emissions	GRI 305-3 (2016)	(tCO2eq)	265.327	158.426	177.818	n/a	-30% by 2030 (baseline FY 2022)
Environmental	Total energy consumption	GRI 302-1 (2016)	kWh	654.422	684.658	694.829	n/a	











Theme	KPI Description	GRI	Unit	FY 2022	FY 2023	FY 2024	FY 2025	Target (if applicable)
Sustainable Procurement	Evaluating key suppliers on environment criteria	GRI 308-2 (2016)	%	16%	28%	29%	36%	
Sustainable Procurement	Evaluating key suppliers on social criteria	GRI 414-2 (2016)	%	16%	28%	29%	36%	
Sustainable Procurement	Percentage of components sourced from EU (by value)	GRI 204-1 (2016)	%	n/a	n/a	n/a	93%	≥90%
Sustainable Procurement	Percentage of components sourced outside EU (by value)	GRI 204-1 (2016)	%	n/a	n/a	n/a	7%	≤10%
Sustainable Procurement	New key suppliers evaluated on CSR criteria	GRI 308-1 (2016)	%	n/a	n/a	100%	100%	100%
Sustainable Procurement	Purchasing staff trained in CSR practices	GRI 404-2 (2016)	%	0%	0%	100%	n/a	-30% by 2030 (baseline FY 2022)

Theme	KPI Description	GRI	Unit	FY 2022	FY 2023	FY 2024	FY 2025	Target (if applicable)
Labor and Human Rights	Accidents (with absenteeism) per 100 employees	GRI 403-9 (2018)	u	n/a	1,2%	0,8%	1,2%	1,0%
Labor and Human Rights	Average number of hours of training	GRI 404-1 (2016)	hours	17	20	17	n/a	
Labor and Human Rights	Employee satisfaction score	GRI 2-29 (2021)	%	n/a	n/a	n/a	86,0%	80% by 2025
Labor and Human Rights	Employees aged under 25	GRI 405-1 (2016)	%	6%	7%	3%	18%	
Labor and Human Rights	Evaluation of the social dialogue	GRI 2-30 (2021)	Yes/No	Yes	Yes	Yes	Yes	
Labor and Human Rights	General absentism	GRI 403-9 (2018)	%	7,3%	7,9%	7,1%	7,9%	5%
Labor and Human Rights	Number of apprentices	GRI 2-7 (2021)	u	5	6	8	17	
Labor and Human Rights	Number of employees (incl. temporary)	GRI 2-7 (2021)	u	265	272	270	271	
Labor and Human Rights	Number of harassment procedures opened	GRI 406-1 (2016)	.	0	0	0	0	
Labor and Human Rights	Participation rate in employee satisfaction survey	GRI 2-29 (2021)	%	n/a	n/a	n/a	67%	70%
Labor and Human Rights	Employees covered by collective agreements	GRI 2-30 (2021)	%	100%	100%	100%	100%	100%
Labor and Human Rights	Safety exercises	GRI 403-5 (2018)	u	5	7	4	7	6
Labor and Human Rights	Women in the board (Management Team)	GRI 405-1 (2016)	%	29%	29%	29%	29%	

Theme	KPI Description	GRI	Unit	FY 2022	FY 2023	FY 2024	FY 2025	Target (if applicable)
Governance	Certification status: ISO 14001 certification	GRI 2-23 (2021)	Yes/No	Yes	Yes	Yes	Yes	
Governance	Certification status: ISO 45001 certification	GRI 2-23 (2021)	Yes/No	Yes	Yes	Yes	Yes	
Governance	Certification status: ISO 9001 certification	GRI 2-23 (2021)	Yes/No	Yes	Yes	Yes	Yes	
Governance	Ecovadis medal level achieved	GRI 2-23 (2021)	.	n/a	n/a	Silver	Silver	
Governance	Ecovadis percentile ranking (automotive sector)	GRI 2-23 (2021)	.	n/a	n/a	73rd	90th	
Governance	Member of the collective labor agreement	GRI 407-1 (2016)	Yes/No	Yes	Yes	Yes	Yes	
Governance	Number of Works Council meetings	GRI 2-29 (2021)	u	14	14	14	14	10
Governance	UN Global Compact signatory status	GRI 2-23 (2021)	.	n/a	n/a	Yes	Yes	

THE CROSS-REFERENCE TABLE

This table shows the relationship between our sustainability activities, linked to the double materiality analysis, and the United Nations Sustainable Development Goals (UN SDGs). It illustrates how our actions on material topics contribute to global sustainability objectives.

DM-Topic	Key Points	SDGs			
E1 – Climate Change	CO ₂ reduction through electrification	   			
	Energy-efficient buildings				
	Climate-resilient design				
	Energy Transition Roadmap				
	Data-driven energy & water reduction (alerts + TCO tool)				
	Circular design & end-of-life recyclability				
E2 – Water & Marine Resources	Prevention of water pollution	  			
	Water-saving systems				
S1 – Working Conditions	Safe working environment	 			
	Training & development				
	Substitution of hazardous substances				
	Low-noise, low-strain tools				
	Safe hoisting training				
S4 – Consumer & End-User Safety	Safety features (emergency stop, etc.)	 			
	Noise and emission reduction				
	Compliance with safety standards				
	Hygion PM10/PM2.5 fine dust filtration				
G1 – Business Culture & Responsible Supply Chain	Transparent, ethical business conduct	  			
	93% EU sourcing				
	Sustainable supplier assessment				
	UN Global Compact signatory				
	Supplier CSR audits & training				



EcoVadis Silver Medal



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Health & Safety Management System



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