

The background of the cover is a photograph of a white, modern-style chair with black metal legs. The chair is positioned on a gravel surface next to a concrete wall. The text 'SUSTAINABILITY REPORT 2022' is overlaid on the right side of the image.

SUSTAINABILITY REPORT 2022

Bulo

Sustainable and socially responsible entrepreneurship is not a trend or marketing story for us. It is a philosophy that has been incorporated into our DNA from the start as respect for people and nature.

Our guideline are the 17 sustainable development goals that were adopted by the UN in 2015 with Agenda 2030. These goals reflect the 3 dimensions of sustainable development: the economic, social and ecological aspect.



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD





Bulo's designs are **timeless**: both in terms of design and use of materials, the products will last for years. Good design is made with know-how and respects nature by giving preference to honest materials such as veneer. Good design is also not captured by trends - it is about timeless shapes and models that exude class through their character.



PLANET

We try to keep our **production local**.

Panels and wood veneer are made in our own workshops in Mechelen with knowledge and love for the profession. There is a strong focus on the reuse of local wood.

For the parts made of metal, aluminum or other materials, Bulo has established sustainable partnerships with suppliers from Belgium, the Netherlands, Germany and other European countries. This guarantees the high quality of the materials used, with respect for the living environment and according to high social and sustainability standards.





Logistics

Bulo has its own fleet of vehicles and a team of installers and technicians who ensure perfect installation and aftercare for the customer. Moving blankets made of recycled material are used to reduce packaging to a minimum. Our customers are located in a radius of max. 250 km around Mechelen.

Deliveries are always grouped. Bulo is also strongly committed to after-sales service and repair of existing furniture.



Greening fleet

The first steps were taken towards a more ecological fleet:

- No diesel cars
- No more salary cars (for new recruitments)
- No cars with high CO2 emissions

On the long term, the switch will be made to cars with other energy sources.



Another effort we make is the minimalisation of paper usage.

We try to **digitalise** as much as possible.

To support the sales process, investments were made in pCon and OFML (Office Furniture Modeling Language). This data standard makes it possible to support the creation, distribution and processing of product data over the entire sales process, including design drawings in 3D. From quotation to invoicing, everything is done digitally, without paper.

Optimisation of our site

The industrial buildings - an enormous location along the E19 motorway in Mechelen - date from the 1980s. It covers more than 50,000 m², which was previously used as office space, warehouses for storage and as a machine park. Due to market developments (no separate offices / telework / reduced stocks because everything is tailor-made or delivered just-in-time / reduction of machinery), these spaces became too large for Bulo. For several years we have been making these spaces available to other companies, sometimes start-ups, sometimes artistic. As a result, the space is not only optimized, sometimes very interesting cross-pollinations and collaborations arise.

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11

SUSTAINABLE CITIES
AND COMMUNITIES



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



PLANET



To constrain our **energy use** we made heavy investments in 2018 replacing all fluorescent lighting on the site with LED lamps (more than 5,000 lamps). Substantial investments in solar panels are planned for the coming years.



PLANET



Waste and use of plastic

Paper, PMD (plastics bottles, metal packaging, drinking cartons) and residual waste is collected separately and collected separately. Bulo is developing a recycling bin in recycled wood for its open landscape offices, which will be launched on the market as well.



Plastic water bottles and plastic cups are no longer used in our organization. In the offices and showrooms there are **water taps** that, connected to the water network, provide filtered water. Cardboard waste from products from external suppliers is collected and disposed separately.




PLANET



With the concept “Bulosophy”,
Walter Busschop introduced a business ethic from the start of
Bulo, based on the principle that people are central. At a time
when buzzwords such as mission statement, values and stake-
holders didn’t exist yet, they were already applied in dealing
with customers, employees and suppliers. A good company
cherishes these values and does not change them under the
influence of economic circumstances.



PEOPLE



We build long-term cooperation with all our **suppliers**, based on trust, quality and expertise. They are involved from the start in the development of new and existing products and can respond flexibly to specific questions from the customer. When we work with a new partner, an extensive site visit is always made, during which we thoroughly analyze the production and verify that the regulations regarding safety, environment and labor law are being complied with. When choosing a supplier, “soft” values are also taken into account: is there a click? Is the method ok? It happens very often that we have direct contact with the people involved in the execution of the assignment. In this way we can guarantee stability and continuity.





We also develop a long-term sustainable relationship with our **customers**. Crucial here is that customers see Bulo as a partner, who thinks along with their expertise and guides them in the design and evolution of their working environment. At Bulo, it's not about selling furniture, but about coming up with solutions and concepts that take into account the activities and vision of the customer and his employees. Personal contact is crucial in the client's approach: there is one permanent contact person who administratively follows up the client's project from A to Z. The after-sales service is also an important pillar in our pursuit of quality and service.



Bulo is a **family business** with a flat organization based on trust and results, in an atmosphere of no-nonsense and with a pragmatic attitude. This gives every employee a certain freedom that is accompanied by flexibility and a self-managing ability. We strive for an open communication between employer and employee, and amongst employees, with respect for each other and for each other's ideas. The mix of generations in the company only make work more fascinating. This gives us all the opportunity to learn from each other.



PARTNERSHIP

Bulo is constantly working on a safe and healthy working environment in collaboration with our partner Idewe. In recent years, numerous initiatives have been taken to support well-being at work.

For each **new employee** a “godfather/mother” is appointed who can guide him or her during the first few months of performing the job. Internal training is also provided.

Fruit at work: a large basket of seasonal fruit is delivered every week by a local start-up in Mechelen. They buy their fruit at the Mechelen auctions. Again here: short chain.

In the context of workable work and agile work and to support the balance between work and private life, we have a **home-work policy** that allows employees to work from home on projects or in certain circumstances.

We encourage our employees to **cycle** to and from work: fewer cars on the road and healthy exercise for a fit mind. In addition to the legal bicycle allowance, we provide bicycle parking facilities and shower / changing rooms



PARTNERSHIP