

Sustainability Report 2024

Van der Valk Systemen



Working together on **innovative** solutions
for a **sustainable** world.



Arno van Deursen
Managing Director, Van der Valk Systemen

This is our first sustainability report, but fortunately we have been making an impact for much longer without reporting on it. Sustainability is in our DNA. We have been caring for people and the planet since our company was founded in 1963. And every day we want to do better, for ourselves, for our environment and for future generations.

At Van der Valk Systemen we are not afraid to take risks or accept challenges, but we never lose sight of what is most important to us: our core values. People-oriented, innovative, sustainable and entrepreneurial. Ultimately, that is what makes the difference. The collaboration between employees. The long relationships with our customers, suppliers and partners. The things we do every day with enthusiasm to improve our products and services that contribute to a better world.

In this report, we outline our sustainability efforts and impact in 2024. Focusing on topics such as social responsibility, emissions, circularity, biodiversity, water use and the value chain.

As a leading company in the horticultural and solar industry we recognise our role in the energy transition and strive for transparency in our sustainability performance.

Discover in this report how Van der Valk Systemen contributes to a better future and how our sustainability initiatives impact the industries in which we operate and the community.

Working together on innovative solutions for a sustainable world.



Arno: "Innovation is a result of inspiration and responsibility: we develop solutions that are not only smarter, but also contribute to a sustainable future."

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Van der Valk Systemen at a glance



Staff 

155 FTEs

13 nationalities

including overseas branches

ESG-related certificates 

ESG stands for Environmental, Social, and Governance. It is an umbrella term that refers to three key factors in assessing the sustainability and ethical impact of an investment or company



ISO 14001




**EcoVadis
Bronze Medal**
top 17% of reviewed companies



HortiQ

Core values



- People-oriented
- Innovative
- Sustainable
- Entrepreneurial

Sales organisations





- Van der Valk Horti Systems
- Van der Valk Solar Systems
- Van der Valk Techno Systems

Branches 

Netherlands

- Monster (head office): production
- 's-Gravenzande: offices and logistics

International

- Sandwich, England: sales office and logistics
- Stockholm, Sweden: sales office and logistics
- Madrid, Spain: sales office and logistics

We are Van der Valk Systemen



1.1 Our history



1960 The first step

In the heart of the Westland region, Bernhard van der Valk founded B.P. van der Valk N.V.: a forward-thinking greenhouse construction company that was quick to embrace the technological innovations of the time. Working alongside local specialists in carpentry, foundations and ventilation systems, he laid a solid foundation.



1977 Expansion with a vision

In addition to smart solutions for ventilation systems, Van der Valk Systemen develops systems for the installation and mechanisation of shading materials in greenhouses. This second product range once again establishes the company as a leader in developments within horticultural technology.



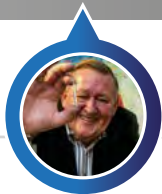
1992 Start specialisation ventilation systems and screen installations

A strategic decision has been taken to focus the company's operations entirely on developing innovative systems and products for ventilation and screen installations. The division responsible for building greenhouse structures will be discontinued.



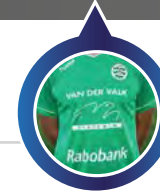
1963 Hans gets in

At the age of fifteen, his son Hans joined the family business. During the day, he helped out with the construction of greenhouses for the horticultural sector; in the evenings, he worked passionately in his own small workshop, devising clever solutions to make the installation of greenhouses quicker and easier. It was here that Hans independently developed and produced the now iconic 'split pin'. He soon managed to sell these in large quantities to the first enthusiastic customers. This laid the foundations for the development of a complete range of components for ventilation systems in Venlo greenhouses.



1990 Social responsibility

Van der Valk Systemen actively contributes to promoting sporting activities and community life in the region. In 1990, the company became the main sponsor of the RKVV Westlandia football club in Naaldwijk. This partnership continues to this day, making Van der Valk the longest-standing main sponsor in Dutch amateur football.



1955 | | | | 1960 | | | | 1965 | | | | 1970 | | | | 1975 | | | | 1980 | | | | 1985 | | | | 1990 | | | | 1995 | | | |

1.1 Our history



2009 Founding of Van der Valk Solar Systems

Our initial experience with solutions for integrating solar panels into a project in the horticulture sector marks the launch of a new business division: Van der Valk Solar Systems. Thanks to the company's existing expertise in aluminum and steel structures, wind and snow load calculations, and the production resources available within the company, the move into the emerging solar industry is a logical one. The company develops innovative mounting systems for solar panels for installation in fields and on flat and sloped roofs.



2015 Founding of Van der Valk Techno Systems

The launch of the newest division within our company: Techno. Here, we focus on developing and manufacturing innovative solutions for the substructures of decking systems. By using aluminum profiles, we can offer a sustainable alternative to traditional hardwood substructures.



2023 Expansion of the Monster location

The company's rapid growth, combined with its ambitious plans for the future, necessitates an expansion of its headquarters in Monster. Three new production and logistics facilities (Halls 10, 11, and 12) totaling 8,000 square meters will be put into use. By relocating all sawing and punching lines to the new halls, combined with a new semi-automated inventory system for semi-finished products, the distances and number of movements for internal transport will be drastically reduced. The roofs of the new halls are equipped with over 1,850 solar panels, which can generate a large portion of the daily electricity needs. In addition to the new halls, an attractive new cafeteria, terrace, and a private gym for staff will also be put into use.



2010

2015

2020

2025



2013 Van der Valk Solar Systems Opens Its First International Branch

After several years of investment and hard work to build up our product range and tailor it to the needs of the solar market, we took the next step toward further growth in 2013. Van der Valk Solar Systems opened its first branch in England. This strategic move allows us to better meet the growing demand for our mounting systems from the United Kingdom. The branch in Sandwich features a sales office and its own warehouse, enabling us to supply local customers directly from stock.



2020 Opening of Van der Valk Solar Systems Nordics and Iberica

Demand for Van der Valk Solar Systems' mounting systems continues to grow internationally. In 2020, the company expanded its presence in Scandinavia with a branch in Stockholm and in Madrid to serve the Iberian market. Both locations consist of a sales office and a warehouse.



2024 Construction begins on new location in 's-Gravenzande

These ambitions and plans for the future are taking shape with the construction of a new sustainable building on Galgeweg in 's-Gravenzande. This new location in the Westland region will house a large office and logistics warehouses totaling 12,000 square meters. The facility is equipped with all the latest technology and provides a modern workplace for various departments within the company.

1.2 Our vision and core values



Van der Valk Systemen is a family-owned company, founded in 1963, with a focus on innovative solutions for climate control in greenhouses, mounting solutions for solar panels and construction components for terrace systems.

Our mission is to develop and supply high quality systems with a long service life that not only help our customers to maximize output, but also contribute to a more sustainable world for future generations.

Working together on innovative solutions for a sustainable world.

At Van der Valk Systemen, we believe in the power of collaboration and innovation. Our vision is therefore 'working together on innovative solutions for a sustainable world'. By working closely with our customers, suppliers and partners, we develop tailor-made solutions that meet the highest standards of quality and sustainability.

Our core values – people-oriented, innovative, sustainable, entrepreneurial – form the basis of everything we do.



1.3 Our organisation

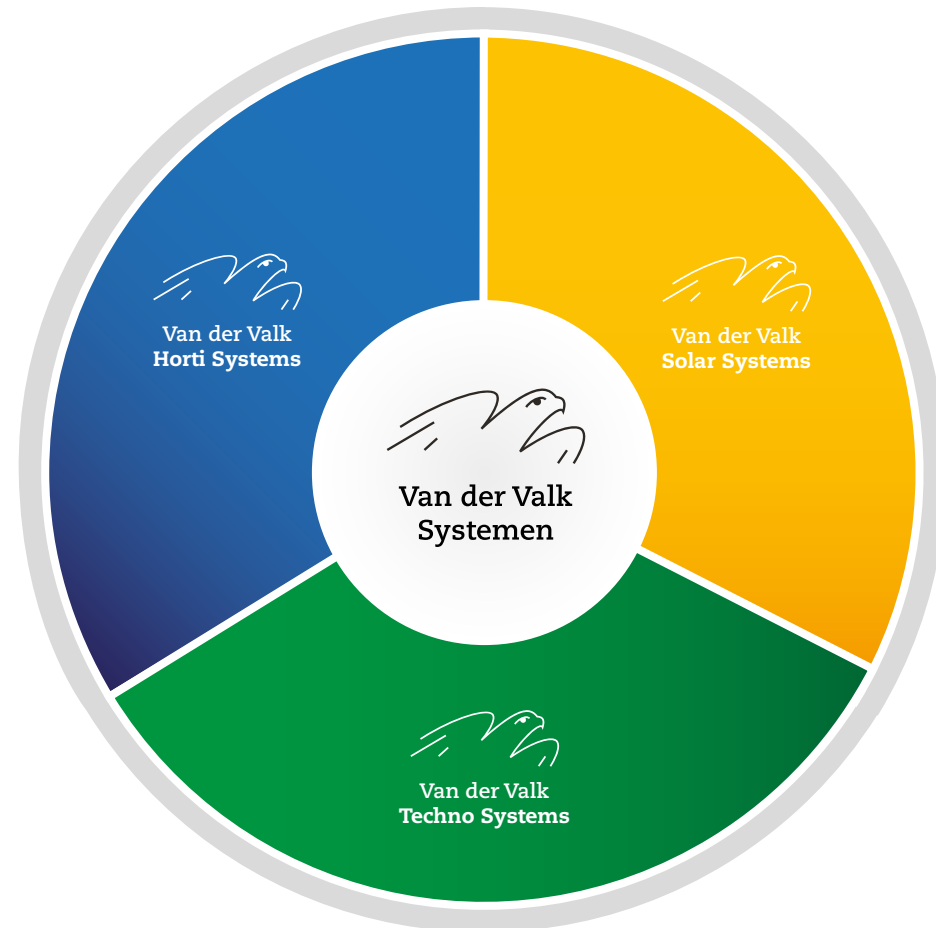


Van der Valk Systemen is the parent of the sales entities **Van der Valk Horti Systems**, **Van der Valk Solar Systems** and **Van der Valk Techno Systems**.

Although the industries and applications that the three sales organisations focus on differ, all companies share locations, production resources and supporting departments.

At Van der Valk Systemen, we have no less than 35,000 m² of production halls, warehouses and office buildings. With the realisation of a new branch in 's-Gravenzande, The Netherlands, in 2025 another 12,000 m² will be added to this.

At the main site in Monster (The Netherlands), where the company has been based since the start, all production activities are located. Modern machinery and state-of-the-art production techniques are used to create high-quality products.



1.3 Our organisation



Van der Valk Horti Systems is a leader in the development of climate control systems for protected cultivation worldwide. Our air ventilation and screening systems are reliable, innovative, low-maintenance and designed to last.

With our unique systems, we deliver a significant contribution to make global horticulture more sustainable and maximise crop yields with less energy and reduced water usage.

Van der Valk Solar Systems focuses entirely on developing and manufacturing mounting systems for solar panels, for installation on pitched roofs, flat roofs and carports. In addition, it offers a complete product range of solutions in cable management and for mounting and covering inverters for solar installations.

The mounting systems are used in both large-scale (commercial) and small-scale (residential) projects and make an important contribution to the energy transition.

Van derValk Solar Systems' focus is the European market. It has sales offices and warehouse locations in The Netherlands, UK, Spain, and Sweden. By mid-2025, it plans to expand further with sales offices in France and Germany.

Van der Valk Techno Systems is the newest branch of our company and has been focusing on developing and producing aluminium structures for terrace systems since 2015. This offers a sustainable alternative to tropical hardwood, which is traditionally used in this type of application.

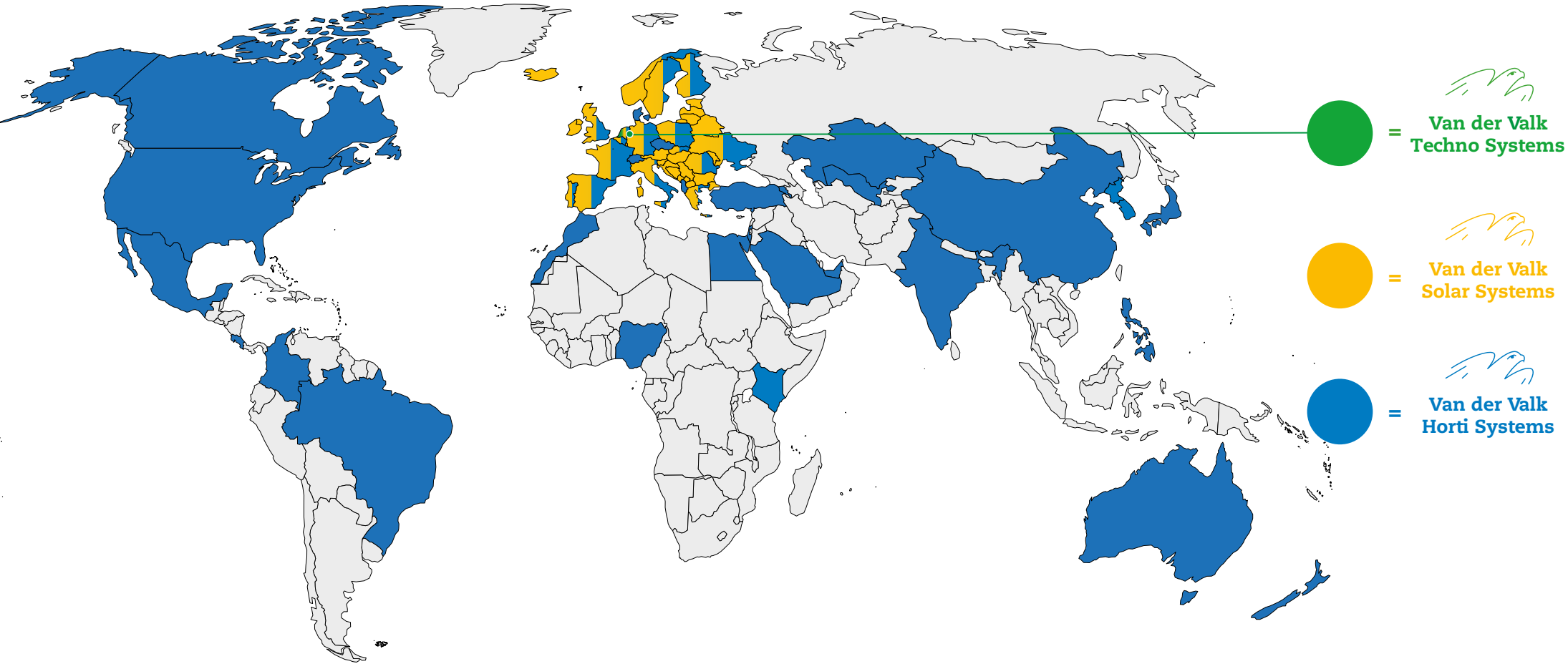
With our systems for terraces we are building on our experience in the horticultural and solar sector, where reliable structures and simple installation are key.



1.3 Our organisation



Projects worldwide



1.3 Our organisation



Project Horti

Our **ValkScreenVision 2.0** and **ValkGableVision** screen installations ensure maximum energy savings, light control and crop protection. In combination with the **ValkTrussRail** ventilation mechanism, they create a precise, uniform airflow for a stable greenhouse climate. Together, they offer a sustainable, energy-efficient and future-proof solution for climate control.

Check the project here!



Project Solar

The **ValkPitched Trapezoidal** mounting system enables quick and easy installation of solar panels on sandwich roof panels. This enables large solar installations on industrial buildings with sloping roofs, such as this project example in Wabern, Germany.



Project Techno

Wollebrand: a large terrace made from certified bamboo planks that are fitted with the correct groove. Thanks to the minimal gaps between the planks, food scraps cannot fall through and pests are kept at bay. The aluminium substructure provides a perfect alternative to hardwood beams, which are traditionally used.

1.4 Facts & Figures



Facilities management



Electricity

In 2024, a total of

400.191

kWh of electricity purchased
for the production site in Monster

This represents a
decrease of

34%

The main reason for this reduction is the full commissioning of the in-house solar panel system on the new halls (10, 11 and 12). These halls are equipped with 1.850 solar panels with a total capacity of 520.000 kWh.



Gas

In 2024, a total of

19.516

m³ of gas consumed
at the production site in Monster

This represents
a decrease of

15%

The new halls, which came into use at the end of 2023, are completely gas-free and are heated using heat pumps, insulation and heat recovery.

Partners

In 2024, we collaborated with

24 companies

to which work has been outsourced

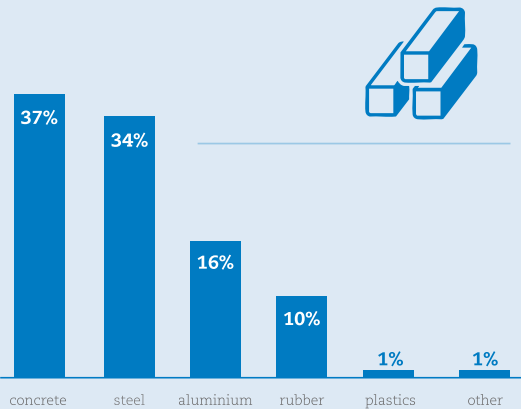
7 sheltered workshops

110,000

working hours
outsourced to people who are
distanced from the labour market

Materials

In 2024, the following quantities of materials were purchased for the product groups with the highest volumes:



Staff

As at 31 December 2024, the composition of the workforce employed by Van der Valk Systemen is as follows:

155 full-time equivalence



13

nationalities
including overseas branches

38,6

year
average age

5.6

years' average length of service

Transport

In 2024, a total of

1,165

journeys completed



17

countries

403

km
average journey
distance

470.022

total km
distance travelled

Van der Valk Systemen and **Corporate Social Responsibility**



2. Corporate Social Responsibility



For us, Corporate Social Responsibility (CSR) means doing business from the heart, with an eye for your fellow human beings and the environment. Our practical, down-to-earth approach is focused on making a structurally positive impact, now and in the future. To this end, we look not only at our own expectations and initiatives (inside-out), but also through the eyes of our stakeholders (outside-in).

Our CSR programme is built around three pillars:

1. People and Society
2. Environment and Sustainability
3. Governance and Policy.

In the following chapters, we will explain our initiatives, achievements and plans for each pillar in detail.



People and Society



Environment and Sustainability



Governance and Policy

2.1 Our CSR highlights in 2024



Our company values 'People-oriented' and 'Sustainability' are directly linked to Corporate Social Responsibility. In 2024, we have taken significant steps to grow our impact. Below, we highlight a few of our initiatives.

<h3>People and Society</h3> 	<h3>Environment and Sustainability</h3> 	<h3>Governance and Policy</h3> 
<ul style="list-style-type: none">  Partnership with 7 sheltered workshops  110,000 working hours outsourced to people who are distanced from the labour market  Preventive medical examinations (PME) carried out for our own staff  Sports facilities available for use by staff  Support for community organisations and charities in the region, as listed below: 	<ul style="list-style-type: none">  ISO 14001 Recertification complete  Energy Efficiency Directive (EED) audit completed  XCarb steel >70% of the total volume of steel purchased  +12 additional charging points for electric cars in Monster  CIRCO statement of ambition signed  Joined Remanufacturing Collective Zuid-Holland  Construction of new sustainable business premises in 's-Gravenzande 	<ul style="list-style-type: none">  Core values rolled out across the organisation  Cybersecurity training programme for staff launched  ICT security policy tightened  Policy documents detailed
		

2.2 Interview with Paul van der Meer - Sustainability & Compliance Manager



How do you look back on 2024?

2024 was a year in which we made significant progress in the area of sustainability. For example: we completed a comprehensive energy audit for all our facilities. The audit was done in line with the Energy Efficiency Directive (EED). This European directive requires companies to have their complete energy consumption analysed in detail every four years to identify opportunities for energy savings. The results of the audit help us to focus our sustainability efforts and sharpen our long-term goals.

In addition, in June 2024, we started construction of a new, sustainable company building in 's-Gravenzande, The Netherlands. This new location offers office space for around 150 workstations and has a huge logistics warehouse. This new location will enable us to continue to grow in the coming years and realise our ambitions.

We also participated in a "CIRCO Track" project together with other companies in the supply chain for the Dutch solar industry. In this project, we are researching the possibilities for more circularity and reuse of mounting systems for solar panels. It is a very interesting project that has yielded new insights and brings opportunities for our company.

Which product development makes you most proud?

We have worked on several innovations, but the development of our own solar carport system stands out. It is a completely new concept for Van der Valk, which will be launched in mid-2025. We have worked closely with our partners and customers to come to the best design. Installers have been invited into the process to test our prototypes and provide feedback in order to improve our solutions further.

The development of a solar carport was a logical step in our strategy: it combines sustainability with smart use of space. In this way, we are helping our customers in making a concrete contribution to their climate goals.

Where is there still room for improvement?

A focus point is the structured collection of accurate CO₂ data that we can use to perform Life Cycle Analyses on our products. We are currently researching smart measuring methods and implementing systems to process data. These insights will enable us to better understand our impact — both positive and negative — and implement targeted improvements. This will help us and our customers to make sustainable choices.



Paul: "Sustainability only works for us if it is logically integrated into our daily practices and contributes to a future-proof business."

2.2 Interview with Paul van der Meer - Sustainability & Compliance Manager



Where will Van der Valk Systemen be in five years' time in terms of sustainability and CSR?

In five years' time, we will still be a leading partner within our industries, making a clear and measurable contribution to the energy transition. By then, we will have accurate data from our suppliers, insight into the entire value chain and know where we need to make adjustments to have most impact.

What is the biggest challenge in this regard?

CSR initiatives must contribute to a healthy and sustainable business model and align with the needs and expectations of our customers. Only then will there be continuous support, both internally and externally, to continue making real progress.

How do you involve customers and suppliers in this process?

By engaging in dialogue on topics that can make an impact — such as chain transparency. We consciously seek dialogue, because cooperation within the chain is crucial to achieve goals faster and more effectively. By listening carefully and exchanging experiences, we strengthen each other.

Does sustainability also exist among the staff?

Absolutely. Many sustainability aspects are integrated into our daily operations, so employees are familiar with them. At company events, we always bring attention to specific sustainability themes and where we are working towards as a company.

In addition, during job interviews, we increasingly hear that new colleagues consciously choose Van der Valk Systemen because of our role in the sustainable sector. This is a sign that CSR topics are very important to the new generation of employees.

What is on the agenda for 2025?

In addition to expanding our activities with sales offices in France and Germany, among other places, our main goal for 2025 is to set up systems that provide accurate insights into the carbon footprint of both our organisation and our products throughout their entire life cycle. We will also implement a monitoring system to track energy consumption at our locations in Monster and 's-Gravenzande. This will give us a clear picture of where savings can be made and where we can improve.



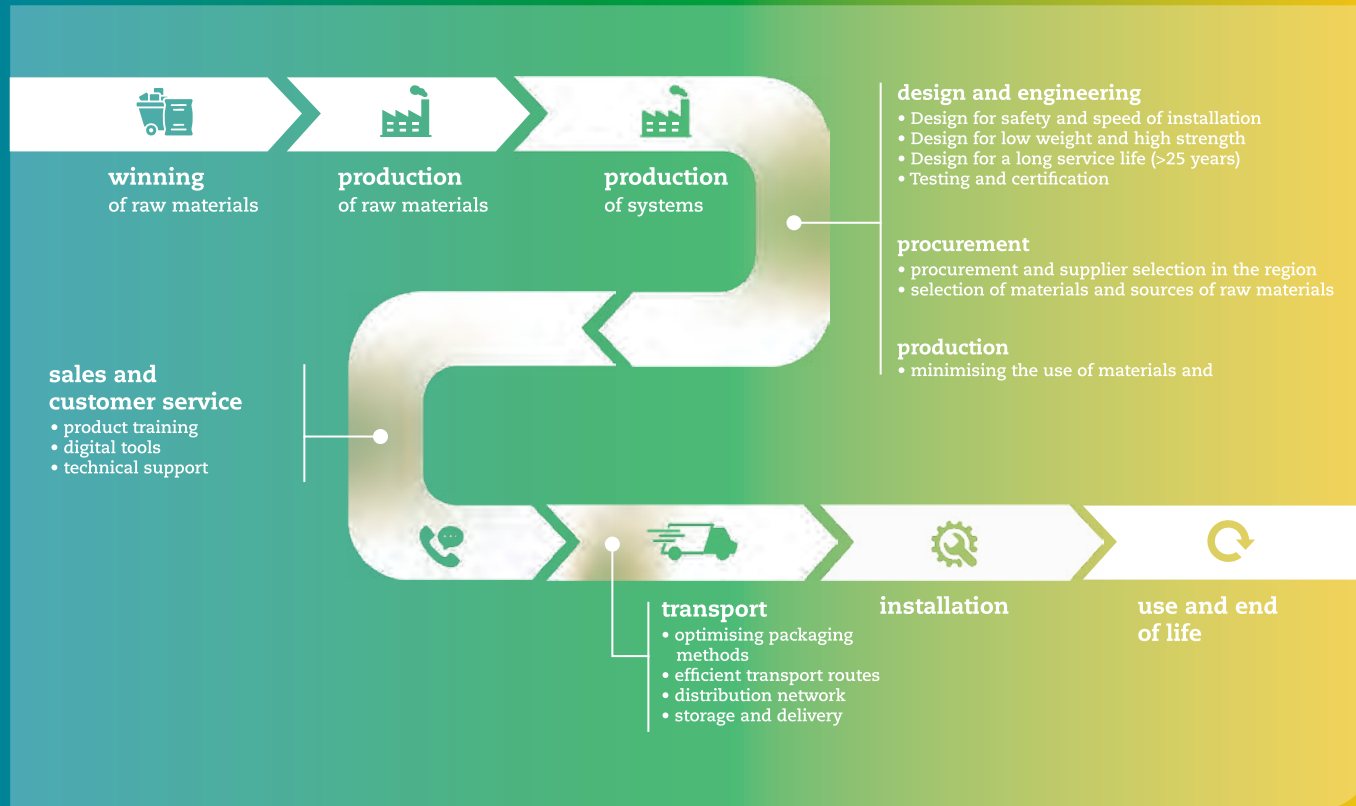
Working together towards sustainable progress

Physical value chain

Our commitment to corporate social responsibility extends across the entire supply chain.

From raw material extraction through to the use and end of life of our products, whilst we constantly strive to maintain good cooperation with our supply chain partners.

Transparency and open communication are essential in this regard.



2.3 Our value chain explained



Extraction of raw materials

The chain starts with the extraction of raw materials required to produce steel, aluminium, concrete, plastics, etc.

Processing of raw materials

After extraction, raw materials are processed by our suppliers into semi-finished products, such as steel and aluminium profiles and plastic components. We pay close attention to the origin and environmental performance of our suppliers.

Production of systems

The purchased materials from our suppliers are used to manufacture components for our systems. Typical production steps are cutting, punching and manual assembly. For manual assembly, we work closely with sheltered workplaces.

Design and engineering

Our products are developed with a focus on ease of use, safety, efficiency, and sustainability.

- **Designed for safety and speed of installation**

Ease of installation and safe handling on site are central to the design.

- **Designed for low weight and high strength**

Through smart design and material choice, we create strong, yet lightweight durable systems, that contribute to efficient transport and

installation costs.

- **Designed for long lifetime**

Our products are designed to last for a minimum of 25 years, but for normal expected use even longer. This drives sustainability.

- **Tests and Certifications**

All products are extensively tested and comply with relevant norms and quality standards.

Procurement

Our procurement strategy focuses on quality, sustainability and reliability. We carefully select suppliers based on their performance in these areas.

- **Procurement and supplier selection in the European region**

Where possible, we choose regional partners to limit transport kilometres and encourage long-term collaborations.

- **Material selection**

We pay attention to the technical suitability, environmental impact and circularity of materials. We consider reusability, recyclability and impact over the entire lifespan.

Production

In production, we strive for efficient use of materials and limit waste streams.

- **Minimising materials and waste**

Through optimisation in design and production

processes, we limit material use and waste production.

Transport

Logistics plays an important role in the chain. We are committed to sustainable and efficient solutions.

- **Optimise packaging methods**

We use reusable or recyclable packaging and limit unnecessary packaging materials.

- **Efficient transport routes**

We optimise routes and loading to reduce transport kilometres and CO₂ emissions.

- **Distribution network**

Smart distribution of stocks results in fewer transport movements and faster deliveries.

- **Storage and delivery**

We utilise strategic storage locations to enable fast and efficient delivery.

Installation

We support installers with clear documentation, user-friendly systems and training for smooth and safe installation.

Sales and customer service

We offer not only products, but also guidance and support.

- **Product training**

Customers and partners are offered training

2.3 Our value chain explained



courses for optimal use and installation of our products and systems.

- **Digital tools**

Calculation software applications that enable customers to design projects and online installation videos.

- **Technical support**

Our technical teams are available to answer questions or provide support during design, sales, and installation.

Use and end of life

We encourage the reuse of materials and systems and, during the design phase, already take into account the need to be able to dismantle and separate the components and materials at the end of their useful life.

2.4 Our stakeholders



Real progress is achieved together. As a company, we believe it is important to align ourselves as closely as possible with the expectations that our stakeholders have of our company and, where possible, to contribute to their ambitions in the areas of sustainability and CSR themes. Our most important stakeholders are listed below, along with a brief summary of how we, as a company, aim to meet their expectations.

Colleagues

We ensure that work can be carried out in a safe and healthy manner, that the company's core values are upheld, and that a clear policy is pursued. In addition, we actively invest in the development and well-being of our colleagues.

Customers

We ensure that we understand customer needs thoroughly, communicate transparently, actively contribute ideas for solutions, comply with applicable laws and regulations, and deliver products that excel in performance and contribute to sustainability.

Suppliers and partners

We provide clarity about the expectations we have as the purchasing party and, where possible, work together on solutions and improvements that have a positive impact on both parties.

Waste processing companies

We ensure proper waste management within our facilities, so that the materials can be recycled or disposed of in the best possible way.

Governments

We comply with applicable laws and regulations at European, national and regional level. We participate in policy initiatives and programmes aimed at making the sectors in which we operate more sustainable.

Local communities

We contribute to the development of the region by stimulating employment, sponsoring associations and charities, supporting local initiatives and promoting the region in a positive way.

Industry organisations and networks

We are a member of the Koninklijke Metaalunie and are affiliated with AVAG and Holland Solar. Within these networks, we strive to contribute in the form of knowledge sharing and transparency, and to convey a clear message from industry representatives.

Standards committees

We participate in standards committees (such as NEN) and thus actively contribute to the creation

of clear and practical standards that guarantee the quality and safety of installations and protect the image of the sectors in which we operate.

Climate

We contribute to reducing CO₂ emissions from the combustion of fossil fuels and reducing water consumption. We do this by offering solutions for climate control systems in the horticultural sector, contributing to the energy transition by enabling the installation of solar panels on roofs, and reducing the use of tropical hardwood in terrace constructions. By providing insight into the Scope emissions of our own business processes and in the value chain, we ensure targeted actions to achieve savings.

2.5 Our contribution to global sustainable development goals



By meeting the expectations of our stakeholders, we view sustainability and CSR from a broader perspective that is focused not only internally but also externally. This enables us to contribute to the global sustainable development goals, also known as the Sustainable Development Goals (SDGs). Below, we explain how we contribute to these goals, based on seven SDGs.

SDG 2 | Zero Hunger



Modern techniques in covered cultivation can play a crucial role in achieving this sustainability goal. With our air ventilation systems and screen installations, we can make a significant contribution globally. After all, by being able to grow crops more efficiently in a protected environment, several important goals can be achieved. Water usage: Growing crops in a closed greenhouse environment enables very efficient water usage. Water can be accurately distributed and reused, leading to a significant reduction in the amount of water required compared to open-air cultivation. Biodiversity: the variety of plants, animals and ecosystems is essential for food supply and resilient nature. Globally, this is under pressure, due to intensive land use and the use of pesticides. Growing crops in a controlled, closed greenhouse enables growers to use biological pesticides – such as parasitic

wasps – instead of chemical agents. This means that fewer harmful substances end up in the environment and biodiversity in the area surrounding the crop is better protected.

SDG 7 | Affordable and renewable energy



Our mounting systems for solar panels play a crucial role in the energy transition. We develop solutions that simplify the installation and enabling solar energy efficiency, so that sustainable energy becomes more accessible worldwide.

SDG 8 | Decent work and economic growth



We invest in sustainable relationships with our employees, partners and customers. We offer a safe and inspiring working environment in which everyone has opportunities to develop. By collaborating with social workshops, we promote inclusivity in our sector.

SDG 9 | Industry, innovation and infrastructure



Innovation is at the heart of our business. We continuously optimise our processes and

production methods to develop more efficient, sustainable systems. Our advanced technology and machinery increase productivity and support a future-proof physical and digital infrastructure within the company.

SDG 12 | Responsible consumption and production



We produce systems with a long lifespan and focus on circularity. By primarily using materials such as steel and aluminium and ensuring that all parts are demountable, the materials are easily recyclable or reusable. In this way, we limit our impact on the environment.

SDG 13 | Climate action



With our systems and solutions, we contribute to reducing CO₂ emissions among end users worldwide. With our air mechanics and screening systems, we make it possible to optimise the climate in a closed greenhouse environment, reducing the energy required to heat the greenhouses. By enabling the installation of solar panels on all types of roofs and ground systems, we assist with the transition from fossil fuels to solar energy. Our solutions for terrace systems reduce the use of tropical hardwood, which stores a significant amount of CO₂.

2.5 Our contribution to global sustainable development goals



SDG 17 | Partnerships



Collaboration is central to our sustainability ambitions. We work closely with our customers, suppliers and standards committees to develop innovative and sustainable solutions. By sharing knowledge and joining forces, we strengthen the impact of our sustainable initiatives.

By integrating these sustainable development goals into our business operations we are helping to build a liveable, innovative and future-proof world.



People and Society



3. People and Society



At Van der Valk Systemen, the core value “People-oriented” is paramount and central to everything we do. This is reflected in sustainable relationships with our colleagues, customers, suppliers, trade associations, government, partners, and society. Attention to people and society not only strengthens employee engagement but also contributes to a stable, future-proof organization.

Our impact in 2024

 Staff health	 Social cooperation	 Local support and engagement
<p>Preventive medical examination</p> <p>Every employee of the company is invited to take part in a Preventive Medical Examination (PME).</p> <p>55% of staff took part in this.</p>	<p>Collaboration with sheltered workshops</p> <p>Outsourcing of a total of 110,000 working hours to people facing barriers to employment, spread across 7 sheltered workshops.</p>	<p>Support for local clubs and charities</p> <p>Van der Valk contributed to the construction of Scouting Naaldwijk's new clubhouse by sponsoring the mounting system for the solar panels.</p> <p>In addition to sponsoring the RKVV Westlandia football club in Naaldwijk, other football clubs in the region have also been sponsored, namely VV Den Hoorn and LYRA.</p> <p>During the annual Varend Corso event, the participating boats moored at the venue in Monster for a delicious lunch.</p> <p>Sponsorship of the Oranjesluitocht – ‘Cycling for a Cause’. Four Van der Valk employees also took part in this cycle ride through the Westland region. Funds were raised for the VEME Foundation (‘Voor Elkaar Met Elkaar’).</p>

3. People and Society



3.2 Education, health and inclusion

At Van der Valk Systemen, we invest in the development and well-being of our colleagues. We offer a wide range of training opportunities, focused on both professional growth and personal development. For example: several colleagues are following tailor-made training courses and we offer language courses, so that everyone can work safely and develop further within the company.

We also value vitality and health. That is why we offer all colleagues the opportunity to participate in a Preventive Medical Examination (PME). This helps to identify any health risks at an early stage and to work on sustainable employability. We have also set up an in-house gym, that colleagues can use for free, before or after working hours.

Diversity and inclusion are an integral part of our HR policy. We strive to create an organisation in which everyone feels welcome, respected and safe. Currently, our workforce consists of a mix of various nationalities. Both men and women work at various levels within the company, including the management team. We continue to work towards a balanced distribution and encourage equal opportunities for all.

Discrimination and inappropriate behaviour,

in whatever form, is not tolerated within our company. We have appointed a confidential advisor and ensure clear internal guidelines and a safe reporting culture. In this way, we work together to create an organisation in which people can be themselves and enjoy contributing to our common goal.

3.3 Open and safe working environment

We operate an open-door policy. Our active staff association regularly organises activities for all colleagues, which contributes to a close-knit team atmosphere and mutual involvement. We believe it is important that colleagues feel heard and seen – that forms the basis of how we work together.

We invest in a safe, stimulating working environment where enjoyment, commitment and equality are paramount. We ensure a healthy working climate within our organisation. Working hours are deliberately set between 6 a.m. and 6 p.m. so that every colleague can be home in time for dinner with their partner and/or family. This helps to maintain a good work-life balance. Safety is our constant focus: we offer certified training courses, provide the appropriate protective equipment such as clothing, footwear and customised earplugs, and work with an up-to-date risk assessment and evaluation.

3.4 Safe products and materials

Our focus on safety and quality is also evident in our products. Systems are developed with safe and efficient installation in mind. In addition, we use reliable materials for strong connections and perform extensive strength calculations on wind and snow loads. We give careful consideration to the packaging method, so that required space is reduced and products are safely packaged – both during transport and during installation.

3. People and Society



3.5 Social engagement

We contribute to social inclusion by working together with sheltered workshops in the region on a structural basis. This allows us to offer people, who are distanced from the labour market, the opportunity to gain work experience. During peak periods, more than 200 people are involved in manual assembly, metalworking and packaging. In this way, we not only strengthen our own production chain, but also the community around us.

Demand for our systems for both the horticultural and solar industries has grown exponentially in recent years. This presents various challenges:

How can we optimise production to meet the demand?

- How can we respond to a sudden increase or decrease in demand?
- How do we spread risks?
- Should we scale up or outsource? And what are the consequences of this?

And time and again, the underlying question is: how can we operate sustainably? The answer turns out to be both appealing and effective: outsourcing to sheltered workshops.

Marcel van der Voort, Outsourcing Manager tells us about this:

In recent years, we have further professionalised our collaboration with sheltered workshops. During busy periods, there are days when there are as many as 200 people working for us.

This usually involves manual assembly work, but also sawing, punching and packaging. We do business with various social workshops, each with their own specialism. And all within a 20 km radius of our company in Monster. This allows us to contribute to the region and contribute to society."

3.5.1 Collaboration in the spotlight

Van der Valk Systemen has been operating for over 30 years together with Patijnenburg, a social "work development company" in Westland. Patijnenburg helps people who are distanced from the labour market find suitable work through training, coaching and work experience programmes. Through this collaboration, we make a structural contribution to social inclusion in Westland. Together with Patijnenburg, we are putting social and committed entrepreneurship into practice, giving everyone the opportunity to participate and develop. Would you like to know more about how this collaboration came about? [Read the interview on page 32.](#)



Marcel: "It's a win-win situation. By outsourcing work to sheltered workshops, the employees there can develop further and we can focus on our core activities."

3. People and Society



3.5.2 CSR Westland

Van der Valk Systemen has been a covenant partner of MVO Westland, the regional network of socially engaged companies, since 2014. As MVO partner, we participate in network meetings, which focus on knowledge sharing, inspiration and collaboration. Together, we make social engagement visible and practically applicable.

3.5.3 Support for social initiatives

At Van der Valk Systemen, we believe in the power of local involvement. That is why we support social initiatives that contribute to health, inclusion and connection. We have been involved in the Oranjesluisocht for several years – a cycling and mountain biking tour for charity – both through sponsorship and the enthusiastic participation of our colleagues. Together, we make a valuable contribution to a stronger and more social Westland.

3.5.4 Sponsoring local football clubs

For over 35 years, Van der Valk Systemen has been a proud main sponsor of football club RKVV Westlandia. In doing so, we not only contribute to the sporting development of young and old, but also to connecting the local community. For us, sponsorship is more than just a logo on a shirt: it is an investment in joy of life, cooperation and future prospects.



Hans van der Valk: "I see sponsorship as fertiliser, helping young people to grow. If they learn to work together on the football pitch at a young age, they can do the same later in business as well."

3. People and Society



3.5.5 Building work and value together: Van der Valk Systemen and Patijnenburg

Van der Valk Systemen has been working with employment development company Patijnenburg for over twenty years. What began as a solution for seasonal demand in greenhouse horticulture has grown into a sustainable and valuable partnership.

"At the time, we needed extra hands for serial manual labour. Patijnenburg was already known as a reliable partner that could move with our demand," says Ruud, work planner and scheduler at Van der Valk Systemen. Today, Patijnenburg carries out a wide range of assembly and packaging work for Van der Valk. Think of rail houses, roof hooks, end and intermediate clamps.

"I put it all together – and much more," says employee Jorinde van Patijnenburg with a smile. *"I have been*

working here for 17 years and have developed enormously during that time. It not only gives me satisfaction, but also a sense of pride to be part of a team that delivers good work."

The collaboration extends beyond the efficient utilisation of production capacity.

"For us, it is also a way to offer opportunities to people who are distanced from the labour market," says Ruud. *"The employees work meticulously and deliver everything on time. They make a valuable contribution and the work is outsourced locally, which also saves on transport distance and therefore CO₂ emissions."*

Patijnenburg ensures that employees receive proper guidance and are placed in the right position. *"Our experienced production managers continuously monitor the capabilities and development of each colleague,"* says Marieke, Account Manager at Patijnenburg. *"We tailor the work accordingly and*

provide guidance where necessary."

What makes this collaboration special?

"The challenging jobs at Van der Valk Systemen bring out the best in our people. We notice that they are growing in confidence and are proud of the results," says Marieke. *"And the fact that we, as two companies from Westland, have been working together for so long creates trust and enjoyment in the workplace."*

Both parties also see plenty of opportunities for the future. *"Our vision will not change anytime soon. We are satisfied and hope to continue this collaboration for a long time to come,"* concludes Ruud. Jorinde agrees: *"I want to continue to develop. So bring on those more difficult tasks!"*

Are you curious about these three top performers and the workshop? Then watch the video report on our [website](#)





Environment and Sustainability

4. Environment and Sustainability



4.1 Our impact in 2024

Protecting the environment and preventing climate change is a global challenge that requires concrete action from governments, citizens and businesses. The need to use raw materials more efficiently, save energy, reduce waste and cut CO₂ emissions is becoming increasingly urgent.

At Van der Valk Systemen, we feel this responsibility and want to continue to improve in this area as a company. At the same time, we believe that we can also help the end users of our products to become more sustainable: for example, by helping them to save energy and water in the greenhouse applications and accelerating the energy transition with solar energy.

ISO 14001



ISO 14001-certified since 2020

for our environmental management system

Energy consumption



A full EED (Energy Efficiency Directive) audit was carried out in 2024

for all buildings and systems managed by Van der Valk Systemen.

Product Life Cycle Analyse



We choose materials with a long service life

and ensure that components are reusable or recyclable.

Circularity



Our systems are easy to dismantle and reassemble

and to be fully separated for recycling at the end of their useful life.

4. Environment and Sustainability



4.2 ISO 14001 certification

Since 2020, we have been ISO 14001-certified for our environmental management system, which helps us to continuously improve our environmental efforts. Every year, we evaluate this system and the results achieved and set new goals. In 2024, the recertification audit took place, with positive results.

4.3 Energy consumption

Energy Efficiency Directive

In 2024, a full EED (Energy Efficiency Directive) audit was carried out for all buildings and building-related systems managed by Van der Valk. This investigation into opportunities for energy savings and CO₂ reduction resulted in a number of concrete recommendations.

- The greatest CO₂ reduction for our company can be achieved by purchasing 100% green electricity at times when our own electricity generation from solar panels is insufficient.
- Insight into energy flows through the use of a building management system (BMS). This provides insight into the largest energy consumers and enables targeted measures to be taken to reduce energy consumption.

These recommendations have been incorporated into our environmental objectives for 2025.

4.4 Product Life Cycle Analyse

We consciously choose materials with a long lifespan and ensure that parts are reusable or recyclable. We also pay close attention to the design, packaging and transport of our products. The profiles of our systems are designed to be easily and efficiently stackable (nestable), which means we can transport more products per lorry and fewer lifting movements are required to get products onto a roof.

4.5 Circularity

Circularity is one of the priorities of European government. Not only because of its environmental impact, but also because of economic and geopolitical developments. However, circularity is not a new concept for Van der Valk and has actually been applied in the horticultural sector for almost a century.

The first greenhouse structures were designed in such a way that the components could be dismantled at a later stage and rebuilt elsewhere to form a new greenhouse. The main reasons for this were that the greenhouse had to be 'movable' (to allow the soil to rest after a number of years) and, of course, the scarcity of expensive

materials such as wood and glass.

Nowadays, aluminium and steel are mainly used for modern greenhouse constructions, but the principle of being able to assemble, disassemble and reassemble the components has always remained the same. It is therefore logical that the air mechanics and screen installations developed also have these properties. And at Van der Valk, this design principle has also been applied to the mounting systems for solar panels.

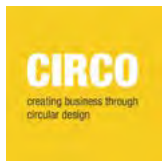
This has resulted in the systems we supply always being easy to dismantle and potentially rebuilt, even in a different configuration. At the end of their service life, the components and material flows can also be fully separated for optimal recycling.

4. Environment and Sustainability



CIRCO project

At the end of 2023, a project was launched in the Netherlands with the aim of promoting circularity and investigating opportunities for reusing mounting systems, in collaboration with other chain partners in the solar energy sector. The project is supervised by CIRCO and supported by Rabobank, among others.



We are an active participant in this project and share our knowledge and vision in the field of mounting systems and are helping to set up a circular model. We are convinced that the systems we supply offer good opportunities for reuse and that there are great opportunities here to reduce the CO₂ footprint of users.

4.6 Sustainable procurement

At Van der Valk Systemen, our procurement policy looks beyond price, quality and delivery time. We attach equal importance to social and environmental aspects. For example, we explicitly look at the possibilities of circular procurement, whereby we strive for optimal reuse of products and materials at the end of

their life cycle.

Paul van Helden, Procurement Manager, tells us about this:

"Because we want to do business in a socially responsible manner, we pay a lot of attention to developing products with an extremely long lifespan and to separating and recycling production waste. But there is more. Purchasing sustainable materials also contributes to our CSR goals. Where the quality and lifespan of our products are guaranteed, we always opt for a sustainable alternative, such as recycled plastic and aluminium with a high recycled content."

We are proud to be pioneers in the Netherlands in purchasing more sustainable steel: XCarb. We purchase this steel at an additional cost in exchange for certificates confirming that significant CO₂ savings have been made throughout the entire steel production chain. This is verified by the independent body DNV, which means we can be sure that we are purchasing a more sustainable product and offering it to our customers."

The steel industry is inherently very polluting, and as a company we are committed to reducing our carbon footprint."



Paul: *"Sustainable procurement is about using recycled plastic and aluminium, for example. It's about using more sustainable steel, XCarb, but also about developing products with a very long lifespan."*

4. Environment and Sustainability



4.7 Waste management and recycling

As a production company with a lot of production steps related to metal working, there is no getting around it: we create waste. And waste has a negative impact on people, animals and the environment. Waste is unavoidable, but at Van der Valk Systemen we tackle it as smartly and sustainably as possible. Our approach to waste is an important aspect of our commitment to corporate social responsibility. That is why we are giving you an insight into our waste processing here. We explain how we are constantly raising the bar in this area too. For each other and for our future. With well-organised waste flows, recognisable containers and underground metal scrap conveyor systems, we make recycling easier and more effective.

Robert van Veen, Facilities Manager,
tells us about this:

Steel, aluminium and wood are our main waste materials. We have mapped out these waste streams and devised a system to ensure waste separation and optimise waste disposal. As a result, we need fewer waste transports. We are also trying to reduce the amount of waste, because what you don't produce, you don't have to dispose of.

Waste containers

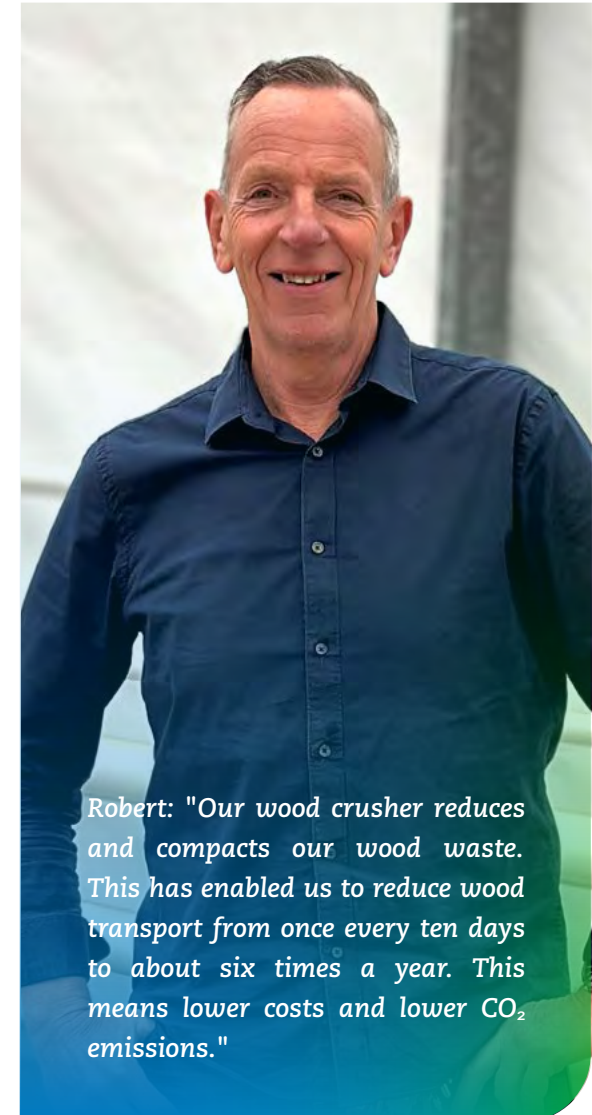
There are recognisable, coloured, containers in each of the twelve production halls. In the office all individual waste bins have been replaced by central bins for separate collection. We have also recently acquired a new glass container and replaced our PMD container with a PD container.

Steel, aluminium and wood

With around 200 tonnes per year, steel and aluminium account for the largest return flows. Aluminium is divided into four categories for recycling and machine waste is separated directly at source. For wood waste from packaging, we have an innovative solution: a wood crusher that significantly reduces the volume. This reduced the number of transports from once every ten days to just six times a year — resulting in considerable cost savings as a result.

Our wood crusher reduces transport movements and related CO₂ emissions by 85%.

We continue to optimise our waste streams, because what you don't produce, you don't have to dispose of. In this way, we are setting the bar higher and higher – for each other and for the future.



Robert: "Our wood crusher reduces and compacts our wood waste. This has enabled us to reduce wood transport from once every ten days to about six times a year. This means lower costs and lower CO₂ emissions."

4. Environment and Sustainability



4.8 CO₂ reporting

Since 2021, an annual report on direct emissions (Scope 1 and 2) in accordance with ISO 14064 has been prepared at organisational level by an external party. These Scope calculations include:

- Gas consumption of the branches
- Fuel consumption of the vehicle fleet
- Purchased electricity

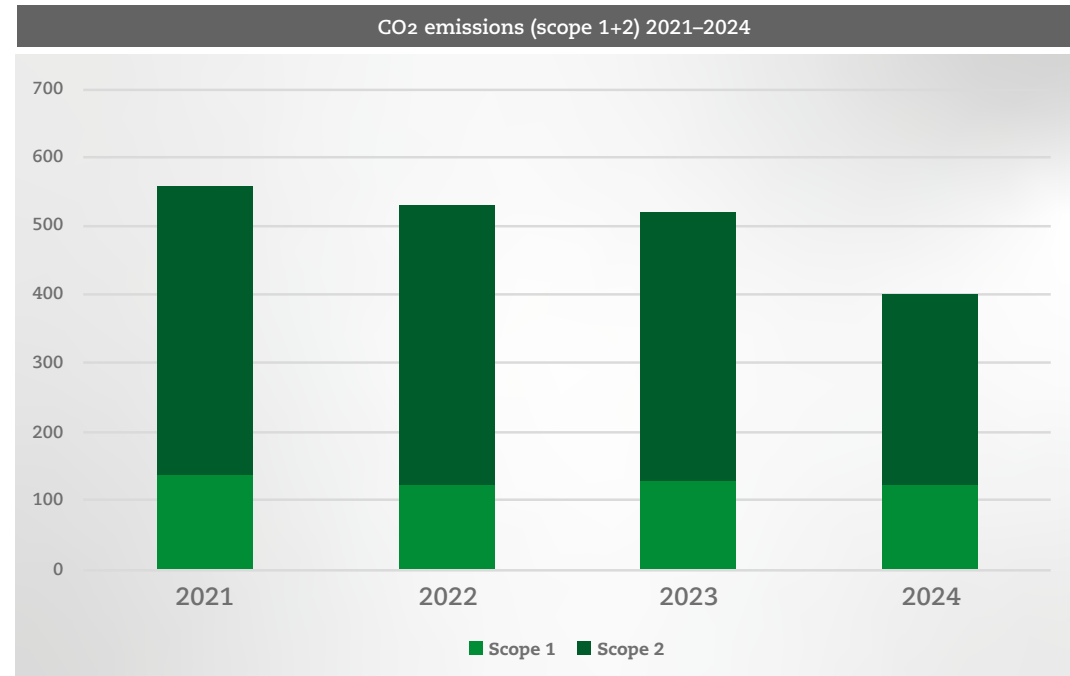
The emission factors for the relevant year have been used in the calculations for the various years. The calculated CO₂ emissions for Scope 1 (direct) and Scope 2 (indirect) for the period from 1 January to 31 December 2024 are:

Scope	Calculated quantity	Unit	Share
Scope 1	124,62	tonnes of CO ₂ eq	30,9%
Scope 2	278,22	tonnes of CO ₂ eq	69,1%
Total	402,84	tonnes of CO₂ eq	100,0%

This calculation shows that CO₂ emissions in 2024 have been reduced by 22% compared to 2023.

Compared to the base year 2021, emissions have decreased by more than 28%.

In 2025, the necessary steps will be taken to fully map indirect Scope 3 emissions as well.





Scope 1, 2 and 3

Explanation of greenhouse gases



Scope 1

Our own emissions, such as fuel used by company vehicles and office heating.

Gas consumption is falling year on year

By 2024, consumption will have

15% 

reduced compared to 2023
Since 2019, gas consumption has fallen by 43%

Van der Valk has a fleet of

24 

company cars: 11 fully electric, 4 hybrid and 9 fossil-fuel-powered. The aim is to have a fully electric/hybrid fleet by 2030.



Scope 2

Purchased emissions, the electricity we consume and the associated emissions.

From 1 January 2025, only

100% 
purchased green electricity

In 2024, Van der Valk still purchased non-renewable electricity at times when the output from its own solar panels was insufficient.



Scope 3

Emissions: understanding and first steps, emissions across the entire value chain: from production to the end user.

2024: first steps taken towards **gaining a better understanding of Scope 3 emissions,** 

with a focus on transport provided by external carriers, business travel and commuting.

As of 1 July 2024, all sites will comply with the Work-Related Mobility reporting requirement.

HR provides insights; the impact of business travel is included in Scope 3.

Scope 3 emissions mainly stem from materials and transport

From 2025: more accurate reporting and reduction, in collaboration with suppliers.





Management and Policy






5. Management and Policy



In this chapter, we provide insight into our management structure and responsibilities relating to sustainability. We also describe our sustainability policy and the strategic goals we pursue in the areas of the environment, corporate social responsibility and good governance (ESG). In addition, we discuss our risk management and how we deal with opportunities and risks, including in the areas of climate, material use and legislation and regulations.

Our impact in 2024

 Core values	 Cybersecurity Training	 ICT policy
Core values implemented across the organisation <p>In 2023, Van der Valk Systemen's core values were defined and presented to staff at the staff party in late 2023.</p> <p>By 2024, these core values had been further incorporated into policy documents and communications.</p>	Cybersecurity training programme for staff launched <p>With the aim of our to raise awareness among staff In response to the risks in the field of cybersecurity, a digital training programme has been launched, called:</p> <p>Phished Cyber Resilience Trainings-programma</p> <p>This ensures that staff are trained individually to recognise the risks and take the appropriate measures and actions.</p>	Tightening of the ICT security policy <p>The IT policy has been tightened in several areas to minimise the risk of cyber incidents, data breaches and system failures as much as possible.</p>

5. Management and Policy



5.2 Governance structure and responsibilities

Within our organisation, sustainability is seen as a shared responsibility. From product development to facility services: employees in every discipline are actively involved in sustainable improvements.

The sustainability policy is formally the direct responsibility of the Management Team (MT). From the end of 2025, Paul van der Meer will take on the role of Sustainability & Compliance Manager. In this role, he is responsible for coordinating the sustainability policy, reporting and monitoring, working closely with colleagues in procurement, production, logistics and HR.

The Management Team sets the direction for the sustainability strategy and makes decisions on investments, innovation and risk management. Sustainability is a recurring item on the agenda of MT meetings and is also discussed during regular consultations with team leaders and staff departments.

5.3 Policy and Strategy

Our sustainability policy is based on three pillars: People and Society, Environment and Sustainability and Governance and Policy. We are working step by step to reduce our ecological footprint, strengthen our social impact and

promote chain transparency. In doing so, we are aligning ourselves with the ambitions of the European Green Deal and the Sustainable Development Goals (SDGs), focusing on themes that are most relevant to our company and our stakeholders.

Strategic objectives in broad terms:

- Gain insight into our carbon footprint and set concrete reduction targets.
- Focusing on sustainable material choices (including more sustainably produced steel).
- Promoting inclusive employment through co-operation with sheltered workshops.
- Investing in sustainable mobility and energy supply.
- Developing products with circular or reusable elements.

We take a realistic and practical approach to this: start small, measure what works, and scale up where possible.

5.4 Risk management and internal control

In addition to opportunities, sustainability also brings new challenges, such as:

- **Scarcity of raw materials**
- **Strict laws and regulations** in the areas of energy use, product safety, and reporting obligations (such as emissions reporting)

- **Reputation risks** in the event of insufficient transparency or sustainability claims
- **Disrupted supply chains** due to geopolitical tensions or climate change

These risks are incorporated into our company's general risk management process. Our Sustainability & Compliance Manager identifies relevant developments and works together with the management and department heads to address risks at an early stage.

In addition, we are committed to improving data collection and reporting of sustainability indicators, for example in the areas of energy consumption, transport and product life cycles. This helps to improve internal control and enable informed decision-making.

With clear responsibilities, a practical strategy and a focus on cooperation, we are laying the foundations for sustainable growth. We realise that sustainability is not a destination, but a continuous process of learning, adjusting and improving. By staying on course and remaining open to new insights from within the organisation and the chain, we continue to build a future-proof company that creates value for people, the environment and society.

Reporting and Accountability

REPORT



6. Reporting and Accountability



For this CSR report, a reporting structure in accordance with the **VSME guidelines** (Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises) has been chosen. These guidelines have been specially developed for small and medium-sized enterprises and offer a practical framework for presenting sustainability information in a structured and transparent manner.

Several steps were taken in preparing the report. For example, a **context analysis** was carried out to define our social role and impact within the sectors in which we operate: greenhouse horticulture, solar energy and terrace construction.

In addition, the most important **stakeholders** have been **identified and clustered** into groups such as customers, suppliers, colleagues and industry organisations.

In order to obtain a complete view of expectations and opportunities, interviews were performed in 2024 with customers, suppliers and our trade associations, among others. Internal stakeholders such as the Management Team and colleagues from various departments were also involved through interviews and team sessions.

The information in this report is based on available company data, project results and qualitative input from stakeholders. Where possible, measurable results have been included. It is our goal to further improve data quality for future reporting.

This report marks the next step in our journey towards greater insight, transparency and cooperation in the field of sustainability.

7. Appendices



This appendix contains supplementary documents included that substantiate the transparency and reliability of this CSR report.

Certified reports

Van der Valk Systemen holds various external certifications and assessments that demonstrate that we work in a structured and professional manner on sustainability, quality and process optimisation:

- **ISO 14001** – Environmental Management System
- **HortiQ** – Quality mark for suppliers in the greenhouse horticulture sector
- **EcoVadis** – Independent assessment for sustainability (environment, labour & human rights, ethics and sustainable procurement)

References and sources

Various internal and external sources were used in the preparation of this report, including:

- Interviews with colleagues, customers, and suppliers
- Industry reports and market analyses
- Information from the trade associations and government agencies
- Internal project documentation and data reports
- VSME guidelines for sustainability reporting

These appendices support the content of the report and are available upon request.



Monster, September 2025

This CSR report has been carefully compiled and describes the steps we have taken in 2024.

Do you have any questions or comments, or do you see opportunities to collaborate and increase our joint impact?
Please feel free to contact our Sustainability & Compliance Manager via pvandermeer@valksolarsystems.nl

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