



## CSR Annual Report 2023 gAvilar B.V.



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Date : 12 June 2024  
Version : 1.0

Table of contents	Pag.
1. Company Profile	3
2. CSR policy	4
2.1. CSR principles	4
2.2. CSR core themes	5
2.3. Organisation and enforcement	7
2.4. Product Safety	8
3. CSR measures (assessed by the CSR register)	8
4. CSR measures (not assessed by the CSR register)	14
5. Certificates	16
6. CSR register certificate	17
7. Improvement plans	18

This report has been drawn up on the basis of gAvilar BV's CSR information from the CSR Register. This report can also be found on our website [www.gavilar.nl](http://www.gavilar.nl).

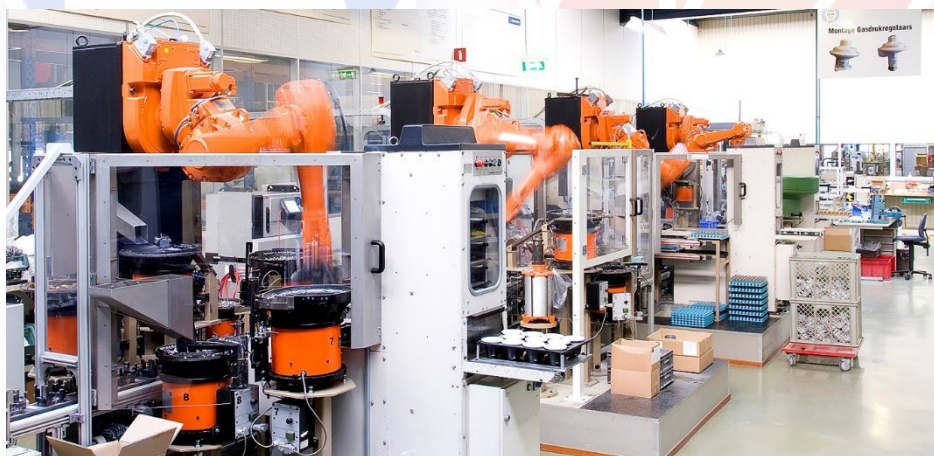
## 1. Company Profile

gAvilar is a young company with a rich history. The company's roots lie in the Dordrecht Meterfabriek, which has its origins in 1858. In early 2012, gAvilar acquired the production of gas pressure regulators, gas meter brackets and gas stations from Itron Inc. through a Management Buy Out, combining the years of experience gained with the strength of a compact and dynamic company.

gAvilar is a specialist in control equipment for gas distribution. For the domestic market, we produce the WM series of house pressure regulators, combination regulators and gas deficiency protections on a fully automatic robot line. A high-quality and highly reliable product with a proven lifespan of more than 30 years. For the connection of a household gas meter, we make the gas-carrying meter bracket that can be supplied as a complete connection package. In addition, we produce various gas stations for the distribution, measurement and delivery of natural gas, biogas and hydrogen. Since 2022, we have also been making our own safety couplings and command valves that are used in our gas stations and are also sold separately.

Furthermore, our product range has been expanded with Volume Conversion Instruments (EVHI'S) and related communication equipment.

For the supply of natural gas equipment, water and heat meters, we have the Dutch representation of the portfolios of Sperryn, Madas, Itron, Dresser and FMG.



For several years now, gAvilar has been closely involved in the energy transition by developing new products or adapting existing products for the use of biomethane and hydrogen on the one hand, and by participating in various (pilot) projects on the application of these more environmentally friendly gases on the other.

### **Mission**

gAvilar builds on more than 165 years of successful entrepreneurship. gAvilar develops, manufactures, sells and maintains high-quality, reliable and safe measurement and control equipment and systems for gas networks.

### **Vision**

gAvilar wants to be the progressive and reliable partner for technical gas pressure control measurement products and solutions and thus contribute to safe and sustainable gas transitions."

## 2. CSR policy

gAvilar B.V. embraces the principles of Corporate Social Responsibility and wants to create value in the economic (Profit), ecological (Planet) and social (People) areas. We not only respect laws and regulations, but also go further and conform to the requirements of the standards that are certified, such as ISO 9001, ISO 14001, and VCA. At the end of 2015, the next step was taken by obtaining the certificate of the CO<sub>2</sub> performance ladder step 3 and in June 2016 we joined the CSR register. In this register, our CSR efforts are listed in the form of a report and are transparent to customers and suppliers.

Furthermore, the CSR policy is anchored in our core value of 'sustainability' in the following way, which means that in everything we do, we take into account the long-term consequences, that in our relationships with people, the environment and society we ensure that we organize things in such a way that we strive for balance in the long term but at least minimize negative effects.

### 2.1 CSR principles

➤ **Accountability;**

gAvilar takes responsibility for the impact of its activities on society and the environment. The interests of all its stakeholders, such as customers, suppliers, employees, environment and shareholders, are taken into account.

➤ **Transparency;**

gAvilar is open and transparent about its decisions and activities that have an impact on society and the environment. We do this mainly through our website where our activities, certifications, newsletters and CO<sub>2</sub> footprint are listed.

➤ **Ethical behavior;**

All gAvilar's activities are at all times based on honesty, fairness and integrity towards both its own staff and external stakeholders. Conflicts of interest that could lead to unethical behavior will be prevented. Reporting unethical behaviour will always be possible without this having adverse consequences for the reporter.

➤ **Respect for stakeholder interests;**

gAvilar respects the interests of all its stakeholders and takes them into account in all its decisions. To do this, gAvilar has identified all its stakeholders.

➤ **Respect for the rule of law;**

gAvilar accepts all local, regional, national and international laws and regulations and will make every effort to comply with these laws and regulations. In collaboration with external consultancy organisations, we regularly investigate whether laws and regulations are still up-to-date. Employees are kept informed about important laws and regulations via the available means of communication such as the bulletin board, work meetings, newsletters and email.



➤ **Respect for international standards of conduct;**

gAvilar respects applicable international standards of conduct in areas where legal requirements for the protection of people and the environment are lacking or where national laws and regulations conflict with international standards of conduct. In principle, gAvilar will not do business in areas where insufficient attention is paid to people and the environment.

➤ **Respect for human rights;**

gAvilar recognizes and respects universal human rights. Again, gAvilar will not do business with organizations that do not respect these rights and abuse or take advantage of such situations.

## 2.2 CSR Corethemes

gAvilar conforms to the following core themes:

➤ **Honest business**

gAvilar respects and follows the Competition Act, which is why we do not make agreements with competitors about prices, delivery conditions, boycotts of deliveries and market sharing.

gAvilar does not want to be involved in any form of bribery. Therefore

- We do not offer or accept bribes;
- We do not offer promotional gifts to influence decisions;
- We refuse business gifts to influence decisions;
- We only accept and give business gifts that are "within all forms of reasonableness".

➤ **Respect for human rights**

gAvilar

- Promotes equal opportunities for employees regardless of colour, race, nationality, social background, disability, sexual orientation, political or religious opinion, gender or age;
- Respects the personal dignity/integrity, privacy and rights of each individual;
- Refuses to hire or put people to work against their will;
- Refuses to tolerate unacceptable treatment of employees, such as mental abuse, sexual harassment, or discrimination;
- Prohibits sexually explicit conduct or conduct involving coercion, threats, abuse or exploitation, including gestures, language and physical contact;
- Offers a fair wage and guarantees at least the legal minimum wage;
- Complies with the maximum number of working hours as stipulated in the applicable legislation;
- Recognizes, to the fullest extent permitted by law, the right of employees to freedom of peaceful assembly and association and shall not favor or discriminate against members of employee organizations or trade unions;
- Has a policy for the elderly, pregnant employees, and reporting abuses.

- Respects the Prohibition of Child Labour (UN Convention on the Rights of the Child, ILO Conventions 79, 138, 182, ILO Recommendation 146)

➤ **Worker Health & Safety**

gAvilar

- Takes responsibility for the health and safety of employees;
- Controls risks and takes the best possible precautions with regard to accidents and occupational diseases. To this end, a RI&E with a corresponding plan of action is available;
- Provides training and ensures that employees are instructed on health and safety;
- Has insight into the chemicals present and knows the dangers of these substances. Where necessary, gAvilar offers Personal Protection Equipment.

➤ **Protection of the environment**

gAvilar

- Acts in accordance with applicable legal and international standards in the field of environmental protection;
- Minimizes environmental pollution and continuously improves environmental protection; To this end, there are various waste streams in which materials can be separated, where reuse is the starting point;
- Takes measures to reduce CO<sub>2</sub> emissions;
- Uses 100% green electricity, generated by Dutch windmills
- Has raw material passports for its main products;
- When (re)designing existing or new products, takes into account the use of recyclable materials and the possibility of easily dismantling products at the end of their lifespan (circular economy);
- Have failed regulators dismantled during production so that a number of parts can be reused;
- gAvilar provides products that enable the energy transition, by increasingly supplying innovative products that enable the use of sustainable gases in our existing gas network.

➤ **Community involvement and development**

gAvilar

- Informs working relations such as customers, suppliers and competent authorities via the website, newsletters and mailings that they operate in accordance with the principles of Corporate Social Responsibility;
- Has placed its finances with a responsible bank, the RABO-bank;
- Provides transparency in financial accountability by filing the balance sheet and income statement with the Chamber of Commerce;
- Ensures a positive contribution to the local economy, preferably by attracting employees from the region, which also brings benefits to the environment. In addition, no specific knowledge is required to carry out most production activities, which means that these positions can be filled by people without training or with a mental or physical disability (social return);
- Makes an active contribution to the development of the field and the transfer of knowledge to others who want to learn the profession where possible; To this end, gAvilar offers internships to MBO and HBO students and gives secondary

schools the opportunity to introduce students to a production company in short sessions (Jinc project);

- Supports cancer research by making an annual contribution to the KWF.
- Has a bicycle plan in place to encourage employees to come to work by bike.

➤ **Good governance**

The shareholders of gAvilar have included provisions in the shareholders' agreement that prevent conflicts of interest. Employees of gAvilar ensure that business and private interests remain strictly separate. This will also be taken into account in personnel policy, for example by exercising restraint when hiring family members of employees.

## **2.3 Organisation and enforcement**

### **2.3.1 Involved board**

is the responsibility of the managing director of gAvilar. Because gAvilar considers CSR to be one of the key themes for the company's success. It is also included in the company's core values. Sustainability means that in everything we do, we take into account the long-term consequences, that in our relationships with people, the environment and society, we make sure that we organise things in such a way that we strive for balance in the long term but at least minimise negative effects. This is also the framework on which the CSR policy is hung. The strategy is revised on average once every 5 years, and tested annually by the MT for relevance and correctness. CSR Policy and resulting objectives are also discussed, determined and/or adjusted annually by the management team in close consultation with the Managing Director. Finally, the policy and objectives are signed by the Managing Director.

### **2.3.2 Sanctions**

At the moment, gAvilar does not have a formal sanctions policy that stipulates sanctions in the employee's contract. At the moment, people are addressed and warned in the event that behaviour is shown that is contrary to the gAvilar CSR policy, a copy of this is recorded in the personnel file. The Managing Director intends to develop a formal sanctions policy in the next 12 months. In the first place, the MT members and the general manager will receive a sanction clause in their contract. The basic principle here is that sanctions depend on the nature of the violation, and are not financial in nature, but rather aimed at obliging an offending employee to make a greater contribution to CSR.

### **2.3.3 Reports**

gAvilar has a 'regulation on reporting abuses'. At the moment, it does not offer the possibility to make reports related to CSR policy. The Managing Director intends to adjust the scheme accordingly in consultation with the Works Council. In the meantime, reports can be made to the relevant manager. gAvilar is in constant dialogue with its customers and suppliers and shares its CSR policy with these parties. This makes gAvilar accountable for this policy.



## 2.4 Product safety

gAvilar mainly produces products that are used in gas networks. As a result, it is very important that the products are gas-tight when they are installed and that they meet the requirements associated with the applied working pressures. All composite products such as gas pressure regulators, gas stations and safety devices are 100% tested at gAvilar for proper functioning and leakage. The test reports are stored digitally. In addition, there is a register in which customer complaints are collected and the handling, including corrective actions, is described. During the management review (3x per year) the most important findings are evaluated and, where necessary, further corrective measures are agreed upon and recorded.

Through these procedures, we strive to ensure that all products are delivered gas-tight to our customers, which prevents, provided that the products are installed in accordance with the regulations, that dangerous situations such as explosion hazards can arise in the field.

## 3. CSR measures (assessed by the CSR register)

The CSR measures listed below contribute to gAvilar's CSR ambitions and performance. The Impact illustrates how the measure contributes to the realisation of our CSR ambitions. It also indicates which sustainable development goals (SDGs) contribute to it.

### HEALTH AND SAFETY AT WORK – SDG 3



#### Offering spring water and working fruit

gAvilar offers its employees free (chilled) spring water and working fruit.

Impact: Drinking enough water and eating fruit has a positive effect on health. Most of the fruit comes from local companies, so transport distances are kept as short as possible.

To encourage healthy behaviour, gAvilar hopes that employees will be less likely to develop health problems and call in sick, which means that extra costs will have to be incurred.

#### Safety for staff

gAvilar invests a lot of time and money in safety for its staff. This is reflected in the provision of various personal protective equipment such as safety shoes, gloves, filter masks, (measured) hearing protectors and work clothing. In addition, training courses are followed in the field of emergency response/first aid and internal transport. The safety of machines, devices and tools is also a constant concern.

In 2022, an update of the 2020 RI&E was carried out in collaboration with the BMD Advice Rhine Delta. Most of the action points that resulted from this have now been implemented.

Impact: Thanks to good information and protection, there have only been 23 days of absenteeism due to industrial accidents in the past 11 years. In 2023, 1 dangerous situation was registered and 3 minor accidents without absenteeism.



By offering a safe working environment, including the provision of various aids and safety equipment, we can say that working at gAvilar is experienced as safe by the staff. This conclusion is supported by the fact that no one has left the company at their own request in recent years and absenteeism due to work-related accidents is very low.

## ENVIRONMENT – SDG's 11, 14 in 15



### Preventing environmental pollution by hazardous substances

gAvilar has an ISO 14001 certified environmental management system, aimed at preventing environmental pollution and managing risks in this area. The following risks emerge from the environmental aspects register:

- Waste.
- Emission of volatile organic compounds (VOCs) due to the painting of stations;
- Storage and use of chemicals.

In order to manage environmental risks, measures have been taken for waste separation, limiting VOC emissions as much as possible and measures for the safe use and storage of environmentally hazardous substances. Storage of chemicals is safeguarded in certified cabinets that are inspected every year. The cleaning installation is placed in a plastic floor so that chemicals cannot enter the ground through the floor. In 2019, a PGS cabinet was purchased for the storage of Lithium batteries

Impact: No environmental violations were committed in 2023.

VOC emissions in 2023 are more than 3% less than in 2022.

The prevention of environmental crimes is of great importance, on the one hand for our image among our stakeholders and on the other hand to avoid high costs.

### Re-usable packaging for supplied parts

For the delivery of various supplied parts such as turned parts, pipe parts and stamped parts, packaging is used that can be reused, such as plastic crates or special pallets.

Impact: By using packaging multiple times, it is prevented, among other things, that cardboard packaging, which is only used once, ends up in the trash. In 2017, a new project was launched with the reuse of cardboard boxes from supplier l'Insigne. A special rack has been made for collecting the boxes.

By using returnable packaging, costs for supplied parts can be reduced. The condition is that no extra transport is required for the returned packaging.

### Waste separation

gAvilar ensures that its waste is separated as much as possible into various waste streams such as paper/cardboard, (empty packaging of) hazardous substances, (fluorescent) lamps, batteries, metals and transparent plastic packaging waste. Waste metal is also separated into steel, brass, stainless steel and Aluminium.

This separation prevents all materials from being disposed of as residual waste and thus ending up in standard waste processing. As a result, most separated materials can be reused or recycled.

Impact: At the end of 2017, we started collecting class A wood. The disposal costs of this

wood are considerably lower than those for household waste and the wood can be recycled more easily. In 2023, the waste metal has yielded € 12000. The rate of the paper and cardboard collected was so low that it yielded nothing.

Separating waste is the most normal thing in the world for gAvilar. This creates the possibility to reuse certain waste materials and costs can be reduced because the disposal of residual waste is generally more expensive. It is also one of the prerequisites for ISO 14001 certification.

## RESPONSIBLE CONSUMPTION AND PRODUCTION – SDG 12



### **Raw materials passport (circular economy)**

gAvilar has started by mapping the raw materials of the components contained in our products to determine which raw materials are used and what impact they have on the environment, both during production and at the end of the technical life.

Impact: The purpose of this inventory is to investigate the extent to which our products or parts thereof can be manufactured in whole or in part with recycled materials. We now have 5 raw material passports for our most important product groups. In 2020, we started investigating the extent to which our top 10 national and international suppliers have raw material passports for the products we purchase from them. See also the program "CSR performance suppliers". Unfortunately, it has become apparent that there are few opportunities for cooperation.

## ENERGY EFFICIENCY AND RENEWABLE ENERGY – SDG 13



### **Sustainable mobility**

1) gAvilar's fleet consists of 8 company cars. Of the passenger cars, 2 are now fully electric.

Impact: By greening the fleet, less petrol/diesel is filled, which benefits CO<sub>2</sub> emissions.

2) At the beginning of 2018, a facility was installed at the company for measuring and correcting the tire pressure of passenger cars. This facility is available to all employees.

Impact: Keeping the tyres at the right pressure reduces fuel consumption, reduces CO<sub>2</sub>, particulate matter and exhaust emissions, shortens braking distances and improves grip on the road, reducing tyre wear.

3) gAvilar has had a bicycle plan for its employees since 2019. On the one hand, participants in this plan can purchase a new bicycle with a tax benefit and, on the other hand, take out an interest-free loan for the purchase.

Impact: By encouraging cycling to work, car use is reduced and the health of employees is improved. In the meantime, 17 electric bicycles have been purchased through the bicycle plan.

The measures described ensure a green image among both our suppliers and our customers.

### **CO<sub>2</sub> reduction**

gAvilar has been working to reduce its CO<sub>2</sub> emissions since its inception in May 2012. We have now formulated a 2nd reduction target for the period 2018-2022, namely a reduction of 3% on electricity consumption and 5% on gas consumption.

In addition, last year we also set a reduction target for emissions from transport (car and air traffic). Our ambition is to reduce emissions by 25% by 2022 compared to 2019 emissions. The above translates into an emission reduction of more than 22 tonnes of CO<sub>2</sub> as a result of transport by the end of 2022.

The new CO<sub>2</sub> reduction target is aimed at reducing CO<sub>2</sub> emissions by 23-40 tonnes of CO<sub>2</sub> by 2027 compared to 2023. This will have to be achieved, among other things, by heating the office with electricity instead of gas and further electrifying the vehicle fleet.

Impact: In 2023, our CO<sub>2</sub> emissions increased by approx. 10 tonnes, mainly due to the expansion of the service activities.

The drive to reduce CO<sub>2</sub> stems on the one hand from our certification for the CO<sub>2</sub> performance ladder and ISO14001 and the government's recognised measures, and on the other hand to save costs by reducing the consumption of electricity and gas

### **Participation in a chain initiative for CO<sub>2</sub> reduction**

We actively participate in the chain initiative NL CO<sub>2</sub>-neutraal by participating in workshops and attending plenary sessions where companies and (well-known) people give presentations on topics related to CO<sub>2</sub> reduction, sustainability and CSR.

Impact: In the workshops, which are held 4 times a year, specific topics are discussed and experiences are exchanged in various areas of CO<sub>2</sub> reduction, CSR and sustainability. In addition, during the plenary sessions, updates will be given on social developments and current affairs in the field of CO<sub>2</sub> reduction, CSR and the energy transition. The guest speakers are usually directly involved in these topics.

In March, June and September 2023, we participated in the meetings of the "Positive Impact" initiative (formerly the Netherlands CO<sub>2</sub> neutral). In addition to the plenary sessions, various workshops were participated.

### **Purchase of green electricity**

gAvilar uses 100% green electricity supplied by Engie. This electricity is purchased by Van Dorp Energie.

Impact: 100% of the green electricity is generated with the help of Dutch wind turbines. No environmentally harmful fossil fuels are used in the generation and hardly any pollutants are released. In 2023, 168 guarantees of origin were written off by CertiQ.

Despite the fact that green electricity for gAvilar entails extra costs, the green image that we get as a result weighs more heavily.





### **Participation in the H2@Home project**

In 2019, gAvilar became an active participant in the "H2@Home. This initiative, located on the TU campus in Delft, mainly investigates the application of hydrogen in the built environment.

In the past year, several meetings have taken place online. In addition, the official test period, during which a house is heated with hydrogen, started at the end of December 2022. The evaluation will take place after six months. The project was completed in mid-July 2023 with positive results.

We have now received 2 certificates from Kiwa for the application of our meter brackets and controllers in combination with H2.

Impact: Hydrogen can eventually partially replace the use of natural gas in the built environment, reducing CO<sub>2</sub> emissions and reducing the production of natural gas from Groningen.

By adapting our products for hydrogen applications, this can compensate for the decline in natural gas products in the long term. Participation in this project also brings us into contact with other players involved in the energy transition.

### **Participation in the application of biomethane from biogas**

By fermenting organic products, biogas is produced and added to the existing natural gas network. As a result, less extracted natural gas is needed and organic waste is reused. gAvilar has developed a gas station that measures the quality of biogas and feeds the gas into the gas network with the required quality. This gas station is placed between the digester and the network.

Impact: - gAvilar has now installed 27 such gas stations at customers' sites, bringing more than 153 million m<sup>3</sup> of gas into the network in 2023. In this way, gAvilar contributes to a more sustainable energy supply. For 2024, 4 new stations are planned to be commissioned. In addition, there is 1 more in the quotation stage. This will allow biogas production to grow to approximately 191 million m<sup>3</sup> of gas. Of the 28 stations sold, 4 are operational in Belgium.

The sale of green gas installations will have a positive effect on our company's turnover in the coming years.

### **Participation in the Westland CO<sub>2</sub> project**

Since 2005, gAvilar (formerly operating under the name Itron) has been supplying gas stations for measuring and supplying CO<sub>2</sub> to horticulturalists in the Westland region. This CO<sub>2</sub> comes from companies in the Botlek such as the Shell refineries. Previously, this CO<sub>2</sub> was released into the air. In addition, the CO<sub>2</sub> required for growth in the greenhouses was produced by burning natural gas.

By using the CO<sub>2</sub> produced by industrial processes for the growth of vegetables and plants, the emission of CO<sub>2</sub> into the air is reduced, which benefits the reduction of the greenhouse effect. Savings are also made on the consumption of natural gas, especially in the summer months.

Impact: gAvilar currently has more than 500 CO<sub>2</sub> gas stations operational in the country that deliver approximately 0.6 Megatons of CO<sub>2</sub> to horticulture per year. In 2022, 10 new CO<sub>2</sub> stations were delivered and commissioned. No new CO<sub>2</sub> stations were delivered in 2023.

### **Applying hydrogen in the built environment**

By collaborating in various hydrogen projects and the development of (existing) products that can handle hydrogen, we will contribute to the energy transition in the coming years on the one hand and try to compensate for the declining demand for natural gas products on the other. We are involved in pilot projects in Wagenborgen and Lochem. For both projects, gAvilar will supply the hydrogen reducing station in 2024. For additional information about these projects see the links below.

Lochem:

<https://www.remeha.nl/actueel/wereldprimeur-waterstof-via-bestaand-gasnet-lochem>

Wagenborgen:

<https://waterstofwijkwagenborgen.nl/>

Impact: The use of hydrogen in buildings that are not suitable for other gas alternatives such as heat pumps or district heating can also be adapted to these buildings and contribute to the energy transition.

By producing hydrogen stations, we can partly compensate the declining turnover in natural gas products and also contribute to the energy transition.

## SUSTAINABLE PROCUREMENT – SDG 8 & 12



### **CSR performance suppliers**

In 2020, a start was made with requesting the CSR performance of suppliers by sending a questionnaire. The questionnaire asks, among other things, whether the company is in possession of raw material passports of their products and to what extent they are willing to cooperate with us in order to reduce the environmental impact. The questionnaires have been sent to the most important (in terms of turnover) national and international suppliers, who are somewhat expected to respond to our request. In the meantime, 11 responses from national suppliers and 9 responses from international suppliers have been returned.

Unfortunately it had to be concluded that there are few opportunities for cooperation. The most obvious aspect is the use of returnable packaging, but because this often requires extra transport, this is not profitable or environmental friendly. Where this is possible, return packaging is already used.

Impact: It has been decided that we want to at least ban plastic filling material as much as possible. To this end, consultations will take place with the relevant suppliers. After an inventory, it turns out that a large part of the plastic filling material is made of environmentally friendly material (Bio plastic). This material is collected and reused by us when shipping products. Together with the supplier of the gas meter boxes, we are looking for an alternative to the plastic protective film.

## SAFE PRODUCTS – SDG 3



### Safety

To ensure the safety of our products, we take various actions. All assembled products such as gas pressure regulators, gas stations and safety devices are 100% tested at gAvilar for proper functioning and leakage. The test reports are stored digitally.

In addition, there is a register in which customer complaints are collected and the handling, including corrective actions, is described.

During the management review (3 times a year) the most important findings regarding complaints are evaluated. Complaints about the external leak of products and are justified after investigation are investigated and dealt with using the 8D method. Corrective actions are recorded.

Impact: Through these procedures, we strive to ensure that all products are delivered gas-tight to our customers, which prevents, provided that the products are installed in accordance with the regulations, that a dangerous situation such as the risk of explosion can arise in the field.

It is vital that we are known in the market for providing safe products. That is why complaints are taken very seriously and objectives have been formulated to prevent complaints.

Of course, we keep a close eye on the news about explosions in homes to make sure that the cause is not with our products. To date, there have been no claims in this area.

## 4. CSR measures (not assessed by the CSR register)

### REDUCING INEQUALITIES – SDG 10



### Equivalence (social return)

At the beginning of 2021, we entered into an agreement with a Wajong employee who carries out work with us 2 days a week in our quality department. His contract has since been extended indefinitely.

Impact: By employing 1 person with a distance to the labor market, we contribute (small) to the principle of equality.





### Participation in the JINC project

gAvilar, in collaboration with JINC Rotterdam, organizes short introduction sessions (lightning internships) for students in secondary education. During these sessions, the professions that are present at gAvilar are discussed and the students can get to work practically in our production departments.

In 2023 there have been 2 JINC internships and we have had one group of 8 from a primary school visiting us for a tour of the company.

Impact: By introducing students to technology and the possibilities in this industry at a young age, they can be stimulated to continue learning in this or other directions.

### Internships for school students

Since 2016, gAvilar has been offering technical schools the opportunity to have MBO or HBO students do an internship or carry out a graduation project. In 2023 there was another internship which was completed in early 2024. A new internship will start in February 2024. We have also taken on one of the internship participants on a permanent basis.

Impact: By offering internships, gAvilar contributes to the development and gain of experience of students who follow a technical education.

### Study options

gAvilar offers its staff the opportunity to follow studies. Depending on the nature of the study (work-related or not), these are fully or partially reimbursed by the company.

Impact: By offering this study opportunity, the development of the staff is stimulated. In 2023 and 2024 ytd March, 12 courses/trainings have been followed with a total of 113 course days.



### Supporting charities

gAvilar is a business friend of the KWF and supports the KWF with an annual contribution of € 2400,-. This fee is invoiced monthly.

In addition, gAvilar supported other charities in 2023 through a contribution to the purchase of Christmas cards (Visio).

Furthermore, in May, gAvilar donated 2 first aid kits to a participating team in the Roparun 2024.

Impact: Support to the Dutch Cancer Society contributes to research into curing cancer.

Below is an overview of all 17 Sustainable Development Goals (SDGs)



## 5 Certificates

The production and maintenance of gas technical products must meet high quality and safety requirements. For these business activities, gAvilar is in possession of the following certificates;

- ISO 9001 (quality management system)
- ISO 14001 (environmental management system)
- CO2 Performance Ladder
- VCA\* (safety checklist for subcontractors)

In addition, gAvilar has various product and production certificates for its products that are based on national and international standards;

- PED (Pressure Equipment Directive 2014/68/EU)
- SRB (Gas Combustion Appliances Directive 2016/426/EU)
- Kiwa-Gastec QA inspection requirement 11 (gas pressure regulators up to 200mbar)
- Kiwa-Gastec QA inspection requirement 165 (gas meter brackets)
- Kiwa-Gastec QA inspection requirement KE214 (products suitable for H2)
- MID (Measuring Instruments Directive 2014/32/EU)
- ATEX (Explosion Safety Directive 2014/34/EU)

All supplied gas products are produced in accordance with one or more of these guidelines or inspection requirements and are provided with labels with the applicable quality mark and/or certificate number.

In 2019, we were the first manufacturer to receive a product certificate from KIWA for the use of hydrogen in our gas-carrying meter bracket. In 2020, our gas pressure regulator was also certified.

## 6 CSR Register certificate

The CSR Register certificate provides an evaluation of gAvilar's CSR performance. This rating, which is the result of a so-called TIM measurement, is indicated by a number of stars (max. 5). The TIM measurement is a CSR yardstick that assesses the extent to which a company does business sustainably, based on transparency, impact and management.

**TIM Meting**  
POWERED BY MVO REGISTER

# CERTIFICAAT

TIM Beoordeling Maatschappelijk Verantwoord Ondernemen

<b>Certificaatnummer</b>	<b>Uitgegeven op</b>	<b>Eerste uitgave</b>
F-NL0383-002	25-jun-2024	23-mrt-2023

**Met dit certificaat wordt verklaard dat de MVO informatie van:**

## gAvilar B.V.

Gevestigd te: Kamerlingh Onnosweg 63, 3316 GK Dordrecht, Nederland. KvK Nummer: 54911389

door FIRA is beoordeeld op Transparantie, Impact en Management (TIM). De beoordeling is uitgevoerd conform het TIM protocol, versie 1.3, gepubliceerd op 01-sep-2022, en beheerd door het MVO-Register.

**★★★★**

**Met het volgende toepassingsgebied:**

Het ontwerpen en samenstellen van meet- en regelsystemen voor gasdistributie of onderdelen daarvan, de serviceverlening van genoemde producten en handel in gas, warmte- en watermeters en onderdelen daarvan.

**De onderliggende beoordeling, prestaties en resultaten zijn opvraagbaar via de certificaathouder.**

<b>Namens FIRA,</b>	<b>Namens het MVO-Register,</b>
	
<b>E.V. DE WIT, LEAD ASSESSOR</b>	<b>J.H.J. HOOLE, DIRECTEUR</b>

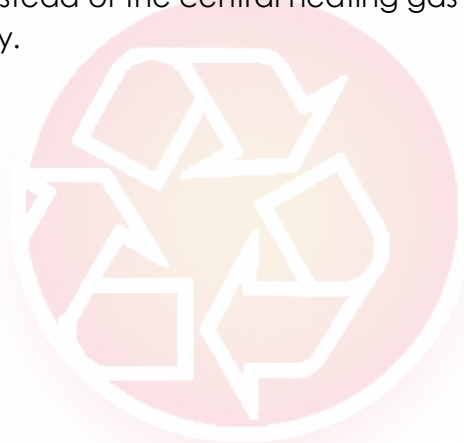
<b>Fira Sustainability B.V.</b>	<b>Stichting MVO-Register</b>
Postbus 85 1620 AB Hoorn, NL	Zuiderzeelaan 27 8017 JV Zwolle, NL
info@fira.nl www.fira.nl	info@mvo-register.nl www.mvo-register.nl



## 7 Improvement plans

gAvilar's ambition is to improve the scores on the various CSR themes where possible. To achieve this, new objectives are formulated and actions are carried out every year. For 2024, the following actions have been defined;

- ➔ Elimination of plastic filling material in supplied packaging.
- ➔ Participation in as many national hydrogen projects as possible in the context of the energy transition
- ➔ The further development of new or the modification of existing products to be used with hydrogen.
- ➔ Heating the office by heat pumps instead of the central heating gas boiler
- ➔ Developing a formal sanctions policy.





**Specialist in the  
production of control  
equipment  
for gas distribution...**





... and supplier of gas,  
water and heat meters  
to wholesalers.





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