

# RĒVORGROUP

2023 ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE (ESG) REPORT



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# INTRODUCTION

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# | FOREWORD BY THE CEO

Dear reader,

As CEO of Revor Group, a leading family-owned company in the sleep industry, I am pleased to introduce this Environmental, Social and Governance (ESG) report to you. Our commitment in these three crucial aspects reflects our dedication to sustainability, responsibility and ethical business practices.

At the core of Revor Group is the well-being of our employees and customers. We build lasting relationships by focusing on fair labour practices, providing a safe and healthy working environment for all our employees, and developing products that contribute to the well-being of our customers. Our team, which comprises more than 200 people, is at the heart of our success. We invest in their development and safeguard their rights and dignity in every step of the process.

Environmental awareness is the second pillar of our business philosophy. We strive to minimise our ecological footprint by choosing sustainable materials and optimising our production processes. Our 100% natural and circular bed concept

CIRCULAR is a statement of our commitment to a greener future. We are proud that, partly by choosing local production, we contribute to reducing transport emissions and supporting short-chain economies

Transparency and integrity form the basis of our business operations. We maintain high ethical standards in all our business activities and decision-making processes. The commitment of our management ensures that every decision is made with the long-term success of both the company and our customers in mind.

This ESG report reflects our ongoing efforts to be a responsible, trustworthy and caring company. We continue to strive for excellence, not only in the quality of our products, but also in how we assume our business, social, and environmental responsibilities as a company. We hope this report provides a clear picture of Revor Group's commitment to a more sustainable world.

Kind regards,

Jan Maes  
CEO Revor Group NV



**CHIEF EXECUTIVE OFFICER**  
**Jan Maes**

“Revor is derived from  
Rêves D’or: Golden  
Dreams.”

# ABOUT REVOR GROUP

## ABOUT US



>50 YEARS OF EXPERIENCE



BELGIUM  
FAMILY OWNED  
COMPANY



EXPORT 25 COUNTRIES  
WORLDWIDE



>40 000 000  
TURNOVER



>200  
EMPLOYEES



>50 000 m<sup>2</sup>  
KUURNE BELGIUM  
FACTORY - HEAD OFFICE - SHOWROOM



>25 000 m<sup>2</sup>  
HUNGARY  
FACTORY

Revor Group is a Belgian manufacturer of **mattresses and boxspring beds**. With several leading brands, we offer an extensive and diverse range.

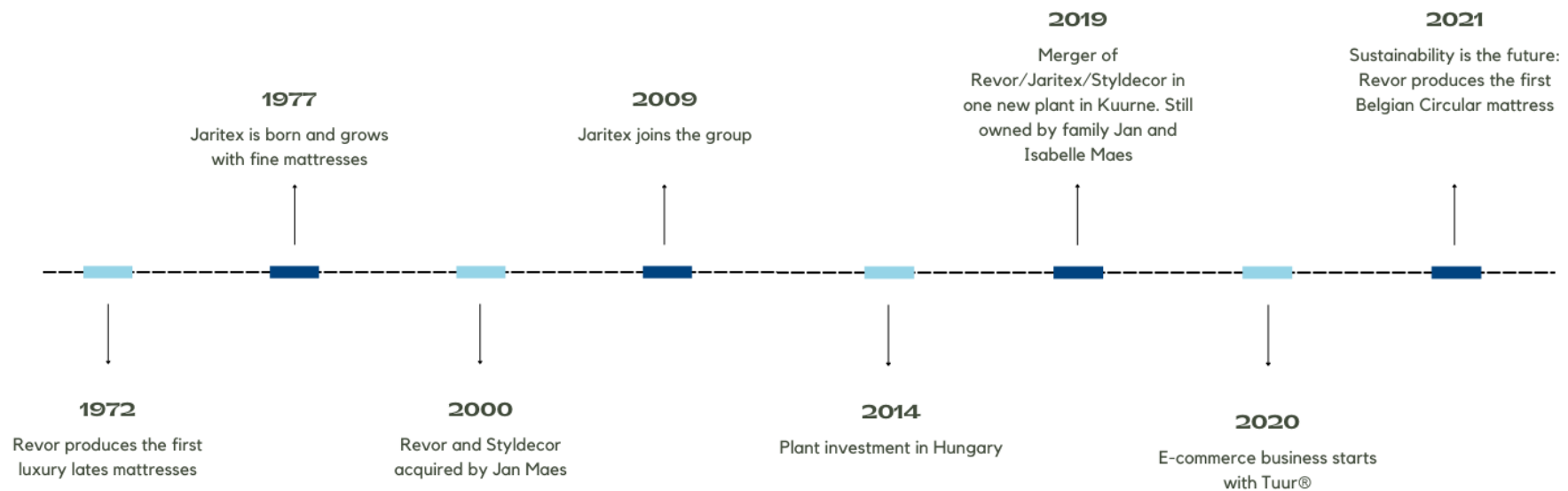
Located in a new **'state-of-the-art'** industrial building in Kuurne, built with efficiency and sustainability in mind, we can produce something for everyone.

Our mission is to be a leading player in the bed and furniture industry, while being committed to **sustainability, ethical business practices** and developing our **human capital**.



# ABOUT REVOR GROUP

## COMPANY HISTORY



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# ABOUT REVOR GROUP

## NORMS AND VALUES

1

### **Sustainability**

We believe it is our responsibility to run our business in a sustainable manner, taking into account the impact of our activities on the environment and society. We aim to minimise our environmental footprint by using sustainable materials, reducing our waste and promoting energy efficiency.

2

### **Ethical entrepreneurship**

Corporate ethics is a fundamental aspect of our business. We have a strict code of conduct that promotes ethical behaviour and we support human and labour rights. We are committed to maintaining high standards of integrity in all aspects of our business and promoting fair and transparent business practices.

3

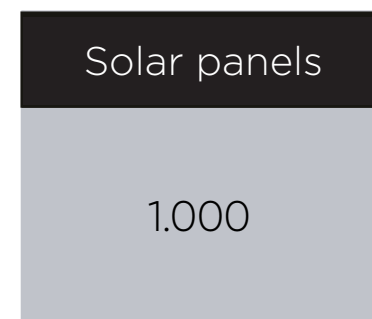
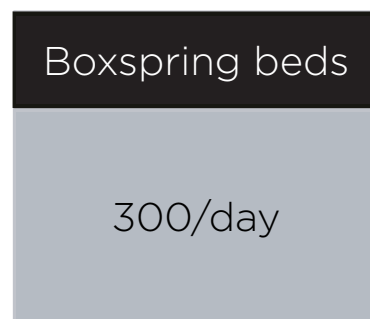
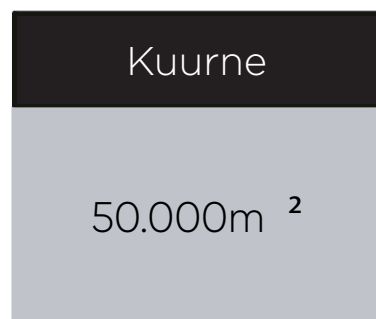
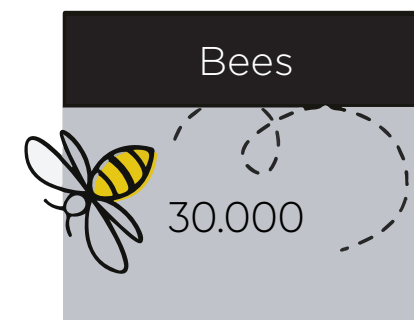
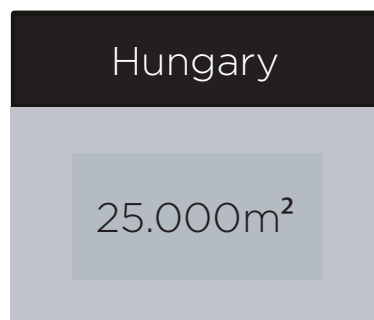
### **Investing in human capital**

We pride ourselves on developing our human capital through education and training. We believe that our employees are our company's most important asset and we invest in their personal and professional development. We strive to create a culture of diversity and inclusion where every employee is valued and respected.

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# ABOUT REVOR GROUP

## FACTS AND FIGURES





# OUR COLLECTIONS

JARITEX



The timeless Jaritex collection offers a wide range of beds and mattresses for the lower and middle segments of the market.

Jaritex's basic models are specially designed to provide essential comfort and support at an affordable price. However, this does not mean compromising on quality. Jaritex uses high-quality materials and modern technologies to produce mattresses and boxspring beds that are durable and reliable.





# OUR COLLECTIONS

REWOR BEDDING

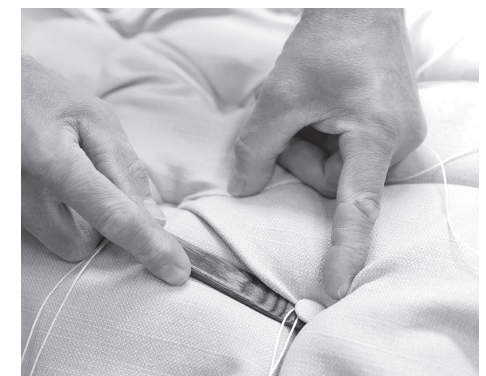


Revor Bedding stands for Belgian quality and affordable sleeping comfort. With beautiful concepts, innovative products and a wide range, consumers can choose from a versatile collection.

The combination of craftsmanship and attention to detail is a typical aspect of Revor Bedding. The brand applies strict quality controls to ensure that every bed and mattress meets the highest standards. The use of durable materials and innovative technologies results in products that are not only comfortable, but also provide long-term support.

# OUR COLLECTIONS

STYLDECOR



Styldecor is our luxury brand of Belgian handmade beds and mattresses. The high-quality materials and craftsmanship ensure an unparalleled sleeping experience.

Craftsmanship is the beating heart of Styldecor. The brand's talented artisans combine traditional techniques with contemporary designs to produce boxspring beds and mattresses of exceptional quality. Each piece is handcrafted, with an emphasis on precision, craftsmanship and the use of high-quality materials. The result is a collection of beds and mattresses that are not only beautiful to look at, but also durable and functional.

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# OUR COLLECTIONS

CONTRACT BY REVOR GROUP

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## COMFORT HOTEL COLLECTION

Comfort and ergonomics go hand in hand.

The boxspring bed with bonnell spring core is finished in high-quality furniture fabric or leatherlook, with a choice of colours. The upholstery fabrics are anti-allergic and fire-retardant, in accordance with European standards.

\*\*\*\*

## PREMIUM HOTEL COLLECTION

The Premium mattresses and boxspring beds are equipped with an anti-slip mirror and are available in higher comfort levels.

The extremely careful finish with double stitching and a very extensive choice of fabric colours ensure that all items from our Premium range meet the wishes of the most demanding customers.

\*\*\*\*\*

## ROYAL HOTEL COLLECTION

The Royal Collection is the most luxurious of our hotel ranges. The rounded corners and piping make this boxspring bed a luxurious eye-catcher in the room.

The Royal mattresses offer increased, ergonomic support and have a luxurious finish. This collection is the perfect choice for those who want only the best for their guests.



# OUR SERVICES



## RETAIL COLLECTION

Revor Group is a leading player in the retail market and is represented by a wide network of distributors and partners who are passionate about our high-quality products. Thanks to its strong brand reputation and innovative product development, Revor Group remains at the forefront of the industry and has built a loyal customer portfolio.



## CONTRACT COLLECTION

At Contract by Revor Group, we are proud to work with a wide range of renowned partners in the hospitality industry. From cosy and charming B&Bs to leading luxury resorts and prestigious 5-star hotels, we ensure that our customers enjoy the ultimate sleeping experience.



## CARE COLLECTION

Revor Group's Care collection ensures optimal and restful nights in the care sector: hostels, care homes, hospitals, boarding schools and other public institutions where hygiene and well-being are important. Choosing our Care collection is choosing comfort and protection.



## OTHER SERVICES

Revor Group offers a wide range of services to meet customers' diverse needs. In addition to a number of extensive private label collections, we also leverage the online market with our very own Tuur® brand. We also facilitate dropshipment, allowing our partners to benefit from direct delivery to end customers without the hassle of inventory management.

# DISTRIBUTORS

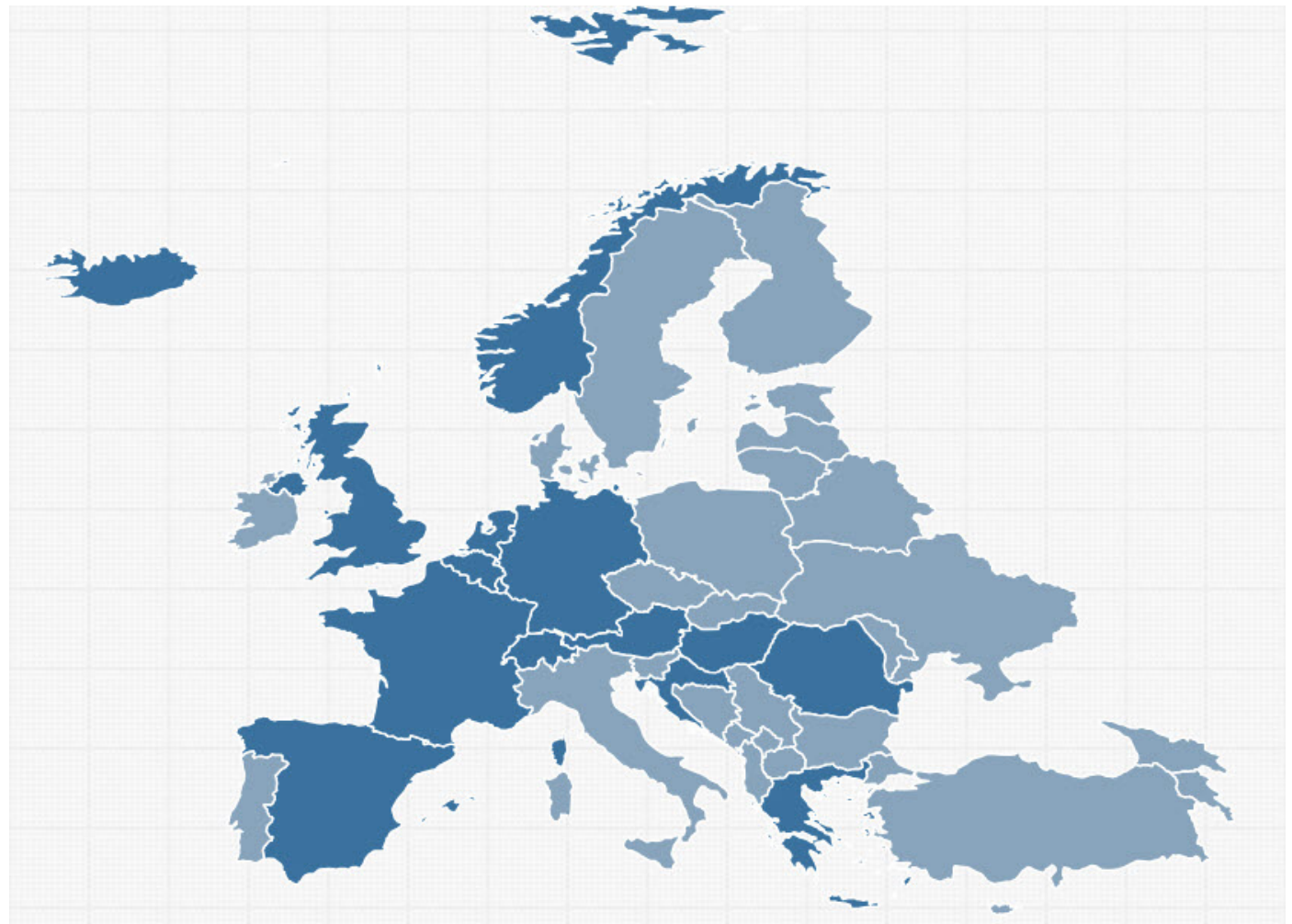
BELGIUM & NEIGHBOURING COUNTRIES



# DISTRIBUTORS






















EUROPE

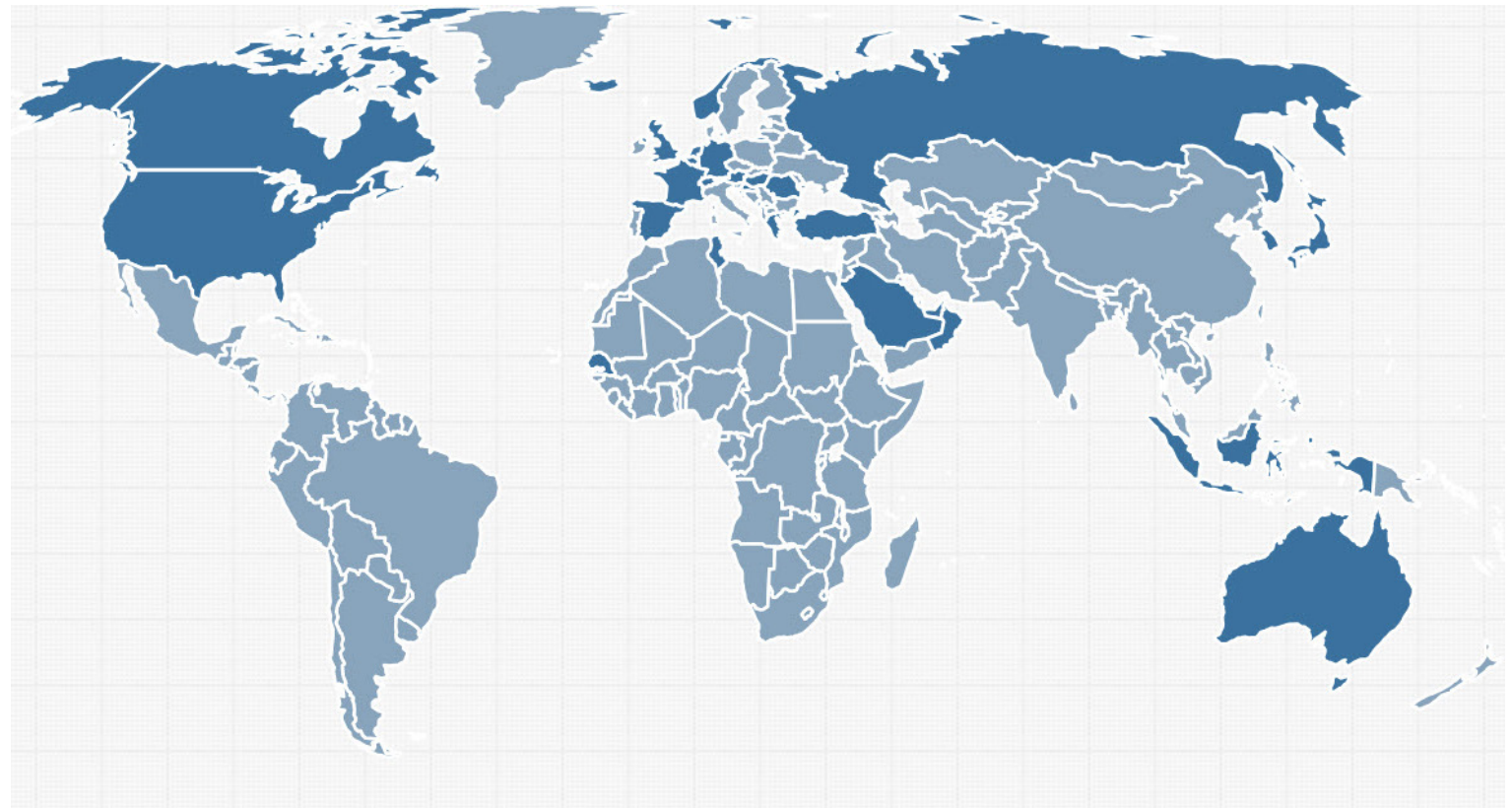
-  Belgium
-  Germany
-  France
-  Greece
-  Hungary
-  Iceland
-  Croatia
-  Luxembourg
-  The Netherlands
-  Norway
-  Austria
-  Romania
-  Spain
-  United Kingdom
-  Switzerland



# DISTRIBUTORS

WORLDWIDE

-  Arab Emirates
-  Aruba
-  Australia
-  Canada
-  Curaçao
-  Guadeloupe
-  Indonesia
-  Japan
-  Martinique
-  Mayotte
-  Oman
-  Réunion
-  Russia
-  Saudi Arabia
-  Senegal
-  Singapore
-  Tunisia
-  Turkey
-  United Kingdom
-  United States
-  South Korea





# PARTNERSHIPS

SOME OF OUR HOTEL PARTNERS

## RĒVOR GROUP BED PARTNERS



The Hotel.  
BRUSSELS



# PARTNERSHIPS

## THE IMPORTANCE OF ASSOCIATIONS



De Slaapraad is a non-profit organisation that focuses on the importance of good sleep.

It campaigns on the importance for consumers to replace their mattress every 10 years.



Voka provides an optimal framework for free and successful entrepreneurship and growth and believes that entrepreneurship advances the whole of society.

With its baseline 'Doing business together, growing together', Voka indicates that the pursuit of healthy and shared growth is one hundred per cent enrolled in their operation.



Fedustria's mission is to assist companies in the textile, wood and furniture industries with their successful development by safeguarding and strengthening their competitiveness.



EBIA, the European Bedding Industries' Association, represents the interests of European mattress manufacturers and suppliers.

Because a mattress is in prolonged and intimate contact with the user, all inherent aspects relating to environment, health and safety are of utmost importance to our industry.

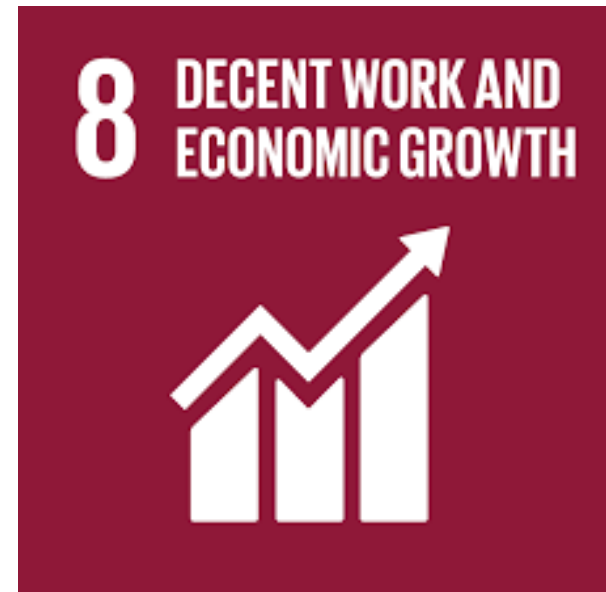
# | VALUABLE SDGs FOR REVOR GROUP



Ensure healthy lives and promote well-being for all at all ages.



Ensure access to affordable, reliable, sustainable and modern energy for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

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# | VALUABLE SDGs FOR REVOR GROUP



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.

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# ENVIRONMENTAL



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# | ENVIRONMENT

Revor Group strongly believes in sustainability because it is at the heart of our long-term success. By adhering to sustainable practices, we build on:

- 1. Positive Reputation and Trust:** Sustainability strengthens our image and creates trust with customers and partners. It shows that we are not just pursuing profit but are committed to the well-being of society.
- 2. Cost Saving and Efficiency:** Sustainable business processes and energy-efficiency lead to long-term cost savings. By making smart use of resources, we improve our financial stability and can invest in growth and innovation.
- 3. Future Resilience and Innovation:** Sustainability stimulates innovation. It forces us to find creative solutions to environmental issues and societal needs. By leading in sustainable technologies and practices, we prepare our company for the challenges of the future.

With every step we take towards sustainability, we not only create a more resilient company but also contribute to a better world. Our commitment to sustainability reflects not only our values, but also our commitment to the well-being of our planet.



# PRODUCT DEVELOPMENT

## CIRCULAR MATTRESS

**1.100.000**  
mattresses make up

**22.000 tonnes of waste**  
equivalent to

**600 football fields**  
full of old mattresses

Every year in Belgium, **1 million mattresses end up in bulky waste for incineration**. Traditional mattresses cannot be recycled because they consist of several parts that cannot be separated. The vast majority of these mattresses contain foam, latex or other materials that are difficult or impossible to recycle and emit toxic substances when burned.

At Revor, we set to work to **break this environmentally damaging process** and thus do our bit **for a better future**. The result is our Circular mattress. This innovative and highly sustainable mattress can be **completely dismantled and recycled after its lifetime**, with all raw materials being reused to make a new mattress.

By choosing the circular mattress, you help build our **sustainable story** and a **brighter future**.



“

The shift to circular is necessary if we want to ensure a bright future for our children.

Jan Maes - CEO

# PRODUCT DEVELOPMENT

## CIRCULAR MATTRESS

The entire mattress consists of only **two raw materials: metal and polyester**. We chose these materials because of their **good recycling properties**. Moreover, all raw materials were thoroughly tested for toxicity to meet our strict requirements. To separate these 2 raw materials after use, we use **Niaga® adhesive** instead of glue. This material is applied hot and during curing it binds the different layers together. **At the end of its service life, the mattress can be reheated to separate the layers again.**

Good for neck, back and planet.

The **CIRCULAR ORIGINAL** and **CIRCULAR SOFTTECH** mattresses are the real deal: 100% circular, no waste. Some customers are not yet ready to go all the way. To gently guide them towards circularity, sustainability and environmental awareness, Revor Group developed the **CIRCULAR LATEX** and **CIRCULAR VISCO** mattresses, which are 80% circular. The choice of natural latex contributes extensively to the sustainability of the Circular Latex version.





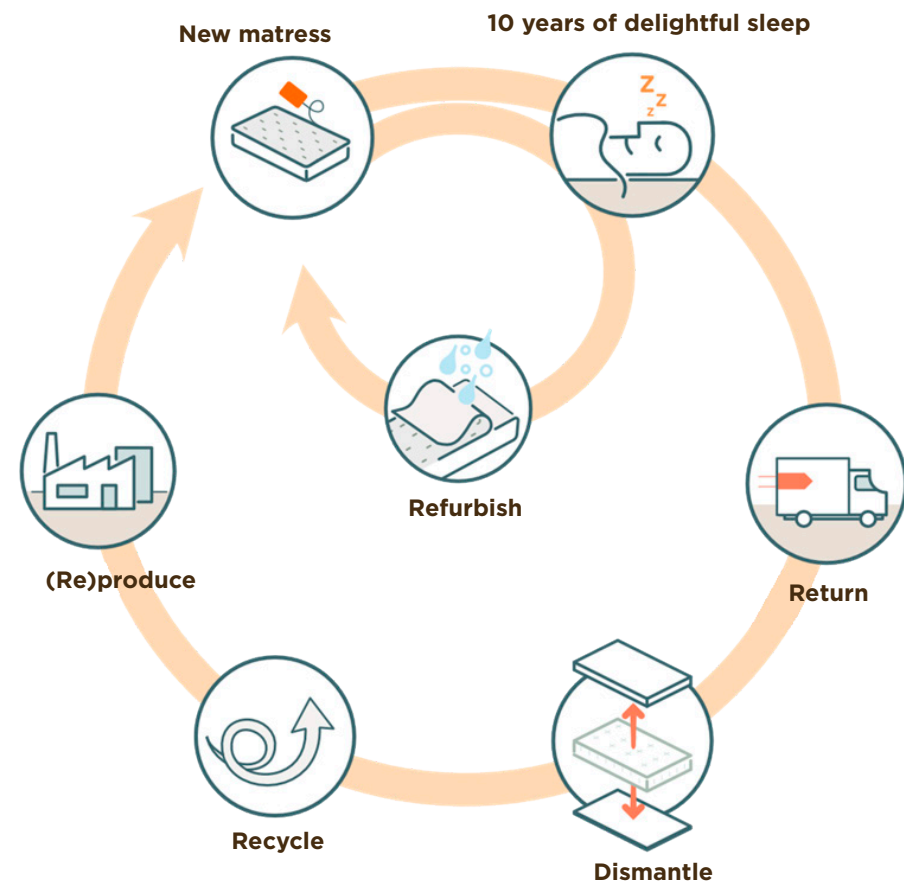
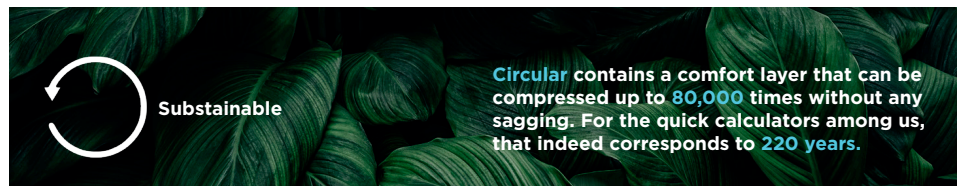
# PRODUCT DEVELOPMENT

## CIRCULAR MATTRESS

### Recycling the Circular mattress after its lifetime

The mattress is provided with a **scannable Niaga® tag**. Scanning this tag will take you to a **webpage** where you can see **how to return the mattress for recycling after its lifetime**. In this way, we will not only succeed in bringing a recyclable mattress to the market, but also actually recycling it.

Mattress take-back and recycling will evolve significantly over the next five years. By the time the first mattresses will return, the recycling process will be optimized. The information accompanying the tag will be updated accordingly so it will always be clear how to have a mattress collected and recycled.



# PRODUCT DEVELOPMENT

## CIRCULAR MATTRESS



The Circular Mattresses are made of polyester and steel, both clean and recyclable materials. The different parts are connected with the **click-unclick Niaga® polyester-based adhesive**.

Each Niaga®-tagged product has a **unique product passport**. It shows exactly what it is made of and how it can be handed in for recycling. Thus, the Niaga® tag enables the collective effort needed for us to recover our materials at the end of each product's life cycle, converting waste streams into material streams.

Of course, it is not possible to recycle a product if it has never been returned. That's why you can **scan the Niaga® tag**. This helps us to recycle the products and preserve our materials for future generations. Together with Niaga®, we contribute to a waste-free world.

"The Niaga® tag really helps us differentiate our circular mattress from the rest. It makes it clear that the mattress is made from **valuable materials** and that we want it back for reuse once it is done serving our customers."

# PRODUCT DEVELOPMENT

SIGNATUR



## 100% natural materials

SIGNATUR is an exceptional collection with ergonomic and comfortable mattresses, handmade, from nothing but natural materials: wood, organic wool, organic cotton, hemp, natural latex, horsehair and Belgian linen and jute. Each of them used because of their typical qualities.

As a result, SIGNATUR respects not only the perfect sleep for consumers, but also that of future generations!

## Masters of linen.

A SIGNATUR bed is upholstered with linen from the Belgian Master of Linen certified 'Nelen & Delbeke'. Whether you choose a linen or jute upholstery, both are 100% natural, biodegradable, anti-allergic and exceptionally strong.



# PRODUCT DEVELOPMENT

## SIGNATUR

### Linen



Linen is a textile fibre that is traditionally extracted from flax. Linen is luxurious and comfortable and is extremely strong and durable. More so: linen becomes softer, more supple and stronger the more it is used. In addition, linen is extremely absorbent and breathable. Linen can absorb 20% of its own weight in moisture before it starts feeling damp.

### Bio cotton



Cotton, naturally soft and airy, ensures optimal ventilation inside your mattress. The fibre easily absorbs moisture and keeps it at the surface. The airy character of organic cotton also gives it a wonderfully soft touch. Cotton is also strong and durable, giving you peace of mind for years to come.

### Jute



Jute is a long, soft, shiny, vegetable bast fibre which is spun into a strong textile fibre. Jute has a very low ecological footprint, is highly sustainable, 100% biodegradable and 100% compostable. Jute is extremely strong and durable and is the second most widely used natural fibre.

### Hemp



Hemp, processed as a fibre for textiles and sleep comfort has an excellent breathability and prevents condensation. In addition, hemp is naturally resistant against insects, mould and bacteria.

### Natural latex



Natural latex, derived from the juices of rubber trees, is also known as 'natural rubber'. However, it is more elastic and feels fresher to the touch. The unique properties of natural latex are undoubtedly its (permanent) resilience and suppleness, with a high elasticity and flexibility. This makes it the ideal support while sleeping. Moreover, latex, being a natural product, has antibacterial and fungicidal effect.

### Taillok



The open structure of the innovative Taillok material, made out of horsehair, guarantees maximum ventilation and therefore a healthy dry microclimate. The high point elasticity of this material also contributes to the ergonomics of the mattress.

### Wood



Wood has several properties that originate in the plant itself. Wood is durable, strong and hard, but also possesses the property to adapt to pressure. This makes wood an ideal support in beds. In addition, wood is naturally resistant against fungi and bacteria. A timber frame is the perfect basis for a solid bed.

# PRODUCT DEVELOPMENT

SIGNATUR

## Masters of linen

The guarantee for a 100% Belgian, linen product. Masters of Linen stands for extremely high-quality linen, manufactured in a sustainable way.



## LGA

The LGA quality certificate guarantees lasting elasticity and mechanical performance of the SIGNATUR natural latex mattress core.



## Eurolatex

The eurolatex label guarantees that the latex is manufactured in Europe without hazardous substances and according to the strictest European standards.



## Oeko-tex 100

The Oeko-tex 100 label guarantees that the final product contains no harmful substances.



## De Slaapraad

SIGNATUR and Revor Group are recognised by De Slaapraad. The label is only awarded to Belgian manufacturers who choose fair materials and sustainable production.



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# PRODUCT DEVELOPMENT

TUUR®



## **Tuur® - Part of Revor Group**

As a proud branch of the Belgian family-owned Revor Group, our brand Tuur® can draw on half a century of experience in creating natural sleep comfort. Ever since its establishment in 1971, natural latex has played an important role in the product range of Revor Group and our 100% natural latex mattresses are one of our company's flagship products.

## **Quality and honesty first**

Our commitment to an honest product is evident in every fibre of our mattresses. With no middlemen, we deliver directly to the customer, so quality and affordability go hand in hand.

## **A Tradition of Sustainability**

Our Belgian roots keep us connected to nature. Our production processes reflect this connection with a deep commitment to sustainability.

# PRODUCT DEVELOPMENT

TUUR®

As a member of the 1% for the Planet movement, we donate **1% of our sales** from Tuur® to **Wilderness International**, an organisation dedicated to preserving unique wildlife for future generations. Specifically, our donations are used to conserve sloth habitat in Peru.

By purchasing territory in the Peruvian Amazon rainforest, Wilderness International ensures that these areas are not cut down for agriculture or any other purpose.

Currently, the area we protect with Tuur® is about **2,624m<sup>2</sup>**.



# INFRASTRUCTURE

## BUSY BEES

In 2020, we decided as a company to adopt some bees. Today, our **rooftop bee hotel** already counts **30,000** guests.

Bees provide cross-pollination of flowers and plants/food crops within a radius of several kilometres. So by having bees on our roof, we boost **cross-pollination** in our immediate vicinity.

In this way, we do our bit for a sustainable and ecological society and invest in a **local and green economy**.



We cooperate with BEEING, who maintain our beehives.

And of course we also get delicious honey from them, which we then give to customers, partners or suppliers as promotional gifts, putting our sustainable efforts in the spotlight.



# INFRASTRUCTURE

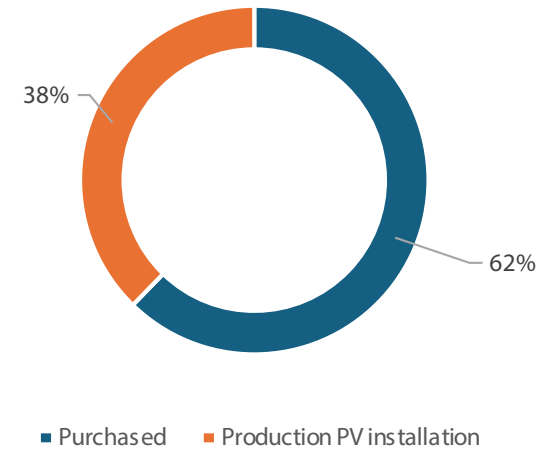
## ENERGY USE

At Revor Group, we are actively committed to **a more sustainable world**. Using **solar panels** and actively reducing our gas consumption are integral parts of our commitment to environmental awareness and energy efficiency. By embracing solar energy, we not only reduce our long-term operational costs, but also significantly reduce our CO2 emissions. This contributes to global efforts to combat climate change.

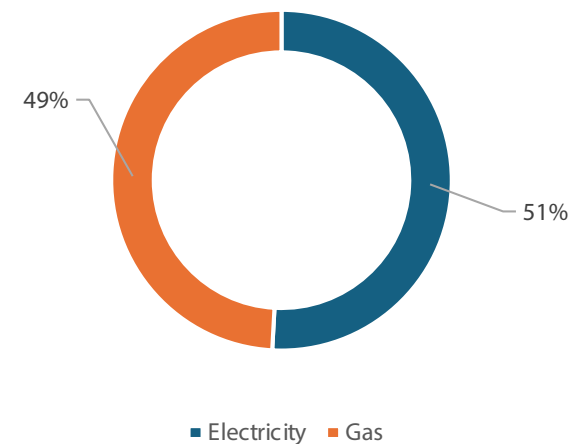
However, our choice of solar panels goes beyond financial and environmental benefits. It is a statement of **our values as a company**. We believe companies play **a crucial role** in creating a more sustainable future, which is why we are taking proactive steps to adopt greener practices. By investing in **solar energy**, we not only demonstrate our commitment to reducing our **environmental impact**, but also inspire others to consider similar measures.

Moreover, using solar panels allows us to support **technological innovation**. We are always looking for new ways to improve our processes and become more efficient, and solar energy offers **a sustainable and smart solution**. It is therefore our goal to ensure that we produce even more of our own renewable energy and use it more efficiently to minimise our footprint.

Electricity 2023



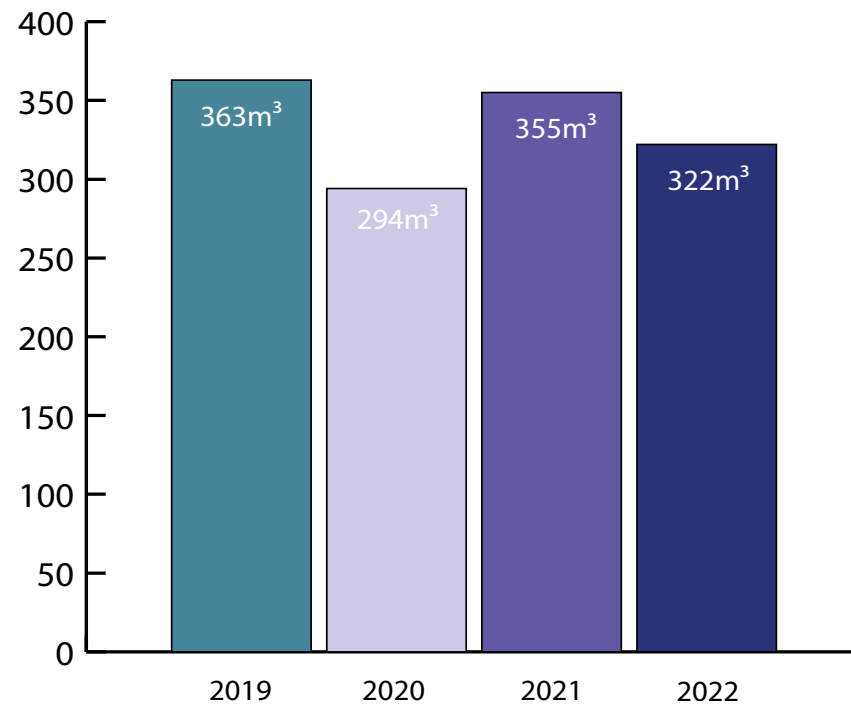
Energy use 2023



# INFRASTRUCTURE

## WATER CONSUMPTION

Revor Group has actually **little to no** water consumption. The only water we use is for the plumbing and kitchens. We do instruct our employees to be economical with water anyway.



# INFRASTRUCTURE

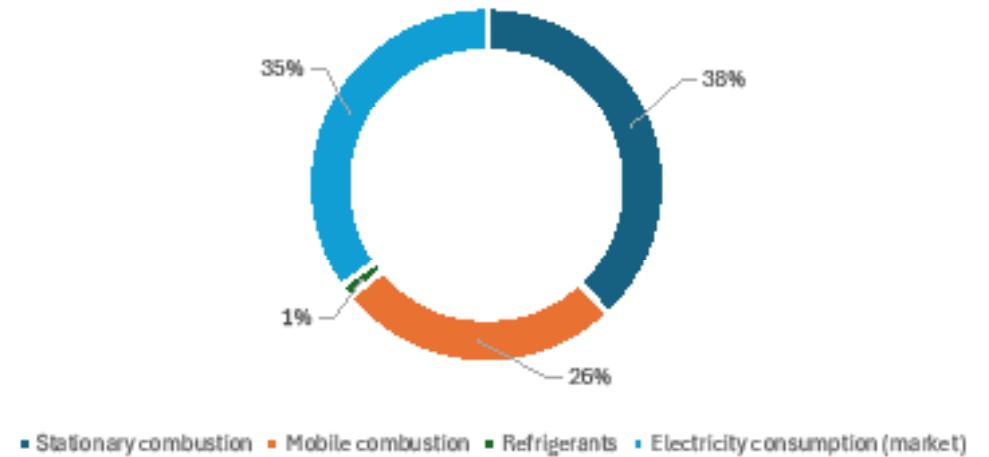
## CARBON FOOTPRINT

Revor Group has taken the initiative to calculate the **scope 1 and scope 2** of their carbon footprint for the year 2023, for the HQ in Kuurne. We are taking this important step to ensure transparency and sustainability within our operations. Our ambition is to start calculating scope 3 emissions in the future as well, so that we get a complete picture of our ecological impact throughout the value chain.

Most of Revor's emissions come from energy consumption. We are currently negotiating **a green electricity contract**, which will have an immediate and significant impact on the carbon footprint upon entry.

To ensure accurate and up-to-date monitoring of our emissions, the carbon footprint will be recalculated on a frequent basis. This allows us to closely monitor the evolution of our emissions and check whether our actions are actually contributing to a reduction of our carbon footprint. We believe this approach is essential for achieving our **sustainability goals** and minimising our carbon footprint. Through these measures, Revor Group demonstrates its commitment to sustainable development, and we hope to set an example for the industry.

Total carbon footprint 2023



# INFRASTRUCTURE

## PROJECT WASTE MANAGEMENT

In 2020, we started mapping our waste streams. We noticed that these figures were quite high and therefore launched a plan to reduce our waste streams.

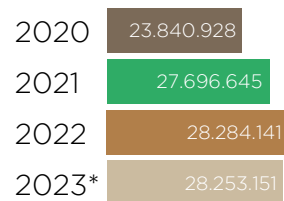
After three years, the figures are **in decline**. It remains our priority to bring these figures down, or at least reach stagnation. What we do to achieve this goal is discussed in detail on the following pages.



# INFRASTRUCTURE

## PROJECT WASTE MANAGEMENT

### Revenue (in Euros)



The displayed percentages illustrate the evolution in waste management from 2020 to 2023.

As compared to 2020, we now work with a company that takes back our broken wood pallets and repairs them so they can be reused.

This is the main reason behind the positive evolution that is illustrated below.

In 2020, there was a fair amount of waste iron due to the relocation to our new premises.

Meanwhile, waste iron is minimal and stable.

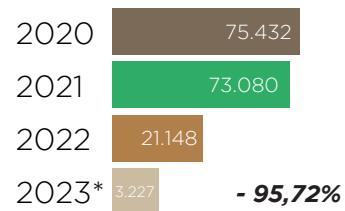
Textiles have been split into two waste streams.

White textiles are pressed resulting in a transport cost that is 6 times less.

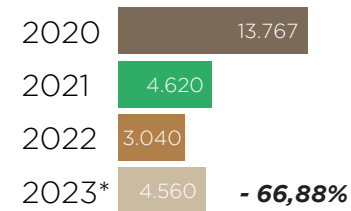
We make sure textiles that used to be thrown away are being recovered for the production of smaller size items.

Coloured fabrics are collected and processed to make felt layers that are then again used as a pressure divider in the production of boxspring beds.

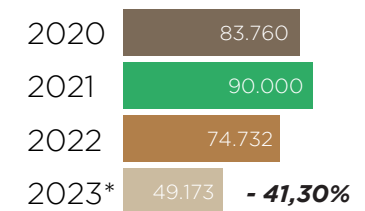
### Wood (in Kg)



### Iron (in Kg)



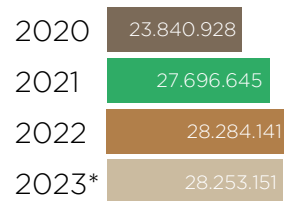
### Textiles (in Kg)



# INFRASTRUCTURE

## PROJECT WASTE MANAGEMENT

### Revenue (in Euros)



Cardboard is being pressed, reducing transport volumes and charges.

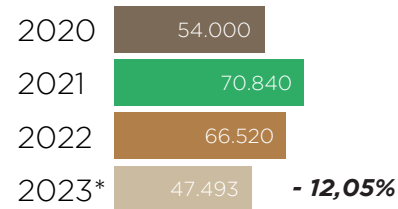
Cardboard boxes are being reused internally or taken home by workers for domestic purposes.

An "empties system" was introduced for the cardboard tubes that upholstery fabrics are rolled onto.

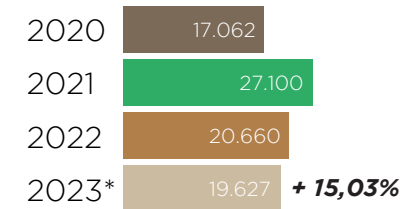
The elimination of plastic is something we are still working on.

However, the decrease in volume should be interpreted relative to the increase in turnover.

### Cardboard (in Kg)



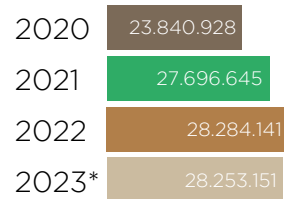
### Plastic (in Kg)



# INFRASTRUCTURE

## PROJECT WASTE MANAGEMENT

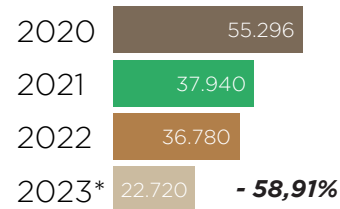
### Revenue (in Euros)



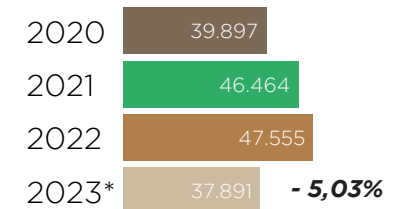
By putting several bins on the work floor, we ensure that the residual waste is well sorted and overall decreasing in volume.

Trimfoam is cut in smaller pieces to partly replenish our stock and reduce waste. However, this is not an easy process.

### Residual waste (in kg)



### Trimfoam (in kg)



# PARTNER REQUIREMENTS

## SUPPLIER SELECTION

For Revor Group, it is not only important to operate sustainably as a company, but also to work closely with suppliers with a sustainability mindset in order to reduce the environmental impact of our entire supply chain.

In our search for sustainable partners, we take into account both the environmentally responsible management of operations and the ethical aspect of the business.

We have our suppliers sign a new **Compliance and Business Integrity Statement** every year.

**OEKO-TEX** is the health label for textiles and says something about the safety of the fabrics used.

If a textile article carries the OEKO-TEX STANDARD 100 label, you can be sure that every part of this article has been tested for harmful substances and that the article is harmless to human health.

**FSC** and **PEFC International** are officially government-approved labels for wood. They ensure that our world's forests can be preserved through responsible forest management, meaning that plant and animal habitats are protected and the rights of local people are respected. By choosing wood with an FSC or PEFC label, you contribute directly to the protection of our global forests and a healthy living environment.

We only work with suppliers who can present the above-mentioned certificates.



...  
is granted the OEKO-TEX® STeP certification  
and the right to use the trademark.



# PARTNER REQUIREMENTS

## SUPPLIER SELECTION

We are in the process of drawing up a charter, which contains a lot of supplier terms and conditions. The intention is that the supplier will complete this as transparently as possible. In this way, we want to ensure that our suppliers will operate more sustainably and it is a way for us to check if potential new suppliers are a good match for us.

We will introduce this charter in 2024, aiming at improvement through experience and fine-tuning in cooperation with the suppliers.

# RĒVORGROUP

## CHARTER

A) Indicate where your raw materials come from?	YES	NO
Europe		
US		
China		
others		

B) How do you reduce water and power consumption during manufacture of your product?

C) Where do you produce? Indicate different laces if necessary.
A
B
C
D
...

D) Is fabric used to build up your product from...	YES	NO
Natural materials		
Recyclabele materials		
Others		

Details :
-----------

# SOCIAL

HR policy.....	.44
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Rights and responsibilities.....	.54



# | ENVIRONMENT

Within Revor Group, we strongly believe in creating value beyond mere financial results. We understand that the success of a company is not only determined by turnover and profit, but also by the positive impact we have on our employees, customers and suppliers.

We are committed to deeply **engaging our employees**, promoting diversity and inclusion within our organisation, ensuring fair working conditions in our supply chain, and supporting the **local communities** in which we operate. These efforts not only reflect our **ethical values**, but also form the basis of a sustainable business model that thrives in a world that increasingly values transparency.

By **transparently reporting** on our social initiatives, we contribute to a more sustainable and just world, where companies play an active role in shaping a better future for all.

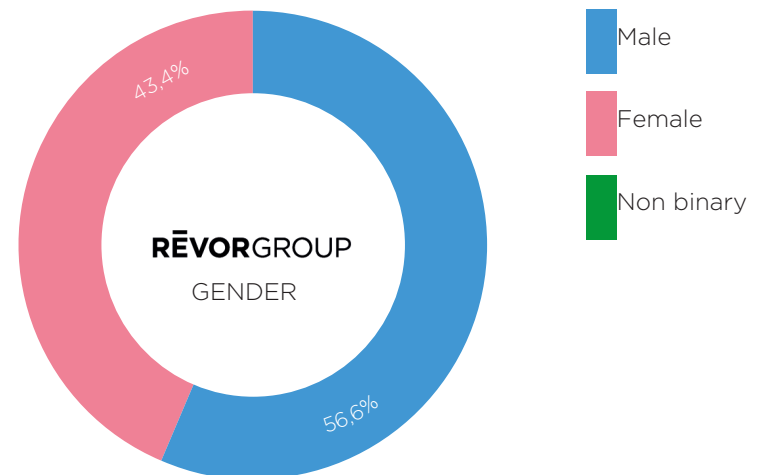
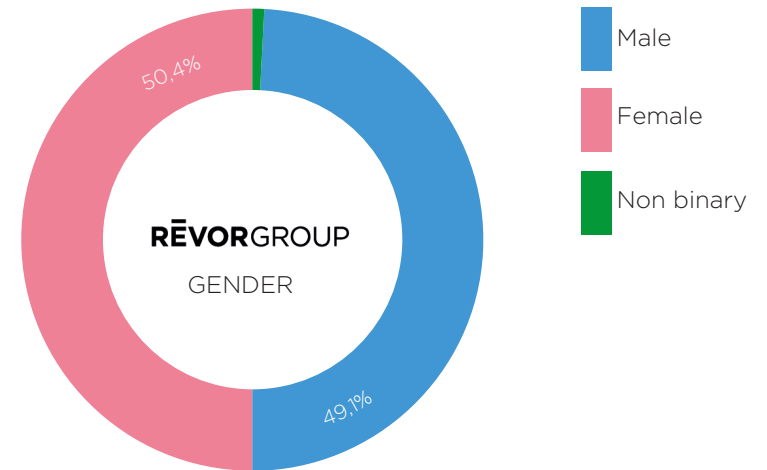


# HR POLICY

## EQUALITY

We believe that equality is one of the building blocks of a strong and prosperous society. We are committed to creating a working environment where every employee is **respected, valued** and **encouraged** to reach his or her full potential, regardless of background, gender, race, religion, sexual orientation or identity.

Equality is at the **core of our corporate values**. We strive for fair opportunities for all, from recruitment and selection to career development and rewards. Our commitment to equality means that we actively work to create an **inclusive culture** where everyone feels welcome and respected.



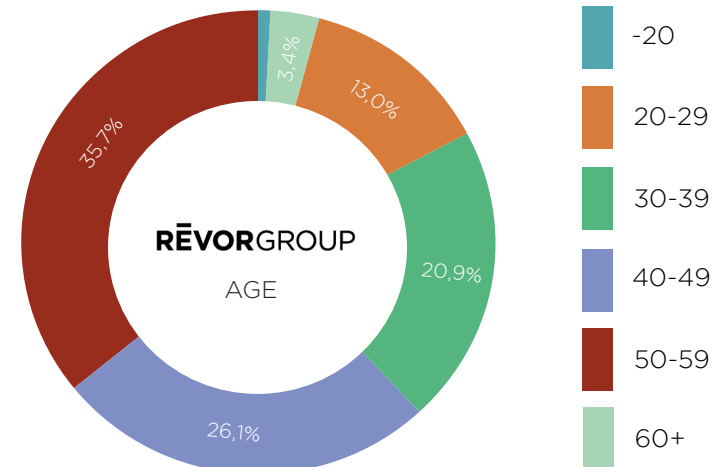
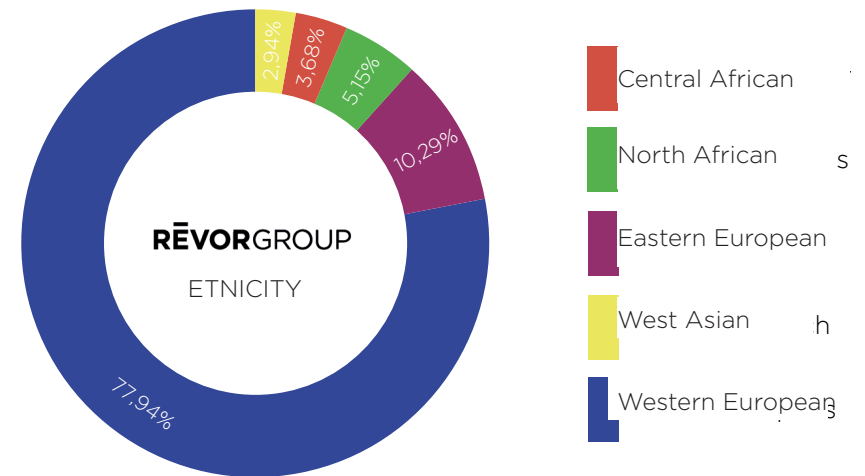
# HR POLICY

## DIVERSITY AND INCLUSION

For Revor Group, diversity is not merely a goal but also a means to **encourage creativity**, the engine of innovation to learn to appreciate different perspectives and foster a culture of respect and understanding. We strive to attract and retain a diverse group of people because we believe **our differences make us stronger** and help us make better decisions.

Inclusion is the glue that holds our diverse community together. We strive to provide a working environment where all employees **feel valued** for their unique contributions and where their voices are heard. We encourage **open communication**. By promoting inclusion, we not only build a positive work environment, but also **sustainable relationships** with our customers and partners.

We believe that diversity, equality and inclusion are **essential to our long-term success**.



---

# HR POLICY

## REVORIANS

Our human resources policy is central to our commitment to success and corporate responsibility. It not only is the basis for an ethical workplace, but also contributes significantly to the success of our company and our contribution to society as a whole.

A sustainable human resources policy ensures stability and continuity. By investing in the development and well-being of our employees, we reduce staff turnover & absenteeism and retain valuable knowledge and experience within our organisation.

We offer our employees opportunities for personal and professional growth. By investing in education, training and career development, we ensure that our employees can improve their skills and adapt to changing market conditions. This leads not only to satisfied employees, but also to higher productivity and efficiency, which is essential for our business success.

A sustainable human resources policy strengthens our corporate reputation. Satisfied and engaged employees contribute positively to our image in society and convey our corporate values.



# HR POLICY

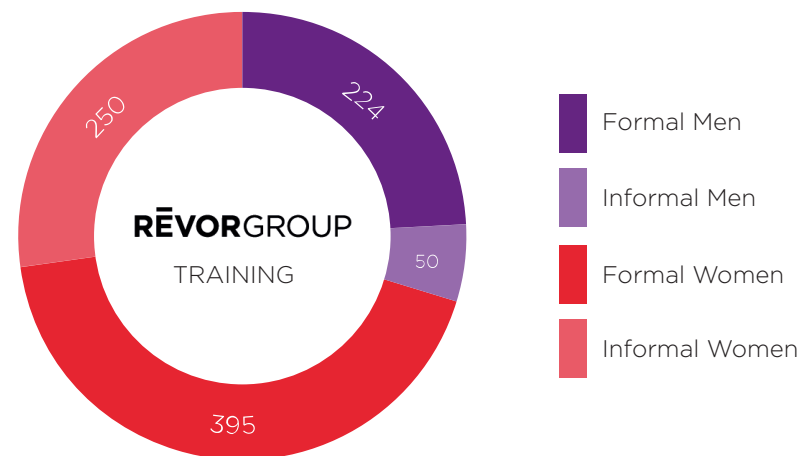
## HUMAN CAPITAL

We support our employees in their **personal growth**. We offer everyone the opportunity to receive training that fits their job or helps them further support their job responsibilities.

In 2022, all employees together received **919 hours of training**.

Training employees not only contributes to the success and growth of the organisation, but it also makes employees more **satisfied** and more **committed**.

As a family business, we therefore consider it very important that all employees feel good and that the working atmosphere feels very family-like.



A total of 919 hours of training took place in 2022.

We distinguish training into 2 categories. Formal and less formal. Formal is by a lecturer or speaker developing courses or internships. Less formal is, for example, on-the-job training or coaching, mostly by co-workers.

Examples of trainings this year: SBM First Aid refresher training, Safety Awareness, Copywriter, AX training, etc.

# HR POLICY

## TALENT MANAGEMENT

Because we believe that our employees should have every opportunity to develop themselves, we are introducing Learned in 2024.

**Learned** is a platform that supports us in conducting modern growth conversations where not only performance is important, but where employee well-being is central.

As a result, we also ensure **better employee follow-up**. In this conversation they also get the chance to go over all kinds of things about their job and the company. This way we also learn more about how the employee actually feels.

If in line with their job responsibilities, all employees can take training courses, **encouraging their personal growth** and ensuring they can boost their careers.





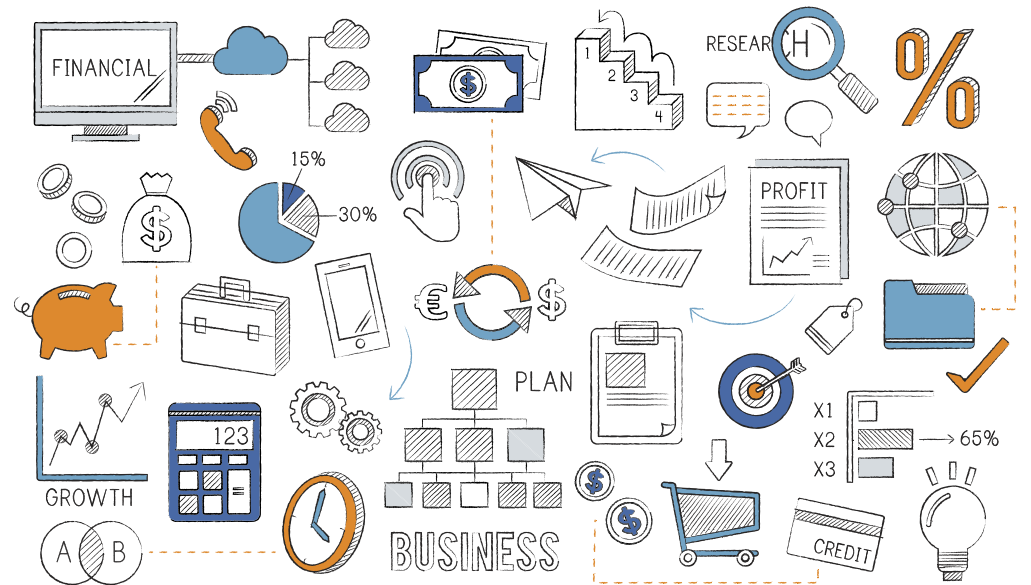
# HR POLICY

## OUR “CAFETERIA PLAN”

We believe it is very important to offer a **wage package** that matches the current and future needs of our employees.

A cafeteria plan allows the employee to put together part of the wage package themselves, by exchanging a chunk of the salary for benefits that are attractive to the employee and **enhance net purchasing power**.

Participation in the cafeteria plan is voluntary. Using a specific tool (My Choice tool from Partena) the employee can make simulations that consult the impact on the gross and net salary in order to make a final choice.



# HR POLICY

## THE PARTY COMMITTEE



Under the slogan **'By and for colleagues'**, some employees have taken the initiative to set up a 'Party Committee' for the blue & white collar workers and organise activities every 2-3 months.

Early this year, they organised a laser shoot. A brewery visit and a cocktail party have also been on the menu.

At the end of the year, the party committee organises a Christmas quiz for all staff.

---

# HR POLICY

## SOCIAL DIALOGUE

Social dialogue is the foundation of our company and is essential for a **healthy working environment** and **thriving cooperation**. For us, social dialogue means more than just talking; it is a powerful tool for building understanding, solving problems and achieving common goals.

**Open and honest communication** between employers and employees cannot only avoid disputes but also improve working conditions. It allows working together on working conditions that are fair and equitable, so that all employees feel appreciated for their efforts.

Moreover, social dialogue is a source of **innovation and growth**. By thinking together about challenges and opportunities, we can find creative solutions that not only improve our efficiency but also strengthen our position in the market. It fosters a culture of continuous learning and improvement, giving everyone the space to contribute to the success of our company.



# SOCIAL COMMITMENT

## SHELTERED WORKSHOPS

To make the wooden frames for our boxspring beds, we work with three sheltered workshops. Revor Group values **social commitment**. That is why we made the choice to work with Zonnehoeve, Interwest and Buseloc.



### ZONNEHOEVE

Zonnehoeve Production is a sheltered workshop we work with for woodworking. In their wood department, they use wood that is PEFC certified. It was clear pretty quickly that choosing Zonnehoeve was a good choice. As an organisation, they consider it extremely important to pay attention to corporate sustainability.

### INTERWEST

Interwest is the second sheltered workshop we work with for woodworking. Both bespoke companies make and provide the wood we use in our box springs. It is also a partner we enjoy working with. It is quite clear to us that both companies have a lot of positive standards and values, which we also respect.

### BUSELOC

As an industrial supplier, Buseloc is mainly active in the manufacturing of mattress covers, box spring covers, incontinence covers, pillow covers, etc. Through strong technical innovation and the manufacturing expertise of their employees and supervisors, they deliver customised and high-quality products.

# SOCIAL COMMITMENT

## CHARITIES

We not only value the people within our company, but also consider our role in society. This is why we choose to support some charities and make regular donations, such as:

### **Doctors Without Borders**

Médecins Sans Frontières is an international non-governmental aid organisation that operates in around 80 countries worldwide.

### **G-football Marke**

G-soccer Marke aims to let children with disabilities shine.

### **De Kouter Kids**

De Kouter Kids aims to provide support in the broadest sense of the word to children covered by the Youth Protection Act or the special youth assistance decrees and, more generally, to minors in need and/or in need of help and assistance.

We hope that through our donations a difference can be made and we can inspire others to do the same.



# RIGHTS AND RESPONSIBILITIES

## SAFETY

At Revor Group, the physical and mental safety and well-being of our employees is always paramount. We believe that a safe working environment is not only an ethical responsibility, but also essential to the success of our business.

**Human Capital:** Our employees are the heart of our company. Their health and well-being are invaluable. Ensuring their safety helps us to maintain and grow our human capital.

**Productivity:** A safe working environment creates a sense of trust and security among our employees. This confidence translates into increased productivity, as employees can concentrate on their tasks without worrying about their safety.

**Innovation and Creativity:** A mentally “safe” work environment encourages employees to feel free to propose new ideas and come up with innovative solutions. It fosters a culture of creativity and collaboration, which in turn contributes to the growth of our company.

**Legal Obligations:** Our production warehouses and offices comply with all legal requirements. Meeting these obligations is not only necessary to avoid fines and legal problems, but it also shows that we take our responsibilities seriously

We have **whistle-blowing policy** that allows employees to report alleged violations of laws and regulations, violations of policies or ethical issues within our organisation. We assure all employees of protection against reprisals or negative consequences as a result of making such a report. Every report is seriously investigated and appropriate action is taken to address any irregularities..



To ensure workers' safety, we keep track of safety reports in order to optimise working conditions, thus preventing potential accidents.

### ACCIDENTS AT WORK

	2021	2022	2023	Totaal
Number of declarations	3	6	3	12
Number of accidents with workleave	2	5	3	10
Number of lost workdays	113	111	211	435

---

# RIGHTS AND RESPONSIBILITIES

## LABOUR & HUMAN RIGHTS

### LABOUR RIGHTS

Labour rights are the backbone of our company and contribute to a mentally healthy, safe and productive working environment. Through a **General Collective Labour Agreement** and **Labour Rules**, we clarify the rules and standards for our employees. We also use a Third Party Work Agreement when we cooperate with third parties.

### HUMAN RIGHTS

Respecting these fundamental rights is not only a moral duty but also essential for our company. Respecting human rights demonstrates our ethical principles and integrity as a company. It demonstrates our determination to act fairly, respectfully and equitably and helps us minimise legal and operational risks. In a globalised world, where we work with diverse partners and suppliers around the world, respecting human rights is essential for building strong and sustainable business relationships. Respecting human rights is not only a responsibility but also an investment in our common future. Together, we contribute to a world where everyone is treated with dignity and respect.



# RIGHTS AND RESPONSIBILITIES

CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING

## THOROUGH MONITORING

Human rights are the backbone of every company: in our daily tasks, according to our commitment, the nature and context of our activities, the extent of potential human rights problems and the impact these problems may have (severity and degree of likelihood).

We also impose the same requirements on our customers and suppliers. When entering into a commitment with a new supplier, our human rights expectations are always discussed in detail. The supplier is also required to commit to this by signing our Supplier Code of Conduct. If we identify a breach of standards, Revor Group will negotiate an appropriate improvement plan. However, if Revor Group continues to identify violations, the contract will be terminated.

## NO CHILD LABOUR

We do not directly or indirectly impose child labour. We also expect our suppliers to always adhere to the minimum legal age imposed in each country where they are located.





# GOVERNANCE

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# | CORPORATE GOVERNANCE

At Revor Group, we recognise the crucial role of good corporate governance in shaping our success and ensuring sustainable growth. Here are some of the reasons why governance matters to us:

**Our pillars:** We believe in open communication and transparency. We ensure there is a clear understanding of our decision-making and operational processes.

**Accountability:** Our leadership team is ready to be accountable for their decisions and actions, which helps build trust and credibility.

**Protection of Interests:** Our policy avoids conflicts of interest and ensures fair treatment of all.

**Risk Management:** In a constantly changing world, sound policies help us identify, assess and effectively manage risks.

**Sustainability:** We think about the future. We focus not only on financial sustainability, but also on promoting socially and environmentally responsible actions.

**Laws and regulations:** We strive to comply with all applicable laws and regulations. Corporate governance is designed to ensure that we operate in an ethical and lawful manner.

**Reputation:** A positive reputation is a valuable asset. Our strong governance foundation helps build and maintain a positive reputation, which is crucial for attracting investors, customers and talent.

At Revor Group, we understand that good corporate governance is essential in allowing us to thrive and of primary importance for our business to prosper in the long run.



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# CORPORATE STRUCTURE

## THE OWNERS

Jan Maes and Isabelle Malysse hold 100% of the shares.

Since 2000, Revor Group has been owned by Jan Maes and Isabelle Malysse. This started with Revor and Styldecor.

In 2009, Jaritex was acquired. Adding Jaritex to the group strengthened the company's market position and product offering. That acquisition allowed Jaritex to continue to excel in providing quality mattresses and meeting customers' diverse needs.



Jan Maes



Isabelle Malysse

# CORPORATE STRUCTURE

THE MANAGEMENT



**CCO**  
Jan Maes



**COO**  
Gunther Hombecq



**Sales**  
Isabelle Malysse



**CS & HR**  
Mieke Bekaert



**Finance**  
Davy Baert



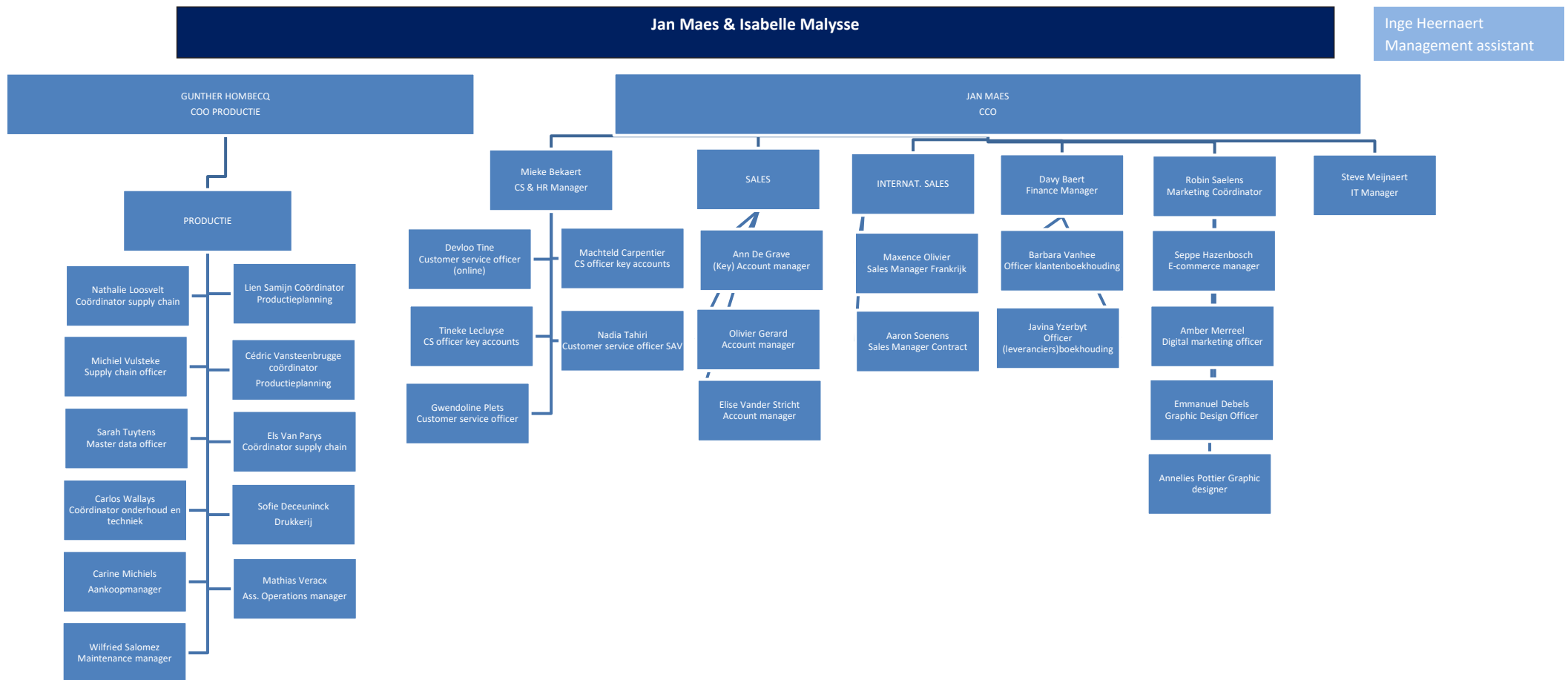
**Marketing**  
Robin Saelens



**IT**  
Steve Meijnaert

# CORPORATE STRUCTURE

## ORGANIGRAM



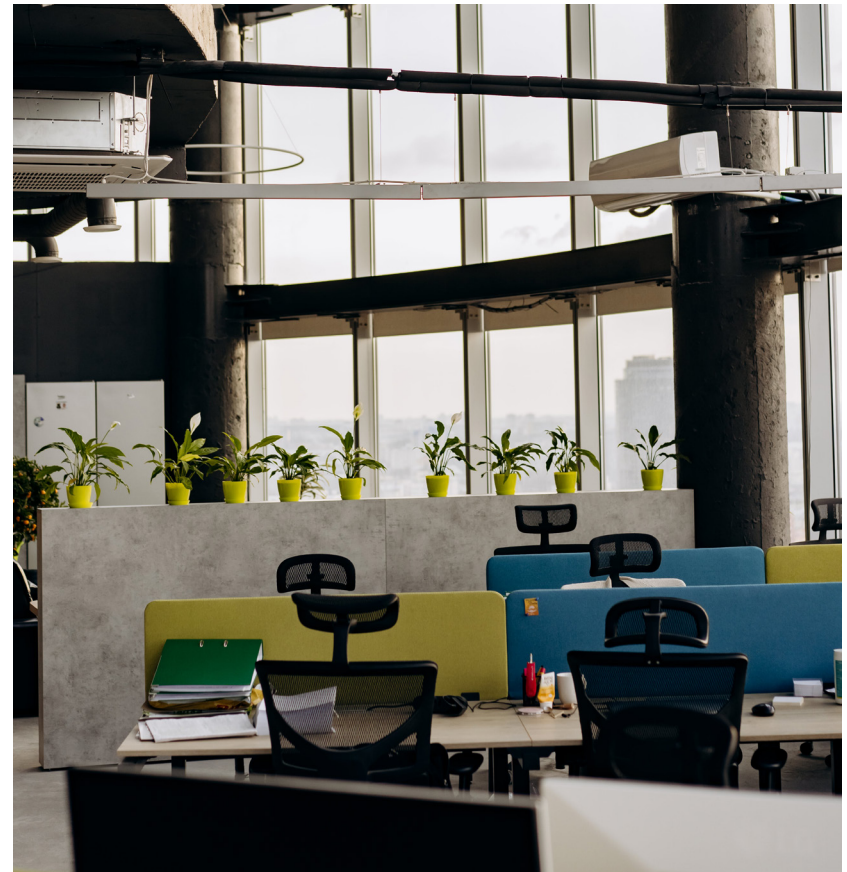
# CORPORATE GOVERNANCE

## ETHICS & RISK MANAGEMENT

We do not see ethics and risk management as mandatory boxes to tick, but rather as **indispensable pillars** that are the basis for sustainability and trust.

We strongly believe in the idea that a company is not only responsible for providing products and services, but also for ensuring **ethical standards** in all our business practices. This means not only complying with legal requirements, but also striving for **higher standards** of integrity, transparency and honesty. Building long-term relationships with our customers and partners is based on mutual respect and trust.

In addition, we understand that risk is inherent in any business. Our commitment to risk management is not a reactive measure, but a **proactive approach** to identify and manage potential challenges. By constantly evaluating, anticipating and innovating, we strive to ensure not only our own stability, but also that of the wider community in which we operate.



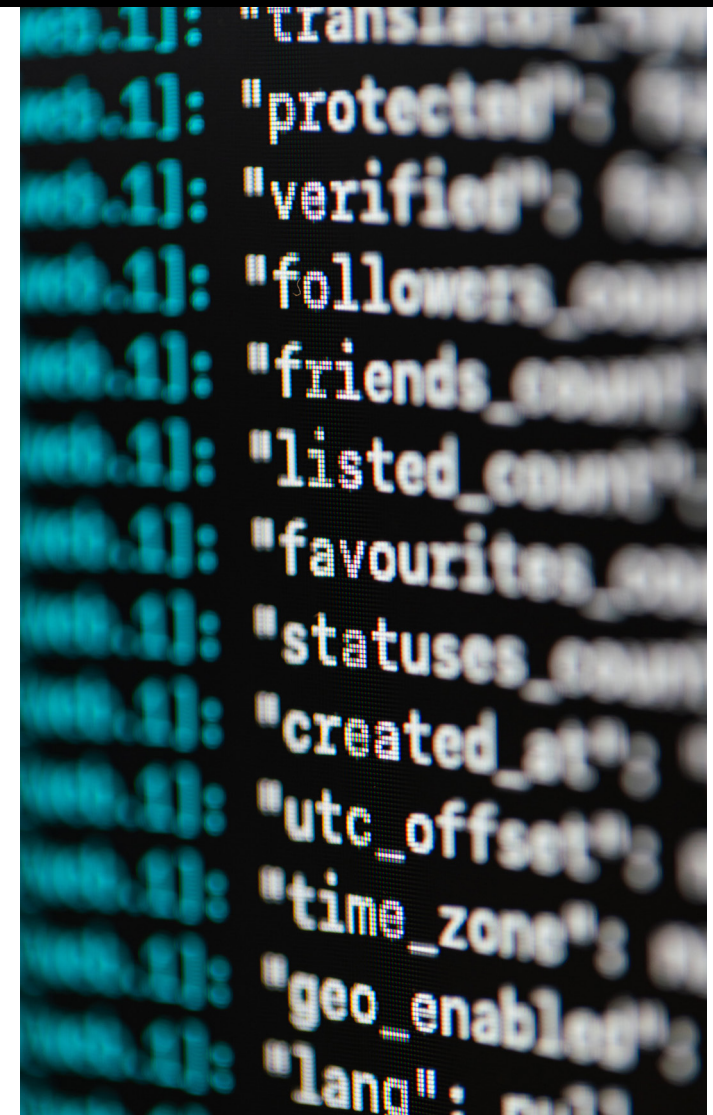
# CORPORATE GOVERNANCE

## DATA PROTECTION

We attach great importance to **data protection and privacy**. We are committed to protecting the personal data of our customers, employees and partners, and we employ strict security measures to ensure their confidentiality.

We also make employees aware of the dangers that can lurk online. We enhance security by using an MFA - Authenticator. This has to be used both internally and externally. A new firewall is also in place to further optimise security.

In 2024, employees underwent mandatory training for End Users. The aim was to make everyone aware of the potential dangers and how to act to keep all data safe.







# | SUSTAINABLE DEVELOPMENT GOALS



# | GRI-table

<b>Statement of use</b>	Revor Group NV has reported the information cited in this GRI content index for the period 01/01/2023 - 31/12/2023 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	5
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<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	5
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	40

<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	54
	205-2 Communication and training about anti-corruption policies and procedures	54
	205-3 Confirmed incidents of corruption and actions taken	54
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	54
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	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	31

<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	35
	305-2 Energy indirect (Scope 2) GHG emissions	35
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<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	40, 41
	308-2 Negative environmental impacts in the supply chain and actions taken	40, 41
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47, 48, 49
<b>GRI 402: Labor/Management Relations 2016</b>	403-1 Occupational health and safety management system	54
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	54
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<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	47, 48
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<b>GRI 406: Non-discrimination 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	56
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	56
<b>GRI 408: Child Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	52, 53
<b>GRI 413: Local Communities 2016</b>	414-1 New suppliers that were screened using social criteria	52
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	417-2 Incidents of non-compliance concerning product and service information and labeling	40
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<b>GRI 418: Customer Privacy 2016</b>		

# Staying up to date?

[www.revor.be](http://www.revor.be)  
[www.jaritex.be](http://www.jaritex.be)  
[www.styldecor.be](http://www.styldecor.be)  
[www.linkedin.com/company/revor-bedding/](https://www.linkedin.com/company/revor-bedding/)