

B&S



Community Engagement

Giving back to the communities we operate in

At B&S we excel in making consumer goods available all over the world, often in even the most remote areas. In doing so, we become part of local communities comprising diverse backgrounds that make us aware of the inequality and needs that can arise among them.

Driven by our people-oriented values and the responsibility we have as a global company, we strive to deploy our capabilities and resources to actively engage for the benefit of the communities in which we operate. This means acting as a good employer, neighbour and corporate citizen.

To make a meaningful impact, we actively support local initiatives and collaborate with a number of renowned social organisations. Our community engagement programme is built upon four key areas:

1 Operational efficiency & reach

Using our core capabilities and experience for emergency relief.

2 Employee involvement

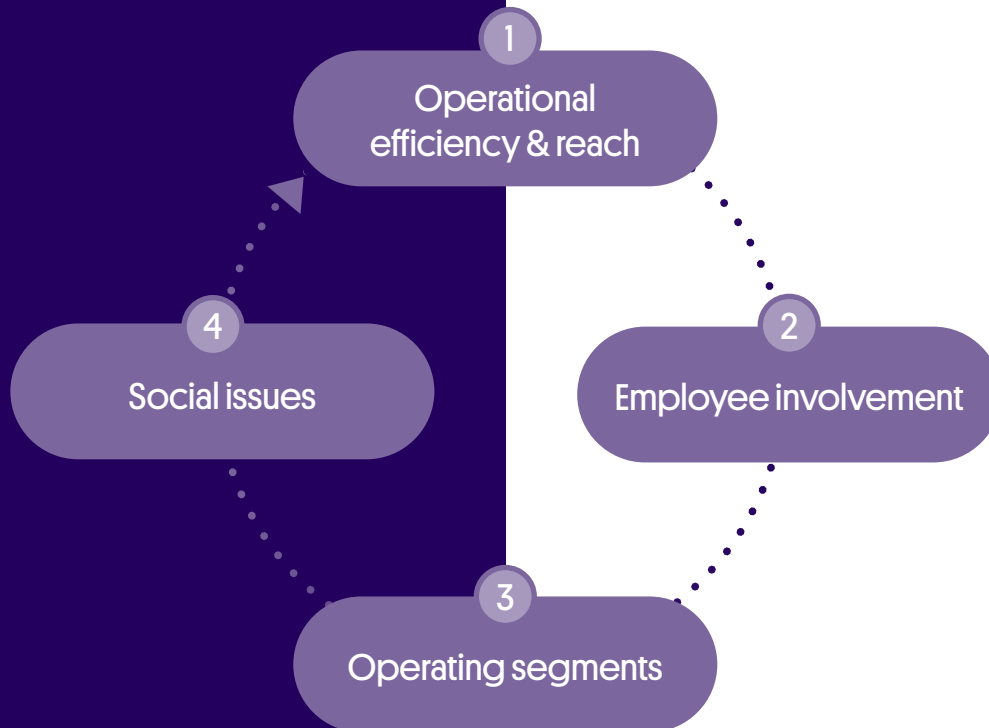
Ensuring our employees are able and willing to actively participate in giving back.

3 Operating segments

Reducing the negative environmental impact of our business operations and fostering positive outcomes.

4 Social issues

Addressing particular local sustainability concerns.



Sustainable Development Goals

The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015 as a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

With our community engagement approach we aim to reflect upon the various SDGs and focus upon those matters that are impacted as a result of our business activities and the products we sell on society and our planet.



Impact topics by operating segment

Food 	Health 	Personal Care 
<ul style="list-style-type: none"> SDG 2.1 Access to food SDG 12.3 Reduce food waste SDG 15.2 Combat deforestation 	<ul style="list-style-type: none"> SDG 3.8 Access to health care SDG 12.4 Reduce medical waste SDG 12.5 Improve waste management 	<ul style="list-style-type: none"> SDG 3 Improve hygiene SDG 6.3 Prevent plastic waste SDG 15.2 Combat deforestation
Liquors 	Beauty 	Retail/electronics 
<ul style="list-style-type: none"> SDG 6.1 Access to clean water SDG 6.4 Ensure water availability SDG 3.5 Responsible consumption 	<ul style="list-style-type: none"> SDG 15.6 Protecting biodiversity SDG 12.2 Promote circular economy 	<ul style="list-style-type: none"> SDG 12.5 Reduce electronic waste SDG 12.2 Promote circular economy

Impact topics with a fit to our corporate values



SDG 4.2 Education

We believe education is key to unlocking the full potential of any individual and community.



SDG 8.5 Entrepreneurship

We believe that through promoting inclusive entrepreneurship minorities are empowered; it creates a sense of self-sufficiency, feeling of being part of the community as well as and combats loneliness.



SDG 15.3 Healthy ecosystems

We believe that by restoring degraded ecosystems local communities can better sustain in their livelihoods.



Our commitment

We will support and contribute to the communities we operate in.

We are committed to making a difference on matters closely related to our business operations and skillsets. We will achieve this by actively seeking out and promoting volunteering opportunities, by making in-kind and monetary donations to social organisations, and by supporting local impact projects.

Our annual targets:



Supporting at least 5 social organisations



A volunteering budget of 8 hours per employee



Participation in 3 local impact projects

Our principles



Donations

We provide in-kind and monetary donations to those in need by collaborating with various social organisations.



Employee volunteering

We encourage our employees to make a valuable contribution to those in need by facilitating them to participate in volunteering projects.




Local impact projects

We work with long-term partners to ensure respect for human rights, safe working conditions and environmental protection.



Our plan of action

An aerial photograph of a mountainous region. The terrain is rugged and brown, with patches of snow scattered across the slopes. A winding dirt road or path is visible, leading through the landscape. In the lower foreground, there is a small cluster of buildings, including several houses and a larger structure, situated on a rocky slope. The overall scene depicts a remote, high-altitude environment.

Our plan of action



Donations

We provide in-kind and monetary donations to those in need by collaborating with various social organisations.

- We collaborate with a select group of organisations and institutes to focus our efforts and maximise our impact. We work with partners who, like us, have a global reach and are accredited organisations. With them we establish a structured way of working that suits the situation best.
- We want nothing to go to waste. This means that when we can no longer sell a product, we look for ways to donate them.
- In times of crisis, we use our expertise to source, supply and distribute essential goods to those who need them most.
- We monitor the amount of monetary donations made to social organisations as well as the number of products donated.



Employee volunteering

We encourage and facilitate our employees to participate in volunteering projects.

- Each B&S employee can dedicate eight hours each year to volunteering during working hours.
- Develop a global volunteering community so that all our employees feel inspired and can easily access volunteering opportunities in the various communities in which we operate.
- Executive Board, managers and HR business partners actively encourage employees to participate in our volunteering programme, preferably through team building events.
- We monitor the number of employees who volunteer and how many hours were spend on volunteering on an annual basis.

Objectives

- Reducing negative environmental impact of our segment business operations
- Using our core capabilities and experience for emergency relief and those in need
- Addressing particular local societal issues and sustainability concerns within the communities we operate
- Create easy access for groups of employees to actively participate in to volunteering projects
- Inclusive participation; everyone at B&S has the opportunity to contribute to society.

Requirements

- Budget of 8 hours per employee per year
- Team based
- Alignment with national volunteering events
- Focus on the Netherlands first, then international locations
- Collaboration with selected partner NGO
- Alignment with relevant Sustainable Development Goals (SDGs)
- Encourage employees to submit their own volunteer project ideas.
- Facilitation of events through the HUB

Our plan of action



Local impact projects

We work with long-term partners to ensure respect for human rights, safe working conditions and environmental protection.

- Local impact projects will be developed to address specific social concerns in the communities we operate in.
- Local impact projects will be developed for specialty brand suppliers in developing countries. Our due diligence procedures function as a project development mechanism; we will provide appropriate support to suppliers who need additional help or are striving to improve on issues related to human rights, safe working conditions or minimising environmental impact.

Note: Considering the stage of our sustainability and community engagement strategy, the detail of our local impact projects is still under development. Updates will be provided accordingly once they are ready to be communicated.

Our strategy & commitments in motion

We are already taking action to build a more sustainable future and contribute to the well-being of the communities in which we operate. Join us and follow our progress at www.bs-group-sa.com/about-us/sustainability/

Principles and policies

B&S has various sets of policies in place governing the performance of its entities and ensuring implementation of action plans throughout our company. More information can be found on our corporate website:

[Go to documents](#)

Contact

B&S Group S.A.
14, Rue Strachen
L-6933, Mensdorf
G.D. Luxembourg
Tel: +352 2687 0881
www.bs-group-sa.com

B&S