

The background of the entire page is a high-resolution image of Earth as seen from space. The curve of the planet is visible, showing blue oceans, green landmasses, and white cloud patterns. In the upper left, a bright sun is partially obscured by the horizon, creating a lens flare effect with rays of light and a field of stars in the deep blue space.

CSR REPORT A&M GROEP 2024

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COMPANY FILM HERE**



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SOCIAL RESPONSIBILITY

FOREWORD

A&M Groep has now been around for 22 years. In the beginning, founders Leo Overweel and Nico van der Have were primarily focused on the daily operations, but today they are increasingly focusing on the company's strategy and future. Still, they emphasize that they will never fully step away from the business.

“From a traditional waste collector to a modern and innovative player in the circular economy,” says

Leo Overweel

FROM SCRAP TO CIRCULAR INNOVATION

Since its founding in 2003, A&M Groep has undergone an impressive transformation. What once began as a traditional waste collector has grown into a modern and innovative player in the circular economy. Our mission? Every resource counts. This means, among other things:

Material Reuse: Supporting clients in reusing material and product streams.

CO₂ Reduction: Actively contributing to reducing the CO₂ footprint.

Social impact: Providing social employment opportunities for people with barriers to the labor market.

Strategic Advice: Guiding clients toward circular business practices.

WELL-FOUNDED BUSINESS OPERATIONS

A&M Groep stands out for its solid infrastructure, strategically designed to meet customer needs. From six strategically located sites, easily accessible by rail, road, and water, A&M Groep serves clients locally, nationally, and internationally.

A&M Innovation Plant and A&M Circulair Depot in the Europoort

A&M Electronics en schaalinkoop (and bulk purchasing) at Montrealweg, and the circular headquarters and A&M Batteries located at Humberweg in the Botlek

A&M Hal schaalinkoop (Warehouse bulk purchasing) in Barendrecht

CORPORATE SOCIAL RESPONSIBILITY

Since 2003, A&M Groep has transformed from a traditional scrap processor into an innovative player in the circular economy.

This forward-thinking vision is reflected in the knowledge and innovation center, In2Waste Academy, which helps A&M In2Waste support its partners with circular economy challenges.

In2Waste Solutions actively shares knowledge and experience with clients and industry peers to increase the circular impact of the A&M Groep and its partners.

For example, In2Waste has organized several seminars on the transition of resources, where dozens of clients and partners were inspired by speaker Jan Rotmans. “By founding In2Waste and focusing on circularity, we’ve secured our future. “We could have stayed a traditional scrap dealer. We would have been fine, but we want to leave something for the next generation,” says Nico van der Have.



“This dedication to circularity and innovation has positioned A&M Groep as a visionary leader in the industry, with a strong focus on creating a sustainable future,” says

Joost van der Have, Commercial Director

NEXT GENERATION

The core values that make A&M Groep so strong are attention and involvement. It's important to show appreciation for clients and employees: "Success should be shared with the people who contribute to it," Leo is convinced.

He illustrates this with a simple but powerful example: "We eat at a Michelin-starred restaurant every weekend, while the guys in the warehouse can't even buy a crate of beer? I can't even imagine that!"

When it comes to the future of the business, they show their vision. Leo and Nico have involved their children in the family business, but they emphasize that it is not a given that they will take over the leadership.

As Leo says: "They're in their twenties, let them discover first." Nico adds that they mainly want to guide the next generation: "They see the world differently and are full of ideas. We don't want to steer them too much, but we do hope to protect them from pitfalls. For example, we tell them: try not to take on ten new things, but focus on these three."



Joost van der Have, Nico van der Have, Menno Overweel, Leo Overweel and Tom Overweel

*"Leo and I mainly want to guide the next generation.
They see the world differently and are full of ideas."*

Nico van der Have



MISSION

A&M Groep reduces raw material waste by connecting knowledge and expertise to practice, with a focus on environmental, social, and economic impact. We contribute to a sustainable and inclusive society through high-quality recycling, data-driven insights, and the provision of social employment opportunities.



VISION

A&M Groep aims to be a leader in the national and international metal recycling sector by continuously investing in process optimization, automation, and advanced reuse techniques. We're building a future where raw materials are maximally preserved, employment is accessible to everyone, and A&M Groep is the reference for sustainable development within the circular economy.

STRATEGY

 QUALITATIVE GROWTH	 PROCESS OPTIMIZATION	 SUSTAINABLE BUSINESS PRACTICES	 BUSINESS DEVELOPMENT	 STRENGTHENING MARKET POSITION
Investing in knowledge, expertise, and automation to strengthen processes and staff.	Integrating innovative technologies for efficiency improvement and high-quality recycling.	Developing data-driven environmental, social, and economic impact reports to ensure transparency and accountability.	Leading in innovative market developments and forming strategic collaborations.	Actively working on brand awareness and authority through sector analyses, market-oriented reports, and active contributions to national and international agreements.

IT FITS WHAT WE DO AND WHO WE ARE

SUSTAINABLE AND CIRCULAR OFFICE

A&M Groep has moved into a new headquarters at Humberweg 7 in Rotterdam-Botlek. New in location, but not in materials. The former Induserve building, originally written off, was given a second life thanks to a circular approach. The building has been fully relocated and sustainably redesigned on our own site.



CONTINUOUS GROWTH

The move marks an important milestone for A&M Groep “Due to our continuous growth, the office space on Montrealweg became too cramped for all our employees,” says Operations Director Tom Overweel. “This new location not only offers more space but also a more efficient layout. Montrealweg will remain a crucial site for bulk metal purchasing, such as the E-waste location.”

SUSTAINABLE REDESIGN

The reuse of the Induserve building aligns perfectly with A&M Groep's circular vision. Instead of new construction, we chose a sustainable solution: the building was completely rebuilt.

For leveling the ground, 150 cubic meters of sand were used, sourced from an excess on another site. In this way, we minimize waste and maximize reuse.

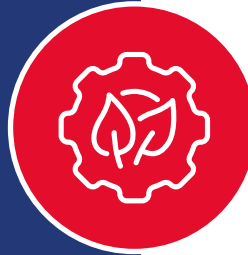
CIRCULARITY IN ACTION

“This project reflects who we are,” emphasizes Tom. “Creatively working with existing materials, promoting reuse, and placing sustainability at the center of everything we do. This way, we not only create a modern and functional work environment but also underscore our commitment to circularity and future-proof business practices.”

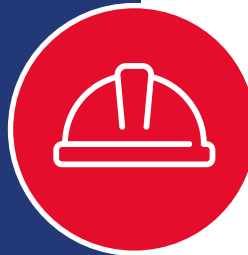


OUR CSR THEMES

In this CSR Annual Report, we share how A&M Groep is committed to a more sustainable future. Our CSR vision shows how we take social responsibility and actively contribute to a circular economy. We focus on four core values that strengthen our impact on people, the environment, and society.



**SUSTAINABLE
BUSINESS OPERATIONS**



**SAFE WORK
ENVIRONMENT**



**ENVIRONMENTAL
IMPACT**

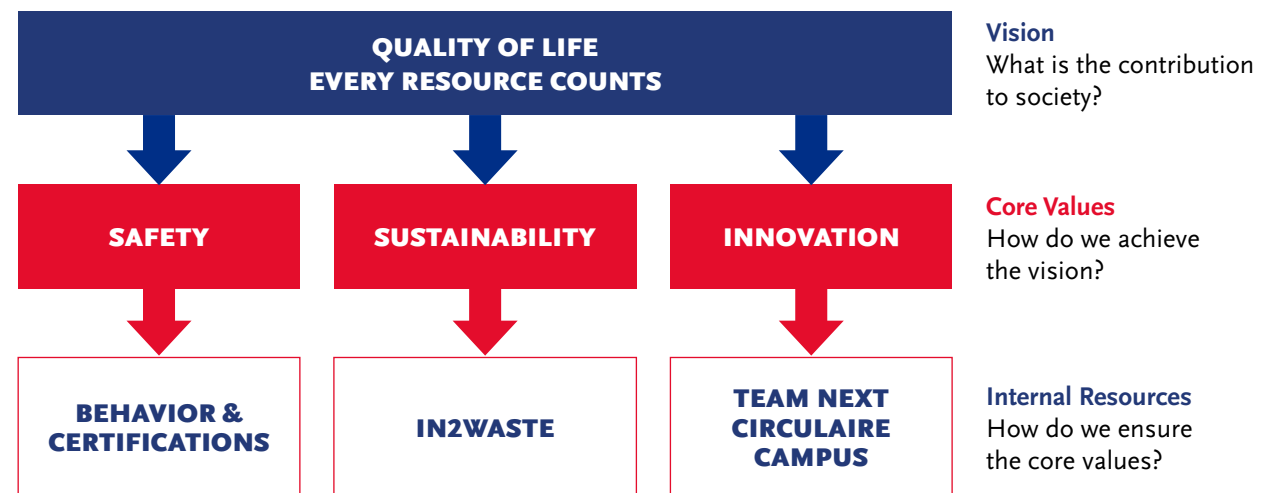
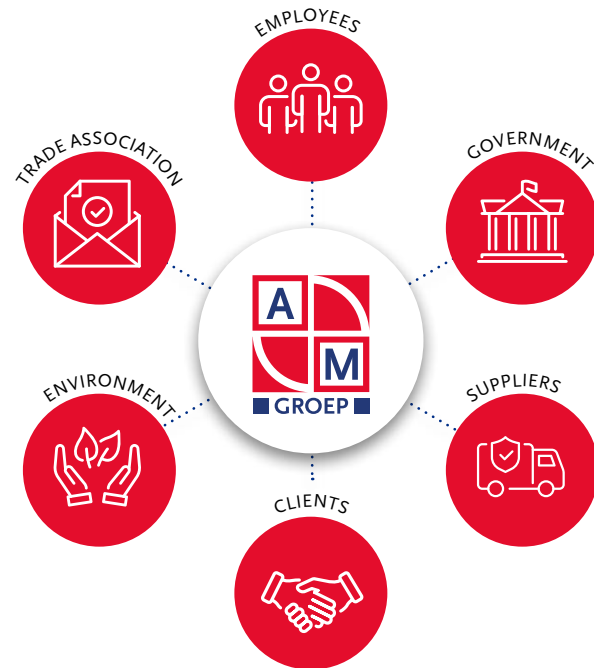


**SOCIAL
RESPONSIBILITY**



STAKEHOLDERS

At A&M Groep, we believe in the power of collaboration. By staying actively engaged with our stakeholders, we achieve the best results and create lasting impact. We highly value their feedback and involve them in our decision-making, so we can work together toward a circular and sustainable future.



10 KEY POINTS SUMMARY

- 1 PROVIDING SERVICE- AND RESULTS-ORIENTED SERVICE
- 2 HAVING A HIGH LEVEL OF SAFETY AWARENESS
- 3 POSSESSING THE RIGHT EXPERTISE
- 4 ALWAYS COMPLYING WITH LAWS AND REGULATIONS
- 5 OFFERING EFFICIENT AND CIRCULAR SOLUTIONS WITH A FOCUS ON QUALITY AND SUSTAINABILITY
- 6 BEING A STRONG AND FINANCIALLY HEALTHY COMPANY
- 7 MAKING WELL-CONSIDERED DECISIONS
- 8 REDUCING OUR IMPACT ON THE ENVIRONMENT
- 9 FACILITATING EDUCATION AND RAISING AWARENESS
- 10 INVESTING IN SOCIAL INITIATIVES



MATERIALITY ANALYSIS

At A&M Groep, we not only strive for a circular economy but also aim to make a positive impact on our employees, the environment, and society.

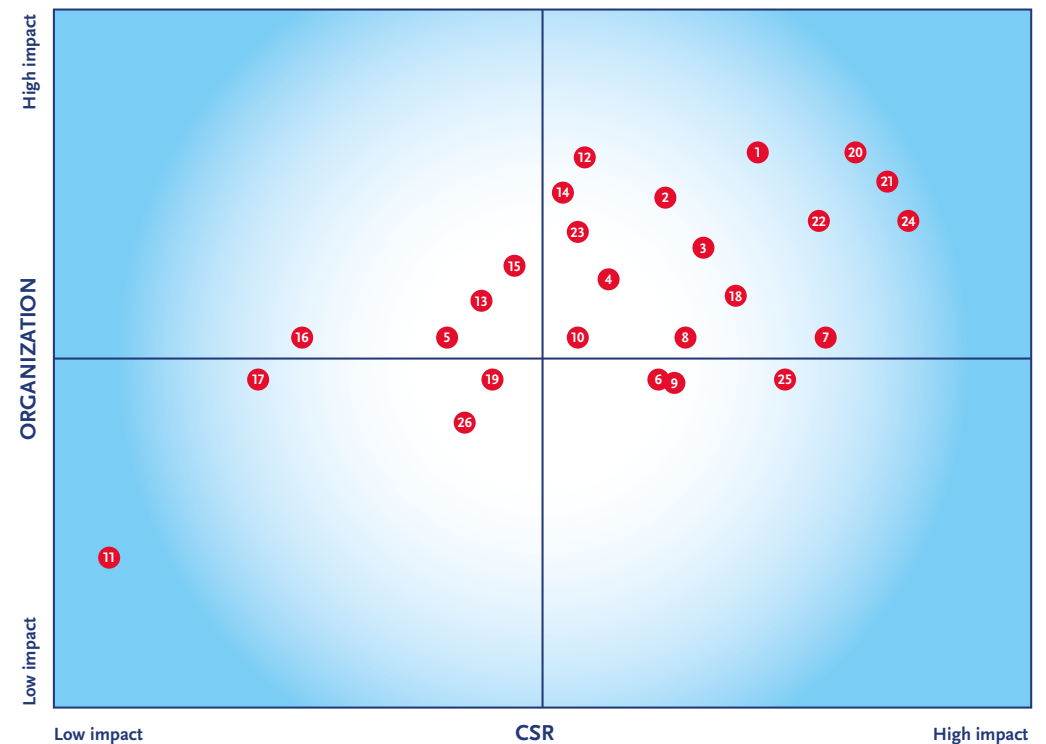
Responsible business practices are in our DNA. To concretize our CSR strategy, we have conducted a materiality analysis. This closely aligns with our business objectives and the expectations of our stakeholders. This ensures that our efforts are relevant, targeted, and future-proof.

The outcomes of this analysis translate into four key focus areas that form the foundation of our sustainability policy:

- **Safe Work Environment:** We create a healthy and safe environment in which our people can develop.
- **Sustainable Business Operations:** We strive for efficiency, innovation, and transparency in everything we do.
- **Environmental Impact:** We minimize our ecological footprint through conscious choices and circular solutions.
- **Social Responsibility:** We invest in relationships with our surroundings and actively contribute to society.

By focusing on these themes, we are together building a responsible and resilient organization – now and in the future.

DOUBLE MATERIALITY A&M GROEP



No. / Theme	Core Theme
CORE THEME 1: GOOD GOVERNANCE	
1 Good Governance	The management of the organization is demonstrably controlled and advised in accordance with at least the applicable local legislation. When dilemmas arise regarding ethics, fairness, transparency, or trust, the organization establishes its own core values and business principles as tools to achieve CSR objectives. In case of deviations from its own CSR policy or violations of laws and regulations, whether with or without government-imposed sanctions, the organization will explain the cause and outline corrective actions.
CORE THEME 2: GOOD EMPLOYER PRACTICES	
2 Employment and Employer-Employee Relationship	The organization ensures the welfare of its employees by securing employment, fulfilling contractual obligations concerning personnel, providing appropriate social benefits, and establishing rights and duties between the employer and employees in a labor contract and, if applicable, conditions and job and/or task descriptions.
3 Health and Safety of Employees	The organization ensures the safety and health of employees (permanent staff including temporary workers), immediate neighbors, and third parties by using safe facilities, technologies, and working methods and being prepared for emergencies. The organization takes measures to prevent psychosocial workload and ensures the mental health of its employees.
4 Training and Education	The organization ensures the welfare of its employees (permanent staff including temporary workers) by providing resources and opportunities for personal development through training, education, and work organization.
5 Diversity and Opportunities	The organization ensures the welfare of its employees (permanent staff including temporary workers) by implementing policies aimed at equal opportunities and treatment of individuals. The organization offers opportunities for people with barriers to the labor market to participate in the workforce.
CORE THEME 3: HUMAN RIGHTS IN THE VALUE CHAIN	
6 Human Rights of Workers in the Value Chain	The organization ensures compliance with human rights for workers in the value chain through the implementation of its due diligence process.
7 Equal Treatment of Vulnerable Groups	The organization ensures the equal treatment of people in vulnerable groups and works to combat discrimination against these groups.
8 Freedom of Association and Collective Bargaining	The organization ensures that freedom of association and collective bargaining is not hindered.
9 Child Labor in the Value Chain	The organization ensures that child labor is prevented in the value chain.
10 Forced and Compulsory Labor in the Value Chain	The organization ensures that forced and compulsory labor is prevented in the value chain.
11 Rights of Affected Communities	The organization ensures the respect for the rights of affected communities, including indigenous populations.
CORE THEME 4: DOING FAIR BUSINESS	
12 Property Rights and Payments	The organization ensures the minimization of unwanted effects on society in the area of its activities.
13 Corruption and Bribery	The organization ensures that bribery and corruption within the organization or by employees are prevented.
14 Public Policy	The organization ensures transparency when contributing to political lobby groups and/or political parties. These contributions positively contribute to achieving the CSR objectives.
15 Anti-competitive Behavior	The organization does not engage in activities that hinder fair competition.

No. / Theme	Core Theme
CORE THEME 5: CONSUMER AFFAIRS	
16 Health and Safety of Consumers and End-users	The organization ensures that the health and safety of consumers and end-users of products or services are not endangered throughout the entire lifespan.
17 Product Information	The organization ensures that consumers and end-users of products and services are sufficiently informed about the intended use, risks, relevant product properties, any CSR performance, and recycling options. The information must not be misleading and should be externally verified where possible.
18 Marketing and Communication	The organization ensures compliance with standards and voluntary codes of conduct in advertising and that communication is also aimed at making a positive contribution toward achieving the CSR objectives.
19 Privacy	The organization ensures that privacy is not compromised.
CORE THEME 6: ENVIRONMENT, ECOSYSTEM, CIRCULAR ECONOMY, AND CLIMATE CHANGE	
20 Resources	Through its activities, products, or services, the organization contributes to achieving a circular economy and solving environmental, climate, and/or ecological issues caused by raw material use.
21 Energy Demand for Production and Facilities	The organization actively contributes through its activities, products, or services to the realization of the energy transition and to solving environmental, climate, and/or ecological issues related to energy consumption. The organization makes its primary and secondary energy use transparent, distinguishing between fossil and renewable sources, and reports on it in its CSR report.
22 Water	The organization makes its water usage transparent, taking into account seasonal peak loads on the water system, and reports on this in its CSR report. The organization takes measures to reduce water consumption from scarce sources or where related ecosystems or habitats may be significantly impacted.
23 Biodiversity	The organization makes the impact of its presence, activities, and product or service on biodiversity throughout its entire lifecycle transparent and reports on this in its CSR report.
24 Emissions, Wastewater, and Waste	<ul style="list-style-type: none"> - The organization makes its presence, activities, and product or service transparent throughout the entire lifecycle and reports on this in its CSR report. Air pollution (particulate matter, very concerning substances, (environmentally) hazardous substances, and odors due to emissions) and greenhouse gas emissions. - Production, disposal, and treatment of waste materials - Discharges and treatment of organic substances, (environmentally) hazardous substances, and micro-pollutants.
25 Transport	The organization makes the primary (fossil and renewable fuel) and secondary energy use (in the case of electric vehicles) for its supply, activities, and delivery of products or services transparent and reports on this in its CSR report.
CORE THEME 7: ENGAGEMENT WITH DEVELOPMENT AND SOCIETY	
26 Engagement with Development and Society	The organization ensures a positive contribution to the local economy by involving personnel, services, goods, and materials from the local area in its processes. The organization involves (the interests of) local stakeholders and affected communities in its CSR management system. The organization makes its impact on affected communities transparent and reports on this (ESRS S3 or equivalent).

HIGHLIGHTS 2024

With these initiatives, we contributed to a more sustainable world in 2024.



SUSTAINABLE BUSINESS OPERATIONS

.....
NEW CIRCULAR BUSINESS PREMISES
.....

.....
IMPLEMENTATION OF DIGITAL PORTAL
.....

.....
ROLL-OUT OF DIGITAL PORTAL
.....

.....
PUBLIC INFORMATION & INNOVATION SEMINARS
.....



SAFE WORK ENVIRONMENT

.....
FOCUS ON DIGITAL SECURITY AND SAFETY
.....

.....
COLLABORATIONS WITH RSM & UNIVERSITY
.....

.....
**SAFETY MILESTONE: NO ACCIDENTS
WITH ABSENTEEISM**
.....

.....
IMPROVING PENSION SCHEME
.....

.....
A&M FITNESS - FOCUS ON VITAL PROGRESS
.....



ENVIRONMENTAL IMPACT

REDUCTION OF SCOPE 1 EMISSIONS

SAVINGS IN SCOPE 2

EXPANSION OF VEHICLE FLEET ELECTRIFICATION



SOCIAL RESPONSIBILITY

STEERING GROUP METAL COVENANT

JEUGDVAKANTIELAND (YOUTH VACATION CAMPS)

SPONSORSHIP OF SPORTS CLUBS

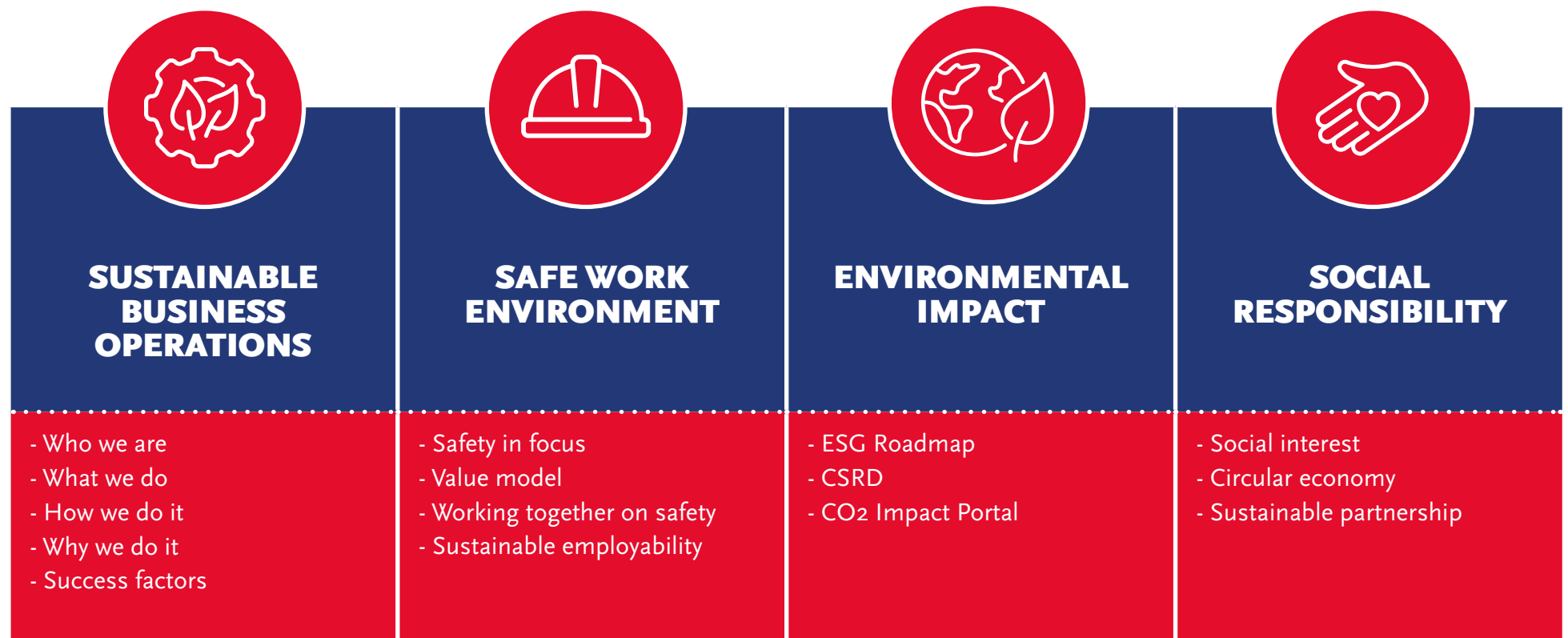
**DEVELOPMENT OF NEW TRAINING PROGRAMS
CIRCULAIRE CAMPUS**

COLLABORATION WITH EIC

ABLE COMPAGNIE FOUNDATION

CSR TOPICS

The key topics from the materiality analysis have been translated into various CSR topics.
These topics have then been linked to our 4 CSR themes. We are working on the following CSR topics:





SUSTAINABLE BUSINESS OPERATIONS

WHO WE ARE

At A&M Groep, we don't view waste as an endpoint, but as a valuable resource for a new future. With our expertise in metal recycling and a sharp focus on the circular economy, A&M Groep supports clients with, among other things, the processing of metal streams. These streams are not seen as waste but as raw materials for new applications. We specialize in recycling metals, electronics, batteries, and other materials.

Our work plays a crucial role in the raw material transition and contributes to a more sustainable world where materials are optimally reused.

With locations in Rotterdam and Barendrecht, and a team of over 80 dedicated employees, we work daily to give materials and products a second life. As part of A&M Groep, we collaborate with sister companies such as A&M Batteries, which focuses on safe battery storage and processing. A&M Circulair is also part of our group and focuses on promoting reuse and maximizing the value of used materials. Our expertise and innovation make us an important partner across various industries.

Our knowledge and innovation center, In2Waste, goes beyond just recycling. By providing strategic advice and practical tools, we help businesses make their processes more sustainable and create circular supply chains. Together, we are building a better future where economic growth goes hand in hand with ecological responsibility.



FAMILYBUSINESS

Social and transparent



PERSONAL ENGAGED

Loyal



NO NONSENSE

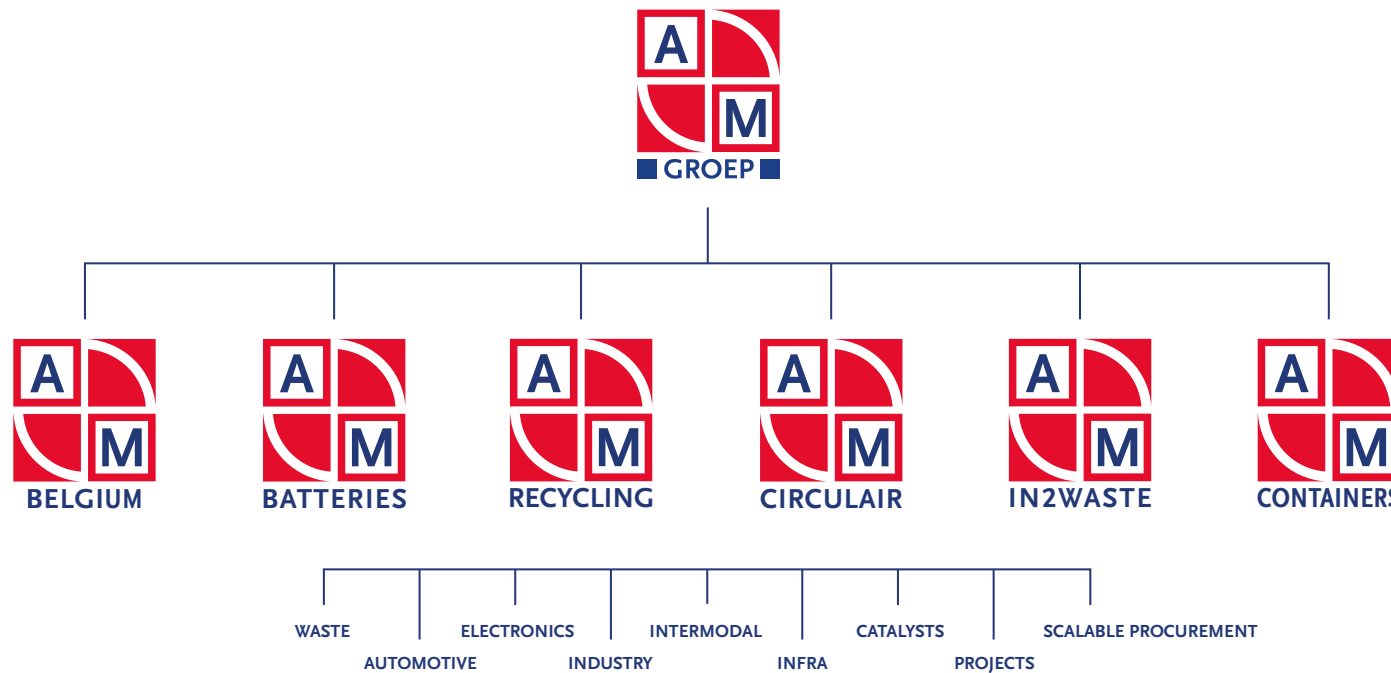
Direct



INNOVATIVE

Dynamic

WHAT WE DO



A&M Groep is a leading organization dedicated to a circular economy and sustainable waste processing. With a wide range of specialized divisions, the group offers tailored solutions for the collection, processing, and reuse of various materials.

The group's structure is made up of six divisions, each with its own area of expertise, collectively contributing to an efficient and future-proof circular economy. Through continuous innovation and close collaboration with partners and clients, A&M Groep remains at the forefront of the transition to a sustainable and circular future.

A&M GROEP



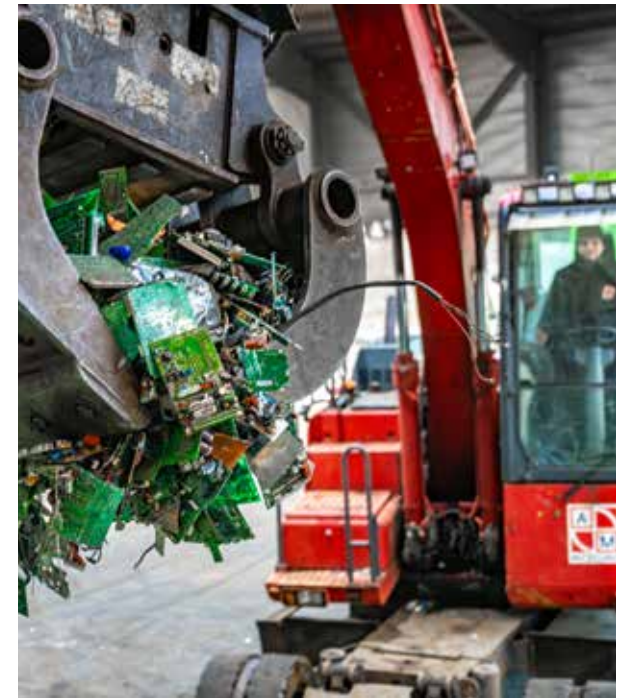
A&M BELGIUM

Since 2024, we have officially established ourselves in Belgium. This development is part of our international growth, and the trusted services of A&M are now available in our neighboring country.



A&M BATTERIES

Through our subsidiary, A&M Batteries, we specialize in the collection, transport, and environmentally friendly processing of batteries. This prevents harmful substances from entering the environment and allows us to reuse materials.



A&M RECYCLING

We process various types of metals, from iron and steel to valuable non-ferrous metals. With our advanced technologies and expertise, we contribute to the circular economy and reduce dependence on new raw materials.



A&M CIRCULAIR

With A&M Circulair as part of our group, we give used materials and products a second life. Thanks to efficient logistics, innovative processing methods, and a strong network of buyers and suppliers, we prevent waste and promote reuse. Less waste, more resources back in the supply chain, and a more sustainable future.



A&M IN2WASTE

Our knowledge and innovation center helps companies with strategic plans and practical tools to implement circular processes. Whether it's CO₂ reduction or improving waste management, we provide solutions that deliver measurable results.



A&M CONTAINERS

A&M Containers processes and moves containers, dry boxes, reefer containers, and processors. We provide these services worldwide, with a focus on aligning with ESG goals and the requirements of the CSRD. In short, a total care solution for end-of-life containers.

OUR LOCATIONS



A&M Innovation Plant Dintelweg



A&M Hal Barendrecht



A&M Groep Humberweg



A&M Electronics en Schaalinkoop Montrealweg



A&M Batteries Depot Humberweg



A&M Circulair Depot Dintelweg

HOW WE DO IT

Success = Quality x Acceptance

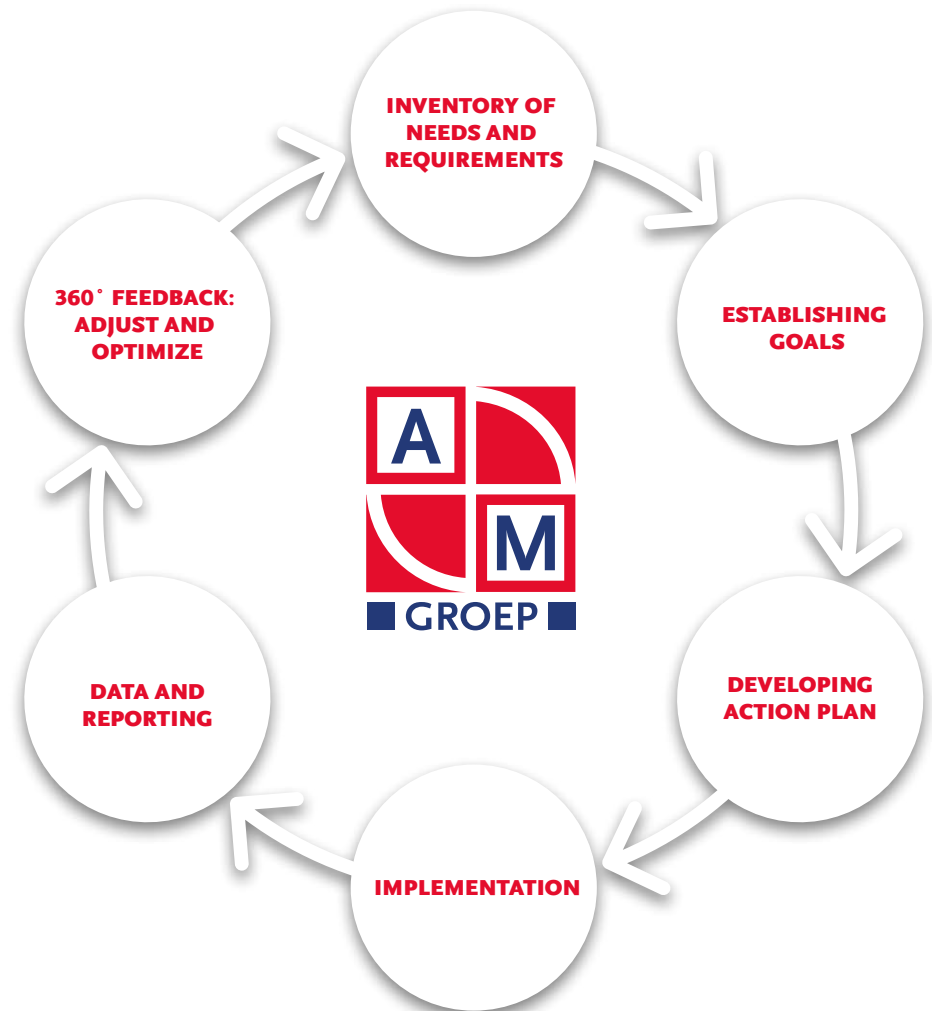
At A&M Groep, we believe that true success depends not only on what you deliver, but also on how it is received. Our formula: Success = Quality x Acceptance, is the foundation of everything we do.

We strive for the highest quality in our services: from careful processing and logistics to innovative, tailored solutions. But quality alone is not enough. Equally important is acceptance: the support from our clients, partners, and employees. Only when both are in balance can space be created for sustainable growth and real impact.

Therefore, we focus on:

- **Continuous improvement:** we optimize processes and invest in technology and people.
- **Collaboration at eye level:** we listen, collaborate, and align.
- **Customer satisfaction as the standard:** not as a goal, but as a given.

With this approach, we not only achieve results but also build long-term relationships based on trust, transparency, and mutual success.



WHY WE DO IT

By preserving and reusing resources, we believe we can play an important role in reducing the environmental impact while simultaneously taking responsibility for increasing the social impact of everything we do.

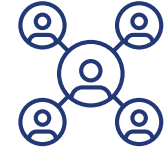
Investing in energy-neutral processes at our (production) locations.

Switching to hybrid, electric, and hydrogen-powered company vehicles and equipment.

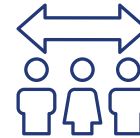
Collaborating with social employment, educational institutions, and vitality initiatives.



**ENERGY
AWARENESS**



**SOCIAL
CONNECTION**



**SOCIAL
AWARENESS**



**SOCIAL
INITIATIVES**



**VITALITY
EDUCATION &
WORK**

FIT TO PURPOSE

At A&M Groep, “Fit to Purpose” means that we deliver exactly what our clients need, tailored to their specific requirements and goals. We ensure that our approach and solutions always align with what our clients need, enabling their processes to run smoothly.

FLEXIBLE WORKING

We adapt our services and processes to meet the unique needs of each client.

DELIVERING EFFICIENCY

Our solutions are practical and ensure that clients achieve their goals directly, without unnecessary steps.

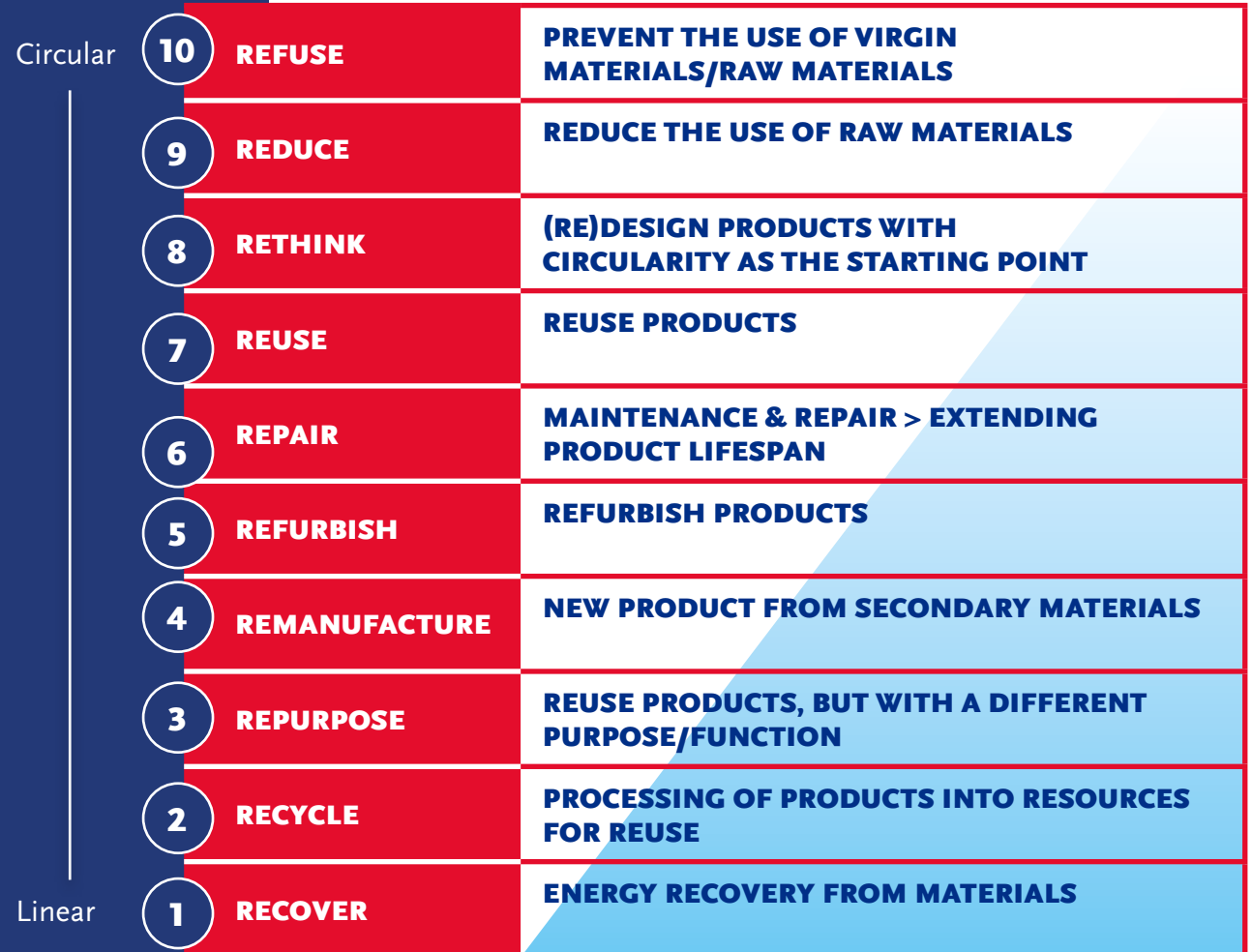
GUARANTEEING QUALITY

We ensure that our products and services are of high quality and perfectly meet the expectations of the client.

10R MODEL

In a circular economy, materials are reused in the highest possible quality. We aim to climb higher on the circular ladder. To achieve this, we use the widely accepted 10R model.

Over the past year, A&M Groep has implemented several of these levels, including: recycle, refurbish, repair, and reuse. We aim to showcase even more clearly who we are, what we do, and how we contribute to the circular economy through enhanced functionality and presentation.



SUCCESS FACTORS



PRESERVATION OF RESOURCES

Every resource counts. That is the driving force of A&M Groep. We work daily to preserve valuable resources for future generations. From raw material to product, and from product back to raw material – this is how we close the loop and contribute to a circular future.



KNOWLEDGE AND SKILLS OF COLLEAGUES

Our success starts with the people who make it possible. The commitment, knowledge, and involvement of our colleagues form the foundation for everything we achieve. Collaboration is the common thread within our organization. As one team, we work daily to realize both our ambitions and those of our clients.



INTERVIEW WITH PIETER BREMMER

A&M BATTERIES

FROM BATTERY TO RAW MATERIAL

At A&M Groep, it's not just about collecting and processing waste – it's about adding value to resources. While many see waste as the end of the line, we see it as a new beginning. A&M Batteries fully embraces this vision by focusing specifically on the responsible collection and recovery of resources from lithium batteries, batteries, and other energy storage systems.

Lithium batteries are a crucial part of the energy transition. They power electric vehicles, industrial machines, and consumer electronics. But despite their power and value, lithium batteries also present unique challenges. They contain scarce and valuable materials, yet are highly flammable and complex to process.

As one of the nationwide collection points for lithium batteries, A&M Batteries has specialized in safely and responsibly managing these battery types. Our focus is on minimizing risks and maximizing sustainable reuse.

WHY THIS MATTERS

The responsible recycling of lithium batteries brings both ecological and economic benefits. By reusing these scarce resources, we reduce the ecological footprint of the battery industry and support the transition to a sustainable future.

“At A&M Batteries, we believe in a world where resources are continually reused. By working with reliable processors, we close the loop and contribute to a circular economy,” says Pieter Bremmer, Specialist at A&M Batteries.

“A circular future with A&M Batteries.”

Pieter Bremmer



Pieter Bremmer

THE FUTURE OF LITHIUM BATTERIES

Lithium batteries are a crucial link in the energy transition. However, their impact must be carefully managed to ensure safety and sustainability. Pieter Bremmer emphasizes, “Lithium batteries are powerful technology, but also a challenge. By combining safe storage, efficient collection, and sustainable processing, we make the chain safer and future-proof.”

At A&M Batteries, we don’t just see lithium batteries as a challenge, but also as an opportunity. With our focus on safety and circularity, we ensure these valuable resources are used optimally, with minimal environmental impact.

OUR CIRCULAR APPROACH

SAFE STORAGE

Batteries are carefully collected and temporarily stored at our facilities. These locations meet the highest safety and environmental standards, including the PGS 37-2 guidelines.

RESPONSIBLE DISPOSAL

Through our logistics chain, the batteries are transported to specialized recycling companies. Here, processes are applied that focus on maximizing material recovery.

RESOURCE RECOVERY

Using innovative technologies, valuable metals such as lithium, cobalt, and nickel are recycled from the batteries. This reduces the dependency on primary resources and contributes to a sustainable raw material chain.

A SECOND LIFE

The recovered materials are reused in new products, such as batteries and other technological applications. This aligns perfectly with our mission to promote a circular economy.

OUR FOCUS GOES BEYOND JUST RECYCLING

- We view waste as a source of valuable materials.
- We actively work to extend the lifecycle of resources.
- We minimize the environmental impact and maximize reuse.

KEY FIGURES

85



Employees

6



Locations

30,000



m² of land

8.8



Customer Satisfaction

9



Certificates

92,9k



Processed Materials (kg)

0



Accidents with Absenteeism

11



Near-Miss Incidents

21,510



Social Hours



SAFE WORK ENVIRONMENT

QUALITY & SAFETY

TOOLBOX MEETINGS IN 2024

48x PHYSICAL TOOLBOX MEETINGS

Topics covered in these toolbox meetings include:

- CO2 Performance Ladder
- Environmental impact
- Projects
- XRF Analysis
- Health, Safety & Environment (HSE) Training for Employees
- Visual Safety
- Safety Ladder
- Inspection Tools
- Emergency Response Locations
- Unfavorable Work Postures
- Project Toolbox
- Unsafe Actions
- Inspection of Work Equipment

EMPLOYEE CERTIFICATIONS

24x
FORKLIFT

17x
VCA VOL (SAFETY FOR SUPERVISORS)

31x
VCA B (BASIC SAFETY CERTIFICATION)

11x
FIRST AID (BHV)

4x
SAFE WORKING WITH HAZARDOUS WASTE

4x
DVP (WORKING WITH DANGEROUS SUBSTANCES)

4x
WORKING AT HEIGHTS

2x
FIRST AID (EHBO)

10x
GPI (GENERAL PROTECTIVE INSTRUCTIONS)

11x
(SAFETY GUIDELINES FOR HAZARDOUS MATERIALS) PG-37-2

DIGITAL SAFETY

At A&M Groep, digital safety is a crucial part of our operations. We protect data and systems with advanced security technologies, such as firewalls, encryption, and access controls.

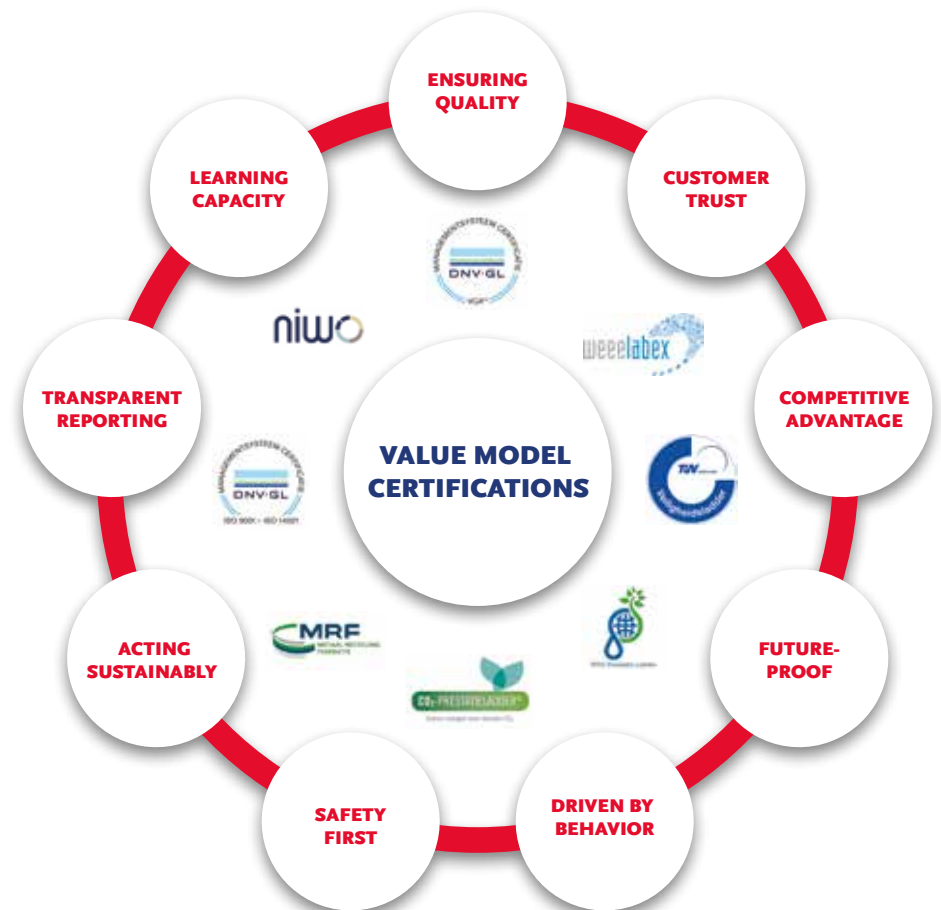
Additionally, we train our employees in security awareness to minimize cyber risks. We work exclusively with our trusted IT partner, Axoft, and use the Digital Safety Passport to ensure safety within our supply chain. Digital security is an ongoing process for us, and we continue to invest in innovative solutions and preventive measures. This way, we guarantee a safe and reliable working environment for our employees, clients, and partners.

VALUE MODEL

Since our founding, we have ensured the quality of our services with the appropriate certificates and permits.

The entire A&M Groep is certified with ISO 9001, ISO 14001, and VCA**. These certifications guarantee quality, environmental management, and safety in all processes.

Additionally, we meet the requirements for e-waste processing (WEEELABEX) and are certified with the CO2 and CSR Performance Ladders. Since 2021, we have also obtained the Safety Culture Ladder certification, which underscores our commitment to safety awareness. Our focus on certification provides our clients with confidence and strengthens long-term, sustainable collaborations.





**“SAFETY
IS SOMETHING WE
DO AS A TEAM.”**

INTERVIEW WITH HENK RATH, KAM MANAGER

At A&M Groep, safety is a top priority. Working in the recycling industry comes with inherent risks, which is why it's essential that all employees are aware of safety protocols and feel empowered to speak up about unsafe situations. Henk, who is responsible for the monthly toolbox meetings and fostering safety awareness on the job, explains how A&M Groep approaches this.

INCIDENTS AND NEAR MISSES: LEARNING FROM REPORTS

At A&M Groep, we carefully track and analyze incidents and near misses. “Last year, we reported 11 near misses and one incident,” Henk shares. “That may seem like a lot, but it's actually a good sign. It shows that our colleagues are willing to report issues and take safety seriously. The earlier we spot potential risks, the better we can prevent accidents.”

Incidents are recorded in our management system and evaluated based on the 10 safety rules. This helps us implement improvements and reduce risks in the future.

THE BIGGEST CHALLENGE: AWARENESS AND BUY-IN

One of the biggest challenges when it comes to safety is raising awareness among employees. “There are plenty of rules and procedures, but it's crucial that people understand why they are important,” Henk explains. “We work a lot in production and project environments, where risks are often different from those in a controlled office setting. That's why we invest in training and VCA certifications to ensure everyone knows the basics of safe work practices.”

However, it remains a challenge to actively involve employees in creating a safe work environment. “Cultural change takes time,” Henk continues. “That's why we organize toolbox meetings and regularly visit job sites to keep safety top of mind.”

PROMOTING SAFE BEHAVIOR

To ensure safety, we take a multi-level approach:

Addressing behavior:

Employees are encouraged to speak up when they see unsafe situations.

Promoting behavior

Safe working practices are actively promoted and valued.

Rewarding safe behavior

Positive recognition is given to employees who contribute to a safe workplace.

Sanctioning unsafe behavior:

If necessary, corrective actions are taken for repeated unsafe actions.

TOOLS AND WORKING METHODS FOR SAFE WORKING

In addition to VCA certification and toolbox meetings, A&M Groep uses work permits and detailed work plans. “By clearly defining the tasks and necessary safety measures in advance, we avoid surprises on the job site,” Henk explains. “Safety isn't a one-time action, but an ongoing process where we all take responsibility together.”

SAFETY AS A CORE VALUE

At A&M Groep, safety isn't just an obligation; it's a core part of our company culture. “We want everyone to go home safe at the end of the day,” concludes Henk. “We can only achieve this if we all work together. Safety is something we do as a team.”

*“We want everyone to go home safe
at the end of the day.”*

Henk Rath, KAM Manager





OUR PRIORITY FOR A HEALTHY AND SAFE WORK ENVIRONMENT

Safety is always a top priority at A&M Groep. It is the foundation of our work and an essential requirement for a sustainable and reliable workplace. We are committed to minimizing risks and preventing accidents, which is reinforced by our certifications and work practices. Over the past year, we have had zero accidents with absenteeism, a result we are very proud of.

To ensure safety within our organization, we hold various certifications, including **VCA**, which allows us to act as the main contractor for projects. Additionally, we are certified according to **ISO 9001** and **ISO 14001**, highlighting our focus on quality and environmentally conscious business practices. The **Safety Culture Ladder** also helps us continuously improve and integrate safety into our company culture.

OUR SAFETY CERTIFICATIONS:

- VCA**
- Digital Safety Passport
- Safe Work Alongside the Road
- Company Emergency Response (BHV)

OUR SAFETY WORK METHODS:

- **RI&E (Risk Inventory & Evaluation)**
Identifying and assessing potential risks
- **TRA (Task Risk Analysis)**
Mapping hazards associated with specific tasks
- **LMRA (Last Minute Risk Analysis)**
Final safety check before starting a task
- **Toolbox Meetings**
Regular meetings to increase safety awareness

Through this approach, we ensure that safety is not just a standard, but an integral part of our work culture.

“We do not view safety as an obligation, but as a shared responsibility. By investing in certification and awareness, we create a safe, reliable, and sustainable work environment for our employees, clients, and partners.”

Henk Rath, KAM Manager



SUSTAINABLE EMPLOYABILITY

Working at A&M Groep is more than just a job; it's an opportunity to make a direct contribution to a more sustainable world. Our employees are the driving force behind our success in the circular economy, and we take pride in the dynamic, innovative, and engaged work environment we offer.

WHY CHOOSE A&M GROEP?

- **A meaningful mission:** with us, you work towards a world where resources are continually reused, making a tangible difference every day.
- **Growth and development:** we believe in the potential of our employees. Through training, courses, and opportunities for advancement, you will have the chance to develop professionally.
- **Collaboration and innovation:** you will work in a team of passionate professionals who are all striving towards innovative solutions for recycling and circularity.
- **A range of roles:** from technical specialists to strategic thinkers, we offer a wide variety of career paths.



ENVIRONMENTAL IMPACT



OUR APPROACH: FROM POLICY TO ACTION

ENVIRONMENT, SOCIAL & GOVERNANCE

For organizations, it is essential to operate in a sustainable and responsible manner. Internationally, this is referred to as ESG, which stands for the three core areas of sustainability: Environment, Social, and Governance.



ENVIRONMENT

How a company handles environmental issues, such as reducing pollution, saving energy, and managing resources.



SOCIAL

How a company treats people, including providing fair wages and making a positive contribution to the community.



GOVERNANCE

How a company is managed, such as being transparent about decisions and acting according to rules and agreements.

CIRCULAR ECONOMY

Sustainability in the ESG context includes creating a circular economy. This is an economy where materials and products are reused to minimize environmental impact. Governments, businesses, and other organizations worldwide are working through legislation, standards, and business processes to contribute to the development of a global circular economy.

A&M GROEP'S ROLE

The transition to a circular economy is a significant focus for A&M Groep. Sustainable business operations, taking responsibility, and leadership are core elements in the shift from a linear to a circular economy. By integrating these aspects into its daily activities, A&M Groep sets an example within the industry. With a pragmatic approach and a focus on ESG, A&M Groep supports both itself and its partners in their sustainable operations.

A&M GROEP'S ESG POLICY

A&M Groep strives for customer satisfaction, the prevention of personal injury and damage during all business activities, and the reduction of environmental impact on air, water, and soil. To achieve this, A&M Groep has developed an ESG policy that is integrated into its management system for Quality, Health, Safety, and Environment (KAM system). This system complies with the standards NEN-EN-ISO 9001:2015 and 14001:2015. A&M Groep also manages, monitors, and reflects within the KAM system on CSR and CO₂ performance ladders. This system ensures that A&M Groep closely tracks all sustainability performance and potential improvements.

SUSTAINABLE DEVELOPMENT GOALS

In 2015, all 193 countries that are members of the United Nations (UN) adopted the Sustainable Development Goals (SDGs). These goals, aimed at creating a better world, apply to all countries and all people. At A&M Groep, we also believe it is important to contribute to these goals. The SDGs are divided into 17 categories from which organizations can choose to focus on. For A&M Groep, these goals serve as a guide in defining our sustainability initiatives and maximizing our positive impact. The SDGs that are central to A&M Groep are as follows:



A&M GROEP'S CONTRIBUTION IN 2024

To achieve the broader SDG goals for 2030, it is essential for organizations to translate them into actionable short-term plans. A&M Groep has achieved its business objectives for 2024, which not only improve the company but also contribute to the attainment of the SDG goals. The internal objectives for 2024 were:



- Preventing incidents with absenteeism



- Increasing knowledge about our services and circularity within our departments



- Operationalizing the In2Waste portal for clients



- Realizing a new office location through reuse and relocation
- Reducing CO2 emissions by 25% compared to 2020



- Organizing meetings focused on sustainability in our Supply Chain
- Sponsoring charitable causes and local initiatives



CSRD AND ESRS

The CSRD (Corporate Sustainability Reporting Directive) is a European directive that mandates certain companies to report on sustainability in a sustainability report. By 2025, large companies will be required to publish reports for the year 2024. The European Sustainability Reporting Standards (ESRS) define the content and structure of the sustainability report as required under the CSRD.

A&M Groep is not directly subject to the CSRD reporting requirements but actively contributes to sustainability objectives by sharing its services, knowledge, and expertise with partners who are subject to this obligation.

SECTION E5: MATERIAL USE

In the ESRS, Section E5 stipulates that companies must report on the outflow of resources and waste. Companies are expected to use their resources sustainably by mapping their material impact, taking measures, developing policies, and setting objectives. Circular economy principles are central to this process.

ESG ROADMAP

Through its advisory branch In2Waste, A&M Groep assists partners in the areas of ESG and ESRS. As part of this, In2Waste is developing an ESG roadmap to help partners prepare for the circular economy. This roadmap aligns with the requirements of ESRS E5 and includes the following:

Measurement of sustainability performance and identification of social and ecological risks and opportunities.

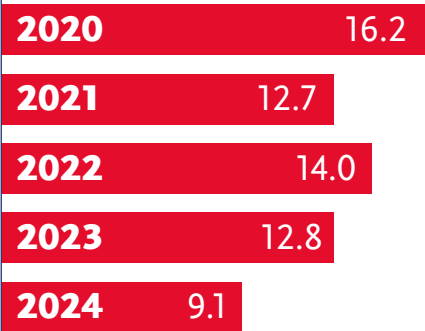
Development of policies and processes for the use of renewable resources and the optimal processing of residual materials.

Creation of a transition plan for the circular economy and an appropriate strategy for continuous improvement.

BEYOND OUR OWN IMPACT

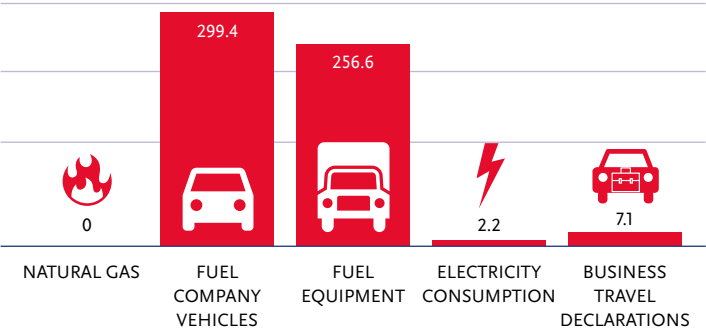
For A&M Groep, it is essential to involve all stakeholders in finding sustainable solutions. By providing advice to our partners, organizing free knowledge-sharing sessions for the entire sector, and offering educational visits, A&M Groep is working to foster a conscious approach to waste at all levels of society.

TOTAL EMISSIONS PER FTE



CO2-FOOTPRINT 2024 (TON)

TOTAL ELECTRICITY CONSUMPTION 117,156 KWH
GREEN ELECTRICITY CONSUMPTION 4,054 KWH



2024 EMISSIONS BY SCOPE

SCOPE 1 (GAS AND FUEL): 602 TONS
SCOPE 2 (ELECTRICITY): 2.2 TONS
BUSINESS TRAVEL: 7.1 TONS

TOTAL EMISSIONS (TON)

2020	2021	2022	2023	2024
791	825	811	755	611
100%	104%	103%	95%	77%

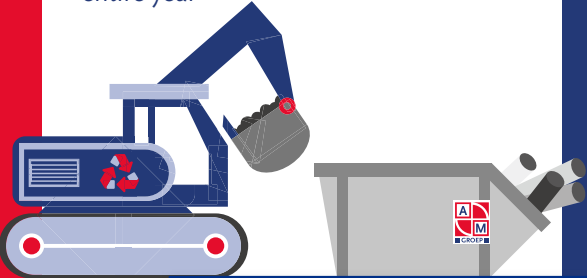
OUR FOOTPRINT IS EQUIVALENT TO:

- The gas consumption of 75 households for an entire year
- 127 round trips to New York
- Driving around the Earth 30 times
- 70,000 kg of standard office paper
- Growing 11,700 trees for one year

GOALS

A&M Recycling aims to reduce CO2 emissions by 30% in 2025 compared to 2020, related to the collected tonnage of metals.

Scope 1: 12% reduction
Scope 2: 19% reduction for the entire year



ACTIONS WE'RE TAKING FOR CO2 REDUCTION

- Installation of solar panels on Montrealweg and Dintelweg = 10%
- Use of Green Power Plus = 7%
- Purchase of green electricity (Dutch wind) = 5%
- Purchase of an electric crane = 2%
- Tire pressure checks = 2%
- Implementation of recognized measures = 1%

ADDITIONAL MEASURES

- Use of HVO diesel
- Choosing tires with energy label A
- Installation of charging stations
- Improving office energy ratings to A (or better)
- Monitoring consumption of vehicle/equipment fleet
- Installing infrared panels (for warehouse heating)



SOCIAL RESPONSIBILITY

SOCIAL INTEREST



CIRCULAIRE CAMPUS

As a founding partner of the Circulaire Campus in Rotterdam, A&M Groep is committed to a future-proof, circular economy. The campus serves as an innovative learning and working platform where students and companies collaborate on concrete circular challenges. Through our involvement, we contribute to the development of young talent and accelerate the circular transition. We believe in the power of collaboration, innovation, and sustainable entrepreneurship – values that seamlessly align with our vision of corporate social responsibility.



METAL COVENANT

As a participant in the Metal Covenant, A&M Groep is committed to international standards and guidelines, such as the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. This means that we actively strive for responsible and sustainable business practices, minimizing negative impacts on employees, human rights, the environment, and corruption.



SEMINARS

The In2Waste Academy is a knowledge platform for the circular economy and recycling. Through seminars, we connect experts, companies, and policymakers to discuss current topics such as sustainable waste management and innovative recycling methods. In doing so, we provide valuable insights and practical tools for a more sustainable future.



JEUGDVAKANTIELAND (YOUTH VACATION CAMPS)

At A&M Groep, we invest in society, starting with the youth. That's why we support Jeugdvakantieland, an initiative that provides an unforgettable vacation experience for children from all backgrounds. This perfectly aligns with our social commitment: everyone deserves the chance to grow, discover, and play together. Through our support, we contribute to a positive and inclusive society.



MINI WORLD ROTTERDAM

This unique project brings history, innovation, and sustainability together, allowing visitors to interactively experience the dynamic nature of Rotterdam. Our support for Mini World Rotterdam aligns with our vision of education and awareness, inspiring both young and old about the circular economy and reuse.



SROI EMPLOYEES

Through Social Return on Investment (SROI), A&M Groep provides opportunities to people with barriers to the labor market. Through work and learning programs, we help them gain valuable experience and build sustainable careers. In this way, we combine social impact with circular progress, strengthening both our organization and society as a whole.



ABLE COMPAGNIE FOUNDATION

At A&M Groep, we believe in social responsibility and the importance of historical knowledge. That's why we support the Able Compagnie Foundation, an organization that keeps the history of World War II alive through educational events and school visits. CSR goes beyond sustainability; it's also about awareness and passing history on to future generations.



SPONSORING LOCAL SPORTS CLUBS

At A&M Groep, we believe in the power of sports to bring people together and strengthen communities. That's why we sponsor local sports clubs with financial support and resources, allowing them to continue growing and remain accessible to everyone. Through our involvement, we contribute to a healthy, active society and promote collaboration and team spirit – values that are also central to our business.

At A&M Groep, we believe in the power of social responsibility. Our commitment goes beyond recycling; we actively contribute to initiatives that promote a more sustainable and socially responsible society. Sustainability and social involvement are woven into everything we do. Every day, we strive not only to positively impact our industry but also our environment and society as a whole.

ENERGY AWARENESS



Since 2015, our strategy for energy-conscious operation has been focused on continuously optimizing our business processes in line with our goals up to 2025. This has resulted in the following milestones:

- 2018** Collection with vehicles meeting at least the EURO6 standard
- 2019** Energy-neutral trailer for use on projects
- 2020** 718 solar panels installed at the Montrealweg location in Rotterdam
- 2021** Hydrogen vehicle added to the fleet (mobility program)
- 2021** Electric forklifts deployed at all locations
- 2022** Use of HVO100 fuel for the Apeldoorn project
- 2023** Electric car added to the fleet (mobility program)
- 2023** Order placed for the first electric crane at the Dintelweg 71 location, Europoort
- 2024** Opening of the Circular Business Premises





DISTINCTIVE CAPABILITIES

- 2015** Establishment of In2Waste Solutions, providing advisory and coordination for the circular and social economy.
- 2019** In2Waste Academy founded. A platform for knowledge sharing among businesses and local and national governments to learn from experts and each other on circularity-related topics
- 2022** Reporting on material-level container movements, material mix, and downstreams
- 2024** Creation of the ESG roadmap



BIODIVERSITY

- 2018** Own forest parcel in the Netherlands
- 2019** Participation in a green and water project in Sierra Leone
- 2022** Participation in green fair projects (Netherlands)



SOCIAL CONNECTION

- 2017** Stakeholder in SW facility DWZ in Goes
- 2021** Participant and chairman of the metal covenant
- 2022** Founding partner of Team NXT, circular and social region
- 2023** Participation in the pilot year of the Circular Campus
- 2024** Launch of Circulaire Campus training program

SPEAKING: JAN ROTMANS

THE CIRCULAR ECONOMY: TIME FOR SCALING UP



In recent years, the circular economy has stagnated, not just in Europe but also in the Netherlands. This transition to a circular economy is, in fact, a transition to a resource-based economy, and it's roughly 15 years behind the energy transition. That's why now is the time for a strong push to scale up.

Europe's circularity rate is around 12%, and it consumes a higher percentage of recycled materials compared to other regions globally. However, material circularity has stagnated in recent years, as recycling volumes and material use have remained stable for the past 10 years.

Europe's material footprint has been constant since 2024. Accelerating the transition to a circular economy has therefore become a policy priority for Europe.

But the circular economy is also stalling in the Netherlands, where it accounts for only about 8% of the real economy. The circular goal of reducing resource use by 50% by 2030 is nowhere near being met, just as the long-term goal of reducing 100% of resources by 2050 remains far off. Furthermore, many circular businesses are struggling, particularly in the plastic recycling sector, with national icons like Umincorp, Ioniqa, and Healix folding due to the influx of cheap plastic from China. With low oil prices and much lower production costs in China, they can offer plastic in the Netherlands at half the cost.

It's high time that the circular economy is stimulated, both on the demand and supply sides. Governments play an important role in this, both in Europe and in the Netherlands. By developing green industrial policies, providing startup subsidies for circular businesses, acting as a launching customer, lowering energy costs, scaling up circular companies and products, and promoting innovation through technological developments.

On the demand side, citizens can be encouraged to choose green and circular products and services. Research from the University of Amsterdam, among others, shows that many people are positively inclined towards green products and are even willing to pay more for them. However, there is a need for more clarity and knowledge about these sustainable products, so there is a key role for both the government and businesses in addressing this gap.



CSR GOALS 2025

CSR GOALS 2025

Sustainability is always evolving. With the successful achievement of the 2024 goals, A&M Groep is ready for the next step. For this reason, A&M Groep has set new and follow-up goals for 2025.



SUSTAINABLE BUSINESS OPERATIONS

DATA SECURITY

For A&M Groep, data security and data management are of utmost importance. By handling data securely and carefully, we protect our employees from online risks and ensure the reliability of our digital work processes. Therefore, the following objectives are set for 2025:

- Improve digital infrastructure and data management policies
- Implement digital training programs

INNOVATION

A&M Groep aims to be at the forefront in implementing sustainable solutions, with innovation playing a central role. For 2025, the following goals are outlined:

- Practical execution of at least 2 innovations or research projects
- Continuation of digitalization and digital innovation



SAFE WORK ENVIRONMENT

SAFETY

In terms of safety, safe working, and a secure work environment, A&M Groep will continue the goals achieved in 2024 into 2025:

- Zero accidents with absenteeism
- Minimize near misses or other incidents
- Regular toolbox meetings and workplace inspections
- Inspecting, maintaining, and focusing on the proper personal protective equipment (PPE)

GOOD EMPLOYER PRACTICES

To maintain high employee satisfaction and encourage personal development, A&M Groep has established the following goals for 2025:

- Opening sports facilities for employees
- Offering language courses for employees
- Opening a professional company cafeteria



ENVIRONMENTAL IMPACT

CO₂ GOALS AND EMISSIONS

After achieving the CO₂ targets for 2024, A&M Groep is now one step closer to its 2025 target. Looking further into the future, A&M Groep is setting new objectives for the upcoming year:

- The new primary goal is a 30% reduction in CO₂ emissions by 2025 compared to the base year of 2020. This percentage should include at least a 12% reduction in Scope 1 and an 18% reduction in Scope 2.
- The development of new CO₂ targets up to 2030 compared to 2025, with a long-term view towards 2050.

In addition to the CO₂ targets mentioned above, A&M Groep also plans to:

- Partially compensate for its emitted CO₂ and other emissions.
- Explore opportunities for expanding the number of solar panels.
- Maintain ownership of the current forest area in Zeeland, North Brabant.



SOCIAL RESPONSIBILITY

SUSTAINABLE COLLABORATION AND DEVELOPMENT

A&M Groep places great importance on spreading knowledge about sustainability. To enhance collaboration and international corporate social responsibility (CSR), the following objectives have been set for 2025:

- Organizing at least 4 events or knowledge-sharing sessions focused on sustainability or circularity.
- Continuation of the Metal Covenant.
- Continuing the collaboration with the Rotterdam School of Management and Hogeschool Rotterdam.

To further promote the family values of A&M Groep in society, the following initiatives will continue in 2025: Jeugdland, Able Compagnie Foundation, Team NXT and the Circulaire Campus, Mini World Rotterdam and sponsors of local sports clubs.

ABOUT THIS REPORT

This CSR report reflects the results and activities for the year 2024.

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