

# Sustainability report 2024



**MODERNA<sup>®</sup>** mp  
creating smart plastics for happy pets



## On a mission to make every pet a happy pet.

2

The world is facing environmental challenges and as a leading manufacturer of innovative plastic products for pets, we shoulder our responsibilities regarding the planet and its cherished animals. Driven by passion and ambition, we are striving to develop new and innovative products that are both functional and defined by design. While doing so, we continuously reevaluate our manufacturing processes, our procurement strategy, the impact on our beloved pets, on the industry itself and of course on the planet.

For 3 generations, MODERNA has produced and guaranteed top quality plastics for pets. As we continue to learn from the past and present, we want to inspire, lead by example, and innovate for the future. Thanks to our exceptional team, which we refer to as 'The People of MODERNA', we manage to stand out and make a difference on a global scale.

'Innovation' is one of our keywords. As a manufacturer, our mission is to contribute to the wellbeing of our beloved pets. We create smart solutions that meet the needs of an ever-changing society and that blend-in perfectly with the evolving lifestyles of today's pet owners. For the production of these products, we source raw materials with carefully selected characteristics. All of which are high quality, durable, strong, and 100% recyclable, to contribute to a sustainable future and minimize our environmental impact. We are extensively researching the implementation of recycled materials into our products and are committed to contribute to a circular economy. MODERNA is proud to produce high-quality products with an ever increasing recycled content, while operating on a mix of self-generated solar energy, and purchased certified 100% green energy.

With the United Nations SDG's as our guideline, we aim to produce sustainable products with a minimal impact on our planet, while having a great impact on the lives of pet owners and their pets. This statement formed the foundation for our sustainability strategy, the MODERNA GREEN PACT.



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# 5 awesome things to remember from Moderna 2024

1



## 40% recycled content in 2024

- 3,133,844 kg CO<sub>2</sub> eq avoided
- 25% lower total carbon footprint vs. 100% prime material scenario

2



Since November 2024, MODERNA is powered by 100% green electricity. In 2024 we consumed:

- 4
- 61% Grey electricity
  - 14% Certified Green electricity
  - 25% Self-generated solar energy
- By using 39% green electricity, we avoided 314 580 kg CO<sub>2</sub> eq emissions.

3



## Improved data = more accurate footprint

- +188,160 kg CO<sub>2</sub> eq from detailed data
- Still, 102,000 kg CO<sub>2</sub> eq reduction overall

4



**QA-CER Level 2 certified**  
Backing our recycled material strategy with transparent, third-party auditing.

5



## PSC accredited for the 6th year in a row

Recognised for our commitment to people, planet & pets. Proud to help give a voice to the voiceless and lead the pet industry toward a sustainable future.

# 01

## STATEMENT OF USE



MODERNA Products nv has reported in accordance with  
the GRI Standards for the period 01 January 2024 – 31 December 2024.  
**GRI 1: FOUNDATION 2021**

# 02

## **GENERAL DISCLOSURES**

6





In 1932, Mr Gabriel Saelen started a button factory in the backyard of his house. This became a blooming business that over time counted 180 employees. The second generation of the family, Mr and Mrs Jos Saelen, saw the potential and possibilities of transitioning into manufacturing plastic products for pets. In 1990 an investment program for new machinery started. Leading by example and keeping up with the exciting changes in the thriving pet products industry, their visionary mindset prepared MODERNA for the future.

Fast forward to the 3rd generation. At the helm of MODERNA since 1998: Bart and Chantal Bonte-Saelen. Bursting with ambition and visionary in their own right, they are very proud of their heritage while building the future. Key moments from this era started

with their first participation in 1996 at Interzoo Nuremberg, the launch of the first dual component plastic bowls in 2005, the 2008 world premiere of MODERNA's IML printed litter boxes, the opening of the warehouse in Atlanta (USA) in 2014 and the 2015 start of the MODERNA PRODUCTS AMERICA production facility. The most recent cherry on the cake of MODERNA's innovative spirit is building a new state-of-the-art production facility in Izegem in 2022.

Looking at the future. Needless to say, we are proud of our heritage and the expertise we have built over the years. We're proud of our reputation as a trustworthy, reliable partner, shipping our products to over 83 countries. We are also proud of the effort we make to be true innovators in the pet industry when it comes to contributing to a sustainable future.



## 2.1

### Organizational Details

Welcome to the world of MODERNA, a 3rd generation, 100% family owned business making plastic products for happy pets. We are producing and operating from Belgium and the USA.

**MODERNA Products nv**

Zuidkaai 35  
8870 Izegem, Belgium  
+ 32 51 30 23 38  
[info.be@modernaproducts.com](mailto:info.be@modernaproducts.com)  
[www.modernaproducts.com](http://www.modernaproducts.com)

**MODERNA Products America llc**

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Gaffney, SC 29340 USA  
+ 1 864 649 2602  
[info.usa@modernaproducts.com](mailto:info.usa@modernaproducts.com)  
[www.modernaproducts.com/usa](http://www.modernaproducts.com/usa)

## 2.2

### Entities included in the organization's sustainability reporting

This non-financial report comprises the MODERNA head office, and production facility in Belgium. MODERNA Products America is a separate entity and is therefore not included in this report.

**MODERNA Products nv**

Zuidkaai 35  
8870 Izegem, Belgium  
+ 32 51 30 23 38  
[info.be@modernaproducts.com](mailto:info.be@modernaproducts.com)  
[www.modernaproducts.com](http://www.modernaproducts.com)

## 2.3

### Reporting period and contact point

This non-Financial report describes the period of 1 January 2024 – 31 December 2024. This period resembles the fiscal reporting period of MODERNA Products nv. This reporting is an annual event to assess the sustainable performance of MODERNA Products nv, and evaluate the green initiatives of the previous year.

**Date of Publishing:**

[01/05/2025](#)

**Contact Person:**

Olivier Deroo – Jr. Design & Sustainability Engineer  
Questions about the Sustainability  
of MODERNA products can be addressed to:  
[olivier.deroo@modernaproducts.com](mailto:olivier.deroo@modernaproducts.com)





## 2.4

### Restatements of information

Our commitment to innovation and excellence has led to the development of an ambitious methodology that is integrated into all of MODERNA's activities, including production processes, management, procurement, and sustainability reporting. To further strengthen our position and prepare for a sustainable future, we have recently expanded our team by hiring an additional employee dedicated to sustainability.

The first difference with the previous report is the period it covers. This report aligns with our fiscal year, whereas the last report covered a one-year period following an investment in a more sustainable production and office facility. After this period, from July 1, 2022 to June 30, 2023, we transitioned to a reporting period from 1 January 2024 – 31 December 2024.

Secondly, Chapter 305. Emissions, the GHG calculations follow the updated GHG calculations method. The results of multiple impact categories will differ from the previous report. First, the impact of downstream waste is significantly less because of the new accounting method, for the waste management emissions. The emissions of the actual end of life, e.g. incineration or

recycling, are no longer included in the scope 3 of the company producing the waste. Additionally, due to the relocation, the waste generation of the previous period was deviating from the normal activities of MODERNA Products.

Additionally, the database that is used for the calculations had an update for the Energy supply emissions in the scope 3. Following the update, the emissions are higher than in the previous report because of the more detailed approach. Electricity, both grey and green, are now included in the energy supply emissions, and in the previous report only fuels were included.

Building on our experience with Greenhouse Gas (GHG) reporting, extra attention was paid on the data collection and gathering primary data from our suppliers. This resulted in additional inputs in the calculation leading to an added emission of 188.61 t CO<sub>2</sub> eq, but also a more detailed report.

Finally, waste production was evaluated throughout the reporting period of this sustainability report. The GRI material '306. Waste' was therefore added to the report.



## 2.5

### External assurance, audits, and credits

To ensure that we operate at the highest possible standard, we regularly engage with third-party firms. This collaborative approach allows us to thoroughly evaluate our performance, meet multiple standards, and ensure the expectations of our valued customers are met.

**Recycled content QA-CER** – We are audited and certified by BQA, an accredited certification body, for the use and communication of Post-Consumer and Post-Industrial materials in our injection molded plastic products. Thanks to the due diligence and efforts of the team, MODERNA is qualified for the QA-CER certificate Level 2. <https://www.bqa.be/nl/qa-cer-recycled-content>

**CARBON FOOTPRINT 2022-2023 VS 2024 (TCO<sub>2</sub>EQ)**

CATEGORY	2022-2023		2022-2023 (REVISED)		2024	
	TOTAL	%	TOTAL	%	TOTAL	%
Scope 1 - Direct emissions from activities	57	0,6%	59,33	0,6%	14,44	0,2%
Mobile Combustion	56	0,6%	58,61	0,6%	14,44	0,2%
Fugitive Emissions	<1	0,0%	0,72	0,0%	0,00	0,0%
Scope 2 - Indirect emissions from the use of purchased electricity	538	5,7%	519,83	5,6%	502,18	5,5%
Electricity	538	5,7%	519,78	5,6%	501,33	5,5%
Electricity (charging company car, external)	<1	0,0%	0,05	0,0%	0,85	0,0%
Scope 3 - Indirect emissions in the value chain	8.850	93,7%	8.716,24	93,8%	8.677,31	94,4%
Goods and services	6.809	72,1%	6.941	74,7%	6.860	74,6%
Capital Goods	1.333	14,1%	1.333	14,3%	1.474	16,0%
Energy supply	14	0,1%	222,47	2,4%	204,73	2,2%
Upstream transportation	60	0,6%	64,76	0,7%	46,34	0,5%
Waste	19	0,2%	0,56	0,0%	1,65	0,0%
Business Travel	16	0,2%	14,65	0,2%	28,02	0,3%
Commuting	26	0,3%	36,84	0,4%	32,30	0,4%
End-of-life	573	6,1%	103,24	1,1%	30,31	0,3%
<b>TOTAL</b>	<b>9.444</b>	<b>100,0%</b>	<b>9.296</b>	<b>100,0%</b>	<b>9.194</b>	<b>100,00%</b>

*The construction of this table was guided by the the Greenhouse Gas Protocol reporting standards. This approach was adopted to ensure the consistency of the data presented, the GHG protocol is updated since the emissions for the base year of 2022-2023 were calculated. The 2022-2023 (revised) figures represent the results of the base year, calculated in accordance with the most recent protocol to ensure a relevant comparison with 2024 emissions. The total emissions in this report include electricity emissions using the market-based method.*

**Carbon footprinting ECOLIFE** – Since we pride ourselves on “walking the talk” we want to guarantee the quality of our facts and figures. We have enlisted Ecolife, an independent sustainability consultancy agency, for the mapping and calculations of our GHG emissions. With annual third party verified calculations we keep track of our progress and locate our emission hotspots, activities where we can still improve, based on verified data. [www.ecolife.be](http://www.ecolife.be)

**Quality control SGS** – A leading quality assurance provider, with a global presence and a reputation for excellence, SGS provides comprehensive quality assurance and quality control services across various industries. SGS regularly does independent testing of our products, helping us meet the stringent requirements of both internal standards, internationally acclaimed standards, and the requirements set by our customers.

**Market innovations Pet Sustainability Coalition** – MODERNA is a proud member of the PSC. The Pet Sustainability Coalition is a Collective of the pet industry to give our

voiceless target group a voice. This coalition provides us with tools, consultancy, support and, education to strive to a sustainable pet industry. Next to being a member, MODERNA is also accredited by an external partner of PSC who measures the environmental and social impact of MODERNA. To achieve the accredited status you should reach a minimum score by completing the third party assessment with accuracy to prove your sustainable efforts. [petsustainability.org](http://petsustainability.org)

**Policy and ethics SMETA** – We care, we care for our planet, happy pets, the pet parents but also about our employees. To prove our commitment to MODERNA employees and their wellbeing we evaluated our labor standards, health and safety, environmental performance, and ethics by getting a SMETA accreditation. The SMETA certification ensures good working conditions within MODERNA, and also throughout our entire value chain. SMETA is the world’s most widely used audit to understand and further improve working conditions. [www.sedex.com/solutions/smeta-audit/](http://www.sedex.com/solutions/smeta-audit/)





## 2.6

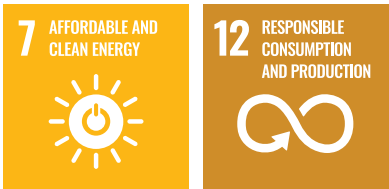
### Activities, value chain and other business relationships

Over the years, pets have become valuable members of our families. As a pet product manufacturer, our mission is to enhance the wellbeing of pets and their parents. We are grateful to serve them through our network of leading partners worldwide. Our dedicated team develops smart solutions that cater to the needs of an ever-evolving society and their lifestyles.

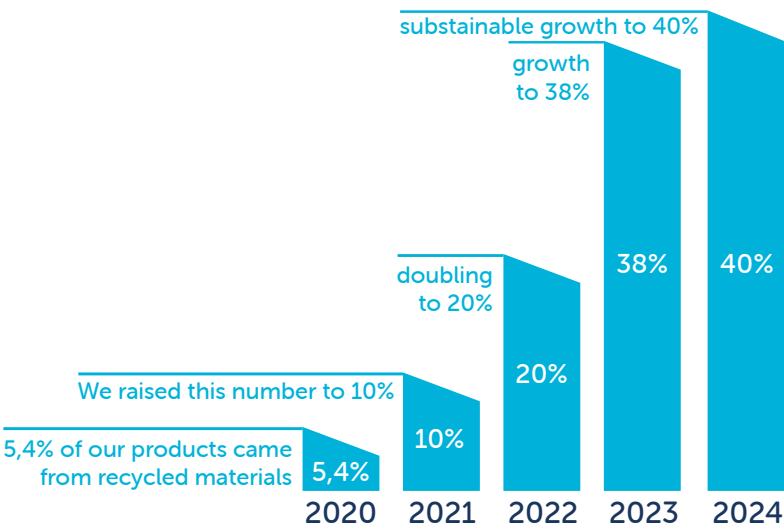
We have built strong partnerships with those who trust us to deliver our best, helping their companies grow. MODERNA is proud to be recognized as a valued global player in the pet industry, a title we deeply appreciate and strive to uphold.

Our move to a new state-of-the-art facility underscores our commitment to continuous innovation in manufacturing. We are already witnessing the benefits of this new facility and are seizing every opportunity to improve our processes. Furthermore, we are dedicated to integrating sustainable practices into our injection molding activities.

As a plastic converter leading the transition to a circular future, we are driven by a holistic approach on product design. We are constantly striving to develop innovative products that are both functional and design driven. Over the years we have built a foundation of knowledge and experience on recycled materials. By implementing this into our product design, the recycled content in our products is ever improving without compromising the quality and user experience of our products. We are continuously reevaluating our manufacturing process, our impact on pets, on the industry and, on our planet. Guided by SDG 12, Responsible consumption and production, we only produce qualitative, recyclable, and safe products while reducing our impact on the planet. In addition to our solar panels, we also switched to 100% green energy during the reporting period, contributing to SDG 7, Affordable and Clean Energy. By building strong relations with our suppliers and customers, we strive to improve sustainability both up stream and downstream in the value chain.



**HQ MODERNA in numbers**  
**(during the reporting period):**  
Countries served: 83  
New molds made for models: 11  
New product launches: 4









## 2.7 Employees

Talking the talk and surely walking the walk ... at MODERNA we are one team with one goal. For 3 generations, MODERNA has guaranteed and produced top quality plastics for pets. Thanks to our exceptional team which we refer to as 'The People of MODERNA', a *76-person head count team with the same goal in mind*. We manage to stand out in order to make a difference on a local and global level. We firmly believe that inspirational leadership and sustainable governance, combined with a highly motivated workforce leads to a sustainable business.

## 2.8 Workers who are not employees

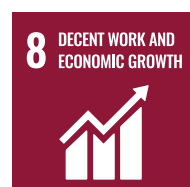
Accompanying the employees of MODERNA, we embrace the concept of mixed teams and complete our workforce with external specialists. Our teams are set up for specific defined functions within our workflow. By involving external experts for well-defined projects, we ensure to have the necessary skills, knowledge, and talent in the right place without needing to reassign or restructure our full-time staff from their core responsibilities.





By creating a network of expertise with both external and internal talents that are complementary to each other, new insights, and a well-balanced pool of knowledge is created to continue to innovate in all processes. These mixed teams create a diverse, experienced and, motivating working environment.

During the reporting period, human resources and recruitment responsibilities were managed by a representative from an external office. Their expertise in human resources provides a comprehensive, 360° approach to recruitment and employee management.



## 2.9

### Governance Structure and Composition

Our management team comprises five managers, each leading a department with specific functions. Together with the CEO, they form the operational board. Their primary goal is to implement the strategy agreed upon by the Board. Our managers play a crucial role in overseeing departmental activities, implementing policies, making decisions, and ensuring our objectives are met.

At MODERNA, we maintain very short communication lines. Managers serve as key points of contact for employees and facilitate communication from management to the production floor. They are known for their availability and ability to make swift decisions whenever needed.

#### The Governance structure works according to 5 principles:

Accountability, Fairness, Transparency, Independence and, Social Responsibility. These are applicable to the 4 P's: Purpose, People, Process, Performance.

## 2.17

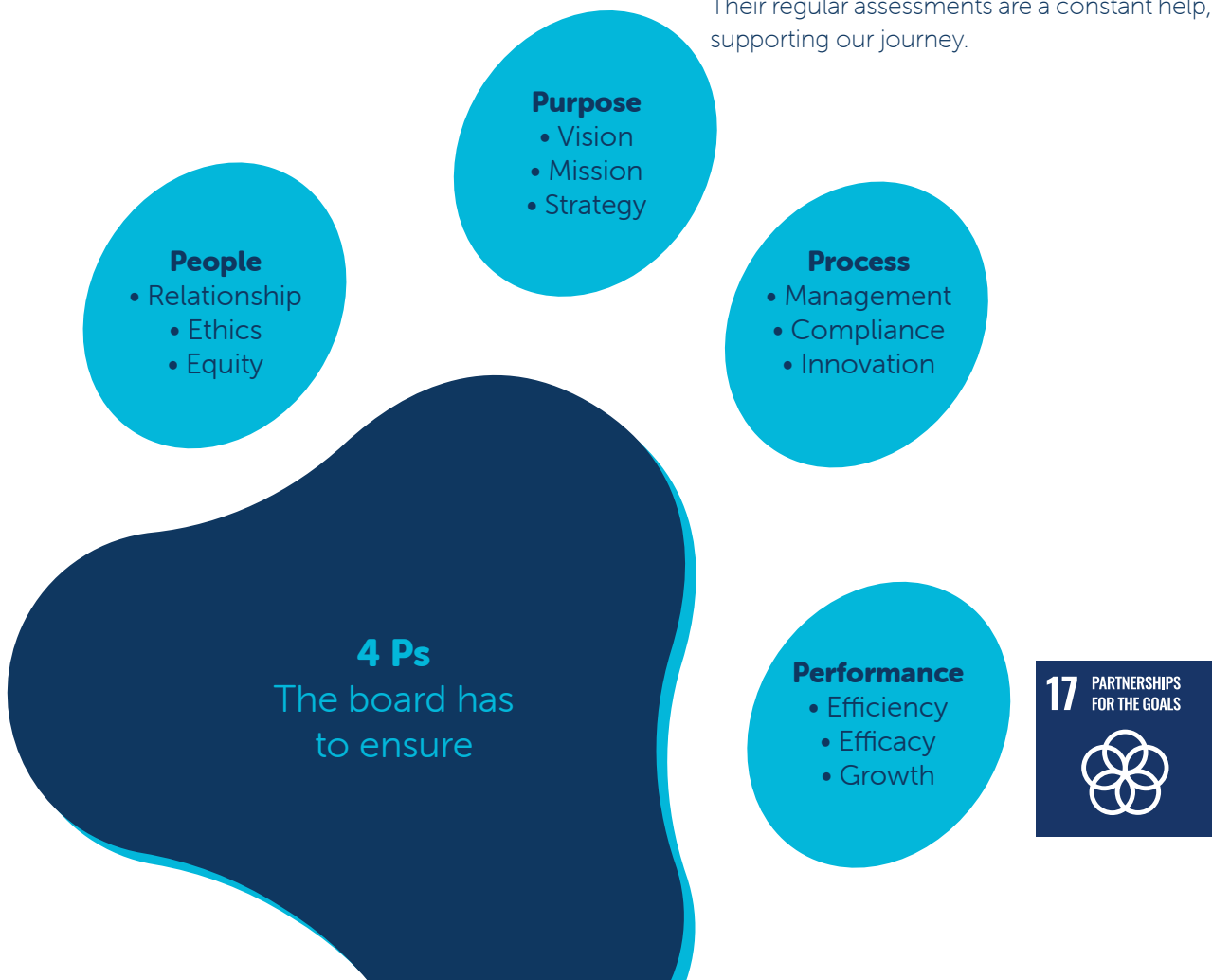
### Collective knowledge of the highest governance body

#### Sustainability as one of the benchmarks for decision-making

Good practice concerning sustainability is a part of our DNA, one of the core values of our company. Every decision we make is benchmarked against our sustainability policy before it is implemented. Next to our sustainability policy, we have made a strategic exercise called 'Vitamin M' to determine our roadmap for the next five to ten years. This vision is transmitted from our managers to their teams in order to inspire the entire MODERNA Team and engage them in the MODERNA mission.

#### Learning and implementing

We are a member of the Pet Sustainability Coalition and thus learning, following and implementing their roadbook for good practice. Becoming a member was of great help on all levels. Achieving PSC Accreditation is a demonstration of our commitment to setting and achieving sustainability goals. Their regular assessments are a constant help, supporting our journey.



2.22

Statement on sustainable development strategy

People, Pets, Planet

Making a change starts within ... and that's exactly what we are doing. It all boils down to the principle that applies to the viability of natural resources and ecosystems, in order to "sustain" social, economic and environmental life. Each step is an important one. Including sustainability in our workplace, for example. Add plants, choose sustainable suppliers, reduce energy, go paperless... uniting our team through a better work culture, better work-life balance and thus creating real engaged employees, just to name some examples.

We call it 'betterness'

Sustainability is a journey we have chosen to follow as a business, and we'd like to bring our customers along on that journey. We're proud to develop programs and initiatives that support our customers' ambitions, while also driving our own internal Sustainability goals. With a hands-on mentality we're taking on our design- and manufacturing processes to transform them even further into responsible and smart. Our answer to tackling the environmental challenges is based on 4 Re's: Re-educating, Re-duce, Re-use and Re-cycle. At MODERNA, we added "purpose" to it and set our goals even higher. This attitude puts us in a prime position to be a future-proof partner. It's a step by step process, making gradual progress, together.... Every milestone that we reach on our journey to 'betterness' is communicated through our newsletters, website, and our social media channels.

The journey that started back in 2018. Along with the guidance of the 17 Sustainable Development Goals (SDGs) we were able to set a clear focus on what we wanted to achieve. These SDGs are a collection of 17 global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The United Nations SDGs have been our guideline to elaborating our sustainability strategy from which our own MODERNA GREEN PACT originates. The SDGs are part of UN Resolution 70/1, Agenda 2030. Since every organization has different purposes and needs; we defined our role to primarily focus on 7 of them (see highlighted below) that play a major role in our organization. If every company has a clear focus on which of these 17 goals resonate most with them, we can make great progress by working together across the entire industry. Being able to measure our improvement is therefore a tremendous added value, to track our impact and continuous improvement. This is, amongst other things, exactly what PSC is offering. Their improvement tools are giving clear guidance on the direction to follow and an overview of your current situation and progress.





## 2.23

# Policy Commitments

### Ethical Policy statement:

#### Connecting with our values

MODERNA and its employees are committed to maintaining the highest standards of quality, integrity, honesty, and truthfulness. By upholding these values, we aim to protect both corporate and employees personal reputation, and to inspire confidence and trust in all our actions. We conduct our business with competence, fairness, and efficiency.

#### Human rights policy: PROUD



- To act fairly, honestly, and with integrity at all times and in everything that we do, and to comply with all applicable laws.
- To treat our employees, clients, contractors and suppliers, and all other stakeholders fairly and with respect.
- To create a high-quality, equal opportunity working environment for all our employees, based on merit and free from discrimination, bullying and harassment.
- To respect human right <https://www.un.org/en/about-us/universal-declaration-of-human-rights> and the ETI Base Code <https://www.ethicaltrade.org/eti-base-code>.
- To focus on accurate and complete bookkeeping, records, and an integrated system of internal controls.
- To act consistently and reliably in accordance with our ethics policy, earning the trust of all our stakeholders.
- To provide a safe, healthy and fruitful environment for all our employees.
- To prohibit bribery and corrupt practices.
- To prohibit child labor.

### Environmental Policy Statement:

#### Connecting with our planet

At MODERNA, we firmly believe that sustainable entrepreneurship is a key pillar of long-term success. The triple bottom line <https://johnelkington.com/archive/TBL-elkington-chapter.pdf> sustainable approach to progress is deeply rooted in our corporate strategy. Good partnerships and clear communication, throughout the entire value chain of our products, are essential to achieve our mutual goal: Minimize the impact on the local and global environment. For that reason, we continuously strive to work on our goals:

- Be compliant to all applicable environmental legislations, directives, and sustainability commitments.
- Reduce consumption, prevent pollution, and reduce our overall impact through waste management strategies based on 4 R's: Re-educate, Re-duce, Re-use, and Re-cycle.
- Continue research on transitioning from virgin feedstock to increase the recycled content in our products.
- Continue to make both short and long term investments in researching and implementing alternative technologies to reduce our environmental impact.
- Share our environmental passion throughout the entire MODERNA family, making staff aware of the sustainable responsibilities they bear. We encourage them through awareness initiatives, demonstrating that sustainability is achieved through efforts in all aspects of their work.
- Innovate in product development and process optimization to reduce our ecological footprint.
- Actively participate in global partnerships, engage in global goals, and contribute to the environmental movement to achieve our objectives.

This policy is annually reviewed, and if necessary revised to keep it relevant and up to date.

## 2.24

### Embedding Policy Commitments

The strategy set out by the Board, sets the foundation for all activities at MODERNA. It is translated into practical measures guiding the various departments. These measures are reviewed monthly during the management team meetings.

All challenges are identified and addressed, work related difficulties are discussed through the short communication lines between employees and the management team. Personal challenges are addressed by a close collaboration between the management team and the Committee for Prevention and Protection at Work (CPBW).

## 2.28

### Membership Associations

#### **MODERNA is a proud member of: The Pet Sustainability Coalition**

An American coalition that envisions a thriving and collaborative pet industry that creates positive impact for the communities and environments where we do business. Businesses such as ours are thus advanced through profitable environmental and social practices. <https://petsustainability.org/>



#### **Accredited Business of the PSC**

In addition to our membership in the PSC, MODERNA is an accredited company by the coalition. To become an accredited company, a rigorous environmental and social assessment is conducted on the activities of MODERNA. These results are verified by a third party, resulting in an accurate score that meets the strict norms of the PSC. This process has put us in a special group of companies that are responding to the consumer demands for more transparency. <https://petsustainability.org/>



#### **The American Pet Products Association**

is a prominent name in the pet industry. This organization represents stakeholders including manufacturers, importers, and distributors of the pet industry. APPA is involved in advancing and promoting the industry while providing resources and information. APPA is also involved as a co-organizer in the Global Pet Expo, one of the largest trade shows for pet products. <https://americanpetproducts.org/>



#### **Unizo**

is a Belgian organization that represents the interests of entrepreneurs, enterprises, and liberal professions. They provide support and advocacy for their members and promote economic well-being. The organization aspires to build a vibrant business community, have a positive influence on the policy decision making, and empower their members. <https://www.unizo.be/>



#### **Essenscia**

is the Belgian federation for the chemical and life sciences industry, representing more than 720 companies active in the chemical, plastics, pharmaceutical and biotechnology sectors. Essenscia plays a key role in representing the interests of this sector at national and international level. Membership provides access to a wide range of sustainability initiatives, workshops, sector reports and industry roundtables. <https://www.essenscia.be/>



#### **Etion**

A Flemish platform for entrepreneurs and managers that are committed to sustainable business practices. Etion provides opportunities for knowledge sharing, collaboration, and participation in workshops and events that focus on sustainability and value-driven entrepreneurship. This engagement helps MODERNA to stay ahead of sustainability trends and create a positive impact. <https://www.etion.be/>

## 2.29

### Approach to stakeholder engagement

#### On a global level: trade shows and events

MODERNA participates in several international trade shows. For us, it's a way of connecting with our partners worldwide, beyond the pure commercial aspect. We also consider these moments the perfect occasion to share our values and vision with our stakeholders and visitors. It has also become a household value to raise awareness for a charity or a specific campaign on our booth. Given the number of years we've been in business, there's an extensive list of trade shows we participated at.



#### Global Pet Expo - Orlando, USA

The pet industry's premier trade show and conference for pet retailers, product manufacturers, importers and thought leaders in Orlando, FL. This trade show is hosted by the American Pet Products Association (APPA) and the Pet Industry Distributors Association (PIDA). [globalpetexpo.org](http://globalpetexpo.org)



#### Interzoo – Nuremberg, Germany

This prestigious trade show connects manufacturers, the wholesale industry, and service providers from around the world to showcase the latest trends and technologies in pet supplies. With global exhibitors and a huge number of visitors, Interzoo offers a great opportunity to connect with the pets industry. The comprehensive range of products and services including nutrition, grooming and accessories creates the perfect platform for B2B opportunities for both trade, commerce, and customer feedback. A perfect opportunity to network and follow up with our stakeholders.

[www.interzoo.com](http://www.interzoo.com)

## 2.30

### Collective Bargaining Agreements

Belgium is known for their profound Social Security policies, this legislative framework includes the CAO. A Collective Labor Agreement is an agreement between employers and employees covering various aspects of employment. Wages, working hours, leave entitlements, and other employment conditions are discussed in this agreement. This system ensures fair and standardized working conditions across different industries and professions. CAO's for employees at MODERNA are in accordance with the Joint Committee PC 207 (employees) and PC 116 (chemical industry).





A full-page background image showing a sunset over a field of tall grass. The sun is low on the horizon, creating a warm orange glow. The sky is filled with dark, dramatic clouds. The text '301 MATERIAL TOPICS' is overlaid in white.

# 301

**MATERIAL  
TOPICS**





## 301.1

### Materials used by weight or volume

As a plastics processing company, raw materials are the main source of MODERNA's emissions and environmental impact. To reach our own desired emission reductions and the 55% reduction goal, set by the European green deal by 2030 (2030 climate targets - European Commission), the emission allocated to this feedstock must be reduced. The primary approach is the transition to using recycled content.

## 301.2

### Recycled input materials

MODERNA strives to a circular economy and truly believes recycled content is the way to go. Year after year, we make huge efforts to increase this important figure.

- **2020:** 5,4%
- **2021:** 10%
- **2022:** 20%
- **2023:** 38%
- **2024:** 40%

As the recycled content increases, recycled materials are showing challenges. But that doesn't hold us back, we keep on researching, optimizing, and increasing the recycled content used in our products while maintaining the same quality, but reducing our impact on our planet! To back our strategy, we were audited and certified for the use of post-industrial and post-consumer recyclates in our MODERNA injection molded products. MODERNA qualified for the QA-CER certificate, level 2.

Circularity is integrated in all steps of the products lifecycle, from the product development all the way to the end-of life. MODERNA does not recollect products, however, we are collaborating with local recycling facilities and produce 100% recyclable products. This is in line with our commitment to the industry's mission to achieve a circular economy.







# 302

## ENERGY CONSUMPTION

26

### 302.1

#### Energy consumption within the organization

Aligning with SDG 7, affordable and clean energy, the MODERNA facility in Belgium recuperates all the excess heat recovered from the production activities and reuses it to heat all buildings within the facility. On top of an energy-efficient production, MODERNA is powered by a solar energy generating system, counting 6153 solar panels. This system generated 35% of the total amount consumed by MODERNA in 2024.

The solar panels alone saved an equivalent of 700 tons of coal, resulting in 830 tons of avoided CO<sub>2</sub>, or have the same effect as 1140 k trees planted. (data provided by the service of our solar panels)

The green investments do not end there, last year we also made the switch to green energy! Starting from November 1st, 2024, by importing 100% green energy, we already reduced our consumption of grey energy by 17% during this reporting period, heavily reducing our environmental impact.

7 AFFORDABLE AND  
CLEAN ENERGY







# 303

## WATER AND EFFLUENTS INTERACTION

28

### 303.1

#### Interactions with water

At MODERNA, we use water in a closed-loop cooling system to produce our plastic products. Since our processes do not require water as a consumable resource besides the cooling system, our water management is simplified.

However, we aim to reduce our water consumption by optimizing the water used in auxiliary facilities. We have a rainwater collection system that provides water to all sanitary appliances. Discharge is managed through separate circuits for toilets, black water, and grey water.

The facility has tap water fountains that provide employees with cooled, sparkling, and mineral water, which reduces the consumption of plastic bottles within the MODERNA facility. Additionally, the kitchen installations use tap water.

### 303.5

#### Water consumption

Thanks to the efforts and our efficient production facility, we only consumed 350 m<sup>3</sup> of tap water in 2024. This is equivalent to the consumption of 5 average households in Flanders, with 2.3 people per household.

<https://vmm.vlaanderen.be/feiten-cijfers/water/waterfactuur/gemiddeld-leidingwaterverbruik-gezinnen>







# 304

## BIODIVERSITY

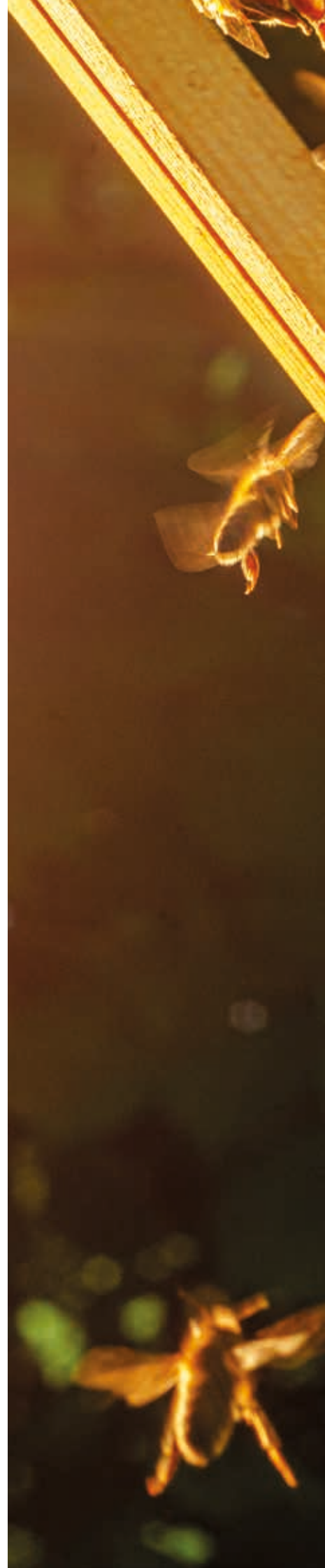
30

### 304.1

#### **Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas**

MODERNA is located in an industrial area close to the Roeselare-Leie canal, this industrial area has good access to motorways and the centralization of industrial activity minimizes nuisance. This area is not classified as a protected area, but as it is located next to a waterway, we believe that biodiversity in and around the water is important and we value it highly.

The MODERNA team is organizing regular cleanups along the canal and we are helping in the local biodiversity by the installation of beehives and the production of our own MODERNA honey.







# 305

## EMISSIONS







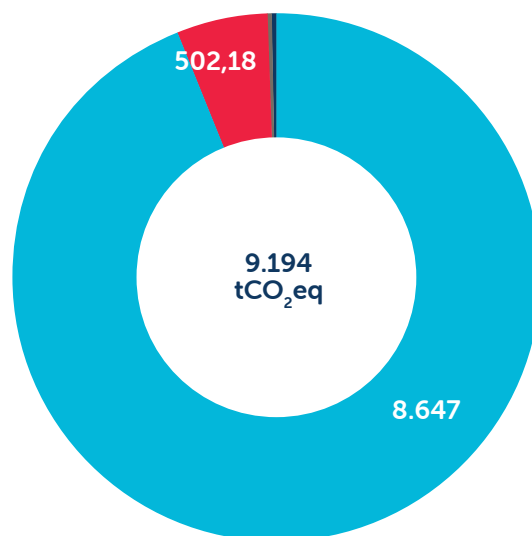
For the calculation of the Greenhouse Gas Emissions emitted by MODERNA in 2024, MODERNA has worked with Ecolife. This is an external consultancy company, that conduct an audit of our carbon footprint according to the Greenhouse Gas Protocol reporting standards. The reporting period of 2024 is a follow up assessment on the first measurement of the period from 2022 to 2023 discussed in the previous report.

The emissions inventory of the measurement were compiled with the highest attention to details and completeness. In addition to the previous report, some inputs were added to the calculation because of data that was not available yet in the previous report. Additionally, this calculation was made following the latest reporting methodology which slightly differs from the previous calculation. Both the scope 3 categories of Energy supply and waste were adjusted since the final calculation, but for internal evaluation of both reports, the report of Y2022\_23 was recalculated following the most recent methodology.

The calculation resulted in a total CO<sub>2</sub> - equivalent (CO<sub>2</sub> eq) emissions generated by the activities of MODERNA between 01/01/2024 and 31/12/2024 of 9.194 tCO<sub>2</sub> eq. These results reflect our exhaustive sustainable efforts and show a reduction in CO<sub>2</sub> emissions compared to our base year. The corrected emission of Y2022\_23 was 9.296 t CO<sub>2</sub> eq, this reduction of 102 000 kg of CO<sub>2</sub> eq!

Our efforts in Scope 1 and Scope 2 already showed great results in the base year, so we were really challenged to further improve and even though we have added inputs, our emissions declined. This reduction encourages us to set new targets and reduce our emissions even further.

The majority of our ecological footprint is still situated on the level of Scope 3, so we will continue our efforts to gather primary data and source sustainable materials to use in our production. The transition from virgin to recycled materials is ongoing and is showing results. The following emissions category is excluded from this report due to too limited control by MODERNA: Transport downstream (downstream, Scope 3).



- Upstream (94,4%)
- Electricity (5,5%)
- Downstream (0,3%)
- Direct (0,2%)

## 305.1 Direct (Scope 1) GHG emissions

The direct emissions of MODERNA are very limited, the Scope 1 emissions accounted for less than 1% of the total footprint. These direct emissions from daily operations come from **mobile combustion** impact category, within this category only the fuels for company cars are included. **Fugitive emissions** from **refrigerant leaks** are also included but have no results because the maintenance of the cooling system showed no leaks in 2024. Therefore all Scope 1 emissions are emitted by the combustion of petrol and diesel by the company cars resulting in a total emission of 14.44 t CO<sub>2</sub> eq, accounting for only 0.2% of the total emission. The effort of switching company cars to electric vehicles shows great results in even further reducing the Scope 1 emissions.

## 305.2

### Energy indirect (Scope 2) GHG emissions

The indirect energy emissions are also accountable for only a small portion of the the total footprint. The source of these emissions is **purchased market based electricity**, in November 2024, MODERNA made the switch to 100% Green energy but before the switch, the production of grey electricity was responsible for 501.33 t CO<sub>2</sub> eq. There was also energy consumption besides the purchased electricity. The electrical company vehicles that were charged externally were accountable for a total emission of 0.85 t CO<sub>2</sub> eq. Combined, this results in a combined emission of 502,18 CO<sub>2</sub> eq for the scope 2.

The purchased energy in 2024 was a combination of 61% purchased grey energy, 14% green energy purchased from November, completed with 25% self-generated solar power. In 2024, 1,755.620 kWh solar power was generated of which the company fed 518.670kWh back into the grid. The emissions generated by the total energy production are responsible for 5.5% of the total footprint.

## 305.3

### Other indirect (Scope 3) GHG emissions

The emissions generated for the activities of MODERNA are largely emitted in upstream activities in the value chain of our products. A total of 94.4% is coming from indirect emissions upstream and downstream activities.

**Goods and services** are emissions allocated to the production of materials, feedstock and products MODERNA requires for its own production. The sourcing of feedstock for our production accounts for 6.860 t CO<sub>2</sub> eq, which represents 74.6% of the total

emissions from MODERNA activities. Prime Polypropylene is the largest contributor with 5124.87 t CO<sub>2</sub> eq emissions. In comparison, recycled polypropylene has a total emission of 342.05 t CO<sub>2</sub> eq, highlighting the importance of switching to recycled materials. Currently, 40% of our polypropylene is recycled content, yet only 6% of the total emissions from polypropylene are attributed to this recycled material.

The second biggest impact category, are the **capital goods including** the machinery and MODERNA building itself, combined with **IT** products and activities. The machinery and building are depreciated over multiple years following the rules of financial depreciation, yet they are responsible for 1461.95 t CO<sub>2</sub> eq. New in this year's calculation, is the emission of the injection-molding molds, the steel needed to produce the mold depreciates over 5 years and was accountable for 176.14 t CO<sub>2</sub> eq last year. Combined with 12.05 t CO<sub>2</sub> eq that can be allocated to IT products and services, the total capital goods category is responsible for 16.0% of the total emissions.

An impact category that is surprisingly relevant in this year's report is the **Energy supply**, these are activities related to energy usage but are not directly emitted by the energy production, but by the transmission and distribution for example. This category was included within updated versions of the databases used, and include the hidden emissions related to energy use, in total this was responsible for 204.73 t CO<sub>2</sub> eq. By reducing overall energy consumption, this scope 3 emissions will decrease.

**Upstream transport**, with a total emission of 46.34 t CO<sub>2</sub> eq, accounts for only 0.5% of the overall emissions. The small contribution of this category is due mainly to the sourcing of local materials.

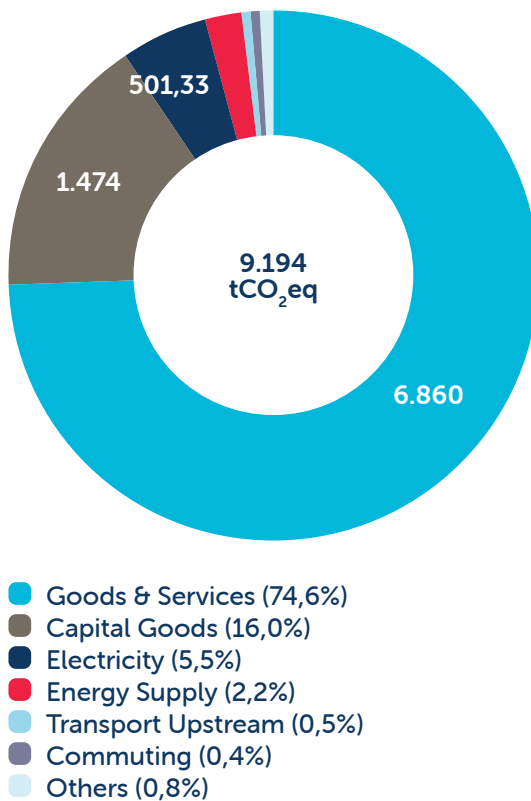
**Waste generation** is a combination of waste produced in production, combined with waste that is consumed to produce and operate. A combination of plastic foils, cardboard, metal, and several household waste streams, resulted in an emission of 1.65 t CO<sub>2</sub> eq. The efforts of sorting within our operations and collaborating with local recyclers and waste management facilities is paying off.



**Business travel** is accountable for 0.3% of our total emissions. This is calculated for 2 FTEs and their traveling by both train and regular passenger aircraft. These travel emissions cover the trips to international trade shows and customer visits.

32.3 t CO<sub>2</sub> eq is emitted by the **employee commuting**, this includes alle commuting by employees using private cars.

Finally the **end-of-life** of all products that are put on the market accompanied by their packaging. The waste management and handling of this waste is included in the calculations but the actual incineration, recycling, or landfill emissions are not included, this strategy is following the GHG protocol. The end of life was accountable for 30.31 T CO<sub>2</sub> eq or only 0,3% of the total emissions.



#### Comparison with the base year with similar emission categories:

- Emissions allocated to the mold-production were equivalent to 176.14 t CO<sub>2</sub>, this includes all steel production.
- In 2023 an average metal use of 2500kg was included in the footprint, this was an underestimation, this year's metal consumption was 5075 kg, responsible for an emission of 19.37 t CO<sub>2</sub> eq, if the same estimation of 2500kg was used this year, this would have resulted in a reduction of 9.8 t CO<sub>2</sub> eq. Therefore, only 9.57 t CO<sub>2</sub> eq would be allocated to metal consumption.
- For waste management, more accurate data was used. Previously, plastic foil and scrap were not included in the calculations but they were included this year. This resulted in an additional emission of 0.08 t CO<sub>2</sub> eq allocated to discarded plastic foil, and 1.33 t CO<sub>2</sub> eq for the recycling of scrap and production waste.
- For business travel, the travelled distances by train were not included in the base year. This year, an extra effort was made in the data collection and train rides were included this year. Resulting in an added emission of 0.08 t CO<sub>2</sub> eq that was not included in the base year.
- In the End-Of-Life (EOL) of products that were put on the market by MODERNA, the plastic-foil packaging materials were not included in the base year calculation. This year, the burdens by the packaging materials EOL were included with an added emission of 1.18 t CO<sub>2</sub> eq.

**The extra efforts have led to the inclusion of more detailed data, resulting in an added emission of 188.61 t CO<sub>2</sub> eq that was not included in the base year carbon footprinting.**

**When compared to the base year considering this refinement, there is an emissions reduction of 290.61 t CO<sub>2</sub> eq compared to the base year emissions, following the most recent GHG-protocol instructions.**





# 306

## WASTE



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As set out in our sustainability policy, we believe that sustainable innovation is achieved through a collaborative effort by the entire MODERNA team. This believe is reflected in our approach to waste management.





## 306.1

### **Waste generation and significant waste - related impacts**

We have a cascading waste management strategy at MODERNA following Remove, Recycle, Reduce. Removing waste, no waste is the best approach to waste management, we strive to this ideal by optimizing our product design and packaging methods to remove unnecessary packaging from our production. In the MODERNA plant, we have water dispensers and reusable bottles to remove consumer plastics and reduce the waste on all levels.

The next step in the cascade is recycling. Waste that can't be removed, will be recycled. We collect our waste in carefully selected waste streams and partnered with local businesses who offer tailored services dedicated to our waste streams. For instance, industrial foils and cardboard are collected in specific streams, separated from the general household waste recycling schemes.

Finally, if a material can't be recycled or removed we will reduce the amount used to a bare minimum. By following this cascading system, the impact by our waste is kept as low as possible.

#### **Production waste**

About 4% of our production output is discarded as waste because they do not hold up to our strict quality standards. This deviation is either caused by the transition period between colors resulting in products with blended colors, or by material switches where a combination of materials could influence the mechanical quality of products. The introduction of different recycled materials in our production portfolio has increased the scrap production significantly due to frequent material changes at the machine. But these products are 100% recyclable and the unsold goods are directly recycled by a plastic recycler nearby.

With these efforts we remove, recycle and reduce our waste production and limit the environmental impact.

# 401

## EMPLOYMENT

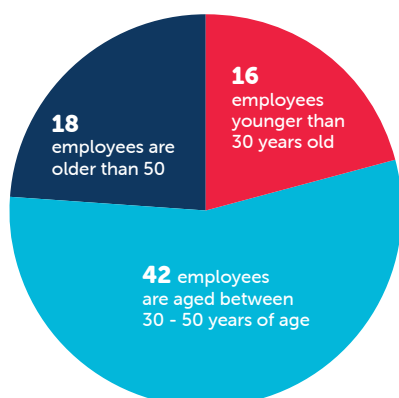
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### 401.1

#### New employee hires and employee turnover

During the reporting period, the MODERNA team consisted of 76 full-time employees and an average of 3.5 employees were on long-term leave over the timespan of the reporting period. There was a turnover of 15 employees. 15 Employees left the team, but, 15 new engaged team members started last year. Next to the turnover of 15 employees we believe in a sustainable team, 22 of our current employees have over 10 years of experience at MODERNA.

**The age distribution of employees is as follows:**









# 403

## **OCCUPATIONAL HEALTH AND SAFETY**



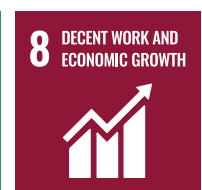




Optimizing health and safety measures is a continuous process. We deeply care for the safety and good health of our employees. Prevention is a top priority through all of our departments. New employees receive a safety-training and where necessary additional safety courses will be provided according to the machines they will be operating, to ensure a safe working environment.

First-aid trained employees receive regular training from an external specialist. There are internal fire prevention trainings, making sure all employees know how to behave and handle in case of a fire. And an internal safety and prevention advisor keeps track of the general safety and well-being of all employees.

Thanks to all of these measures, we are able to eliminate work-related accidents. We will continue to monitor our safety and health measures, since we want to see our People of MODERNA thrive at work!





## 403.1 Occupational health and safety management system

In Belgium, by law, the employee participation on issues related to the well-being of employees is regulated through the Committee for Prevention and Wellbeing at Work (CPBW) for businesses with over 50 employees. They follow a set of functional regulations to regulate all matters related to the protection and well-being of the employees. At MODERNA we highly value the input of the members of our CPBW.

Their tasks and responsibilities:

- Developing and reviewing safety policies and procedures
- Identification of hazards and assessment
- Safety training of employees
- Incident investigation
- Compliance with relevant health and safety regulations
- Communication on and promotion of a safety culture
- Promoting wellness and health programs
- Monitoring and reporting safety processes

## 403.4 Worker participation

At MODERNA the CPBW reports through their main representatives with the management team. In each division, policies and procedures are communicated with the employees by their manager. When necessary, training and education on different topics is provided. Given the short communication lines between the various departments, we can quickly react and adjust if a problem arises.

## 403.6 Promotion of health

At MODERNA, we are avid promoters of good health! As we love a good team spirit and some healthy competition, we have different initiatives that contribute to overall good health, both mentally and physically.

- Free available fruit at work
- Free available sport sessions at work
- A padel court is available for all employees
- Always open for suggestions and spontaneous initiatives from employees: lunchtime walking, running events, ...

## 403.9 Work-related injuries

There are no typical work-related injuries.

## 403.10 Work-related ill health

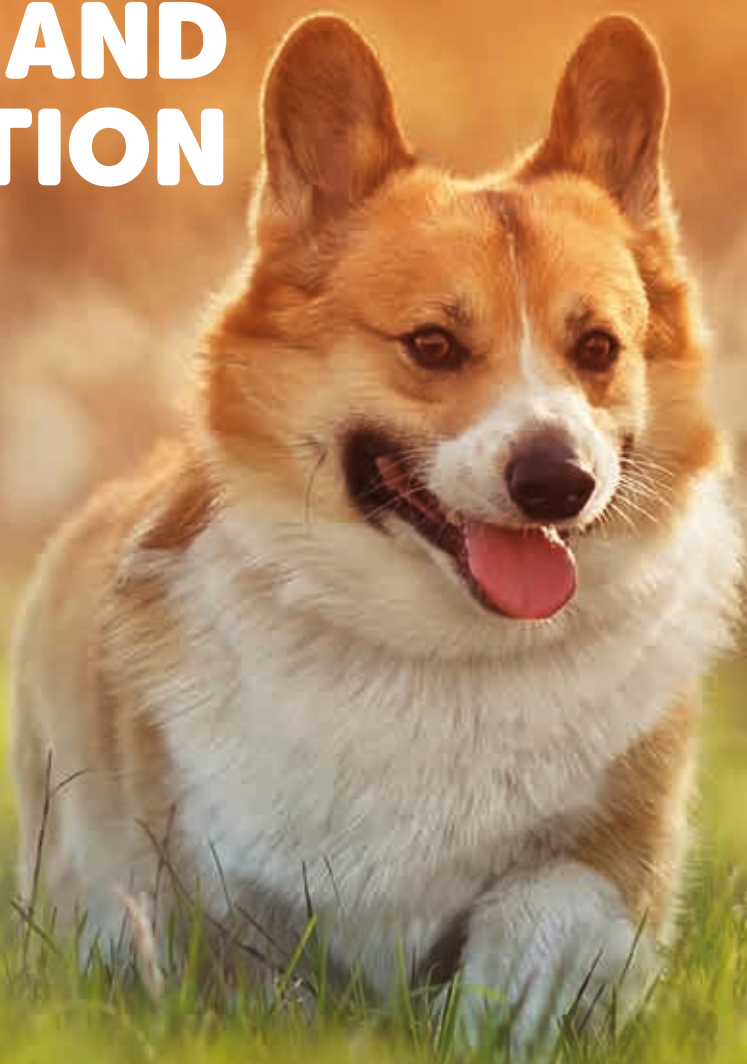
There are no work-related illnesses or health related issues.



# 404

## **TRAINING AND EDUCATION**

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## 404.2

### Programs for upgrading employee skills and transition assistance programs

Additionally to a safe workspace, MODERNA also wants to create an environment where all employees can thrive. Employee training is an invaluable tool for the development of true potential and therefore both internal and external trainings and courses are supported.

- Language courses
- Job-specific training
- First aid
- Cyber security
- Sustainability

A total of 1665 training hours was followed and all 76 employees participated in a training during the reporting period.

Transition assistance programs are also provided to support employees in their retirement process:

- Pre-retirement planning for intended retirees
- Retraining for those intending to continue working
- General assistance (e.g. training and counselling) on transitioning to a non-working life

## 404.3

### Percentage of employees receiving regular performance and career development reviews

100% of our employees participated in trainings to grow and develop themselves, but it might be at least as important to have **the right person at the right place!** 100% of our employees are invited for an assessment interview on a yearly basis. We love to see our people grow and thus want to make sure their daily job responsibilities still meet their expectations. The annual interviews are a standard procedure. Yet, due to the short communication lines between the department responsible and the employees, concerns and problems can be signaled and acted upon during the year. Two times a year, all employees are invited to the Mid-Year and End-of-Year talks where the goals and objectives of the company are shared and evaluated. We want to create a culture of inclusion and engagement for all employees at MODERNA.



a house  
with @  
pet is  
called 🐾  
HOME

# 405

## **DIVERSITY AND EQUAL OPPORTUNITY**

50





## 405.1

# Diversity of governance bodies and employees

### NATIONALITY

Management level:  
all Belgian

#### Employees:

• Belgium	40	• Jordan	1
• Afghanistan	1	• Kosovo	1
• Algeria	1	• Palestine	1
• Armenia	1	• Poland	13
• Bangladesh	1	• Portugal	1
• France	2	• Romania	12
• Iraq	1		

### GENDER DIVERSITY

Over the different departments, there is  
a relatively equal distribution of gender:

- The entire MODERNA Team:  
59% male – 41% female
- Management level:  
43% male – 57% female
- Board level:  
2 male – 1 female



# 408

## **CHILD LABOR**

52



## 408.1

### Operations and suppliers at significant risk for incidents of child labor

Under no circumstances will we, or our suppliers, employ workers under the age of 15 or under the minimum age for work or mandatory schooling as specified by the local law, whichever is higher. When young workers are employed, they must not do

work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school. In the case of hazardous work, the minimum age is 18.





# 414

## SUPPLIER SOCIAL ASSESSMENT

### 414.1

#### **New suppliers that were screened using social criteria**

The working methods and philosophy of potential and new suppliers are tested against our Code of Conduct (CoC). This CoC outlines all of the ethical criteria that a company must meet in order to become our supplier.

It describes our philosophy and demands concerning:

- 1 Business integrity
- 2 Human rights
- 3 Fair and equal treatment
- 4 Benefits, compensations and hours
- 5 Health and safety
- 6 Environmental management
- 7 Communication and reporting

New suppliers must sign this document and act upon its content. Next to this, we are also auditing potential suppliers through SMETA.

- [Supplier code of conduct\\_update 210224.pdf](#)  
- <https://www.sedex.com/solutions/smeta-audit/>





