

# Sustainability report 2024



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



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

As a leading manufacturer of innovative plastic products for pets, we are constantly striving to develop new and innovative products that are both functional and design led. While doing so, we are constantly rethinking the process of how we manufacture our products, our impact on our beloved pets, the industry itself and of course our planet.

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

One of our keywords is 'innovation'. As a manufacturer, our mission is to contribute to the wellbeing of our beloved pets. We create smart solutions that meet up to an ever-changing society where pet owners need products that correspond with their evolving lifestyles. All of our raw materials are high quality, durable, strong and 100% recyclable. Origin of our materials is transitioning from virgin to material from recycled content; whether this is post or pre consumer, or post industrial.

The United Nations SDGs have been our guideline to elaborating our sustainability strategy from which our own MODERNA GREEN PACT originates.

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# 01

## STATEMENT OF USE



MODERNA NV has reported the information stated in  
this GRI Content index in reference to the GRI Standards.  
**GRI USED: GRI FOUNDATION 2021**

# 02

## GENERAL DISCLOSURES

### 2.1

#### Organizational Details

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

##### **MODERNA Products nv**

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##### **MODERNA Products America llc**

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[info.usa@modernaproducts.com](mailto:info.usa@modernaproducts.com)  
[www.modernaproducts.com](http://www.modernaproducts.com)

### 2.2

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

This report only comprises the Belgian HQ of MODERNA. MODERNA Products America is a separate entity, hence cannot be part of this report.

##### **MODERNA Products nv**

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8870 Belgium  
+ 32 51 30 23 38  
[info.be@modernaproducts.com](mailto:info.be@modernaproducts.com)  
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## 2.3 Reporting Period, frequency and contact point

### Reporting Period

Annual report that spans the period of 1 July 2022 – 30 June 2023  
Next reporting will cover the full year of 2024, matching our fiscal year.

### Date of Publishing:

01 March 2024

### Contact Person:

Chantal Saelen – Managing Director & Sustainability Coordinator  
Questions about this report can be addressed to [chantal@modernaproducts.com](mailto:chantal@modernaproducts.com)

### Introduction: MODERNA Timeline

Welcome to the world of MODERNA, a 100 % family owned business, on a mission to make every pet a happy pet.

### The start and transition

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.



### 3<sup>rd</sup> generation

Fast forward to 2023. 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 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 79 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.

## 2.5

### External assurance, audits and credits

#### Audited and Certified: QA-CER

In the reported timeline, we achieved new levels in our sustainability journey. We were formally audited by the Belgium Quality Association (BQA) and formally certified for the use of post-industrial and post-consumer recyclates in our MODERNA injection molded products. Thanks to a great team effort, our MODERNA Green Pact vision and our "betterness" strategy, MODERNA qualified for the QA-CER certificate, level 2.

#### Audited: our carbon footprint report

Since we pride ourselves on "walking the talk" we need to be in the know of our actual facts and figures. We have enlisted ECOLIFE, an independent consulting agency that measures ecological impact, to fully map our carbon footprint. In this procedure we focused on all the technologies that are already available in our new production site. These data are key to measure the effect of our recent efforts and will be used as a baseline to support future developments.

EMISSION CATEGORY	Scope	All GHG (tCO <sub>2</sub> e)	CO <sub>2</sub> (tCO <sub>2</sub> e)	CH <sub>4</sub> (tCO <sub>2</sub> e)	N <sub>2</sub> O (tCO <sub>2</sub> e)	SF <sub>6</sub> (tCO <sub>2</sub> e)	NF <sub>3</sub> (tCO <sub>2</sub> e)	HFCs (tCO <sub>2</sub> e)	PFCs (tCO <sub>2</sub> e)	CO <sub>2</sub> e* (tCO <sub>2</sub> e)
<b>1 Scope 1 - Direct Emissions from operations</b>		<b>57</b>	<b>56</b>	<b>&lt;1</b>	<b>&lt;1</b>	<b>0</b>	<b>0</b>	<b>&lt;1</b>	<b>0</b>	<b>&lt;1</b>
1.1 Stationary Combustion	Scope 1	-	-	-	-	-	-	-	-	-
1.2 Mobile Combustion	Scope 1	56	56	<1	<1	0	0	0	0	-
1.3 Process Emissions	Scope 1	-	-	-	-	-	-	-	-	-
1.4 Fugitive Emissions	Scope 1	1	-	-	-	-	-	<1	-	<1
<b>2 Scope 2 - Indirect Emissions from electricity consumption</b>		<b>538</b>	-	-	-	-	-	-	-	<b>538</b>
2.1 Purchased electricity - market based	Scope 2	538	-	-	-	-	-	-	-	538
2.2 Purchased steam, heat, cooling	Scope 2	-	-	-	-	-	-	-	-	-
<b>3 Scope 3 - Indirect Emissions in the value chain Upstream</b>		<b>8.277</b>	<b>21</b>	<b>&lt;1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8.254</b>
3.1 Purchased goods and services	Scope 3	6.809	0	0	0	0	0	0	0	6.809
3.2 Capital goods	Scope 3	1.333	0	0	0	0	0	0	0	1.333
3.3 Fuel- and energy-related activities	Scope 3	14	13	<1	1	0	0	0	0	-
3.4 Upstream transportation and distribution	Scope 3	60	0	0	0	0	0	0	0	60
3.5 Waste generated in operations	Scope 3	19	0	0	0	0	0	0	0	19
3.6 Business travel	Scope 3	16	9	<1	<1	0	0	0	0	7
3.7 Employee commuting	Scope 3	26	0	0	0	0	0	0	0	26
3.8 Upstream leased assets (as lessee)	Scope 3	-	-	-	-	-	-	-	-	-
<b>Downstream</b>		<b>573</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>573</b>
3.9 Downstream transportation and distribution	Scope 3	-	-	-	-	-	-	-	-	-
3.10 Processing of sold products	Scope 3	-	-	-	-	-	-	-	-	-
3.11 Use of sold products	Scope 3	-	-	-	-	-	-	-	-	-
3.12 End-of-life treatment of sold products	Scope 3	573	0	0	0	0	0	0	0	573
3.13 Downstream leased assets (as lessor)	Scope 3	-	-	-	-	-	-	-	-	-
3.14 Franchises	Scope 3	-	-	-	-	-	-	-	-	-
3.15 Investments	Scope 3	-	-	-	-	-	-	-	-	-
<b>TOTAL GHG EMISSIONS</b>		<b>9.444</b>								

\* This column contains all entries for which a further split in greenhouse gases is not known. This table was constructed following the Greenhouse Gas Protocol reporting standards. The total emissions in this report include electricity emissions using the market-based method. Travel emissions in this report include the effects of radiative forcing for aviation.

**Intertek tested and certified: Gateway® Pet Kennel**

Intertek is a leading Total Quality Assurance provider to industries worldwide. Their network, of more than 1,000 laboratories and offices, delivers innovative and bespoke Assurance, Testing, Inspection and Certification expertise for on operations and supply chains worldwide. Intertek independently tested and approved our Gateway Pet Kennel; which is the perfect product for a seamless and reliable pet transport experience.  
<https://www.intertek.com/>

**Pet Sustainability Coalition: Membership and an Accredited Company**

We are a very proud member of the Pet Sustainability Coalition. This Coalition is providing us with assessment tools, strategic support, project and consulting support and education in order to advance MODERNA's sustainable practices, as well as to promote and create a more sustainable pet industry across the globe. Our industry is by nature an industry of caring 'for things that don't have a voice'.

In addition to our PSC membership, MODERNA has been a PSC Accredited Company since 2021. PSC Accreditation is the only accreditation program in the pet industry that measures and verifies sustainable business operations. Accredited companies are evaluated on social and environmental impact through a third-party assessment. Companies must achieve a minimum score on the assessment and answer the questions with accuracy to earn the accredited status. PSC Accredited companies are meeting consumer demand for actionable and transparent business practices.  
<https://petsustainability.org/>

“  
*The mission and vision of PSC: to envision a thriving and collaborative pet industry that creates positive impact for the communities and environments where we do business.*  
 ”



## 2.6 Activities, value chain and other business relationships

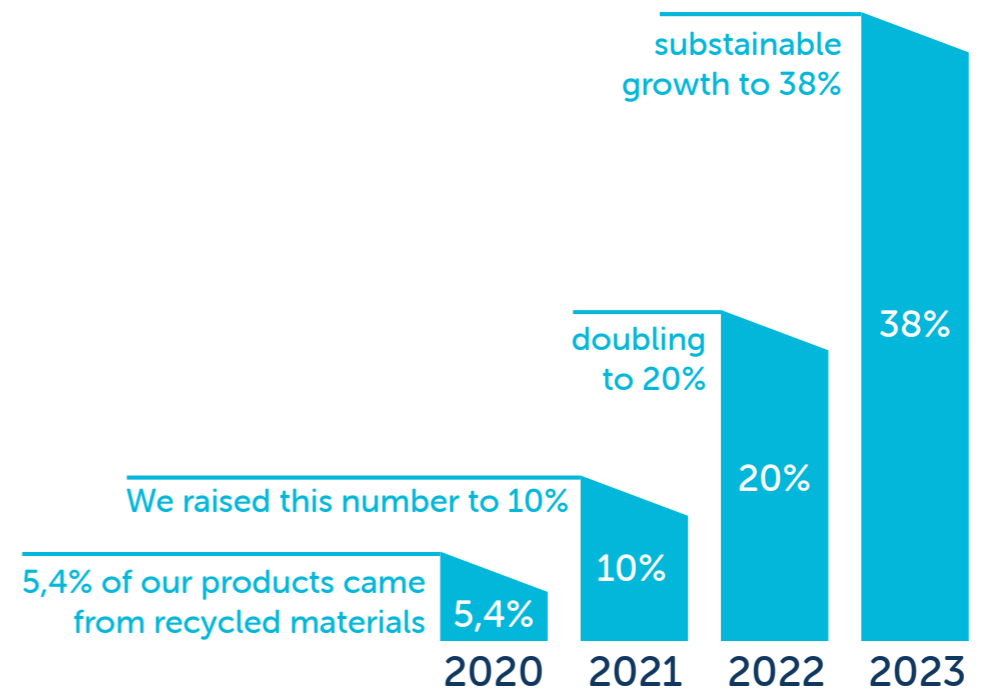
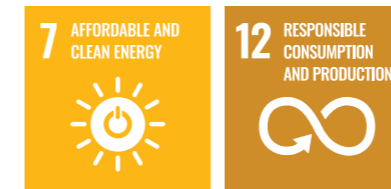
**Leading manufacturer**

Over the years, pets have become a part of the family. As a manufacturer, our mission is to contribute to the wellbeing of pets and pet parents. It fills us with gratitude to serve them through our network of leading partners all over the world. Our dedicated team creates smart solutions that meet up to an ever-changing society and their evolving lifestyles. We have forged partnerships with people who trust us to give the very best of ourselves in order to help their company grow. MODERNA is recognized as a valued global player in the pet industry, a title we highly appreciate and strive to maintain. The move to our new state-of-the-art facility is proof that we are fully committed to constant innovation in manufacturing.

**Innovating for the future**

As a leading manufacturer of innovative plastic products for pets, we are constantly striving to develop new and innovative products that are both functional and design led. After all, pets are part of our family, and we want them to thrive in the environment we create for them. We are constantly rethinking the process of how we manufacture, our impact on our beloved pets, the industry itself and on a global level, guided by SDG12. All of our raw materials are food approved and dishwasher safe. They are durable, strong and easy to recycle; > 38 % originating from recycled content.

**HQ MODERNA in numbers (during the reporting period):**  
 Employees at our HQ in Belgium: 82  
 Countries served: 79  
 Number of products manufactured: 19 million  
 New moulds made for models: 18  
 New product launches: 5



## 2.7 Employees

### The people of MODERNA

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' - we manage to stand out in order to make a difference on a local and global level. We firmly believe that inspirational leadership combined with a highly motivated workforce leads to a sustainable business.

## 2.8 Workers who are not employees

### Our mixed teams

At MODERNA we embrace the concept of 'Mixed teams'. It refers to our own teams, consisting of full-time employees, mixed with external specialists. These teams are set up for specific and well-defined projects. In that way, we always have the best talent in place for a particular project and do not have to take away our own full-time experts from their core jobs.

At the same time, it gives us the opportunity to build a pool of expertise with both external and internal talents that complement each other, which we can rely on in the future. These mixed teams automatically bring a cross-pollination of insights, diversity and a well-balanced mix of experience and expertise to the table.

### Important independent members of our team

During the reporting period, for tasks such as recruitment and selection, we work with a representative of an external bureau who works from our offices, delivering a 360° approach on anything related to recruitment: full time employees, temporary workers, apprentices both for the production and office employees. We consider this person as 1 of our own team and hence functions as such.



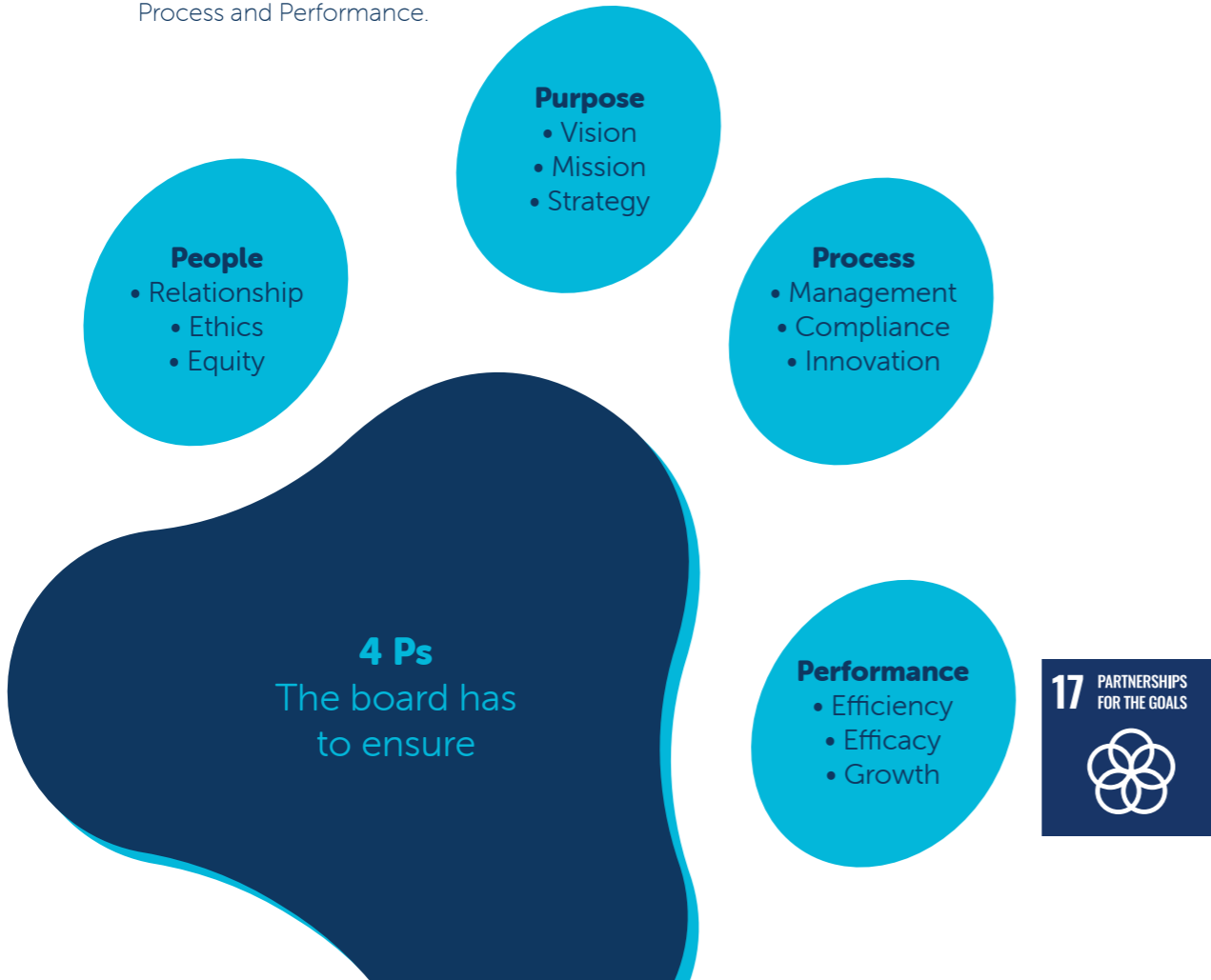
## 2.9 Governance Structure and composition

Our Management Team consists of 7 managers, each of them leading a specific department. Their main goal is to implement the strategy that was agreed upon by the Board of Directors. Our managers play a crucial role in overseeing and directing the activities of a specific area and play a significant role in implementing policies, making decisions and making sure our objectives are met. At MODERNA we have very short communication lines. Our managers are known to be available whenever needed to make swift decisions.

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

- Accountability
- Fairness
- Transparency
- Independence
- Social Responsibility

These are applied to the 4 P's: People, Purpose, Process and Performance.



## 2.17 Collective knowledge of the highest governance body

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

Good practice concerning sustainability is 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. We've made a strategic exercise called 'Vitamin M' to determine the roadmap for the next five to ten years. This knowledge is transmitted from our managers to their teams in order to inspire and get everyone on the same page.

### 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 assessment are a constant help, supporting our journey.

## 2.22 Statement on sustainable development strategy

### People, pets and our 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 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 6 of them (see highlighted below) that play a major role in our organization. If every company has a clear focus, on which of those 17 goals resonate best with them, as a whole industry together, we can make massive progress. That's why being able to measure our improvement is a tremendous added value. 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 will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. The company will conduct its business in a competent, fair and efficient manner.

### Human Right Policy



- 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 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<sup>[1]</sup> and the ETI Base Code<sup>[2]</sup>.
- To maintain accurate and complete books and records and uphold our system of internal controls.
- To earn the trust of all our stakeholders by acting consistently and reliably in accordance with this Ethics Policy Statement.
- Not to allow bribery and corrupt practices.
- Not to allow child labor<sup>[3]</sup>.
- To provide a safe and healthy working environment for all of its employees.

<sup>[1]</sup> Listing of the human rights (source) = <https://www.un.org/en/universal-declaration-human-rights/>

<sup>[2]</sup> Listing of the ETI Base Code (source) = <https://www.ethicaltrade.org/eti-base-code>

<sup>[3]</sup> Source = <https://werk.belgie.be/nl/themas/arbeidsreglementering/de-reglementering-op-de-kinderarbeid>

### Environmental Policy Statement: Connecting with our planet

At MODERNA we strongly believe that protecting the environment is a key pillar of our long-term success and have embedded this belief in our corporate strategy and policy. A good partnership and open communication are essential to achieve our mutual goal: minimize our impact on the local and global environment. Therefore, we continuously work on our goals, being:

- Complying with all applicable environmental legislation and sustainability commitments.
- Preventing pollution and reducing consumption of resources through waste management strategies based on 4 R's: Re-educate, Re-duce, Re-use and Re-cycle.
- Ensuring our staff is aware of the environmental impacts of their work activities and encourage them through regular awareness to minimize those impacts.
- Continuing to invest in technologies that provide alternatives to reduce environmental impact.
- Creating innovative products and improve our processes to reduce the ecological footprint
- Actively participate in global partnerships and goals that help us to grow our environmental goals.
- Continuous improvement on transitioning from using virgin material to using material from recycled content.

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

## 2.24 Embedding Policy Commitments

Everything starts with the strategy that is set out by the board of directors and that is translated into practical implementation in the various departments via the Management team during monthly meetings.

All challenges are identified and addressed. A close collaboration between the Management Team and the Committee for Prevention and Protection at Work (CPBW) is crucial.

## 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 Pet Sustainability Coalition

In addition to our membership in the Pet Sustainability Coalition, MODERNA is a PSC Accredited Company. To become an Accredited business, MODERNA was evaluated on its social and environmental impact initiatives through an independent assessment, achieved a minimum score on the assessment, and went through a third-party verification of our answers to verify accuracy. This process has put us in a special group of companies that are responding to consumer demand for more transparency.



**The American Pet Products Association** is a prominent name in the pet industry. This organization represents companies including manufacturers, importers and distributors. APPA is involved in promoting and advancing our industry while providing resources and information. APPA is a co-organizer of the Global Pet Expo, one of the largest trade shows for pet products.

<https://www.americanpetproducts.org/>



### Unizo (Association of Entrepreneurs)

UNIZO is a Belgian organization that represents the interests of entrepreneurs, enterprises, and liberal professions. It provides support and advocacy for its members and promotes economic well-being. It aspires to build a vibrant business community, policy influence and empowerment for their members.

<https://www.unizo.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.

The reporting period covered: 1 July 2022 – 30 June 2023.



#### Zoomark International – Bologna, Italy

Zoomark Bologna stands as a premier international event that contributes significantly to the growth and advancement of the pet care industry, offering a comprehensive platform for business, innovation, and professional development.

Zoomark certainly serves as a hub for unveiling and exploring the latest innovations, products, and trends in the pet care market. Since the main focus is on B2B it emphasizes on business opportunities for trade and commerce and gives us the perfect opportunity to network and follow up with our distributors.

<https://www.zoomark.it>



#### Global Pet Expo - Orlando, USA

The pet industry's premier trade show and conference for pet retailers, product manufacturers, importers and thought leaders recently in Orlando, Fla. In 2022 celebrating a triumphant return to live and in-person events. This trade show is hosted by the American Pet Products Association (APPA) and the Pet Industry Distributors Association (PIDA).

<https://www.globalpetexpo.org>

#### Impact Unleashed - Boulder CO

The Pet Sustainability Coalition hosts the industry's premier conference focused on sustainability in the global pet arena. Impact Unleashed brings together an in-person audience of nearly 200 executive level decision makers and key implementation managers from leading pet brands, manufacturers, suppliers, retailers, and distributors for exceptional speakers, workshops, networking, and education. In 2023 MODERNA created an Impact Unleashed Scholarship to support attendance of small entrepreneurial companies in the global pet industry who could otherwise not travel to this impactful event.

## 2.30

### Collective Bargaining Agreements

Belgium is known for its sound Social Security policy. Part of this has been drawn up in what we call a CAO – a collective labor agreement. This is an agreement between employers and employees.

These agreements cover various aspects of employment, including wages, working hours, leave entitlements, and other employment conditions. CAOs play a crucial role in the Belgian industrial relations system and are designed to ensure fair and standardized working conditions across different industries and professions. CAOs for employees at MODERNA are in accordance with the Joint Committee PC 207 (employees) and PC 116 (chemical industry).



# 03

## MATERIAL TOPICS



## 301.2

### Recycled input materials used

As we continue to learn from the past and present, we want to inspire, lead by example, and remain relevant for our community by taking our responsibility very seriously. We gladly share hereby our achievements in our transitioning program : from virgin to recycled content.

In the last 12 months we have managed to elevate our commitment: a whopping 38 % of our annual raw material volume is now being sourced from recycled materials. The same quality with much less impact on our planet!

- **2020**  
5,4% of our products came from recycled materials
- **2021**  
We raised this number to 10%
- **2022**  
Doubling to 20%!
- **Reporting period:** 38%

In 2022 we were audited and certified for the use of post-industrial and post-consumer recyclates in our MODERNA injection moulded products. MODERNA qualified for the QA-CER certificate, level 2.



# 302

## ENERGY

### 302.1

#### Energy consumption within the organization

Our new production facility is designed with a forward-looking approach.

The MODERNA production site in Belgium recuperates all the excess heat generated from their production and re-uses it to heat all buildings.

In addition to being energy-efficient, we are generating 30% of our own energy through the installation of 6.153 solar panels.

Measured results in reporting period :

- 1.14K tons standard coal saved
- 1.36K tons CO<sub>2</sub> avoided
- 1.85K equivalent trees planted

Through these collective efforts, we are committed to daily progress, taking steps forward towards a better future.

# 303

## WATER

26

### 303.1

#### Interactions with water as a general resource

Our production process does not require the use of water. This significantly simplifies our water consumption/management in general.

There is an installation for our sanitary use and one for our closed loop cooling system.

We've installed a tank of 80.000 litres which contains rain water.

Our toilets are on the rain water circuit, all kitchen installations and sinks use the tap water.

The water is discharged through a separated circuit: toilets are black water, all of the others grey water.

### 303.5

#### Water Consumption

During the reported period, the total amount of drinking water consumption was 230m<sup>3</sup>.



WATER

27

# 304

## BIODIVERSITY

28

### 304.1

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

Our recent production facility is located in a high biodiversity region, along the canal Roeselare-Leie. This region is not specifically classified as protected but we are contributing to its maintenance, conservation and enhancement where we can. As an example, we organize regular cleanups with our team and we've recently installed a beehive. We are working on a more extended beehive project. With this first one we're in the initial phase, but this project will be playing a more significant role in the future.



# 305

**EMISSIONS**



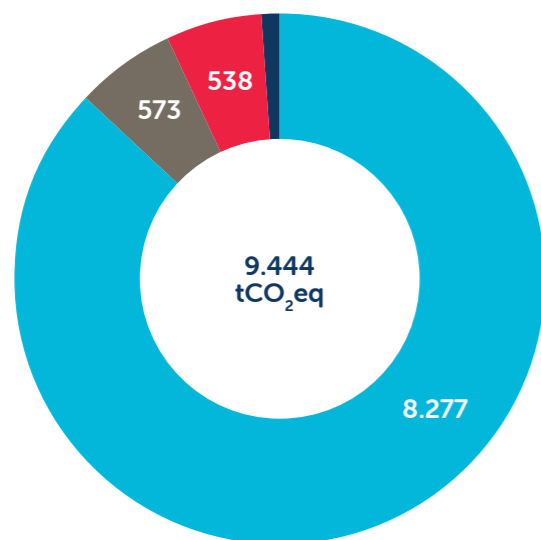


MODERNA has worked with Ecolife, an external company, to conduct an audit of our Carbon Footprint according to the Greenhouse Gas Protocol reporting standards. The reporting period Y22\_23 is the first GHG reporting period for MODERNA, and counts as the base year for the current and future reporting cycles. The company moved into a completely new building in the middle of 2022. It was therefore decided to use the second half of 2022 and the first half of 2023 as the base year.

This emission inventory for the reporting period has been compiled with highest attention for completeness and correctness.

The total CO<sub>2</sub>-equivalent (CO<sub>2</sub>eq) emissions generated by the activities of MODERNA between 01/07/2022 and 30/06/2023 is 9.444 tCO<sub>2</sub>eq.

Our efforts on Scope 1 and 2 have generated great results and we will continue to set ambitious reduction goals related to our direct emissions. Since the majority of our ecological footprint is situated on the level of Scope 3, we will also put plans in place to advance emissions reductions in our supply chain. These efforts will include ongoing transition from virgin to recycled materials. The following emission category is excluded from this report due to too limited control by MODERNA: Transport downstream (downstream, Scope 3).



- Upstream (88%)
- Downstream (6%)
- Electricity (6%)
- Direct (<1%)

### 305.1 Direct (Scope 1) GHG emissions

Only a very small part (<1%) of the total emissions are Scope 1 emissions (56,80 tCO<sub>2</sub>eq). These are direct emissions from daily operations of MODERNA. In total, Scope 1 emissions account for 0,60% of the total carbon footprint during the reporting period. Most of the emission is for the account of 'Mobile Combustion' that comes from fuel for company vehicles and forklifts. This Mobile Combustion equals 98,73% of the total Scope 1 emissions, namely 56,08 tCO<sub>2</sub>eq. Fugitive Emissions from refrigerant leaks make up a small portion, representing only 1,27% of the overall emissions categorized under Scope 1.

### 305.2 Energy indirect (Scope 2) GHG emissions

Scope 2 emissions also stand for a rather small share in the overall emissions. The main source of these emissions is purchased market based electricity. The emissions caused by the generation of purchased electricity amount to 537,57 tonnes of CO<sub>2</sub>eq. This accounts for 99,99% of the total Scope 2 emissions. All purchased electricity is bought from an energy supplier, which delivers energy from a gray source. MODERNA also consumed 1.604.937 kWh of energy produced by its solar panel system. In addition, emissions from external charging by electric company vehicles are accounted for, amounting to 0,076 tonnes of CO<sub>2</sub>eq.

In total, Scope 2 emissions account for 5,69% of the total carbon footprint during the reporting period.

The energy now purchased is associated with higher emissions compared to the use of green energy from renewable sources. Consequently, solar panels were installed as one of the initial steps to switch to green energy. This enabled MODERNA to generate 30% of its own electricity needs. At this

time, the company feeds back into the grid 696.071 kWh of electricity generated by its own solar panels.

### 305.3 Other indirect (Scope 3) GHG emissions

The vast majority of MODERNA emissions (93,71%) consist of Scope 3 emissions (8.850 tCO<sub>2</sub>eq) These are indirect emissions in the value chain, divided into upstream and downstream emissions.

**Goods and services:** emissions associated with the production of the materials purchased by MODERNA. The major share is GST Prime (polypropylene) with emissions of 6.178,25 tCO<sub>2</sub>eq, accounting for 90,73% of all goods and services emissions and 69,81% of total Scope 3 emissions.

When it comes to **ICT**, the combined amount of emissions is 12,37 tCO<sub>2</sub>eq and equals 0,10% of the total Scope 3 footprint. Therefore this category is nearly negligible in comparison to the total emissions.

With a total of 59,08 tCO<sub>2</sub>eq, upstream **transportation and distribution** accounts for 0,67% of the overall Scope 3 emissions. The contribution of recycled polypropylene is notably lower, not only due to its smaller volume but mainly because of the shorter distance it needs to be transported.

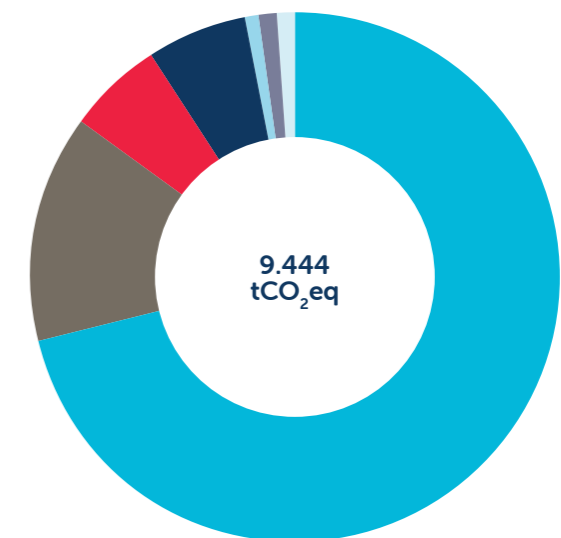
**Waste generated in operations:** based on the volumes of waste from MODERNA and considering the most appropriate treatment method for each waste fraction, the amount of emissions in this category totals 18,63 tCO<sub>2</sub>eq. This represents 0,21% of the overall Scope 3 emissions.

**Business travel** stands for 0,18 % of the total Scope 3 emissions. This is calculated for 2FTEs in a regular passenger aircraft. These travel emissions corresponds with contributions to international trade shows and visits to the USA plant.

**Employee commuting** includes all commuting made by employees using private cars and is measured in kilometers. Both the production of the fuel and the car itself are counted under this category. This corresponds to 0,30% of the overall Scope 3 emissions.

**End-of-life treatment** charges for the disposal of sold products when they are discarded by the end user. The assumption is taken that cardboard and the remaining plastic products are recycled.

Total emissions for end-of-life treatment of sold products are 572,64 tCO<sub>2</sub>eq. This corresponds to 6,47% of the total Scope 3 emissions.



- Goods & Services (72%)
- Capital Goods (14%)
- End-of-life of Products (6%)
- Electricity (6%)
- Transport Upstream (<1%)
- Mobile Combustion (<1%)
- Others (<1%)

# 401

## EMPLOYMENT

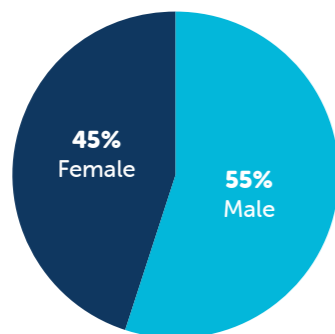
### 401.1 GRI 401\_1 New employee hires and employee turnover

During the reported period, our team consisted of 82 full-time employees, of which 3 are on long-term leave of absence.

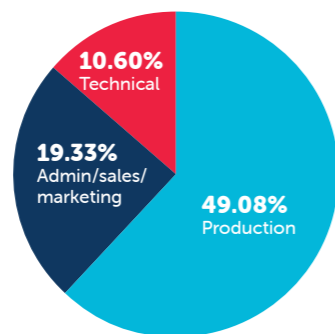
Our level of gender-diversity: 45 % female, 55 % male. 20 of our employees (1 out of 4!) have over 10 years of service at MODERNA

In the reported period we have hired 20 new employees.

Per gender



Per division



# 403

**OCCUPATIONAL  
HEALTH AND  
SAFETY**

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### Constantly optimizing health and safety measures

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 they learn extra safety skills according to the machines they are operating. First Aid trained employees receive regular training from an external organization. There's an internal Fire Prevention education training on how to proceed in case of a fire.

Thanks to all of these measures, we are able to reduce and almost 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:

- 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 (Comité voor Preventie en Bescherming op het Werk/ Prevention and Protection Committee at Work) reports through their main representatives with the Management Team. In each division, policies and procedures are communicated to the employees by their manager. When necessary, training and education on different topics is provided. Given the short lines between the various departments, we can quickly react and adjust if problems arise.

### 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.

These are some of the initiatives our employees can participate in, at the office and outdoors:

- Fruit@Work
- Sport@work
- Padel
- Spontaneous initiatives from our employees: walking, running ....

In the new headquarters in Belgium, an optimal working environment has been created with abundant natural light, high ceilings, sound-absorbing materials, climate control and ergonomic furniture.

### 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 issues.

# 404

## TRAINING AND EDUCATION

40



### 404.2

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

Employee training programs that aim to upgrade skills include:

Internal training courses and funding support for external training or education:

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

Transition assistance programs provided to support employees who are retiring:

- Pre-retirement planning for intended retirees
- Retraining for those intending to continue working
- Assistance (such as training, counselling) on transitioning to a non-working life

### 404.3

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

##### **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 still meets their expectations. These interviews are a yearly standard procedure. Yet due to the short lines between the department responsible and employee on a daily basis, whenever there is a problem or a need to upscale it has already been signaled and acted upon during the year.

# 405

## DIVERSITY AND EQUAL OPPORTUNITY



### 405.1

#### Diversity of governance bodies and employees

##### NATIONALITY

Management level:  
All Belgian

##### Employees:

Belgium	33
Bengal	1
France	2
Greece	1
Jordan	1
Kosovo	1
Poland	19
Romania	10

##### GENDER DIVERSITY

Management team:  
3 Male  
4 Female

##### Employees:

55 % Male  
45 % Female

# 408

## CHILD LABOR

### 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 ASSESSMENTS

46

### 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. This COC outlines all of the ethical criteria that a company must meet in order to become our supplier.

Its describes our philosophy and requests 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.

- [Code of Conduct MODERNA](#)
- <https://lp.sedex.com/smeta/>







**MODERNA**