



CASE 2

Manufacturing: Automotive parts producer

SMALL UNDERTAKING (12 employees)	MEDIUM UNDERTAKING (200 employees)*
<p><i>CONTEXT, illustrative, not to be disclosed under C2</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Supplies second hand car parts to repair workshops <input type="checkbox"/> Applies systematic repairing and refurbishing of used parts 	<p><i>CONTEXT, illustrative, not to be disclosed under C2</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Supplies to several large car manufacturers <input type="checkbox"/> Needs to comply with clients' Code of Conducts <input type="checkbox"/> Careful reputation management related to public representatives and local communities
<p><i>The undertaking discloses that it has practices, policies or future initiatives for the following issues (B2):</i></p>	
<ul style="list-style-type: none"> • Climate Change • Pollution • Water and Marine Resources 	<ul style="list-style-type: none"> • Own Workforce • Business Conduct
<p>To ensure clean operations, we (Climate change, Pollution, Water and Marine Resources):</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Are using renewable electricity via a dedicated supplier (through a power purchasing agreement - PPA) <input checked="" type="checkbox"/> Optimise our electricity consumption by using our own solar photovoltaic and battery storage system while at the same time continuing to systematically invest in energy efficient appliances <input checked="" type="checkbox"/> Are using low-aerosol paints to improve air quality <input checked="" type="checkbox"/> Are protecting the soil from oils, paints and metal scraps by spill containment systems <input checked="" type="checkbox"/> Are ensuring that all wastewater is treated to permit standards 	<p>We adopted the automotive sector's sustainability guidance to ensure compliance with our clients' expectations, and which sets the following objectives covering various sustainability issues:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Strive for net zero GHG emissions (Climate change) <input checked="" type="checkbox"/> Implement responsible chemical management (Climate change) <input checked="" type="checkbox"/> Minimise water consumption (Water and Marine Resources) <input checked="" type="checkbox"/> Increase reuse and recycling, reduce waste (Circular Economy) <input checked="" type="checkbox"/> Respect human rights and working conditions (Own Workforce) <input checked="" type="checkbox"/> Provide workers a safe and healthy working environment (Own Workforce) <input checked="" type="checkbox"/> Uphold highest integrity standards (Own Workforce) <input checked="" type="checkbox"/> Select business partners with similar standards (Business Conduct) <p>Consequent actions to achieve this (Climate change, Pollution, Circular economy):</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We use renewable electricity via a dedicated supplier and additional renewable Power Purchase agreements (PPA) <input checked="" type="checkbox"/> We optimise our electricity consumption by using our own solar photovoltaic and battery storage system while at the same time continuing to systematically invest in energy efficient appliances + energy assessments and monitoring <input checked="" type="checkbox"/> We use low-aerosol paints to improve air quality <input checked="" type="checkbox"/> We protect the soil from oils, paints and metal scraps by spill containment systems <input checked="" type="checkbox"/> We will improve our interior air quality control (by 2026) <input checked="" type="checkbox"/> We comply with good environmental risk management practices as defined in our industry's standard <input checked="" type="checkbox"/> We launched a Net Zero Action Plan which commits us to net zero production sites by 2040 (see our transition plan under disclosure C3) <input checked="" type="checkbox"/> (By 2030) We will redesign key products to reduce GHG footprint, improve recyclability and increase the share of recycled metals in our product
<p>We ensure good working conditions (Own workforce):</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We apply non-discrimination or harassment rules, and we ensure a mechanism to report any violations <input checked="" type="checkbox"/> We provide training for all employees fostering a safe and supportive work environment that prioritises their health and safety and, ultimately, well-being <input checked="" type="checkbox"/> We conduct workplace inspections to ensure health and safety rules are followed 	<p><small>* This case study builds upon the practices, policies, and future initiatives outlined in the case study of the small undertaking. Any additional practices, policies, or initiatives not included in the small undertaking are highlighted in blue.</small></p>

SMALL UNDERTAKING (12 employees)

MEDIUM UNDERTAKING (200 employees)*

We are driven by our **values and partners (Business conduct)**:

- We implement our sustainability-driven mission and values by providing the used car markets with circular components and communicate our mission and values to our clients via dedicated social media channels
- We signed the automotive's sector code of conduct as requested by one of our large brands and are supported by them for its implementation

Consequent actions to achieve this (Water and Marine Resources):

- We ensure that all wastewater is treated to permit standards
- [We are assessing our water use to understand where we can reduce consumption](#)

Consequent actions to achieve this (Own workforce, Business Conduct):

- We apply non-discrimination or harassment rules, and we ensure a mechanism to report any violations
- We provide training for all employees fostering a safe and supportive work environment that prioritises their health and safety and, ultimately, well-being
- We conduct workplace inspections to ensure health and safety rules are followed in line with our sector's standard
- We signed the automotive's sector code of conduct as requested by one of our large brands and are supported by them for its implementation
- [We offer targeted training programmes to interested employees' to improve their digital skills](#)
- [We provide health and safety training to our workers](#)
- [We respect legal and sectoral agreements, we also invest in employee wellbeing](#)
- [Our Employee Handbook guarantees a structured grievance mechanism where employees can voice concerns anonymously](#)
- [In accordance with national law, we pay invoices within 30 days unless agreed otherwise in writing \(not to exceed 60 days\)](#)

Description of target related to a policy (B2):

The small undertaking discloses under B2 that it does not have targets:

NO DISCLOSURE

The medium undertaking discloses under B2 that it has targets:

We aim to achieve carbon-neutral production by 2040, please refer to our plan in disclosure C3.

We aim to increase the recycled content for steel in our products to at least 50% by 2030 through eco-design and certification. Up to 10% of our profits are allocated to product redesign.

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