



VSME-rapport 2024



B1: Basis for preparation

Name of the reporting entity

Steyaert-Heene

Identifier of the reporting entity (VAT number)

BE0401047785

Registered address

Zuidmoerstraat 102, 9900 EEKLO, Belgium

Basis for reporting (consolidated or individual basis)

Individual

Reporting entity legal form

Private limited liability undertaking

NACE sector classification code(s)

NACE C - 25.11 Manufacture of metal structures and parts of structures

**Size of balance sheet**

14 922 779.66 EUR

Turnover for the 3 most recent years

	Turnover [EUR]
Reporting year	12 024 122.51
Previous year	10 935 242.45
Year before previous	10 940 578.9

Turnover breakdown per NACE code

	Turnover [EUR]
NACE C - 25.11 Manufacture of metal structures and parts of structures	12 024 122

Number of employees [FTE]

49.4

Employee counting methodology (At the end of reporting period or as an average during the reporting period)

As an average across the reporting period

Country of primary operations

Belgium

**List of sites**

Address	Coordinates (Geolocation)	Cadastral Reference	Area [hectares]	Asset Type
Zuidmoerstraat 102, 9900 Eeklo, Belgium	51.1810574, 3.569595	43352E0921/00P000	1.44755778	Other

Have you obtained any sustainability-related certifications or labels for your organization?

Yes

Description of sustainability-related certification(s) or label(s), including, where relevant, the issuers of the certification or label, date and rating score

	Certification Description	Certification Date	Certification Rating Score
VCA ** (Veiligheids-, Gezondheids- en Milieu- Checklist Aannemers – two- star level)	Integrated management system that contractors in Belgium / NL use to prove they control safety, health and environmental risks on site.	2016-07-11	VCA two-star
VCA Petrochemie (VCA-P)	Extended VCA variant with stricter SHE+E requirements for work in the petro- chemical sector (higher environmental- risk profile).	2017-07-12	“Pass”



B2: Practices, policies and future initiatives for transitioning toward a more sustainable economy

Have you implemented any specific practices, policies, or planned initiatives to support your transition toward a more sustainable economy?

Yes

Practices, policies and future initiatives (PPI) for transitioning towards a more sustainable economy

Sustainable Issue	Do you have existing sustainability PPI that address this issue?	Description & Targets	Most senior level accountable for implementing practices, policies and/or future initiatives (if any)
Climate change	True	Steyaert-Heene invests in solar panels, electric vehicles, and has reduced its CO2 footprint by installing a new welding gas installation. Target: Net zero	Managing director
Circular economy	True	Steyaert-Heene has implemented a waste sorting initiative as part of its circular economy efforts. Starting from February, the company sorts various materials for separate collection, including steel, paper, PMD (plastic, metal, and drink cartons), and residual waste. This initiative involves providing specific containers for different types of waste and	



		educating employees on proper sorting practices across different areas such as machines, welding, assembly, warehouse, and offices.	
Own workforce	Yes	Structured approach to safety, health, and environmental management, including personnel selection, training, communication, procurement, and inspection of materials. Target: <3,4 ongevallen/jaar	Preventieadviseur
Business conduct	Yes	VCA-P safety certificate and focus on high-quality service through modern machinery and extensive stock.	Managing director

Process to address human rights related complaints in place

Yes

C1: Strategy: Business Model and Sustainability – Related Initiatives**Description of significant groups of products and/or services offered**

	Description
Steel Construction	Custom design, fabrication, and installation of steel structures for buildings, bridges, and other infrastructure, delivered under strict safety conditions.



Metal Trade	Provision of steel products and accessories, including profiles, plates, reinforcement steel, and finishes (raw, painted, metallized, or galvanized), along with metals such as wires, pipes, electrodes, zinc, and scrap metal.
Concrete Reinforcement	Cutting and bending of reinforcement steel, together with fully automated production of reinforcement accessories for beams, foundations, and other concrete applications.
Engineering And Design	Calculation, design, and inspection services for building and steel structures, supported by specialized software (Tekla, Autocad) and experienced engineering teams.
Maintenance Services	Maintenance and repair of production buildings, administrative buildings, machinery, installations, office equipment, and vehicles, ensuring safe and efficient operation.

Description of significant market(s) you operate in (e.g. B2B, wholesale, retail, countries)

	Description
B2B	Steyaert-Heene provides steel constructions, metal products, engineering, and design services to businesses for buildings and steel structures.
Retail	Steyaert-Heene delivers steel products directly to private customers' homes in various finishes, reflecting a direct-to-consumer market focus.

Description of main business relationships (e.g. key suppliers, customers distribution channels and consumers)

	Description	Sectors	Countries
Supplier	Collaboration with Hemberg Montage for construction site assembly.	Construction	Belgium
Supplier	Collaboration with The Coatinc Company for thermal galvanizing services.	Metal Trade	Belgium



Customer	Collaboration with major petrochemical companies such as BASF, Solvay, Bayer, and Total for projects involving pipeline bridges, silo supports, chimney masts, and maintenance sheds.	Petrochemicals	Belgium
Distribution Market	Focus on niche markets in steel construction, including petrochemicals, high-voltage stations, and railways.	Petrochemicals, Energy, Transportation	Belgium

Does your strategy include key elements that address or influence sustainability issues?

Yes

**What are the key elements of your strategy that relate to or affect sustainability issues?***Environmental and Safety Considerations*

Steyaert-Heene places a strong emphasis on sustainability by investing in solar panels and expanding the use of electric vehicles and charging stations. These initiatives are part of a broader effort to reduce the company's environmental footprint. Complementing these measures is a systematic environmental and safety policy, which undergoes formal evaluations at regular intervals, ensuring continuous improvement. A key focus is the prevention of personal injury and damage to property or the environment, backed by a global prevention plan that covers areas such as workstation evaluations, the management of hazardous substances, and comprehensive risk analyses.

Financial Health and Long-Term Objectives

Steyaert-Heene's 2024 strategy integrates financial stability into its sustainability efforts. The company aims to maintain solid solvency and liquidity ratios, thereby demonstrating resilience and responsible resource management. This approach is further supported by targeted profitability goals, illustrating how sound financial health aligns with a broader commitment to social and environmental responsibility.

Human Capital and Social Dimension

In 2024, the company reinforces its sustainability strategy by allocating formal vocational training initiatives that cover extensive training hours and associated net costs. This dedication to professional development underscores the importance of employee well-being and long-term organizational growth. In addition, social benefits such as ecocheques, bicycle allowances, and various extra-legal advantages highlight the inclusion of employee welfare in Steyaert-Heene's broader vision of sustainability.

Governance Alignment

Steyaert-Heene also integrates governance measures to reinforce its overall ESG objectives. This includes aligning financial statements and records with relevant regulations, facilitating transparency and accountability within the company's operations. By verifying and correcting key documentation, Steyaert-Heene ensures that its governance structure remains consistent with its sustainability goals.

Description of governance and responsibilities in relation to sustainability matters

In 2024, the highest governance body at Steyaert-Heene takes the lead in defining and reviewing the organization's safety, health, and environmental policies. This body issues a formal policy statement, sets objectives, and oversees their implementation through regular evaluations and adjustments as needed. It also



provides the necessary resources—human, technical, and financial—to ensure that the stated policies are executed effectively. Moreover, it appoints dedicated personnel, including a prevention advisor and an environmental officer, to address specialized safety- and environment-related challenges. The highest governance body establishes an annual action plan, assigns tasks and responsibilities to carry it out, and maintains a positive working environment where the protection of people and the planet remain a core priority.

Their engagement is further demonstrated by performing inspections, attending toolbox meetings, and holding quarterly discussions with employee representatives. These activities ensure that the leadership remains closely involved in day-to-day operations and can quickly address any emerging issues. Additionally, the body ensures compliance with relevant external standards by regularly reviewing audit findings, managing improvement actions, and verifying that reports are prepared and submitted in line with recognized best practices.

Supporting the highest governance body, the prevention advisor is entrusted with guiding and helping implement the safety and health strategy, managing the overall safety systems, and contributing to the development of the annual plan and report. They conduct risk assessments, propose preventive measures, and investigate incidents to prevent recurrences. Meanwhile, the environmental officer focuses on integrating environmentally friendly methods into production, adhering to legal obligations, and leading environmental awareness sessions. They also manage waste disposal processes to maintain high standards of environmental care.

B3: Energy and greenhouse gas emissions

Have you gathered the necessary information to report a breakdown of your energy consumption?

Yes

Breakdown of energy consumption

	Renewable [MWh]	Non-renewable [MWh]	Total [MWh]
Electricity	145.54	262.40	407.9
Fuels	0	2 442.6	2 442.6
Total	145.54	2 705	2 850.5

**Do you calculate Scope 1 and 2 Greenhouse Gas Emissions?**

Yes

Estimated Scope 1 and 2 Greenhouse Gas (GHG) Emissions

	GHG emissions [tCO ₂ eq]
Gross scope 1 GHG emissions	645.32
Gross scope 2 location-based GHG emissions	62.96
Total scope 1 and 2 emissions	708.28

Are you disclosing information on your Scope 3 emissions?

No

Greenhouse Gas (GHG) emission intensity per turnover

	GHG emission intensity per turnover [tCO ₂ eq/EUR]
Scope 1 and Scope 2 GHG Emissions intensity (location-based)	0,00000969251601545766

B4: Pollution of air, water and soil**Are you already required by law or other national regulations to report your emissions of pollutants to competent authorities, or do you already report them voluntarily under an Environmental Management System?**

No



B5: Biodiversity

Do you have sites located in or near biodiversity-sensitive areas?

No

Do you have a breakdown of your land into different types, like sealed areas (e.g., buildings, roads) and nature areas?

Yes

Land-use

	Area [hectares]
Total sealed area	1.18
Total nature-oriented area on-site	0.27
Total nature-oriented area off-site	0
Total use of land	1.45

B6: Water

Total amount of water withdrawn from all sites [m3]

196

One or more sites are located in areas of high water-stress

Yes

**Amount of water withdrawn at sites located in areas of high water-stress [m3]**

196.99

Do you have production processes in place that significantly consume water (e.g., thermal energy processes like drying or power production, goods manufacturing, agricultural irrigation, etc.)?

No

A water management plan to reduce water consumption is in place

No

Additional explanatory information to contextualise water withdrawals or consumption

In 2024, Steyaert-Heene's water use was in line with normal consumption patterns for a company of its size with activities that do not require water inputs directly.

B7: Resource use, circular economy and waste management**Are you applying circular economy principles within your organization?**

No

Are you only generating household waste?

No

**Breakdown of waste generated**

Type Of Waste	Total Waste Recycled, Reused And Directed To Disposal [ton]
200301 Non-Hazardous Waste - Mixed municipal waste	10.92
150106 Non-Hazardous Waste - Mixed packaging	5.79
150101 Non-Hazardous Waste - Paper and cardboard packaging	2.35
1501 Packaging	0.01
1605 Chemicals and gases in containers	0.07

Total waste generated

	Waste generated [ton]
Total Hazardous waste generated	0.08
Total Non-Hazardous waste generated	19.05
Total waste generated	19.13

Do you operate in a sector using significant material flows (for example manufacturing, construction, packaging or others)?

Yes

**Annual mass-flow of relevant materials used**

	Annual Mass-Flow [ton]
Nitrogen Gas	2 278.99

Waste management initiatives

	Description
Waste Sorting And Recycling Initiative	Steyaert-Heene N.V. has implemented a waste management initiative to minimize environmental impact by sorting waste into categories such as scrap, PMD (plastic, metal, and drink cartons), paper, and residual waste. The sorted waste is then collected and processed by a recognized organization in accordance with applicable regulations.
Waste Container Rental Initiative	In 2024, Steyaert-Heene N.V. implemented a waste management initiative involving the rental of various waste containers from Renewi nvlsa. This included the rental of 12 M3 open containers, 1100 liter containers for paper and cardboard, and 1100 liter containers for PET and PMD waste. The service was provided for the entire month of December 2024, with specific charges for container rental and waste processing.

C3: GHG reduction targets and climate transition**Have you established targets for reducing your GHG emissions?**

Yes

What is the base year for your GHG emission reduction targets?

2024

What is the target year for your GHG emission reduction targets?

2050

**Greenhouse gas (GHG) reduction targets**

Emission Category	Target year (tCO ₂ eq)	Base year (tCO ₂ eq)	Percentage reduction from base year
Gross Scope 1 GHG Emissions	0	645.32	100 %
Gross Scope 2 location-based GHG Emissions	48.8	62.96	22.5 %
Total Scope 1 and Scope 2 GHG Emissions (location-based)	48.8	708.28	93.11 %

Disclosure of list of main actions you seek in order to achieve your targets

Steyaert-Heene is executing a comprehensive decarbonisation programme centred on energy efficiency, electrification, and renewable energy.

Building energy upgrades

By 2025, the company will insulate the roofs of its production hall and offices, directly reducing gas demand for space heating.

Gas heating systems will be phased out: gas heaters will be replaced with electric air-conditioning units capable of heating by 2026, and all remaining gas-fired heaters will be substituted with electric burners or heat pumps no later than 2050.

A full conversion to LED lighting combined with smart energy-management systems is planned to further decrease electricity use.

Renewable and low-carbon energy supply

Between 2026 and 2028, a 1,000 m² rooftop photovoltaic installation will be commissioned, expected to provide roughly one-third of the company's total energy needs.

Starting in 2027, Steyaert-Heene will purchase 100% renewable electricity under a green energy contract backed by guarantees of origin, ensuring that all remaining grid power comes from renewable sources.

Low-emission mobility

The entire company-car fleet will transition to battery-electric vehicles (BEVs) by 2030. Two diesel vans and two propane-powered forklifts will also be replaced with BEVs by 2030.

Three diesel trucks will be converted to hydrogen or BEV technology between 2040 and 2045, and at the latest by 2050.



Together, these measures target the company's key emission sources—building operations, electricity consumption, and transport—providing a clear pathway for achieving its greenhouse-gas reduction objectives.

Are you operating in high impact sectors?

Yes

Status of implementation of a transition plan in relation to climate change mitigation

Adoption of a transition plan is planned in the future

When do you foresee to adopt your transition plan?

15/10/2025

C4: Climate risks

Have you identified climate-related hazards and climate-related transition events, creating gross climate-related risks for your company?

Yes

Climate-related hazards

	Description	Exposure & Sensitivity Assessment	Time Horizon	Adaptation Actions	Category
Co2 Emissions	The emission of carbon dioxide (CO2) from industrial activities contributes to	Steyaert-Heene's operations in steel construction and metal trade are exposed to CO2 emissions due to the energy-intensive nature of	Long-term	Installation of a new welding gas installation to reduce CO2 footprint.	Chronic



	climate change and environmental degradation.	these activities, affecting their ecological footprint.			
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Climate-related transition events

	Description	Exposure & Sensitivity Assessment	Time Horizon	Adaptation Actions	Category
Investment In Renewable Energy Solutions	Steyaert-Heene has invested in renewable energy solutions, including the installation of solar panels and the provision of electric charging stations, as part of their sustainability strategy.	The company's assets and activities are exposed to the transition event through the integration of renewable energy technologies, which may require adjustments in infrastructure and operations. The sensitivity lies in the potential for increased operational efficiency and reduced carbon footprint.	Medium-term	Installation of solar panels and provision of electric charging stations to support renewable energy use.	Technology
Investment In Electric Vehicles	Steyaert-Heene is investing in electric vehicles to enhance sustainability and prepare for future challenges.	The company's value chain is exposed to the transition event through the adoption of electric vehicles, which may impact logistics and transportation operations. Sensitivity includes potential cost savings and reduced emissions.	Medium-term	Investment in electric vehicles to reduce emissions and improve sustainability.	Technology
Financial Challenges During Transition	Steyaert-Heene faced a significant decrease in total assets and net profit in 2024, indicating	The company's financial assets are exposed to the transition event, with sensitivity in maintaining profitability and financial stability amidst	Short-term	Allocation of €2,000,000.00 as dividends to maintain shareholder	Policy & Legal



	potential financial challenges during the transition to a low-carbon economy.	increased costs associated with transitioning.		confidence during the transition period.	
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Potential adverse effects of climate risks that may affect its financial performance or business operations in the short-, medium- or long-term

	Description	Risk level
Inventory Fluctuations	Fluctuations in inventory levels decreased by €1,047,538.39 in 2024 compared to an increase in 2023, indicating potential supply chain disruptions or changes in demand.	Medium
Liquidity Decrease	The company's liquidity decreased from 1.55 in 2023 to 1.21 in 2024, potentially impacting cash flow and financial stability.	Medium
Solvency Reduction	Solvency decreased from 38.66% in 2023 to 29.73% in 2024, indicating a potential adverse effect on the company's ability to meet long-term obligations.	High

Significant assets affected by material physical risks

	Geolocation	Description
Mgm Plasme Machine (Mgm Omnicut 5000 G)	Steyaert-Heene BV	Regular replacement of the protective cover is required to avoid intense radiation exposure.
Trumpf Trulaser 3030	Steyaert-Heene BV	



B8: Workforce - General characteristics

Breakdown of employees by contract type	
	Number of Employees [FTE]
Temporary	2
Permanent	47.4
Total Employees	49.4

Breakdown of employees by contract type	
	Number of Employees [FTE]
Male	45.2
Female	4.2
Other	0
Not Reported	0
Total Employees	49.4

Breakdown of employees by country	
	Number of Employees [FTE]
Belgium	49.4

**Diversity is actively promoted**

Yes

Diversity targets are set

No

B9: Workforce - Health and safety**Rate of recordable work-related accidents in the reporting period**

Number of recordable work-related accidents in the reporting period	0
Total number of hours worked in a year by all employees in the reporting period [hours]	78 708
Rate of recordable work-related accidents in the reporting period [%]	0

Number of fatalities as a result of work-related injuries

0

Number of fatalities as a result of work-related ill health

0



B10: Workforce – Remuneration, collective bargaining and training

Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement

Yes

Percentage of employees covered by collective bargaining agreements

Number of employees covered by collective bargaining agreements [FTE]	49.4
Percentage of employees covered by collective bargaining agreements [%]	100

Breakdown by gender of average annual training hours per employee

	Average annual Training Hours [hours]
Male	77
Female	0

C6: Additional own workforce information - Human rights policies and processes

Do you have a code of conduct or human rights policy for its own workforce?

Yes

**What types of content does this code of conduct or human rights policy cover?**

	Policy coverage
Child labor	No
Forced labor	No
Human trafficking	No
Discrimination	Yes
Accident prevention	Yes
Other	No

Specify other types of content covered by the code of conduct or human rights policy

The code of conduct at Steyaert-Heene encompasses several additional topics beyond those specified in the query. One significant area covered is the prevention of psychosocial risks at work. This includes measures against violence, harassment, and unwanted sexual behavior. The company has established procedures for handling psychosocial risks, which involve both informal and formal psychological interventions. Employees are encouraged to approach either the trust person or the prevention advisor for psychosocial aspects to address any concerns they may have. Furthermore, a register is maintained for employees who have experienced violence, harassment, or unwanted sexual behavior at work, ensuring confidentiality of their identities.

Another topic addressed in the code of conduct is the policy on alcohol and drugs. This policy is designed to prevent and address dysfunction at work due to alcohol or drug use, tailored specifically to the risks associated with the company's activities and certain groups of employees.

Safety regulations are also a critical component of the code of conduct. These regulations include the use of individual protective equipment, the immediate reporting of dangers, and adherence to a general safety plan. Additionally, the code of conduct provides details on first aid, specifying the location of first aid kits and listing designated first aid providers.



The code of conduct further addresses collective labor agreements and collective accords, which regulate working conditions within the company. Administrative information is included as well, such as the names of members of the works council, the committee for prevention and protection at work, and the union delegation.

Lastly, the code of conduct incorporates the use of electronic forms for temporary unemployment starting from October 1, 2024, which eliminates the employer's obligation to provide paper control cards.

Do you have a complaint-handling mechanism for your own workforce?

Yes

C7: Severe negative human rights incidents

Do you have confirmed incidents in your own workforce?

No

Are you aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users?

No

B11: Convictions and fines for corruption and bribery

Have you incurred any convictions or fines for the violation of anti-corruption and anti-bribery laws during the reporting period?

No



C8: Revenues from certain sectors and exclusion from EU reference benchmarks

Are you deriving revenues from one of the activities listed below?

No

Are you excluded from any EU reference benchmarks that are aligned with the Paris Agreement?

No

C9: Gender diversity ratio in the governance body

Do you have a governance body in place?

Yes

Gender diversity ratio in governance body

Number of female board members at the end of the reporting period [FTE]	1
Number of male board members at the end of the reporting period [FTE]	1
Gender diversity ratio in governance body	1