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# Sustainability report 2025



MAKING THE WORLD SAFER, HEALTHIER AND MORE PRODUCTIVE

# Executive Summary



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# Message from the CEO

**AFPRO's mission, "Making the world safer, healthier, and more productive", is more than just a statement.** We believe that our actions can significantly impact the planet and society. We are actively working to transform our business model from linear to circular through our products and operations.

**Our goal is to achieve full circularity,** not only for our own operations but also for our customers and users. We recognize that our people are essential in driving this transition. By fostering a positive work environment and prioritizing employee well-being, we create a culture that supports our sustainability goals.

**Beyond our internal operations,** we are committed to environmental stewardship. We work fairly, collaborate with others, and actively facilitate positive change within our supply chain and community. We adhere to environmental laws and regulations while also taking proactive steps to conserve and preserve natural resources.

**Given our unique position in the filtration market,** we leverage our influence to promote innovation in responsible resource use. Filtration Group and AFPRO Filters are dedicated to recycling, energy conservation, safe material handling, and the development of environmentally sound alternatives. We encourage our employees, suppliers, customers, and business partners to join us in preserving our planet.

**Niels Berkhout**  
President & CEO





**60%**

**reduction** in cardboard usage achieved

Over **70%**

of our packaging is **recycled FSC cardboard**

Our commitment to excellent customer service is reflected in our

**NPS of 51**

**40%**

of our **workers** are **Female**

**93%**

of our employees participated in the **eNPS**

Created a

**Sustainable procurement policy** in line with our commitment to conducting business ethically and transparently

**3** of our warehouse (*Alkmaar, Tuchola*

*and Dezhou*) have implemented **the 5s** to foster a productive and safe work environment

**30%**

**reduction** in packaging waste

**100%**

of the stretch film we use is **recyclable** (*Pallet wrapping*)

**30%**

**Energy saving**

Our new A+ label filters help customers save up to 30% on energy costs compared to their previous version

We have transitioned to **100% green electricity** for our operations, and our modern logistics hubs are further powered by residual heat from incineration plants, resulting in a **50% reduction in energy consumption**

**30%**

**CO<sub>2</sub> Reduction**

Our new A+ label filters reduce CO<sub>2</sub> emissions by 30% or more compared to their previous version



**EcoVadis silver medal:** Ranked in the top 15% globally for sustainability performance

Reducing steel waste from

**25%**  
to **0%**

**Achieving**

**100%**

**Circularity:**

We strive to eliminate all waste from our packaging operations, ensuring that all materials are reused or recycled.



# Mission, values, goals



## MISSION

We are making the world safer, healthier and more productive through our dedication to innovative solutions that elevate safety, well-being, and efficiency, ultimately benefiting our customers.



## VALUES

- **Customer focus:** We prioritize meeting the needs and exceeding the expectations of our customers.
- **Safety:** We prioritize the safety and well-being of individuals above all else.
- **Health:** We strive to improve well-being and quality of life.
- **Innovation:** We embrace creativity and progress to drive positive change.
- **Sustainability:** We actively engage in responsible practices to safeguard the environment.



## GOALS

- **Safer communities:** Develop products and services that reduce risks and promote safety.
- **Improved health:** Create solutions that enhance physical and mental well-being.
- **Enhanced productivity:** Innovate to optimize processes, reduce waste, and increase efficiency.
- **Sustainable practices:** Implement environmentally friendly initiatives and minimize our carbon footprint.
- **Customer satisfaction:** Deliver exceptional value and build lasting relationships with our customers.



To fulfill our mission and uphold our environmental responsibility, we align our efforts with the United Nations' Sustainable Development Goals (SDGs). While all SDGs are important, we've prioritized the following for immediate action:

## 8 DECENT WORK AND ECONOMIC GROWTH



### Decent work and economic growth (SDG 8):

Together with Filtration Group, we're committed to sustainable growth through responsible allocation of labor, resources, and capital.



## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



### Responsible consumption and production (SDG 12):

Recognizing the finite nature of resources, we aim for a circular economy. Our goal is to transform our products into raw materials for new products, achieving full circular production by 2050. We also prioritize supply chain transparency, enabling customers to make informed, impact-driven choices.



## 13 CLIMATE ACTION



### Life on land (SDG 15):

By embracing circularity, we reduce the need for resource extraction and minimize our impact on terrestrial ecosystems. Our longstanding efforts to minimize production waste further contribute to this goal.



## 6 CLEAN WATER AND SANITATION



### Partnerships to achieve the goals (SDG 17):

Our partnership with PreZero involves a pilot project to reduce, prevent, and recover our filters, aiming for 100% circularity.



## 3 GOOD HEALTH AND WELL-BEING



### Climate neutrality (SDG 13):

↑ AFPRO acknowledges its contribution to climate change and has implemented measures to reduce its environmental impact. Through its ISO 14001-based environmental management system, the company has been consistently reducing its CO<sub>2</sub> emissions since 2013. AFPRO is targeting net-zero emissions by 2050.

## 15 LIFE ON LAND



### Clean water and sanitation (SDG 6):

↑ AFPRO prioritizes providing clean drinking water and a hygienic environment for all its employees. To conserve water resources, we minimize our water consumption and explore opportunities for water treatment and reuse. We also avoid using water in our product production processes.

## 17 PARTNERSHIPS FOR THE GOALS



### Good health and well-being (SDG 3):

↑ AFPRO prioritizes creating a safe and healthy work environment. We provide employees with the necessary resources to support their well-being.

# Our focus areas







# Profit

AFPRO is dedicated to fostering sustainable economic growth while upholding ethical business practices. Our economic initiatives align with our broader focus on environmental protection and social responsibility. This section highlights our key efforts in innovation, partnerships, governance, and community support.

By investing in research and development, we have developed innovative products that enhance energy efficiency and reduce our environmental footprint. Our collaborations with industry leaders have enabled us to explore circular economy solutions and drive sustainable practices throughout our supply chain.

Ethics and transparency are core values that guide our business operations. Our robust governance framework ensures compliance with relevant regulations and ethical standards. Additionally, we actively support our communities through sponsorship and charitable contributions.

This section delves deeper into our economic initiatives, showcasing our achievements, ongoing efforts, and future plans to create a sustainable and prosperous future.



## Why

- Fostering sustainable economic growth while upholding ethical business practices

## Ambition

- Be a leading provider of sustainable and ethical energy solutions, driving positive economic growth through innovative technology and responsible business practices

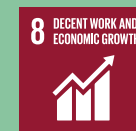
## Actions

- Innovation
- Quality and reliability
- Ethics and integrity
- Impactful initiatives
- Supply chain transformation

## What's next

- **Scale waste pilot:** Implementing programs in our geographics to optimize waste management practices.
- **Design for recyclability:** Ensuring that products are designed to be easily recycled or reused.

## SDGs:





# Innovation

AFPRO strives to drive innovation in the filtration industry and create sustainable solutions that meet the evolving needs of our customers. Our focus on research and development has led to the development of energy-efficient filters designed to reduce energy consumption and carbon footprint.



## Key innovations:

- **Transition to glass fiber media:** By adopting glass fiber media in our filters, we have achieved significant improvements in energy efficiency.
- **A and A+ label:** Our filters offer customers a clear choice for reducing energy consumption and emissions.
- **Patented design:** Our innovative HPQ design sets new standards for efficiency and sustainability in the filtration industry.

## Investment in research and development:

To maintain our position as a leader in sustainable filtration, we have invested in state-of-the-art technology and facilities. Our modernized Dutch laboratory enables us to conduct a wide range of research and development activities, driving continuous innovation.

## Benefits for customers:

- **Reduced energy consumption:** Our energy-efficient filters help customers save on energy costs and reduce their carbon footprint.
- **Improved air quality:** Our filters provide exceptional air quality, contributing to healthier indoor environments.
- **Sustainable choices:** By selecting AFPRO filters, customers can make informed, environmentally conscious decisions.

## Ongoing initiatives:

AFPRO is dedicated to creating sustainable solutions that benefit both our customers and the environment. Through our ongoing research and development efforts, we are determined to:

- Developing innovative filter technologies that enhance energy efficiency.
- Promoting sustainable practices throughout our operations.
- Empowering our customers to make informed choices that contribute to a more sustainable future.



# Quality and reliability



**AFPRO aims to deliver high-quality products and services.** Our ISO, TUV, and Eurovent certifications, as well as EcoVadis, demonstrate our adherence to the highest international standards. This commitment to quality extends to all aspects of our business, from product development to management.

## Eurovent Certified

AFPRO Filters comply with the stringent requirements of Eurovent certification. This certification program, developed by Eurovent in conjunction with various air filter manufacturers, makes it possible to compare air filters based on an equivalent set of evaluation criteria. Eurovent certification is your guarantee:

- That your **air filters are tested by independent laboratories;**
- That the filters **meet the design specifications;**
- That the filters you buy **comply with the power consumption rating promised.**

Moreover, the Eurovent certification guarantees that all documentation that we provide with your filters, meets the European standard.

In short: with the Eurovent quality mark you are assured of safe air filters that perform excellently.

## EcoVadis Recognition

AFPRO has been recognized for its sustainability efforts, receiving the EcoVadis Sustainability Silver Medal and Certificate. This achievement places us among the top 15% of companies assessed by EcoVadis, highlighting our commitment to creating a more sustainable world.

## Measuring Customer Satisfaction

**To further enhance our customer experience, we've implemented a Net Promoter Score (NPS) system.** This initiative is a cornerstone of our ongoing efforts to understand and meet our customers' evolving needs. By regularly reviewing and analyzing our NPS, we can identify areas for improvement and ensure that every interaction with AFPRO is a positive one. **Our recent NPS score of 51** demonstrates our progress in this area, but we remain committed to continuous improvement and exceeding customer expectations.

## Ongoing initiatives:

- **EcoVadis medal:** Striving for a **gold-level EcoVadis rating**
- **Certifications:** Maintaining and **renewing certifications** to adhere to global standards
- **Annual NPS review:** The NPS will be reviewed annually to identify areas for improvement and track progress





# Ethics and integrity

**At AFPRO, we prioritize ethical business practices.** Our code of conduct outlines the principles for compliance with relevant laws and regulations, fostering a culture of integrity and transparency. We encourage employees to report any potential violations without fear of retaliation.



## Anti-corruption measures

We have implemented robust measures to prevent and combat corruption. Our company-wide code of conduct and specific policies address corruption risks, and we maintain internal controls to identify and address potential issues.

## Ethical conduct

Our company values integrity and transparency. We protect whistleblowers and thoroughly investigate all reported concerns. Our purchasing agreements and employee code of conduct reinforce these values.

## Supplier code of conduct

We expect our suppliers to adhere to high ethical standards, including compliance with relevant laws and regulations. We encourage suppliers to adopt a code of conduct that aligns with our own principles or to use our Code as a reference.

## Social and environmental responsibility

AFPRO strives to promote social, ethical, and environmental responsibility throughout our supply chain. We consider these factors when making sourcing decisions, ensuring that our suppliers meet our standards for human rights, occupational health and safety, environmental protection, and anti-corruption.

## Ongoing initiatives:

- **Code of conduct:** We have implemented a code of conduct to ensure it aligns with current best practices and addresses emerging ethical challenges.
- **Standardized purchasing conditions:** We have established clear and consistent purchasing conditions to promote fair and transparent business dealings with our suppliers.
- **Dedicated trusted persons:** We have appointed trusted persons in our offices to provide a safe and confidential space for employees to discuss any concerns or issues related to ethics, integrity, or workplace conduct.



# Impactful initiatives



## **Initiative 1:** Circular economy in action

AFPRO is leading the way towards a more sustainable future by implementing innovative circular economy solutions. Through a successful partnership with PreZero, we've piloted a project to reduce waste and recover filters. The initial results were promising, achieving an impressive 85% material reuse rate. Building on this success, we're now expanding our efforts to maximize reuse across multiple locations, contributing to a more circular economy.



## **Initiative 2:** Exploring carbon-neutral solutions

In collaboration with Van Dorp, AFPRO has been actively exploring carbon-neutral solutions for the Rotterdam municipality through Logiconnect. Although the initial delivery was a one-time project, it serves as a valuable example of our shared commitment to sustainability with our customers. We're committed to continuing our exploration of carbon-neutral initiatives to help create a greener future.



## **Initiative 3:** Fostering sustainability and social responsibility

AFPRO is dedicated to making a positive impact on communities and the environment. We've undertaken various initiatives across Europe, including:

- Supporting health and wellness initiatives
- Contributing to local sports and community events
- Providing assistance to educational institutions, childcare centers, animal care organizations, and emergency services

Through these efforts, we strive to create a more sustainable and equitable future for all.





# Supply chain transformation



**AFPRO is dedicated to maintaining high sustainability performance and promoting transparency throughout our operations.** We have implemented a range of initiatives focused on supply chain optimization, waste reduction, and sustainable practices.



## Supply chain sustainability

By sourcing products locally within the EU, AFPRO aims to reduce transportation emissions. The company is also actively working to reduce the use of certain goods and packaging materials, promoting a more circular economy. Waste prevention initiatives are implemented throughout the supply chain, and AFPRO is developing strategies for responsible end-of-life management of its products. Green transportation, such as the use of electric trucks, is being explored to further reduce emissions.



## Production and packaging

AFPRO is committed to vertical integration, producing key resources on-site to minimize transportation and emissions. The company strives for zero waste through efficient processes and resource management. Significant reductions have been achieved in waste generation for steel and pleated media production. Additionally, AFPRO has successfully reduced cardboard usage and transport volume.



## Waste management and logistics

AFPRO is conducting pilot programs to optimize waste management practices and encourages source separation at its locations. The company is also working to minimize packaging materials used for shipments and is testing return logistics systems to improve product lifecycle management. Determining the most efficient shipping and collection methods is a priority, and AFPRO is tracking and reporting the environmental benefits of its waste prevention initiatives.



## Certifications and commitments

AFPRO is certified to ISO 14001, an international environmental management standard. The company calculates and reports its CO<sub>2</sub> emissions according to GHG and ISO 14064 standards. AFPRO is implementing energy efficiency measures and is considering certification to ISO 50001 in 2025/2026. Additionally, the company is recognized as an EcoVadis Silver Supplier for its sustainability performance, including its commitment to CO<sub>2</sub> reduction and alignment with SBTi goals.



## Ongoing initiatives:

- Piloting waste reduction strategies
- Maximizing the reuse of recyclable materials through source separation
- Reducing packaging material for AFPRO shipments
- Testing return logistics for inclusion in our services
- Optimizing shipping and collection methods
- Reporting the environmental impact of our prevention efforts, both overall and for individual customers





# Planet

**At AFPRO, environmental responsibility is not just a corporate obligation; it is a fundamental pillar of our business strategy.** As a leader in the filtration industry, we recognize the urgent need to transition towards a fully circular economy and reduce our carbon footprint to address the pressing challenges of climate change and resource depletion.

## Our global ambition

AFPRO has set an ambitious goal to achieve 100% circularity and carbon neutrality by 2050. To realize this vision, we are transforming our production processes to minimize waste, maximize resource efficiency, and significantly reduce our CO<sub>2</sub> emissions. By adopting sustainable practices throughout the entire product lifecycle, from material sourcing to end-of-life management, we aim to lead by example in the filtration industry.

## Key environmental initiatives

This section highlights our environmental initiatives, showcasing our achievements, ongoing efforts, and future plans to create a sustainable and prosperous future.

### Our actions are designed to support long-term sustainability goals such as:

- **Carbon neutrality:** Reducing our carbon emissions to zero
- **Circular production:** Minimizing waste and maximizing resource efficiency
- **Resource efficiency:** Conserving energy, water, and materials

### By minimizing waste, conserving resources, and designing eco-friendly products, AFPRO's environmental efforts are pivotal in:

- Addressing urgent global challenges
- Contributing to climate neutrality by 2050
- Protecting natural ecosystems

These efforts align with our broader commitment to sustainable development, helping to secure a healthier planet for future generations.

## Why

- Contributing to a more sustainable future for the filtration industry and the planet as a whole

## Ambition

- Achieving **100% circularity** and **carbon-neutral operations by 2050**

## Actions

- Circular economy
- Climate action
- Innovative packaging solutions
- Environmental Product Declaration (EPD)
- Energy efficiency and resource conservation
- EcoVadis silver medal

## What's next

- Reduce GHG emissions by 50% by 2030
- Achieve **EcoVadis gold medal**

## SDGs:





# Circular economy

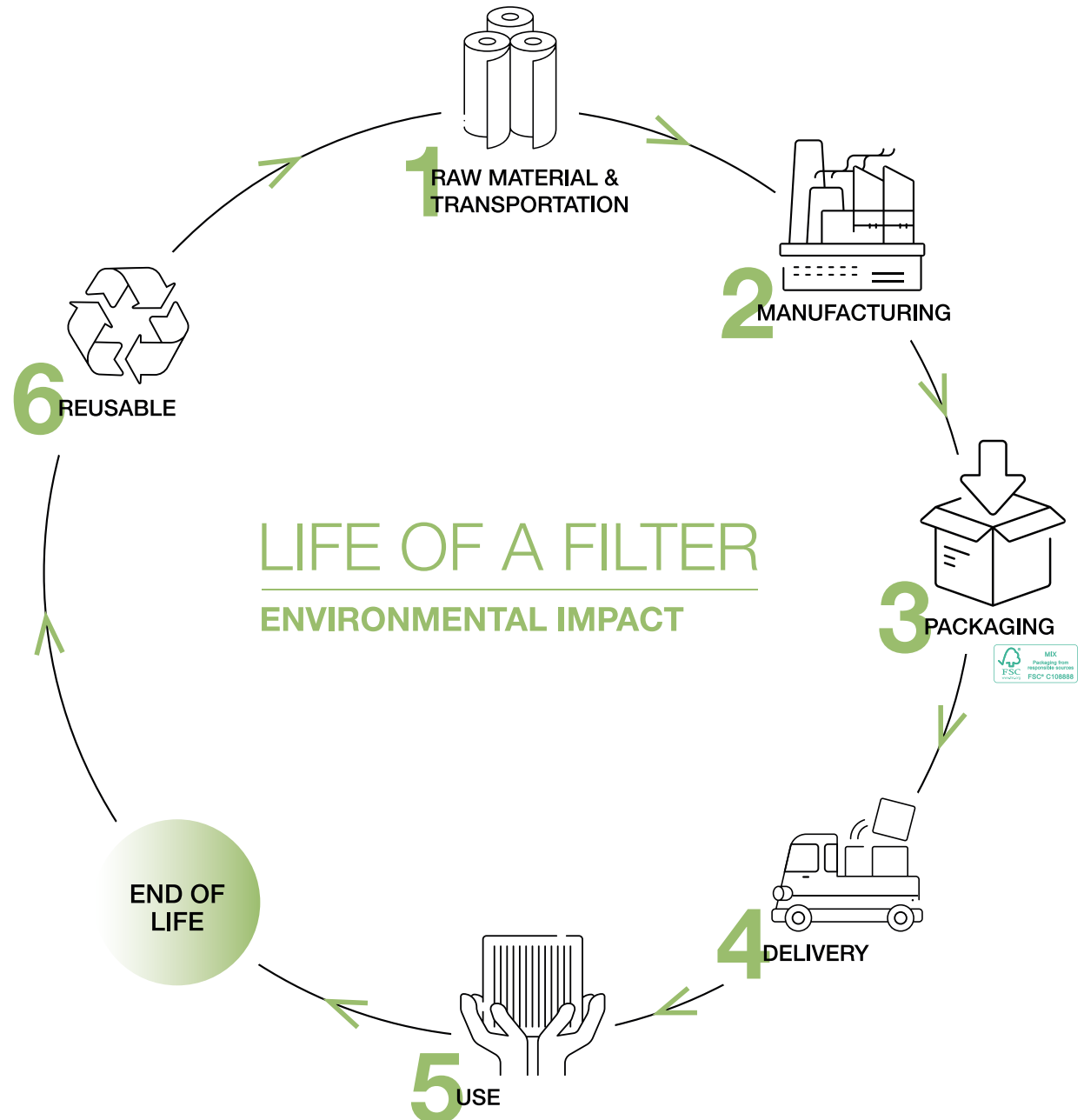
**At AFPRO, we are conscious of our environmental impact and continuously make informed decisions to minimize it.** Our goal is to ensure that the entire lifecycle of our filters is fully circular by 2050. We are already taking significant steps towards this goal.

In the production of our filters, we use as little plastic as possible. We opt for fiber glass and aim to reduce our use of plastic down to zero. In addition to using metal frames, we are very deliberate in our choice of using aluminum frames. Contrary to plastic which is used by many other manufacturers, aluminum is 100% reusable and recyclable.

In order to be able to make the most sustainable choices moving towards full circularity, we have mapped the life cycle of our filters. For each stage, we continually assess which sustainability and/or circularity improvements we may be able to implement.

## Ongoing initiatives:

Lifecycle mapping: Continuous assessment of sustainability and circularity improvements at each stage of the product lifecycle.



# Circular economy



## Stage 1: Raw materials and transport

When choosing our suppliers, the environmental impact is an important selection criterion, and certificates and work procedures can form an overriding factor in the weighting. Where possible, we buy locally and opt for production facilities in the vicinity of our factories to minimize transport movements. Also, the loading of pallets and containers is meticulously planned to the millimeter to achieve efficient transport volumes and avoid shipping air.



## Stage 2: Production process

We are one of the few air filter manufacturers who are ISO 14001 certified and work towards a zero-waste business. We achieve this, among other things, by making agreements with our suppliers about reducing packaging material. Also, the vertical integration of our production process enables us to reduce our production waste down to a minimum. Waste reduction in our production processes is always at the forefront of our minds. As such, we have achieved significant results over recent years in terms of minimizing rest material, partly by deploying new machines and advanced software for smarter planning.



## Stage 3: Packaging

The cardboard packaging (FSC certified) we use is made to measure and only serves as transport protection for the product delivered, but can also be used for packaging and disposing of used filters. In order to optimize the customization process of cardboard boxes, we use an ultra-modern machine. It makes an intelligent calculation based on the material to be packaged to deliver the right cardboard box to measure. It results in savings in terms of cardboard, transport volume and unnecessary padding.



## Stage 6: Re-use and recycling

We do our utmost to design our filters in such a way that the raw materials used can be reused in the best possible way. Also, recycling is a major consideration at all our production locations. In addition, we actively participate in initiatives and pilot projects for sorted collection, disposal and reuse of used filters and packaging material. This way, we can enable our customers to work even more waste free too and together we determine our next steps towards sustainability and circularity as we move towards full circularity by 2050.



## Stage 5: In use

While our air filters are in use, they ensure a healthy indoor climate and energy saving. If you choose an A+ or an A label ePM1 filter, you choose the best air quality and the largest energy saving. A win-win situation; being beneficial for the end user as well as for the environment.



## Stage 4: Delivery

We try to minimize transport movements and proactively approach our customers with the request to group their orders per delivery address as much as possible, while at the same time loading pallets as efficiently as possible to save on volume. We also deploy carbon neutral transport as much as possible. If this is not possible, we choose transport based on lorries that meet the Euro 6 emission standard.





# Climate action

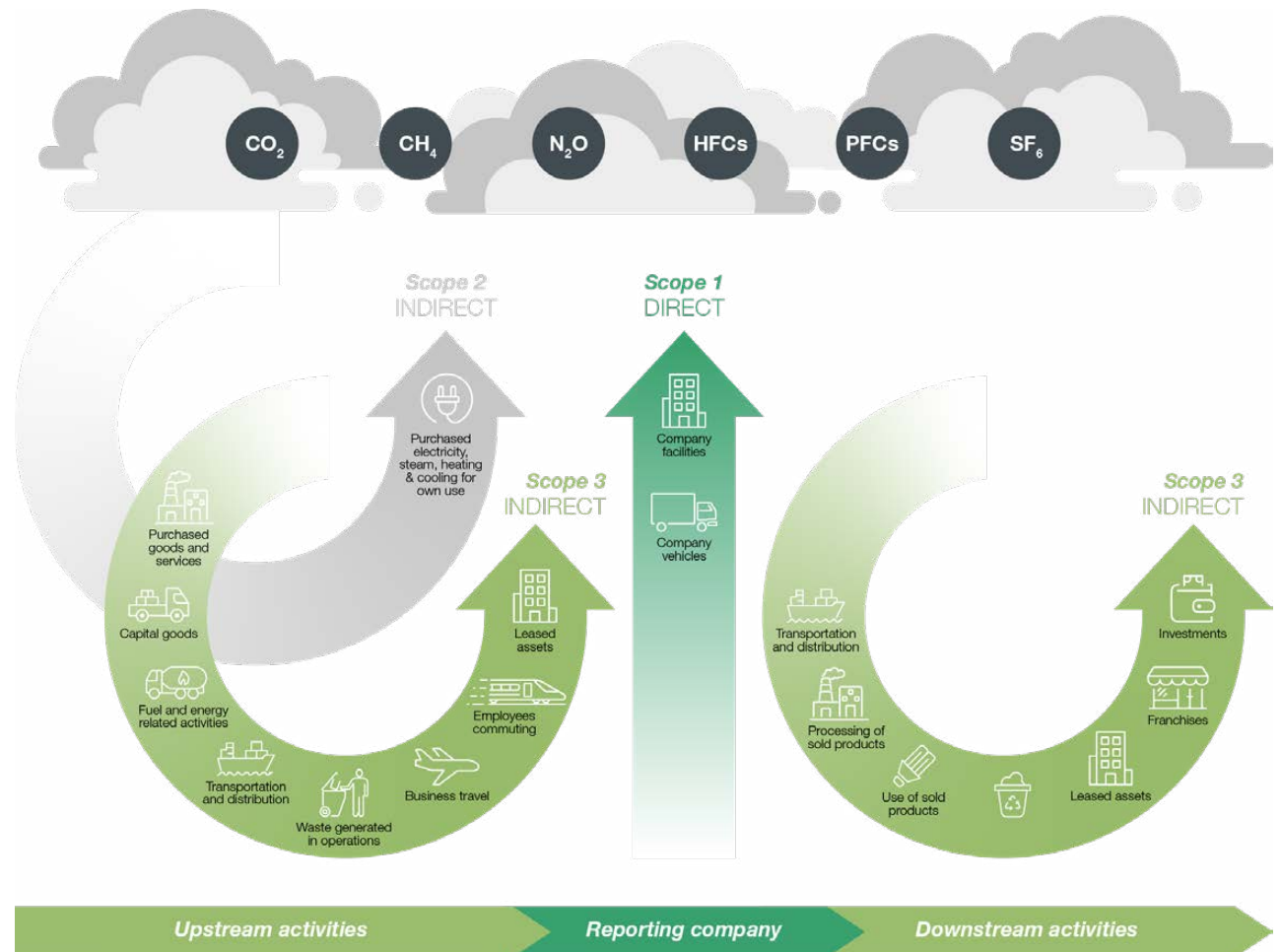
In today's environmentally conscious world, businesses are increasingly held accountable for their environmental impact. **AFPRO recognizes its responsibility and is committed to measuring, reducing, and ultimately eliminating its carbon footprint.** By understanding the environmental implications of our air filters throughout their entire lifecycle, we can make informed decisions to minimize our contribution to climate change and promote a more sustainable future. This commitment is aligned with our broader sustainability goals, which include achieving climate neutrality by 2050.

To achieve this ambitious target, we have implemented a comprehensive approach that involves:

- **Measuring GHG emissions:** All of our company sites are included in the measurement of greenhouse gas emissions, allowing us to track our progress and identify areas for improvement.
- **Setting ambitious targets:** We have established clear and measurable targets **to reduce our absolute greenhouse gas emissions by 50% from the reference year 2022 by 2030.**
- **Implementing ongoing initiatives:** We are actively pursuing initiatives to reduce emissions across our operations, including optimizing manufacturing processes, sourcing sustainable materials, and promoting recycling.

By taking these steps, we're actively promoting sustainable practices and making a positive impact on our planet.

**To learn more about our CO<sub>2</sub> calculation methodology and access our detailed data, please scan the QR code**



# Innovative packaging solutions

**AFPRO is dedicated to minimizing its environmental impact through innovative packaging solutions and effective waste management practices.** Our goal is to maximize reuse and achieve 100% circularity in our packaging operations.

## Key initiatives include:

- **Packaging optimization:** We have implemented strategies to reduce packaging waste, including:
  - **Custom-sized boxes:** Our polish factory utilizes state-of-the-art packaging machines to produce custom-sized boxes. This reduces significantly our cardboard usage
  - **Minimal filling materials:** By optimizing packaging design, we have virtually eliminated the need for void fill materials, further reducing waste
  - **Recycled materials:** We prioritize suppliers who use recycled, renewable, or biodegradable fibers in their packaging materials
- **Recycling initiatives:** We have implemented robust recycling programs to ensure that packaging waste is properly managed:
  - **Compacting machines:** We use compacting machines to reduce the volume of packaging waste and minimize transportation costs
  - **Waste sorting:** All packaging waste is carefully sorted to facilitate recycling
  - **Material recovery:** We collaborate with recycling professionals to ensure that waste is processed into new raw materials
- **Product recovery and reuse:** We have partnered with PreZero to explore opportunities for product recovery, reuse, and recycling, aiming to achieve a circular economy approach.

## Tangible results:

Our efforts have yielded significant results:

- **Packaging waste reduction:** We have reduced packaging waste by 30% compared to 2022.
- **Recycled materials:** Over 70% of the cardboard we use is made from recycled materials.
- **Supplier partnerships:** We prioritize suppliers with sustainable packaging practices.



-30%

of packaging waste compared to 2022





# Innovative packaging solutions



## Future ambitions:

Building upon our successes, AFPRO aims to further enhance its sustainability efforts in the coming years. Our future ambitions include:

- **Achieving 100% circularity:** We strive to eliminate all waste from our packaging operations, ensuring that all materials are reused or recycled.
- **Expanding recycling initiatives:** We plan to expand our recycling programs to include additional materials and explore new technologies for waste reduction.
- **Developing innovative packaging solutions:** We will continue to invest in research and development to create even more sustainable and efficient packaging solutions.
- **Collaborating with industry partners:** We aim to collaborate with other industry players to share best practices and drive collective action towards a more circular economy.

By setting ambitious goals and implementing innovative strategies, AFPRO is committed to leading the way in sustainable packaging and waste management. Our aspirations for the future are rooted in our belief in a sustainable, circular economy that minimizes waste and maximizes resource efficiency.

**To learn more about our innovative packaging solutions, please scan the QR code below:**



# Environmental Product Declaration

**AFPRO is dedicated to continuously assessing and improving the environmental impact of our products.** To achieve this goal, we have implemented robust Life Cycle Assessment (LCA) practices and adopted ISO 14001-certified environmental management systems.

## Key initiatives include:

- **ISO 14001 compliance:** We adhere to ISO 14001 standards to ensure ongoing monitoring and improvement of our environmental performance. This includes regular assessments of product lifecycles and compliance with global environmental regulations.
- **Environmental product declarations (EPDs):** We provide EPDs for our products to transparently disclose their environmental impact. These declarations are based on repeatable LCA calculations, ensuring consistency and accuracy.
- **Continuous improvement:** Our ongoing efforts focus on identifying and implementing measures to reduce our environmental impact.

## Environmental Product Declaration

In accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/AC:2021 for:

**HPQ Serie Compact Filter**  
**HPQ85-A** Air Filter V-Bank ePM1 60%  
from  
**AFPRO Filters B.V.**

Programme:	Open LCA with Ecoinvent database
Programme operator:	Open LCA
EPD registration number:	Internal verification
Publication date:	2024-09-04
Valid until:	2029-09-04
An EPD should provide current information and may be updated if conditions change. The stated validity is therefore subject to the continued registration and publication at <a href="http://www.environdec.com">www.environdec.com</a>	



MAKING THE WORLD SAFER, HEALTHIER & MORE PRODUCTIVE

## Life Cycle Analysis



**Functional unit / declared unit:**

One Compact Filter

**Reference service life:**

One year

**Time representativeness:**

Data is collected for the LCA in 2023 and 2024. A1-A5 is based on data from 2023. Data with regard to A3-A4 is collected since 2014 and updated until 2023.

**Database(s) and LCA software used:**

Ecoinvent v. 3.10

OpenLCA v2.2.0

**Description of system boundaries:**

The lifecycle includes all mandatory and optional modules A1-A4, B6, C2-C4. The report complies with the ISO standards. This EPD is for specific products within the HPQ compact serie. HPQ85-A.

	Product stage					Use stage							End of life stage				Resource recovery stage
	Raw material supply	Transport	Manufacturing	Transport	Construction installation	Use	Maintenance	Repair	Replacement	Refurbishment	Operational energy use	Operational water use	Deconstruction demolition	Transport	Waste processing	Disposal	Resource recovery recycling potential
Module	A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
Modules declared	x	x	x	x	n.a.	ltd	n.a.	n.a.	n.a.	n.a.	x	n.a.	n.a.	x	x	x	ltd
Geography	EU	EU	PL	EU	x	x	x	x	x	x	EU	x	x	NL	NL	NL	x





# Environmental Product Declaration



## Case study: HPQ85-A Air Filter V-Bank ePM1 60%

To demonstrate our LCA approach, we have conducted a detailed EPD for the HPQ85-A Air Filter V-Bank ePM1 60%. This EPD provides comprehensive information on the filter's environmental performance, including:

- **General information:** Standards, publication date, validity, and registration number.
- **Product information:** Name, description, specifications, and classification codes.
- **Life cycle analysis:** Functional unit, reference service life, data collection, software used, and system boundaries.
- **Environmental performance indicators:** Acidification potential, global warming potential, energy resources, eutrophication potential, ozone depletion potential, and water use.

## Key findings from the EPD:

- **Acidification potential:** 0.30712 mol H<sup>+</sup> Eq.
- **Raw materials and manufacturers:** 46.19296 kg CO<sub>2</sub> Eq.
- **Energy resources:** 776.66656 MJ (non-renewable).
- **Eutrophication potential:** 0.01394 kg P Eq.
- **Ozone depletion potential:** 1.27E-06 kg CFC-11 Eq.
- **Water use:** 14.90179 m<sup>3</sup> world Eq deprived.

**By conducting comprehensive LCAs and providing detailed EPDs, AFPRO is demonstrating its commitment to transparency and sustainability.** We believe that this approach will help us identify opportunities for improvement and contribute to a more sustainable future.

**To download our HPQ85-A EPD, please scan the QR code below:**



# Energy efficiency and resource conservation



**AFPRO is dedicated to minimizing its environmental impact through a focus on energy efficiency and resource conservation.** We have implemented a range of initiatives to reduce our consumption of energy, water, and materials.

## Key actions include:

### • **Green energy adoption:**

- We have transitioned to 100% green electricity for our operations
- Our modern logistics hubs are powered by residual heat from incineration plants, further reducing our energy consumption by 50%

### • **Resource optimization:**

- We have implemented strategies to minimize water and material waste in our production processes
- For example, we have reduced steel waste from 25% to 0%
- We ensure that our products do not contain harmful substances like tantalum, tin, tungsten, gold, or cobalt

### • **Supply chain sustainability:**

- We work closely with our suppliers to promote sustainable practices, including:
  - Reducing the use of certain goods and packaging materials
  - Prioritizing circular economy principles
  - Ensuring compliance with environmental regulations

**By implementing these initiatives, AFPRO is demonstrating its commitment to environmental stewardship and contributing to a more sustainable future.**

Our efforts to reduce energy consumption, minimize waste, and promote resource efficiency are aligned with our broader sustainability goals.

## Ongoing initiatives include:

- **Green transportation:** We are transitioning to electric trucks to reduce our carbon footprint.
- **EPDs:** We provide Environmental Product Declarations (EPDs) to transparently disclose the environmental impact of our products.
- **Circular economy:** We are actively working to promote circularity in our operations, including:
  - Waste prevention projects
  - Recycling initiatives
  - Product reuse strategies

We have  
reduce steel  
waste from

25%  
to  
0%







# People

At AFPRO, we are dedicated to creating a positive and supportive work environment where our employees can thrive. We believe that employee well-being is essential for both individual happiness and the overall success of our company. This commitment is reflected in our comprehensive approach to fostering a healthy and safe workplace.

We prioritize **confidentiality and support** by providing designated individuals who are available to listen to employees' concerns. Our offices are equipped with **trained first-aid personnel** to ensure prompt medical assistance in case of emergencies. We also conduct **regular safety meetings** to identify and address potential hazards proactively.

To maintain a safe, standardized and organized work environment, we employ the **5S methodology** (Sort, Straighten, Shine, Standardize, Sustain).

Additionally, we are continuously striving to improve our workplace through initiatives such as the **7S program** (Sort, Straighten, Shine, Standardize, Sustain, Security, Satisfaction).

Our efforts have resulted in positive employee satisfaction scores, demonstrating a favorable workplace environment. However, we recognize that there is always room for improvement, and we remain committed to enhancing our practices to create a more exceptional workplace.

#### Key areas of focus include:

- **Continuous improvement** of safety measures and workplace practices
- **Employee safety and well-being** through comprehensive safety plans and a supportive culture
- **Employee satisfaction** through recognition, development, and engagement initiatives

By prioritizing employee well-being and safety, we aim to create a positive and productive work environment where everyone feels valued, supported, and empowered to do their best work.

## Why

We believe that sustainability is not just a corporate responsibility but also a moral imperative. By investing in the health and safety of our employees, we aim to create a culture of respect, collaboration, and empowerment, leading to increased job satisfaction and productivity.

## Ambition

Be a leading employer, renowned for fostering a workplace where employees feel safe, valued, and empowered to excel.

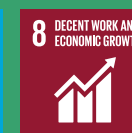
## Actions

- Well being and safety
- Training and development
- Equity, inclusion, and diversity

## What's next

- **Employee engagement programs:** Encouraging employee participation in sustainability initiatives.
- **Sustainability training and development:** Providing employees with training on sustainability topics and best practices.

## SDGs:



# Well-being and safety

**At AFPRO, we are committed to creating a positive and supportive work environment for all our employees.** We believe that employee well-being is essential not only for individual happiness but also for the success of our company.

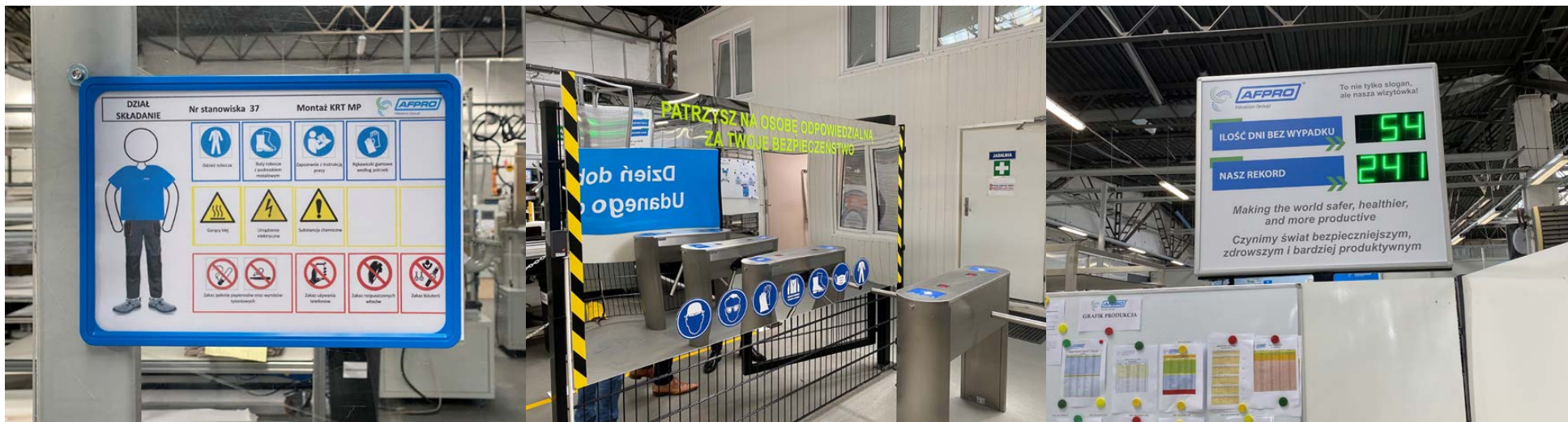
## Here's how we foster a healthy and safe workplace:

- **Confidentiality and support:** We have a designated people who provides a safe space for employees to discuss any concerns they may have.
- **Emergencies readiness:** Each of our offices is equipped with trained first-aid personnel, ensuring prompt response in case of any medical emergencies.
- **Safety first:** Every thursday, our operations teams in Alkmaar, Tuchola, and Dezhou hold safety meetings. This dedicated focus allows us to identify and address potential safety issues proactively, aiming to improve 10 areas per location each week.
- **Creating a safe, standardized and organized work environment:** We utilize the 5S methodology (Sort, Straighten, Shine, Standardize, Sustain) to maintain a clean, efficient, and safe work environment across all locations
- **Our commitment to employee well-being is evident in our positive employee satisfaction scores.** With an eNPS of 47.3, we have demonstrated a favorable workplace environment. However, we recognize that there is always room for improvement.





# Well-being and safety



## Continuous Improvement

We are constantly striving to enhance our workplace environment. With a focus on achieving our 2025 goals, we are implementing the following initiatives:

- **Expanding 7S program:** In 2024, we are implementing a 7S program (additional two S's being Security and Satisfaction) in all our warehouses (Alkmaar, Tuchola, and Dezhou).
- **Employee safety & well-being:**
  - Building upon our existing annual safety plan for the Alkmaar warehouse, we aim to develop and implement comprehensive annual safety plans for all our locations by 2025
  - By 2025, we will have established a culture of safety and well-being, characterized by measurable improvements in employee safety behavior and the integration of 7S/5S principles into our daily operation
- To further enhance employee well-being, we are exploring the possibility of reviving the "Front Line Obsession" program. Reintroducing this program will be contingent on securing the necessary resources.
- **Employee satisfaction :**
  - Employee recognition: Implementing effective recognition programs to boost morale and engagement
  - Coaching and development: Providing tailored coaching and development opportunities to support employee growth and progression
  - Vitality and engagement: Fostering a culture of vitality and engagement through various initiatives, such as team-building activities

**By prioritizing employee well-being and safety, we aim to create a positive and productive work environment where everyone feels valued, supported, and empowered to do their best work.**



# Training and development

**AFPRO is dedicated to fostering a culture of continuous learning and development for our employees.** We believe that investing in our team's skills and knowledge is essential for our long-term success.

## Key training initiatives include:

- **Sales training:** We provide ongoing coaching and support to our sales team to enhance their knowledge, skills, and mindset.
- **Managerial development:** Regular meetings and training programs are offered to our managers to foster synergy, transparency, and effective communication.
- **AFPRO Academy and Studytube:** These platforms provide our team with access to ad hoc and extensive training resources to support their development.



## Continuous improvement

- **Global trainings:** We plan to conduct two global training programs in 2025, focusing on frontline leadership and inside sales.
- **Individualized training:** We will continue to offer individualized training and coaching based on the specific needs and requirements of our employees.
- **Talent development:** To foster talent development, we offer ongoing technical training and support through our in-house AFPRO Academy.
- **Performance management:** We conduct regular one-on-one meetings with our managers and employees to discuss performance, development goals, and career aspirations.

By investing in our team's training and development, AFPRO is committed to creating a **high-performing, engaged, and sustainable workforce**. It not only contributes to our company's overall success but also aligns with our broader goals of creating a safer, healthier, and more productive world. Through our commitment to continuous learning and development, we are building a **remarkable company** that will outlast us.





# Equity, inclusion, and diversity

**AFPRO is dedicated to fostering a workplace that values equity, inclusion, and diversity.** We believe that a diverse workforce brings a variety of perspectives and experiences, leading to a more innovative and dynamic company.

**Our current workforce comprises a diverse group of individuals with varying backgrounds and experiences.** While we have not tracked gender representation specifically, we estimate that our workforce is approximately 60% male and 40% female.

**To further enhance diversity and inclusion, we have implemented several initiatives:**

- **Diverse hiring:** We actively seek to hire diverse team members and prioritize diversity when candidates are equally qualified.
- **Internship program:** Our internship program provides opportunities for young professionals to gain valuable experience and potentially join our team as full-time employees.
- **Talent development:** We offer ongoing training and development opportunities to all employees, regardless of their background or role.

## Continuous improvement

### Diversity & inclusion:

- Increase the diversity of the workforce
- Prioritize diversity in hiring decisions when candidates are equally qualified
- Create a more inclusive work environment

### Health & vitality:

- Develop and implement health and vitality programs for employees
- Foster a positive and supportive workplace culture
- Promote employee well-being and engagement

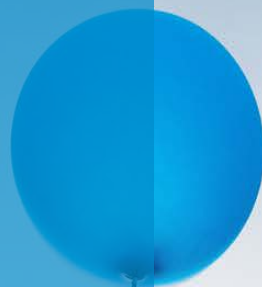


# AFPRO'S stories

AFPRO Filters, a leading provider of filtration solutions, has embarked on an ambitious journey towards a more sustainable future. Recognizing its products' environmental impact and the waste generated during filter replacements, AFPRO has, for example, launched a comprehensive pilot program centered on waste prevention, recycling, and circularity. Additionally, we've partnered with companies to measure and evaluate energy savings.

**AFPRO & Eneor**

**AFPRO & Prezero**







AFPRO & ENEOR

# Measurement & Verification method

## **PARTNER:** ENEOR

AFPRO is committed to providing tailored solutions that meet the unique needs of our customers. Our research department offers comprehensive energy calculations for air treatment systems, enabling customers to optimize operations and reduce energy consumption.

In France, we have partnered with an external company to implement a measurement and verification method aligned with the IPMVP protocol. This collaborative approach ensures accurate and reliable data for evaluating energy savings.

When selecting an air filter, it's essential to consider both the initial purchase price and the long-term energy costs. Lower resistance filters can significantly reduce energy consumption, leading to lower electricity bills.

AFPRO and its partner have joined forces to offer a comprehensive energy analysis service. Our measurement and verification method are based on the latest EU test standards and Eurovent directives, providing a more accurate assessment than traditional pressure drop measurements.

# Measurement & Verification method

**The primary objective of this project with ENEOR is to identify and implement energy-saving measures within the specified buildings or facilities.** By optimizing energy consumption, we aim to reduce operational costs, minimize environmental impact, and enhance overall sustainability.

## Methodology Overview

This methodology outlines a structured approach to achieving these goals. It consists of two primary phases:

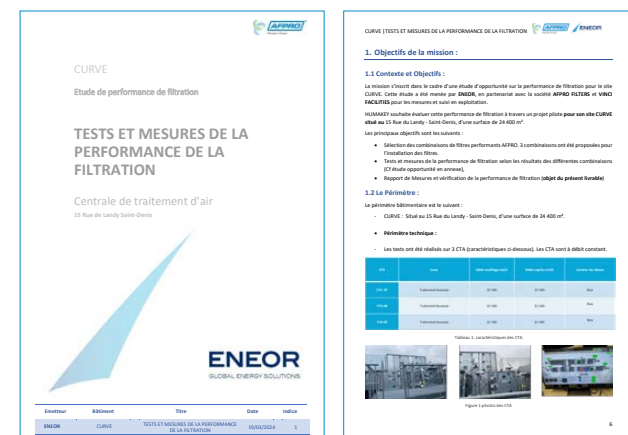
- 1. Feasibility study:** A comprehensive assessment to evaluate the potential for energy savings and identify suitable areas for optimization.
- 2. Performance testing and measurement:** Implementation of energy-saving measures and subsequent monitoring of their effectiveness.

### Step 1: Feasibility study (Pre-sales Checklist)

- **AHU identification:** Using a decision tree we identify Air Handling Units (AHUs) suitable for optimization.
- **Baseline AHU selection:** Choose specific AHUs as benchmarks for performance measurements.
- **Feasibility assessment and proposal:** Conduct a detailed study to assess the potential for energy savings and develop a tailored proposal.
- **Go/No-Go decision:** Based on the feasibility study, decide whether to proceed with real-world energy savings measurements.
- **Performance measurement proposal:** Create a commercial offer for performance measurement, including a decision tree.

### Step 2: ENEOR performance testing and measurement

- **Data collection:** Gather relevant data, including airflow, filter specifications, replacement frequency, contract duration, operating hours, building automation system (BAS) archives, and energy costs.
- **Theoretical savings calculation:** Determine the potential overall energy and maintenance cost savings over the contract duration (5, 10, 15 years). This calculation will be included in the feasibility study.



### Data used in the feasibility study.

- **Airflow:** Volume flow rate (m³/h), constant or variable, supply air or return air.
- **Filters:** Specifications and type.
- **Replacement frequency:** How often filters are changed.
- **Contract duration:** Length of the service agreement.
- **Operating hours:** Annual operating hours.
- **BAS data:** Archived data from the building automation system.
- **Energy costs:** Current energy prices.



# Waste **pilot** **program**

**PARTNERS:** PREZERO & UNICA

The pilot program is designed to address the following key areas:

- **Waste reduction:** Minimizing the amount of packaging material used during the shipping of filters.
- **Recycling:** Maximizing the recycling of filter components, particularly aluminum frames.
- **Circular economy:** Exploring opportunities for reusing filters and packaging materials.
- **Transparent reporting:** Providing detailed reports on the environmental impact of AFPRO's operations and the effectiveness of the pilot program.





# Waste pilot program

## Pilot Phase 1: Assessment and collaboration

The initial phase involved a thorough assessment of current waste streams at various locations in the Netherlands. In collaboration with UNICA Rotterdam and PreZero, AFPRO conducted sorting analyses to identify opportunities for improvement. This phase was instrumental in laying the groundwork for the subsequent phases of the pilot.



## Pilot Phase 2: Reduce, Reuse, Recycle

Phase two of the pilot program focused on implementing practical solutions to reduce waste and promote circularity. Key activities included:

- **Source separation:** Implementing a system for separating waste at the source, such as using dedicated bins for different types of waste.
- **Optimized transportation:** Planning efficient transportation routes to minimize fuel consumption and CO<sub>2</sub> emissions.
- **Filter disassembly:** Developing a process for disassembling used filters to recover valuable materials.
- **Data collection:** Tracking waste generation and recycling rates to measure the effectiveness of the pilot program.

## Key findings and benefits

The pilot program has yielded several positive outcomes:

- **Reduced environmental impact:** By minimizing packaging, optimizing transportation, and maximizing recycling, AFPRO has significantly reduced its carbon footprint.
- **Improved efficiency:** The implementation of a standardized waste management system has streamlined operations and reduced costs.
- **Enhanced customer satisfaction:** AFPRO's commitment to sustainability has resonated with customers who are increasingly seeking environmentally friendly products and services.

AFPRO aims to expand the pilot program to additional locations and explore new opportunities for circularity. The company is also committed to developing a more circular business model that prioritizes resource efficiency and waste prevention.

## Key future goals include:

- **Packaging-free delivery:** Eliminating the need for packaging by delivering filters directly in reusable containers.
- **Extended producer responsibility:** Taking full responsibility for the end-of-life management of its products.
- **Life cycle assessments:** Conducting comprehensive life cycle assessments to evaluate the environmental impact of AFPRO's products and processes.

AFPRO's circularity pilot demonstrates the company's commitment to sustainability and its ability to drive positive change within the industry. By embracing circular principles and collaborating with key partners, AFPRO is paving the way for a more sustainable future.

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