

4 QUALITY EDUCATION



SDG GOAL: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

ROULARTA'S AMBITION: Roularta Media Group is helping to make future generations smarter and more aware through reliable, relevant information and targeted activities that stimulate sustainable behaviour.

RELEVANCE: Investment in education and increasing awareness among all stakeholders (internal and external) through reliable, independent content and the stimulation of more sustainable behaviour.

IMPACT: Human capital / Brainprint / Individual development / Wellbeing / Social role of the media

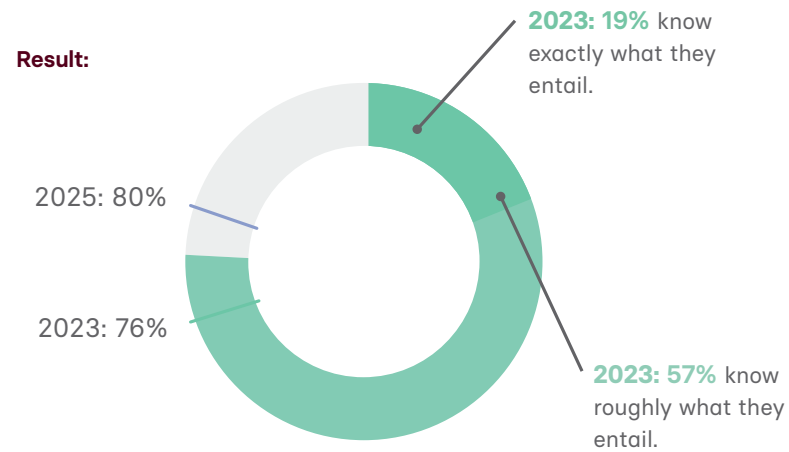
- Goal achieved
- Goal on track
- Goal not achieved
- L Not yet started

STAFF AWARENESS OF SDGs



Target: by the end of 2023, 70% of staff are aware of the SDGs. By the end of 2025, more than 80% of staff are aware of the SDGs.

Indicator: number based on survey compared to total staff number.



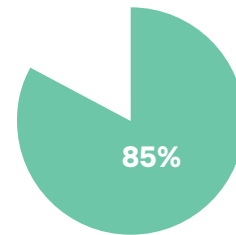
STAFF COMMITMENT



Target: by the end of 2023, at least 75% of staff have signed the sustainability & Happie* commitment.

Result: 2023: 85%

Indicator: % of staff (digital + appendix to employment contract).



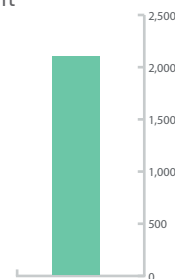
READERS/WEB USERS - BRAINPRINT



Target: at least 2,000 positive, activating articles on SDGs in 2023.

Indicator: count of articles.

Result: 2023: 2,110 activating articles.



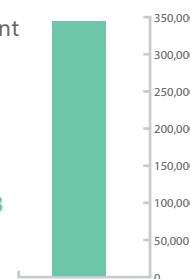
READERS/WEB USERS - BRAINPRINT



Target: at least 200,000 participations in activations to encourage a change of behaviour related to the SDGs in 2023.

Indicator: count participation in activations.

Result: 2023: 344,393 participations in activations.



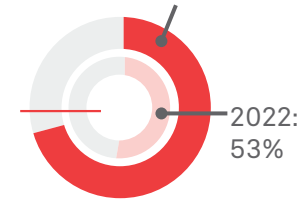
STAFF COMMITMENT



Target: by the end of 2023, 75% of staff are aware of the abbreviation Happie*.

Indicator: staff survey.

Result: 2023: 71%



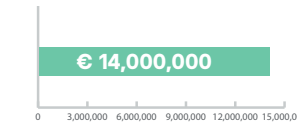
INNOVATION



Target: each year in 2022, 2023 and 2024, RMG will either invest at least 5,000,000 euros in innovative projects or achieve at least 10 innovative new projects.

Indicator: registration of innovative projects + budget.

Result: investment in 2023:



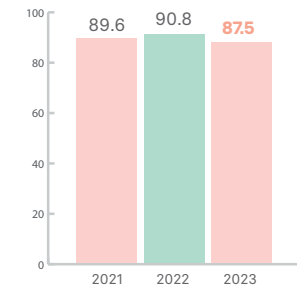
SATISFACTION NEW STAFF

Result:



Target: new staff give the onboarding process a satisfaction score of 90%.

Indicator: % of employees satisfied/very satisfied.



SATISFACTION CURRENT STAFF

Result:



Target: current staff give a satisfaction score of 80%.

Indicator: % of employees satisfied/very satisfied.



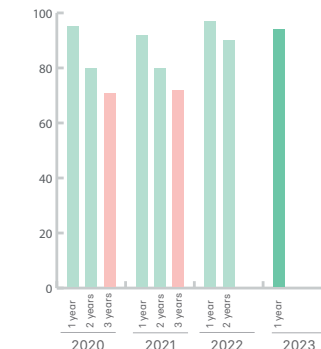
RETENTION OF NEW STAFF

Result:



Target: 90% still in service 1 year after recruitment. 80% still in service 2 years after recruitment. 75% still in service 3 years after recruitment.

Indicator: recruitments per year and end of service.



8 DECENT WORK AND ECONOMIC GROWTH



SDG GOAL: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

ROULARTA'S AMBITION: Roularta Media Group aims for sustainable economic growth in a strategically agile organisation focused on innovation. Attracting new talent and encouraging employees to continue developing in a pleasant family environment with attention to wellbeing, lifelong learning and respect for each other's uniqueness are priorities.

RELEVANCE: Investment in economic growth and innovation with attention to sustainability. Put decent work and wellbeing into practice in the workplace for all employees.

IMPACT: Human capital / Health and safety / Human rights / Diversity and inclusion / Training

- Goal achieved
- Goal on track
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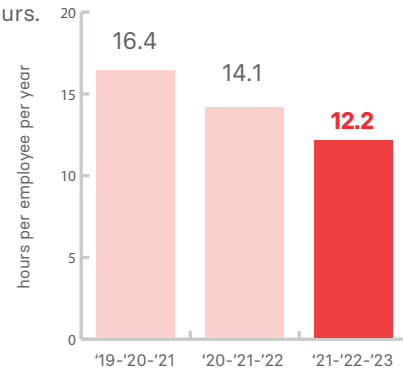
STAFF DEVELOPMENT



Target: average number of hours of training per employee over a period of 3 years equals at least 18 hours.

Indicator: registration of hours.

Result:



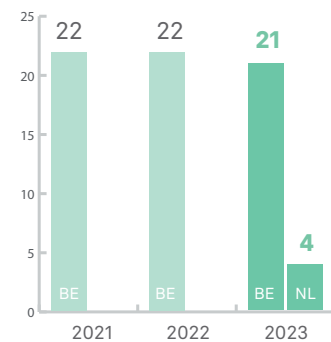
STAFF DEVELOPMENT



Target: annual organisation of at least 20 academies in Belgium and 4 in the Netherlands.

Indicator: count number of information sessions.

Result:



STAFF DEVELOPMENT



Target: annual organisation of 2 management development projects.

Indicator: count number of projects.

Result:



STAFF DEVELOPMENT



Target: start up Roularta Media Nederland Academy.

Result: started up



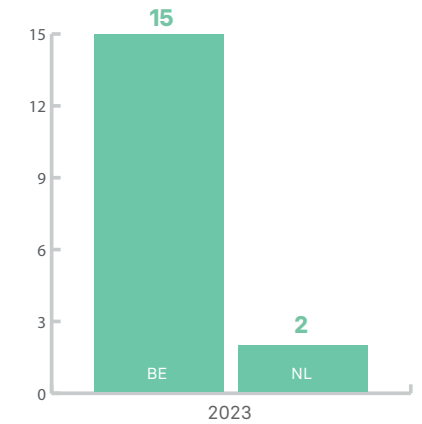
STAFF DEVELOPMENT



Target: at least 10 Fun@Work sessions/initiatives per year in Belgium and 2 in the Netherlands to promote inner and mental development and/or info about SDGs.

Indicator: count number of sessions.

Result:



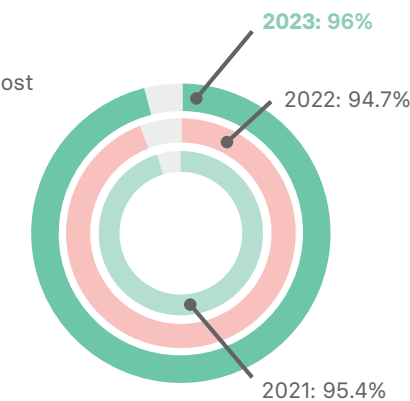
EMPLOYEE HEALTH

Result:



Target: number of healthy working hours at least 95%.

Indicator: 100 - percentage of time lost to illness.



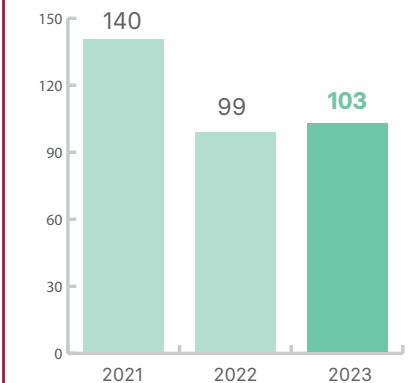
EMPLOYEE SAFETY



Target: number of days lost to accidents at work per 1,000,000 hours worked less than 150.

Indicator: number of days lost to accidents at work and number of hours worked.

Result:



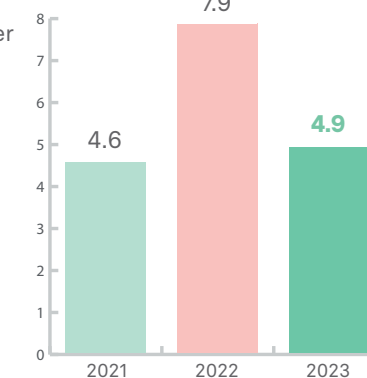
EMPLOYEE SAFETY

Result:



Target: number of accidents at work per 1,000,000 hours worked less than 5.

Indicator: number of accidents at work and number of hours worked.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG GOAL:

Ensure sustainable consumption and production patterns.

ROULARTA'S AMBITION:

Roularta Media Group is committed to sustainable production and consumption and chooses partners who share this vision.

RELEVANCE:

A clear and explicit choice to use raw materials efficiently, reduce waste, purchase sustainably and choose suppliers in accordance with our values.

IMPACT:

Purchasing / Production / Consumption / Energy use / Innovation

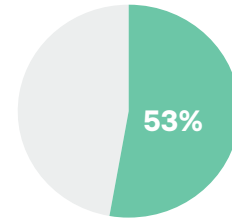
- Goal achieved
- Goal on track
- Goal not achieved
- ⌚ Not yet started

SUPPLIERS



Target: by 2023, 30% of the purchase value is from suppliers who have signed the sustainable purchasing charter. By 2025, 50% of the purchase value is from suppliers who have signed the sustainable purchasing charter.

Result:



Indicator: count/registration.

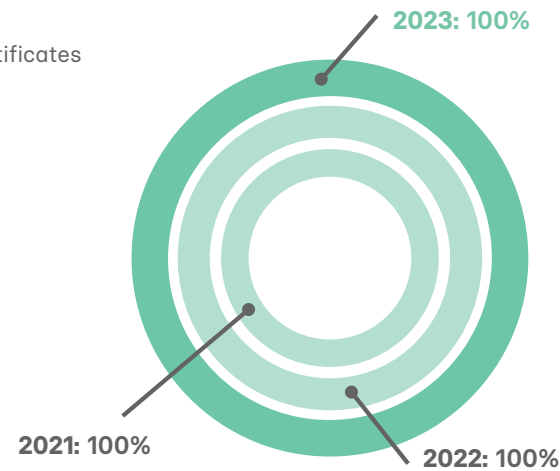
PAPER



Target: all the paper for our own activities is PEFC certified.

Result:

Indicator: certificates



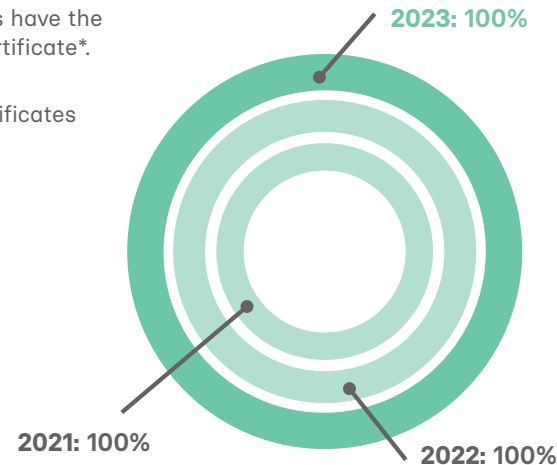
INKS



Target: all inks have the Blue Angel certificate*.

Result:

Indicator: certificates



PACKAGING

Result:



Target: replace plastic packaging sent to subscribers with paper wrap by 2026.

Indicator: % wrap compared to total.

Result: in 2023, paper wraps were successfully tested on some titles (Artsenkrant, Trends).



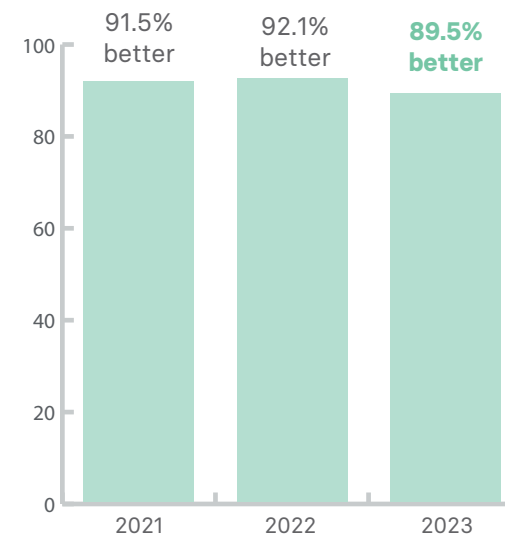
EMISSIONS



Target: do 50% better every year than the legally imposed standard set by VLAREM II** in terms of total emissions compared to total ink consumption.

Indicator: solvent records

Result:



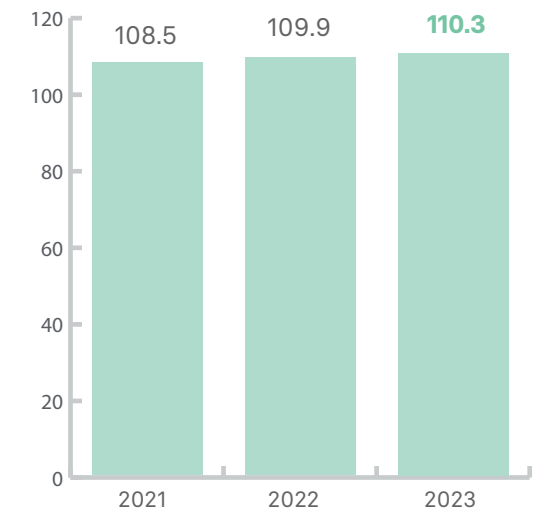
ISO 50001***



Target: score better each year in terms of energy performance.

Indicator: EnPI (Energy Performance Indicator) must be 'higher' each year, i.e. we get more out of the same amount of energy.

Result:



ISO 50001***

Result:



Target: retain the certificate each year.

Indicator: DNV certificate



2021



2022



2023

** VLAREM = Flemish Regulation for Environmental Permits.

*** ISO 50001 is the international standard for the design, implementation, management and improvement of an energy management system.

* The Blue Angel ecolabel is a German certificate for environmentally friendly products.

13 CLIMATE ACTION



SDG GOAL:

Take urgent action to combat climate change and its impacts.

ROULARTA'S AMBITION:

Roularta Media Group is opting resolutely for a more sustainable energy and raw materials policy and is aiming for a significantly smaller ecological footprint, in particular CO₂ neutrality in 2040.

RELEVANCE:

A commitment to make concrete efforts to fight climate change, reduce our ecological footprint and develop an action plan to neutralise CO₂ emissions.

IMPACT:

CO₂ emissions / Greenhouse gases / Reduce-Reuse-Recycle / Biodiversity

- Goal achieved
- Goal on track
- Goal not achieved
- Not yet started

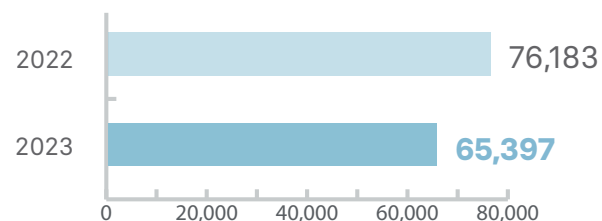
PROGRESS ON CO₂



Target: CO₂ neutral by 2040 with annual calculation and report.

Result: in 2023, a reduction of 14%* was achieved (compared to 2022).

Indicator: measure/calculate CO₂ and monitor development.



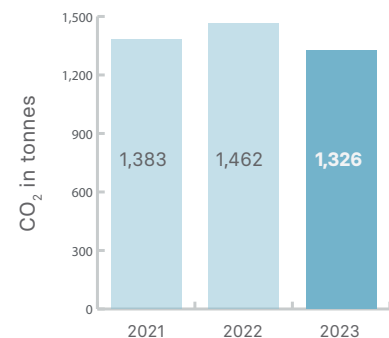
COMPANY CARS



Target: reduce the total fleet emissions by 80% by 2028 compared to 2019 (2,512 tonnes).

Indicator: diesel km, petrol km and respective average CO₂ emissions.

Result:



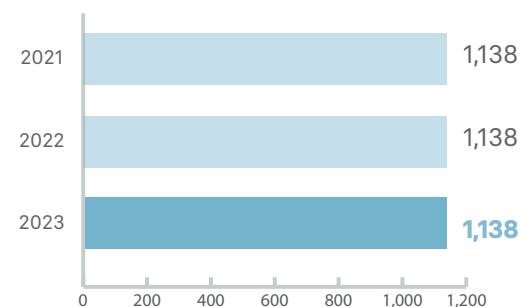
RENEWABLE ENERGY



Target: double quantity of solar panels in Roeselare by the end of 2025 compared to 2020.

Indicator: count

Result:



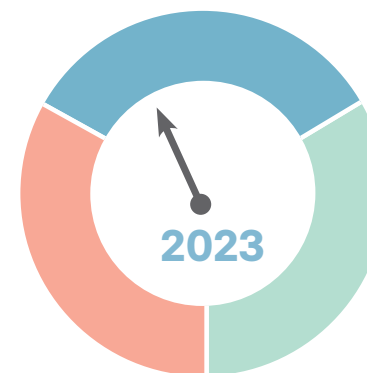
BIODIVERSITY



Target: stable population of the following target species by 2026: hedgehog, kestrel, green woodpecker, long-tailed tit, green frog, small newt, black-tailed skimmer, goldfinch, reed warbler, marsh marigold.

Indicator: count

Result:



TREE PLANT PROJECT



Target: start up tree plant project in the Netherlands.

Result: to start.



BUILDINGS/HOUSING



Target: climate-neutral buildings in the Netherlands by 2030.

Result: to start.

