

# Sustainability Report 2019

## DAF Trucks N.V.



## **Foreword**

This report is the Annual Sustainability Report of DAF Trucks N.V. on the year 2019. The scope of the Sustainability Report includes all organizational units of DAF Trucks N.V.

The report is based on the classification of the Global Reporting Initiative (GRI): People – Planet – Profit. It is limited to objectives and indicators for these areas.

Basis for the Sustainability Report are the separate Company Policy Statements for Environment, and for Health & Safety. These are approved and signed by the President of the company. The DAF Environmental Policy is published via the website of DAF Trucks.

The information regarding People is provided by DAF Health & Safety, regarding Planet by DAF Environment, regarding Profit by DAF Finance & Control. The Sustainability Report is approved by involved Board Members and DAF Communication.

The Sustainability Report is published in the second quarter of the year following the reporting year.



**I PEOPLE****Safety**

Safety	OSHA score (LTI) Operations Eindhoven: ≤ 1.1	1.6
Safety	OSHA score (LTI) Operations Westerlo: ≤ 3.0	realized
Safety	OSHA score (LTI) DAF Trucks: ≤ 1.2	1.3
Safety	Safety inspections Operations Eindhoven and Westerlo: ≥ 4500	realized

**Health**

Absenteeism	Absenteeism percentage Eindhoven: ≤ 6.2%	6.7
Absenteeism	Absenteeism percentage Westerlo: ≤ 9.0%	10.3

**II PLANET****DAF Trucks NV**

Emission	Reduction Green House Gases: see website PACCAR: <a href="https://www.paccar.com/about-us/environmental-and-social/">https://www.paccar.com/about-us/environmental-and-social/</a>	realized
Waste	Compliance with internal objective for waste to landfill (Eindhoven/Westerlo): 0%	realized
Energy	Reduction of energy consumption Eindhoven: see website MJA: <a href="http://www.rvo.nl/subsidies-regelingen/meerjarenafspraken-energie-efficiency">http://www.rvo.nl/subsidies-regelingen/meerjarenafspraken-energie-efficiency</a>	realized
Energy	Reduction of energy consumption Westerlo: see website EBO: <a href="https://ebo-vlaanderen.be/nl">https://ebo-vlaanderen.be/nl</a>	realized
Recycling	Recyclability of DAF vehicles: ≥90%	realized
Emission	Reduction of CO <sub>2</sub> emission of DAF vehicles: see website ACEA: <a href="https://www.acea.be/publications/article/position-paper-european-commission-proposal-on-co2-standards-for-new-heavy">https://www.acea.be/publications/article/position-paper-european-commission-proposal-on-co2-standards-for-new-heavy</a> <a href="https://www.acea.be/publications/article/paper-co2-emissions-from-heavy-duty-vehicles-preliminary-co2-baseline">https://www.acea.be/publications/article/paper-co2-emissions-from-heavy-duty-vehicles-preliminary-co2-baseline</a>	realized
Certification	Renewal ISO14001 certificate DAF Trucks N.V.	realized
Communication	International press event E-trucks, continued free publicity about DAF's leading position on (hybrid)electric vehicles	realized

**Product Development**

Emission	Research of additional technologies such as hybrid-technology and electrical driveline for global reduction of CO <sub>2</sub> and local improvement of air quality	realized
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**Purchasing**

Certification	Production Goods suppliers with environmental certificate: ≥ 85%	realized
Certification	Service suppliers (with environmental impact) with environmental certificate: 100%	realized
Performance	Suppliers with C status environmental performance: ≤10%	realized

**Production (Eindhoven, Netherlands and Westerlo, Belgium)**

Emission VOC	Compliance to EC Directive 96/61/EC IPPC (Eindhoven): ≤ 70 gr/m <sup>2</sup>	realized
Emission VOC	Compliance to EC Directive 99/13/EC VOC (Westerlo): ≤ 55 gr/m <sup>2</sup>	realized
Waste	Compliance to internal objective for hazardous waste (Eindhoven): ≤ 43.0 kg/truck	49.6 kg/truck
Waste	Compliance to internal objective for hazardous waste (Westerlo): ≤ 39.0 kg/cab	59.6 kg/cab
Waste	Compliance with internal objective for unsorted regular waste (Eindhoven): ≤ 19.1 kg/truck	realized
Waste	Compliance with internal objective for unsorted regular waste (Westerlo): ≤ 8.4 kg/cab	8.9 kg/cab
Waste	Compliance with internal objective for packaging waste (Eindhoven): ≤ 61.7 kg/truck	63 kg/truck
Waste	Compliance with internal objective for packaging waste (Westerlo): ≤ 11.6 kg/truck	realized
Water	Heavy metals in waste water (Eindhoven): ≤ 4.0 gr/truck	realized
Water	Heavy metals in waste water (Westerlo): ≤ 2.3 gr/cab	realized
Energy	Implementation Certain Measures in Energy Efficiency Plan (LTA3) (Eindhoven)	realized
Energy	Implementation Certain Measures in Energy Plan (Westerlo)	realized

**Marketing & Sales**

Certification	ISO 14001 certification according ISO 14001 of new own dealer Paris-Massy	not realized
Certification	Environmental certification (EU DAF Sales & Service dealers) 100%	96%
Water	Installation of new sewerage system (dealer Prague)	not realized
Emission	Change of company vehicles to Euro 6 (dealer Frankfurt) 100%	realized

**After Sales**

Waste	Compliance with internal objective for volume of parts packaging waste 3,100 kg/turnover	3,473 kg/turnover
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**III PROFIT**

For financial figures: see [www.paccar.com](http://www.paccar.com)

## Performance Indicators DAF Trucks N.V.

I PEOPLE	GRI*	2014	2015	2016	2017	2018	2019	Targets 2019
<b>1. Headcount</b>								
<b>Eindhoven:</b> Total number of employees	LA 1	5,710	6,146	6,241	6,663	7,101	6,485	
-of which BBL (study and work combined) workers	LA 1	22	27	27	29	29	25	
-of which flexworkers	LA 1	1,128	1,550	1,158	1,413	1,552	895	
-of which internships	LA 1	66	69	75	66	65	70	
-of which male employees	LA 1	4,195	4,197	4,216	4,397	4,668	5954	
-of which female employees	LA 1	321	330	343	355	379	531	
<b>Westerlo:</b> Total number of employees	LA 1	2,018	2,253	2,220	2,686	2,851	2,474	
-of which male employees	LA 1	1,846	2,057	2,027	2,105	2,316	2251	
-of which female employees	LA 1	172	196	193	201	226	223	
<b>2. Turnover</b>								
<b>Eindhoven:</b> Turnover (including flexworkers)	LA 2							
-of which hired (re-entered)	LA 2	862	1,777	1,382	2,027	2,491	728	
-of which outflow	LA 2	1,123	1,333	1,122	1,288	1,610	1,508	
<b>Westerlo:</b> Turnover	LA 2							
-of which hired (re-entered)	LA 2	63	384	108	139	292	249	
-of which outflow	LA 2	126	144	141	53	56	317	
<b>3. OSHA score</b> (accidents with absenteeism per 200.000 worked hours)								
DAF (all departments): OSHA score	LA 7	1.1	1.1	1.2	1.4	1.5	2.2	
Eindhoven (Operations): OSHA score	LA 7	1.1	1.0	1.0	1.2	1.3	2.7	
Westerlo: OSHA score	LA 7	2.0	2.6	2.8	3.3	3.3	3.4	
<b>4. Absenteeism</b>								
Eindhoven: Absenteeism	LA 7	4.6%	5.1%	5.6%	5.7%	6.4	6.7	Target: < 6.2
Westerlo: Absenteeism	LA 7	7.7%	7.2%	7.9%	8.8%	9.5	10.3	Target: < 9.0

\* Performance Indicators according the Global Reporting Initiative ([www.globalreporting.org](http://www.globalreporting.org))

# SUSTAINABILITY REPORT 2019

II PLANET	GRI*	2014	2015	2016	2017	2018	2019	Targets 2019
Production numbers in trucks (assembled in Eindhoven)		30,844	36,228	40,958	44,342	48,737	44,368	
Production numbers in trucks (including components)		36,095	40,875	45,968	49,626	57,627	52,687	
Production numbers in cabs (Westerlo)		36,322	41,150	46,580	50,535	58,230	58,929	
<b>1. VOC-emission</b>								
<b>Eindhoven:</b> Total VOC-emission in tonnes	EN 20	78.4	105.8	142.3	122.4	130.3	116.7	
Eindhoven: in kg per truck	EN 20	2.5	2.9	3.5	2.8	2.7	2.6	
Eindhoven: in gram/m <sup>2</sup>	EN 20	39	36	39	34	32.4	31.7	Target: ≤ 70 gr/m <sup>2</sup>
<b>Westerlo:</b> Total VOC-emission in tonnes	EN 20	146.6	179.0	204.7	231.8	105.6	92.9	
Westerlo: in kg per cab assembled	EN 20	4.0	4.4	4.4	4.6	1.8	1.6	
Westerlo: emission Cab Painting Line in grams/m <sup>2</sup>	EN 20	43.1	47.2	48.3	51.0	17.0	15.4	Target: ≤ 55 gr/m <sup>2</sup>
<b>2. Water consumption</b>								
<b>Eindhoven:</b> tap water consumption in m <sup>3</sup>	EN 8	182,066	208,495	218,155	202,191	244,101	213,147	
Eindhoven: consumption of surface water for cooling processes in m <sup>3</sup>	EN 8	693,270	713,818	828,820	907,748	996,453	1,060,335	
Eindhoven: % re-used water	EN 10	79.2%	77.4%	79.2%	81.8%	80.3%	83.3%	
<b>Westerlo:</b> tap water consumption in m <sup>3</sup>	EN 8	152,411	152,945	153,225	206,492	240,848	158,114	
<b>3. Discharge waste water</b>								
<b>Eindhoven:</b> discharge waste water in m <sup>3**</sup>	EN 21	1,091,700	1,138,200	1,343,200	1,344,600	1,348,300	1,456,100	
- of which (as clean water) discharged cooling water		910,600	952,200	1,159,500	1,155,500	1,164,200	1,241,200	
- of which discharged waste water		181,200	186,000	183,700	189,100	184,100	214,900	
- contamination units (calculated according to Dutch legislation)		4,430	3,396	4,682	4,004	4,099	4,966	
- discharge heavy metals in kg		113.1	106.6	119.1	100.9	131.2	157.1	Target: ≤ 250 kg
- discharge heavy metals in grams per truck		3.67	2.94	2.91	2.27	2.69	3.54	Target: ≤ 4 gr/truck
- COD (chemical oxygen demand)		166,933	120,747	167,033	146,501	183,335	234,075	
<b>Eindhoven:</b> total number of significant incident discharges	EN 23	1	2	1	0	2	3	
<b>Westerlo:</b> Discharge waste water in m <sup>3**</sup>	EN 21	151,751	152,238	154,087	206,547	238,000	156,763	
- of which discharged cooling water		63,282	41,767	19,900	40,361	66,064	103	
- of which discharged process water		72,418	81,233	82,143	133,315	134,060	142,994	
- of which discharged sanitary waste water		16,051	29,238	52,044	32,871	37,876	13,769	
- contaminant load units (calculated according to Belgium legislation)		540	658	740	631	436	359	
- discharge heavy metals in kg		50.8	87.8	83.5	72.3	39.4	37.8	
- discharge heavy metals in Westerlo in grams per truck (per cab)		1.4	2.1	1.8	1.4	0.7	0.7	Target: ≤ 2.3 gr/cab
- COD (chemical oxygen demand)		5,515	9,442	8,353	9,206	8,091	9,241	
<b>Westerlo:</b> total number of significant incident discharges	EN 23	0	0	1	0	0	0	
** domestic and industrial waste water, including cooling water (Eindhoven: including rainwater, Westerlo excluding rainwater)								

\* Performance Indicators according the Global Reporting Initiative ([www.globalreporting.org](http://www.globalreporting.org))

# SUSTAINABILITY REPORT 2019

	GRI*	2014	2015	2016	2017	2018	2019	Targets 2019
<b>4. Residues Eindhoven and Westerlo</b>	EN 22							
Eindhoven: re-use and recycling		89.1%	85.4%	88.7%	87.9%	88.1%	88.3%	
Eindhoven: incineration		4.9%	4.5%	4.5%	4.9%	5.1%	5.0%	
Eindhoven: waste treatment (physical-chemical, composting, distillation, extraction)		6.5%	5.9%	10.1%	7.2%	6.8%	6.7%	
Eindhoven: landfill		0.0%	0.0%	0.0%	0.0%	0.0%	0%	Target: 0%
Westerlo: re-use and recycling		78%	85.2%	83.85%	77.4%	77.3	65.8	
Westerlo: incineration		19%	8.3%	8.75%	9.8%	7.3	6.6	
Westerlo: waste treatment (physical-chemical treatment, distillation, extraction)		21.0 %	3%	6.5%	12.8%	15.4	27.6	
Westerlo: landfill		0%	0.0%	0%	0%	0%	0%	Target: 0%
<b>Eindhoven: Total waste in tonnes</b>	EN 22	34,668	36,280	36,194	36,308	38,497	36,439	
Eindhoven: residues in kg per truck**	EN 22	960	888	787	732	668	692	
Eindhoven: in kg chemical waste per truck**	EN 22	50.6	49.9	49.0	48.0	45.8	49.6	Target: ≤ 43.0 kg/truck
Eindhoven: in kg scrap per truck**	EN 22	564	561	519	475	438	451	
Eindhoven: in kg unsorted waste per truck**	EN 22	24.7	22.8	19.3	19.5	18.4	18.6	Target: ≤ 19.1 kg/truck
<i>** related to production numbers in trucks including components</i>								
<b>Westerlo: Total waste in tonnes</b>	EN 22	5,872	6,365	7,718	7,977	9,062	9,817	
Residues Westerlo in kg per cab	EN 22	161	155	166	158	156	167	
Westerlo in kg chemical waste per cab	EN 22	33.7	33.1	37.0	35.4	42.6	59.6	Target: ≤ 43.0 kg/cab
Westerlo: in kg scrap per cab	EN 22	107	103	108	102	93	94	
Westerlo: in kg unsorted waste per cab	EN 22	8.2	8.1	8.6	10.2	8.7	8.9	Target: ≤ 8.4 kg/cab
<b>Eindhoven and Westerlo: Packaging waste</b>	EN 22							
DAF: Packaging waste in kg per truck*** total (including After Sales)		119	109	105	102	100	107	
Eindhoven: Packaging waste Operations Eindhoven in kg per truck***		67	60	64	59	61	63	Target: ≤ 61.7 kg/truck
Westerlo: Packaging waste Operations Westerlo in kg per truck***		10.3	10.5	11.7	10.3	11.5	11.1	Target: ≤ 11.6 kg/truck
<i>*** related to production numbers in trucks excluding components</i>								
<b>5. Gas consumption</b>								
Eindhoven: gas consumption in millions m <sup>3</sup>	EN 3	7.9	8.6	8.8	8.9	9.1	8.6	
Westerlo: gas consumption in millions m <sup>3</sup>	EN 3	3.9	4.0	4.3	6.1	6.0	5.2	
Westerlo: gas consumption in MWh #	EN 3	38,384	42,316	49,618	69,352	68,762	60,203	
<b>6. CO<sub>2</sub>-emission</b>								
Eindhoven: CO <sub>2</sub> emission in tonnes resulted of gas consumption	EN 16	14,075	15,360	15,685	15,970	16,582	15,743	
Eindhoven: in tonnes according to according to Directive 2003/87/EC	EN 16	15,556	16,720	17,117	17,792	18,230	17,236	
Westerlo: CO <sub>2</sub> emission in tonnes resulted of gas consumption	EN 16	7,250	7,717	9,049	12,648	12,540	10,979	
DAF: other indirect greenhouse gas emission	EN 17	1,173	1,146	1,110	1,162	1,194	1,095	(Alphabet)
<b>7. Electricity consumption</b>								
Eindhoven: electricity consumption in MWh	EN 4	73,993	78,964	78,910	76,858	84,161	81,144	
Eindhoven: electricity consumption in MWh per truck	EN 4	2.40	2.18	1.93	1.73	1.73	1.83	
Westerlo: electricity consumption in MWh	EN 4	34,093	36,181	39,779	50,453	53,718	50,068	
Westerlo: electricity consumption in MWh per cab	EN 4	0.94	0.88	0.88	1.00	0.92	0.95	

\* Performance Indicators according the Global Reporting Initiative ([www.globalreporting.org](http://www.globalreporting.org))

# Per 1<sup>st</sup> September 2015, changed from low caloric to high caloric natural gas; the energy volume is indicated for a correct comparison over the years

# SUSTAINABILITY REPORT 2019

	GRI*	2014	2015	2016	2017	2018	2019	Targets 2019
<b>8. Energy Efficiency Index</b>								
Eindhoven: Long Term Agreement on Energy Efficiency 3 (2009 – 2020, ref. 2005)	EN 5	94.7%	92.0%	85.4%	77.0%	78.7%	79.6%	
<b>9. Emission NOx</b>								
Eindhoven: NOx emission in kg	EN 20	51,533	49,578	61,533	56,537	46,217	45,995	
<b>10. Emissions of cooling gases</b>								
Eindhoven: emissions HFC's in kg due to filling air conditioning systems in trucks	EN 19	998	583	431	354	478	511	
Eindhoven: emissions HCFC's & HFC's in kg in production & buildings	EN 19	168	64	67	39	146	251	
Westerlo: emissions HCFC's & HFC's in kg in production & buildings	EN 19	1	9	9	7	37.8	0	
<b>11. Purchasing</b>								
% suppliers of Production Goods with valid ISO 14001 certificate		68%	76%	84%	85%	88%	86%	Target: > 85%
% suppliers of Services with valid ISO 14001 certificate		100%	85%	94%	100%	100%	100%	Target: 100%
<b>12. Sales and Service</b>								
Number revised parts for re-use on market		39,627	68,896	47,917	27,967	25,318	26,039	
% EU Sales and Service dealers with valid ISO 14001 certificate		58%	73.3%	98%	97%	98%	96%	Target: 100%
<b>III PROFIT</b>								
See: <a href="http://www.paccar.com">www.paccar.com</a>								

\* Performance Indicators according the Global Reporting Initiative ([www.globalreporting.org](http://www.globalreporting.org))

**OBJECTIVES 2020****I PEOPLE****Safety**

Safety	OSHA score (LTI) Operations Eindhoven	< 2.4
Safety	OSHA score (LTI) Operations Westerlo	< 3.0
Safety	OSHA score (LTI) DAF Trucks	< 2.0
Safety	Safety inspections Operations Eindhoven and Westerlo	≥ 4,500

**Health**

Absenteeism	Absenteeism percentage Eindhoven	< 6.5
Absenteeism	Absenteeism percentage Westerlo	< 9.0

**II PLANET****DAF Trucks NV**

Emission	Reduction Green House Gases: see website PACCAR: <a href="https://www.paccar.com/about-us/environmental-and-social/">https://www.paccar.com/about-us/environmental-and-social/</a>	
Waste	Compliance with internal objective for waste to landfill (Eindhoven/Westerlo):	0%
Energy	Reduction of energy consumption Eindhoven: see website MJA: <a href="http://www.rvo.nl/subsidies-regelingen/meerjarenafspraken-energie-efficiency">http://www.rvo.nl/subsidies-regelingen/meerjarenafspraken-energie-efficiency</a>	
Energy	Reduction of energy consumption Westerlo: see website EBO: <a href="https://ebo-vlaanderen.be/nl">https://ebo-vlaanderen.be/nl</a>	
Recycling	Recyclability of DAF vehicles: ≥90%	
Emission	Reduction of CO <sub>2</sub> emission of DAF vehicles: see website ACEA: <a href="https://www.acea.be/publications/article/position-paper-european-commission-proposal-on-co2-standards-for-new-heavy">https://www.acea.be/publications/article/position-paper-european-commission-proposal-on-co2-standards-for-new-heavy</a>	
Certification	Renewal ISO14001 certificate DAF Trucks N.V.	
Communication	Continued (free) publicity about DAF's position on sustainable transport, multimedia	

**Product Development**

Emission	Research of additional technologies such as hybrid-technology and electrical driveline for global reduction of CO <sub>2</sub> and local improvement of air quality	
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**Purchasing**

Certification	Production Goods suppliers with environmental certificate	≥ 90%
Certification	Service suppliers (with environmental impact) with environmental certificate	100%
Performance	Suppliers with C status environmental performance	< 10%

**Production (Eindhoven, Netherlands and Westerlo, Belgium)**

Emission VOC	Compliance to EC Directive 96/61/EC IPPC (Eindhoven)	≤ 70 gr/m <sup>2</sup>
Emission VOC	Compliance to EC Directive 99/13/EC VOC (Westerlo)	≤ 55 gr/m <sup>2</sup>
Waste	Compliance to internal objective for hazardous waste (Eindhoven)	≤ 44.0 kg/truck
Waste	Compliance to internal objective for hazardous waste (Westerlo)	≤ 43.0 kg/cab
Waste	Compliance with internal objective for unsorted regular waste (Eindhoven)	≤ 18.5 kg/truck
Waste	Compliance with internal objective for unsorted regular waste (Westerlo)	≤ 8.4 kg/cab
Waste	Compliance with internal objective for packaging waste (Eindhoven)	≤ 60.7 kg/truck
Waste	Compliance with internal objective for packaging waste (Westerlo)	≤ 11.4 kg/truck
Water	Heavy metals in waste water (Eindhoven)	≤ 4.0 gr/truck
Water	Heavy metals in waste water (Westerlo)	≤ 2.3 gr/cab
Energy	Implementation Certain Measures in Energy Efficiency Plan (LTA3) (Eindhoven)	
Energy	Implementation Certain Measures in Energy Plan (Westerlo)	

**Marketing & Sales**

Certification	ISO 14001 certification according ISO 14001 of new own dealer Paris-Massy	
Certification	Environmental certification (DAF Sales & Service dealers worldwide)	70%
Water	Installation of new sewerage system (dealer Prague)	
Energy	Installation of new truck wash lane technology (dealer Budapest)	

**After Sales**

Waste	Compliance with internal objective for volume of parts packaging waste	3,100 kg/turnover
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**III PROFIT**

For financial figures: see [www.paccar.com](http://www.paccar.com)