



SUSTAINABILITY REPORT

2025

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SUSTAINABILITY IS ACTION

#sustainabilityisaction

We believe that every plastic and rubber product should always serve as a raw material for a new product, without compromising on quality. Together with our partners, a future-oriented machinery park, and extensive knowledge and experience, we aim to offer a broad and deep range of rubber and plastic products and concepts made entirely from renewable resources. In doing so, we achieve shared success with minimal environmental impact.

"SUSTAINABILITY IS NO LONGER ABOUT DOING LESS HARM. IT'S ABOUT DOING MORE GOOD."

- Jochen Zeitz

TABLE OF CONTENTS

SUSTAINABILITY REPORT 2025

Let's green up together	5
Our climate footprint in figures	6
Sustainability within our strategy	9
Timeline	10
What we achieved in 2025	12
Vision and mission	14
Brand values	15
Demonstrably sustainable	16
Quality, safety and sustainability in practice	20
Prepared for ESG reporting	21
Emission scopes	22
Roadmap 2026–2028	24
Sustainable initiatives in practice	26
Collaboration within the value chain	27

"THE CIRCULAR ECONOMY IS ABOUT DESIGNING WASTE OUT OF THE SYSTEM."

- Ellen MacArthur



LET'S GREEN UP TOGETHER

Sustainability has not been a standalone project for Berdal since the 1990s, but an integral part of the way we do business. We use recycled raw materials, invest in energy-efficient machinery and develop circular products. At the same time, we believe that sustainable progress requires both innovation and intensive collaboration throughout the entire value chain. Together with employees, suppliers and customers, we are building a future-proof organisation step by step.

At the same time, the context in which we operate is changing. Customers increasingly request substantiated ESG information. Value chain partners expect transparency regarding origin and impact. European regulations, such as the Green Deal and the introduction of CSRD, place greater emphasis on demonstrable performance and structural monitoring. As a result, sustainability is

no longer just about ambition and initiatives, but primarily about measurable progress.

This sustainability report therefore marks the next step in our development. We make clear which objectives we have set, what we have achieved and where further improvement is needed — not only in words, but in figures.

By making our climate impact, use of raw materials, social engagement and governance concrete, we strengthen both our internal steering and external transparency. In this way, our reporting evolves alongside Berdal itself: from intention to demonstrable impact.

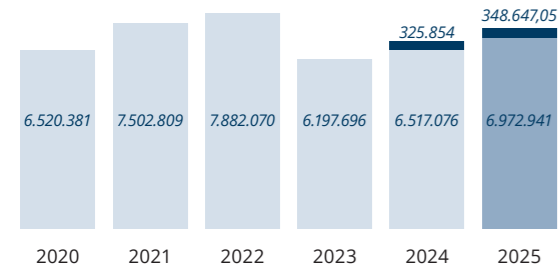
OUR CLIMATE FOOTPRINT IN FIGURES

INSIGHT INTO IMPACT AND PROGRESS

To make our sustainability goals concrete and measurable, we systematically map our impact. The figures below provide insight into our energy consumption, CO₂ emissions, circularity and social performance. Where possible, we show trends over multiple years to make development and progress visible.

CLIMATE & ENERGY

Electricity consumption (kWh)

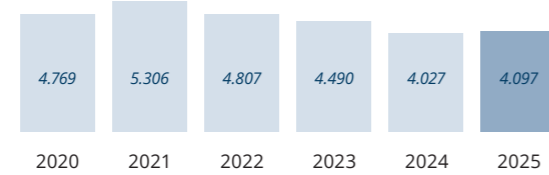


■ Including renewable electricity

Electricity consumption shows fluctuations over multiple years, influenced by both production levels and investments in more efficient machinery. The decrease in 2023 is the result of investments in energy-efficient production machines. In the years thereafter, consumption increases again due to a rise in production volume.

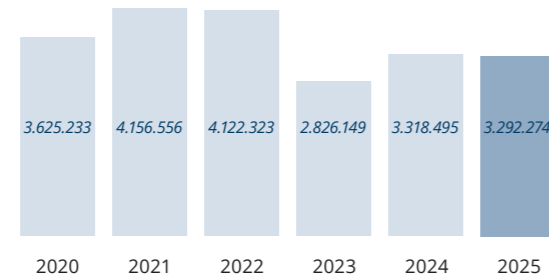
Gas consumption (m³)

Gas consumption has structurally decreased since 2021.

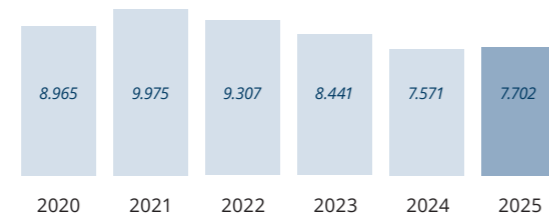


CO₂ EMISSIONS (SCOPE 1 & 2)

CO₂ emissions electricity (kg)

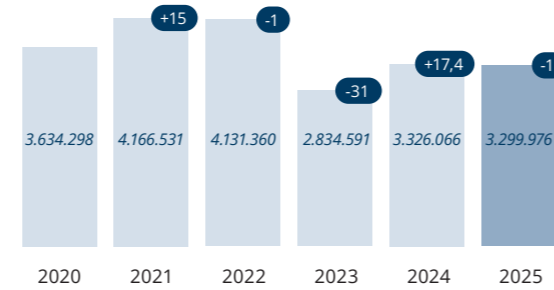


CO₂ emissions gas (kg)



Total CO₂ emissions electricity + gas (kg)

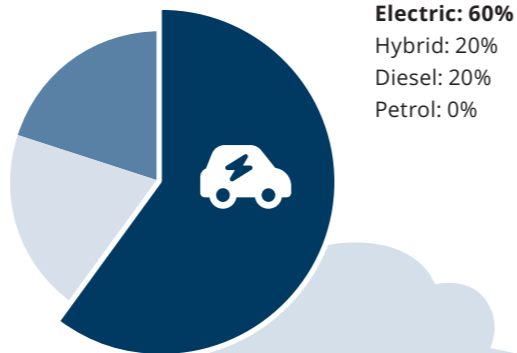
The sharp decrease in 2023 is related to changes in energy and production factors. In 2024 and 2025, emissions stabilise.



MOBILITY

Fleet propulsion (2025)

The electrification of the vehicle fleet is an important part of reducing Scope 1 emissions.



CIRCULARITY & RAW MATERIALS

CO₂ emissions per product group (LCA, kg CO₂ per product)



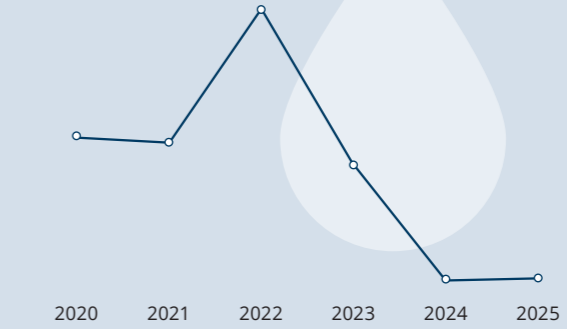
Gripline buckets and tubs are made from 100% recycled plastic. The Gripline Durable range contains 20% less plastic per product. These analyses provide insight into differences between product groups and form the basis for further optimisation.

WASTE SEPARATION

Waste is separated into streams including plastics, big bags, film, paper, metal, wood, electrical waste, small chemical waste, coolant/oil and residual waste.

WATER

Water consumption (m³)



Water consumption has been significantly reduced since 2022 due to investments and optimisation in cooling systems.

* Explanation of mentioned Dutch terms and organisations

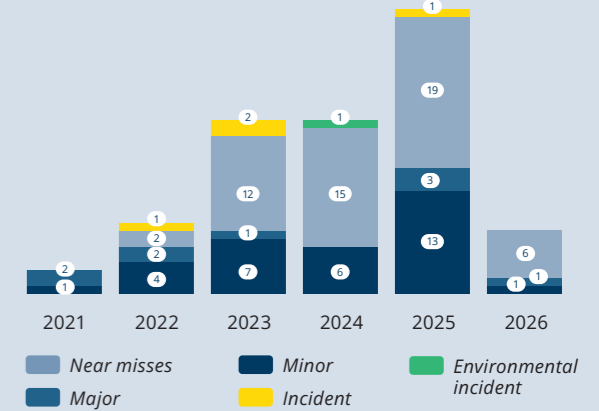
Some terms and names mentioned in this report are specific to the Dutch context or to internal initiatives and are briefly explained below:

- **WIA:** Dutch benefit scheme for people who are partially or fully unable to work.
- **WW:** Dutch unemployment benefit for persons without a job.
- **Ontpooj:** Dutch organisation supporting people who are distanced from the labour market in finding employment.
- **Werkpakt:** regional initiative aimed at promoting employment opportunities for people who are distanced from the labour market.
- **IKBINDR:** Dutch platform promoting social inclusion and participation in the labour market

PEOPLE & SAFETY (KEY FIGURES)

SAFETY - INCIDENTS

We structurally register and analyse incidents, near misses and environmental incidents. The figures show an increase in reported incidents, which we consider a sign of improved awareness and reporting.



PEOPLE

- **Number of employees:** (2025): 60 (NL) + 35 (Poland) Excluding temporary and seconded staff. Total of 8 employees with a distance from the labour market (11%). Social inclusion: 2 employees via Ontpooj* 1 WIA* 1 WW*
- 4 employees in a senior employment scheme (+ Werkpakt* certification)
- **Absenteeism rate:** 2024: 9.7% (December measurement) 2025: 5.7% (December: 4.6%)
- **Employee satisfaction:** 2024: 7.4, 2025: 7.8
- **Training hours** (indicative): On average approx. 50 hours per employee per year.

SUSTAINABILITY WITHIN OUR STRATEGY

Sustainability is an integral part of our corporate strategy. In our policy plan 2025–2027, we have translated this direction into a clear strategic framework. Within this framework, financial health, innovation, value chain collaboration, employee development and process optimisation come together.

As a family-owned business, we combine continuity and quality with the ambition to innovate and adapt to a changing market. Our management structure supports this direction. With a clear division of roles between commercial, operations and strategy, we are building an agile organisation that is scalable, flexible and future-proof.

The circular value chain forms a key pillar within this approach. We develop products with a longer lifespan, minimise the use of virgin raw materials and work towards closed material loops. This requires technological innovation, but also intensive collaboration with suppliers, logistics partners and customers.

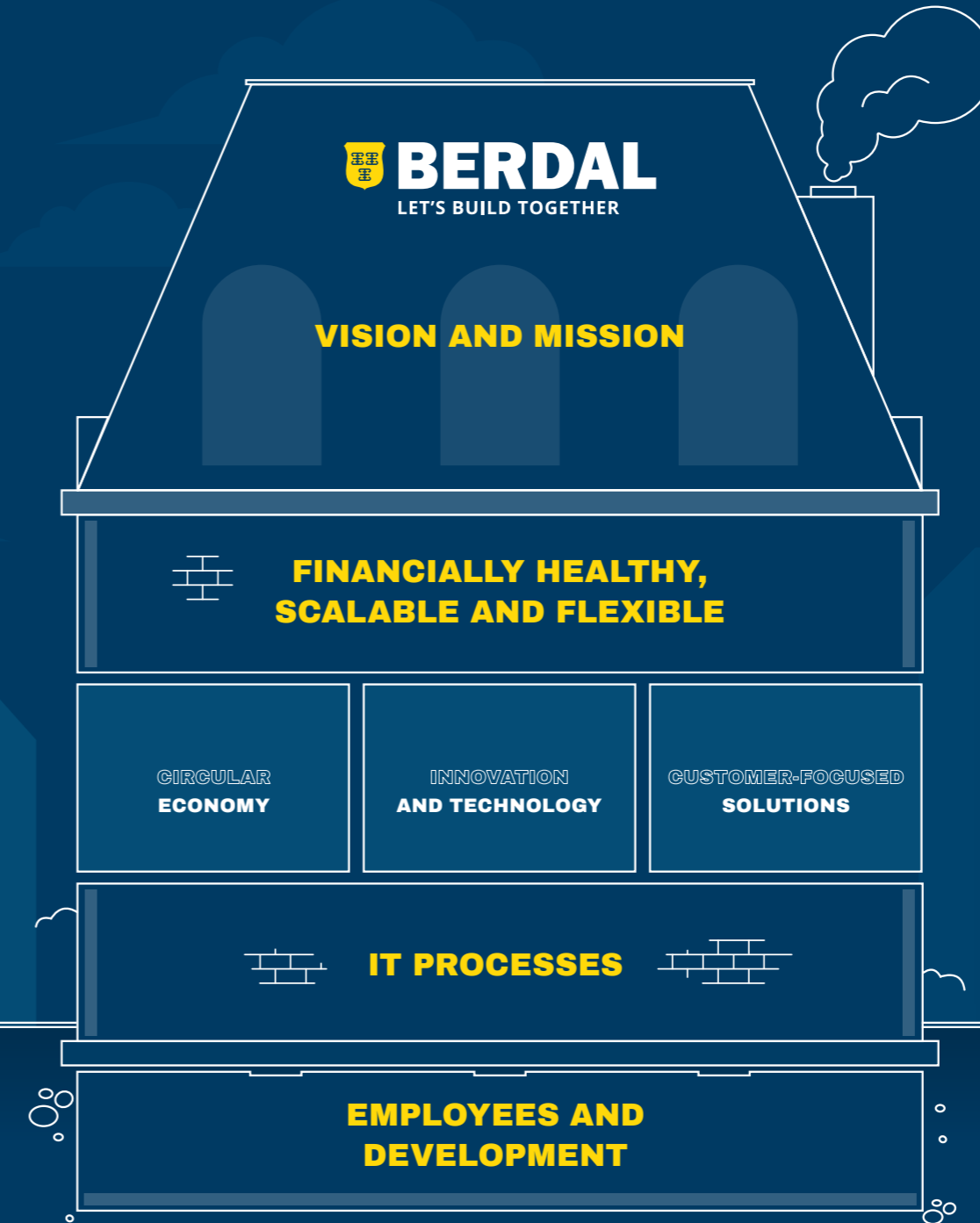
In addition, we invest in modern production technology, digitalisation and more efficient processes. In doing so, we strengthen our competitive position while simultaneously reducing our environmental impact. Energy-efficient machinery, smart packaging solutions and optimised logistics are concrete examples of this. Our employees form the foundation of this development. By investing in sustainable

employability, training and a safe working environment, we are building an organisation that both thinks and acts sustainably.

In this way, sustainability is not a separate theme, but a structural part of how we create value for customers, value chain partners and society.



LET'S BUILD TOGETHER!



EXECUTIVE TEAM



Eugène van den Broek
Commercial Director



Bas van Kamperdijk
Director & Majority Shareholder

TIMELINE

1972



FOUNDATION OF BERDAL

The start of the family business.



USE OF RECYCLED RAW MATERIALS

Start of applying recycled raw materials in production processes.

1995

2014

DER BLAUE ENGEL CERTIFICATION

Buckets, bins and tubs certified with the German environmental label.



2017

MORE SUSTAINABLE SUPPLY CHAIN

We supply decentrally and minimise transport movements.

2018

ENERGY-EFFICIENT INJECTION MOULDING MACHINES

Investment in new machines with annual energy savings of approximately 1,000,000 kWh.

2019

EUROPEAN PLASTIC PACT

Participation in the pact aimed at reducing plastic use and stimulating recycling.

2021

SUSTAINABLE PRODUCT DESIGN

Since 2021, our Gripline Durable buckets, tubs and bins are produced using less plastic.

2020

CRADLE TO CRADLE CERTIFICATION

Certification of multiple products and brands.



2020

IN-MOULD LABELLING (IML)

Introduction of recyclable labels integrated into the production process.

2020

ACQUISITION OF PALLET PACKAGING LINE

41% reduction in packaging material usage.

2021

ACQUISITION OF BANDEROLLING MACHINE

Eliminates the need to package EPDM rolls in plastic.

2023

PARTICIPATION IN GSES & ECOVADIS



2023

QHSE-MANAGER

Fully focused on quality, health & safety and environment. Commitment to a greener future.



2023

CODE OF CONDUCT

Berdal Code of Conduct established for all value chain partners. 95% implemented by 2025.

2023

DEVELOPMENT OF CODE OF CONDUCT

A code of conduct for collaboration within the value chain.

2024

ISO 14001 ENVIRONMENTAL MANAGEMENT & CERTIFICATION

Steps towards a more circular and environmentally friendly business operation.



2024

PILOT RETURN FLOW OF USED BUCKETS AND TUBS

Pilot project for returning used buckets and tubs to achieve a fully circular production process.

2025

ELECTRIFICATION OF VEHICLE FLEET

Acceleration of the electrification of the company vehicle fleet.

2025

CRADLE TO CRADLE CERTIFICATION FOR GRIPLINE



2025

IKBINDR AMBASSADOR

Active social engagement as an ambassador of IKBINDR*.

2025

TARGET BY END OF 2025

We aim to reduce our energy consumption by 15% in 2025 compared to 2022. In addition, we are expanding our LCA range with analyses for Pandser construction foil and roof & wall membranes.

2025

CIRCULAR PLASTICS ALLIANCE

Participation in European initiative for circular plastic value chains.

WHAT WE ACHIEVED IN 2025

MEASURABLE RESULTS IN CLIMATE CIRCULARITY AND PEOPLE

In 2025, we further concretised our sustainability efforts by structurally measuring, analysing trends and implementing improvements. These results demonstrate the tangible outcomes achieved in practice.



STABILISATION OF CO₂ EMISSIONS

Total CO₂ emissions (Scope 1 & 2) amounted to 3,299,976 kg in 2025, representing a **slight decrease of 1%** compared to 2024. This indicates **stabilisation** following the sharp decline in 2023.

STRUCTURAL REDUCTION IN GAS CONSUMPTION

Gas consumption has decreased since 2021 and remained virtually unchanged in 2025 compared to 2024 (4,097 m³). This indicates a **lasting effect** of energy-saving measures.



ELECTRICITY CONSUMPTION MONITORED AND TRANSPARENT

Electricity consumption amounted to 6,972,241 kWh in 2025. Fluctuations over the years are linked to **production intensity** and **investments** in more efficient machinery.

ELECTRIFICATION OF VEHICLE FLEET

In 2025, **60% of the vehicle fleet** consisted of **electric vehicles**. This means that the majority of mobility is now low-emission.



CIRCULARITY & RAW MATERIALS



INSIGHT INTO PRODUCT IMPACT THROUGH LCAS

In 2025, Life Cycle Assessments became available for multiple product groups. These analyses provide insight into differences in CO₂ impact per product and form the basis for further optimisation.



MORE SUSTAINABLE PACKAGING IMPLEMENTED

For, among others, Gripline and Konvox, more sustainable packaging solutions were implemented in 2024 and 2025, focusing on material reduction and more efficient use of raw materials.



STRUCTURAL WASTE SEPARATION

Waste is separated into multiple streams, including plastics, film, paper, metal, wood and chemical waste. This establishes an important foundation for further reduction and reuse.



SIGNIFICANT REDUCTION IN WATER CONSUMPTION

Water consumption has decreased significantly since 2022. In 2025, consumption amounted to 719 m³, maintaining a stable low level compared to 2024.

PEOPLE & SAFETY



IMPROVEMENT IN ABSENTEEISM RATE

Absenteeism amounted to 9.68% in 2024, including long-term absence. Short-term absence was significantly lower. In 2025, total absenteeism decreased to 5.7%.

INCREASING EMPLOYEE SATISFACTION

Employee satisfaction increased from **7.4 to 7.8**.

IMPROVED INSIGHT INTO SAFETY

Incidents, near misses and environmental incidents are structurally recorded. The increase in reports indicates improved awareness and willingness to report.

VISION AND MISSION

Our vision describes how we view developments in the market and the value chain over the next five to ten years. Our mission outlines how we respond to these developments as an organisation and the role we aim to fulfil. Together, they form the foundation of our strategy and sustainable development.

VISION

Sustainability is playing an increasingly important role in decision-making processes across the entire value chain. Demand for high-quality products with a focus on circularity is growing rapidly. Meeting this demand requires collaboration — both within the construction value chain and within Berdal itself.

The market continues to evolve, driven by national and international trends in e-commerce and prefabricated industrial construction.

MISSION

We lead the way in developing high-quality concepts and assortments, enabling us to offer professionals and DIY users sustainable products and accessories. In doing so, we consider every product as the raw material for a new product.

In the coming years, we will continue to focus on strengthening our dealer relationships. In addition, we are exploring opportunities to serve the prefab industry and to develop our own e-commerce activities.



BRAND VALUES

Our values demonstrate how our policies and activities are rooted in an ethical and responsible corporate culture. By integrating these values into all our activities, we demonstrate our commitment to sustainable and inclusive business operations.

A BETTER WORLD

We are committed to a better world by using recycled materials and optimising our processes to minimise environmental impact. Our commitment to a circular economy is reflected in our approach to delivering products that place less burden on the environment and are fully reusable at the end of their lifecycle.

SOCIAL PROGRESS

We continuously improve our product development and business processes. We collaborate with suppliers and customers and invest in new technologies. In doing so, we create solutions and initiatives that not only drive our growth but also contribute to social progress.

ETHICAL BUSINESS PRACTICES

We operate in an ethical manner and take proactive steps that go beyond simply complying with regulations. This includes fair treatment of our employees and minimising our environmental impact, with a focus on continuous improvement and transparency.

SHARED SUCCESS

We strengthen our relationships through close collaboration with partners, suppliers and customers. Together, we work on solutions that are not only economically viable but also socially responsible, ensuring that all parties benefit from shared success.



DEMONSTRABLY SUSTAINABLE

We believe in sustainability and transparency. That is why we continuously invest in independent assessment and certification. International value chains and professional customers expect demonstrable performance. Through external labels and assessment systems, we make our sustainability efforts verifiable and comparable.

The sustainability of our products and organisation is safeguarded by various organisations and certification schemes.



Der Blaue Engel is a Type I ecolabel according to DIN EN ISO 14024 and is characterised by:

- Independent awarding with government involvement
- Assessment based on the full lifecycle
- Regular revision of requirements

We have obtained this certification through:

- Use of 100% recycled plastic
- In-house production for maximum quality control
- Continuous optimisation of material usage and reduction of waste streams
- Periodic reassessment in accordance with current environmental standards

DER BLAUE ENGEL

Our Gripline Durable and Original buckets and tubs have been certified with the German environmental label Der Blaue Engel since 2014. This label confirms that these products have a lower environmental impact than comparable alternatives and meet strict requirements in the areas of environment and health.

Der Blaue Engel is the official environmental label of the German government and has existed for more than 45 years. It is internationally recognised as a reliable and independent ecolabel. The label identifies products and services that are demonstrably more environmentally friendly throughout their entire lifecycle.

The certified Gripline buckets and tubs are made from 100% recycled and certified plastic, sourced from household waste. This demonstrates that sustainability and product quality can go hand in hand, resulting in a lower environmental impact.

CRADLE TO CRADLE

Our Gripline buckets, tubs and bins were the first in our industry to be Cradle to Cradle Bronze certified. Our Pandser roofing systems, waterproofing strips and EPDM membranes have also obtained this certification. This demonstrates that circularity is not just an ambition on paper, but a concrete part of our product development and production processes.

The Bronze level means that our products meet established sustainability criteria. Harmful substances are excluded, products are designed with reuse in mind, and there is insight into the impact on people and the environment.

The assessment is based on five themes:

- Material health
- Circularity and reuse
- Climate and energy use
- Water management
- Social fairness

In addition, an improvement plan has been established to structurally secure further sustainability improvements.

Cradle to Cradle (C2C) is an internationally recognised certification programme for circular products. Its core principle is that materials retain their value and can be reused after use without loss of quality. With this certification, we give substance to our ambition to take responsibility for the way we

produce and to further increase circularity within the value chain.

GSES

We are affiliated with GSES (Global Sustainable Enterprise System), an international sustainability assessment system that monitors organisations and products on relevant sustainability aspects.

GSES assesses performance on, among others, CO₂ emissions, circularity, raw material usage and social aspects. This is done through external audits. Instead of applying one fixed standard, GSES functions as an overarching system that provides insight into sustainability based on existing certifications and additional assessments.

Performance is presented in a ranking (leaves), making organisations comparable.

Our participation in GSES contributes to:

- External verification of our processes and impact
- Integration of existing certifications such as Cradle to Cradle and ISO 14001
- Further development towards product-level assessment

In the next phase, individual products will also be assessed, making the sustainability of each product measurable and transparent. This strengthens

internal steering and improves insight into performance within the value chain.

ECOVADIS

In 2023, our sustainability efforts were recognised with the EcoVadis Commitment Badge. This international recognition is awarded to companies that achieve at least 45 points (on a scale of 0–100) and demonstrably work on structural improvement in the areas of environment, labour and human rights, ethics and sustainable procurement.

EcoVadis is a global assessment platform that evaluates organisations on their sustainability management. The assessment is based on policies, actions and results, supplemented by external information and stakeholder input. The score makes performance internationally comparable.

The EcoVadis assessment confirms that we have a structured sustainability management system in place. The Commitment Badge underlines that we meet international standards and are actively working towards further professionalisation of our processes.

Our goal by the end of 2025 is to upgrade the Commitment Badge to a Bronze medal, placing us among the top 35% of assessed companies worldwide in terms of sustainability management. To achieve this, we will continue to monitor, improve and externally verify our processes.



ISO 14001

We are ISO 14001 certified. This international standard for environmental management confirms that we systematically identify our environmental performance, set objectives and continuously improve our impact. With this certification, we demonstrate that sustainability is structurally embedded in our operations. ISO 14001 focuses on controlling and reducing environmental impact, complying with laws and regulations, and improving processes. Within this framework, we identify our environmental aspects, define measurable objectives and monitor our performance.

The certification process includes:

- Document analysis and evaluation of the environmental management system
- On-site assessment, including interviews, observations and process analysis

Following certification, annual surveillance audits are conducted and recertification takes place every three years. This ensures that our environmental management system remains up to date and continuously improves.

ISO 14001 supports us in:

- Structural reduction of environmental impact
- More efficient use of raw materials
- Risk management
- Continuous strengthening of our circular strategy

"IT IS NOT ENOUGH TO DO YOUR BEST; YOU MUST KNOW WHAT TO DO, AND THEN DO YOUR BEST."

- W. Edwards Deming

QUALITY, SAFETY, AND SUSTAINABILITY IN PRACTICE

As QHSE Manager, I ensure that within Berdal we operate according to the highest standards in the areas of quality, safety, health, environment and legislation. I ensure that our processes comply with applicable requirements and that we continuously improve where necessary.

I coordinate internal and external audits, conduct risk analyses and provide training so that employees work safely and according to established procedures. This ensures clear responsibilities, manageable risks and insight into our performance.

In the area of sustainability, I focus on further structuring and improving our processes in line with international standards such as ISO 14001, GSES, EcoVadis and Cradle to Cradle. These frameworks help us make environmental performance measurable, document improvement actions and demonstrably secure progress.

— Marcel Faasen, QHSE Manager



PREPARED FOR ESG REPORTING

Although Berdal is currently not subject to the formal reporting obligation under CSRD, we actively monitor developments in ESG reporting and CSRD legislation. In recent years, we have collected sustainability data relating to energy consumption, CO₂ emissions and operational processes. We use this data to prepare for future legislation and to increase transparency towards customers and value chain partners.

In the coming years, we will further structure and improve our data collection so that it aligns more closely with CSRD principles. We focus on making relevant sustainability indicators transparent and strengthening our internal monitoring.

We are exploring how we can gradually align with the CSRD framework. Based on further clarification of the legislation, we will determine the form and scope of our reporting.



EMISSION SCOPES

To gain insight into our CO₂ emissions, we apply the classification according to the Greenhouse Gas Protocol. This internationally recognised framework distinguishes three emission categories (scopes), clarifying where emissions occur and where we can exert influence.



SCOPE 1 DIRECT EMISSIONS

Scope 1 includes direct CO₂ emissions from sources within our organisation. This includes:

- Gas consumption at our site
- Fuel consumption of our own vehicle fleet

These emissions occur directly.

SCOPE 2 INDIRECT EMISSIONS (ENERGY)

Scope 2 includes indirect emissions resulting from purchased energy, such as electricity.

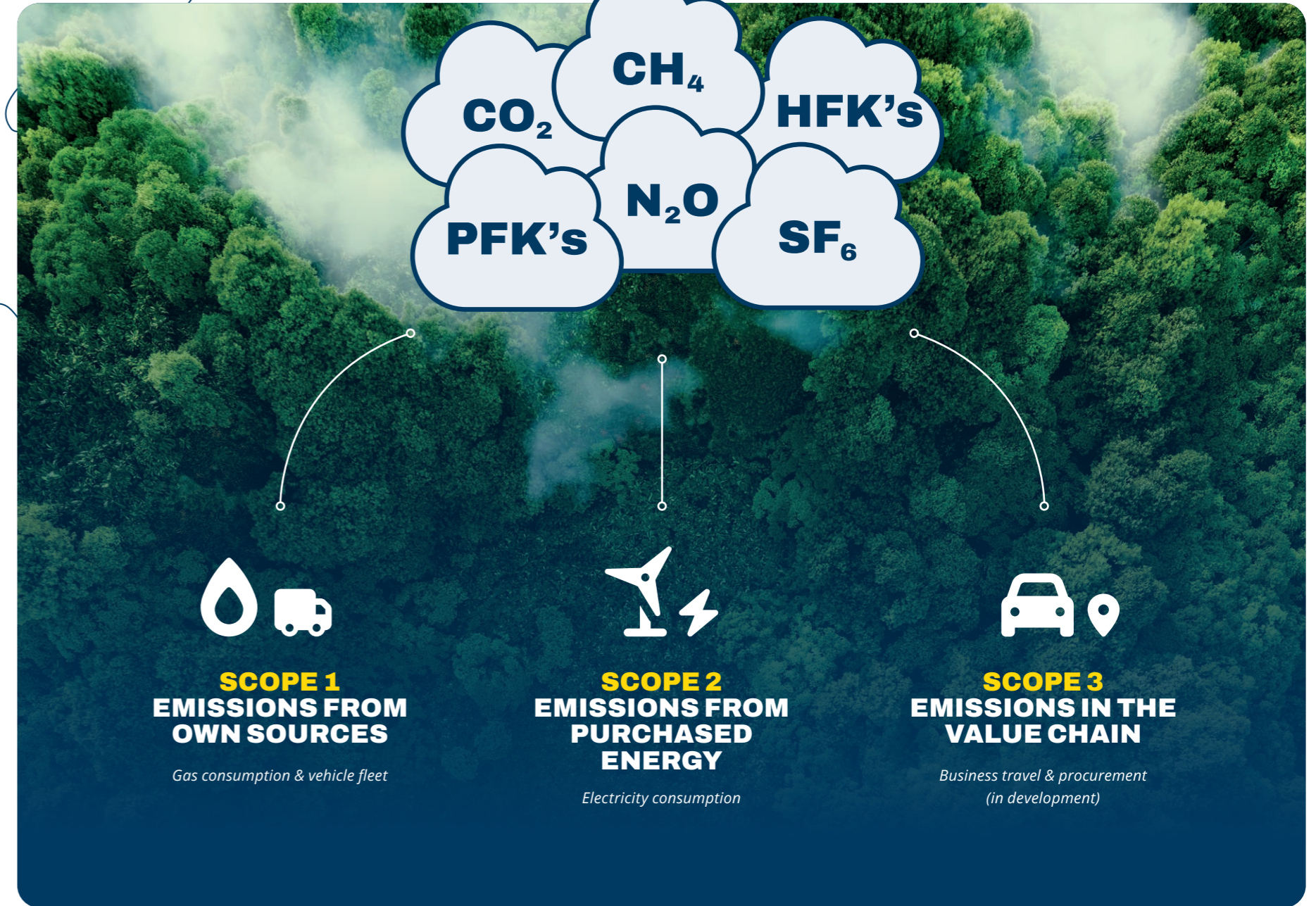
In 2024, our total energy consumption amounted to 6,517,076 kWh. We apply national emission factors when calculating our CO₂ emissions (2024: 0.337 | 2025: 0.328). Currently, 5% of our electricity consists of green energy (wind power).

SCOPE 3 OTHER INDIRECT EMISSIONS

Scope 3 includes indirect emissions within the value chain, outside our direct operations. At Berdal, we currently measure:

- Business travel by employees (Almelo location)

In addition, we are working on further mapping emissions from purchased goods and materials, including through Life Cycle Assessments (LCAs). The Scope 3 inventory will be expanded gradually in the coming years.



ROADMAP 2026-2028

CLIMATE & ENERGY



RAW MATERIALS AND CIRCULARITY



LOGISTICS AND VALUE CHAIN



PEOPLE & ORGANISATION



2026

- Further electrification of the vehicle fleet towards >78% electric vehicles
- Further increase in the share of green energy within total energy consumption
- Further expansion of insight into Scope 3 emissions, with focus

2026

- Further expansion of Life Cycle Assessments (LCAs) within the product portfolio
- 10% reduction in packaging materials, with a focus on trailer nets
- Start of collaboration with “Verpact” (www.verpact.nl) towards a new fully circular raw material chain

2026

- Further implementation of the Code of Conduct for suppliers
- Integration of GSES phase 2, including expansion towards product-level assessment
- Improvement of EcoVadis score towards Bronze medal

2026

- Structural embedding of the job framework and competency reviews
- Further rollout of the Berdal Academy

2027

- Further optimisation of energy consumption in production, including through the use of 20-25% more energy-efficient machinery
- Basic insight into Scope 3 emissions within the main value chain flows

2027

- Further expansion of LCA coverage within the assortment
- Introduction of a product line developed from the “Verpact collaboration”

2027

- Basic insight into Scope 3 emissions within the value chain

2027

- Further strengthening of sustainable employability within the organisation

2028

- Full electrification of the vehicle fleet
- Structural monitoring of Scope 3 emissions within the organisation

2028

- 40% of the product portfolio covered by LCAs

2028

- Implementation of Scope 3 monitoring within the reporting structure

2028

- Reduction of absenteeism rate to approximately 4%
- Increase employee satisfaction to 8.0
- Average of 50 training hours per employee per year



The roadmap shows the key themes on which we will take targeted steps in the coming years. Where possible, we link concrete objectives to these themes, ensuring that progress remains measurable and transparent.

SUSTAINABLE INITIATIVES IN PRACTICE



FROM AMBITION TO ACTION

In addition to policies, certifications and measurable targets, we work daily on concrete improvements within our organisation and value chain. These initiatives demonstrate how sustainability is implemented in practice at Berdal — from product development and packaging to social engagement and international collaboration.



MORE SUSTAINABLE PACKAGING

In 2024, more sustainable packaging solutions were introduced for, among others, Gripline and Konvox. The focus was on reducing material usage and improving the efficiency of raw material use. Further implementation of low-plastic packaging solutions is planned for 2026.



PILOT RETURN FLOWS

To further strengthen circularity, a pilot project has been launched for the return of buckets and tubs. This allows us to explore how products can be reintroduced into the production process after use. This pilot represents a step towards closed material loops.

COLLABORATION WITHIN THE VALUE CHAIN

PLASTICS RECYCLERS EUROPE

Berdal is a member of Plastics Recyclers Europe, an organisation representing European plastic recyclers. Within this network, we collaborate on the high-quality processing of plastic waste into new raw materials for production.

EUROPEAN PLASTICS PACT

Berdal participates in the European Plastics Pact, a collaboration between companies and governments aimed at accelerating the transition to a circular plastics economy. Within this pact, we aim to achieve 20% reduction in raw material use and 25% increase in recycling by 2025 compared to 2017. These objectives have been achieved.

POLYMER SCIENCE PARK

As a board member of the Polymer Science Park (PSP), Berdal actively contributes to the development of circular innovations within the plastics industry. PSP supports companies in making products circular through knowledge sharing, training, material testing and value chain projects. In addition, Berdal is a co-shareholder in PSP projects in which market and research parties collaborate on pilot projects to close the loop.

SOCIAL ENGAGEMENT

Berdal supports Stichting Goal and acts as an ambassador for IKBINDR. In addition, we provide employment opportunities for people with barriers to employment and are affiliated with Werkpakt*. In this way, we link sustainability to social responsibility.

GOVERNANCE & SAFETY

Through security training and continuous process improvement, we strengthen the safety and reliability of our organisation.



BERDAL

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