

Sustainability

Report

THB Verhoef BV – The Netherlands

Wholesaler of Aftermarket Diesel Engine Parts

Our Company Forward

2026 marked another year of progress in our journey toward a more sustainable business model. As a wholesaler of aftermarket diesel engine parts, we are fully aware of our role in the energy transition and the circular economy. We are proud to have taken concrete measures that reduce our ecological footprint while contributing to a more sustainable maritime industry.

Who We Are

Founded in 1989 in Zwijndrecht, the Netherlands, THB is a leading supplier of components for four-stroke diesel engines. With decades of experience, we have grown into a trusted partner for ship managers and owners, repair companies, and international traders involved in global maritime operations. As a stockist and distributor, we maintain an extensive inventory to ensure fast, reliable delivery anywhere in the world.

What We Do

Our core business lies in the procurement, warehousing, and distribution of high-quality engine components for seagoing vessels. We work closely with OEMs, certified manufacturers, and logistic partners to ensure consistency, compliance, and availability — all while minimizing operational downtime for our clients.

Our services include:

- Availability | Large stock.
- Parts from Original Equipment Manufacturer | European Quality.
- Worldwide customer base.
- Technical support and product advice.
- Competitive pricing.
- Door to – deck services.
- Wide engine scope.

Our Responsibility

As a key link in the maritime supply chain, we recognize our responsibility to contribute to a more sustainable shipping industry. This starts with our own operations but extends across our value chain. We aim to:

- Reduce emissions related to our logistics and warehousing activities.
- Extend the lifecycle of components through repair, reuse, and resale where possible.
- Collaborate with suppliers and customers to lower the environmental footprint of maritime operations.
- Maintain transparency and compliance with ESG standards.

Sustainable Growth

We are committed to long-term, responsible growth. As a stockist, we avoid overproduction and waste by aligning stock levels with actual industry needs. Our digital inventory management and predictive demand forecasting help reduce unnecessary transportation and optimize supply efficiency. Our investments in warehouse energy efficiency and circular business models reflect our ambition to integrate sustainability into every layer of our operations.

Looking Ahead

Our future plans include:

- Implementing CO₂ tracking across the full logistics chain
- Expanding our offering of eco-friendly or reconditioned parts
- Collaborating with green shipping initiatives and industry alliances.
- Pursuing sustainability certifications for our processes and suppliers.

At THB, sustainability is not a trend — it's a transformation. We believe that by integrating responsible practices into our business model, we can contribute to a cleaner maritime sector while continuing to deliver value to our clients worldwide.

FOR THE BEST PERFORMANCE

Vision & Mission

Vision

To be the preferred authorized distributor and stockist of leading European OEM spare parts.

Mission

To inspire our clients by providing access to genuine parts and expert knowledge. We deliver affordable, high-quality products and services as a trusted partner—creative, innovative, customer-focused, and committed to a carbon-neutral footprint.

Material Sustainability Topics

To identify the most relevant sustainability topics, we conducted a stakeholder analysis in 2024. Stakeholders were divided into:

Internal Stakeholders:

- Employees
- Shareholders

External Stakeholders:

- Clients: shipowners, ship managers, repair companies, power plants, traders
- Suppliers
- International Sales and Service Agents

After consultation, topics were prioritized based on relevance and impact. The most critical issues are integrated into our stakeholder engagement strategy.

Our Commitment to Climate Protection – Scope 1, 2 and 3 Emission Targets

We see ourselves as an integral part of society, committed to sustainable action. For us, sustainability means balancing economic progress, ecological responsibility, and social justice. Our goal is to leave future generations with both a livable environment and a healthy, well-structured company.



Sustainable business requires measurable action. That is why we have committed to ambitious climate targets based on the internationally recognized Scope 1, 2, and 3 emissions, using a "cradle-to-gate" approach:

Scope 1 - Direct emissions from owned sources, such as our company trucks and heating systems.

Scope 2 - Indirect emissions from purchased energy, such as electricity for our operations.

Scope 3 - Other indirect emissions, including product transport, procurement, and business travel.

Our climate goals:

- 50% CO₂ reduction by 2030 compared to 2018
- 75% CO₂ reduction by 2035
- Climate neutrality (100% reduction) by 2040

Concrete measures already implemented or planned:

- **Own solar energy:** Our 720 solar panels supply a significant portion of our electricity needs, greatly reducing our Scope 2 emissions.
- **Sustainable vehicle fleet:** We operate 7 electric vehicles, 2 hybrid cars, and 1 fully electric delivery van, significantly reducing our Scope 1 emissions.
- **Route optimization and shipment consolidation:** We continuously improve our logistics planning to minimize fuel consumption and unnecessary trips.

- **Collaboration with low-emission logistics partners:** We actively choose transportation partners with strong sustainability credentials to further reduce Scope 3 emissions.
- **Sustainable procurement and logistics collaboration:** We engage our suppliers in our climate ambitions through responsible sourcing and long-term partnerships.
- **Employee commuting:** Four of our employees commute to work by bicycle, contributing to lower Scope 3 emissions and promoting a healthy, low-carbon lifestyle.
- **Monitoring and transparency:** We track our carbon footprint annually and evaluate our progress using internationally recognized standards.

Through these actions, we aim not only to reduce our own environmental impact but also to lead by example, inspiring our partners, customers, and employees to join us in building a climate-conscious future.

Sustainability & Environmental – Green Policy

As an ISO 14001-certified company, we are committed to sustainable operations both internally and within our supplier network. Integrating a robust green policy into supply management not only minimizes environmental impact, but also drives sustainable value across the entire supply chain. These principles are part of our supplier KPIs. We also develop business models that enhance sustainability.

Environmental Responsibility

Aspect	Responsibility
Management	Process responsibility, implementation oversight
All Staff	Compliance with environmental procedures
HSEQ Manager	Monitoring, waste management, training

Energy Consumption & Emissions

All Employees

- Use of energy-efficient lighting
- Switch off lights and equipment
- Minimize heating use
- Optimize ventilation

HSEQ Manager

- Eco settings on equipment
- 100% green electricity (where possible)

Energy Management

- Training and awareness
- Daily compliance
- Ongoing process optimization

Social Performance

Occupational Health & Safety

Employee health and safety remain top priorities. In 2025, we maintained a safety culture with zero workplace accidents. Preventive measures were taken for COVID-19 and mental health was promoted through work-life balance initiatives.

Metric	2025 Value
Worked hours	20,976
Accidents	0
Serious incidents	0
Lost workdays	0
Fatalities	0

Human Resources – Diversity, Equity & Inclusion

We aim to attract talented individuals and ensure top-quality service. Discrimination is strictly prohibited. Equal opportunities in recruitment, promotion, and evaluation are guaranteed, and safeguarded in our Code of Conduct.

Key Performance Indicator (KPI):

We have set a clear diversity goal: **by 2025, at least 40% of our office staff will be women.**

This target reflects our dedication to improving gender balance in our workforce, particularly in roles that shape decision-making, innovation, and organizational culture. We are taking targeted measures to support this goal, including:

- Inclusive recruitment practices
- Equal opportunities for development and promotion
- A workplace culture that supports work-life balance for all genders

We view gender diversity not only as a matter of fairness, but as a driver of creativity, performance, and long-term success.

Demographic 2025	Values
Employee Age Groups	<30: 4 30–50: 15 >50: 7
Board Age Groups	<30: 1 30–50: 3 >50: 1
Gender Ratio office	26% female 74% male

Benefits Provided

- Health insurance
- Parental leave
- Pension plans

Supplier Social Performance

All suppliers are evaluated based on compliance with our Supplier Code of Conduct and ethical standards.

Collaboration & Policy

thin the industry and with governments. Only through joint efforts
ss toward a circular and sustainable future.

Looking Ahead – 2026 Goals

- 80% electrification of company fleet
- Launch of CO₂ offset program for incoming shipments
- Expansion of circular partnerships
- Sustainability workshops for staff

Governance Performance

Focus Areas

- Anti-corruption
- Procurement practices
- Anti-competitive behavior

Governance Structure

- Managing Director
- Director Business Development & Marketing
- Operations Manager (HSEQ)
- Accounting & Documentation

Anti-Corruption

We maintain a zero-tolerance policy toward bribery and corruption. All business is conducted transparently and ethically, in full compliance with applicable laws.

Governance Awareness

Entity	Confirmed Incidents
THB	0
Employees	0
Business Partners	0

Procurement Practices

Group	Informed (%)
Board Members	100%
Employees	100%
Partners	100%
Legal Proceedings	0

Closing Statement by the Managing Director

At THB Verhoef, sustainability is not a separate project — it is an integral part of who we are and how we operate. This report reflects the collective efforts of our entire team, our partners, and our community in working towards a more responsible and resilient future.

I would like to sincerely thank our employees for their dedication, our customers and suppliers for their continued trust, and all stakeholders who challenge and inspire us to do better every day. Together, we are making real progress — from reducing our emissions and investing in clean energy, to fostering diversity and encouraging sustainable practices across our value chain.

We know that the path to sustainability is a continuous journey. That is why we remain committed to transparency, accountability, and constant improvement. The goals we have set are ambitious, but with shared responsibility and consistent action, they are within reach.

Let's keep moving forward — for our planet, our people, and future generations.

Leen Warnaar
Managing Director
THB Verhoef BV

