

BOLSIUS IMPACT REPORT 2025

Creating meaningful moments of connection

Lighting the way forward

bolsius
since 1870

JUNE, 2026



NOTE FROM OUR CEO

2025: SHOWING OUR CORE VALUES

The year 2025 has been one of challenges. Around the world, geopolitical tensions continued to reshape supply chains and markets experienced major volatility. At the same time, consumers demanded more transparency, more responsibility, and more meaningful action from brands. In this complex landscape, Bolsius' commitment to positive impact only grew bigger.

In 2025* we have been able to really integrate our emission reduction-strategy into multiple levels of our organisation. It's now an important factor in decision-making throughout the whole business operation: from candle recipes to transport means and employee commuting.

Obviously positive impact reaches further than lowering emissions. Bolsius wants to be the best employer for its employees. In 2025, feedback forms showed us that this needs constant work and attention. Measuring temperature among employees isn't enough. Moving into 2026, we are determined to act upon the input we have received. Over time, we want to make all our employees feel equally valued and included. And the way we take care of our employees, we also want to take care of communities around us. Last year we started a strategic partnership with the Salvation Army. A foundation that encourages connection and offers hope. We also donated more than 30.000 candles to charities in Kiev, since the war in Ukraine was ongoing. In difficult times, the light of a candle can bring a little bit of warmth and hope. Even if it is only small gestures, I feel that these initiatives really show the core of our company.

To finish it off, when I look back at 2025, I see that we have started to genuinely engage the people around us in our sustainability goals. Rather than a checkbox, sustainability is becoming an integral part of our organisation. Slowly but steadily our colleagues are embracing our impact strategy and -pillars. They are addressed in monthly company meetings and in the Supervisory Board. We are not scaling back our sustainability ambitions. We are fully aware of the fact that this will sometimes cause friction.

Like in 2025, in 2026 we will overcome hurdles by taking a step back when necessary and focusing on the right balance between business delivery and sustainability commitments. As the saying in Dutch goes 'zonder wrijving geen glans': smooth seas do not make skillful sailors!

Bolsius is and stays 100% dedicated to being the leading, European candle company with love for people and planet, and to reconnecting people, now and in the future.

Enjoy this read and many thanks to all our employees and stakeholders who are contributing to our impact.



Marco-Paul Meinen,
CEO Bolsius

*The Bolsius financial year runs from April 2025 to March 2026.

CONTENT



01.
— ABOUT
BOLSIUS
P04

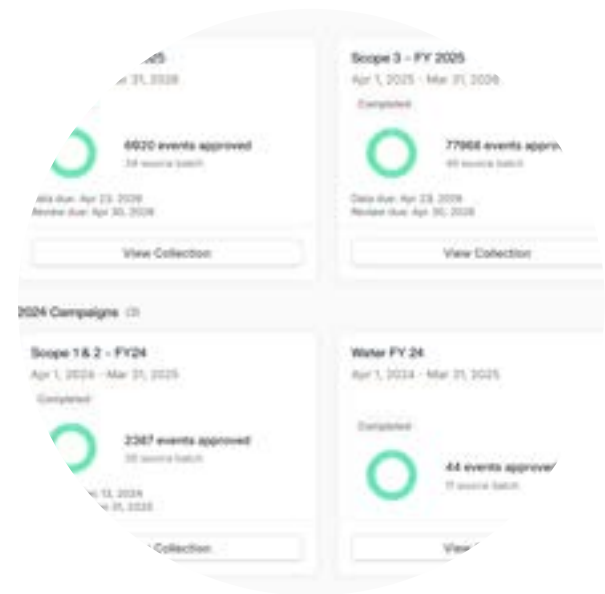


02.
— OUR IMPACT
STRATEGY
P06

REDUCE P08

CARE P11

ENGAGE P15



03.
— SUSTAINABILITY
DATA & REPORTING
P18



04.
— APPENDIX
P21

This document, the fourth edition of the Bolsius Impact Report, provides insight into our milestones, ambitions, goals, and aspirations. It highlights what we have accomplished so far, the challenges we face, and our ongoing commitment to creating positive impact through all areas of our organisation. By embedding this approach into the way we operate and grow, we aim to contribute to a liveable, healthy, and safe world for future generations.

01. ABOUT BOLSIUS



Illuminating meaningful moments for over 150 years

Since 1870, our candles have been part of life's most meaningful moments of connection. They illuminate both the everyday and the extraordinary. From joyful celebrations to quiet reflections, from births and baptisms to weddings, and moments of silence and remembrance. Lighting a candle has been a symbol of hope, comfort, and (re)connection for generations. And it continues to be exactly that.

We invite you to [dive into our candle making history and explore over 150 years of pioneering in a nutshell](#). In this Impact Report we share our facts and figures and illustrate how Bolsius helps to brighten lives in homes and communities around the world.



Mission

We create products of superior quality that share the magic of the flame, to reconnect people with themselves and their loved ones for now and generations to come.

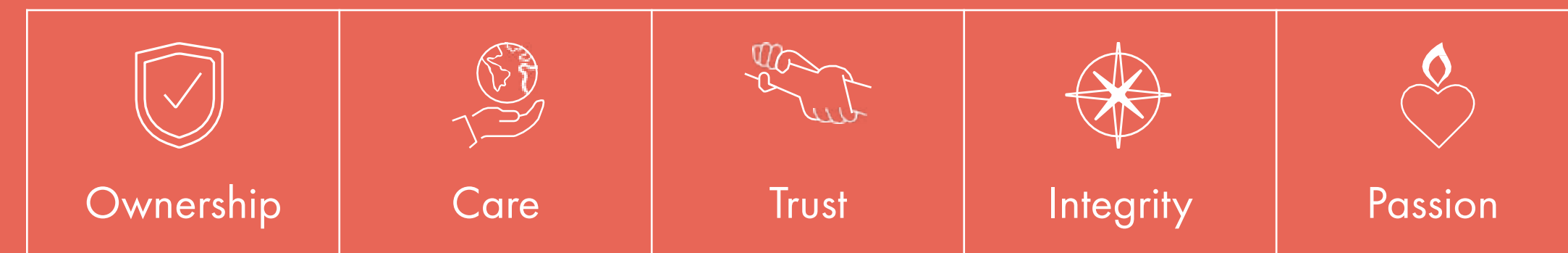


Objective

Be the leading candle company in Europe with love for people and planet.

Values

Every day, our values guide the way we act and decide, shaping the foundation of our unique culture.



[Read more about our values](#)

Key Facts



Factories in Kobylin (Poland) and Moerdijk (the Netherlands)



Offices in Schijndel (Head office, the Netherlands), Poznan (Poland), Essen (Germany), Legnano (Italy) and Kungsbacka (Sweden)



982 employees



Products being sold in 62 countries



1.393.331.291 connections made in financial year 2025



B Corp certified since 2023

02. OUR IMPACT STRATEGY



Bolsius Impact pillars


The Bolsius Impact Strategy is based on three pillars: Reduce, Care and Engage. They guide our daily operations and our decision-making at all levels. From choosing the suppliers that deliver responsibly sourced materials, to reducing energy consumption and GHG emissions, and creating a safe and healthy workplace. In 2025 we took serious steps within each of these pillars, and we will continue to do so in the years ahead.



Bolsius' pillars and key goals for 2030:


REDUCE Limit our negative impact on the planet


Decarbonise our business and energy management:

 **-50%** ↓ Efficient mobility and transportation of employees and business

 **-15%** ↓ Reduce energy consumption through improvement and innovation

 **100%** ↑ Renewable energy sourcing


 **-50%** ↓ Reduce freight emissions and optimise overall transportation


 Drive sourcing from 2/3 fossil based to **50%** ↑ sustainable sources

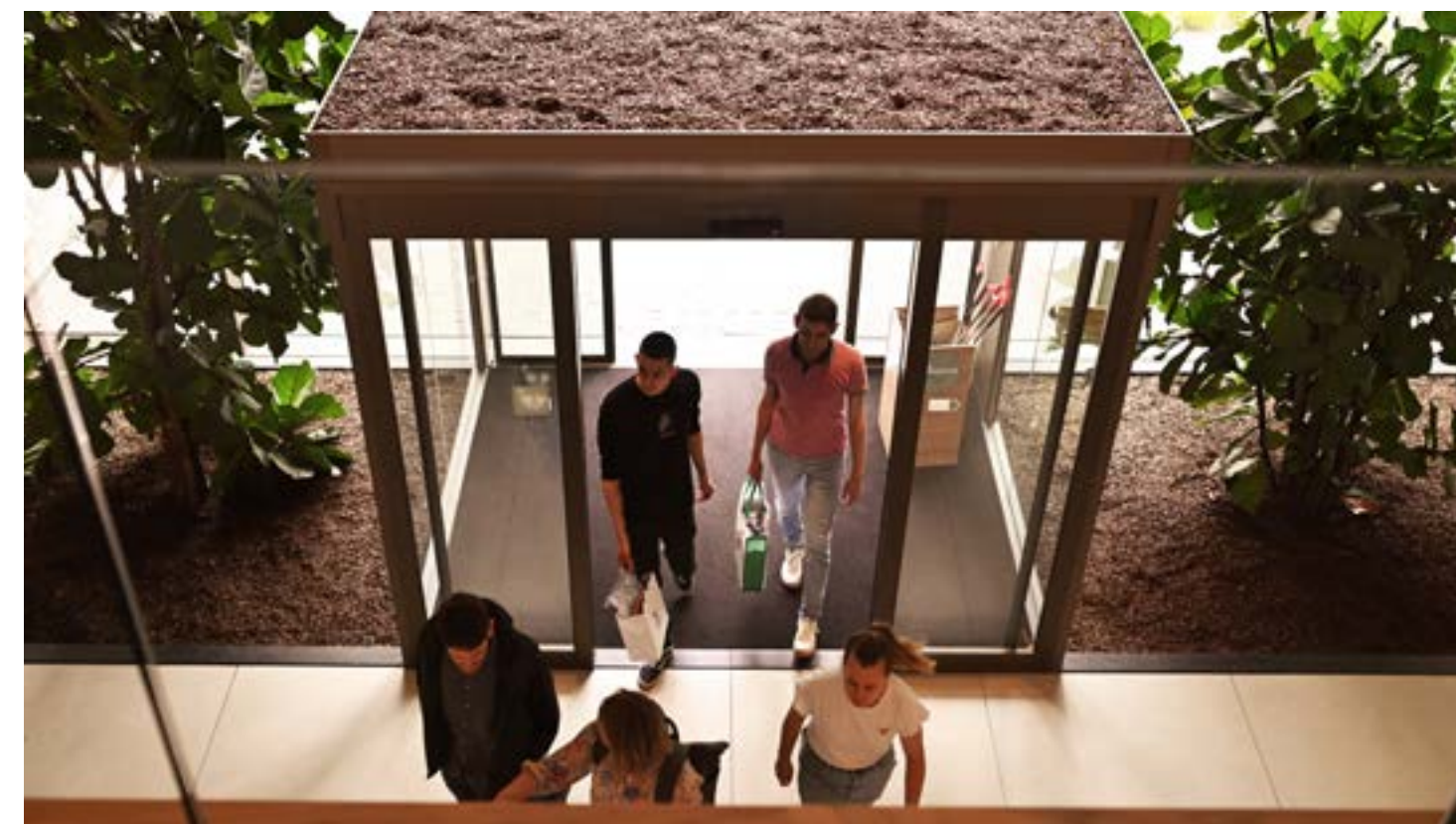
Eliminate waste:

 **-30%** ↓ Reduce product packaging and optimise materials in products and focus on eco-design

CARE Care for all of us


 **Provide a Great Place to Work:** focus on ensuring the culture, development, diversity, inclusivity, innovation, wellbeing for existing and potential employees. By 2030 Bolsius is certified as a Great Place to Work.


 **Support our local communities:** donate our time, products and contributions to support people fighting loneliness and bringing people together in local communities.



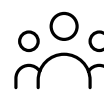
ENGAGE Interact and collaborate with key stakeholders

 **Make employees sustainability champions:** develop climate and sustainability awareness, putting sustainability at the heart of what we do.

 By 2028 **80%** of employees in the office locations is engaged in sustainability related topics (like CO₂ reduction, D&I, etc). By 2030, everybody is trained.

 **Collaborate with our value chain:** exchange environmental data with suppliers, customers and other value chain partners to develop joint impact reduction plans and identify circular economy opportunities.

 **-25%** ↓ Reduce our environmental impact and drive improvements among suppliers through collaboration.

 **Collective action and consumer awareness:** positive impact via sustainability awareness in industry and business communities and develop knowledge amongst our users.

REDUCE

Towards net-zero GHG

Within this pillar Bolsius limits its negative impact from emissions. The overarching goal is to achieve net-zero greenhouse gas (GHG) emissions across our entire value chain by 2050. To reach this, we will reduce our absolute scope 1, 2, and 3 emissions by 90% compared to our baseline year 2022.

To stay on track reaching this ambitious target, we have set several near-term targets. These targets are validated by the Science Based Targets initiative (SBTi). This confirmation ensures that our climate ambitions are aligned with the Paris agreement and the latest climate science.

DMA Topic	DMA sub topic	KPI	22-23	23-24	24-25	25-26	2030 *
E1 Climate Change	Climate mitigation	Efficient mobility		4%	6%	42%	-42%
	Climate mitigation	Reduce freight emissions - Total Outbound		-4%	-9%	-19%	-50%
	Energy	Energy management		-1%	0%	-3%	-15%
	Energy	Energy consumption (MWh)	52.835	52.261	52.579	51.147	44.910
	Energy	Renewable energy sourcing %	48%	47%	47%	48%	100%
E5 Circular economy	Resources inflows & outflows	Reduce product packaging impact (emissions)		-9%	0,2%	1%	-30%
	Resources inflows & outflows	Regenerative sourcing (% bio sourced materials)	33%	28%	29%	33%	50%
	Waste	Total Waste generated from all sites (tons)	1.354	1.605	1.317	1.392	1.151
		Total Waste generated from all sites		17%	-3%	3%	-15%
NA	NA	Water (m3)	18.458	17.666	17.354	15.938	NA

*vs. FY22 baseline year



Highlights pillar **REDUCE**

Raw material emission roadmap

We made an emission roadmap that provides clear direction on how we will achieve our 2030 paraffin reduction targets. In 2025 we strengthened this approach by adapting our software tools to include CO₂-equivalent (CO₂e) as an equally weighted parameter alongside quality, technical

feasibility, supply constraints and cost. This enables quick scenario modelling and transparent forecasting, ensuring that every material choice directly supports our long-term SBTi-aligned reduction pathway.



“The emission roadmap gives us a clear direction for everyday decisions. It helps us balance cost, feasibility and emissions, while staying on track toward our long-term targets. That makes CO₂ reduction a practical part of how we work.”

Bart Tegelbeckers,
R&D specialist



LED lighting in our factory

In 2025, we upgraded the lighting in our production halls, corridors, and office areas in Kobylin (Poland) by replacing traditional fixtures with energy-efficient LED lighting. This transition has reduced electricity consumption by approximately 60%, significantly lowering our CO₂ emissions. Beyond the environmental gains, the new lighting enhances workplace comfort and safety and saves operational costs. As LEDs do not contain toxic substances and require less maintenance, this project contributes both to our sustainability ambitions and to the creation of a healthy working environment.

Regenerative sourcing

Traditional candle wax is often made from paraffin, a by-product of petroleum refining. The past years, several sustainable alternatives have become available, derived from plant- or animal-based feedstocks. Choosing these alternatives involves balancing environmental impact, availability, cost, and product performance. Because we aim to deliver superior quality, safety, and burn performance, the most sustainable option is not always the most straightforward. In 2025, we increased the share of bio-based materials in our waxes by 4%, reaching 33%. This progress was driven by two parallel developments: further optimisation of our candle recipes and product innovations that reduced the total amount of material used per candle. Quality, safety, and burn performance remained unchanged, ensuring consumers continue to enjoy the reliable performance they expect from Bolsius.



● LOOKING AHEAD



Being ambitious and realistic

The goals for 2030 are fast approaching and our greatest challenge lies in maintaining equilibrium between sustainability and profitability, between CO₂ reduction and market share. The upcoming years, within the Reduce pillar we want to stay on track with our SBTi-path and accelerate structural change across energy, materials and product design. Key focus areas will be the further reduction of fossil energy use, scaling circular and refillable solutions, and increasing the share of bio-sourced materials across our portfolio. We will continue to prioritise measures that deliver measurable CO₂ reductions. And we will keep using data-driven insights to manage trade-offs between cost, quality, availability and environmental impact. This way we ensure that our reduction strategy remains both realistic and aligned with our long-term ambition to decarbonise our value chain.

Caring for the people around us

Pillar two is about fostering a culture of care for people within our organisation and beyond. Our organisation strives to be a workplace where people feel safe, included and supported to grow. This includes investing in a healthy and trusting work environment, promoting diversity and inclusivity, and enabling personal and professional development throughout all stages of employment.

Caring for people also extends beyond our own organisation. Rooted in our belief that light brings people together, we actively support local communities by donating time, products and resources, and by engaging in partnerships that help combat loneliness and create moments of connection.

DMA Topic	DMA sub topic	KPI	22-23	23-24	24-25	25-26	2030
S1 Own workforce	Working conditions	Care for our people					
		Great Place To Work		59%	56%	49%	70%
		Participation GPTW		48%	40%	64%	80%
		Total turnover, excl. retirement	18%	14%	13%	8%	<10%
		Absence rate				3%	<5%
		Injuries & lost days (factory)				8 /343	0
		Min living wage	100%	100%	100%	100%	100%
	Equal treatment & opportunities for all	Yearly performance & development discussion %				72%	90%
		Average training hours per employee				6	>25
		% woman		58%	58%	58%	min. 50%
		% woman in management (all people managers)		22%	34%	34%	min. 50%
NA	NA	Care for our communities					
		Value donations (products & financial)		€ 121.548	€ 126.926	€ 394.392	NA
		Voluntary hours		238	323	443	1000



Highlights pillar **CARE**

Health week & Steptober

Bolsius strengthened its commitment to colleague wellbeing with an energising Health Week. Under the theme 'Keep Moving', employees could join a wide range of activities: from a SUP clinic, yoga break, and a Me-Mover clinic, to a bootcamp session, a 'Power of Failure' workshop, and kefir workshop. The participants were encouraged to explore new ways of staying active, building resilience and taking care of their physical and mental health. In line with supporting healthier colleagues, we also organised our annual Steptober challenge. Teams from the Netherlands, Poland and Germany were brought together to boost their daily step count through friendly competition and shared encouragement.



**Great
Place
To
Work®**

Diversity & Inclusivity

Bolsius further embedded Justice, Equity, Diversity and Inclusion (JEDI) principles into the company culture. Through initiatives such as Inclusive Holidays, Curb your bias workshops, Inclusive Talk Training and Diversity Day, we created awareness, encouraged dialogue and built understanding across the organisation. The activities helped open conversations about inclusion, unconscious bias and respectful communication. At the same time, we recognise that this is only the beginning. The initiatives launched in 2025 provide a foundation on which we will continue to build: a truly inclusive and equitable workplace requires continuous learning, commitment and concrete action over time.

Preventive blood testing in our factory

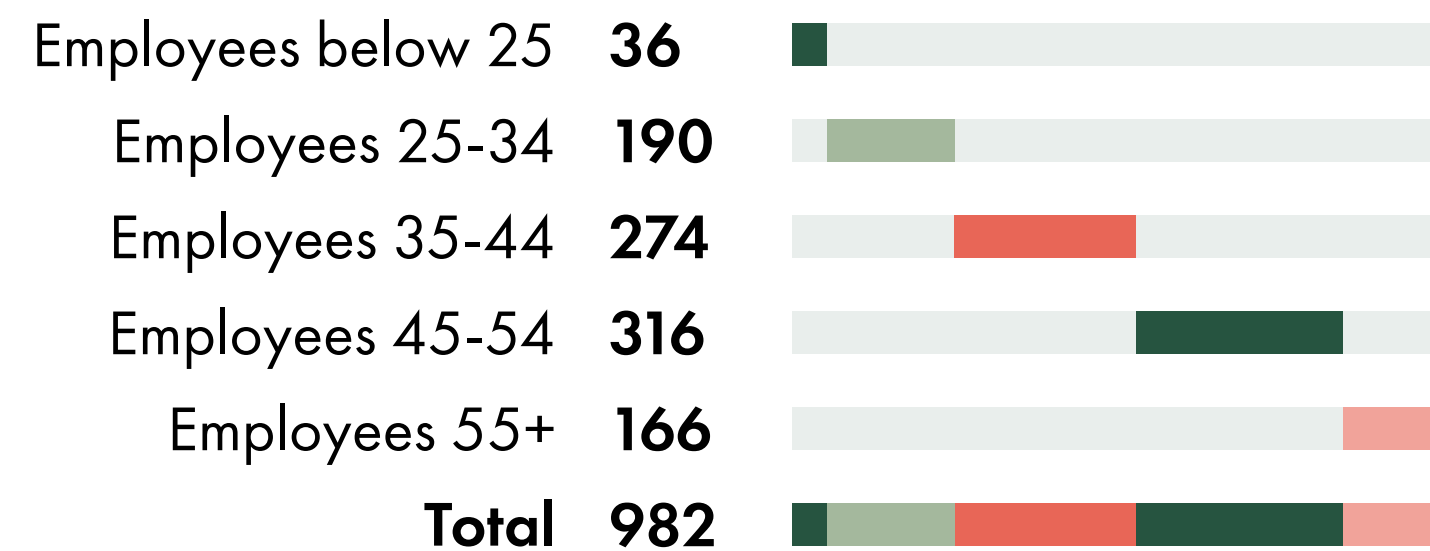
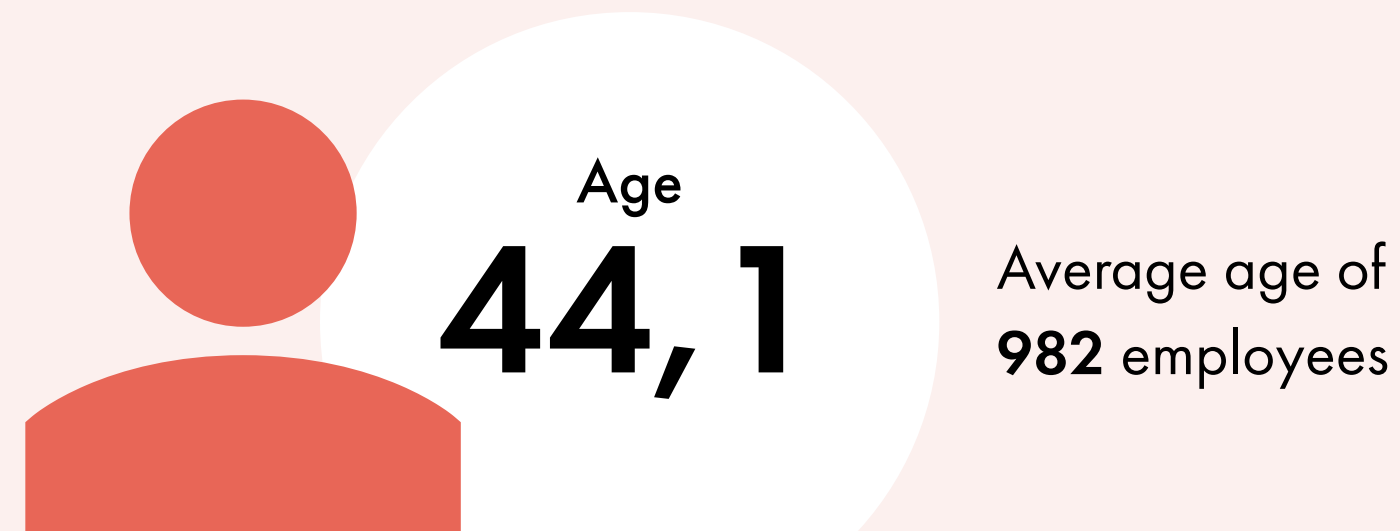
To ensure the health and wellbeing of our employees, Bolsius has worked out a preventive blood testing campaign. In the first quarter of 2026, all employees of the factory in Kobylin (Poland) were given the possibility to have their blood checked. Together with our long-term Polish partner As-Tech-Lab, we created five tailored test packages. This way everyone could choose a package that best suited their individual needs. The campaign was very successful; 316 employees took part. It underlines that Bolsius values the health and wellbeing of its employees.

In 2025, our overall Great Place To Work (GPTW) score was lower than the previous year. At the same time our office in Germany achieved the scores to be an official Great Place To Work. The participation rate was significantly higher which shows a stronger involvement across teams. We take these results as an important starting point for improvement. In 2026, we will build on the insights from the GPTW survey by strengthening leadership behaviours, fostering open dialogue and translating feedback into concrete actions at company, team and location level.

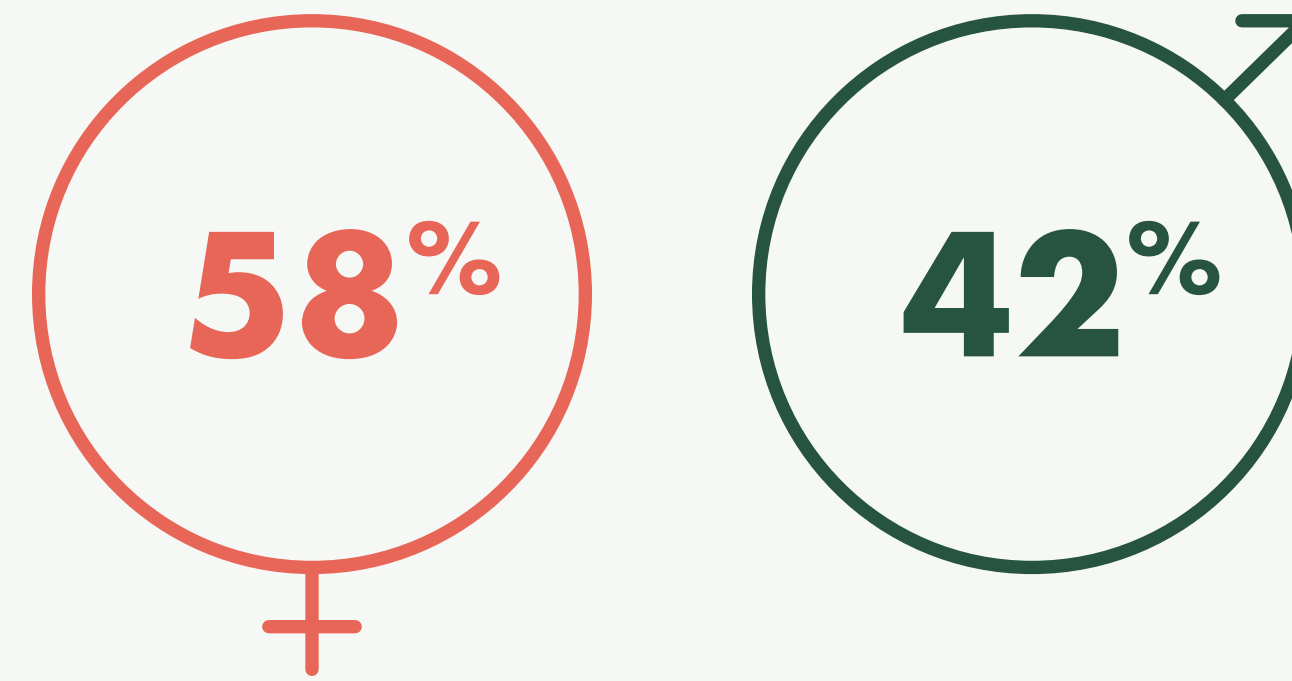
Team statistics



Age distribution



Gender



567 Female

415 Male

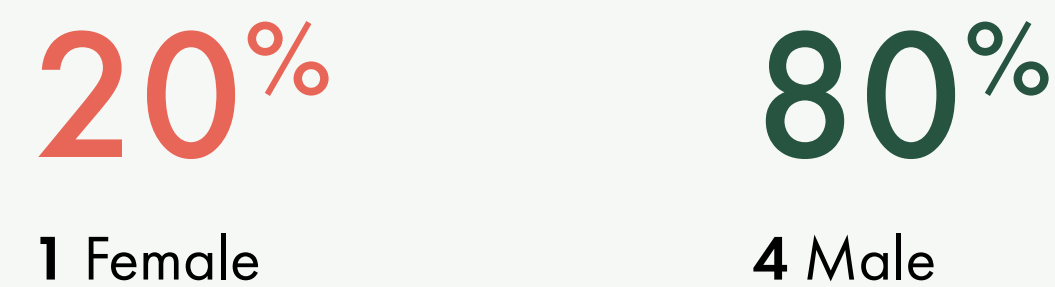
Gender of People Managers



30 Female

59 Male

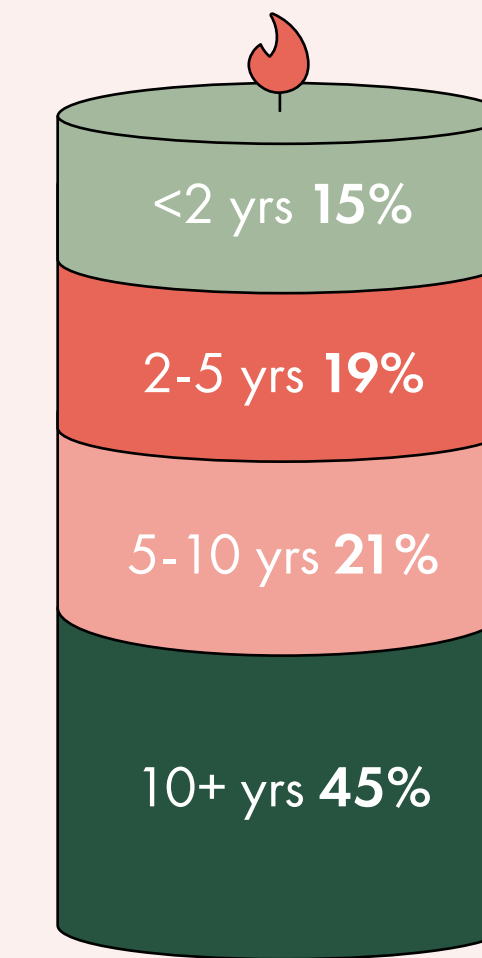
Gender of Executives



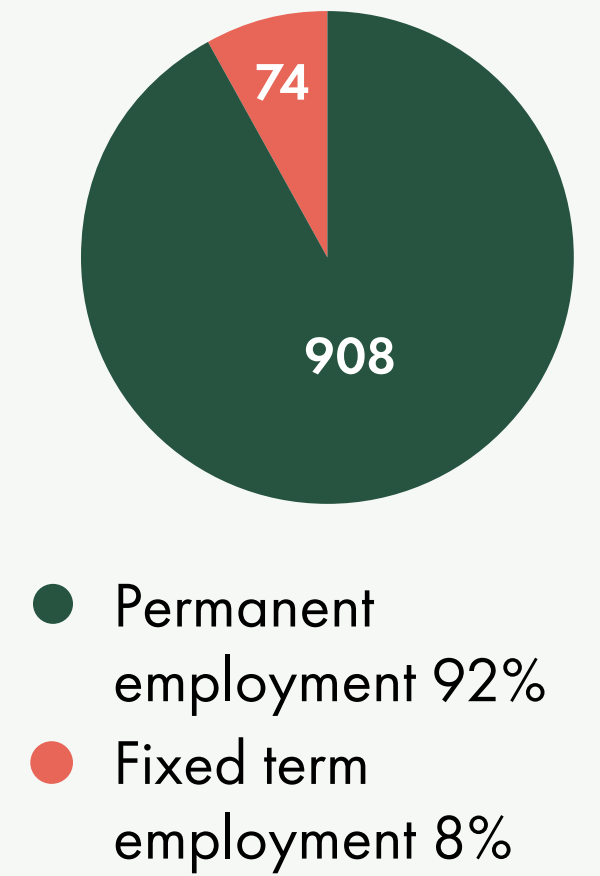
1 Female

4 Male

Tenure



Employment type



15 Different nationalities represented

- Australian
- Belgian
- British
- Dutch
- Finnish
- French
- German
- Greek
- Indian
- Iraqi
- Iranian
- Italian
- Polish
- Swedish
- Turkish

Supporting local impact

Bolsius supports local communities by sharing what we know best: light, warmth and connection. In 2025, we supported several local and humanitarian initiatives through candle donations & volunteer work, including:

- Kaarsje voor KiKa, supporting children with cancer
- Local fundraising events, such as the annual Christmas market in Schijndel
- Humanitarian support for Ukraine, providing candles to people affected by the war
- Candle donations to the Armoedefonds in collaboration with Kruidvat
- Voluntary work at the Ronald McDonald house in Essen
- Cleaning Polish graveyards with our team
- Financial support to the Children's Home in Bodzewo

Bolsius X Salvation Army

Bolsius launched a meaningful partnership with the Salvation Army in 2025, rooted in our shared mission to bring light, warmth, and human connection to people facing difficult moments. We supported the foundation with 100.000 candles. We also offered our colleagues the opportunity to volunteer during fundraising events and in the community centres. Together, we aim to pass on "light of hope" to those who need it most.



"When Bolsius encourages you to volunteer, it feels good and rewarding to make an impact together. The day at the Salvation Army was a meaningful experience."



Sandrijn Nawijn,
Product Manager
Private Label

Lighting the way at Alpe d'HuZes

In 2025, like the year before, we proudly supported Alpe d'HuZes. The cycling event raises funds for cancer research, and we operated as their exclusive candle sponsor. Thousands of people came together to climb the Alpe d'Huez. More than 10.000 personalised remembrance candles once again lit the route, offering warmth and support to all participants.



● LOOKING AHEAD

A workplace for all

As a family-owned company, we deeply value our people: every team and every individual that contributes to our shared success! Building on the foundations laid in 2025, in 2026 we will place stronger emphasis on acting upon the insights gained. From employee feedback, inclusion initiatives and community partnerships alike. By taking follow-up seriously, we want to further improve our workspace, embed diversity, equity and inclusion into everyday operations and decision-making, and deepen our long-term collaborations with community organisations. These priorities reinforce our ambition to create a workplace where people feel supported, included and connected, and our goal to sustain meaningful social impact: within Bolsius and beyond.

Spreading awareness

Impact pillar three is about engaging others. At Bolsius we want to collaborate with our stakeholders to accelerate positive change. We are convinced that meaningful impact can only be achieved when people across the value chain take ownership and work together. By strengthening the

sustainability awareness of all our internal and external stakeholders – from the workforce to potential new employees, our customers, suppliers and our consumers – through dialogue, partnerships and joint action we turn ambition into collective impact.

DMA Topic	DMA sub topic	KPI	22-23	23-24	24-25	25-26	2030
G1 Business Conduct	Management of relationships with suppliers	Collaborate with our value chain					
		% of strategic suppliers assessed by Ecovadis*				72%	100%
		% of suppliers above €500k annual spend signed Bolsius Supplier Code of Conduct	39%	50%	50%	63%	75%
S4 Consumers and end users	Personal safety of consumers and/or end users	% of palm-based raw materials RSPO sourced	100%	100%	100%	100%	100%
		Collective action & Consumer awareness					
		Communication health & safety instructions icw RAL on all products & website	100%	100%	100%	100%	100%
		% awareness sustainability Bolsius brand		7%	6%	10%	20%
		Make employees sustainability champions					
		% trained on CO ₂ reduction & other sustainability topics					
		Head offices & Sales offices		37%	59%	70%	100%
		Factory				2%	50%

*Or equivalent of Ecovadis



Highlights pillar **ENGAGE**

Engaging employees

To ensure that every colleague contributes to our sustainability ambitions, Bolsius introduced 'Impact Objectives' in 2025. Each employee is supposed to include at least one Impact Objective in their individual work plan. By empowering every team member to play a role, we strengthen ownership and enhance engagement across all departments.



Co-creation in the SDG challenge

In 2025 Bolsius participated in the SDG Challenge organised by Soapbox, an initiative that connects companies with student teams to co-create solutions contributing to the United Nations Sustainable Development Goals. During this challenge, a group of students worked on a sustainability-driven innovation case for Bolsius. They proposed actionable ideas for long-term impact. The collaboration not only strengthened our commitment to the SDGs but also fostered cross-generational learning!



EcoVadis program: encouraging suppliers

To achieve our emission reduction goals, the involvement of our suppliers is crucial. To engage our supply chain partners, we offered 25 suppliers the possibility to participate in an EcoVadis program in 2025. With success: 72% of them engaged. All these suppliers were encouraged to start their EcoVadis assessments and share their scorecards afterwards. This initiative will hopefully strengthen our long-term, responsible partnerships, accelerate positive change across the supply chain and eventually help to improve the ESG-performance of our partners.

“Our EcoVadis supplier program reinforces our commitment to responsible sourcing, ensuring transparency and progress from source to flame. By actively engaging our suppliers, we create a shared sustainability ambition that strengthens the entire value chain. This collaborative approach supports measurable impact across our supply and customer network.”



Marco Eekelder,
Group Procurement Manager

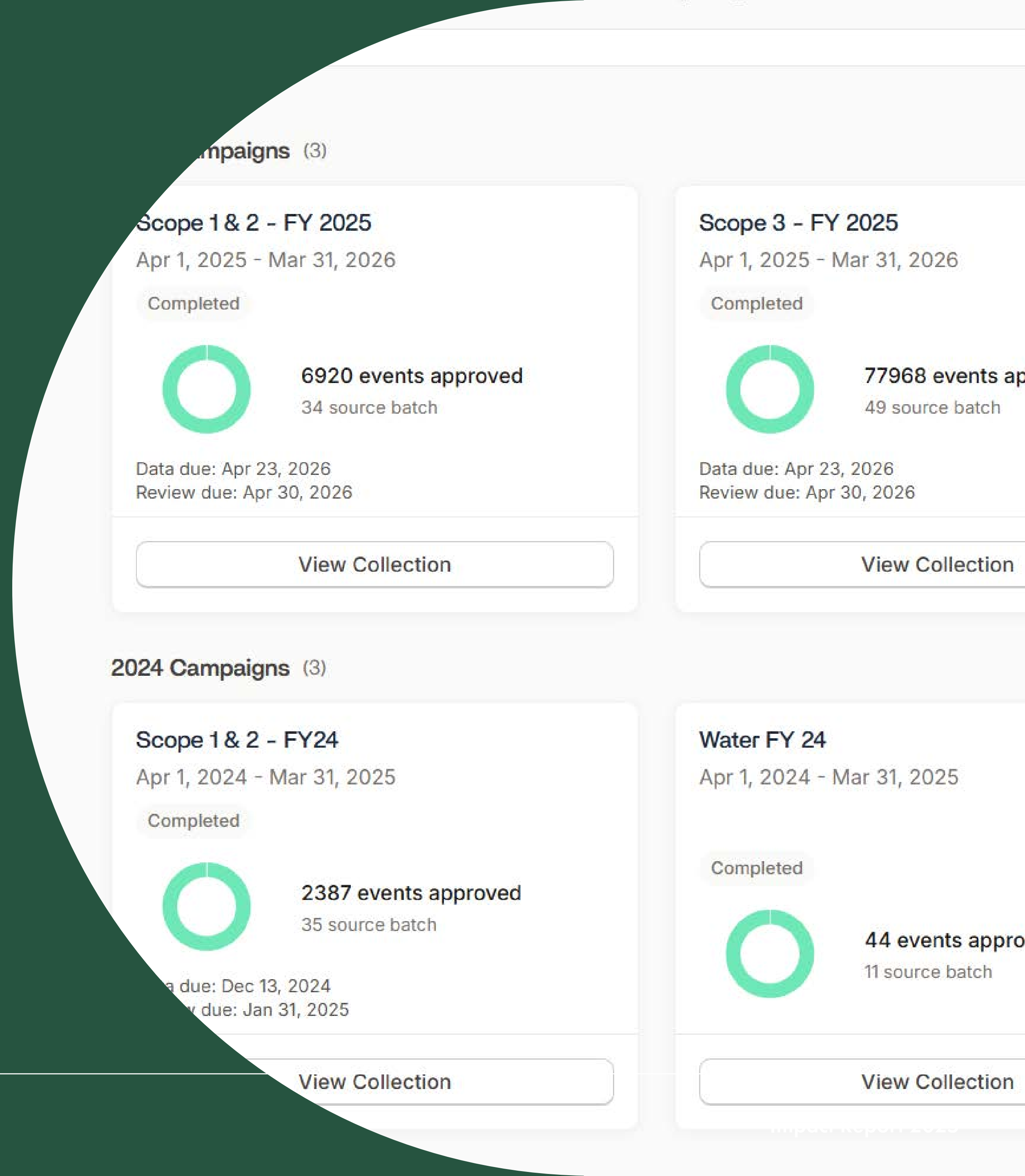
● LOOKING AHEAD



Expanding awareness and knowledge

The coming years call for close collaboration. Not only within our team, but also across our value chain with suppliers and customers. In 2026, within the Engage pillar, we will enlarge our focus on execution. Building on the EcoVadis onboarding, we will work with key suppliers on translating insights into concrete ESG-improvements across our value chain. Internally, we will further strengthen sustainability capabilities by deepening knowledge on CO₂ reduction amongst our employees. We also want to raise their awareness on JEDI (Justice, Equity, Diversity & Inclusion). This way we want to enable colleagues to apply sustainability and JEDI more effectively in daily decision-making. Moreover, we want to provide consumers with clearer insights in our sustainability efforts, extending our influence beyond our own operations.

03. SUSTAINABILITY DATA & REPORTING



Sustainability Data & Reporting

Our annual reporting is fully aligned with SBTi requirements and follows the GHG Protocol. The table on the following page provides an overview of our emissions data for the financial years 2022 through 2025. To ensure the reliability and transparency of our data, our inventory is third party verified with limited assurance since reporting year FY2024. The verification process for FY2025 is currently underway.

Our total GHG emissions (Scopes 1, 2, and 3, location-based) reached 273 kt CO₂e in FY2025, reflecting an 8% decrease compared to FY2024 and a 18% reduction compared to our baseline year FY2022. Market-based emissions amounted to 257 kt CO₂e, also representing an 8% decrease compared to FY2024 and a 17% reduction compared to FY2022.

This improvement was driven by more efficient energy usage at our factory in Kobylin. Within Scope 3, an increased share of bio-based raw materials, the development of more circular products, and further material optimisation contributed to a reduction in our overall emissions.

Biogenic emissions


Part of our emissions are considered biogenic as they are part of the natural carbon cycle and are reported separately. These biogenic emissions are released during the combustion of bio-based materials (such as rapeseed) used in our candles.

tCO ₂ b	Scope		FY22	FY23	FY24	FY25
Biogenic Emissions	Scope 3-11	Use of sold products	41.453	30.826	33.855	36.172
	Scope 3-12	End of life	5.019	3.732	4.099	4.380

GHG Inventory Management

Bolsius defines its organisational boundary using the operational control approach, in line with the GHG Protocol. Accordingly, it reports 100% of emissions from all operations over which it has operational control, including subsidiaries, production sites, warehouses, and offices. Other aspects of our GHG Inventory management process are documented internally, including exclusions, SBTi recalculation thresholds, and quality control.



GHG Inventory* 			FY22 Ton CO ₂ e	FY23 Ton CO ₂ e	FY24** Ton CO ₂ e	FY25 Ton CO ₂ e
Scope 1	1-1	Direct emissions from stationary combustion sources	4.402	4.586	4.491	4.417
	1-2	Direct emissions from mobile sources with combustion engine	409	460	450	482
	1-3	Direct emissions from processes	63	61	61	36
	1-4	Direct fugitive emissions	224	224	32	103
	Total Scope 1		5.098	5.331	5.034	5.036
	2-1 LB	Indirect emissions from electricity consumption - Location based	19.229	16.196	16.865	15.002
	2-1 MB	Indirect emissions from electricity consumption - Market based	1.785	1.472	1.564	1.411
	2-2	Indirect emissions from steam, heat or cooling consumption	358	414	274	229
	Total Scope 2 (LB)		19.587	16.610	17.140	15.231
	Total Scope 2 (MB)		2.143	1.886	1.839	1.640
Scope 1+2	Total Scope 1 + 2 (LB)		24.685	21.940	22.174	20.267
	Total Scope 1 + 2 (MB)		7.241	7.217	6.873	6.676

*The inventory is based on the fiscal reporting period of April 1st till March 31st.

** Independently third-party verified at a limited assurance level, done annually moving forward.

7.8% ahead

of our SBTi pathway
(location-based)



Legend

LB = location-based

MB = market-based

			FY22 Ton CO ₂ e	FY23 Ton CO ₂ e	FY24** Ton CO ₂ e	FY25 Ton CO ₂ e
Scope 3	Scope 3 emissions Upstream					
	3-1	Purchased goods or services	132.501	111.042	108.902	105.883
	3-2	Capital goods	600	526	722	855
	3-3 LB	Emissions related to fuels and energy (excluded in scope 1 & 2)	6.977	5.899	6.057	5.285
	3-3 MB	Emissions related to fuels and energy (excluded in scope 1 & 2)	3.137	2.656	2.687	2.341
	3-4	Upstream freight and distribution	19.494	18.696	17.422	15.852
	3-5	Waste generated	1.699	1.657	1.716	1.521
	3-6	Business travels	249	252	247	128
	3-7	Employees commuting	367	352	334	771
	3-8	Upstream leased assets	-	-	-	-
	Scope 3 emissions Downstream					
	3-9	Downstream freight and distribution	-	-	-	-
	3-10	Processing of sold products	-	-	-	-
	3-11	Use of sold products	125.257	116.704	119.700	105.099
	3-12	End-of-life of sold products	20.087	18.742	19.672	17.821
3-13	Downstream leased assets	-	-	-	-	
3-14	Franchises	-	-	-	-	
3-15	Investments	-	-	-	-	
Total	Scope 3 total (LB)		307.231	273.869	274.772	253.214
	Scope 3 total (MB)		303.390	270.627	271.403	250.270
	Total Scope 1 + 2 + 3 (LB)		331.916	295.810	296.946	273.481
	Total Scope 1 + 2 + 3 (MB)		310.632	277.843	278.275	256.946

04. APPENDIX

A. DOUBLE MATERIALITY ASSESSMENT (DMA)

B. FRAMEWORKS & STANDARDS



A. Double Materiality Assessment

As part of our commitment to responsible business practices and in preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD), Bolsius conducted a Double Materiality Assessment (DMA) in 2024, followed by interim and periodic updates. This process helps us identify and evaluate the environmental, social, and governance (ESG) topics that are most significant. Both from an impact perspective (how our business affects people and the planet) and from a financial perspective (how sustainability issues may influence our business performance).

By engaging with key stakeholders and analysing our value chain, the assessment provided a deeper understanding of our Impact, Risks, and Opportunities (IRO). This will further guide our sustainability strategy and transparent reporting moving forward.

Through our DMA (see table on the right), we've identified the environmental, social, and governance topics that are most material to our operations, stakeholders and long-term value creation.

Environment	Impact / Risk / Opp.			
Climate change 🔄				
Climate change adaptation	€	€	-	-
Climate change mitigation	€	€	0	0
Energy	-	€	-	0
Circular Economy 🔄				
Resources inflows, including resource use	€	€	0	0
Resource outflows related to products and services	-	-	0	0
Waste	€	-	-	-

Governance	Impact / Risk / Opp.			
Business conduct 🔄				
Management of relationships with suppliers	€	-	0	-

Legend	Symbol
Financial Risk	€
Financial Opportunity	€
Negative Impact	0
Positive Impact	0

Social	Impact / Risk / Opp.			
Working conditions 🔄				
Working time	-	-	-	0
Adequate wages	-	-	-	0
Work-life balance	-	-	-	0
Health and safety	€	€	0	0
Equal treatment & Opportunities 👤				
Gender equality and equal pay for work of equal value	-	-	0	0
Training and skills development	€	-	-	-
Measures against violence and harassment in the workplace	-	-	0	0
Diversity	-	-	0	-
Safety of consumers 🛡️				
Health and safety	-	-	0	0
Protection of children	-	-	0	-

“Defining impacts, risk and opportunities and assessing the true impact on what we do within the value chain, helps structuring all individual efforts, bringing the best out of Bolsius and its products.”



Michiel Dumont,
Senior Business & BI Analyst

Environment



Climate change

We recognise the urgent need to respond to climate change. Our focus lies in both adapting our operations to remain resilient in the face of climate-related risks and mitigating our environmental impact by reducing greenhouse gas emissions across our value chain. Efficient energy use is also a key priority.

Circular economy

We are committed to reducing resource use and waste throughout our product lifecycle. This includes responsible sourcing, minimizing material inflows, managing both product and packaging outflows and reducing waste generation in our operations.

Social



Working conditions and equal treatment

Creating a safe, fair and inclusive workplace is central to our values. We address working conditions by focusing on health and safety, fair wages and work-life balance. At the same time, we promote equal treatment and opportunities through initiatives that support diversity, gender equality, skills development and protection from harassment.

Safety of consumers

We prioritise the health and safety of those who use our products. This includes ensuring product safety, preventing harm and safeguarding vulnerable groups such as children.

Governance



Business conduct

Responsible business practices are fundamental to how we operate. We focus on managing relationships with our suppliers ethically and sustainably, promoting integrity throughout our supply chain.

Developments regarding CSRD

At Bolsius, we closely monitor developments in sustainability legislation, including the upcoming changes introduced through the EU Omnibus Directive. While these changes may adjust the scope and timeline of mandatory reporting, we've chosen to proactively embrace transparency. As such, we are in the process of voluntarily aligning our sustainability reporting with the principles of the Voluntary Sustainability Reporting Standard for SMEs (VSME). This approach reflects our commitment to responsible business practices and prepares us for future regulatory requirements, while also meeting the expectations of our stakeholders.



B. Frameworks & Standards



B Corp

An international certification for businesses that meet high standards of social, environmental, and ethical performance, transparency and accountability. Bolsius achieved a score of 91.9 points in its B Impact Assessment during the 2023 certification.



CSRD (Corporate Sustainability Reporting Directive)

An EU regulation requiring companies to report on their environmental, social and governance (ESG) performance in a consistent and transparent way.



SBTi (Science Based Targets initiative)

A global initiative that helps companies set emissions reduction targets in line with climate science and the goals of the Paris Agreement.



SDGs (Sustainable Development Goals)

A set of 17 global goals established by the United Nations to promote prosperity while protecting the planet and addressing social inequalities by 2030.



RAL Quality Mark for Candles

A recognised certification label that ensures products meet defined quality, safety and environmental standards.



Amfori

A global business association that facilitates risk management for companies to build more resilient and sustainable supply chains. Bolsius passed the Amfori social compliance audit with an A-rating: the highest score possible.



BSCI (Business Social Compliance Initiative)

A supply chain management system that supports companies in improving social standards and working conditions within their global supply chains.



BRC (British Retail Consortium)

A trade association representing UK retailers that also sets global standards for quality, safety and consumer protection within retail supply chains.



SEDEX (Supplier Ethical Data Exchange)

A global platform for sharing responsible sourcing data on supply chains, helping businesses improve ethical business practices in supply chains.



Nordic Swan

An official eco-label for the Nordic countries that certifies products with a reduced environmental impact throughout their lifecycle.



RSPO (Roundtable on Sustainable Palm Oil)

A global certification scheme promoting the sustainable production and use of palm oil through responsible practices.



EcoVadis

An independent sustainability ratings platform that assesses companies' environmental, social and ethical performance across their supply chains. In 2025, Bolsius improved its EcoVadis sustainability rating from Bronze to Silver, placing us among the top 15% of all assessed companies.

Have a question, idea or suggestion?
We'd love to hear from you at
sustainability@bolsius.com
Together, we connect people through
the magic of the flame.



Date of publication:
June 2026

Bolsius International B.V.

Kerkendijk 126
5482 KK Schijndel
The Netherlands

bolsius
since 1870