

ETHICAL AND SOCIAL CHARTER

We are committed to respect local legislation and to comply with the Standards of International Labour Organisation (ILO).

We realize that by respecting the following 9 basic principles:

1. **No child labour.** We will not engage and employ workers younger than 15 years or workers who have not reached the minimum working age required by local law.
2. **No forced and compulsory labour.** We support an employment that is based on motivation and free will.
3. **A safe and healthy workplace environment.** We guarantee a safe and healthy workplace and strive for a general welfare for each worker.
4. **Freedom of association and the right to collective bargaining.** We are committed to an open and straightforward dialogue with our social partners (trade unions, government and management) and with all parties involved in our activities.
5. **No discrimination.** We prohibit any form of discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.
6. **No disciplinary practices.** We condemn any form of violence, either physical, mental or verbal harassment.
7. **Observance of the maximum working hours.** We respect the legal limits of working hours and strive after a good balance between private and professional life. The normal work week, not including overtime, is defined by law but doesn't exceed 48 hours. All overtime work shall be voluntary, shall not exceed 12 hours per week and shall not be requested on a regular basis.
8. **Liveable wages.** We guarantee a living wage for every worker. We ensure that the remuneration for a normal work week shall always meet at least legal or industry minimum standards and that it can provide in more than the basic needs (including food, water, housing, education, health care, transport, clothing,...) for himself and his family.
9. **A continuous monitoring by the management, in order to provide sufficient guarantees for the application of the above principles.**

This is guaranteed by

- Planning and Implementation of the Charter at all levels of the organisation;
- Control of Suppliers/Subcontractors and Sub-Suppliers;
- Addressing Concerns and Taking corrective Action and
- Maintain procedures for Outside Communication and Stakeholder Engagement.



Ignace Van Doorselaere

CEO