

REC_CSR_01

UNGC – Communication on progress 2022

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Table of Contents

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER.....	2
2. DESCRIPTION OF ACTIONS	3
2.1. Human Rights.....	3
2.2. Labour	3
2.3. Environment.....	4
2.4. Anti-corruption	4
3. MEASUREMENT OF OUTCOMES	5



1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

The economic development of a company can no longer be conceived without environmental and social progress. The performance of an organization with respect to the society in which it operates and its impact on the environment has become an essential component of the measurement of its overall performance. It is therefore our responsibility to have a positive impact on society while being economically profitable.

To do this, we have put in place a sustainability strategy based on 3 axes:

People: we take care of employees and keep commitments to them.

Planet: we aim to reduce our impact on the environment.

Stakeholders: we design qualitative and sustainable value-added solutions for the total satisfaction of our stakeholders.

Our sustainable development policy, articulated around these 3 axes and based on the principles of the ISO 26000 standard, includes such important themes as

- The health and well-being of employees,
- Ethics and diversity,
- Sustainable production methods and infrastructures,
- Encouraging innovation,
- Economic growth that guarantees full employment and decent work for all,
- Reducing our impact on the environment, as measured by our carbon footprint.

To support and strengthen our CSR strategy, we have joined the United Nations Global Compact (Global Impact). This association is the largest international initiative of voluntary commitment to sustainable development. The Global Compact invites us to adopt, support and apply in our spheres of influence a set of fundamental values in the areas of human rights, labor standards and the environment, and fair practices including the fight against corruption.

The QHSE Manager is delegated the responsibility of guaranteeing the respect of this Social Policy, supported by the Management and the entire staff.



Stephan RAYMAKERS
Managing Director

2. DESCRIPTION OF ACTIONS

2.1. Human Rights

GOAL3 : Ensure healthy lives and promote well-being for all at all ages

The well-being of our employees requires fair treatment through the processes related to human resources management, but also through the management of prevention and protection of workers:

Human Resources

- Possibility of homeworking for the functions that allow it;
- Floating hours for functions that allow it;
- Organization of parties to which all employees are invited;
- Non-recurring bonuses based on company performance (CCT90);
- Vouchers allocated to the staff (Eco-voucher, Meal-voucher, ...);
- Hospitalization insurance with company intervention;
- Keeping the company's values alive is a concern for management in general.

Prevention

- Compliance with current legislation on the Prevention and Protection of workers;
- Monthly organization of a prevention and protection committee leading to concrete actions (63 actions carried out in 2021);
- Cleanliness of the site and workplaces in general;
- Provision of work clothes for blue collars.
- Proactive provision of hearing protection for workers who so desires.

2.2. Labour

GOAL4 : Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Continuous training

- Multi-skilling organization;
- Training given to those who request it.

GOAL5 : Achieve gender equality and empower all women and girls.

Recruiting

- No discrimination in hiring;
- Overall proportion between men and women = 75%-25%

Salary Policy

- Non-gendered, merit-based salary policy;
- Salary grid for blue collar.

GOAL8 : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Internally

- Organization of multi-skilling of workers;
- Positions opened first for internal mobility before an external search for candidates;
- Good general retention, despite some departures of competent people, and low turnover;
- Profitable company that participates in the Belgian and local economy;
- Incentives for workers thanks to the CCT90 ;
- Proactive assimilation of blue collars (CP100) to white collar conditions (CP200) ;

Externally

- Supplier selection and evaluation mechanism using stable criteria;
- Selection of local subcontractors and suppliers ;

2.3. Environment

GOAL12 : Ensure sustainable consumption and production patterns.

- The new work clothes were chosen from a "Fair-trade" line;
- 890 solar panels have been installed on the roofs at Fleurus;
- Selective waste sorting has been in place for many years;
- City deliveries for the DIV are made by bicycle couriers;
- Various initiatives are taken to reduce paper waste;
- The Car Policy integrates electrified vehicles and recharging stations are installed on both sites ;

GOAL15 : Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

- Speos has been ISO14001 certified since 2012 and FSC certified since 2009;
- Promotion of sustainable travel by regular and occasional cyclists;
- The Car Policy offers electrified vehicles and charging stations are installed on both sites;
- Corporate carbon compensation via bpost group;
- Decision to carry out the Carbon Balance annually (last one carried out with 2019 data);
- Participation in the circular economy (IT and metal waste) via a WEEELABEX certified supplier;
- Waste recovery channels including paper and ink;
- Maintenance and control plan for installations;
- New gas boilers installed in 2018.

2.4. Anti-corruption

- Corporate code of conduct about commercial behaviour
- Gifts received are offered in a tombola to the staff

3. MEASUREMENT OF OUTCOMES

Note : All metrics are related to calendar year 2021

Human resources management

Proportion of men and women in management: 5 - 2 (71% - 29%)

Proportion of men and women in the Offices: 54 - 25 (68% - 32%)

Proportion of men and women in Production: 113 - 28 (80% - 20%)

Age pyramid:]18-30] = 28p (13%)

[31-49] = 133p (61%)

[50-65[= 57p (26%)

Absenteeism rate: 4,09%

Work accidents

Severity rate: 0,92

Frequency rate: 17,23

Professional illness rate: 0%

Environmental aspects

Annual volumes: 159.879.354 envelops - 657.597.189 A4

Reprint Rate: 0.49 %

Carbon Balance (last performed in 2019): 7.288 T_CO2