



MISSION AND PHILOSOPHY

"We share your passion to find better and smarter logistics solutions.

Our mission is to provide integrated and tailor-made logistics and engineering solutions to a key number of industries and to clients all over the world.

Our philosophy: our people make the difference

In order to remain customer-oriented and flexible, we have decided to decentralize our activities as much as possible. Katoen Natie is made up of strong, independent business units that rely on locally operating companies. This structure allows flexible communication with our customers and fast decision-making by our managers.

Our approach is pro-active, aimed at operational excellence and continuous improvement. As our customer, you will find that above all, it's our people who make the difference: through their know-how, professionalism and dedication, they are there to satisfy your requirements."

Fernand Huts, CEO

OUR PEOPLE

Katoen Natie believes that its people are central to its success. We have a unique and strong culture and we continually invest in our people. At the core of this is the company 'bible', which outlines the values and management principles Katoen Natie abides by.

One of those beliefs is in delegation and decentralization. Katoen Natie promotes a flat organizational structure with opportunities for employees to take on greater responsibilities.

The profile of our employees:

- Customer-friendly;
- Economical;
- Eager to learn;
- Motivated;
- Innovative;
- Responsible.

We believe that our company is different and better "because our people make the difference". We have great faith in our employees. We believe in their:

- Dedication and perseverance;
- Ideas and proposals;
- Enthusiasm and spirit of enterprise;
- Dynamism and initiative;
- Competence and skill;
- Customer-friendliness.



The management of Katoen Natie is completely committed to highest Quality Standards, the prevention of personal accidents, loss and material damage, as well as to the protection of health and environment.

Preventive and protective care with respect to Katoen Natie employees, employees of Katoen Natie clients, subcontractors and the general public are considered by Katoen Natie as a prime responsibility.

COMMITMENTS

In respect of Quality, Health, Environment and Safety (HSEQ) the management of Katoen Natie is committed to the following convictions:

- The care for HSEQ is an integrated part of the Katoen Natie policy and deserves the highest priority in decision making;
- To comply with all applicable HSEQ laws and regulations and other requirements to which Katoen Natie subscribes including GMP Food & Feed regulations and best practices;
- The evaluation of new project's, business opportunities and the permanent commitment for further improvement in order to prevent or minimize incidents by initiating cost effective measures following the best available practices and by having all necessary HSEQ-resources;
- Maximum awareness of HSEQ to be created by continuous introduction and training of employees and subcontractors' personnel;
- The need to increase the awareness of HSEQ is an integrated part of the responsibility of line management on all levels of supervision and as such the performance on HSEQ aspects is integrated in the Katoen Natie personnel appraisal system;
- The HSEQ performance of subcontractors is an essential concern of the management of the Katoen Natie and as such HSEQ aspects are integrated in the evaluation of subcontractors and form the subject of audits by Katoen Natie;
- Katoen Natie Aims at an open and constructive dialogue with its employees, clients, neighbours, community and authorities on both a local and national level.

Everyone in the organization, within their respected areas of responsibility, has a duty to understand, promote, support and comply with this policy.