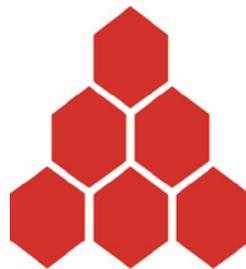




Corporate Sustainability Responsibility policy



OUR PEOPLE MAKE THE DIFFERENCE

J-TEC MATERIAL HANDLING



1 Protecting safety and health in the workplace

J-Tec Material Handling holds excellence in safety, quality and health in the workplace as a core value, believing that all injuries are preventable. This enables us to achieve our target of zero accidents. To help ensure that our services and activities are executed safely, we communicate potential risks and specify management practices to our own employees, clients, suppliers and, when necessary, other third parties.

In order to support its safety culture, Katoen Natie has developed a [Safety Bible](#).

2 Promoting economic development

The services that we take care of for our clients play an essential role in enabling a range of global industries and consumer activities to help support economic growth and social development worldwide. We focus on this support on the local level by creating employment opportunities, supporting local businesses and act procurement responsible.

3 Reducing environmental impacts

We are committed to waste reduction, recycling and reuse of energy at both our offices and on site. This approach helps extending the life of the world's resources and improve reliable energy use over the long term.

The installed solar panels generate green energy that provide electricity to the office building. Outside lights are only on when necessary, and when the alarm is switched on, the power is switched off automatically.

J-Tec promotes paperless office by working digital as much as possible. In addition, we only purchase energy saving products, recycle paper, PMD and residual waste, and separate rain water. Wastewater and other waste from the testroom is collected and treated by specialised firms. The office building is facilitated with LED lighting, which is more energy efficient than TL lighting.

Employees coming to work by car can choose to follow an ECO-drive training, learning them how to drive more ecologically. Employees coming to work by bike get a bicycle allowance. Each year, J-Tec's employees receive a certain amount of eco-cheques that they can use to buy ecological products and services.

If possible, we design our process installations in a gravitary position. This way, the customer's products can flow through the process without consuming extra energy.

4 Ensuring industry-leading corporate governance

We are committed to high ethical standards and legal compliance in all aspects of our business and adhere to a disciplined approach to fulfill this commitment. This also includes an [anti-bribery and anti-corruption code of conduct](#). We maintain these standards wherever we operate around the world.



5 Respecting human rights and security

J-Tec Material Handling believes that our business presence can, and should, have a positive influence on the treatment of people in the communities in which we operate. We respect human rights, and reject child labor. By doing so, we foster a stable and productive business environment.