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AJK Corporate Social Responsibility Statement (CSR)

AJK is well aware that some of its corporate activities may involve environmental, social and governance risks and believes it has a responsibility to work to minimize or reduce negative impacts and, where possible, implement sustainable practices in certain selected areas. Our approach to Corporate Social Responsibility is further explained below:

AJK will strive to have its activities meet international standards and conduct them in a responsible, sustainable and socially responsible manner.

We strive to conduct and manage our businesses responsibly with safety, reliability, good corporate governance and transparency as guiding principles.

We strive to minimize our environmental footprint, including pollution prevention and sustainable use of resources.

Wherever we operate, we believe it is important to play a role in the social and economic prosperity of people and communities.

We strive to provide our people with a safe and equitable work environment conducive to their professional development and improved employer-employee relationships; in line with our core values.

With this Corporate Social Responsibility Statement, we inform our staff members, business partners and the general public about our principles.

All employees of AJK, including all stakeholders, must commit themselves to always comply with laws and regulations and ethical integrity and reasonableness.

All AJK employees, without distinction or exception, are obliged to respect the principles and contents of this Declaration in their actions and behaviors, when performing their duties and in accordance with their responsibilities.

We also expect our suppliers to be committed to the same principles.

Anyone with questions or comments about this policy may contact our CSR Manager at peter.hendriks@ajk.eu.

AJK abides by the following principles :

- Health and Safety
- Working hours - training
- Freedom of association
- No forced and child labor
- No discrimination
- Work-life balance
- Environment
- Anti-corruption
- Anti-competition
- Gifts and gratuities
- Professional secrecy Trade secret
- No conflict of interest
- Financial reporting
- Whistleblower principle
- Privacy policy

BNP Paribas GEBA BE BB
 BE26 2350 1604 5529
 KBC KRED BE BB
 BE22 4561 5018 7147
 ING BBRU BE BB
 BE97 3350 3008 9749

Afvalpersen
 Containers
 Containersystemen
 Containeraanhangwagens
 Kippers
 Kipper opleggers
 Gronddumpers

Compacteurs à déchets
 Conteneurs
 Systèmes de conteneurs
 Remorques porte-conteneurs
 Benne basculantes
 Semi-remorques
 Benne TP

Waste compactors
 Containers
 Hook and skiploaders
 Container trailers
 Tippers
 Tipping semi-trailers
 Tipping trailers

Verdichtungsanlagen
 Containers
 Abroll und Absetzkipper
 Containeranhänger
 Kipper
 Kippsattelanhänger
 Kippanhänger



Health and Safety

AJK respects human rights and treats all people with dignity as recognized by the international community and we expect our staff members to do the same. AJK provides the necessary resources to ensure the safety and health of employees. We are guided in this by local laws and industry standards for occupational safety and health. We ask our employees to comply with all our local safety and other work instructions.

Working hours – training

AJK respects work and break periods. AJK adheres to the minimum compensation imposed by law and strives for fair pay for work. We pay wages at regular intervals and inform employees about the method of calculation. Also, AJK gives constant attention to development of personal business competencies.

Freedom of association

AJK respects the law and regulations relating to legal forms of labor consultation, the right of workers to freely associate, join or not join unions, bargain collectively, seek representation and join workers' councils in accordance with local legislation.

No forced and child labor

AJK and its employees strictly follow international human rights, laws and obligations, and exclude all forms of illegal, forced or compulsory labor, including child labor. Employees of AJK always have the mandatory minimum age and this is checked upon recruitment, this also applies to temporary workers. The minimum age for hazardous work is 18 years for all countries.

No discrimination

AJK does not tolerate discrimination of any kind. With respect to employment and occupation, we provide equal employment opportunity regardless of the employee's or applicant's characteristics, such as race, color, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union affiliation, veteran status, genetic information or marital status.

Work-life balance

AJK strives to maintain work-life balance, because there is a belief that those who relax well also work well. To the extent possible, and with respect for laws and regulations, we always seek solutions that are acceptable to both parties (employer and employee).

Environment

AJK pursues a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the ecological footprint of our manufacturing, products and services throughout their life cycle.

AJK continuously improves the sustainability of the manufacturing process to reduce our ecological footprint, both in the way we operate and in the materials and components we use. AJK has clear and measurable goals to reduce energy and water consumption and greenhouse gas emissions. Our eco-coordinators closely monitor these targets, which are regularly updated. Employees & partners are expected to always take into account attention to minimum consumption, minimum waste and respect for environment and people when performing tasks.



Anti-corruption

Bribery and abuse of power do not fit into AJK values and standards and as such are not tolerated. AJK subscribes to the prescribed European laws and monitors them closely. All involved parties with whom AJK cooperates, including its own employees, must perform tasks according to rules and guidelines that prevent bribery from occurring in commercial transactions. In addition, AJK asks all employees to report any suspicion of corruption or abuse of power immediately to management. AJK guarantees protection to individuals who wish to report unacceptable behavior. AJK works with company auditors to ensure that all legal or financial obligations are met.

Anti-competition

AJK and all involved parties, including its own employees, shall act in accordance with the principles of fair competition as provided by law, without causing harm to AJK and/or other parties. This includes, but is not limited to, the omission of business practices that unlawfully restrict competition, improper exchange of competitive information and price fixing, bid rigging or improper market allocation. Both during the employment contract and after its termination, engaging in or participating in acts of unfair competition is prohibited.

Gifts and gratuities

AJK employees shall not receive gifts, nor invitations, which may influence or be considered as intended to influence the employee's judgment towards suppliers - customers. Gifts, made out of pure courtesy are acceptable, if within the bounds of what is acceptable (both legally and commercially justified), AJK employees will, however, never receive gifts in cash. Employees are not permitted to receive gifts at private addresses.

Professional secrecy Trade secret

The employee agrees to strictly observe professional secrecy, both during the employment contract and after its termination, for whatever reason. Therefore, it is strictly forbidden to directly or indirectly distribute or use for personal benefit the databases and computer software, customer and supplier lists, costs and cost of products and services, commercial strategies, financial data, etc. to anyone. This list serves as an example and is incomplete. The employee shall refrain from disclosing the content of confidential information of which he would have had knowledge or which would have been given to him for notification. Any failure to comply with this obligation may constitute grounds for dismissal for cause. AJK also reserves the right to claim compensation where appropriate.

In terms of trade secrets, AJK protects its own confidential information and the confidential information of our business partners. We respect intellectual property rights.

No conflict of interest

All employees and stakeholders must not serve multiple interests that may influence each other in a way that compromises integrity with respect to one interest or the other. We expect our staff members to disclose any fact of potential conflict of interest.

Financial reporting

Business transactions are conducted transparently and are accurately reflected in our financial reports and filings. We disclose financial and non-financial information in accordance with applicable regulations and accepted industry practices.



Whistleblower principle

AJK will not tolerate retaliation or retribution against anyone who has sought advice or reported a suspected ethical or legal violation in good faith. AJK requires its employees to report any information that is sincerely believed to be accurate. A formal procedure is in place that allows concerns to be raised anonymously, confidentially and without reprisal. More information can be obtained by our staff members through their trusted HR contact.

Privacy policy

AJK has taken appropriate measures to respect privacy, to protect personal data from loss and unauthorized access or use, and to comply with relevant privacy and information security laws and regulations. This is further expanded in our Privacy Policy.
