



Social Policy

Vanheede Environment Group

A positive social impact on society

As a leading firm in waste management and recycling, Vanheede Environment Group is committed to fostering sustainable development and a positive social impact. This social policy describes how we manage our social impact as it affects all stakeholders and how we take full responsibility for our role within society. It applies to all our employees, to those in our value chain, to affected communities, to consumers and to the end users of our products and services.



We look out for each and every one of us

Taking care of people throughout our value chain and in affected communities is at the very core of our decision-making process and our company activity. We are committed to always taking whatever measures are necessary to ensure a stable, safe and healthy (working) environment, and to regularly assessing that environment with the aim of contributing positively to people's well-being.

Mutual respect forms the foundation of our cooperation with stakeholders. Within this cooperation, we will not tolerate any form of discrimination or physical, psychological or verbal violence. We strive to be an accessible company that embraces diversity and is committed in a real way to equality and inclusion by maintaining a dialogue with stakeholders.



We respect humanity in all we do

We respect UN directives on fundamental human and labour rights and always implement fair working practices in accordance with local and national laws in the countries in which we operate. We do not tolerate forced labour or child labour. We are not involved in nor do we condone activities that encourage a violation of human and labour rights, and we expect the same standards from our shareholders.



We create a positive social impact

Lasting partnerships and relations, built on trust, are the foundations of our positive impact and our growth. We have committed to maintaining a timely, transparent and constructive dialogue with our employees, our social consultation bodies, our customers, local residents, our suppliers, public bodies and other stakeholders, in order to reflect their social concerns in how we run our company.

We actively seek to create long-term employment in the communities in which we are present, whether through specific investment projects or structural partnerships with a social impact. We also seek to set an example which is why we are keen to share our knowledge and carry out awareness-raising initiatives to try to involve communities in creating a healthy and clean environment.

We count on the commitment, support and involvement of everyone in order to actively advance the following *social* themes:

- Safety and well-being at work
- Community relations
- Customer relations


David Vanheede
CEO Vanheede Environment Group

This social policy applies to the Vanheede Environment Group and all its subsidiaries.
Signed and approved on 07/06/2024.

**Towards a circular world,
in a sustainable way**

GØ for ZERO
towards a GREEN & SAFE world



VANHEEDE
ENVIRONMENT GROUP