



**Siat**  
Group

## INTERNAL SOCIAL CHARTER

For a favorable and fulfilling work environment, SIAT Group issues a code of conduct with values oriented towards the respect and the integrity of people.

Consequently, SIAT Group commits to:

- ✓ Ensure that the **recruiting process** is done objectively with no discrimination of any nature such as, and not limited to, religion, gender, ethnical background or physical appearance of the candidate,
- ✓ **Promoting career development** by encouraging internal promotion,
- ✓ **Enhance staff's capabilities** through suitable training programs,
- ✓ Encourage and facilitate **representative bodies** of workers,
- ✓ Ensure **satisfying living conditions** for all workers and families by providing acceptable housing with access to electricity and water,
- ✓ Provide regular **medical check-ups** for the staff and ensure that they and their families have access to proper medical care,
- ✓ Facilitate **access to healthy food**, where necessary,
- ✓ Ensure that **transport of workers** is done in suitable and safe vehicles,
- ✓ Do the necessary to **minimise occupational risks** on all industrial sites,
- ✓ Respect the **rights and obligations of women** during the maternity period with regard to maternity leave and breast feeding.

Each staff member commits to, subject to sanctions:

- ✓ **Comply with all the recommendations** concerning health, safety, and environmental issues,
- ✓ Not to access his/her workplace **under influence of alcohol** and not to introduce illicit substances or alcohol within the company premises,
- ✓ Not to exercise **moral or physical pressure** (threats, violence, insults, sexual harassment...) on the staff,
- ✓ Not to use company property for **personal purposes**, without the authorization of the employer,
- ✓ Not to **hunt or transport protected animal species** within SIAT's concessions,
- ✓ Not to incite, through meetings, conversations, petitions etc... **troubles and disorder** within SIAT's concessions,
- ✓ If pregnant or breastfeeding, workers commit not to accept any work position exposing her to **hazardous chemical products**.

These goals are only achievable with the involvement and commitment of all workers and stakeholders of SIAT Group of Companies.

Made in Brussels, the 7<sup>th</sup> of February 2014,

**Pierre VANDEBEECK**



## HEALTH, SAFETY AND ENVIRONMENT POLICY SIAT GROUP

As a major actor in the oil palm, rubber and cattle ranching industry, SIAT Group is aware of the impact of its activities on the people and on the environment. The Company is committed to undertake all its activities, from the resources to the transformation, in a sustainable manner, thus guaranteeing its partners and customers a responsible production which respects environmental and social values.

Consequently, SIAT group commits to:

- ✓ **Respect the legal and national rules**, regulating all activities ranging from the production, to the processing and the export of SIAT's products,
- ✓ **Respect the high conservation value areas** by preserving areas of interest for the population, by protecting endangered fauna and flora and by preserving watercourses within the plantations,
- ✓ **Minimize the impact of the industrial activities on the environment**, through the enforcement of strict procedures on waste management and on the use of hydrocarbons and chemicals,
- ✓ **Minimize the use of fossil energy** by recycling industrial waste into ecological energy supply and reducing production of waste on the industrial sites,
- ✓ **Protect SIAT's employees** by minimizing occupational risks, by providing them proper personal protecting equipment and by providing an adequate health coverage,
- ✓ **Provide a fulfilling work environment**, with possibilities for personal and professional development and with access to training courses,
- ✓ **Respect and take into account the needs of the local communities** with the implementation of development initiatives such as employment creation, voluntary-based social projects, support for schooling, support for local planters....,
- ✓ **Encourage the research and development sector** with key partners through research organizations in SIAT's sectors of activity,
- ✓ **Certify SIAT's oil palm activities in accordance with the RSPO** (Round Table for Sustainable Palm Oil) standard, which is an industry-specific standard for oil palm plantations wich focusses on environmental and social aspects,
- ✓ **Improve SIAT's level of performance** and ensure regular monitoring of SIAT's activities through periodical internal and external audits.

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