



Guiding Principles of Sustainable Development

I. Fundamental Social Principles

1.1 CHILD LABOUR

The company does not employ children aged under 15. This limit applies if the law sets a higher minimum working age or compulsory schooling to a higher period. Educational programs and training are not included in this limitation.

1.2 FORCED LABOUR

The company does not use forced or compulsory labor, meaning any work or service performed under threat or not consented to by the person concerned.

1.3 DISCRIMINATION

Regarding applicable law, the company refuses to engage in any discriminatory practices. Discrimination means any distinction, exclusion, or preference limiting equal opportunity or treatment.

It may be based on race, color, nationality, gender identity and expression, sexual orientation, political or religious conviction, cultural background, age, health status, disability, physical features, family obligations, or other considerations.

1.4 FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

The company respects employees' freedom of association and right to choose their representatives freely. The company also recognizes employees' right to collective bargaining. The company ensures that employee representatives do not suffer any discrimination.

1.5 HEALTH CARE AND SAFETY AT WORK

The company ensures that the workplace and its environment do not endanger employees' mental and physical integrity or health. Action to reduce the causes of accidents and improve working conditions is the object of ongoing programs. Sanitary equipment, canteens, and employee housing are built and maintained by applicable legal requirements. As a minimum, the company must provide employees with drinking water, clean toilets in adequate numbers, adequate ventilation, emergency exits, proper lighting, and access to medical care.

1.6 WORKING HOURS

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The company must ensure that national applicable legal restrictions on working hours, including overtime, are complied with. Employees have at least one day off each week, apart from exceptional circumstances, and for a limited period.

1.7 PAY

The company ensures that:

- no wage is lower than the applicable legal minimum;
- all employees receive a pay slip;
- employees receive a decent wage, as compared to standard pay practices in their country;
- wage rates for overtime are in all cases higher than for regular hours.

1.8 DIVERSITY, EQUITY AND INCLUSION

The company conducts a human resources policy based on equity, non-discrimination, and inclusion, to best reflect the country's social diversity and create favorable conditions of well-being and employee engagement through training and awareness-raising programs.

II. Fundamental Environmental Principles

2.1 PRESERVATION OF RESOURCES CONSUMPTION

The company shall work on minimizing the consumption of energy coming from all sources.

PRODUCTION

The company will develop the use of renewable energy.

LOGISTICS

The company shall optimize transportation to reduce fuel consumption.

WATER

The company shall minimize water consumption.

2.2 CHEMICALS

The company shall reduce the use of chemicals and exclude the use of chemicals that are hazardous to consumers' health.

2.3 CLIMATE CHANGE AND GREENHOUSE GASES EMISSIONS



The company shall work at measuring direct and indirect greenhouse gas emissions of its different activities. The company shall work at minimizing its overall greenhouse gas emissions.

2.4 ENVIRONMENTAL MANAGEMENT

The company shall work at measuring and controlling its environmental risks.

According to the Basel Convention¹, the company shall work on measuring its transported, imported, and hazardous wastes.

The company shall aim to implement the environmental management system recognized by national/international authorities.

III. Business Ethics Principles

The highest standards of ethical, moral, and lawful conduct are expected from our suppliers. In particular, we expect our suppliers, agents, and contractors to be familiar with and comply with all legal and contractual obligations relating to their business activities. We will not accept any conduct (including by omission) that is unlawful or that violates such commitments. Further, ESG Consultancy prohibits the offer or receipt of gifts, hospitality, or expenses.

Signed by CEO
& Chairwoman of the Board
Francine Carron.
19/12/2023

¹ <https://www.basel.int/>