

2017

Sustainability Statement

The SABCA group is committed to ensure that its activities and business contribute to a sustainable world, which respects the environment, as well as employee welfare and the rights of individuals. The desire to promote safety, health, hygiene and the protection of the environment is strongly rooted in the philosophy of the SABCA group. SABCA believes that the promotion of safety, health, hygiene and the protection of the environment should be supported by management, technology and human resources.

SABCA desires to be transparent on the efforts undertaken by it to realize these goals. This *sustainability statement* provides the information required by Directive 2014/95/EU on non-financial reporting, as introduced in Belgium by the Act of 3 September 2017 regarding the disclosure of non-financial information and as reflected in Article 96, § 4 of the Belgian Company Code.

The SABCA group has taken measures to ensure a safe and healthy workplace, to protect the environment and to conserve natural resources. Below follows a summary of the most important measures already implemented.

The annual action plan established by the Internal Prevention and Protection Service ('Service Interne de Prévention et Protection') (SIPP) intends to further improve safety at the workplace and is based on past learnings and our ambitions for an even safer workplace in the future. The four pillars of the plan are described in more detail on page 13 of the annual report.

In 2017, the role of the prevention teams within SABCA has been reinforced, both in terms of resources and materials.

SABCA prepares to obtain the ISO 45001 certificate (Occupational health and safety management systems). The measures required to obtain the ISO 45001 certificate will improve employee safety, reduce workplace risks and create better, safer working conditions.

We have implemented actions to reduce our energy consumption. Management systems have been set up to reduce the energy consumption of our heating plants. Our electricity consumption is strictly managed. Intelligent, new generation, lighting systems further contribute to limit electricity consumption. We have recently started studies aimed at producing renewable energy by equipping our sites with photovoltaic panels and cogeneration plants.

In 2017, the Brussels environmental authority (IGBE) renewed the environmental and operating license for SABCA's Brussels site for a period of 15 years. The renewal of the license



demonstrates the confidence of the Brussels authorities in the business of the SABCA group and our progress towards technologies and methods that are increasingly respectful of the environment.

The replacement of our neutralization plant with a new generation plant has allowed us to discharge cleaner wastewater, and the strengthening of our waste sorting methods has enabled us to significantly increase the percentage of recycled waste.

The SABCA group is committed to align and coordinate the actions and measures already undertaken to develop comprehensive and coherent policies in the areas of environmental protection, social and employee matters. The SABCA group is furthermore committed to develop policies in relation to the respect for human rights, anti-corruption and bribery matters.

In 2017, the SABCA group initiated the implementation of the "Project of the Century" strategic action plan with the aim of making the SABCA group robust, profitable and attractive once again. 2017 therefore was a year of transition. The organization has been redefined in order to better clarify the roles and responsibilities of everyone in the company. The SABCA group has been enriched by new people at all levels, including the Senior Management Team. The four SABCA industrial sites (Brussels, Gosselies, Lummen, and Casablanca in Morocco) have been fully operationally integrated under a single management team. This process, considered a strategic priority for the SABCA group, brought along important changes within the organization and at an operational level. Due to this changing environment, together with the relatively small size of the SABCA group and its limited human resources, the SABCA group had no other option but to postpone the development of harmonized and coherent policies and KPI framework in the above-cited areas.

The board of directors emphasizes the importance attached by it to the development of coherent policies, widely supported within the SABCA group, in the areas of environmental protection; social and employees matters; respect for human rights; anti-corruption and bribery matters. In 2018, the necessary efforts will be undertaken to develop these policies and the appropriate KPI frameworks. The SABCA group will report thereon in full transparency in conformity with Article 96, §4 of the Belgian Company Code in its annual report to be published in 2019.