



delivering
customer
loyalty

CSR-code SBJ (MVO)

Algemeen

This CSR code forms an integral part of all agreements between the SBJ and the client. SBJ endorses its social responsibility and undertakes to deal with CSR issues in a constructive manner. SBJ also demands this of any subcontractors and draws their attention to the importance that the client attaches to the subject. In doing so, we specifically point out

People

SBJ respects the Universal Declaration of Human Rights of the United Nations. The supplier also respects the international working conditions, as formulated by the International Labour Organisation (ILO).

- **Child Labour**
SBJ respects all (supra)national legislation and regulations applicable to child labour (in particular ILO conventions 138 and 182) and takes adequate action to comply with these conventions.
- **Discrimination**
SBJ fully respects all antidiscrimination provisions as laid down in (supra)national laws and regulations.
- **Working conditions**
SBJ complies with all (supra)national laws and regulations concerning labour and working conditions (including health, safety and environment) and with the Collective Labour Agreement(s) applicable to it.

Planet

SBJ respects the environment and complies with all applicable (supra)national environmental laws and regulations. It organises its business processes in such a way as to guarantee such compliance

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Profit

SBJ operates in such a way as to safeguard the continuity of the company. The company complies with the applicable (supra)national competition laws and regulations.

Elaboration

- **Implementation**
SBJ announces this CSR code to those people who work with/for the client and monitors compliance with it.
- **Verification**
In order to verify compliance with this CSR code, the client periodically consults with SBJ. If there is reason to do so, the client may request that an audit be carried out by a third party designated by the client. SBJ declares its full cooperation in this investigation.

By signing the contract, SBJ declares itself to be in agreement with the provisions of this CSR code and acknowledges that any deviations observed could adversely affect the relationship with the client.

Bart Jansen

CEO

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