



COMPANY POLICY

BE-Trans wants to develop further into a flexible and competent company, while continuing to value experience, quality in the broadest sense of the word, as well as flexibility.

In order to achieve this goal, we are committed to operating in accordance with the strict standards and requirements of SQAS. We rely on our valuable employees who always strive to provide the best service with the necessary knowledge and experience in order to continue to support this policy consistently and continuously.

By continuously observing our internal organisation and continuously improving our operations, we want to take the standard of quality of our service to the next level. Specifically, this means that the Executive Board and Management of our company are 100% committed to:

- 1) Carrying out all activities in accordance with a thorough Corporate Social Responsibility policy (as described in the BE-Trans Code of Conduct).
- 2) Carrying out all activities in accordance with the anti-discrimination principles (skin colour, race, gender, culture and religion).
- 3) Ensuring the safety and health of all employees while performing their duties, and to provide safe (work) tools for this purpose
- 4) Implementing a prevention policy with regard to alcohol and drug use during working hours (zero tolerance) (CAO 100).
- 5) Guaranteeing maximum protection of the environment.
- 6) Focusing on the interests of our customer when following instructions received.
- 7) Adopting adequate security measures to ensure maximum insurance for our properties and those of all stakeholders (including customers).
- 8) Making all our employees, and the drivers in particular, aware of working in accordance with the applicable Behaviour Based Safety (BBS) principles.
- 9) Training, coaching and guiding our employees, observing and evaluating them in an appropriate manner with a view to safe behaviour.
- 10) Encouraging our employees to report unsafe behaviour, dangerous actions or situations without delay and in the prescribed way.
- 11) Engaging all our employees and other stakeholders in this policy by always informing and motivating them to achieve the objectives set in this context.
- 12) Always complying with the applicable laws and regulations imposed by the competent authorities.
- 13) Regularly evaluating our activities to identify and implement opportunities for improvement.
- 14) mapping out in great detail how and when internal and external communication is required in case of incidents, accidents or emergencies.

This policy results in sustainable entrepreneurship. For BE-Trans, sustainable business means taking into account the influence of our activities in the short term, but also and especially in the long term, in the areas of PEOPLE (social aspect), PLANET (environmental aspect) and PROFIT (economic aspect).

Geel, 2nd January 2018