



**VAN MOER**  
Logistics

# CSR POLICY



Committed to creating  
value through our  
partnership in logistics.

# CSR POLICY

Corporate Social Responsibility (CSR) is defined as the integration of business operations and values, whereby the interests of all stakeholders, including investors, customers, employees, the community and the environment, are reflected in the company's policies and actions.

For Van Moer Logistics, CSR means that social, labour and human rights, governance, safety and environmental concerns are embedded into our business operations and in our interaction with our key stakeholder.

Regarding social , labour and human rights : Van Moer Logistics takes into account:

- Fundamental human rights
- Working condition and hours
- Non discrimination
- Freedom of association
- Prohibition of people working under the minimum age required by law

Regarding governance : Van Moer Logistics is doing business in a fair and transparent while bearing business ethics in mind such as:

- Anti-corruption and bribery
- Conflict of interest
- Fraud
- Money laundering
- Anti-competitive practices

The commitment of Van Moer Logistics towards safety and environment is incorporated into the general policy statement. This CSR policy is valid for 5 year and approved by the board of directors.

Zwijndrecht, February 27, 2022

 Jo Van Moer Founder & CEO	 Anne Verstraeten Founder	 Ann Cools CFO	 Carl Ghekiere CCO	 Steven Pauwels COO Warehousing & Value-added Logistics	
 Iwan De Block COO Bulk & Tank Container Logistics	 Eric Noterman COO Port & Intermodal Logistics	 Yves Hebb HR Director	 Bert Calluy Legal Counsel	 Joris Emanuel IT Manager	 Jonas Fiers QESSH Manager

Around the world,  
down to earth.