



## Corporate Social Responsibility Policy

**Den Hartogh Logistics, we recognise our corporate and social responsibility to its customers, suppliers, employees and other stakeholders. We are committed to conducting business in a manner which achieves sustainable growth whilst fulfilling its legal and moral obligations. We aim to achieve our business objectives in a considerate and responsible manner recognising the economic, social and environmental impacts of our activities.**

**Our CSR Strategy is based on four overarching principles:**

### **Corporate Governance**

As an organisation we strive to operate with integrity with all partners, from our suppliers to our customers. All stakeholders and individuals with whom Den Hartogh Logistics have a business relationship will be treated in a fair, open and respectful manner.

We do not offer, give, seek or receive, either directly or indirectly, inducements or other improper advantages for business for financial gain and no employee may offer, give, seek or receive any gift or payment which is, or could be construed as such. Competition will be reasonable and based upon the quality, value and integrity of the service(s) being supplied.

Den Hartogh Logistics will endeavor to ensure that stakeholders have confidence in the decision making and management processes of the service provided, by the conduct and professionalism of all staff. To achieve this we will continually train and develop our staff, ensuring that all colleagues are aware of Den Hartogh Logistics policies on fair business ethics, bribery and corruption, money laundering and whistle blowing. We have produced a Code of Conduct that all employees are to adhere to.

We have an approved supplier list where we assess suppliers for technical competency, HSE accreditations, insurance cover, financial standing and where appropriate, make declarations for anti-bribery and other measures of social, legal and financial responsibility.

At all time Den Hartogh Logistics will seek to be honest and fair in our relationships with suppliers and subcontractors; pay suppliers and subcontractors in accordance with agreed terms; and encourage suppliers and subcontractors to abide by the same standards and principles.

We will review our procurement policy to ensure the content is accurate and relevant. The policy includes buying ethically and with integrity and clearly covers our responsibilities in terms of anti-bribery and corruption.



## Human Rights

Den Hartogh Logistics are committed to the promotion of equality and diversity in employment and recognise that this is essential to ensuring the success and growth of the organisation. To achieve this, Den Hartogh Logistics makes every effort to select, recruit, train and promote the best candidates based on suitability for the job.



All employees and applicants will be treated fairly, regardless of race, sex, marital status, pregnancy or maternity, age, nationality, ethnic origin, religion or belief, sexual orientation or disability; and ensure that no employee suffers harassment or intimidation. Encouraging a harmonious working environment with zero tolerance to bullying or to any form of harassment. Providing clear and fair terms of employment for its employees, with clean, healthy and safe working conditions.

As a committed equal opportunities employer we will abide by all fair labour practices and strive to ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour, employ underage staff).

We will identify, assess and manage human rights risks within our sphere of influence and activities, working firstly to avoid or mitigate them and then seek to remedy any actual or potential impacts. Ensure that appropriate mechanisms are in place for those affected by our operations in order to raise grievances through our whistle blowing policy.

We oppose slavery and human trafficking, and would never knowingly carry out business with suppliers or contractors involved in these practices. We review our operations and supply chain to evaluate the risks in terms of human trafficking and slavery. We will also carry out background checks before entering into new agreements with contractors or suppliers. We will offer training to our procurement and commercial staff, are aware of the risks of human trafficking and slavery, and our obligations under legislation. We will produce a statement each year showing what steps have been taken to reduce this risk from our supply chain.



### Local Communities

Respect the rights of local people in all countries in which we operate, promote and support local charity initiatives. Support the local community by engaging with local subcontractors and promote the employment of local people.

### Environmental

Den Hartogh Logistics recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We are committed to conducting our activities to meet or exceed the requirements of relevant legislative, regulatory and environmental codes of practice. Our primary objective is to minimise our carbon footprint and any negative impact we may have on the environment.

Den Hartogh Logistics will seek to minimise the environmental impact of our activities through environmentally responsible practices including the prevention of pollution, the reduction of waste and sourcing from sustainable resources.



We actively encourage our employees to purchase and operate the most energy efficient method of transport available to reduce our carbon output. Engage with our subcontractors to implement good environmental practices and procedures which support our own objectives and targets.

We will review our environmental policy, on a regular basis, in order to set environmental objectives and targets for continuous improvement, as we recognise the need for sustainable development.

Den Hartogh will apply Responsible Care programmes to all activities, assess the environmental impact and report against these findings, reporting openly to all stakeholders.

At Rotterdam, latest revision: May 2017

**K.P. den Hartogh**  
 Managing Director