

# Policy Statement CSR

## Vision and mission

Within the steel construction business Victor Buyck wants to be the benchmark for added value and corporate social responsibility.

### We make the difference by:

### Our people

By encouraging and developing an open and courteous cooperation, cherishing talents, improving leadership and reacting quickly with pride and passion.

#### Our solutions

By becoming the preferred steel construction company, due to the delivery of a product with high added value and the creation of value for our clients.

## Our innovative approach

By developing solutions for technology, processes and products, as can be expected from a market leader.

#### Our behavior

By taking care for a safe working area, the respect of the environment, the care for our society, by "walking the talk" and high ethical standards.

## Corporate social responsibility

For Victor Buyck Corporate Social Responsibility means caring for its surroundings and its employees. This is expressed by looking further than just its own company walls and by being aware of the impact of its activities to the environment. As a steel construction company and an entrepreneur Victor Buyck wants to contribute to the conservation of our planet for future generations.

## Approach

Victor Buyck uses the Triple-P approach.

Profit refers to financial growth, because being financially healthy is the first concern of a company. At Victor Buyck Profit also means job creation, outsourcing, investments and innovation.

People refers to the human and the social-ethical aspect within the organization. Victor Buyck gives special attention to recruitment, selection, evaluating and training of all its employees and competence management. Victor Buyck has an active policy on the control and improvement of its health and safety achievements to prevent personal injury and occupational disease. But also on to the respect for human rights, employee rights and faire trade with our suppliers.

Planet is being approached by awareness and sense, rather than by legislation and costs. Victor Buyck focuses on the environment and the application of sustainable technology and responsible sourcing. Victor Buyck establishes a sustainable business through products which can be recycled and having a lower impact on the environment, and also by setting goals, measuring and reducing carbon emissions. For this Victor Buyck received the ISO 14001 and 50001 certificate and level 5 certification on the CO2 Performance Ladder.

Frans Van Giel, CEO Managing Director

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