

Van de Velde

ETHICAL AND SOCIAL CHARTER

We are committed to respect local legislation and to comply with the Standards of International Labour Organisation (ILO).

We realise that by respecting the following 9 basic principles:

1. **No child labour.** We will not engage and employ workers younger than 15 years or workers who have not reached the minimum working age required by local law.
2. **No forced and compulsory labour.** We support an employment that is based on motivation and free will.
3. **A safe and healthy workplace environment.** We guarantee a safe and healthy workplace and strive for a general welfare for each worker.
4. **Freedom of association and the right to collective bargaining.** We commit to an open and straightforward dialogue with our social partners and with all parties involved in our activities.
5. **No discrimination.** We prohibit any form of discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.
6. **No disciplinary practices.** We condemn any form of violence, either physical, mental or verbal harassment.
7. **Observance of the maximum working hours.** We respect at least the legal limits of working hours and strive for a good balance between private and professional life. The maximal number of working hours per week is defined by local legislation but will never exceed 48 hours. All overtime work shall not exceed 12 hours per week, shall be voluntary and shall not be requested on a regular basis.
8. **Liveable wages.** We guarantee a living wage for every worker. We ensure that the remuneration for a normal work week shall always meet at least legal minimum standards and that it can provide the worker in more than the basic needs (such as food, water, housing, education, health care, transport, clothing,...) for themselves and their family.
9. **Management system. We guarantee a continuous monitoring by the management, in order to provide sufficient guarantees for the application of the above principles.**

This is guaranteed by

- planning and implementation of the Charter at all levels of the organisation;
- control of suppliers/subcontractors and sub-suppliers;
- addressing concerns and taking corrective actions and
- maintain procedures for outside communication and stakeholder engagement.

Any Complaints regarding the SA-8000 certification can be submitted at SAAS using the following link;

http://www.saasaccreditation.org/Complaints_Submission_Form. These include current, specific and severe violations of de SA-8000 standard. Any person or entity can file a complaint at SAAS. The complaint must contain the following: objective proof of the offence, documentation of the offence, proof of immediate requests with respect to the organisation that are not fulfilled and the proof that the internal complaint handling system of the organisation is not being executed.

Marleen Vaesen
Representing



Marleen Vaesen,
CEO

Mavac BVBA