



## Corporate Social Responsibility Policy

*Magetra International S.A.*  
Version 2025

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## I. VISION & MISSION

Dear Customers, suppliers, partners and colleagues,

Magetra International's mission is to provide reliable, sustainable and tailored European transport and logistics solutions by combining sector-specific expertise with technological innovation.

Our vision for the company's development is to be a leading transport partner, with Belgium at the heart of our operations, offering innovative and environmentally friendly solutions.

The Brundtland Report defines sustainability as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs". To align ourselves with this ambitious approach, we affirm our commitment to:

- Adhere to the principles of the UN Global compact, particularly regarding human rights, labor standards, the environment and the fight against corruption.
- Follow the OECD Guidelines for Responsible Business Conduct, ensuring transparency, ethics and sustainability.
- Align ourselves with the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Corporate Social Responsibility (CSR) policy is based on four pillars:

1. Ethics: the foundation of our corporate values, transparency, regulatory compliance, sustainable partnerships, a zero-tolerance approach to corruption, and data protection.
2. Environment: reducing our carbon footprint, optimizing logistics flows, and promoting clean energy.
3. Social responsibility: employee well-being and safety, diversity and inclusion, and dialogue with stakeholders.
4. Sustainable procurement: partnering with suppliers who share our values and/or wish to join us in our sustainability policy.

By adopting these principles, we are committed to responsible transport, contributing to a more sustainable future for our customers, our employees and the society.

Damien SCHILS,  
General Director



## II. SCOPE OF ACTIVITIES

In accordance with the definitions set out in ISO 9001 and 45001 standards, the scope of activities of MAGETRA INTERNATIONAL SA covers the following:

- Transport of goods as a freight forwarder or carrier by road and/or intermodal rail-road, primarily within the European market
- Transhipment and storage of goods
- Site concerned : Magetra International – Textilstrasse, 42 – B-4700 Eupen

### III. GOVERNANCE

#### A. Governance

The entire Steering Committee is involved in the design and implementation of Magetra International's CSR strategy. Policies and objectives are reviewed at least once a year, whilst, with a view to continuous improvement, progress is discussed at each monthly meeting.



Each CSR topic is led by a member of the Steering Committee. The General Director determines the topics to be discussed at the various meetings.

#### B. Communication & staff awareness

- Awareness-raising for office-based staff:
  - Communication on a specific topic is published on the intranet every two months.
  - The annual CSR report is presented during an interactive workshop once a year to the company's various departments.
  - Results are displayed on noticeboards at the Magetra International SA' site.
  - Integration of values and contributions to CSR objectives into annual performance reviews with employees.
- Raising awareness among transport staff:
  - Communication via a consultation body where one exists, otherwise via email and online publications.
  - Messages displayed on a loop on screens installed at access points on the drivers' site.

- Informing and raising awareness among external:
  - Publishing achievements on social media.
  - Publishing the CSR policy and annual report on the website.

#### IV. CORPORATE ETHICS

##### A. *Our values*

At the heart of our ethical commitments lie the values that guide all our activities. They serve as a common benchmark for all employees, partners and stakeholders. They reflect the company's commitment to acting with integrity, responsibility and transparency.

Our values :

- **Agility:** the ability to adapt quickly to change and to innovate flexibly.
- **Collaboration:** team spirit, knowledge sharing and cooperation with all stakeholders.
- **Integrity:** exemplary conduct, honesty and honoring our commitments.
- **Commitment:** determination to achieve our objectives whilst respecting the collective interest.
- **Respect:** consideration for every individual, cultural diversity and protection of the environment.

##### B. *Code of ethics : adherence to principles in all our activities*

The values form the foundation of our corporate culture and guide everything we do. They are embodied in a set of principles that every member of Magetra International is expected to adhere to:

###### 1. Compliance with laws and regulations

The company is committed to complying with all applicable laws, standards and regulations in the countries where it operates.

###### 2. Integrity and transparency

- Rejection of all forms of corruption, fraud or undue advantage.
- Business relationships based on honesty, fairness, loyalty and objective decision-making.
- Clear, sincere and transparent communication with all stakeholders.

###### 3. Respect for human rights and diversity

- Respect for the dignity, fundamental freedoms and rights of every individual.
- Promoting diversity, inclusion and equal opportunities.
- Zero tolerance for any form of discrimination or harassment.

4. Environmental responsibility and sustainable purchasing
  - Commitment to reducing our environmental footprint.
  - Incorporation of CSR criteria into supplier selection and management.
  
5. Confidentiality and data protection
  - Strict adherence to the confidentiality of sensitive information.
  - Protection of personal data in accordance with the GDPR and best cybersecurity practices.
  
6. Conflicts of interest
  - A designated contact person enabling every employee to report any situation that may give rise to a conflict of interest.
  - Fair handling of such situations.
  
7. Health, safety and well-being at work
  - Guarantee of a safe and healthy working environment.
  - Active prevention of occupational risks.
  - Promotion of quality of life at work and the well-being of employees.

**C. Objectives**

- Continue to draw inspiration from the OECD Guidelines for Responsible Business Conduct, in particular:
  - Transparency: publish an annual CSR report, starting with the first report in 2024.
  - Human rights: implementation of a responsible purchasing policy including a rating procedure for our suppliers of rolling stock, IT equipment and building management, as well as verification of compliance with all legal documents via a strict screening procedure for our transport suppliers.
  - Science and technology: strict adherence to cybersecurity and data confidentiality procedures. Reinforcement through the implementation of NIS 2.
  - Commercial – competition: no participation in cartels.
  - Continue to promote and uphold our values through publications on our intranet and apply these values in our staff recruitment and monitoring procedures.

**D. Governance**

The Intermodal Director is responsible for consolidating the reports, with the General Director acting as sponsor. Progress on the reports is monitored monthly.

**E. Review**

Policies and objectives are reviewed once a year.

## V. BUSINESS ETHICS AND ANTI-CORRUPTION

Magetra International is committed to conducting its business with integrity and transparency, and in accordance with applicable anti-corruption laws.

### A. Scope

This policy applies to all employees, managers, subcontractors, business partners and suppliers.

Corruption is a broad term. Its scope should be clarified as follows:

- Corruption: the act of offering, promising or receiving an undue advantage to influence an action.
- Conflict of interest: a situation where a personal interest can influence a professional act.
- Gifts and hospitality: prohibited if they are excessive or perceived as an attempt to influence.

Consequently, the following behaviors are prohibited and banned within the company:

- Offering or accepting unjustified payments.
- Facilitating preferential treatment (for example: an order processed as a priority in return for payment)
- Negotiating contracts or deals with hidden counterparties.

### B. Preventive measures and sanctions

- Approval and signing of major contracts by one or two directors, depending on the type of contract (banking, commercial, etc.).
- Supervision of customer or supplier contracts by the General Director of the Finance Director.
- Payments secured by the mandatory signature of two people (management or accounting department), regardless of the amount.
- Internal reporting procedures to flag irregularities (referral to General Director or the Finance Director in the event of doubts regarding transactions).
- Periodic internal audits/checks (carried out by auditors / the Finance Director/ the accounting teams).

Any breach will result in disciplinary action, which may include termination of the employment contract or the business relationship.

### **C. Governance**

In accordance with the principle of dual authorization or cross-checking, the issue of corruption falls under the direct responsibility of the General Director and the Finance Director.

They apply a zero-tolerance policy towards any form of corruption, whether direct or indirect, active or passive.

### **D. Objectives**

Under the supervision of the General Director, the company's processes have been analyzed and quantified to identify corruption risks. This analysis was carried out in consultation with department heads, taking into account all the risks faced by Magetra International, namely:

- Financial/accounting risks
- Purchasing risks
- Risks related to the purchasing of transport services (chartering)
- Risks related to sales representation.

In conclusion, the following prevention and control objectives have been established:

- Control objectives :
  - At least one monthly audit of the accounts, under the supervision of the Finance Director.
  - Accounting target: less than 1% non-compliance.
  - Ongoing staff training.
- Strict monitoring of the communication process for blacklisted companies:
  - The list of suspicious companies blocked in our IT system is systematically updated and made available to transport buyers.
  - This file is updated based on information received on a regular basis from an external company specializing in fraud.
- Continuing to raise awareness among all stakeholders within our company (transport buyers, accounts receivable, claims department) regarding risks relating to insurance cover: a reminder of the rules sent by email at least once a year via the General Director.
- Monitoring of sponsorship activities by the Administration and Finance Department, based on an Excel spreadsheet of authorized donations maintained by the Chief Finance Officer.
- Updating our data on the specialist platforms used by all transport stakeholders (clients, carriers) and verifying the compliance of all legal documents relating to subcontractors through a rigorous screening process.

### **E. Review mechanism**

The corruption risk analysis drawn up in September 2025 remains valid until 31 December 2026.



It will then be reviewed annually as part of the company's risk review process, which is approved each year at the Annual Management Review and established as part of our ISO 9001 and 45001 certifications.

**F. Communication of information to internal stakeholders**

The topic of 'corruption' will form an integral part of the communication process described in Section III. Governance.

**VI. PRIVACY POLICY & DATA SECURITY**

**A. Introduction**

The purpose of this policy is to ensure the protection of Magetra International's confidential data and IT systems. It applies to all employees, contractors and partners who have access to the company's information or infrastructure.

Data and system security is a strategic priority for Magetra International to comply with legal requirements, maintain the trust of customers and partners, and protect its business operations.

**B. Objectives**

- **Confidentiality:** To protect sensitive data from unauthorized access.
- **Integrity:** To ensure that data and systems are neither altered nor tampered with.
- **Availability:** To ensure secure access to data and systems as required for business purposes.

**C. Scope of the Policy**

This policy applies :

- To all employees, contractors and external partners of Magetra International SA.
- To all sensitive data (customer, supplier, financial, technical, etc).
- To IT equipment and tools (computers, servers, applications (TMS, CRM, SharePoint, etc.), emails, VPNs, etc.).

**D. General Principles**

1. Protection of Confidential Data

- Definition: Confidential data includes all non-public commercial, financial, strategic and personal information belonging to Magetra International, as well as that of its clients, partners and employees.
- Responsibility: All employees are personally responsible for protecting the data to which they have access.
- Use: Data must be used exclusively in the course of professional duties. Should the employment relationship be terminated, all provisions of this confidentiality and IT security policy shall remain in force following such termination.

2. Access to Systems and Data

- Restricted access: Access rights are granted on a 'need-to-know' basis
- Controls: Critical systems (CRM, SharePoint, etc.) must be protected by strong passwords and multi-factor authentication (MFA).
- Revocation: All access must be immediately revoked in cases of departure or change of role. No data may be extracted, copied (including via photography), downloaded or removed in any way whatsoever.

**E. Securing IT Systems and Equipment**

1. Password Security

- Passwords must be at least 12 characters long and include uppercase letters, lowercase letters, numbers and special characters.
- They must be changed every 90 days and must not be reused.
- They must never be shared or stored in an unsecured format.

2. Multi-Factor Authentication (MFA)

- MFA is mandatory for all critical systems.
- It must be enabled for remote access and data management tools.

3. IT Equipment

- Devices must be locked when not in use.
- Staff must ensure the physical security of portable equipment, particularly when travelling (use a security bag, avoid leaving devices in a vehicle, etc.).
- Any lost or stolen equipment must be reported immediately to the IT department.

4. Updates and Software

- Systems and software must be kept up to date with the latest approved versions.

- No unauthorized or pirated software may be installed.

**F. Communications and Data Management**

1. Use of email
- Employees must report any suspicious emails or phishing attempts to the IT department.
2. Downloads and Transfers
- No files from unverified sources must be downloaded.
  - Transfers of sensitive data must be approved and secured.
3. Backups
- Critical data must be backed up regularly in accordance with IT guidelines.

**G. Homeworking and Mobility**

1. Secure Access
- Remote connections must be made via a secure VPN approved by the IT Department.
  - Equipment used for homeworking must meet safety requirements.
2. Working Environment
- Employees working remotely must ensure they have a secure workspace (e.g. protected Wi-Fi, no visible or audible access for third parties).

**H. Monitoring and Surveillance**

The IT Department reserves the right to:

- Audit system access to ensure compliance with this policy.
- Implement monitoring tools to prevent security incidents.

All monitoring will be carried out with due regard for employees' rights, in accordance with Belgian and European law.

**I. Sanctions for Non-Compliance**

Any breach of this policy will result in disciplinary action.

**J. Legal References**

This policy complies with the following legal frameworks:

- General Data Protection Regulation (GDPR).

- Belgian Law of 30 July 2018 on data protection.
- Any other applicable national or European regulations.

**K. Approval and Acceptance**

This policy applies to all entities within Magetra International, namely: workshop staff, fleet managers, mobile staff, shop staff, administrative staff and management.

**VII. ENVIRONMENTAL RESPONSIBILITY**

**A. Our vision**

Magetra International is a pioneer in the transport sector and has been applying best practices for decades to reduce its carbon footprint: promoting intermodal rail-road transport, renewing the fleet every five years by selecting the most energy-efficient equipment, choosing lightweight materials, installing solar panels, treating wastewater, etc. However, a comprehensive assessment of our footprint was lacking when it came to setting ambitious yet realistic targets. With the help of an external consultancy firm, we have carried out an in-depth assessment of our environmental impact in accordance with the GHG Protocol for the year 2024. Based on this foundational analysis, we are committed to implementing an ambitious four-year action plan to significantly reduce our environmental footprint.

**B. Key Areas**

Our transport and logistics activities impact the environment in various ways:

1. Greenhouse gas (GHG) emissions<sup>1</sup>:  
 Scope 1 – Greenhouse gas (GHG) emissions generated by our transport, chartering and procurement activities,  
 Scope 2 – Energy consumption for the operation of our buildings and logistics facilities;  
 Scope 3 – Emissions from upstream and downstream activities of our stakeholders.
2. Water consumption and wastewater generation associated with the cleaning of our vehicles and facilities;
3. Waste generation;
4. Risks associated with the storage and transport of hazardous materials.

**C. Objectives**

1. *Energy consumption (electricity)*  
 Current photovoltaic energy production = 60% self-consumption.  
 By 2030, at its Eupen site, the proportion of renewable electricity consumed by Magetra International must reach 70% of its requirements.

**Commenté [LG1]:** Conformité législative en rapport avec l'environnement - nous organisons une veille législative de manière à nous conformer aux réglementations nationales, régionales et particulière du permis d'environnement.

**Commenté [LG2]:** Prévention pollution - Notre permis d'environnement prévoit la nécessité de prévenir toute pollution. L'analyse de risque identifie des fuites éventuelles dans la cuve de gasoil comme étant le => elles sont contrôlées tous les ans - 5 ans et 10 ans. Les fuites dans les réservoirs camions "mesures à prévoir".

<sup>1</sup> Magetra International – 2025 RSE Report

2. *Greenhouse gas emissions*

As a transport company, greenhouse gas (GHG) emissions represent our main environmental impact. Consequently, despite current technological constraints, we aim to reduce GHG emissions by 15% by 2030 through the implementation of an ambitious plan spanning the period 2026–2029.

3. *Water consumption and treatment*

Cleaning our facilities and vehicles requires the consumption of large quantities of water. Magetra International is committed to implementing a system to recover and filter 55% of its water requirements to limit consumption and wastewater discharge. This system is expected to reduce water requirements by 50% by 2030.

4. *Waste generation*

All industrial and office activities generate waste. Magetra International is committed to limiting the amount of waste produced and to sorting the waste generated.

We are committed to achieving a waste sorting rate of 50% by 2030.

5. *Risks associated with the transport of dangerous goods*

With 960 tonnes transported under ADR regulations out of a total of 1,660 kt in 2022<sup>2</sup>, the proportion of ADR transport carried out by Magetra International is <0.1%, which is negligible. Nevertheless, we have set ourselves the annual target of carrying out 100% of our ADR transport using approved traction vehicles.

**D. Governance and responsibilities**

Progress will be monitored monthly by the Magetra International Steering Committee. Reporting on greenhouse gas emissions will be carried out in accordance with the GHG Protocol and will be overseen by a third party (consultancy firm).

A member of the Steering Committee (the Intermodal Director) will be responsible for the project's operational monitoring and for reporting to the Steering Committee. The Steering Committee has the necessary decision-making authority to ensure the effective implementation of the project.

**E. Review**

As detailed in section B of the chapter on governance, a CSR report will be published annually to inform internal and external stakeholders of the organization's ambitions and progress made. The publication of the report will be accompanied by staff information sessions to ensure their buy-in.

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<sup>2</sup> Consultrans annual report –2023 publication covering the 2022 financial year

## VIII. EMPLOYMENT AND HUMAN RIGHTS

### A. *Our vision*

At Magetra International, we believe in sustainable performance based on respect, fairness and social responsibility. We reaffirm our commitment to ensuring decent, safe and fair working conditions for all the company's employees, regardless of their status or role within the company, whether they are:

- Road transport staff (drivers),
- Non-driving staff (logistics, handling, mechanics),
- Office staff and managers,
- Temporary and agency workers,
- Strategic subcontractors and key partners

whilst promoting respect for human rights across all our activities and throughout our value chain.

### B. *Themes*

Magetra International is committed to respecting fundamental human rights in accordance with:

- the Code of Well-being at Work,
- Belgian and European social legislation,
- our Human Resources Policy,
- our Training Policy.

Our commitments cover the following areas:

1. Respect for fundamental rights :
  - Child labour: a total ban on child labour, in accordance with ILO standards (C138),
  - An absolute refusal of any form of forced labour, servitude or trafficking,
  - Equal access to employment, training and promotion.
2. Health, safety & working conditions :
  - A safe and compliant workplace,
  - Zero tolerance for drugs and alcohol in the workplace,
  - Proactive risk prevention and risk assessments,
  - Promoting a healthy work-life balance.
3. Fair remuneration :
  - 100% of salaries in line with the CP226 and CP140.03 statutory pay scales<sup>3</sup>,
  - Extra-legal benefits: hospitalization insurance, occupational accident insurance, meal vouchers for office staff and non-driving workers, end-of-year bonus and performance-related pay.
4. Non-discriminatory recruitment process, transparency regarding selection criteria.

<sup>3</sup> Internal pay compliance report 2024

5. Induction programme for new employees.
6. Skills development and careers:
  - Training for all company employees, regardless of their status (manual worker, office worker, manager), whether full-time or part-time, on permanent or fixed-term contracts,
  - Individual development plan,
  - Staff appraisal.
7. Working environment and industrial relations:
  - Structured social dialogue,
  - Code of conduct,
  - Harassment and discrimination,
  - Satisfaction surveys.
8. Responsible supply chain:
  - Social requirements are incorporated into the responsible procurement policy.
9. Monitoring of HR indicators.

### **C. Objectifs**

1. Keep the gender pay gap at > -2% by 2026.
2. Ensure that at least 30% of senior management roles are held by women between 2026 and 2030.
3. Train 100% of managers in the prevention of harassment and psychosocial risks by 2030, and deal with all complaints within 7 days.
4. Ensure skills development, secure career paths and the continuous adaptation of employees to changes in their profession:
  - 100% of employees assessed annually.
5. Remuneration and benefits:
  - 100% of payslips in line with pay scales,
  - Annual benchmarking to improve benefits and 80% satisfaction with benefits in the employee survey.
6. Ethics and labours standards :
  - Child labour: 100% of HR files contain a valid copy of the identity card,
  - Forced labour & human trafficking: zero tolerance, immediate reporting and internal investigation,
  - Discrimination and equal opportunities: 0 substantiated complaints of discrimination, documented and audited HR procedures.
7. Working conditions :
  - Workplace accident rate < 1%,
  - 100% compliance with time recording.
  - 100% of new entrants are integrated via a formalised plan.
8. Signing of the Responsible Supplier Charter by 100% of suppliers by the end of 2026.
9. Monitoring of HR indicators (KPIs): absenteeism rates, staff turnover, training, recruitment, salaries.

**D. Principles & processes**

1. Ethics and labour standards :
  - Systematic checks to ensure legal age (minimum 18 years old for drivers),
  - Inclusion of an anti-trafficking and anti-forced labor clause in the employment regulations,
  - Awareness-raising regarding the commitment of HR assistants,
  - Anti-discrimination procedure during recruitment, with transparency in recruitment reports and a single platform for processing CVs, accessible to both the HR team and senior management.
2. Working conditions :
  - Mandatory medical check-ups via the External Prevention Service for the target group (drivers, non-driving staff, students),
  - Possible testing in cases of suspected illicit substance use,
  - For drivers, a strict ban on driving in the event of a positive test or even suspected alcohol or drug use,
  - Flexible working hours for administrative roles where feasible,
  - Monitoring working hours without an electronic system but in collaboration with the line managers of the employees concerned,
  - Payment of overtime in accordance with scales CP 226/140.03.
3. Remuneration and benefits:
  - Compliance with the minimum pay scales set by the Joint Committees for Transport and Logistics 226 (white-collar workers) and 140.03 (blue-collar workers). These provisions are included in all employment contracts. Advances are paid by bank transfer from the Magetra International SA account and balances are paid by bank transfer from the social secretariat's account. Travel expenses are included in salaries. Any overtime is approved by the line manager and paid each month alongside salary balances via the social secretariat.
  - Annual wage indexation based on Joint Committees 226 and 140.03. Indexations are verified by our social secretariat and entered into the social secretariat's payroll management system; the latter therefore ensures that indexations are applied correctly and automatically.
4. Training :
  - Development of an annual training plan, via the HR department, in consultation with line managers or in response to employee requests. Employees can submit these requests via the training catalogue accessible on the intranet. They may also arise from the interviews scheduled as part of the induction plan or from annual performance reviews. It sets out the objectives, types of training, access procedures and target audiences.
  - Types of training: statutory or compulsory training, on-the-job adaptation, development of cross-functional or technical skills, retraining or support for internal mobility.
  - Participation arrangements: every employee has an individual right to training, and the number of training days is tracked annually by the HR department via an internal register. Participation is voluntary but strongly encouraged. The policy guarantees equal access to training (regardless of gender, age, origin or status).

- Monitoring and evaluation: An annual report on training activities is maintained by the HR department, detailing the number of hours/training courses attended by staff category, the participation rate, and the training budget allocated. A quantitative assessment is carried out using a specific form (as part of our ISO certification).
  - Archiving and traceability: all our training activities are recorded by the HR department and are available to employees on request. Related documents (attendance records, certificates, training agreements) are archived for at least 5 years.
5. Integration plan :
- A structured and formalized welcome (signing of the contract and other legal documents, handover of the staff handbook, explanation of the company's values, introduction to colleagues and a tour of the premises),
  - Preparation for the new employee's arrival in advance (access badge, personalized email address, IT equipment, access to software),
  - Training provided by the team, a mentor or the line manager from day one.
  - Meeting with HR and the line manager after 3 months to formalize progress, or after 1 month for certain sensitive roles,
  - Meeting with HR and the line manager after 6 months to review progress and conclude the integration plan.
6. Staff appraisal :
- Annual appraisal focusing primarily on soft skills (in line with the company's values), conducted by the line manager with support from the HR department,
  - Interim appraisals (one-to-one) conducted by the line manager with support from the HR department,
  - Ongoing feedback throughout the year (formalized feedback at least seven times a year).
7. Working environment and industrial relations:
- Organization of staff elections every four years, establishment of consultation bodies based on the results of these elections, organization of monthly consultation meetings and clear communication regarding organizational changes,
  - Code of conduct incorporated into the staff regulations, A designated, trained and accessible confidential advisor, and a confidential and responsive complaints procedure,
  - Implementation of automated general satisfaction surveys, data processing by the HR department, communication of results to management and an action plan drawn up where necessary.
8. Personal life, parenting & well-being:
- Compliance with Belgian legislation, particularly regarding maternity protection and parental leave – formalized in the staff regulations,
  - The right to disconnect – formalized in the staff regulations,
  - Symbolic or financial support on the occasion of a happy event.
9. Maintain at least 30% women in senior management between 2026 and 2030.

**E. Review process**

This policy is updated annually and whenever there are significant regulatory changes. It is reviewed monthly by the Steering Committee and forms part of the annual CSR report.

**F. Governance and responsibilities**

The Human Resources Director approves and oversees the strategy.  
The CSR Manager is responsible for social management and reporting.  
The local HR Manager implements the commitments.  
The QSE Manager oversees health, safety and well-being at work.  
Managers implement the measures on the ground.

**G. Whistleblowing mechanism – Whistleblower**

We provide a confidential procedure for discreetly reporting any human rights violations or unethical behavior: [alerte@magetra.com](mailto:alerte@magetra.com) . This email address will be managed by the QSE Manager, who is certified as a “trusted person”, to:

- Ensure confidentiality,
- Protect whistleblowers from potential reprisals,
- Enable reports to be dealt with promptly.

**IX. SUSTAINABLE PURCHASING**

**A. Our vision**

Magetra International is implementing ambitious policies and action plans to conduct its business in a sustainable and responsible manner. Furthermore, as a major player in the transport and logistics sector in Belgium, Magetra International strives to be a pioneer in this approach. Consequently, our procurement approach must reflect our commitments and ensure that we establish partnerships that are aligned with our values.

**B. Policy objectives**

- To incorporate CSR criteria into our purchasing decisions.
- To ensure our supply chain is ethical, socially responsible and environmentally sound.
- To meet the growing expectations of our customers and stakeholders regarding sustainability.
- To support our progress in CSR rankings.

**C. Suppliers covered**

This policy applies to all our suppliers of the following goods and services with whom we have an annual turnover of at least €10,000 (see report based on the Pareto Principle to determine this amount) :

- Vehicles (tractors, cars, vans) and trailers,
- Logistics and IT Equipment,
- Fuel and alternative energy sources,
- Subcontracting services for vehicle and building maintenance.

**D. Requirements for suppliers**

1. Ethics and compliance

- Compliance with all applicable national and European legislation.
- Zero tolerance of corruption, fraud, and child or forced labor.
- Compliance with the principles of the United Nations Global Compact and ILO standards.

2. Social responsibility

- Ensuring safe and fair working conditions: health, safety, non-discrimination.
- Promoting diversity and equal opportunities.
- Encouraging continuous training and skills development for employees.

3. Environnement

- Measurable reduction in GHG emissions: prioritizing rail transport, route optimization, and alternative fuels (biofuels (such as HVO), electric, etc.).
- Commitment to greener logistics (recyclable packaging, waste management, etc.).
- Promotion of the circular economy: remanufactured parts, reconditioning, etc.

4. Measurable CSR performance

- Provide CSR information on request (reports, questionnaires, technical data sheets).
- Participate in our supplier assessments.

**E. Monitoring, continuous improvement and dialogue**

- Regular assessments will be carried out (self-assessments, audits, CSR indicators).
- Our buyers will systematically incorporate CSR criteria into tenders.
- A constructive and transparent dialogue is encouraged to support progress, particularly in the following areas: Environment, Social & Human Rights, Ethics, Responsible Procurement.

**F. Our Group's Commitment**

As a responsible client, we commit to:

- Adhering to the principles we expect from our partners,
- Training our purchase teams in CSR and supplier assessment,
- Integrating this policy into our CSR management tools,
- Developing this policy in line with best practices in the transport sector.

**G. Project Governance**

The scores for the CSR questionnaires sent to selected suppliers are compiled by the Executive Assistant. She will inform the buyers if the scores do not meet the requirements and if a supplier is to be excluded either permanently or temporarily.

The General Director, who is responsible for decisions taken in this regard, will be informed during regular working meetings with the Executive Assistant.

**H. Review mechanism**

The results will be reassessed annually by the Executive Assistant following the dispatch of new questionnaires at the start of the year. Given that the questionnaires will be sent out between May and October 2025, and in order to allow our suppliers sufficient time to familiarize themselves with this new procedure, it has been decided that the initial ratings will remain valid until 31 December 2026. The first review will take place in January 2027 through the distribution of new questionnaires.

**I. Targets to be achieved**

2025: questionnaires sent to all suppliers selected in point 3.

2026: 100% of selected suppliers assessed in accordance with our internal procedure.

2027: 100% of selected suppliers assessed in accordance with our internal procedure and 95% of suppliers achieving a score of at least 3.5/5, i.e. a compliant score.

2028: 100% of selected suppliers assessed in accordance with our internal procedure, 100% of suppliers achieving a score of at least 3.5/5, and alternative measures taken for suppliers who have not achieved this score.

**J. Communication of information to other internal stakeholders:**

Publication of an annual CSR report.

Information sessions at the Magetra International SA site in Eupen once a year.