

Corporate Social Responsibility Policy

Introduction

ASEKOL is a non-profit company which, representing manufacturers and importers of electrical and electronic equipment, organises a nationwide e-waste take-back system. The company was founded in 2005 with the main aim of ensuring the environmentally-friendly processing of end-of-life electrical appliances.

This policy is a summary of the more detailed social responsibility (CSR) principles that are followed in ASEKOL and constitutes the ethical and legal framework applicable for all ASEKOL employees.

The following principles are based on the requirements of the SA 8000 international standard and by issuing this policy the ASEKOL management undertakes to comply with all the requirements of this standard.

We observe this policy in our dealings with our clients, employees, shareholders, suppliers and other companies.

Our main activity

By implementing an e-waste compliance scheme:

- We are making society take a greater interest in recycling and environmental protection.
- We are increasing society's raw material independence, ensuring a cleaner environment and reducing the wastage of natural resources.
- We are helping manufacturers to fulfil their legal obligations and social responsibility associated with their end-of-life products.
- We take a responsible approach by sending used products to be recycled, so that as many as possible of the raw materials obtained as a result are returned to be reused in production.

Care for our clients

We want to be more than a mere business partner for our clients; we want to be a partner that they can always come to if they need advice or specific help. In relation to this we abide by the following basic rules:

- We always strive to offer our clients simple and cost-efficient solutions and services that support their business.
- We act in a manner that strengthens the company's reputation, in other words decently, responsibly and always in accordance with the law.
- We are loyal and build long-standing relationships with clients based on mutual respect and on well-founded trust in honest dealings.

We apply the principle of continuous improvement in relation to our internal processes, enabling us to comply with the agreed deadlines and contractual terms.

The environment

We love nature and value the environment. Besides the positive impact our main activities have on the environment, we also strive to take an environmentally-friendly approach and use natural resources sparingly in all our activities. We are aided in this by our environmental management system, which meets the requirements of the ISO 14001 standard, which stipulates the following basic rules:

- Regularly updating our environmental aspects allows us to focus on key areas of environmental protection.
- Annual targets focused on our significant environmental aspects help us to reduce the impact our activities have on the environment in a lasting and conceptual manner.
- We prefer to work with suppliers who take a proactive approach to environmental protection.

People

Our employees are our most valuable asset. We have set out the following rules in order to create the ideal creative and pleasant working environment:

- Human rights are upheld in ASEKOL as a matter of course. We do not tolerate any form of discrimination and we take steps to ensure that our employees' right to privacy is observed.
- We only employ people that meet the conditions stipulated by law.
- We reward our employees properly for the work they do.
- We provide a safe working environment, and constantly improve work health and safety through our H&S management system in accordance with ISO 45001.
- We help our employees to achieve their true potential by providing them with educational and career development opportunities.
- We enable our employees to discuss any problem associated with their work.

Community

We strive to have a positive impact on the community in which we work, and to be a responsible neighbour. For this purpose we play an active part in projects that benefit the public, or organise such projects directly. These projects are focused primarily on environmental protection, promoting employment opportunities for people with disabilities and aiding the disabled.

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