



Alken, 20.02.2023

Management Board's involvement in and commitment to the PEFC Chain of Custody

The Management Board hereby confirms its involvement in and commitment to implement and maintain the PEFC Chain of Custody in accordance with the applicable standard, appropriate to the nature, scope and extent of the performed work. This also applies to outsourced activities (such as the reverse milling of piles if this is done on our instructions) that are relevant to the PEFC Chain of Custody. Govaerts Recycling will only make PEFC claims and PEFC-related statements that are, to the best of its knowledge, correct and within its PEFC Chain of Custody.

The Management Board also confirms that it complies with its obligation to adopt and meet the social, health and safety requirements of this standard, by:

- a) not preventing employees from associating freely, electing their representatives and negotiating collectively with the Management Board;
- b) not using forced labour;
- c) not using employees younger than the statutory minimum age of 15 years or a higher compulsory school age;
- d) treating all workers equally, including in terms of recruitment, promotion, division of labour and dismissal;
- e) providing safe and healthy working conditions including documentation and reporting on those conditions.

A copy of this statement will be made known to its own personnel, suppliers, customers and other interested parties. The Management Board has signed an agreement certifying the Chain of Custody. Marleen Govaerts, Managing Director, has overall responsibility and authority over the Chain of Custody. Hans de Bruycker and Sonja Peeters are designated as responsible and authorised staff members.

Marleen Govaerts
Managing Director

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