



PSA Antwerp wants to profile itself as one of the most progressive companies in the field of well-being, the safety of its own employees and those of third parties, the security of the working environment, the creation of healthy and pleasant working conditions and the protection of the environment. In addition, attention is given to quality, the profitability of our activities and customer satisfaction.

As an organization, we strive for sustainability so that, through transparent and ethical behavior, we take responsibility for the effects of our policies and activities on society

We therefore believe that an integrated approach based on equality is obviously in our overall business operations.

A dynamic management system was introduced that is integrated within the company's overall policies and provides a framework for our objectives. Using the results of the leading objectives, our organization can monitor the efforts that support us in achieving our goals.

The management system includes the definition of our principles. Central to this are compliance with laws and regulations and other relevant applicable requirements. Including optimizing internal and external customer satisfaction and striving for continuous improvement.

To make this policy as concrete and tangible as possible, specific agreements and objectives were established and communicated.

Priorities in these policies are:

Health and Safety

Accidents, material and environmental damage and (occupational) diseases must be prevented at all times. This applies to our own employees, subcontractors and third parties. The objective here is clear: "Zero accidents and no damage".

Each job is carefully prepared, properly organized and professional performed with the right resources. This preventive approach, together with a thoughtful purchasing policy, ensure the prevention of dangerous situations and a reduction of risks leading to safe and healthy working conditions.

All employees must not only take care of their own safety, but also that of their colleagues and third parties.

Security

Our terminals (Port Facilities) are ISPS certified terminals where constant security measures are applied to protect the terminals (Port Facilities) and personnel. The regulations and rules resulting from the ISPS legislation will be strictly observed.

All security incidents are always reported to the appropriate authorities.

A zero tolerance policy is applicable in case of detection of crimes by employees (internal and external), service providers and visitors.

Environment

We are committed to protecting the environment, using resources sustainably, mitigating and adapting to climate change, and protecting biodiversity and ecosystems. Preventing environmental damage is a responsibility of all employees and third parties working for our company.

We always work on the basis of the best available techniques and take care to minimize the impact of our activities on the environment. The necessary means to achieve this will always be provided. Within this framework, we systematically monitor our environmental performance and are transparent in reporting the relevant data.

By giving due consideration in design activities and the purchase of energy-efficient products and services, we strive to continuously improve the impact on our energy performance. Careful handling of our energy and drinking water requirements and raw materials and maximum sorting and recycling of consumed goods will be our ambition more than ever.

Commitment and responsibility

We listen to our employees, customers, suppliers, visitors (groups), neighbors and legislative bodies, with the clear intention of achieving our goals through continuous improvement.

The policy is the responsibility of all employees and each should assume responsibility in this regard. In this context, all employees (both internal and external) will always comply with the applicable instructions.

We require from everyone in the company a personal commitment and effort in which we will continuously motivate them. Striving for process excellence is the key to success.

Equal rights and opportunities

In accordance with our business ethics, all employees will be treated equally. No exceptions will be made based on origin, color, religion, gender, age, ancestry, etc... Violence, harassment and inappropriate behavior at work are unacceptable and will be addressed.

Employees will have the necessary training, information and resources to perform their assigned duties and assignments to general satisfaction and in accordance with the policy.

Edward Tah
Managing Director PSA Belgium

A stylized, handwritten signature in black ink, consisting of a large, sweeping 'E' followed by a few vertical strokes.

Jurgen De Wachter
General Manager PSA Antwerp

A handwritten signature in black ink, featuring a cursive 'J' and 'D' followed by a horizontal line and a small flourish.