



# WETAC

## Report CSR 2019



### DT SDP Program

Wetac Stand-By International B.V. is participating in the Supplier Development Program (SDP) of Deutsche Telecom (DT). We provided DT 3 Key Suppliers to go in the SDP Journey.

EPI is the company who is responsible for this program and helping the supplier out with reaching their goals.

The program is set up to reach Best Practice in the Supply Chain. To monitor the supplier they start the following topics: Environment, Social and Governance (ESG). Schedule:

1. Kick-Off
2. Baseline Assessment
3. Improvement Plan
4. 1<sup>st</sup> Year Mid-Programme Review
5. DT SDP Achievement & Recognition Ceremony
6. Continuous Improvement
7. Online Assessment

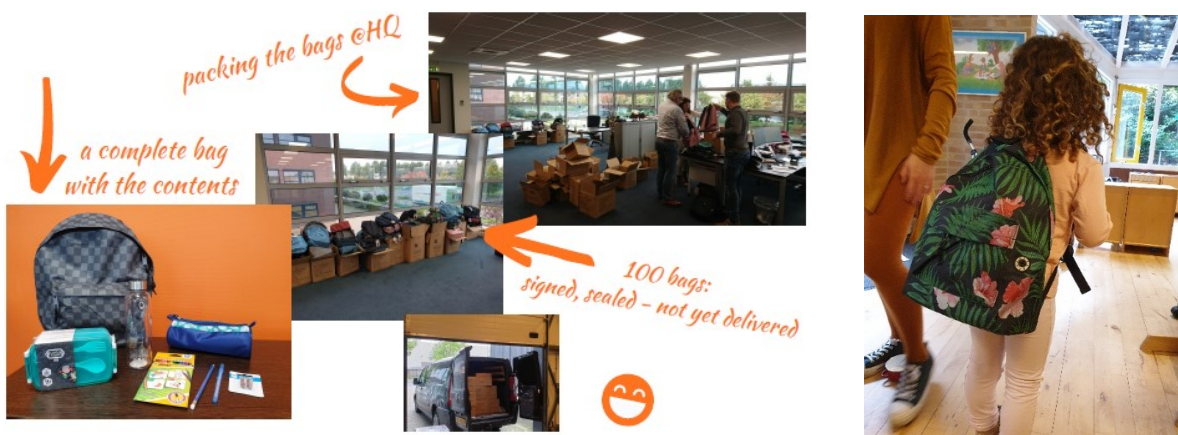
At the end of the year 2019 we have one supplier in step 5 and two suppliers in the Kick-Off.

### **What we did:**

- Helping the supplier out with the online assessment
- Monthly conference calls with EPI, DT and the supplier to discuss the progress
- Providing help for setting up relevant documents
- Keep an eye on the ongoing progress and support and encourage the supplier when needed

### Moviera

We started with a local charity program to do something back for our local community. In 2019 we started with Moviera, a local foundation which helps the people in a domestic violence situation. They have shelters and help the people, mostly women and children, to start a new life again. We help the foundation with practical matters. We started our first project in October 2019, we provided Moviera with 100 backpacks for the children filled with school supplies.





### **CSR Team**

We are all responsible for the complete Corporate Social Responsibility, and taking care of all the components needed to receive Best Practice in the CSR supply chain.

Members of Wetac's CSR Team:

#### Marcel van Rossum

- Controlling the team members
- Main contact for the suppliers
- Main contact for the customers
- Set up team meetings

#### Erna Blom

- Making relevant CSR documents. Policies and procedures.
- Support suppliers to receive Best Practice within the CSR / JAC
- Receiving and supporting internal audits
- Taking the external audits
- Responsible for questionnaires and online assessments
- Supporting Engineers and participate in the Toolbox Meetings

#### Rumold Melissen

- Controlling CSR documents
- Receiving and supporting internal audits
- Taking the external audits
- Responsible for questionnaires and online assessments

#### Corné Castein

- Controlling all the processes internally within the Wetac Battery Company.
- Reporting internal issues
- Working on our internal CAP
- Head of the BHV team

Two-monthly we sit together with our CSR team. Discuss all the ongoing processes and making new plans. All topics related to CSR will be discussed. Some facts in 2019:

- CSR Team Meetings: 8
- Improvements made: 2
- New Procedures: 5 - BCM, ACB, Document Control, Recycling
- Issues and accidents: 7 – No majors

### **Toolbox Meetings**

We have toolbox meeting with our engineers. Also in here is CSR a regular topic we discuss because it is very near to the work they do. One toolbox was a total CSR Training.

When there is an issue happened on site we have a toolbox-meeting about the incident to discuss and to solve the problem. All the engineers have to participate. We discuss how to solve it and how to avoid it for next time. When needed, new procedures will be written.



### **ACB Internal**

We set up an official document for our workers. We communicate this to everyone by the Buzz, the internal newsletter, and make the ACB Policy available for everyone on our servers.

We also make a risk assessment on our workers and put every person and separate also every function within the Wetac Battery Company, in a scale from Low Risk to High Risk.

### **Training & Awareness**

Certificates Engineers:

- Digital Instructions TenneT and Liander
  - Technical Entrée in KPN Buildings
  - NEN3140
  - Full VCA
  - Working on heights (rooftops)
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- CSR training and Toolbox meetings for the Engineers.
  - All the workers in the Wetac Battery Company (Netherlands, Czech, UK and Germany) get trained for awareness of emails. To test and see how vulnerable we are as Wetac for phishing mails. All the employees received tools how to handle when they receive suspicious emails. After the training all employees received a test and all of them succeeded and receive a certificate.
  - 5 Workers within Wetac get trained for the “BHV” (In House Emergency Service), they all are certificated.
  - Accountancy: Digital (incoming) invoicing by Elvy
  - CFO: Complete a study at the University for IFRS (International Financial Reporting Standards). The IFRS is currently the global financial reporting language spoken all over the world. For financial professionals it is essential to understand this business reporting language, its main principles, key areas of application, areas of significant judgement and critical estimates.
  - BSOL: small training to the sales people about CSR.

### **Audits & Visits**

- EDP audit CROP - Wetac Stand-By B.V.
- Internal audit VCA related – Sites & Networks B.V.
- Visit Factory TAB – Slovenië
- Participating 8<sup>th</sup> JAC CSR Forum in Macao
- DT SDP TAB meeting in Shenzhen
- Participating CSR Ecovadis – B2B Sustainability Forum in Amsterdam
- Internal: Workers interviews – Wetac HQ

**Ecovadis Assessment**

We are a member of Ecovadis since 2014. A platform to manage and communicate our CSR performance. Yearly we have to do the online assessment regarding the following topics:

 ENVIRONMENT	 LABOR & HUMAN RIGHTS	 ETHICS	 SUSTAINABLE PROCUREMENT
<p><b>Operations</b></p> <ul style="list-style-type: none"> <li>• Energy &amp; GHGs</li> <li>• Water</li> <li>• Biodiversity</li> <li>• Pollution</li> <li>• Materials &amp; Waste</li> </ul> <p><b>Products</b></p> <ul style="list-style-type: none"> <li>• Product Use</li> <li>• Product End of Life</li> <li>• Customer Safety</li> <li>• Advocacy</li> </ul>	<p><b>Human Resources</b></p> <ul style="list-style-type: none"> <li>• Employee Health &amp; Safety</li> <li>• Working Conditions</li> <li>• Social Dialogue</li> <li>• Career Management &amp; Training</li> </ul> <p><b>Human Rights</b></p> <ul style="list-style-type: none"> <li>• Child &amp; Forced Labor</li> <li>• Discrimination &amp; Harassment</li> <li>• External Human Rights issues</li> </ul>	<ul style="list-style-type: none"> <li>• Corruption &amp; Bribery</li> <li>• Anti-competitive Practices</li> <li>• Data Security</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Environmental Performance</li> <li>• Supplier Social Performance</li> </ul>

This year we made a progress again. We increase with 3 point what means we leave 91% of the companies behind us.

**The Buzz**

The Buzz is our internal newsletter. Since 2019 we, as CSR team, have a chapter to talk about CSR. We write in the Buzz about the following topics:

- 02.2019: Explanation about CSR
- 03.2019: CSR related to Sites & Networks B.V.
- 04.2019: HQ internal audit and BHV
- 05.2019: CSR Issues and Improvements
- 06.2019: Silver Medal of Ecovadis
- 07.2019: ACB
- 09.2019: Environment
- 10.2019: Social plan with “Moviera”
- 12.2019: Revenue 2019

### **World Clean Up Day 2019 21.09.2019**

World Wide there was in 2019 the “World Clean Up Day”. We as Wetac participated also on this day. Together with Enerpac, the company next to us, we clean our environment. With 6 people from Wetac we picked up garbage from the street around our company building.



### **Improvements Internal**

LED Lights warehousing

Removed all the plastic bags at BSOL in the garbage bins

Setup a recycling program for the customers and their batteries

Changed the plastic coffee cups to paper coffee cups

Filling material changed to biologic material

New, more efficient, battery chargers for the batteries of the pallet trucks

### **Issues and incidents**

No major incidents or accident happened in 2019.

We had 7 small incidents in here were 4 times incidents with batteries because of carrying the wrong way. The other 3 incidents were about short circuits because of default in the tools or not enough awareness by installation.

Every incident is registrated including the cause, the result, the loss of working hours (when applicable), the final conclusion and when needed and possible an improvement.

When there was an accident with one of the engineers we immediately setup a toolbox meeting to discuss what happened, how it happened and what we can do to avoid it next time.

### **Key Suppliers**

Suppliers above the € 250.000,00 purchase are categorized as key supplier.

In 2019 we had 12 key suppliers. 3 of them are already in a supplier development program.



## **CO2 in 2019**

In 2019 we have less CO2 in comparison to 2018. This reduction is mainly caused by the reduction of flights. The CO2 per employee has increased slightly.

Emission from cars has increased, due to the fact that we have two more cars than in 2018.

Usage of gas has increased, electricity is fully renewable.

A significant saving of CO2 in the future will be to start using a renewable form of gas. With an equal usage of gas, this could result in a reduction of 60 tons of CO2. A higher cost price applies to a renewable form of gas, cost price will increase for Wetac.

At this moment we only make the calculations for our headquarter. Next step is to make the calculations also for our sales offices.

## **Goals 2020**

- Increase our knowledge about every topic within the CSR
- Participating several forums related to CSR
- Getting VCA certificated for Sites & Networks B.V.
- Getting a new supplier recognized by DT in the SDP program
- Getting TAB in the second stage of the DT SDP program
- At least two events in our social program with Moviera
- Training in the JAC Academy
- Refresh all of our official documents
- ACB training for all our high-risk employees
- Ecovadis Gold medal
- Reducing packing material for the batteries
- Creating more awareness about CSR by the employees of WETAC
- Emergency/evacuation training in The Netherlands and in Germany offices
- Audit on site at one of our key suppliers
- New office in Greece: Start with CSR
- Implementing ISO in Greece
- Set up CO2 calculations in Swiss, Greece, UK, Germany and Czech



**Wetac Organization Chart**

