



WETAC Report CSR 2019

Labor and Human Rights





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

- Drawing up 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

Every 2 months, we sit together as our CSR team and discuss all the ongoing processes and make 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 major ones)



Toolbox Meetings

We have toolbox meetings with our engineers with CSR as a regular topic. We discuss this often because it is very close their the work. One of the toolbox meetings was fully focused on CSR Training. When an incident occurred on site, we have a toolbox-meeting about this incident to discuss and to solve the issue. 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)

- CSR training and Toolbox meetings for the Engineers.
- All the employees at Wetac Battery Company (Netherlands, Czech, UK and Germany) get trained in awareness of phishing and spam 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.
- 5 Workers within Wetac are trained "BHV-ers" (In House Emergency Service), they all are certificated.
- Accountancy: Digital (incoming) invoicing by Elvy
- CFO: Completed 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.
- Internal audit VCA related – Sites & Networks B.V.
- Internal: Performance/review meetings with staff – Wetac HQ



Buzz

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

- 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

Issues and incidents

No major incidents or accident happened in 2019.

We had 7 small incidents, this includes 4 incidents caused by wrong carriage of batteries. The other 3 incidents were in relation to short circuit because of default in tools or inefficient awareness at installation.

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

With accidents regarding one of the engineers, we immediately setup a toolbox meeting to discuss what happened, how it happened and what we can do to avoid this next time.

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

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

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.
- Training in the JAC Academy
- ACB training for all our high-risk employees
- Ecovadis Gold medal
- Creating more awareness about CSR by the employees of WETAC
- Emergency/evacuation training in The Netherlands and in Germany offices
- New office in Greece: Start with CSR
- Implementing ISO in Greece
- Investigate Workers Satisfaction