



Corporate Social Responsibility (CSR) Policy for Royal van der Leun

Effective Date: 7/23/2024

“It is the duty of every human being to put back into the world at least the equivalent of what he takes out of it.” — Albert Einstein

Einstein’s words remind us of the profound impact human activity has on the planet. As he emphasizes, we must act responsibly toward the environment and embrace sustainable business practices.

1. Introduction

- Purpose: This policy outlines Royal van der Leun’s commitment to conducting business ethically and responsibly, respecting people, communities, and the environment across all global operations.
- Scope: This policy applies to all business units, employees, and partners of Royal van der Leun worldwide.

2. Vision and Mission

- Vision: To lead sustainable global development by enriching communities and safeguarding the planet.
- Mission: To integrate sustainable business practices across our operations, promoting environmental stewardship, social well-being, and economic prosperity for all stakeholders.

3. Areas of Focus

- Community Engagement: Strengthening local infrastructure and supporting education, healthcare, and economic development in regions where we operate.
- Environmental Sustainability: Adhering to international environmental standards to minimize our footprint, promote biodiversity, and advance renewable energy.
- Ethical Business Practices: Maintaining the highest standards of integrity and transparency, complying with local and international laws, and combating corruption and bribery.
- Workplace Environment: Fostering a diverse and inclusive workplace that upholds fair labor practices and employee rights globally.



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- Equal Opportunity: Prohibiting discrimination based on race, color, religion, gender, age, national origin, sexual orientation, marital status, disability, or any other protected characteristic.

4. Goals and Objectives

- Develop and implement community programs tailored to regional needs, aiming to enhance prosperity and sustainability awareness in areas where our offices are located.
- Prioritize charitable involvement, sponsoring cultural events and educational programs as funds permit, with a focus on building schools in remote areas and providing scholarships for employees' children.
- Encourage employee well-being by supporting and organizing sports activities.
- Reduce carbon emissions through sustainable innovations, transitioning to fully electric company vehicles from January 2024, with exceptions in areas lacking charging infrastructure.
- Install solar power systems in all company-owned buildings to achieve energy neutrality by 2030.
- Phase out gas heating by the end of 2025.
- Enhance waste separation practices with a new system launching in 2024.
- Control workplace hazards and implement precautionary measures against accidents and occupational diseases.
- Provide health and safety training and establish a comprehensive occupational health and safety management system.

5. Implementation Strategies

- Action Plans: Develop and execute projects addressing key focus areas, such as community partnerships, green initiatives, and ethics training.
- Roles and Responsibilities: Assign CSR coordinators in each major region to oversee implementation and ensure alignment with global policies.
- Resources: Allocate 10% of annual profits to CSR initiatives, with budget reviews conducted annually starting in 2024.

6. Monitoring and Reporting

- Performance Metrics: Use both qualitative and quantitative measures to evaluate CSR initiative effectiveness.



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- Reporting Mechanism: Publish annual sustainability reports detailing CSR achievements and areas for improvement (a report template is attached).
- Review and Adaptation: Regular feedback sessions with local and international stakeholders will refine CSR strategies and be integrated into management team meetings.

7. Stakeholder Engagement

- Collaborate with local communities, governments, NGOs, and other stakeholders to enhance CSR efforts and ensure cultural and environmental appropriateness.

8. Communication

- Internal Communication: Use the internal newsletter The Frequency, intranet, and meetings to engage employees in CSR initiatives and gather feedback.
- External Communication: Share CSR commitments and successes via the company website, press releases, and social media.

9. Policy Review

- Conduct annual reviews of the CSR policy to incorporate stakeholder feedback, emerging trends, and business growth needs.

10. Approval and Implementation

- This policy was approved by the Board of Directors of Royal van der Leun on July 10, 2024. It will be communicated to all employees and partners and made available on the company website.

We designed this CSR policy to meet our responsibilities as a global corporate citizen while fostering sustainable growth and development. Our Code of Conduct is available for download on our website.