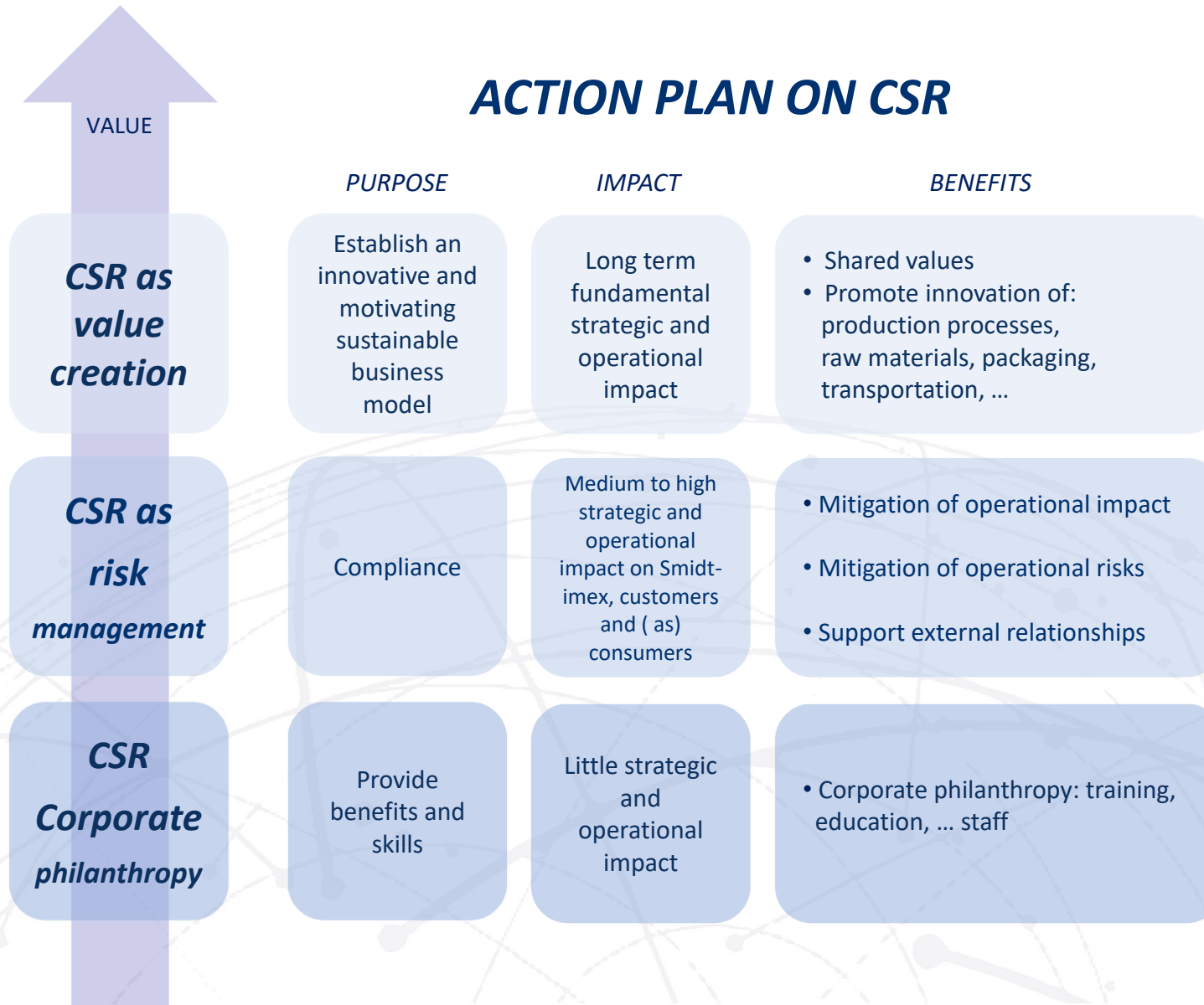


ACTION PLAN ON CSR



Training & education own staff

- risk & safety management on products & productions
- knowledge of ecologically and environmentally friendly products and production procedures

***Instead of the traditional end of
year gifts we will give preference to
greener gifts and fairtrade items.***

CSR corporate philanthropy

CSR as risk management

Offer ecologically and socially responsible products and productions to our customers

No use of toxic inks

Place safer products on the market

Traceability origin raw materials

Non-acceptance of productions in subcontracting when the 3rd party is unknown -> traceability

Create consumer awareness of environmental and social aspects

Deliver all products with warnings, instruction sheets for future reference, quality labels for ecologically and socially responsible products

More selective choice of manufacturers -> factory audits

- verification of the ILO* rules
- working conditions
- energy consumption
- safety
- social empathy with staff
- certified manufacturers



• Mandated by the UN, the International Labour Organisation's (ILO) mission is to promote social justice and in particular, to ensure respect for human rights in the workplace

- Smidt-Imex Code of Conduct -> manufacturers need to comply with our Code of Conduct

- ***Control and inspect products and productions***
- ***lab testing***
- ***DUPRO***
- ***QC's***
- ***inspections***

CSR as risk management

Encourage ecological and social awareness of own staff:

Encourage use of public transport and bicycle:

- participation subscription costs for public transport
- availability of green bikes for own staff
- staff recruitment: source regionally
- use of public transport (train, rented coach) to visit foreign customers and fairs
- conference calls to reduce travelling (future investment in infrastructure)

Green fleet

Purchase environmentally responsible cars for representatives + longer use

Reduce energy consumption

- turn off all electronic devices daily (PC, PC screen, etc...)
- implementation of central printing and scanning system
- paper less -> optimisation of electronic document flow
- installation of home automation system -> automatically disable lighting and heating installation

ISO 9001

- 2010 implementation in HK office (passed)
- implementation in Belgium office
- less use of paper
- structured operation

CSR as risk management

Encourage ecological and social awareness of own staff:

Ecology and recycling

- recycled paper for internal documents
- recycling of printed documents as scrap paper etc...
- improving insulation of existing infrastructure (company buildings)
- separation of waste: recyclable products and different kinds of packaging
- downsize catalogues to the minimum or work with digital catalogues since 2011

CSR as value creation

Encourage ecological and social awareness of our customers:

***Also offer,
next to the requested
products, alternative
products that are more
ecologically and socially
justified such as:***

- recycled raw materials
- bio/ green
- fair business



***Long term planning of promotions ->
use of green boats -> reduce carbon
footprint***

- avoid transportation by air
- work with full container loads and combined shipments
- optimize containers and transportation
- direct shipments to customers
- more European productions (close to home)

***Knowledge on origin
of raw materials***

***Optimize packaging and
palletization,
mitigate volume and
transportation***

CSR as value creation

Create ecological and social awareness of our customers:

More selective choice of suppliers

- productions
- mitigate stock items
- work with ecologically and socially aware European/ Far East manufacturers

Packaging & raw materials

- PP instead of PVC
- Recycled cotton
- Organic cotton
- Fair trade cotton
- Unbleached natural cotton
- PET polyester instead of new polyester
- Recycled PET
- Recycled PP woven instead of new PP woven
- Mitigate individual packaging & plastic packaging
- Increase bulk packaging
- Use corrugated cardboard made from recycled paper for packaging, displays, etc...



CSR as value creation