

Working on a
world as it is
intended

**2014 CORPORATE SOCIAL
RESPONSIBILITY REPORT**




JANSEN [®]
■ RECYCLING GROUP

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Working on a
world as it is
intended

Dear reader,

It is with great pleasure that we present Jansen Recycling Group's first ever Corporate Social Responsibility Report. With this report, we aim to show stakeholders how we are shaping our mission of 'working on a world as it is meant to be'. It is not only *our* first Corporate Social Responsibility Report, it also a first for the metal recycling business.

'Based on our Christian beliefs, we want to take good care of the Creation we have been given.'

OUR RESPONSIBILITY

Corporate Social Responsibility (CSR) is part of the core of our company. By recycling ferrous and non-ferrous materials, we are preserving our earth's treasures for future generations. On top that, recycling reduces carbon emissions. Aside from the positive impact of our core process, we also find it important to take responsibility internally, whether this is through energy efficiency, caring for our employees or looking after the environment at and around our sites.

RESPECT FOR PEOPLE AND PLANET

We believe CSR is the best way of doing business, because our aim is to adhere to the concept of stewardship. Based on our Christian beliefs, we want to take good care of the Creation we have been given.

It is also important to us that we treat people with respect, both internally and outside our company. We expect CSR to become generally accepted, both across our chain and beyond.

CSR CERTIFICATES

In 2013 and 2014, we took the first steps towards further formalisation of CSR in our operations. This has seen us achieve CSR Performance Ladder and CO₂ Performance Ladder certification, and we are now also an ISO 14001-certified company. We have also started pursuing a broad range of CSR activities.

On top of all that, we have set a trend when it comes to reduction of carbon emissions, calculated based on each tonne of material we have processed, and we have not had any accidents at our site. Finally, we have continued to support regional charities.

TRANSPARENT IN OUR WORDS AND ACTIONS

In this report, we are also publishing our key financial figures. Apart from the annual compulsory disclosure by filing our annual report with the Chamber of Commerce, it is for the first time in our history that we are publishing our figures this way. After all, we have to come through on our claim that we value transparency!

STRUCTURAL DIALOGUE

Although we have already posted great successes in the area of CSR, we are also seeing that there is still a lot of work to do. We will therefore draw up a Corporate Governance policy in 2015, and are working hard to reach our carbon reduction commitment for 2020. This report is a first step towards a structural dialogue with our stakeholders, which we hope will enable us to gather valuable feedback and further professionalise our activities and reporting.

We hope that after reading this report, you will have a better idea of Jansen Recycling Group, and want to work together with us on a world as it is meant to be! If you have any comments or questions regarding this report, we would like to hear them!

Management of Jansen Recycling Group

Klaas, Arie Kees and Harm Jansen,
Peter Roest and Cees Peet.



Who
we are

It was the grandfather of the current generation of Jansens who took the first steps towards creating the company as it is today. In 1966, his ship breaking company got its big break when it was called in to dismantle the Ping An, a cargo ship that had run aground off Ter Heijde. The money that Jansen earned from this job was invested in the Netherlands' first hydraulic scrap shear.

MULTINATIONAL AND FRESH START

Kees Jansen - along with his two brothers-in-law - went on to turn Heuvelman Staal into a multinational company with fifteen sites across the Netherlands and beyond. This company was eventually sold, but in 1988 Kees Jansen started over when he purchased Zethameta in Vlaardingen. Together with his three sons, Klaas, Arie Kees and Harm, he made a fresh start trading and processing scrap iron and metal.

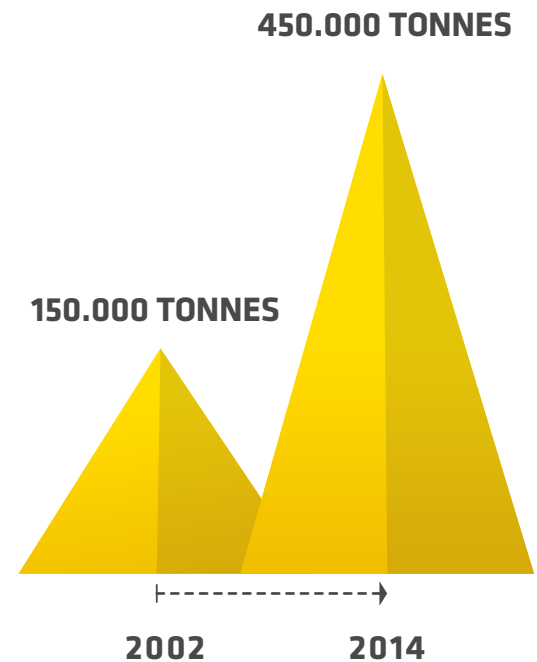
RAPID GROWTH

Together with Cees Peet and Peter Roest, the Jansen brothers currently make up the management board of Jansen Recycling Group. Our company has seen rapid growth over the past 15 years. Whereas we processed 150,000 tonnes of ferrous and non-ferrous materials back in 2002, this volume has risen to over 450,000 tonnes in 2014. Our workforce has also grown, rising from a handful of people in the early stages to over 70 employees today.

In 2007, 2008 and 2012, we were nominated for the Gazellen Awards, a prize awarded by the Financieele Dagblad newspaper to fast-growing companies in the Netherlands.

FERROUS VERSUS NON-FERROUS

Ferrous is iron, basically everything that sticks to a magnet. Non-ferrous materials are other metals, including aluminium, stainless steel, copper, lead and zinc, and cables.



Whereas we processed 150,000 tonnes of ferrous and non-ferrous materials back in 2002, this volume has risen to over 450,000 tonnes in 2014.

WHAT WE DO

Jansen Recycling Group is the interface between companies with ferrous and non-ferrous residual materials and smelting works. The materials we supply are used as secondary resources at smelting works: they are used to produce metals in a primary form, for use in all kinds of applications. In our procurement, we focus on three target groups: industry (including manufacturing companies, shipping companies, off-shore companies, providers of waste services), demolition contractors and scrap merchants. Here is what the process looks like:

WHERE WE ARE BASED

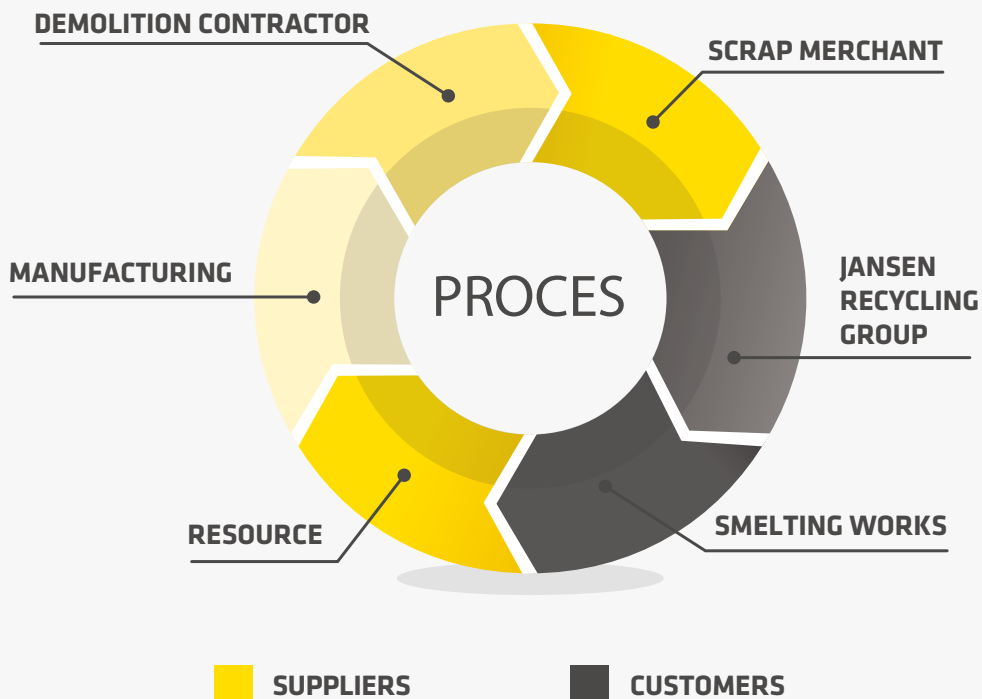
Jansen Recycling Group has three sites, all strategically situated in and around the port of Rotterdam. Our site in Rotterdam specialises in the intake, processing and shipping of non-ferrous materials. At our sites in Vlaardingen and Dordrecht, business is all about the receipt of ferrous materials and large-scale scrapping projects.

CORE VALUES

We are led by our core values in everything we do. All our operations are checked against these 5 core values. If necessary, we will call each other to account on this.

As a company, we are experiencing rapid growth: we process increasing volumes of materials. Despite a shrinking market, we processed 25% more ferrous materials in 2014 than we did in 2013.

JANSEN RECYCLING GROUP IN THE CHAIN



CORE VALUES

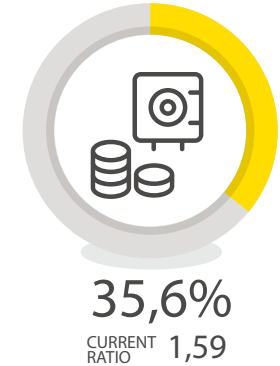


THE FINANCIAL PICTURE

These key figures were taken from the 2014 consolidated financial statements of Jansen Recycling Holding B.V., Jansen Recycling Group B.V.'s parent company. These financial statements include the figures for all operating companies that are part of the group. On the back of the increase in the volume of materials processed, we are also seeing revenue rise, especially in the area of ferrous material processing. Although volumes of non-ferrous materials processed have dropped since 2011, 2014 showed a slight upward trend.

SALES	244.790
EBITDA	7.507
NET RESULT	1.399
OPERATING CAPITAL	19.586
PROPERTY, PLANT AND EQUIPMENT	49.549
EQUITY CAPITAL	36.494
BALANCE SHEET TOTAL	102.653
	€ x 1.000

SOLVENCY



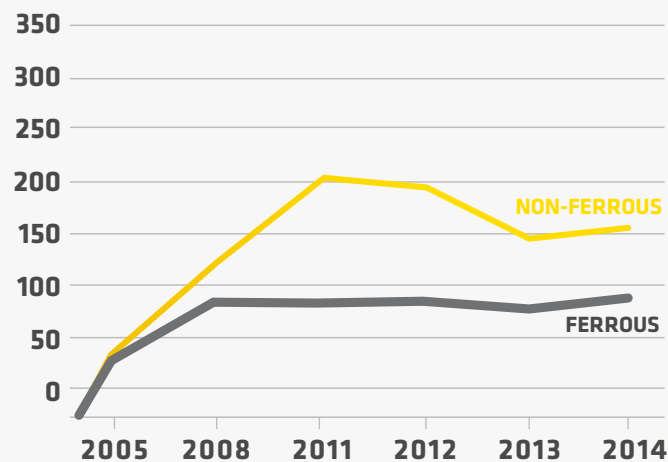
NUMBER
OF EMPLOYEES



74

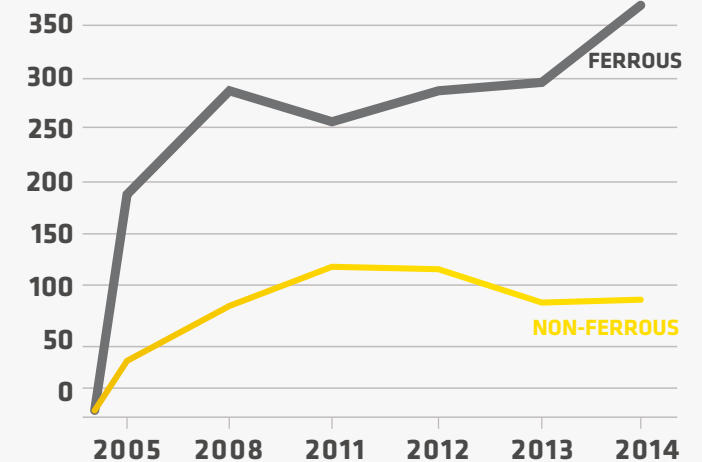
Millions of €

SALES



X 1000 TONNES

TONNAGE





Our CSR vision

Jansen Recycling Group's vision is 'to work on a world as it is meant to be'. This vision is interwoven with our company's core and DNA: by recycling ferrous and non-ferrous materials, we are preserving our earth's treasures for future generations.

Estimations are for metals such as zinc, lead and tin to no longer be available from primary resources in 20 to 40 years' time, making recycling an absolute necessity. But that is not the only consideration: on average, recycling of metals saves 75% of the energy needed for extraction from ever scarcer primary resources. Besides, production of new materials from recycled materials yields huge energy savings in comparison to extraction from mines. Take aluminium, for example: using recycled material instead of bauxite to produce this metal cuts carbon emissions and energy consumption by as much as 95%.

MORE THAN JUST RECYCLING

Our vision extends beyond metal recycling alone. Fairness and integrity, for example, are values we care deeply about. We also aim to minimise the negative impact our activities have on people, planet and society. In fact: it is our intention to have a positive impact on our surroundings through social commitment and by taking good care of our people and continuing to invest in new technology. Aside from our own vision and ideas, we also drew on feedback from a large group of stakeholders in making our CSR policy. Experience gained in ISO 14001,

CO₂ Performance Ladder and CSR Performance Ladder certification processes is also at the basis of our CSR policy. We expect CSR to become generally accepted, both across our chain and beyond. We have set a trend when it comes to reduction of carbon emissions.

METAL RECYCLING: A SUSTAINABLE BUSINESS CASE

Ferrous and non-ferrous material recycling is the height of sustainability. Facts and figures at a glance:

- of the 700 million tonnes of aluminium produced since 1880, 75% is still used today as a secondary resource;
- the energy needed to make one tin can from extracted ore is enough to make 20 cans from recycled material;
- steel recycling saves 75% of energy in comparison to steel production from minerals. With these savings, 18 million homes can be provided with power;
- the recycling value of high-quality copper scrap is at least 95% of the value of new extracted copper.

Source: Bureau International Recycling (BIR) www.bir.org and Metal Recycling Federation (MRF) www.mrf.nl



'Our aim is to build a portfolio of customers with a sustainable strategy, we believe that precisely those companies will be more profitable in the future and survive.'

Richard Piechoki, Senior Sustainable Business Developer at Rabobank Netherlands

Engaging with our surroundings

At Jansen Recycling Group, we greatly value good relationships with our stakeholders. Good stakeholder relationships will help us reach our goals, but also serve our stakeholders' interests.

At the end of 2012, we ran a survey among both internal - staff and management - and external stakeholders - suppliers, customers, carriers, local residents, the environmental department and the local council.

WHAT WE LEARNED FROM OUR STAKEHOLDERS

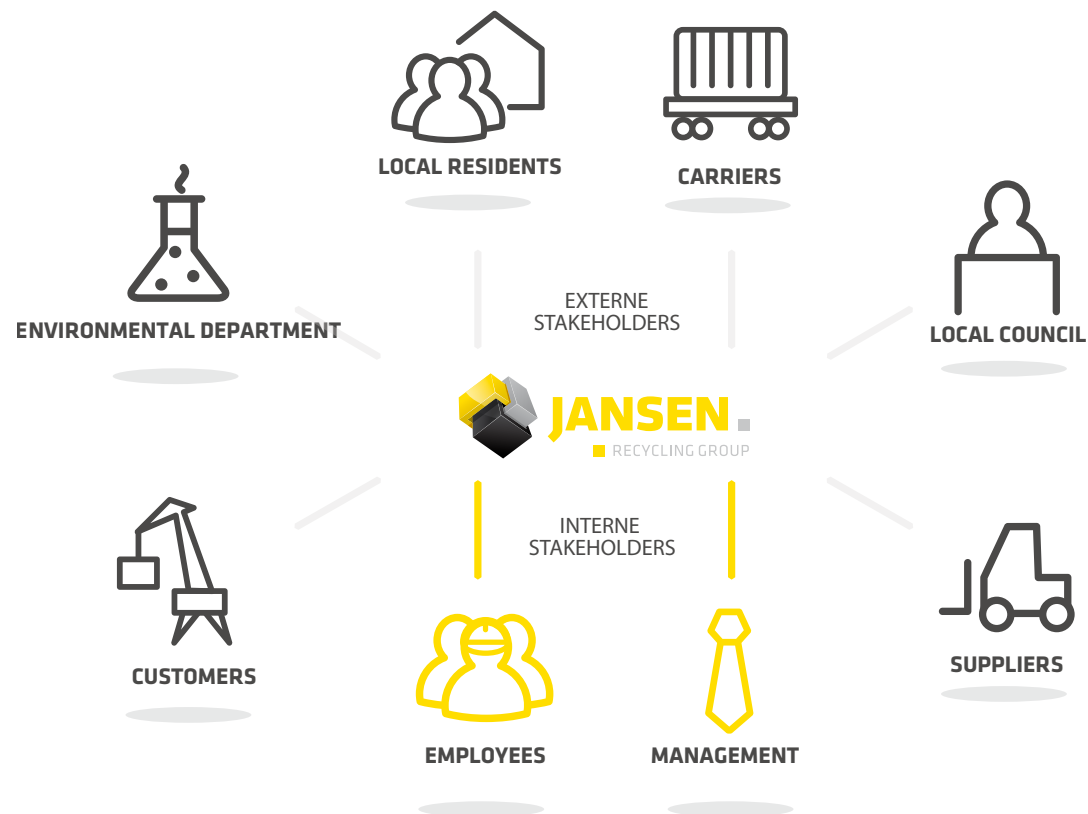
The results of the interviews were used in further tweaking our CSR vision. The input we received has also led to actions and measures in the workplace.

We have, for example, started using new sustainable grab cranes. These include fully electrically powered cranes and cranes with conventional diesel-powered engines. The latter have highly efficient engines and are equipped with a start/stop system and nitrogen cylinders for further fuel savings.

On top of that, we have made two newly built sites fully sustainable by laying liquid-proof floors and building our own water purification systems, among other things, while our new Vlaardingen site has living green walls and sedum roofs. We have also taken sustainability

measures at our offices, including the installation of motion sensors that regulate when the lights come on, stopping using disposable coffee cups and only buying Fairtrade products. Ongoing dialogue with our stakeholders has also led to us aiming to embed CSR in our operations. This has already seen us implement the ISO 14001 environment management system and get onto the CO₂ Performance Ladder and the CSR Performance Ladder (both at level 3).

In the run-up to this report, we commissioned interviews with internal stakeholders. Appendix B provides a list of all points for discussion, as well as of the actions we have taken based on the findings.



'Some of our sustainable measures: electric grab cranes, liquid-proof certified sites, our own on-site water purification systems, sedum roofs, motion sensors, no more plastic coffee cups and buying only Fairtrade products.'

Embedding CSR at Jansen Recycling Group

In 2013 and 2014, we took steps towards embedding CSR in our organisation, including implementation of management systems for the CSR Performance Ladder and the CO₂-Performance Ladder. To stay in control of our progress in terms of CSR at our company, we have set ourselves several goals.

CHALLENGE

Our challenge for the coming years is to integrate the various management systems into one overarching management system. This will see us move towards an approach where CSR is even more deeply incorporated into our day-to-day operations.

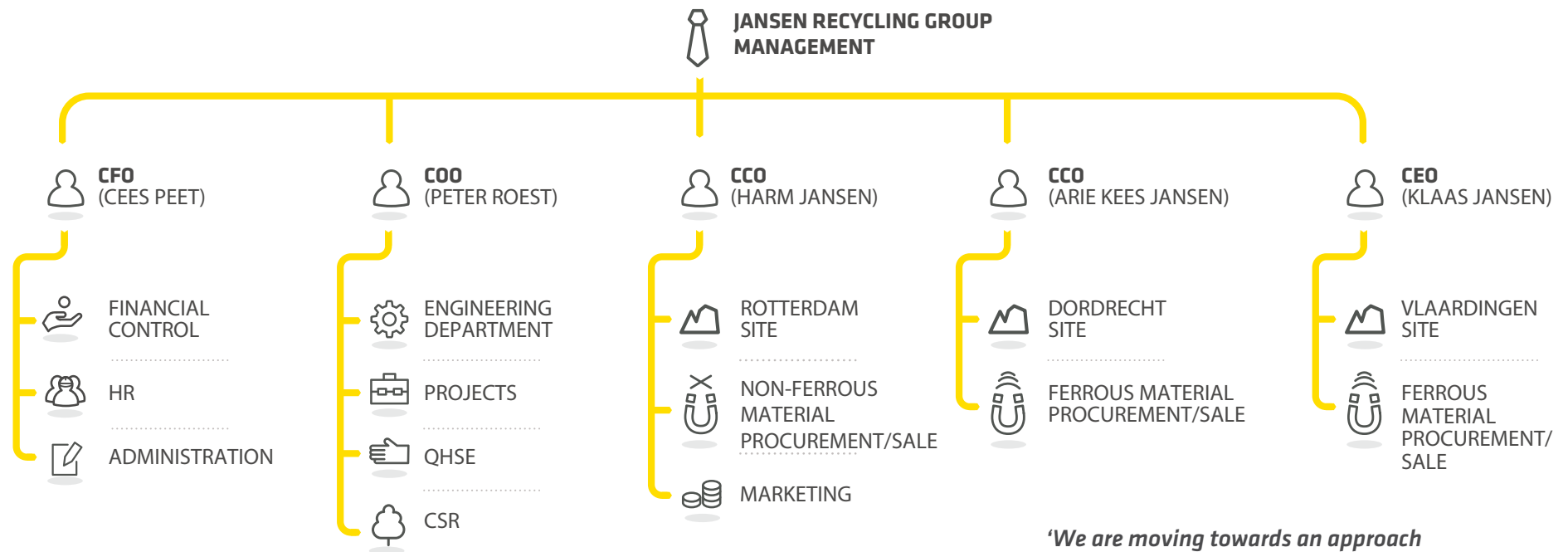
WHO IS RESPONSIBLE?

The management board has final responsibility for CSR at our company. When it comes to affairs relating to staff and employee care, the human resources

department is responsible. The only exception is our safety policy, which, like our environmental policy, is the responsibility of our QHSE department. Our marketing department devises CSR initiatives for labour market inclusion of disadvantaged groups and collaboration with the local community. These initiatives include support for charities, visits to local schools and volunteering projects, but they also extend to the monitoring of working conditions in countries to which we export, stakeholder communications and the mobility programme.

REACHING OUR GOALS

In our CSR handbook, we have set ourselves goals for every programme. This handbook is part of our external certification for the CSR Performance Ladder. Although we are on the right track to reach most of our goals, some of them require additional attention.



'We are moving towards an approach where CSR is even more deeply incorporated into our day-to-day operations.'

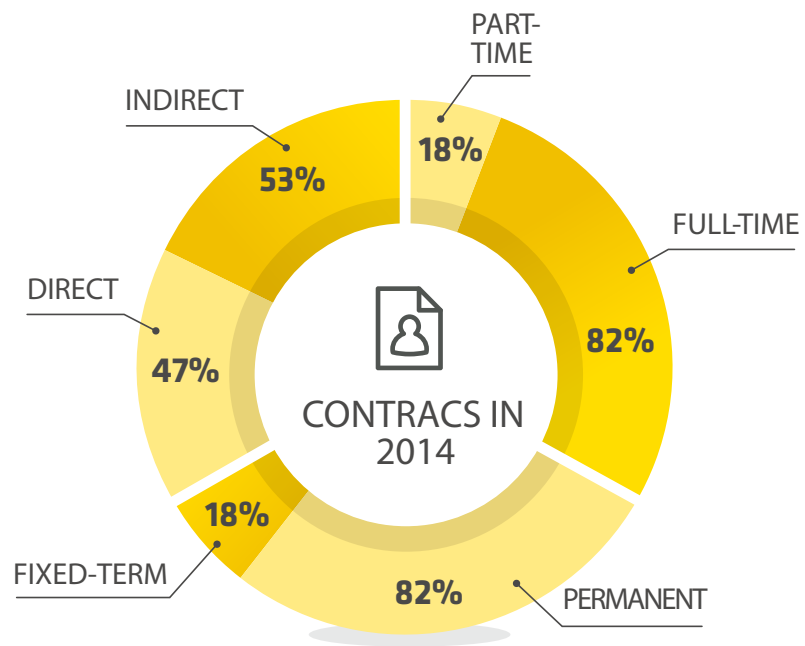
Care for people

Through the years, Jansen Recycling Group has been steadily growing its workforce. We have grown into an organisation with multiple sites and over 70 permanent employees.

Although this is a development we welcome, growth also comes with responsibilities. We are continuing to strive for a corporate culture where people care about and for each other. Besides that, we want our people to go home at the end of the day as healthy as when they came in in the morning.

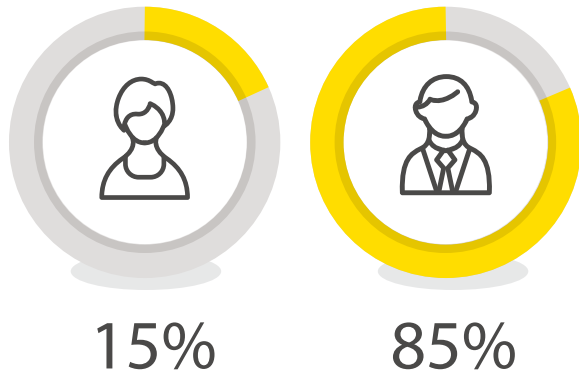
CONTRACTS	2014	2013
Total number of contracts	72	71
Part-time contracts	18%	14%
Full-time contracts	82%	86%
Permanent contracts	82%	93%
Fixed-term contracts	18%	7%
Direct contracts	47%	52%
Indirect contracts	53%	48%
Number of temporary workers	8	4

'We are continuing to strive for a corporate culture where people care about and for each other.'



EMPLOYEES	2014	2013
Total number of FTEs	70.0	69.4
Total number of employees	72	71
% Male	85%	83%
% Female	15%	17%
Staff turnover	19%	15%
Average number of years of service per employee	6.2	5.9
Average age	39.6	39.9

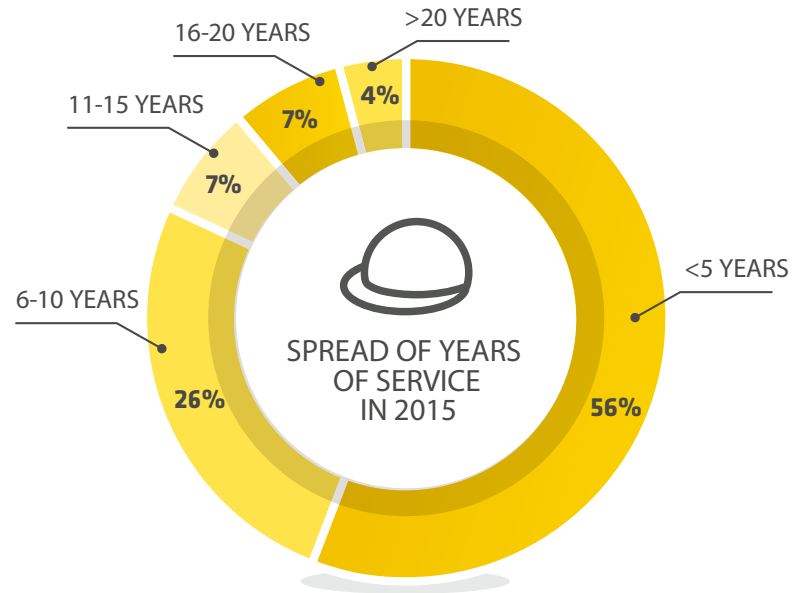
MALE TO FEMALE RATIO



TRAINING AND DEVELOPMENT

We gladly invest in our employees. Our efforts in this respect include offering courses and training programmes, and encouraging our employees to come up with proposals for their own professional development. Employees' personal development goals are always discussed at annual performance reviews. Employees can take language courses and even enter courses at senior secondary vocational institutions or universities of applied sciences. MBA courses and specific courses, such as identification of materials and crane driving, are also possible.

In 2014, we organised two machine days for our site staff with a view to training people to safely and efficiently operate grab cranes and other equipment. Aside from all



'If you still want to be around in 5 to 10 years' time, you have to keep up with the times and invest in development of your employees. There are plenty of examples of companies that don't and that are stagnating.'

Arie Kees Jansen,
Management Board member

that, we also offered an extensive course on non-ferrous materials in 2014.

JOB OPPORTUNITIES FOR DISADVANTAGED GROUPS

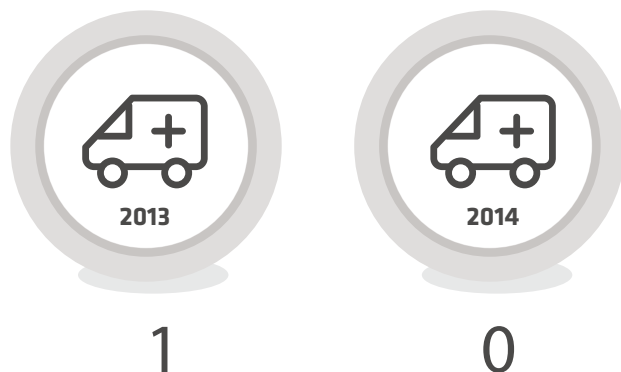
Our ambition: to offer job opportunities for disadvantaged groups. We launched the first such initiative in 2013: together with the De Hoop mental health-care organisation in Dordrecht we made a job available as part of a pilot project. We are currently looking into whether we can turn this pilot into something permanent. In the second half of 2013, we recruited the help of the TBV sheltered employment organisation in Vlaardingen in dismantling computer cabinets.

WORK EXPERIENCE INTERNSHIPS AND FINAL-YEAR ASSIGNMENTS

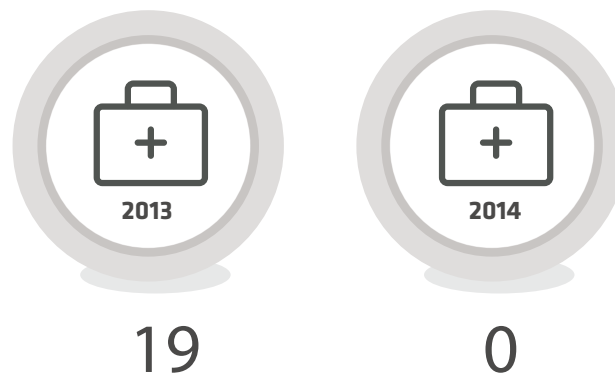
Another one of our objectives is to offer work experience internships for students, as well as opportunities for students to do their final-year assignments at our company. This will allow students to gain knowledge and experience at a commercial organisation that operates in an international environment. It also provides a way of using specific professional knowledge in addressing topical issues and projects. In 2014, we had three interns at our company who conducted research into specific markets, the integration of our management systems and reduction of dust emissions. We intend to continue to offer opportunities for work experience internships and final-year assignments over the coming years.



NUMBER OF ACCIDENTS WITH ABSENCE



NUMBER OF DAYS OF ABSENCE DUE TO ACCIDENT



'I think we can still do a lot with the concept of a care-providing workplace, as is done in care farming. Allowing people with a certain disability to work on one part of your site, stripping cables or dismantling things, for example. That would really be great. We really should look into whether we can do something in this respect.'

Kees Dijkgraaf,
Head of the Engineering Department

PERSONAL AND COMMITTED

Our company is a flat organisation: the distance between workplace and management is small. Maintaining an open corporate culture, with regular work meetings, is very important to us. Every year, each employee is invited to a performance review to go over their personal performance and set targets for the coming year. Whenever someone has personal problems, either in their private or professional life, they can talk to us about it during a work meeting or performance review, but they can also contact a confidential counsellor. Our confidential counsellor has not had to handle any such cases over the past year.

A HEALTHY AND SAFE WORK ENVIRONMENT

Healthy and safe working is an important subject for Jansen Recycling Group. In our day-to-day operations - storing or shipping materials - we handle hazardous substances, work at height, have to deal with fall risk and perform machine-based work in an environment with potentially high sound intensity.

SAFETY RULES AWARENESS FOR EVERYONE

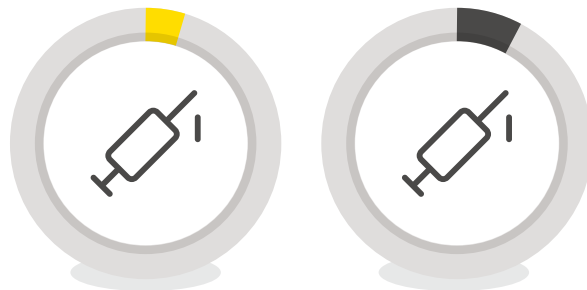
It is crucial that everyone at our company knows how to work safely and carefully. From their very first day at the company, every employee is regularly made aware of these rules. It is also part of the induction programme.

Safety rules are also clearly displayed at the entrance to every site.

TOOLBOX MEETINGS

We organise what are known as toolbox meetings for our site staff at fixed times. These opportunities are used to update them on the latest safety aspects, distribute work instructions for specific (high-risk) work and share information about any new regulatory developments. Working on a safe work environment. In our efforts to create a safe working environment and prevent accidents, we agree procedures with executive staff and consistently report incidents and (near) accidents. We

2014 | SICKNESS ABSENCE (%)



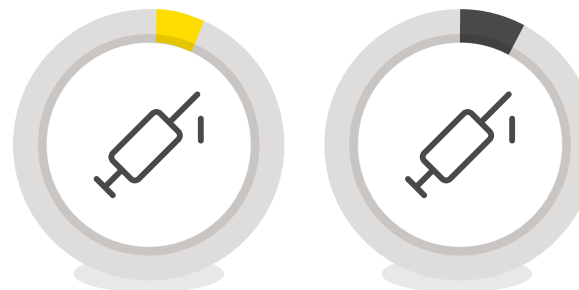
3,4%

JANSEN
RECYCLING GROUP

4,8%

INDUSTRY
AVERAGE

2013 | SICKNESS ABSENCE (%)



4,6%

JANSEN
RECYCLING GROUP

4,9%

INDUSTRY
AVERAGESource: <http://goo.gl/TkgGhp>

have not had any accidents in 2013 and 2014 that led to employee absence, which means that we have hit our target.

HEALTHY AND VITAL EMPLOYEES

To keep our people vital and healthy, our company restaurants serve free fruit every week. We have also tightened our smoking policy: smoking is now permitted only during breaks and at designated places. Employees who wanted to stop smoking could get financial assistance. A number of our employees used this facility.

SAFE MATERIAL DELIVERY

Material intake is also something we do as safely as possible. On-site staff actively make our customers aware of the fact that they are not allowed to deliver gas canisters and other closed objects to us, as they can cause hazardous situations during processing.

We also check all incoming and outgoing materials for radioactivity using detection gates near the weighbridge. Whenever material is delivered or shipped out over water, we check the material using detection equipment mounted on the sorting grab. And we top this all off with visual inspections to examine whether materials contain

asbestos. If they do, we confer with the customer and dispose of the material. Needless to say, this is all done in full compliance with current legislation.



'It is crucial that everyone at our company knows how to work safely and carefully.'



Care
for the
planet

Taking care of the environment is extremely important to us. In fact, it is our core business. After all, efficient reuse of scarce resources is at the heart of the idea of sustainability and contributes to the creation of a more circular economy.

When it comes to caring for our planet, we do not stop at the execution of our core processes. Our aim is also to minimise our energy consumption and thus reduce our carbon emissions. The implementation of ISO 14001:2004 has greatly helped us in this respect: we have structured all environment-related affairs at and around our sites and started a process of continuous improvement.

ENERGY EFFICIENCY AND REDUCTION OF CARBON EMISSIONS

Carbon dioxide is a greenhouse gas that is produced by the burning of fossil fuels. Excessive carbon dioxide in the atmosphere leads to the greenhouse effect: greenhouse gases trap heat on earth, causing the planet

to warm up gradually.

As a result, sea levels rise and climate zones shift. This, in turn, has irreversible consequences for countries that are situated below sea level, and it also impacts on the availability of resources. Scientists agree that climate change is happening, and the link with human activity has also been proven.

COMBATTING CLIMATE CHANGE

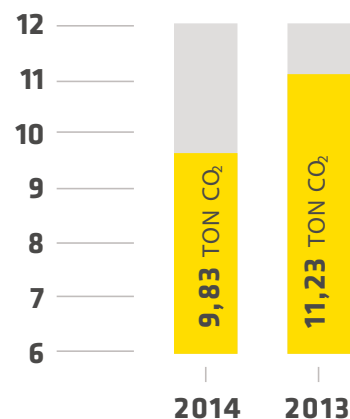
We believe that we have to treat the Creation with care. In our opinion, that also means that we - to the extent of our possibilities - have to try to combat climate change. Even though we, as the Netherlands, are not a major carbon emitter on a global scale, we still try to do our bit in reducing emissions. For 2020, we have set ourselves

the target of cutting our carbon emissions per tonne of processed material by 20% in comparison to 2013.



'For 2020, we have set ourselves the target of cutting our carbon emissions per tonne of processed material by 20%'

TONNES OF CO₂ SCOPE 1&2 PER
TONNE OF PROCESSED MATERIAL

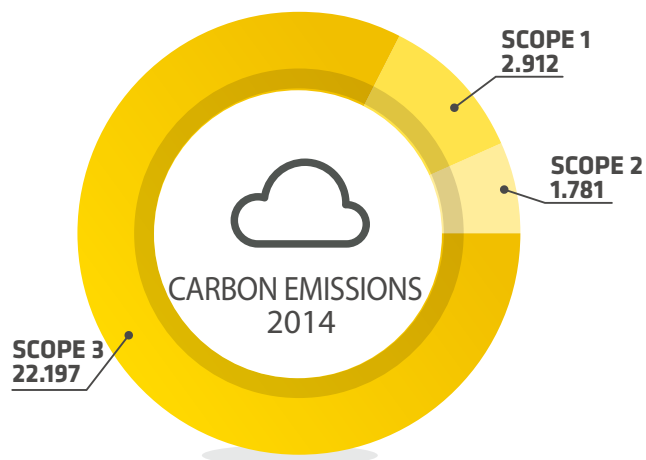


FIRST STEP

Looking at the absolute figures, we can see a clear increase in emissions on account of our power consumption. This is due to a new large scrap shear coming into operation in Dordrecht and the use of electrical grab cranes. When offset against production volumes, we can see that we have succeeded in cutting back our carbon emissions. If we, in turn, offset this against production figures, we can conclude that we have taken a first step towards our target of a 20% reduction of carbon emissions (scope 1 and 2 per tonne of processed material) by 2020 (in comparison to 2013).

MORE EFFICIENT CRANE OPERATION

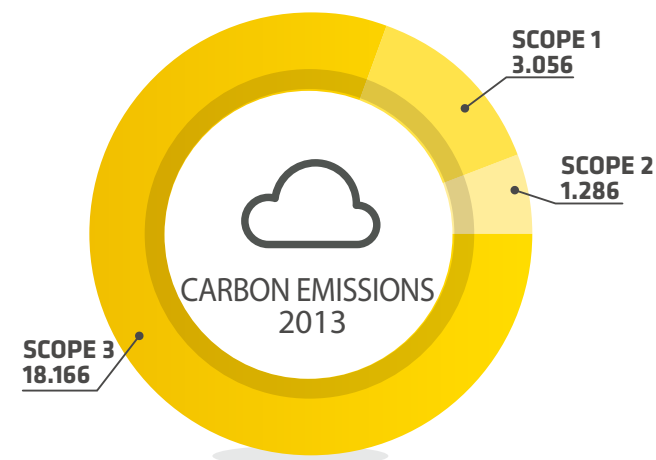
To further bring down carbon emissions per tonne of processed material, we have already taken a number



of measures. We have, for example, commissioned four new grab cranes: two fully electrical ones and two fuel-efficient diesel-powered ones. Aside from that, all our crane operators have taken the 'Het Nieuwe Draaien' [The New Way of Operating a Crane] course. This course has shown them how often cranes run at full throttle or idle unnecessarily. We hope this realisation will produce a lasting change to operators' habits.

BETTER FUEL ECONOMY

Those of us who drive for work-related purposes are also being encouraged to consider fuel economy. To raise awareness, we entered the Green Driver Challenge, a driving style competition where participants, both individually and in teams, go head to head with each other and other companies in trying to achieve the



best fuel economy. Through this competition, we have achieved better fuel economy than the national average. We even came first in our group with three other companies! Other than that, we are promoting the purchase and lease of electric vehicles, which is already starting to bear fruit. The installation of charge points for electric vehicles at all our sites has certainly helped in this respect. We also try to bring down carbon emissions in transporting our goods. We actively monitor all transport handled by our carriers, and include carbon emissions from these activities in scope 3 of our carbon footprint.

'Production at Jansen Recycling Group could barely be any more sustainable.'

Jeroen Saarloos, DCMR

INDICATOR	UNIT	2014	2013
Scope 1			
Diesel for personal vehicles	Litres	37,717	32,648
Petrol for personal vehicles	Litres	7,157	13,819
Diesel-powered grab cranes	Litres	846,607	869,240
Gas	M ³	38,371	26,968
Welding gas	M ³	908	447
Refrigerants	Grams	1,200	8,400
Scope 1 carbon emissions	Tonnes of CO₂	2,912	3,056
Scope 2			
Electricity	kWh	3,872,224	2,524,025
Kilometres of business travel (as per expense claims)	Kilometres	28,092	13,714
Scope 2 carbon emissions	Tonnes of CO₂	1,781	1,286
Scope 3			
Flights - short-haul (<1,500km)	Kilometres	0	39,240
Flights - medium-haul (1,500 - 2,500km)	Kilometres	0	11,655
Flights - long-haul (>2,500km)	Kilometres	118,718	85,134
Shipping/inland shipping	Tonnes x km	706,430,076	595,249,746
Freight traffic	Litres	1,588,533	1,095,890
Scope 3 carbon emissions	Tonnes of CO₂	22,197	18,166
Total carbon emissions	Tonnes of CO₂	26,890	22,508

Carbon emissions are calculated based on conversion factors from the CO₂ Performance Ladder handbook.



‘Our participation in the Green Driver Challenge was a major success: we are achieving fuel economy that is above the national average, and we even came first in our group with three other companies!’

EFFECTIVE AND FUEL-EFFICIENT PREFERRED CARRIER

Our preferred carrier, Bas Kooij Transport B.V., works based on the same philosophy. It has a fleet of Euro-6 lorries that are used as efficiently as possible. Apart from that, all Bas Kooij drivers have taken the *Het Nieuwe Rijden* [The New Way of Driving] course. To avoid unnecessary journeys, Bas Kooij always keeps several of its vehicles and containers parked at our sites. For their daily commute, Bas Kooij drivers use small fuel-efficient cars instead of their lorries, and that really makes a big difference!

COMPLAINTS	2014	2013
Total number of complaints	38	28
Noise-related complaints	4	2
Dust-related complaints	0	1
Other complaints (including comments following audits)	34	25
Number of fines received	0	0
Costs of fines received	€0	€0

LOWER DUST EMISSIONS AND LESS NOISE POLLUTION

An important part of meticulous and environmentally-friendly operations is the prevention of dust emissions. Processing and moving ferrous materials in particular can produce dust. This is not only inconvenient for staff doing the work, but also for people living near our sites. To keep dust emissions under control, we continuously monitor air quality. We also use various kinds of technology, such as sprinkler and mister systems, to prevent dust pollution.

PLANTS FOR AIR PURIFICATION AND INSULATION

The walls of our offices in Vlaardingen, as well as the storage area and around the site, are grown over with plants and the roof is covered with sedum. This kind of green roof not only purifies air, it also provides insulation

in winter and keeps the interior cool in summer. These plants also slow down rainwater drainage, unburdening the sewage system during heavy rainfall. On top of all that, it also considerably extends the life cycle of our roof covering.

GOOD RELATIONSHIPS WITH OUR NEIGHBOURS

It is crucial for the execution of our core tasks that we maintain good relationships with our neighbours. Due to the nature of our activities, we potentially produce noise pollution, as well as causing dust emissions. Despite the fact that we perform our activities within the requirements of our permit, we appreciate that local residents may experience the noise we sometimes produce as an inconvenience. In 2014 (and preceding years), we made a number of decisions aimed at bringing down noise levels. We have, for example, partially



'We want to further push back noise levels. As part of this, we have partially insulated our scrap shears and we schedule noisy work during office hours.'

insulated our scrap shears and we schedule noisy work during office hours. To ensure good relationships with our surroundings, we encourage open dialogue. One example is the residents' evening we organised in Vlaardingen.

OUR OWN WATER PURIFICATION SYSTEM

Our sites in Dordrecht and Vlaardingen boast liquid-proof floors to prevent rainwater, which collects on our scrap metal as contaminated water, ending up in the soil. All contaminated water that accumulates on our site is drained off to our very own on-site water purification systems. After purification, we use this water to water green areas or discharge it into the surface water.



'You clearly put a lot of thought into certain things; liquid-proof floor, water purification, it's very commendable indeed.'

Peter Slingerland, Riam (tenant)

Care for society



Jansen Recycling Group is engaged with society. This means that we also want to contribute to the local community and society as a whole, aside from caring for the planet and our people. It is very important to us, for example, to maintain good relationships with our surroundings, suppliers and customers.

We also support several charities. Last but not least, we consider it our duty to pursue ethical and fair business practices.

A LOCAL INTERNATIONAL COMPANY

We operate internationally, but we still feel connected to our local environment. Jansen Recycling Group can be considered a local employer: the average commute for our employees is 26 kilometres, and many of our employees live in the Krimpenerwaard area (at a travel distance of 21 kilometres). There are also hundreds of local suppliers of products and services we do business with. Many of the products and services we use are sourced locally. This way, we are having a positive impact on the regional economy.

ETHICAL AND FAIR BUSINESS PRACTICES

We believe that ethical and fair business practices will always pay off, if not in the short term, then definitely in the long term. The scrap industry is traditionally not associated with fairness and transparency. We want to be a positive exception to this, by, for example, paying our suppliers promptly (so as to ensure that they have sufficient liquidity) and not accepting cash payments.

Up to October 2012, suppliers could supply materials in exchange for cash. We stopped doing that for reasons of:

- transparency. Payments through a bank make money flows transparent, enabling us to prevent revenue obtained through dishonest trade;
- security. Paying cash meant we had to have large amounts of cash on site. Now we no longer have cash on site, which is clearly indicated by signs, chances of a robbery have diminished;
- efficiency. In relative terms, cash payments come with a greater administrative burden than payments through a bank.

CERTAINTY ON THE ORIGIN OF MATERIALS

We also train our employees to recognise and report suspicious materials. Whenever we are not sure where certain materials came from, and have our doubts about how the person offering the materials has obtained them, we call in the police.

In 2015, we will be further formalising our ideas regarding ethical and fair business practices in our new Corporate Governance policy.



'Many of the products and services we use are sourced locally. This way, we are having a positive impact on the regional economy.'



Respect for human rights

Several years ago, prompted by increasing volumes of non-ferrous materials, Jansen Recycling Group decided to start exporting. As a result, we have a responsibility to consider things such as child labour, working conditions and human rights when we do business abroad.

It is widely known that practices and conditions in countries in the Middle or Far East, where large volumes

of ferrous and non-ferrous materials are sold, are not always up to Western standards. We are aware of these aspects and the responsibilities they bring.

HUMAN RIGHTS CHECKLIST

We visit companies outside the Netherlands several times a year to actively check whether they use child labour, and whether working conditions are appropriate and human rights are respected. Whenever we identify irregularities, we discuss these with local proprietors. For this purpose, we have compiled a Human Rights Checklist, which serves as a guide in reporting our findings in a structured manner. Our findings are recorded in a report, based on which we plan a follow-up visit. In the event that we identify abuses, and a meeting with local management does not lead to improvement in the short term, we simply sever our ties with this customer.

ANTI-DISCRIMINATION POLICY

Human rights also need to be respected when it comes to our own employees. In a country such as the Netherlands, these things are often enforced by law. We are respecting human rights by complying with current legislation and regulations. Our temporary employees are also expected to respect our policy. They are required to sign a fixed-term employment contract in which healthy, safe and fair work come first.

We consciously and proactively refrain from distinguishing between people based on age, sex, religion, race or sexual orientation. We have formalised this in an anti-discrimination policy, which is part of our general terms and conditions of employment. In line with our anti-discrimination policy, we have not received any reports of discrimination in 2013 and 2014.



SOCIAL COMMITMENT: DOING OUR BIT

Jansen Recycling Group aims to be a visible member of the community. We have therefore struck up a partnership with the Present Rotterdam foundation. This foundation establishes connections between people who are willing to give and people who need help. In 2014, we took part in five projects, compared to ten in 2013. These projects ranged from taking elderly or disabled people on a visit to Blijddorp Zoo and making pancakes for the homeless at the Salvation Army, to doing odd jobs for various underprivileged families in Rotterdam and at a care farm. We also organised a tour of our site and took disabled people on a visit to a petting zoo. Furthermore, several of our employees volunteered on the Salvation Army's soup bus in Rotterdam.

HELP IN SEVERAL AREAS

We are also a member of De Hoop's *ZakenVrienden* [Business Friends]. De Hoop is a mental health-care organisation for adults, youths and children with mental and addiction issues.

Another foundation that we are a member of is *Ondernemers voor Ontmoeting* [Entrepreneurs for Encounters], which, based on Christian charity, offers professional help to the homeless, always based on the needs and possibilities of the people they help. Last but not least, we are part of the De Samaritaan congregation in Rotterdam. This church runs a community centre in the Rubroek district, called De Bron, from which they provide practical assistance to people who live on the edge of society. They also organise activities for children, teenagers and adults at this community centre.

YOUNG VISITORS

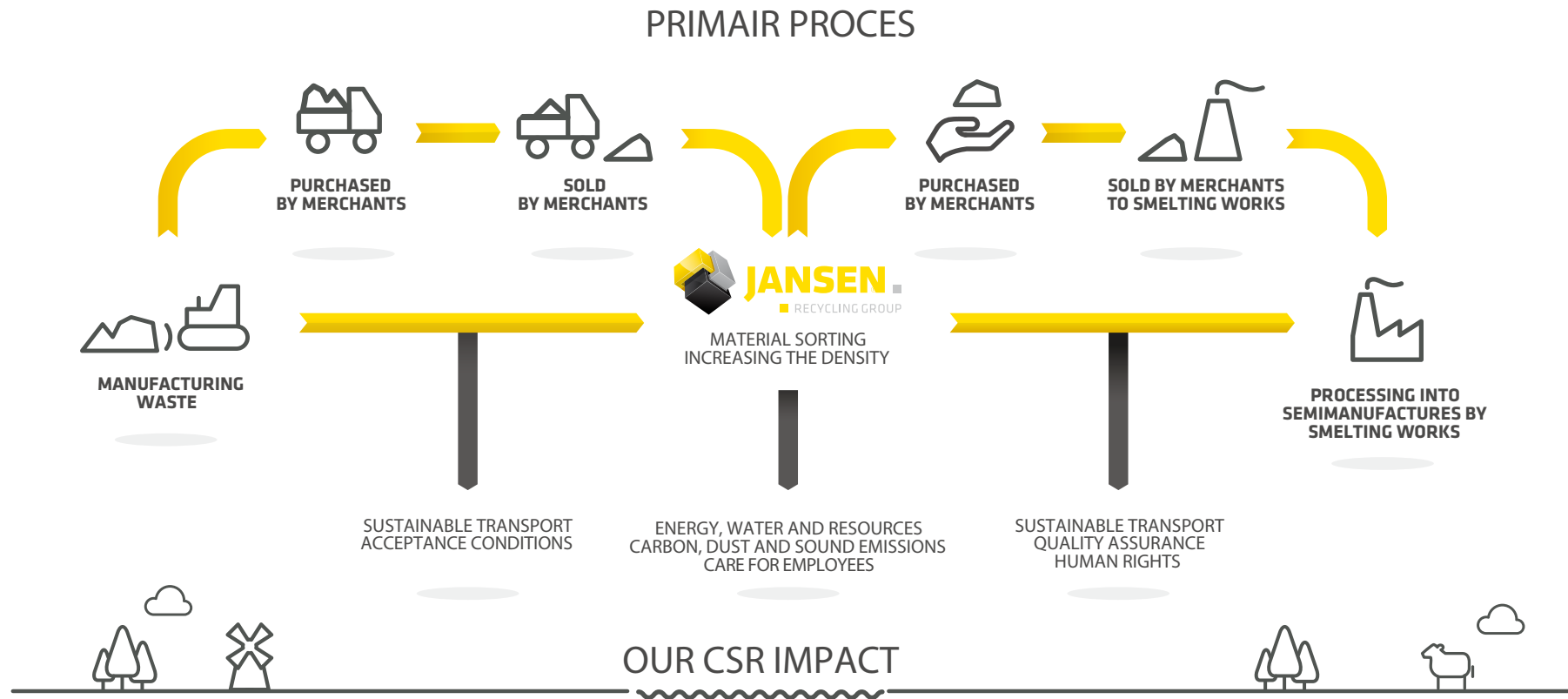
We regularly host classes from local schools to give youngsters a first introduction to our company and the industry. This allows them to see and experience what a company in the recycling industry looks like and how it works. In 2014, we welcomed classes from Wartburg College (Sales and Trade), Hoornbeeck College (Commercial Economics) in South Rotterdam, and from the De Smitshoek Christian Primary School in Barendrecht.

'It's great that we can do a little bit extra for society. Sure, it takes up some of our time. But what is one day, compared to a lifetime?'

Pieter Groeneveld, member of staff at
Jansen Recycling Group

Appendices





APPENDIX A: ABOUT THIS REPORT

This report is intended for Jansen Recycling Group stakeholders and other interested readers.






The scope of this report is the 2014 financial year, which runs from 1 January 2014 to 31 December 2014.




The business units covered in this report are the three Jansen Recycling Group sites (in Rotterdam, Dordrecht and Vlaardingen), and this report also contains information about activities across the chain (such as at customers and in terms of logistics). This report

does not provide information about joint ventures that Jansen Recycling Group is involved in, and neither does it address parts of the site that are sublet to third parties.

All details are taken from existing systems and processes, and are reported based on actual measured data. Whenever estimations are used, they always come with explanatory notes. Subjects covered in this report were selected based on stakeholder surveys conducted in 2012 and 2014, supplemented with interviews held with internal stakeholders in early 2015. Aside from

that, we also looked at our value creation process (see above) and assessed which possible CSR subjects are topical. In making this analysis, we aligned our selection of subjects with the principles of the CO₂ Performance Ladder, the CSR Performance Ladder, and the guidelines of the Global Reporting Initiative (GRI). Our intention is to draw up future reports fully in accordance with the guidelines of the GRI.

STAKEHOLDER GROUP	POINTS FOR DISCUSSION	FOLLOW-UP
Employees & management 	<ul style="list-style-type: none"> - Communication - Training and education - Health and safety - Diversity and opportunities - Contribution to the community - The environment - Good governance - Employee/employer relations - Human rights 	<p>As far as our employee policy is concerned, we have further formalised a number of things, including performance reviews, toolbox meetings and training options.</p> <p>We have also explored the feasibility of a Works Council and continued our collaboration with the Present Rotterdam foundation and Encounters foundation.</p>
Pre-suppliers: waste industry, merchants, demolition contractors, manufacturing 	<ul style="list-style-type: none"> - Health and safety - Communication - Resources - Energy - Transport - Acceptance conditions 	<p>We are as transparent and fair as possible in communicating our acceptance conditions to our pre-suppliers.</p>
Customers 	<ul style="list-style-type: none"> - Human rights - Consumer health and safety - Communication 	<p>In the Far East, for example, we now structurally assess our customers on a number of human rights issues, such as child and forced labour. On our visits to customers, we always go over our Human Rights Checklist with them.</p>
Carriers 	<ul style="list-style-type: none"> - Communication - Resources - Energy - Transport 	<p>We challenge the carriers we contract to transport products sustainably. Our largest logistics partner - Bas Kooij - is actively working on this and now provides us with fuel consumption details for us to monitor.</p>
Bank, environmental department and local councils 	<ul style="list-style-type: none"> - Corporate Governance - Communication - Direct economic value creation - Jobs - Diversity and opportunities - Community 	<p>Our Corporate Governance policy will be drawn up in 2015.</p>

STAKEHOLDER GROUP	POINTS FOR DISCUSSION	FOLLOW-UP
Environmental department and inspectorates 	<ul style="list-style-type: none"> - Corporate Governance - Health and safety - Contribution to the community - Communication - Resources - Energy - Water - Emissions and waste water - Health and safety - Environmental affairs 	<p>To be able to identify points for improvement and prevent fines and sanctions, we work ever more closely together with the environmental department and the various inspectorates. We continued this policy in 2014.</p>
NGOs 	<ul style="list-style-type: none"> - Jobs - Diversity and opportunities - Communication - Community 	<p>Partly thanks to our rapid growth as a company, we have been able to create jobs for more people from our regional area. We have also prolonged our collaboration with the Present Rotterdam foundation and the Encounters foundation, and were able to back dozens of small initiatives.</p>
Local residents (neighbours/companies) 	<ul style="list-style-type: none"> - Health and safety - Contribution to the community - Communication - Emissions and waste water - Contribution to the local economy 	<p>We still receive complaints about the noise levels we produce. In order to proactively engage with local residents, we organised a residents' evening at our site in Vlaardingen. On top of that, we monitor all complaints and ensure timely and appropriate follow-up.</p>

APPENDIX B: SUMMARY OF OUR STAKEHOLDER DIALOGUES

Please find above a breakdown of the various stakeholder groups we distinguish. The information in this table is taken from the stakeholder survey we ran in 2012, supplemented with an internal assessment performed in early 2015.

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