



# WE CARE

**CORPORATE SOCIAL RESPONSIBILITY**  
and ERIKS Sustainability

know-how makes the difference

**ERIKS**



## ERIKS is moving towards a more sustainable future.

In early 2010, our executive board resolved that sustainability should become one of the cornerstones of ERIKS' future growth.

## Dear customers, colleagues, suppliers and contractors

Social Responsibility at ERIKS is the balance of People, Planet and Profit. As a responsible company, our duties extend beyond our own buildings to people, the environment and society as a whole. We aim to build a sustainable company and we ask you to join us in these efforts.

This booklet and our attached Supply Code outline our actual expectations regarding compliance with international standards for environmental management, human rights and business ethics. In essence this means treating people fairly, preserving natural resources and protecting the environment.

We believe that there is a strong link between solid social and environmental performance and efficient, successful business. By working together to improve standards, we will be able to meet the current and future expectations of our customers and investors.

You may already exceed these standards. If so, we strongly encourage you to persuade your own circle of acquaintances to do the same. If not, we ask you to take these standards on board.

[Johan Sleebus](#)

Chairman of the ERIKS Executive Board

## Contents

|                                 |    |
|---------------------------------|----|
| Letter of intent                | 3  |
| Corporate Social Responsibility | 5  |
| Supply Chain Definition         | 7  |
| Social Responsibility           | 9  |
| Environmental Responsibility    | 13 |
| Business Responsibility         | 17 |



There are no passengers  
on Spaceship Earth.  
We are all crew.

(Marshall McLuhan)



The goal of Corporate Social Responsibility (CSR) at ERIKS is to strike a balance between People, Planet and Profit.

ERIKS conducts its business with a responsibility for the impact of its decisions and operations on society and the environment, by means of transparent and ethical behaviour.

ERIKS endeavours to do business with suppliers that act in line with this starting principle. To reach this, we need to subscribe to 3 principles:

**Social Responsibility:**

- the social network people live in

**Environmental Responsibility:**

- nature surrounding us

**Business Responsibility:**

- the way we do our job



IT'S COOL TO CUT COSTS

ERIKS in action

## CASE STUDY

### Problem

The production facility of one large food producer, where cakes are baked, is a very warm place. Eighteen 'Air Handling Units' and one mobile unit kept the facility cool during summer until ERIKS surveyed the facility.

### Solution

The survey revealed worn belts and pulleys. After the customer replaced all the drives with new Quattro Plus belts and Fenner Pulleys, the improved performance of the fans means that only 13 of the 18 fans are now needed reducing the carbon footprint by over 100 tonnes.

Further energy savings are being investigated for all 18 units running at reduced speed and with finite control of the individual fans. A networked set of inverters could be retrofitted to the AHU without having to fit additional panels potentially saving up to 50% of the energy costs with a 6 month payback.

## Supply Chain definition:

The movement of materials as they flow from the source to the end customer and the movement of back hauls from customer to source. Supply Chain includes purchasing, manufacturing, modification, warehousing and transport. It is made up of the people, activities, information and resources involved in moving a product.

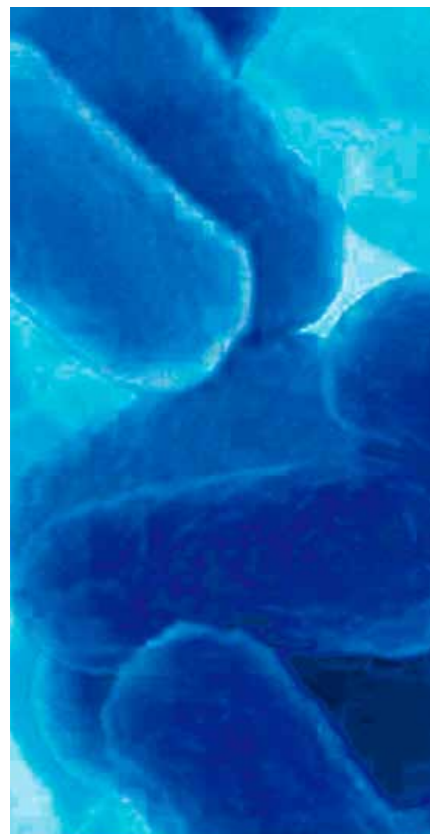
### ERIKS partners in the supply chain include:

- Producing entities
- Logistics services providers
- Transport
- Warehouses
- Power facilitators
- Raw material suppliers to producing entities
- Information and communication technology providers
- Waste handlers and recyclers





# MAKE A DIFFERENCE



ERIKS in action

## CASE STUDY

### Problem

Rubber parts and seals can be a substrate for bacteria. Rubbers contain several fillers that are a perfect soil for micro-organisms. And the warm and humid environment in which these seals are often used provide excellent conditions for further growth.

### Solution

ERIKS Bio-Hygienic compounds use a specially developed ingredient based on silver ions designed to inhibit the growth of micro-organisms (bacteria, fungi or algae), and prevent them from contaminating or colonising its surface. The result is a material that is not merely inherently hygienic, but which eliminates the possibility of foul odours, discoloration and the formation of mildew and slime and which reduces surface degradation – a process that can have a significant effect on the component's operational lifespan.

The benefits of such a technology are enormous. The Bio-Hygienic additives are certified by the FDA, EPA, FIFRA and EFSA authorities.

### Appurtenant benefits:

- The silver ions remain active after many purification cycles
- The silver ions are also released in spots inaccessible for CIP/SIP
- Tasteless and odourless
- Non-toxic, non-flammable, non-corrosive
- Up to 200°, depending on the compound
- Available in a wide range of technical rubber compounds.

We want our suppliers' employees to benefit from our business. We wish those employees achieve better overall living conditions: adequate wages, acceptable working hours, the freedom to join unions.

Employees may not be discriminated against or be disciplined physically.

We do not want our products to be manufactured under dangerous circumstances or by children.





## Social Responsibility



We expect all our partners to comply with all relevant social legislation and regulations. This also requires commitment to follow new regulations. Excellence will result in a mutually beneficial relationship.

### Minimum requirements

#### Child labour

- Do not use or support child labour as defined in the International Labour Organization (ILO) convention.

#### Forced Labour

- Do not use or support forced or compulsory labour as defined in the ILO Convention.
- Do not withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.

#### Health & Safety

- Provide a safe and healthy workplace environment and take effective steps to prevent potential accidents and injury to workers' health, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

#### Freedom of association

- All personnel shall have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf.

#### Discrimination

- Refrain from discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.

#### Disciplinary practices

- Treat all personnel with dignity and respect. Respect the human rights of employees. This means that physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited.

#### Working hours

- Comply with applicable laws and industry standards on working hours and public holidays.

#### Remuneration

- Ensure that wages paid for a normal working week always meet statutory or industry minimum standards and are sufficient to meet employees' basic needs and to provide some discretionary income.

#### Privacy

- No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence.

#### Subcontractors

- Subcontractors or other parties shall not be used to evade legal requirements or these guidelines.



## SAVING EMISSION



ERIKS in action

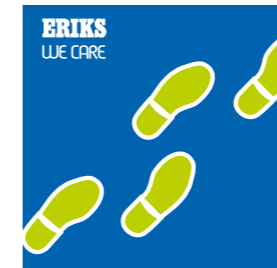
### CASE STUDY

#### Problem

It is estimated that the loss of product through emissions in Europe is 300,000 tons each year. There are roughly 50,000 sources of emissions in an average ethylene plant. In the majority of companies this product loss is invisible. Regardless of the economic loss, the discharge has a negative influence on the environment.

#### Solution

The solution is to replace standard graphite layers with a metal inset through Frenzelit novaphit SSTC<sup>TA-L</sup>. Leakage rate: 8.10-5mbar.l/s.m). The ethylene loss can be reduced from 222,919 kg (4 years) to 3,567 kg.



We want ERIKS products and services to contribute to a better world. We want our products to improve the environment, or at least not to damage it at any given time in their life cycle.

This includes measures to reduce energy consumption and banning highly toxic substances, but also planning ahead for possible disasters.

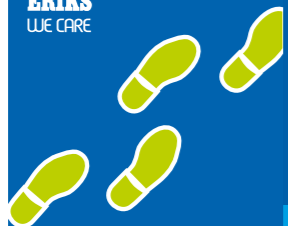
All countries have adopted legislation in this sense, which we aim to implement as a minimal requirement.

# CREATE AN IMPACT



# Environmental Responsibility

**ERIKS**  
LIFE CARE



We expect all our partners to comply with all applicable environment legislation and regulations. This also requires a commitment to follow up on new regulations. Excellence will result in a mutually beneficial relationship.

## Minimum requirements

### Environmental policy

- Define and document the organization's environmental policy in response to the environmental impact of the operations, products and services.
- Communicate the environmental policy to one's employees and to the public.

### Energy efficiency

- Comply with existing and pending national and international legislation on the energy efficiency of products and the energy use of buildings and equipment.
- Stimulate development of projects to improve the energy efficiency of buildings and equipment.

### Eco-efficiency

- Use products and production procedures which maximise eco-efficiency.
- We stimulate the development of projects to enhance the recyclable content of product and reduce waste.
- We stimulate the development of projects to increase reusability of packaging materials and increase use of sustainable source packaging.
- Reduce water consumption.

### Hazardous substances/chemicals

- Comply with existing and pending chemicals-related legislation. This might include legislation on product ingredients, product labelling and product disposal.

### Emergency preparedness

- We encourage the implementation of procedures to identify potential emergency situations and accidents that can have an impact on the environment and responses to minimise the impact on the environment.





RX® BioPlastics 



# RX BIOPLASTIC

ERIKS in action

## CASE STUDY

### Problem

Over the past decades no material has changed our everyday lives more than plastics. But because of the expected scarcity of crude oil, the raw material of plastics, we will have to switch to alternative sources.

### Solution

ERIKS has successfully searched for alternatives to crude oil and now produces a growing range of RX BioPlastics products, from semi-finished products to processed end-products and moulded products. RX BioPlastics are made up of between 45% and 100% vegetable raw materials. In this way future generations will profit from polymers as well. The RX BioPlastics are biodegradable, carbon neutral and can replace PS, PE en ABS. The RX BioPlastics are determined to temperatures from 60° or 100° Celsius and have almost identical mechanical properties as conventional plastics.

RX BioPlastics form the basis for plates, tubes and profiles. These semi-finished and end-products are used to produce various articles ranging from mouth pieces of musical instruments to playground toys and gear.



We wish to run a profitable business with a long-term perspective. In order to do so, it is important to comply with economic legislation, but also to maintain normal ethical values in all our business contacts.

This extends to improper contacts between representatives of ERIKS and any of our partners. It also means all partners need to understand the value of each other's intellectual properties and to safeguard and respect them.

# MAKE A PROFIT



# Business Responsibility



We expect all partners to comply with all applicable economic legislation and regulations and with ERIKS' general code of conduct for commercial contacts. Excellence will result in a mutually beneficial relationship.

## Minimum requirements

### Business set-up

- Organize the company aiming for long-term profitability.
- Modelling to an international management standard (e.g. ISO9001:2008 or similar) is recommended.

### Intellectual property

- Only use ERIKS information for the purpose for which it is provided.
- Safeguard the confidentiality of ERIKS information.
- Protect all personal and sensitive data of ERIKS employees and ERIKS customers.

### Collusive conduct

- Comply with all international Fair Trade legislations.
- ERIKS has developed and implemented its own Competition Compliance programme.

### Business practices

- Comply with international fraud and bribery legislation.
- Do not provide to any ERIKS employee and/or accept from any ERIKS employee anything of value, cash, gifts, entertainment in connection with a business deal under circumstances that might appear improper.
- Do not provide to any government official and/or accept from any government official anything of value, cash, gifts, entertainment in connection with a business deal under circumstances that might appear improper.

# WE CARE

We are all responsible for creating a better planet - through what we do, and what we choose not to do.

When we all work together, our actions and decisions can be that much more effective.

