

EUROPESE ONDERNEMINGSRAAD ETEX  
 EUROPÄISCHER BETRIEBSRAT ETEX  
 ETEX EUROPEAN WORKS COUNCIL



CONSEIL D'ENTREPRISE EUROPÉEN ETEX  
 COMITATO AZIENDALE EUROPEO ETEX  
 CONSEJO DE EMPRESA EUROPEO ETEX

## **ETEX GROUP SOCIAL CHARTER**

### **1. Our Group**

ETEX is an international industrial group specialised in manufacturing and marketing a wide range of materials for the construction sector.

The Group's sphere of operations spans the five continents, with the European Economic Area accounting for a very substantial share of its overall activities.

The Group endeavours to ensure that responsible economic, social and ecological conduct is an integral part of its strategic considerations.

### **2. Management Principles**

In establishing its strategic approach, the Group is guided by the following principles and values:

- securing competitiveness and continued viability of its companies by assigning priority to profitability and growth, which are the best guarantees not only for the continued existence of the Group, but also for maintaining and creating jobs and improving working conditions and living standards.
- seeking to promote the concept of total quality in all its aspects – human, industrial and environmental.
- promoting decentralised management of the operational units, thereby encouraging individual initiative and development, whilst ensuring that the Group remains a cohesive unit by disseminating and applying common guidelines.

For these management principles to succeed in practice calls for an active partnership between the Management and Employees in a climate of harmonious relations. To this end, the Etex Group seeks to apply consistent rules of conduct which comply with the international conventions and recommendations of the ILO (International Labour Organisation), as well as with national legislation.

### **3. Role of the European Works Council**

The Etex Group management undertakes to respect the spirit of the Directive adopted by the Council of the European Union, the aims of which are in keeping with the Group's management principles.

Open dialogue, genuine communication and constructive cooperation will enable the Etex European Works Council to perform the tasks assigned to it.

With this in mind, the Management and the Employee Representatives undertake to see that this Charter is observed.

#### **4. The Place of People within the Group**

Among the values upheld by the Etex Group, people have a very special place, both as individuals and as a vital part of a greater whole, working in optimal conditions of trust, with a team spirit and mutual respect.

#### **5. Equal Opportunity**

Each man or woman, regardless of their philosophical convictions, social position or any other specific characteristics, as provided for in the relevant ILO conventions, shall enjoy the same opportunities with respect to recruitment, employment, personal and professional development, and promotion.

Child labour is prohibited. Only workers aged 15 or older, and who are over the age of completion of compulsory schooling, shall be employed (ILO Convention 138).

#### **6. Personal Development**

All employees shall have the same opportunities for development in their jobs, taking into account their abilities and the quality of their performance.

Each Etex Group company operating within the European Economic Area shall run the necessary individual or group training programmes such that all employees can perform their professional duties and develop their skills, whereby this training is proven to be of benefit both for the individual and for the employing company.

#### **7. Quality Standards**

Against this background, the Etex Group encourages all the companies to obtain certification for quality and environmental management systems, governed by international standards, both with respect to their internal organisation and to the company's external relations.

All employees are called upon to make an active contribution towards achieving compliance with these standards.

#### **8. Recognition of Performance**

Every Group company should establish an assessment procedure for measuring the results obtained in relation to the objectives.

They must also ensure that employees are remunerated according to their duties, in keeping with the rules, agreements and practices relating to pay in the sectors of

They must also ensure that employees are remunerated according to their duties, in keeping with the rules, agreements and practices relating to pay in the sectors of activity, specific to each country, in which the companies operate. Conditions of remuneration and employment shall be set out in writing, in a clearly understandable form, and given to all new employees on first taking up employment.

## **9. Health, Safety and the Environment**

The Etex Group considers preventive measures in the field of health and safety to be a priority, both at the workplace and with respect to those in the vicinity and the general public. Furthermore, the Etex Group endeavours to pursue an integrated policy on managing the environment, energy and natural resources.

## **10. Social Dialogue**

Respectful of the principle of trade union freedom and the prerogatives of the employees' representative bodies, each company shall disseminate clear information about any major event affecting the company and working conditions. It shall seek to maintain an open dialogue between the bodies concerned. The same principles shall apply with respect to the Etex Group European Works Council for all matters relating to its role and responsibilities, as defined in the Protocol Agreement governing the information and consultation structures.

## **11. Application and Dissemination of the European Social Charter**

The European Social Charter, in the appropriate language (see provisions of the Protocol Agreement), shall be handed to all employees of Etex Group companies in the European Economic Area.

Group Management will also distribute the text of this Charter for information to all other affiliated companies.

The Etex Group European Works Council will ensure that this Social Charter is implemented.

J. Maerevoet  
Secretary EEWC

J.L. Piérard  
President EEWC

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