

Corporate Social Responsibility Policy

BMT International and its subsidiary companies, BMT Europe, BMT Asia and BMT Australia are specialists in mercury and NORM waste management, handling, processing and removal, using BMT's extensive knowledge and proprietary thermal desorption and vacuum distillation technology. BMT aspires to be known as the specialist in the treatment of niche waste types primarily containing mercury and NORM contamination, whilst being local worldwide.

The mission of BMT is to be first choice for flexible and innovative solutions, with affiliated services for the safe treatment and sustainable disposal of primarily mercury and/or NORM contaminated waste, in accordance with the "Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal" and the "Minamata Convention on Mercury".

Philosophy

BMT applies internationally recognized Safety, Health, Environment and Quality (SHEQ) management principles to ensure safety of its employees, public, the local community and the environment. This is outlined in BMT's SHEQ policy statement.

BMT also puts corporate social responsibility in practice by maintaining the following principles:

Principles

Forced labour, child labour and young workers

BMT will not force employees to work involuntarily under threat of penalty. Employment contracts are fair and transparent. Workers are free to leave the employment of BMT after reasonable notice. All employees of BMT are over the age of compulsory school attendance.

Environment, health and safety

BMT's operations are subject to a management system for safety, health and environment, in which risks are assessed, minimized and/or managed, including emergencies and incident management. BMT implements environmental initiatives to improve our technology and to support the Basel and Minamata Conventions' purpose to reduce the adverse impacts of mercury and other hazardous wastes. BMT welcomes input from our neighbours and community on our safety, health and environment performance and will ensure any concerns are addressed.

Discrimination

BMT does not discriminate against any individual on the basis of gender, age, nationality, ethnicity, race, colour, religion, disability, membership, political opinion, health status, marital status, sexual orientation or place of birth. This applies to hiring, placement, remuneration, advancement, training, discipline, retirement and termination processes and decisions.

Workplace health and safety

As BMT's processes involve hazardous materials, health and safety always comes first. Employees and contractors are instructed in our health and safety standards and procedures prior to commencing work. BMT provides safe and healthy workplaces and working conditions, education and necessary PPE to its employees and third-party workers.

Conditions of employment and work

BMT treats its employees fairly and protects them from violence, harassment, abuse and threats. Privacy is respected, and personal information is protected from misuse, interference and loss and from unauthorised access, modification or disclosure.

BMT employees are paid above the living wage for their location, as well as annual leave, holidays, parental leave, and personal leave to cover times of illness, and compassionate/carer's responsibilities. Overtime is voluntary and is negotiated with the employee.

Freedom of association

BMT employees are free to associate with organizations of their choice for the purpose of protecting their employment interests. Worker's organizations are allowed to function independently without interference.

Corruption and bribery

BMT opposes corruption and bribery and will take precautions to prevent it from occurring in legal matters and company business. BMT employees that are in a role exposed to the potential for such practises receive instruction on how to identify and prevent them from occurring. Any personnel found to be participating in corruption or bribery practises will have their employment terminated.

Local communities

BMT companies want to be a good neighbour in the communities where we are situated. We support local initiatives and clubs active in welfare, culture and sports via in-kind and financial contributions.



Paul Vorstermans,
CEO of BMT International
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