



Sustainability Report **2017**



Tessenderlo Group

EVERY MOLECULE COUNTS



Table of contents



Preface	4
About Tessenderlo Group	6
A diversified industrial group.....	8
Global footprint.	10
Sustainability & corporate social responsibility at Tessenderlo Group.....	12
Our people.	15
Human resources	16
Our guiding principles & attitudes.....	20
Training & talent management	22
Safety and health	26
Social activities	35
Our planet.....	38
Efficient agriculture	42
Smart transformation making high quality ingredients	46
Sustainable water management and building components	50
Water treatment, cleaner water and much more	54
Sustainability in industrial businesses, mining & industrial and MPR services	58
Our community.....	62
GRI index	70

PREFACE

Tessengerlo Group is driven by a bold and inspiring vision: We want to ensure that life on our planet will thrive by helping to create a world that makes the most of its resources. This vision entails growing more food than ever before, using water as intelligently as possible, tackling the world's shortage of natural resources and creating value from bio-residuals.

We aim to fully understand what is happening in the world around us to determine how we can build the business of tomorrow by successfully addressing those issues. To achieve this objective we realize that we need to do things differently.

Behind everything we do lies a simple philosophy: Every Molecule Counts. This tagline defines our unique attitude to sustainability and practical innovation. It encompasses the power of an idea or action, however small, to change the world.

Tessengerlo Group continually strives to find more sustainable solutions. We aim to minimize our ecological footprint and to maximize the contribution of our products in the evolution towards achieving a green economy. We offer various products and environmentally friendly solutions, in which we typically reclaim and transform by-products from other industries.

Sustainability and a long-term focus have been a recurring theme in our story for almost 100 years. Whether it is in the products and solutions we supply or the way in which we produce them, the care we show towards our planet and its resources is at the very heart of all of our businesses.

We are aiming at developing our businesses that have attractive markets around the world, with good profitability and good growth drivers, in which our top three position has been attained or is attainable, and where we can help in developing solutions to mega-challenges.

We are therefore building our group with a clear focus on agriculture and food, water management, which gives new life to bio-residuals, and a carefully selected choice of speciality industrial applications where our expertise enables us to make an improved use of resources. We are optimistic about our value creation options in this new era for food, energy and recycling. This is because we believe that Every Molecule Counts.

It is our ambition to continue our efforts in the future towards being a responsible and sustainable company that further strengthens our relationship with our stakeholders. Our key stakeholders are our employees, customers, shareholders, governments and regulators, trade unions and suppliers. The publication of this first sustainability report from Tessengerlo Group is therefore a new and important step in regard to making our sustainability efforts more visible to our environment.



Luc Tack
Managing Director



Stefaan Haspeslagh
Chairman

ABOUT TESSENDERLO GROUP

With a history that dates back to 1919, Tessenderlo Group has evolved over recent years from a chemical company into a diversified industrial group that focuses on agriculture, valorizing bio-residuals and providing industrial solutions.

With 4,547 people working at over one hundred locations across the globe, Tessenderlo Group is a leader in most of its markets. We serve customers in agriculture, industry, construction and health and consumer goods end markets.

Tessenderlo Group realized a consolidated revenue of 1.7 billion EUR in 2017. The company is listed on Euronext Brussels and is part of the Next 150 and BEL Mid indices. Financial News wires: Bloomberg: TESB BB – Reuters: TesB.BR – Datastream: B:Tes.



A DIVERSIFIED INDUSTRIAL GROUP

Tessenderlo Group's activities are subdivided into three operating segments:



The **Agro** segment combines our activities in the production, trading and marketing of crop nutrition (liquid crop fertilizers and potassium sulfate fertilizers) and crop protection products. The Agro segment includes the Crop Vitality[®], Tessenderlo Kerley International and NovaSource[®] business units.



Our activities in animal by-product processing are combined in the **Bio-valorization** segment. This consists of PB Gelatins/PB Leiner (the production, trading and sales of gelatins) and Akiolis (the rendering, production and sales of proteins and fats). The Bio-valorization segment includes the PB Leiner/PB Gelatins and Akiolis Group business units.



The **Industrial Solutions** segment includes the production, trading and sales of plastic pipe systems, water treatment chemicals and other activities such as the production, trading and sales of mining and industrial auxiliaries, services for the treatment and disposal of produced and flow-back water from oil and gas exploration, as well as the recovery of industrial process fluids. The Industrial Solutions segment includes the Plastic Pipes Systems (PPS, with DYKA, JDP, Nyloplast and BT Bautechnik), Performance Chemicals, Mining & Industrial and MPR Services business units.

GLOBAL FOOTPRINT

Worldwide locations and an international culture shape our global footprint.

Tessengerlo Group is marketing its products and services worldwide. With employees from nations and locations around the world, we achieve a strong presence in mature and emerging markets.

The Tessenderlo Group headquarters are located in Troonstraat 130, Brussels (Belgium).

Agro segment

15 production plants: US (12 production plants and more than 100 terminals), Belgium (1), France (1) and Turkey (1), and 20 terminals in Europe and Mexico.

Bio-valorization segment

PB Gelatins/PB Leiner: 3 production plants in Europe (Belgium, Germany, UK), 1 in China and 3 in the Americas (US, Argentina, Brazil).

Akiolis Group (France): 3 production plants, 29 collection centers (Atemax)/ 8 production plants, 19 collection centers (Soleval)/ 1 production plant (Violleau).

Mining & Industrial and MPR Services

PPS: 7 production plants (2 in the Netherlands, 1 in Belgium, 1 in France, 1 in Germany, 1 in Poland and 1 in Hungary) and more than 70 branches in Europe
Performance Chemicals: 4 production plants (2 in Belgium, 1 in France and 1 in Switzerland)
Mining & Industrial, MPR Services & ECS: 3 plants (US).



SUSTAINABILITY & CORPORATE SOCIAL RESPONSIBILITY AT TESSENDERLO GROUP

Sustainability and corporate social responsibility are inextricably part of the strategy and daily actions of Tessengerlo Group. This includes continuously deciding, acting and investing with the future in mind.

We are convinced that sustainability efforts help us to establish strong relationships with our employees, customers, suppliers and other stakeholders. They enable us to attract and retain new talent, while at the same time it also provides a strong impetus for innovation. Within Tessengerlo Group, we want to act according to the expectations of our current and future stakeholders, and create value for our company in the long-term.

Tessengerlo Group resolutely chooses a sustainable production process that shows maximum respect for people, the planet and the community.

This is why Tessengerlo Group is focusing on the following three important pillars in this report:

OUR PEOPLE

Within Tessengerlo Group, we want to continuously invest and take good care of our greatest strength, which is our human capital: our people.

OUR PLANET

Tessengerlo Group makes every effort to limit the impact of our activities on our planet by thinking, deciding and acting in a sustainable way.

OUR COMMUNITY

From Tessengerlo Group, we work actively together with the environment in which we live and strive to meet the expectations of our stakeholders in the communities and environments where we work and live.

REPORTING METHOD AND PERIOD

In this first sustainability report of Tessenderlo Group we are providing an overview of the most relevant objectives, efforts and results in terms of sustainability for 2017.

This sustainability report contains data from the GRI Guidelines (Global Reporting Initiative) regarding reporting on sustainable development (version 'core criteria') and was not subject to an external audit. The follow-up table is included in this report. The GRI indicators used in this report are indicated for each theme. From now on, Tessenderlo Group will publish an annual update of this report.

For any questions, please do not hesitate to contact us at sustainability@tessenderlo.com.

The sustainability report of Tessenderlo Group is also available on www.tessenderlogroup.com/sustainability.



OUR PEOPLE

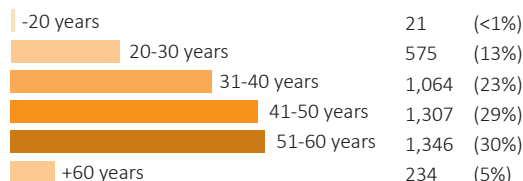
As at December 31, 2017, the total number of employees (FTE) working for the group amounted to 4,547. Out of this total, 881 employees were active in the Agro business, 2,026 employees were active in the

Bio-valorization business and 1,641 employees were active in the Industrial Solutions business. 3,383 of the group's total personnel are employed in Europe, 945 are employed in the Americas and 219 are employed in Asia.

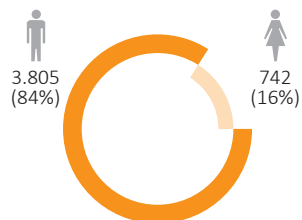
TOTAL NUMBER OF EMPLOYEES



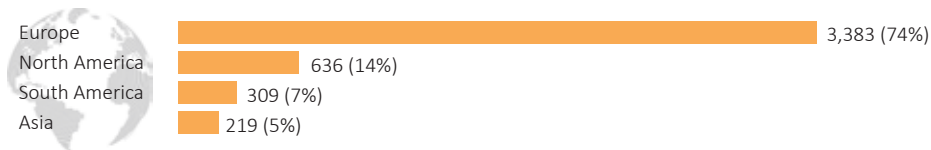
GLOBAL EMPLOYEES PER AGE GROUP



GENDER DISTRIBUTION OF GLOBAL EMPLOYEES



SPLIT PER REGION Total Own FTEs



OUR PEOPLE

DEVELOPING HUMAN RESOURCES FOR SUSTAINABLE GROWTH

Tessengerlo Group relies on a team of experienced professionals and this contributes towards our realization of the business and strategic objectives across all areas.

We strongly believe that our people are our greatest asset. In a global business where knowledge and expertise are essential, we build on our experienced and motivated employees, who have an in-depth knowledge and understanding of both the group and our products.

HR managers, who make up part of each of the different management teams, are focused on shaping the organization, defining clear roles and responsibilities, as well as attracting, retaining and developing the right people and building motivated teams that will realize the objectives of the group. They also guide each company through the changes necessary for the successful implementation of the transformation plans.

We must ensure that our employees, as individuals, are fully prepared at all times in order to respond to both the short-term and long-term challenges we face, as well as to work productively in result-driven teams. It is for this reason that we have defined the following seven HR pillars for sustainable growth:

1st PILLAR:

Shaping the right and lean organizations that will be able to most effectively support the different business models.

2nd PILLAR:

Attracting the right people for the right jobs.

3rd PILLAR:

Explaining to our people and engaging them as regards the ways in which they can make even better contributions to the execution of our strategy. This can be realized by developing annual performance cycles, continuous feedback, recognition plans and clear communication.

4th PILLAR:

Seeking to further empower our people and create motivated teams through a smart combination of dedicated coaching and teambuilding. This will ensure that we have flexible and agile employees.

5th PILLAR:

Training and developing all of the talent in our group. The concept of talent management is considered to be a key process within our organization and it is therefore the responsibility of every leader and manager in the organization to commit to this objective. In this respect, on-the-job training and a permanent feedback culture are fundamental elements.

6th PILLAR:

Offering a solid reward system with benchmarked and competitive salary packages and benefits. Benchmarking is undertaken via professional salary surveys and we also provide medical insurance for our employees and pension schemes in every country in which we operate.

7th PILLAR:

Following the Group Compliance policy and Ethical Code at all times.

Within our annual performance cycle, clear objectives that are in line with our strategy execution are defined internally in each of the different BUs. Each BU has a communication plan to cascade these objectives down to the shop floor and to communicate them into the minds, hearts and hands of our team members.

To develop, support and sell its products & services, Tessengerlo Group must be able to attract and retain skilled employees with specialist know-how.

Tessengerlo Group's strategy could be undermined by the company's inability to attract or retain employees in key positions, or by the unexpected loss of experienced employees. Tessengerlo Group will continue its efforts to recruit, retain and develop a competent workforce and manage key talent throughout its global organization.

OUR PEOPLE

Business ethics

All employees and subsidiaries of Tessengerlo Group worldwide comply with the applicable laws and regulations of the countries in which they operate, with the Tessengerlo Group Code of Conduct and are expected and required to comply with the contents of the Code of Conduct.

Tessengerlo Group requires honesty and integrity from all employees in the application of the Code of Conduct and in all aspects of their business and expects the same of all their partners. Tessengerlo Group complies with generally accepted international standards for business practices, which form the basis for its activities and relations worldwide. For those also in a position of leadership and management at Tessengerlo Group, this means, among other things, that they show “zero tolerance” towards violations of local/international laws and all infringements of The Code of Conduct, other company rules and regulations. The protection and care of people and the environment represents a significant part of Tessengerlo Group company policy.

Bribery and corruption

Tessengerlo Group complies with the Foreign Corrupt Practices Act, with other country specific and appropriate anti-bribery laws and with the basic principles of the International Chamber of Commerce (ICC) Rules of Conduct to Combat Extortion and Bribery and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions Convention of 1997. All employees of Tessengerlo Group may never offer, provide or receive any financial or other inducements in order to obtain, retain or alter business contracts or for the purpose of influencing decisions.

Breach of laws and regulations, or of Tessengerlo Group’s policies – such as the Code of Conduct – regarding fraud, anti-trust, corruption, conflict of interests and other similar areas could have serious repercussions for the group. Potential impacts include prosecution, fines, penalties, and contractual, financial and reputational damage.

People and employment

Tessenderlo Group worldwide ensures respect for all basic human rights. Tessenderlo Group does not tolerate any discrimination or harassment on the grounds of race, color, gender, religion, origin, civil status, family circumstances, feelings or sexual orientation, disability or age. Tessenderlo Group expressly does not permit the use of child labor through the Company and its suppliers.

Gender diversity at board level

On December 31, 2017, the Board of Directors is in full compliance with the Law of July 28, 2011, requiring that as of January 1, 2017, one-third of the members of the Board of Directors should be of the opposite gender. In the board selection process, the necessary attention will further be given to the implementation of this rule.

Tessenderlo Group has no formal employee diversity policy, but it considers all qualified applicants for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, disability status or protected veteran status.

NEW IN 2017: CODE OF CONDUCT

In 2017, a Code of Conduct was drafted and incorporated into our organizational DNA. Our Code of Conduct builds upon the 10 Guiding Principles of Tessenderlo Group, together with our 6 Attitudes. Fundamentally, the Code of Conduct sets out how we intend to continue to fully comply with the laws and regulations in all regions where our organization is operating. Compliance with the Code of Conduct is mandatory and we urge every employee to let the Code of Conduct guide their daily work activities and actions, and place it at the heart of all of our internal and external relationships. As from March 2017 onward, a series of explanatory conference calls, local information and mandatory online training sessions were organized to inform all managers in the Tessenderlo Group. The Tessenderlo Group leadership and management team received a copy in print of the Code of Conduct and onboarding for new hires is organized.



OUR PEOPLE

OUR GUIDING PRINCIPLES & ATTITUDES

Over the years, Tessengerlo Group has become a diversified industrial group with operations and a commercial presence in more than 100 locations across 21 countries around the globe. Whilst we have grown and expanded into new businesses and regions, we have maintained an unwavering commitment to perform with integrity, which has and will remain at the center of our activities. Our attitudes and guidelines are key in creating a strong company culture that focuses on operational excellence and innovation and sustainable growth. The following principles guide our relationships with our shareholders, customers, employees and communities.

OUR GUIDING PRINCIPLES

1. Our main **focus is our business** and we do everything we can to get better at what we do.
2. The **Safety and Health of everyone** in our business is more important than any other subject.
3. **Our people are most important:** all leaders need to enthuse, to challenge, to develop and to recognize.
4. **Customer intimacy** is at the center of our attention and we shall valorize our products to the maximum.
5. **Operational Excellence** is a top priority.
6. **Overhead costs** must be kept to a minimum in order to improve competitiveness.
7. We are **dynamic** and have an **entrepreneurial** spirit in the Group: Challenge and execution are key.
8. We **fight and win** the battle in the market by assuming our responsibilities and taking the right actions at all levels.
9. We want to fully **exploit the knowledge within the Group** and have Group experts & services to assist the businesses on the projects.
10. We carry out the **positive, courageous, curious and connected** attitudes and demonstrate **decisive & focused** behavior, ensuring the highest standards of ethical behavior within our **Code of Conduct** at all times.

OUR ATTITUDES

POSITIVE

Build, develop and challenge our strengths

CURIOUS

Open-minded on how to become better,
leaner and more flexible

CONNECTED

Connect people and ideas

COURAGEOUS

Entrepreneurial spirit is everyday hard work

DECISIVE

Take and execute decisions; take action and do
what has to be done; making sure it happens

FOCUSED

Focus on our business, delivery and
being the 'best in class'

OUR PEOPLE

TRAINING & TALENT MANAGEMENT

We cherish talent and actively help our people to grow and flourish. Through dedicated training programs and coaching, we seek to empower our people, ensuring that they are flexible, agile employees, while simultaneously encouraging them to think about how they want to contribute to Tessengerlo Group - both today and tomorrow.

We train and develop our people because we know that they are critical to the success of our business and our ability to execute our business strategy better than all of our competitors. We foster a culture of having high expectations for the personal growth of our employees. We support and encourage the continuous learning of our employees by offering job-specific, in-person and online training.

Talent management is a key process within our organization. As our business is constantly growing, we offer challenging jobs for enthusiastic people with backgrounds in Engineering, Sales and Business Development, as well as Operations and General Management. We offer many opportunities in terms of personal development.

On-the-job training and a permanent feedback culture are key factors, but we also organize learning and training programs for all levels of employees. We build on the strengths of one another and we deploy our people in a complementary manner. Within our Talent Review Process we carefully prepare career paths and develop our talent for the future.



EXAMPLES

In May 2017, the business units within **Tessenderlo Kerley, Inc.** began the implementation of a multi-year business strategy (Our GPS Journey) that specifically includes a significant investment in tools, development and personalized training in order to support business optimization and employee engagement. Over the past 70 years, Tessenderlo Kerley, Inc. has grown and been highly successful, becoming a major contributor to the overall performance of the Tessenderlo Group. As we start a new road trip towards the next stage of our development, our GPS will help us continue to grow and build on the results and culture that Tessenderlo Kerley, Inc. has already established. Our GPS represents our journey to realize our vision of 'being a leader in the customer-centric innovation of our products and services.'



In May 2017 our colleagues from **Tessenderlo Kerley, Inc.** at the Wynnewood plant (Oklahoma, US) welcomed Operators and Managers from the new Thio-Sul® plant in Rouen, France (**Tessenderlo Kerley International**). During 2017, our colleagues from the French team received several training sessions regarding preparing the new plant in France that started production later on in the same year.



DYKA first training sessions of the Sales Academy: The world around us is continually changing. We live in a digital age where customers have access to all kinds of information such as new product developments, price information, etc. This in turn has an impact on the role of the sales professional. Therefore, DYKA, wants to prepare its teams for “sales in the third millennium” by developing the ‘hardware’ (sales account plans, competitive intelligence, CRM, etc.) and ‘software’ (individual sales competences) skills of its sales teams. In this connection, we have launched a Sales Academy as one stage in the bigger picture of realizing the ambitious business goals.



In 2017, a new membrane electrolysis plant for the **Performance Chemicals** BU was built in France and this saw operators receive several training programs. This proved to be an indispensable foundation that is required to assimilate all of the skills necessary for the management of the production units.



An efficient and continuous production process starts with properly trained operators. To make this a priority in 2017, we have appointed several instructors at our Vilvoorde branch of **PB Leiner/PB Gelatins**, who will be responsible for writing SOPs, providing guidance to new employees and organizing and coordinating training at the workplace. The instructors will receive assistance and support from Vapro, which is a third party training organization that specializes in workplace learning.



Akiolis Group has an ambitious staff training program. Key examples include eco-driving courses and management training for team leaders at Atemax and Soleval. Our collection staff team has taken an eco-driving course with the aim of reducing diesel consumption during collection operations. This form of training results in road safety benefits for our staff and other road users, as well as reduced claims (equipment and vehicles).

OUR PEOPLE

SAFETY AND HEALTH

Tessengerlo Group is committed to protecting and improving the safety, health and general well-being of its employees, customers, suppliers and neighbors by preventing or limiting its activities and products from affecting people and the environment. Tessengerlo Group's Safety and Health Policy is integrated into company processes, operations and systems. The protection of employees, customers, suppliers, visitors and neighbors against unacceptable risks overrides economic considerations and must not be compromised. In the event of any doubts, the overriding principle of precaution must apply.

We have specific metrics programs and processes that are dedicated to maintaining our superior safety ratings throughout all of our businesses.

Our employee safety programs are aimed at providing the necessary training, procedures, equipment and follow-up to guarantee a culture of safety. It is our responsibility to ensure that our employees can work in a safe work environment and we are responsible for clearly communicating expectations regarding how to work safely via awareness programs, audits and improvement measures. Tessengerlo Group works to achieve zero fatality rate globally.

SAFETY AND HEALTH POLICY OF TESSENDERLO GROUP

Tessengerlo Group and all of its subsidiaries embrace and comply with its legal, ethical and moral responsibilities, in terms of protecting the safety and health of employees, contractors, customers and the people of the communities in which we operate. We will always conduct our business to the highest practicable standards.

Tessengerlo Group's leadership, management and all employees will act at all times to safeguard the safety and health of all. No business goal, target or job is more important than ensuring this objective is realized. To fulfill those responsibilities, Tessengerlo Group will ensure that the appropriate level of resources is made available, together with the commitment to continuously

improve safety and health performance. It is the role of Senior Leadership to determine, deploy and manage the required resources to meet Tessengerlo Group's responsibilities. All employees and others engaged by Tessengerlo Group are expected at all times to fully comply with applicable regulations and local processes that are determined necessary to protect safety and health. Every accident and life threatening incident will be thoroughly investigated to determine and implement the improvement actions required to prevent any repeat event. All employees are expected to report all such events to local management so that the appropriate procedures can be followed. Safety and health will always be a fundamental value of Tessengerlo Group.

OUR PEOPLE

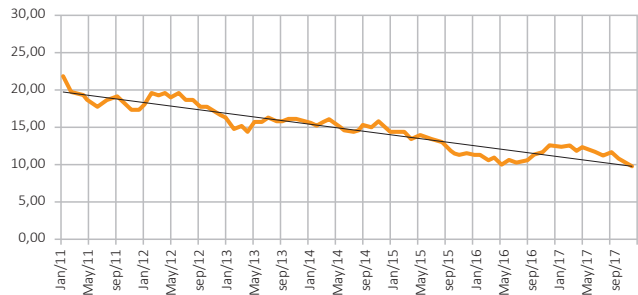
SAFETY AND HEALTH GROUP SAFETY PERFORMANCE IN 2017

GROUP SAFETY PERFORMANCE

During 2017, we continued to focus on the improvement of safety and health within each BU. Management has made this the number one priority and is regularly present in the workplace to conduct audits and inspections to ensure compliance and drive improvements. Safety and health performance is reviewed each month with the senior management of each BU and challenging targets are set each year in terms of realizing a continued reduction in accidents and incidents.

We have achieved significant reductions in lost time incidents across the Group as a result of this vigorous focus. The group is also especially pleased with the exceptional 2017 SHE record during the construction and commissioning of new operating facilities in East Dubuque (US), Billings (US), Rouen (France) and in Loos (France). In this respect we have achieved levels of SHE performance that are significantly below industry benchmarks.

TESSENDERLO GROUP LOST TIME ACCIDENT FREQUENCY RATE





AGRO

The Tessenderlo Kerley Safety Department supports programs and practices at more than 20 plants and terminals.

2017 saw no less than 10 company facilities realize the achievement of operating for over 10 years without a lost time incident and now more than 50% of all the Tessenderlo Kerley, Inc. facilities have operated for over 20 years without a lost time incident. The Tessenderlo Kerley, Inc. plant in Burley, Idaho (US) has maintained its Star status in the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) for over 10 years now. The Star status in the OSHA VPP is the highest level of achievement within the program and it is indicative of excellence in safety performance based on the program standards.



BIO-VALORIZATION

Our Gelatin Business Unit achieved excellent results for 2017 at the majority of its worldwide sites. At the end of 2017, the Lost Time

Incident Frequency Rate at many facilities was at historic lows and reflected the commitment from management regarding rigorously implementing new initiatives, new procedures and behavioral safety practices. The focus on the reporting of 'near miss' incidents has also led to the ability to further eliminate unsafe conditions and behavior, resulting in more improvements.

At Akiolis, safety at work has remained a key area for management. Akiolis employees are faced with many challenging work environments and the number of lost time accidents in 2017 significantly declined as compared to 2016. This is because the resources devoted to further improvement were increased.



INDUSTRIAL SOLUTIONS

Within the PPS BU, each operating site is implementing a Safety Excellence Program and

made great progress in 2017 towards realizing the completion of all of the modules. Driver compliance, safety and effectiveness training programs, together with improved transportation planning, are contributing to reducing the fuel consumption and CO₂ emissions.



EXAMPLES

In 2017, the Work Safety Area at **PB Gelatins/PB Leiner** in Brazil, together with the CIPA Members and Managers, held the Internal Worker Prevention Week with a theme relating to human behavior that states: “There is no work which is so urgent that it cannot be done safely!” The Internal Workplace Accident Prevention Week (SIPAT) aimed at raising awareness and mobilizing employees with regard to the change of culture (safety behavior) in our work environment as we know that this is a major factor that influences both present and future results. Some of the subjects discussed in the lectures related to attitudes that can avoid accidents, mutual help with work colleagues and other topics that connect to the behavioral safety factor. At the end of SIPAT, all employees started to put into practice all of their learnings from the week.



In the fall of 2017, our Coffeyville team of **Tessengerlo Kerley, Inc.** celebrated 20 years without a lost time incident. An event to commemorate this great achievement took place on December 16, 2017 in Bartlesville, Oklahoma at the Wolaroc Museum & Wildlife Preserve.



In 2017, **Tessengerlo Group** organized for the first time a “Wellbeing at Work Week” at its headquarters in Brussels. During the third week of September, several workshops were staged, including a chair massage and a “Time to Relax” workshop where participants learned breathing and relaxation techniques. A special lecture on burnout was given to first line managers and pedometers were handed out for the “Take the Stairs Day.” The week was concluded with a healthy lunch on the Friday.

In June 2017, our firefighters of **Tessengerlo Kerley Ham** received a theoretical and practical training session at the firefighter's school in Genk (Belgium). It proved to be a very intensive training session in which they practiced nozzle techniques in containers with smoke and fire. During these simulation exercises, they learned how to deal with shortness of breath and use infrared cameras to track down victims in a smoke-filled environment.



In 2017, **DYKA** launched a program entitled “How fit are you?” With this program, it aims to promote the vitality of employees and the employability (sustainability) of our team members. Therefore, the objective is to offer a vitality program to provide each individual employee with tools, according to his or her specific needs, for a healthier lifestyle. This involves working on improving their physical shape, a healthier eating pattern or quitting smoking.

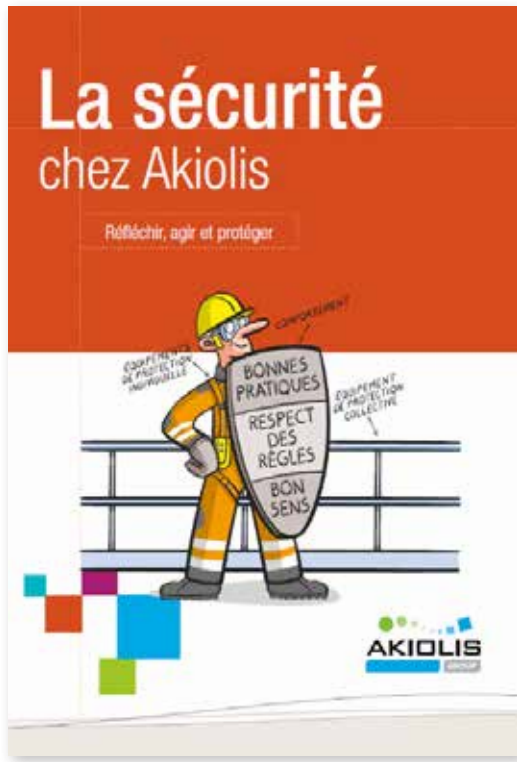


In early July 2017, a Safety Day was organized in Lille for the management team of the **Performance Chemicals** business unit as well as the sales team and all of the managers from Loos (France). Different workshops were organized throughout the day around the theme of safety, including one from a theater company that performs plays relating to safety themes. The main message transmitted was that safety is the responsibility of each and every person in our company. The day was concluded with a team building exercise in the form of a treasure hunt on foot.



During the final week of April 2017, **PB Gelatins/ PB Leiner** in Argentina held its traditional SIPACMA week (this is the internal week for the prevention of accidents and promotion of care for the environment). Various different workshops were staged, the topics of which included foodborne diseases, unsafe driving behavior, waste management at home, how to react in an emergency situation and how to deal with stress, etc. Participants also had the opportunity to share with colleagues and their families the “Family Integration Day” as part of SIPACMA.





A flagship initiative in 2017 at **Akiolis Group** was the production of a Safety Manual detailing the rules and best practices applicable across the group. A copy of the manual was issued to all line managers, whose role is to brief all staff and new arrivals, including temporary staff. Accompanying the manual in 2017 will be an e-Learning session in 2018 aimed at validating learning outcomes and ensuring that each staff member is sufficiently familiar with recommended practices at Akiolis.



In 2017, **JDP** retained a Bronze accreditation for the second year in a row for its Fleet Operator Recognition Scheme (FORS) audit. In 2017, JDP also renewed one-third of its fleet with the latest low emission engines. The catalytic converters are now so efficient that they clean the surrounding air by removing more pollutants than the engine produces.

OUR PEOPLE

SOCIAL ACTIVITIES

Tessengerlo Group firmly believes in the importance of the recognition of teams based on positive reinforcement. This can be linked not only to achieving certain results to help growth, but also to life events. Our employees spend a lot of their time at work and often “go the extra mile” for the company. Therefore, we believe they should be celebrated and respected for these efforts. We use various occasions like company anniversaries to organize get togethers for our teams as well as family and friends. Our aim is to ensure our people can share the pride they have in their work and what we do as a company with those in their personal lives. Social activities are important in contributing to the wellness of each of our employees and building a positive company environment and culture.



EXAMPLES

In 2017, **Tessengerlo Kerley, Inc.** celebrated 70 Years of Growth. We reached this milestone thanks to the efforts made by everyone in the Tessengerlo Kerley, Inc. family. Since the Kerley brothers founded our business in 1947 in El Paso, Texas, Tessengerlo Kerley, Inc. has grown to incorporate over 500 dedicated employees who are spread around more than 15 locations in the United States. To mark this achievement, celebrations were held at multiple locations across the country. Some celebrations included picnics, bowling, baseball games and other fun activities.

Every two months, **Akiolis Group** holds a breakfast for all staff at the head office. The various departments take it in turn to provide an update on their activities. The aim is to allow staff to get to know each other better, promote a greater understanding of our business areas and develop synergies. Five breakfast sessions were held in 2017.



On 30 September 2017, **DYKA** in Belgium celebrated its 40th anniversary with an Open Day at its business premises in Overpelt. In the presence of Luc Tack (CEO Tessenderlo Group) and Stefaan Haspeslagh (Chairman Tessenderlo Group), over 500 employees and family members visited the production sites, the quality service and the technical service.



In October 2017, SOTRA SEPEREF, announced that the company would begin operating under a new trading name. It is now known as **DYKA France**. At the same time, the company unveiled new growth investment plans that involve the expansion of its production hall and the purchase of a new extrusion line for plastic pipes. Celebratory ceremonies were organized for all people involved to mark this news.



JDP celebrated its 45th anniversary in 2017. Steve McLellan, Managing Director “People are at the heart of JDP, and the recent Gold award from Investors in People proves that our values and culture makes the company a great place to work. JDP has been providing quality customer service throughout the UK for the past 45 years. However, we would not have been able to achieve this success without the ongoing support of our customers and employees.”

OUR PLANET

The challenges that the world faces - from climate change and population growth to food shortages and economic crises - are the basis for our search for products and processes that create value for all our stakeholders.

There is no need to debate the fact that our planet is warming up. Overwhelming scientific consensus argues that humans are causing this warming through the emission of greenhouse gasses, mostly from the burning of fossil fuels. A warmer planet creates the effect of changing weather patterns. These changes have an impact on fresh water availability. Climate change also affects our ability to produce sufficient food in a reliable manner. It influences our ecosystems and biodiversity, as well as the spread of diseases. Overall, severely changing weather patterns are increasingly having a profound effect on our lives, our economies and our societies. Climate change is the single most important factor that will define our future market environment.



GROWING POPULATION

We live on an increasingly crowded planet. According to a United Nations report launched in 2017, the current world population of 7.6 billion is expected to reach 9.8 billion by 2050. With approximately 83 million people being added to the world's population every year, the upward trend in population size is expected to continue. Catering for the needs of nearly 10 billion people is both an opportunity and a challenge. Such an increase will inevitably have an impact on climate change and our natural resources, ecosystems, raw materials and land availability.

IMPROVING STANDARDS OF LIVING

The global population is not only growing in terms of numbers. Global affluence is also increasing on average. Whilst not every region or country of the world is benefiting from this development, China, Brazil and India are making big strides forward. Notwithstanding the fact that wider affluence has many positive aspects, it will create a market environment with more people consuming more goods. And this means it will be more difficult for supply to keep up with demand. Improved standards of living are also linked to increasing urbanization; more people are now living in cities than ever before.



OUR PLANET

EVERY MOLECULE COUNTS


Every human being has the right to food and we believe that it is our responsibility to help make this possible through more efficient and sustainable agriculture.

As demand outstrips nature's capacity to provide fresh water, and due to a lack of infrastructure, one billion people in the world lack access to sufficient clean water. We offer solutions that promise a reduction of water use in agriculture and improve water management and quality – these represent important steps towards conservation and wider access. The earth's natural resources are being squandered by some who think that supplies are endless. Indeed, many such resources are either burned or dumped as waste after use. The reality is that these resources can never be replenished. Therefore, in order to avoid depleting resources that should be available to future generations as well as our own, we provide solutions to further reuse and recycle materials, hence adding value to them.

Our challenge is to contribute to making a significant improvement in the efficient use of raw materials, especially residuals or by-products from natural origin. This will mean we are making the most of the resources.

For this reason, we are committed to finding new and more sustainable ways in order to successfully address the following mega-challenges:

- Maximizing food production
- Optimizing the use of water
- Using our resources more responsibly
- Making better use of bio-residuals



Environment

Tessengerlo Group is aware of the impact its production operations have on the planet. Tessengerlo Group wants to take its responsibility and minimize the impact of its operations on the planet. It will continue to explore ways to reduce its environmental footprint in every aspect of its operations. For example, the group has started in 2017 the conversion from fuel to gas (LNG) for the firing up of its furnaces of Tessengerlo Kerley International's production plant in Ham (Belgium). Tessengerlo Group has the intention to publish in future reports KPIs and actions taken to reduce its footprint.

Tessengerlo Group's activities are also subject to environmental regulations, the non-compliance with which could bring substantial costs and could also lead to disputes in environmental matters. Tessengerlo Group activities are subject to the environmental regulations of national and local authorities, which in some cases may even impose no-fault liability. Consequent liability on the part of Tessengerlo Group could negatively impact its activities. The environmental regulations in the markets where Tessengerlo Group operates are becoming ever stricter, with a growing emphasis on compliance.

OUR PLANET

EFFICIENT AGRICULTURE


- We help to boost the world's food production with our fertilizer business

Food security will continue to be one of the most important issues facing the world. A global population of nearly 10 billion by 2050 means advances in food production technologies will be needed to meet extra nutritional requirements by creating more production per acre. This is a daunting challenge considering the fact that one billion people currently go to bed hungry each night.

Through the responsible use of crop protection products, including insecticides, herbicides and fungicides, growers will remain able to provide high quality, nutritious, abundant and affordable food to the world. The NovaSource® crop protection portfolio will continue to be an important part of integrated pest management in the niche fruit and vegetable crop sector.

Water supply is another limiting factor to growing more food. By 2030, it is estimated that the world will experience a 30% shortfall in freshwater supply at current consumption rates. We seek to address these issues by concentrating on the research and development of new techniques in food growing coupled with research in best practices that employ the latest conservation and precision technologies.

Crop Vitality® assists in regard to reducing leaching and the runoff of nutrients into waterways. Our products are uniquely positioned to meet the demands of government regulations and policies. We work with growers to maintain their nutrient management programs and we provide solutions for minimizing nutrient runoff. The Crop Vitality® Innovation and Learning Farm focuses on studying solutions to the challenges of global food production and water conservation. Agricultural research, education and extension programs as well as collaborating with external resources help us to achieve improvements in the way in which we interface with our customers and farmers.



A growing global population and global prosperity means more demand for meat. This in turn means more grain is required to feed cattle, pigs and chickens that are raised for human consumption. Fertility is a critical aspect of soil health. Every time a crop is grown and harvested, nutrients are taken from the soil and these nutrients must be replaced in order to continue producing food, feed, fuel and fiber crops. Sulfur, nitrogen, potassium, calcium and magnesium fertilizers make a vital contribution to healthy, productive soils by providing the nutrients that plants need for growth. The world's farmers must produce more food, fuel and fiber. And they will need fertilizers like those that are available from Crop Vitality® to succeed with this objective.

At several of our production facilities, Crop Vitality® employs backward integration to transform their specific chemistries into sustainable plant nutrients, which results in the decrease of environmental exposure, a decline in hazardous materials transportation and a reduction in our carbon footprint.

OUR PLANET

EXAMPLES OF SUSTAINABLE AGRICULTURE PRODUCTS AND APPLICATIONS



Thio-Sul® is the world's most widely used ammonium thiosulfate (12-0-0-26S) product. Adding Thio-Sul® to the fertility programs of our customers will enhance crop health by delivering essential sulfur, inhibiting nitrification, improving soil health and maximizing nutrient uptake in high pH soils.



SoluPotasse® is the world's undisputed premier soluble potassium sulfate. This premium product has an excellent reputation in terms of both quality and brand recognition. SoluPotasse® enables a more precise application of nutrients in drip irrigation systems and this reduces both the volume of fertilizer and water required, while also ensuring minimal environmental impact.



Surround® is NovaSource®'s kaolin-clay based solar protectant and insect repellent. It is typically used in climates with low rainfall and high temperatures. Many crops (e.g. nuts and fruits) grown in these weather conditions are damaged by the sun and certain insects. To this end, climate change might increase the need for organically-based solar protectants such as Surround® to enable growers to maintain crop yields and quality.


OUR PLANET

SMART TRANSFORMATION MAKING HIGH QUALITY INGREDIENTS

- We extract collagen from discarded materials in the food chain to produce high value products
- We collect organic by-products from upstream customers and transform them so that they will acquire a new value downstream

PB Gelatins/PB Leiner valorizes side streams of the meat industry to functional and health ingredients for the food and pharma industry. In most countries, pig skins, beef hide and bones are products that are used for human consumption either in limited quantities or not at all. By splitting those streams in high value proteins for human consumption and fats for bio fuel, pet food and feed, we contribute to a more sustainable world. We also produce dicalcium phosphate (DCP) from animal origin, which is suitable for animal feed. This phosphorus source replaces phosphorus from mining in the feed sector, thus leading to a reduced depletion of our natural resources. Furthermore, DCP from animal origin is better absorbed by chickens, which leads to less phosphorus pollution of open waters.

Whilst meat consumption in the Western world is slightly declining, the worldwide consumption of meat is still increasing due to the growth of global GDP. By continuously looking at how we can optimize our processes, we not only increase the yield but we are also able to upgrade the characteristics of our finished products. This results in a higher value creation of the consumed raw materials.



With collagen peptides, which are also known as collagen hydrolysate or hydrolyzed collagen, we are able to recover a protein from our raw materials that contributes to healthy aging and the numerous health benefits in relation to skin, bones and joints, weight management and sports nutrition. Consumers throughout the world are becoming increasingly aware of the benefits of nutritionally enhanced products, as well as the health impact of the ingredients in their food and beverages. Collagen peptides are a highly digestible protein obtained through the enzymatic treatment of collagen rich materials. PB Gelatins/ PB Leiner provides a complete range of high quality collagen peptides under the SOLUGEL® brand name.

OUR PLANET

SUSTAINABLE PRODUCTS & APPLICATIONS

At **Akiolis Group**, we help to create a more sustainable world through our operations. This means adding value to animal materials generated in the production of, but not included in, food for human consumption. In doing so, we are a link in an intelligent chain based on the recovery of co-products and by-products. Bonemeal, proteins and animal fats generated from these materials allow us to conserve fossil fuels and food sources. As a core element of the circular economy, the recovery of animal materials enables us to directly address the question of sustainable development.

Our business model is naturally aligned with the circular economy. As part of our service, we collect animal co-products and by-products for customers engaged in the meat industry (e.g. slaughterhouses, butchers and cutting plants) and in distribution (e.g. large retailers). Through appropriate treatment, we are able to harness the potential of these animal proteins and fats, which we then provide for manufacturers that require renewable materials for their own processes. Some examples:

- Our bonemeal and fats are a substitute for fossil fuels in generating green electricity or steam used in industrial furnaces, or indeed as a home heating source.
- Our proteins can be used to feed farmed fish. They are also a substitute for fishmeal, which helps to protect and conserve maritime wildlife.
- Our animal proteins can also be used to fertilize soil or be applied as a fertilizer to vines, fruit trees, vegetable crops and green spaces, and they conform to organic agricultural standards.
- Our animal fats are an ingredient in soaps and detergents, as a substitute for palm oil. The less palm oil we use, the less harm is inflicted on the Amazonian rainforest.
- Our fats and proteins are also an ingredient in food for dogs and cats.
- By collecting bones from slaughterhouses, we are also able to extract bone minerals used in gelatin production.



OUR PLANET

SUSTAINABLE WATER MANAGEMENT AND BUILDING COMPONENTS

- Our long life plastic pipe systems reduce water leakages in the supply network
- Incorporating recycled materials into our building products reduces the need for finite resources and landfill

Catastrophes relating to climate change have increased significantly in recent years and will accelerate further. Unpredictable levels of rainfall frequently overwhelm retention capacities, create flood damage and overrun water treatment facilities. We realize that no system is equipped to completely manage all flooding events but our PPS solutions for drainage and infiltration, as well as our storm water management systems, work effectively against the negative impacts of increasingly frequent rainstorms. These solutions reduce flooding and collect, store and manage sudden rainfall, which in turn prevent it from immediately spilling into rivers and retaining its capacity for re-use.



It is clear that too much clean water goes to waste. And this doesn't just apply to the developing world. In the developed world, poor quality pipework and leakages in distribution infrastructure result in the loss of one-third of all drinking water. Our PPS solution to this major problem is to supply high performance, long life plastic pipe systems that will reduce water loss in the pressure supply network. Our objective is to significantly reduce this staggering level of waste.

The trend of urbanization represents a massive challenge regarding water supply and sanitation management. Key environmental issues, such as sustainable urban drainage, green infrastructure and the increasing use of brownfield sites are causing the house building market to change. And the continuously growing population means that the market for construction materials is experiencing high levels of demand. The movement of people to cities has led to the increase in drainage



requirements with a wide network of connections. Pipes and fittings are the prerequisite for housing. And we have continued to diversify our product range to respond to these changes.

Drinking water will become the world's most valuable product over time. We currently face a mega-challenge in providing drinking water to everyone. In the future we need to become smarter in terms of managing our water supplies. Our plastic pipes will ensure the safe transportation of all different kinds of water; not only drinking water but also rain and waste water.

Practical innovation also means the creative use of our systems to support other challenges. Just as water pipe systems have clearly contributed to the health and wellbeing of people during the last few decades, legislation is now focusing on additional building standards with respect to air treatment. Fortunately

for the environment and energy consumption, the insulation of our houses has improved dramatically in recent times. However, this brings the risk of a decrease in the inflow of oxygen in our houses which can in turn mean the retention of humidity. Based on our considerable expertise in water treatment systems we are now converting this knowledge into air ventilation and treatment solutions that will contribute to a healthy climate inside houses.

Our pipes increasingly incorporate recycled material, giving new value to waste and reducing demands on finite resources whilst maintaining high quality levels. These superior pipes are now replacing piping made from less reliable or more resource-intensive materials, such as concrete, metal and clay.

OUR PLANET

EXAMPLES OF SUSTAINABLE PRODUCTS & APPLICATIONS



Since no-one wishes to waste precious drinking water through leakage, PPS not only provides reliable and long lifetime solutions for water distribution networks, but also, thanks to Bi-Oroc, manages to do so with arguably the best combination of high performance and low environmental footprint. Once water is used, PPS again provides durable leakage proof soil, waste and sewage solutions such as Solydo, ULTRA3 and DykaSono. Finally, when it's not about water but rather air for climate or ventilation systems in buildings, DykaAir has proven to be a leading air duct system, replacing traditional materials with features that meet the demands for more energy neutral housing.



PVC can have a service life of 100 years if it is used for a pipe system. Moreover, it can be reused up to seven times without a loss of quality. That is why DYKA is involved in the KURIO Recycling system, which is a system for the collection of used plastic pipes. There are green collection containers at the DYKA branches where clients can, under certain conditions, return used plastic pipe sections that they recover during demolition or replacement, or offer them for recycling. The plastic pipe waste is collected centrally and completely reprocessed into recyclate which will again be used in a sustainable manner.



DYKA, Nyloplast, BT Bautechnik and BTH Fitting are contributing partners of VinylPlus, the voluntary sustainable development programme of the European PVC industry. It aims at creating a long-term sustainability framework for the entire PVC value chain. PVC is made from salt, oil and natural gas and is one of the most widely used plastics in the world with a wide range of applications such as window frames, water pipes, flooring, packaging, cables, credit cards, and a whole range of lifesaving medical applications!



At JDP, we are focused on sustainability, introducing and stocking in-depth products to the industry that offer genuine benefits to customers and help reduce the environmental cost of their manufacturing, transportation or installation. PVC recyclate is processed and compressed into ULTRA3's intermediary layer. During ULTRA3's manufacturing process PVC recyclate (a mixture of post-industrial recycled material and post-consumer recycled material) is collected and processed from various sources across Europe and compressed into an intermediary layer between two thin layers of virgin PVC. The process creates a strong product that is superior to standard EN 1401 pipes as well as being manufactured from a minimum of 40% recycled material.

OUR PLANET

WATER TREATMENT, CLEANER WATER AND MUCH MORE

- We treat and recycle dirty water with quick, cost-effective and sustainable processes

In the water treatment market, we are the number three supplier in Europe of inorganic chemicals that act as coagulants for customers in municipal or industrial waste and drinking water plants. We serve some of the major cities in Europe, including Paris and Brussels. Too frequently, contaminated waste water from industrial processes is simply thrown away and many decontamination methods employ finite raw materials, which create additional waste and environmental problems. We take dirty water and deliver clean water through the use of recycled chemicals that coagulate phosphates and other contaminants both quickly and cheaply. We use sustainable raw materials for the process and, wherever possible, we use by products recuperated from the steel industry.

We are continually refining the processes in treating waste water. Ferric chloride is increasingly being used, both in drinking water where it allows for coagulation and flocculation, and in waste water, where it lowers the phosphate content due to precipitation, by dehydration and by reducing the sulfur content.

The Performance Chemicals business unit offers alternative re-use opportunities for the by-product HCl from SOP and waste pickle liquor from the steel industry by converting them into coagulants used for the treatment of municipal and industrial waste water, as well as for the production of drinking water. Sulfur derivatives are being used to recover metal impurities from waste.

The business model for water treatment products allows for the use of a by-product from our sulfate of potash fertilizer production as raw material for the steel industry. Once used by the latter in their pickling operations, Performance Chemicals recuperates the pickling liquor, which is in turn used to produce coagulants for water treatment. These coagulants then enable phosphorous to be extracted from waste water and in doing so prevent the eutrophication of surface waters.



OUR PLANET

In September 2016, Tessenderlo Group put a new tank barge into operation to facilitate the transportation of ferric chloride from the French production site of Produits Chimiques de Loos to Paris. Since its first test run, Margot la Fileuse has transported thousands of tons of FeCl₃ to SIAAP (Le Syndicat Interdépartemental pour l'Assainissement de l'Agglomération parisienne) as at the end of 2017. Through using this ship, Performance Chemicals has been able to keep 3.5 trucks off the French roads every day.



In 2017, Tessenderlo Group invested in a new, large-scale membrane electrolysis production facility at the PC Loos site (Produits Chimiques de Loos). The new plant in Loos provides Tessenderlo Group with state-of-the-art technology to produce chlorine, sodium hydroxide (NaOH) and potassium hydroxide (KOH). It is being used by its Performance Chemicals BU, which supplies municipalities and industry with coagulants

and other chemicals for the treatment of waste water or the purification of drinking water. It also produces industrial chemicals that are used by a broad spectrum of industries such as chemicals, oil and refinery, steel, de-icing and fertilizers. Electrolysis is an energy intensive operation and the new membrane plant allows us to cut electricity consumption by more than 30% for each ton of chlorine produced.



OUR PLANET

SUSTAINABILITY IN INDUSTRIAL BUSINESSES, MINING & INDUSTRIAL AND MPR SERVICES

- Through the creation of environmentally-aware chemistries for mining and industrial applications, the Mining & Industrial business unit (M&I) is creating a safer workspace for our customers and their plant production processes.

Our innovative and alternative chemistries such as Thio-Gold®, which can replace cyanide (CN) lixiviants, are allowing for extended mine life and gold recoveries with less impact on the individual and collective working environments.

Our cyanide detoxification chemistry and applications help to ensure the minimum discharge of noxious chemicals to mine tailings. This is coupled with our technical solution approach that further optimizes the use of our products and increases the efficiencies of client applications. By utilizing the collocation strategy with our key strategic customers, we are able to shorten the distance and time to transport our products to the sites where they are needed.

The historical business model of MPR Services has focused on providing specific refinery services. We deliver on-site systems and services that reduce costs of operations while increasing the efficiency and effectiveness of pollution control equipment. Our solutions allow our customers to recycle, refurbish and reuse their amine rather than throw it away, which is both a costly and environmentally-unsustainable practice. Through reclamation, less amine needs to be purchased and transported to the facilities, and this contributes to a lower carbon footprint. The model also results in improved safety factors and the extension of equipment life by assisting in the elimination of cyanide-related issues. MPR Services accomplishes this through its CYNTROL® program, which has proven to be among the most effective cyanide destruction methods available within the refining process.



OUR PLANET



Thio-Gold® products provide a safer environmentally friendly alternative to cyanide lixiviants, which allows gold to be extracted from complex ore bodies and in turn extends the life of specific mines.



CYNTROL[®] is used to destroy cyanide in refinery systems by converting it into a very benign product that is easily digested in the refinery water system.



The amine purchases of a very large central US refinery dropped by approximately 94,000 gallons in the first year following the installation of a permanent MPR Services unit. The required amine purchases since this installation has remained dramatically lower in comparison to other refineries of similar size. Prior to the MPR Services unit installation, this refinery experienced an average of 1.4 EPA environmental exceedances associated with flaring from their sulfur processing facilities over the previous five year period. However, the refinery has now experienced zero environmental exceedances associated with sulfur processing.

OUR COMMUNITY

Sustainability and corporate social responsibility also mean that we as a group must be aware of what is going on outside of our company walls. Tessengerlo Group plays an important role in society and we want to make a positive contribution to society and help to create a society that is characterized by more prosperity and a higher level of well-being for all of our stakeholders. In our daily activities and objectives, we continuously consider our stakeholders, who include our employees, customers, suppliers, partners, shareholders, media and local residents in the areas in which we operate.

We also care about the community around us and we therefore participate and actively promote the participation of our teams in social and charity events. Some of our companies also have active partnerships with learning institutions and are a recognized partner for development purposes. This is an investment in the future of education, as well as in future generations. Various initiatives take place such as on-site plant tours, guest speakers at courses, participation in job fairs, and this often results in internships that can also lead to fixed employment over time.

Failure to successfully manage relationships with local communities could adversely affect the group's reputation. Tessengerlo Group will continue its efforts to make a positive contribution to the local communities it is part of.

MUSIC FOR LIFE

In 2017, the four Belgian branches of **Tessenderlo Group** organized together for the first time various events in the context of The Warmest Week of Music For Life. This included numerous events that took place in Ham, Vilvoorde, Overpelt, and Brussels. All of these warm campaigns were aimed at raising money for the Children's Cancer Fund. This is a charity that our employees selected and which provides financial and psychological support to children with cancer and their families. We are therefore very proud that together we managed to raise no less than 6,458 euros. Given the success of all these activities, the group decided to increase this amount to 10,458 euros.





EXAMPLES

In September 2017, a number of our employees of **Tessengerlo Kerley Ham** participated in Relay for Life Tessenderlo. Relay for Life is a festive event aimed at all ages that is organized at different locations in Belgium. It is all about solidarity and fundraising for the fight against cancer. For 24 hours straight, the participating teams take turns during a relay race around a track and are sponsored for their efforts. The length of the event – i.e. 24 hours - is designed to symbolize the continuous fight of patients and their families against cancer. Children who visited our stand were given the opportunity to become laboratory assistants and make bath salts with different colors and fragrances, as well as hair gel. Those participating paid a small fee, which was of course donated to the charity.



At the beginning of 2017 several guest lectures were given by employees of **Tessengerlo Group** to students from the 5th and 6th year of high schools in Belgium. A presentation on entrepreneurship at Tessengerlo Group was provided and this was combined with a small quiz. Following this, students also had the opportunity to ask questions.



Encourage sports and promote environmental awareness.” This objective saw **PB Gelatins/PB Leiner** in Brazil stage the ECOBIKE ecological cycling tour for the second consecutive year in October 2017. The event brought together more than 500 children. We also managed to double the number of bicycles to be ridden from 20 in 2016 to 40 in 2017 and we hope it will be even better in 2018.



In 2017, **Akiolis Group** became a patron of the Musée de Tessé, which is an art museum in Le Mans, in order to support the renovation project for its Egyptian gallery, the only one of its kind in Europe. In March 2018, all of the staff at our head office will be invited to the inauguration of the renovated gallery. Other sponsored projects of Akiolis are sports teams like Fougères Basket in Javené and local football and rugby teams in Rion-des-Landes.



Product research & development is a rigorous and disciplined process. We are continuously generating ideas, formulating products and testing those products for **Crop Vitality®** at our Innovation and Learning Center in Dinuba (California) and with customers, universities and private researchers, as well as growers. We work with industry players and other stakeholders in order to promote and optimize agriculture principles that dramatically reduce nutrient runoff and air emissions from farms. We are collaborating with several universities on the sponsorship of projects that are relevant to the innovation of products that will provide significant and meaningful improvements for either health, safety and the environment or application attributes. We support national, state and local agricultural organizations such as The Fertilizer Institute, Agriculture Retailers of America, Nutrients for Life, 4Rs Nutrient Stewardship, The Nature Conservancy and others to help curb the environmental impacts of waste, based on reduction, re-use, recycling and energy recovery.



Throughout the month of September 2017, **Tessengerlo Kerley, Inc.** employees were given the opportunity to donate funds for the Hurricane Harvey Relief efforts. Tessenderlo Kerley, Inc. CEO Steve Azzarello encouraged all employees to take part and insisted that all fund contributions would be

matched by Tessenderlo Kerley, Inc.. By the end of the month, Tessenderlo Kerley, Inc. raised a total of \$5,000. Tessenderlo Kerley, Inc. makes it a priority to support the communities in which we operate and encouraged all employees to assist through donations. With the help of our colleagues at MPR Services who are located in Alvin, Texas, we chose to financially support the Houston Food Bank. It is using our contributions to provide food and supplies to residents in southeast Texas as they attempt to recover from this tragedy.



Amelie Robinson, a Year 4 Chalfont St Peter pupil from Buckinghamshire, has won the national and final round of the **JDP Sustainability in Schools** competition. The nine year old won the southern regional heat in June 2017 and secured £500 for her school. Furthermore, her entry was chosen by JDP's judges as the overall UK winner, beating over 1,000 pupils from 200 schools across the country. The Sustainability in Schools initiative is a key part of the company's outreach to promote the environment and healthy living, and the belief that every molecule counts.



DYKA, the plastic pipe manufacturer from Steenwijk, celebrated its 60th anniversary in May 2017. DYKA organized an open day for local residents, family members of its staff, as well as customers at its headquarters in Steenwijk (the Netherlands). In the production area of the company the guests were shown that DYKA is much more than a pipe manufacturer.



On April 27, 2017, **Tessenderlo Kerley, Inc.** welcomed 10 children of some of our employees at our headquarters in Phoenix for the “Take our Daughter and Sons to Work® Day” which had the theme “Count On Me.” In the morning, which involved a variety of sessions and activities, a number of Tessenderlo Kerley, Inc. employees explained what their BU or department does and how others count on them. The children enthusiastically participated in the sessions by asking and answering many questions. During several of the sessions, the children won a variety of prizes. Meanwhile, the afternoon was spent with each child shadowing their mother or father to get a closer insight into what a day at work is really like.



In February, 2017 **Tessengerlo Kerley, Inc.** employees, friends and family participated in the Climb to Conquer Cancer in Phoenix (Arizona, US). With 24 team members, Team Kure It raised money for the American Cancer Society. The team walked 5.5 miles to the summit of South Mountain. The event was organized by the American Cancer Society and proved to be a great success.



In December 2017, the first information evening for the local residents of Ham and Tessenderlo was organized at **Tessengerlo Kerley Ham** (Belgium). This enabled our neighbors to become more acquainted with our activities and our safety policy. There was a lot of interest and we welcomed some seventy neighbors and a number of former employees.

GRI INDEX

Organizational profile	102-1	Name of the organization	8
	102-2	Primary brands, products and/or services	8-9
	102-3	Location of the head office of the organization	10
	102-4	Number of countries in which the organization is active	10
	102-7	Size	6
Strategy	102-14	Statement by the Board of Directors on the relevance of sustainable development for the organization and its strategy	4, 5
Ethics and integrity	102-16	Internally developed mission or statements of principles, codes of conduct and principles with an interest in CSR	18-20
Reporting method	102-50	Reporting period	13
	102-51	Date of most recent report	13
	102-52	Reporting cycle	13
	102-53	Point of contact for questions about the report or its content	13
	102-54	Reporting in accordance with GRI standards	13
	102-55	GRI table of contents	70

Training and Education	404-2	Programs for stimulating knowledge and involvement among colleagues and programs that provide support in the event of changes within the organization	22
Diversity and Equal	405-1	Diversity of administrative bodies and employees	15
Local Communities	413-1	Collaborations in which local communities are involved	62

