

Code of Conduct



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What do we do?

We convert waste into valuable raw materials and renewable energy. In doing so, we contribute to the circular economy, the energy transition and combating climate change. Our facilities process waste into new energy and materials, such as in our Energy-from-Waste (EfW) plants, anaerobic digesters, composting plants, and recycling facilities.

Our EfW installations in Moerdijk and Wijster process residual waste into energy. This is sustainable, as half of the energy generated is green, meaning it doesn't require fossil fuels like oil, coal, or gas. As a result, we prevent waste from going to landfill and contribute to a cleaner future.

Attero is a leader in the recovery of raw materials from residual waste. Our facilities separate plastics, drink cartons, metals and food waste, which are then converted into new products and energy. For example, LDPE plastic is processed into new granules, which serve as a raw material for new products.

In addition, Attero converts vegetable, fruit and garden waste (GFT) into green gas and compost, which is used for agriculture, recreational areas and sports fields. Every year, we produce hundreds of thousands of tons of high-quality compost and millions of cubic meters of biomethane, a clean alternative to fossil gas.

We also clean contaminated soil and reduce debris to usable material for construction. This reduces the need to extract natural resources and contributes to the conservation of vulnerable areas.

And for waste streams we want to remove from our environment, our landfills are a safe final destination. Closed landfills are being transformed into recreational areas and solar parks, with which we continue to generate sustainable energy.

Our approach

Safety, sustainability, efficiency and low costs are at the heart of our way of working. Through continuous innovation, we contribute to a clean living environment. Our efforts to reduce CO₂ emissions by replacing fossil energy and new materials ensure that we avoid more emissions than we generate ourselves.

We strive for affordable and efficient processing, recycling and energy generation from waste. We advocate for a level playing field in Europe for waste treatment and the marketing of energy and raw materials.

Code of Conduct Scope

This code complements national, EU and international legislation and applies to all employees and stakeholders within our company.

Our Promise

The Code of Conduct clarifies the norms and values that we apply within Attero. All stakeholders are expected to comply with this code, which promotes a safe, fair and sustainable working environment and ensures our responsibility towards the environment.

Continuous improvement

We know that adherence to the Code of Conduct can be challenging, but we are committed to achieving our sustainability goals. We expect our employees to actively contribute to improving all parts of the code.

Employee support

We support our employees with the implementation of the Code of Conduct through training and guidance.

Employee well-being

Attero promotes the physical and mental well-being of employees through health programs, safety training, and access to necessary resources.

Freedom of association

Workers have the right to join trade unions and bargain collectively.

Respect for human rights

We respect internationally recognized human rights and do not tolerate any form of discrimination, harassment or abuse.

Fair Labor Practices

Attero is committed to fair labour practices, including the prohibition of forced labour, child labour and human trafficking.

We offer fair wages and reasonable working hours.

Diversity & Inclusion

Attero fosters an inclusive work environment where diversity is valued. Everyone is given equal opportunities and we foster a culture of respect.

Health and safety

At Attero, we either work safely or we don't work. We ensure a safe working environment by providing regular health training.

We have strict safety rules and regulations that must be adhered to for everyone and we ensure that they are complied with. Accidents and incidents are reported and used to improve processes.

Ethical business

Attero operates in an ethical and responsible manner. We do not tolerate any form of corruption or bribery and always act according to the principles of fair competition.

Durability

We strive for long-term sustainability, aligning economic growth with environmental stewardship and social responsibility. Innovation and the development of sustainable products and services are core parts of our approach.

Avoiding conflicts of interest

Employees should avoid any kind of conflict of interest that could affect their decision-making.

Integrity and transparency

We act with integrity and communicate transparently about our activities and performance.

Responsible Tax Practices

Attero adheres to the tax laws in the countries where we operate and avoids tax evasion.

Compliance with laws and regulations

Attero complies with all relevant laws and regulations and has a compliance program in place to ensure compliance.

Anti-Money Laundering

We support international efforts to combat terrorism and comply with all anti-money laundering laws.

Environmental protection

Attero complies with local and national environmental legislation and is constantly working to improve its environmental performance.

Responsibility & Compliance

All employees are responsible for complying with this code of conduct. Any violations can be reported through the appropriate channels without fear of reprisals.

The following applies to all sites:

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