

Our people, customers, and planet

Our business conduct regarding safety, protection of human rights and protection of our planet is based on integrity and respect.

Safety with respect to people

Our customers expect us to deliver high-quality, legally compliant, and safe trays and pallets for the food industry. Therefore, our trays and pallets must meet the highest standards for food safety.

Our focus on safety also includes the safety for people: we are committed to a safe working environment in which everyone takes responsibility for their own safety and that of others. Safety always comes first, also for our people.

Rights of employees and human rights

As an international company operating in many countries, our workforce is very diverse. We embrace diversity and professional and personal development. We need motivated and well-trained employees to reach our goals. We favour an open communication with all employees.

We respect and support internationally recognised human rights for all stakeholders. At Euro Pool Group, employees do not discriminate or harass others based on, for example, race, colour, gender, sexual orientation, age, religion, political opinion, national, ethnic, or social origin. We expect every employee to directly address any form of discrimination or harassment. We do not tolerate child labour and forced labour and contribute to the elimination of these wherever we can. We expect all our business partners to do the same.

Sustainability

We are committed to running our business in an environmentally sound and sustainable manner. We minimise the impact of our processes and products on the environment. In this way we contribute together to sustainable development without preventing future generations from fulfilling their own needs.

Avoid conflicts of interest

Working at Euro Pool Group means working and acting impartially in the best interest of our company. Sometimes this duty towards our employer can be in conflict with more personal interests towards family, friends or even ourselves. In such cases, we talk about this in a transparent way with our colleagues and manager. We are open, honest and avoid even the appearance of a possible conflict of interest. If necessary, we draw back.

To satisfy the Code of Conduct, the management of the company is committed:

- To establish an organisation structure where tasks, competences and responsibilities are clearly communicated and to create good consultation amongst all stakeholders concerned (customers, management, staff, contractors, service providers, etc).
- To pursue integrated policies for all processes in accordance with their legal obligations and where customers and other stakeholder requirements are met or exceeded.
- To guarantee effective care in all fields based on risk assessment. It should include prevention, control, and follow up on the implementation of corrective action plans and their integration into operational management.
- To seek for opportunities and actively search for new and innovative solutions. EPS has a system in place to set realistic targets and objectives for continuous improvement of people, products, and processes with timely set priorities.

This statement is an integral part of the Code of Conduct and the specific SHEQ policies.

Name: Dhr. G.J. Scheringa

Date: 10-02-2022

Function: Chief Executive Officer
Euro Pool Group

Signature:

