

Code of Conduct

1. **Responsibility**
Each employee of the H&S group is responsible for acting with integrity to our customers, suppliers and colleagues. This means understanding the code of conduct and reporting any violations to management or the nominated confidential advisor.
2. **Health & Safety**
Healthy employees and a safe workplace are H&S' first priority. We must comply with health and safety laws to prevent unsafe working conditions. This includes ensuring an alcohol-free and drug-free workplace in accordance with national and international law.
3. **Food Safety**
We provide a diversified service with a commitment to maintain a company-wide (Food-) Safety, Quality, HACCP, GMP+ and Environmental awareness from top management on to every single employee and subcontractor. Each of these parties will demonstrate a personal willingness to apply their knowledge and skill in achieving the companies' objectives and targets, monitoring and developing continual improvements to our practices to ensure that we obtain the highest performance results for any given client, interested party or industry requirement.
4. **Equal opportunity**
H&S employees drive our business. We are therefore committed to safeguarding equality, ethical behaviour and inclusion for all employees and do not accept any form of discrimination or harassment. Our equal opportunity and anti-harassment standpoint is embedded in our recruitment process.
5. **Conflicts of interest**
To avoid conflict of interest we must avoid close personal relationships that (appear to) create a conflict between our personal interests and that of the H&S group. This includes accepting benefits in return for awarding business.
6. **Theft, damage or loss**
In order to protect our business and that of our customers, H&S employees are committed to reporting potential theft, damage or loss. Theft, damage and loss have a direct impact on our ability to deliver our service to the customer.
7. **Confidentiality**
We are committed to safeguarding non-public information on the H&S business and that of our customers and subcontractors. This includes business plans, pricing mechanisms, financial information and personal data. We comply with the Dutch Data Protection Authority (Dutch DPA).
8. **Accurate reporting**
We are committed to maintaining financial records compliant with national and international regulation. We must act to the best of our knowledge to ensure that our records are accurate and reliable.
9. **Fair competition**
In order to protect the health of the market, we condemn all agreements between competitors to fix prices or any other activities which can be classified as unfair competition.
10. **Environment & Sustainability**
We seek to adopt good environmental practices with regards to our premises, equipment and consumption of resources. We endeavour to pursue best practice in environmental management and preference will be given, when forming and maintaining business relationships with interested parties like partners, suppliers and sub-contractors, to those who follow similar high environmental and sustainability standards.
11. **Objectives & Targets**
Every year, the Board of Directors will set new objectives and targets. These objectives will focus on the improvement of the performance level provided by the organisation. The targets will be measurable, enabling the Board of Directors to assess the effectiveness and efficiency of the organisation. The objectives will be communicated, enabling all employees to contribute to achieving them.