

Code of Conduct for business partners

1. Respect for people, human rights and good working conditions

1.1. A safe and healthy working environment

Van Loon Group expects our Business Partners to provide their employees with a safe and healthy workplace in accordance with international standards and national laws.

1.2. Discrimination

Van Loon Group takes discrimination very seriously. We require our business partners to treat all their employees with respect and dignity, and that equal opportunities be provided based on each individual's competencies (knowledge, skills, attitudes), experience, results and potential. We do not allow discrimination of any kind, including but not limited to discrimination based on age, gender, race, nationality, religious beliefs, ancestry, ethnicity, sexual orientation, and other characteristics. In accordance with local and all relevant European, national and/or local legislation or international standards, special measures may be adopted to protect, support and empower disadvantaged groups.

Business Partners of Van Loon Group must ensure a fair working environment and comply with all applicable local laws regarding discrimination in recruitment and good employment practices. This includes equal pay for equal work, and other initiatives aimed at preventing violations of rights or the undesirable consequences thereof.

1.3. Child or forced labour

Van Loon Group does not use involuntary labour, debt-bondage or forced labour, and does not accept anyone doing so on our behalf. Any use of child labour by Business Partners must comply with internationally recognised standards, such as ILO, UNICEF and ILO guidelines, as well as local laws.

1.4. Freedom of association and collective bargaining

Van Loon Group expects Business Partners to respect and defend their employees' right to freedom of association with respect to trade unions or similar external representative organisations. Their employees must have the right to collective bargaining in accordance with applicable laws and regulations, and the right to join a union or other representative body.

2. Protection of the environment

2.1. Environmental impacts

Business Partners are encouraged to develop and implement an environmental policy and to act in compliance with all applicable laws and regulations relating to environmental protection. Van Loon Group encourages Business Partners to develop and use environmentally friendly technologies, products and services.

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3. Ethics and business integrity

3.1. Bribery and corruption

Van Loon Group expects its Business Partners to adhere to the highest standards of ethical business conduct, comply with European, national and/or local laws and regulations and not be involved in any way with corruption, bribery, fraud, facilitation payments, illegal gifts or extortion. Van Loon Group considers facilitation payments to be a form of corruption and has a zero-tolerance policy towards such payments.

3.2. Money laundering

Van Loon Group conducts business with a high degree of integrity and within the limits of laws and regulations. We do not allow our Business Partners to approve or support money laundering on behalf of Van Loon Group in any form or at any location.

3.3. Gifts, gratuities and entertainment

Employees of Van Loon Group may not offer or accept any gifts, gratuities or entertainment without the express written permission of their manager unless they represent a small value (less than 50 euros). Employees of Van Loon Group will not attempt to influence others or be influenced by others by offering or accepting gifts and/or entertainment.

3.4. Fair competition

Van Loon Group upholds a strict policy when it comes to competition. Restrictive agreements or practices, such as price fixing, restriction of the supply of goods or services, bid rigging and market sharing are prohibited. We require our Business Partners to pursue free and fair competition and comply with relevant laws and regulations relating to competition.

3.5. Confidential Information

Van Loon Group makes every effort to protect confidential, sensitive and personal information. Business Partners are expected to comply with all applicable laws and regulations regarding the protection, use and disclosure of Van Loon Group proprietary, confidential and personal information.

3.6. Conflict of interest

Van Loon Group expects its employees and Business Partners to immediately report and address situations involving actual, potential or perceived conflicts of interest or even the appearance of a conflict of interest.

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Date: 12-06-2024



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