

Human Rights and Labour Rights Policy

Why is this a topic for Van Loon Group?

Respect for human rights is one of the pillars of Van Loon Group's sustainability policy. We have a responsibility to ensure that our colleagues, our customers and the people who work in our supply chain are treated with respect.

Scope

This includes our own employees, flex employees and employees of customers, suppliers and other business partners.

Ambition

In all its activities, Van Loon Group is committed to respecting internationally recognised human rights. Wherever possible, we contribute to realising the 17 United Nations Sustainable Development Goals. And we respect the United Nations' human rights and the fundamental conventions of the International Labour Organisation (ILO). We work continuously to support and uphold these principles throughout our organisation, and in our relationships with our suppliers, service providers and other business partners.

We expect our employees to be aware of relevant human rights risks concerning our own activities and the activities of our business partners. All issues reported by our employees or stakeholders are handled promptly, confidentially and professionally.

This Human and Labour Rights Policy should be read in conjunction with the policies listed below:

- POL 101 Code of Conduct for Employees
- POL 102 Code of Conduct for Business Partners
- POL 501 VLG Health and Safety Policy
- POL 502 VLG Diversity and Equal Opportunities Policy
- POL 503 VLG Unwanted behaviour Policy
- POL 504 VLG Alcohol and Drugs Policy
- POL 505 VLG CCTV Camera Surveillance Policy

In addition to the above-mentioned areas, Van Loon Group focuses on the following human rights:

Child labour

Based on recommendations of the ILO, Van Loon Group does not allow children under the age of 15 to be deployed in our operations, or for work that is carried out in our name or on behalf of Van Loon Group. In any event, any employment should never be at the expense of a child's education, development or overall well-being.

Forced labour

We do not use any form of forced labour in our operations, in accordance with ILO definitions. Van Loon Group believes that an employment relationship should be freely entered into and free from threats.

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Equal pay

Van Loon Group strives to reward employees fairly and equally for the work they do, regardless of personal beliefs or individual characteristics. Individual compensation for an employee, consultant or contractor varies only based on their position, performance and competence.

Working hours

All payments must meet the Dutch national minimum requirements. In addition, Van Loon Group complies with international and national legislation concerning working hours and rest periods.

Van Loon Group employees who, according to collective labour agreement, are entitled to overtime pay, irregularity bonus, shift bonus or pay for inconveniences will be paid accordingly.

Freedom of association and right to collective bargaining

Van Loon Group recognises and respects the right to freedom of association and the right to collective bargaining.

Human trafficking

Human trafficking is a violation of fundamental human rights, and we absolutely condemn it and all related activities.

Our business partners

In the Code of Conduct for Van Loon Group Business Partners, we will set out our expectations of our Business Partners in the areas of human rights and business ethics. This document explicitly mentions compliance with international standards and national and international laws and regulations, our expectation with respect to providing a safe and healthy workplace, equality of opportunity without discrimination, a firm stance against forced and child labour, and respect for workers' freedom of association and right to collective bargaining.

Read and approved by:

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Position: CEO Van Loon Group

Date: 12-06-2024



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