

Code of Business Principles

We, as Verder Group, take pride in our reputation, integrity and respect for business partners, customers, and employees alike. Verder recognizes that successful businesses are not just about short-term successes, but the result of long-term growth, and that the key to long-term growth is people. Caring about the people who work for and with Verder and the environment is not a platitude – it is about realizing that the people are the ones that provide the value behind the company.

RESPONSIBILITY **SAFE** TRUST
INTEGRITY **RESPECT** HEALTH
HONESTY
LAW **ETHICS**

The 7 points of our Code of Business Principles are:

- ① We obey the law
- ② We conduct our operation with honesty and integrity
- ③ We work together based on mutual trust and respect regardless of race, religion, sex or culture
- ④ We are committed to a safe and healthy working environment
- ⑤ We do not use, directly or knowingly indirectly, any forced, compulsory or child labor
- ⑥ We do not give or receive, directly or knowingly indirectly, bribes or other improper advantages for business or financial gain
- ⑦ We avoid activities with potential conflict of interest with our company's responsibilities



Compliance hotline

If you are of the opinion that you identified something within our organization that is in conflict with our Code of Business Principles (including inappropriate behavior) we expect you to report such findings. If you are unable to address it yourself (by speaking up directly to the person causing the issue) there are 3 ways to report this, all of which are handled discretionary and in your local language when needed.

- ① Go to your local manager and / or confidant within the organization (if applicable in line with local procedures).
- ② Send an e-mail to compliance@verder.com which will be handled with discretion by the HR manager of your division.
- ③ Send an e-mail to integritycontact@gimd.nl if you would like to discuss it with an external independent confidant who can support you and advise you in delicate matters. They will handle your report confidentially and anonymously if you prefer this. You can place a call at +31 88 800 85 00.