

# Van Loon Group Code of Conduct

A Code of Conduct is essentially a declaration of integrity. Below, you can read all about the Van Loon Group Code of Conduct.

## **Dealing with customers and consumers**

Van Loon Group aims to realise long-term capital gains for its customers and consumers by creating high-quality, safe meat products. We keep our appointments and communicate with customers in a clear and transparent way.

## **Dealing with employees**

We treat each other with honesty and respect. We strive to treat everyone equally, creating a respectful working environment for all employees. Employees will not discriminate against others on the basis of race, colour, religion, political opinion, sex or origin. Sexual harassment will not be tolerated.

## **Dealing with company property**

Employees must handle company property, including financial means and cash, with the utmost care.

## **Dealing with suppliers**

We are demanding and honest with our suppliers. We clearly define performance expectations and avoid misunderstandings and uncertainties. We adhere to agreements and expect the same from our suppliers. We deal with suppliers in an honest manner and treat them as partners, and do not approach them in a condescending or arrogant way. We check whether the agreed performance conditions have been met communicate facts in a constructive and purposeful manner. We have endorsed and committed to the Supply Chain Initiative 'Principles of good practices for vertical relationships in the food supply chain'.

## **Corporate social responsibility**

As a company, Van Loon Group is a part of society. In that capacity we feel involved in and partly responsible for the world of tomorrow. Therefore, we strive for the most responsible production of meat possible and offer an active social interpretation of corporate responsibility. Van Loon understands this is a continuous process. Striving for sustainable business practices is firmly rooted in our business for this reason.

## **Gifts and donations**

Employees are not allowed to offer or accept gifts or donations to Van Loon Group suppliers and customers, or third parties with whom Van Loon Group has a business relationship, insofar as these gifts exceed a negligible value. If accepting a gift or donation may potentially disrupt the business relationship, the employee must discuss this with their manager and obtain written permission.

## **Conflict of interest**

Van Loon Group expects its employees to avoid (apparent) conflicts between their personal interests and the interests of the company. Working at Van Loon Group means that you act in the best interest of Van Loon Group.

## **Whistleblowers' regulation**

All employees must report violations of the Code of Conduct, or any other event, fact or circumstance that may harm the reputation of Van Loon Group, working conditions or the work environment, to their manager, or to the external reporting line. The management has invested the appointed confidential adviser and product integrity officer with the authority and the obligation to examine each case in the manner they consider most appropriate. If desired, the privacy of the

employee concerned will be protected. If an employee chooses not to make a report anonymously, they may not suffer any disadvantages from the notification. The confidential adviser, product integrity officer and management reserve the right to take whichever measures they deem correct based on results of the research.

**Confidential information**

Employees of Van Loon Group must ensure confidential information is safely stored and protected. Confidential information is any information exclusive to Van Loon Group and which (potentially) gives the company a competitive advantage. Employees will not share confidential information with third parties without the express written consent of their manager.

**Legislation and internal guidelines**

Van Loon Group complies with all laws and regulations applicable to the company and expects its employees to support this and also comply with these laws and regulations. Employees must also comply with internal guidelines.

**Compliance with the Code of Conduct**

This Code applies to all employees Van Loon Group and its subsidiaries or sister companies. The management of Van Loon Group is therefor responsible for ensuring that the principles in this Code are communicated, understood and complied with by all employees. The general principles of this Code are the foundation. For certain principles, compliance is covered by specific policies and procedures. Compliance with the Code is checked regularly and findings and recommendations are reported to the management.

