

Ethical business practices - Policy

Why is this an important issue for Van Loon Group?

Van Loon Group attaches great importance to integrity. An organisation that acts with integrity complies with laws and regulations, respects human and labour rights, minimises social and environmental risks, and has a board that acts with integrity. Acting without integrity poses a significant reputational risk to both the company and the sector.

Scope

Managers and employees in all companies that form part of Van Loon Group.

Our policy

Van Loon Group strives to ensure that both its conduct and that of its employees are beyond reproach. Integrity and transparency are essential principles in this regard, for both our organisation and our products.

To safeguard this as independently as possible, we have both an internal and an external whistleblower scheme. Employees can use these to report inappropriate behaviour, (suspected) misconduct or irregularities relating to compliance with laws and regulations, food safety or product claims.

Social and political issues such as animal welfare, fraud, climate change and social injustices are the focus of significant attention. The food industry in general, and the meat sector in particular, are under the microscope. We are aware of this and demonstrate through our actions that we stand for integrity.

Additional policy information:

- DOC 101 – Whistleblower Policy
- BEL 101 – Code of Conduct for Employees BEL
- 506 – Human Rights and Labour Rights

Person ultimately responsible for policy implementation: CEO

Signed on behalf of Van Loon Group:

Name: Robert van Ballegooijen

Position: CEO

: Date: 7 May 2026

DocuSigned by:

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Document code: BEL 404	Author: QA Manager VLG	Version date: 04-05-2026
Code: 4150	Verifier: CSO Van Loon Group	Page 1 of 1