

## Human Rights and Labour Rights - policy

### Why is this a theme 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 working in our supply chain are treated with respect.

### Scope

This concerns own employees, flex workers, and employees of clients, suppliers, and other business partners.

### Our policy

Van Loon Group is committed to respecting internationally recognized human rights in all its activities. Wherever possible, we contribute to the 17 Sustainable Development Goals established by the United Nations, the United Nations Human Rights, and the fundamental conventions of the International Labour Organization (ILO). We continuously work to support and uphold the aforementioned principles within our organization 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 in our own activities and the activities of our business partners. All issues reported by our employees or stakeholders are handled immediately, confidentially, and professionally.

This human and labour rights policy must be read in conjunction with the policy documents below:

- CALL 101 Code of Conduct for employees
- CALL 102 Code of Conduct for Business Partners
- CALL 501 VLG Policy Employee Safety
- BEL 502 VLG Diversity, Equality and Inclusion Policy
- CALL 503 VLG Policy on Undesirable Behavior
- CALL 504 VLG Alcohol and Drugs Policy
- CALL 505 Policy VLG CCTV Camera surveillance

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

### Child labor

Based on recommendations from the ILO, Van Loon Group does not permit children under the age of 15 to be employed in our activities or to perform activities in our name or for the benefit of the Van Loon Group. In any case, any employment must never come at the expense of the upbringing, development, or overall well-being of a child.

### Forced labor

We do not use any form of forced labor in our activities in accordance with the definitions of the ILO. Van Loon Group believes that an employment relationship must be freely chosen and free from threats.

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

**Working hours and times**

All remuneration must comply with national minimum requirements. Furthermore, Van Loon Group adheres to international and national legislation regarding working hours and rest periods.

Van Loon Group employees who are entitled to overtime payment under the Collective Labour Agreement, Irregularity allowances, shift allowances, or compensation for inconveniences are remunerated accordingly.

**Freedom of association and right to collective bargaining**

Van Loon Group recognizes 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. We absolutely condemn this and all related activities.

**Our Business Partners**

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

Signed for Van Loon Group

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