

Protocol

CODE OF CONDUCT FOR CONTRACTORS

1. In addition to compliance with the applicable laws and regulations, Dura Vermeer requires integrity, transparency and trustworthiness in all aspects of its business and expects the same from its Contractors, both national and international.
2. Dura Vermeer expects its Contractors to act in a careful, fair, honest, transparent and trustworthy manner towards their stakeholders, including the individuals, organisations and legal persons that are involved in, have an interest in or are affected by their activities, both national and international.
3. Contractor must not engage in any conduct that conflicts with European and Dutch competition law.
4. Contractor's conduct must not give cause for ambiguity or questions about integrity. Offering and/or accepting presents, gifts or services that endanger the independence of the professional relationship or create the appearance of this must be avoided. In view of this, it is forbidden to offer or accept cheques, money, expense reimbursements etc.
5. Contractor will respect the protection of internationally proclaimed human rights, as set down in the United Nations' Universal Declaration of Human Rights, and will comply with all provisions of international anti-discrimination law.
6. Contractor will respect the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, including with regard to elimination of forced labour and child labour.
7. In carrying out the work activities, Contractor will comply with the applicable general safety laws and regulations and the Health & Safety plan applicable for the Work, while retaining its own responsibility; the aim will be to achieve zero accidents.
8. Contractor will respect the environment and its responsibilities towards the environment. Contractor will comply with all environmental laws and regulations and will take measures to prevent illegal damage to the environment.
9. Contractor will identify environmental innovations, insofar as applicable, and will assess them in terms of suitability for use in the production process, with the aim of achieving continuous improvement in the area of the environment.
10. Contractor must organise the waste flows in such a way that they are aimed as far as possible at re-use and maximum reduction of the environmental burden.
11. Contractor must take measures to keep CO₂ emissions as low as reasonably possible.
12. Dura Vermeer aims to receive CO₂ Footprint reports from Contractors in accordance with NEN-ISO 14064-1; these reports should preferably be verified by a certifying body.

At Dura Vermeer's request, Contractor will supply further information in the context of this Code of Conduct. If there is cause for this, Dura Vermeer can ask to have an audit conducted by a third party appointed by Dura Vermeer. Dura Vermeer expects the management, employees and all engaged parties (the entire supply chain) of Contractor to comply with this Code of Conduct.

Contractor hereby undertakes to comply with this Code of Conduct and acknowledges that failure to comply with it could damage its relationship with Dura Vermeer.