

Code of Conduct

July 1, 2020

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1. Introduction

In order to maintain the highest level of integrity Jonker & Schut complies to the CRS performance ladder version 3.0 as well as to Smeta 4 pillar guidelines. Both these two programs will keep us focused on what we firmly believe is essential to continually reinforce guidance on the standards and rules that all Jonker & Schut staff members are expected to respect.

The code is designed to aid us in making the right choice by providing guidance for appropriate business conduct and explaining the behaviors expected of us while working for Jonker & Schut. We will stress the importance of an open and transparent culture, where people feel free to speak their mind and are critical towards their environment at all disciplines and levels of the company.

The code of conduct is build up by using the CRS performance ladder and has 7 themes.

- 1) Good governance
- 2) Good employership
- 3) Human rights
- 4) Fair business
- 5) Consumer rights
- 6) Circularity and climate change
- 7) Commitment to the society

Commitment to these themes reflects what the standard is within Jonker & Schut. It does not merely set the standard of Jonker & Schut towards you as our employee, it also clarifies what you as a stakeholder can expect from our company and your colleagues.

Please read the code of conduct carefully. It is the responsibility of Jonker & Schut to create and maintain an open atmosphere where constructive criticism is encouraged. We expect all of you to address issues if you feel this code of conduct is not being respected or if you are faced with a dilemma in its application.

2. About our code of conduct.

Our code of conduct does not create separate standards for individual departments or clusters within Jonker & Schut as a company. It applies equally to all employees, officers and directors of Jonker & Schut. Please note that you will be asked to acknowledge receipt of the code on annual basis. Please contact your direct manager if you have any questions.

3. Our code of conduct, our policies and the law

If a rule in the code or any company policy conflicts with any applicable law or regulation that is more restrictive, such law or regulation takes precedence over the code or the respective company policy.

4. Our commitment to people

As a company we have the obligation to take care of our employees and our stakeholders. We will need to provide sufficient employment within the working area of our company, we respect laws and regulations relating to employees, including working hours and wages. We need to prevent any type of forced and child labor and non-discrimination.

We remain committed to diversity, understanding that a range of backgrounds and experiences add value to the work we do. We make decisions about recruitment, employment, promotion and termination based on relevant qualifications, merit, performance and other job related factors. We will not tolerate unlawful discrimination.

All persons involved within the company must comply with applicable health and safety laws, as well with company health and safety policies. Furthermore all persons must refrain from intentionally jeopardizing the safety and security of others.

All employees are expected to cooperate with one another and work together to meet the company's goals. We are all expected to foster an environment of respect that is free from harassment and unprofessional behavior.

Feedback, criticism and challenge must always be delivered in an appropriate and respectful manner. In particular, be aware of cultural sensitivities. What is acceptable in one culture may not be in another. It is important to be aware of and understand these differences.

5. Human rights

We respect laws and regulations relating to employees, including working hours and wages, the prevention of forced and child labor and non-discrimination. All articles within the universal declaration of human rights will be respected. <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

6. Fair business

Jonker & Schut acts responsibly, with honesty and integrity towards all stakeholders, including our business partners, customers, suppliers and competitors. Our communication is open, accurate and transparent, taken into account business and personal circumstances where confidentiality is required.

We will not exchange information with competitors in violation of the applicable competition or antitrust laws regarding costs, pricing policies, bids, promotions, allowances, terms of conditions, choice of suppliers or any other information.

We will refrain from making agreements with competitors about prices or any other agreement in violation of applicable antitrust laws. This includes formal agreements as well as gentlemen agreements.

7. Consumers

Jonker & Schut has a very important role within the supply chain of food products. We acknowledge to act accordingly to consumer rights. Although we do not prepare an end product, all information available must be according to these rights.

- a) the right to be protected against marketing of goods and services which are hazardous to life and property;
- b) the right to be informed about the quality, quantity, potency, purity, standard and price of goods or services, as the case may be, so as to protect the consumer against unfair trade practices;
- c) the right to be assured, wherever possible, access to a variety of goods and services at competitive prices;
- d) the right to be heard and to be assured that consumer's interests will receive due consideration at appropriate forums;
- e) the right to seek redressal against unfair trade practices or restrictive trade practices or unscrupulous exploitation of consumers; and
- f) the right to consumer education.

8. Circularity and climate change

With having repacking and blending as a main activity our responsibility towards optimizing circularity of products and waste as well as optimizing the usage of energy is one of the main goals. The industry yearly provides us with 100.000 MT of materials that need to be repacked. It is our duty to inform our stakeholders about the possibilities to minimize the amount of waste and to keep track of the possibilities for the renewal of product and to keep focus on how to gain more sources towards renewable and sustainable energy.

9. Commitment to the society

Due to our activity we provide the society within the neighborhood of Barneveld with a lot of jobs. Our economic impact here is quite significant which also means that a lot of people working within Jonker & Schut spend their free time within community activities. We try to support these activities as much as we can. At the end of the year a list with activities is picked which we will support for the year to come. This can be activities within church communities or sports clubs. Next to that we also have some charities which yearly receive a gift.