

De Rijke Group Policy Statement



On

- **Health**
- **Safety**
- **Security**
- **Environment**
- **Quality**
- **Corporate Social Responsibility**

It is the aim of the De Rijke Group (De Rijke) to promote clear and definite standards of ethical behaviour throughout all areas of business. We have defined our stakeholders and their interests are embedded in the way we carry out our activities. Our policy is directly linked to the Ten Principles of the UN Global Compact initiative related to the areas of Human Rights, Labour, Environment and Anti-Corruption. We actively participate in ECTA's Responsible Care programs.

Business Conduct

As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. The De Rijke reputation dictates a high level of quality, robust management systems and safe working environments. It is our goal to safely complete all logistic services on time, within budget, to the required quality and within the applicable legal requirements. We operate a quality management system that is fully compliant with ISO 9001:2015, which is linked to the group business strategy and key performance indicators (KPIs). Ultimately it is the objective of the De Rijke Group to be profitable as an obligation to its shareholders.

Supply Chain Management

De Rijke strives to only employ suppliers and sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by clearly communicating and agreeing on business standards and evaluating services provided. Clear communication regarding De Rijke's policies to suppliers and subcontractors guarantees clients that we operate with a common goal and a shared vision from the onset.

Client Satisfaction

Through proper planning, employing quality people, and a commitment to innovation, logistic values and the continuous improvement principles, we understand, meet and exceed the needs and expectations of our clients and stakeholders. A dedicated aftercare team will ensure all clients are supported at the time of practical completion and beyond.

Health, Safety, Security and Environment

We are committed to planning and executing all operations in a manner that safeguards the health, welfare, security and safety of all employees, supply chain, clients, the public and end users. De Rijke advocates a behavioural safety and worker engagement approach to HSSE. A change in safety culture through training results in every worker becoming responsible for HSSE in the workplace. We will continue to reduce our work related incidents annually and work at all levels of the business to guarantee safety is our highest priority and strive to become an 'injury free workplace'. Furthermore we see ECTA's Best Practice Guidelines, e.g. on Behaviour Based Safety, as excellent tools to use in the set up and development in our HSSE based systems and documents.



Environmental Impact

De Rijke will continue to look at reducing the impact we have on the environment as a result of our operations. Looking for innovation and with a proactive attitude to waste and energy reduction we are a founding participant in ECTA's Responsible Care initiative and we are actively using the Responsible Care methodology based on its 9 leading principles.

Based on these engagements De Rijke has also the clear goal of zero emission of plastics into the environment and will therefore demonstrate leadership by implementing the OCS principles. We expect the same commitment from all our logistic partners.

Sustainability

De Rijke strives toward finding new opportunities to work with clients and specialists in the development of improved logistics management and operations.

Training and Development

De Rijke recognizes that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice.

Internal Communication

De Rijke promotes to its workforce an open communication model, asking input to strive toward finding new opportunities to work safer and more sustainable. De Rijke also provides the means to provide input in an anonymous or confidential manner. The aim is also to register non-conformances, incidents, accidents and near misses as much as possible through means of open and fair communication.

Community Engagement

We are fully committed to adding value to the communities within which we work. All our sites are registered with ECTA's Responsible Care program and we strive to excel the required level of compliance. Being a good neighbour means we actively interact with community groups and support educational initiatives. We foster local business relationships through sourcing local labour, services, equipment and materials where possible. We will continue to champion community engagement throughout the industry, both with our peers and our customers.

Internal Discipline

De Rijke requires from its workforce and contractors that they adhere to all legal rules and regulations. Specifically De Rijke prohibits the use or being under influence of alcohol, drugs or medication that influences the human reaction during working hours.

Risk Management & Continuous Improvement

De Rijke has identified the necessity of having an integrated Risk Management structure which covers all of its activities. The basis of this system is embedded in De Rijke's documented management system in which the elements of Seveso III, ISO 9001, Responsible Care, AEO, SQAS and the various GMP-related guidelines are addressed. In all main aspects of our system evaluation moments are built in, the results of which are documented. All De Rijke management and staff, involved in creating procedures and other documents cascading from this policy as well as executing De Rijke's activities, aim to look for Continuous Improvement opportunities to implement.

Privacy Policy

De Rijke is committed to maintaining the accuracy, confidentiality, and security of all personal identifiable information ("Personal Information") of its Stakeholders. As part of this commitment, the Company Privacy Policy governs our actions as they relate to the collection, use and disclosure of Personal Information. The Company Privacy Policy is based upon the values set by the European Parliament and the Council in the General Data Protection Regulation (2016/679).

Spijkennisse, 1 June 2022



C.L. de Rijke
Chief Executive Officer