



Integrity and code of conduct

Revision 1.0

Our commitment

At Van Beek, we conduct our business activities in an honest, ethical and socially responsible manner. We build sustainable relationships with employees, customers, suppliers and other stakeholders, based on trust, respect and compliance with laws and regulations. In doing so, we act every day in accordance with our core values: Customisation, Transparency, Leading Edge, Responsibility and Working together with pleasure. These values form the basis of our behaviour, our collaboration and the choices we make.

This Integrity and Code of Conduct and the internal Code of Conduct, as included in the online employee handbook, together form Van Beek's framework of standards.

The Integrity and Code of Conduct describes the principles, values and ethical standards that guide the way Van Beek conducts business and works with employees, customers, suppliers and other business partners.

The internal Code of Conduct translates these principles into specific rules of conduct and expectations for everyone working within Van Beek. It includes agreements on professional behaviour, respectful interaction, confidentiality, safety, integrity and responsibility in daily practice.

Both documents complement each other and jointly form the basis for an ethical, safe and respectful working environment. All employees are expected to be familiar with both documents, comply with them and actively contribute to Van Beek's culture and core values.

Our principles

Integrity and ethical business practices

Van Beek does not tolerate any form of:

- Fraud, embezzlement or falsification of information;
- Bribery, corruption or unauthorised payments;
- Conflicts of interest that influence objective decision-making.

We are transparent in our communication, take responsibility for our decisions and always act honestly and with integrity.

Human rights and working conditions

Van Beek respects internationally recognised human rights and is committed to:

- Respectful treatment of all employees;
 - A working environment free from discrimination, harassment and unwanted behaviour;
 - Fair terms and conditions of employment in accordance with applicable laws and regulations.
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We treat each other with respect and work together with pleasure, based on trust, openness and mutual respect. Every employee is unique and deserves a working environment in which they can develop.

Prohibition of child labour and forced labour

Van Beek does not use or support:

- Child labour;
- Forced labour;
- Human trafficking;
- Modern slavery.

Health, safety and well-being

We strive to provide a safe and healthy working environment for everyone working for or on behalf of Van Beek. Safe working is a shared responsibility. Everyone addresses unsafe situations and actively contributes to a healthy working environment.

Compliance with laws and regulations

Van Beek complies with the applicable laws and regulations in the countries in which we operate. Employees and business partners are likewise expected to comply with these obligations.

Responsible business practices in the supply chain

We encourage our suppliers and partners to uphold the same high standards in the areas of integrity, human rights, working conditions and responsible business practices.

We also expect our suppliers and business partners to act in accordance with comparable standards relating to integrity, sustainability, safety and respect for people.

Sustainability

Van Beek takes responsibility for the impact of its activities on people, the environment and society.

We strive for sustainable solutions that contribute to the long term, without compromising on quality, safety or reliability. By continuously improving, we maintain our leading edge and develop innovative solutions for our customers. Every employee contributes by using energy, materials and raw materials consciously, preventing waste and making sustainable choices wherever possible.

Together, we are building a future-proof organisation.

Reporting and compliance

All employees and business partners are expected to report possible violations of this Code of Conduct. Reports will be handled carefully and confidentially.

Violation of this Integrity and Code of Conduct may result in appropriate measures, including termination of the business relationship.

Declaration

Van Beek is committed to the principles described in this Integrity and Code of Conduct and expects the same from its employees, suppliers, subcontractors and business partners.

By signing this Integrity and Code of Conduct, we endorse not only the rules of conduct described herein, but also Van Beek's core values, which guide our daily actions.

A handwritten signature in black ink, appearing to read 'P.H. Verberne', with a long horizontal stroke extending to the right.

P.H. (Perry) Verberne
Directeur

We don't just claim to be specialists, we act like it! That means we focus on screw conveyor technology as an innovative solution to improve your production process. A high level of craftsmanship, above-average service life, optimal material quality, and excellent service are hallmarks of our approach and our screw conveyor systems. We want you to have complete peace of mind regarding our screw systems, aside from routine maintenance. We want you to have screw conveyor technology in your facility that simply works, year after year.

Van Beek

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