

Jansens & Dieperink



Human Rights & Labor Policy

Purpose

At Jansens & Dieperink (J&D), we believe our business can only be successful when we consistently act with integrity, fairness and respect. This includes the respect for Human Rights and the adherence to Labor Rights as an integral component of our responsible business behavior. We recognize that our activities have an impact on people, communities, and the environment, and we aim to ensure that this impact is positive and sustainable.

The purpose of this policy is to express J&D's commitment to uphold and implement Human and Labor rights based on the 'UN Guiding Principles on Business and Human Rights' as also expressed in our Code of Conduct and related policies.



Scope

This policy applies to all J&D employees, including contractors, agency workers, and interns, across all our global operations.

We expect our business partners, suppliers and subcontractors to uphold these same standards and principles and encourage them to adopt similar policies.

Our Commitments

Our Human Rights and Labor policy is aligned with international frameworks, including the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Global Compact's Ten Principles, the OECD Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Core Conventions.

At J&D we treat everybody with dignity, respect and fairness. We aim to identify any adverse impacts related to human and labor rights resulting from our business activities before or when they occur while taking appropriate steps to avoid or mitigate them.

We apply the following guiding principles:

No Forced or Child Labor

J&D does not tolerate any form of modern slavery such as forced, bonded, or involuntary labor, human trafficking and child labor. We are committed to prevent these practices in our operations and projects and we adhere to national laws and the legal age requirements for workers in all countries in which we operate.

Freedom of Association and Collective Bargaining

We respect the right of all employees to organize and negotiate collectively. Employees are able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of retribution.

Safe and Healthy Workplace

At J&D we feel responsible to provide safe and healthy working conditions for our employees. We are committed to running our operations safely by providing the necessary (personal protective) equipment, procedures and training to prevent accidents and injuries. We follow our safety rules and procedures at all times and consistently report injuries and (near) incidents to learn, mitigate and continuously improve our safety performance.

Non-Discrimination and Harassment

We provide equal opportunities to all our employees and prohibit all forms of undesirable conduct such as discrimination harassment bullying, intimidation and abuse of authority. We do not tolerate discrimination based on ethnicity, beliefs, physical appearance or orientation such as (but not limited to) race, color, age, gender, religion and sexual or political orientation.

Labor conditions and Living Wages

At J&D we apply fair employment practices on the basis of freely agreed, written employment contracts with clear terms and conditions in an understandable language. We ensure fair wages that comply with applicable laws, including those relating to minimum wages, working hours, overtime and legally mandated benefits in order to support a decent standard of living.





Implementation & Responsibility

Compliance with the Human Rights and Labor Policy is monitored and reported on by our HR Officer, Sustainability Officer, and Compliance Officer. Both management and employees are equally expected to address misconduct immediately, and are accountable for upholding this policy as well as the guiding principles in our Code of Conduct.

In addition, J&D operates a due-diligence cycle to identify and address any (potential) impacts across its value chain.

The Human rights and Labor policy is reviewed by our Managing Board every two years and published on our website <https://www.jansensanddieperink.com> and our intranet.



Business Partners and Supply Chain

We expect our business partners such as suppliers, agents and subcontractors to uphold the same standards of integrity, compliance, and fairness as J&D and thus to comply with our Supplier Code of Conduct and underlying policies.

Long-term cooperation is only possible when based on trust, transparency, and shared values. Business partners can be subject to screening, audits, and corrective action plans. Persistent non-compliance may lead to suspension or termination.



Reporting, Grievance and Remediation

J&D promotes an open and honest culture amongst its workforce. All employees and stakeholders are encouraged to raise questions or concerns regarding actual or potential adverse human rights or labor impacts with our management, HR officer or via our anonymous whistleblowing tool GlobaLeaks (<https://globaleaks.jandd.nl>).

Reports are treated seriously with confidentiality and without retaliation. We are committed to investigate any concerns and will act appropriately without delay in case of breach of this policy.



Training and Awareness

All new employees receive a copy of the J&D's Code of Conduct and underlying policies including the Human rights and Labor policy when they join the company.

Employees will annually receive an invitation to complete either a mandatory group training or e-learning module on our Human rights and Labor policy as part of our Code of Conduct to ensure that everyone understands its purpose and application. Successful completion and sign-off are required.



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