



Supplier Code of Conduct

Introduction and Purpose

Jansens & Dieperink ("J&D") is a global leader in site assembled aluminum and stainless steel silos, gravity blenders and vessels. For over 70 years J&D has been manufacturing and delivering these high-quality, custom-made structures worldwide, ranging from silos and tanks to process vessels and columns, through an integrated approach of in-house engineering and production and on-site assembly.

Our mission is to create value for our clients through best in class, most cost-effective products and solutions with a strong focus on quality, reliability and innovation. In doing so J&D has built a strong reputation with its customers, suppliers and partners. Preserving and strengthening this reputation is vital to the continuity and success of our company and requires us to act with professionalism and integrity at all times.

To that end the Supplier Code of Conduct describes the basic ethical and responsible behavior we also expect from our suppliers and their subcontractors. It enables us to make the right decisions by providing a set of guiding principles for our interactions with colleagues, suppliers, clients and society as a whole.



Scope

The Supplier Code of Conduct takes into account the interests of our key stakeholders and applies to all our suppliers of goods and services and their subcontractors as well as agents and business partners acting on behalf of or working in cooperation with J&D worldwide (each called supplier hereinafter).

Compliance with this Code and its provisions forms an integral part of the agreement between supplier and J&D. Long-term cooperation is only possible when based on trust, transparency and shared values. Noncompliance may result in a review of the business relationship.

To verify supplier's compliance, we reserve the right to audit or inspect supplier's operations and/or facilities with timely notification and at our own expense, either self or by third party.

The Code complements and does not replace applicable laws and regulations. To the extent any local law or regulation is more restrictive than this Code, local law or regulation governs.



Compliance

In the following paragraphs we present our Supplier Code of Conduct based on our ethical, social, and environmental responsibilities and in alignment with the United Nations Global Compact ten principles.

1. Business ethics and anti-corruption

As a supplier to J&D we expect you to conduct your business with honesty and integrity and in compliance with applicable international and national laws.

As a supplier you will adhere to the following guiding principles:

- operate in full compliance with international, national and local laws and regulations applicable to your business where the more stringent always prevails;
- do not tolerate any form of bribery or corruption such as offering, promising, giving, or receiving any improper payment or item of value to influence a decision;
- do not accept gifts, hospitality or entertainment of excessive value. They should be for business purpose and must be reasonable, proportionate and appropriate in the circumstances;
- do not engage in fraud by intentionally deceiving or misrepresenting others for personal gain or business advantage;
- do not make any contributions or donations, whether cash or in kind, to political individuals or entities;
- respect applicable trade laws and restrictions and do not perform any activities that are subject to international and/or national sanctions or that involve dealings with sanctioned persons;
- charitable donations will be carried out transparently and properly recorded;
- conduct your business activities in fair competition and in accordance with all applicable antitrust, competition and fair trade practice laws;
- treat all information regarding J&D as confidential, protect it against unauthorized access and obtain written approval by J&D prior to publishing or sharing any information including photo's with third parties.

2. Human Rights and Labor

At J&D we respect human rights and treat everybody with dignity, respect and fairness. Therefore, we align ourselves with established global frameworks like the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and adhere to national and international labor laws, including the conventions of the International Labor Organization.

As a supplier we expect you to uphold the same ethical standards based on the following guiding principles:

- refrain from forced labor, child labor and exploitation;
- do not discriminate based on ethnicity, beliefs, physical appearance or orientation such as (but not limited to) race, color, age, gender, religion and sexual or political orientation;
- respect fair working conditions, wages and working hours;
- allow for freedom of association and the right to collective bargaining.

A more detailed description of our human rights and labor principles can be found in our Human Rights and Labor Policy on our website <https://www.jansensanddieperink.com/nl>



3. Environmental protection

J&D acknowledges its responsibility to minimize its environmental impact and to contribute positively to society. Consequently, as a supplier you are expected to:

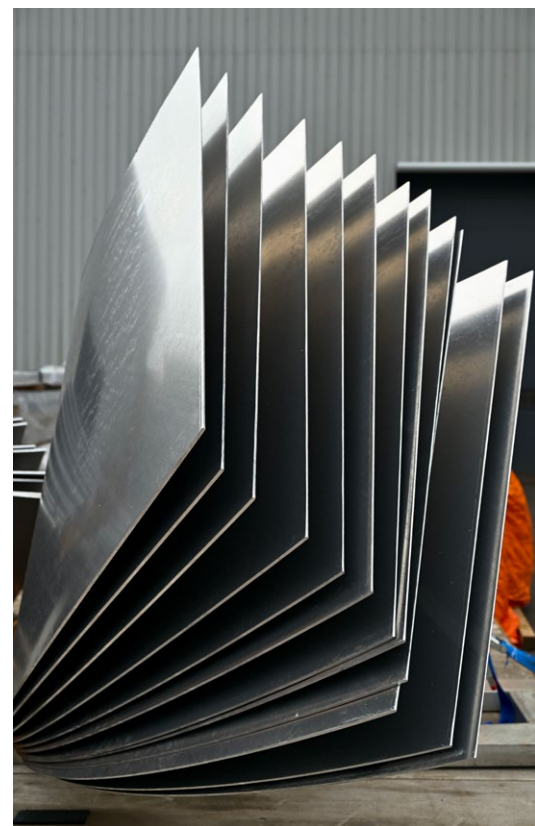
- comply with all applicable environmental laws and regulations;
- use resources responsibly and avoid waste;
- support initiatives for recycling, energy efficiency and sustainable practices;
- respect the communities in which we operate;
- timely identify potential adverse environmental and social impacts and take appropriate mitigating measures.

4. Health, safety and quality

At J&D we are committed to ensure a safe and healthy working environment in compliance with applicable laws and regulations and we expect the same from our suppliers.

As a supplier you:

- employ dedicated and professional personnel qualified for the job and with the relevant experience regarding the risks involved;
- provide safe machinery, tools and equipment as well as suitable free personal protective equipment and adequate sanitary facilities;
- provide training and instructions to identify and manage known risks, including emergency procedures;
- maintain safety management procedures to report and record incidents, investigate and learn from it as an organization and take effective measures for future prevention;
- maintain a quality management system with the aim of achieving continuous improvement in your business processes.





Reporting of Misconduct and Grievance

Supplier and/or supplier's employees are encouraged to report grievances or suspected violations of this Code 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 Code.

Supplier acknowledgement

Company: _____

Name and title: _____

Signature: _____

Date: _____



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