

## Code of Conduct for business partners

### Introduction

Kiremko is a Dutch company, founded in 1965 and located in Montfoort. We are a leading manufacturer of processing lines for the potato processing industry that add value for every customer. Our focus is on product development, continuous improvement, innovative, sustainable technology and collaboration. We respect our customers, our team, our partners and the environment.

We treat customers as we would like to be treated and aim for long-term relationships with our customers. We achieve success through teamwork. Our business partners are part of this team.

We see that food is unevenly distributed in the world and that waste is considerable in the potato processing process, both in the process of designing and building the machines and processing the potato by the customers. Together with our business partners, we want to work on improvements to prevent waste, so that we can work and live with pleasure, now and in the future.

We believe that if we enjoy working together and trust each other, we put ourselves in our customer's shoes and we meet expectations, we can work together smarter for a better future.

In this Code of Conduct we show our customers, suppliers, partners and other business relations (hereinafter: **business partners** ) what we consider as necessary ethical and social values for responsible business operations. In this Code of Conduct we invite our business partners to take steps to incorporate these values into their business operations.

In addition to this code of conduct for business partners, Kiremko has also issued guidelines for its employees. In this way, they are supported to carry out their work in accordance with Kiremko's procedures and to act ethically and socially responsible in their implementation.

### Fair Future

Kiremko believes it is important to do business consciously in order to reduce the pressure on the environment, but also to reduce inequality of prosperity in the world. We would like to invite our business partners to commit to a better world.

### Integrity

A better world is created partly by doing business honestly without bribery, corruption, extortion or fraud. We ask business partners and their employees to adhere to this and not to allow gifts, meals or entertainment from the other party to influence the conclusion of an agreement. We would like to invite the business partner to establish procedures that prevent, detect and punish bribery and corrupt actions.

### Fair competition

The wealth differences in the world are reduced by doing business on the basis of fair competition in which the business partner pays attention to national and international competition legislation.

#### Protection of human rights

In every country where the business partner operates, it respects the rights of all people as described in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights . Where possible, it tries to prevent violations of human rights and tries to prevent any consequences for human rights arising from its activities and products.

#### Fair working conditions at the locations where work is carried out on behalf of the business partner

In every country where the business partner is active, he will comply with national and international treaties and laws in the field of working conditions. The working hours of employees of the business partner will be in accordance with local legislation and wages will be fair and at least equal to relevant legal standards.

#### Prevention of child labor and forced labor

The business partner will not support child or forced labor or slavery and will try to prevent child or forced labor or slavery from being present in its business.

#### Preventing discrimination

Discrimination and harassment on the grounds of gender, marital status, ethnic or national origin, sexual orientation, religious belief, political opinion, age, disability or membership of a trade union or employee organization is not desirable. The business partner will make every effort to prevent this within his company.

#### Respect for the environment by the business partner

The business partner has an eye for the environment and is committed to working in the most environmentally responsible manner possible, while respecting national and international environmental legislation.

#### **Compliance**

Kiremko believes it is important to comply with national and international legislation and also expects this from its business partners.

#### International sanctions

The business partner adheres to the international sanctions imposed by the US, EU and UN.

#### Intellectual property

The business partner will handle Kiremko's intellectual property with care. Intellectual property disclosed to the business partner will be kept secure and will not be disclosed without Kiremko's consent.

#### Data protection

Kiremko values greatly the protection of personal data of all persons, including the employees of the business partner, Kiremko, customers and suppliers. The business partner will commit to complying with applicable data protection laws when collecting, processing, storing or otherwise handling personal data.

#### **Safety**

The safety of its employees and hired personnel is of great importance to Kiremko. The business partners also give safety a high priority.

#### Safety at locations where work is carried out on behalf of the business partner

Business partners will take the necessary measures to create a safe and healthy working environment for all their employees, seconded employees and employees of Kiremko and other parties who come to work for the business partner for a short or longer period of time.

#### Whistleblower protection

It is of great social importance that every company has a scheme for the protection of whistleblowers. The business partner will also respect applicable legislation in this regard.

#### **Violation of this code of conduct by the business partner**

If a business partner suspects that there has been a serious violation of this Code of Conduct, he is requested to report this to a Kiremko representative.

Kiremko works with the business partner not only because of the quality, price, service and products but also because of the choices he makes to work in an ethical, social and environmentally friendly way.