Supplier Code of Conduct

WORKING TOGETHER TOWARDS A SUCCESSFUL, CHALLENGING AND SUSTAINABLE FUTURE
At Kramp, we aim to achieve long-term business success. In doing so, we feel a strong sense of responsibility for the impact of our activities on our environment and the people who live and work in it. That is why sustainability, with a particular focus on social, environmental and business issues, is firmly embedded in what we think and do.

Eddie Perdok,
Kramp Group CEO

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**OUR VALUES**

**Customer first**
Customer satisfaction is of vital importance for Kramp and the rest of the logistics chain, from the producer to the end user. In everything we do, the customer always comes first.

**Engaged**
For customers and suppliers, we are a dedicated business partner striving for long-term business success. We aim to strike the right balance between the social, environmental and economic aspects of our activities.

**Together**
By working together, we can find solutions that simplify work for the customer. We focus on employees, customers, suppliers and all other stakeholders.

**Entrepreneurship**
Taking responsibility is part of entrepreneurship. As a company, we appreciate and support initiatives from all parties that add value to the logistics chain.
SUSTAINABLE ENTREPRENEURSHIP

In line with our values, we endeavour to make our business practices as sustainable as possible. We focus on the three dimensions of people, planet and profit, which we use to consistently create social, environmental and economic value. When balanced effectively, these dimensions strengthen each other, which generates long-term added value. That is exactly what we want to achieve at Kramp.

Partnership
Where possible, we want to cooperate with other companies to minimise the adverse effects of our actions and to facilitate and strengthen the positive long-term effects. We are keen to establish partnerships with customers and suppliers to create value. Sustainable entrepreneurship cannot be achieved by chance, but requires structural awareness from every individual — a process in which we can make considerable progress by working together within the chain.

Improving the sustainability of the chain
In addition to our own staff, we want to work with our customers and suppliers to improve the sustainability of the chain. We appreciate initiatives in this area. Sustainable entrepreneurship may already be a part of your business operations and you may already be implementing the points set out in this Supplier Code of Conduct in your everyday work, and we greatly appreciate this. Should this not yet be the case, we would like to cooperate with you to achieve this.
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**GENERAL**

Where we use the term “suppliers” in the Supplier Code of Conduct (SCC), we are referring to our suppliers and their suppliers and/or subcontractors. The Kramp Group expects all its suppliers to agree to and act in accordance with the points set out in this SCC. The purpose of this document is to formulate a minimum level of desired or accepted conduct that will apply to all parties concerned. Our suppliers are obliged to comply with local laws and regulations. If local regulations are more stringent than the requirements set out in this SCC, the local regulations apply, as you would expect.

**PEOPLE**

People make a difference. With their knowledge, skills and enthusiasm, they determine the quality produced by each company. Taking good care of staff and ensuring their development is therefore crucial to business success. Sustainable entrepreneurship means opting for a positive impact in the long run. We therefore enter into partnerships with employees, customers, suppliers, and our social environment in order to strengthen and expand this added value. Recognising this benefit and acting accordingly is self-evident for Kramp. People must be treated with respect at all times. We have translated this basic principle into three areas: working conditions, human rights and social enterprise.
Working conditions

• Ensure a safe and healthy working environment.
• Inform your staff about developments and provide them with training relevant to your company and their workplace.
• Increase safety in the workplace by paying attention to the prevention of accidents and disasters. Make sure that plans and facilities are available to minimise injuries and damage as far as possible during a disaster.
• Make sure that your company complies with the national laws and standards for working hours (including overtime), public holidays and vacations.
• Pay wages that are at least in keeping with local laws and standards.

Human rights

• Kramp opposes all forms of discrimination, such as differentiation based on gender, sexual orientation, age, religion, skin colour, nationality, political opinion or social class.
• Kramp is against child labour and forced labour. The minimum age must be 14 years in all cases.
• Kramp believes that it is important for your staff to be able to join an employee representation group of their choice to enable them to protect their own interests.
• Intimidation directed at staff or business partners, whether of a physical, psychological, sexual or verbal nature, will not be tolerated.

Social entrepreneurship

• Pay attention to health and safety issues during all stages of the product. Not only in relation to its use, but also during its development, manufacture, storage and processing after the end of its service life.
• Promote ethical behaviour within your company. Prevent and combat corruption, bribery and extortion at your company as well as discrimination in favour of family and friends. This also applies to your employees’ business dealings with other
companies, political organisations and authorities.

- Take an active stance in sharing information with Kramp, such as that relating to changing legislation.

- Express your social commitment by ensuring that the wishes of the community are visibly taken into consideration in your decisions.

- Kramp appreciates your support for charitable or public benefit initiatives and local cultural developments.

**PLANET**

In view of the shortage of energy and raw materials, Kramp expects that achievements relating to the environment and sustainability will play an increasingly important role in the pursuit of business success. We also believe that we should protect our planet, where possible, against pollution, deforestation and the depletion of natural resources. It is therefore important that we take this into consideration in our organisational processes and product development.

- Endeavour to reduce the amount of raw materials and energy you consume per product unit by working as efficiently and effectively as possible. Investigate the technological possibilities available for achieving this.

- Save energy through more efficient use of fuel and electricity. Endeavour to use renewable energy sources, such as solar power, wind, water etc. wherever possible.

- Minimise the impact on your natural environment through waste management.
Take advantage of recycling opportunities and try to minimise the emissions of harmful substances into the air, land and water.

- Preferably use recycled materials. Where this is not possible, try to use variants that are the least harmful to the environment.

**PROFIT**

People and planet are playing an increasingly significant role in determining the conditions under which gains (profit) can and should be made. If you want long-term success as a company, you cannot ignore the interests of people and of our planet. In fact, we are convinced that a company earns its “licence to operate” by consistently focusing on these aspects.

- Protect intellectual property and sensitive information that originates from Kramp and its customers. It goes without saying that we will deal with any information from our suppliers in confidence.
- Ensure that competition is conducted in a fair manner.
- Invest in innovation that leads to sustainability, for example by improving your production process or the product in terms of environmental impact, energy efficiency etc.
- Optimise the chain. Seize opportunities by anticipating developments and create extra added value for the chain, up to and including the end customer. Examples include reducing the volume or weight of packaging. In this way, you will reduce the amount of raw materials required and make a contribution to more efficient transport. You will also reduce transport costs, the amount of packaging waste and the cost of recycling for the customer.
BUSINESS RESPONSIBILITY

Together with its suppliers, Kramp wants to increase sustainability in the chain. We appreciate your commitment to Kramp’s objectives as set out in this SCC. An understanding of the way in which you deal with these issues within your company is very important to Kramp, and this is a main focus of our regular contact with you. We also ask that you ensure that your suppliers are aware of the content and conditions of this SCC.

If you have any information concerning a company that is in serious breach of the principles set out in the SCC, this can be reported to Kramp anonymously and in strict confidentiality. You can report information on the behaviour and actions of any of the participants in the logistics chain, including Kramp employees. We urge you to notify us immediately of any cases of serious breaches of fundamental principles, such as the use of child labour, bribery or acting unethically.

You can pass on any confidential or anonymous messages, as outlined above, to: SCC-Confidential@kramp.com