

Code of Conduct

At Eurotrol we believe that our company's responsibility does not stop at the factory gates, but extends to cover all of our stakeholders: employees, suppliers, customers, patients and the communities in which we work. Our Code of Conduct sets out our commitment to our stakeholders and the standards of behavior to which all of us at Eurotrol and our suppliers must adhere.

Our suppliers are expected to conduct their business responsibly and in accordance with the following principles:

1. Compliance with Laws

- Comply with all applicable laws and regulations.

2. Employees and Human Rights

- Treat all employees fairly, honestly and with dignity and respect, without discrimination based on gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age or sexual orientation.
- Respect the personal dignity, privacy and rights of every individual.
- Not employ children under the age of 15, or the applicable legal minimum age if higher.
- Provide fair remuneration and comply with applicable minimum wage requirements.
- Comply with applicable laws regarding working hours.

3. Health and Safety

- Provide a safe and healthy working environment.
- Take appropriate measures to prevent accidents and occupational diseases.
- Provide appropriate health and safety information and training to employees.

4. Environment

- Comply with applicable environmental laws and regulations and operate in an environmentally responsible manner.
- Strive to reduce waste generation, energy consumption, greenhouse gas emissions, water use, and other environmental impacts associated with their operations.
- Minimize environmental pollution and make continuous improvements in environmental protection.

5. Confidentiality and Data Privacy

- Protect confidential information and intellectual property belonging to Eurotrol, our customers and business partners.
- Comply with applicable data protection and privacy laws.

6. Business Integrity

- Avoid conflicts of interest and disclose any actual or potential conflicts appropriately.
- Not engage in any form of bribery or corruption.
- Comply with applicable competition laws and not engage in price fixing, market or customer allocation, market sharing or bid rigging.

7. Supply Chain

- Promote these principles throughout their own supply chain and encourage their suppliers and subcontractors to comply with this Code of Conduct.



Bart H.A. Maas
Managing Director Eurotrol B.V.