



Supplier Code of Conduct



Royal Eijkelkamp is a company that offers total solutions for soil and water. It is a true family-run company, which was founded in 1911. To Royal Eijkelkamp Corporate Social Responsibility (CSR) represents a way of doing business in which the company considers its influence on society in general and on its stakeholders in particular. In doing so, it makes choices that contribute to solving a number of social issues. Royal Eijkelkamp demands that its business relations adhere to the same requirements that it sets for itself. In its operational management, Royal Eijkelkamp is fully committed to the applicable laws and regulations.

Royal Eijkelkamp wants to develop further in improving and implementing CSR in its business operations; Socially Responsible Purchasing increasingly plays an important role in this regard. Royal Eijkelkamp therefore wants to do business with suppliers who behave responsibly and with integrity. The supplier commits to the contents of this Supplier Code of Conduct and to all applicable laws and regulations. The Code of Conduct is therefore an integral part of agreements between suppliers and Royal Eijkelkamp. Royal Eijkelkamp emphasises the following areas of attention.

Social Responsibility

Royal Eijkelkamp expects all its suppliers to comply with all applicable laws and regulations in regards to Social Responsibility. We have certain requirements on specific Social Responsibilities, as defined below.

Child labor and Employment of Minors

Royal Eijkelkamp expects all its suppliers to prohibit child labor within their organization and supply chain. Furthermore, Royal Eijkelkamp expects that its suppliers apply continuously improving policies to prevent child labor. The minimum age of workers shall be 15 years or the minimum age set by the national laws in the country of manufacturing, whichever is higher. Young workers, meaning those above the minimum age and below the age of 18, may only be employed for non-hazardous work and shall not be employed during night hours.

Forced labor

Royal Eijkelkamp expects all its suppliers to prohibit forced labor within their organization. Furthermore, Royal Eijkelkamp expects that its suppliers apply continuously improving policies to prevent forced labor. The supplier shall not use or benefit from any form of forced labour and/or human trafficking, including but not limited to:

- restriction on freedom of movement;
- retaining of important original personal identification documentation; and
- any other excessive means to prevent employees from terminating employment at will.

Discrimination, Fair and Equal Treatment

Royal Eijkelkamp expects all its suppliers to prohibit discrimination within their organization. Furthermore, Royal Eijkelkamp expects that its suppliers apply continuously improving policies to prevent discrimination. The supplier shall base employment decisions on merit and qualifications. The supplier shall not discriminate on the basis of, race, colour, religion or creed, gender or gender expression, age, national origin or ancestry, medical condition, marital status, sexual orientation, mental or physical disability or social status. Any form of physical, psychological, verbal, sexual or any other kind of harassment is also prohibited.

Employment Conditions

The supplier shall comply with all the requirements of local laws and regulations in the relevant country in regards to employment contracts. In the absence of laws and regulations, the supplier shall provide a written employment contract that outlines the terms of employment.

Furthermore the supplier shall ensure that working hours—including regular working hours, overtime, days of rest and breaks—are in compliance with applicable laws and regulations in the relevant country.

At last the supplier shall provide wages and benefits that comply with applicable laws and regulations and/or applicable collective bargaining agreements in the relevant country, which includes basic wages, benefits and overtime.

Community

Royal Eijkelkamp expects all its suppliers to actively support the local community and social initiatives. Also ensure health and safety of local residents by using safe facilities, technologies, methods and by being prepared for calamities.

Environmental Responsibility

Royal Eijkelkamp expects all its suppliers to comply with all applicable laws and regulations. Furthermore Royal Eijkelkamp possess the ISO 14001, the supplier also needs to comply the norms conform the ISO 14001. This requires a positive approach towards environmental issues related to their activities, as defined below.

The reduction of CO2

Royal Eijkelkamp expects that all its suppliers are aware of their CO2-footprint and apply continuously improving policies to reduce their emission.

The reduction of energy

Royal Eijkelkamp expects that all its suppliers are aware of their energy consumption and apply continuously improving policies to reduce this.

Recycling

Royal Eijkelkamp expects all its suppliers to apply continuously improving policies to reduce their waste and encourage recycling by waste separation.

The use of water

Royal Eijkelkamp expects all its suppliers to be aware of their water consumption and apply continuously improving policies to reduce their consumption and wastewater discharges.

Fair Business

Royal Eijkelkamp expects all its suppliers to comply with all applicable laws and regulations in regards to Fair business. Royal Eijkelkamp is an international company with high business ethical standards, we also expect this from the suppliers.

Corruption

Royal Eijkelkamp expects all its suppliers to ensure that corruption and bribery within their organization is being prevented by applying continuously improving policies. Royal Eijkelkamp has a zero-tolerance policy regarding corruption and expects its suppliers to apply the same.

Anti-competitive practices

Royal Eijkelkamp expects all its suppliers to compete in a fair manner and comply with the applicable antitrust laws and regulations by applying continuously improving policies.

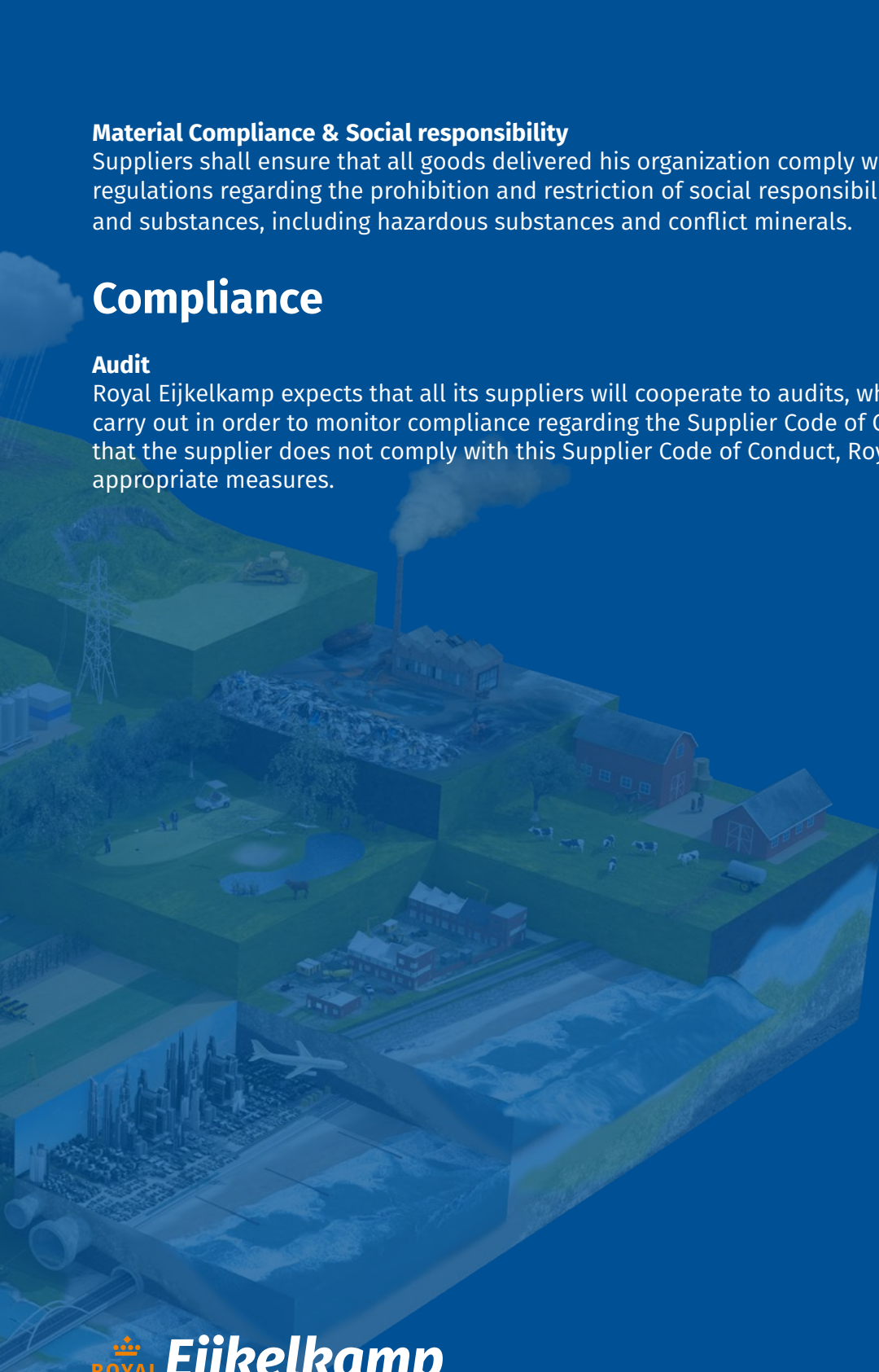
Material Compliance & Social responsibility

Suppliers shall ensure that all goods delivered his organization comply with all applicable laws and regulations regarding the prohibition and restriction of social responsibilities, as mentioned earlier, and substances, including hazardous substances and conflict minerals.

Compliance

Audit

Royal Eijkelkamp expects that all its suppliers will cooperate to audits, which Royal Eijkelkamp can carry out in order to monitor compliance regarding the Supplier Code of Conduct. If the audit shows that the supplier does not comply with this Supplier Code of Conduct, Royal Eijkelkamp will take appropriate measures.



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