



Code of Ethics for Partners of PP Group

When selecting suppliers and assessing new and existing supply relationships, PP Groep Katwijk B.V. and its subsidiaries (henceforth: PP Group) consider economic criteria, environmental and resource protection, compliance with human rights, labour and social standards as well as anti-discrimination and anti-corruption requirements.

In the Code of Conduct of PP Group for Suppliers, PP Group describes exactly what is expected from the suppliers. That is why it is important to all suppliers to know these principles and requirements and to act accordingly.

Dealing with employees

PP Group expects its suppliers to comply with the fundamental workers' rights of the applicable national legislation. In addition PP Group expects recognition of the core labour standards of the International Labour Organization (ILO), taking into account the laws and legal forms applicable in various countries and locations.

Discrimination

PP Group expects its suppliers to promote equal opportunities and equal treatment and to prevent discrimination in the recruitment of workers and in the promotion or granting of primary and continuing professional training programmes. No employee may be discriminated against on grounds of sex, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or beliefs.

Remuneration and working hours

PP Group expects its suppliers to comply with applicable national legislation on working hours. It is also expected that the suppliers' employees will receive compensation in accordance with applicable national laws.

Health Protection and Occupational Safety

PP Group expects its suppliers to comply with the applicable national health and safety legislation. It is also expected that suppliers build and apply appropriate occupational safety management. This includes on the one hand the mitigation of actual and potential occupational safety risks and on the other hand the training of employees in order to prevent accidents and occupational diseases in the best possible way.

Child Labour

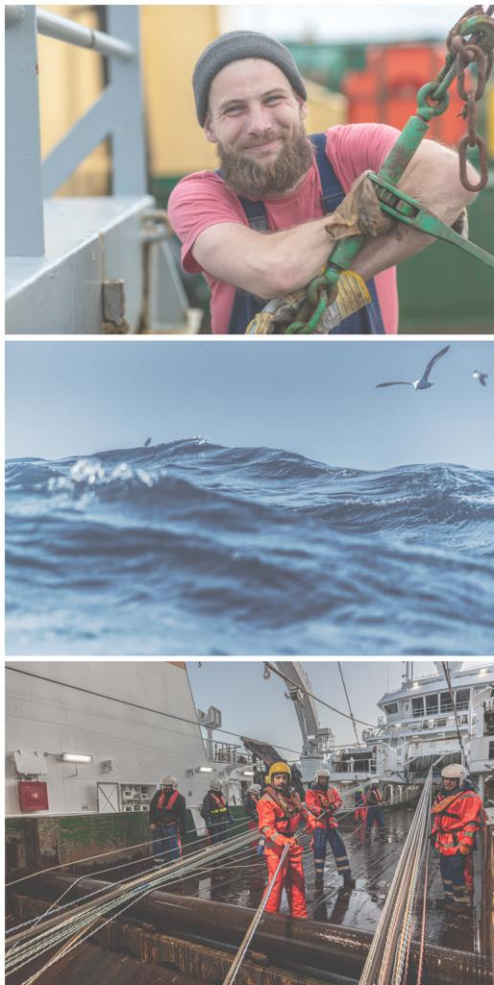
PP Group expects its suppliers to refrain from any form of child labour in their companies.

Forced Labour

PP Group expects its suppliers to prohibit forced labour in their enterprises.

Freedom of Association

PP Group expects its suppliers to respect the rights of employees to form employee representation and collective bargaining in accordance with national legislation.





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Environmental Protection / Resource Preservation

PP Group expects their suppliers to comply with applicable national environmental laws, regulations and standards. With regard to the fish resource, PP Group expects its suppliers to guarantee the absolute renunciation of goods from illegal fishing (IUU fishing: Illegal, unreported, unregulated).

PP Group is committed to the responsible use of energy and expects the same from their suppliers.

Behaviour in Business Context

Ban on corruption and bribery

PP Group expects its suppliers to not tolerate corruption and to ensure compliance with the United Nations (UN) and the Organization for Economic Co-operation and Development (OECD) Conventions on Combating Corruption and the relevant anti-corruption laws in their companies. In particular, they ensure that their employees, subcontractors or agents do not offer, promise or grant any benefits to PP Group employees or related parties with the aim of obtaining an assignment or other preference in the course of business dealings.

Invitations and Presents

PP Group expects suppliers not to abuse invitations and gifts to influence. Invitations and gifts to PP Group employees or related persons are only granted if the occasion and scope are appropriate, i.e. they are of low value and can be considered as expressing locally accepted business practice. Likewise, the suppliers do not demand undue benefits from PP Group employees.

Avoidance of Conflicts of Interest

PP Group expects its suppliers to make decisions regarding business with PP Group based solely on objective criteria. This approach avoids conflicts of interest due to private interests or economic activities or other activities, even of relatives or other related persons or organizations.

Free Competition

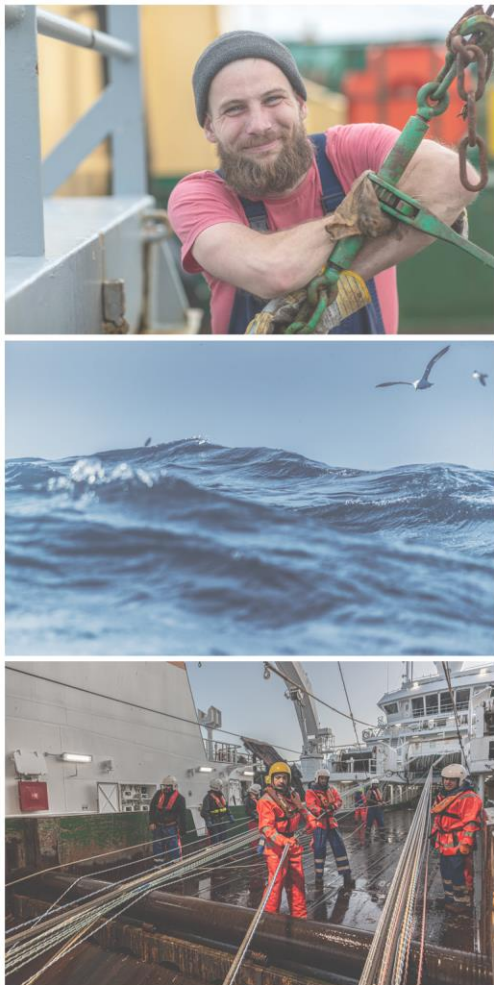
PP Group expects its suppliers to compete fairly and to comply with the applicable antitrust laws. Suppliers neither participate in anti-competitive agreements with competitors, nor do they abuse a possibly existing dominant market position.

Money Laundering

PP Group expects its suppliers to comply with the relevant legal obligations for money laundering prevention and not to participate in money laundering activities.

Supplier Relationships

PP Group expects its suppliers to communicate all principles and requirements described above to their subcontractors and suppliers and to take them into account when making the selection. Suppliers encourage their subcontractors





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and suppliers to adhere to the described standards on human rights, working conditions, corruption prevention and environmental protection in the fulfilment of their contractual obligations.

Adherence to the Code of Conduct for Partners of PP Group

Compliance with the principles and requirements of this Code of Conduct for Partners of PP Group must be integrated into the suppliers' business processes. In addition, the suppliers agree to grant PP Group or its agents access to all necessary workshop space and access to the documents required to carry out audits.

Any violation of the principles and requirements set out in the Code of Conduct for Partners of PP Group is considered to be a significant impairment to the contractual relationship by the suppliers. If there is a suspicion of non-compliance with the principles and requirements of the Code of Conduct (e.g. negative media reports), PP Group reserves the right to demand information about the relevant facts. Furthermore, PP Group has the right to terminate any or all contractual relationships with suppliers who demonstrably fail to comply with the Code of Conduct for Partners of PP Group or who do not strive for and implement improvement measures after having been given a reasonable deadline by PP Group.

