



Code of Conduct

Number POLICY-0001 Rev. 0
Title Code of Conduct
Author Michel Frerichs
Date 01.09.2014

The Dekker Group prefers business in the right way: with integrity, responsibility and high ethic standards. Therefore the Dekker Group has centralized the interests of consumers, business partners and employees.

This vision on business includes values and standards which are assembled in the Code of Conduct, a declaration giving the details of these values and standards. The Code of Conduct is a directive for the intercourse between the Dekker Group and her business partners, the employees and the consumers.

The management of the Dekker Group subscribes the standards, values and ethic rules as given in the Code of Conduct.

The vision on business as seen by the Dekker Group is based on trust, common standards, values and targets. To view this vision a review is given:

1. Environment

The Dekker Group feels great responsibility for the environment and therefore endeavours to minimize the harmful effects of the work, being continuously aware of this subject and to search for options for further development and improvement.

In order to take care of the environment as much as possible, the Dekker Group endeavours to find a balance between People, Planet and Profit. Our environmental management system qualifies the high level of the Dekker Group.

2. Safety, health and food safety

The Dekker Group endeavours to create a safe and healthy working area for all employees, customers, visitors and suppliers. It is the responsibility of each member of the staff to fulfil the instructions and procedures of the company with respect to food safety, health and safety rules.

3. Respect for (the diversity of) the employees

The Dekker Group subscribes the advantage of a multicultural society and understands the differences. Therefore the Group endeavours for an environment where all employees can do their best, where each individual has equal access to opportunities and where everybody is attended with respect and dignity.

The social policy for all employees is to offer every person equal opportunities for development.

The Dekker Group recognizes the pressure to families caused by the work of the employees and endeavours to enlighten this.



4. International relationships

The Dekker Group is aware of the obligation to adapt to the required interests of the countries the Group has activities with. The Group follows the local and national laws and respects the social and cultural habits of those countries. The Group also endeavours to be a role model everywhere the Group is active.

5. Child labour

The Dekker Group rejects all kinds of child labour and avoids each form of it. In case some kind of child labour is unexpectedly ascertained in whatever which form or relationship, the Dekker Group will actively take action to ban this child labour and to stimulate education. In case this is unsuccessful, the relationship will be ended.

6. Customers, employees, suppliers and competitors

The Dekker Group endeavours to a powerful and conscientious competition. All customers and suppliers have to be attended fair and objective. Employees will not act unfair or misleading and never unnecessarily or baselessly talk about the products of a competitor. The Group informs all suppliers that they are expected to subscribe the principles of this Code of Conduct and that they have to keep to the legal rules of preventing cartel formation.

The policy in conflicting interests is: do not compete with the activities of the Dekker Group and take care that all activities in the name of the company are never influenced or seem to be influenced by personal or family interests.

7. Using business property

All technical property of the Dekker Group, which includes the computers and access to e-mail and the internet, may be used for the intended and for business purpose only. All further property such as materials, products of customers etc. have to be handled with great care.

8. Fulfilment of the Code of Conduct

The Dekker Group expects of all employees and (sub)contractors that they will immediately confidentially and/or anonymously inform the management of Dekker in case of behaviours, activities or situations which are in conflict with this Code of Conduct or with the local or national laws.

All employees of the Dekker Group have the responsibility to obey these conducts, to ask for an explanation in case of obscurities and to inform the management in case of known or supposed breaking the Code of Conduct.

Date: November 2014


Mr. J. Duai
Managing Director