

Quality, Environment, Safety and Health (QESH) Policy



The Dekker Group is committed to provide:

- Safe food products to our customers; risk based thinking is part of our DNA;
- Highest quality of products and services to our customers;
- Protection of the natural environment in which we live and operate;
- Care for the occupational health and safety of our employees, our customers and the communities in which we operate.
- To consistently produce Halal products in meeting consumers' needs including those of the Moslem consumers. We will achieve this by:
 1. Ensuring all finished products made for the Moslem markets are halal certified.
 2. Ensuring all raw materials procured and used in the manufacture of our products are halal.
 3. Ensuring the production systems are clean and free from non-halal and filthy ingredients.

Our people are our most valuable assets and will always make the difference. We look out for their safety and we encourage them to develop their talents. We treat each other fairly and with respect. We also expect and encourage our suppliers to treat their people fairly and in accordance to the human rights policies. The UN Global Compact resolutions have been the inspiration for our Sustainability and Responsibility guidelines.

Our QESH policy is effectively implemented, by striving for:

Customer satisfaction

The Dekker Group focuses on 'Right First Time'. Customer satisfaction is driven by service reliability and innovative solutions. Our overall goal is to achieve 100% customer satisfaction.

Food Safety program, incident and injury prevention and sustainable organization

Our mind-set adheres to incident and injury free operational activities. Our food safety and health and safety / security program has been set-up according a risk based approach in line with ISO 22000 / FSSC 22000, GMP+, HACCP, SQAS, Halal, Kosher, (non) GMO, RSPO, food defence-, & fraud principles, legislation, safe work practices and control-, & mitigating measures to prevent:

- Food safety incidents, non-conformities and complaints;
- Injuries, health illness and material damage;
- Environmental pollution and/or harmful emissions;
- Excessive and unnecessary consumption of natural resources and energy.

Compliance

Within the Dekker Group we seek for compliance with all applicable legal requirements and standards to keep QESH risks As Low As Reasonable Practicably (ALARP).

We are committed to respect the laws that were made to protect the interests of the people in our local communities. We also adhere to international laws that concern our business activities. We expect our suppliers to do the same.

Business Ethics

We are committed to conducting our business in an ethical manner and in full compliance with all applicable laws. Honesty, fairness, respect and integrity are all guiding principles in our business dealings. These values apply wherever we do business around the world, in conjunction with local laws and regulations. We also abide by these values in our workplace. We are committed to promoting a workplace that respects diversity and is safe, drug-free, and harassment-free.

Human Rights, Forced Labour & Child Labour

Human Rights and adherence with human rights laws are the backbone of our society and our human

resource policy was developed with this in mind. We have a clearly defined equal opportunity employment policy and clearly defined policies against harassment. Of our suppliers we expect that they act in accordance with human rights laws and standards. We expect our suppliers to refrain from the use of Child Labour for production activities, as stipulated in national and local laws.

Impact on our environment

In our aim to leave as the smallest possible environmental footprint, we use energy wisely and have adopted a minimal waste policy. We comply with all applicable laws and regulations to improve impact on the environment and encourage our local offices and production plants to adopt a Reduce, Re-use & Recycle policy.

Training and competences

Dedicated training- and effectiveness evaluation ensures our employees are knowledgeable according Dekker Group QESH requirements according to the different certificates such as Halal, Kosher, RSPO, GMP+, Skal, etc.. People make the difference by personal development.

Communication

This QESH policy is communicated to our employees and interested parties.

Continuous improvement

We ensure continuous improvement of our QESH management system, production- and transport facilities through a periodic review of this QESH policy, objectives, targets and changing conditions.

Responsibility for implementation of this policy is a team-effort of all Dekker Group employees.

Jan Duel

30-01-2019

Chief Executive Officer
Dekker Group