

CODE OF CONDUCT

To whom it may concern, Zoutman Industries describes the Corporate Social Responsibility requirements. It is Zoutman's policy to conduct business in compliance with law and widely accepted norms of fairness and human decency.

LABOR:

Zoutman will uphold the human rights of employees and treat them with respect and dignity as understood by the international community.

Forced labor:

Zoutman shall not use forced labor.

Child labor:

Zoutman will ensure that their hiring practices are in compliance with International Labor Organization (ILO) Conventions for minimum age (Convention 138) and child labor (Convention 182).

Anti-discrimination:

Zoutman shall not subject any person to discrimination with regard employment on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Harassment and abuse:

Zoutman shall treat every employee with respect and dignity, and shall not allow any employee to be subject of physical, sexual, psychological, or verbal harassment or abuse.

Wages and benefits:

Zoutman will meet wages and benefits paid, at a minimum, applicable legal requirement. In any event, wages and benefits should be enough to meet basic needs. Zoutman will not permit deductions from wages as a disciplinary measure.

Freedom of association and collective bargaining:

Zoutman will recognize the right of workers to join or to refrain from joining associations of their own choosing and the right to collective bargaining, unless otherwise prohibited by law. In all cases, worker rights to open communication, direct engagement, and humane and equitable treatment must be respected.

HEALTH & SAFETY:

Healthy and safety working conditions.

Zoutman shall comply with applicable environmental laws and regulations and provide a safe and healthy working environment to prevent accidents and injury to health occurring within or arising out of the course of work, or as a result of the operation of employer facilities

ENVIRONMENT:

Salt from Zoutman has no physical-chemical risks, is not a health danger or a danger to the environment. It is not classified as a dangerous product according to the EC directive for hazardous substances en dangerous preparations.

ZOUTMAN

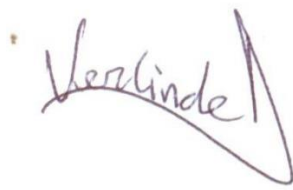
ETHICS:

Anti-corruption:

Zoutman will conduct their businesses without engaging in corrupt practices, including public or private bribery or kickbacks. It will maintain integrity, transparency and accuracy in corporate record keeping.

No unfair business practices:

Zoutman will act with integrity and lawfully in the proper handling of competitive data proprietary information and other intellectual property, and comply with legal requirements regarding fair competition, antitrust, and accurate and truthful marketing.

A handwritten signature in blue ink that reads "Verlinde". The signature is stylized and includes a large, sweeping flourish that extends to the right and then loops back down.

Verlinde Delphyn
Quality Department
12.12.2024

Valid for 3 years

