

Hendrik Veder Group

The Force of Smart Connection

Rotterdam, November 2022

Compliance statement Hendrik Veder Group

Company ethos

Hendrik Veder Group is committed to conducting business in an ethical and fair manner and is committed to implementing and enforcing systems to ensure that all forms of compliance are subject to national and international laws or related regulations.

We are committed to acting professionally, fairly, and with integrity in all business transactions and relationships we build with our customers, suppliers, business associates and employees in all Hendrik Veder Group related relationships.

Hendrik Veder Group will continuously enforce all laws regarding national and international laws or related regulations and adhere to the SIZA Social Standard requirements in combating any form of abuse and or violation thereof.

In our Compliance statement the following compliance topics can be mentioned:

- Bribery
- Criminal activities
- Financial criminal activities, money laundering
- Corporate espionage
- Cyber security
- Child labor
- Slave labor
- Human rights
- As well any form of exploitations what's ever
- Local & international laws and regulations as Health, Safety, Environment labor
- Laws and regulations regarding legality of work and residence.

Company Commitment

All members of the board of directors, managers and employees of Hendrik Veder Group must adhere to the business ethic of the above compliance topics. No employee, manager or member of the board of directors may participate in or become involved in compliance topic as noted above.

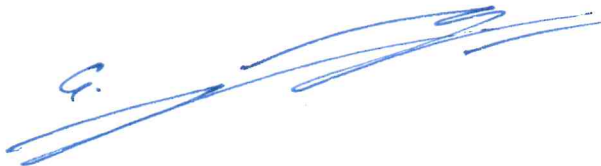
All members of the board of directors, managers and employees are committed to promptly reporting, discussing and preventing any undesirable and inappropriate behavior and will report such or any conduct by employees, managers, members of the board of directors, customers, suppliers or business associates in any way or form.

This policy hereby binds the company to its commitment to regularly discuss and mitigate factors related to each of the aforementioned Compliance topic.

Signed on behalf of members of the board, managers and employees of Hendrik Veder Group.

By CEO Egbert Vennik

Rotterdam The Netherlands
November 2022



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