

Hendrik Veder Group

The Force of Smart Connection

Rotterdam, November 2024

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 laundry
- Corporate security
- Cyber security
- Child labor
- Slave labor
- Human rights
- Any form of exploitation whatsoever
- Local & international laws and regulations as Health Safety Environment labor
- Laws and regulations regarding legality of work and residence

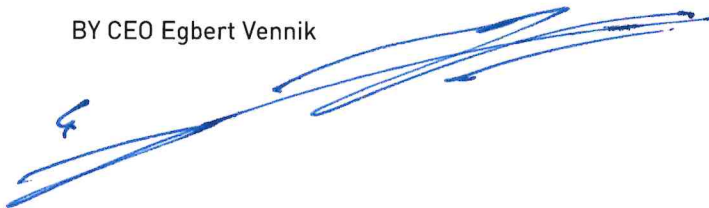
Company Commitment

All members of the board of directors, managers and employees 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 of form.

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

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

BY CEO Egbert Vennik



Rotterdam, The Netherlands
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