

## Quality policy of The Thijs Group

### Food safety

The management of The Thijs Group B.V. understands the great importance of food safety in today's market. The standards and regulations never stop changing and we always adjust accordingly.

All members of management and staff will apply 100% commitment and effort, both individually and as a team towards full compliance of this food safety and quality policy.

To ensure best practice in our warehouses and process area's The Thijs Group B.V. guarantees that all activities take place under the standard of BRC food, IFS logistics, Skal, and AEO certification.

### Human rights policy

As The Thijs Group BV, we are certain that long-term business success can only be ensured if human rights are acknowledged and protected.

We are therefore committed to protecting human rights and preventing human rights violations.

Our commitment encompasses our own business operations, our business relationships, and impacts indirectly caused by our actions.

We appreciate that different countries have different laws, customs and cultures which impact business practices. To create common understanding about best labour practices we comply with the ethical Trade Initiative (ETI) base code

ETI Base Code - The 9 Principles are as follows:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

We set priorities and evaluate risks based on the severity of potential human right impacts.

In this context, we are aware that specific groups, such as minorities and women, are potentially more vulnerable to violations of their fundamental human rights.

Grievance mechanisms provide a suitable means of identifying adverse effects at an early stage.

For this reason, we have created grievance mechanism processes for our own employees and business partners.

Management of the Thijs Group B.V. is responsible for supervising the implementation of and compliance with the Human Rights Policy.

We are aware that the implementation of human rights due diligence is an ongoing development process, we will also review and further develop our Human Rights Policy on a continuous basis.

### Environmental policy

The Thijs Group B.V. is committed to minimize the impact of its activities on the environment. The key points of its strategy to achieve this are:

- Minimize waste by evaluating operations and ensuring they are as efficient as possible.
- Minimize toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Minimize the environmental impact of production, warehousing and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.

### Integrity policy

All of our employees are expected to conduct their activities for The Thijs Group B.V. fairly and ethically, in such a way that it enhances the group's reputation.

Our goals are:

- To maintain honesty, integrity and high ethical standards.
- To prevent financial and reputational damage to The Thijs Group and its staff.

We are committed to achieve these goals:

- Managers are responsible and accountable for upholding and communicating this policy and leading by example
- All personnel must comply with this policy and promptly report concerns and violations

To ensure compliance with our ethics and integrity policy we:

- Comply with all laws, including those on health and safety, environment, security and social responsibilities.
- Treat all staff, business partners and external parties fairly and with respect.
- Ensure we avoid making any illegal payments including to customers, agents
- Actively encourage our employees to report any suspicions or concerns about bribery, fraud or corruption, which will be followed up rigorously
- Report all violations and concerns in a spirit of openness and transparency

The Quality Policy of The Thijs group B.V. will be subject to regular reviews by Management in order to ensure that it is suitable at all times.

M.D. Nicodem  
Director

Rotterdam, January 14<sup>th</sup> 2022

The Thijs Group B.V.  
Tybex Warehousing B.V.  
Doco Warehousing & Forwarding B.V.  
Gebroeders Smits Spinblanching B.V.

