

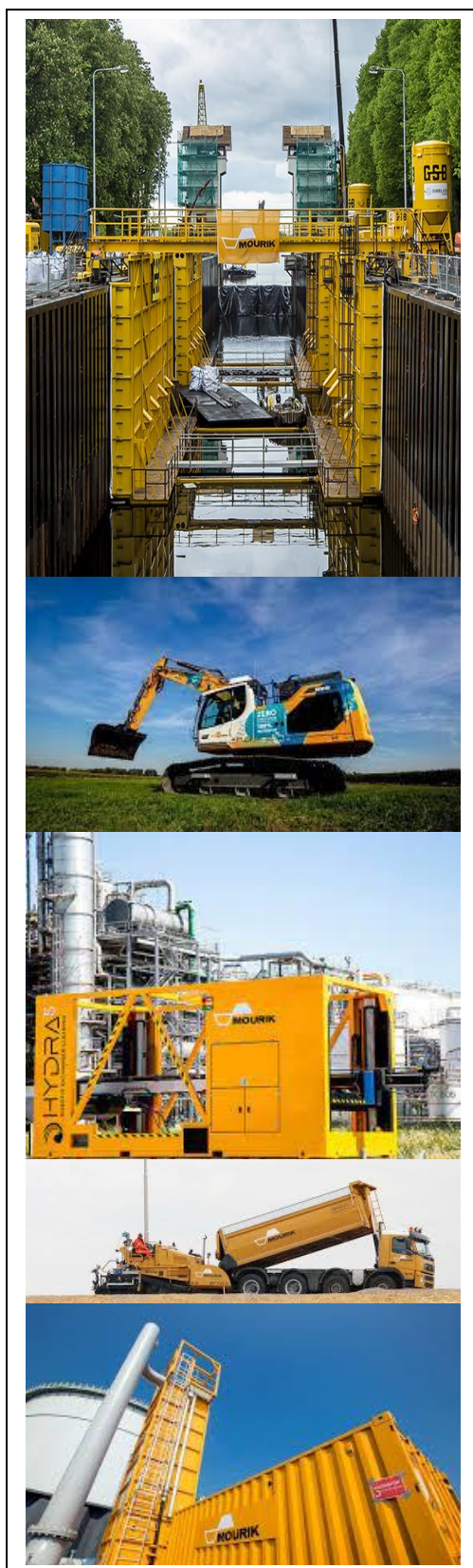
MOURIK CODE OF CONDUCT

The Mourik Code of Conduct sets out our standards, values, and responsibilities. These apply to every single Mourik employee and they form the basis underlying all our dealings with our stakeholders.



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OUR CORE VALUES

Who we are and the course we have charted are no coincidence. Together with colleagues from across all organizational units, we have answered the following questions: “Who are we and what do we stand for?” The answer is captured in our mission, vision, and policy plans.

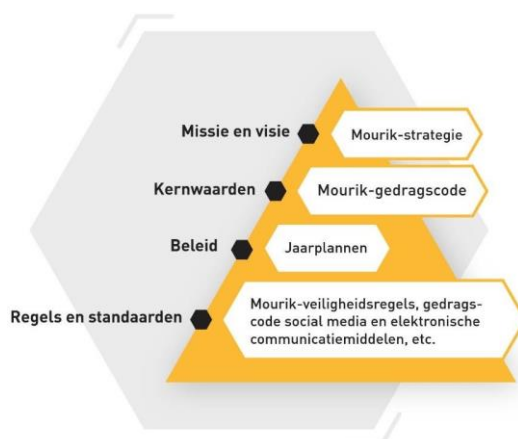
The associated standards, values and rules concerning behavior are set out in this code of conduct, which is the basis for all our actions. Our core values are inextricably tied to our strategy.

Our core values

Enterprising	:	I am, and I feel responsible. My supervisor gives me scope to take initiative and seize opportunities. I get the freedom to carry out Mourik’s mission as I see fit. Clients experience that and know that
		their
		problems will always be solved
Innovative	:	We are unique and operate our projects in an innovate manner and so too
are we capable of		handling new challenges. We’re inventive in the field, and solution oriented in everything we undertake
Persevering	:	We do not let go: We get the job done, whatever it takes, and we are a reliable partner to our clients and colleagues.
Engaged	:	We put people first and are there for each other, take care of each other. We’re committed to the company and the company is committed to us. Whenever help is needed, it is provided.
Honest	:	We’re true to ourselves here, united in pride for our work and the company. We’re honest and open with each other, like a close-knit family.

As a strong unified Mourik, we seek to collaborate, both internally and with clients and partners, driven by a sustainable society. Needless to say, this also means complying with laws and regulations, safety, and ongoing innovation.

The figure below shows a diagram in which our code of conduct relates to other policies, rules, and standards.



FOREWORD

Mourik is one of the Netherlands' largest family businesses. The family business aspect is reflected in the way we treat each other. Our business operations are carried out based on social awareness over a wide spectrum, where sustainability, safety, transparency, ethics and integrity form the basis of our common values. Mourik's policy is aimed at being a high-quality business that adds value to its clients. To achieve this, the company is guided by its principle of striking a responsible balance between the financial aspects (profit, economic return and business continuity) and social and ecological aspects (people and the environment) of its business operations.

Mourik goes by the following principles in all its actions:

Honest business practices

We conduct business openly and with honesty, integrity and fairness, within the boundaries of commercial confidentiality and international practices and guidelines. Furthermore, as a company we believe in the importance of trust, openness, teamwork, professionalism, and taking pride in what we do. We expect our employees to carry out their work professionally, cooperatively and honestly, both within and outside the company. We do not do business with a party or parties where this would result in a violation or circumvention of the law and regulations or conflict with other common values of society as a whole and/or our company in particular.

Safety

Our main objective is to perform all our activities without causing injury to people and/or damaging assets, property or resources, the local community or the environment. Zero accidents is our ultimate goal.

Our mottos are:

- Everyone gets to work and back home safely every day
- No injuries, illness or damage as a result of the work
- We control all (safety) risks in our work
- Accidents and damage are generally preventable, provided applicable laws and regulations are complied with, advice is followed, etc.

We aim to create a sustainable safety culture in which attention is paid to safety leadership, human behavior, hazard identification, and risk control and management.

Sustainability

We do business sustainably by taking good care of our people and the communities and environment in which we operate. We also aim to go fully circular in our working practices by 2035, meaning that we will see to the high-quality recycling of all our waste. We use energy, water, raw materials and resources conscientiously and with care. Our aim in all of this is to be a climate neutral company by 2035.

Continuous improvement

We work continuously on improving quality, safety and environmental care in the context of sustainability. We act appropriately on the findings of internal and external independent audits that verify the effective operation of and compliance with our Code of Conduct and the related procedures. We work continuously on improving our performance.

Ensuring compliance

Compliance with the Mourik Code of Conduct by all employees (and our stakeholders) is part of our company's enforcement policy.

The full text of the Mourik Code of Conduct and associated procedures are available on M-net.

Groot-Ammerz, January 1, 2023

Board of Management
Joh. Mourik & Co. Holding B.V.



J.C. Mourik

The code of conduct

Here, we are completely ourselves, united in pride for our work and the company. We're honest and open with each other, like a close-knit family.

1. Dealings with stakeholders

1.1 Human rights and human dignity

- Mourik employees abide by the legal working age requirements in the countries where they work, as well as by the laws on wages and pensions.
- Mourik employees can in no way be involved in slavery, human trafficking, forced labor, or child labor, as laid down in the applicable laws and international policies.

1.2 Equal opportunity, diversity, and social inclusion

- In recruitment and selection processes, Mourik or firms engaged by Mourik select based on skills, performance, effort, ethical conduct, and other qualifications that are relevant to the job in question.
- Diversity is promoted in all areas of recruitment, employment practices, training and careers.
- Applicable laws on freedom of association and collective bargaining are complied with.
- Applicants and employees are not assessed based on personal characteristics that are irrelevant.

1.3 Mutual respect and fair treatment

- Mourik employees treat each other with respect and are considerate of each other.
- We accept no verbal, non-verbal, or physical behavior of any kind that is intended to offend a person's dignity or leads to a person's dignity being offended, especially when it creates a threatening, hostile, humiliating, or hurtful situation.
- Unwanted behavior, including discrimination, (sexual) harassment, bullying, aggression, and violence will not be tolerated.
- We expect our supervisor to set the right example.

1.4 Health and safety

Mourik employees:

- must always prepare and perform their work in a way that prevents personal injury and damage to people, resources, or the environment;
- actively strive for permanent improvement of safety in their workplace, which includes reporting and discussing points for improvement;
- report hazardous situations, injuries, and accidents, including damage to materials or equipment, immediately to their manager or local safety officer;
- follow safety rules and instructions and wear the required personal

- protective equipment;
- are not allowed to carry, transport, or keep weapons¹ on Mourik premises.

1.5 Environmental protection

Mourik employees:

- comply with environmental legislation, regulations, and permits;
- do not intentionally harm our society and environment;.
- use (raw) materials efficiently;
- use energy efficiently and take measures to actively reduce energy consumption, carbon emissions, and other emissions.

1.6 Drugs and alcohol

- Mourik employees abide by all laws and regulations with respect to the consumption and/or possession of alcohol, drugs, and medication.
- Employees cannot be under the influence of alcohol, drugs, or medication that may impair their judgment in any way during working hours.
- Mourik operates a zero-tolerance policy ([Link](#)) on alcohol and drugs, whereby the basic principle is that employees must not have any concentrations of alcohol and/or drugs in their body while at work. Drug testing does not look at concentrations of the substance itself, but rather at the presence of degradation products that remain in a person's bloodstream after they have consumed drugs.

1.7 Company property

- Intellectual property rights held by other persons and companies must be respected.
- Company equipment, labor, materials, tools, facilities, or other company properties cannot be used for personal or other non-work-related purposes, unless approved by management.
- Mourik company property and data must be handled with care. [Electronic Means of Communication Code of Conduct \(link\)](#)

1.8 Clients, suppliers, and business partners

- Mourik and its employees work together with other companies and persons, provided they meet the standards we have set for our company. In selecting service providers and contractors, we focus on business partners who perform their activities on behalf of our company under observance of laws and regulations and to our high integrity standards, as laid down in this code of conduct.
- Business partners who constitute a high compliance risk will not be engaged.

2. **Third parties and international risks**

2.1 Anti-corruption and anti-bribery

¹ Item intended to inflict harm on others.

- Mourik prohibits any form of bribery or corruption and complies with all anti-corruption legislation governing its operations, in particular the United States Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, the United Nations Global Compact, and the OECD Anti-Bribery Convention.
- Mourik prohibits the paying of bribes, except when it is intended to avert immediate danger to someone's health, safety, or freedom.
- Any extortion attempts must be reported to the Compliance Officer as soon as possible and documented adequately.

2.2. Gifts and entertainment

- Mourik and its employees will not be swayed by gifts, entertainment, or benefits of any kind offered by potential or current clients or suppliers.
- Gifts worth over EUR 100 must be reported to one's supervisor.
- Mourik and its employees will not accept and offer inappropriate gifts and entertainment.
- Mourik and its employees will never ask a client, supplier, or someone else for a gift for themselves, their friends, or members of their family.
- The sponsoring of events organized by business partners, clients, and/or employees will be at the discretion of the divisional boards, provided that such sponsoring will be at divisional level. Mourik-wide sponsoring will be submitted to the marketing, communication, and PR department for approval, for which they will liaise with the Board of Management.

2.3 Financial reporting

- Mourik's administrative records are complete and faithful to ensure fairness and transparency, prevent fraud, and to be able to prepare reliable financial statements in compliance with current financial reporting rules and standards.

2.4 Conflict of interests

- Mourik employees will not engage in any activity, relationship, or situation where their personal interests (may seem to) conflict with Mourik's interests.

2.5 Political activities and charity fundraising

- Mourik employees respect all financial, ethical, and other laws and regulations on political activities, including lobbying and fundraising for charity. Mourik and its employees are considerate of and respect cultural differences.

2.6 Compliance with export legislation

- Mourik and its employees are under an obligation to abide by applicable trade legislation, import and export legislation, sanctions, embargoes, and anti-boycott legislation.

2.7 Free and fair competition

- Mourik and its employees do business and compete based on merit and fair competition.
- Before Mourik can be represented in a trade association or similar organization, the divisional board must sign off on it.
- Agreements with clients and sensitive company information will not be discussed with

Mourik's competitors.

- Decisions to do business with a party are never made based on personal motives.

2.8 Money laundering

- Mourik will in no way cooperate in money laundering and is alert to suspicious activities such as insistence on payment in cash, involvement of unknown parties, unusual payment requests, and diversion of money.

3. Information and confidentiality

3.1 Protection of personal data and confidential information

- Mourik takes the protection of its employees' privacy and all their personal data very seriously. This also extends to other persons' personal data and confidential information that we hold as part of our operations. Mourik has a privacy policy (link) in place to regulate our processing of personal data.(policy, Code of Conduct, statement).(Link)
- Mourik employees realize that whenever they have personal and confidential information on others and/or Mourik in their possession, they must handle such information with due care. Mourik has a separate Social Media Code of Conduct (link).

4. Speak up

Standing strong together as one Mourik. This also means treating everyone equally and with respect.

If you suspect a violation, it is important that you speak up about it and do not keep it to yourself.

This is part of the responsibility that every single Mourik employee has.

You suspect or are sure that you have detected a code of conduct violation. It does not matter if it is a major or a minor violation. Every (possible) violation of the code of conduct must be reported.

You can raise your concern in various ways. Make sure you speak up, including when certain behavior you have seen is not described explicitly in this code of conduct.

You can report it in various ways.

1. Challenge your colleague and/or discuss it with your supervisor.
2. If that is not possible or you prefer not to, contact the confidential advisor. (insert link to confidential advisor)
3. Alternatively, you can contact your division's Compliance Officer.
4. You can also raise your concern with the compliance manager for the holding by email on klachten@mourik.com.
5. Or you can report the matter anonymously using the complaint form available [here](#).

Good to know!

Every concern raised or complaint submitted will be treated in strict confidence and the privacy of the person raising the concern or submitting the complaint will be respected.

What happens after raising a concern?

- Every concern raised will be taken seriously and recorded anonymously.
- It will be handled as per Mourik's complaints procedure ([link](#)).
- If careful examination of the matter raised shows that there was indeed behavior that was in breach of the code of conduct, we will take measures that are commensurate to the violation.
- You will receive feedback on how your concern is handled.



Joh. Mourik & Co. Holding B.V.
Voorstraat 67
2964 AJ Groot-Ammers

T +31 18 466 7200
E info@mourik.com

mourik.com



In this code of conduct, 'Mourik' stands for Joh. Mourik & Co. Holding and affiliated companies. Laws and regulations that are stricter than our code of conduct or manuals will prevail, as will stricter internal rules set by divisions and/or operating companies.

This code of conduct entered into force on 1 January 2023 and replaces the previous version of the code of conduct of 1 February 2021. This code of conduct is subject to change. Every employee will be notified of any amendments. The Dutch version of the code of conduct takes precedence.

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