

Graaco strives towards responsible business with respect for people, society and the environment. Graaco respects fundamental human rights in an environment free from discrimination, where fair business operations take place. The foundations of this policy are described in this document. We expect our suppliers and partners to follow the same approach.

1. Responsibility

All employees of your company are obliged, without distinction or exception, to respect the principles and content of the Code in their actions and conduct in the performance of their duties. Any violations will be reported to the management or the designated confidential advisor.

2. Health and safety

Healthy employees and a safe workplace are paramount at your company. We want to comply with all occupational health and safety laws and regulations to guarantee safe and healthy working conditions. This includes, among other things, the care of smoke-free, alcohol-free and drug-free workplaces, in accordance with national and international legislation. Your company also complies with the Transport Working Hours Decree regarding fair, safe and healthy working hours.

3. Food safety

We offer a diversified service with a strong commitment, from top management to every employee and subcontractor, for (food) Safety, Quality, and Environmental Awareness. All parties involved are willing to use their knowledge and skills to the maximum for achieving business objectives and developing sustainable improvements.

4. Equal opportunities

We are committed to ensuring equality, ethical conduct and inclusion for all employees and do not accept any form of discrimination or harassment. Our position on equal opportunities and anti-harassment is part of our recruitment process.

5. Conflict of interest

To avoid conflicts of interest, we must avoid close personal relationships that can create a conflict between personal interests and Your company's interests. This includes, for example, accepting personal benefits or gifts in exchange for awarding things. Donations made out of pure courtesy are acceptable if they are within the limits of what is acceptable, legally and commercially responsible.

6. Theft, damage or loss

To protect our company and that of our customers, Your company employees are committed to prevent and report possible theft, damage or loss. Theft, damage and loss have a direct impact on our ability to provide our service to the customer.

7. Confidentiality and professional secrecy

We are committed to protecting confidential information about your company business and those of our customers and subcontractors. This includes business plans, pricing mechanisms, financial information, and personal data. We comply with laws and regulations including the General Data Protection Regulation (GDPR). Employees will refrain from disclosing confidential information of which he/she has knowledge or which has been provided to him/her. Any failure to comply with that obligation may give rise to a dismissal for urgent reasons. Your company reserves the right to claim compensation in such cases.

8. Anti-corruption

Bribery and abuse of power do not fit into your company values and norms. Your company endorses and closely monitors the prescribed European laws. All parties involved with whom your company cooperates, including its own employees, must carry out tasks according to rules and guidelines that prevent bribery in commercial transactions. In addition, your company asks all employees to immediately report any suspicion of corruption or abuse of power to the management. Your company guarantees protection to persons who wish to identify unacceptable behavior or situations. Financial data shall be kept in accordance with national and international regulations. We act to the best of our knowledge for accurate and reliable reporting of business results.

9. Fair competition

In order to protect the health of the market, we condemn all price agreements between competing parties or other activities that could be classified as unfair competition. Both during the employment contract and after its termination, it is forbidden to perform or participate in acts of unfair competition.

10. Environment & Sustainability

We are committed to good environmental practices regarding our buildings, installations and resource consumption. We strive for best practices and continuous improvement in the field of environmental management and want to comply with applicable environmental laws & regulations. When entering into and maintaining business relationships, preference will be given to partners, suppliers and subcontractors, who follow a similarly high environmental and sustainability standard.

11. Forced & child labour

Your company strictly follows international human rights laws and obligations, and excludes all forms of illegal, forced or compulsory labour, including child labour. Your company's employees always have the mandatory minimum age and this is checked when hiring, this also applies to temporary employees.

12. Undesirable behavior

Your company offers its employees and suppliers a working environment where the rights and values of employees, visitors and the company are respected. Undesirable behavior such as bullying, aggression, (sexual) harassment, violence and/or discrimination is not allowed.

13. Grievance mechanism

Suppliers must ensure their workers have access to grievance mechanisms to raise issues in a confidential manner without fear of retaliation. The mechanism must allow anonymity for the worker's protection and allow escalation of unresolved grievance and access to remedy where a company-level grievance process has failed.