



Code of Conduct Rots maatwerk Realisatie B.V., The Netherlands

This “Code of Conduct” applies to both, our business partners and employees, from which we expect to act in line with the Code of Conduct. We require our business partners, to impose these requirements with their sub-contractors as well. We truly believe in full co-operation and are willing to support our partners to achieve sustainable solutions. This Code of Conduct’s requirements are strongly based on United Nations’ Guiding Principles on Business and Human Rights, the OECD’s Guidelines for Multinational Enterprises, and the ILO’s fundamental International Labor Standards.

1. General requirements

Our supplier/business partner shall acknowledge, accept and sign the requirements as stated in this Code of Conduct. We expect our partner to do all within their range to achieve our communicated high ILO standards. We put great emphasis on transparency and we expect communication to be accurate, truthful, complete, and not in any way misleading. If Rots maatwerk Realisatie B.V. business partner does not comply, or will show unwillingness to take corrective actions as agreed upon, it will ultimately end the business relationship. Any breaches of this Code of Conduct must immediately be reported to Rots maatwerk Realisatie B.V. as mentioned on “reporting non-compliance”. Rots maatwerk Realisatie B.V. reserves the right to make announced- or unannounced inspection visits (by ourselves or any hired third party) at quarry, production or transport location any time. We expect to get full access to both, premises and personnel.

2. Legal requirements

We expect from our business partner, in all their activities, to follow the national laws from the countries in which they operate. Should any requirement in this Code of Conduct conflict with the national law in any country or territory, the law must always be followed. The requirements in this Code of Conduct may go beyond the requirements in national law.

3. Ethical, environmental and social requirements

3.1 Workers’ rights

Every employee shall be treated with respect and dignity. No use of humiliating or physical punishment is accepted, no employee shall be subject to physical, sexual, psychological or verbal harassment or abuse. Neither shall be discriminated against in employment or occupation on the grounds of sex, race, color, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease or disability. All employees are entitled to a written employment contract, in the local language, which includes the employment terms.



3.2 Child labour

We do not accept child labour in any shape or form. Our supplier/partner shall comply with the national minimum age for employment, or the age of completion of compulsory education and shall not employ any person under the age of 15. For mining processes the business partner shall not employ any person under the age of 18.

3.3 Forced labour

We do not accept forced labour, including bonded labour resulting from previous debt, which may have been incurred before the worker's birth, or a contractual obligation, forced labour for production purposes in labour camps, work under coercion and in inhuman conditions for irregular or non-existent pay, coercive labour, in which people are coerced to work overtime indirectly because they cannot make ends meet on their customary pay.

3.4 Living wage

We expect our business partners to ensure that a living wage is being paid within a reasonable period of time. A living wage that is sufficient to provide for the basic needs of average size family in a particular economy. This means that a worker will be able, in any event, to afford meals, rent, healthcare, education, clothes and transport and, is able to save.

3.5 Health & safety

We expect our business partners to follow all relevant legislations, regulations and directives in the country in which they operate to ensure a safe and healthy workplace. The workplace shall be ordered such as the well-being and health of the employees are neither jeopardized nor compromised.

3.6 Land rights and the living environment

We do not accept violations of land rights, such as land expropriation, forced relocations and the destruction of burial sites and other places of heritage value. Land use rights are a human rights issue because of their direct relationship with the entrance to food, water and a clean living environment We expect our partner to guarantee that any materials used and products produced do comply with legislation and regulations regarding the protection of the environment. Especially air, soil and water pollution poses a health risk to communities in the vicinity of natural stone quarries. Our partner must have the relevant environmental permits and licenses for its operations. On request, the business partner shall provide applicable data for product information, safety datasheets etc. Rots maatwerk Realisatie B.V. and its businesspartners shall actively minimize the logistic impact on the environment, within reasonable means.

4. Reporting non-compliance

This Code of Conduct and operating procedures are intended to prevent and detect improper- or illegal activities. Any breach against this Code, shall be reported to Rots maatwerk Realisatie B.V., open or anonymous via info@rots-maatwerk.nl by phone +31 575566565.



Rots maatwerk Realisatie B.V. is a full active member of the TruStone Initiative, that has its own complaint and dispute mechanism. Workers or parties adversely affected by Rots maatwerk Realisatie B.V. and/or business partners, may lodge a complaint with the Complaints and Disputes Committee will issue a binding ruling. Complaints can be submitted to the committee :- trustone-complaints@internationalrbc.org

Brummen, 29th September 2021
Rots maatwerk Realisatie B.V.

Acknowledged by
Business partner Rots maatwerk Realisatie B.V.

Date