



Code of Conduct
Verbrugge International B.V.





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1. Purpose, values and applicability

Verbrugge International B.V. is a logistics service provider with extensive knowledge across various product markets. Our clients' ideal 'gateway to Europe' thanks to our strategic locations, customer focus, operational quality, and safety standards.

Vision: We are the trusted, innovative, and quality partner for storage, transport, and other logistic services. Driven by our family values, integrity, and sustainable entrepreneurship.

Mission and objective: We aim to establish long-lasting partnerships and provide our partners with excellent, flexible, sustainable, and safe logistic solutions that contribute to an outstanding service and experience. This is achieved by optimally utilizing our people and resources.

At Verbrugge International, we believe that doing business with integrity, respect, and responsibility forms the foundation of a safe, inclusive, and entrepreneurial workplace.

This **Code of Conduct** outlines how we expect employees, contractors, and anyone working on behalf of Verbrugge to act in day-to-day situations. It reflects our family values and commitment to fairness, transparency, collaboration, and acting responsibly, ethically and legally.

This Code applies to:

- All employees and managers of Verbrugge International B.V.
- Temporary staff, subcontractors, and third parties acting on our behalf

2. Core values

Core values determine how employees and management think and act. These values are crucial for how the organization addresses problems in the external and internal world and how we interact with our employees, customers, suppliers, and contractors. If these values (and standards) are shared by everyone, it positively affects all aspects of the business. This makes the profile of Verbrugge International clearer, stronger, more consistent, and direct. Specifically, we are guided by the following core values:





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These principles influence how we work, how we communicate, and how we represent Verbrugge both internally and externally.

3. Behavioral expectations

Everyone at Verbrugge is expected to adhere to the Code of Conduct and to both ensure and encourage colleagues to do the same.

Respect and inclusion

We value an inclusive and respectful work environment, which is why:

- We treat colleagues, customers, and contractors with courtesy, professionalism and mutual respect
- We reject discrimination based on gender, orientation, ethnicity, belief, or disability
- We refrain from harassment, bullying (including online), or intimidation
- We dress appropriately and avoid offensive clothing or imagery

Safety and conduct

We strive to maintain a secure and supportive workplace, which is why:

- We follow all health and safety instructions and report unsafe conditions
- We follow applicable laws and treat everyone fairly
- We do not use alcohol or drugs during work hours
- We do not tolerate possession of fireworks and/or weapons
- We approach people we do not recognize on company grounds
- We respect personal boundaries and maintain a zero-tolerance stance on aggression, threats, or physical violence
- We report cases of suspected fraud, bribery or improper influence of public officials and decision-making immediately

Use of property

We respect company property and the working environment, which is why:

- We use company equipment and materials responsibly and not for personal gain
- We care for shared spaces, tools, and infrastructure
- We report damage or misuse of assets

4. Health, safety and environment (HSE)

Safety, health, and environment are intrinsically part of the primary and supportive business processes that are necessary for high-quality logistics services. This is why Verbrugge:

- Promotes safe practices under ISO 45001 and ISO 9001-certified systems
- Complies with major accident hazard regulations (Brzo 2015)
- Guarantees food and feed safety under ISO 22000 and GMP+FSA
- Ensures security of people, ships, and goods by ISPS and the AEO
- Encourages immediate reporting of safety incidents or environmental risks
- Supports environmental sustainability in daily activities



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5. Workplace culture

In our business context, the words culture, gender equality, and gender balance stand for equal opportunity for and representation of different cultures, genders, orientations, and origins at all levels and departments of the organization.

We foster an environment where people of all backgrounds can thrive. We aim for:

- Gender balance and fair pay
- Equal opportunities in hiring, development, and leadership
- Rejection of all forms of violence or exclusion based on culture or identity (both internally as well as among our clients, suppliers, and business partners)

6. Sustainability principles

We are committed to improving our environmental footprint through targeted measures and the deployment of environmentally friendly solutions and we regularly evaluate and monitor our impact on the environment. Amongst other things, we:

- Use renewable fuels like HVO 100 and explore hydrogen and solar energy
- Monitor energy usage and reduce resource waste
- Promote environmental responsibility as part of operational excellence

For more information, please refer to our Environmental Policy.

7. Information handling and confidentiality

We are committed to the secure and responsible management of company, customer, and employee data. All employees are expected to:

- Safeguard confidential business, customer, and partner information
- Use IT systems securely and ethically
- Avoid unauthorized sharing of trade secrets or sensitive data (e.g. confidential information, copyrights, trademarks, logos, customer lists, business opportunities, marketing, and sales data, whether owned by Verbrugge International, affiliated companies, or business partners)
- Report any suspected data breaches or misuse

We expect suppliers and contractors to adhere to comparable information security standards. Violation of data protection policies may result in disciplinary and legal consequences.



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8. Acknowledgement and responsibilities

Each employee must:

- Read and understand this Code
- Apply these principles in daily work
- Report any concerns about behavior or safety through the appropriate channels

The Code of Conduct is shared upon hiring and available on our intranet. All personnel are required to confirm their understanding and acceptance.

9. Violations and disciplinary actions

Violations of this Code may result in corrective action, including disciplinary measures in accordance with Dutch law and Verbrugge policies. This is also documented in Verbrugge's Procedure Ongewenste Omgangsvormen.

All incidents are treated seriously and investigated with fairness and confidentiality.

10. Review and updates

This Code of Conduct is reviewed periodically by General Counsel in coordination with the Directors Team. Updates will be communicated through internal channels and re-shared with all staff.

Version	Description of change	Date	Approved by
1.0	Creation of the first version of our Code of Conduct	2017	Directors Team
1.1	Updated the Code of Conduct to reflect our internal values, DNA and CEO message	2018	Directors Team
1.2	Expanded the Code of Conduct with additional expectations for our employees, contractors and third party suppliers by including anti-corruption and anti-bribery practices, social norms and behavioral expectations. We integrated our Code of Conduct into all contractual agreements with third parties and all onboarding packages for new hires.	2018	Directors Team
2.0	Turned the Code of Conduct into a human-centered internal behavior and values document, aimed at employees, contractors, and site visitors. We separated the risk/compliance-heavy elements into a separate Ethics and Anti-Corruption Policy for clarity, communication, and compliance purposes. We also documented supplier-specific expectations in our Supplier Code of Conduct	2025	Directors Team