

Code of Conduct

Dear business partner,

Jan de Rijk Logistics is constantly expanding his network of operations and our reputation on providing services is of the highest importance. The relationships we have with our customers, contractors and other business partners have made a big contribution to the growth of Jan de Rijk Logistics during the past and they are crucial to our future success as a Supplier of (inter)national transportation services.

The relationships with our customers, contractors and business partners must be built on a foundation of integrity and ethics. This code of conduct sets out Jan de Rijk Logistics' values and commitment to doing business ethically, responsibly and in accordance with the applicable laws. We expect our business partners to share these values and uphold them when doing business with Jan de Rijk Logistics or acting on our behalf.

This Code of Conduct applies to all our business partners and forms part of the Agreements with an Affiliate of Jan de Rijk Logistics. We take breaches of this Code of Conduct seriously and may decide to review our business relationship with our partners as a result.

Elimination of Forced Labour

Our business partners ensure not to use or facilitate any forced or compulsory labour. We expect our Business Partners doing business in accordance with the ILO Convention C29 regarding forced labour and the ILO Convention C105 regarding Abolition of forced labour.

Child labour

Jan de Rijk Logistics requires its business partners to abstain from the use of child labour. We expect our Business Partners doing business in accordance with the ILO Convention C138 regarding minimum age and the ILO Convention C182 regarding the forms of child labour.

Gifts

Our Business Partners should be aware that it's not permitted to give or receive gifts, payments or other entertainment that influence any business decision or that creates the appearance of influencing any business decision of Jan de Rijk Logistics. Our business partners are therefore discouraged from providing any gifts and may only provide a gift or other entertainment if it's appropriate and if the gift or entertainment helps to improve business relationships. However, the gifts or other benefits may not exceed a value of 50 Euro to an employee of Jan de Rijk Logistics more than one time per calendar year.

Antitrust / Competition law

It's Jan de Rijk Logistics' Policy that all business partners comply fully with competition laws (which are known as antitrust laws in the USA) which apply to them in order to provide a free and fair competition within all markets where it operates. Competition laws ensure that companies compete to get business by offering lower prices, innovative products and better service and not by interfering with the market forces of supply and demand. Jan de Rijk Logistics requires that all business partners conduct their business in full compliance with all applicable laws intended to promote free and fair competition.

All our services are governed by our standard terms and conditions. These terms and conditions are filed with the Chamber of Commerce in Breda under number 3679. A free will be sent on first request.



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ABN-AMRO España IBAN
BNP-Paribas SA IBAN:
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ABN-AMRO England IBAN

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BE22293006149047 BIC: GEBABEBB
ES9401560002530300004729 BIC: ACBNAESMMBAR
FR7630004023230001111747878 BIC: BNPAFRPP
DE33502304001433149001 BIC: ABNADEFFRA
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Anti-Bribery

As it's Jan de Rijk Logistics commitment to deal legally and ethically with governments worldwide, it's the policy of our company to prohibit our business partners from giving or offering to give money or anything of value to a government official to induce that official to affect any governmental act or decision, or to assist business partner in obtaining or retaining business or securing an improper advantage. Therefore the business partners of Jan de Rijk Logistics may not act in any way that violates anti-bribery law worldwide.

Health and safety

Jan de Rijk Logistics provides a safe working environment for their employees which complies with international standards and applicable local health and safety regulations. In order to mitigate health and safety risks during working time Jan de Rijk Logistics will provide appropriate controls, safe work procedures and training for their employees.

Environment

In accordance with the goals as laid down in our ISO 14001 policy document Jan de Rijk Logistics strives to reduce energy, fuel and emissions to the atmosphere, ground and water. Chemicals will be handled in a way that is safe for humans and environment. Jan de Rijk Logistics has its ADR certifications regarding the transportation of dangerous goods. It's expected that Jan de Rijk Logistics uses natural resources as water and fuel in an economical way. Negative impacts on the environment and climate will be minimized or eliminated as much as possible.

Training and competency

Jan de Rijk Logistics ensures appropriate training is in place to allow all their employees and managers to gain an appropriate level of knowledge and understanding of the subjects mentioned in this Code of Conduct.

Roosendaal, 5th of August 2015

Jan de Rijk Logistics

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M.J.P.M. Wijngaards
Dep. Managing Director

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