



## CORPORATE SOCIAL RESPONSIBILITY POLICY

OF

DÜMMEN ORANGE

### 1. INTRODUCTION

At Dümmen Orange, we recognize that our activities have an impact on the environment and people locally and globally. Therefore, Dümmen Orange takes responsibility for creating a safe and healthy and productive work environment for all its employees by implementing the Dümmen Orange Corporate Social Responsibility code (the “**CSR Code**”). This CSR Code is based on international norms of behavior, such as the Universal Declaration of Human Rights, ISO 26000 and the UN Sustainable Development Goals.

### 2. CODE OF CONDUCT

Dümmen Orange and its employees shall comply with the Dümmen Orange Code of Conduct.

### 3. WORKING CONDITIONS

At Dümmen Orange, we take working conditions of people very serious. Basic working conditions are established and secured.

#### **Child labor**

Dümmen Orange does not employ individuals below the age of 16, except if allowed by local law and such exception is consistent with ILO Minimum Age Convention No. 138. Dümmen Orange maintains documentation of each individual’s date of birth or has legitimate means of confirming each individual’s age.

#### **Wages**

Employees shall at least earn the national or industry minimum wage or wage stipulated by local Collective Bargaining Agreement. All employees shall receive equal pay for equal work. Salary shall be paid in full, in cash or via bank transfer, on at least a monthly basis. Salary shall never be in kind. Dümmen Orange provides each employee with an itemized wage statement upon wage payment. The statement includes, at a minimum, amount of pay, pay period, rate of pay, regular

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and overtime hours worked, deductions and benefits, if applicable. Monthly salary slips containing essential information shall be provided to the employees.

### **Working hours and work breaks**

Dümmen Orange must provide its employees with at least 24 consecutive hours of rest during every 7 day period. If an exception is made to this obligation, it must be in compliance with applicable laws and only for exceptional circumstances, such as work that is continuous in nature or in the event of accident or emergency.

Dümmen Orange does not require a work week over 60 hours, including overtime, unless operational circumstances require a temporary increase in working hours. Dümmen Orange consults with its employees about the temporary increase in working hours and provides compensatory time off for these additional hours or overtime compensation at a premium rate.

### **Forced labour**

No forced, bonded and involuntary labour is allowed on any of the locations of Dümmen Orange. The Dümmen Orange's Modern Slavery Act Statement has been announced; stepping up to eliminate forced labor.

### **Freedom of association and collective bargaining**

Employees have the right to freedom of association and collective bargaining, where allowed by applicable law. Internal and/or external representatives have the right to join negotiations to represent the employees and bargain on behalf of them, where allowed by applicable law.

### **No harassment**

Dümmen Orange must treat all employees, including women, with respect and dignity. Dümmen Orange must ensure a work environment free from bullying, intimidation, corporal punishment or harassment in any form, including physical, psychological, sexual or verbal.

### **No discrimination**

Dümmen Orange must make employment decisions including hiring, payment, benefits, advancement, termination and retirement based on ability, qualifications and achievements and not on any personal characteristics. Dümmen Orange must demonstrate that women and men with similar ability, qualifications and achievements are afforded similar work opportunities, wages, benefits, contract terms and facilities.

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### **Grievance**

Procedures to bring up and handle issues and complaints are implemented and an independent committee is installed to deal with such issues.

### **Parental leave**

Female employees are entitled to (partly) paid maternity leave of at least 12 weeks, or more when decided by national law or CBA. If laws are lacking, employer implements a maternity scheme. Special measures are taken to avoid risks of pregnant women, terminating the employment of pregnant women is prohibited and pregnant women are guaranteed the right to return to the same or equivalent position with the same salary.

Facilities for breastfeeding mothers are arranged.

Paternity leave is at least 1 day.

### **Housing**

In case of housing on the premises, the housing needs to:

- Be adequate, sufficient and hygiene,
- Have private sanitary facilities,
- Sufficient space for a family,
- Have at least 100 meter between greenhouses and residential areas to prevent health problems due to the use of pesticides in the greenhouses.

## **4. HUMAN RIGHTS**

Dümmen Orange honors and upholds the United Nations' Universal Declaration of Human Rights, respecting that all people, regardless of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, are entitled to the same, inalienable rights as equal members of our human family.

## **5. COMMUNITY DEVELOPMENT**

Companies impact the communities in which they operate. Therefore, companies are expected to contribute to community development in a positive way.

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### **Community identification and participation**

Stakeholders are identified and Dümmen Orange engages with local stakeholders and reacts on their needs and interests. These interests and needs differ per location and region. Where possible, Dümmen Orange involves stakeholders and encourages employees to participate in community projects.

### **Nutrition**

Dümmen Orange wants to ensure healthy employees. In that regard, Dümmen Orange ensures access to nutritious and healthy meals and drinks, with a positive impact on the community and environment.

### **Access to healthcare**

At locations where access to healthcare is lacking, Dümmen Orange organizes easy access to such facilities.

### **Loans**

If loaning systems are established at a certain Dümmen Orange location, employer must act responsibly and only provide or allow loans which are reasonable and of which employer knows employee will be able to hold up to the terms of the agreement.

### **Land grabbing**

Usage of land is in accordance with national and regional laws as well as with local circumstances. Research is done before acquiring new land to ensure local land rights are not violated.

## **6. HEALTH AND SAFETY**

The health and safety of employees shall be ensured at all times. Dümmen Orange adheres at least to the following:

- hazards and risks are to be identified, minimized and prevented as much as possible;
- an emergency plan shall be implemented;
- sufficient and clean toilets and bathrooms shall be available;
- there are sufficient and clean break areas;
- all employees shall be trained on health and safety topics;
- all machinery shall be safe to use and employees handling machinery shall be trained;

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- establish and maintain appropriate first aid equipment at the facility and make it available to workers at all times. The location of the equipment shall be prominently marked and communicated to employees;
- safety instructions, re-entry intervals and hygiene recommendations shall be displayed visibly;
- a health and safety risk assessment shall be developed and performed annually.

Drinking water shall be available at all times. Drinking water sources, springs, ground water, surface water and rivers are protected.

Sickness, accidents and absence from work due to sickness shall be documented. Employees shall be compensated in the event of work-related invalidity or injury.

## 7. ENVIRONMENTAL PROTECTION

The activities of every business have an impact on the environment. Dümmen Orange shall comply with all applicable environmental laws, regulations and operating permits and it continuously strives to improve environmental performance.

Dümmen Orange shall minimize and monitor its impact on the environment where possible through a reduction in greenhouse gas emissions, energy efficiency initiatives, reduction and recycling of natural resources, including water and paper / packaging materials.

## 8. TRANSPARENCY

Dümmen Orange aims to provide a high level of transparency. In order to gain the highest level of transparency, Dümmen Orange implemented a variety of mechanisms. In addition, a Dümmen Orange Whistleblower policy has been introduced.

### **Record keeping**

Dümmen Orange shall maintain all financial books, records and accounts in accordance with applicable laws, regulations and generally accepted accounting principles.

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### **Training**

Management and other employees shall be trained and informed about ethical business behaviour and international norms and standards of behaviour, such as the United Nations Declaration of Human Rights and ISO 26000.

### **ESG reporting**

Annually, internal Environment-Social-Governance audits are conducted. The results of these audits shall give insight in the diversity of Dümmen Orange's workforce (male/female), hours of work spent on volunteering, turn-over rates and days lost due to absenteeism.

### **Auditing**

This CSR Code shall be self-assessed annually. Based on the assessment an internal report shall be prepared, including targets.

### **Supplier's Code of Conduct**

Suppliers and sub-suppliers of Dümmen Orange shall adhere to the Supplier's Code of Conduct. Suppliers of Dümmen Orange shall ensure via audits that the requirements of the Supplier's Code of Conduct are met. Dümmen Orange may request the results of these audits at any time from the suppliers and/or sub-suppliers.

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