

Royal Reesink Code of conduct

2024

Foreword

Royal Reesink is a market leader as an international distributor and service provider in the field of high quality machines, components and services for the agricultural sector, landscape maintenance, internal transport, warehouse design, groundworks and civil engineering. We enjoy close and often long-term working relationships with the manufacturers of these brands. We have therefore managed to realise a solid market position in more than 10 countries.

We have a long and beautiful history and boast an excellent reputation. Everyone employed at Royal Reesink plays a role in protecting this good reputation. That's why we have drawn up a Code of Conduct, which will provide everyone with appropriate guidelines for the correct working methods and business practices. Our customers, relations and suppliers can use this Code of Conduct to gain an insight into Royal Reesink's standards and values.

We want to make sure we can all enjoy honest, pleasant and safe working conditions at Royal Reesink. This will allow us to continue to be a good employer and business partner.





Introduction

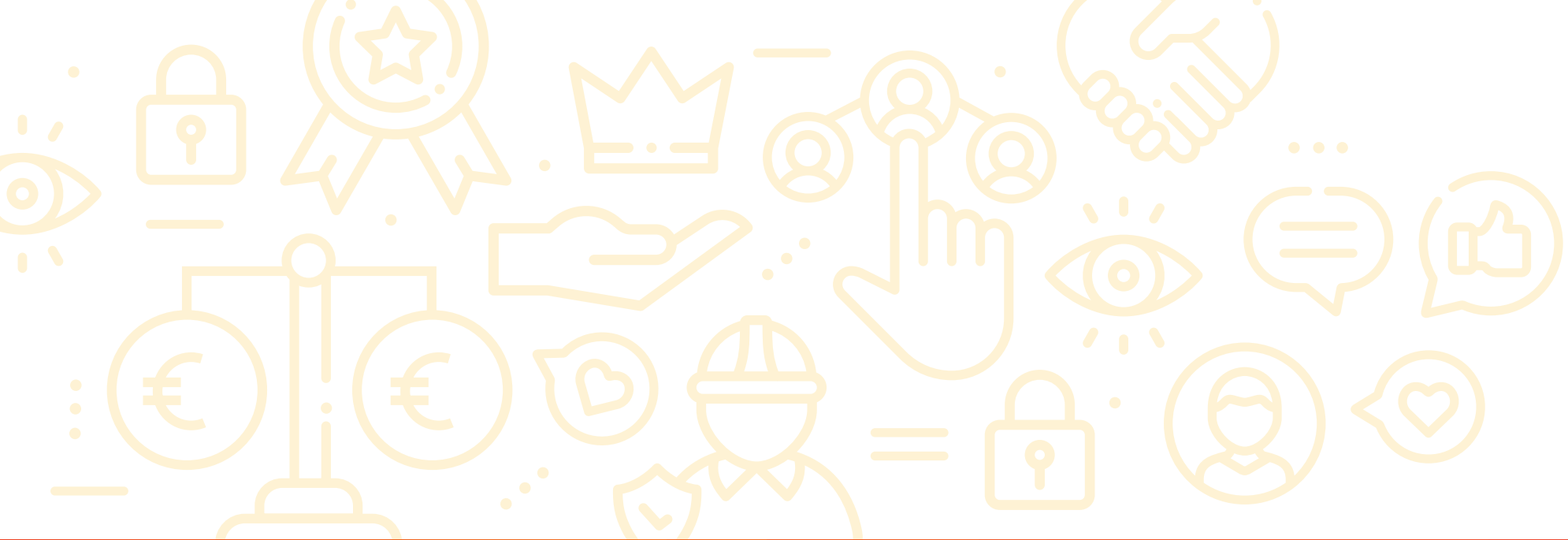
All Royal Reesink* employees are expected to conduct themselves in accordance with our company values and business principles and to observe the company policy, the law and other regulations. We hold every employee accountable for their conduct when carrying out duties and responsibilities on our behalf.

As no code or policy can anticipate every situation which may arise, we expect each employee to act with honesty and integrity, to exercise independent professional judgement and to deter wrongdoing in the conduct of all duties and responsibilities.

Working in accordance with our Code of Conduct isn't just the right thing to do, it is also required by law. Please contact the Compliance Officer via compliance@royalreesink.com if you find yourself in a situation where you think this Code of Conduct may be violated, or if you have any questions about the Code of Conduct's interpretation or application.

This Code of Conduct is a public document. It can be found on our website: www.royalreesink.com or [MyCONNECT](#).

*Wherever Royal Reesink is mentioned in this Code of Conduct, it refers to all the Royal Reesink Group companies



Royal Reesink Principles

A man in a grey button-down shirt is seated in a simulator, holding a large black steering wheel. He is looking towards the camera with a slight smile. The simulator has a large red wheel and a tablet mounted on the right side. In the background, another person is visible, also operating a simulator. The scene is set in a well-lit room with large windows.

Business Conduct

Business Conduct



Delivering quality

Royal Reesink was founded in 1786. It has carried the Royal title since 2003. Royal Reesink values its long history and aims to provide its customers with a top quality service at all times. In order to achieve this, Royal Reesink selects suppliers who deliver products which satisfy Royal Reesink's high standards and aims to maintain long-term business relationships.

Compliance with legislation

Royal Reesink does not tolerate behaviour by its employees, customers or suppliers which does not comply with legislation. Royal Reesink abides by the regulations governing the legal minimum age of workers in all countries where it operates. Royal Reesink will only employ people who have chosen to work for the company of their own free will. Royal Reesink will never be associated with suppliers who exploit children and/or use forced labour. Royal Reesink supports the UN Guiding Principles on Business and Human Rights.

Accurate record keeping and reporting

Keeping detailed and accurate records is a crucial component of keeping an adequate system of internal controls. Royal Reesink's financial reporting system must, in reasonable detail, accurately and fairly reflect all transactions, including, but not limited to, declarations of business costs, inventory management and working time registrations.

Business Conduct



Fair competition

Royal Reesink fully supports the goals of an open and competitive market. Royal Reesink champions free, fair and ethical business practices. Royal Reesink will compete fairly and in compliance with competition legislation.

Informing shareholders

Royal Reesink conducts business in accordance with the rules of good corporate governance. We supply all our shareholders with advance, current and regular information in relation to our operations, structure, financial situation and results.

Energy and CO2 emissions

When purchasing products, machines or services for the own operation, energy consumption and CO2 emissions are taken into account as a decision element, if it meets the functional requirements. Suppliers are informed in advance of this selection criterion and, where applicable, asked to provide the energy performance of the product, machine or service where possible.

Customers, suppliers and business partners

Royal Reesink aims to conduct business with partners who endorse our business principles. We seek to award business to suppliers and business partners who are committed to act fairly and with integrity towards their stakeholders, who have adopted and promote the implementation of our, or equivalent, business principles, and who observe the applicable laws of the country in which they operate.

Corporate social responsibility

Royal Reesink endorses the importance of doing business in a socially responsible manner. The company does everything it can to operate in an environmentally friendly manner and endeavours to contribute to sustainable development for the benefit of both present and future generations. Royal Reesink is committed to producing and distributing products which are of a high quality, safe to use and environmentally friendly whenever possible.

A photograph of a man in a workshop, wearing a dark blue work shirt with a name tag that reads 'an cybroel'. He is looking towards the camera. The background shows industrial equipment, including a red crane arm with 'TOP' written on it. A large blue circle is overlaid on the left side of the image, containing the text 'Personal Conduct' in white.

Personal Conduct

Personal Conduct



No bribery and corruption

Royal Reesink conducts its business free from bribery and corruption and expects the same from its employees and those with whom it conducts business. Royal Reesink and its employees do not receive or offer, direct or indirectly, any tangible or intangible bribes, or anything of value which could be construed as a bribe, in any form. Bribery can take many forms, amongst others in gifts, entertainment, travel & lodgings.

Preventing conflicts of interest

Any actual or potential (apparent) conflict of interest must be avoided. Royal Reesink wants to make sure business decisions are based on what is best for Royal Reesink, not personal interests. A conflict of interest can occur when an employee's private interest interfere in any way – or even appear to interfere – with Royal Reesink's interests. A conflict situation can arise when an employee takes actions or has interests which make it difficult to

objectively and effectively perform his or her company work. Conflicts of interest can also arise when an employee or a member of his or her immediate family receives improper personal benefits because of his or her position at Royal Reesink.



Workplace Environment

Workplace Environment



Providing a healthy and safe working environment

Royal Reesink has put health and safety programmes in place to ensure a healthy and safe working environment. All employees are individually responsible for complying with the health and safety regulations. Royal Reesink has implemented preventive measures to diminish the risk of injury in the workplace and actively promotes a culture of risk awareness and accident prevention among its employees.

Equal treatment and respect

Reesink is very committed to providing all of its employees with equal opportunities. Absolutely no kind of discrimination will be allowed within Royal Reesink. Our staff are recruited, selected and promoted based on objective and non-discriminatory criteria. Royal Reesink attaches great importance to being an honest and reliable employer and makes every effort to be a good employer.

Respecting the right to participate with and join organisations

Royal Reesink recognises its employees' right to join organisations, providing they are not prohibited by law, or act in violation of the law. Employees are free to join trade unions. Our employees' rights of participation are respected.

A man with a shaved head and a goatee, wearing a black polo shirt and a small earpiece, is smiling at the camera. He is holding a large, brass-colored industrial valve with a black cable attached to it. The background is a warehouse with high blue metal shelving units filled with cardboard boxes. A yellow scissor lift is visible in the background. A large green circle is overlaid on the left side of the image, containing the text "Protection of Assets and Information" in white.

Protection of Assets and Information

Protection of Assets and Information



Protecting confidential information

Royal Reesink protects its confidential information, such as know-how, pricing information, personal data, trade secrets and contract terms. If Royal Reesink receives confidential information from third parties, this confidentiality will be protected by signing a non-disclosure agreement.

Privacy

Royal Reesink will comply with all applicable privacy laws when collecting/processing personal data and will provide an adequate level of security where the use of its IT systems is concerned.

Prudent use of social media

Social media is an increasingly important means of communication and can have a significant impact on Royal Reesink's reputation. That is why employees are expected not to harm Royal Reesink's reputation and not to make statements which could be damaging to Royal Reesink. Employees dedicated to media communication (via marcom@royalreesink.com) provide the media with any information about the Royal Reesink Group.

A young man with short brown hair and a friendly smile is looking towards the camera. He is wearing a blue long-sleeved work shirt. He is positioned in a workshop, leaning against a teal-colored vehicle. The background shows various mechanical parts and tools, suggesting an automotive repair environment. An orange circular graphic is overlaid on the left side of the image, containing the text "See, Think, Act".

See,
Think,
Act

See, Think, Act



Report concerns or issues

We want everybody to be aware of our principles (See), to make you think about these principles (Think) and to clarify what you can and must do (Act).



Royal Reesink employees at all levels are encouraged to report, in good faith, any suspected misbehaviour or malpractice to their manager or Managing Director, including possible violations of laws, rules and regulations.

You can also consult the Compliance Officer via **compliance@royalreesink.com** or via post to **P.O.box 1411, 7301 BR Apeldoorn**

Royal Reesink has also adopted a Whistleblower Policy, which provides a way to anonymously report to the Royal Reesink Compliance Board. The full whistleblower policy can be found on **www.royalreesink.com** or **MyCONNECT**.

Disciplinary measures

All employees are held accountable for complying with the Code of Conduct with regard to issues which are within their control.

In case of a concrete suspicion of violation of the Code of Conduct or other (local) laws and regulations, Royal Reesink may investigate the suspicion and/ or suspected employee, considering principles of proportionality and reasonable investigative measures.

The investigative measures consider:

- Proportionality: is the investigation proportionate to the offence?
- Subsidiarity: is this the best way to investigate, or are there other ways?

Failure to comply is a serious violation and may result in disciplinary measures or actions by public authorities, up to and including:

- A written warning;
- The suspension of a bonus or other employment condition;
- Termination or suspension of employment.

Sanctions for breaching the Code of Conduct and other Policies will be determined by the Management Board or the appropriate officer, as designated by the Management Board.