

# Human Rights Policy

## Introduction

At Deceuninck Group, we build a sustainable home for our people and our customers. We build long lasting relationships and intimacy, based on our core values Candor, Top Performance and Entrepreneurship.

Our behavior is the Group's window to the outside world. When confronted with a choice, we will choose in the following order: People, Planet, Quality, Service and Profit.

## Scope

This Human Rights Policy applies to the whole of Deceuninck Group and its employees (including independent contractors, temporary workers and similar), and extends to its business partners. We encourage our business partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

## Respect for Human Rights

Deceuninck Group respects human rights. Deceuninck Group believes in sustainable business development and considers respect for Human Rights as an integral component of responsible business behavior. Deceuninck Group is committed to identify, prevent, or mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

### No Forced Labor and Human Trafficking

Deceuninck Group prohibits the use of all forms of forced labor, and any form of (modern) slavery or human trafficking.

### No underage workers

Deceuninck Group prohibits the employment of individuals under the applicable statutory minimum age for workers.

## Safe and Healthy Workplace

Building a sustainable home can only be done with healthy people and in a safe way.

We are committed to providing a safe and healthy workplace and to having a duty of care to each other, the company and environment. Each of us is responsible for observing all of the safety and health rules that apply to our jobs. We are all responsible for taking precautions to protect ourselves and our fellow employees from an accident, injury or unsafe condition. Additionally, each of us must promptly report unsafe or unhealthy conditions and take steps to correct those conditions immediately.



## **Valuing Diversity**

We respect cultural differences. We believe that diversity of people and ideas will provide the Company with a business advantage.

Discriminating against any employee or person with whom we do business on the basis of age, race, color, religion, gender, disability, national origin, sexual orientation is not permitted. The recruitment, remuneration, application of employment conditions, training, promotion and career development of our employees are based on professional qualifications only.

Harassment and violence in the workplace are strictly prohibited and will not be tolerated. Conduct that creates an unwelcome or uncomfortable situation or hostile work environment such as unwelcome advances, inappropriate comments and jokes, intimidation, bullying, or physical contact are designated as harassment.

## **Work Hours, Wages, and Benefits**

Deceuninck Group compensates employees competitively relative to its industry and the local labor market. Our principle is to provide a living wage.

Deceuninck Group follows applicable wage, work hours, overtime and benefits laws in the countries where it operates, or, in the absence of such laws, with international labor standards.

## **Freedom of Association and Collective Bargaining**

Deceuninck Group respects its employees' right to join, form or not to join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws and without fear of reprisal, intimidation, or harassment. Where employees are represented by legally recognized unions, we aim to have constructive dialogues with their chosen representatives and bargain in good faith with such representatives.

## [More information](#)

For more information please contact: