

CODE OF CONDUCT



Our Code of Conduct outlines fundamental principles that guide our actions, work, and services, ensuring ethical practices, sustainability, legal compliance, and a respect for human and labour rights. This Code applies to all individuals within the Theuws Groep (Theuws Metaal B.V., Theuws Assemblage and any other affiliated entities (further referred as Theuws)) organization and subcontractors, regardless of their role or location.

Adherence to these policies and requirements is a condition of employment or engagement for all employees and subcontractors at Theuws;

1. Safety, Health, Welfare and Environment

"We work together and we work safe" is our motto, symbolizing our unwavering commitment to health, safety, and welfare of every individual within our organization, including subcontractors. Our focus is on promoting a secure and supportive working environment that prioritizes both physical and mental well-being.

With a keen sense of responsibility, we execute our activities. This comprehensive approach reflects our dedication to create a workspace that embraces collaboration, safety, and environmental mindfulness.

2. Integrity and Anti-Corruption

We strictly prohibit engaging in any form of corrupt behaviour. Employees and subcontractors may not offer, request, or accept any benefits from third parties. In cases of uncertainty, consult with the managing director for guidance.

3. Conflict of Interest

We treat employees, subcontractors, clients, and suppliers fairly, maintaining business relationships based on honesty and integrity. Any situation that conflicts or appears to conflict with Theuws interests should be reviewed and avoided.

4. Employment and Labour Rights

We value and maintain human- and labour rights at Theuws and at our subcontractors:

- Clear contracts adhere to applicable laws.
- No child labour or involuntary work.
- Employee well-being and respect are paramount.
- We foster a discrimination-free, inclusive work environment.
- The right to join worker associations is respected.

For work-related complaints, employees can approach Human Resources or the director directly.

5. Material Responsibility and Recycling

We prioritize responsible material selection, minimize waste, and promote recycling and reuse across all our processes. Our commitment to material responsibility begins with carefully choosing materials aligned with our values and environmental standards. We prioritize materials with a lower environmental impact, ethically sourced, and suitable for reuse or recycling.

6. Product Quality and Innovation

Theuws is dedicated to producing high-quality, innovative metal fabrications. We value continuous improvement and encourage employees and subcontractors to contribute ideas and suggestions to enhance our products and processes. By fostering collaboration and innovation, we ensure our products consistently surpass industry standards.

7. Responsible Use of Facilities and Equipment

All users of Theuws facilities and equipment are expected to act as responsible custodians. These resources should be used in compliance with regulations, with a focus on safety, preservation, and orderly use. Treat Theuws facilities and equipment as if they were your own.

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8. Oversight of Subcontractors

Theuws often collaborates with subcontractors who share our commitment to ethical practices, environmental sustainability, and respect for labour rights. We expect our subcontractors to adhere to the same standards outlined in this Code of Conduct. It is the responsibility of Theuws to ensure that subcontractors uphold these principles.

9. Intellectual Property

The protection of intellectual property stands as a fundamental pillar of Theuws ethos. We are steadfast in our commitment to securing and upholding the intellectual property generated within our organization. This encompasses innovations, creations, designs, trade secrets, patents, trademarks, copyrights, and any other forms of intellectual assets that originate from our endeavours. The intellectual property of Theuws shall be protected, and we respect the Intellectual Property of others such as our clients and suppliers.

10. Confidentiality

Confidentiality is central to Theuws Code of Conduct, reflecting our unwavering commitment to handling sensitive information responsibly. This includes safeguarding proprietary data, client records, trade secrets, and personal details. All members, including employees and subcontractors, are held accountable for adhering to this principle. We limit access and respect non-disclosure agreements. Preventing unauthorized disclosure and promptly reporting breaches are paramount. By valuing intellectual property protection, we nurture trust and responsibility, preserving our integrity and inspiring confidence from clients, partners, and stakeholders.

This Code of Conduct reflects Theuws commitment to ethical conduct, respect for human rights, environmental responsibility, and maintaining a positive reputation. All individuals associated with Theuws are expected to adhere to these principles in their actions and decisions.

Luyksgestel, August 28 2024

Theuws Groep

L.C.J. Theuws
Director