

Ethical Labor and Diversity Policy

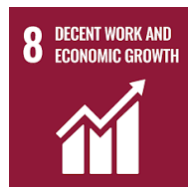
Issued By:	HR Director	Issue Date:	September 2024
Scope of Policy:	Driessen Global	Year of next revision:	Q4 2025
Language:	English	Approved By:	CEO

1. PURPOSE STATEMENT:

At Driessen Catering Equipment, we believe that a thriving business begins with a strong commitment to ethical labor practices and a diverse, inclusive workplace. We recognize that by respecting human rights, promoting equity, and valuing everyone, we create an environment where our employees can excel. This, in turn, drives our mission to shape a sustainable future.

Our dedication to these principles is not just about compliance—it's about making a meaningful impact on both People and Planet. By aligning with the United Nations Sustainable Development Goals (SDGs), we aim to contribute to global efforts for a more sustainable and equitable world. Our Ethical Labor and Diversity Policy reflects this commitment, ensuring that transparency, equality, and continuous improvement are at the heart of everything we do.

With this policy, we are committed to supporting our employees' growth and welfare while making tangible contributions to the SDGs below. This reinforces our vision of delivering innovative catering equipment solutions that positively impact society and the environment.



2. APPLICABILITY & SCOPE:

This policy applies to all employees of Driessen Catering Equipment, including temporary, contracted, and agency staff working on company premises or under Driessen's direction. It covers all global operations, including our manufacturing facility in Thailand, as well as offices in the USA, Netherlands, and Singapore. Employees are routinely informed of this policy and any related updates.

3. DEFINITIONS:

- **Human Rights:** Fundamental rights and freedoms to which all individuals are entitled, encompassing but not limited to, the rights to life, liberty, and security of person, and freedom from discrimination and abuse.
- **Diversity, Equity & Inclusion (DEI):** A commitment to creating an inclusive workplace that values and respects differences in age, gender, race, ethnicity, sexual orientation, and other characteristics, promoting equal opportunities for all.
- **Welfare committee:** Employee Representative group representing the interests and concerns of employees within the company. Additionally, in the Netherlands the role will be supported by the 'Personeelsvertegenwoordiging' ('PVT').
- **Harassment:** Harassment refers to any unwelcome conduct, comments, or actions, whether verbal, written, or physical, that create a hostile, intimidating, or offensive work environment based on an individual's protected characteristics, such as race, gender, religion, sexual orientation, or disability.
- **Wage Equality:** Wage equality, also known as pay equity, refers to ensuring that employees receive equal pay for equal work, regardless of their gender, race, or other protected characteristics. It aims to eliminate wage gaps that may exist due to discrimination.
- **Corporate Social Responsibility (CSR):** A CSR activity is a company initiative aimed at benefiting society, the environment, or the economy, beyond its business objectives.
- **Living Wage:** A **living wage** is the income needed for a worker to cover basic living expenses like food, housing, and healthcare, ensuring a decent standard of living without reliance on assistance.

4. OBJECTIVES:

Our Ethical Labor and Diversity Policy is guided by the following qualitative objectives:

- **Human Rights:** Upholding and respecting the fundamental human rights of all individuals within our organization.
- **Discrimination:** Preventing any form of discrimination based on race, gender, religion, age, disability, or other protected characteristics.
- **Diversity, Equity, and Inclusion:** Promoting diversity, equity, and inclusion in all facets of our operations, from recruitment to leadership development.
- **Welfare committee:** Establishing mechanisms for employees to voice concerns and collaborate with management.
- **Prevent Abuse:** Prohibiting physical, psychological, and verbal abuse in the work environment.
- **Child Labor Prevention:** Ensuring that child labor is not employed within our operations.
- **Forced Labor Prevention:** Prohibiting any form of forced labor.

- **Human Rights Risk & Social impact Assessment:** Conducting regular assessments of human rights risks and social impacts within our operations.
- **Training Programs:** Implementing training programs on child labor, forced labor, human trafficking, diversity, discrimination, harassment issues, wage equality, and inclusive leadership.
- **Support Vulnerable Employees:** Providing support and resources to minorities or vulnerable employees in the workplace.
- **Development Opportunities:** Promoting development opportunities for employees and ensuring wage equality.

Our Ethical Labor and Diversity Policy includes the following quantitative targets:

- **Social Dialogue:** Hold at least 4 meetings annually between the CEO and employee representatives from 2024 through 2050.
- **Training on Ethics:** Ensure 100% of the workforce completes ethics training each year from 2024 through 2050.
- **Gender Pay Gap:** Keep the average adjusted gender pay gap at 0% from 2024 through 2050.
- **Female Employees:** Achieve and maintain 20% permanent full-time female employees by 2025, and 25% by 2030 and 30% by 2050.
- **Employees with Disabilities:** Maintain 1% of employees with disabilities each year from 2024 through 2050.
- **Discrimination Incidents:** Record zero confirmed discrimination incidents each year from 2024 through 2050.
- **CSR Activities:** Conduct at least 4 CSR activities each year from 2024 through 2050.
- **Child and Forced Labor Incidents:** Report zero incidents of child or forced labor each year from 2024 through 2050.
- **Whistleblower Reports:** Address all whistleblower reports as required, ensuring they are investigated and resolved from 2024 through 2050.
- **Living Wage:** All employees will consistently earn above the Living Wage, with an action plan in place for any non-compliance; full compliance is currently achieved.

5. GOVERNANCE AND RESPONSIBILITIES:

Leadership Team

- The Leadership Team is responsible for setting expectations, ensuring adherence to the principles outlined in this policy, and overseeing progress towards achieving the targets established.

Employees:

- All employees are expected to follow the guidelines set forth in this policy, contribute to achieving the targets, and report any issues or concerns through the appropriate channels.

Suppliers and Partners:

- Suppliers and partners are required to comply with the principles detailed in this policy and support the achievement of the targets outlined.

6. REVIEW INTERVAL:

To ensure the policy remains relevant and effective, a structured review will be conducted annually. The document owner is responsible for updating the policy. The review will include:

- Assessing the policy's alignment with current best practices, legal obligations, and stakeholder expectations.
- Evaluating the targets and progress toward achieving them.
- Reviewing the effectiveness of governance structures in supporting the implementation of the policy.

Following this evaluation, necessary adjustments will be made to address any identified gaps, inefficiencies, or emerging issues, ensuring the policy meets the evolving demands of our business environment, regulatory landscape, and the communities we serve.



Jerry van Vive

CEO | Driessen Catering Equipment