

2019

Code of Conduct and Integrity SRP Zuid B.V.



SRP Zuid b.v.

De Run 5303, Veldhoven

5-6-2019

SRP Zuid Code of Conduct and Integrity

The norms and values within SRP Zuid are recognizable in the way we perform our services on a daily basis, both externally to our customers, partners and suppliers as well as internally to our colleagues.

This is carefully described in the Code of Conduct and Integrity, and in this way we give substance to Corporate Social Responsibility. The management of SRP Zuid endorses the norms, values and rules of conduct as laid down in the Code and comply with this Code.

We expect the employees of SRP Zuid to do the same. All SRP Zuid employees, are familiar with this code of conduct and integrity and sign it annually. Suppliers and partners of SRP Zuid are also informed about this Code of Conduct and Integrity.

The vision of doing business as SRP Zuid is based on trust, shared values, norms and goals. To provide an insight into this vision, an overview has been prepared below:

1. Respect for the diversity of employees

People differ in their talents and character, and it is by these differences that every employee in a team can make a constructive contribution to the service.

SRP Zuid encourages all employees to develop themselves, to serve as an example for others and to always strive for a successful working relationship. In addition, SRP Zuid ensures a good learning culture and a pleasant atmosphere of honest and open communication and respect for each other.

2. Customers, suppliers and competitors

In the daily interaction with suppliers, customers and also competitors, SRP Zuid will communicate with integrity and handle its relationships. This is expressed by not conducting unfair or misleading activities and never making statements about the products of a competitor if such statements are unfounded or necessary. We expect our suppliers to follow the principles of our code of conduct.

3. External consultants and partners

If SRP Zuid hires external consultants or partners, they receive the code of conduct and sign it.

4. International relations

We are aware of our obligation to act in accordance with the legitimate interests of the countries in which we operate. We comply with all laws and regulations and respect the legal customs of these countries. Our goal is to act as an example wherever we operate.

5. Promotional gifts and payments

Insofar as not excessive or inappropriate, employees of SRP Zuid are permitted to offer gifts, dinners or entertainment to existing or potential customers or partners.

Our business decisions are made on the basis of merit. We will therefore never directly or indirectly offer anything of value to a representative of a (potential) customer in order to influence a representative's decision as such.

Our employees are not permitted to accept an excessive gift, favor, loan, special service of any kind from any individual or organization that does business with SRP Zuid. All attempts to do this are reported directly to the management of SRP Zuid. The management can still decide to approve the donation.

Gifts the size of a bottle of wine, bunch of flowers and the like fall within the limits of reasonableness. The recipient may keep this type of gift. However, the supervisor must be informed. Furthermore, it is generally wise to be open about the acceptance of this type of gift, also to colleagues. This to prevent misunderstanding.

6. Health and safety

SRP Zuid strives to create a safe and healthy working environment for all employees, customers, visitors, partners and suppliers. It is the responsibility of every employee to comply with company health and safety policies and procedures.

7. Environment

SRP Zuid wants to be environmentally responsible. We continuously strive to minimize the harmful effects of our work on the environment with methods that are socially responsible, scientifically based and economically sound.

8. Contributing to people and society

SRP Zuid believes it is important to contribute to society and encourages employees to participate in activities that are constructive for people and society.

9. Conflicting interests

SRP Zuid has a simple policy regarding conflicts of interest of employees: do not compete with the activities of SRP Zuid and ensure that all your actions on behalf of our companies are never affected, or appear to be influenced, by your own personal interests or those of your family .

10. Conflict Minerals

SRP Customers are required by US law to report yearly to the United States Securities and Exchange Commission (SEC) on the extent to which we use in our products what are known as '*Conflict Minerals*' (principally, gold, tin, tungsten and tantalum) from the Democratic Republic of the Congo (DRC) and adjoining countries.

This includes products from our external suppliers, independent of where the supplier is located.

11. Accounting

Our accounting must state all components of transactions and also reflect all our own standards for open and fair presentation of the facts.

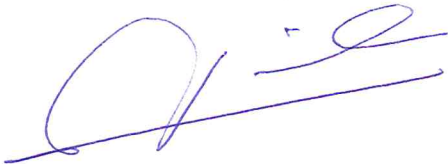
12. Protection and correct use of company assets

The technical resources of SRP Zuid, including computers and access to voicemail, e-mail and the internet, must be used for appropriate purposes and for business purposes.

13. Responsibility for compliance

All employees are responsible for ensuring that the Code of Conduct and Integrity is being followed. Employees should request explanations when a situation is unclear and report all known and suspected violations of the code to the confidant or management of SRP Zuid.

SRP Zuid B.V.



Mr. R.G. Onink
Owner-Director

SRP Zuid B.V.



Mr. R.M.H.N. van Mackelenbergh
Owner-Director