

Code of Conduct & Integrity Statement of the Management Board

As the Management Board of Maasoever, we declare that the principles set out below form the foundation of our daily conduct. All Maasoever employees — including board members, volunteers, temporary agency workers, interns, contracted professionals, suppliers, subcontractors, etc. — are expected to comply with these principles. They form the basis of our corporate social responsibility toward various social audit partners.

1. Act with Integrity

We always do what is right. We are not guided by personal interests or those of others. We avoid any abuse of power, act fairly, transparently and impartially, and protect personal data. Fraud, bribery, or any other form of deception will not be tolerated.

2. Treat Everyone Equally and with Respect

We do not discriminate on the basis of race, gender, religion, age, sexual orientation, origin, or any other personal characteristic. We are committed to a working environment where everyone feels safe, valued, and heard.

3. Ensure Health and Safety

We create a safe and healthy working environment. Risks are actively minimized, and emergency procedures and protective equipment are in place. Everyone has the right to a safe workplace — free from fear of injury, intimidation, or danger.

4. Pay Fairly and Transparently

We pay wages on time, accurately, and in accordance with applicable laws and regulations. Unauthorized wage deductions or sanctions are not permitted. Employees receive a clear and understandable payslip and earn wages that cover basic needs as well as provide discretionary income.

5. Respect Working Hours and Rest Periods

We comply with legal working hours and rest periods. Overtime is compensated fairly. No one is required to work excessive hours and everyone is free to leave their workplace at any time.

6. Protect Children's Rights and Prohibit Forced Labor

We do not tolerate child labor, forced labor, deposits, or the retention of identity documents. All employees work voluntarily and are free to terminate their employment. Young workers receive additional protection.

7. Respect Freedom of Association

Every employee has the right to join a trade union or employee representative body. We respect this right and protect employees from any form of retaliation.

8. Communicate Openly and Report Misconduct

We encourage the reporting of concerns regarding integrity, safety, or ethics. Anyone who reports concerns will be protected. Employees may always approach their supervisor or the Management Board without fear of repercussions. In addition, they may contact the designated confidential advisor.

9. Protect Information and Business Relationships

We treat company and customer data confidentially. We act professionally, discreetly, and responsibly toward employees, customers, and suppliers. Gifts received are centrally registered and distributed fairly. Gifts exceeding €50 may only be accepted with prior approval from the Management Board.

10. Respect People, the Environment, and Society

We process only legal and ethically responsible products. We minimize waste and environmental impact. We strive for sustainable relationships, fair trade, and the sharing of knowledge with partners throughout the supply chain.

By signing this document, the Management Board declares that these principles apply to all Maasoever employees — including board members, volunteers, temporary agency workers, interns, contracted professionals, suppliers, subcontractors, etc. — and that they will be actively upheld and enforced.

This document was signed on 7 January 2026 by Management Board member Mr. A.C.T. van Daalen.