

## **1. Purpose and Scope**

This Code of Conduct describes the standards, values, and rules of conduct applicable to all employees, contractors, suppliers, and partners of Tank Services Valley (hereinafter referred to as TSV).

The Code of Conduct applies to all business activities, including the production, processing, storage, and transportation of food products.

## **2. Compliance with Laws and Regulations**

- TSV complies with all applicable national laws and regulations, with special attention to the following areas:
  - o Food safety and hygiene (e.g., HACCP, ISO 9001, FSSC 22000)
  - o Transport and logistics regulations (e.g., NIWO and GMP+)
  - o Labor laws, anti-corruption, and privacy (e.g., ARBO and GDPR)

## **3. Food Safety and Quality**

- The health and safety of our customers always come first.
- Employees must follow all food safety requirements, including:
  - o Personal hygiene
  - o Cleaning and disinfection procedures
  - o Allergen management
- Products must be fully traceable throughout the supply chain.
- Regular inspections and quality measurements are mandatory and must be recorded.

## **4. Responsible Transport and Logistics**

- Vehicles used for food transport must be clean, well-maintained, and suitable for their specific purpose.
- Drivers are required to:
  - o Follow traffic rules and drive safely
  - o Monitor and record temperature for perishable products
  - o Report incidents, delays, or deviations immediately
- Cargo must be properly secured and protected from contamination.

**5. Ethical Business Conduct**

- TSV has zero tolerance for:
  - o Bribery or corruption
  - o Fraud or falsification of data
  - o Conflicts of interest
- We conduct business in a fair and confidential manner.
- TSV must not accept, solicit, or offer inappropriate gifts, payments, or favors.

**6. Labor Rights and Workplace Behavior**

- TSV ensures a safe, inclusive, and respectful work environment.
- Discrimination or harassment based on race, gender, age, religion, nationality, or any other protected status is prohibited.
- Management and employees are expected to:
  - o Treat colleagues, suppliers, and customers with respect
  - o Refrain from any form of violence, bullying, or abuse at work

**7. Health, Safety, and Environment**

- The well-being and safety of our employees, suppliers, and customers are a priority.  
Everyone must:
  - o Comply with safety regulations
  - o Immediately report unsafe situations or accidents
  - o Use personal protective equipment (PPE) correctly
- We strive to minimize our ecological footprint by:
  - o Reducing waste and emissions
  - o Conserving energy and water
  - o Efficient transport and route planning

**8. Confidentiality and Data Protection**

- Confidential information about the company, customers, and suppliers is protected from unauthorized access or disclosure.
- Employees are required to:
  - o Use IT systems safely and professionally
  - o Follow company-specific guidelines for passwords and data management

**9. Reporting Violations**

- Employees, suppliers, or customers are encouraged to report suspected misconduct or violations of this Code of Conduct.

- Anonymous reports can be made to the TSV confidential advisor.
- Violations may result in disciplinary action, including dismissal or legal steps.

## **10. Responsibility and Supervision**

- All employees, suppliers, and partners are required to actively comply with this Code of Conduct.
- Management is responsible for promoting awareness and enforcing this code.
- This Code of Conduct is periodically reviewed and updated as needed.

## **Acknowledgment**

By working for or with Tank Services Valley, I declare that I have read and signed this Code of Conduct in agreement.

**Martijn Boonzaayer**

Finance & BD Director TSV

**Corné Thomassen**

Managing Director TSV

\_\_\_\_\_  
**Name:** \_\_\_\_\_

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Relationship to TSV:** \_\_\_\_\_

**Company Name (if applicable):** \_\_\_\_\_