CSR Code of Conduct
K.I.K. Kunststoffen Industrie B.V., hereinafter referred to as the "organisation", recognises the necessity and added value of corporate social responsibility and wishes to fulfil its moral and ethical responsibilities in this regard.

This means, among other things, that the organisation ensures safe working conditions, treats employees with respect and dignity, acts honestly and ethically, and conducts its business in a socially responsible manner wherever it manufactures or supplies products or provides services.

Planet
The organisation is aware of the environmental implications of its business activities and seeks ways to minimise the environmental impact of its operations, production processes and products. The organisation holds all required local permits.

The organisation strives to prevent waste wherever possible or otherwise to recycle it. Where this is not possible, waste is disposed of in an environmentally responsible manner and in accordance with applicable laws and regulations. The organisation ensures that waste is handled in compliance with legal requirements throughout the entire chain, from source to final destination.

Profit
The organisation must comply with all relevant anti-corruption and anti-bribery laws and regulations. The organisation must not engage in or tolerate corruption, bribery, extortion or embezzlement in any form.
The organisation shall act ethically in all respects.

Other
The organisation endorses the corporate social responsibility guidelines of the ILO and the Organisation for Economic Co-operation and Development (OECD). These can be found at www.ilo.org and www.oesorichtlijnen.nl, respectively.

People
The organisation respects the United Nations Universal Declaration of Human Rights and acknowledges its responsibility towards its employees and the communities in which it operates.

The organisation respects the universal labour standards set out in a series of conventions of the International Labour Organization (ILO).

The organisation offers its employees terms and conditions of employment that meet, at a minimum, all applicable (local) laws and regulations concerning remuneration and working hours, including statutory requirements regarding minimum wages, overtime pay, sick leave, piece-rate pay and other compensation arrangements.

The organisation guarantees that all employees working for the organisation and/or for third parties engaged by it work within the maximum numbers of working days and hours stipulated by local legislation.

The organisation provides its employees with a safe and healthy working environment.

The organisation provides equal opportunities to employees regardless of race, colour, gender, nationality, religion, ethnic origin or other distinguishing characteristics. Its commitment to equal employment opportunities covers recruitment and hiring, training, promotion, termination of employment, retirement and all other terms and conditions of employment.

The organisation recognises the rights of employees to join trade unions and/or works councils in accordance with applicable national laws and principles.

The organisation does not employ anyone below the minimum age prescribed by national law. Children under the age of 15 do not work for the organisation. If child labour is identified in the organisation's supply chain, the organisation must take the necessary measures to prevent it, improve the situation, safeguard the child's well-being and ensure the child's education. The organisation is responsible for reporting child labour to the local authorities.

The organisation does not use forced labour, slave labour, involuntary prison labour and/or any other forms of involuntary labour, either in its own operations or within its supply chain.

Managing Director – Owner
Pjotr Vesters