

## CODE OF CONDUCT

As determined by the NRK Steering Committee in their meeting on the 11th of December 2014 (Ref. 1051/2014)

Our mission statement is People, Planet, Profit and Polymers.

Polymers are modern and important materials for the manufacture of products that fulfil people's needs today and help to solve future problems.

Using the motto "Sustainability, enabled by rubber and plastic products" the NRK, supported by the member companies, prioritises Corporate Social Responsibility (CSR) and a healthy environment. Our member companies support sustainable development and the development of a circular economy, provide safe and healthy working conditions that facilitate the personal development of employees and offer products to users that give comfort while adding to their prosperity and well-being.

The Dutch plastics and rubber community aims to be a productive, constructive, innovative and agile member of society that welcomes new ideas in a complex field, improving every process every year, designing, engineering and producing new products, while fostering collaboration among stakeholders with very different needs, interests and skills.

This Code of Conduct governs how we behave in public and in private. According to ISO 26000, seven key principles form the roots of our corporate and socially responsible behaviour. These key principles are:

- Accountability
- Transparency
- Ethical behaviour
- Respect for stakeholder interests
- Respect for the rule of law
- Respect for international norms of behaviour
- Respect for human rights

We support these seven principles and apply them in the following way:

### **Accountability**

- We continuously strive to minimise the negative effects and maximise the positive effects of our activities on the environment, society and the economy.
- We frequently select and carefully prioritise relevant Corporate Social Responsibility topics.

### **Transparency**

- We publish our individual Corporate Social Responsibility results as well as plans/intentions/targets on our company websites. We invite our stakeholders to react to these publications.
- We will be transparent in our way of working and the effect of it on the environment, society and the economy.

**Ethical behaviour**

- When dealing with suppliers, customers and competitors we compete vigorously and with integrity, treating all customers and suppliers fairly and objectively.
- We have included and operationalised ethical behaviour in our mission statement, implementing this in our company policy and instructing employees accordingly.

**Respect for stakeholder interests**

- We encourage a collective dialogue with our most important stakeholders. We invite stakeholders to put forward their interests so that we can take them into account.

**Respect for the rule of law**

- We comply with the national and international rules of the countries where we are active.

**Respect for international norms of behaviour**

- We strive, as a minimum, to respect international norms of behaviour, in situations where the law or its implementation does not provide for adequate environmental or social safeguards.
- We strive to respect such norms to the greatest extent possible, in countries where the law or its implementation conflicts with international norms of behaviour.
- As feasible and appropriate, we review the nature of relationships and activities within a jurisdiction, in situations where the law or its implementation is in conflict with international norms of behaviour and where not following these norms would have significant consequences.
- We consider legitimate opportunities and channels to seek to influence relevant organisations and authorities to remedy any such conflict.
- We avoid being complicit in the activities of another organisation that are not consistent with international norms of behaviour.

**Respect for human rights**

- We respect human rights including developing and implementing human rights due diligence in line with the UN Guiding Principles on Business and Human Rights, providing appropriate training, adhering to national laws and regulations in all the regions and countries where we operate, and respecting international human rights when faced with conflicts between internationally recognised human rights standards and national laws.

NRK

The Hague, The Netherlands

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