



RB GROUP

HSQE, SECURITY AND FEED SAFETY POLICY

Including Corporate Social Responsibility requirements

In order to achieve excellence in transport and logistics services we consider key elements:

Satisfaction of customer needs, continuous improvement of our processes, respect for the environment, health and wellbeing of all people involved in our processes, safety and risk mitigation during all operations, compliance with legal requirements, compliance with feed safety regulations and corporate social responsibility.

Our policy is based on the following aspects:

Safety and Health: Our safety and health policy is focused on the care for the safety and health of all our employees including subcontractors and visitors, where relevant, and to achieve an annual injury frequency (IF = zero). Every person involved in RB processes receives appropriate training in risk prevention focused on his/her specific workplace and task. All employees undergo regular health checks and we verify compliance with this requirement with regards to subcontractors and partners. Our people work only with the best personal protective equipment and receive training in the correct use of the PPE's regularly. RB invests effort and resources in a safe, healthy and ergonomic environment for our people.

Environment: Our environmental policy is focused on conducting our business with respect and care for the environment. We carry out transports and logistic services in the most sustainable way. We maximize the use of train, use the cleanest truck-engines available and are constantly searching for innovations in order to lower the emission of harmful gases.



Quality and Customer Requirements: Our quality policy is focused on meeting the requirements, needs and expectations of our internal/external relevant stakeholders resulting in very satisfied stakeholders. By means of continuous improvement we aim to achieve excellence as transport and logistics service provider. We are SQAS-2022 assessed and dispose of ISO 9001:2015 and GMP+ certifications. We are proud and active members of the *Responsible Care* and OCS program also encouraging everybody to join these programs.

Security: Our security policy is focused on guaranteeing the protection of people, safeguarding the integrity of high value and hazardous products of our customers against loss by intentional destruction or theft and confidential digital information internally as externally we manage as a transport and logistics services provider at all times.

We aim to provide security where security is needed.

Behavior Based Safety: Drivers, staff and operators involved in RB processes are trained and monitored in BBS principles. We have seen a positive influence of BBS on our employees by means of observation, training, coaching and communication of BBS principles. Partners and subcontractors are strongly encouraged to implement a BBS -program or equivalent system.

Prohibition of Drugs and Alcohol: During working hours and at all times whilst on work premises employees (including partners and subcontractors) must be free from the influence of drugs or alcohol, including medical prescription drugs, that might influence the ability to work. This will help to ensure the health and safety of employees and others with whom they come into contact, to maintain the efficient and effective operation of the business, and to ensure customers receive the service they require. We do not allow any use of alcohol and/or drugs on any of our premises or on the premises of our customers while carrying out our business.

Training: Continuous improvement is impossible without perpetual training of all people involved in RB procedures. We employ individual training programs for each employee, own or subcontracted. Every training is evaluated and tested upon effectivity.

Non Conformance and Near Misses: We have developed an effective and agile treatment of Non Conformances and Near Misses. Every register is initiated and treated by the people involved and analyzed by HSEQ managers. Pro-active measures, corrective or preventive, are



engineered in order to improve continuously. Perpetuals improvement is one of our main objectives.

Feed Safety: Our feed safety policy is focused on the needs of the animal feed chain safety. We have incorporated GMP+ standards in our procedures in order to guarantee compliance with the GMP+ Feed Safety scheme, audited regularly by an external certification issuing authority. We train all personnel involved and provide them with resources in order to comply with all Feed Safety regulations. We employ HACCP analysis scheme in order to gain consciousness of the risks and to mitigate these risks where possible.

Corporate Social Responsibility – requirements:

Fundamental Human Rights: Every human being is born with fundamental human rights. We are committed to assure that none of our employees, partners or subcontractors suffers loss or deterioration of any of these rights by means of support at labor level, economically, morally and ethically during moments of impact against these rights. Any employee can communicate his/her complaints or improvement points to management of the company without suffering any reprisal. RB appreciates highly the proactivity of these suggestions as they augment the options of achieving excellence.

Working Conditions: Nobody will be obligated to execute tasks or services involuntarily nor pressured by the threat of punishment. RB is committed to comply with the maximum amount of working hours for every employee. Under exceptional circumstances, always with the approval of the employee, additional working hours can be required. These will be always remunerated accordingly.

Non Discrimination: Our employees, including partners and subcontractors, represent a talented and diverse workforce. We consider a key element our long –standing commitment to equal opportunity. Activities such as hiring, promotion and compensation of employees, are conducted without regard to race, color, gender, gender identity or expression, religion, sexual orientation, national origin, genetics, disability or age. We stand for equal opportunities and shall never accept any kind of discrimination.



Freedom of association: Our employees, without any distinction or authorization, have the right to constitute organizations or interest groups, independent of supervision by the management.

Child Labor: We endeavor to provide a conducive working environment that is characterized by equality and mutual respect. We will not tolerate the use of child or forced labor, nor exploitation of children in any of our global operations and facilities.

Anti-Corruption and Bribery: RB was founded in order to pursue an economic benefit and to potentiate the process of creating jobs for our current and future employees, partners and subcontractors. In no way the economical benefit will be related to money laundry or fraud of any type. We encourage everybody inside our organization and specially the management team to report any suspicion of fraudulent behavior of any kind with the appropriate authorities. We show zero tolerance towards corruption and bribery in any way, form or shape.

Ethics and Fair Business: Fair business stimulates innovation and efficiency, reduces cost of products and services and assures that all organizations have the same opportunities. Therefore we are committed to a cordial and non-aggressive relationship with our competitors.

Harassment: Our anti-harassment policy expresses our commitment to maintain a workplace that's free of harassment, so our employees can feel safe and happy. We will not tolerate anyone intimidating, humiliating or sabotaging others in our workplace. We also prohibit willful discrimination based on age, sexual orientation, ethnicity, race, religion or disability.

Conflict of interests: We are committed to conducting business in a manner that ensures business judgement and decision making is not influenced by undue personal interests. This applies for all employees, partners and subcontractors involved in RB processes.

Gifts and hospitality: The giving of gifts, entertainment and hospitality can be part of building normal business relationships. However, the test to be applied is whether in all circumstances



the hospitality, gift or entertainment is reasonable and justifiable. In some instances, the giving and /or receiving of these can be interpreted as a bribe, which is unlawful, damages the reputation of RB and may lead to criminal prosecution for those individuals involved as well as the company. The aim of this policy is to ensure that the highest standards of integrity are maintained and that it cannot be suggested that there was an improper motive behind the offer or acceptance of the gift or hospitality.

Compliance with our policies and applicable laws is the responsibility of all employees, partners and subcontractors acting on our behalf under the condition of employment or contract. This policy, as well as norm/standard specific policies, is available on request in hard copy for relevant stakeholders.

Elsloo, 20th of November 2022

On behalf of the Board of Directors

Mr. Onno Sturme