

FALK Bouwsystemen (hereafter referred to as: FALK) produces and supplies sandwich panels and profiled sheets in a high-quality manner. In addition, FALK supplies all necessary accessories such as light cassettes, typesetting and screws.

For FALK, environment, health, safety and human rights are a high priority. The standards ISO9001: 2015 and ISO14001: 2015 ensure that continuous attention is given and improvement is achieved on the above aspects.

People

FALK recognizes and supports the protection of human rights as agreed internationally in the Universal Declaration of Human Rights. Forced, illegal and child labor are not tolerated by FALK and every employee at FALK must respect each other's values and norms, observe good morals and politeness, also with regard to visitors and customers. Undesirable manners are not accepted at FALK. Examples include discrimination, violence, bullying, aggression and sexual harassment.

- Our employees work according to four core values: Reliable, committed, decisive and smart solutions. To stimulate this culture within FALK, investments are made in training and development in our employees in accordance with our training plan.
- FALK adheres to all relevant laws and regulations concerning working conditions. Partly because of the annual RI & E it is guaranteed that there is continuous improvement in the area of safety for employees and the environment.
- FALK recognizes the right of employees to join a trade union.
- FALK regularly seeks coordination with its stakeholders in order to be able to include their wishes and expectations in its business operations.

Profit

For FALK, an ethical way of doing business is self-evident. This means, among other things, that FALK complies at all times with the applicable laws and regulations and other requirements. To this end, laws and regulations and other requirements are carefully monitored and changes are anticipated if necessary.

- Acting with integrity is a matter of course for FALK. Issues such as corruption and bribery are not tolerated, both internally and externally. If it is suspected that one of the two cases is at issue, this can be raised with our confidential adviser;
- Sustainability is discussed annually by FALK's management team, with the intention of continually improving performance in this area.

Planet

FALK is committed to combating climate change and its consequences wherever its influence allows. The environmental performance of FALK is continuously improved, resulting in the lowest possible energy and fuel consumption and as little environmental pollution as possible. FALK continuously assesses and evaluates its environmental impact by means of an Environmental Aspects Register. This means, among other things, that FALK:

- Commit, where possible, to responsible procurement. The purchase will take into account the highest possible percentage of recycled material;
- Assessing suppliers annually and taking into account sustainability;

- Commitment to ensure access to affordable, reliable and sustainable energy and other essential services and to ensure sustainable consumption and production patterns;
- Sustainable and inclusive economic growth, promoting full and productive employment;
- Commitment to promote sustainable use of ecosystem services, protect biodiversity, ensure a safe and healthy way of promoting life and well-being;
- Use a system with which various waste streams within the organization are identified and processed correctly;
- Measures are taken to counteract the greenhouse effect, for example by monitoring and reducing the emission of NOx and CO2 in its processes;
- Continually seeks to exploit new possibilities that ensure that water use within the organization and its processes is kept to a necessary and acceptable minimum.

Ede, 10-1-2019

Arie van Ravenhorst

(Management member)