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Policy organization

Policy statement



1. QHSE Policy

The QHSE policy of ERP Trading B.V. is aimed at striving for an optimum balance between the care for Quality, Health, Safety, Environment and profitable company.

By the QHSE policy, we aim to ensure providing services, which comply with the requirements and demands of the company's clients.

ERP Trading B.V. ensures that the safety, health and welfare of all its employees, sub-contractors and visitors are secured in the best possible way.

ERP Trading B.V. meets the legislative requirements for safety, working conditions and environment.

ERP Trading B.V. strives for continuous improvement of its performance in all QHSE aspects. In order to achieve this the following objectives and targets are formulated to improve the quality, reduction of significant QHSE-risks and environmental burden:

- ERP Trading B.V. will carry out the necessary quality controls to make sure that no production failures will occur.
- ERP Trading B.V. only uses subcontractors which are working according to legislative and ERP Trading B.V. requirements for quality, health, safety and environment.
- ERP Trading B.V. considers the occurrence of any accidents unacceptable and strives for a zero accident level.
- ERP Trading B.V. considers it unacceptable for environmental incidents to take place and will implement reasonable measures to prevent environmental impact and thereby strive for zero incidents.

To meet with above mentioned policy ERP Trading B.V. has setup a documented QHSE-manual which is reviewed on a yearly base.

Everyone in the organization is responsible for his or her own work in order to:

- maintain and continuously improve the QHSE aspects of our services.
- take care of their own safety and that of others
- minimize the environmental burden of their own activities as much as possible

Every employee and subcontractor is known in the above written policy and objectives.

A. C. van Erp

Director

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2. Anti-bribery and corruption Policy

This policy is to ensure that ERP Trading personnel and contractors meets its legal obligations and prevents, detects and eliminates corrupt practices, and cooperates to reduce opportunities for bribery and corruption.

This document applies to all employees of ERP Trading. In addition, it applies to personnel contracted by ERP Trading to complete work on their behalf.

- ERP Trading B.V. is committed to ensuring that each ERP Trading company, branch or operation ("Company") globally meets its legal obligations and prevents, detects and eliminates corrupt practices, and cooperates to reduce opportunities for bribery and corruption.
- ERP Trading requires all staff, at all times, act honestly and with integrity and to safeguard the resources for which they are responsible. Bribery is an ever-present threat to these resources and therefore must be a concern to all members of staff.
- ERP Trading B.V. does not tolerate any form of corruption (including the giving and receiving of bribes) within the organisation and takes the most serious view of any attempt to commit corrupt practices by members of staff, contractors, agents and business partners. Cases of suspected corruption will be properly investigated and appropriate action taken, including reporting to the appropriate authorities, disciplinary action, prosecution and active pursuit of recovery.
- All management and staff are actively encouraged to report all cases of suspected corruption either to their line manager or to another member of management.
- This Policy has been adopted and endorsed by ERP Trading senior management and is to be communicated Companywide to ensure their commitment to it. Our senior management attaches the utmost importance to this Policy and as stated above will apply a "zero tolerance" approach to acts of bribery and corruption by any of our employees or by business partners working on our behalf, including advisors, agents or contractors.
- ERP Trading also expects that all third parties dealing with ERP Trading apply the highest ethical standards in their business relationships and that they have an appropriate anti-bribery and anti-corruption compliance programme in place.
- Any breach of this Policy will be regarded as a serious matter and is likely to result in disciplinary action.

Every employee and subcontractor is known in the above written policy and objectives.

A. C. van Erp

Director

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