

Human Rights Policy

Our ambition is to be as sustainable as possible with high-quality materials. Not only is it essential to respect and maintain high awareness for human rights to reach our ambition, it is also in line with the way we want to operate. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible. We encourage all internal employees and to whom else this policy applies and/ or is relevant to, to speak up and report early on, any possible violation of human rights.

Our human rights policy applies to all the staff of Nofisol Europe BV and (business) partners. We expect suppliers and (business) partners to act according to the human right laws.

We, Nofisol Europe BV, support the elimination of discrimination related to employment and occupation, including but not limited to discrimination based on ethnicity, race and gender. Added to this is the elimination of harassment and abuse during and after working hours.

We prohibit any form of forced or compulsory labour, or activities known to lead to forced labor (for example, human trafficking). The abolition of child labor and adequate protection for workers above legal working age and under 18 years of age. We ensure prevention of excessive working hours and a safe and healthy working environment. There is always access to water, sanitation and work facilities in a clean and hygienic environment.

Various procedures and management systems have been drawn up for emergency situations that address health and safety risks (see doc. procedures Nofisol Europe BV).

We adhere to and fight for the provision of the statutory minimum wage and all legally mandated benefits, including employer contributions to social security benefits, services, transportation to and from work location. Everyone has the freedom of association and collective bargaining.

In addition, it is important to create a fair and ethical work environment for all employees, including anti-corruption/bribery.

This policy is guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights.

Nofisol Europe BV
Everdenberg 9-d
4902 TT Oosterhout - Nederland

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A handwritten signature in blue ink, appearing to be 'Marco van Vliet', is written over a horizontal dashed line.

Marco van Vliet
CEO