

Mourik Code of Conduct

Mourik is one of the largest family-run businesses in the Netherlands. The family business aspect is reflected in the way we treat each other. Our business operations are carried out based on social awareness over a wide spectrum, an awareness within which sustainability, safety, transparency, ethics and integrity form the basis of our common values. Mourik's policy is aimed at being a high-quality business that adds value to its clients. To achieve this, the company is guided by its principle of striking a responsible balance between the financial aspects (profit, economic return and business continuity) and social and ecological aspects (people and the environment) of its business operations.

Our core values are:

- **Enterprising.** We feel personally responsible for bringing in the projects, the trade. We are given the freedom to give our own interpretation to the direction Mourik is taking.
- **Innovative.** We are distinctive and innovative in our projects and the challenges we can handle. We are inventive in the field, and solution oriented in everything we undertake.
- **Persevering.** We do not let go: we make sure the job gets done, no matter what it takes. We are a reliable partner for clients and colleagues.
- **Engaged.** We put people first and are there for each other, take care of each other. We are committed to the company, and the company is committed to us. Where help is needed, it is given.
- **Honest.** Here, we are completely ourselves, united in pride for our work and the company. We're honest and open with each other, like a close-knit family.

We stand for the following principles:

Honest business practices

We conduct business openly and with honesty, integrity and fairness, within the boundaries of commercial confidentiality and international customs and guidelines. Furthermore, as a company we believe in the importance of trust, openness, teamwork, professionalism, and taking pride in what we do. We expect our employees to carry out their work professionally, cooperatively and honestly, both within and outside the company. We do not do business with a party or parties where this would result in a violation or circumvention of the law and regulations or conflict with other common values of society as a whole and/or our company in particular. We refer you to the Mourik Code of Conduct for full insight into the company's stance in this area.

Safety

Our main objective is to perform all our activities without causing injury to people and/or damaging assets, property or resources, the local area or community or the environment. Having zero accidents is our ultimate goal.

Our mottos are:

- Everyone stays safe on the job and gets home safe and sound
- No injury, illness or damage incurred through work
- We manage all safety and other risks in our work
- Accidents, loss and damage can be prevented

We aim to create a sustainable safety culture with a focus on safety leadership, human behavior, hazard identification, risk control and risk management.

Sustainability

We do business sustainably by taking good care of our people and our surroundings. We also aim to work in a fully circular manner by 2035, meaning that all our waste streams will be reused. We use energy, water, raw materials and resources conscientiously and with care. Our aim in all of this is to be a climate-neutral company by 2035.

Continuous improvement

We work continuously on improving quality, security and environmental care in the context of sustainability. We comply with internal and external independent audits that verify the effective operation of and compliance with our Code of Conduct and the related procedures. We work continuously on improving our performance.

Ensuring compliance

Compliance with the Mourik Code of Conduct by all employees (and our stakeholders) is part of our company's enforcement policy.

The full text of the Mourik Code of Conduct and associated procedures can be found on our website.

Groot-Ammers, February 1, 2021

Board of Management
Joh. Mourik & Co. Holding B.V.

J.C. Mourik