syndus group



ACHIEVING MORE TOGETHER

CODE OF CONDUCT

V1.2024



Content

Foreword	4
Code of Conduct – an overview	5
Our organisation	6
CSR Policy	10
Environment	12
Social	14
Governance	16



FOREWORD



Syndus Group's motto is 'Samen Meer Voor Elkaar', which, in translation, means 'Achieving More Together'. We carry each other forward together based on solidarity. Connectivity within the supply chain, between individual companies and between people themselves. We believe in extensive and long-term partnerships with our customers, suppliers and our own people. This is how we succeeded and expanded as a business and how we continue to evolve.

Alongside our core values, our Code of Conduct sets out guidelines for interpersonal relationships and our relationships with our partners, employees and other stakeholders. We expect our employees and our business partners to stand by the principles set out in this Code of Conduct when carrying out their work and representing Syndus Group.

Jean-Paul Heijens | CEO Syndus Group

CODE OF CONDUCT – AN OVERVIEW

The Syndus Group Code of Conduct sets out the standards and values we stand for and which the employees, officers and directors of the companies within Syndus Group are expected to represent. These standards and values also encompass our requirements in respect of business partners, suppliers and contractors who work with us and / or on our behalf.

Every employee and business partner performing work on our behalf is individually responsible for maintaining our reputation of integrity.

We reserve the right to amend this document when required. In doing so, we expect our employees to be aware of these changes. This awareness will naturally be facilitated by Syndus Group.

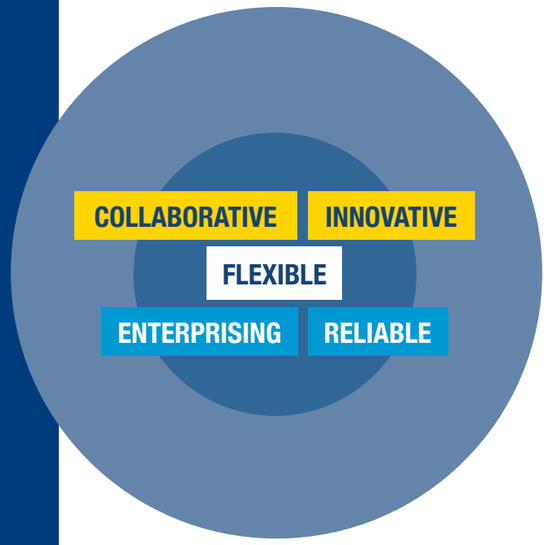
OUR ORGANISATION

‘CARRYING EACH OTHER FORWARD TOGETHER BASED ON SOLIDARITY’

The essentials

Syndus Group's brand compass shows at a glance what we, as an organisation and as employees, stand for. What we aspire to and promise our customers. We aim to excel both internally and externally in respect of these five core values.

The values on our brand compass culminate in our mission statement, which is the driving and motivational force of our organisation. We are able to make this promise as a result of our mission being so deeply embedded in our organisation. We can be held to this promise each and every day.



Our mission : To carry each other forward together based on solidarity

Our promise : To achieve more together

About Syndus Group

Society and industry are facing significant challenges, such as in respect of sustainability, care for the environment and safe working practices. Finding qualified personnel is similarly a growing concern. Commodities are becoming scarcer and more expensive, energy prices are on the rise and the global market is subject to one shock after another. At the same time, there are local partners on the market that people can rely on. Syndus Group is one of those reliable partners.

Syndus Group stands for: achieving more together. But what do we mean by that? We carry each other forward together based on solidarity. Connectivity within the supply chain, between individual companies and between people themselves. We believe in extensive and long-term partnerships with our customers, suppliers and our own people. This is how we succeeded and expanded as a business and how we continue to evolve. Together, the various Syndus companies offer a complete package for any and all technical issues.

Syndus Group has been commended for its safety culture, which is woven into every fibre of our organisation – both for employees, customers and their processes. But even though we always follow the procedures, we always remain flexible and are able to adapt rapidly. The client's processes must always be able to carry on uninterrupted. We come up with a suitable solution for every challenge, being the innovative organisation that we are. For example, we regularly develop new products, services and applications ourselves. We follow innovations closely and apply them immediately where they benefit our customers.

The expertise of the companies within Syndus Group ranges from fibreglass-reinforced plastics to industrial steel construction and from leasing of industrial machinery to technical drawings. We thrive in an industrial environment with very challenging assignments that we carry out as a united front. This allows us to put the synergy of our companies to optimum use for the industry. Syn-dus!

syndus group
SAMEN MEER VOOR ELKAAR

amerplastics
» PIPESYSTEMS

arentis
» INDUSTRIAL EQUIPMENT

ferris
» STRUCTURAL STEEL

fiberstruct
» GRP GRATINGS

konstruktis
» INDUSTRIAL ENGINEERING

techwijz
» LEARNING & DEVELOPMENT



Our core values

Reliable

Safety comes first in everything we do. In our industry, safety is paramount. Syndus provides input in this regard and is a reliable partner. Reliability and safety means high quality – whether in terms of the quality of the products or of the work itself. We always honour our commitments. We are honest and only promise what we can deliver. We are loyal to our customers, suppliers and employees.

Collaborative

The Syndus companies are part of Syndus Group. Together, we achieve more. We make the most of the power of collaboration – both within the group, within the individual companies themselves, and with other stakeholders. We focus on long-term partnerships with our customers, suppliers and employees.

Enterprising

Syndus Group takes a proactive approach and is not afraid to stick its neck out. We take responsibility for our own actions and in respect of our environment. We are driven and we think in terms of possibilities. We don't take a 'wait and see' approach, but instead are proactive in relation to new developments and providing solutions.

Innovative

If something can be done more effectively, safely, sustainably or better using a new solution, we are the first to embrace it. We develop innovations in-house and keep a close eye on market developments. We look ahead and stay ahead of the curve. Employees and managers are aware of their role in respect of modernisations and innovations and exercise a stimulating and inspirational role.

Flexible

We stand out as a result of our flexibility and our ability to advise our customers. We always go the extra mile for our customers. On top of that, we think beyond the standard parameters. We not only adapt to and keep pace with our customers, but also with our environment. We are aware of our role in society and keenly aware of our responsibility in this domain. Where necessary, we will always adapt – whether for the benefit of the needs of our customers or to foster an environment with better quality of life.

CSR Policy

Environmental, Social and Governance
Syndus Group's Code of Conduct has been articulated using the criteria set out in the ESG model. ESG is an amalgamation of the words Environmental, Social and Governance.

Given that these three aspects cover every part of the organisation, using this model means we have chosen a widely accepted standard for measuring our corporate social responsibility (CSR).

UN Sustainable Development Goals
The wide range of social issues to ensure the world remains a place with good quality of life has been translated into 17 specific goals for 2030 by the UN: the so-called Sustainable Development Goals, or SDGs for short.

In the detailed specification of the ESG model on the following pages, links are made to the sustainable development goals most relevant to Syndus Group.

For more information on the SDGs, please go to sdgnederland.nl.



The **E**nvironmental theme primarily relates to how the organisation performs in respect of environmental challenges, such as waste streams, CO2 emissions, climate change, water, energy and power consumption.

The **S**ocial theme relates to how the company treats people and extends beyond the company's own employees to encompass stakeholders and other individuals or groups directly or indirectly related to Syndus Group. Examples include diversity, equal opportunities, working conditions, health and safety.

Governance refers to how the organisation is governed. This includes aspects such as remuneration, taxation, strategic management, looking after the interests of stakeholders, as well as corruption and bribery.



Environmental

Syndus Group aims to reduce its impact on the environment and its surroundings and to take a considered approach to its footprint. We are continually aware of the potential environmental impact we may have and are always looking for improvements to minimise it. Compliance with the applicable rules and regulations is an absolute minimum requirement in this context.



KEY ASPECTS:

Circular economy

All business activities generate a certain type of impact. Syndus is always looking for ways to minimise that impact, in particular by ensuring that the use of single-use materials is kept to a minimum.

One current project relates to the recycling of GRE (Glassfiber Reinforced Epoxy). The use of GRE itself is sustainable in view of the long lifespan of the material, however, in addition to this Amerplastics and Fiberstruct are actively exploring recycling opportunities for their products.

Clean energy

Energy is the most important environmental component at Syndus Group. This relates to energy consumption in our own buildings, our means of transport and our products as we market them.

We continuously strive to improve our performance in this domain and rely on the CO_2 performance ladder to realise improvements and make results transparent.

The principal initiatives within Syndus Group in this domain are:

- Installation of solar panels on several Syndus Group buildings to meet their individual energy needs;
- Syndus Group participation in local hydrogen initiatives;
- The Syndus Group fleet is rapidly becoming more sustainable through the use of electric vehicles;
- Making our rental fleet of mobile equipment and compressors more sustainable.

ADDITIONAL ACTIVITIES:

Reducing water consumption

Even though Syndus Group has limited processes that systematically use water, we are very aware that use of water as well as the discharge of wastewater should be limited as much as possible.

A large reduction in water consumption is achieved in the cleaning of Arentis' rental fleet. To be environmentally conscious and more efficient with the considerable amount of water required, all machinery is cleaned using rainwater. Rainwater is collected using underground storage tanks and this system allows us to realise significant savings on the consumption of clean drinking water.

In addition, any water that is released is treated according to the state of the art (internal/external).

Minimising waste streams

Waste is an integral part of the circular economy concept as described, with the focus being on process-related waste and waste generated during the end-of-life phase.

In addition, other industrial waste is created to a limited extent. This is minimised as much as possible, and the resulting waste is collected separately as much as possible with a view to it being processed to the highest possible quality.

Social

Respect for people, human rights and humane working conditions. Syndus Group is highly committed to compliance with international standards and national legislation – but we go beyond compliance alone.



KEY ASPECTS:

People first
At Syndus Group, we put our employees first! We do all we can to facilitate them as much as possible and thereby achieve optimum employee satisfaction.

- We offer flexible, good working conditions in accordance with the national Collective Labour Agreement for the Metal Industry (CAO grootmetaal);
- We are mindful of optimising employee health with regard to working conditions;
- Syndus Group actively encourages employees to adopt a healthy lifestyle;
- We devote attention to fostering a close relationship between our employees and the company, through an active staff association and the organisation of company events;
- Through an individual, online learning environment, employees have various tools and programmes at their disposal that are entirely dedicated to their own development.

Our motto of ‘people first’ extends beyond our own employees to equally include customers and suppliers:

- We treat temporary employees and employees of our customers, suppliers and stakeholders the same as our own employees;
- Syndus Group will not use forced labour. Any use of child or forced labour by stakeholders will not be accepted.

Safety as a rigorous prerequisite
The safety of our employees, customers and suppliers should never be in question. All of our efforts are focused on fulfilling that requirement as best possible.
These efforts include:

- A management system based on VCA-P and ISO-9001;
- A Risk Assessment & Evaluation (RI&E) as an important basis in the form of a dynamic, living document;
- Continuous focus on improving safety culture;
- Encourage and value active reporting of unsafe situations and active incident follow-up;
- A focus on social safety;
- Safety campaigns;
- Annual Safety Day.

ADDITIONAL ACTIVITIES:

Equal opportunities
We treat employees with respect and dignity and ensure that equality of opportunity is based on competence, regardless of race, religion, sex, nationality, sexual orientation or disability. We have an active policy to reflect this within our organisation.

A safe workplace
Syndus Group does not tolerate harassment in any form. Harassment may range from offensive remarks to inappropriate conduct towards fellow employees or staff of business partners, or inappropriate use of social media and other electronic means of communication.

Syndus Group has an active policy with suitable methods and means for the prevention and combating of any form of aggression, violence, discrimination and (sexual) harassment at work.

Privacy
We respect the privacy of our current and former employees and take the measures that are necessary to secure their personally identifiable information which is processed by or on behalf of Syndus Group.

Syndus Group respects the freedom of its employees to participate in trade unions or similar associations.

Governance

‘COLLABORATION AND RELIABILITY’



'Collaboration' and 'Reliability' are the first two of the five core values that make up the foundation of what Syndus Group embodies. Both are concepts inextricably linked to governance – running the organisation.

We believe that we, alongside our environment and those around us, have a responsibility in this regard and must act accordingly. Specifically, this is reflected in:

Laws and regulations

- Syndus strives for free and fair competition, does not make any market agreements and complies with applicable statutory regulations;
- When doing business, Syndus Group takes into account applicable regulations in areas such as dual-use substances and sanction lists;
- Syndus Group expects business partners to maintain the highest standards of ethical business conduct, comply with local laws and not be involved in corruption, bribery or fraud in any way.

Business ethics

- Syndus Group refrains from giving gifts or making payments to inappropriately influence the business decisions of others. Offering gifts for this purpose will be considered bribes or kickbacks. This also applies to gifts or payments to ease transactions.
- Syndus Group employees should exercise restraint when giving and receiving gifts from business partners. Syndus Group employees may not give and/or receive gifts without the express consent of their management.
- Violations or suspected violations of these rules of conduct should be reported to the management;
- Syndus Group discloses as much as possible to demonstrate compliance with this Code of Conduct. Transparency is of paramount importance.

Depending on the severity of the violation, measures may be taken ranging from a probing interview to termination of the (employment) relationship. Syndus takes into account internationally applicable norms and standards in the field of human rights, business ethics and working conditions.

NOTES

CODE OF CONDUCT

V1.2024

syndus group