

CODE OF CONDUCT

As determined by the NRK steering Committee in their meeting on the 11th of December 2014.

People, Planet, Profit and Polymers is our mission statement. Polymers are modern and important materials to manufacture nowadays products that fulfil today's people needs and to solve future problems.

Using the motto "Sustainability. Happy with rubber and plastic products" the NRK prioritizes Corporate Social Responsibility (CSR) and a healthy environment supported by the member companies. In our view companies support sustainable development and the development of a circular economy, provide safe and healthy working conditions that facilitate personal development of employees and offer products to users that give comfort and add to their prosperity and well-being.

We want to be a productive, constructive, innovative and agile Dutch plastics and rubber community that can welcome new ideas in a complex field, improve every process every year, design, engineer and produce new products and foster collaboration between stakeholders with very different needs, interests and skills.

This Code of Conduct governs how we behave in public and in private. According to ISO 26000, seven key principles form the roots of our corporate and socially responsible behaviour. These key principles are:

- Accountability
- Transparency
- Ethical behaviour
- Respect for stakeholder interests
- Respect for the rule of law
- Respect for international norms of behaviour
- Respect for human rights

We support these seven principles and apply them in the following way:

Accountability

- We continuously strive to minimize the negative effects and maximize the positive effects of our activities on the environment, society and economy.
- We select and carefully prioritize relevant Corporate Social Responsibility topics frequently.

Transparency

- We publish our individual Corporate Social Responsibility results as well as plans/intentions/targets on our company websites. We invite our stakeholders to react on these publications.
- We will be transparent in our way-of-working and the effect of it on environment, society and economy.

Ethical behaviour

- When dealing with suppliers, customers and competitors we compete vigorously and with integrity, and treat all customers and suppliers fairly and objectively.
- We have included and operationalized ethical behaviour in our mission statement, implement this in our company policy and instruct employees accordingly.

Respect for stakeholder interests

- We encourage a collective dialogue with our most important stakeholders. We invite stakeholders to put forward their interests, so we can take them into account.

Respect for the rule of law

- We comply with national and international rules of the countries where we are active.

Respect for international norms of behaviour

- We strive to respect, as a minimum, international norms of behaviour, in situations where the law or its implementation does not provide for adequate environmental or social safeguards.
- We strive to respect such norms to the greatest extent possible, in countries where the law or its implementation conflicts with international norms of behaviour.
- As feasible and appropriate, we review the nature of relationships and activities within that jurisdiction, in situations where the law or its implementation is in conflict with international norms of behaviour and where not following these norms would have significant consequences.
- We consider legitimate opportunities and channels to seek to influence relevant organizations and authorities to remedy any such conflict.
- We avoid being complicit in the activities of another organization that are not consistent with international norms of behaviour.

Respect for human rights

- We respect human rights including developing and implementing human rights due diligence in line with the UN Guiding Principles on Business and Human Rights, providing appropriate training, adhering to national laws and regulations in all the regions and countries where we operate, and respecting international human rights when faced with conflicts between internationally recognized human rights standards and national laws.

NRK

The Hague, The Netherlands

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