



Tittle	Code of Conduct
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Maastank BV chooses to do business with integrity, responsibility and high ethical standards. For this reason Maastank has embedded this code of conduct in the “Maastankie” program, ensuring beneficial effects to all stakeholders involved, such as all employees, existing and future business partners and consumers.

The Code of Conduct is a directive for the intercourse between Maastank and her employees, business partners, (sub) contractors and consumers.

The Management of Maastank subscribes the standards, values and ethical rules as given in this code and we expect all of our employees and management team members to know and follow this Code of Conduct. Failure to do so can result in disciplinary action, including termination of employment.

1. Environment

Maastank feels great responsibility for the environment and therefore endeavours to minimize the harmful effects of the work, being continuously aware of this subject and to search for options for further development and improvement.

In order to take care of the environment as much as possible, Maastank endeavours to find a balance between People, Planet and Profit. Our environmental management system qualifies the high level of the Maastank performance.

2. Safety, Health and Food Safety

Maastank endeavours to create a safe and healthy working area for all employees, customers, visitors and suppliers. It is the responsibility of each member of the staff to fulfil the instructions and procedures of the company with respect to food safety, health and safety rules.

3. Respect for (the diversity of) the employees

Maastank subscribes the advantage of a multicultural society and understands the differences. Therefore Maastank endeavours for an environment where all employees can do their best, where each individual has equal access to opportunities and where everybody is attended with respect and dignity.

The Social policy for all employees is to offer every person equal opportunities for development. Maastank recognizes the pressure to families caused by the work of the employees and endeavours to enlighten this.

4. International relationships

Maastank is aware of the obligations to adapt to the required interests of the countries the organisation has activities with. Maastank follows the local and national laws and respects the social and cultural habits of those countries. Maastank also endeavours to be a role model within the market where it's active.

Document nr. : P-A-103	Datum origineel : 11-05-2015
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5. Child labour

Maastank rejects all kinds of child labour and will not support any form of child labour in the supply chain. In case some kind of child labour is unexpectedly ascertained in whatever activity related situation or relationship, Maastank will actively take action to ban this child labour and to stimulate education to help prevent future occurrence. In case this is unsuccessful, the relationship will be ended.

6. Customers, employees, suppliers and competitors

Maastank endeavours to a powerful and conscientious competition. All customers and suppliers have to be attended fair and objective. Employees will not act unfair or misleading and never unnecessary or baselessly talk about the products or services of a competitor.

Maastank informs all suppliers that they are expected to subscribe the principles of this Code of Conduct and that they have to keep to the legal obligations of preventing cartel formation.

Maastank ensures that if an employee of their client reports an abuse to his / her organization, this is handled very discreetly and confidentially and the privacy of the reporter is guaranteed.

The policy in conflicting interests is: do not compete with the activities of Maastank and take care that all activities in the name of the company are never influenced or seem to be influenced by personal or family interests.

7. Using business property

All technical property of Maastank, which includes the computers and access to email and the internet, may be used for the intended and for business purpose only. All further property such as materials, products of customers etc. have to be handled with great care.

8. Fulfilment of the Code of Conduct

Maastank expects of all employees and (sub) contractors that they will immediately confidentially and/or anonymously inform the management of Maastank in case of behaviours, activities or situations which are in conflict with this Code of Conduct or with the local or national laws.

We rely on one another's good judgment to uphold a high standard of integrity for ourselves and our company. We expect all managers and employees to be guided by both the letter and the spirit of this Code.

Rotterdam, April 29th 2019

Jan Duel
Managing Director

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