

**2023**

# **Code Of Conduct**



**Moens Packaging**

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# Introduction

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We offer you a very extensive product range, ranging from the smallest bottles to 1000L containers. With products in PE, PP, metal, tinplate and recycled materials, there is a suitable packaging for every demand.

Moens Packaging is known for its 4000+ types of packaging, fast deliveries, flexibility and excellent service. After all, we have more than 100 years of experience to offer!

Our team is committed every day to answering all your questions and providing correct deliveries.

Thanks to our wide product range, we can provide tailor-made advice for all types of packaging you need. We purchase these from our suppliers and provide everything for you at one location so that you can easily schedule deliveries and don't have to worry about coordinating everything.

We maintain good relationships with our suppliers, which allows us to keep up with the latest developments in the various markets and of the various types of packaging..



# 01

## Anti-bribery and anti-corruption

At Moens Packaging, we are committed to maintaining the highest standards of integrity, transparency and ethical behaviour. We do not tolerate any form of bribery and corruption. This policy applies to all persons associated with our company, including employees, contractors and business partners.

# 02

## Human -and labour rights

Moens Packaging is committed to upholding the fundamental human and labour rights of all persons associated with our organisation. We believe in promoting a working environment that respects dignity, justice and equality. This section describes our commitment to human rights and labour standards, applicable to all employees, contractors and business partners.

### Equal opportunities and non-discrimination

We promote an inclusive work environment that values diversity and fosters a culture of respect for all.

### Safe and Healthy Working Conditions

We provide a safe and healthy working environment to our employees.

### Privacy and Confidentiality

We respect the privacy and confidentiality of personal information.

### Open communication

We encourage open communication as well as confidential and privacy-focused resolution.

## 03

### Health & safety

In collaboration with our prevention advisor, we are committed to continuously improving the health, safety and well-being of our employees. We are committed to promoting a safe and healthy working environment through regular communication, training and awareness-raising

## 04

### Material Conformity

- We comply with laws and regulations and maintain quality and safety standards for our products.
- We work with suppliers to meet these compliance requirements as well.





# 05

## Sustainability and corporate social responsibility

At Moens Packaging, we are committed to sustainability and corporate social responsibility. (\*)

### Packaging

Moens Packaging offers you a wide range of ecological packaging made from recycled and reconditioned materials. You can help us protect the environment by using reconditioned or recycled products in your business.

### Ecological projects

As part of our commitment to sustainability, Moens Packaging has decided that for every €10,000 turnover in ecological packaging, we will donate an amount to an ecological project dedicated to protecting our nature. This can range from planting trees to supporting local initiatives to restore & optimise wetlands.

### Business and infrastructure

Moens Packaging is continuously proactive in engaging in energy-saving measures, as well as renewable energy sources. Some of our initiatives include

- We have 375 solar panels spread across our 3 sites.
- When necessaryThe electricity is supplemented with electricity from "Wase Wind" wherever possible. They supply 100% pure wind power and support several wind farms.
- In one of our sites, we use a battery to store renewable energy.
- We have light sensors in the different aisles in the warehouses, so the lights do not have to be on continuously.
- We have installed LED lighting in the warehouses.
- We use recycled paper in our business.
- ...

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(\*) Discover more information in our sustainability statement.