



VDL RENA ELECTRONICA

VDL RENA ELECTRONICA STATEMENT OF BUSINESS PRINCIPLES

Principle 1 - Our Policy

VDL RENA Electronica's policy, as a socially responsible company, is to conduct all business affairs in accordance with the highest business ethical standards, to comply with applicable laws, and to be a good corporate citizen. This policy applies to all employees, officers and directors of VDL RENA Electronica.

Principle 2 - Our Customers

VDL RENA Electronica is committed to maintaining our customer's trust and respect. VDL RENA Electronica competes fairly, honestly and by delivering superior products and services to our customers. VDL RENA Electronica does not authorize, condone, encourage or promote, directly or indirectly through others, unlawful or unethical behaviour, such as bribery, kick-backs, pay-offs, promises to pay cash or things of value, or any other activities that may be construed as being corrupt, unlawful or unethical.

Principle 3 - Agents, consultants and business partners

VDL RENA Electronica uses only those business partners, consultants, contractors, representatives, resellers, sales and marketing agents or suppliers (commonly referred to as "agents, consultants and business partners") who have met or exceeded the company's high standards and entered into the appropriate written agreements in strict compliance with the company's policies and procedures.

Principle 4 - Conflicts of interest

VDL RENA Electronica's employees must avoid business decisions, conduct, or other outside activities that create an actual or potential conflict of interest with our obligations or duties to VDL RENA Electronica by either declining to engage in conflicting behaviour, or by first seeking guidance from the appropriate VDL RENA Electronica officials. VDL RENA Electronica's assets, including electronic systems or devices, may not be used for personal gain.

Principle 5 - Protection and appropriate use of internal, confidential data and data privacy rights

VDL RENA Electronica protects the confidential and proprietary nature of both the company's data, and the data of others disclosed to VDL RENA Electronica in confidence. The privacy of data entrusted into the company's care must be protected at all times, including those relating to individual persons.



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Principle 6 - Respect for a diverse culture

VDL RENA Electronica employees must not discriminate against one another, including for reasons of age, disability, ethnic origin, gender, race, religion, or sexual orientation.

Principle 7 - Commitment to human rights, the environment and social responsibility

VDL RENA Electronica supports and respects, within its sphere of influence, the protection of international human rights set out in the United Nations' Universal Declaration of Human Rights, the International Labour Organization's fundamental conventions and the global compact. In particular, the company supports the effective elimination of all forms of compulsory labour and child labour and will make this a criterion in the selection and management of its suppliers and contractors. The company will endeavour to undertake initiatives to promote greater environmental responsibility and encourage the development and implementation of environmentally friendly technologies. VDL RENA Electronica encourages its employees to exhibit a strong sense of social responsibility by serving to enhance the communities in which they live and work.

Principle 8 - Accountability

VDL RENA Electronica employees are all accountable, individually and in teams, for their behaviour, actions and results. All employees are required to comply with this statement of business principles and failure to do so will result in disciplinary measures. We, the company's employees, have an obligation to report unethical business conduct, the violation of company policies, or the commission of any dishonest, destructive or illegal action.

Kees du Pree
Managing Director