

In the code of conduct we have recorded what we mean by the respectful conduct of business. The norms and values which we describe are for us not only a matter of course but also socially accepted. We expect that everyone who works for and with us will respect and endorse this code of conduct.

### The code of conduct consists of two parts

The first part describes the norms and values which guide our doing business. The second part includes the 'Code of conduct Declaration' in which the guidance is detailed, among other things in the fields of working conditions, safety and the environment.

The code of conduct works in two directions. What we expect of you, we also expect of ourselves. If you see unethical, dishonest or dubious expressions and/or behaviour in our organization, do not hesitate to point this out to us.

Doing business with Brakel means working and collaborating on the basis of integrity, teamwork and openness. In this we can together achieve excellent projects and relationships which we can all be proud of.

Ton van Gerwen  
Managing director



# What do we stand for?

## Safety, transparency, respect, involvement and sustainability is in our genes

Brakel is an organization in which people interact in an informal, respectful manner. The starting point is always: pleasant collaboration where the job satisfaction of the client is central. We are therefore keen to stimulate initiatives of both our own employees and those of our business partners. After all, we have a common goal: the realization of a safe, comfortable living environment which we can all be proud of. So teamwork is at the basis of successful collaboration. However, teamwork only works if the points mentioned below are guiding.

### 1. Safety

- Safety is our first priority. Therefore we make no concessions as far as safe working is concerned.
- We expect that parties with which we collaborate will also have safety as priority no. 1.
- We draw each others' attention to unsafe situations and expect everybody who works with us to do the same.



## 2. Transparency

- We communicate with each other and with our relations honestly and openly.
- Our maxim is: an agreement is an agreement.
- We take our responsibility.

## 3. Respect and involvement

- The wishes/requirements of clients/relations is central.
- We work together on the basis of mutual respect and the exchange of expertise.
- We respect everyone's knowledge and skills and stimulate their development.

## 4. Sustainability/SRE

- We believe in sustainable solutions for the creation of a safe and healthy indoor climate. Therefore we are continuously looking for innovative, sustainable concepts in the fields of fire safety, ventilation, daylight entry and maintenance.
- Our product development/R&D focuses on sustainable developments and improvements. This translates into a portfolio with energy efficient products and systems.
- We tackle business and manufacturing processes in an energy-efficient way, carry out an energy and CO<sub>2</sub> reduction plan and buy preferably products and services which have been sustainably manufactured and transported.



# Who does this code of conduct apply to?

## For ourselves: management, employees and temporary staff

Of course we expect every Brakel employee to act in accordance with the code of conduct. Management, full-time, part-time or temporary staff: the code of conduct applies for all Brakel employees.

## For you: our partners, subcontractors/ suppliers

We only work together with business partners who work in accordance with the same norms and values as Brakel. So our code of conduct applies to all our partners, subcontractors, advisors and suppliers of goods and services.

Of course we assume that they expect the same of relations/subcontractors who carry out work for them.

What we expect of you,  
we also expect of ourselves.

