

Container Systems B.V. and all her subsidiaries enables supply chain circularity, in order to drive efficiency and sustainability in the (retail) supply chain with reusable packaging. As a major European operator, Container Systems B.V. conducts its business in line with its corporate values and the highest possible standards that exist within the European industry. With an entrepreneurial spirit, drive and commitment, we deal with all our stakeholders and the community around us with respect and integrity. We do what we promise, all in accordance with our values and applicable laws.

This Code of Conduct illustrates these values and provide the tools that will guide us in making consistent, sustainable business decisions. We enjoy the trust and respect of our customers, business partners, and other shareholders. It is good to know that even minor violations of this Code of Conduct could damage Container Systems B.V. reputation and could inflict economic damage. Therefore, all of us are requested to take the Code of Conduct seriously and to embed it in our day-to-day thoughts and actions.

## **B. Ijpelaar**

Chief Executive Officer

Container Systems B.V. | Van Vliet Verhuur B.V. | Van Vliet Retail B.V. | NEWWEN | HortiDirect.com

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## **THE CODE OF CONDUCT AND CS BUSINESS**

Reading and adhering to our Code of Conduct helps each of us to follow the Container Systems B.V. way of doing business:

- Our Code of Conduct sets out binding rules and guidelines about how we want each of us to conduct business: in a responsible manner. It applies to all employees and officers of Container Systems B.V. as well as to all people working for Container Systems B.V.. Each of us is responsible for understanding this Code of Conduct and to follow it.
- We all know that it is impossible to spell out every possible ethical scenario we might face and that no document can possibly contain every situation you may face in your day-to-day responsibilities. Instead, we rely on our Code of Conduct as a navigation guide, but at the end of the day good own judgment is necessary to uphold a high standard of integrity for ourselves and Container Systems B.V.. It is a responsibility of all of us to create an open environment in which we can discuss this Code of Conduct and the dilemmas that we can encounter. And to create an environment in which we can safely raise concerns or suspicions without fear of a negative reaction.
- We may encounter situations where we are unsure if our action is considered the right course of action. If we find ourselves in such a situation, we should ask ourselves: *“What if my actions were printed on the front page of the main newspapers. And my co-workers, family and friends would read it?”* If the answer is embarrassment or shame, your action is most likely unethical. In such event, we should not follow through with the action we were contemplating. Instead, we should speak up and seek guidance.
- The CS Compliance Officer monitors and regularly reports findings and recommendations regarding concerns relating to this Code of Conduct to the Management Committees and the Supervisory Board.

- Wherever laws and regulations are more restrictive than our Code of Conduct or policies, those laws and regulations prevail. In case of doubt or if the laws in different countries conflict with each other, we must obtain guidance from the Legal advisors.

## **1. OUR PEOPLE AND PLANET**

Our business conduct regarding safety, protection of human rights and protection of our planet is based on integrity and respect.

### **1.1 Safety with respect to people**

Our customers expect us to deliver high-quality, legally compliant and safe logistics carriers for the agricultural, horticultural and fulfilment industry. Therefore, our products must meet the highest standards.

Our focus on safety also includes the safety for people: we are committed to a safe working environment in which everyone takes responsibility for their own safety and that of others. Safety always comes first, also for our people.

### **1.2 Rights of employees and human rights**

We embrace diversity and professional and personal development. We need motivated and well-trained employees to reach our goals. We favour an open communication with all employees.

We support and respect internationally recognised human rights for all stakeholders. At Container Systems B.V., employees do not discriminate or harass others based on, for example, race, colour, gender, sexual orientation, age, religion, political opinion, national, ethnic or social origin. We encourage every employee to directly address any form of discrimination or harassment. We do not tolerate child labour and forced labour. Container Systems B.V. contributes to the elimination of these wherever we can. We expect all our business partners to do the same and to adhere to our CS Supplier Code of Conduct.

### **1.3 Sustainability**

We are committed to running our business in an environmentally sound and sustainable manner and take pride in being a business that has sustainability at its core and in the hearts of its people. We minimise the impact of our processes and products on the environment and we strive to enable supply chain circularity. We enhance efficiency through reusable packaging solutions, serving as a collaborative partner in retail for circular progress. In this way we contribute together to sustainable development without preventing future generations from fulfilling their own needs. Part of our sustainability goals and efforts will be reported in the so-called Sustainability report.

### **1.4 Avoid conflicts of interest**

Working at Container Systems B.V. means working and acting impartially in the best interest of our company. A conflict of interest can occur when our personal interests (e.g. family, friendships, financial factors or social factors) can compromise or improperly influence our judgement, decisions, performance of our duties or actions in our company. We avoid situations where our personal interests conflict or appear to conflict with the interests of our company. We talk about the existence (or potential existence) of a conflict of interest in a transparent way with our colleagues and

manager. We are open, honest and avoid even the appearance of a possible conflict of interest. If necessary, we draw back.

## **2. OUR BUSINESS PARTNERS AND OTHERS**

Our business conduct towards our business partners and others is honest and transparent.

### **2.1 Business relations**

As a reliable partner Container Systems B.V. stands for trust, solidity and innovation. Our business partners expect Container Systems B.V. and its staff to act in accordance with applicable laws and regulations. We follow this responsibility and expect our business partners to do so too.

### **2.2 Doing honest business – gifts and payments**

At Container Systems B.V. we stand for honest business practices and therefore we do not commit or allow any form of bribery. We do not provide or promise anything of value to any person with the aim of improperly receiving preferential treatment nor do we request or accept a bribe or request or allow others to do so.

We should be restrictive in providing and accepting invitations to entertainment and gifts and only use gifts and entertainment to develop or strengthen business relations, to show appreciation or to create goodwill when appropriate. The proposed gift or entertainment should be appropriate in value and nature considering local customs, the position of the recipient and the circumstances. In any case, we always check the policies, website or agreement of our business relations to make sure that providing gifts or entertainment is acceptable.

In relations with government officials, we are even more careful. Therefore, at Container Systems B.V., we should not offer or promise any gift or entertainment to any government official, directly or via a third party, to influence such official's actions or to obtain improper advantage.

For more information and guidelines on providing or receiving gifts, check out our [Anti-Bribery page](#) on the internal compliance site and the [Gifts & Entertainment Policy](#).

### **2.3 Public activities – political contributions, lobbying, charity**

As a company we do not support political parties nor do we make financial or other contributions (in time or products) to persons in politics. Employees who do so in their spare time should not give the impression that our company provides support. We make community contributions and charitable donations in a transparent and professional way, always in compliance with our internal rules.

### **2.4 Fair competition**

We believe in competition based on fair play and an equal playing field. This is why we all conduct our activities in a fair and competitive manner while carefully complying with competition laws. When we have any doubts about an action being fully in line with competition rules, we first discuss this internally with the Legal advisors.

### **2.5 Fair communication**

We are all ambassadors of Container Systems B.V.. Our actions captured via images, posts or comments online can reflect on Container Systems B.V.. In all our communications, including social media, each of us is therefore expected to communicate openly, respectfully and prudently and never to jeopardise our excellent reputation. When using social media we do this in a responsible manner, always using common sense and professional judgement, especially when using Container Systems B.V.'s name.

### **3. OUR COMPANY**

Our business conduct aims at careful and honest use of company assets.

#### **3.1 Use of company resources**

Each of us has access to various company resources and we are all responsible for protecting these. These company resources include computers, phones and machines, as well as our brands, innovations and intellectual property rights. We use resources in a careful way only for their intended business purposes and such that our company is not at risk.

#### **3.2 Protection of confidential information**

We properly handle all confidential information of our company and others and protect it against unauthorised disclosure. Confidential information such as know-how, is a valuable asset that provides a competitive advantage. We only reveal our company confidential information to someone outside the company for an allowed business purpose. Even within our company, we only share confidential information with people who have a business 'need to know'. We use confidential information of others only in a legal and honest way.

#### **3.3 Data protection**

We respect the privacy rights of employees, members, consumers, customers, suppliers and other business partners and therefore we treat personal data confidentially. We only collect, process, transmit and use personal data insofar as reasonably required for communicated business purposes. We respect the confidential nature of any personal data and we take responsibility to keep such data accurate, complete, relevant and secure. We make sure that our collection and processing of personal data complies with the local laws and regulations and with our applicable policies.

For more information on processing of personal data, check out the [Privacy page](#) on our internal Compliance site.

#### **3.4 Integrity of (financial and ESG) reporting**

We want to make business decisions based on all relevant facts. For this we need reliable data in conformity with our internal guidelines. We all have a duty to ensure that our financial and non-financial documents, records and reports (both internal and external) are accurate, complete, consistent and up-to-date.

#### **3.5 Prevention of fraud**

We do not accept any behaviour intended to deceive or mislead others. We expect each employee to contribute to preventing fraud within our company.

## **RESPONSIBILITIES, REPORTING MISCONDUCT AND SANCTIONS**

We must all focus on our targets while respecting our values and adhering to this Code of Conduct. Each of us is responsible for understanding the letter and spirit of this Code of Conduct and for following it. If any part hereof is unclear, it is your personal obligation to ask questions until you fully understand.

And we expect everyone to promote a culture of openness in which we all feel comfortable raising questions, dilemmas and concerns regarding the interpretation of, or adherence to, this Code of Conduct. Remaining silent in the event of a possible violation can only worsen a situation and decrease trust. Therefore, we encourage you to speak up if you ever have a concern or suspicion regarding a possible violation of law, our Code of Conduct or any of our other policies, without the fear of retaliation. To find out who to reach out to, check the [Whistleblower page](#) on the internal Compliance site.

Those of us in management positions have increased responsibilities. These include not only implementing the Code of Conduct and its policies but also leading by example. Creating a transparent and open environment, in which concerns or suspicions can be raised without fear of negative consequences, is essential to preserving our reputation and ability to operate.

For more information, check out the [Whistleblower page](#) on the internal Compliance site.

### **SANCTIONS**

The consequences of neglecting or violating the law, this Code of Conduct or its underlying policies as well as not reporting a violation can have serious consequences for our company and the individuals involved. In addition to reputational damages it may lead to imprisonment, personal liability and fines. A violation of this Code may result in appropriate disciplinary action, including dismissal.