

Gifts & Entertainment Policy – Container Systems B.V.

This policy describes the rules governing the giving and receiving of gifts and entertainment within Container Systems B.V. and its subsidiaries Van Vliet Verhuur B.V., Van Vliet Retail B.V. | Newwen | HortiDirect.com. Excessive or inappropriate gifts and invitations entail risks, such as conflicts of interest, the appearance of bribery or damage to reputation.

Guidelines for gifts and entertainment

- Gifts or entertainment are only permitted to strengthen relationships, show appreciation or create goodwill.
- Values up to €50 are generally considered acceptable.
- Cash or cash equivalents (gift cards, vouchers) are never permitted.
- The purpose of a gift or invitation should never be to influence a decision or create an obligation.
- Always check the business partner's policy before offering or accepting anything.
- Document all gifts and invitations in the internal register (date, value, reason).

Relationship with government officials

- Extra caution is required with government officials.
- Offering or promising gifts or entertainment to a government official, directly or through third parties, with the intention of exerting influence or obtaining an advantage, is always prohibited.
- Examples: do not offer tickets or gifts to customs officials to speed up customs formalities.

Non-compliance

- Failure to comply with this policy may result in serious consequences such as reputational damage, fines or exclusion from public tenders.
- Employees who violate the guidelines risk disciplinary action.

Contact and registration

To ensure compliance with this policy, always consult with your manager or the Compliance Officer before giving or accepting gifts or entertainment.

All entities within Container Systems B.V. must maintain an up-to-date register of all gifts and entertainment exceeding €50.

Working together for fair and transparent business practices

This policy helps us to conduct business with integrity and professionalism and to maintain the trust of our customers and partners.