

## **Whistleblower Policy** – Container Systems B.V.

At Container Systems B.V. and its subsidiaries Van Vliet Verhuur B.V., Van Vliet Retail B.V. | Newwen | HortiDirect.com, we conduct business with integrity and responsibility. An important part of this is creating a culture in which employees, suppliers and partners can safely and confidentially report suspected abuses, violations of laws and regulations or other undesirable behaviour.

### *Scope of application*

- All employees of Container Systems B.V. and her subsidiaries
- Suppliers, service providers, contractors and subcontractors

### Issues that can be reported:

- Violations of laws and regulations (including product safety, transport safety, the environment, food safety, privacy & data)
- Possible fraud or corruption
- Violations of competition rules

### **Procedure**

- Reports are treated confidentially
- Reports can be made anonymously if desired
- The reporter will receive confirmation of receipt within 7 days
- The reporter will be informed of the status or outcome within 3 months
- Investigations are conducted objectively and carefully

### **Protection of whistleblowers**

- Anyone who makes a report in good faith is protected against prejudice or Reprisals
- Deliberately false or malicious reports will be investigated seriously and may have consequences

Information can be shared via Container Systems B.V. – Compliance Officer  
Rietwijkeroordweg 33, 1432 JG Aalsmeer The Netherlands  
0031 (0)297 21 17 23  
[complianceofficer@vanvlietcontainers.nl](mailto:complianceofficer@vanvlietcontainers.nl)

Working together for an open and ethical culture Our Whistleblower Policy ensures transparency, trust and a safe working environment. In this way, we are working together to build a sustainable and reliable future.