

# MEIJER

GROUP



# Code of Conduct



## Overview

At the Meijer Group, integrity is paramount. We strive to maintain the highest ethical standards and are committed to the well-being and respect of everyone associated with our company. These rules of conduct not only reflect our core values but also emphasize our duty to our employees, business partners and society.

## Labor and Human Rights

### Child Labor

Meijer-Group is strictly against the use of child labor. We will not employ children under the age of 15, or under the age for completing compulsory education, whichever is higher.

Any partner, vendor, or supplier associated with Meijer-Group must also adhere to this principle. We will cease working with any entity found violating this rule.

We support legitimate workplace apprenticeship programs that comply with all laws and regulations.

### Forced Labor

Meijer-Group strictly prohibits the use of any forced, bonded, or involuntary labor.

Workers must be free to terminate their employment with reasonable notice and without penalty.

### Hiring and Employment Practices

Meijer-Group commits to providing equal opportunities to all potential and current employees without regard to race, color, religion, sex, national origin, age, disability, or any other protected status.

All hiring and promotion decisions are based solely on qualifications, merit, and business needs.

We will ensure that employees understand the terms and conditions of their employment. Workers will be provided with a clear, written contract in a language they understand.

### Harassment

Meijer-Group is dedicated to maintaining a workplace that is free from all forms of harassment, including but not limited to, verbal, physical, visual, or sexual harassment.

We will not tolerate any behavior that intimidates, offends, belittles, or undermines anyone in the workplace.

Any allegations of harassment will be treated seriously and promptly investigated. Disciplinary actions, including potential termination, will be taken for any employee found in violation of this policy.

Meijer-Group encourages its employees to report any incidents of harassment without fear of retaliation or reprisal. We are committed to ensuring a safe reporting mechanism for all concerns.

We expect every Meijer-Group employee, partner, vendor, and supplier to understand and adhere to this Code of Conduct. It is our collective responsibility to ensure that Meijer-Group stands as an emblem of integrity, respect, and ethical business practice in the industry.

### **Compensation and Working Hours**

Meijer-Group provides compensation packages that meet or exceed local legal standards and industry benchmarks.

We ensure that working hours comply with national regulations and industry standards. Overtime is voluntary and compensated fairly.

## **Health and Safety**

We are committed to providing a safe and healthy working environment for all employees.

Regular safety training and evaluations will be conducted to prevent workplace accidents and incidents.

All concerns related to health and safety should be reported immediately, and actions will be taken promptly to address them.

### **Environment**

Meijer-Group recognizes its responsibility towards the environment and is committed to sustainable practices.

We strive to minimize our carbon footprint, reduce waste, and use resources responsibly.

All operations will adhere to local environmental regulations and standards.

## **Ethics**

### **Gifts and Gratuities**

No employee may accept gifts, gratuities, or other favors from suppliers or partners that could influence business decisions or compromise our integrity.

### **Improper Payments**

Meijer-Group strictly prohibits bribes, kickbacks, or any other form of improper payments.



### **Confidential Information**

All employees are responsible for safeguarding confidential information, ensuring it's not disclosed unless required for legitimate business purposes.

### **Suppliers Management System**

Suppliers are expected to adhere to our Code of Conduct. Regular evaluations will be conducted to ensure compliance.

### **Supply Chain Transparency**

We are committed to maintaining transparency in our supply chain and expect our suppliers to uphold the same standards.

Suppliers are encouraged to disclose their sources and ensure they are in alignment with ethical and sustainable practices.

### **Communication**

Meijer-Group believes in open communication. Employees are encouraged to voice concerns, ask questions, and provide feedback.

We are committed to addressing any issues and will provide channels for anonymous reporting.



## Privacy

**Protection of Personal Information:** Meijer-Group ensures that all personal information entrusted to us is handled with the utmost care and protected from unauthorized access, disclosure, or damage.

**Data Collection and Use:** We collect personal data only for legitimate business purposes, and the data collection process will always be transparent. Individuals have the right to understand the purpose for which their data is being used.

**Consent:** Prior to data collection, we will seek explicit consent from individuals. Furthermore, individuals have the right to withdraw their consent at any time.

**Third-party Disclosure:** Meijer-Group does not share personal information with third parties unless it is necessary for business operations and the third party adheres to equivalent privacy standards. When sharing is necessary, we ensure that there are strict confidentiality agreements in place.

**Data Retention:** Personal data is retained only for as long as it serves its intended purpose or as required by law, after which it is securely destroyed.

**Rights of the Individual:** Individuals have the right to access, correct, or delete their personal data held by Meijer-Group. Any requests related to personal data will be addressed promptly and transparently.

**Data Security:** We employ stringent security measures to prevent unauthorized access, loss, or misuse of personal data. These measures include, but are not limited to, encryption, secure servers, and regular audits.

**Continuous Monitoring:** Meijer-Group commits to continuous monitoring and regular updates of its privacy practices to address new challenges and ensure alignment with global best practices and regulations.



## Contact information:

For queries or feedback regarding this code of conduct, suppliers are encouraged to reach out to:

Meijer-Group  
Oudebildtdijk 894  
9079 NG Sint Jacobiparochie  
Info@meijer-group.com