

Van Merksteijn International is one of the largest producers of reinforcement products and fencing panels in the world. Operating in this field, represents an interaction between the environment, health and safety, human rights, social and economic aspects. Van Merksteijn has opted for a quality, health and safety and environmental management system in accordance with the NEN-EN-ISO 9001: 2015, OHSAS 18001: 2007 and BS EN ISO 14001: 2015, partly because of Merksteijn wants to pay more, and continuous attention to the quality of processes and thus the products, working conditions at Van Merksteijn and environmental impacts that can be influenced by Van Merksteijn.

PEOPLE

Van Merksteijn International recognizes and supports the protection of human rights, as internationally agreed in the Universal Declaration of Human Rights. Forced-, illegal- and child labor are not tolerated by Van Merksteijn International and every employee of Van Merksteijn International is to respect each other's values, morality and civility to observe, also with regard to visitors and customers. Inappropriate behavior will not be accepted by Van Merksteijn. Examples include discrimination, violence, bullying, aggression and sexual harassment.

- Van Merksteijn International works on the basis of being a good employer and being a good employee. This means that Van Merksteijn International complies with all relevant laws and regulations concerning employment and working conditions. From its employees, Van Merksteijn International expects a positive and constructive attitude, supportive to colleagues and (pro-) active trading in the company's interests;
- Our employees are our most important "resource". Motivation and customer value are the key concepts. Loyalty to Van Merksteijn and being proud to work for Van Merksteijn are key drivers for our employees. To stimulate this culture within Van Merksteijn, we continuously invest in the development of employees, amongst others by providing (induction)training and courses. Job specific training, the various sustainability principles and the basics of the BES6001-standard are a part of this.
- Van Merksteijn International recognizes the right of workers to join a union;
- Van Merksteijn International realizes that there are stakeholders, both within the organization and outside of the organization, each with their own vision and interests with regard to the activities. Van Merksteijn International is looking for regular consultation with its stakeholders, to continue discussing these matters.

PROFIT

To Van Merksteijn International, a good corporate governance, transparency and ethical business are self-evident. This means among other things that Van Merksteijn International complies with applicable laws and regulations and other requirements at all times. For this, laws and regulations and other requirements are closely monitored and, if necessary, changes are anticipated.

- Acting with integrity is only natural for Van Merksteijn International. Issues like corruption and bribery are not tolerated, both internally and externally. If it is suspected that one of these issues is the case, there's an opportunity at Van Merksteijn International to raise this internally with a counselor;
- Sustainability is discussed annually by the management team of Van Merksteijn International, with the intention to continuously improve performances in this area;

PLANET

Where its influence permits, Van Merksteijn International is committed to combating climate change and its effects. Environmental performances of Van Merksteijn International are continuously improved, resulting in the lowest possible energy and fuel consumption and minimizing environmental pollution. Van Merksteijn inventory and continually assesses the environmental impacts through an Environmental Registry. This also means that Van Merksteijn International:

- Commits, wherever possible, to responsible sourcing in the supply chain. When purchasing, the highest possible percentage of recycled material is taken into account;
- Assesses suppliers annually, taking sustainability principles into account;
- Commits to ensuring access to affordable, reliable and sustainable energy and other essential services, and to ensure sustainable consumption and production patterns;
- Promotes sustainable and inclusive economic growth, as well as full and productive employment;
- Acts to promote sustainable use of ecosystem services, protect biodiversity, to ensure a safe and healthy way of life and promote well-being;
- Operates a system to identify and correctly process a variety of waste streams within the own organization. The goal is to continually reduce the amount of waste;
- Takes measures to counteract the greenhouse effect, for example by monitoring and reducing emissions of NOx and CO₂ in its processes;
- Continually seeks to exploit new opportunities to ensure that the use of water within the organization and its processes remains confined to an absolutely necessary and acceptable minimum.

Almelo, 6th january 2020

Peter van Merksteijn sr.
(CEO | General Director)