

Code of Conduct – NetZeroPallet.EU

NetZero Pallet B.V.

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1. Purpose & Commitment

At NetZeroPallet.EU we are committed to responsible, fair, and sustainable business. This Code of Conduct sets out the standards we expect from our employees, suppliers, partners, and distributors. Compliance with this Code is a condition for working with us.

2. Core Values

- Integrity – act honestly and transparently in all business dealings.
- Respect – treat all people fairly, without discrimination.
- Sustainability – minimise environmental impact and promote circular solutions.
- Accountability – take responsibility for actions and decisions.

3. Labour & Human Rights

- No child labour, forced labour, or unsafe working conditions.
- Respect for fair wages, reasonable working hours, and safe workplaces.
- Equal opportunities and non-discrimination in all forms.

4. Business Integrity

- Zero tolerance for bribery, corruption, or anti-competitive practices.
- Transparent and accurate information in all communications.
- Respect confidentiality and intellectual property.

5. Environment & Sustainability

- Promote efficient use of resources and minimise waste.
- Support the use of circular, recyclable, and compostable materials.
- Strive to reduce CO₂ emissions across logistics and operations.

6. Health & Safety

- Ensure safe handling, storage, and use of pallets.
- Provide training and clear instructions where necessary.
- Take proactive steps to prevent accidents and hazards.

7. Compliance & Reporting

- All suppliers and partners must comply with applicable laws and regulations.
- Any violation of this Code must be reported to: compliance@netzeropallet.eu.
- Reports are treated confidentially and corrective actions will be taken where required.

8. Responsibility

- Management: responsible for enforcing this Code.
- Suppliers & Partners: required to sign and comply with this Code.
- Employees: must act according to these standards and report violations.

9. Publication

This Code of Conduct is publicly available at www.NetZeroPallet.eu and will be updated regularly to reflect new insights and regulations.