

### **About The Royal Boon Edam Group**

Boon Edam have been in business for more than 140 years, manufacturing and installing premium aesthetic and security entrance solutions.

With Royal Boon Edam International B.V. now employing more than 1400 colleagues world-wide, the Dutch born company has built up an impressive global network from humble beginnings. A market leading business, that includes subsidiaries in over 20 countries, with 3 major manufacturing facilities based in the Netherlands, China and the USA along with authorised distributors in over 55 other countries.

### **Mission Statement**

Boon Edam strives to operate in an ethical and socially responsible way. We recognise that we do not operate in a vacuum and that our activities can have a profound impact on those that come in contact with us or our products.

Boon Edam is committed to act ethically, with fairness and in a sustainable way and to seek ways to give back to the community at large.

### **Commitment & Values**

The policies which contribute to our corporate social responsibility commitment are:

- Quality (ISO9001:2015)
- Health and Safety (ISO45001:2018)
- Environmental (ISO14001:2015)
- Slavery and Human Trafficking
- Right to Refuse Work
- Anti-Bribery and corruption
- Whistle Blowing
- Equal Opportunities & Diversity
- Working hours & Fatigue

In addition to our policies, we believe in maintaining a strong set of values which define the culture of our business and how we interact with others:

Charitable giving – We encourage employees to help raise funds for our adopted charity (Pilgrims Hospice) and in return contribute to our employee's activities to raise funds for charities close to their own hearts.

Integrity – We act honestly, ethically and fairly in all our activities and expect all our employees to comply to our high standards.

### **Sustainability**

Economic – The majority of products used by Boon Edam are from group companies or long-term supply chain partners. We prefer to create and nourish long term partnerships, where all parties can benefit from a trading relationship based on mutual respect to maintain sustainable businesses for the whole supply chain.

Environmental – Boon Edam endeavours to minimise our environmental footprint. Boon Edam in the UK and the factory in the Netherlands have environmental systems in place, compliant with ISO14001 and the whole concept of a revolving door; always open, always closed is in itself environmentally friendly as it reduces heat loss.

Social – Boon Edam ensure that all staff are paid in accordance with local, national and living wage pay rates and require that our supply chain also abide with these. All staff are issued with a written contract of employment.

### **Review**

This policy will be reviewed and updated on an annual basis and at other times when amendments are necessary.

A handwritten signature in blue ink, appearing to read "Graeme Firth".

Signed Graeme Firth (Managing Director)

Date: 01/10/2020