



DERKSEN

INTERNATIONAL MOVERS AND PACKERS

Supply Chain Guiding Principles

Derksen International Movers & packers provides services complying the industry highest standards. Since decades Derksen is a member of FIDI (Fédération Internationale des Déménageurs Internationaux – www.Fidi.com).

Derksen procurement is constantly searching for qualified suppliers that meet the highest quality standards as well. Business is awarded based on the best combination of the following factors: low total cost of ownership, high quality of goods and services, delivery that exceeds our client's needs, continuous investment in innovation and growth, a commitment to corporate responsibility and sustainability, sound financial standing, a single point of communication and commitment to our (and/or FIDI) Anti-Bribery and Anti-Corruption Charter.

We lead the process of seeking eligible suppliers, sharing the business goals and requirements, requesting proposals and awarding business. Derksen expects the best from its suppliers and fully enforces its Code of Conduct.

Supplier Guiding Principles

Suppliers to Derksen are required to meet the following standards, at a minimum, with respect to their operations as a whole. These minimum requirements are a part of all agreements between Derksen and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Principles. Derksen routinely utilizes independent third parties to assess suppliers' compliance with the Supplier Guiding Principles; the assessments generally include confidential interviews with employees and, if possible, on site contract workers. If a supplier fails to uphold any aspect of these requirements, the supplier is expected to implement corrective actions. Derksen reserves the right to terminate an agreement with any supplier that cannot demonstrate that they are upholding these principles.

Minimum Supplier Requirements

- **Laws and Regulations:** Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.
- **Child Labor:** Supplier will comply with all applicable local and national child labor laws.
- **Forced Labor:** Supplier will not use forced, bonded, prison, military or compulsory labor.
- **Abuse of Labor:** Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.
- **Freedom of Association and Collective Bargaining:** Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.
- **Discrimination:** Supplier will comply with all applicable local and national discrimination laws.
- **Wages and Benefits:** Supplier will comply with all applicable local and national wages and benefits laws.
- **Work Hours and Overtime:** Supplier will comply with all applicable local and national work hours and overtime laws.
- **Health and Safety:** Supplier will comply with all applicable local and national health and safety laws.
- **Environment:** Supplier will comply with all applicable local and national environmental laws.
- **Demonstration of Compliance:** Supplier must be able to demonstrate compliance with these guiding principles at the request and satisfaction of Derksen about:
 - Anti-Bribery and Anti-Corruption Charter
 - Privacy-Notice