

Eurol B.V.
Nijverdal
The Netherlands

Code of Conduct

2023

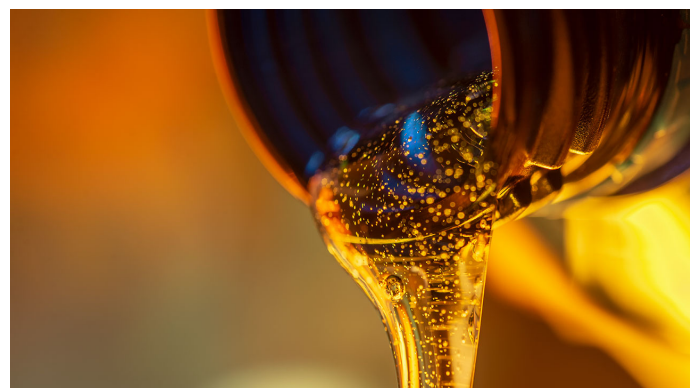


Who we are

We are an internationally operating company and expect from the entire organization and each of our employees to act in economically, socially and ethically responsible ways. It is part of the ambassadorship of our employees.



Premium Quality Lubricants



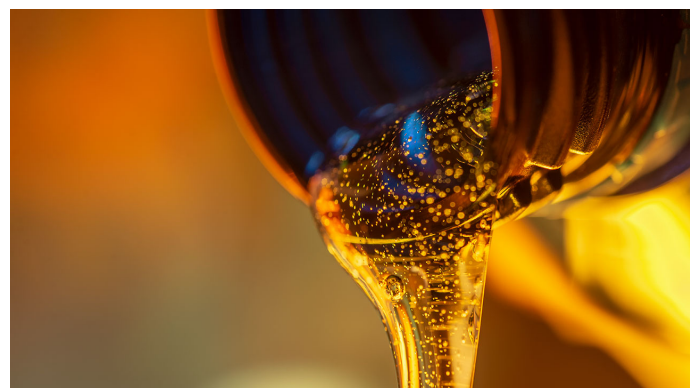


Who we are

We are a family company and a reliable business partner with a long-term vision and commitment. In order to achieve this we build strong and healthy relations with all our partners.



Premium Quality Lubricants



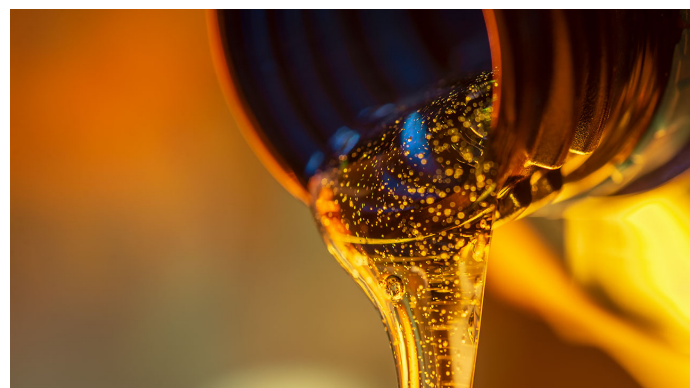


Customer

We are building a sustainable customer base by continuous development. We deliver reliable products, services and solutions that meet or exceed customer expectations regarding quality, safety and environmental care.



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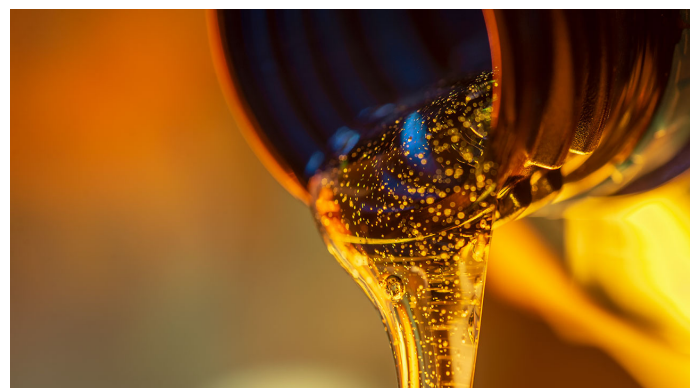




Responsibility towards employees

We will respect all employees and their rights. We offer safe and good working conditions without discrimination and continuously develop the skills and competencies. We do this to ensure the satisfaction and personal development of the individual. We respect and comply with Dutch law regulations regarding terms of employment.

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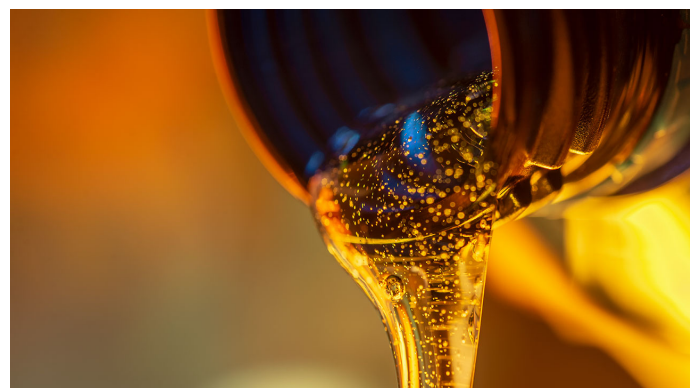




Responsibility towards society

We will manage our business activities as a responsible member of society, act according to the laws of the different countries where we are present. We respect the international human rights and will never contribute to violation, such as child or forced labor and always consider health, safety and environmental issues in order to contribute to sustainable development.

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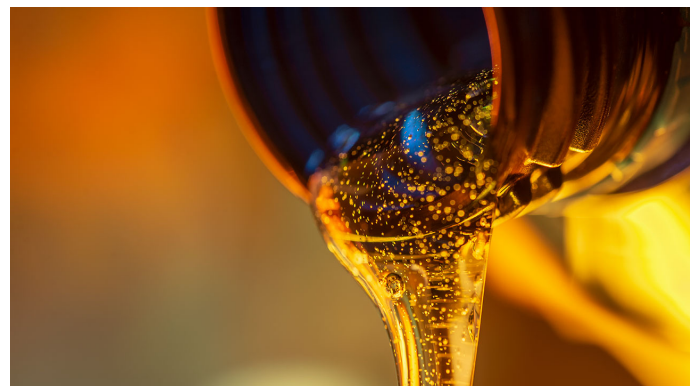




Business ethics environment

We strive to conduct business in accordance with the highest integrity and standards, covering safety, contract awards and personal business behavior, intellectual property, compliance with all applicable laws, adequate internal controls and the proper recording and reporting of all transactions.

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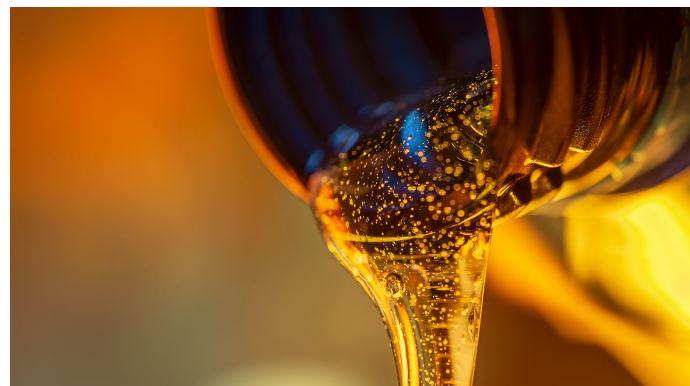




Business ethics environment

Our policy for gifts and entertainment does allow our employees to give or receive gifts or favors only limited to a reasonable value. It does not allow any involvement of extravagant or frequent entertainment to/from individuals, companies or firms that are present or potential suppliers and customers. Business entertainment like traditional promotion and business related events is characterized as reasonable. Bribery is strictly forbidden.

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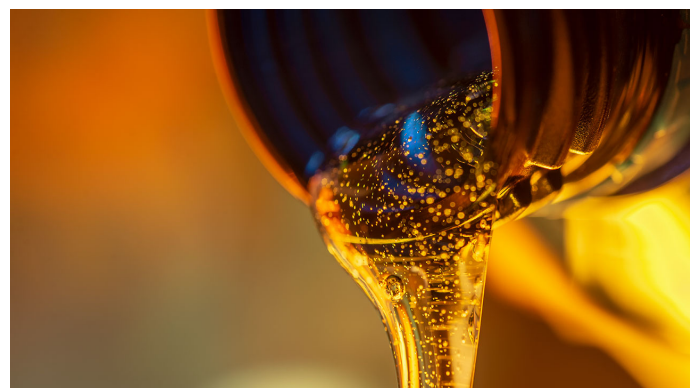




Violation

Any non-adherence to this Code is taken seriously and could result in instant notification to the Directors Board. Depending on the circumstances of the violation, the response from Eurol can include (where permitted by law) and in line with internal policies and procedures: re-training, verbal or written warning, demotion, or other employment consequences, including disciplinary actions up to and including termination of employment.

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Environmental footprint

Eurol is strongly committed to develop new technologies serving the demands of our customers. A strong focus in our R&D activities is the reduction of the environmental footprint of our lubricants. We continuously develop lubricants resulting in reduced environmental emissions. We strive to further develop our range of biodegradable and non-toxic products not containing any microplastics.



SPECIALTY LUBRICANTS



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ISO 9001:2015 | ISO 14001 | ISO 21469