



Robberechts Ethical Code





Dear colleague,

Doing business with integrity is deeply embedded in the DNA of our family business.

To safeguard this for the future, we have brought together the key principles in this Code of Conduct. It serves as a guideline for all our daily activities and actions and in our dealings with third parties. Both in business and in our immediate environment, but also internally, with each other.

The management of Robberechts hereby formally confirms that it will comply with and respect this Code of Ethics at all times. Just as we expect every individual in our organization to do.

Please also note that if you have any doubts or questions about this code of conduct, you can always contact your immediate supervisor.

Our moral compass

THE BASICS

Every employee, preferred partner, and by extension everyone who represents Robberechts from any location:



EVERYWHERE

Complies with the applicable laws and regulations of the countries in which he/she operates.



DOUBTS?

In case of personal doubts about the application of this Code of Ethics, asks questions to his, her, or their manager.



COMPLIANCE

Complies with the content of this Code of Ethics.



REPORTING

Is expected to immediately report unethical behavior or possible conflicts with this Code of Ethics to the Robberechts management.



FAIR COMPETITION

Robberechts acts in accordance with all relevant antitrust and competition laws and regulations. We avoid any form of unfair or anti-competitive practices. For example, we do not enter into agreements with parties that could restrict competition, nor do we share confidential, competitively sensitive information with them. We collect information about competitors exclusively in an ethically responsible and legal manner.



SANCTIONS AND CONSEQUENCES

This code of conduct forms an integral part of the employment relationship between Robberechts and every employee in every company that is part of the group.

Violating this code of conduct can cause serious reputational and financial damage and is never in the interest of the organization. In the event of a violation, employees can therefore under no circumstances invoke the defense that they believed they were acting in the interest of Robberechts.



ETHICAL BUSINESS PRACTICES

At Robberechts, we attach great importance to ethical business practices and strive for a just, peaceful, and inclusive society.

This means that there must be no conflicts of interest, fraud and money laundering are not tolerated, and price fixing with competitors is prohibited. We endorse all seventeen UN Sustainable Development Goals and report annually on our efforts in a sustainability report, in which we report on the 5Ps (People, Planet, Peace, Partnership, and Prosperity) to our stakeholders.

We adhere to strict guidelines for partnerships and never do business with companies involved in child labor, modern slavery, or human trafficking. These values are fundamental to our business operations and reflect our commitment to promoting fair and humane working conditions worldwide.

Fraud and deception are completely incompatible with Robberechts' standards and values, and will therefore not be tolerated in any form.

At Robberechts, we adhere to European trade regulations.

ETHICAL BUSINESS PRACTICES

Employee interests



Onze werknemers zijn onze belangrijkste asset. Alles begint bij een correcte Our employees are our most important asset. It all starts with fair recruitment, without discrimination on the basis of gender, religion, sex, minorities, etc. We strive to recruit the right person for the right job. If we are unable to attract a suitable candidate, we will train less suitable candidates.

Equal treatment and remuneration



There is no distinction in remuneration between the different genders. The high seniority figures within our company prove that Robberechts is a good place to work. Discrimination and harassment on any basis have no place in our organization. No form of violence—physical, mental, or verbal—is tolerated.

Personal development and corporate culture



With a view to establishing a corporate culture in which every employee can have maximum impact, Robberechts focuses on the personal development of its employees. The creation of personal development and career plans for all employees is being further investigated. Robberechts endorses the freedom of association and the right to organize and engage in collective bargaining.

Responsibilities of managers



The hierarchical line in the workplace is responsible for the qualitative and quantitative output of the various departments. Managers have a coaching role and must ensure that employees are treated correctly and humanely, with any form of intimidation being strictly prohibited. Employees can express any concerns they may have about any part of this Code of Ethics without fear of reprisals.

Professional conduct in purchasing



Employees who are authorized to purchase raw materials, services, machines, and machine parts must deal with suppliers in a professional manner. Only small business gifts may be accepted at the end of the year, which are then distributed among employees via a raffle.



ETHICAL PRODUCTION

Safety and Health

At Robberechts, we put the safety and health of our employees first. We ensure a safe working environment through training, personal protective equipment, and risk reduction. A confidential advisor is available to support and advise employees.

Product safety and quality

Our products meet high quality standards and are tested by TÜV SUD and FCBA. We adhere to strict standards for our desks, cabinets, and drawer units to comply with Belgian, Dutch, and European standards.

Process Control

Our quality policy controls all stages from design to aftercare. We identify, repair, and verify deviations in accordance with ISO 9001:2015 and ISO 14001:2015 standards. Our team maintains machines and buildings, with priority given to safety and updates.

Social Responsibility

We only work with suppliers who respect human rights and meet our quality requirements. All our major European suppliers have been visited and inspected. We have not received any complaints about privacy or environmental violations.



WE SUPPORT



UN GLOBAL COMPACT

At Robberechts, we endorse the ten principles of the UN Global Compact by adopting a values-based approach to doing business and complying with fundamental responsibilities in the areas of human rights, labor, the environment, and anti-corruption.

This approach demonstrates our commitment to aligning our business strategy, policies, and procedures with fundamental responsibilities towards people and the planet, while creating a culture of integrity and pursuing long-term success.

HUMAN RIGHTS



Principles 1 and 2

We promise non-discrimination and respect all religions, thereby contributing to gender equality, equal opportunities, and the protection of human rights.

LABOR



Principle 3

We uphold freedom of association and the right to collective bargaining.

Principles 4, 5, and 6

We reject all forms of forced labor, child labor, and discrimination in employment and occupation, contributing to fair working conditions and reducing inequalities.

ENVIRONMENT



Principles 7, 8, and 9

By taking responsibility for the safety and health of our employees and by providing appropriate education and training, we promote a culture of environmental responsibility and support the development and dissemination of environmentally friendly technologies.

ANTI-CORRUPTION



Principle 10

We fight corruption in all its forms by integrating ethics and integrity into our corporate culture and working with stakeholders who share our values.



ENVIRONMENT

At Robberechts, we conduct our activities in a way that minimizes the negative impact on natural resources and protects the environment, our customers, and our employees. After all, our raw materials are finite, and we only have one Earth.

That is why at Robberechts, we always start from the only inexhaustible source: human ingenuity. Robberechts is committed to a circular economy and is continuously taking important steps in this direction. We strive for quality, reliability, and sustainability in everything we do.

All these aspects are explained in detail and accurately in our sustainability report. In this report, you will find detailed information about our efforts, measures, and results in the field of sustainability.



HANDLING OF CONFIDENTIAL INFORMATION

Proper management of confidential and personal information, including intellectual property, is essential to the success of Robberechts, its customers, and its stakeholders. Robberechts collects, processes, and secures confidential and personal information in accordance with European regulations. This includes implementing appropriate administrative, physical, technical, and organizational measures.

Our employees who come into contact with confidential and personal information belonging to our clients and other stakeholders must handle this information in an ethical and irreproachable manner within the European legal framework. They must adequately protect the information against unauthorized access, use, transfer, or loss.





CONTACT



The slightest doubt about whether or not you are complying with this Code of Ethics is immediately the answer to the question. The best way to deal with this is to discuss it openly. Either with a colleague, with a direct supervisor or, if necessary, with senior management. Each of them has a duty to give the necessary attention to the information provided, the complaint submitted, or the report made, and to cooperate in finding a solution.

If this does not happen or is insufficient, or if it does not feel right to involve the above-mentioned persons in the given circumstances, this can be raised confidentially via the following email address: gedragscode@robberechts.be.

ROBBERECHTS ENDORSES ALL SEVENTEEN SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS.



Clean water

Our water accounting system is a powerful tool in our sustainability policy. Thanks to more efficient water use, we now consume fewer liters of water per piece of furniture.



CO₂ - approach

Every year, we commission an external research agency to calculate our organization's carbon footprint. Since we began calculating our emissions in 2015, we are proud to announce that our CO₂ emissions have already fallen by 53,5% in 2024.



Fair remuneration

Fair remuneration for work helps to combat poverty and hunger.



Well-being and personal growth

We invest in the safety and health of our employees and offer appropriate training to maintain their skills, while new investments are accompanied by additional training to keep pace with modern systems.



Ethics

By integrating ethics into our corporate culture and working with stakeholders who share our standards for fairness, human rights, and positive social impact, we promote fair working conditions. We apply strict standards to suppliers, respect working hours, and follow ILO standards to support economic growth.



Innovative

We invest in innovative infrastructure, including modern machinery, new robot technologies, and advanced production facilities, to ensure sustainable and efficient production processes.



Inclusive

Providing employment to people from vulnerable groups helps to create inclusive communities. By collaborating with a local customization company, we support the local economy.



Sustainable production

By applying guidelines for environmentally friendly production, generating material passports to provide insight into environmental impact, and using demountable designs, we contribute to sustainable production and consumption.



Non-discrimination

By promising non-discrimination and respecting all religions, Robberechts promotes gender equality and equal opportunities for all.



By rejecting discrimination and pursuing social justice, Robberechts helps reduce inequalities within and between countries.



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