

An aerial photograph of a large industrial and logistics complex. In the foreground, a multi-lane highway with several trucks is visible. To the right, a large, modern warehouse or distribution center with a flat roof and some glass sections is prominent. The name 'neelevat' is visible on the side of the building. To the left of the warehouse is a parking lot with several cars and a smaller, multi-story office building. In the background, there are stacks of colorful shipping containers, a body of water, and a city skyline under a clear sky.

neelevat

worldwide logistics
From Rotterdam to the world

RESPONSIBLE BUSINESS, TOGETHER

Supplier Code of Conduct

DATE

September 2026

APPLIES TO

Suppliers and carriers

Logistics in trusted hands

In this document

Introduction

Introduction	3
Objective and scope	3

Values and principles

Entrepreneurship and flexibility	4
Loyalty and cooperation	4
Openness and integrity	4
Quality and long term	4

Corporate social responsibility

1. Environmental responsibility	5
2. Human rights and labour standards	5

Code of conduct for suppliers

Equal opportunities and diversity	6
Safety and health	6
Anti-corruption and anti-bribery	6
Anti-money laundering	7
Fair competition	7
Conflicts of interest	7
Careful use of company assets	7

Protection of company assets and information

Data protection and privacy	8
Information security and confidentiality	8

Supplier assessment

Supplier assessment	10
Conclusion	10

Compliance and reporting

Compliance with laws and regulations	9
Reporting mechanism for incidents and violations	9

Introduction

This Supplier Code of Conduct describes the principles and expectations that Neele-Vat sets for its suppliers and carriers.

Neele-Vat strives for an ethical, safe, sustainable and reliable cooperation with suppliers and expects that suppliers, appropriate to the nature and size of their organization, actively contribute to responsible entrepreneurship.

This Code of Conduct forms the basis for cooperation between Neele-Vat and its suppliers and supports the objectives in the areas of quality, safety, sustainability and compliance.

Objective and scope

The purpose of this Supplier Code of Conduct is to inform suppliers about the values, principles and behavioral expectations that Neele-Vat considers important within a professional and responsible cooperation.

This Supplier Code of Conduct applies to all suppliers, carriers and service providers who perform activities on behalf of or commissioned by Neele-Vat or supply products and/or services.

Neele-Vat applies a risk-based and proportionate approach. Suppliers are expected to actively work on compliance with the principles below, in line with the nature, size and risks of their organization and services.

Values and principles

The core values of Neele-Vat form the basis for cooperation with suppliers and carriers.

01**Entrepreneurship and flexibility**

As an entrepreneurial family business, Neele-Vat values flexibility, pragmatism and solution-oriented cooperation. We expect suppliers to think along, take responsibility and contribute to a professional collaboration.

02**Loyalty and cooperation**

Neele-Vat strives for long-term cooperation based on trust, respect and loyalty. Open communication, supporting each other and solving problems together are important to us.

03**Openness and integrity**

We expect suppliers to act honestly, transparently and carefully in business transactions and communication, and to comply with applicable laws and regulations.

04**Quality and long term**

Neele-Vat focuses on sustainable cooperation and solid long-term results. We expect suppliers to take appropriate measures to ensure quality, safety and reliability of services.

Corporate social responsibility

1. Environmental responsibility

Neele-Vat expects suppliers, in line with the nature and size of their organization, to actively work on managing and, where possible, reducing their environmental impact.

This includes, among others:

Mindful handling of fuel consumption and emissions

Promoting efficient and sustainable working methods

Compliance with relevant environmental legislation

Where possible, using more environmentally friendly solutions

Neele-Vat recognizes that the level of control and formalization may differ depending on the type of supplier and organization size.

Holding certifications such as ISO 14001, EcoVadis or comparable systems is encouraged, but not mandatory in all cases.

2. Human rights and labour standards

Suppliers are expected to respect human rights and ensure fair, safe and healthy working conditions.

Neele-Vat expects suppliers to:

Not use child labor or forced labor

Strive for fair working conditions

Prevent discrimination

Treat employees with respect

Comply with relevant labour legislation

Suppliers are expected to act in line with internationally recognized principles in the field of human rights and working conditions, including ILO standards and United Nations human rights principles.

Code of conduct for suppliers

Neele-Vat expects its suppliers to act responsibly, in line with the values and principles we consider important as an organization. We ask suppliers to use the following behavioral standards as guidance in their own operations.

1 Equal opportunities and diversity

Neele-Vat strives to cooperate with suppliers who promote a respectful and professional working environment.

We expect suppliers to combat discrimination and treat employees equally, regardless of gender, race, religion, age, disability, sexual orientation, nationality, political beliefs, social or ethnic background or other personal characteristics.

2 Safety and health

A safe and healthy working environment is important to Neele-Vat. We expect suppliers to comply with relevant legislation in the field of safety, health and working conditions and to actively manage risks.

Suppliers are expected to implement appropriate safety measures and instruct employees where necessary. Having a formal safety management system such as ISO 45001 or a comparable system is encouraged, but not mandatory.

3 Anti-corruption and anti-bribery

Neele-Vat expects suppliers to act with integrity and take appropriate measures to prevent corruption, bribery and improper influence. Suppliers are expected to:

Comply with applicable anti-corruption legislation

Avoid improper payments or advantages

Act honestly and transparently in business relationships

4 Anti-money laundering

Suppliers must avoid involvement in money laundering, fraud or other forms of financial crime.

Transactions must take place in a legitimate, transparent and traceable manner.

5 Fair competition

Neele-Vat expects suppliers to apply fair market practices and comply with applicable competition laws.

Price fixing, cartel formation or other anti-competitive agreements are not accepted.

6 Conflicts of interest

Suppliers are expected to avoid potential conflicts of interest or to raise them in a timely manner.

Situations that may influence the objectivity or independence of business decisions must be reported transparently.

7 Careful use of company assets

Suppliers must handle Neele-Vat company assets, systems and information with care.

These resources may only be used for legitimate business purposes.

Protection of company assets and information

1. Data protection and privacy

Suppliers are expected to comply with applicable laws and regulations in the field of data protection and privacy, including the General Data Protection Regulation (GDPR).

Personal data must be processed carefully, confidentially and securely.

2. Information security and confidentiality

Suppliers must properly protect confidential information of Neele-Vat against unauthorized access, loss or misuse.

Confidential information may only be used for the purpose for which it was provided.

Compliance and reporting

1. Compliance with laws and regulations

Suppliers are expected to comply with applicable national and international laws and regulations relevant to their services.

This includes, among others:

Transport legislation

Labour legislation

Environmental legislation

Safety regulations

Other relevant compliance requirements

Neele-Vat applies a risk-based approach, taking into account the nature of the service, risks and impact in supplier assessments.

2. Reporting mechanism for incidents and violations

Neele-Vat expects suppliers to report relevant incidents, serious deviations or violations that may impact the service or cooperation in a timely manner.

We encourage suppliers to maintain appropriate internal reporting mechanisms or procedures.

Supplier assessment

Neele-Vat performs supplier assessments in a risk-based manner. The nature and intensity of the assessment depend on factors such as the type of service, strategic importance, frequency of use and associated risk for quality, safety, sustainability and compliance.

Suppliers may be requested to provide additional information, documentation or relevant certifications to support this assessment.

Neele-Vat aims for a proportionate and practical approach, appropriate to the size and nature of the supplier and the services provided.

When improvement points are identified, Neele-Vat may agree on follow-up actions or conduct additional assessments.

Serious violations of laws and regulations, fraud or other unacceptable risks may lead to reconsideration of the cooperation.

CONCLUSION

Neele-Vat aims for long-term cooperation with suppliers based on quality, reliability, integrity and continuous improvement.

By working together on responsible entrepreneurship and risk management, we build a professional, safe and sustainable supply chain.

‘Logistics in trusted hands.’

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