



PKF/POST
PALLETS

Code of Ethics

NL
032
HT

NL
022
HT

Preface

ETHICAL ENTREPRENEURSHIP

At PKF/POST, we believe our success depends not only on what we do, but also on how we do it. This code of ethics serves as a guideline for our daily actions and reflects our core values: integrity, respect, transparency and responsibility.

With this code we want to stimulate a culture of trust, both within our company and in our relationships with customers, partners and society. Together, we work towards a sustainable and just future, in which we focus not only on results, but also on ethically responsible entrepreneurship.

Board Egbert Jan Tiggelaar and Erik Post



01 Legislation

“we understand the
intent behind”

(INTER)NATIONAL

All companies that are part of the PKF/POST group of companies operate within the framework of both national and international legislation.

This applies to our production locations in the Netherlands, but also to our activities abroad. This includes collaboration with foreign suppliers and customers. In both cases, we comply with the local legislation of the countries concerned.

However, our efforts extend beyond mere compliance; we understand the intent behind the legislation and apply it. We value the intention of fairness and integrity.



Human rights

“positive social change”

INFLUENCE LIFE

Human rights are an important pillar in PKF/POST's business ethics, because we influence - both directly and indirectly - the lives of our employees, suppliers, customers and those close to them.

We respect human rights as set out in international guidelines, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. This means we refrain from activities that harm or contribute to violations such as human trafficking, forced labour, discrimination or environmental damage that impacts communities.

In addition, we are actively committed to positive social change by promoting fair working conditions, inclusiveness and respect for local communities.



03 Labour practices

“a good work-life
balance”

FUNDAMENTAL RIGHTS

PKF/POST respects fundamental labour rights, such as fair pay, safe working conditions, and the right to collective bargaining. We are committed to preventing exploitation, child labour, discrimination and harassment, and we create inclusive workplaces where diversity is valued.

Transparency and fairness in recruitment, promotion, training and reward structures are crucial for us to promote trust and motivation among our employees.

In addition, we support a good work-life balance and the mental health of our employees. We prefer permanent employment contracts.



04 Environment

“circular production processes”

MINIMIZE POLLUTION

Environmental responsibility is an essential part of PKF/POST's business operations. We are committed to reducing our impact on the planet and promoting sustainable practices. This means reducing greenhouse gas emissions, managing natural resources efficiently and minimising waste and pollution.

We take our responsibility seriously by complying with environmental laws and standards and taking proactive steps to prevent negative ecological impacts, even where not required by law.

In addition, we stimulate innovation by (partly) using renewable energy, implementing circular production processes and developing sustainable products.



05 Extra responsibility

“transparent about
our supply chain”

FOREST MANAGEMENT

As a wood-processing industry, we bear extra responsibility for the environment, as our activities have a direct impact on forests, biodiversity and local communities.

Ethical conduct in our sector means that we promote sustainable forest management, for instance, by sourcing wood from certified sources such as FSC (Forest Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification). This helps prevent deforestation and habitat loss and supports the rights of indigenous peoples and local communities dependent on forests.

It is essential that we are transparent about our supply chain to prevent illegal logging and to make buyers aware of the origin of products.



Securing information

“a safe digital
society”

PROTECTING DATA

Information security is a crucial aspect of our business ethics. We are responsible for protecting sensitive data from unauthorised access, loss or misuse. This not only means complying with relevant laws and standards, such as the GDPR in Europe, but also proactively implementing strong security measures, such as encryption, access control and regular audits.

By being transparent about how we collect, store and use data, we strengthen the trust of our customers, employees and other stakeholders. In addition, ethical information security requires us to carefully handle data ethics, such as minimising data collection and respecting the privacy of individuals.

By promoting a culture of awareness and responsibility, we contribute to their own security and to a safe digital society.



Fair business operations

“a level playing field”

EMBEDDED IN OUR DNA

Fair business operations form the basis of all PKF/POST business activities. Integrity, transparency and responsible behaviour are embedded in the DNA of our companies. We act in accordance with international guidelines, such as those set out in the OECD Anti Corruption Convention, the UK Bribery Act and the US Foreign Corrupt Practices Act.

This means we actively combat corruption, bribery and fraud, both within our own organisation and in our supply chain. Fair competition and compliance with regulations are important to ensure a level playing field and maintain the confidence of our customers, investors and other stakeholders.

Fair business operations also include offering products and services that are fairly priced, meet quality standards and do not harm customers or the environment.





PKF/POST Finsterwolde
Veenweg 1a
NL 9684 AT Finsterwolde
+31 (0)597 331 715
info@pkfpost.nl

PKF/POST Venlo
Wylrehofweg 9
NL 5912 PM Venlo
+31 (0)77 356 07 07
info@pkfpost.nl

pkfpost.nl

