

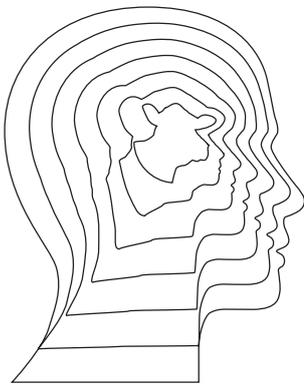


# CRV'S CODE OF ETHICAL CONDUCT

BETTER COWS | BETTER LIFE



# CRV'S CODE OF ETHICAL CONDUCT



**CRV's goal is the sustainable development of the organisation. In order to achieve this, CRV believes it must satisfy the standards of conduct described in this code and all applicable legislation that apply in the countries in which we operate. CRV aims to play a leading role in socially responsible enterprise everywhere it does business. That is why this code not only contains economic, ecological and social minimums, but also principles that make CRV's ethical goals clear as well.**

CRV is an international company. Views on ethics vary throughout the world. That is why an unequivocal code of ethical conduct is required. CRV has cooperative shareholders in the Netherlands and Flanders and the code of conduct therefore incorporates rules based on the ethical standards and values that apply in the Netherlands and Flanders. The minimums from this code of conduct must be adhered to by all employees of CRV, its subsidiaries, its suppliers and its distributors. Suppliers and distributors are expected to be aware of the business practices of their own suppliers and ensure that these adhere to the guidelines of the code. If suppliers comply with this code, they may enter into a business relationship with CRV.



## 1. ECOLOGICAL RESPONSIBILITY

### 1.1 ANIMAL HEALTH AND WELFARE

CRV treats animals with respect and carefully ensures the good health and welfare of its animals. The principle of 'prevention is better than a cure' plays an important role in this. CRV takes careful measures in its service provision, the distribution of material and the transport of animals to minimise the risk of disease transmission. In this context, CRV uses modern bio-security methods and quality assurance systems. CRV employees are also trained to perform actions involving animals responsibly. It goes without saying that CRV adheres to the applicable statutory zootechnical, health and welfare requirements.

### 1.2 SUSTAINABLE BREEDING POLICY

CRV devotes a great deal of attention to sustainability-related characteristics in its breeding programme. CRV does this by, among other things, working to prevent genetic defects in the population. CRV's breeding programme is designed to make optimal use of the existing genetic variation between and within populations. CRV also provides semen from relevant breeds and lines to the national gene bank in the Netherlands for conservation.

In these ways, CRV aims to make an important contribution to maintaining biodiversity. It sees monitoring and controlling the inbreeding coefficient as an important responsibility for a sustainable breeding policy. CRV also aims to increase the animals' genetic resistance to disease and thus improve animal health and welfare. In its breeding programme it devotes a great deal of attention to robustness (strong, sturdy animals), fertility characteristics and characteristics related to welfare and health.

### 1.3 ENVIRONMENT

Concern for the environment plays an important part in CRV's operations. This is expressed in both the internal and external policy. Externally, in its research, product development and service provision, CRV tries to actively anticipate commercial and political developments in the area of the environment and the area of professional management of environmental risks. Suppliers are expected to comply with all environmental laws and provisions that apply in the countries in which they operate. Internally the goal is to manage the environmental impact caused by CRV itself by, for example, reducing the energy consumption by stalls and offices. CRV performs its activities in accordance with the current environmental laws and provisions. In its breeding programme, CRV strives for animals that can produce in an ecologically and economically sustainable manner since they make efficient use of food and other resources. Improving animals' food efficiency reduces pressure on the environment.

## 2. SOCIALLY RESPONSIBLE ENTERPRISE

### 2.1 PERSONNEL POLICY

#### 2.1.1 NON-DISCRIMINATION POLICY

CRV adheres to human rights declarations in all countries in which it operates and expects its suppliers to do so as well. CRV supports workforce diversity and equal opportunity for its employees and pursues a policy of non-discrimination. All CRV employees and all applicants for positions at CRV are offered equal opportunities, without discrimination with respect to gender, race, religion or personal beliefs.

#### 2.1.2 REMUNERATION AND DEVELOPMENT

CRV aims to offer all employees competitive benefits and encourages the personal career development of its employees by offering career development and training programmes.

#### 2.1.3 CHILD LABOUR

CRV does not use child labour and opposes such practices on principle. CRV expects suppliers to adhere to local labour laws and only hire employees who have reached the minimum age according to the national law in effect.

#### 2.1.4 A HEALTHY AND SAFE WORK ENVIRONMENT

CRV strives to offer its employees a safe and healthy work environment. It undertakes whatever steps are necessary to prevent work-related accidents and injury. Instructions relating to safe working are set down in handbooks and compliance with these instructions is monitored. CRV performs its activities in accordance with the applicable laws and provisions. CRV expects suppliers too to comply with the applicable safety and health legislation and provisions in the countries in which they operate.

#### 2.1.5 PROFESSIONAL COMMUNICATION

All communication must take place via the official communication channels or press spokesperson. When applicable, employees are expected to promote CRV positively and communicate within and about CRV in a correct and professional manner at all times. Any economic and/or reputation damage to CRV must be prevented at all times. Employees must protect the privacy of third parties when using social media.

### 2.2 SOCIAL COMMITMENT

CRV communicates openly and transparently to society about all its activities. In doing so, CRV wants to create positive social support for its operations.

CRV sees its encouragement of initiatives in the sector and in the chain as a significant element of chain responsibility. At CRV this support consists of, among other things, organising and/or supporting livestock shows and inspections.

### **2.3 BIOTECHNOLOGY**

CRV only uses technology if it does not jeopardise the animal welfare and human health of this generation and those to follow. New technologies are developed and existing technologies are enhanced to improve breeding in a sustainably profitable manner. The ethical committee advises the board on, among other things, the application of (new) technologies. CRV adheres to the applicable legislation and regulations concerning the genetic modification of animals.

### **2.4 FOOD SAFETY**

Breeding is at the start of the food chain and CRV therefore has an important responsibility to ensure a high-quality genetic product. In its breeding programme, it tries to increase the genetic resistance of animals to disease so that medication use can be kept to a minimum, which in turn improves food safety and public health.

## **3. ECONOMIC RESPONSIBILITY**

### **3.1 ECONOMIC SUSTAINABILITY**

As a company with two cooperative shareholders, CRV sees it as its duty to actively support its members and customers in achieving a healthy business return. It does this by, among other things, producing a next generation of animals that optimally satisfies the breeding goals desired by the members and customers. CRV also supports livestock farmers in their operations via information products that give the livestock farmer insight into his operations and service provision on the farm.

### **3.2 GIFTS AND HOSPITALITY**

Integrity is a high priority for CRV. Employees are strictly prohibited from agreeing to or being involved in bribery or similar payments. Employees must avoid accepting gifts or enjoying personal advantages if this could give the impression that they are no longer entirely independent with respect to the counterparty. Employees are prohibited at all times from accepting gifts with a value of more than €100.

### **3.3 PRODUCTS AND BUSINESS ASSETS**

The safety, quality and integrity of its products and services constitute the basis for CRV's sustainable development. This fundamental principle excludes the use of unauthorised materials, manufacturing processes or actions that could compromise the standards described in this code.

## **4. REPORT OF VIOLATION**

CRV has a whistle-blower scheme. This enables employees to report suspected violation of a general, operational or financial nature in the company without endangering their legal position or position within the organisation.

It is also possible to report such violation to one's manager or confidential counsellor appointed for the department.

