

# Labour and human rights policy



<b>Applicable to</b>	Peacock Container Holding Pte. Ltd. and its group of companies (including Peacock Group Holdings B.V.) (Peacock Container or the Peacock Container group)		
<b>Effective date</b>	30 December 2022	<b>Review date</b>	31 December 2023
<b>Version</b>	1.0	15 December 2021	
	2.0	30 December 2022	Reviewed and reapproved without amendment

In its operations, Peacock Container

- does not use forced, illegal or compulsory labour;
- does not use child labour;
- complies with, and require compliance with, applicable laws and regulations on working hours, minimum wages and benefits, labour relations and working conditions in all locations in which it carries on business;
- aims to provide its personnel with a safe, healthy, secure and flexible work environment, and does not tolerate discrimination, harassment or retaliation against or among its personnel;
- recognises the right of our personnel, voluntarily and without coercion, to choose whether to seek representation of their interests by third parties (including trade unions), and in relation to matters of concern to them, to have their voices heard, whether openly or anonymously, without fear of negative consequences;
- respects the individual human rights of its personnel under international law and norms, including the principles generally reflected in the United Nations Universal Declaration of Human Rights, other international conventions of the UN and International Labour Organisation, and national and international law in each location in which it operates.

This policy applies to all employees, contractors and consultants of the Peacock Container group and to all personnel working to provide goods and services to us.

We expect our suppliers, business partners, customers and other external stakeholders to observe the same principles in their business dealings with Peacock Container.

## Speak out

If you have been subject to, or are aware of, any infringement of the human rights of personnel working for the Peacock Container group, please report it to your direct manager.

If you are not comfortable discussing it with your manager, you can address your complaint to

- Jesse Vermeijden, Group CEO at [jesse.vermeijden@peacock.eu](mailto:jesse.vermeijden@peacock.eu) or
- [compliance@peacock.eu](mailto:compliance@peacock.eu).

We assure you:

- your complaint will be taken seriously, and will be investigated.
- if you ask for a matter to be treated in confidence, we will respect your request, and will not disclose the matter to third parties except as necessary for investigation or with your consent.
- you will not suffer any form of retaliation or bad treatment as a result of raising your concern.

Any person working for Peacock Container who is found to have engaged in conduct that violates this policy will be subject to disciplinary action. External stakeholders whose labour practices violate this policy will not be engaged by the Peacock Container.

## Review and responsibility

- This policy will be reviewed at intervals of not more than 12 months to ensure that our objectives remain relevant, and that we, our suppliers, service providers and stakeholders are using all measures available to achieve them.
- Responsibility for implementing this policy rests with the Board of Peacock Container. Progress in implementing this policy will be reported regularly to the Board.