

Code of conduct

This is the code of conduct of the Roba group (hereinafter: Roba). This code of conduct also applies to all (sub-)subsidiaries of Roba. It describes how Roba shapes its responsibility with regard to social themes such as human rights, working conditions and fair working methods.

Roba Holding B.V. contains the following companies: Roba Metals B.V., Roba Metals N.V., Roba Metal Processing N.V., Roba Metals Polska Sp. Z.o.o., Roba Metals Plate Center B.V., Roba Metals Ltd., Roba Metals GmbH, Roba Metals Korea Ltd., KBM Master Alloys B.V., Affilips N.V., KBM Affilips B.V..

In this code of conduct you will find guidelines that enable you to act with integrity and make the right decisions. The code of conduct is a tool to help Roba employees as well as temporary workers, interns and other people deployed by Roba to act decently and ethically. This ensures that our conduct does justice to the core values and general policies of the company, and are also in the interest of all Roba stakeholders. In addition to this code of conduct, other internal rules such as the employee manual, safety regulation, privacy code and whistle-blower policy also apply at Roba.

Core values

Roba is an independent family-owned company established in 1937. Since the establishment it has significantly expanded its activities. The norms and values pursued by the company, however, have remained unchanged. The great social involvement to employees, former employees and the environment must not be lost sight of. Roba's core values are:

- High level of customer focus
- Service-oriented
- Flexibility
- Cost-consciousness
- Honesty
- Trustworthiness and integrity
- Social responsibility

These core values form the backbone of the organization and create Roba's identity. However, Roba cannot do this without the efforts and involvement of all its employees. After all, the employees are the ones who propagate the Roba feeling to the outside world. This is only possible if all employees adhere to a number of basic principles.

Every employee should therefore recognize themselves in the following principles:

- Respect human rights and respect each other
- Create optimal working conditions
- Take utmost care of the environment
- Act with integrity
- Comply to laws and regulations
- Social responsibility and active participation in the development of the community

Human rights

At all times, Roba strives for internationally recognized human rights as laid down in the ECHR* and the UDHR* of the United Nations. Roba attaches particular importance to the right to health, safety, freedom of expression and religion, privacy and equal treatment. Roba will always take human rights into account in its decision-making. This means, among other things, that Roba will treat everyone equally and will not discriminate on the basis of matters such as origin, gender, sexual orientation, age, political or religious beliefs, disability and/or membership of a trade union.

Roba furthermore considers it important that everyone treats each other with respect. Roba expects its employees to act with the abovementioned principles in mind.

Labour conditions

Roba is strongly committed to health and safety in the workplace. Roba ensures compliance to the applicable laws and regulations. For example, Roba ensures at all times that no forced or child labour takes place within our business operations. Roba also strives for optimal working conditions for all its employees. However, this should not be at the expense of safety, a pleasant working atmosphere and an open culture. Roba takes measures to prevent (occupational) accidents and illness and guarantees good working conditions. This means that (sexual) harassment is not tolerated.

Roba also helps its employees in their development by offering training and education in an equal and non-discriminatory manner.

This open culture within Roba enables employees to address each other about points for improvement, so that together we can ensure continuous improvement with regard to the working climate. The management will make adjustments where possible to improve the working environment. The management is always open to suggestions from the organization with regard to possible improvements.

Environment and sustainability

As a family-owned company Roba attaches great value to continuity and care for our environment in the broadest sense of the word. That is why Roba contributes to a liveable planet for future generations. We do this by investing in sustainable and circular production methods, reducing the use of primary raw materials, and working step by step towards a climate-neutral working method in 2050. This way we contribute to the European Green Deal.

Fair business and integrity

At Roba, honest business is paramount. Roba rejects any form of corruption or other dishonest practices. Likewise (the appearance of) a conflict of interest is prohibited at all times. Roba therefore ensures that all its activities are in accordance with generally recognized ethical standards and values, including integrity, honesty, respect for human dignity, transparency and non-discrimination. It is not intended in any way to create the appearance that generous givers are favoured over other relationships. Once a gift is appropriate to the performance and relationship with the business partner, Roba has no objection if a gift is accepted. If in doubt as to whether or not a gift is appropriate, the Divisional Director or General Manager should be contacted. Roba also sets requirements for its suppliers. These requirements are laid down in the 'Roba Supplier Code of Conduct'.

Compliance to law and legislation

All Roba employees are to comply to all local and (inter)national laws and regulations applicable to their conduct. This also includes compliance with requirements laid down in Roba's permits.

Social responsibility


Roba is aware of its social responsibility and position in the development of the community. That is why Roba always takes social, economic and environmental interests into account in its decision-making. Roba contributes to the development of a sustainable environment and community by investing in non-profit organizations in the Netherlands and abroad. Roba supports local causes and cooperates with sheltered workshops.

Compliance and further information

Compliance with the standards in this code of conduct gives you as an employee tools to do business in a sound manner. Roba therefore expects all its employees to comply with the standards in this code of conduct. Naturally, a code of conduct is not a static document. The management reserves the right to change this code of conduct. Failure to comply with the standards in this code of conduct or other (internal) laws and regulations will be included in the assessment of the employees and may therefore have consequences for the assessment of the individual employee.

*ECHR: European Convention on Human Rights, UDHR: Universal Declaration of Human Rights

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IJsselstein, 29 January 2024