

*THE TEN PRINCIPLES OF THE U.N. GLOBAL COMPACT

- the Universal Declaration of Human Rights
- the International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- the Rio Declaration on Environment and Development

The ten principles are:

HUMAN RIGHTS

Principle 1

Businesses are asked to support and respect the protection of international human rights within their spheres of influence; and

Principle 2

make sure their own corporations are not complicit in human rights abuses.

LABOR

Principle 3

Businesses are asked to uphold the freedom of association and the effective recognition of the right to collective

BARGAINING

Principle 4

the elimination of all forms of forced and compulsory labour;

Principle 5

the effective abolition of child labour; and

Principle 6

the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7

Businesses are asked to support a precautionary approach to environmental challenges;

Principle 8

undertake initiatives to promote greater environmental responsibility; and

Principle 9

encourage the development and diffusion of environmentally friendly technologies.

ANTI -CORRUPTION

Principle 10

Businesses should work against all forms of corruption, including extortion and bribery.



ETHICAL CHARTER

Responsibility

Accessibility

Trust

Commitment

Profitability



OUR VALUES

Responsibility

Quality, safety, health and sustainability are our main concerns. These are the corner stones of our consumer satisfaction

- **Quality** : We aim to the highest standard level of the industry for our products . Our products score excellent organoleptic results in third parties panel. When deviation are observed, we immediately correct and realign to the highest quality level. We strive to reduce the number of consumer complaints and to tend toward a zero default situation.
- **Safety** : We maintain our production facilities to the highest standard level, we are ruled by a performing HACCP system and we hold the main certifications (BRC, IFS, ISO9001) from the most famous and demanding auditors.
- **Health** : We only select suppliers and ingredients meeting our quality and safety standard. They must comply with our specification and we audit them to insure deviations are not possible. We ban any ingredients and additives for which the slightest doubt of possible consequences on human health may subsist. We explain clearly on pack recommended daily intake and we are transparent with nutritional values. We attempt to follow the PNNS recommendations that pleads to moderate sugar, salt and fat intake in food products while complying with industry codes of practices and regulations.
- **Sustainability** : We have defined targets and are actively acting toward reducing our environmental foot print to prevent global warming and to preserve biodiversity. Our social policy and our business practices and our general economical behaviours fully comply with the UN global compact* and we ensure its application as broadly as possible. This project is called internally “we care” and it is a continuously improving process.

Accessibility

Because VAN DIJK FOOD believes that every consumer deserve access to quality food, and with responsibility as a prerequisite, VAN DIJK FOOD strives to market products which are affordable for the less fortunate.

Trust

Honesty, integrity, loyalty and reliability are considered by VAN DIJK FOOD as the key elements of trust. Trust which is itself the basis of an efficient, respectful and long term relationship. We attempt to create the conditions that generate a virtuous circle that strengthen links. For VAN DIJK FOOD, partnership is not a wishful thought.

- **Honesty** : Say what needs to be said without fear and make our best effort to respect our values
- **Integrity** : Refuse any temptation of compromising which could deviate ourselves from our values
- **Loyalty** : Respect long term and valuable partnership and reward it accordingly
- **Reliability** : Say what we do and do what we say. Respect timing and contracts.

OUR VALUES

Commitment

Performance, diligence, team spirit, respect, recognition describes VAN DIJK FOOD employees and management.

- **Performance** : We aim to deliver a high output of high quality
- **Diligence** : We aim to conduct our projects with a maximum care and we make a point of honour to deliver on due time
- **Team spirit** : We supporting and completing each others to offer a wide range of expertise
- **Respect** : We consider that every employee is a key element of a whole without whom we would not be able to complete our mission with perfection.
- **Recognition** : We recognize and value merit to create the conditions of high motivation for success

Because VAN DIJK FOOD is committed to its stakeholders VAN DIJK FOOD needs to obtain commitment from its employee. This is a prerequisite of success in a competitive environment. The management of VAN DIJK FOOD strives to create these conditions on a daily basis and cultivate these qualities. When we do the best for one, one often does the best for us and this creates the conditions of a win-win situation. We appreciate our job and the conditions in which we do it, we do it better than anyone else than average because we enjoy doing it. Besides hard work is not a problem and all stakeholders benefit from it.

Profitability

Generating a reasonable profit is the engine of stakeholders satisfaction. Without this prerequisite, there is no business model and non of this values can be implemented.

- **Shareholders and third parties financial institutions** : We respect that the people who are investing in our business model must obtain a fair return on investment in an healthy environment or else, there is no business model.
- **Employees** : Our employees are the people who make the business model becomes reality, without motivated and committed employees, there is no business model.
- **Customers** : We believe we owe our customers a the highest level of responsibility at a reasonable price allowing to balance protection of purchasing power of end consumers and viability of the business model.
- **Suppliers** : Our suppliers are seen as partners with whom we intend to build a long term relationship and to whom we have some liabilities for so long they share our values.
- **Governmental organisations** : VAN DIJK FOOD is honoured to contribute to the necessary conditions of a prosperous modern and free economy and a stable democracy.
- **Local organisations** : VAN DIJK FOOD attempts to support local organisations within the limits of its possibilities but always try its best.

Indeed we need to be able to invest to create economical value, personal development and be an active positive player in our environment.