



# Visscher-Caravelle

## **Global Labor and Human Rights Policy**

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## INTRODUCTION

At Visscher-Caravelle, we believe that our people are the foundation of our success. We are committed to respecting and promoting the labor rights and human rights of all individuals across our operations and value chain. This Global Labor and Human Rights Policy complements our Global Code of Conduct and provides comprehensive guidance on how we protect and empower our colleagues.

This policy is guided by internationally recognized frameworks, including the Universal Declaration of Human Rights, the International Labor Organization (ILO) Core Conventions, the UN Guiding Principles on Business and Human Rights, and applicable national legislation in all jurisdictions where we operate.

We expect every colleague, manager, and business partner to act in accordance with this policy and to contribute to a workplace where dignity, fairness, and safety are paramount.

## 1. SCOPE

This policy applies to all entities within the Visscher-Caravelle Group including but not limited to:

- Visscher Caravelle in The Netherlands, Poland, Mexico, China, United Kingdom, North America, Australia, France
- Vicim in Poland
- Vanprotech in Poland and Portugal
- Durmont in Austria
- Unique Car Mats in United Kingdom
- Kovvar in The Netherlands

The policy covers all employees (full-time, part-time, and temporary), agency workers, contractors, and extends to our expectations of suppliers and business partners. Where local legislation or collective agreements impose stricter requirements, the stricter standard shall prevail.

## 2. ROLES AND RESPONSIBILITIES

### 2.1 Board of Directors

The Board of Directors provides oversight of labor and human rights matters and ensures that adequate resources and governance structures are in place to support this policy.

### 2.2 Global HR

Global HR is the owner of this policy and is responsible for its development, implementation, monitoring, and periodic review. This function coordinates with

Business Unit HR teams and local management to ensure consistent application across all entities.

### **2.3 Business Unit Leadership**

The leadership of each Business Unit (Textile Europe, Plastics, Vanprotections, Aftermarket, and USMCA) is responsible for ensuring that this policy is implemented, communicated, and upheld within their organizations. Local Health & Safety officers report to BU leadership on compliance matters.

### **2.4 All Managers and Supervisors**

Managers and supervisors have a direct responsibility to create and maintain a safe, fair, and respectful working environment. They must ensure that this policy is communicated to their teams and that any concerns are addressed promptly.

### **2.5 All Employees**

Every employee is responsible for complying with this policy, contributing to a safe and respectful workplace, and reporting any concerns through the available channels.

## **3. EMPLOYEE HEALTH AND SAFETY**

### **3.1 Policy statement**

Visscher-Caravelle is committed to providing a safe and healthy work environment for all employees, contractors, and visitors at every site. We continuously strive to prevent workplace injuries and occupational illnesses through proactive risk management, training, and adherence to best practices.

### **3.2 Commitments**

- Comply with all applicable health and safety legislation and, where appropriate, exceed regulatory requirements.
- Identify, assess, and mitigate workplace hazards through regular risk assessments.
- Provide appropriate personal protective equipment (PPE) and ensure its correct use.
- Provide regular health and safety training to all employees, including induction training for new employees.
- Investigate all workplace incidents and near-misses to identify root causes and implement preventive measures.
- Maintain emergency response plans and conduct regular drills at all production sites.
- Promote a culture where every employee is empowered to stop unsafe work without fear of reprisal.

### **3.3 Qualitative objective**

Ensure a safe and healthy working environment at all Visscher-Caravelle sites, continuously reducing the frequency and severity of workplace incidents.

### **3.4 Quantitative target**

Conduct quarterly safety audits across 100% of production sites, according to local procedures.

Reduce workplace accidents by 20% (measured against the 2025 baseline) by end of 2028.

## **4. WORKING CONDITIONS**

Visscher-Caravelle is committed to providing fair, respectful, and lawful working conditions that protect employee well-being. We ensure that wages, working hours, and benefits comply with applicable laws and collective agreements.

- Qualitative objective: Provide fair, respectful, and lawful working conditions that protect employee well-being across all entities.
- Quantitative target: Achieve 90% participation rate in annual employee satisfaction surveys across all entities by end of 2028.

## **5. SOCIAL DIALOGUE**

Visscher-Caravelle respects freedom of association and the right to collective bargaining. We foster open dialogue between management and employees, ensuring that employees can freely express concerns and contribute to workplace improvements.

- Qualitative objective: Ensure employees can freely express concerns and contribute to workplace improvements through recognized dialogue mechanisms.
- Quantitative target: Ensure 80% of employees are covered by a collective agreement or formal employee representation mechanism by end of 2028.

## **6. CAREER MANAGEMENT AND TRAINING**

Visscher-Caravelle invests in the professional development of its employees. We provide opportunities for growth and training to enable employees to develop their skills and advance their careers.

- Qualitative objective: Support professional growth by providing meaningful development opportunities for all employees.
- Quantitative target: Provide a minimum of 8 hours of professional or personal development training for 50% of our employees per year by end of 2028.

## **7. CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING**

Visscher-Caravelle strictly prohibits all forms of child labor, forced labor, and human trafficking within its operations and supply chain. We adhere to ILO Conventions and

applicable national laws regarding minimum working age and working conditions for young workers.

- Qualitative objective: Prevent all forms of child labor, forced labor, and human trafficking within company operations.
- Quantitative target: Conduct a child labor, forced labor & human trafficking risk assessment covering 100% of sites by end of 2027.

## 8. DISCRIMINATION AND HARASSMENT

Visscher-Caravelle is committed to maintaining a workplace free from discrimination, harassment, intimidation, and inappropriate behavior. All employment decisions are based on merit, qualifications, and business needs.

- Qualitative objective: Maintain a workplace free from harassment, intimidation, and inappropriate behavior based on any protected characteristic.
- Quantitative target: Ensure that 100% of employees are trained on anti-discriminatory and anti-harassment behaviors by end of 2027.

## 9. QUALITATIVE OBJECTIVES AND QUANTITATIVE TARGETS

An overview of all objectives and targets is provided in the sections above for each activated labor and human rights criteria.

| Criteria                                               | Qualitative Objective                                                            | Quantitative Target                                                                  |
|--------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Employee Health and Safety</b>                      | Ensure safe and healthy working environment                                      | Reduce workplace accidents by 20% by end of 2028                                     |
| <b>Working conditions</b>                              | Provide fair, respectful and lawful working conditions                           | 90% participation rate in satisfaction surveys                                       |
| <b>Social dialog</b>                                   | Ensure employees can express themselves freely                                   | 80% of employees are covered by (collective) agreement                               |
| <b>Career Management and Training</b>                  | Support development of employees                                                 | Provide at least 8 hours of training per year                                        |
| <b>Child labor, Forced labor and human trafficking</b> | Prevent all forms of child labor, forced labor, human trafficking                | Contact a risk assessment covering 100% of the sites.                                |
| <b>Discrimination and Harassment</b>                   | Maintain a workplace free of harassment, intimidation and inappropriate behavior | 100% of employees are trained on anti-discrimination and anti-harassment end of 2027 |

## 10. REPORTING AND DISCIPLINARY MEASURES

### 10.1 Reporting channels

Visscher-Caravelle encourages employees to report any suspected violation of this policy. Reports can be made through the following channels:

- Direct line manager or Business Unit leader
- Global HR department
- Confidential whistleblower channel (details available on the company intranet)
- Email: [hr@visscher-caravelle.nl](mailto:hr@visscher-caravelle.nl)

Visscher-Caravelle guarantees that no employee will suffer retaliation for reporting a concern in good faith. All reports will be treated confidentially to the extent permitted by law.

### 10.2 Disciplinary measures

Violations of this policy may result in disciplinary action, up to and including termination of employment, as well as potential civil or criminal liability. Disciplinary measures will be applied proportionately, considering the nature and severity of the violation, and in compliance with applicable local labor law and collective agreements.

## 11. REVIEW MECHANISM

This policy is subject to annual review by Global HR, or more frequently if required by changes in legislation, business operations, or significant incidents. All revisions will be documented in the revision history table below.

| Version | Date       | Description of Change | Approved by |
|---------|------------|-----------------------|-------------|
| 1.0     | 01-05-2026 | Initial version       | CEO         |

## APPENDIX I – POLICY ACKNOWLEDGEMENT FORM

I, the undersigned, confirm that I have read, understood, and agree to comply with the Visscher-Caravelle Group Global Labor and Human Rights Policy.

Name: \_\_\_\_\_

Function / Position: \_\_\_\_\_

Business Unit / Entity: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

