



RIJK ZWAAN PRINCIPLES OF FAIR LABOUR

Rijk Zwaan works actively in the development of new varieties and production and sales of seeds worldwide. Together with our partners, we strive in an ethical manner to contribute to food supplies and an increase in vegetable consumption. In its business Rijk Zwaan is committed to comply with the following principles of fair labour.

1. Free choice of work
Each employee has a free choice of employment and shall be free to leave its employer after giving reasonable notice. Workers are not required to deposit their identity papers.
Labour is not demanded as a means of repayment for a loan.
2. Respect
Mutual respect is a key element. We strive for a pleasant atmosphere, achieved in particular by openness and honesty, respect for others, team spirit and high moral standards and values.
Harsh or inhumane treatment, including any form of abuse or intimidation is never acceptable.
3. Fair treatment
Employees shall be treated equal in equal circumstances.
Discrimination is not acceptable.
Salaries for a standard working week meet at least national legal standards and shall be enough to pay for basic needs.
4. Zero child labour
There is a 'zero tolerance' policy towards child labour.
5. Working conditions
Safe and hygienic working conditions shall be provided, which are adequate for the type of work and take into account the working environment.
Adequate steps shall be taken to prevent accidents and injury to health.
Working hours shall at least be in accordance with legal requirements of the respective country.
6. Freedom of association
The right of employees to choose for union representation shall be respected.
7. Regular employment is provided
We strive to provide employees with long term employment contracts.