

## **Integrity Compliance Policy of Hendricks Shipping Group**

“Integrity is a personal or business quality of fairness that we all aspire”

Summary of Hendricks Shipping Group Integrity Compliance Guidelines:

### **1. Purpose**

The purpose of this Integrity Compliance Policy is to establish and maintain a culture of integrity, transparency, and ethical behaviour within Hendricks Shipping Group. This policy outlines the principles and guidelines that all employees, contractors, and stakeholders must adhere to in order to maintain the highest standards of integrity and compliance.

### **2. Scope**

This policy applies to all individuals associated with Hendricks Shipping Group, including but not limited to employees, contractors, vendors, clients, and partners.

### **3. Code of Conduct**

#### **3.1. Legal Compliance**

All individuals associated with Hendricks Shipping Group must comply with all applicable laws, regulations, and legal standards. Failure to do so may result in disciplinary action, including termination and legal consequences.

#### **3.2. Honesty and Transparency**

Employees are expected to be honest, transparent, and forthright in all their interactions, both within the organization and with external parties. Any form of deception or misleading behaviour is strictly prohibited.

#### **3.3. Conflicts of Interest**

Employees must avoid situations where personal interests may conflict with the interests of Hendricks Shipping Group. If a potential conflict of interest arises, it must be disclosed promptly to the appropriate authority.

#### **3.4. Anti-Bribery and Anti-Corruption**

Hendricks Shipping Group is committed to zero-tolerance for bribery and corruption. Employees must not offer, give, receive, or solicit any form of bribe or corrupt payment.

#### **3.5. Data Privacy and Security**

All individuals must respect and protect the confidentiality and privacy of sensitive information. Hendricks Shipping Group complies with data protection laws, and any breach of data security will be dealt with seriously.

#### **4. Reporting Violations**

If any individual becomes aware of a violation or potential violation of this Integrity Compliance Policy, they are obligated to report it immediately to the director of Hendricks Shipping Group.

#### **5. Disciplinary Actions**

Violations of this policy may result in disciplinary actions, including verbal or written warnings, suspension, termination, or legal action, depending on the severity and nature of the violation.

#### **6. Employees**

By accepting employment or association with Hendricks Shipping Group, individuals acknowledge their understanding and commitment to comply with this Integrity Compliance Policy.

#### **7. Clients and partners**

We at Hendricks Shipping Group work for our clients with these morals and we expect our clients to behave and act as treated.

From our clients we work for, we strongly ask and assume, they will work on the same guidelines when it comes to integrity and behaviour.

*Thank you for your interest and Integrity, we are at your service.*

*Hendricks Shipping Group*

*Peter Hendricks*

*Amsterdam 02-01-2024*