

Code of conduct

Mission

Edel Grass wants to be a leading partner in the development, manufacturing, sale and Installation of sustainable and high-quality artificial grass systems for sport and landscaping purposes. We proudly and gladly accept responsibility by using our knowledge to create a sustainable future.

Common values

Edel Grass promotes four common values: enterprise, focus on development, focus on people and social awareness. These values determine how the company and its employees think and behave towards one another and the world around them.

Edel Grass within Society

Edel Grass feels it has a responsibility to offer people high quality and sustainable solutions in a socially and economically justifiable manner.

Edel Grass believes in fair competition and operates in accordance with this principle. We are also independent and professional, and are regarded as a trusted member of society. Our company also wants to enhance the reputation and standing of our sector as a whole. Naturally, integrity plays a very important role in this undertaking.

Edel Grass and business partners

Our company collaborates with business partners in various fields. And the principles established in this company code of conduct serve as the benchmark for all these collaborations. We place great emphases on integrity, loyalty and transparency.

Edel Grass and shareholders

Edel Grass serves the financial interests of its shareholders by aiming to realize good returns on its investments.

Edel Grass and health, safety and well-being

The Health & Safety Act serves as the framework for our policy concerning Health, Safety and Well-being. The Health & Safety policy of Edel Grass BV is aimed at creating appropriate working conditions; the protection, safety and well-being of employees and visitors; and improving the welfare of employees. The Board will take all measures within its powers to make sure this Health & Safety policy is understood, executed and maintained. The Health & Safety objectives/plans established by the Board will be ratified during the meeting of the board (MotB).

Edel Grass and employees

Edel Grass offers employees a healthy, safe and challenging working environment where they are able to work with respect for one another.

Edel Grass is committed to a policy of equal opportunities in employment. We select and treat individuals on the basis of their merits, abilities and skills without making any differences in race, colour, nationality, sex or age.

That means that all employees have equal opportunities within employment. The ability to perform in their job will be the most relevant consideration.

Edel Grass expects from their employees to co-operate with this policy to prevent any discrimination. Disciplinary action will be taken against anyone who breaches this policy.

In selecting new employees, Edel Grass will ensure that the selection is based on the individual's qualifications and abilities.

Employees have a personal responsibility to develop their knowledge and skills. And Edel Grass will offer enough opportunities and support for them to do so, bearing in mind the company's policy and the available talent.

On a yearly bases the employees are interviewed on their possibilities to develop in knowledge, abilities and personal attitude. The employees have access to a large training program of Antea group, offering training in communication abilities, leadership, project management, time management and personal empowerment.

Edel Grass thinks it is very important to have committed employees. Management and employees feel it is important to have clear decision-making processes, effective communication and open access to information. Co-determination plays an important role in the company's consultation structure.

Employees and Edel Grass

All employees subscribe to the company's objective of working on the basis of common values. They must be open and honest to one another and be trusted to honour their word. They must have a sense of responsibility, respect for other opinions and make decisions which are consistent with the goals and strategy of the company.

Management will serve as a role model when it comes to complying with this company code of conduct. Management will be responsible for creating a setting where employees work together and dare to address one another about suitable behaviour. And everyone can be addressed, irrespective of their position.

Employees must have a critical outlook and be cost-conscious and creative. They must be open towards one another, give each other feedback and feel responsible for obtaining and supplying information. They should aim to be successful together, and focus on the core principles of mutual respect and cooperation. Employees must feel responsible for their personal development and behave accordingly.

Employees must abstain from actions which could damage the reputation of Edel Grass, and must behave in accordance with common norms. Sexual harassment, racist comments, discrimination, verbal or physical aggression, abuse and sexual intimidation are unacceptable.

Employees must make sure conflicts of interests cannot take place between them and the company, due to other positions they hold or financial interests outside the company.

Employees must treat company property, and property belonging to clients, with great care. They must only use company equipment and company information for the intended purpose when performing their activities. This also applies to the equipment and information of clients. Employees must treat all client information with confidentiality.

Compliance with the company code of conduct

All employees are responsible for complying with this code of conduct in a manner befitting their position within the organisation. Compliance will be one of the topics addressed during annual appraisals. An integrity helpdesk has been established, which all employees can use should they encounter problems concerning compliance with this company code of conduct.

Edel Grass has incorporated this code of conduct into its management systems and Edel Grass commits itself to access regularly how the code of conduct is observed and to update its content based on the lessons learned. Continuous attention is given to compliance at individual and collective level.

Genemuiden, April 2020