



PAX
GROEP

TRANSPORT
& LOGISTIEK

Code of Conduct **PAX Groep**

**QUICK TO ADAPT. SMART TRANSPORT.
ALWAYS ON THE MOVE.**

Table of Contents

Introduction

Who is this code for?

Our DNA

Our code of conduct

Monitoring & evaluation



Introduction

At PAX Groep, we believe in a work environment where everyone feels safe, respected, and valued.

We take good care of our people, follow clear guidelines, and commit to a fair and healthy work culture. For everyone. Everywhere.

This code of conduct outlines what we stand for and what we can expect from one another. It's our shared foundation. That's how we build trust, honesty, and respect every single day.

Who is this code for?

This code of conduct applies to everyone working at or with one of the companies within the PAX Groep:

- PAX Bouw- en Industrieservice B.V. – Heerenveen
- PAX Integrated Logistics B.V. – Joure
- NABEK Nederland B.V. – Alphen aan den Rijn
- NABEK Noord B.V. – Hoogezand

Whether you're in the office, in the warehouse, on the road or working on-site with a client: these agreements apply to all of us.

Our DNA

Integrity, pride, and striving for the best every day. Sleeves rolled up, chest out: you either have the PAX DNA, or you don't. For years, three core values have been the foundation of who we are and how we work:

DETERMINATION

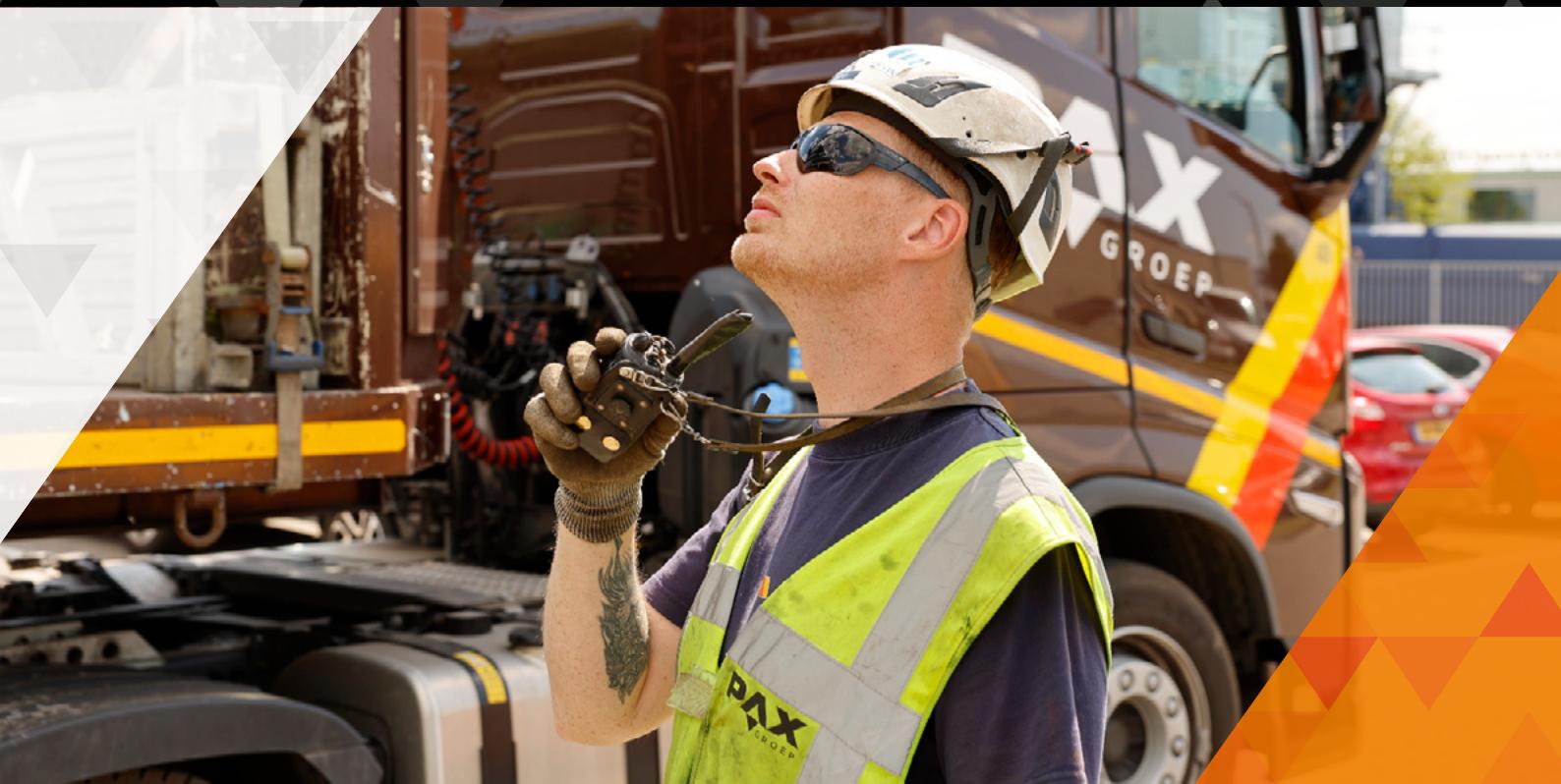
We strive to do better every day. We tackle obstacles head-on, find smart solutions, and aim to deliver the very best to our clients. That doesn't always come easy—the best solution isn't always the obvious one. That's why we keep learning, growing, and seizing opportunities as they arise. This drive to improve runs deep. It's our determination that keeps us going when others stop.

UNITY

We can achieve a lot alone, but much more together. We believe in the power of teamwork—with each other and with our clients. Unity is not only how we work, it's who we are: personal, involved, and focused on real connection from start to finish. When people come together and combine their knowledge, that's when the real movement happens.

DECISIVENESS

We operate globally but act like a local business. Down-to-earth and approachable. No complicated structures or fancy talk. We say what we do and do what we say. Clear, reliable, and straight to the point. That builds trust—and on that trust, we build long-term relationships.



Our code of conduct

1. SAFE & HEALTHY WORKING ENVIRONMENT

Safety always comes first. That's why:

- We prevent injuries through proper supervision, clear instructions, and protective equipment.
- We provide medical checks via our occupational health service.
- We care about everyone at the workplace: colleagues, contractors, and visitors.
- We treat the environment with care and prevent harm to people, materials, and surroundings.
- Safety always takes precedence productivity.
- Our safety rules apply everywhere: in the office, on the road, and at client locations.

2. EQUAL OPPORTUNITIES FOR EVERYONE

Respect is key. At PAX Group, background, gender, age, sexual orientation, religion, political views, or disabilities make no difference.

- We make decisions about work, pay, and career growth based on objective criteria.
- We treat each other with respect and tolerate no form of mental or physical abuse.

3. FREEDOM IN WORK

Forced labor has no place at PAX Group.

- No one may be forced to stay through withheld wages, possessions, or documents.
- After giving notice and completing the notice period, employees are free to leave.
- Everyone has the right to join and actively participate in a union—without consequences.

4. NO CHILD LABOR

Children don't belong in the workplace.

- We do not hire anyone under the age of 15 and always follow the national minimum age.
- Employees under the age of 18 are not allowed to do hazardous or night work.
- If employees under the age of 18 do work for us, they receive proper guidance, explanation, and continuous supervision.

5. HONEST BUSINESS PRACTICES

We don't do under-the-table deals.

- Bribes are strictly forbidden. Full stop.
- We don't offer, request, approve, or accept them.
- We make fair agreements—and we stick to them.

Monitoring & evaluation

Each member of the management team actively supports this code of conduct and ensures it is followed in practice. They play a key role in promoting the right culture and creating an environment where these values come to life every day.

Every year, an evaluation is conducted to assess whether this code still aligns with daily practices and our way of working. This review is done in collaboration with HR and safety experts. That way, the code of conduct stays a living document that grows along with our organization—and the people in it.

