



The S-P-S Code of Conduct

S-P-S International B.V. and her affiliates have been engineering ground support equipment and cargo handling equipment, as well as delivering services for airports. The products we create are reliable, durable and exceptionally well built. We are keen to keep improving ourselves and at the same time maintain a very high level of quality. While doing so we aim to minimize our environmental footprint and protect the people and nature around us.

The key elements of the Code are:

- Ethics
- Quality
- Environment
- Health & Safety

Everyone at S-P-S is required to comply with the Code of Conduct. Non-compliance by S-P-S people with the Code or with relevant supporting policies or procedures may result in an impact on their performance evaluation and disciplinary action by S-P-S.

Ethics

Ethics and especially integrity is very important to us and all our business partners rely on our integrity. This means that we act carefully and responsibly at all times. We make well thought choices about our own behavior and accountability while doing business. We refrain from behavior of all kinds that is conflicting with legal regulations of any kind. We have a strict zero-tolerance policy regarding corruption, extortion and embezzlement. We will not participate in any illegal inducements whether it is in business or government relationships. Furthermore, we shall conduct our business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws.

Quality

Our commitment to quality is core to our business. We aim for the highest quality standards and in order to achieve the highest quality standards, we will work constantly to improve our structures and processes for the benefit of our customers. This applies to our products, services and management, but also to our behavior. We keep improving our materials, people and procedures to give our clients the best possible quality.



Environment

Since S-P-S is an organization with a worldwide network of customers S-P-S is very committed to maintain the environment on a worldwide scale. Therefore S-P-S will comply with or exceed applicable environmental laws and regulations, as well as corporate and industry operating standards, policies and procedures. Obviously S-P-S is open to communication with all parties affected by our environmental policies and performance, and we consult with our people, the public, regulatory agencies and other constituents to minimize our environmental footprint. We seek to conserve resources through the safe, efficient and responsible management of materials and wastes, reducing, reusing and recycling wherever appropriate. Furthermore, we are prepared for, and respond to, emergencies in a timely and effective manner, and remedy any resulting environmental damage. We also strive to improve our environmental performance, accommodate evolving standards and integrate, where appropriate, the results of scientific investigation and technological innovation to enhance environmental protection. With these precautions and safety measures we are protecting the environment with the best of our abilities.

Health & Safety

Airport safety regulations are formidable – and rightly so. So we engineer our products to meet and sometimes exceed, NEN-EN and IATA standards, together with ISO 9001 standards. This ensures they fulfil all international requirements. But we don't stop there. All products are severely tested with the final products repeatedly checked for quality on the production line. This results in complete reassurance and trust in our product's ability to consistently perform safely.

Besides the safety of our products we try to keep our people to stay safe and healthy as well while working on our products. Therefore, we supply our people with a safe and healthy workplace to prevent accidents from happening. In this we have a proactive approach. Policies, systems and trainings, which are designed to prevent our people from getting hurt, are implemented in the daily routine. This, to minimize the risk of accidents and/or injuries.

The S-P-S Code of Conduct is a publicly available document that may be accessed through the S-P-S website (www.s-p-s.aero).