

Code of conduct

Since its establishment in 1994 KBM Affilips B.V. (KBMA) has built a solid reputation as a globally operating supplier of master alloys. As part of Roba Holding B.V. (Roba) this reputation is based on the following shared core values of the group: a strong customer focus, flexibility, cost-consciousness, trustworthiness and social responsibility.

The content of this code of conduct, which is drawn up by Roba as a 'self-regulated' directive, is in line with the internationally accepted standard of "guidance and social responsibility" (ISO 26000). As a member of the Roba group KBMA fully endorses this code. Therefore only the name Roba is used in the text below.

KBMA attaches great importance to the adherence to the principles of this code of conduct by both our own employees and our business partners.

Social responsibility

Roba is aware of the consequences of its decisions and activities on social, economic and environmental levels. Roba will do its utmost to contribute to the development of a sustainable environment and support the local community. Roba contributes by investing in education programmes within the organisation and also by supporting several nonprofit organisations within The Netherlands and abroad.

Human rights

Roba strives to promote Universal Human Rights. Roba acknowledges and respects the European Convention on Human Rights as well as the Universal Declaration of Human Rights of the United Nations. Special attention is given by Roba to the right to healthy and safe working conditions, freedom of speech, religion and belief, and the right to privacy and equal treatment of all of its stakeholders.

Labour practice

- Roba endorses the core values with regard to the labour practices as stated in the ILO conventions.
- Roba ensures that its working conditions are in accordance with international law.
- Roba offers its employees excellent labour conditions with regard to wages, working hours, break times, holiday entitlement and health and safety.
- Roba condemns forced labour.
- Roba condemns child labour and the employment of children younger than 15 years of age.
- Roba acknowledges the importance of a dialogue within its organisation and the right of its employees to be a member of a trade union.
- Roba has a health and safety policy which demands that its employees work in a safe manner. Roba takes safety precautions to prevent accidents in the workplace.
- Roba helps its employees to develop their skills at every stage of their career by offering training and support.

Environment

- Roba endeavours to comply with all applicable laws and regulations with regard to the environment. Roba takes its responsibility for the environmental impact of all its activities seriously. Roba continuously strives to improve its practices with regard to the environment.
- In its environmental policy, Roba respects the Rio Declaration of Environment and Development.

Fair trade

- Roba underpins its activities with the universally acknowledged ethical norms and values of integrity, honesty, respect for human dignity, transparency and non-discrimination.
- Roba condemns corruption and strives to avoid this. Roba ensures that policies within the company fight corruption and Roba strictly enforces an anti-corruption policy. Roba acknowledges the rules embedded in international convention by the United Nations as well as the UK Anti-Terrorism, Crime and Security Act 2001 and also the UK Bribery Act 2010.
- Roba strives to have ethical commercial practices and to compete fairly.

Active engagement in the development of the community

- Roba acknowledges the cultural, religious, traditional and historical values of all the communities it is involved in and has due respect for these.
- Roba is aware of its position in society and endeavours to fulfil this as well as possible. Roba undertakes and supports various projects in The Netherlands as well as in other countries and encourages its employees to be involved in these projects.