

# Employment policy



<b>Applicable to</b>	Peacock Container Holding Pte. Ltd. and its group of companies (including Peacock Group Holdings B.V.) <b>(Peacock Container or the Peacock Container group)</b>		
<b>Effective date</b>	30 December 2022	<b>Review date</b>	31 December 2023
<b>Version</b>	1.0	15 December 2021	Reviewed and reapproved with clarifications <ul style="list-style-type: none"> <li>• inserting the word “equity” in bullet 3, para 1, page 2 and in final section heading, page 3</li> <li>• inserting “social or educational background” in line 4, para 1, in section Discrimination, page 4</li> </ul>
	2.0	30 December 2022	

Peacock Container aims to provide a safe, healthy, secure and flexible work environment in which

- everybody working in the company is encouraged and has opportunities to learn and develop skills;
- each employee is assigned targets relevant to his or her work and to the success of the company, and progress in attaining these objectives is reviewed, recognised and rewarded;
- diversity, equity, inclusiveness and teamwork are promoted;
- personnel are hired and promoted based on merit and contribution;
- discriminatory practices in hiring or management of personnel, and harassment, are not tolerated;
- the use of compulsory or forced labour is not tolerated (within the group or by its suppliers).

## **Health, safety and security of our personnel**

All our personnel are entitled to work in healthy, safety and secure conditions.

The measures we will take to achieve this objective are set out in Peacock Container's Health, Safety and Security policy.

## **Working conditions**

Peacock Container is committed to

- rewarding employees fairly based on their ability, performance, contribution and experience;
- providing compensation and benefit packages which reflect or exceed market expectations in order to attract the right talent to the company;
- offering working hours which address the need for work-life balance for our personnel; and
- complying with labour laws and regulations in the countries in which we operate.

## **Flexible work arrangements**

While ensuring that the needs of our company's business are met, we aim to be flexible in terms of hours and location(s) from which our personnel work. We will provide the equipment, resources and aids that our employees need to work safely and comfortably, whether at our offices, when working from home or elsewhere.

We will seek to accommodate employees of differing physical capabilities, including by use of assistive technology where practicable.

## **Training and skill development**

Peacock Container encourages all its personnel to acquire knowledge and skills to reinforce their ability to work, for personal career development and to broaden their contribution to the company.

- Working in a small but closely coordinated global team enables our personnel to gain exposure to all aspects of our business and to learn from their work. We encourage sharing of knowledge within our team.
- Moving forward, we will work to
  - identify training needs to enable our personnel to realise their potential in our company;
  - promote, provide opportunities for, and incentivise skill development by offering our personnel time and financial support for training, and including completion of relevant training as one of the factors to be taken into account in performance reviews.

## **Performance review**

Each of our employees is assigned measurable targets relevant to his or her work and to the success of the company. On an annual basis, we assess the performance of each employee and

- discuss individually with each employee his or her progress in attaining these objectives;
- recognise and reward achievement of these targets and discuss areas for improvement;
- consider whether additional training or other resources are needed to achieve these targets;
- discuss constructively with each employee how his or her performance can be improved.

## **Fair treatment**

We will consistently apply fair and objective criteria relevant to our company's business at all stages of the employment process.

- We recruit and hire personnel based on a fair assessment of their skills, qualifications, experience and suitability to work as part of our team.
- We evaluate personnel during annual performance reviews, and in considering bonuses, compensation, promotions, training opportunities and assignments, based on the contribution they have made and their ability, skills and performance.
- In handling employee grievances, we will listen fairly and objectively and seek to find solutions.
- Any disciplinary action against an employee will be taken only on the basis of documented poor performance or misconduct, after giving the employee an opportunity to present his or her position, and after giving any prior warning(s) applicable under contract or general legal requirements.
- In addressing retrenchment (whether as a result of changes in the company or in the context of merger or acquisition transactions) we will consider carefully how, if at all, the company can continue to accommodate personnel; will follow notification and consultation procedures required by law; and will apply fair criteria in selecting personnel for redundancy if no other practicable alternative exists.

## **Diversity, equity, inclusiveness and teamwork**

Peacock Container is an international group serving customers worldwide. Our outlook is global, and so are our personnel.

- We promote diversity in our workforce, and value the contribution made to our team by people of all social, ethnic and professional backgrounds and abilities.
- Within our organisation, and in our dealings with customers, suppliers and other external stakeholders, we will treat everyone fairly and equally and with the same respect.
- We will work as a team, both within our group and in building relationships with our external stakeholders.

## Discrimination

Within our organisation, and in our dealings with external stakeholders, we are committed to eliminating discrimination, intimidation and abuse on the grounds of race, colour, ethnicity, religion or belief, nationality, gender (original or reassigned), sexual orientation, marital status, pregnancy and parenthood, social or educational background, age or disability.

- We will not tolerate such behaviour either among our personnel or between our company and customers, suppliers or other stakeholders. We are committed to providing a work environment that is free from discrimination, intimidation and abuse.
- We expect all our personnel to comply with this policy and will take disciplinary action against those who do not.
- We will also take appropriate action to protect our personnel from improper or unlawful discrimination, intimidation and abuse on these grounds by external stakeholders.

## Harassment

Peacock Container does not tolerate harassment on any ground - either among its personnel, by its personnel towards third parties or by external stakeholders towards our personnel. We are committed to preventing and responding to such harassment.

- Harassment in the work environment includes
  - threatening, abusive or insulting language, comments or non-verbal behaviour towards any other person which has the purpose or effect of intimidating, degrading, humiliating, offending or causing physical or psychological alarm or distress to that person;
  - any of the behaviour above which is about a person but addressed to third parties, for example by social media;
  - cyber-bullying;
  - unlawful stalking;
  - sexual harassment (including unwelcome sexual advances, requests for sexual favours and other verbal, physical or other behaviour of a sexual nature in the work place).
- Examples of harassment in the work environment include
  - insulting or offensive comments, jokes or communications, or threatening body language;
  - spreading malicious rumours about, manipulating or undermining another person;
  - rape, sexual assault, or unwanted sexual remarks or behaviour towards a person.
- It is central to our business that
  - we treat each other, and external stakeholders, with dignity and respect, including respect for each other's personal values and beliefs;
  - we do not engage in harassment, bullying or intimidating behaviour: everybody is entitled to perform his or her work without intimidation, abuse or threat of violence;
  - we work to bridge cultural differences rather than aggravate them;
  - everybody has a part to play in eliminating harassment from our work environment;
  - nobody will be victimised or penalised for reporting acts of harassment.
- We expect all our personnel (including employees, contractors and consultants), and all stakeholders with whom we interact, to comply with this policy.
- We will work to raise awareness and provide training on how to deal with issues of harassment and discrimination in the work environment.

## Speak out

If you have been subject to, or are aware of, any harassment, discrimination or other breach of this policy – whether against, or by, our personnel – please report it to your direct manager.

If you are not comfortable discussing it with your manager, you can address your complaint to

- Jesse Vermeijden, Group CEO at [jesse.vermeijden@peacock.eu](mailto:jesse.vermeijden@peacock.eu) or
- [compliance@peacock.eu](mailto:compliance@peacock.eu).

We assure you:

- your complaint will be taken seriously, and will be investigated.
- if you ask for a matter to be treated in confidence, we will respect your request, and will not disclose the matter to third parties except as necessary for investigation or with your consent.
- you will not suffer any form of retaliation or negative treatment as a result of raising your concern.

Any person working for the company who is found to have engaged in harassment or discrimination in breach of this policy will be subject to disciplinary action. We will also take appropriate action to protect our personnel from harassment and discrimination by external stakeholders.

## Review and responsibility

- This policy will be reviewed at intervals of not more than 12 months to ensure that our objectives remain relevant, and that we, our suppliers, service providers and stakeholders are using all means available to achieve them.
- Responsibility for implementing this policy rests with the Board of Peacock Container. Progress in implementing this policy will be reported regularly to the Board.