

Business ethics

Rijk Zwaan Distribution B.V. in association with 30 affiliated companies (including Rijk Zwaan UK Ltd.) works actively in the production and sale of seeds worldwide. Together with our partners we strive in an ethical manner to actively contribute to food supplies and an increase in vegetable consumption.

Business ethics

As we emphasize in our company culture business ethics and high moral standards are a real focus for Rijk Zwaan. These moral standards are discussed with employees before they join the company and thereafter during their employment. In our company training programs emphasis is given to these principles in co-operation with the employees and business partners of Rijk Zwaan worldwide.

With our gift policy we provide guidance to employees when they interact with government officials, suppliers and customers. Accepting any gifts or invitations should never compromise the making of business decisions.

Employment conditions

At Rijk Zwaan our primary objective is to offer colleagues enjoyable and long-term employment in pleasant working conditions. Based on this focus it is Rijk Zwaan's intention to offer employees long-term employment contracts. In our system salaries are determined with the use of (local) salary scales; the system is based on the principle of equal pay for equal work. We regularly carry out independent remuneration surveys to ensure that the salaries of our employees are in line with the market.

We respect the rights of Rijk Zwaan employees who choose union representation. We work to maintain good relationships with their representatives. We also respect the rights of employees who choose not to do so.

Rijk Zwaan continuously reviews the working conditions of its employees through personal contact with managers, by conducting employee satisfaction surveys and by providing the opportunity for all employees to discuss problems within the organization in confidence. We care about the health of our employees. Therefore Rijk Zwaan is taking measures to organise that every employee can have access to health care services.

Modern slavery

In order to maintain the focus on human rights we keep in close contact with our partners to ensure that Rijk Zwaan's expectations in this area are observed.

Child labour and forced labour unfortunately occur in countries where Rijk Zwaan is active. We have identified high risk areas and an external independent company conducts on our request regularly audits with our producers.

In addition we are working on policies to bring this problem to the attention of our employees, to recognize the signals and to report violations of human rights.

Development projects

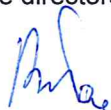
Rijk Zwaan is a people-orientated organisation and has a wealth of specific knowledge about plant breeding and growing. These elements are combined in our development projects which are designed to increase the level of knowledge of growers in less-developed areas and in doing so, contribute to fighting poverty in the world. Two of our projects are SEVIA and Rijk Zwaan Afrisem in Tanzania which

aim to eventually provide local African horticulture with high quality varieties. These should enable growers to realise a good yield, be resistant to any pests and diseases and meet the needs of the local market. By teaching and passing on knowledge to African employees we want to offer structural help to Africa and contribute to the development of horticulture in this continent. Without good vegetable varieties the foundations for developing horticulture to a higher level are lacking. We also support many small projects which enable a direct approach. We often collaborate with local organisations which we are able to help significantly thanks to our very specific knowledge. To give an example: we support a horticultural college in Chimaltenango, Guatemala where local growers attend courses on vegetable cultivation, marketing and organisation. In Cambodia Rijk Zwaan supports an orphanage in setting up a vegetable garden, some of the vegetables are used for their own consumption and the remainder is sold, giving the orphanage some income.

We recently developed together with the business school IESE the course "Company culture and business ethics" of four days for our managers worldwide. Already 142 managers and other colleagues have participated in this course.

We keep evaluating our measures to secure and communicate our vision of an ethical way of conducting business. To this purpose Rijk Zwaan also uses the feedback of members of the management team, directors of subsidiaries, members of the works council, members of the Advisory Board and other interested parties.

Rijk Zwaan Distribution B.V.
The directors,



Ben Tax



Kees Reinink



Marco van Leeuwen

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2017.