

Social & Human Rights Policy Statement

Base Year 2024



engineered valve systems

General Characteristics – own employees

Mokveld provides the energy and water industries with expert knowledge and advanced engineered valves for critical control and safety applications.

Scope of consolidation: Mokveld Holding BV, including production sites Gouda & Malaysia and all other worldwide sales- & maintenance offices.

Our own employees General Characteristics per 30-11-2024	total number of employees	Permanent vs Temporary		Full-time vs Part-time		Gender			
		number of permanent employees	number of temporary employees	number of full-time employees	number of part-time employees	number of male employees	number of female employees	number of gender-not- specified	female ratio (%)
Total	348	321	27	307	41	301	47	0	14%

The gender ratio in the Dutch manufacturing industry is uneven, with significantly more men than women in the sector. “In the manufacturing industry, the share of women is approximately 14.5 percent, according to recent figures from the OOM (Opleiding & Ontwikkeling Metaalbewerking)”

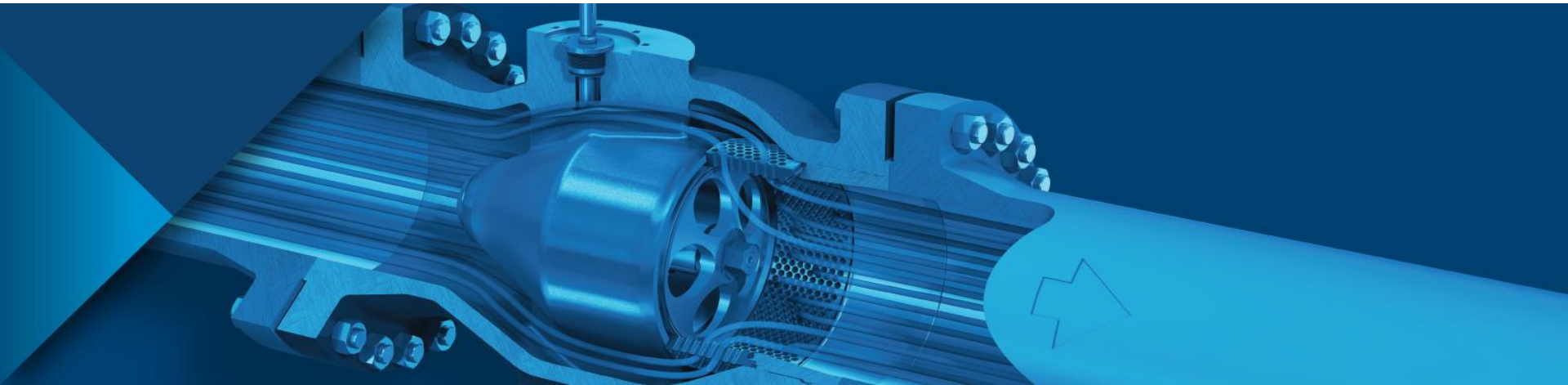
(source; AI/google).

General Social Policy

We promote social progress and are committed to safe, healthy and inclusive working environments. Our human resources policy aims to give everyone the opportunity to develop in their careers. We do so in safe, healthy and inclusive working environments that contribute to both the social advancement of our staff and Mokveld's business objectives.

Mokveld stands for the principle of equal pay for equal work, regardless of gender, ethnicity, origin, age, or sexual orientation.

We have a complaints-handling mechanism for our own workforce in place.



Human Rights Policy (1)

Mokveld stands for ethical and responsible business practices and takes a strong stand against child labor and forced labor. We are committed to ensuring that our operations and the operations of our supply chain are free from such abuses.

Child Labor:

We firmly oppose the use of child labor in all its forms. Our organization will not employ children under the legally established minimum age, as established by relevant national laws and international standards. We recognize the fundamental right of children to education, health, and a safe environment and will do everything in our power to protect these rights.

Forced Labor:

We condemn all forms of forced labor, including slavery and human trafficking. Our organization will not force workers to work under coercion or involuntary conditions. We will ensure that all workers are free to perform their work of their own will and choice, without any form of intimidation, threat, or coercion.

Human Rights Policy (2)

Supply Chain:

We recognize our responsibility to monitor our supply chain and will endeavor to ensure that our suppliers and business partners also comply with these standards against child labor and forced labor. We will take appropriate measures to ensure that our suppliers adhere to the same ethical standards that we apply to our own organization.

No severe negative human rights incidents:

We have no confirmed incidents in our own workforce related to child labour, forced labour, human trafficking and discrimination. [We have not been found in breach of labour law or human rights.](#)

Further we are not aware of any confirmed incidents of human rights involving workers in the value chain, affected communities, consumers and end-users.

Health & Safety

Mokveld creates healthy and safe working conditions. Our own employees for production sites Gouda and Malaysia are covered by Health & Safety Management System (ISO 45001;2018)

Our own employees Health & Safety Base year 2024	Gouda, Netherlands	Shah Alam, Malaysia
Third party Auditor, ISO 45001;2018	DNV	LRQA
Validation; issue date	1-6-2023	17-9-2024
expiry date	31-5-2026	16-9-2027
Number of work-related fatalities	0	0
Total Recordable work-related Cases	6	0
Total Manhours worked	452.360	47.232
Frequency (cases * 1.000.000 / manhours)	13	0

Other social policies and minimum Safeguards;

Anti-bribery & corruption:

We have an anti-bribery & corruption compliance manual, which underlines zero tolerance for unethical behavior and promotes integrity across all levels. [Mokveld or its senior management, including subsidiaries, have not been convicted in court for bribery and/or corruption.](#)

Taxation:

We treat tax governance and compliance as important elements of oversight, and we have adequate tax risk management processes in place. [Mokveld or its subsidiaries have not been found to have violated tax laws.](#)

Fair Competition:

We promote employee awareness of the importance of compliance with all applicable competition laws and regulations. [Mokveld or its senior management, including subsidiaries, have not been convicted of violating competition laws.](#)