



BUSINESS ETHICS

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**We love moving:
Always corporate social responsible**

December 2021

Business Ethics- Declaration

Dear customer,

It is important to know how we keep out illegal activities from our business.

Windmill Forwarding BV is not tolerating any form of illegal- or immoral activity, corruption, bribery or attempted bribery. It is against our core values of conducting business. **Windmill Forwarding** has pro-active measures in place to detect and prevent not-ethical practices/ conduct.

For our customers, we offer full compliance to laws and legislations, set by Government agencies as well as FIDI, the major branch organization for the international moving industry.

With the enclosed Charters we support a healthy business.

- We never engage in any form of bribery, either directly or indirect (like our partners).
- We never offer or make and improper payment, or authorize an improper payment to any individual, including any local or foreign official anywhere in the world.
- We never attempt to induce an individual, or a local or foreign official to behave illegally or improperly.
- We never offer, or accept, money or anything of value, such as gifts, kickbacks or commissions, in connection with the procurement of business or the award of a contract.
- We never offer or give any gift or token of hospitality to any public employee or government official or representative if there is any expectation or implication for a return favour.
- We never accept any gift from any business partner if there is any suggestion that a return favour will be expected or implied.
- We never facilitate payments to obtain a level of service which one would normally be entitled to.
- We never disregard or fail to report any indication of improper payments to the appropriate authorities.
- We never induce or assist another individual to break any applicable law or legislation.

Enclosed you will find links to two chapters that we have signed to support Anti-Trust (ATC) as well as Anti- Bribery and corruption (ABC). The signed versions are also accessible at the bottom of our homepage.

Click here for our:

[ATC- Anti Trust Charter](#)

[ABC- Anti Bribery & Corruption Charter](#)

Sincerely,
Jan Kleijmeer
CEO & Managing Director