



TIP Working Conditions Commitment and Framework

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1. Purpose

As a major contributor to the global trailer market, TIP Group supports the transition towards a more prosperous, sustainable, and resilient transport sector.

It is our vision to be the trusted partner for our customers, delivering connected solutions and powering sustainable supply chains. This implies considering the environmental, social and governance impacts in every decision we make.

The success of TIP Group's business comes from the accomplishments and well-being of its employees. The goal is to build a workplace culture that fosters leaders and allows every person to thrive, contribute and grow. This framework reflects the commitment to provide all employees all over the world with good working conditions, a safe and healthy work environment, and flexible employment possibilities that support a better work-life balance.



2. Scope

This commitment relates to all of TIP Group's employees worldwide: TIP Group will always comply with applicable laws and collective labour agreements that are in force. In situations where there is a potential discrepancy with international norms, TIP Group shall seek to uphold its company values and develop a response on a case-by-case basis.



3. Commitments

TIP Group is committed to:

- Respect, promote and fulfil the four fundamental rights in the eight International Labour Organization (“ILO”) core conventions as set out in the Declaration on Fundamental Principles and Rights at Work. This includes:
 - Freedom of association and effective recognition of the right to collective bargaining.
 - Elimination of all forms of forced or obligatory labour.
 - Effective abolition of child labour.
 - Elimination of discrimination in employment and occupation.
- Align with relevant ILO conventions related to the specific issues covered in this commitment.

3.1. Working time

The Group is committed to:

- Ensure decent working hours in compliance with all local laws applicable for working hours and overtime. Overtime shall not be excessive, do not be regular, and remain voluntary, in compliance with applicable regulations & laws.
- Paid national and religious holidays for all employees. Additional days off during important events (marriage, birth, and death of relatives) are provided.
- Provide its employees with annual paid holidays.
- Ensure adapted working conditions whenever possible to encourage employees to have outside interests, especially community involvement.
- Implement gradually work-life balance initiatives among its own employees.
- Encourage employees to volunteer and contribute to TIP Community, one of the pillars of our Stronger Together HR program.

Working patterns, hours, and overtime as well as all rules around holidays and absenteeism are laid down in local contracts and handbooks, Collective Labour Agreements (“CLA’s”) and works council agreements.

3.2. Physical & Mental working conditions

The Group is committed to:

- Protect the safety and health of all TIP Group’s workers by preventing work-related injuries, ill health, diseases, and incidents.
- Comply with relevant Occupational Health & Safety (OH&S) national laws and regulations, applicable international norms, including but not limited to ILO



conventions on OHS voluntary programs, collective agreements on OHS and other requirements to which TIP Group subscribes.

- Ensure that workers and their representatives are consulted and encouraged to participate actively in all elements of the OH&S or EHS Management system.
- Promote a workplace environment that ensures safety and supports and encourages the mental well-being of all employees.
- Making OHS part of our EHS training that is mandatory for all employees.
- Continuously raising awareness via work safety alerts, EHS annual week.
- TIP Group offers all employees and their families an Employee Assistance Program (EAP) that is available 24 hours and 7 days for mental support, Legal and Financial advice. In addition, training and materials are available for amongst others mental health support.
- In case of incidents at work that can heavily impact employees mental state a counsellor from the EAP is send to site to offer counselling to affected staff.

To find out more about the Occupational Health & Safety Policy/EHS, consult TIP Group's website.

3.3. Hybrid Model of Working

TIP has adopting a Hybrid Model of working guideline, combining working from home with working from a TIP office based on the nature of our activities. The Hybrid Model aims to provide flexibility to balance our work and personal lives.

For the Hybrid Model to be a success, both trust and accountability are essential. However, TIP Group will not compromise on one of our three values that is Teamwork and Collaboration.

We recognize our employees' desire for more flexibility, and that remote work can be successful for many roles, while knowing there is value in spending time in the office. Flexibility can be interpreted and applied in many ways. Therefore, we have defined a set of global beliefs and commitments based on our TIP values to guide our work practices going forward.

These provide global standards for working from home and from the office, while at the same time giving us flexibility in how we implement the Hybrid Model in the various countries and regions. Please refer to the Hybrid Working guidelines for more information.

3.4. Remuneration

TIP Group is committed to:

- Ensure a competitive and consistent compensation system across all locations, considering applicable collective agreements.



- Define remuneration equally and not tolerate any discrimination related to origin, nationality, religion, race, gender, disability, or age.
- Ensure that part-time workers receive the same protection, basic wage, and social security, as well as employment conditions equivalent to those agreed to comparable full-time workers.

For further details please refer to our commitment and framework of remuneration.

3.5. Personal data protection

TIP Group is committed to:

- Responsibly, fairly, and transparently collect, use, and disclose personal data (any information that relates to an individual who can be directly or indirectly identified) of employees, in line with the applicable laws, standards and norms. Process data for the legitimate purposes specified explicitly to the data subject when TIP Group collected it.
- Collect and process only as much data as necessary for the purposes specified. Personal data is mainly used for human resources, IT, occupational health & safety, labour relations, infrastructure management and audits.
- Keep personal data accurate and up to date.
- Store personally identifying data for as long as necessary for the specified purpose and aligned with legally allowed retention periods.
- Use reasonable organizational, technical, and administrative measures to the protect personal data under its control.
- Provide training to employees, managers, and specific functions on data handling.

For further detail, we refer to our Employee Privacy Policy and Data & Information Protection Policy.

3.6. Social dialogue

The Group is committed to:

- Respect the right of its workforce to freedom of association and rights to collective bargaining.
- Consider trade unions as constructive role players in the organization.
- Implement formal communication channels, systems, and grievance mechanisms in all its operations.



- Regularly monitor and assess the effective application of TIP Group's social dialogue mechanisms. To find out more about the Social Dialogue Framework please refer to that framework.



4. Implementation

TIP Group will transversally engage the relevant departments to ensure the implementation of these commitments and to communicate this framework to its employees and interested external stakeholders.



5. Procedural

5.1. Primary Owner

Chief Human Resource Officer is the Primary Owner of the TIP Working Conditions Commitment and Framework.

5.2. Secondary Owner

Remuneration Committee is the Secondary Owner of the TIP Working Conditions Commitment and Framework.

5.3. Periodic Review

The Primary and Secondary owners are responsible for reviewing this Framework at least once every three years. Any such report shall include an assessment of any significant compliance issues and recommendations for any changes.

5.4. Revision History

Version	Date	Changes
1.0	June 2022	Initial version of document