

# Code of Conduct



## Our company's commitment to ethical and responsible conduct

Our Company believes we must not only meet the expectations of our customers and consumers, we must exceed those expectations. To that end, we have adopted standards for the safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals and the environment. We are dedicated to complying with all applicable (local) laws and to conduct business in an ethical and responsible manner.

## Law & regulation

We will comply with all applicable (local) laws and regulations. We will meet applicable recognized voluntary industry standards for our products and processes.

## No child labor

We will not use child labor. We will comply with all minimum age provisions of applicable laws & regulations.

## No abuse of labor

We will not tolerate any form of forced labor or labor, which involves physical or mental abuse or any form of mental or corporal punishment.

## Workplace conditions

We will provide a safe, healthy and secure workplace. We will abide by all applicable (local) laws and regulations for safety and health.

## Freedom of Association

We recognize and respect the freedom of our employees to choose whether to associate or organize with any group of their own choosing. If employees are represented by an organization recognized under (local) law, we respect the right to bargain collectively.

## No exploitation, discrimination or intimidation

Under no circumstances will the exploitation of any vulnerable individual or group, discrimination and/or intimidation be tolerated

## Working hours and wages

We will comply with all applicable wage, work hours, hiring, benefits, and overtime laws and regulations.

## General

In the absence of a law in a particular location relating to product safety, labor, employment, environment or working conditions, the spirit and intent of these policies shall be met.

## Subcontractors and sources

We will only do business with likeminded partners that have a natural respect for our ethical standards as stated in our Commitment to Ethical and Responsible Conduct Policy. All subcontractors and suppliers are required to comply with all applicable (local) laws and regulations.

This Code of Conduct is an integral part of our company's day-to-day management process and we maintain all necessary information systems to achieve this objective.

We expect our business partners to develop and implement internal business procedures to ensure compliance with our policy.