

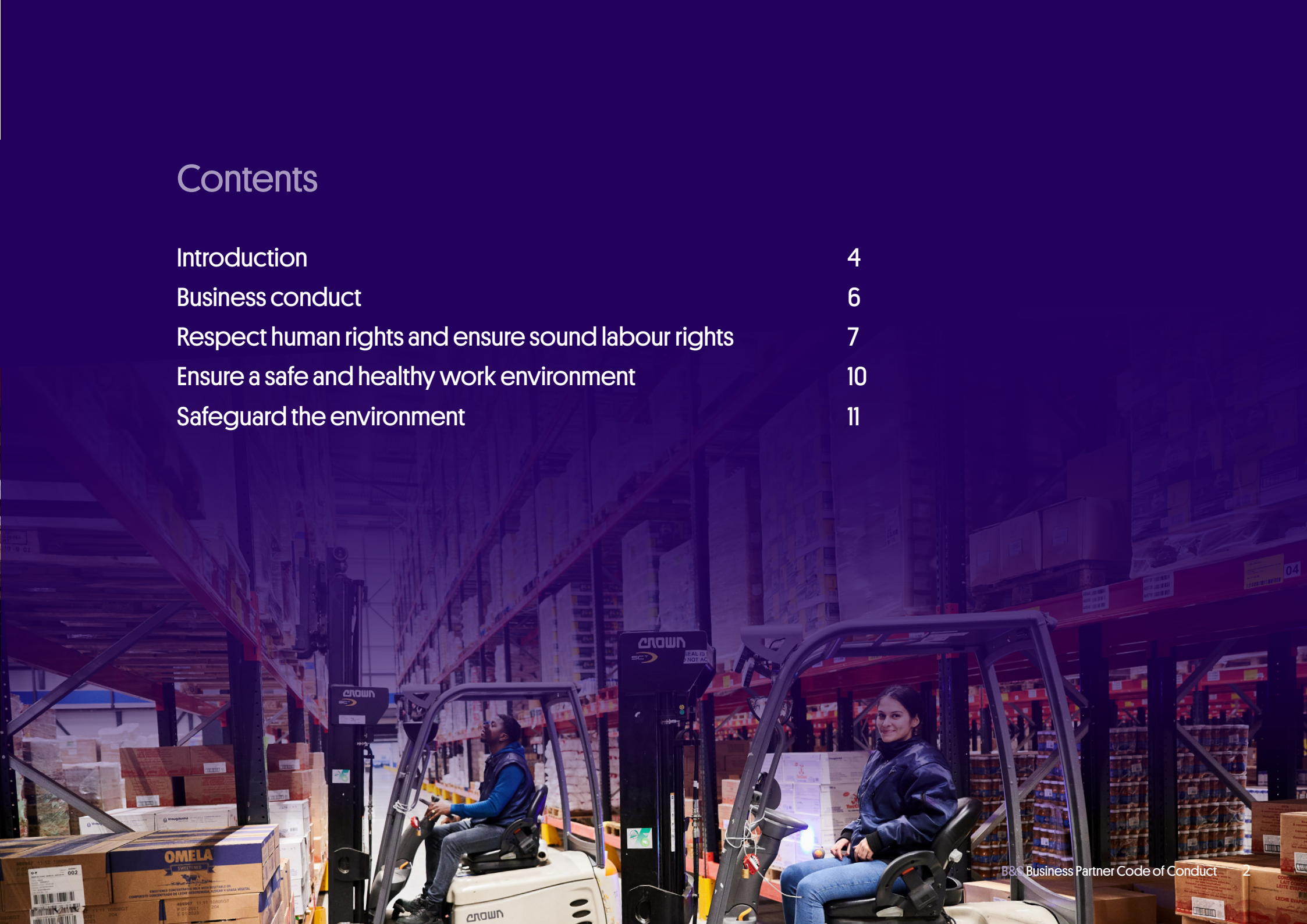


B&S

Business Partner Code of Conduct

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B&S International consists of several legal entities, each with its own distinct expertise and activities, with registered offices in different countries around the globe. These entities all embrace and adhere to the same business ethics and can act under the same B&S brand name.

Therefore, this Business Partner Code of Conduct refers to the B&S brand as a brand of the organisation of companies, whereby each reference in a legal sense means reference to the relevant legal entity.

Wherever this Business Partner Code of Conduct mentions “B&S”, “Company”, “we”, “our” or “us” (etcetera), it refers to the relevant entities separately or jointly.

Version control

Last updated	May 2026
Responsible	Sustainability and Compliance Officer

Introduction

The B&S Business Partner Code of Conduct (hereafter 'the Code') describes our expectations of our Business Partners (hereafter 'Partners') regarding good business conduct, human rights and labour conditions, health and safety, and safeguarding the environment. With Partners we mean our suppliers, customers, and other service providers to our company. We also expect our Partners to comply and adhere with all applicable international and local legislation. The Partner acknowledges receipt of this Code and commits to use reasonable efforts to comply with its principles and requirements.

This Code is informed by internationally recognized standards, including the OECD Due Diligence Guidelines for Responsible Business Conduct, the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. The requirements set out in this Code reflect the principles of these standards. The Code is aligned with our Responsible Sourcing Policy and undergoes a review every 24 months and updated as needed in response to significant change.

We conduct business in an ethical and responsible manner and therefore expect our direct Partners to use reasonable efforts to ensure that their first-tier suppliers and service providers act in line with the minimum standards set out in this Code.

Partners are expected to assess their own operations and, where appropriate, their first-tier value chain partners, in order to identify and address potential adverse impacts.

Partners are encouraged to adopt their own code of conduct and grievance mechanisms.

Should a Partner not want to acknowledge our Code, we will evaluate the extent to which the Partner has equivalent criteria and measures in place, and assess their alignment with the principles and requirements outlined in our Code.

We retain the right to conduct assessments including audits at our private label suppliers in order to evaluate adherence to the Code. In the event of noncompliance with the minimum standards, we will work with the Partner to address the situation within a designated timeframe. If the Partner remains to be unwilling to align practices with the Code, we may end the relationship.



Speak up!

We encourage our Partners to contact us if they have any questions or require further guidance. We also encourage Partners and their employees, workers and (sub-)contractors (hereafter referred to as “employees”) to speak up in the event of concerns or potential violations of this Code.

We view such communication as an opportunity to identify potential non-compliance at an early stage and to work together to address and remediate the situation.

To report concerns, please contact us via email at whistleblower@bs-international.nl, in accordance with our [Whistleblower Policy](#).



Fundamental principles of this Business Partner Code of Conduct

- Operate business in good conduct
- Respect human rights and ensure fair labour conditions
- Ensure a safe and healthy working environment
- Safeguard the environment

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Business conduct

We do not tolerate any form of bribery, corruption, fraud or other illegal activities.

We expect our Partners to comply with the following minimum requirements:

Anti-bribery, anti-corruption and anti-money laundering

- Partner shall never be associated with bribery in any way, be it accepting, initiating, engaging in, or authorising bribes.
- Partner shall not facilitate payments, nor engage in or facilitate any form of money laundering or other illegal transactions.

Fair competition

- Partner supports an open, fair and competitive business environment and will not engage in price fixing or other practices linked to unfair competition.

Conflicts of interest

- Partner shall avoid any, or any appearance of, conflicts of interests where our interests are incompatible with direct or indirect personal interests.

Financial records and confidential information

- Partner's business and commercial dealings shall be recorded and accounted for in line with the prevailing law.
- Should Partner be party to any business, commercial or financial information regarding us and our partners, it shall treat it as confidential.

Trade compliance

- Partner complies with all applicable import, export and trade control laws and regulations in every jurisdiction the Partner operates in.

Data protection

- Partner adheres to applicable data protection and privacy management laws and takes all necessary actions to prevent the inappropriate use of and unauthorised access to personal data.
- Any databreach that concerns or may concern our data, must be reported to us immediately: databreach@bs-international.nl

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Respect human rights and ensure sound labour rights

Every employee must feel comfortable, safe, and welcome in the workplace. We are committed to rewarding our employees fairly, with competitive wages and remuneration packages as well as decent working hours. We value diversity and we cultivate an inclusive work environment that fosters and is respectful of different ideas, perspectives, and beliefs.

We are equally committed to safeguarding human rights and sound labour rights in our value chain by prohibiting the use of child labour, forced labour, modern slavery and harsh or inhumane treatment of employees whilst promoting, fair wages, diversity and stimulating freedom of association.

- Protect children's rights
- Not use forced or bonded labour
- Provide fair remuneration and decent working hours
- Respect freedom of association and collective bargaining
- Create a respectful workplace
- Respect indigenous peoples' rights and land use



We expect our Partners to meet the following minimum requirements. Any suspected or confirmed violation of these requirements must be reported to us immediately.

Protect children's rights

- Partner shall adhere to the age as stipulated by the ILO minimum wage conventions; "the minimum age must not be less than the age for completing compulsory schooling, and in any case not less than 15 years", except for those countries where the minimum age is 14. Any forms of exploitation of children are forbidden.
- Partner only uses recruiters who follow labour laws and minimum age requirements for employment.
- Should young people be employed, the working conditions should be safe, and they should not be deprived of the opportunity to attend school.

Not use forced or bonded labour

- Any form of forced labour, slavery, human trafficking, or any other form of exploitation of employees is not permitted. This includes involuntary prison labour.
- Partner has policies and procedures in place to prevent the exploitation of children, modern slavery and human trafficking.

- Employees may resign without penalty and their ID and/or passports may not be withheld.
- Partners must ensure that any tin, tungsten, tantalum, and gold (3TG) used in their products are sourced responsibly and do not contribute to human rights abuses, armed conflict, or forced labour.

Provide fair remuneration and decent working hours

- Partner provides wages and benefits that meet or exceed the legal minimum wage requirements (or collective labour/bargain agreement, if applicable).
- Partner will adhere to local laws, regulations and industry standards regarding working hours and overtime.
- Employees have breaks during every working day.
- Partner pays wages according to contractual terms, on time and on a regular basis.
- Overtime is voluntary, not structural and paid at a premium.

Respect freedom of association and collective labour bargaining

- Employees have the right to form and join trade unions and bargain collectively in accordance with the applicable laws.
- If local laws prohibit the right to freedom of association and collective labour bargaining, the Partner should seek other ways of conducting meaningful dialogue with labour representatives, whilst not breaking applicable regulations.

Create a respectful workplace

- Partner shall treat everyone fairly and equally irrespective of their age, gender identity, disability, race, ethnicity, origin, religion, sexual orientation, political orientation, economic background, or any aspect of a person's identity that bears no relation to their ability to perform the job.
- Partner shall prohibit all forms of harsh or inhumane treatment of employees. Any form of abuse, violence, harassment, pressure, disciplining, bullying, corporal punishment or any other form of intimidation is not allowed.
- Partner has a grievance mechanism in place which is known to its employees, enabling them to voice concerns and raise complaints without retribution or repercussions, or being disciplined or penalised.

Respect Indigenous peoples' rights and land use

- Partner shall respect the rights of indigenous peoples, ensuring that their land, territories, and resources are not exploited without Free, Prior, and Informed Consent (FPIC) in accordance with international human rights standards.
- Partner must not engage in activities that lead to land grabbing, forced displacement, or deforestation that violates indigenous land rights and must engage in dialogue to resolve disputes over land use fairly and legally.



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Ensure a safe and healthy work environment

People are truly at the heart of our company. We are dedicated to ensuring that employees, employees of third parties, and visitors have a safe and healthy place to work and visit.

We are committed to promoting and protecting the mental and physical well-being of our employees, workers and subcontractors. We achieve this by encouraging safe behaviours, implementing health and safety measures, and helping employees take informed decisions to achieve and maintain a healthy lifestyle.

We expect our Partners to meet the following minimum requirements:

- Partner ensures safe working routines are in place and employees are not exposed to severe occupational health and safety hazards.
- All employees are covered by accident insurance that covers medical treatment for work-related injuries and illnesses and provides compensation for work-related injuries and illnesses that result in permanent disability or death.
- Partner provides employees with appropriate personal protective equipment free of charge.
- Partner provides training for employees in the safe use of tools, equipment, and vehicles, ensuring these items are safe to use.
- Partner encourages all employees to report any incidents/accidents and unsafe work practices and takes appropriate action to minimise hazards inherent to the workplace.
- Partner has emergency protocols in place, emergency evacuation exits are always kept clear to ensure quick and safe evacuation, and access to medical care is ensured.

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Safeguard the environment

Climate change, ecosystem degradation and resource depletion are some of society's biggest challenges. We are working hard to reduce negative environmental impacts that are a result of our business operations. Simultaneously, we are creating business opportunities that ensure a sustainable and future-proof value chain.

We expect our partners to meet the following minimum requirements:

- Partner complies with environmental industry standards, laws and regulations that apply to their global operations.
- Partner takes a precautionary approach to environmental matters and implements measures to prevent or minimise adverse impacts.



We urge the Partner to establish an environmental policy, set science-based emission reduction targets and implement improvement plans to decrease the environmental impact of their operations as well as value chain.

Examples of focus areas and activities include but are not limited to:

- Reducing energy consumption, producing or purchasing renewable energy, using natural refrigerants, reducing other forms of GHG emissions, and taking climate change adaptation measures.
- Preventing pollution and contributing to a circular economy by adopting sound waste management practices, limiting waste to landfill, eliminating unnecessary plastic packaging, ensuring packaging can be recycled and using pesticides responsibly.
- Ensuring water stewardship and responsible waste water management.
- Protecting biodiversity and ecosystems, sourcing sustainable raw materials, preventing deforestation and overfishing, and ensuring animal welfare.
- Ensuring ethical animal welfare by following recognised standards, preventing harm, ensuring humane treatment, and responsibly sourcing animal products.

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