

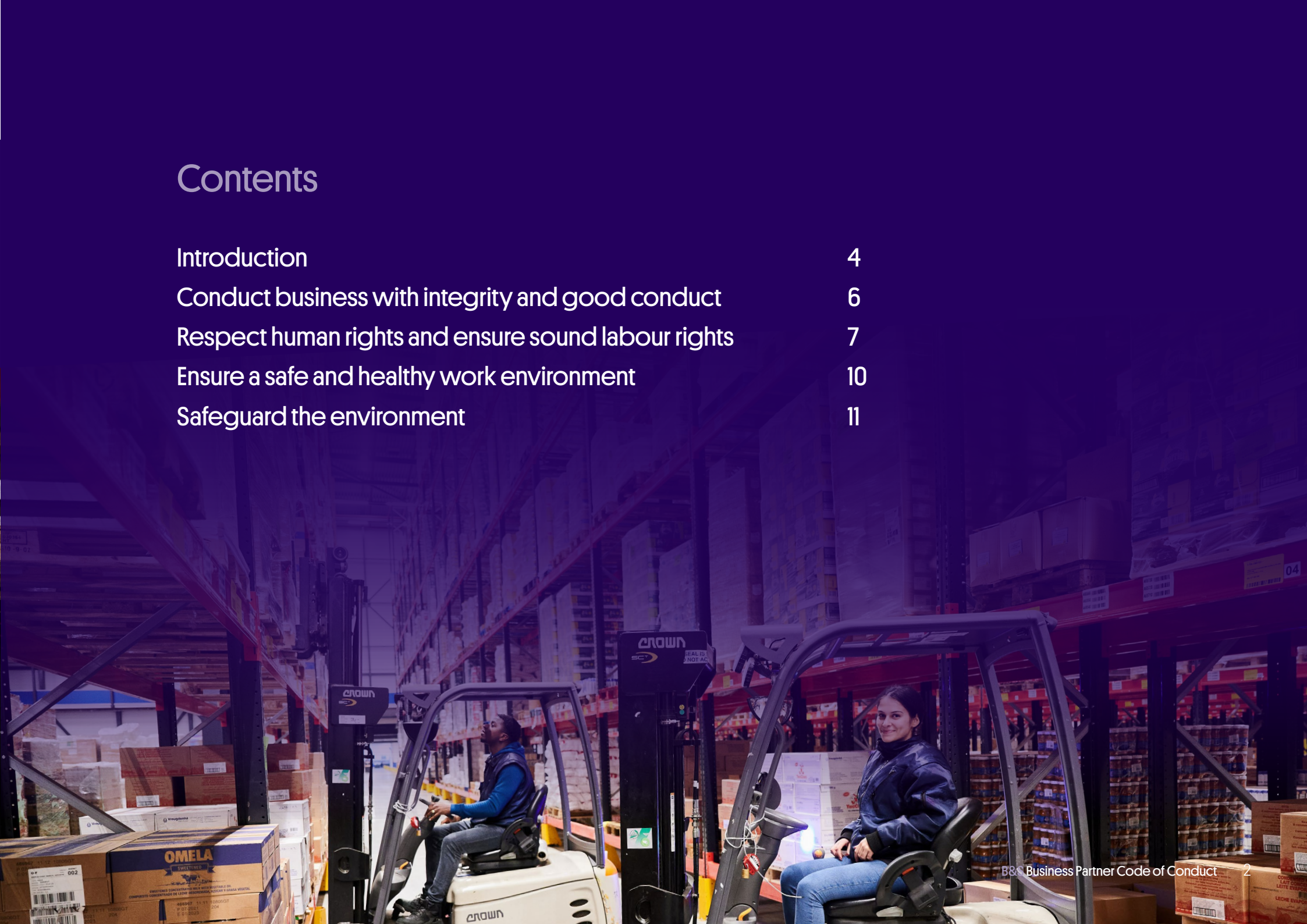


B&S

Business Partner Code of Conduct

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The B&S Group 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

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|---------------------|---------------------------------------|
| Last updated | July 2025 |
| 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. By signing the Code, the Partner agrees to adhere to these terms.

The Code is based on the Organization for Economic Co-operation and Development Due Diligence Guidelines for Responsible Business Conduct (OECD Due Diligence Guidelines), the principles of the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights (UDHR), the Fundamental Conventions of the International Labour Organization (ILO), the Rio Declaration on Environment and Development (Rio Declaration), and the United Nations Convention Against Corruption (UNCAC). 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 want to conduct business in an ethical and responsible manner therefore we expect our direct Partners to work with suppliers, customers and other service providers that comply with the minimum standards of the Code. Our Partners are asked to assess their operations and first-tier value chain partners to identify, prevent and mitigate adverse impacts. We also recommended them to set up their own code of conduct and grievance mechanism for their own business partners.

We aim to regularly evaluate compliance with the Code and retain the right to conduct assessments including audits at our Partners. In the event of non-compliance with the minimum standards, we will work with the Partner to address the situation within a designated timeframe. Should the Partner be unwilling or unable to comply with the Code, we may end the relationship.



Speak up!

We encourage our Partners to contact us in case of any questions or should further guidance be needed. We also urge our Partners and their employees, workers and (sub) contractors (hereafter 'employees') to speak up in case of any concerns or possible violations of the Code.

We see this as an opportunity to identify potential non-compliance and jointly work on rectifying the situation, rather than allowing it to continue and possibly become worse.

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

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

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Conduct business with integrity and good conduct

Our business dealings are based on fair and ethical management, trust and integrity. We expect the same from everyone with whom we do business. We do not tolerate any form of bribery, corruption, fraud or other illegal transactions. Any suspicion or confirmed cases must be reported to us immediately.

We expect our Partners to meet 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 unfair trade practices.

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, confidential information and insider trading

- Partner's business and commercial dealings will be transparent. They will be correctly 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.
- No confidential information may be used for purposes such as insider trading.

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.

We recommend that should the legal minimum wage be insufficient to fulfil basic needs, the Partner strives to pay employees enough to provide them and their families with a decent standard of living.

For more information refer to: www.wageindicator.org.

We recommend not to exceed 48 hours per week for full-time work, or 60 hours per week including overtime, and to provide at least one day off in every seven days. This guidance aligns with ILO Conventions, the Responsible Business Alliance (RBA) Code of Conduct, and the Sedex Members Ethical Trade Audit (SMETA) Best Practice Guidance.

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 Suppliers to meet the following minimum requirements:

- Partner complies with all 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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