



B&S

Code of Business Ethics

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 Code of Business Ethics refers to the B&S brand as a brand of the organization of companies, whereby each reference in a legal sense means reference to the relevant legal entity.

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



Throughout our history, we have focused on building a purpose-driven organisation trusted by people around the world. One of the greatest assets of our company must remain our uncompromising integrity in everything we do, and the trust our partners and people place in us must never be taken for granted.

We must always remember that the decisions we make today define our tomorrow. Everyone who acts on behalf of B&S must act with integrity, take responsibility for their actions and always do the right thing, even when it is challenging.

Our revised Code of Business Ethics explains who we are and what we stand for. It sets out essential norms and provides guidance to help us understand what is expected of us, how we live our values and when we should ask for help or speak up.

By following the principles of this Code of Business Ethics, we will preserve the trust people place in us. It is because of your continued commitment to living our values and doing the right thing that we have become the B&S we are today. Let us act responsibly and continue to build a company we can all be proud of.

Version control

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The ten principles of the UN Global Compact



Human Rights

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2:

Make sure that they are not complicit in human rights abuses.



Labour

Principle 3:

Businesses should uphold the freedom of association and the right to collective bargaining.

Principle 4:

The elimination of all forms of forced and compulsory labour.

Principle 5:

The effective abolition of child labour.

Principle 6:

The elimination of discrimination in respect of employment and occupation.



Environment

Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.



Anti-corruption

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

We are a proud member of the United Nations Global Compact since 2010

More information: [UN Global Compact](#)

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Introduction

Our corporate culture

The history of B&S, as we know it today, began in the 1970s. It all started with a small Dutch shipping company and a big vision for the consumer goods industry. Determined to grow the company, B&S rapidly expanded its range of products and solutions.

Because of our drive to go beyond the ordinary, we became the global player we are today. We provide unmatched reach, excelling in making premium consumer goods available to everyone, anywhere. Our entrepreneurial mindset drives us forward, guided by our five core values: **Reliable**, **Eager**, **Agile**, **Curious**, **Human (REACH)**.

Living by our values

Our values are centred around our purpose. They guide our way of working and our decision-making. They also tell our clients, their customers and others what to expect from us. By staying true to our values, we'll grow and prosper both as a company and as individuals.

Our leadership's behaviours further guide our actions and decision-making so that we do the right thing for the business and our stakeholders, with reward being linked to delivery and performance. In doing so, we create a culture that promotes accountability, fosters talent and supports colleagues in achieving their career potential.



Our core values



Reliable

We strongly believe that premium products and solutions can only come from trusted companies. We focus on long-term partnerships, delivering consistent quality and transparency in everything we do. Regardless of the circumstances, we keep our promises and commitments. It is how we ensure a culture of trust and openness. For our people, our partners and society.



Eager

Being passionate, ambitious and taking pride in our work is ingrained in our DNA. We empower and give great responsibility to every member of our team. At any level or function, and at any stage in their B&S journey. Having the freedom to reach beyond the ordinary and grow by leaps and bounds is what our people thrive on.



Agile

Drawing on more than 150 years of entrepreneurship, we have refined the way we excel at connecting supply and demand. Being flexible, innovative and resourceful, makes us always look for the best possible solutions and go where no one else ventures to go. We leverage our expertise while always trying to stay one step ahead, enabling us to react quickly to the ever-changing business environment in which we operate.



Curious

Our founders have built the company with their entrepreneurial spirit. That spirit still thrives. We are good listeners and embrace continuous learning. We stimulate ideas and encourage new initiatives that contribute to sustainable growth and new ways of fulfilling our mission.



Human

We believe in the power of working together, wherever we are - across time zones, regions and locations. Our diversity of thought and background is what makes us the global company we are today. We strive to build strong relationships and teams by valuing, respecting and learning from each other in order to achieve mutual success in an inclusive environment.

Purpose and scope of our Code of Business Ethics

To uphold our high standards and excellent reputation, we must work hard and make the right decisions. To guide our decision-making, we have developed our new Code of Business Ethics (the 'Code'). Our Code defines the standards we hold ourselves to, what we believe in and how we conduct ourselves and our business. The Code also helps us identify and manage risks relevant to our role.

While this Code doesn't cover every situation, it provides guidance on how to handle situations in an ethical and responsible manner. It also provides additional resources such as links to specific policies and procedures, as well as information on departments to contact.

By understanding and following our Code, each of us contributes to maintaining and building trust with our stakeholders. It is important that we always fulfil our commitments and act with integrity towards our stakeholders.

The Code is amongst others based on the OECD Guidelines for Multinational Enterprises, the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization (ILO), the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

The Code complements existing rules, policies and guidelines. These include but are not limited to the corporate personnel guides, financial policies and procedures, and whistleblowing policy.

If an individual is found to have violated the law, the Code or other Company policies, we can take disciplinary action, which may include the termination of employment.

Our key principles and beliefs

- We are fair and transparent in our interactions with customers and suppliers
- We respect and protect the well-being and safety of our employees
- We fulfil our responsibilities to our shareholders and investors
- We safeguard the environment & human rights and contribute to society
- We represent B&S responsibly in public, in press and on social media

Who must follow the Code?

Our Code applies to all B&S employees, including colleagues, temporary workers, (sub)contractors, supervisors, directors, managers, senior management, and the board of directors in every country and of every B&S affiliate. In addition, we want to work with businesses and people that meet our standards and share comparable values.

What is expected of you

The trust of our customers, communities, associates and business partners is our competitive advantage. Every day, we must consider whether our actions and decisions are contributing to a culture of trust and openness.

As one B&S team, we:

- Promote and display our commitments and values through our daily words and actions;
- Know and follow the Code and Company policies;
- Act ethically and with integrity in all business dealings;
- Speak up when we have a question, issue or concern; and
- Fully cooperate with compliance investigations.

Additional expectations for our managers and supervisors

Supervisors and managers set the tone for their teams. They are often the first people employees turn to with questions.

Supervisors and managers are required to:

- Lead by example and maintain, promote and live our Code in their daily work;
- Ensure an ongoing awareness of our Code within their team;
- Encourage employees to speak up if they have questions or concerns;
- Identify compliance risks and make appropriate decisions within their area of responsibility; and
- Fully cooperate with compliance investigations.



Not sure about a situation?

No Code of Business Ethics can provide answers to every ethical consideration you may come across.

Still, it is our joint responsibility to apply the Code to the best of our abilities. Whenever you're in doubt, ask yourself:

- Would a reliable company act this way?
- Would my actions comply with our Code and other policies?
- Would my actions and their consequences reflect positively on B&S?
- Would I feel comfortable sharing my actions publicly?
- Have I been asked to misrepresent information or deviate from normal procedure?
- Is this the right thing to do?

If you're not sure, seek advice!

Speak up!

If you witness unethical, improper or illegal behaviour in the workplace, or have a good reason to suspect such behaviour, we encourage you to speak up. Employees will not be retaliated against for raising any concern. Report your concerns to your manager or contact one of our [confidential advisers](#). Your report will be treated confidentially and with care. B&S takes all reports seriously and will investigate them appropriately.



2

We are fair and transparent in our interactions with customers and suppliers

Competition

We believe that consumers deserve access to the broadest assortment of quality goods at the best prices.

As much as we want to be the best and win, we will always act fairly and within the confines of the law and regulations.

As one B&S team, we;

- Do not conclude agreements that violate competition laws;
- Achieve competitive advantages exclusively by outperforming our competitors; and
- Stimulate an open, fair and competitive business environment and will not engage in price fixing or other unfair trade practices.



Bribery and corruption

We do not tolerate any form of bribery or corruption.

We do not bribe any government officials, company or private person, nor do we accept any bribes or solicit gifts, favours or entertainment. We expect the same from everyone with whom we do business.

Bribery is defined as giving or receiving anything of value to or from any person, including government officials and commercial parties, for the purpose of obtaining or retaining business, influencing decisions, or securing an improper advantage in the conduct of our business. Bribery should not be confused with reasonable and acceptable payments for occasional meals, gifts, entertainment or other 'business courtesies', or normal costs to fulfil a valid contract.

As one B&S team, we;

- Are alert to bribery, corruption and kickbacks and immediately report any suspicion or observance of bribery to our manager or our [Legal Department](#);
- Do not accept any influence in decision-making from suppliers, customers or others, by means of promises, gifts, bribes or kickbacks, or by any unethical practices that may tarnish our reputation. Even the appearance of such conduct shall be avoided;
- When working with agents, do not permit the agent or their business partners to engage in any actions prohibited to B&S employees;
- Know how to identify and report 'red flags' that suggest an agent may be engaging in prohibited bribery;
- Adhere to the FCPA (Foreign Corrupt Practices Act), UK Bribery Act and similar laws and regulations elsewhere in the world;
- Record any business-related expenses and their purpose honestly and accurately; and
- Communicate our stance against bribery and corruption to our business relations.



Gifts

We handle gifts, favours and hospitality with great caution.

Accepting excessive gifts and acts of hospitality can affect our business judgment and lead to expectations from third parties. Gifts, favours and hospitality are only accepted when they are consistent with general accepted business practices and ethical standards and do not, in any way, violate applicable law. In accepting gifts, favours or hospitality, any attempt of bribery or kickback should always be avoided.

As one B&S team, we;

- Do not accept or give any gifts, favours and hospitality that may result in an obligation for the other party;
- Ensure that our business relations understand that giving or receiving something of value will not result in favourable treatment or influence decision-making;
- Inform our manager when we receive a gift. An exception applies to customary promotional gifts with a value of up to €50. These may be accepted without permission;
- As an employee do not give promotional gifts to business relations. Managers coordinate the provision of promotional gifts to business relations of B&S. For promotional gifts with a value of more than €50, the manager will request written permission from the segment director or the board;
- Record all gifts received from business relations as well as any expenses related to gifts, meals, entertainment or anything else of value provided to business relations; and
- Consult our manager when in doubt as to whether a gift can be received or given.

Fraud/theft

We maintain a zero-tolerance attitude towards fraud and theft.

The term fraud refers to any deliberate act by an employee or third party, that involves deception in order to obtain an unlawful or illegitimate benefit. Theft is defined as the dishonest appropriation of property belonging to another, with the intention to permanently deprive the other of it. All the divisions, business units and employees within B&S are subject to general policies, procedures and control mechanisms to prevent and detect fraud.

Reports of (attempted) fraud or theft will be thoroughly investigated by an independent investigation team and reported to the Executive Board. In principle, in case of (suspected) fraud or theft, report will be made to the authorities.

As one B&S team, we;

- Refrain from committing fraud;
- Maintain accurate books and records and an adequate internal accounting system; and
- Are alert to fraud and report any suspicion to our manager or our [Legal Department](#).



Money laundering

We do not engage in illegal transactions or transactions suspected of being involved in money laundering.

All our (new) business relations are thoroughly screened and approved, amongst others by Ultimate Beneficial Owners and sanctions lists screening procedures.

Trade compliance

We comply with all applicable import, export and trade control laws and regulations in every jurisdiction we operate in.

Our status as Authorised Economic Operator enables us to work in close collaboration with customs authorities to assure the common objective of supply chain security based on the principles of mutual transparency, correctness, fairness and responsibility.

We are subject to the Union Customs Code (UCC), the EU regulation that provides rules and procedures for products that are brought into or are taken out of the customs territory of the European Union. To ensure that our operations continuously meet all criteria for both customs simplification (AEOC) and security and safety (AEOS), our focus lies on complying with customs legislation and taxation rules, appropriate record keeping, financial solvency, proven practical standards of competence and appropriate security and safety measures.

As one B&S team, we;

- Do not accept any cash payments with the exception of consumer cash payments for products sold in our stores;
- Do not make payments to anyone other than our suppliers and do not accept payments from anyone other than our customers; and
- Exercise due diligence regarding all our (new) business relations prior to conducting any business.

As one B&S team, we;

- Know that commercial activity with certain countries, territories, entities, persons, sectors or products is prohibited. As a general policy, we must not engage in any dealings with Cuba, Iran, North Korea, Syria, Russia and the Crimea region of Ukraine, or any other country that may be added to this list in the future, and we may not assist others in dealings with those sanctioned countries;
- Remain alert to any suspicious activities, such as third parties sending our items to prohibited destinations, entities or persons. Report any concerns to [B&S Legal Department](#); and
- Exercise due diligence to comply with sanctions, export controls and anti-boycott requirements.

Product quality and safety

We comply with the strictest food safety, product quality and safe storage standards.

We take pride in operating ISO 22000 and HACCP certified warehouses and apply a high-level processing risk management system. We are approved by the US Army Public Health Command (USAPHC) for our food distribution to military operations and are an officially registered supplier to the United Nations Global Marketplace (UNGM). For the storage of flammable household liquids that are part of the assortment of our Health care, Beauty and Personal Care operations, we adhere to Seveso-III.

As one B&S team, we;

- Continuously improve to ensure food safety, product quality and safe storage facilities;
- Adhere to the strictest requirements in our daily operations; and
- Take concerns related to food safety, product quality and safe storage seriously; we flag any irregularities or incidents in our reporting systems, and address them quickly and appropriately.



Conflicts of interest

We avoid conflicts of interest or any appearances of conflict of interest.

Our good reputation is everything. We depend on the trust of our clients, suppliers and other third parties. A conflict of interest exists when an employee's personal interests are inconsistent with the interests of B&S and may compromise his or her judgment, decisions or actions at work and/or may be detrimental to B&S.

As one B&S team, we;

- Make sure that personal interests do not influence our business judgment or decision-making;
- Avoid any situation in which a conflict (or the appearance of a conflict) could arise between personal interests and the interests of B&S. This includes transactions with yourself or a family member, as well as transactions with businesses in which the employee has an interest or is otherwise involved; and
- Fully disclose actual or potential conflicts of interest to your manager.

Doing business with governments

We understand and adhere to the rules and regulations of governments and government affiliated organisation we work with such as the United Nations.

Governments make rules to protect the public interest and the public treasury. Governments will do business only with responsible contractors who have a satisfactory record of integrity and business ethics.

We value our strong relationships with government entities. In every interaction, government officials should have full confidence in our integrity and transparency. Not only can the failure to uphold our integrity jeopardise existing relationships and opportunities to participate in future government procurement opportunities, but it can also result in reputational damage and even civil and criminal penalties.

As one B&S team, we;

- Participate in the employee business ethics and compliance training programme and apply an internal control system;
- Accept, understand and implement applicable government procurement laws and procedures, including in all competitive bidding situations such as tenders, everywhere we do business;
- Submit only truthful and accurate information to government entities and government officials; and
- Do not give, offer, promise or pay anything of value to any government or government official, anywhere in the world, with the purpose or intent of improperly obtaining or retaining business.



Privacy and confidentiality

We handle all personal data with the utmost respect.

As part of our routine business operations, we collect personal data from our employees, customers, suppliers, and other stakeholders. Personal data broadly refers to any information that identifies or relates to an identifiable person. We store personal data for legitimate business purposes only.

In our B&S Privacy Policy we explain how we gather, use, disclose, retain and manage personal data in line with the laws and jurisdictions in which we operate.

As one B&S team, we;

- Respect the personal data we receive and keep it secure;
- Handle personal data with utmost care and only for legitimate business purposes; and
- Report (potential loss) of personal data to [B&S International Data Breach](#).



More information: [B&S Privacy Policy](#)



3

We respect and protect the well-being and safety of our employees

Respectful workplace

We believe that every employee deserves to feel comfortable, safe and welcome in the workplace.

B&S has a zero-tolerance policy against disrespectful, hostile and violent behaviour of any kind. This includes bullying, violence, discrimination, (sexual) harassment, abuse, intimidation and exploitation.

As one B&S team, we;

- Act respectfully towards others at all times;
- Consider the impact of our behaviour on the well-being of others;
- Do not tolerate any form of harassment, bullying or discrimination;
- Report, and encourage others to report, incidents of harassment or retaliation to our Human Resources representative, designated confidential representatives or anonymously using the external hotline;
- Take all harassment complaints seriously. Managers should be attentive to possible cases of intimidation or harassment and create a safe environment for employees to report potential violations; and
- Do not retaliate against anyone who files a report. In the event a complaint is submitted, B&S will start an investigation and take appropriate action in accordance with the [Code of Conduct Inappropriate Behaviour](#) and the [Regulations for Handling Complaints about Inappropriate Behaviour](#).

More information:

[Confidential advisers](#)

[External confidential advisers](#)



Labour conditions and human rights

We reward our employees fairly, with competitive wages and remuneration packages and we protect our employees from unfair and unethical working conditions.

We reward our employees fairly, with competitive wages and remuneration packages that are consistent with the applicable local requirements, industry standards and ILO conventions. In addition, our employees have standard working hours in accordance with applicable local regulations, industry standards and the ILO conventions. Our employees are entitled to become a member of a trade union or works council.

B&S prohibits child labour, human trafficking, modern slavery or any other form of forced labour.

As one B&S team, we;

- Pay wages on time and on a regular basis in accordance with contractual terms and national legislation. We do not make illegal or unauthorised deductions from wages. Women and men are paid equally in accordance with their job specifications;
- Adhere to applicable local laws regarding regular and overtime working hours;
- Oversee that overtime work hours are performed on a voluntary basis;
- Limit working hours to a maximum of 60 hours per week;
- Apply a minimum of one day off after 6 consecutive working days for all employees; and
- In case of (suspected) violations or any doubt, contact your Human Resources representative immediately.



More information:
[Personnel Guide](#)
[ADM Policy](#)

Safe and healthy work environment

We take pride in taking care of each other and are committed to a safe and healthy work environment for all our employees.

We provide employees with the right information and tools to prevent injuries and illness at work and at home. Safe and healthy working conditions increase employee motivation, lower the average absenteeism and contribute to the effectiveness of B&S. Creating and maintaining a safe working environment – in our warehouses, in our offices and in higher-risk locations is a collective effort.

As one B&S team, we;

- Actively participate in health and safety training and comply with all health and safety-related policies and procedures at all times;
- Always wear personal protective equipment in warehouses;
- Stay home when we're sick to avoid the spread of viruses among our co-workers;
- Do not work under the influence of drugs, alcohol or medication that may impact our ability to work safely. Our Alcohol, Drugs and Medication (ADM) policy sets out clear regulations and procedures;
- Always report accidents, incidents and near misses to the supervisor; and
- Speak up when we have any concerns and connect with our [Corporate Safety & Security](#) (S&S) department.

Equality, diversity and inclusion

We value diversity in our organisation and we cultivate an inclusive work environment that fosters and is respectful of different ideas, perspectives and beliefs.

In doing so, we contribute to a sense of belonging amongst our employees. As a diverse group of people, we're also more culturally savvy and able to do business anywhere in the world in a respectful manner.

As one B&S team, we;

- Recruit, employ, pay and promote based on job requirements, responsibilities and merit;
- 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; and
- Follow our Diversity & Inclusion (D&I) policy and share responsibility for implementing the Company's D&I guidelines.



4

We fulfil our responsibilities to our shareholders

Insider trading

We do not participate in insider trading.

Insider trading may occur when any person subscribes, buys, sells, deals, or agrees to subscribe, buy, sell, deal in any B&S shares while in possession of inside information relating to B&S. Inside information is information relating to B&S which is considered both price sensitive and not publicly available.

People who engage in insider trading abuse certain unpublished price-sensitive information relating to B&S to profit at the expense of general investors who do not have access to such information. Insider trading is illegal and can result in serious sanctions, including the termination of employment at B&S.

As one B&S team, we;

- Refrain from trading B&S shares with the advantage of having access to insider information that is not public and, if published, would impact the price of B&S shares in the market;
- Will not share inside information with others and keep this information confidential;
- Will not spread false information to manipulate the price of B&S shares; and
- Ensure the timely and adequate disclosure of price-sensitive information by our [Investor Relation Department](#).

More information: [Insider trading Policy](#)



Business, [non]financial records and risk management

We record all business transactions, (non) financial information and other actions in our administration in a correct, precise and truthful manner. We also practice adequate risk management.

All of us – not only accounting, finance and risk management employees – are responsible for the accuracy and completeness of records as well as adequate risk management.

Investors such as financial institutions and creditors as well as other stakeholders have a legitimate interest in B&S' financial, sustainability and accounting information. We have an obligation and moral responsibility to our shareholders and stakeholders to disclose this information. To preserve their trust, uphold our reputation and credibility, and remain successful as a business, accurate and complete record keeping is critical.

Our sound risk management practices and internal control frameworks enable us to quickly adapt to changing external circumstances. They also limit our exposure to risks that influence B&S' market position, turnover, net profit, liquidity and ratios, as well as risks to the environment.

As one B&S team, we;

- Avoid any false or misleading representation of B&S;
- Record all transactions and business actions accurately; we make sure that every accounting, financial or non-financial record accurately reflects what is included in the supporting documentation;
- Ask our manager for help when we have questions about recording transactions, completing forms or any other type of record keeping;
- Continuously maintain our risk management systems and related internal control mechanisms, procedures and guidelines; and
- Report any concerns regarding (non) financial record keeping and risk management practices to our [Internal Audit Department](#).



Relationships with affiliates and related party transactions

We ensure that all business transactions are performed 'at arm's length' at all times.

This means that all transactions between and among the group companies (also called 'affiliates') and other related parties must comply with B&S policies and all applicable laws and regulations, including OECD regulations and (local) tax regulations.

As one B&S team, we;

- Follow the guidelines in our transfer pricing policy for managing the transactions between and among B&S affiliates; and
- Follow our Related Party Transaction procedures. Above a specified amount, transactions to related parties (outside of B&S) must be authorised by the Executive Board and/or Supervisory Board.



Assets, [cyber]security and restricted access

We protect and respect all assets owned by B&S, including physical assets, intellectual property and confidential information.

We protect and respect all assets owned by B&S, including physical assets, intellectual property and confidential information. We strongly value good cybersecurity habits and the responsibility to keep our company cybersafe lies with all of us, not just the IT department.

Our customs bonded warehouses are a key element of our unique business model. We're proud of our accreditation and must take great care to preserve it by ensuring strict access protocols are in place.

As one B&S team, we;

- Treat all physical assets such as facilities, equipment, computers, smart devices and networks with care and safeguard assets against damage, loss, or theft;
- Avoid the use of B&S funds, equipment and other assets (including intangible assets) for personal or inappropriate use;
- Are alert of suspicious of unusual e-mail request and we don't click on an email we don't trust;
- Install security updates in a timely manner, create and use strong passwords and never share them with anyone;
- Keep a desk clean and never leave sensitive/secret documents unattended.
- Realise we're working with company secrets or company sensitive data. These data are extremely interesting for competition, so keep them confidential. Don't just share pricelists, suppliers, contracts and/or other sensitive/secret documents;
- Follow our strict access control protocols at all times and remain vigilant about potential unauthorised access to our physical locations and systems; and
- Immediately report security threats, including the known or suspected loss, theft and unauthorised use of B&S assets, intellectual property and confidential information to our [IT Security & Compliance Department](#) and [Legal Department](#).



5

We safeguard the environment & human rights and contribute to society

We reduce our environmental footprint and respect human rights in our supply chain.

At B&S, we're on a mission to make consumer goods available to everyone, anywhere. Naturally, we pursue to do this in a responsible and sustainable manner. We act as a good corporate citizen and are committed to conducting business with respect for human rights and the environment. Our sustainability strategy 'Reach with Impact' explains our vision and focus areas.

More information: [B&S Sustainability](#)

As one B&S team, we;

- Reduce our environmental impact and create business opportunities that ensure a sustainable and future-proof value chain by:



Taking climate action by becoming climate neutral in our own operations and reducing carbon emissions from our distribution activities in line with the United Nations Framework Convention on Climate Change (Paris Agreement).

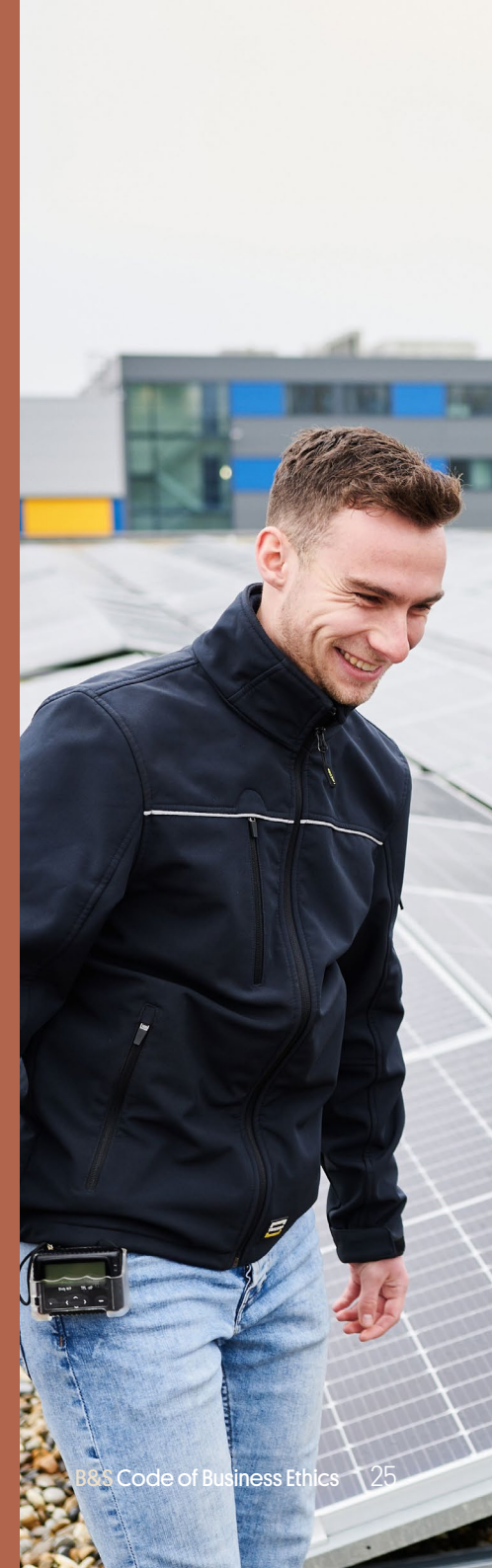


Being resource conscious and contributing to a circular economy by reducing packaging and waste, maximising recycling efforts and using recycled and renewable materials.



Offering sustainable brands and products and conducting responsible sourcing practices.

- Safeguard human rights in our supply chain by prohibiting the use of child labour, forced labour, modern slavery, harsh or inhumane treatment of workers whilst promoting a diverse and inclusive workforce, fair wages and freedom of association;
- Give back to the communities we operate in through volunteering and monetary and in-kind donations;
- Collaborate with business partners to advance human rights and safeguard the environment-
- sustainability is an integral part of business conversations with our customers and suppliers; and
- Report activities and progress in our annual report and on our website; and
- Report any potential human rights violations or environmental hazards to our [Sustainability Department](#).



6

We represent B&S responsibly in public, in the press and on social media

We communicate our story consistently and professionally to the public in order to uphold and strengthen our reputation.

Our employees are at the heart of our success and our relationships with the general public and key stakeholders. Every day, each of us serves as an ambassador and builds the reputation of B&S.

Communicating accurate and timely information to external audiences is vital to our reputation and is required to meet our regulatory and legal obligations as a listed company. For this reason, only a few designated people are authorised to speak on behalf of B&S. Any requests for information about B&S should therefore be referred to B&S [Investor Relations](#) or [Corporate Communications](#).

Use social media wisely

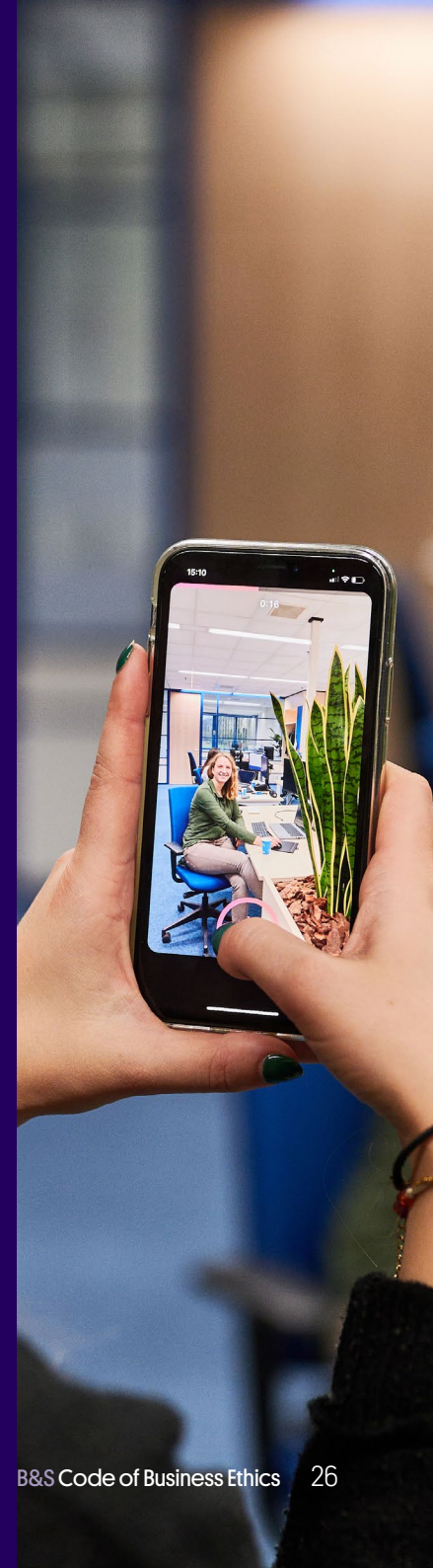
Social media can be a great way to build relationships and exchange ideas. While we respect your legal right to use social media, please use it in a way that's in line with our values and policies.

Remember that the way you express yourself on social media not only reflects on you- it can reflect on B&S, too. When using social media, make it clear that you're a Company employee and that your views are your own. In communications related to B&S, you should never give the impression that you're speaking on behalf of the Company, unless you have the explicit right to do so.

It is not permitted to disclose any confidential information about the Company, our customers, suppliers, competitors or other business partners, and/or to post anything that is not compliant with our Insider trading policy and/or might constitute a threat, intimidation, harassment or bullying.

As one B&S team, we;

- Don't make public statements or commitments on behalf of B&S, nor do we use the B&S name, logo or other corporate materials in public communications unless it is approved by the Corporate Communications team;
- Make clear that any opinions expressed are our own and never give the impression that we're speaking on behalf of the Company;
- Don't respond to inquiries from the media or industry analysts but forward them to our Corporate Communications team;
- Direct all interactions with and inquiries from the financial community to Investor Relations;
- Follow B&S' guidelines for the use of social media and are honest and responsible in our online behaviour; and
- Don't make public references to competitors unless Management, Corporate Communications or Investor Relations has given pre-approval to do so.



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