



CODE OF CONDUCT

**OF
B&S GROUP S.A.**

B&S Group S.A., Mensdorf:

Texts and illustrations of this brochure and all its individual items are subject to copyright of its respective owners. All information and data are provided for informational purposes only. B&S Group S.A. ("B&S Group" or the "Group") has strived to provide information in this brochure that is fully accurate and up-to-date. However, no legal rights can be derived from its content. Neither B&S Group nor any of the content providers of this brochure shall be liable for any errors in the content - including typographical errors - nor for any actions taken in reliance thereon.

To all agreements whereby we act as seller our general terms and conditions of sale, delivery and payment apply, and to all agreements whereby we act as buyer our general terms and conditions of purchase apply, which you have received from us, and which are also deposited at the commercial register and published at www.bs-group-sa.com. We expressly reject the applicability of your terms and conditions.

CONTENTS

Ethics within B&S Group	5	Inclusion	11
		Intimidation and harassment	11
Scope	5	Drugs and alcohol	11
Scope	5	The right of association	12
Good practices and social responsibility	5	Safety, quality and personal well-being	12
Internal responsibility, accountabilities and enforcement	5	Working hours	12
Additional responsibilities of managers	5	Remuneration	12
External promotion	6	Other labour and human rights	12
Development of the Code of Conduct	6		
Integrity and legal compliance	7	Sustainable supply chain	13
Conflicts of interest	7	Food safety	13
Money laundry and illegal transactions	7	Storage of dangerous goods	13
Corruption and bribery	7	Customs compliance	13
Gifts and favors	7	Long-term relationships	13
Fraud	8	Innovative supply chain	14
Foreign Corrupt Practices Act	8	Energy & waste management	14
Business relations	8		
Competition	8	Community	15
Presence in high risk countries	8	Community contributions	15
Assets, data handling and information	9		
Safeguarding assets	9		
Electronic communications tools	9		
Privacy	9		
Confidentiality	9		
Stakeholders relations	9		
Relationships with affiliates	9		
Financial administration	9		
Risk management and internal control	10		
Working conditions and working environment	11		
Teamwork	11		

ETHICS WITHIN B&S GROUP

- *We are responsible to all our stakeholders, the community and to the environment*
- *We strive to continuously apply sustainable business practices in order to achieve our long-term objectives*
- *We strive to be an enterprising, well-respected and trustworthy organisation*
- *We are honest and act with integrity*
- *We take personal responsibility with respect to business ethics and conduct*
- *We actively propagate our business conduct in order to protect and improve B&S Group's integrity and reputation*
- *We trust our managers to act as role models and as positive activist of good business conduct*
- *We expect ethical behavior from all stakeholders with whom we do business*
- *We continuously improve, monitor and evaluate our business conduct*
- *We act according to the law and regulations as well as to ILO and UN conventions at the minimum*
- *We avoid conflicts of interest*
- *We do not involve in money laundry, illegal transactions, corruption and bribery*
- *We accept gifts and favors only with great caution and avoid conflicting loyalties*
- *We prohibit fraud*
- *We serve our clients in the best possible way and add value to their business*
- *We compete fairly*
- *We adapt to local legislation in high risk countries, always preserving B&S Group's high standards of ethical conduct*
- *We safeguard our assets and data*
- *We use our electronic communication tools professionally and responsibly*
- *We recognize and respect personal privacy*
- *We protect confidential information*
- *We are fair, honest and open in our communication to stakeholders*
- *We respect each other and have respect for other stakeholders*
- *We do not misuse our corporate structure and comply to company policies and OECD regulations*
- *We administrate and report in a correct, precise and truthful manner*
- *We manage business risks and mitigate risks by following procedures and internal control mechanisms*
- *We establish working conditions and a working environment that supports excellence*
- *We build on outstanding relations based on trust, respect and teamwork*
- *We treat our employees fairly and avoid discrimination*
- *We do not tolerate intimidation and harassment*
- *We do not use drugs and alcohol during work hours*
- *We promote the right to associate*
- *We protect the health, safety and personal well-being of others and ourselves*
- *We have respect for fundamental labor and human rights and are never involved in child labor or forced labor*
- *We foster the environment and strive to reduce waste and energy*
- *We are proactive members of our communities*

SCOPE

Scope

This Corporate Code of Conduct is applicable for all staff members (including temporary workers) of B&S Group and all the business units and liaised group companies of B&S Group.

The Code is complementary to the various other rules and policies, such as the corporate personnel guides, financial policies and procedures and other general guidelines applicable within our company.

Good practices and social responsibility

B&S Group is focused on generating added-value for all its stakeholders, for its clients, its shareholders and all its other business partners.

In accordance with legal regulations and vis-à-vis all its stakeholders it is the responsibility of B&S Group to strive continuously to apply sustainable practices in order to rank among the leading enterprises in our industry.

B&S Group strives to maintain good relationships with both its stakeholders and the community in its immediate vicinity. We further continuously strive to an enterprising, well-respected and trustworthy organisation that makes a sustainable contribution towards society.

In the interest of all stakeholders we try to achieve an optimum balance between our achievements in the field of long-term sustainability and B&S Group's core objectives.

To this end B&S Group constantly invests in the most up-to-date logistics facilities, innovative logistic concepts and ICT solutions and seeks improvements to entrepreneurial policies, working methods and best practices so as to enhance its leading positions in its respective markets.

Safe working environments and a professional Code of Conduct are priorities in our day-to-day working methods.

Internal responsibility, accountabilities and enforcement

All staff members should understand the principles, procedures and guidelines stated in this Code of Conduct. It is expected that staff members work in the spirit of those principles and actively propagate them in order to protect or to improve B&S Group's integrity and reputation.

All staff members that have questions, issues, or suggested improvements, related to the Code of Conduct are invited to contact the Executive Board of B&S Group.

Compliance with this policy of business ethics and conduct is the responsibility of every employee. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including possible termination of employment.

Additional responsibilities of managers

B&S Group managers are expected to lead according to our standards of ethical conduct, in both words and actions. Managers are responsible for promoting open and honest two-way communications. Managers must be positive activists and role models and must be diligent in reporting unethical or illegal conduct.

All allegations of improper, illegal, or unethical conduct will be promptly and objectively investigated.

Employees will not be retaliated against or subject to any form of reprisal for raising a concern under this policy or for participating in an investigation into any such concerns.

Retaliation is a serious violation of this policy and should be reported immediately.

The reporting and investigation of allegations of retaliation will follow the procedures set forth in this policy. Any person found to have retaliated against an individual for reporting illegal or unethical behavior or for participating in an investigation of allegations of such conduct will be subject to appropriate disciplinary action.

External promotion

Whereas the Code of Conduct is firstly applicable for B&S Group's own staff members, we consider it important that our stakeholders follow similar good governance and business ethics. We promote our ethical behavior by means of communications to our various stakeholders, from suppliers to investors.

Development of the Code of Conduct

B&S Group has a long history with diverse activities dating back for more than a century. B&S Group is rightly proud on its background. It has evolved over time and determines the professional company that we are today.

Our code of conduct is a sustainable and strong pillar on which B&S Group has earned the trust of its business partners.

As we operate in a dynamic environment with diversified business activities, B&S Group is constantly evolving and moving forward. Against this background this Code of Conduct will be regularly reviewed and adjusted if necessary.

INTEGRITY AND LEGAL COMPLIANCE

Our integrity should be beyond all doubt. In view of the important social role of B&S Group, it is imperative that all our employees comply with the legislation and regulations of the countries in which we are active and also comply with the values and standards that apply within B&S Group and which have been laid down in this Code of Conduct.

We expect our employees to show integrity and honesty in their mutual relationships and in relationships with stakeholders. We also expect integrity and reliability from our business partners, such as clients, suppliers and other business partners.

B&S Group operates worldwide, sometimes in remote areas and in developing countries. The stance to institutions is important for the way we operate.

B&S Group abides by the local legislation, industry minimum standards, ILO and UN conventions and other statutory requirements.

Conflicts of interest

We depend on the trust of our clients, suppliers and other third parties. Conflicts of interest or the appearance of conflicts of interest undermine our good reputation. A conflict of interest arises in a situation in which the position of an employee within B&S Group is used to serve personal, commercial or financial interests, be it to the detriment of B&S Group or not.

Any situation in which a conflict (or the appearance of a conflict) could arise between personal interests and the interests of B&S Group, should be avoided. In particular, any transaction of a Business Unit where an employee has a personal interest must be approved by the manager of the person to whom that employee is directly reporting. This includes transactions with that employee himself or herself, but also transactions with businesses in which the employee has an interest or is in any other way involved (for example as advisor or supervisory director).

Money laundry and illegal transactions

Our company will not cooperate in illegal transactions or transactions suspected to aim on the laundry of money.

Corruption and bribery

We do business on the basis of honest and ethical management, trust and integrity. We expect the same from everyone with whom we do business.

Our company will not accept any influence in the decision making by people based on promises, gifts, bribes or kickbacks, or by any other measure that is unethical or that will tarnish our reputation for honesty and integrity. Even the appearance of such conduct shall be avoided.

Gifts and favors

Gifts, favors and hospitality are to be handled with great caution. Excessive gifts and hospitality can affect our business judgment and can create expectations from third parties. As a result the Company can be embarrassed by its disclosure.

Gifts, favors and hospitality may only be 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, favors or hospitality any attempt of bribery or kickback should be avoided.

Staff members who are engaged in procurement activities should safeguard their freedom of action to deal impartially and to avoid conflicting loyalties.

Therefore, gifts, favors and hospitality of any kind, which would obligate or tend to obligate the staff member, must not be accepted. We expect our suppliers to respect our gift policy when doing business with us, just as we will respect the similar policies of our clients.

Giving gifts, favors and hospitality to our business partners are acceptable provided they are appropriate for the business purpose and are not excessive.

Fraud

Our company maintains a zero tolerance attitude towards fraud. This is applicable for all our staff members but we also expect our business partners to refrain from fraud.

All the divisions and business units are subject to general policies, procedures and control mechanisms to prevent and detect fraud.

Reports of fraud or attempt of fraud will be seriously investigated and reported to the Board of Directors, followed by appropriate sanctions, if necessary.

Foreign Corrupt Practices Act

Our company believes it is essential that our staff comply with the terms of the Foreign Corrupt Practices Act (FCPA), especially as it increases its presence in countries throughout the world. The FCPA makes unlawful certain conduct by or on behalf of U.S. companies abroad. The FCPA comprises of the following basic elements:

- Anti-bribery provisions which prohibit the payment of bribes to foreign officials to obtain or keep business;
- Accounting provisions, which require public companies to maintain accurate books and records, and an adequate internal accounting system.

Consistent with the terms of the FCPA, our company prohibits any of its or its subsidiaries' employees, consultants, agents or representatives from corruptly offering, paying or offering to pay money or other things of value to a foreign official (as that term is defined in the FCPA) for the purposes of:

- Influencing any act or decision of such foreign official in his/her official capacity,
- Inducing such foreign official to do or omit to do any act in violation of his/her official capacity;
- Inducing such official to use his/her influence with a foreign government or
- Securing an improper advantage in order to obtain or retain business.

Business relations

Our business relations are decisive to our success. Therefore, we do our utmost to meet or exceed their needs. We provide our relations with the best service and are open to complaints, comments and recommendations.

Competition

B&S Group believes that fair competition is fundamental to free enterprise. We observe antitrust and competition laws where we do business. In relationships with competitors, dealers, distributors, suppliers and clients, we avoid arrangements that restrict our ability to compete with others.

We are not involved in any arrangements, understandings or agreements with competitors affecting prices, terms upon which products are sold, or the number and type of products sold. We follow applicable import and export control laws when conducting business around the world.

Presence in high risk countries

B&S Group has activities in numerous countries. Potentially this includes countries where there is a risk that business partners are not always acting in line with this Code of Conduct. In these cases we act according to the spirit of our Code.

In case of governmental changes we strive to adjust to the new rules and regulations as far as possible while, at the same time, considering our own long-term interest and objectives.

We are of the opinion that our activities provide (employment) opportunities to improve the living standards and welfare of the communities in which we operate. We will support fundamental human rights as included in the UN Universal Declaration of Human Rights.

ASSETS, DATA HANDLING AND INFORMATION

Safeguarding assets

Our staff members should always take care to conserve B&S Group assets and equipment. The staff is provided with the most modern and state-of-the-art equipment in order to carry out the work effectively and comfortably.

B&S Group funds, equipment and other assets (including intangible assets) should not be requisitioned for personal or inappropriate use. In case of doubt with respect to the given usage of assets, employees are requested to convert to their direct manager.

Electronic communications tools

B&S Group sustainably invests in the state-of-the-art Internet and Communication Technology (ICT) and has appropriate corporate procedures and contingency plans in place.

ICT equipment comprising of computers, telephones, and other communications resources are a crucial aspect of B&S Group's property, both physical and intellectual.

Our staff is expected to take all due care to handle the equipment according to B&S Group's procedures and plans for maintaining the security and privacy of these resources. If any employee has any reason to believe our network security has been violated it is required to promptly report this to a direct manager. Personal (non-business) use must remain within reason and must be kept to an absolute minimum.

Privacy

Within the framework of applicable laws and regulations we respect the privacy of our stakeholders. In conducting our business we gather data from clients, suppliers, competitors and other third parties. Those data will be dealt with in a confidential manner. It will only be used for professional purposes of B&S Group, all within the applicable legislation.

Confidentiality

Every staff member of B&S Group must treat confidential data with care. B&S Group information may be defined as information about the company that is not known to third parties. For example financial data, strategic memos and reports, may have significant value to others and therefore must be kept strictly confidential. Anyone who has confidential information about B&S Group must not use it for personal gain or provide it to others. We expect all employees, their families and others whose relationships with B&S Group give them access to such information to comply with these principles.

Stakeholders relations

B&S Group recognizes the importance of providing all its stakeholders reliable, honest and transparent information,

B&S Group informs internal and external stakeholders about its own financial, operational and social practices in a professional and transparent manner.

Relationships with affiliates

In order to ensure that B&S Group's organisational structure is not used unfairly, all transactions between and among the group companies (also called "affiliates") must comply with B&S Group policy and all applicable laws and regulations, including OECD regulations, securing "At Arm's Length" transactions.

Financial administration

The management must make sure that all relevant business transactions and other actions are recorded in the administration in a correct, precise and truthful manner.

Financing institutes, creditors and others have a legitimate interest in B&S Group's financial and accounting information. The integrity of B&S Group's financial reports and accounting records is based on validity, accuracy, completeness, timeliness and understandability of basic information supporting entries to B&S Group's books of account. We will ensure every accounting or financial entry accurately reflects what is described by the supporting information. We expect employees involved in creating, processing or recording such information to be personally responsible for its integrity. The same standards of integrity that apply to external financial reporting also apply to the financial statements that are used as internal management tools.

Risk management and internal control

B&S Group is exposed to traditional business risks and specific industry risks.

B&S Group's Executive Board is responsible for the high quality of risk management and internal control mechanisms. The Board is well aware of the relevant risks, the necessity of mitigating the risks and adapting measures to changing external circumstances as these risks could influence B&S Group's market positions, turnover, net profit, liquidity and ratios.

B&S Group's Executive Board will monitor the compliance of the Code of Conduct on an ongoing basis.

WORKING CONDITIONS AND WORKING ENVIRONMENT

Teamwork

The ongoing success of B&S Group over the years is firmly based on the dedication, entrepreneurial involvement, creativity and passion of our employees.

This is why human resource management is fundamental within our organisation. B&S Group pays considerable attention to career development, recruitment, retention, training and the safety, quality and personal well-being of B&S Group's staff.

The Human Resource Department within B&S Group is focused primarily on guaranteeing B&S Group's continuity and supporting the operational staffing with talented people, working together as a team. With its policy B&S Group strives to be amongst the most attractive and active employers within its industry. B&S Group truly has much to offer high potentials.

B&S Group's culture inspires our staff to deliver the best quality and service to all our stakeholders, from clients to suppliers and from government bodies to financing institutions.

Most of our relationships with stakeholders are of a long-term nature. We firmly believe in personal investment and partnerships. Helping each other, finding solutions and giving each other respect and trust are all ingredients for intensified relationships with third parties. External stakeholders who do business with us for the first time are invariably surprised by the positive approach of our staff members.

Inclusion

The principles of equal opportunities are embedded in B&S Group's approach and objectives. We recruit based on equal opportunity, and hire the best candidate irrespective of gender, marital status, sexuality, colour, sex, ethnic origin, religion or physical ability. We strive to provide equal opportunities to

all staff and potential staff in terms of remuneration, recruitment, promotion, training and access to opportunities.

All staff involved in recruitment, selection and remuneration are made familiar with their responsibilities with regards to ensuring equality of opportunity for both current and prospective employees.

We also work to improve inclusion in the societies in which we operate. For example, we support 'local first' initiatives at our operations in Mali. While at our logistics operations in the Netherlands we provide guided work placements to people with a distance to the labour market. In our food distribution services, we work with local food banks to ensure that food items that can no longer serve commercial purposes but are still fit for consumption are distributed to those in need.

Intimidation and harassment

Sexual harassment, abuse or exploitation, other kinds of intimidation, violence, inhumane treatment and (psychological) harassment are inadmissible. Managers should be attentive to possible cases of intimidation or harassment and immediately report such a situation to the Executive Board. Complaints can be submitted to the Executive Board, a senior member of the Human Resources Department or to the designated confidential representative. In the event a complaint is made, B&S Group will start an investigation and, if necessary, take appropriate action, according to the Inappropriate Conduct Complaints Code.

Drugs and alcohol

We expect our employees to behave in an appropriate manner at all times. This means, amongst other matters, that the consumption of alcohol or drugs at work and during working hours is strictly forbidden. During business dinners, and company parties limited use of alcohol is allowed.

The right of association

Employees are entitled to become a member of a trade union or works council.

Safety, quality and personal well-being

The safety of our employees in our warehouses, in operational activities and at our operations in higher risk areas (related to our activities in remote markets) is crucial. We provide employees with the right knowledge and tools to help eliminate injuries and illness at work and at home. At our warehouses, this involves proactive hazard recognition, risk assessment, and risk control to prevent accidents. Employees are trained to use equipment both safely and in strict adherence to our food safety and customs compliance processes. And we ensure this is done in accordance with local culture, the types of products handled in the warehouse and relevant regulations.

Employees in higher risk regions and countries are given extensive training on how to operate in such environments, with specialised training courses in areas such as food safety, security, personal health and hygiene.

Our Corporate Safety & Security (S&S) department is committed to safety management, security management and integrity & review, and works to guarantee safety in the workplace. The ongoing development and implementation of our safety policy is the responsibility of the S&S department, working alongside the HR, Facility, Logistics and Quality departments at both Group and segment levels, with direct reporting to the Executive Board.

We work hard to maintain the health and well-being of our employees, providing our people with access to high-quality facilities across the company. As well as catering facilities, we have modern fitness facilities across the company that are freely available to all employees to train under professional supervision in order to keep fit and maintain a healthy lifestyle. We also promote, support and sponsor employee participation in external sport events, such as soccer tournaments and marathons.

The excellent working conditions and positive working atmosphere within our organisation contribute towards the general motivation and effectiveness of B&S Group as well as the structurally low average absenteeism.

Working hours

All our staff members have standard working hours, based on local regulations and industry standards and are in accordance with the ILO conventions. Overtime hours are performed on a voluntarily basis. Maximum working hours do not exceed 60 hours per week. Staff members are entitled to at least one free day after 6 consecutive working days.

Remuneration

All our staff members are fairly compensated for their work in line with local minimum requirements set by law and by industry standards in relevant countries as well as by ILO conventions. B&S Group shall not make illegal or unauthorised deductions from wages.

Other labour and human rights

B&S Group is a modern and professional company that adheres to national laws, rules and regulations in the countries that we are active in. With respect to the working conditions of all our staff members, we offer the best possible conditions. These conditions exceed the ILO labour conventions at the minimum.

Respecting human rights is a core part of our daily business, as we have many international operations and source and distribute our assortment globally. All employees are expected to work in the spirit of these principles, irrespective of their working location. In some of the countries in which we operate human rights conditions deviate from those in Europe. We work to ensure that the same principles are adhered to in these operations as to those applicable in the Netherlands.

We have been a member of the UN global compact (UNGC) since 2010, highlighting our commitment to the 10 universally accepted principles in the areas of human rights, labour rights, the environment and anti-corruption. As a signatory, we submit a communication on progress to the UNGC on an annual basis.

SUSTAINABLE SUPPLY CHAIN

We take our responsibility towards our various stakeholders in the value chain very seriously. Our fundament for creating a sustainable value chain is built on being a responsible, well-respected and reliable organisation while at the same time seizing business opportunities that support our growth strategy. Our commitment includes mitigating environmental risks related to our operations, complying with all relevant food safety standards and customs regulations and creating opportunities for a sustainable and innovative supply chain.

Food safety

We adhere to the strictest food safety standards to ascertain the safety of the food supply chains we are active in. We actively promote transparency of product information and comply with the most stringent international regulations. Our warehouses are ISO 22000 and HACCP certified, and apply a high level processing risk management system. These certifications allow us to demonstrate to our stakeholders that we comply with international food safety standards. In the Netherlands, we are subject to the supervision of the Netherlands Food and Consumer Product Safety Authority (NVWA), which performs audits of our compliance with the HACCP system. To comply with food safety and transparency requirements, we constantly monitor our compliance and safety procedures, devoting specific attention to high-risk products, such as poultry and meat. Food products received at our warehouses are subject to comprehensive quality controls and are stored in climate-controlled environments.

We are approved by the US Army Public Health Command (USAPHC) for our food distribution to military operations, which enables us to supply US Army caterers. Additionally, we are an officially registered supplier to the United Nations Global Marketplace (UNGM), the common procurement portal of the United Nations system of organisations. This enables us to participate in tender processes for United Nations contracts.

Storage of dangerous goods

With regards to the storage of flammable household liquids that form part of the assortment of our Health & Beauty operations in our HTG Segment (such as hair spray), we adhere to Seveso-III. This is the directive that applies to establishments in the European Union where dangerous substances

are used or stored in large quantities and contributes to achieving a low frequency of major accidents. In distributing these goods, we adhere to The European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR).

Customs compliance

As we are a vital part of the international supply chain and are involved in customs-related operations, we adhere to a range of criteria that grants us the status of Authorised Economic Operator. This status allows us to work in close cooperation 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.

Long-term relationships

Integrity and transparency are key to our business and our long-term partnerships. These principles ensure that we promote trust and respectful relations with our customers and suppliers, as well as with our other stakeholders, such as shareholders, governmental and non-governmental bodies and other authorities. We seek to maintain open and constructive dialogues with national and local authorities, meeting relevant legislative requirements and complying with health, safety and environmental requirements.

We pursue a principled and transparent tax strategy that aims to support our overall business strategy. In this respect, regular meetings are conducted with tax authorities to discuss duties, customs, corporate income tax and VAT. Furthermore, we maintain good relations with the Dutch customs authority with regards to our status as an Authorised Economic Operator.

To ensure that relevant information is shared with and accessible to all our stakeholders, we provide quality information on company developments promptly, simultaneously and fully via our corporate website and through market regulators. Specifically, with regards to the investor community we disclose material information in a regulated manner focused on providing them with the information they need to assess their investment. We aim to deliver sustainable shareholder returns and to be a solid business partner to banks and other providers of credit facilities.

Innovative supply chain

Digital technologies are changing warehouse operations and office environments in a rapid pace, providing new opportunities to implement digitised work processes and automated procurement solutions that support an innovative supply chain.

In 2012 we laid the groundwork for our current automated procurement services to e-commerce platforms and B&S Group S.A. Annual Report 2019 41 end-customers by implementing the Autostore system in our HTG operations. Since then, we have continued to invest in scaling our existing technologies and integrating complementary automated solutions that enable us to expand our role as value adding distributor.

Our investments over the past years in the HTG infrastructure combined with the technology that was already operational at FragranceNet.com when we acquired the company in 2018, provided us with a robust robotised logistics platform for our e-commerce operations.

To further enhance our position, in 2019 we expanded and restructured our robotised warehousing infrastructure in our Health & Beauty e-commerce operations, with increased drop shipment capacity and automated packing lanes in preparation for the roll out of the FragranceNet.com B2C model in Europe.

Energy & waste management

We aim to reduce our CO₂ footprint through energy efficient warehouses and offices. As an example, we use geothermal energy as a heating / cooling source and motion detection lightning to reduce energy consumption. In 2019 we started implementing solar panels on selected warehouses in the Netherlands. We aim to expand the use of this renewable energy source at other warehouses in the coming years.

We are also working to reduce CO₂ emissions by improving efficiency through automation and robotisation of our warehousing activities. In our day-to-day operations we seek to reduce waste in a number of ways, such as promoting a paperless office, by using reusable drinking cups from recycled material, and by reducing, reusing and recycling packaging material in our warehouses.

COMMUNITY

As one of the many participants on the global playing field, we believe in acting as a responsible corporate citizen.

B&S Group supports activities that improve the lives of people in communities in which our employees live and work. These activities may include education, health care, community building, infrastructure or nature development . Employees are encouraged to actively participate in community programs and managers within our company are expected to give their employees the opportunity to play an active role in society, for example through community or educational programs, unless participation in these activities creates a conflict of interest.

Community contributions

EDUCATION

B&S Group considers education as an important aspect for personal development. We therefore remain in close relationship with all the Universities and its teachers in our area, with the intention to contribute to the education of our community and to share knowledge.

Our educational activities comprise of giving trainings, workshops and presentations. Together with the Universities we set up dedicated learning projects. Every semester various students follow our internship program.

CHARITY

B&S Group is open to provide funds for charity, but has chosen a dedication way to do so, by way of sponsoring the Dada Foundation in The Netherlands. The Dada Foundation takes care of ill children. In the past years our company has substantially sponsored this foundation.

DONATIONS

B&S Group trades in food and consumer products and keep sizeable levels of own stock in its warehouses. Food products that are close or near the expiry date are regularly offered to general food associations or food banks (i.c. The European Federation of Food Banks). These products have lost commercial value, but frequently can be used alternatively for the people with less resources in the community. These company donations appear twice a month.

B&S Group S.A.

Head Office

14, rue Strachen
L-6933 Mensdorf
G.D. Luxembourg

Visiting address

Rijksstraatweg 7
3316 EE Dordrecht
The Netherlands

Contact

Ph. : +352 2687 0881
Fax : +352 2687 0882
W. : www.bs-group-sa.com
E. : info@bs-group-sa.com