

## Code of conduct Exive International regarding business ethics and sustainability

**Exive International's most important assets are its reputation and customer confidence. Exive is committed to high standards of business ethics and sustainability, and we expect all our suppliers to adhere to similar standards. This Supplier Code of Conduct defines the basic minimum requirements that apply to all suppliers to Exive International B.V.**

### Supplier compliance commitment

By signing the Code of Conduct for suppliers, the executive management of the supplier assures that they and any sub-supplier used in conjunction with products produced for Exive International B.V., comply with the content of this document.

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#### Legal compliance

Suppliers shall operate in full compliance with all applicable laws, rules and regulations relevant to the content of this Code. If the local laws and regulations provide a stronger protection than the requirements in the Code, the local laws or regulations shall prevail.

#### Child labor

The use of child labor is strictly prohibited, in line with the ILO Convention 138 on the Minimum Age, the Convention 182 on the Elimination of the Worst Forms of Child Labor and UN Convention on the Rights of the Child Article 32. The ILO Convention 138 indicates that no child below the age of 15 (or 14 in certain countries) is allowed to work unless subject to exceptions allowed by the ILO or national law. If the Supplier employs young workers, it must demonstrate that the employment of young people does not expose them to undue physical risks that can harm physical, mental or emotional development.

#### Forced labor

The Supplier shall under no circumstances use, or in any other way benefit from, forced labor in line with the ILO Convention No. 29 on Forced Labor and the ILO Convention No. 105 on Abolition of Forced Labor. This entails that the Supplier shall not use physical punishment, confinement or threats of violence as a disciplinary measure, or retain employees' identification, passports, work permits or deposits as a condition of employment.

#### Discrimination

Suppliers shall not discriminate when hiring or in any other employment practices in line with the ILO Convention No. 100 on Equal Remuneration and the ILO Convention No. 111 on Discrimination. This includes, for example promotion, benefits and access to training on the grounds of race, ethnic background, gender, disability, sexual orientation, religion, political opinion, maternity, social origin or similar characteristics.

#### Harassment

Suppliers must treat their employees with dignity and respect and shall not tolerate any physical, psychological, sexual or verbal harassment including harsh or inhuman treatment, coercion, detention or unwanted sexual advances.

#### Health and safety

Suppliers shall provide a healthy and safe working environment. This includes, at a minimum, to provide potable drinking water and adequate lighting, temperature, ventilation, sanitation, and personal protective equipment for workers.

Suppliers shall ensure that fire alarms, firefighting equipment and emergency exits are in place and maintained. Fire and evacuation drills must be carried out regularly.

#### Working hours

Suppliers must divide working hours into normal and overtime hours and record all working hours accurately. Overtime shall not exceed the number of hours governed by the applicable legislation.

#### Compensation

The Supplier's employees must be provided with wages and benefits that, at a minimum, comply with national laws or industry standards whichever is higher. Wages must be paid regularly and directly to the employees at agreed time.

#### Environment

Suppliers must comply with all applicable legal environmental requirements and strive for continuous improvement of their environmental performance.

#### Corruption and unfair competition

Suppliers shall act in accordance with the UN Convention on Corruption and not engage in any form of corrupt practices including bribery, conflicts of interest, fraud, embezzlement, unlawful kickbacks, extortion and nepotism/cronyism. This means that the Supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third Party, whether public or private. Price-fixing, market sharing and similar anti-competitive practices are prohibited, and Suppliers must comply with applicable legislation regarding procurement, competition, taxes and social security charges.

#### Intellectual property

Suppliers must respect intellectual property rights, including patents, trademarks, copyrights and process designs, and safeguards Exive's confidential and proprietary information. Any transfer or sharing of technology or know-how must be done in a manner that protects intellectual property rights.

#### Money laundering

Suppliers shall not accept, support or facilitate money laundering and are strictly forbidden to knowingly engage in transactions that facilitate money laundering or otherwise result in unlawful diversion of assets.

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### Monitoring

All business relations between Exive and her suppliers must be based on honesty, trust and cooperation. By signing the Code of Conduct for suppliers, the supplier commits to working proactively to meet these requirements within its own operations and supply chain. Exive reserves the right to monitor and audit each supplier's compliance with our Code of Conduct for suppliers. Exive request their suppliers to provide the relevant information that they ask for, and make employees accessible when Exive conducts an audit. Suppliers are required to evaluate their own sub-suppliers to ensure compliance with this Code of Conduct for suppliers, and to monitor and conduct audits of their sub-suppliers when requested by Exive. Any non-compliance by the supplier or its sub-suppliers must be effectively remediated both in a timely manner and at no additional cost to Exive. Violation of the Supplier Code of Conduct may adversely affect business relationships with Exive, as Exive shall retain the right to terminate the contract if the supplier violates the Code and does not remedy.

### Compliance declaration

*We, the undersigned hereby confirm:*

1. That we have received and taken due note of the Exive Supplier Code of Conduct commit ourselves to fully comply with its principles and requirements.
2. That we agree that Exive or a third party appointed by Exive may carry out inspections/audits to verify our compliance with the Code, respecting existing agreements with other partners upon our request.
3. That we effectively communicate the contents of the Code to our employees, agents, subcontractors, suppliers and sub-suppliers with whom we work with in the delivery of goods and services to Exive.

Name: .....

Position: .....

Company: .....

Business address:.....

Place and date: .....

Signature: .....

### About Exive International B.V.

*Exive is, within the European market chain, a leading stockholding import and distribution company for cleaning products. Exive is the connecting B2B link between the manufacturer on one hand and the wholesaler on the other. In addition to fast delivery of items from stock, Exive also designs and personalizes products for her customers. The relationships that Exive has built up through its imports with numerous suppliers all over the world, makes this possible. We supply companies that are specialized in providing professional cleaning products and services to their customers, mainly within Facility Management, hotel & restaurant, healthcare, cleaning advice & manufacturing and the cleaning sector.*