



## Code of Conduct Svizera Europe

Suppliers and manufacturers should be aware of the following ethical, environmental and social responsibilities. A Statement signed by an authorized person is required as evidence of compliance with this Code of Conduct both in their own company as those of their suppliers.

### Labour standards

Child labour and forced labour shall not be used in any situation. No harsh or inhumane treatment is allowed and no discrimination is practiced. Treat everybody with equality and dignity without regard to gender, color, race, place of origin, ancestry, creed, political beliefs, sexual orientation, religion, marital status, disability or age.

Working conditions are safe, hygienic, working hours are not excessive and living wages are paid.

### Anti-corruption

Fraudulent and corrupt practices will by no means be tolerated by Svizera Europe. We will not accept any gifts and/or benefits (with a value more than 25 EUR) from anyone with whom we're doing business with. Services, gifts and payments to any employee or agent are illegal under anti-corruption law.

The team of Svizera is not permitted to have any personal or family interest within our business relations, suppliers or other parties we do business with.

### Environmental standards

Svizera Europe is aware of the impact of their activities on the environment. As a team we do the utmost to optimize our practices to have the most beneficial effect. We strive to ensure that our manufacturers and suppliers will do the same.

The manufacturers and suppliers of Svizera Europe shall produce products in such a way so the environment will not be polluted due to the production. Waste Management is a must the same applies to the responsibility with the use of packaging. Processes and activities will be monitored and modified to ensure the preservation of scarce resources.

### Transparency and reliability

The team of Svizera Europe always act with honesty, integrity, openness and forthright. We respect the opinions of others. Our activities are performed scrupulously and should remain transparent and unaffected by the pressure to achieve. We expect the same from our suppliers and manufactures.



Managing Director  
B.R.L. Ploos van Amstel