

## Supplier Code of Conduct

neelevat

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## Introduction

This Supplier Code of Conduct describes the principles and the manner in which Neele-Vat expects its suppliers to act. Neele-Vat strives for ethical business practices and expects the same from its suppliers.

## Purpose and scope

The purpose of this Supplier Code of Conduct is to inform suppliers about the principles, assumptions, and behavioral requirements that Neele-Vat sets for ethical and honest business practices. This Code of Conduct is the property of Neele-Vat and applies to suppliers.

Revision Table

Revision no:	Revision date:	Revision	Who
0.1	03/12/2025	Draft policy	Simon Melief
0.1	03/01/2025	Draft policy for review	Anniek Bakker
1.0	01/02/2025	Final version	

Audit Table

Audit date	Hyperlink to form

## Values and Principles

### 1. Cooperation is the key to success

Neele-Vat expects its suppliers to engage in constructive cooperation in order to achieve common goals and support each other. Solidarity and cooperation form the basis for the success of our joint efforts.

### 2. Open and honest

Neele-Vat expects its suppliers to act honestly and transparently in all business transactions and communications. This includes providing information in a timely and complete manner and avoiding misleading practices.

### 3. Pride

Neele-Vat strives to work with suppliers who value honesty and transparency in all business transactions and communications. This includes providing information in a timely and complete manner and avoiding misleading practices.

## Social Responsibility

### 1. Environmental responsibility

Neele-Vat expects suppliers to actively contribute to minimizing their environmental impact and reducing CO<sub>2</sub> emissions and other harmful emissions. This means implementing sustainable practices and promoting environmentally friendly innovations. Suppliers are required to strictly comply with all relevant national and international environmental legislation.

### 2. Human Rights and Labor Standards

Suppliers must respect human rights and ensure fair, safe, and healthy working conditions. This includes fair remuneration, equal treatment, and decent working hours. Suppliers may not use child labor or forced labor. (Compliance with ILO standards and UN human rights).

## Code of Conduct for Neele-Vat Suppliers

Neele-Vat expects its suppliers to act responsibly, in line with the values and principles that we as an organization consider important. We ask suppliers to use the following standards of conduct as a guideline in their own business operations.

### 1. Equal Opportunities and Diversity

Neele-Vat strives to work with suppliers who promote equal opportunities and actively combat discrimination. We value suppliers who foster an inclusive working environment in which diversity – regardless of gender, race, religion, age, disability, sexual orientation, nationality, political beliefs, or social or ethnic background – is respected and valued.

### 2. Health and Safety

A safe and healthy working environment is essential. We expect suppliers to comply with applicable laws and regulations regarding working conditions and to actively manage safety and health risks. The implementation of a safety management system (such as ISO 45001 or a comparable system) is encouraged.

### 3. Anti-Corruption and Anti-Bribery

Neele-Vat expects suppliers to value integrity highly. Preventing corruption, including bribery and giving or receiving inappropriate benefits, is of great importance in this regard. We rely on suppliers to take appropriate measures and make their employees aware of applicable national and international anti-corruption rules.

### 4. Fair Competition

We believe it is important that suppliers engage in fair market practices. We consider compliance with competition law and the avoidance of anti-competitive agreements (such as price fixing) to be the basis for healthy and fair cooperation.

## 5. Conflicts of interest

We ask suppliers to avoid potential conflicts of interest or to discuss them in a timely manner. Transparency about situations that could influence the objectivity of decision-making contributes to an honest and reliable partnership.

## 6. Company property and resources

We assume that suppliers will handle Neele-Vat's company property and resources with care. These resources may only be used for legitimate business purposes. We expect suppliers to actively prevent misuse or improper use.

# Protection of Company Assets and Information

## 1. Data Protection and Privacy

Suppliers must comply with all applicable laws and regulations regarding data protection and privacy, including the General Data Protection Regulation (GDPR). Personal data must be processed and secured with care. (Compliance with GDPR).

## 2. Information Security and Confidentiality

Suppliers must protect Neele-Vat's confidential information and use it only for the purpose for which it was provided. Confidential information may not be shared with third parties without prior consent.

# Compliance and Reporting

## 1. Compliance with Legislation and Company Rules

Suppliers must comply with all applicable laws and regulations. This includes compliance with labor, environmental, and safety regulations. (Compliance with national and international legislation).

## 2. Incident and Violation Reporting Mechanism

At Neele-Vat, we believe it is important that suppliers have a reporting mechanism for incidents and violations of this Supplier Code of Conduct. This enables us to quickly identify problems and address them together.

# Conclusion

At Neele-Vat, we believe it is important that all suppliers comply with the Supplier Code of Conduct and actively contribute to ethical and sustainable business practices. To monitor this, we conduct an annual survey to ensure that these principles are being followed in practice. By working together based on these principles, we can jointly build a strong and responsible supply chain.

## Appendix

Definition	Definition	Explanation
General Data Protection Regulation (GDPR)	European legislation on data protection and privacy that sets the rules for the processing of personal data.	Also known as the GDPR (General Data Protection Regulation).
Anti-corruption and anti-bribery	Policies and measures to prevent the offering, giving, requesting, or accepting of improper benefits with the aim of influencing business decisions in an unfair manner.	This includes all forms of corruption, such as bribery and influencing decision-making through gifts, loans, or other benefits.
Conflicts of interest	A situation in which the personal interests of an employee of the supplier or of the supplier itself may influence the objectivity or impartiality of business decisions made on behalf of Neele-Vat.	Transparency in this regard contributes to an ethical and reliable collaboration.
Sustainable practices	Working methods and policies aimed at minimizing negative impact on the environment, promoting social responsibility, and ensuring long-term economic viability.	An important aspect of social responsibility.
ILO standards	The fundamental labor standards established by the International Labor Organization (ILO), including the prohibition of child labor and forced labor, freedom of association and collective bargaining, and the prohibition of discrimination.	These are international standards that are recognized worldwide.
Safety management system (e.g., ISO 45001)	A structured framework that helps an organization manage health and safety risks in the workplace, ensure compliance with legislation, and improve performance.	Neele-Vat encourages the implementation of such a system.
UN human rights	The universal rights enshrined in the United Nations Declaration of Human Rights.	These include the right to life, liberty, security, and fair and favorable working conditions.