

Supplier Code of Conduct De Beer Group

Corporate Social Responsibility is rightly an ever more important aspect of the business environment. Doing business is only sustainable if done with respect for the people and the environment around us. Many of our customers have set their own codes of conduct in order to take up this responsibility. It is our ambition to do this responsibility ourselves, and include our suppliers in this way of doing business.

We invited you to share our ambition to make the world a better place. We ask you to subscribe to our code of conduct below and to live up to it.

Yours sincerely,



Mark de Beer
Owner / Director De Beer Group



People

Health and Safety of employees

Local laws regarding the health and safety of employees are strictly adhered to and safeguarded at all times. Any facility should be a safe place to work.

Human Rights

Supplier respect the universal human rights. They stimulate diversity and differing opinions. Equal opportunities are promoted. They create an ethical culture.

Human trafficking

Under no circumstance our suppliers shall be involved in the use of forced labour, involuntary (prison)labour, slavery or human trafficking. Also any circumstances created through threats, force, pressure, abduction or exploiting is avoided.

Child labour

Suppliers do not use child labour nor will do business with any suppliers using child labour. The definition of child here is any person below the legal minimum age of employees at the location of the supplier.

Non-discrimination

Suppliers respect their employees and applicants and offer equal job opportunities. They will not discriminate on race, ethnicity, religion, skin colour, gender, nationality, age, sexual orientation, marital status, family structure, genetic information, mental or physical disabilities, or anything else, as long as the work can be done, if needed with a reasonable adaption.

Intimidation

Suppliers ensure employees can do their job in an environment free of physical, psychological or verbal intimidation or abuse.

Notification

Suppliers will ensure that employees have appropriate means to address problems or concerns, without fear for repercussions.

Planet

Environment

Suppliers respect the environment and will by actively managing the risks harm the environment as little as possible. They will optimize the efficient use of energy and stimulate the use of renewable energy.



Profit

Fair competition

Suppliers respect competition laws and anti-trust regulations. They refrain from any activities that are not compliant with these regulations, among which the inappropriate exchange of information about competitors, price agreements, quote falsification and market allocation.

Conflicts of interest

Suppliers will avoid any type of conflict of interest or any situations that appear to be so when conducting business with us. Possible scenarios in which a conflict of interest is possible shall be communicated with us.

Anti-corruption

Suppliers avoid any type of corruption and live up to the anti-corruption laws. We prohibit any inappropriate payments (bribes) or valuable good to whomever.

Gifts

Gifts to our employees shall not be used to get a business advantage. In case any gifts or promotional giftware is given, it shall comply with the following conditions:

- Money or coupons are not allowed
- For gifts with a value of >€50, the direct manager of the employee is to be notified
- The direct manager is to be notified about invitations for not work-related events
- Gifts in violation of local laws and regulations are not allowed
- Gifts that may harm the reputation of De Beer are not allowed

Export and import

Suppliers ensure that their business is compliant with all applicable laws and regulations regarding the import and export of products, parts and services they use.

Confidential information

Suppliers will take necessary actions to safeguard confidential information, both about the business and personal information. Confidential information may not be used outside the scope of the business agreements without prior written approval by us.

Intellectual property

Suppliers will respect intellectual properties and will at all times refrain from any infringement of these properties of any third party. They will supply fake products.

Conflict Minerals

OESO Guidelines as well as the Dodd Frank Act regarding the use of minerals from conflict areas are respected. Suppliers ensure that they will not use any minerals defined as Conflictminerals in these guidelines, meaning minerals that directly or indirectly contribute to armed groups in the Democratic Republic of Congo or adjoining countries, in any products they supply to us.

Implementation and Supply Chain

Our suppliers should work according to local laws, regulations and procedures as are in place at the location of the supplier. They have their own code of conduct along similar lines as we do and have their suppliers conform to this code as well, in order to let the code of conduct apply throughout the supply chain.

Confirmation

Suppliers conform to the principles stated before and will act accordingly, or at least make the best possible effort to conform to these principles.

De Beer Group

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