

## Purpose and Scope

At Aqua Vision BV, we believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. Aqua Vision BV has developed a relation Code of Conduct to clarify our global expectations in the areas of business integrity, labor practices, associate health and safety, and environmental management. Relations, vendors, contractors, consultants, agents and other providers of goods and services who do business with Aqua Vision BV worldwide are expected to follow this Code. Aqua Vision BV expects its relations to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the principles of the Code of Conduct.

Aqua Vision BV reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Aqua Vision BV Compliance Program. In such event Aqua Vision BV expects the relation to accept such reasonable changes.

The relation declares herewith:

### **1. Legal compliance**

- to comply with the laws of the applicable legal system(s).

### **2. Prohibition of corruption and bribery**

- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

### **3. Respect for the basic human rights of employees**

- to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual; to refuse to employ or make anyone work against his or her will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

#### 4. Prohibition of child labor

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

#### 5. Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use a reasonable occupational health & safety management system.

#### 6. Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to strive to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

#### 7. Supply chain

- Relation will inform his or her employees and subcontractors of compliance with this Code ;
- to endeavor among its relations to comply with this Code of Conduct;
- to comply with the principles of non discrimination with regard to relation selection and treatment;
- to guarantee transparency in the entire supply chain with the principles of non discrimination with regard to relation selection and treatment;
- Upon request, relation will deliver -within a reasonable time frame- relevant information to Aqua Vision BV pertaining to the issues in this Code.