

Code of Conduct

Dopper B.V.

1. Social Management System and Cascade Effect

The Business Partner endorses the Dopper Code of Conduct Principles through all the functions of its company and embeds the principles in its system.

2. Workers Involvement and Protection

The Business Partner informs all workers about their rights and responsibilities and protects workers in line with the aspirations of the Dopper Code of Conduct.

3. The Rights of Freedom of Association and Collective Bargaining

The Business Partner respects the right of workers to form and join trade union -and bargain collectively.

4. No Discrimination, Violence or Harassment

The Business Partner treats all workers with respect and dignity, ensures that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace and does not discriminate against workers.

5. Fair Remuneration

The Business Partner respects the right of workers to receive a fair remuneration and works progressively towards the payment of a living wage.

6. Decent Working Hours

The Business Partner observes the law regarding working hours and adheres to the international references for specific exceptions.

7. Occupational Health and Safety

The Business Partner ensures a healthy and safe working environment, identifying potential and actual risks to the health and safety of workers and takes all necessary measures to eliminate and reduce them.

8. No Child Labour

The Business Partner does not employ, directly or indirectly, any worker below the legal minimum age.

9. Special Protection for Young Workers

The Business Partner provides special protection to young workers against conditions of work which are prejudicial to their health, safety, morals, and development.

10. No Precarious Employment

The Business Partner ensures that their recruitment process and employment relationships do not cause insecurity and social or economic vulnerability for their workers.

11. No Bonded, Forced Labour or Human Trafficking

The Business Partner does not engage in, or through business partners, be complicit to any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour.

12. Protection of the Environment

The Business Partner implements adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

13. Ethical Business Behaviour

The Business Partner does not take part in any act of corruption, extortion, or embezzlement, nor in any form of bribery.

Note: these are the basic principles. For the full version we refer to the amfori BSCI Code of Conduct (www.amfori.org/en/solutions/social/about-bsci/resources/amfori-bsci-code-of-conduct)

The set of principles explained above is the basis for implementation of our Code of Conduct and its values.

By endorsing the Dopper Code of Conduct, the signatories confirm that their commitment will follow the values below:

- **Continuous improvement:** The signatories undertake to implement the Dopper Code of Conduct in a holistic approach, embedded in their management systems and company culture, to ensure the continuous improvement of due diligence within their organisation and supply chains in a progressive manner.
- **Cooperation:** The signatories will have a greater impact on, and better chance of identifying, preventing, mitigating and remediating human rights and environmental

violations in their organisations and supply chains by working together and taking a holistic approach to due diligence. The spirit of cooperation is crucial in the engagement between the signatories and stakeholders at different levels, particularly to create leverage.

- **Empowerment:** A central aim for Dopper is to enable its signatories to develop their organisations and empower supply chains in a way that respects human rights and enables continuous improvement.
- **Code observance:** Complying with national legislation is the first obligation of business enterprises. In countries where the national legislation sets a different standard of protection than the Dopper Code of Conduct and its references, the signatories shall abide by the principles that provide the highest protection to the workers and the environment, without contradicting the legal framework of the country.
- **Protection of vulnerable persons:** The signatories commit to the protection and empowerment of vulnerable individuals, and members of vulnerable groups and communities, to the best of their influence. The signatories understand that vulnerability can depend on the context, and certain individuals, groups, and communities may be vulnerable in more than one aspect.
- **Transparency:** The signatories commit to being transparent:
 - o With each other and with any third party involved as relevant (e.g. auditors, quality partners), and within the context of identification, prevention, and remediation of adverse human rights and environmental impacts. The signatories actively inform each other on any critical incident, as well as the effectiveness of any responses to an adverse impact to values and principles of the Dopper Code of Conduct.
 - o Through reasonable disclosure to shareholders, stakeholders, and governments regarding their impact on the supply chain and in the surrounding communities, in line with the national legislation requirements where available.