

Principles of Good Business Conduct

Buteressence B.V. as a company is committed to high ethical standards in business conduct, compliance with applicable laws and regulations as well as with our internal company policies. This includes our relationships with our customers, our suppliers, our employees and the social environment in which we work. Please find below further detail how this commitment manifest itself.

1. Legal Requirements

Buteressence will comply with applicable laws and regulations in providing goods and services to its customers.

2. Freedom of association

Buteressence will recognize and respect each employee's right to associate with any legally sanctioned organization. Also the rights of labour unions are respected.

3. Prohibition of discrimination

Buteressence will not discriminate on the basis of any condition or characteristic which is protected by applicable law or regulation.

4. Prohibition of child labour

Buteressence will not employ people under the legal working age as defined by local laws. We are against all forms of exploitation of children and expect our supplier base to do the same.

5. Abuse and harassment

Buteressence is committed to being an organisation that is build on mutual respect among employees and is free from harassment based on aspects like race, age, sex and national origin.

6. Workplace health and safety

With regard to worker health and safety, Buteressence will provide its employees with working conditions that are in compliance with applicable laws and regulations

7. Environment and safety issues

Buteressence has procedures and standards in place for waste management, handling and disposal of chemicals and other dangerous materials and complies with applicable environmental laws and regulations.

8. Ethical responsibility

Within Buteressence, sustainable business management is an important and integral part of our business approach. We strive to respect the environment (*planet*) and interested parties (*people*), without neglecting our own economic interest (*profit*). We are continuously seeking to find a good balance between our social responsibility, environmental strain and our business performance.

9. Protection of confidential information

Protection of our confidential information and intellectual property is important to Buteressence. Employees must not disclose any confidential information during or after employment with Buteressence to any third party. Where applicable laws require such disclosure, this is subject to prior management approval.