



Braam Group B.V.

Code of Conduct for Braam Group Stakeholders

Introduction

This code of conduct establishes the ethical standards and values for all stakeholders of Braam Group, including suppliers, distributors, agents, resellers, joint venture partners, customers, and strategic partners. Our goal is to develop sustainable and ethical relationships based on mutual respect and shared business values.

1. Respect for People, Human Rights, and Good Working Conditions

Safe and Healthy Work Environment: Braam Group expects that employees at our stakeholders' facilities are provided with a safe and healthy workplace, in accordance with international standards and national laws.

Discrimination: Discrimination in any form is not tolerated. All employees must be treated with respect and dignity and given equal opportunities, regardless of race, color, religion, gender, age, origin, sexual orientation, marital status, or disability.

Child or Forced Labor: Braam Group does not use child labour, involuntary labour, or forced labour. Stakeholders must comply with international standards and local laws regarding labour.

Freedom of Association and Collective Bargaining: Stakeholders must respect their employees' rights to freedom of association and collective bargaining, in accordance with applicable laws and regulations.

2. Environmental Protection

Environmental Impact: Stakeholders are encouraged to develop and implement an environmental policy and act in accordance with all applicable environmental laws and regulations. The use of environmentally friendly technologies, products, and services is strongly encouraged.


3. Ethics and Business Integrity


Bribery and Corruption: Braam Group expects its stakeholders to uphold the highest ethical standards and refrain from corruption, bribery, fraud, and illegal payments.

Money Laundering: Stakeholders must comply with all laws and regulations regarding money laundering and must not be involved in any form of money laundering.

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Gifts and Hospitality: Employees of Braam Group may not offer or accept gifts, except for promotional items without commercial value. Stakeholders may not attempt to influence Braam Group employees through gifts or hospitality.

Fair Competition: Stakeholders must pursue free and fair competition and comply with all relevant competition laws and regulations.

Confidential Information: Braam Group strictly protects confidential and sensitive information. Stakeholders must comply with all applicable laws and regulations regarding the protection, use, and disclosure of confidential information.

Conflicts of Interest: Stakeholders must immediately report and address any actual, potential, or perceived conflicts of interest.

4. Misuse of Products

Product Misuse: Braam Group does not tolerate the misuse of its products for illegal purposes. Stakeholders are responsible for implementing adequate monitoring systems within their supply chains to prevent and detect misuse and to take immediate action upon detection.

Implementation and Compliance

Stakeholders of Braam Group must adhere to this code of conduct and immediately report any suspicions or concerns about violations. Compliance with this code of conduct is a prerequisite for continuing the business relationship with Braam Group. Non-compliance may result in the immediate termination of the business relationship.

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