

5. February 2025

Our commitment to legal and ethical business conduct.

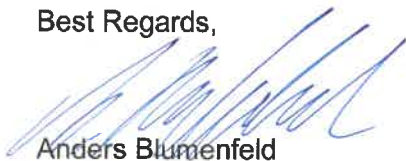
For over 70 years our people have worked hard to earn a reputation of trust, integrity, and ethical business practices. We have earned our reputation by consciously and continually reinforcing the importance of our values, applying those in every function and in every country, and most importantly, by making our values the basis of our everyday decisions and our everyday business conduct.

The fast development of our company in both employees and number of countries where we are active and the requests from our valuable customers and other stakeholders requires one set of clear business conduct guidelines throughout our Group.

Therefore, we developed the Stokvis Business Conduct Policies as the basis for our Business Conduct. They embody the integrity that is the core of our company and help to define ethical and lawful conduct. I know that you'll join me in continuing to apply these policies- and our values- to everything we do.

My approach is the same as yours: there is only one way to do the business, and that is the right way.

Best Regards,



Anders Blumenfeld
Business Director

Business Code of Conduct

The foundation of Stokvis business conduct program is that we will do business legally and ethically in all aspects of our global operations.

Stokvis has only one set of business conduct policies that apply globally. These universal standards provide a framework for conducting business the right way – legally and ethically – everywhere Stokvis does business. It is Stokvis policy that employees must comply with all laws and Stokvis Business Conduct Policies. The Business Conduct policies are introduced to Stokvis Employees through training and internal communications. Stokvis values are embedded in this code. Stricter guidelines or more detailed instructions may appropriate for certain regions, but they should not be in conflict with this Code.

Ethics and the Law

Stokvis is strongly committed to the highest standards of ethical conduct, and full compliance with all applicable national and international laws. This includes, for example, those relating to antitrust and promoting fair competition, corporate governance, preventing bribery, illicit payments and corruption, publicly traded securities, safety in the intended use of the products Stokvis delivers to customers, labor laws and practices, the environment, human rights laws, and internationally recognized standards, and protecting copyright, company assets and other forms of intellectual property.

Stokvis respects the privacy and integrity of its stakeholders and endeavors to adhere to strict standards when processing personal data and product information. All personal data collected and held by Stokvis will be processed fairly, lawfully, and carefully and in a way that protects the privacy of individuals.

Socially Responsible Workplace

Stokvis employees must respect and encourage Stokvis Values at work, promoting teamwork, individual responsibility, and the strength that comes from diversity. Stokvis will strive to pay fair compensation and provide a safe and healthy workplace for employees. Stokvis is committed to equality of opportunity in all its employment practices, policies, and procedures. Job requirements fulfilled, no employee or potential employee will, therefore, receive less favorable treatment due to their race, creed, colour, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, opinion, disability, membership, or non-membership of a trade union.

Respecting Each Other and Our Communities

One of Stokvis core values is to respect our social and physical environment. We are committed to the goal of sustainable development through environmental protection, social responsibility, and economic progress. For us, sustainability means meeting the needs of customers, employees, and communities today, while ensuring that resources will be available for future generations to meet their needs. We recognize that the company's long-term success springs from our strategies for continuous progress on environmental, health and safety concerns. We also strive to attract and retain a diverse and talented work force in a company where initiative is rewarded, privacy is respected, employee health and safety is safeguarded, and innovation is a way of life.

Human Rights

As an ethical and law-abiding company, Stokvis complies with government regulations around the world concerning human rights, employees and employment laws and expects ethical behaviour from. Stokvis recognizes, with the international community, that certain rights should be considered as fundamental and universal. Among those rights are: freedom from any discrimination based on race, color, nationality, ethnic origin, age, religion, sexual orientation, marital status, disability, or other status; freedom from arbitrary detention, freedom of peaceful assembly and association, freedom of thought, conscience and religion and freedom of opinion and expression. Stokvis will not use child or forced labour. Stokvis will not tolerate working conditions or treatment that are in conflict with international laws and practices.

Transacting International Business

International business transactions are regulated by many countries. It is Stokvis policy to comply with the legal requirements of each country in which we conduct business, including import, export, and tax laws. Stokvis employees must comply with applicable immigration laws.

Gifts, Bribes, and conflict of interest

Stokvis employees must avoid activity that leads to a conflict of interest.

It is Stokvis policy that company employees may give and receive appropriate, lawful business gifts in connection with their Stokvis work with commercial customers and other nongovernmental parties, provided that all such gifts are nominal in value and not given or received with the intent or prospect of influencing the recipient's business decision-making. Special laws and rules apply to gifts to government employees, and it is Stokvis policy to strictly comply with all such restrictions.

Stokvis and its employees will not pay or offer to pay bribes or illicit payments to government officials or other parties, in order to obtain or retain business. Bribery is illegal and violates this policy. Stokvis policy does not allow for corrupt practices in any form, including bribery.

Even when legal, employees cannot give or receive business gifts if doing so would violate this policy.

Competition

Stokvis conduct all of their activities in a manner consistent with all applicable competition laws, taking into account the applicability of the competition laws of jurisdictions whose economies would be likely to be harmed by anti-competitive activity on their part within the framework of applicable laws and regulations. Stokvis will refrain from entering into or carrying out anti-competitive agreements among competitors.

Suppliers

Stokvis will do its utmost to contract only with subcontractors or suppliers who themselves adhere to international human rights and environmental laws and practices.