



Supplier Code of Conduct

Title	Supplier Code of Conduct
Document Number	6000.S.5.1.5
Revision	3.0



SUPPLIER CODE OF CONDUCT	3
1) PURPOSE.....	3
2) LEGAL COMPLIANCE.....	3
3) BUSINESS ETHICS & INTEGRITY.....	3
3.1 ANTI-BRIBERY AND CORRUPTION	3
3.2 CONFLICTS OF INTEREST	3
3.3 FAIR COMPETITION.....	3
3.4 GIFTS & HOSPITALITY.....	3
4) HUMAN RIGHTS & LABOR PRACTICES	3
4.1 CHILD LABOR	4
4.2 FORCED LABOR.....	4
4.3 NON-DISCRIMINATION.....	4
4.4 WAGES & WORKING HOURS.....	4
4.5 FREEDOM OF ASSOCIATION	4
5) HEALTH & SAFETY	4
6) ENVIRONMENTAL RESPONSIBILITY.....	4
7) DATA PROTECTION & CONFIDENTIALITY	5
8) RESPONSIBLE SOURCING & SUPPLY CHAIN	5
9) REPORTING & WHISTLEBLOWING	5
10) MONITORING & COMPLIANCE	5
11) CONTINUOUS IMPROVEMENT	5



SUPPLIER CODE OF CONDUCT

1) *Purpose*

This Supplier Code of Conduct (“Code”) establishes the minimum standards that all suppliers, vendors, contractors, consultants, and other business partners (“Suppliers”) must adhere to when conducting business with **360 KAS B.V.**

Suppliers are expected to comply with all applicable laws and regulations in the countries in which they operate and to uphold the principles outlined in this Code.

2) *Legal Compliance*

Suppliers must:

- Comply with all applicable local, national, and international laws and regulations.
- Maintain all required licenses, permits, and registrations.
- Adhere to applicable trade laws, export controls, and sanctions regulations.

3) *Business Ethics & Integrity*

3.1 *Anti-Bribery and Corruption*

Suppliers must not engage in bribery, corruption, extortion, embezzlement, or any improper payments to government officials or private parties.

3.2 *Conflicts of Interest*

Suppliers must avoid conflicts of interest and disclose any actual or potential conflicts involving business with **360 KAS B.V.**

3.3 *Fair Competition*

Suppliers must comply with antitrust and competition laws and avoid collusion, price fixing, or other anti-competitive practices.

3.4 *Gifts & Hospitality*

Gifts, entertainment, or hospitality must be reasonable, transparent, and not intended to improperly influence business decisions.

4) *Human Rights & Labor Practices*

Suppliers must respect and uphold internationally recognized human rights standards.



4.1 Child Labor

Suppliers must not employ workers below the legal minimum working age.

4.2 Forced Labor

All employment must be voluntary. Suppliers must not use forced, bonded, trafficked, or involuntary prison labor.

4.3 Non-Discrimination

Suppliers must provide equal employment opportunities and prohibit discrimination based on race, gender, religion, age, disability, sexual orientation, or other protected characteristics.

4.4 Wages & Working Hours

Suppliers must comply with applicable wage laws, including minimum wage and overtime requirements, and ensure working hours comply with local regulations.

4.5 Freedom of Association

Suppliers must respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws.

5) *Health & Safety*

Suppliers must provide a safe and healthy working environment, including:

- Compliance with occupational health and safety laws
- Proper safety training and protective equipment
- Emergency preparedness and response procedures
- Mechanisms for workers to report unsafe conditions

6) *Environmental Responsibility*

Suppliers must operate in an environmentally responsible manner by:

- Complying with environmental laws and regulations
- Managing waste responsibly
- Reducing emissions, pollution, and resource consumption
- Handling hazardous materials safely

Suppliers are encouraged to promote sustainability and continuous environmental improvement.

7) Data Protection & Confidentiality

Suppliers must:

- Protect confidential information belonging to **360 KAS B.V.**, its customers, and employees
- Implement appropriate cybersecurity safeguards
- Comply with applicable data protection and privacy laws

8) Responsible Sourcing & Supply Chain

Suppliers must:

- Conduct due diligence within their own supply chains
- Avoid sourcing materials that contribute to human rights abuses
- Maintain transparency regarding the origin of materials when required

9) Reporting & Whistleblowing

Suppliers must:

- Establish mechanisms for employees to report concerns without fear of retaliation
- Promptly report any violations of this Code
- Cooperate in investigations and corrective actions

10) Monitoring & Compliance

360 KAS B.V., reserves the right to:

- Assess and audit supplier compliance
- Request documentation and evidence of compliance
- Require corrective action plans
- Terminate business relationships in case of material violation

11) Continuous Improvement

Suppliers are encouraged to continuously improve their practices and performance in alignment with ethical, social, and environmental standards.

Moerdijk

1 July 2025