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## CODE OF BUSINESS CONDUCT & ETHICS – SUPPLIER COMPLIANCE

### Code of Business Conduct & Ethics

Liebaert conducts business with integrity and in compliance with all applicable laws and regulations. A commitment to integrity is critical to how we conduct business and maintain our outstanding reputation in the communities in which we do business. Liebaert guarantees a production based on sustainability, quality and wants to have and maintain an excellent relationship with its suppliers and customers.

Suppliers are expected to understand and comply with Liebaert's Code of Business conduct and Ethics and demonstrate the highest standard of integrity and ethical conduct in all business activities.

### Legal compliance

Liebaert is committed to complying with all applicable legal requirements. Suppliers are expected to comply with all applicable legal requirements and prevent incidents or conditions that might result in a violation of law. All purchased materials used in manufacture of goods shall satisfy current governmental and safety constraints on restricted, toxic and hazardous materials as well as environmental, electrical and electromagnetic considerations applicable to the country of manufacture and sale.

Liebaert is in compliance with ISO 9001, ISO 14001, ISO 50001, is OEKO TEX Standard 100 certified, and all the delivered products are conform to European regulation REACH and CLP regulation.

### Human Rights / Child labor / forced labor / wages and working conditions

Liebaert is committed to recognizing human rights and labor principles throughout its global organization and supply chain. Liebaert considers employees to be one of the most important resources and is committed to the treatment of all employees with dignity and respect. All suppliers are required to comply with local laws governing the employment relationship. Liebaert will not use child labor, or employees under the legal age for employment in any location and expects this from all its suppliers.

Liebaert must comply with all applicable wage and hour law, including minimum wage, overtime, maximum hour rules, rest periods.

Liebaert expects its suppliers to treat their employees with dignity and respect. Suppliers are expected to have systems in place to prevent, detect and resolve unacceptable worker treatment such as harassment, inappropriate use of discipline, discrimination, physical or mental punishment or other forms of intimidation or abuse.

Liebaert is providing all employees with a professional working environment which is free from unlawful forms of discrimination and harassment. Suppliers must make all employment decisions based on the fact and individual merits, and not discriminate in their hiring and employment practices, and must follow all employment laws.

### **Preventing Bribery or corruption**

Liebaert is committed to conducting business ethically throughout the world and prohibits suppliers from giving or promising to give anything of value to employees or representative of governments, political parties, for the purpose of obtaining or retaining business. Suppliers must conduct business with integrity and in full compliance with all applicable laws.

### **Environmental, Health and Safety**

Liebaert is committed to complying with all applicable environmental, health and safety legal requirements and protecting the environment. All delivered goods conform to REACH and CLP regulation, and for delivered goods that contain products mentioned on the candidate list Liebaert provides the threshold limits and concentrations. Suppliers are expected to comply with all applicable environmental, health and safety legal requirements, and prevent incidents or conditions that might result in a violation of law or otherwise endanger the environment. Each Product delivered to Liebaert must be Reach conform (Registration, Evaluation, Authorization and Restriction of chemicals) and CLP regulation conform (Classification, Labeling and packaging). This regulation includes duty of information of all concerned products by means of a safety information sheet. The duty of information has to be fulfilled before delivery of the goods. For products that are mentioned on the candidate list the concentrations have to be mentioned. The duty of information has to be fulfilled before delivery of the goods.

### **Environmental sustainability**

Liebaert expects its suppliers to support Liebaert's sustainability mission by complying with all applicable environmental laws, rules and regulations while using resources wisely. Suppliers are expected to share Liebaert's commitments by developing and implementing a sustainability program focused on using natural resources responsibly, reducing water usage, reducing waste and improving energy efficiency.

In order to build a long lasting relationship, we thank you for sending back this Supplier compliance with your signature.

Company:

NV Marcel Liebaert

Date:

Signature:

Alain Liebaert, CEO