



CODE OF CONDUCT

As Suppliers of renown multinational industrial organizations, we respect the principles of our Customers' Code of Conduct rules, and we adopt practices that are consistent with those rules.

Our Code of Conduct seeks compliance with international social accountability standard SA 8000 and environmental standard ISO 14001 and the principles of the International Labor Organization. It also acts as a basis for all contractual relationships with our customers and our suppliers.

1. Working Conditions / Labor

1.1 We do not use child labor in any stage of our business. We follow the ILO conventions recommendation of minimum age for admission to employment.

1.2 Compensation and benefits comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.

1.3 Any form of forced or compulsory labor is not used, and employees are free to leave employment after reasonable notice.

1.4 We adhere to the right of employees to freedom of association and we recognize the right of our employees to collective bargaining, where allowable by law.

1.5 Our workers, and those of our subcontractors, have safe and healthy working conditions that meet or exceed applicable standards for occupational safety and health.

2. Environmental Standards

2.1 Our operations are carried out with care for the environment and include compliance with all relevant legislations in the countries concerned.

2.2 All products and services will be delivered to meet the environmental, quality and safety criteria specified in relevant contract elements, and will be safe for their intended use.

3. Business Ethics

3.1 Business is conducted with integrity. We do not offer payments, services, gifts, entertainment, or other advantages to any employee of our customers or third party which are intended to influence the way in which our customers' employee, or third party goes about his or her duties. Similarly, we expect our customers not to offer or give such payments, services, gifts, entertainment, or other advantages to any of our employees which are intended to influence the way in which the employee goes about his or her duties.

3.2 We respect human rights, harassment, or discrimination against employees in any form is not acceptable. This includes but is not limited to



gender, ethnic origin, skin color, religion, sexual orientation, disability, or age.

4. Concluding Comments

4.1 We take responsibility to require adherence to the principals of our Code of Conduct from our direct suppliers and exercise diligence in verifying that these principles are being adhered to in their supply chains.

4.2 Safeguarding of these standards is a long-term learning and development process. We work together with our customers and suppliers towards compliance and will continually review and revise these principles if needed.

4.3 Customers or suppliers may submit any concerns regarding non-compliant behavior, either to applicable laws or to internal Renelux regulations, by mail to our compliance department.

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