

# CSR policy for suppliers

Corporate Social Responsibility (CSR) means for eReM Elektrotechnici BV that we take the effects of our activities into account on humans, the environment and on society. With increasing efficiency in our working processes and with our conscious approach towards the environment, we try to find the right balance between the three CSR aspects People, Planet and Profit. At the same time, we try to create a healthy future for our company and its stakeholders.

## Suppliers chosen with care

Our suppliers are a determining factor in reaching our CSR goals. We strive to only collaborate with suppliers that contribute to our CSR policy in a positive manner. As our supplier, we expect you to act upon our “code of conduct for suppliers”. This code describes the main principals that are important for you company activities as one of our suppliers. We kindly ask you to sign this code and to return it to us.

## Code of conduct for suppliers

The supplier declares that

- work is being done in compliance with the applicable laws and regulations of the country where the activities take place.
- human rights will be respected, among the ban on child labour and the ban on forced labour, also in accordance with national and international agreements.
- all employees should be offered a safe and healthy working environment with equal chances and without any forms of discrimination, intimidation, bullying and (sexual) harassment.
- all employees should be offered a fair reward and the equal pay policy and other collective labour agreements should be taken followed.
- there are no forms of bribery caused by offering, giving or receiving gifts, payments or any other things of value with the intention to affect business decisions or to get an improper advantage.
- activities that violate the cartel laws and regulations regarding counterfeiting competition, will not take place.
- activities will take place with care and respect for humans and the environment and continuous improvement will be pursued for this matter.
- sustainable packaging materials will be used as much as possible.
- fair trade takes place and unfair competition is contested, just like making agreements upon prices with competitors or market sharing and conflicts of interest are being avoided.

Supplier:

Signature upon agreement:

Name:

Job title:

Date: