

CODE OF CONDUCT FOR SUPPLIERS

Globetrade has committed to contribute to the UN SDG's (Sustainable Development Goals). More specifically we have built our own CSR policy on the following SDG's: SDG#9 Industry, Innovation and infrastructure; SDG#12 Responsible production and consumption; SDG#17 Partnerships for the goals.

Globetrade is strongly committed to a policy of compliance with the law and the maintenance of high standards of business conduct. By following this policy our Company has achieved an enviable reputation for honesty and integrity. Globetrade complies and operates within standards of business. Companies who enter into business with us as suppliers must likewise comply and operate in a way which is consistent with Globetrade's high standards of business conduct.

All business activities of our suppliers must comply with the following to ensure the safety and fair treatment of the men and women who provide a service to our Company. We are committed to **ethical and responsible conduct** in all of our operations and to respect the rights of all individuals.

Next to topics related to the law, human labour, ethics and business conduct, we have also included topics related to **the environment and sustainability**.

CHILD LABOUR

The use of child labour by a manufacturer is strictly prohibited. No one under the age of 15 years or the local legal age limit, whichever is higher, may be allowed to work in a facility that supplies product for Globetrade.

FORCED LABOUR

Under no circumstance will Globetrade use forced or prison labour of any kind nor will we work with any manufacturer or supplier who does.

ASSOCIATION

Manufacturers will respect the rights of employees' choice to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.

DISCRIMINATION

Manufactures will not discriminate in hiring or in employment practices on the basis of race, religion, age, nationality, social or ethnic origin, gender, disability, marital status, sexual orientation or any other condition that could give rise to discrimination.

DISCIPLINARY PRACTICES

Each employee must be treated with dignity and respect. The use of corporal punishment, mental or physical coercion, or verbal abuse will not be tolerated. Disciplinary procedures must be established in writing and explained verbally to workers in understandable terms.

WORKING HOURS Manufactures must ensure that no employee's work hours are excessive to the point that their health or safety is jeopardized and that no employee's work hours ever exceed 48 hours in any given week, with minimum one day off in every week, unless differently stated in applicable national laws, industry benchmark standards or collective agreements. In necessary business circumstances, exceptional, voluntary and adequately compensated overtime can be accepted.

COMPENSATION Manufactures must pay the employees at least the legal minimum wage or industry standards approved on the basis of collective bargaining, whichever is higher, timely and regularly, as well as the social benefits legally granted.

HEALTH AND SAFETY Manufactures will provide a safe and healthy workplace that is in compliance with all applicable laws and regulations, ensuring at a minimum, reasonable access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation. Furthermore, when required for health and safety, manufacturers shall provide effective Personal Protective Equipment to all workers free of charge. Manufactures will ensure that the same standards of health and safety are applied in any housing benefits they provide.

ENVIRONMENT Manufacturers commit to dispose of and recycle waste in a responsible way and to be frugal with resources. There should also be awareness about the use of energy and use of green energy should be encouraged where possible. Manufacturers must assess their environmental impact and pursue continuous efforts to prevent or minimize adverse effects on the overall environment.

SUSTAINABILITY Manufacturers should explore options of using recycled materials and/or biomaterials and should be keen to adopt the circular economy model. Manufacturers should investigate in offering the most sustainable packaging options.

ETHICAL BEHAVIOUR Manufacturers may not be involved of any act of corruption, extortion or any form of bribery like gifts, promises or other incentives. They will collect, use and process personal information from all their stakeholders in compliance with applicable laws and requirements. Manufacturers will respect intellectual property rights of third parties and will not use or disclose confidential information in violation of legal or contractual obligations.

**CONFLICT
MINERALS**

Globetrade is committed to comply with the European regulation (EU) 2017/821 relating to Conflict Minerals. Manufacturers using Conflict Mineral such as tin, tantalum and tungsten, their ores, and gold in products supplied to Globetrade will therefore avoid sourcing or ensure responsible sourcing of those minerals from conflict-affected and high-risk areas. Manufacturers will ensure supply chain due diligence and must disclose the use and sourcing of Conflict Minerals.

It is the responsibility of your Company's management to communicate the contents of this Code of Conduct standard to all employees within your Company. As a principal of your company, your signature states your Company's commitment and ongoing compliance with Globetrade's Code of Conduct. Failure to meeting these standards will subject orders, from Globetrade, to an immediate termination at Globetrade's discretion and without any cost or damages to be paid by Globetrade.

Company Name _____

Signature _____

Name _____

Title _____

Date _____