



Code of Conduct

VESO is committed to maintaining the highest ethical and legal standards in all aspects of our business. Our Code of Conduct reflects our commitment to integrity, honesty, and ethical behaviour, and describes the minimum standards expected of all VESO's Third Parties. VESO also expects Third Parties to impose these minimum standards on their subcontractors and sub-suppliers, and to comply with all laws and regulations in the countries in which they conduct business.

At VESO, we prioritize sustainability in all aspects of our operations. Our company standards, as outlined in this Code of Conduct cover ethical business practices, labour practices, health and safety, environmental management, and related management systems. These standards apply to all employees at VESO, and we hold ourselves to a high level of accountability. Therefore, we also expect the same level of commitment to sustainability from our third-party suppliers. 'Third Parties' typically refers to suppliers of products and services, but can also include distributors, wholesalers and sales entities.

Business

Anti-Bribery and Anti-Corruption

At VESO we take pride in conducting our business with integrity and adhere to the highest standards of ethical conduct. We comply with all applicable laws, regulations, and industry codes, and we promote transparency and accountability in all our activities. VESO keeps accurate accounting books and has adequate controls. All records we create, including expense reports, must accurately reflect the expenses we incur on behalf of the company. VESO shall never falsify, distort, or omit relevant information in our books and accounts.

VESO has zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, in the countries we operate in.

As a Third Party working with VESO, you shall take all reasonable steps to ensure that you comply with all anti-bribery and anti-corruption laws applicable in the jurisdictions in which you are based and have in place your own standards and procedures to ensure compliance with relevant antibribery legislation. Bribery refers to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.

Identification of Concerns

It is important to promote a culture where all employees feel comfortable reporting any concerns or illegal activities in the workplace, without fear of retaliation, coercion, or mistreatment. Any such reports shall be investigated, and appropriate corrective measures shall be taken, if necessary.



Data Protection

VESO is committed to protecting the privacy and security of personal data and other sensitive information related to our business. We expect our Third Parties to comply with all applicable data protection laws and regulations, and to take appropriate measures to safeguard information against unauthorized access or misuse.

People

VESO is committed to upholding and respecting human rights and contribute to a decent working life where basic labour standards, including the ILO's core conventions, must be safeguarded. Third Party is obligated to uphold the human rights of workers and treat them with dignity and respect.

Freely Chosen Employment

Third Party shall not use forced, bonded, or indentured labour, trafficked or non-voluntary labour.

Child Labour and young workers

Under no circumstances should third parties employ children who are below the minimum legal age for employment. The employment of individuals under the age of 18 is only permitted in non-hazardous work and if they have reached the minimum legal age for employment or the age required to complete compulsory education in their country.

Non-Discrimination and Fair Treatment

VESO value diversity and inclusivity and strive to create a workplace culture that promotes equity and respect for all individuals, regardless of their background or identity. Third Party shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status is not condoned by VESO and should not be condoned by you.

Third Party shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.



Wages, Benefits and Working Hours

Third Party shall pay employees according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. In addition, they shall have working hours that comply with national laws. Salary must be paid directly to the employee on time.

All employees must have a written employment contract in a language they understand, and all employees will be given relevant and adequate training.

Freedom of Association

Third Party shall engage in open and direct communication with workers to resolve workplace and compensation issues, without threat of reprisal, intimidation, or harassment. Third Party shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labour unions, seek representation, join workers' councils and bargain collectively.

Health & Safety

VESO is committed to providing a safe and healthy work environment for our employees. We will comply with all applicable health and safety regulations and implement measures to prevent workplace accidents and occupational illnesses. HSE is ensured, among other things, through preventive measures and effective internal control.

Third party must provide safe and healthy working conditions for their employees, and must take steps to prevent accidents and injuries, and shall protect workers from over exposure to chemical, biological, physical hazards, and physically demanding tasks. Appropriate health and safety information, training and equipment shall be provided to workers.

Environment

VESO is committed to integrating sustainability practices into our operations and services. Sustainable sourcing and supply chain management is a critical area of focus for responsible environmental practices. This involves prioritizing the use of environmentally friendly materials, reducing waste, and working with Third Parties who adhere to ethical and sustainability standards. It also means regularly monitoring and evaluating supply chain practices to identify opportunities for improvement.

Environmental Authorizations

Third Party shall comply with all applicable environmental laws and regulations and obtaining any necessary permits and licenses.



Materials, Waste and Emissions

VESO aim to reduce packaging waste and promote sustainable packaging practices that minimize environmental impact. We will prioritize the use of recyclable and biodegradable materials and promote responsible packaging disposal. Furthermore, we aim to reduce our carbon footprint and use energy-efficient technologies and practices.

The Third Party is required to establish and maintain appropriate systems for the secure handling, transportation, storage, recycling, reuse, or disposal of waste, air emissions, and wastewater discharges. All forms of waste, wastewater, or emissions that may have negative effects on human or environmental health must be managed, controlled, and treated in a suitable manner before being discharged into the environment.

Chemical Management, Spills and Releases

Third Party aim to minimize the use of hazardous chemicals and manage their risks to human health and the environment. We will comply with all applicable regulations related to the production, use, and disposal of chemicals.

Third Party shall have systems in place to prevent and mitigate accidental spills and releases to the environment.

Management Systems

VESO maintains effective management systems to ensure business continuity and adhere to the principles outlined in this document. To achieve this, Third Parties should take the following steps:

- Allocating appropriate resources and personnel to demonstrate compliance with and commitment to these principles.
- Create systems to recognize and handle risks in all domains mentioned in this document.
- Maintain the necessary documentation to confirm compliance with these principles and relevant laws and regulations.
- Educate your workers to acquire the required knowledge, abilities, and skills to fulfil the expectations specified in this code.