



# Code of Conduct

Supplier & Partner



## Introduction

### **When your locking needs to be really smart**

Inventing and sustainably developing smart, innovative solutions for, by, with and in the application of locking solutions that are easy to operate and fun to use, in order to help companies become more profitable, to help employees make their work easier and to help consumers keep what is precious safe.

### **Sustainable entrepreneurship**

Working in a sustainable way with respect for all living things. Not just for 'tomorrow', but for the upcoming decades as well. We only select partners that also value sustainable entrepreneurship like we do. To ensure consistency and mutual commitment, Keynius requires that our suppliers and Partners comply with this Supplier & Partner Code of Conduct.

## Human Rights & Working Conditions

### **General**

Keynius expects its suppliers and partners to respect internationally recognised human rights as set out in the Universal Declaration of Human Rights and recognise their responsibility to promote the application of human rights.

### **Safety & Health**

Suppliers and partners must ensure that the workplace or any other location where production or work is carried out, is safe and healthy. All employees must have access to relevant health and safety information, training and equipment. Employees should be able to express their concerns about their working conditions at all times, without being threatened with reprisals or harassment. Suppliers and partners take measures to prevent Industrial accidents and to limit health risks as much as possible.

### **Anti-discrimination**

All anti-discrimination provisions as laid down in (supra)national laws and regulations are respected and complied with. There is no discrimination based on age, nationality, race, religion, ethical background, gender, orientation or physical disability.

### **Refusal of forced labour**

Our suppliers and partners may not use forced labour, slave labour, or forced labour. Employees must be free to terminate their employment after reasonable notice and are not required to deposit money or identity documents.

## **Salary and secondary working conditions**

Suppliers and partners must pay all employees at least the minimum wage as set out in laws and regulations, and provide for all legally required fringe benefits. All working conditions, including compensation, working time, days off, leave and holidays, must comply with applicable laws and regulations, as well as collective bargaining provisions or other applicable industry standards.

## **Child Labour**

Our suppliers and partners do not use child labour. Their employees must not be younger than the compulsory school age in accordance with the laws and regulations, and they must not be younger than 15 years under any circumstances. The best interests of the child will always come first.

# Environment

## **General**

Keynius expects its suppliers and partners to take responsibility for the environment.

## **Environmental legislation**

Suppliers and partners must have all required permits and licenses and comply with the operational and reporting requirements of such permits and licenses.

## **Hazardous substances**

Suppliers must comply with all applicable laws and regulations in the field of hazardous substances and conflict minerals.

## **Climate impact**

The supplier has procedures in place to identify, control and reduce its impact on the environment and to continuously improve its environmental performance. The supplier shall take appropriate measures to reduce the environmental impact of its activities and shall concentrate on the continuous improvement of its environmental performance and on minimizing its consumption of resources and its emissions.

## Integrity

### **Compliance with Laws and Regulations**

Suppliers and partners must ensure that their production, products, services and production location are in compliance with all applicable laws and regulations.

### **Corruption**

All relationships that Keynius maintains are based on respect, professionalism and trust. Bribery, extortion and illegal political donations in any form are unacceptable. Suppliers must refrain from doing so under all circumstances.

### **Competition**

Suppliers must comply with all applicable antitrust, competition and trade practices laws. In doing so, they must refrain from practices such as improper exchange of information and data, fixing prices with competitors, rigging tender procedures, misallocation of customers or territories, or any other practice that unduly restricts competition.

### **Intellectual Property and Confidential Information**

Keynius' intellectual property rights must be respected and protected by suppliers and partners by securing them against misuse, theft, fraud or unlawful disclosure.

### **Conflict of interest**

Suppliers and partners must avoid conflicts of interest that question the credibility of the supplier or partner, or the trust of third parties in Keynius.

### **Reporting abuses**

Suppliers and partners must make appropriate resources available to their employees to raise (imminent) wrongdoing in good faith without having to worry about sanctions of any kind.

### **Code of Conduct Compliance**

Keynius expects suppliers and partners to adhere to the principles described in this code of conduct and to conduct their activities accordingly.

## Signature

Keynius B.V. only works with suppliers who sign our code of conduct. By signing the code of conduct, you agree to the content of this code of conduct and you commit yourself to comply with it.

Supplier/Partner Name:

Date:

Place:

Name:

Function:

Signature: