Supplier and Subcontractor Code of Conduct

BOS Homogenisers B.V. | Version 4.1 | March 2025

This Code of Conduct sets out the principles and requirements of BOS Homogenisers B.V. and all its affiliated companies under company law (hereinafter “BOS”) for all suppliers of goods and services, all subcontractors and group companies of suppliers and subcontractors (hereinafter collectively referred to as the “supplier” or “suppliers”), with regard to their responsibility towards society, the environment and the people involved in the production of goods and/or the provision of services. As a company operating worldwide, BOS is aware of the responsibility arising from its activities. This responsibility includes complying with applicable laws at all times and in all places, and acting sustainably. BOS has therefore established strict human-rights standards for itself to guide all its business activities. These standards have been made public in its Human Rights Policy and its Code of Conduct. As a condition of doing business with BOS, we expect suppliers to base their actions on the same standards. BOS has therefore introduced this Supplier Code of Conduct, which sets out the minimum standards for every business relationship with BOS. As a condition of doing business with BOS, we expect suppliers to meet these requirements and to comply with national and international environmental standards and regulations. BOS intends to implement this Code of Conduct in the spirit of constructive dialogue and cooperation with suppliers. If BOS identifies, or suspects, incidents of non-compliance with this Code and informs the supplier, BOS expects the supplier to investigate the matter and remedy the non-compliance as soon as possible and within an agreed timeframe. If the supplier is unwilling to correct these issues, BOS reserves the right to take appropriate legal measures, including fully terminating the business relationship and promoting, identifying and implementing corrective measures. This Code of Conduct applies to suppliers and contains the following principles:

1 General obligations

Suppliers must respect and comply with the laws and regulations of all countries in which they operate and buy and/or sell goods and services. If local legal requirements fall below the international standards set out in this Code, suppliers must follow the latter international standards. Suppliers must respect human rights and limit the environmental impact of their businesses and activities. Suppliers must apply the requirements of this Code of Conduct throughout their entire supply chain.

2 Labour and social policy

No child labour

BOS respects children’s right to development and education.

Suppliers are prohibited from employing children, as this would violate the conventions of the International Labour Organization (see ILO Conventions on Minimum Age No. 138 and Worst Forms of Child Labour No. 182). The minimum working age is the legal minimum age in the country concerned, or the age at which compulsory education is completed, whichever is higher.

No forced labour

Under no circumstances may suppliers use, promote or otherwise facilitate forced or involuntary labour. This includes practices such as restricting a person’s freedom of movement; withholding wages or identity documents to force them to continue working; trapping them in fraudulent debt or wage deductions from which they cannot escape; or causing loss of social status (see ILO Conventions Nos. 29 and 105). Suppliers must ensure that workers understand their rights concerning wage payments, overtime and the retention of identity documents. Suppliers must therefore ensure that workers are treated fairly and that their rights are respected. Where workers are recruited through third parties, suppliers must take particular care to ensure that these principles are properly applied.

Working hours

Working hours, including overtime, must comply with applicable laws and regulations, collective labour agreements and international conventions. Suppliers must not use overtime as a substitute for inadequate regular wages. Where overtime is paid, payment must be based on the applicable legal and/or collectively agreed requirements. Work or services outside normal daily working hours must not be imposed by exploiting a worker’s vulnerability under threat of punishment.

Fair wages

Suppliers must comply with all applicable laws and regulations, including those relating to minimum wages, overtime and legally required benefits. Suppliers must pay wages that are no lower than the wages established for the trade or industry in which the work is performed. Where no legal requirements define a minimum wage, ILO Convention No. 131 provides the basis for its definition. Workers must be paid fairly and on time.

Non-discrimination, non-harassment and equal treatment

BOS respects cultural differences. Suppliers must not discriminate against, harass or marginalise anyone on the basis of race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political opinion, trade union membership, national origin, social origin or marital status in recruitment or employment practices, including job applications, promotions, remuneration, access to training, work assignments, wages, benefits, termination or retirement (see ILO Conventions Nos. 100 and 111).

Right to organise and freedom of association

Suppliers must respect workers' right to organise freely, establish workers' organisations and join an organisation of their choice, be represented and bargain collectively, as permitted by and in accordance with applicable laws and regulations. Suppliers must ensure that workers' representatives are not discriminated against (see ILO Conventions Nos. 87 and 98). Suppliers must strive for a fair balance between their economic interests and the interests of their workers.

Health and safety

Suppliers must ensure that health and safety risks arising from their activities and affecting their employees, contractors and the public are limited. BOS requires suppliers to conduct their activities safely, in accordance with all applicable laws and regulations, approved codes of conduct and industry best-practice standards. Suppliers are therefore expected to demonstrate a clear commitment to health and safety management and to effective, proactive policies and procedures. They are expected to promote the assurance, expansion and continued development of safe working conditions. BOS considers accidents and reactive monitoring to be very serious matters and requires statistics to be fully disclosed. Upon request, suppliers must provide BOS with their health and safety indicators, risk assessments and related improvement plans.

Use of security personnel

Where private or public security personnel are engaged or used to protect business projects in suppliers' production and procurement processes, suppliers must ensure, through adequate instruction and monitoring, that the use of security personnel does not disregard the prohibition of torture or cruel, inhuman or degrading treatment, violate the life or physical integrity of any person, or undermine freedom of association and the right to organise.

3 Environment

Prevention of pollution

Suppliers must ensure that harmful changes to soil, water and air pollution, noise emissions and excessive water consumption are avoided as far as possible throughout the supply chain. In particular, they must ensure that their production and procurement processes do not significantly damage the natural basis for the preservation and production of food, obstruct people's access to safe drinking water and sanitation, or endanger people's health.

Deprivation of land, forests and waters and forced evictions

As part of their production and procurement processes, suppliers must ensure that there is no unlawful acquisition, development or other use of land, forests or waters where such use secures people's livelihoods. Suppliers must also ensure that no unlawful evictions take place.

Use of mercury

Suppliers must ensure that their production and procurement processes comply with the requirements of the Minamata Convention of 10 October 2013 and that none of its prohibitions are violated, particularly those concerning the manufacture of products containing mercury, the use of mercury and mercury compounds in production processes, and the treatment of mercury waste.

Persistent organic pollutants

Suppliers must ensure that their production and procurement processes comply with the requirements of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants and that none of its prohibitions are violated, particularly those concerning the manufacture and use of certain chemicals and the environmentally unsound handling, collection, storage and disposal of waste consisting of these chemicals.

Hazardous waste

Suppliers must ensure that their production and procurement processes comply with the requirements of the Basel Convention of 22 March 1989 on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, and that none of its prohibitions are violated. This applies in particular to exports of hazardous waste to a Convention party that has prohibited the import of such hazardous or other waste; to an importing state that has not given written consent to the specific import; to a state that is not a party to the Convention; to an importing state where the hazardous or other waste is not managed in an environmentally sound manner in that state or elsewhere; or from states listed in Annex VII of the Convention to states not listed in Annex VII.

Conflict minerals

BOS expects suppliers to promote social responsibility principles and practices throughout the value chain and to give an important role to ethical sourcing. In particular, the origin, supply and procurement of conflict minerals, such as tin, tantalum, tungsten or gold contained in an item supplied to BOS, must be checked in accordance with the requirements set out in the BOS Conflict Minerals Policy, which forms an integral part of this Supplier and Subcontractor Code of Conduct.

4 Business integrity

Fair competition

All suppliers must commit to fair and undistorted competition and comply with all applicable antitrust laws. They must refrain from agreements with competitors, suppliers, distributors, dealers and customers that violate competition law or restrict competition.

No corruption, bribery or money laundering

Suppliers must comply with all applicable anti-corruption regulations. They must not engage in or tolerate any form of corruption. Suppliers must not offer or accept bribes or other unlawful inducements from or to their business partners. Suppliers are expected not to offer gifts or any form of personal benefit to BOS employees arising from their relationship with suppliers. Suppliers must comply with all applicable anti-money-laundering regulations.

Data protection and information security

Suppliers must comply with all applicable data protection regulations and take measures to ensure information security. In particular, suppliers must take appropriate care to protect personal data relating to BOS, BOS customers or other personal data processed in connection with the business relationship with BOS. Suppliers must also take appropriate measures to ensure the confidentiality, integrity and availability of information on technical and non-technical systems.

Respect for and protection of intellectual property

Suppliers must respect and protect the intellectual property rights of BOS and BOS customers. They must safeguard confidential information and use it only in an appropriate manner.

Compliance with foreign trade laws and regulations

Suppliers must take appropriate measures to ensure that transactions with third parties do not violate applicable laws on economic embargoes or trade regulations, import and export controls or provisions relating to the international fight against the financing of terrorism.

5 Violations of this Code of Conduct and the BOS whistleblowing system

Violations of this Code of Conduct

BOS reserves the right to take appropriate action in response to suppliers' violations of this Code of Conduct. Measures BOS may take, where applicable, include but are not limited to audits or due diligence checks, training and further education for suppliers, temporary suspension of the business relationship, and termination of the business relationship.

BOS whistleblowing system

BOS has established an appropriate internal whistleblowing system that is also open to third parties. In particular, it enables individuals to report human rights violations and environmental risks, as well as human rights violations or environmental risks relating to obligations arising from suppliers' business activities throughout the entire supply chain. Suppliers must ensure that people working in connection with their production and procurement processes are made aware of the possibility of using the BOS whistleblowing system.

6 Sustainability expectations

In addition to the above requirements and principles, which suppliers must observe, BOS asks its suppliers to meet the following sustainability expectations as well.

Social responsibility

BOS fully recognises the guidelines on social responsibility (ISO 26000) and aligns its activities with the principles of social responsibility expressed in those guidelines and with the core subjects described therein. BOS also expects its suppliers to recognise the principles and core subjects of the ISO 26000 guidelines and to align their actions accordingly.

Environmental policy

Suppliers must introduce measures to protect the environment throughout the product life cycle: design, development, production, transport, use and disposal or recycling. BOS expects suppliers to strive to conserve valuable resources, consume less energy, and generate less waste and emissions through sustainable use. Products and services should therefore become increasingly environmentally friendly. To comply with international standards, suppliers must work closely with local authorities and relevant government bodies. BOS encourages suppliers to hold ISO 14001 certification or an equivalent certification.

Conservation of natural resources

Wherever possible, suppliers must focus on reducing the use of raw materials and resources and reducing the waste generated by all their activities. Appropriate processes must be introduced for this purpose.

Biodiversity and no deforestation

Suppliers must prevent deforestation, protect or promote natural habitats and biodiversity, and manage soils to avoid nutrient loss, erosion and soil contamination. For further information, please refer to BOS's commitment to biodiversity policy and BOS's environmental responsibility policy.

Reduction of CO_2 emissions and water consumption

Suppliers must promote the development of technologies that reduce CO_2 emissions and water consumption, as well as energy-saving and recycling solutions, and must implement logistics strategies that minimise the overall environmental impact.

Innovation and product life cycle for manufacturing suppliers

BOS focuses on supplying products that improve environmental performance standards. BOS therefore encourages manufacturing suppliers to commit to a voluntary research policy aimed at developing environmentally friendly products. BOS expects its manufacturing suppliers to consider the environmental impact of their products not only during the design phase, but also in production and procurement processes.

Questions? For questions, please contact a purchasing representative at BOS.