

		Management	formuliernummer:
			UW-COM-MM-06
			Gedragcode voor leveranciers
			(Code of conduct)

Supplier Code of Conduct

This Supplier Code of Conduct is of the utmost importance to the Victoria Grass Group / UnitedWorks Holding B.V., its operating companies and all its employees (hereinafter referred to collectively as UnitedWorks).

The Supplier Code of Conduct sets out the fundamental principles and rules that govern how our suppliers act towards UnitedWorks and its stakeholders. The basis for this is the international and generally accepted treaties on the enforcement of laws and regulations, good business practices, human rights and the fight against corruption.

United Works is an efficiently operating production organization in the artificial turf and carpet industry. Our activities cover the spectrum of tufting and backing of artificial turf and carpet. Behind this new collective lies years of experience in the industry. As an organization, we take an independent position and are therefore the professional extension of our customers. Our specialist knowledge and state-of-the-art machinery form a solid basis for top-quality products, which are created in close cooperation with our customers. We prove that quality works in partnership. Unburden the customer with consciously and consistently delivered services.

Compliance with laws and regulations, meeting environmental and social objectives are a matter of course for UnitedWorks. It is of the utmost importance to UnitedWorks that all employees are offered a safe and challenging working environment. The Golden Rules were created partly for this purpose.

Our core values are:

- Quality and safety first
- In partnership
- Offering innovative sustainable solutions and good service
- The well-being of our employees is crucial in this regard

This contributes to establishing sufficient confidence among our customers, suppliers and other stakeholders.

The Supplier Code of Conduct is intended to complement our social responsibilities. Our suppliers are expected to take note of this and to act in a binding manner in accordance with the content of this document.

This Code of Conduct is an addition to the document:
UW-COM-MM-02 Slavery and Human Trafficking Policy Statement v2.0.

Davida Decorte/CEO

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Core values and fundamental principles

UnitedWorks expects its suppliers not to take any actions that are contrary to our core values and fundamental principles.

Conduct that is in accordance with the law

UnitedWorks adheres to the applicable local, national and international laws and regulations. The Management Team pays a lot of attention to ethical behaviour by continuously setting a good example, regularly emphasising the importance of ethical behaviour and compliance with it. The day-to-day consultation and the regular work consultation within the departments offer good opportunities for this.

Mutual respect, honesty and integrity

UnitedWorks respects the personal dignity, privacy and personal rights of every individual. We do not tolerate discrimination, harassment or offensive behaviour. We are open, honest and stand up for our responsibility. We are a reliable partner. We are diligent in fulfilling our commitments to stakeholders so that their expectations are met and their trust is not undermined. Every employee must be involved in maintaining and promoting the good reputation of UnitedWorks.

Human rights and protection

We recognize the provisions of the Universal Declaration of Human Rights (UDHR). We also respect the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. UnitedWorks attaches great importance to the elimination of forced and child labour, freedom of association and compliance with working time and minimum wage guidelines. Personal data, which must be kept automatically for various reasons, is handled in accordance with the GDPR.

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Basic Behavioral Requirements

General

Honesty and integrity

Suppliers are evaluated annually on their performance according to a method drawn up for this purpose. Any form of discrimination based on race, sex, religion, life principles, political affiliations, age, disability, sexual preferences or otherwise is unacceptable to UnitedWorks. Physical, verbal, written and sexual harassment will not be tolerated.

Respect for human rights

UnitedWorks is committed to protecting the environment and human rights in our global communities, operations, and supply chain. We uphold the highest standards of ethical behavior and compliance with all legal requirements. We expect our suppliers to maintain the same standards. This includes, but is not limited to, the following:

- Suppliers ensure that working hours comply with applicable legislation.
- Suppliers ensure that their employees are not discriminated against or harassed in any way.
- Suppliers respect the personal dignity, privacy and rights of every employee who is employed.
- Suppliers ensure that employees can communicate freely with their managers about their working conditions. Employees are free to join any union of their choice.
- Workers' compensation meets at least legal minimums, including overtime, and is in line with industry standards. Suppliers pay wages at regular intervals and inform employees about the calculation method. Suppliers do not withhold disciplinary deductions from the wages earned.
- Suppliers avoid any form of forced or compulsory labour.
- Suppliers avoid any form of child labour.

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Integrity and sound business operations

Fair competition

UnitedWorks and its suppliers will refrain from any action that interferes with or discourages fair competition. UnitedWorks and its suppliers will never provide information about (potential) competitors.

Collaborate with third parties

UnitedWorks and its suppliers will not use third parties to violate or circumvent laws or regulations. Under no circumstances will there be any violation of socially accepted norms.

Trade controls

Suppliers involved in the supply of goods, services, or technology must comply with applicable economic sanctions, export controls, and import laws and regulations.

Anti-corruption: avoiding offering, granting, demanding and accepting of benefits

Suppliers do not engage in or tolerate any form of corruption, bribery, extortion or fraud. Suppliers will not offer gifts or other benefits to UnitedWorks employees that could improperly affect the UnitedWorks employees.

Anti-money laundering

All transactions between UnitedWorks and its suppliers are recorded in writing by means of purchase orders. The administration of each order will be transparent, complete and correct. Cash payments are not accepted.

Confidential information and intellectual property rights

Suppliers only make appropriate use of confidential information and ensure that all intellectual property rights are respected.

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Health & safety and environmental responsibility

Health & Safety

Suppliers must ensure a healthy and safe workplace and working environment for all their employees, any subcontractors and other associated persons with them. The applicable health and safety legislation must be used, including RI&E and appropriate facilities, to optimize working conditions, such as:

- Adequate instructions for Safety, Health and Environment (HSE)
- Optimally protected environment for fire and environmental incidents
- Optimal lighting and ventilation, as close as possible to the processes
- (Near) accident registration and follow-up
- Sufficient personal protective equipment (PPE)
- Well-maintained sanitary facilities
- Well-maintained canteen space(s)
- Frequent preventive HSE inspections
- Current Company Emergency Plan
- Adequate Emergency Response Organization
- Safe (if necessary inspected) work and transport equipment
- Industrial hygiene

Environmental responsibility

UnitedWorks pursues a policy to minimize the impact on the environment, among other things by using the management system ISO14001:2015. UnitedWorks' employees and suppliers are expected to minimize the environmental impact of all activities and efforts.

- Suppliers are responsible for managing, measuring, and minimizing the environmental impact of their facilities and transportation, including reducing emissions, waste, energy, and water consumption.
- Suppliers will comply with all applicable local regulations and standards, national and international laws and regulations and are obliged to cooperate with inspections by the Competent Authority.

Suppliers are continuously active in researching and activating the reuse of goods or raw materials, if possible, in collaboration with UnitedWorks.

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Environmental objectives

We expect our suppliers to support UnitedWorks' environmental goals by complying with all applicable environmental laws, rules, and regulations while using resources wisely. Suppliers must be certified by third parties for their environmental management system and be in possession of a valid ISO 14001:2015 certificate or act accordingly.

Our suppliers are expected to have environmental objectives that are in line with those of UnitedWorks, including:

- CO2 reduction
- Reduction of gas, electricity and water in the broadest sense of the word
- Less emissions due to the use of other coating products
- Improving recyclability
- Reduction of waste volume
- Control of the use of REACH substances
- Continuously refresh awareness of environmental aspects among employees
- Continuous improvement of energy reduction measures
- Ban on the use of PFAS

Audits, corrective and preventive actions

UnitedWorks will conduct (announced) supplier audits. Compliance with this Supplier Code of Conduct will be one of the topics of the audit. If deviations are found, corrective and preventive measures will be required from the supplier.

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UnitedWorks Supplier Code of Conduct

I hereby confirm that I have received a copy of the Supplier Code for Suppliers of UnitedWorks Version v2.0 dated 03.03.2025 which applies to all suppliers doing business with UnitedWorks and all its operating companies.

By signing this document, I agree to act in accordance with this Code of Conduct.

Date :

Place :

Company :

Name :

Signature