

Preamble

EuroHydra Connect B.V. and its affiliated entities affirm their commitment to Corporate Social Responsibility (CSR) as an integral part of their global operations. This Code of Conduct establishes guiding principles concerning labor standards, environmental stewardship, ethical governance, transparency, and responsible collaboration.

Developed in alignment with our core values and mission, this Code serves as a voluntary framework, underscoring our dedication to integrity, human dignity, and sustainable development within a global marketplace. It also supports responsible practices throughout our supply chains.

1. Scope of Application

1.1 This Code applies to all business units and subsidiaries of EuroHydra Connect B.V., regardless of geographical location.

1.2 EuroHydra Connect B.V. is committed to encouraging its suppliers and partners to adopt and uphold the principles outlined in this Code.

2. Foundational Principles

EuroHydra Connect B.V. acknowledges its responsibility to balance business objectives with social, environmental, and ethical considerations. We strive to contribute positively to society, embracing practices rooted in honesty, fairness, and respect for universal human rights.

3. Core Values and Commitments

3.1 Compliance with Laws

We comply with all applicable laws and regulations in the jurisdictions where we operate. In regions with underdeveloped legal frameworks, we apply international best practices to ensure responsible corporate governance.

3.2 Ethical Conduct and Governance

- We uphold ethical business practices grounded in integrity, honesty, respect, inclusivity, and non-discrimination.
- We condemn all forms of corruption and bribery, in alignment with the UN Convention against Corruption.
- We promote transparency, accountability, and fair competition, and maintain constructive relationships with regulatory authorities.

3.3 Consumer Protection

We are committed to fair marketing, sales, and information practices. Special consideration is given to vulnerable groups, including children and minors, to ensure their protection.

3.4 Communication and Information Integrity

We communicate openly and responsibly with employees, clients, suppliers, and stakeholders. All documentation and information are accurate, securely stored, and treated with appropriate confidentiality.

3.5 Human Rights

We respect and promote human rights as enshrined in the UN Charter, including:

- Right to Privacy
- Health and Safety
- Protection from Harassment
- Freedom of Expression and Conscience

3.6 Labor Standards

We adhere to the core labor standards of the International Labour Organization (ILO):

- Prohibition of Child Labor
- Prohibition of Forced Labor
- Fair Compensation
- Freedom of Association and Collective Bargaining
- Non-Discrimination

3.7 Working Hours

We comply with applicable regulations on working hours and rest periods.

3.8 Environmental Responsibility

We are committed to environmental protection and sustainability. Our operations comply with relevant environmental laws and promote responsible use of natural resources in line with the Rio Declaration.

3.9 Community Engagement

We support the economic and social development of the communities in which we operate and encourage voluntary engagement by our employees.

4. Implementation and Enforcement

EuroHydra Connect B.V. makes every reasonable effort to implement and maintain these principles. We are open to providing relevant information to contractual partners within the limits of confidentiality and competitive sensitivity, fostering mutual accountability.

This Code represents our dedication to responsible corporate citizenship, and we encourage partners and peers to adopt similar commitments.

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