

SAVIC

/ Code Of Conduct



/ Intro

SAVIC NV stands for quality products, produced in optimal working conditions. We set great store by innovation, safety, the environment, quality and customer orientation, which enables us to offer our customers high-quality pet accessories.

We realize this with respect for our staff as well as the society in which we operate.



/ Objective of global business principles

Savic nv and all its employees propagate these business principles to ensure that we are a high quality manufacturing company.

We inform our customers and suppliers, about our business principles.

We respect our staff and use these principles to promote fair and correct treatment of all our staff.

We comply with these principles so as to be able to continue to evaluate and develop our performance, so that we can safeguard improvement on an on going basis.

A man with short grey hair, smiling, is wearing a dark blue jacket with the 'SAVIC' logo and 'pets' favourite' tagline. He is operating a grey pallet jack in a warehouse setting. The background is slightly blurred, showing industrial equipment.

/ Scope

Savic nv applies the global business principles - tailored to the ETI Code (Ethical Trading Initiative) - to all sites and employees.

Savic nv and its principles

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Employment conditions

Savic nv does not employ employees under the age of 16 years. Local legislation allows a minimum age of 15 years, but we still apply the minimum age of 16 years. Employees younger than 18 years shall not perform work at night.

Savic nv promotes a diverse and varied workforce. We assess our staff based on their knowledge and skills, which means that everyone is given equal opportunity to be employed and gain promotion.

Moreover, we conduct an active policy prohibiting illegal discrimination, including bullying, and we record any reporting in respect of this.

Savic nv does not tolerate any form of physical or sexual harassment or mistreatment of its employees.

At Savic nv, we respect the freedom of association, which means that every employee is free to join an organization that is permitted by law. We also comply with the rights of all social partners.

Any provisions on working hours per week and per day, as well as minimum wages are complied with pursuant to local legislation. At Savic nv, all employees work in accordance with the statutory day and week schedules with sufficient breaks. Employees do not work any longer than the statutorily permitted limits and the overtime permitted by law. Sufficient rest entails at least one day of leave per week. Savic nv is committed to ensuring that every employee receives appropriate training.

All communications at Savic nv are in Dutch. Translations will be provided where this is required. Savic nv takes appropriate measures to distribute all communication, as well as our principles, in an accessible way, so that all employees can take cognizance of these.

Savic nv makes every effort for accurate and truthful communication on all its activities, including financial reporting. Savic nv fully cooperates with its auditors and does not conceal any information from them.

Safety and well-being in the workplace

Safety and well-being in the workplace are an integral part of all business activities within Savic nv.

Savic nv complies with all local and national safety laws. Every Savic nv production site can call on a dedicated and well-educated safety expert who is accountable to the Operational Manager.

All Savic production sites will develop the capacity to offer occupational medicine, internally or externally.

Employees and third parties in the workplace can turn to confidential counsellors and the HR department if they have questions or comments concerning their well-being at work. The contact details of the confidential counsellors and HR employees are posted at various easily accessible places in the workplace.

All Savic nv facilities do their utmost to make the workplace as safe as possible. The safety of our staff and our products always comes first. This means there are sufficient drinking facilities, hygienic toilets, sufficient ventilation, emergency exits, the necessary safety facilities, first-aid provisions, and suitable workplaces.

Employees frequently attend training in safety and well-being in general, as well as specific training on current subjects.

All Savic sites and facilities must have plans to address crises, including accidents, natural disasters and crime.

Savic has contingency plans in place for evacuations.

Crisis plans and contingency plans are documented and practiced, and all lists with the main persons responsible and their responsibilities must be up to date and easily accessible. All distress signals and plans are explained as clearly as possible.

Ethical principles

Savic nv is based in Belgium.

We treat our stakeholders with respect and dignity, and we expect our suppliers and partners that they do likewise.

Savic competes in a fair and reasonable manner and sticks to the rules of the game. Our employees must should not be carried away by business ambitions that make them violate the principles of fair competition. We do not pay bribes, we do not use other people's confidential information to gain improper advantage, we do not deceive others, and we do not discredit our competitors.

Savic nv and its employees avoid conflicts of interest. Employees are to avoid potential incompatibilities, such as personal or family relationships with suppliers or competitors. Savic employees are not allowed to perform activities that may cause them or others to gain personal benefit from confidential information concerning Savic nv.

Employees are neither allowed to accept financial benefits or presents from suppliers or customers, nor to offer these to gain benefits or enjoy preferential treatment. If employees are offered such presents, except customary business promotional gifts of low value, they are to notify their direct supervisor.

All employees can contact their direct manager to report practices that violate the aforementioned principles, without any fear of sanctions. All employees are informed about this during their induction program. The contact's details are posted on the bulletin boards. Employees also have the option of reporting anonymously.

Society and the environment

Savic nv does its utmost to be fair, honest and accurate in its communication with employees and the public. Employees are not allowed to make false or deceiving statements intentionally to the media or in public forums.

Communication with the media or the financial community is reserved for the person designated for this purpose at Savic nv.

Regarding the environment, compliance with all statutory and other environmental obligations is a minimum requirement. We also commit ourselves to preventing environmental pollution and to improving environmental performance.

To reduce any negative environmental impact of our business activities, we use the best possible technical and economically viable measures regarding raw materials and energy consumption.

Environmental plans are continuously formulated and modified to new developments and opportunities and as a consequence of anomalies. The investigation of environmental incidents forms a part of this.

Employees are instructed so that they understand their role in environmental protection and process improvement, with a view to the avoidance of environmental damage. Important responsibilities must be assigned to trained staff.

Monitoring and compliance with the principles

In the context of implementing the Savic principles, these principles will be incorporated in the policies, procedures and activities of Savic nv. The management and all employees, declare that they will comply with the policy and the established procedures. All these parties will subject themselves to inspections conducted by Savic nv.

Savic nv aspires to achieve a culture in which employees commit themselves to ethical behavior. Employees are encouraged to report unethical behavior and Savic nv protects employees making such reports against retaliation.

This Ethics code is to be a guideline for employees on how they should treat each other, customers, suppliers and partners.

If Savic nv is aware of actions or circumstances that are in conflict with these business principles, the actions and circumstances will be investigated and the Savic management will take appropriate corrective measures.

Savic's expectations regarding customers and suppliers

Customers and suppliers of Savic nv are informed of this Code of Conduct, which includes the 10 principles of the United Nations Global Compact are a part.

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Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Businesses should ensure that they are not complicit in human rights abuses.

Labor conditions

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.
- Principle 5: Businesses should uphold the effective abolition of child labor.
- Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
- Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



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