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code of conduct

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# Introduction

We believe that an umbrella or trolley can be much more than a disposable product. We believe it can be a statement. A statement against a polluted world and a statement for taking responsibility.



Dear Partner,

At senz°, we fully understand that ‘being in business’ may have both positive and negative effects on society and the environment. Therefore, we constantly work on integrating responsible and sustainable business practices. As we cannot change the world alone, we aim to inspire others to follow. Ranging from suppliers and retailers to consumers. The senz° Code of Conduct describes what we see as the appropriate way to do business with our partners.

The senz° Code of Conduct is a mandatory and non-negotiable requirement that must be read, understood, signed and applied by all our partners. Throughout the Code of Conduct the term “partner” is used, standing as a universal term for our suppliers, subcontractors and business partners and their premises.

Senz° is proud of and thankful for what we have accomplished so far together with our partners. With the senz° Code of Conduct, we continue our mission to support industrial evolution, creating high-quality sustainable problem-solving solutions that keep getting better, generation after generation. Together we can make business work as a force for good.

This Code forms the basis for our business relationships and is therefore an integral component of our agreement with partners. Senz° aims to continuously improve this Code of Conduct to support our partners in complying.

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People

## No forced nor compulsory labour

With our partners there shall be no slavery, forced labour and human trafficking practices. This includes no involuntary labour such as prison, bonded, indentured, or other forms of compulsory labour. Partners using third-party entities for recruitment or hiring purposes, are required to monitor them, to ensure that people seeking employment at their company are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views. Partners shall acknowledge the right of workers to terminate their contract or agreement with their employer after reasonable notice.

# Freedom of association and right to collective bargaining

Workers and employers, without distinction, have the right to form and join organisations of their own choosing, as long as those organisations are not against the law and/or involve criminal activities. Partners of Senz° shall recognise and respect the right of employees to freedom of association and collective bargaining. Furthermore, all the necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organise are established and shall be respected.

Workers, workers' representatives and employers shall enjoy protection against acts of anti-union discrimination and interference by each other, each other's agents or members in their establishment, functioning or administration.

Where the right to freedom of association and/or collective bargaining is restricted under law, the development of alternative forms of such rights shall be facilitated, and not hindered, by the employer.

## No discrimination, disciplinary practices nor harassment

No person shall be subject to any form of discrimination, such as distinction, exclusion or preference at the workplace. This includes but is not limited to hiring, compensation, access to training, promotion, termination or retirement made on the basis of race, colour, sex, religion, political opinion, national extraction, sexual preference, or social origin.

No employee will be subject to physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation. All employees shall be treated with respect and dignity.

Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitive behavior, and from discrimination or termination of employment based on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

# Working hours and overtime

Working hours of employees shall comply with national laws of the country where the employees work. The working week shall not be more than 48 hours on a regular basis.

In every seven-day period, workers have the right to at least 24 consecutive hours of rest. All overtime shall be limited and voluntary. Overtime hours shall not be requested by employers on a regular basis. The sum of regular and overtime hours shall not be more than 60 hours per week, or the maximum (whichever is less) allowed by the law of the country in which labour is provided.

Senz° believes that systematic overtime is not good for the health of employees and therefore not good for the company. For this reason, senz° wants to limit the number of overtime hours to a minimum.

Should, due to peak demands, require systematic overtime, this should be discussed with senz°. Compensation for overtime will be in accordance with European and national legislation.

## Fair compensation and benefits

Wages and benefits paid to employees for a regular working week shall meet all legal requirements on wages, and shall provide any fringe benefits required by law and/or contract. Workers' salary for a regular working week should be at least the minimum wage and provide all benefits required by law and/or contract.

Partners of senz° are prohibited from making deductions from wages for disciplinary purposes, without the explicit authorisation of employees, for any reasons other than those provided in the applicable regulations.

Before entering employment, all employees shall be provided with a written and comprehensible contract outlining their wage conditions and method of payment that is agreed upon by the employee. In addition, partners shall ensure that salary and any other benefits are paid on time and in full compliance with all applicable laws.

## Safe & healthy workplace

Partners of senz° will provide a safe and healthy workplace to prevent accidents and injuries to health arising out of, linked with, or occurring in the course of work or as a result of the operation of partners' facilities.

As far as reasonably practicable, partners will be required to ensure that the working environment is safe and hygienic, bearing in mind the prevailing knowledge of the industry and any specific hazards. Furthermore, partners will be required to ensure that the accommodation is clean, safe and adequately ventilated, and employees will have access to clean toilet facilities and potable water.

Partners will be required to ensure that the workplaces, machinery, equipment and processes under their control are as safe as possible and posing the lowest possible risk to health as reasonably practicable.


Partners will be required to ensure that, when the appropriate measures of protection are taken, chemical, physical and biological substances and agents under their control are as safe as possible and posing the lowest possible risk to health as reasonably practicable.

## No discrimination, disciplinary practices nor harassment

No person shall be subject to any form of discrimination, such as distinction, exclusion or preference at the workplace. This includes but is not limited to hiring, compensation, access to training, promotion, termination or retirement made on the basis of race, colour, sex, religion, political opinion, national extraction, sexual preference, or social origin.

No employee will be subject to physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation. All employees shall be treated with respect and dignity.

Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitive behavior, and from discrimination or termination of employment based on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.



Environment

Sustainability is important to senz°. As a commercial operating company, it is our duty to take responsibility for the impact we have on the planet, on which we are so reliant. Sustainability is a continuous process of improvement, learning and adaptation, a process at which senz° is working on a daily basis and will continue to do so in the future.

This is why senz° is determined to reduce its environmental foot-print to ensure that we do as less harm to the environment as possible.

At senz°, we are eager to find new technologies and processes that can contribute to positive change so that we can inspire the transformation the world is looking for.

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## Environmental impact and sustainability

Partners of senz° should comply (at least) with all applicable laws and regulations relating to the environmental protection. This includes - without limitation - laws and regulations relating to air emissions, air quality, water quality, water conservation, water use, recycling, waste management, energy consumption and use, storage, handling, transportation and disposal of chemicals. We expect all partners to act consciously and to continuously improve their activities to reduce their impact on the environment.

## Product Safety

All partners in senz°'s supply chain shall comply with all applicable legislation and regulations regarding safety of products we manufacture. Furthermore they shall meet all applicable recognized voluntary industry standards for our products and processes regarding reliability, functionality, finishing, quality, safety, health and the environment.

## Traceability

Senz° takes responsibility for all the products it makes and the way they are manufactured. Transparency in the production chain is therefore essential, in order to ensure that all raw materials and components can be traced. This gives us a collective insight into possible social and environmental irregularities, which can then be resolved.

Senz° asks suppliers to provide, when requested, information about their owned and/or outsourced factories and other locations that are involved in the manufacturing of products for senz°. Senz° understand that providing transparency at certain levels of the supply chain is sometimes impossible in practice. For this reason, senz° asks its partners to at least provide insight into who their direct suppliers/subcontractors are, so that we can then map the entire chain together.

# Environmental Hazardous Substances

Suppliers that comply to senz°'s Code of Conduct are expected to know all the chemical ingredients intentionally added to the products of senz° including all residuals of high concern present in the product.

For suppliers to whom registration obligations and responsibilities under REACH\* (and other applicable legislation) is mandatory, documentation to senz° is not obliged but may be requested by senz°. Suppliers that do have the obligation but do not comply with REACH (or other applicable legislation) must report this in writing to senz°.

Suppliers shall report in writing to senz° whenever a to be delivered product contains or is processed with any environmental hazardous substance(s) that is not restricted under REACH or other legislation.

\* REACH stands for Registration, Evaluation, Authorisation and Restriction of Chemicals. REACH is adopted by the the European Union to improve the protection of human health and the environment from the risks that can be posed by chemicals.

# Waste Management

Any waste, and in particular hazardous waste, must be taken care of in a responsible manner and compliant with at least local legislation and regulations. However, during processing and disposal of waste, the following waste hierarchy is adopted, starting with waste prevention, then reuse, recycling, and as a last resort, but non preferably, recovery (e.g. energy production through incineration).



Ethics



## Animal Welfare

All our partners have to respect animal welfare. Suppliers have the responsibility to ensure that materials used in the production of senz° products are not from animals that have been abused and/or not coming from areas where animal welfare is not respected. It is the responsibility of partners to ensure that animal welfare is respected throughout their entire production value chain.

# Privacy & Data Protection

All partners of senz° shall comply with at least European legislation regarding privacy and data protection. Senz° partners shall not disclose information that is not known to the general public for personal gain or the benefit of anyone other than the company. Such information includes technical data, financial data, operating data, customer information, memoranda or other information regarding the company's business and operational activities and future plans.

# Intellectual Property

Intellectual property (IP) is considered valuable confidential information to all businesses. Therefore, senz° always respects the IP of others, we expect our partners to do the same. IP includes, but is not limited to, trademarks, copyrights, domain names, industrial designs, patents and trade secrets.

## Marginalised Communities

Supply chain partners shall not contribute to the destruction and/or degradation of the resources and income base for people living in marginalised communities, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

## Anti-corruption

Corruption in any form is strictly prohibited, this includes, but is not limited to, bribery, extortion and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials in order to gain any improper business advantage of any kind. In addition, partners of senz° may not solicit or accept any form of bribe from any person or business partner, in order to gain any improper business advantage.

Senz° will deal with all its partners, customers, and government agencies in compliance with international anti-bribery standards and local anti-corruption and bribery laws.

Compliance



# General Compliance

Senz° expects all its partners to respect the senz° Code of Conduct and actively do their utmost to achieve its standards. At senz°, we trust our own employees to take a high level of responsibility for their work, we expect our partners to do the same by expecting their employees to take a high level of responsibility for their work.

In addition to the senz° Code of Conduct, we expect all our partners to respect and operate in accordance with all applicable laws, regulations and prevailing industry standards.

In case of any difference between this Code of Conduct and national/international laws and/or other applicable regulations or standards, the most protective of these will prevail. Partners are asked to address any conflicts between the senz° Code of Conduct and applicable laws and regulations to us, in order to collectively establish the most pertinent Code of Conduct along the way.

## Subcontracting

Senz° does not allow supply chain partners to subcontract without senz°'s prior approval. This means that all production orders for senz° must be placed within facilities that have been pre-approved by senz°. Senz° will assess any subcontractor in the same way senz° assesses all business partners. Our goal is that partners together with senz° take responsibility to make sure that all subcontractors sign the senz° Code of Conduct as well.

## Monitoring

Senz° reserves the right to monitor compliance of its partners in regard to the senz° Code of Conduct through audits by herself or by an independent third party. Third parties must be pre-approved by senz° as well as by the Partner. If desired, the independent third party must sign a Non Disclosure Agreement to ensure confidentiality. Inspections shall only take place in accordance with the applicable laws and without compromising the business activities of the partner. Senz° ensures that personal data is handled in accordance with applicable legal guidelines on the protection of personal information and anti-trust regulations.

## Marginalised Communities

Supply chain partners shall not contribute to the destruction and/or degradation of the resources and income base for people living in marginalised communities, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

## Non-compliance

All partners that work for senz° are expected to read, understand, and fully comply with the senz° Code of Conduct. In case of non-compliance with our Code of Conduct, partners may be subject to disciplinary action, up to and including termination of our business relationship in case corrective measures are not taken within a time limit of 12 months.

In case partners significantly breach the senz° Code of Conduct (e.g. observing child labour or extremely dangerous working environments) may see their contract terminated or not renewed immediately. Depending on the nature of the non-compliance of the senz° Code of Conduct, senz° may have the legal obligation to report the non-compliance to the appropriate authorities.

A person is walking from left to right across a paved area. They are wearing a brown and white plaid jacket, blue jeans, and white sneakers. They are holding a bright yellow umbrella over their head. A white tote bag is slung over their shoulder, featuring a blue graphic with the letters 'I' and 'YFK' and a white heart symbol. The background is a dark, textured wall with a grid pattern.

Code Commitment

# Code Commitment

1. We hereby confirm that we have received, read, fully understood, and thereby commit to the senz° Code of Conduct.
2. We confirm that we have full knowledge of all relevant laws that apply in the countries in which we are operating.
3. We confirm that the requirements in the senz° Code of Conduct are not in any way contradictory to the national law of the countries in which we are operating.
4. We accept that senz° reserves the right to change, add, modify or revoke the Code at any time. The revised senz° Code of Conduct will become effective upon approval by the Partner.
5. We hereby commit to immediately report all incidences and violations/breaches of the senz° Code of Conduct to care@senz.com. In case there are more questions and/or uncertainties about this Code of Conduct, partners are kindly asked to use the same point of contact also be reported to this point of contact.

Date: 15th of April 2025  
Compamy Name: senz°umbrellas B.V.  
Location: Etten-Leur (NL)

Peter Willemen - CEO senz°  
Ingrid Verschueren-Willemen - CEO senz°

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Certified



Corporation

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