



## CO2 Correct Initiative - Code of Conduct

CO2 Correct leads the CO2 Correct Initiative: a group of organizations that have joined in the quest for reduction of CO2 emissions by supporting climate reduction projects.

### CO2 CORRECT BUSINESS PRINCIPLES

Our general rule is that all our business partners must, in all their activities, follow the applicable national laws in the countries in which they operate. Should any requirement in this Code of Conduct conflict with any applicable material legislation in any country or territory, the law shall always supersede this Code of Conduct.

All organisations that are involved in the CO2 Correct Initiative shall respect human rights, shall continue to strive to improve the environment and shall abide by the law. We request from all our business partners that they safeguard compliance with the guidelines as set out in this Code of Conduct within their own organisation. We also encourage our business partners to impose these (or similar) guidelines both up- and downstream in their supply chain, for example on suppliers of components & raw materials used in the production, transportation, storage or sale of fruit or vegetables or on agencies that are hired to seek and/or employ staff.

### LABOUR CONDITIONS

We do not accept child labour. No person shall be employed at an age younger than the legal age for employment in that country. Each business partner must take the necessary preventive measures to ensure that it does not employ anyone below the legal age of employment. Furthermore, all legal limitations on the employment of persons below the age of 18 years must be followed.

We acknowledge that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We recognise the rights of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

We do not accept any forms of forced or bonded labour and we do not accept the use of prison labour or illegal labour in the production of goods or services of any organisation that wants to be affiliated with the CO2 Correct Initiative in any way.

Migrant workers shall have exactly the same entitlements as local employees.

No employee shall be discriminated against in employment or occupation on the grounds of sex, race, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, disease or disability.

All employees are entitled to a written employment contract the content of which is in accordance with applicable law, is provided in the local language and stipulating the employment terms and conditions. The employer has a responsibility to ensure that all employees are aware of their legal rights and obligations.



## HEALTH, SAFETY & ENVIRONMENT

Every party that is involved in the CO2 Correct Initiative takes all reasonable steps to ensure health and safety of staff and to manage health, safety and security risks. We each have an active role in protecting our own health, safety and security as well as the health, safety and security of others and in keeping our work processes as sustainable as possible.

We require any organisation that is affiliated with the CO2 Correct Initiative to make safety and sustainability a priority at all times. Such conduct shall meet the following guidelines:

- The premises of each worksite must be regularly maintained and cleaned and must provide a healthy working environment for staff deployed there;
- When staff needs to work with substances that may present a health- or safety hazard, any legally required environmental permit(s) for such use shall be in place and protective gear is made available for use by such staff members;
- Chemical containers which are stored or used on the worksite must be properly labelled and safely stored. A material safety data sheet (MSDS) must be available (in the local language) on the worksite. The instructions contained in the MSDS must be followed;
- Since water is a scarce resource in many parts of the world, (waste)water should be used as efficiently as possible;
- Treated wastewater quality must meet the requirements in local legislation;
- Any waste and in particular hazardous waste must be taken care of in a responsible manner and in accordance with all applicable local legislation.
- Clear marking of fire safety emergency exits on all floors of building used on a worksite by each such party involved in the CO2 Correct Initiative;
- Evacuation through emergency exits must be possible at all times on every worksite by providing free and unobstructed access thereto;
- Up to date evacuation plans and firefighting equipment must be in place on each worksite;
- Relevant first aid equipment must be available on each worksite and where legally required a doctor or nurse should be available during working hours;

## ZERO TOLERANCE TO FRAUD, CORRUPTION OR BRIBERY

The CO2 Correct Initiative embraces fairness and transparency as core values and requests the same from its business partners. We expect all organisations that join the CO2 Correct Initiative to respect this Code of Conduct and to actively do their utmost to achieve these standards, show transparency in this regard and refrain from intentionally providing misleading information in such respect.

In certain cultures, providing entertainment, hospitality or gifts in the pursuance of business relations is customary and legal. Nonetheless these exchanges can be perceived as bribery. We must ensure such exchanges are, and are seen to be, legal, non-material and not intended to influence business. In any case, we must take particular care when dealing with government officials.

When we speak about fraud, we mean the intentional deception by anyone to personally gain from or harm the name, reputation or (non) material assets of any participant in the CO2 Correct Initiative.

When we speak about corruption, we mean the inappropriate use of entrusted powers for private gain.



When we speak about bribery, we mean the offering, giving, receiving, or soliciting something of value for the purpose of influencing the action of an official in the discharge of his or her public or legal duties;

### GOVERNMENT SANCTIONS

The CO2 Correct Initiative respects (international) sanctions against criminal activities, including terrorism.

Please ensure you conduct appropriate due diligence before deciding on business relations with an organization or an individual.

### PUBLIC COMMUNICATIONS

Everyone has the right to personal opinions and affiliations. Each business partner is especially encouraged to spread the word about the need for CO2 reduction, as well as the efforts that the CO2 Correct Initiative is making in such respect.

But when communicating publicly and through media about the CO2 Correct Initiative, we remember that we create perceptions to an external, broad audience. Therefore, when communicating publicly we follow the following guidelines:

- We only provide an expert view when such is our area of expertise and do not knowingly make misrepresentations or provide inaccurate information with regard to the CO2 Correct Initiative, such as but not limited to statements about being “climate-neutral”;
- When we post on social media, we provide meaningful and respectful comments, are polite when disagreeing with others’ opinions, and admit any errors;
- Do not use brand names or logos of other business partners, unless explicit written consent was obtained from such party in a lawful manner.