

KVWV Supplier Code of Conduct

Introduction:

Koninklijke Van Wijhe Verf B.V. is very proud to be the first chemical company in the world with a B Corp certificate because we demonstrably make a positive impact on the environment and society. Therefore we embrace innovation to create sustainable and colourful products, that protects our planet, so that we can build better futures for our people, customers, partners, and communities. Our vision is to do this through our core values of focus (wanting to do the right things even better), insight (knowing what our customers really want and respond to that), quirky (doing things a little differently), discipline (doing what matters really well and doing it the way it's meant to be done) and involvement (every employee knows how to contribute).

We are especially committed to conducting our business operations in a responsible and ethical manner. As part of our procurement process, it is imperative that we collaborate with suppliers who share our values and commitment to sustainable development. This Supplier Code of Conduct outlines the expectations we have for our suppliers to uphold high standards of social, environmental, and ethical practices. By adhering to this code, our suppliers will contribute to achieving the Sustainable Development Goals (SDGs) with full respect and fulfilment of the OECD Guidelines.

Compliance with Laws and Regulations:

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards. This includes but is not limited to laws related to labour, human rights, health and safety, environmental protection, and anti-corruption.

Freely Chosen Employment:

Suppliers must ensure that all employees work voluntarily and without any form of forced labour, slavery, or human trafficking. Suppliers must comply with all applicable laws and regulations regarding employment practices, including minimum age requirements and laws related to the prevention of forced labour.

Work Hours and Conditions:

Suppliers should provide their employees with safe, healthy, and fair working conditions. Working hours must comply with national laws, industry standards, and applicable collective bargaining agreements. Employees should be provided with reasonable working hours, breaks, and days off. Suppliers must establish mechanisms for employees to voice their concerns and protect them against discrimination or harassment.

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Compensation and Benefits:

Suppliers should provide employees with fair compensation, including wages and benefits that meet or exceed legal requirements. Wage rates and benefits should be communicated clearly and transparently. Deductions from wages must not be made for disciplinary purposes, and all employees should have access to a written employment contract in a language they understand.

Child Labour:

Suppliers must not employ workers who are below the legal minimum age for employment. Suppliers should verify the age of employees and maintain appropriate documentation. They should also provide access to education opportunities for young workers and support programs aimed at preventing child labour.

Freedom of Association:

Suppliers must respect the right of employees to exercise their freedom of association, including the right to join trade unions and engage in collective bargaining. Suppliers should not discriminate against employees based on their union membership or participation in lawful activities related to collective bargaining.

Health and Safety:

Suppliers must prioritize the health and safety of their employees, contractors, and visitors. Adequate measures must be taken to prevent accidents, injuries, and occupational illnesses in the workplace. Suppliers should implement robust health and safety management systems, provide necessary safety training, and ensure compliance with applicable laws and regulations.

Use of Materials:

Suppliers must comply with all relevant laws and regulations regarding the sourcing and use of materials. They should strive to use environmentally friendly and sustainable materials whenever feasible not resulting in environmental damage, climate change and violation of animal welfare rules. Suppliers should also ensure the responsible use and disposal of hazardous substances, adopting best practices to minimize their impact on the environment and human health.

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Environmental Impact:

Suppliers should implement measures to minimize their environmental footprint, including reducing energy consumption, greenhouse gas emissions, water usage, and waste generation, and do their utmost to protect natural resources in all their activities. They should promote recycling, reuse, and responsible disposal practices, and adopt circularity principles as far as possible. Suppliers are expressly requested to develop and maintain an environmental management system to monitor and improve their environmental performance continually.

Ethical Conduct:

Suppliers must uphold the highest standards of business ethics and integrity. They should comply with all applicable laws and regulations, including those related to anti-corruption, anti-bribery, and fair competition. Suppliers should maintain accurate records, avoid conflicts of interest, and ensure the confidentiality and protection of intellectual property rights.

Monitoring and Compliance:

Suppliers are expected to cooperate with KVWV (Koninklijke Van Wijhe Verf B.V.), in monitoring their compliance with this Supplier Code of Conduct. We may conduct audits, inspections, or other assessments to evaluate suppliers' adherence to these standards. Suppliers are also urged to review their own supply chain.

Consequences of Non-Compliance:

Failure to comply with this Supplier Code of Conduct may result in a range of actions, including but not limited to termination of the supplier relationship. We reserve the right to assess compliance, conduct audits, and monitor suppliers' adherence to this code.

By signing below, the supplier acknowledges its commitment to adhere to this Supplier Code of Conduct and contribute to our organization's sustainable development goals. We truly believe that together we can create the meaningful and positive impact that we really need to see in the world around us.

Company :

Name :

Position :

Date of declaration :

Signature :