



COP Svizera Europe B.V. 2018

Human rights

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

The team of Svizera Europe believes that you everybody must be treated with equality and dignity without regard to gender, color, race, place of origin, ancestry, creed, political beliefs, sexual orientation, religion, marital status, disability or age. There is a zero tolerance policy to any form of discrimination. A code of conduct is in place. Svizera expects every relation inside and outside Svizera to respect the code of conduct

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

Svizera Europe holds a code of conduct. A Statement like this signed by an authorized person is required as evidence of compliance with this Code of Conduct in their own company. All employees of Svizera Europe are fully aware of the Human rights and policies. The team respects the human rights and take all required responsibilities for the protection of Human Rights within the company and their environment.

In addition Svizera Europe will take the company goals on Human rights of our suppliers and freight carriers into account during the selection process. If Svizera discovers that one of the employees or business relations is violating the code of conduct same will lead to termination of the relationship.

Description of how the company monitors and evaluates performance.

We believe that awareness of social responsibility starts with the individual. Therefore Svizera Europe chooses to invest in the well-being and development of their own team. Every year Svizera Europe has a fund for each employee for their personal growth.

Alongside the investment in their own team, Svizera finances a school project for children and also provides scholarships for students in Rwanda. Since 6 years Svizera Europe works together with the non-profit organization Omega Ministries to strive for better future for children and young adults in Rwanda. Education is a key part, also for the awareness of the human rights.

Information regarding our human rights, especially how our company deals with incidents (if applicable) as well as Investigations, legal cases, rulings, fines and other relevant events in the field of human rights, will be appointed in our annual report.

Labor rights

Description of the relevance of labor rights for the company (i.e. labor rights-related risks and opportunities). Description of written policies, public commitments and company goals on labor rights.

The first sentence in the Code of Conduct of Svizera Europe B.V. is as follow: Child labor and forced labor should not be used in any situation. No harsh or inhumane treatment is allowed and no discrimination is practiced. Working conditions are safe, hygienic, working hours are not excessive and living wages are paid. As a team as well as a company we strive to spread this message with the

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companies we work together with. All of the above labor rights are also incorporated in the code of conduct. By visiting business relations we also do our own investigation.

Description of concrete actions taken by the company to implement labor policies, address labor risks and respond to labor violations.

Svizera Europe ensures that we only work with manufacturers and suppliers who take into account the same values regarding the labor rights as written in our code of conduct. We will not tolerate child labor and forced labor should in any situation not even with our suppliers and manufacturers. Each manufacturer and supplier is re-evaluated on a yearly basis, if any violation occurs this will lead to immediate termination of the business relationship.

Description of how the company monitors and evaluates performance

The team of Svizera Europe consists of a multi ethnic team. Demographics of employees are based on diversity factors as culture, languages and habits. These differences in culture and habitats gives the team of Svizera Europe a wider view of the world.

Information and cases regarding labor rights, especially how our company deals with incidents as well as investigations, legal cases, rulings, fines and other relevant events in the field of the Global Compact Labor principles, will be appointed in our annual report.

Environment

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Svizera Europe is aware of the impact of their activities on the environment. As a team we do the utmost to optimize our practices to have the most beneficial effect. We strive to ensure that our manufacturers and suppliers will do the same.

Our goal in the area of environmental protection for the upcoming year is continuous developing our new line of products which contribute to a better society and environment and provide a solution to societal problems. For example solar and water solutions. It is our aim to find alternative sources of energy that are environmentally and economical friendly that will contribute and improve the quality of life in rural areas.

Svizera is also participating in the initiative from City Almere to achieve a city with full recycling of all garbage in 2022. Svizera also tries to reduce the packaging material, to reduce garbage and high volumes during transportation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

Within the team of Svizera Europe, we manage a paperless office. Additionally, we separate all kinds of waste for recycling.

We strive to reuse products and materials, and whenever applicable, we donate items which would have gone to waste to end users facing a crisis situation where there is no availability for more suitable alternatives. This ensures that the total waste generated by our company is lowest possible.

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As well as the paperless office and our recycling project we implement all kinds of modifications that lead to an "environmentally neutral" building. For example, within two years, Svizera Europe will run completely on solar energy.

Svizera holds its own bonded warehouse complete with a quarantine and assembly section. Thanks to this facility we have total control over the packaging and assembly of our products, which enables us to achieve and maintain the highest quality standards. We continuously search for the best way to improve our warehouse in innovative, responsible ways.

For instance, the entire office and warehouse is equipped with LED-lighting. The skylights in the warehouse are covered with Redusol. This is a protective layer which reflects a high level of sun light.

Svizera Europe searches for the most innovative way for the shipment of our goods. We strive to deliver our products in as few shipments as possible by consolidating goods at our warehouse in the Netherlands before shipping them to the final destination.

Moreover, when possible we choose suppliers and manufacturers close to our premises which results in a reduction in greenhouse gases.

Svizera Europe will take the environmental policies of our freight carriers and suppliers into account during the selection process. We will request our suppliers for commitment to this code of conduct. In addition we will advise final users how to recycle or reuse the items that remain after using our products

Description of how the company monitors and evaluates environmental performance.

More information regarding our environmental performances, especially how our company deals with incidents as well as Investigations, legal cases, rulings, fines and other relevant events in the field of our environmental performances, will be appointed in our annual report.

Anti-Corruption

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

Fraudulent and corrupt practices will by no means be tolerated by Svizera Europe. We will not accept any gifts and/or benefits from anyone with whom we're doing business with. Services, gifts and payments to any employee or agent are illegal under anti-corruption law. In addition, Svizera Europe has a zero-tolerance for corruption, bribery and extortion.

The team of Svizera is not permitted to have any personal or family interest within our business relations, suppliers or other parties we do business with.

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

All mailboxes within Svizera Europe are also accessible by a ghost reader, and are for that reason monitored. The bank account of Svizera Europe is double handed and monitored by a third person. With all agents there are agency agreements in place with incorporated the ethical code.

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Employees are not allowed to store any information on a local hard drive, all information is stored on the server and accessible for a limited group of persons.

Svizera Europe is a known sender and has an AEO security and safety, the employees are trained to recognize risks. Svizera works together with other organizations to share information or carry out joint actions to discover corruption if any.

Any form of corruption by Svizera employees or external relations will lead to immediate ending of the relationship.

Employees are not allowed to except any personal gifts. Receipt of packages in the warehouse of Svizera will always be attended by two persons.

Description of how the company monitors and evaluates anti-corruption performance

Any cases about corruption which has to do with Svizera Europe for examples incidents as well as Investigations, legal cases, rulings, fines and other relevant events in this manner, will be appointed in our annual report.

However Svizera Europe B.V. confirms that non past and current litigation has taken place which Svizera Europe was or is involved.

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