

B&C CODE OF CONDUCT



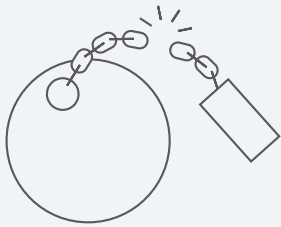
The B&C Code of Conduct includes labour standards, anti-corruption, environmental standards, animal welfare, enforcement & compliance commitments. The signature of the Codes of Conduct is a mandatory requirement before B&C places its first purchase order.

This is based on the principles and philosophy of the United Nations Global Compact, the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child. It also includes all the applicable conventions and recommendations of the International Labour Organisation (ILO) and follows the FWF Code of Conduct.



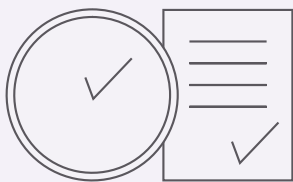
EMPLOYMENT RELATIONSHIP

Working relationships shall be legally binding.



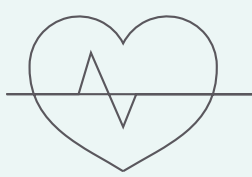
NO FORCED LABOUR

There shall be no use of forced, including bonded or prison labour.



WORKING HOURS

Hours of work shall comply with applicable laws and industry standards. Overtime allowances must be aligned with local law.



HEALTHY WORKING CONDITIONS

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted.



NO DISCRIMINATION

Employees shall not be subject to discrimination of any kind.



FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

The right to form and join trade unions and bargain collectively shall be recognised.



NO HARASSMENT OR ABUSE

Every worker shall be treated with dignity and respect. No harm or abuse shall be done.



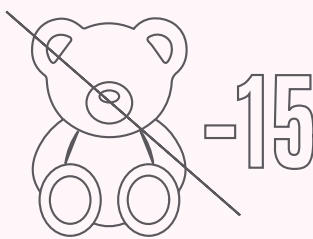
FIRE AND BUILDING SAFETY

All measures to prevent accidents and illnesses shall be taken.



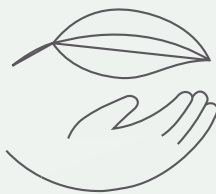
PAYMENT OR A DECENT WAGE

Wages shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers.



NO CHILD LABOUR

There shall be no workers under the age for completion of compulsory education and in any case under 15.



ENVIRONMENTAL STANDARDS

Measures to mitigate the impact on the environment (soil, air, water, biodiversity and animal welfare) shall be taken.



NO CORRUPTION OR BRIBERY

Full integrity is expected from all business parties.