



KANIGEN GROUP CODE OF CONDUCT

GENERAL COMPLIANCE WITH LAWS

All companies of Kanigen Group comply with the applicable laws, rules, and regulations of the relevant countries and locations in which they operate.

HUMAN RIGHTS AND EMPLOYMENT PRACTICES

Forced and Child Labour

Kanigen Group certifies that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business. Employees under the age of eighteen may not perform work likely to jeopardize their health, safety, or education.

Employment Practices

As a part of their employment practices, Kanigen Works Benelux verifies that all of their employees have the legal right to work in the relevant country and must ensure that all mandatory documents, such as work permits, are obtained. Kanigen Group supports diversity and equal opportunity in their workplaces and prohibits discrimination based on race, colour, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

Harassment

Kanigen Group treats all employees with respect and dignity. It maintains a workplace environment that allows employees to report concerns without fear of retaliation. To the extent permitted by applicable local law, it has a reporting process that allows employees to report their concerns anonymously.

Wages and Work Hours

Kanigen Group complies with applicable wages and work hour laws and regulations prescribing employee compensation and working hours. It requires employee overtime hours only to the extent consistent with a humane and productive work environment and applicable law.

Health and Safety

Kanigen Group provides employees with a safe and healthy work environment and takes Proactive and affirmative steps to support accident prevention and minimize overall health and safety exposure.

Environment

Kanigen Group conducts their business operations in a manner that minimizes negative impact on the environment and protects natural resources, customers, and employees. It complies with all applicable environmental laws including, without limitation,



laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal in the conduct of their business operations.

BUSINESS ETHICS

Gifts

Kanigen Group employees respect the clients compliance rules and regulations concerning the offering gifts.

Improper Payments

Kanigen Group does not pay bribes, kickbacks, or similar payments, even when such payments are permitted under applicable local law and under any circumstances.

Confidential Information

Protection of confidential information is key to the success of Kanigen Group and its Clients. It handles all clients information information, electronic data, and intellectual property with appropriate safeguards, as authorized by a confidentiality or nondisclosure agreement signed between both parties. Kanigen Group and the customer must comply fully with their obligations under such agreements with respect to the disclosure and use of information provided by Kanigen Group employees. Clients may not use any trademarks, trade names, patents, copyrights, or other intellectual property or similar rights of Kanigen Group, except to the extent explicitly authorized by Kanigen Group in writing and in its sole and absolute discretion.

COMPLIANCE WITH EUROPEAN GUIDELINES

The processes applied by Kanigen Group are with the 3 key regulations that apply to products in the European Union : the RoHS, WEEE and ELV directives. The chemical regulations on REACH has also been integrated in our management system implemented in our production plants and that is certified according to ISO9001:2015.

COMPLIANCE WITH “COVERED MINERALS” GUIDELINES

The processes applied by Kanigen Group are compliant with section 1502 of the US law known as the “Dodd-Franck Act”, the Californian proposition 25 as well as the corresponding EU initiative regarding columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten) or their derivatives (collectively, the “Covered Minerals”).

Edwin Pittomvils
CEO Kanigen Group