

Favorite Gifts is an importer and supplier of promotional gifts. Our origins date back to the founding of A. van Helden Relatiegeschenken BV in 1965 and since then we have grown and developed into an internationally operating family company with nearly 450 employees.

We are a Dutch company with headquarters in Tiel, the Netherlands, and warehouse and printing facilities named Favorite Gifts Printing Facilities, in Boleslawiec, Poland.

Since 2001, we have sold indirectly to distributors through our Giving Europe sales offices in the Netherlands, Germany, France, Spain, and Italy and since 2026 through our Clipper Interall sales offices in the Netherlands, Germany, France and UK. We also sell directly to small and medium-sized businesses via Van Helden Relatiegeschenken in the Netherlands and Belgium, EuroGifts in France and Belgium, and Van Heijster Relatiegeschenken in the Netherlands. FL BV, our importing company, is based at our headquarters in the Netherlands.

Social Compliance & Human Rights

We acknowledge our responsibility across the value chain and commit to conducting our business in alignment with internationally recognized standards, including the UN Guiding Principles on Business and Human Rights, , and the ILO Core Conventions. All of our commitments are reflected in our Human Rights Policy, which we actively share with our business partners. Specifically this means that we:

- Strictly prohibit child labour, forced labour or compulsory labour, human trafficking or slavery in across our value chain (including customers and partners).
- Respect freedom of association and the right to collective bargaining.
- Guarantee safe and healthy working conditions.
- Do not tolerate discrimination based on gender, age, origin, religion, or other characteristics and prevent any disciplinary practices related to all worker rights.
- Ensure fair wages and reasonable working hours, including non-discriminatory practices which may include but is not limited to (gender) diversity and equal pay or other types of compensation as outlined in our Equal Pay policy

Environment & Sustainability

We are committed to doing sustainable practices and declare that we:

- Comply with European and national environmental legislation, including REACH, RoHS, and relevant product directives.
- Actively work to reduce our CO₂ emissions and monitor our impact in line with the Greenhouse Gas Protocol.
- Apply circular principles, including recycling, re-use, and Extended Producer Responsibility (EPR) obligations (such as for batteries and packaging).
- Will implement sustainability labels and certifications (e.g., FSC®, OEKO-TEX®) where possible.
- Continuously strive for improvements in energy and resource efficiency.

Ethical Business Conduct

We are committed to doing honest business and declare that we:

- Do not accept corruption, fraud, bribery or anti-competitive practices.
- Conduct business in a transparent and ethical manner, respecting local laws and regulations.

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- Do not engage with suppliers or partners that violate human rights or environmental legislations.
 - Guarantee anonymity and confidentiality for reporting misconduct via our whistleblower channel.
 - implement comprehensive procedures and policies, technologies, and training to protect sensitive information from unauthorized access, use, or disclosure as outlined in amongst others our Information Security Policies and Privacy Statement in line with GDPR regulations

Violations of any terms of our Human Rights Policy, Whistleblower Procedures, Anti-Bribery, -corruption and -competition policy, Privacy and Information Security Policies, Supplier Code of Conduct or any policies mentioned is the responsibility of all of us at Favorite Gifts and we expect all employees to be aware, understand and live up to the principles of these policies, procedures and standards. Our Sustainability & Compliance Manager oversees these policies to ensure its application. We actively train and create awareness of all of these policies throughout each year of operation and have an active Whistleblower system in place to allow suppliers, customers, our own staff and anyone engaging with Favorite Gifts. The system is publicly accessible through our website.

Product Compliance

For all our imported products we comply with European laws and regulations. We do so by:

- Collecting detailed information on our products and by executing testing of our products (following European laws and regulations as for example but not exclusively the General Product Safety Regulation (GPSR) – (EU) 2023/988, Toy Safety Directive – 2009/48/EC, Food Contact Materials Regulation – (EC) 1935/2004, Packaging and Packaging Waste Directive – 94/62/EC, REACH Regulation – (EC) 1907/2006 and RoHS Directive – 2011/65/EU).

Reporting

This declaration applies to all our suppliers, customers and partners. Our impact on sustainability matters and our approach to these matters is reflected in our yearly impact report on sustainability. Such includes the annual review of the materiality of impact which includes the consultation our stakeholders, of which our customers are a key part. We frequently review the supplier questionnaires of our customers to understand and improve the assessment of key customer sustainability matters. Any changes to our assessment are reflected in the impact report and this sustainability and compliance declaration. We urge anyone reviewing this declaration to understand our impact on all sustainability through our impact report which can be found via <https://favoritegifts.eu/esg>.

Supporting documents can be found via <https://favoritegifts.eu/esg>

Signature

On behalf of Favorite Gifts and all our subsidiaries, I hereby declare confirm the accuracy of the above declaration:

Arno Helden
CEO Favorite Gifts

Tiel, October 2025.