
SUPPLIER CODE OF CONDUCT

Favorite Gifts B.V. and its subsidiaries¹, further named Favorite Gifts, is committed to conduct business in an ethical, legal and socially responsible manner. We have set up a supplier code of conduct, in which the principles and behaviors we value and respect in our supplier engagements are defined. This supplier code of conduct is based on United Nations Global Compact Principles and the International Labour Organization (ILO) Conventions and Recommendations. We expect our suppliers and other third parties to accept our Code of Conduct.

1. Legal Compliance

Favorite Gifts' suppliers must operate in compliance with the applicable laws and regulations of the countries in which they operate.

2. Freedom of Association and Rights to Collective Bargaining

Our suppliers must respect the right for workers to form and join trade unions and engage in collective bargaining, as long as these are in line with the applicable laws and regulations.

3. Prohibition of Discrimination and Harassment

Suppliers must treat all workers with respect and dignity, ensure that workers are not subject to any form of violence, harassment and inhumane or degrading treatment in the workplace. Distinction, exclusion, restriction or preference based on gender, race, religion, belief, sexual orientation or any other undermining or nullifying equal treatment of employees is not allowed. Equal pay for equal work, without discrimination or differences based on gender.

4. Ensuring Safe and Healthy Working Conditions

All suppliers should provide a safe and healthy working environment, including adequate facilities and equipment. Possible and actual risks to the workers should be identified and all necessary measures must be taken to eliminate and reduce risk.

5. Fair Remuneration

Suppliers must pay at least the legal minimum wage for work and overtime, compliant with applicable laws, and work towards the payment of a living wage.

6. Forced Labor

Forced or involuntary labor is not accepted in any form by Favorite Gifts. Suppliers may not engage in, or be complicit to, any form of servitude, forced, bonded, trafficked or state imposed forced labor.

7. Child Labor

Favorite Gifts rejects any type of child labor and expect our suppliers to do the same. Suppliers may not employ, directly or indirectly, any workers below the legal minimum age of 15 years (ILO). The minimum wage for admission to employment should not be less than the age for compulsory education. Work at

¹ FL BV, Favorite Gifts Print Europe Sp. Z O.o., A. van Helden Relatiegeschenken BV, Van Helden Relatiegeschenken BV, Van Heijster Relatiegeschenken BV, EuroGifts Belgium NV, EuroGifts France SAS, Giving Europe BV, Giving Europe GmbH, Giving Europe France SARL, Giving Europe Italia SL, Giving Europe Iberia SRL

an earlier age between 13-15 is allowed only when it is light work and may not harm health, development or interfere with education.

8. Working Hours

Suppliers should respect the law regarding working hours. We advocate for limiting the maximum number of working hours. If overtime is needed it should be adequately remunerated. Overtime may never lead to health and safety issues.

9. Ethical Business Behavior

Favorite Gifts expects our suppliers to comply with the applicable anti-bribery and anti-corruption legislation. Any form of corruption, bribery or fraud is prohibited; given or received, directly or indirectly. Our anti-corruption and whistleblower policy can be found on our website www.favoritegifts.eu.

10. Protection of the Environment

All suppliers and its factories should comply with the applicable environmental laws and regulations. Suppliers should be committed to take measures to prevent, mitigate and remediate adverse impacts on the overall environment.

11. Management Systems

Favorite Gifts wants to exercise human rights due diligence efficient and support our business partners where needed. amfori BSCI provides a recognized methodology for identifying and remediating risks in global supply chains as well as environmental aspects in the supply chain. Suppliers can therefore be subject to amfori BSCI audits to identify, prevent, mitigate, account for and remediate labour risks. In case a supplier is not acting or able to act in line with this code of conduct, corrective actions can be suggested. In case of serious misconduct, business could be terminated.

Acknowledgement

I hereby agree to comply with the principles set out in the Favorite Gifts Supplier Code of Conduct.

Company Name:

Location, Date:

Name:

Function:

Signature: