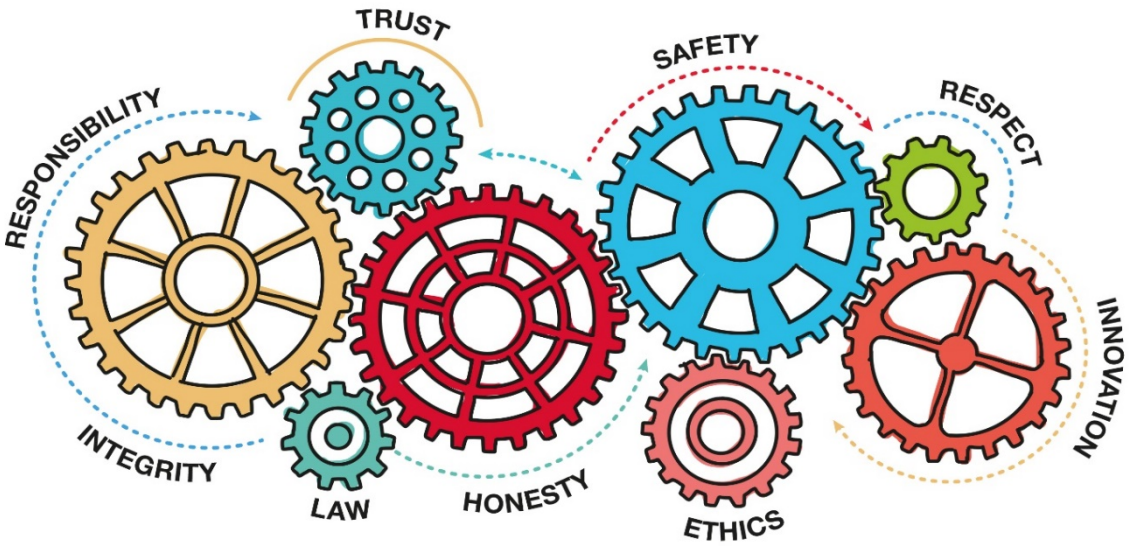


Code of Business Principles Verder International Group

Our Code of Business Principles describes the operational standards that everyone at Verder follows, wherever they are in the world. It also supports our approach to corporate responsibility.

Standard of conduct

We conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees. We shall similarly respect the legitimate interests of those with whom we have relationships.

Obeying the law

Verder companies and our employees are required to comply with the laws and regulations of the countries in which we operate.

Employees

Verder is committed to diversity in a working environment where there is mutual trust and respect and where everyone feels responsible for the performance and reputation of our company. We want our employees to work together based on mutual respect regardless race, religion, sex or culture. Therefore an individual employee is not allowed to impose religious or cultural believes on colleagues. We want our employees to avoid sexual intimidation in any shape or form.

We will recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed.

We are committed to safe and healthy working conditions for all employees.

We will not use any form of forced, compulsory or child labour. We are committed to working with employees to develop and enhance each individual's skills and capabilities. We respect the dignity of the individual and the right of employees to freedom of association. We will maintain good communications with employees through company based information and consultation procedures.

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Business partners

In our business deaings we expect our partners to adhere to business principles consistent with our own.

Community involvement

Verder strives to be a trusted corporate citizen and, as an integral part of society, to fulfil our responsibilities to the societies and communities in which we operate.

Public activities

Verder companies are encouraged to promote and defend their legitimate business interests. Verder will co-operate with governments and other organizations, both directly and through bodies such as trade associations, in the development of proposed legislation and other regulations which may affect legitimate business interests. Verder neither supports political parties nor contributes to the funds of groups whose activities are geared to promote party interests.

The environment

Verder is committed to making continuous improvements in the management of our environmental impact and to the longer-term goal of developing a sustainable business. Verder will work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.

Innovation

Our innovation is focussed on meeting our consumers' needs. In this we will respect the concerns of our consumers and of society. We will work on the basis of sound science, applying rigorous standards of product safety.

Competition

Verder believes in vigorous yet fair competition and supports the development of appropriate competition laws. Verder companies and employees will conduct their operations in accordance with the principles of fair competition and all applicable regulations.

Business integrity

Verder does not give or receive, whether directly or knowingly indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment which is, or knowingly is construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management. Verder accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained.

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Conflicts of interests

All Verder employees are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company. Verder employees must not seek direct or indirect gain for themselves or other individuals through misuse of their positions.

Compliance - monitoring - reporting

Compliance with these principles is an essential element in our business success. The Verder General and Financial management of the group and divisions are responsible for ensuring that these principles are applied throughout Verder. The Verder General and Financial management of the group and divisions are responsible for implementing these principles.

Day to day responsibility is delegated to all senior management of business units in territories we operate. They are responsible for implementing these principles, if necessary through more detailed guidance tailored to local needs. Compliance with the Code is subject to review by the Verder General and Financial management of the group and divisions.

Any breaches of the Code must be reported to the Verder General and Financial management of the group and divisions. Verder General and Financial management of the group and divisions will not criticise management for any loss of business resulting from adherence to these principles and other mandatory policies and instructions. Verder General and Financial management of the group and divisions expect employees to bring to their attention, or to that of senior management, any breach or suspected breach of these principles. Provision has been made for employees to be able to report in confidence and no employee will suffer as a consequence of doing so.

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