

BETA FENCE

BETA FENCE POLICIES AND MANUALS



BUSINESS PARTNER DECLARATION

At **Betafence**, we conduct business with integrity. We believe that the internationally recognized principles mentioned in this declaration (the “Declaration”) must therefore be reflected in our relationships with our suppliers, agents, distributors, sub-contractors, etc. (our “Business Partners”), as their actions could directly affect our reputation and our relationship with our customers.

The representations and warranties made in this Declaration do not in any way replace or amend the provisions of any legal agreement or contract between Betafence and its Business Partners, or of any other existing legal obligations or prohibitions, but are made in addition to such agreement or contract. This Declaration does not in any way create any rights or benefits for Betafence’s Business Partners, their business partners or any other third parties.

For the purpose of this Declaration, any reference to Betafence shall refer to any company of the Betafence group.

As a Betafence Business Partner, you are required to commit yourself to the following principles (the “Principles”):

Compliance with Applicable Laws and Regulations

As a Business Partner of Betafence, we shall comply with all applicable laws and regulations.

Human Rights

As a Business Partner of Betafence, we will at all times respect all human rights and fundamental freedoms, as set out in international treaties and conventions and customary international law, such as the UN Declaration of Human Rights, the International Covenant on Civil and Political Rights and the European Convention on Human Rights

Employment

As a Business Partner of Betafence, we will comply with all applicable employment laws and regulations and the internationally recognized principles and practices. We shall amongst others respect the fundamental right of freedom of association, will prohibit child labor, will prohibit forced labor and abuse of labor, and will respect working hours, rest days and correct wages.

Anti-Discrimination

As a Business Partner of Betafence, we shall neither discriminate nor tolerate discrimination in any way. We will promote a workplace free from any kind of discrimination or harassment (including on the grounds of race, color, sex, religion, political opinion, national or social origin), where all employees are treated with respect.

Sanctions

As a Business Partner of Betafence, we represent and warrant that we are not (i) a target of any (inter)national sanctions, (ii) owned or controlled by, acting for or on behalf of, directly or indirectly, a target of any (inter)national sanctions, (iii) directly or indirectly involved in (business) arrangements/ transactions/relations/ activities with a target of any (inter)national sanctions, (iv) directly or indirectly sourcing any products or services used in the supply of products or services to Betafence from a target of any (inter)national sanctions, or (v) in any other way acting or operating in violation of any (inter)national sanctions regime. We shall immediately notify Betafence upon the occurrence of any event that would result in a breach of the aforementioned representations and warranties, and take all necessary measures and appropriate steps to ensure further compliance with all obligations and prohibitions stemming from the applicable sanctions regime(s).

BUSINESS PARTNER DECLARATION

Business integrity: Criminal Conduct and Conflicts of Interests

As a Business Partner of Betafence, we will always act with all due diligence. We will not in any way commit crimes or offences, be involved in criminal activities or support or tolerate criminal behavior. In particular, we will comply with all applicable anti-money laundering and anti-corruption & anti-bribery laws and regulations, including and where applicable the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. We shall not take any action that would violate or would cause Betafence to violate any of these or other laws and regulations. We shall not take part in or seek to influence any decision where there is an actual or perceived conflict of interest.

Books & Records

As a Business Partner of Betafence, we shall keep accurate and transparent books and records.

Competition

As a Business Partner of Betafence, we shall comply with all applicable antitrust and competition law and regulations.

High Standard of professional Competence

As a Business Partner of Betafence, we shall foster high standards of professional competence and sense of responsibility.

Environment, Health & Safety

As a Business Partner of Betafence, we shall respect all laws and regulations related to employee health and safety and shall take all measures necessary to prevent, detect and respond to potential risks of accident, injury or health risks. We shall also conduct business in such a way to protect and preserve the environment and shall comply with all applicable environmental legislation and permits.

Confidentiality & IP

As a Business Partner of Betafence, we shall treat and safeguard as confidential all information provided by Betafence (even after termination of your business relationship with Betafence) and act lawfully with regard to Betafence's intellectual property.

Grievance procedure

As a Business Partner of Betafence, we shall provide our employees with a mechanism to express grievances/concerns without fear of reprisal.

We expect our Business Partners to hold their business partners to the same standards contained in this declaration.

By signing this document, you confirm that you comply with and shall continue to comply with the requirements in the Betafence Business Partner Declaration. If we haven't received a signed copy of this Declaration (or any remarks you might have regarding the content of this Declaration) within 30 days following your receipt of this Declaration, we will assume your approval and full compliance with the Principles contained therein.

For _____ (Business Partner Name)

(Name) _____ (Title)

Signature Date, Place