

Code of Conduct and Ethics

Overall commitment

V Industries Group respects and complies with the laws and regulations of all countries with residents of which it cooperates, procure and/or sell goods and services. In case the local legislation requirements are lower than the international standards, which are stated herein, V Industries Group follows the latest international standards. V Industries Group respects human rights and mitigates the environmental impacts of their companies or activities.

Labour and Social Policies

No Child Labour. V Industries Group respects children's right to development and education. The minimum age for employment shall be the country legal minimum age, or the age for completing compulsory education in that country, whichever is higher provided in any case.

No Forced Labour

Under any circumstances, V Industries Group does not use, promote or otherwise give rise to the use of forced or involuntary labor. Such labor can include, without limitation, practices such as restricting people's movement; withholding wages or identity documents to force them to stay on the job; trapping them in false debt or wage deductions from which they cannot escape; loss of social status. V Industries Group ensures that workers understand their rights with regard to payment of wages, overtime, and retention of identity documents. Therefore, V Industries Group ensures that workers are treated fairly, and their rights are respected.

Working Hours

Working hours (including overtime) comply with applicable laws and regulations. If overtime is paid, payment shall be based on the respective legal and/or collectively agreed regulations. Work or service outside normal daily working hours shall not be forced by exploiting a worker's vulnerability under threat of a penalty.

Fair Wages

V Industries Group complies with all applicable laws and regulations, including those relating to minimum wages, overtime hours and legally mandated benefits. V Industries Group pays rates of wages, which are not lower than those established for the trade or industry where the work is carried out. Workers must be paid in a fairly and timely

manner. Non-Discrimination and Equal Remuneration V Industries Group respects cultural differences.

Non-Discrimination and Equal Remuneration

V Industries Group does not accept discriminate or marginalize any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, social origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, termination or retirement.

The Right to Organize and Freedom of Association

V Industries Group respects the right of workers to associate freely, form and join workers organization of their own choice, seek representation and to bargain collectively, as permitted by and in accordance with the applicable laws and regulations. V Industries Group ensures that representatives of such personnel are not the subject of discrimination and strives for a fair relationship between their economic interests and the interests of their employees.

Health and Safety

V Industries Group ensures that the health and safety risks of employees, contractors, and members of the public, which arise from its operations, are reduced. V Industries Group carries out the operations in a safe manner, in line with all applicable law regulations, by approved codes of practice and industry best practice standards, demonstrates a clear commitment to health and safety management as well as effective and proactive policies and procedures.

Environmental Policy

V Industries Group implements measures contributing to the protection of the environment during the product life cycle; design, development, production, transport and operating, strives to save valuable resources, consume less energy and generate less waste and emissions through sustainable use. For this reason, the products and services should continue to be extremely environmentally friendly in the future.

Data Protection

V Industries Group complies with all applicable data protection regulations and acts appropriately to ensure data protection regarding the personal data of customers.

Respect and Protection of Intellectual Property

V Industries Group respects and protects the intellectual property rights of the customers, safeguards and makes only appropriate use of confidential information.

Adherence to Foreign Trade Law Regulations

By use of appropriate measures, V Industries Group takes care, that transactions with third parties do not violate applicable law on economic embargoes or trade regulations, import and export controls or provisions concerning the international fight against terrorist financing.