



## **VANEIGENS PARTNER CODE OF CONDUCT – 2025**

At Vaneigens, we are committed to conducting business with integrity, fairness, and respect for human rights and the environment. This short Code of Conduct outlines our values and expectations for the suppliers, freelancers, and service providers we partner with. It is non-binding and serves as a reference point to support ethical and sustainable collaboration.

### **1. Respect for Labor & Human Rights**

We expect our partners to respect the fundamental rights of workers in accordance with international standards (such as ILO conventions). This includes ensuring fair pay, safe and healthy working conditions, and the prohibition of forced labor, child labor, and harassment in any form.

### **2. Fair Competition & Integrity**

Partners are expected to conduct business fairly and transparently. We do not tolerate bribery, corruption, anti-competitive practices, or conflicts of interest. All interactions should be honest and based on mutual respect and compliance with applicable laws.

### **3. Environmental Awareness**

While we recognize that environmental impact may vary by sector and size, we encourage all partners to act with environmental responsibility – reducing unnecessary waste, promoting digital practices, and being mindful of travel and emissions where possible.

### **4. Diversity & Respect**

We value diversity and inclusion in the workplace and expect our partners to treat individuals with dignity and respect, without discrimination based on gender, nationality, identity, or background.

This Code is intended to reflect Vaneigens' values as a responsible and collaborative business. It may be published on our website and shared transparently with partners who share our ethical approach.