SUPPLIER CODE OF CONDUCT

NOVEMBER 2024

RESPONSIBILITY FOR OUR ACTIVITIES TOWARDS THE OUTSIDE WORLD

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1. INTRODUCTION

1.1 Purpose and scope

Our mission is to encourage people to go outside and to have people enjoy the outside world in the most sustainable way possible. At Creators of the Outside World and our Group Companies (hereafter: "**CROWD**"), we take responsibility for our activities towards the Outside World, meaning the environment, our business partners, the economy and our employees. This also includes the indirect impact we have on the world through our supply chain.

We see an unambiguous value in being part of a larger whole with activities that are sustainable at all points of impact and promote positive Environmental, Social and Governance development. With our procurement, manufacturing and installation of materials, products and, services, we wish to be part of a sustainable value chain that contributes positively to people, the environment and the (local) economy. We endeavour to conduct our business in an ethical way and this includes strict compliance with applicable legislation. The CROWD Supplier Code of Conduct aims to support this.

The Code of Conduct is used by CROWD as a tool to improve the value chain we are part of. It is a tool for dialogue with our suppliers and a strong desire for co-operation with CROWD. Our suppliers are expected to be compliant with national and international legislation and conventions. They are also encouraged to work actively to improve their contribution to the value chain they are part of, including working towards the UN Sustainable Development Goals, reduction of carbon emissions and compliance with the European Corporate Sustainable Reporting Directive. We stimulate our partners to impose our guidelines upstream in their supply chain, so their suppliers, business partners and third parties comply with the guidelines as well.

2. ENVIRONMENT

In line with the Paris Climate Agreement, it is CROWD's strategy to reduce carbon emissions with 50% as per 2030 and to become carbon neutral by 2050. In addition, it strives to reduce its footprint on environmental aspects outside of carbon emissions. To obtain this goal, CROWD's suppliers should be adhering to the following expectations

2.1 Environmental conditions

CROWD's supplier must conduct its activities in a way that does not harm the environment, climate and local communities. Violation of any legitimate rights by depriving and degrading land, forests or bodies of water, whose utilisation secures the living environment of people and, the (local) biodiversity is prohibited. The supplier must avoid as much as possible the causing of harmful soil changes, water and air pollution and noise and light emissions. Excessive water consumption must also be avoided, in particular if this is detrimental to people's health, significantly disrupts the natural basis for food production, prevents people from having access to clean drinking water, adequate sanitary facilities or affects nature.

The supplier must comply with all applicable environmental legislation and regulations in the country of its operation. Evidence of compliance should always be shared with CROWD upon request.

2.2 CO_2 emissions

CROWD's supplier must continuously seek knowledge about their own environmental and climate impact and undertake action on any negative impacts by prevention and possible mitigation. We expect that the supplier continuously works with improvements for the environment and climate, for example in relation to resource consumption, waste production, pollution and harmful substances.

In particular, the supplier is expected to be implementing or planning measures that reduce the supplier's CO2 emissions and other Greenhouse Gas emissions. This also means that the supplier calculates its own CO2 emissions for at least Scope 1 and Scope 2 not later than 2025. At the latest by 2025, The supplier must also calculate his emissions in Scope 3. Transport suppliers must be EURO6 approved. No later than 2030, transport by the supplier must be powered by electricity, CO2-neutral fuel or EURO7 approved.

2.3 Traceability

To enable compliance with EU legislation (e.g. ECO Product Design, EUDR, CBAM, GPSR etc.), CROWD's supplier shall maintain a system or method of item traceability that ensures tracking of the supply chain back to the manufacturer of all products, sub-assemblies, and components supplied to CROWD. Each product must be labelled with a unique identifier, such as a batch or lot number, to facilitate traceability. The supplier must keep detailed records of the origin, manufacturing process, and distribution of each product. These records must be made available to CROWD upon request and retained for a minimum of five years.

3. SOCIAL

CROWD adamantly believes that high quality and sustainable products are being made by enthusiastic, committed and passionate people that work in good and sustainable conditions and that employers are required to do whatever sits within their circle of influence, to ensure that the working conditions, human rights and health & safety are taken care of.

3.1 Human rights

CROWD's supplier shall support and respect human rights as defined in the UN Convention on Human Rights. The supplier must support that all people are independent and unique and are ctreated equally regardless of their group affiliation in terms of gender, skin colour, age, religion, political opinion, sexual orientation or ethnic origin. The supplier must also respect the right to privacy and personal data of their employees, customers and business partners. An important aspect of this is our ongoing dialogue with (upstream) suppliers to ensure that our products do not contain any raw materials or other products from conflict regions.

3.2 Prohibition of child and forced labour

CROWD's supplier must follow the principles of the International Labour Organisation (ILO) core conventions and the ILO Declaration on Fundamental Principles and Rights at Work.
The supplier must not accept child labour and must not work with suppliers or others who exploit children as labour. CROWD's supplier must follow national legislation regarding the employment of underaged workers and working time laws.

Any form of forced labour, bonded labour, prison labour or illegal labour in the production or supply of goods and services for and to CROWD is prohibited. Also any labour that involves physical and/or mental punishment is not allowed. CROWD's supplier must not cooperate with suppliers or others in its supply chain that use coercion, pressure, threats or similar against employees. All employment relationships involving CROWD's supplier must be based on mutual consent between supplier and its employees.

3.3 Discrimination and harassment

All aspects of the employment relationship shall be based on the principle of equal opportunities. The personal dignity, privacy and personal rights of each individual are fully respected. CROWD's supplier must apply a zero-tolerance policy to any form of discrimination or harassment at work or in other contexts related to race, gender, colour, religion, political affiliation, ideology, sexual orientation, union membership, nationality, ethnic or social origin, deficiencies, pregnancy, diseases, health status, handicaps, disability or any other characteristic or situation that could lead to discrimination, harassment or any form of abusive behaviour.

3.4 Working conditions, working hours and wages

We expect our supplier to be committed to fair working conditions and to comply with all applicable national laws and industry standards regarding wages, benefits, working hours and holiday arrangements. Overtime is always worked within the legal framework. The supplier undertakes to comply with local legislation and regulations regarding maximum working hours and holiday time. It also attaches importance to appropriate contractual remuneration that not only complies with the statutory minimum wage, but is also based on the respective national labour market conditions. Working hours shall comply with applicable national legislation and industry standards.

Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay periods.

3.5 Employee rights

CROWD's supplier shall ensure that its employees, without distinction, have the right of association, union membership and collective bargaining.

The right of workers to form and join organisations of their choice, to bargain collectively and to strike is essential and shall be respected. Where legal restrictions impede the freedom of association and the right to collective bargaining, alternativ opportunities for independent and free association of workers for this purpose should be provided. Discrimination based on the establishment, joining or membership of such an organisation is strictly prohibited. Workers' representatives should be granted unhindered access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.

Workers shall not be punished for expressing their opinions and wishes.

3.6 Health and Safety

CROWD's supplier must follow the national occupational Health and Safety legislation and guidelines, including, but not limited ensuring minimum conditions of light, ventilation, hygiene, fire prevention, safety measures, access to drinking water and to clean toilet facilities to offer a safe and healthy workplace and environment. CROWD's supplier must protect its employees from illness and injury resulting from their work for the supplier. The supplier must work continuously alongside and in cooperation with employees to create the best possible working environment. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

4. GOVERNANCE

CROWD strongly believes that proper business governance is fundamental to operating in a sustainable way. Therefore CROWD expects its suppliers to arrange their businesses to be compliant with local legislation and have relevant policies and procedures in place.

4.1 Legislation and regulations

CROWD's supplier must comply with international, national and local legislation and regulations in all respects applicable to its operations and provide all the necessary permits. Where local industry standards are more stringent than local laws, local industry standards prevail. The supplier is expected to have all relevant and mandatory product and business certifications in place and up to date. The supplier must report any violations of legislation or company policies to the appropriate authorities.

The supplier respects applicable trade laws and trade restrictions by the United Nations or any other national or supranational bodies or legal authorities and conduct a strict compliance policy. This expressly includes compliance with embargo, customs and export control regulations.

4.2 Free and fair competition

CROWD's supplier values free and fair competition throughout the world. Therefore the supplier confirms that it adheres to competition legislation, putting forward a strict confidentiality policy. In addition, the applicable antitrust legislation must be observed, which in particular prohibit any agreements or activities that may affect prices or conditions when dealing with competitors. These regulations also prohibit agreements between customers and suppliers that are aimed at restricting the freedom of customers to set their prices and other conditions autonomously when reselling. The supplier must therefore not engage in activities, e.g. exchange of price information with competitors, which aim to limit or distort competition in the market.

4.3 Bribery and money laundering

CROWD's supplier expressly refrains from any form of corruption, including extortion, embezzlement and active or passive bribery. It takes concrete measures to prevent any form of corruption. It is firmly forbidden to participate in direct or indirect bribery or the acceptance of any form of unethical inducement to obtain orders or authorisations, including quid pro quo, corruption, threats, accepting or granting payments, gifts or benefits of any kind that go beyond the legal framework and the customary level.

CROWD pursues a zero-tolerance policy with regard to money laundering, fraud, tax evasion or any other financial crime. The supplier implements all necessary measures to prevent money laundering, fraud, tax evasion or any other financial crime within his sphere of influence. The supplier must avoid situations where personal interest could conflict with professional duties.

4.4 Conflict of interest

CROWD's supplier must avoid all conflicts of interest or situations giving the appearance of a conflict of interest when doing business with CROWD. The supplier must promptly report to CROWD any instances involving actual or apparent conflicts of interest between supplier's interest and those of CROWD, such as a direct personal or financial interest in a business decision or vendor selection. Likewise, the supplier shall not, without prior written notification thereof to CROWD, enter into any business relationship with any director, employee, or representative of CROWD that may create a conflict with their fiduciary obligations to, or the interests of, CROWD.

4.5 Handling of data and information

The processing of personal data of employees, customers and business partners - including collection, storage, collation, utilisation and provision - is carried out exclusively in accordance with the applicable legal requirements. It is the supplier's responsibility to handle and protect any information in an appropriate manner. Data and information shall only be used in accordance with their corresponding classification. The supplier shall ensure that data worthy of protection is properly collected, processed, secured and deleted. In addition, the supplier shall ensure that the technical information systems are adequately protected against cyber threats by complying with current standards (such as virus protection, encryption, segmentation, role and rights management).

4.6 Whistle-blower protection

It is important that the supplier guarantees that the supplier's employees can speak out freely and without fear of retaliation in the event of violations of the guidelines set out in this Code of Conduct.

4.7 Company resources

CROWD's supplier must use its resources responsibly and for its intended purposes. The supplier is not allowed to misuse the its resources for personal gain or illegal activities.

4.8 Continuity

CROWD's supplier seeks enforcement of policy and plans, so that the exposure to terrorism, crime, threats, pandemics, natural disasters and emergencies is reduced.

4.9 Cinfidentiality

CROWD's supplier must treat any information of a sensitive, personal or confidential nature that comes into their possession with due care and confidentiality. This includes complying with legislation and exercising ordinary care. It is important that the supplier ensures that sensitive, personal or confidential data and the applicable intellectual property rights of our and their own employees and business partners are properly protected. CROWD's supplier is not allowed to disclose any information of a sensitive, personal or confidential nature without explicit approval of CROWD. All necessary security protocols to safeguard any information of CROWD needs always to be followed by the supplier.

5. ENFORCEMENT

5.1 Enforcement

This Code of Conduct applies only to CROWD's direct suppliers, manufacturers and business partners. However, we encourage the supplier to impose social, environmental and governance requirements upstream in their supply chain. CROWD expects all its suppliers to respect and work with this Code of Conduct and to actively do their utmost effort to achieve our standards.

5.2 Consistency

If CROWD finds that its supplier acts in violation with this Code of Conduct, the supplier will be given the opportunity to propose and implement a corrective action as soon as possible. Should the supplier be failing to undertake improvements, repeatedly breaches this Code of Conduct, or when it is deliberately violating this Code of Conduct, CROWD will take the action that it deems necessary and appropriate. This will generally be a dialogue on how to improve the supplier's adherence to the CROWD Supplier Code of Conduct. However, depending on the circumstances, it may in critical cases lead to the immediate termination of the cooperation between CROWD and its supplier. Under certain circumstances, termination may be waived if the supplier provides credible assurance and evidence that it has immediately taken effective countermeasures to prevent future violations.

5.3 Duty to report

CROWD carefully investigates reported indications of possible misconduct. We rely on employees, business partners and third parties to report possible misconduct in order to learn of potential breaches of rules.

5.4 Acknowledgement and confirmation

By signing this document, the supplier confirms to have understood the CROWD Supplier Code of Conduct, to act responsibly and to comply with and adhere to the CROWD Supplier Code of Conduct now and in the future.

The supplier will communicate the content of this code to its employees, authorised representatives, suppliers and subcontractors in a way that they can understand and to take all necessary precautions to implement the requirements. In particular, CROWD's supplier will:

- Require their suppliers (including but not limited to labor agents or agencies, material suppliers and subcontractors) to respect standards consistent with the CROWD Supplier Code of Conduct and include these requirements in agreements with their suppliers
- Implement a process to verify the content of this code
- Inform CROWD immediately if they suspect a violation of these principles has taken place in their supply chain and work with their suppliers to mitigate and prevent further violations and remediate negative events that have occurred in the past

CROWD or one of its subsidiaries may request documentation of the above, verbally, in writing or during onsite visits.

Thank you for choosing to work with CROWD and for your valuable contribution to our business. Together we enable a sustainable future.

This code will be reviewed annually and updated as necessary. This version of the CROWD Code of Conduct has been published in November 2024.