



CODE OF CONDUCT FOR TVL AND HER SUPPLIERS

For TVL, Corporate Social Responsibility means doing business in a way that we reflect on our interests, taking into account our influence on our shareholders and on society in general. We make choices that deliver a contribution to the solution of certain social issues. TVL abides by its own Code of Conduct when choosing business partners (direct and indirect suppliers). We want to comply with all of the applicable regulations and stipulations.

Legislation

- Compliance with all of the local laws and regulations

Corruption and Bribery

- TVL and her suppliers do not tolerate any form of and do not participate in any form of corruption, bribery, extortion or influencing. We do not take part, neither directly nor indirectly, in any form of corruption, bribery, extortion or influencing of government personnel or clients, including any form of compensation (outside the commonly accepted sector rules) in order to influence their decisions, or which can lead to conflict of interests.
- Counterfeit products are not accepted and will be reported.
- TVL and her suppliers do not tolerate nor support any form of money laundering.

Employees

- Respect for the United Nations Universal Declaration of Human Rights, and for the national working conditions regarding wages, working hours, trade unions, bullying at work.
- Respect for all the (supra)national laws and regulations applicable to child labour (ILO conventions 138 and 182 in particular) and taking adequate action to comply with these conventions.
- Respect for all anti-discrimination directives in full, as stipulated in the laws and regulations. We give equal treatment and equal opportunities to our employees, regardless of race, skin colour, nationality, social background, possible disability, sexual orientation, political or religious beliefs, age or gender, ...
- Not hiring anyone who refuses to work and not forcing anyone to work against his or her will (forced labour).
- Respect for the personal dignity and integrity, the privacy and rights of each individual. The GDPR system guarantees the privacy of TVL employees.
- Not tolerating any form of unacceptable treatment of employees, such as mental abuse, sexual intimidation or discrimination.
- Not tolerating sexual behaviour nor behaviour that is associated with coercion, threat, abuse or exploitation, including gesture, use of language and physical contact.
- Assurance of confidentiality regarding client information and intellectual property (i.e. drawings, standards, ...).

Environmental Protection

- Protection of the environment and compliance with all of the applicable environmental laws and regulations. The company processes guarantee the compliance of the environmental laws.
- TVL bans all products appearing on the grey and black lists of Volvo and Scania.
- Reduction of pollution and search for means to continuously improve environmental protection.
- TVL wishes to evolve to a CO² neutral production by for example the electrification of the company vehicles and production processes.
- Meeting the REACH guideline and IMDS.
- The use of water and energy is being monitored and evaluated.
- Air emission measurements are followed up according to the national standards.
- Preventing waste and, where possible, sorting and recycling of the produced waste.

Safety and Health

- Compliance with all the laws and regulations regarding labour and labour conditions, and with all the applicable collective agreements.
- Taking care of the safety and health of the employees, and taking measures to ensure that labour accidents are avoided as much as possible.

Financial

- Doing business in such a way that the company's continuity remains guaranteed. Compliance with the nationally applicable reporting obligation and regulations.
- Communicating correct financial figures, that are being checked independently.
- Deliveries for TVL and her suppliers are subject to export control and control on economic sanctions.

Raw Materials

- Conflict Materials are not used and cannot be used in TVL products.
- 3TG (tantalum, tin, gold or tungsten) are not used in TVL products.

Fair Competition and Antitrust

- TVL respects and complies with all the applicable fair trade, competition and antitrust laws and regulations.
- TVL handles competitive data, confidential client information and intellectual property lawfully and with integrity.

Whistleblowing and protection against retaliation

- TVL has a trained independent counsellor who registers and handles all complaints against the code of conduct.
- This counsellor can be contacted by both TVL personnel and suppliers.
- The complaints from TVL personnel are registered and handled according to the TVL grievance mechanism policy, whereas the complaints from suppliers are registered and forwarded to the person, responsible for the topic of the complaint.