



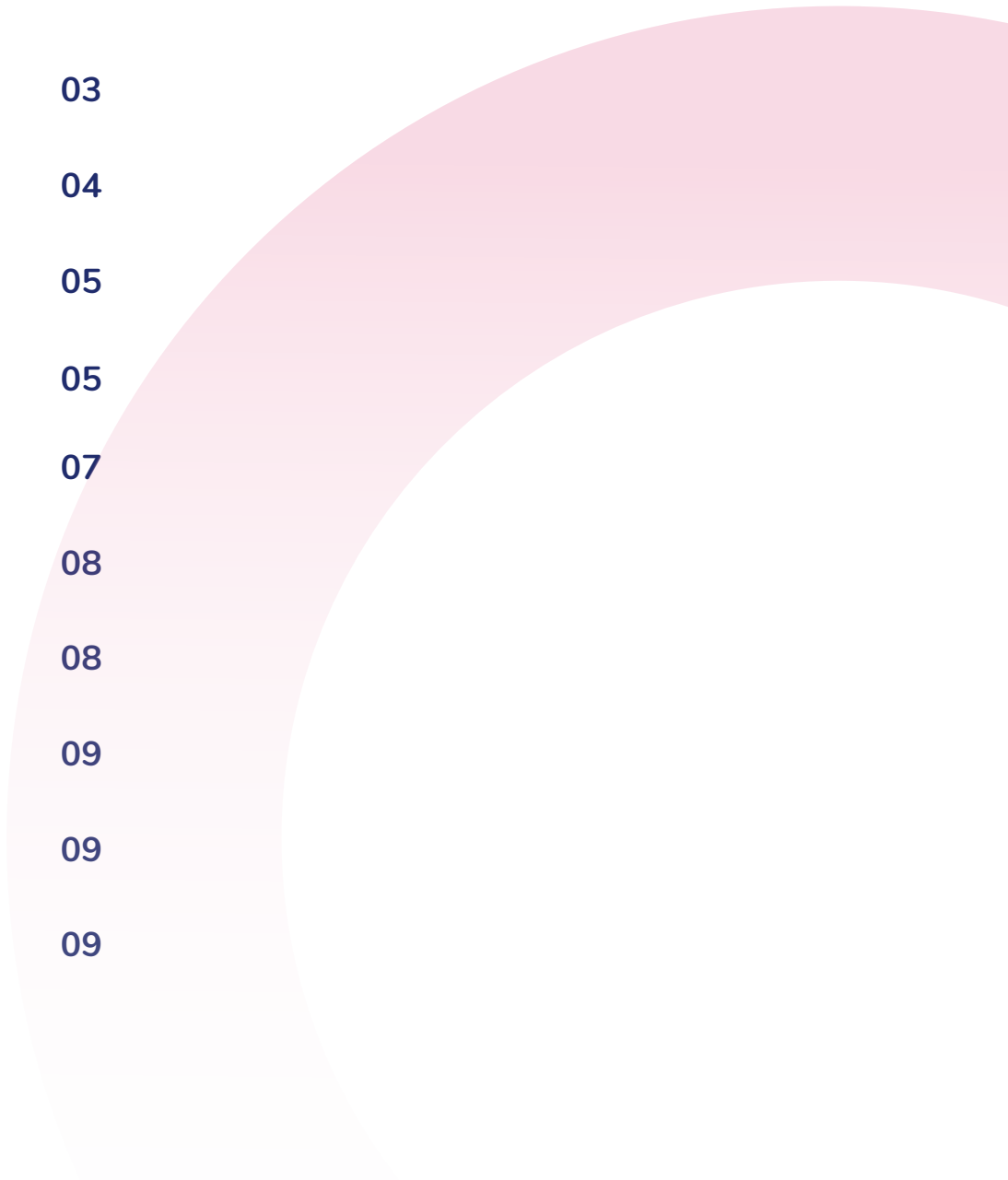
CODE OF CONDUCT

Corporate Responsibilities of Connective and its employees

WWW.CONNECTIVE.EU

Content

01	Introduction	03
02	Compliance with Laws	04
03	Human Rights	05
04	Employment Practices	05
05	Protection of Confidential, Personal and Proprietary Information	07
06	Ethics	08
07	Anti-Corruption	08
08	Free Competition	09
09	Environment	09
10	Conflict of Interest	09

A large, light pink curved shape that starts from the right edge of the page and curves upwards and to the left, ending near the bottom right corner. It has a soft, organic feel, resembling a stylized wave or a modern architectural element.

01

Introduction

To build a sustainable business, Connective needs to respect and engage with its corporate and social responsibilities. This is why Connective created a Code of Conduct which represents a minimum standard of best practices to be applied throughout our entire organization. The aim of this Code of Conduct is to set out the expected corporate responsibilities of Connective and to inform our employees what their individual responsibilities are to contribute to our corporate goals on corporate social responsibility.



02

Compliance with applicable legislation

Connective guarantees to fully comply with all applicable laws, rules, regulations, directives, treaties, or others of the countries in which we operate or provide services.





03

Human Rights

Connective respects human rights and expects its employees, suppliers and partners to do so too. In particular, we recognize all fundamental human rights as set out in the United Nations Universal Declaration of Human Rights. We avoid causing or contributing to human rights infringements through our business actions.

04

Employment Practices

As our employees are the beating heart of Connective, our employment practices are of high importance to us. All employees of Connective work in respect of an employment agreement in compliance with national legislation and market practices.

- **No Slavery, Forced or Child Labor**

We do not tolerate any form of slavery, torture, cruel, inhuman, or degrading treatment, or working conditions that are a threat to life or health. No illegal child labor is performed by Connective, nor its suppliers or partners. All employees have reached the minimum working age.

- **Equality**

Connective treats all employees in an equal manner and provides equal employment opportunities. No discrimination based on race, sex, age, ethnicity, sexual orientation, religion, disability, political beliefs, or trade-union membership is allowed.

- **Labor conditions**

All employees of Connective are paid a salary which is in line with the market, and at least the minimum compensation as required by law. All employees are provided with a weekly rest period.

- **Social dialogue**

Connective respects the right of free association of its employees and allows them to conduct collective bargaining.

- **Harassment**

We treat all fellow employees, customers, business partners and other stakeholders with dignity and respect at all times. We have a zero-tolerance policy for any form of harassment, including sexual harassment, bullying, abuse or discrimination.

- **Healthy working environment**

Connective provides a healthy and safe environment for its employees. We provide our employees with the relevant safety instructions.





05

Protection of Confidential, Personal and Proprietary Information

Connective grants great importance to privacy and data protection. We comply with data protection regulations and handle all information with care.

All **confidential**, **personal**, and **proprietary** information shared with Connective shall only be used for the business purpose for which it was provided, unless otherwise agreed upon. We protect all information against destruction, misuse, unauthorized access, modification, and disclosure. In respect of the latter, Connective implements appropriate physical, technical, and organizational security measures which at least meet the industry standards. We also want to encourage our employees to respect all confidential information to be kept private.



06

Ethics

Connective conducts business in an ethical manner. We implement policies and procedures which help us to comply with all applicable laws and regulations. We stimulate our employees to make ethical, legal, and values-driven choices in their business dealings.

07

Anti-Corruption

Connective does not attempt to influence the judgement or behavior of a person in a position of trust by paying a bribe or kickback. Connective complies with all laws and regulations against corruption and anti-bribery. We do not accept or offer any gifts, offers, benefits or advantages in order to get business, keep business or gain an unfair advantage.

A background image showing four hands of different skin tones reaching from the corners towards the center, where they gently hold a small green seedling with three leaves growing out of a mound of dark soil. The hands are wearing white long-sleeved shirts. The overall image has a soft, slightly blurred quality with a warm, earthy color palette.

08

Free Competition

Connective warrants free competition as set out in the applicable laws and regulations. We respect the principle of free price-setting and we do not fix prices or rig bids with our competitors.

- We make practical efforts to minimize the use of energy, water and raw materials.
- We support the development of eco-friendly technologies, such as our own solution: Connective eSignatures

09

Environment

Connective takes all necessary and appropriate measures to limit the environmental impact of its operations. We comply with all applicable environmental laws and regulations as well as self-directed commitments to sustainable practices and environmental protection.

10

Conflict of Interest

Connective and its employees commit to avoid all actual or potential conflicts of interest. A conflict of interest exists when a personal interest or the professional activities of employees (or those of their relatives or friends) interferes or appears to interfere with the business duties of Connective.

More information?

+32 3 612 58 60

info@connective.eu

www.connective.eu

