

Code of Ethics.

INTERIMAGE

PROMOTIONAL PRODUCTS & CONCEPTS

Introduction

Interimage b.v. understands the influence companies have on the society, and strives to be a responsible company, which promotes good standards, and ethics. Therefore, we have documented a code of ethics which describes where Interimage b.v. stands for, and its core values. This is similar to our Code of Conduct; however, it is an external document that is to be published for the public. So, we must use this code by uploading it on our company website www.interimage.com

Health and safety

Interimage b.v. considers its employees' health and safety a priority. We ensure that we provide safe working environments for both our workers in the office, and in the warehouse. We provide the necessary information to employees such as evacuation routes, procedures in case of emergencies such as fires, and safety trainings. We take measures to minimize stress, and physical strain on our employees. We conduct periodic evaluations of our health and safety standard and are always working to improve it.

Working conditions

Interimage b.v. ensures that employees receive sufficient working conditions, and have a good work-life balance. We do this by providing multiple benefits to our employees. We ensure the working hours and salaries of all employees are appropriate and do not breach any legal regulations.

No discrimination

Interimage b.v. encourages diversity, and equality within its workforce, and also encourages suppliers to do so. We do not allow any form of discrimination based on race, colour, caste, national origin, gender, religion, marital status, disability, sexual orientation, union membership, political affiliation, and age. We ensure that we provide equal employment opportunities.

No harsh treatment

Interimage b.v. does not condone harsh treatment in their workplace. We do not subject our employees to harassment, intimidation, abuse, or degrading treatment of physical or psychological punishment.

Fundamental human rights

Interimage b.v. respects all individuals, and ensures it respects everyone's fundamental human rights. We do not engage in any practices such as forced, or child labour. We ensure that all of our employees are equal and treated with respect and dignity.

Whistle-blowing

Interimage b.v. prohibits unethical business practices, and labour practices such as bribery, corruption, fraud, irresponsible marketing, discrimination, and harassment. We believe that whistle-

blowing is an effective way to minimize the possibility of such activities taking place in Interimage b.v. Therefore, we ensure that there are structured procedures in place which everyone can access, and use.

Anti-bribery and corruption

Interimage b.v. is committed to maintain a work environment free of any bribery or corruption. We ensure that all employees receive trainings regarding this topic. Moreover, we ensure that any gifts from, or to clients are reviewed, and then approved by management first.

Fraud

Interimage b.v. is committed to refrain from being involved in any fraudulent activities or practices. We ensure that our employees receive the necessary information to understand what practices these are, and how to avoid inadvertently participating in them. We provide employees a procedure to report any fraudulent activities that they witness.

Responsible marketing

Interimage b.v. ensures that we publish advertising, and marketing efforts that depict our products and services in a truthful manner. We strive to be a positive influence on the community.

Information security and data protection

Interimage b.v. considers information security and data protection integral to our operations. We are committed to conduct our business professionally, and ensure that we protect all data within our company. We ensure that we deal with the data of third parties appropriately, and do not let unauthorized parties access this data.

Conflict of interest

Interimage b.v. is aware of the potential negative outcomes that can result from conflicts of interest such as operational inefficiency, and financial loss. We are committed to minimize conflicts of interest as much as possible. We do so with providing guidelines for our employees to avoid such situations.

Confidentiality

Interimage b.v. conducts all business activities, practices, and transaction in a completely confidential manner. We ensure that all client data is appropriately dealt with, and we only use this data for business purposes and in the interest of our client.

Energy and greenhouse gases

Interimage b.v. complies with all relevant local energy and greenhouse gas regulations, and track our energy consumption and GHG emissions. We review our energy consumption patterns and greenhouse gas emissions regularly to identify opportunities for reductions.

Waste management

Interimage b.v. strives to decrease the amount of waste that we produce, recycle, and reuse whenever possible. We are committed to dispose of our waste as responsibly as we can. We ensure that we segregate, and recycle all the waste that we can.

Promotion of sustainable consumption

Interimage b.v. strives to promote sustainable consumption as much as possible. We are committed to increasing awareness on this topic. We strive to spread awareness to our suppliers and throughout our supply chain whenever possible.

Compliance with legal institutions

Interimage b.v. conducts all its business operations in a legal, and ethical manner. We ensure that we never breach any laws, regulations, or legal obligations. We ensure that we are always in compliance with legal institutions. We expect all third parties we work with to do the same.