

ETHICAL STANDARDS AND PRINCIPLES OF CIRCULARITY B.V.

In order for Circularity B.V. to lay down the best practices, we've incorporated the Ten Principles of the UN Global Compact into our strategies, policies and procedures. We aim to establish a culture of integrity and uphold basic responsibilities to people and planet, while setting the stage for long-term success.

The Ten Principles:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Ethical values we guide our business by:

- Integrity
- Fairness
- Honesty



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- Accountability
- Teamwork
- Loyalty
- Committed to excellence
- Respect
- Compliance
- Trustworthiness
- Compassion
- Social consciousness
- Environmental consciousness
- Transparency

A handwritten signature in black ink, appearing to read "Han Hamers", written over a horizontal line.

Han Hamers
CEO Circularity



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