

Supplier Code Of Conduct

At Spark Holland, we are committed to building long-term relationships with our suppliers based on shared values of integrity, sustainability, and excellence. This Supplier Code of Conduct sets forth the expectations for our suppliers to uphold these values in their operations and business practices. By adhering to this code, we aim to ensure a responsible, transparent, and sustainable supply chain that reflects our commitment to quality, ethical standards, and environmental responsibility.

1. Ethical Business Practices

- **Integrity and Transparency**
Suppliers must conduct their business with honesty and integrity, maintaining transparency in all business dealings, including pricing, sourcing, and supply chain practices.
- **Anti-Corruption and Anti-Bribery**
Suppliers must comply with all applicable anti-bribery and anti-corruption laws and regulations, and must not engage in bribery, kickbacks, or any form of corruption.
- **Fair Competition**
Suppliers should engage in fair competition and avoid practices that undermine market integrity, such as price-fixing or collusion.

2. Labor and Human Rights

- **No Child or Forced Labor**
Suppliers must not use child labor or forced, bonded, or involuntary labor in any part of their operations. Employees must be of legal working age, as defined by local laws.

- **Fair Wages and Benefits**

Suppliers must pay their employees fair wages in compliance with applicable laws, including minimum wage requirements, overtime, and benefits.

- **Safe and Respectful Work Environment**

Suppliers must provide a safe and healthy working environment for their employees, in compliance with all applicable health and safety laws. They must ensure that their workers are treated with dignity and respect, free from harassment, discrimination, or abuse.

- **Freedom of Association**

Suppliers must respect the right of employees to freely associate, organize, and bargain collectively without fear of retaliation.

3. Environmental Responsibility

- **Sustainability and Resource Efficiency**

Suppliers are expected to reduce their environmental footprint by promoting resource efficiency, energy conservation, and waste reduction in their operations.

- **Compliance with Environmental Laws**

Suppliers must comply with all applicable environmental laws and regulations, including those related to waste management, emissions, and chemical safety.

- **Sustainable Sourcing**

Suppliers must strive to use sustainable raw materials, reduce waste generation, and promote circular economy principles. They should work towards sourcing materials that have minimal environmental impact.

- **Continuous Improvement**

Suppliers are encouraged to adopt practices that improve their environmental performance, including the development of eco-friendly products, technologies, and services.

4. Product Quality and Safety

- **Quality Standards**

Suppliers must provide products and services that meet the highest quality standards and comply with relevant regulatory requirements and Spark Holland's technical specifications.

- **Health and Safety Standards**

Suppliers must ensure that the products they supply are safe for their intended use, comply with safety regulations, and are free from defects or harmful materials.

- **Innovation and Collaboration**

Suppliers are encouraged to work with Spark Holland in the development of innovative solutions that align with our mission of advancing technology in a sustainable and ethical way.

5. Supply Chain Transparency and Traceability

- **Traceability**

Suppliers must ensure transparency in their supply chains and provide clear documentation on the sourcing of materials, including raw materials, components, and labor practices. This includes tracking the origin of materials and ensuring they meet ethical and sustainability standards.

- **Sub-supplier Compliance**

Suppliers must ensure that their sub-suppliers also comply with the principles outlined in this Supplier Code of Conduct. This includes establishing procedures to monitor and enforce compliance within their own supply chain.

6. Anti-Discrimination and Equal Opportunity

- **Equal Treatment**

Suppliers must ensure that they do not discriminate on the basis of race, gender, age, religion, disability, sexual orientation, or any other status

protected by law. All employees should be treated fairly and have equal opportunities for advancement.

- **Respect for Diversity**

Suppliers should encourage diversity and inclusion in their workforce, ensuring equal access to opportunities for all employees regardless of their background.

7. Accountability and Reporting

- **Monitoring and Auditing**

Spark Holland reserves the right to conduct regular audits or inspections of its suppliers to ensure compliance with this Supplier Code of Conduct. Suppliers are expected to cooperate fully in these audits and provide necessary documentation upon request.

- **Non-Retaliation**

Suppliers must protect employees and workers who report ethical violations or breaches of this Code from retaliation or unfair treatment.

- **Reporting Violations**

Suppliers are encouraged to immediately report any violations of this Code of Conduct to Spark Holland. Any reports of violations will be investigated and addressed appropriately.

8. Commitment to Continuous Improvement

- **Ongoing Engagement**

Spark Holland encourages its suppliers to continuously improve their practices, collaborate with us to develop innovative and sustainable solutions, and adopt best practices in ethics, sustainability, and business operations.

- **Training and Awareness**

Suppliers should educate their employees about the importance of ethical practices, sustainability, and legal compliance and provide ongoing training to ensure alignment with this Supplier Code of Conduct.

By adhering to this Supplier Code of Conduct, suppliers help us create a responsible, sustainable, and ethical supply chain that reflects the values of Spark Holland. We are committed to working with partners who share our vision and are dedicated to making a positive impact on society and the environment.

Acknowledgment

By engaging in a business relationship with Spark Holland, suppliers acknowledge and agree to comply with the principles set forth in this Code of Conduct.